



AMENDMENT NOTICE

SENT: May 6, 2025

TO: **Mainland Insulator 116 Trade Classification**

Aluma Systems I	Andrew	MacIsaac	Highland Insula	Ian	Tate
Aluma Systems I	Kyle	MacDonald	Icon Insulation	Marc	d'Entremont
Aluma Systems I	Kelly	McNeil	JB Insulators	John	Bray
Aluma Systems I	Curtis	Boucher	KC Marine & Mec	Chris	Slaunwhite
Aluma Systems I	Donovan	Thomas	MacKinnon and O	Michael	MacDonald
G. & M. Insulat	Shawn	Smith	Pro Insul Limit	Danny	Pacione
Guildfords Inc.	Will	Brown	Zinck's Mechani	Catherine	Zinck
Guildfords Inc.	Paul	DeCoste			

CC: Matthew Benson, Local 116

FROM: Robert Shepherd

RE: **Amendment #5 to 2021-2026 Insulator 116 Collective Agreement**

PAGES: 9 (including cover page)

EFFECTIVE DATE	CHANGE(S) OR COMMENT(S)	PAGES AFFECTED
May 1, 2025	<ul style="list-style-type: none"> • Increase Pension amount from \$6.40 to \$6.60 <ul style="list-style-type: none"> ○ Exception: Pension amount for Fire Stop Improver 3 increases from \$6.20 to \$6.40 • Hourly and V&H amounts updated 	Cover Page, 11, 17, 36, 37, 39, 40, 47

Attached is Amendment #5 to the 2021-2026 Mainland Insulator 116 Collective Agreement, effective May 1, 2025.

Please review these pages and forward to your accounting and/or payroll departments as needed. The full amended collective agreement and the amended pages are now available for download in the Agreements section of our website. Please visit www.nscra.ca or <https://nscra.ca/agreements/>.

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

Thank you.

**INSULATORS – MAINLAND NOVA SCOTIA
A COLLECTIVE LABOUR AGREEMENT
2021 - 2026**

BETWEEN:

NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION LIMITED

(hereinafter referred to as the "CLRA")

260 Brownlow Avenue, Unit No. 1

Dartmouth, NS B3B 1V9

Phone: (902) 468-2283

Fax: (902) 468-3705

- and -

**INTERNATIONAL ASSOCIATION OF HEAT AND FROST INSULATORS
AND ALLIED WORKERS, LOCAL UNION 116, A.F.L., C.L.C., C.I.**

(hereinafter referred to as the "Union")

24 Beechville Park Drive, Suite 220

Beechville, Nova Scotia, B3T 1L1

Phone: (902) 450-5605

Fax: (902) 450-5613

THIS AGREEMENT dated at Dartmouth, this 7th day of October, 2021.

EFFECTIVE DATE: July 19, 2021

EXPIRATION: April 30, 2026

Correction #1 – July 19, 2021

Amendment #1 – June 13, 2022

Amendment #2 – January 30, 2023

Amendment #3 – May 1, 2023

Amendment #4 – May 1, 2024

Amendment #5 – May 1, 2025

ARTICLE 15 - VACATION AND HOLIDAY ALLOWANCE

- 15.01 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.
- 15.02 Payment of the allowance shall be calculated and paid weekly as follows based on straight time rate of pay:

Vacation & Holiday Pay		
Effective Date	Major Industrial	All Other Work
<u>July 19, 2021</u>	<u>\$3.57</u>	<u>\$3.33</u>
<u>May 1, 2022</u>	<u>\$3.64</u>	<u>\$3.40</u>
<u>May 1, 2023</u>	<u>\$3.71</u>	<u>\$3.47</u>
<u>May 1, 2024</u>	<u>\$3.79</u>	<u>\$3.55</u>
<u>May 1, 2025</u>	<u>\$3.85</u>	<u>\$3.61</u>

