



# 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	MacIsaac	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](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

Amendment #13 – Insulator 116 – August 18, 2024

**APPENDIX NO. 2 - INSULATORS - INDUSTRIAL**

**BETWEEN**

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

- AND -

**INSULATORS AND ALLIED WORKERS**  
**LOCAL 116**  
(hereinafter referred to as the "Union")

**NOTE: Wage Rates Effective July 30, 2020 - June 30, 2025**

<b>INSULATORS JOURNEYPERSON</b>									
<b>Effective Date</b>	<b>Hourly Rate</b>	<b>V &amp; H 9%</b>	<b>Benefit</b>	<b>Training, Rec., Workers Defence &amp;</b>	<b>LMCT</b>	<b>Skills Training</b>	<b>Consol. Fund</b>	<b>IIF</b>	<b>Total Pkg</b>
<u>July 30, 2020</u>	<u>\$41.19</u>	<u>\$3.71</u>	\$8.70	\$0.35	\$0.05	\$0.27	<u>\$0.28</u>	\$0.16	<u>\$54.71</u>
<b><u>January 24, 2021</u></b>	<b><u>\$41.04</u></b>	<b><u>\$3.69</u></b>	\$8.70	<b><u>\$0.52</u></b>	\$0.05	\$0.27	\$0.28	\$0.16	\$54.71
<u>July 1, 2021</u>	<b><u>\$41.50</u></b>	<b><u>\$3.73</u></b>	\$8.70	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$55.21</u>
<b><u>January 2, 2022</u></b>	<b><u>\$41.36</u></b>	<b><u>\$3.72</u></b>	<b><u>\$8.85</u></b>	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	\$55.21
<u>July 1, 2022</u>	<b><u>\$42.09</u></b>	<b><u>\$3.79</u></b>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$56.01</u>
<u>July 1, 2023</u>	<b><u>\$42.83</u></b>	<b><u>\$3.85</u></b>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$56.81</u>
<u>July 1, 2024</u>	<b><u>\$43.56</u></b>	<b><u>\$3.92</u></b>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$57.61</u>
<b><u>August 18, 2024</u></b>	<b><u>\$43.38</u></b>	<b><u>\$3.90</u></b>	\$8.85	<b><u>\$0.72</u></b>	\$0.05	\$0.27	\$0.28	\$0.16	\$57.61

In addition to the above hourly rates the employer shall pay the amount set out in the Benefit Plan, Consolidated Fund and Industry Improvement Fund of this Appendix.

**SUPERVISION:**

- Minimum Foreman premium .....ten percent (10%) of base rate and holiday and vacation allowance
- From 3 - 6 employees.....1 working Foreman
- From 7 - 10 employees.....1 non-working Foreman
- One (1) of the first three (3) employees will be a working Foreman

When a crew exceeds six (6) employees there shall be a non-working Foreman. After ten (10) employees, the formula repeats. The selection of the Foreman on the site will be at the discretion of the employer.

Four (4) or more Foremen..... One (1) General Foreman (rate to be determined between the employer and employee.)

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 &	LMCT	Skills Training	Consol. Fund	IIF	Total Pkg.
<b>Effective Date: <u>July 1, 2024</u></b>										
0 - 2000 hours	55%	<b><u>\$21.18</u></b>	<b><u>\$1.91</u></b>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<b><u>\$33.22</u></b>
2000 - 4000 hours	65%	<b><u>\$26.12</u></b>	<b><u>\$2.35</u></b>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<b><u>\$38.60</u></b>
4000 - 6000 hours	75%	<b><u>\$31.11</u></b>	<b><u>\$2.80</u></b>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<b><u>\$44.04</u></b>
6000 - 8000 hours	85%	<b><u>\$36.06</u></b>	<b><u>\$3.25</u></b>	\$8.85	\$0.52	\$0.05	\$0.27	\$0.28	\$0.16	<b><u>\$49.44</u></b>
<b>Effective Date: <u>August 18, 2024</u></b>										
0 - 2000 hours	55%	<b><u>\$21.00</u></b>	<b><u>\$1.89</u></b>	\$8.85	<b><u>\$0.72</u></b>	\$0.05	\$0.27	\$0.28	\$0.16	\$33.22
2000 - 4000 hours	65%	<b><u>\$25.94</u></b>	<b><u>\$2.33</u></b>	\$8.85	<b><u>\$0.72</u></b>	\$0.05	\$0.27	\$0.28	\$0.16	\$38.60
4000 - 6000 hours	75%	<b><u>\$30.93</u></b>	<b><u>\$2.78</u></b>	\$8.85	<b><u>\$0.72</u></b>	\$0.05	\$0.27	\$0.28	\$0.16	\$44.04
6000 - 8000 hours	85%	<b><u>\$35.88</u></b>	<b><u>\$3.23</u></b>	\$8.85	<b><u>\$0.72</u></b>	\$0.05	\$0.27	\$0.28	\$0.16	\$49.44

Ratio: One (1) Apprentice to four (4) Journeypersons (1:4).

**Amendment #13 – August 18, 2024**

**TRAINING, RECREATION, WORKERS DEFENCE & 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 and effective August 18, 2024, seventy-two cents (\$0.72) per hour worked** to the **Insulators Training, Recreation, Workers Defence & Building** Fund, c/o The Administrator:

**Insulators Training, Recreation, Workers Defence & 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.**

**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.**

**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**

**Amendment #13 – August 18, 2024**