



# **AMENDMENT** **NOTICE**

**DATE:** June 24, 2024

**To:** **Cape Breton Island Insulator 116 Trade Classification**

Allsteel Coatin	Stella	Cameron	Highland Insula	Ian	Tate
Bay Tank and Ve	Darren	Glover	Icon Insulation	Marc	d'Entremont
Bay Tank and Ve	Krystal	Haselhan	MacGregor's Cus	James	MacPherson
Bay Tank and Ve	Stephanie	Gray	MacGregor's Cus	Laura	Turner
G. & M. Insulat	Shawn	Smith	MacGregor's Cus	Nick	MacGregor
Guildfords Inc.	Will	Brown	MacGregor's Cus	Jane	MacKenzie
Guildfords Inc.	Paul	DeCoste	Pro Insul Limit	Danny	Pacione
Guildfords Inc.	Curtis	McLoon			

**CC:** Matthew Benson, Local 116  
Jack Wall, Cape Breton Island Building & Construction Trades Council

**FROM:** Robert Shepherd

**RE:** **Amendment #12 to 2020-2025 Cape Breton Island Commercial Projects and Industrial Projects Collective Agreements for Insulator 116 Appendices**

**PAGES:** 5 (Commercial: one-page notice + cover page + amended pages)  
6 (Industrial: one-page notice + cover page + amended pages)

<b>EFFECTIVE DATE</b>	<b>CHANGE(S) OR COMMENT(S)</b>	<b>PAGES AFFECTED</b>
July 1, 2024	<ul style="list-style-type: none"> <li>This amendment states that in the event that a member working under this Collective Agreement is no longer permitted to have Pension contributions made on their behalf for their benefit, for any reason whatsoever, Pension contributions for that individual member shall be paid directly to the member and become part of their wages paid.</li> <li>New Benefit and Pension administrator</li> <li>Union address updated throughout appendices</li> </ul>	<p><u>COMMERCIAL:</u> v, 2-7, 2-8</p> <p><u>INDUSTRIAL:</u> v, 2-4, 2-5, 2-7</p>

Attached is Amendment #12 to the 2020-2025 Cape Breton Island Commercial Projects and Industrial Projects Collective Agreement for the Insulator 116 Appendices, effective July 1, 2024.

Please review these pages and forward to your accounting and/or payroll departments as needed. The full amended collective agreements and the amended pages are now available for download in the Agreements section of our website under Cape Breton Island. Please visit [www.nscra.ca](http://www.nscra.ca) or <https://nscra.ca/agreements-cape-breton/>.

If you have any questions or concerns, please feel free to contact our office.

Thank you

**CAPE BRETON INDUSTRIAL PROJECTS  
COLLECTIVE AGREEMENT  
2020 - 2025**

- BETWEEN -

**NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS  
ASSOCIATION LIMITED**  
(hereinafter referred to as the "CLRA")

- AND -

**THE CAPE BRETON ISLAND  
BUILDING & CONSTRUCTION TRADES COUNCIL**  
(hereinafter referred to as the "Cape Breton Trades Council")

- AND -

**SIGNATORY BUILDING TRADE UNIONS**

*THIS AGREEMENT* dated at Sydney, Nova Scotia this 3rd day of November, 2020.

**EFFECTIVE DATE: JULY 30, 2020**  
**EXPIRATION DATE: JUNE 30, 2025**

Amendment #1 – Insulator 116 – January 24, 2021  
Amendment #2 – Insulator 116 – January 2, 2022  
Amendment #3 – Ironworker Rebar 752 & Ironworker Structural 752 – February 17, 2022  
Amendment #4 – Bricklayer 1 & Tile 1 – May 29, 2022  
Amendment #5 – June 13, 2022  
Amendment #6 – Pipefitter 682, Sheet Metal Workers 56 – July 1, 2022  
Amendment #7 – Millwright 1178 – January 1, 2023  
Amendment #8 – Ironworker Rebar 752, Ironworker Structural 752, Millwright 1178, Pipefitter 682, Roofer & Sheet Metal 56 – July 1, 2023  
Amendment #9 – Labourer 1115 – November 21, 2023  
Amendment #10 – Ironworker Rebar 752, Ironworker Structural 752 & Painter 1945 – February 5, 2024  
Amendment #11 – Millwright 1178 – May 1, 2024  
Amendment #12 – Insulator 116 – July 1, 2024