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

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

Amendment #3 – May 1, 2023
Amendment #5 – May 1, 2025

ARTICLE 19 - WAGES

19.01 MECHANICS – For regular hours of work:

Mechanics		
Effective Date	Wage Rate Major Industrial	Wage Rate All Other Work
<u>July 19, 2021</u>	<u>\$39.71</u>	<u>\$37.05</u>
<u>May 1, 2022</u>	<u>\$40.44</u>	<u>\$37.78</u>
<u>May 1, 2023</u>	<u>\$41.17</u>	<u>\$38.51</u>
<u>May 1, 2024</u>	<u>\$42.09</u>	<u>\$39.43</u>
<u>May 1, 2025</u>	<u>\$42.83</u>	<u>\$40.17</u>

ARTICLE 20 - EMPLOYER CONTRIBUTIONS

20.01 Employers signatory to this Agreement shall remit monthly to the Administrator of Records before the tenth (10th) day of the month following, the sum equal to the following:

Effective Date	Employer Contributions	
	Pension	Benefit
<u>July 19, 2021</u>	\$6.40	<u>\$2.45</u>
<u>May 1, 2025</u>	<u>\$6.60</u>	<u>\$2.45</u>

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.

20.02 Such remittance shall be made on forms provided and payable to **Belmont Health & Wealth** “In Trust” at the following address:

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

Correction #1 – July 19, 2021
Amendment #3 – May 1, 2023
Amendment #4 – May 1, 2024
Amendment #5 – May 1, 2025

APPENDIX “A” – WAGE RATES

WAGE RATES FOR ALL WORK OTHER THAN MAJOR INDUSTRIAL (APPENDIX “B”)

JOURNEYPEPERSON								
Effective Date	Hourly Rate	V & H (9%)	Benefit	Training, Rec, Bldg Trades, <u>Workers Defence</u> & Bldg Fund	Total Package	IIF	Skills Fund	Total
<u>July 19, 2021</u>	<u>\$37.05</u>	<u>\$3.33</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$49.94</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$50.64</u>
<u>May 1, 2022</u>	<u>\$37.78</u>	<u>\$3.40</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$50.74</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$51.44</u>
<u>May 1, 2023</u>	<u>\$38.51</u>	<u>\$3.47</u>	<u>\$8.85</u>	<u>\$0.91</u>	<u>\$51.74</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$52.44</u>
<u>May 1, 2024</u>	<u>\$39.43</u>	<u>\$3.55</u>	<u>\$8.85</u>	<u>\$0.91</u>	<u>\$52.74</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$53.44</u>
<u>May 1, 2025</u>	<u>\$40.17</u>	<u>\$3.61</u>	<u>\$9.05</u>	<u>\$0.91</u>	<u>\$53.74</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$54.44</u>

APPRENTICES								
Hours	Hourly Rate	V & H (9%)	Benefit	Training, Rec, Bldg Trades, <u>Workers Defence</u> & Bldg Fund	Total Package	IIF	Skills Fund	Total
Effective Date: <u>July 19, 2021</u>								
0 - 1000 hours	<u>\$19.96</u>	<u>\$1.80</u>	<u>\$0.00</u>	<u>\$0.71</u>	<u>\$22.47</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$23.17</u>
1000 - 2000 hours	<u>\$20.93</u>	<u>\$1.88</u>	<u>\$2.45</u>	<u>\$0.71</u>	<u>\$25.97</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$26.67</u>
2000 - 4000 hours	<u>\$22.39</u>	<u>\$2.01</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$33.96</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$34.66</u>
4000 - 6000 hours	<u>\$26.05</u>	<u>\$2.34</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$37.95</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$38.65</u>
6000 - 8000 hours	<u>\$30.63</u>	<u>\$2.76</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$42.95</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$43.65</u>
Effective Date: <u>May 1, 2022</u>								
0 - 1000 hours	<u>\$20.29</u>	<u>\$1.83</u>	<u>\$0.00</u>	<u>\$0.71</u>	<u>\$22.83</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$23.53</u>
1000 - 2000 hours	<u>\$21.30</u>	<u>\$1.92</u>	<u>\$2.45</u>	<u>\$0.71</u>	<u>\$26.38</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$27.08</u>
2000 - 4000 hours	<u>\$22.88</u>	<u>\$2.06</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$34.50</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$35.20</u>
4000 - 6000 hours	<u>\$26.61</u>	<u>\$2.39</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$38.56</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$39.26</u>
6000 - 8000 hours	<u>\$31.27</u>	<u>\$2.81</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$43.64</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$44.34</u>
Effective Date: <u>May 1, 2023</u>								
0 - 1000 hours	<u>\$20.52</u>	<u>\$1.85</u>	<u>\$0.00</u>	<u>\$0.91</u>	<u>\$23.28</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$23.98</u>
1000 - 2000 hours	<u>\$21.60</u>	<u>\$1.94</u>	<u>\$2.45</u>	<u>\$0.91</u>	<u>\$26.90</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$27.60</u>
2000 - 4000 hours	<u>\$23.32</u>	<u>\$2.10</u>	<u>\$8.85</u>	<u>\$0.91</u>	<u>\$35.18</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$35.88</u>
4000 - 6000 hours	<u>\$27.12</u>	<u>\$2.44</u>	<u>\$8.85</u>	<u>\$0.91</u>	<u>\$39.32</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$40.02</u>
6000 - 8000 hours	<u>\$31.87</u>	<u>\$2.87</u>	<u>\$8.85</u>	<u>\$0.91</u>	<u>\$44.50</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$45.20</u>

