



AMENDMENT NOTICE

DATE: July 19, 2024

To: Cape Breton Island Insulator 116 Trade Classification

Aluma System	Vivian	Eskander	Highland Ins	Ian	Tate
Aluma System	Kyle	MacDonald	Icon Insulat	Marc	d'Entremont
Aluma System	Jessica	Seaward	JB Insulator	John	Bray
Aluma System	Andrew	Maclsaac	KC Marine &	Chris	Slaunwhite
G. & M. Insu	Shawn	Smith	MacKinnon an	Michael	MacDonald
Guildfords I	Will	Brown	Pro Insul Li	Danny	Pacione
Guildfords I	Paul	DeCoste	Zinck's Mech	Catherine	Zinck
Guildfords I	Curtis	McLoon			

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

FROM: Robert Shepherd

RE: Amendment #13 to 2020-2025 Cape Breton Island Commercial Projects and Industrial Projects Collective Agreements for Insulator 116 Appendices

PAGES: 7 (Commercial: one-page notice + cover page + amended pages)
5 (Industrial: one-page notice + cover page + amended pages)

EFFECTIVE DATE

CHANGE(S) OR COMMENT(S)

**KEY PAGES
AFFECTED**

August 18, 2024

- Addition of new Workers Defence Fund
 - Change of fund name
from "Training, Recreation & Building Fund"
to "Training, Recreation, Workers Defence & Building Fund"
 - Increase in fund remittance from \$0.52 to \$0.72.
- Corresponding decrease to Hourly Rate and V&H amounts

*Please download full
appendices as subsequent
page numbers have changed*

COMMERCIAL:
2-6, 2-8, 2-16,
2-17, 2-18

INDUSTRIAL:
2-1, 2-3, 2-6

Attached is Amendment #13 to the 2020-2025 Cape Breton Island Commercial Projects and Industrial Projects Collective Agreement for the Insulator 116 Appendices, effective August 18, 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 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 COMMERCIAL PROJECTS
COLLECTIVE AGREEMENT
2020 - 2025**

- BETWEEN -

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

- AND -

VARIOUS 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 – Plumber 682, Roofer 56 & Sheet Metal 56 – July 1, 2022
Amendment #7 – Millwright 1178 – January 1, 2023
Amendment #8 – Ironworker Rebar 752, Ironworker Structural 752, Millwright 1178, Plumber 682, Roofer 56, 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
Correction #1 – Common Language – April 29, 2024
Amendment #12 – Insulator 116 – July 1, 2024
Amendment #13 – Insulator 116 – August 18, 2024

OVERTIME:

All hours worked in excess of the normal hours of work (Article 10A), Monday through Friday, shall be paid at the rate of two times (2x) the regular straight time rate of wages of the employee. All hours worked on Saturday and Sunday shall be paid at two times (2x) the regular straight time rate of wages of the employee.

All hours worked on a Designated Holiday as set forth in Article 10G shall be paid at the rate of two times (2x) the regular straight time rate of wages of the employee.

Meal allowance as per Article 10C.02: Employees who are required to work in excess of two (2) hours overtime shall be provided with a meal. Where this is impractical, a meal allowance shall be included in the pay for the next regular pay period as follows . . . *twenty-five dollars (\$25.00)*.

NOTIFICATION OF TERMINATION:

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

VACATION AND HOLIDAY ALLOWANCE:

A vacation and holiday allowance shall be paid to each employee in lieu of paid vacation and holidays at nine percent (9%) of the total hourly wages.

Such amounts shall be shown on the weekly pay cheque and tax shall be deducted weekly.

Annual vacation will be taken at a time mutually agreed between the employer and the employee.

WAGES:**MECHANICS**

For regular hours of work:

Mechanics	
Effective Date	Wage Rate
July 30, 2020	\$37.14
January 24, 2021	\$36.98
July 1, 2021	\$37.44
January 2, 2022	\$37.30
July 1, 2022	\$38.04
July 1, 2023	\$38.77
July 1, 2024	\$39.50
August 18, 2024	\$39.32

Amendment #1 – January 24, 2021

Amendment #2 – January 2, 2022

Amendment #13 – August 18, 2024

TRAINING, RECREATION, WORKERS DEFENCE & BUILDING FUND:

All employers must contribute and remit each month, by the tenth (10th) day of the following month to the Insulators Training, **Recreation, Workers Defence & Building** Fund an amount of thirty-five cents (\$0.35) for each hour worked, **and effective January 24, 2021, an amount of fifty-two cents (\$0.52) for each hour worked and effective August 18, 2024 seventy-two cents (\$0.72) for each hour worked.** This contribution will be forwarded, with the Union dues deducted, to the following address:

International Association of Heat & Frost Insulators & Allied Workers

Local Union 116

24 Beechville Park Drive, Suite 220

Beechville, NS B3T 1L1

Phone: (902) 450-5605

Fax: (902) 450-5613

Twenty-five cents (\$0.25) of the hourly contribution to this fund have been diverted from the hourly rate and vacation and holiday, which have been adjusted accordingly. 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.