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**DIRECTORY**


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**NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION LIMITED**

260 Brownlow Avenue, Unit 1  
 Dartmouth, Nova Scotia  
 B3B 1V9  
[www.nscrlra.ca](http://www.nscrlra.ca)

<b>Name &amp; Title</b>	<b>Phone</b>	<b>Fax</b>	<b>Email</b>
Mr. Robert Shepherd <i>President</i>	902-468-2283	902-468-3705	<a href="mailto:bshepherd@nscrlra.ca">bshepherd@nscrlra.ca</a>
Mr. Calum MacLeod <i>Labour Relations Officer</i>			<a href="mailto:cmacleod@nscrlra.ca">cmacleod@nscrlra.ca</a>

**SIGNATORY TRADE UNIONS - CAPE BRETON:**
**THE INTERNATIONAL UNION OF BRICKLAYERS & ALLIED CRAFT WORKERS,  
 LOCAL UNION 1**

14 McQuade Lake Crescent, Suite 203  
 Halifax, Nova Scotia  
 B3S 1B6

<b>Name &amp; Title</b>	<b>Phone</b>	<b>Fax</b>	<b>Email</b>
Mr. Jeff Preeper <i>President</i>	902-450-5614	902-450-5146	<a href="mailto:reception@baclocal1ns.ca">reception@baclocal1ns.ca</a>

**INTERNATIONAL ASSOCIATION OF HEAT & FROST INSULATORS & ASBESTOS  
 WORKERS, LOCAL UNION 116**

**24 Beechville Park Drive, Suite 220**  
**Beechville, NS**  
**B3T 1L1**

<b>Name &amp; Title</b>	<b>Phone</b>	<b>Fax</b>	<b>Email</b>
Mr. Matthew Benson <i>Business Manager</i>	902-450-5605	902-450-5613	<a href="mailto:loc116@ns.aliantzinc.ca">loc116@ns.aliantzinc.ca</a>

**Amendment #2 – Insulator 116 – January 2, 2022**

**Amendment #5 – June 13, 2022**

**Amendment #12 – July 1, 2024**

**NOTIFICATION OF TERMINATION:**

When lay-offs become necessary, the employer agrees to notify the union of all terminations.

**HEIGHT PAY:**

Employees required to work on scaffold or structural steel one hundred feet (100') or more shall be paid an additional one dollar (\$1.00) for the first ten feet (10') above the one hundred feet (100') height and an additional twenty cents (\$0.20) per hour every twenty feet (20') thereafter.

**PROTECTIVE CLOTHING:**

The employer shall make available rain gear, coveralls, gloves and adequate respirators as required. The employer will replace employee's coveralls destroyed or ruined in the performance of the employee's duties for the employer. Employees shall be responsible for such equipment, reasonable wear and tear accepted, and cost to be deducted from employees' wages if not returned.

**BENEFIT FUND:**

The Parties hereto agree to a Benefit Fund as follows:

- (a) The Trust Document under which the Fund is controlled shall provide for equal Trustees in number and power to be appointed by each of the parties hereto.
- (b) The employer shall make contributions per hour for each hour worked, as follows:  
- Eight dollars seventy cents (\$8.70) **and effective January 2, 2022, eight dollars eighty-five cents (\$8.85).**

(c)

Effective Date	Employer Contributions	
	Pension	Benefit
July 30, 2020	\$6.40	\$2.30
<b><u>January 2, 2022</u></b>	\$6.40	<b><u>\$2.45</u></b>