Amendment #3 – May 1, 2023

Amendment #5 – May 1, 2025

APPRENTICES								
Hours	Hourly Rate	V & H (9%)	Benefit	Training, Rec, Bldg Trades, Workers Defence & Bldg Fund	Total Package	IIF	Skills Fund	Total
Effective Date: May 1, 2024								
0 - 1000 hours	<u>\$20.94</u>	<u>\$1.88</u>	\$0.00	\$0.91	<u>\$23.73</u>	\$0.16	\$0.54	<u>\$24.43</u>
1000 - 2000 hours	<u>\$22.07</u>	<u>\$1.99</u>	\$2.45	\$0.91	<u>\$27.42</u>	\$0.16	\$0.54	<u>\$28.12</u>
2000 - 4000 hours	<u>\$23.94</u>	<u>\$2.16</u>	\$8.85	\$0.91	<u>\$35.86</u>	\$0.16	\$0.54	<u>\$36.56</u>
4000 - 6000 hours	<u>\$27.82</u>	<u>\$2.50</u>	\$8.85	\$0.91	<u>\$40.08</u>	\$0.16	\$0.54	<u>\$40.78</u>
6000 - 8000 hours	<u>\$32.66</u>	<u>\$2.94</u>	\$8.85	\$0.91	<u>\$45.36</u>	\$0.16	\$0.54	<u>\$46.06</u>
Effective Date: May 1, 2025								
0 - 1000 hours	<u>\$21.35</u>	<u>\$1.92</u>	\$0.00	\$0.91	<u>\$24.18</u>	\$0.16	\$0.54	<u>\$24.88</u>
1000 - 2000 hours	<u>\$22.55</u>	<u>\$2.03</u>	\$2.45	\$0.91	<u>\$27.94</u>	\$0.16	\$0.54	<u>\$28.64</u>
2000 - 4000 hours	<u>\$24.39</u>	<u>\$2.19</u>	<u>\$9.05</u>	\$0.91	<u>\$36.54</u>	\$0.16	\$0.54	<u>\$37.24</u>
4000 - 6000 hours	<u>\$28.33</u>	<u>\$2.55</u>	<u>\$9.05</u>	\$0.91	<u>\$40.84</u>	\$0.16	\$0.54	<u>\$41.54</u>
6000 - 8000 hours	<u>\$33.27</u>	<u>\$2.99</u>	<u>\$9.05</u>	\$0.91	<u>\$46.22</u>	\$0.16	\$0.54	<u>\$46.92</u>

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.