Effective August 18, 2024, twenty cents (\$0.20) per hour of this fund shall be remitted to a Workers Defence Fund, to be administered by the Union. In the event that the Workers Defence Fund is wound up, the twenty cents (\$0.20) per hour contribution shall be returned to the wage package.

Amendment #1 – January 24, 2021
Amendment #13 – August 18, 2024

APPENDIX “A”

INSULATORS JOURNEYPERSON									
Effective Date	Hourly Rate	V & H 9%	Benefit	Training, Rec. Workers Defence & Bldg	LMCT	Skills Training	Consol. Fund	IIF	Total Pkg
<u>July 30, 2020</u>	<u>\$37.14</u>	<u>\$3.34</u>	\$8.70	\$0.35	\$0.05	\$0.27	<u>\$0.28</u>	\$0.16	<u>\$50.29</u>
<u>January 24, 2021</u>	<u>\$36.98</u>	<u>\$3.33</u>	\$8.70	<u>\$0.52</u>	\$0.05	\$0.27	\$0.28	\$0.16	\$50.29
<u>July 1, 2021</u>	<u>\$37.44</u>	<u>\$3.37</u>	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$50.79</u>
<u>January 2, 2022</u>	<u>\$37.30</u>	<u>\$3.36</u>	<u>\$8.85</u>	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	\$50.79
<u>July 1, 2022</u>	<u>\$38.04</u>	<u>\$3.42</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$51.59</u>
<u>July 1, 2023</u>	<u>\$38.77</u>	<u>\$3.49</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$52.39</u>
<u>July 1, 2024</u>	<u>\$39.50</u>	<u>\$3.56</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$53.19</u>
<u>August 18, 2024</u>	<u>\$39.32</u>	<u>\$3.54</u>	\$8.85	<u>\$0.72</u>	\$0.05	\$0.27	\$0.28	\$0.16	\$53.19

INSULATOR APPRENTICES										
		Hourly Rate	V & H 9%	Benefit	Training, Rec. Workers Defence & Bldg	LMCT	Skills Training	Consol. Fund	IIF	Total Pkg.
Effective Date: <u>July 30, 2020</u>										
0 - 1000 hours	45%	<u>\$18.11</u>	<u>\$1.63</u>	\$0.00	\$0.35	\$0.05	\$0.27	<u>\$0.28</u>	\$0.16	<u>\$20.85</u>
1000 - 2000 hours	45%	<u>\$19.52</u>	<u>\$1.76</u>	\$2.30	\$0.35	\$0.05	\$0.27	<u>\$0.28</u>	\$0.16	<u>\$24.69</u>
2000 - 4000 hours	65%	<u>\$22.21</u>	<u>\$2.00</u>	\$8.70	\$0.35	\$0.05	\$0.27	<u>\$0.28</u>	\$0.16	<u>\$34.02</u>
4000 - 6000 hours	75%	<u>\$26.53</u>	<u>\$2.39</u>	\$8.70	\$0.35	\$0.05	\$0.27	<u>\$0.28</u>	\$0.16	<u>\$38.73</u>
6000 - 8000 hours	85%	<u>\$30.72</u>	<u>\$2.77</u>	\$8.70	\$0.35	\$0.05	\$0.27	<u>\$0.28</u>	\$0.16	<u>\$43.30</u>
Effective Date: <u>January 24, 2021</u>										
0 - 1000 hours	45%	<u>\$17.95</u>	<u>\$1.62</u>	\$0.00	<u>\$0.52</u>	\$0.05	\$0.27	\$0.28	\$0.16	\$20.85
1000 - 2000 hours	45%	<u>\$19.37</u>	<u>\$1.74</u>	\$2.30	<u>\$0.52</u>	\$0.05	\$0.27	\$0.28	\$0.16	\$24.69
2000 - 4000 hours	65%	<u>\$22.06</u>	<u>\$1.98</u>	\$8.70	<u>\$0.52</u>	\$0.05	\$0.27	\$0.28	\$0.16	\$34.02
4000 - 6000 hours	75%	<u>\$26.38</u>	<u>\$2.37</u>	\$8.70	<u>\$0.52</u>	\$0.05	\$0.27	\$0.28	\$0.16	\$38.73
6000 - 8000 hours	85%	<u>\$30.57</u>	<u>\$2.75</u>	\$8.70	<u>\$0.52</u>	\$0.05	\$0.27	\$0.28	\$0.16	\$43.30
Effective Date: <u>July 1, 2021</u>										
0 - 1000 hours	45%	<u>\$18.17</u>	<u>\$1.63</u>	\$0.00	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$21.08</u>
1000 - 2000 hours	45%	<u>\$19.58</u>	<u>\$1.76</u>	\$2.30	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$24.92</u>
2000 - 4000 hours	65%	<u>\$22.35</u>	<u>\$2.01</u>	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$34.34</u>
4000 - 6000 hours	75%	<u>\$26.72</u>	<u>\$2.40</u>	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$39.10</u>
6000 - 8000 hours	85%	<u>\$30.95</u>	<u>\$2.79</u>	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$43.72</u>