**In the event that a member working under the Collective Agreement is no longer permitted to have Pension contributions made on their behalf for their benefit, for any reason whatsoever, Pension contributions for that individual member shall be paid directly to the member and become part of their wages paid.**

- (d) The Benefit Fund shall be professionally administered:

**Administrator**  
**Belmont Health & Wealth**  
**33 Alderney Drive, 7<sup>th</sup> Floor**  
**Dartmouth, NS B2Y 2N4**  
**Phone: (902) 465-5687**  
**Email: NSHF@gobelmont.ca**

**Amendment #2 – January 2, 2022**  
**Amendment #12 – July 1, 2024**

**TRAINING, RECREATION & BUILDING FUND:**

The employer shall remit thirty-five cents (\$0.35) per hour worked, and effective January 24, 2021, fifty-two cents (\$0.52) per hour worked to the Insulators Training, Recreation & Building Fund, c/o The Administrator:

**Insulators Training, Recreation & Building Fund**  
**24 Beechville Park Drive, Suite 220**  
**Beechville, NS B3T 1L1**

It is agreed that upon thirty (30) days written notice the Union may increase, or decrease, the rate of contribution to this fund, provided that the proposed adjustment shall not alter the total hourly package to be paid by the employer.

Ten cents (\$0.10) per hour of this fund shall be remitted to a Recreation Fund, to be administered by the Union. In the event that the Recreation Fund is wound up, the ten cents (\$0.10) per hour contribution shall be returned to the wage package.

**Effective January 24, 2021, seventeen cents (\$0.17) per hour of this fund shall be remitted to a Building Fund, to be administered by the Union. In the event that the Building Fund is wound up, the seventeen cents (\$0.17) per hour contribution shall be returned to the wage package.**

**ADMINISTRATION FUND:**

The employer shall remit ten cents (\$0.10) per hour worked to the Insulators Local 116 Administration Fund, c/o The Administrator:

**Insulators Local 116 Administration Fund**  
**24 Beechville Park Drive, Suite 220**  
**Beechville, NS B3T 1L1**

Such monies remitted shall be used for such purposes as are permitted under S.51(2) of the NS Trade Union Act 1972 (as amended).

Amendment #1 – January 24, 2021

Amendment #2 – January 2, 2022

Amendment #12 – July 1, 2024

**SKILLS TRAINING FUND:**

It is agreed that the parties shall institute a Skills Training Fund. The employer shall remit twenty-seven cents (\$0.27) per hour worked to:

**International Association of Heat & Frost Insulators & Allied Workers**

Local Union 116

**24 Beechville Park Drive, Suite 220**

**Beechville, NS B3T 1L1**

The wage package has been adjusted to reflect the fact that the twenty-seven cents (\$0.27) is an employee contribution, therefore in the event the Skills Training Fund is discontinued the twenty-seven cents (\$0.27) would be returned to the employee's wage package.

**CONSOLIDATED FUND:**

The employer shall remit per hour, for each hour paid, for the employee a sum in accordance with Article 8D of the Collective Agreement for the Consolidated Fund to:

**The Administrator**

**Cape Breton Island Building & Construction Trades Council**

238 Vulcan Avenue

Sydney, NS B1P 5X2

**INDUSTRY IMPROVEMENT FUND:**

The employer shall remit per hour, for each hour paid, for the employee a sum in accordance with Article 8E of the Collective Agreement for the Industry Improvement Fund to:

**The Administrator**

**Nova Scotia Construction Labour Relations Association**

260 Brownlow Avenue, Unit #1

Dartmouth, NS B3B 1V9

Remittance forms for this fund are available at [www.nslra.ca](http://www.nslra.ca) or by phone at 902-468-2283.

**CAPE BRETON RESIDENTS** shall be given preference in the manning of job sites. Supervision shall be members of Local 116.

The applicable working conditions shall be in accordance with this Collective Agreement and Appendix.

**Amendment #2 – January 2, 2022**

**Amendment #12 – July 1, 2024**