Amendment #3 – May 1, 2023
Amendment #5 – May 1, 2025

WAGE RATES FOR ALL MAJOR INDUSTRIAL WORK

JOURNEYPELSON								
Effective Date	Hourly Rate	V & H (9%)	Benefit	Training, Rec, Bldg Trades, Workers Defence & Bldg Fund	Total Package	IIF	Skills Fund	Total
<u>July 19, 2021</u>	<u>\$39.71</u>	<u>\$3.57</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$52.84</u>	\$0.16	\$0.54	<u>\$53.54</u>
<u>May 1, 2022</u>	<u>\$40.44</u>	<u>\$3.64</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$53.64</u>	\$0.16	\$0.54	<u>\$54.34</u>
<u>May 1, 2023</u>	<u>\$41.17</u>	<u>\$3.71</u>	<u>\$8.85</u>	<u>\$0.91</u>	<u>\$54.64</u>	\$0.16	\$0.54	<u>\$55.34</u>
<u>May 1, 2024</u>	<u>\$42.09</u>	<u>\$3.79</u>	<u>\$8.85</u>	<u>\$0.91</u>	<u>\$55.64</u>	\$0.16	\$0.54	<u>\$56.34</u>
<u>May 1, 2025</u>	<u>\$42.83</u>	<u>\$3.85</u>	<u>\$9.05</u>	<u>\$0.91</u>	<u>\$56.64</u>	\$0.16	\$0.54	<u>\$57.34</u>

APPRENTICES								
Hours	Hourly Rate	V & H (9%)	Benefit	Training, Rec, Bldg Trades, Workers Defence & Bldg Fund	Total Package	IIF	Skills Fund	Total
Effective Date: <u>July 19, 2021</u>								
0 - 1000 hours	<u>\$21.17</u>	<u>\$1.90</u>	\$0.00	<u>\$0.71</u>	<u>\$23.78</u>	\$0.16	\$0.54	<u>\$24.48</u>
1000 - 2000 hours	<u>\$22.31</u>	<u>\$2.01</u>	<u>\$2.45</u>	<u>\$0.71</u>	<u>\$27.48</u>	\$0.16	\$0.54	<u>\$28.18</u>
2000 - 4000 hours	<u>\$24.19</u>	<u>\$2.18</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$35.93</u>	\$0.16	\$0.54	<u>\$36.63</u>
4000 - 6000 hours	<u>\$28.07</u>	<u>\$2.53</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$40.16</u>	\$0.16	\$0.54	<u>\$40.86</u>
6000 - 8000 hours	<u>\$32.92</u>	<u>\$2.96</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$45.44</u>	\$0.16	\$0.54	<u>\$46.14</u>
Effective Date: <u>May 1, 2022</u>								
0 - 1000 hours	<u>\$21.50</u>	<u>\$1.93</u>	\$0.00	<u>\$0.71</u>	<u>\$24.14</u>	\$0.16	\$0.54	<u>\$24.84</u>
1000 - 2000 hours	<u>\$22.69</u>	<u>\$2.04</u>	<u>\$2.45</u>	<u>\$0.71</u>	<u>\$27.89</u>	\$0.16	\$0.54	<u>\$28.59</u>
2000 - 4000 hours	<u>\$24.70</u>	<u>\$2.22</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$36.48</u>	\$0.16	\$0.54	<u>\$37.18</u>
4000 - 6000 hours	<u>\$28.63</u>	<u>\$2.58</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$40.77</u>	\$0.16	\$0.54	<u>\$41.47</u>
6000 - 8000 hours	<u>\$33.55</u>	<u>\$3.02</u>	<u>\$8.85</u>	<u>\$0.71</u>	<u>\$46.13</u>	\$0.16	\$0.54	<u>\$46.83</u>
Effective Date: <u>May 1, 2023</u>								
0 - 1000 hours	<u>\$21.72</u>	<u>\$1.96</u>	\$0.00	<u>\$0.91</u>	<u>\$24.59</u>	\$0.16	\$0.54	<u>\$25.29</u>
1000 - 2000 hours	<u>\$22.98</u>	<u>\$2.07</u>	<u>\$2.45</u>	<u>\$0.91</u>	<u>\$28.41</u>	\$0.16	\$0.54	<u>\$29.11</u>
2000 - 4000 hours	<u>\$25.14</u>	<u>\$2.26</u>	<u>\$8.85</u>	<u>\$0.91</u>	<u>\$37.16</u>	\$0.16	\$0.54	<u>\$37.86</u>
4000 - 6000 hours	<u>\$29.15</u>	<u>\$2.62</u>	<u>\$8.85</u>	<u>\$0.91</u>	<u>\$41.53</u>	\$0.16	\$0.54	<u>\$42.23</u>
6000 - 8000 hours	<u>\$34.16</u>	<u>\$3.07</u>	<u>\$8.85</u>	<u>\$0.91</u>	<u>\$46.99</u>	\$0.16	\$0.54	<u>\$47.69</u>