Amendment #1 – January 24, 2021
Amendment #2 – January 2, 2022
Amendment #13 – August 18, 2024

INSULATOR APPRENTICES										
		Hourly Rate	V & H 9%	Benefit	Training, Rec. Workers Defence & Bldg	LMCT	Skills Training	Consol. Fund	IIF	Total Pkg.
Effective Date: <u>January 2, 2022</u>										
0 - 1000 hours	45%	<u>\$18.17</u>	<u>\$1.63</u>	\$0.00	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	\$21.08
1000 - 2000 hours	45%	<u>\$19.44</u>	<u>\$1.75</u>	<u>\$2.45</u>	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	\$24.92
2000 - 4000 hours	65%	<u>\$22.21</u>	<u>\$2.00</u>	<u>\$8.85</u>	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	\$34.34
4000 - 6000 hours	75%	<u>\$26.58</u>	<u>\$2.39</u>	<u>\$8.85</u>	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	\$39.10
6000 - 8000 hours	85%	<u>\$30.82</u>	<u>\$2.77</u>	<u>\$8.85</u>	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	\$43.72
Effective Date: <u>July 1, 2022</u>										
0 - 1000 hours	45%	<u>\$18.50</u>	<u>\$1.66</u>	\$0.00	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$21.44</u>
1000 - 2000 hours	45%	<u>\$19.77</u>	<u>\$1.78</u>	\$2.45	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$25.28</u>
2000 - 4000 hours	65%	<u>\$22.69</u>	<u>\$2.04</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$34.86</u>
4000 - 6000 hours	75%	<u>\$27.13</u>	<u>\$2.44</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$39.70</u>
6000 - 8000 hours	85%	<u>\$31.44</u>	<u>\$2.83</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$44.40</u>
Effective Date: <u>July 1, 2023</u>										
0 - 1000 hours	45%	<u>\$18.83</u>	<u>\$1.69</u>	\$0.00	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$21.80</u>
1000 - 2000 hours	45%	<u>\$20.10</u>	<u>\$1.81</u>	\$2.45	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$25.64</u>
2000 - 4000 hours	65%	<u>\$23.17</u>	<u>\$2.08</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$35.38</u>
4000 - 6000 hours	75%	<u>\$27.68</u>	<u>\$2.49</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$40.30</u>
6000 - 8000 hours	85%	<u>\$32.06</u>	<u>\$2.89</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$45.08</u>
Effective Date: <u>July 1, 2024</u>										
0 - 1000 hours	45%	<u>\$19.16</u>	<u>\$1.72</u>	\$0.00	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$22.16</u>
1000 - 2000 hours	45%	<u>\$20.43</u>	<u>\$1.84</u>	\$2.45	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$26.00</u>
2000 - 4000 hours	65%	<u>\$23.64</u>	<u>\$2.13</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$35.90</u>
4000 - 6000 hours	75%	<u>\$28.23</u>	<u>\$2.54</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$40.90</u>
6000 - 8000 hours	85%	<u>\$32.69</u>	<u>\$2.94</u>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$45.76</u>
Effective Date: <u>August 18, 2024</u>										
0 - 1000 hours	45%	<u>\$18.97</u>	<u>\$1.71</u>	\$0.00	<u>\$0.72</u>	\$0.05	\$0.27	\$0.28	\$0.16	\$22.16
1000 - 2000 hours	45%	<u>\$20.25</u>	<u>\$1.82</u>	\$2.45	<u>\$0.72</u>	\$0.05	\$0.27	\$0.28	\$0.16	\$26.00
2000 - 4000 hours	65%	<u>\$23.46</u>	<u>\$2.11</u>	\$8.85	<u>\$0.72</u>	\$0.05	\$0.27	\$0.28	\$0.16	\$35.90
4000 - 6000 hours	75%	<u>\$28.05</u>	<u>\$2.52</u>	\$8.85	<u>\$0.72</u>	\$0.05	\$0.27	\$0.28	\$0.16	\$40.90
6000 - 8000 hours	85%	<u>\$32.50</u>	<u>\$2.93</u>	\$8.85	<u>\$0.72</u>	\$0.05	\$0.27	\$0.28	\$0.16	\$45.76

Amendment #1 – January 24, 2021
Amendment #2 – January 2, 2022
Amendment #13 – August 18, 2024

It is agreed that any increase in the employers' benefit contribution made during the life of this contract will be financed out of a corresponding reduction in the Hourly Rate and Vacation and Holiday Allowance amounts as set out above. The package totals as set out above shall not be increased as a result of any increase in the employers' benefit contributions.

Note: Percentage of Journeyperson's increase to be applied to apprentices should be as follows:

- 1st 2000 hours 45%
- 2nd 2000 hours 65%
- 3rd 2000 hours..... 75%
- 4th 2000 hours..... 85%

Amendment #13 – August 18, 2024