Amendment #3 – May 1, 2023**Amendment #5 – May 1, 2025**

APPRENTICES								
Hours	Hourly Rate	V & H (9%)	Benefit	Training, Rec, Bldg Trades, Workers Defence & Bldg Fund	Total Package	IIF	Skills Fund	Total
Effective Date: <u>May 1, 2024</u>								
0 - 1000 hours	<u>\$22.14</u>	<u>\$1.99</u>	\$0.00	\$0.91	<u>\$25.04</u>	\$0.16	\$0.54	<u>\$25.74</u>
1000 - 2000 hours	<u>\$23.46</u>	<u>\$2.11</u>	\$2.45	\$0.91	<u>\$28.93</u>	\$0.16	\$0.54	<u>\$29.63</u>
2000 - 4000 hours	<u>\$25.76</u>	<u>\$2.32</u>	\$8.85	\$0.91	<u>\$37.84</u>	\$0.16	\$0.54	<u>\$38.54</u>
4000 - 6000 hours	<u>\$29.84</u>	<u>\$2.69</u>	\$8.85	\$0.91	<u>\$42.29</u>	\$0.16	\$0.54	<u>\$42.99</u>
6000 - 8000 hours	<u>\$34.94</u>	<u>\$3.15</u>	\$8.85	\$0.91	<u>\$47.85</u>	\$0.16	\$0.54	<u>\$48.55</u>
Effective Date: <u>May 1, 2025</u>								
0 - 1000 hours	<u>\$22.55</u>	<u>\$2.03</u>	\$0.00	\$0.91	<u>\$25.49</u>	\$0.16	\$0.54	<u>\$26.19</u>
1000 - 2000 hours	<u>\$23.94</u>	<u>\$2.15</u>	\$2.45	\$0.91	<u>\$29.45</u>	\$0.16	\$0.54	<u>\$30.15</u>
2000 - 4000 hours	<u>\$26.20</u>	<u>\$2.36</u>	<u>\$9.05</u>	\$0.91	<u>\$38.52</u>	\$0.16	\$0.54	<u>\$39.22</u>
4000 - 6000 hours	<u>\$30.36</u>	<u>\$2.73</u>	<u>\$9.05</u>	\$0.91	<u>\$43.05</u>	\$0.16	\$0.54	<u>\$43.75</u>
6000 - 8000 hours	<u>\$35.55</u>	<u>\$3.20</u>	<u>\$9.05</u>	\$0.91	<u>\$48.71</u>	\$0.16	\$0.54	<u>\$49.41</u>

Amendment #3 – May 1, 2023Amendment #5 – May 1, 2025

Amendment #3 – May 1, 2023

Hours	Hourly Rate	V & H (9%)	Benefit	Training, Rec, Bldg Trades, Workers Defence & Bldg Fund	Total Package	HF	Skills Fund	Total
Effective Date: <u>May 1, 2025</u>								
Fire Stop Improver 1	<u>\$19.09</u>	<u>\$1.72</u>	\$0.00	\$0.61	<u>\$21.42</u>	\$0.16	\$0.54	<u>\$22.12</u>
Fire Stop Improver 2	<u>\$22.22</u>	<u>\$2.00</u>	\$2.45	\$0.61	<u>\$27.28</u>	\$0.16	\$0.54	<u>\$27.98</u>
Fire Stop Improver 3	<u>\$26.08</u>	<u>\$2.35</u>	<u>\$6.40</u>	\$0.61	<u>\$35.44</u>	\$0.16	\$0.54	<u>\$36.14</u>
Fire Stop Mechanic	<u>\$34.17</u>	<u>\$3.08</u>	<u>\$9.05</u>	\$0.61	<u>\$46.91</u>	\$0.16	\$0.54	<u>\$47.61</u>
Fire Stop Mechanic (with Red Seal)	<u>\$37.92</u>	<u>\$3.41</u>	<u>\$9.05</u>	\$0.61	<u>\$50.99</u>	\$0.16	\$0.54	<u>\$51.69</u>

Amendment #2 – January 30, 2023Amendment #3 – May 1, 2023Amendment #5 – May 1, 2025