



# AMENDMENT NOTICE

**DATE:** June 23, 2026

**To:** **Cape Breton Island Mechanical 682 Trade Classification**

**CC:** Ernie Dalton, Local 682  
Ernie Dalton, Cape Breton Island Building & Construction Trades Council

**FROM:** Robert Shepherd

**RE:** **Amendment #1 to 2025-2029 Cape Breton Commercial Projects & Industrial Projects Collective Agreements**

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

EFFECTIVE DATE	CHANGE(S) OR COMMENT(S)	PAGES AFFECTED
July 1, 2026	<ul style="list-style-type: none"> <li>Increase to Benefit Plan from \$2.75 to \$3.00</li> <li>Corresponding decrease to Hourly Rate/V&amp;H</li> </ul>	<p>COMMERCIAL: 9-1, 9-6, 9-13</p> <p>INDUSTRIAL: 9-1, 9-7, 9-11</p>

Attached is Amendment #1 to the 2025-2029 Cape Breton Island Commercial Projects and Industrial Projects Collective Agreements, for the Plumber/Pipefitter 682 Appendices, effective July 1, 2026.

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.nslra.ca](http://www.nslra.ca) or <https://nslra.ca/agreements-cape-breton/>.

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

Thank you.

**SENT TO:**

A.B. Mechani	Chris	Brace	Bremner's Pl	Vernon	Beaver
Aecon Mining			C.C. MacDona	Bob	Chisholm
Allsteel Coa	Stella	Cameron	C.C. MacDona	Craig	MacDonald
Atlantic Aut	Mindy	Burke	Gardner Elec	Jeff	Gardner
Atlantica Me	Matthew	MacCallum	Himmelman Co	Kirk	Himmelman
Atlantica Me	Brad	Mills	Lynk Electri	Daryl	Baxendale
Atlantica Me	Jason	White	Lynk Electri	Ian	MacNeil
Babcock & Wl	Jerome	Dick	MacGregor's	James	MacPherson
Bay Tank and	Darren	Glover	MacGregor's	Laura	Turner
Bay Tank and	Krystal	Haselhan	MacGregor's	Nick	MacGregor
Black & McDo	Charles	Savoie	MacGregor's	Jane	MacKenzie
Black & McDo	Mike	Trefry	Mahon's Mech	Justin	Mahon
Black & McDo	Lester	Buckland	Sunny Corner	Bill	Schenkels
Black & McDo	Robert	Burns	Sunny Corner	Kirk	Mullin

**CAPE BRETON COMMERCIAL PROJECTS  
COLLECTIVE AGREEMENT  
2025 - 2029**

- 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 27th day of October, 2025.

**EFFECTIVE DATE:** JULY 18, 2025  
**EXPIRATION DATE:** JUNE 30, 2029

Correction 1 – Insulator 116 – July 18, 2025  
Amendment #1 – Plumbers 682 – July 1, 2026

**APPENDIX NO. 9 - PLUMBERS - COMMERCIAL**

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

- AND -

**UNITED ASSOCIATION OF JOURNEYMEN & APPRENTICES**  
**OF THE PLUMBING STEAMFITTING AND PIPEFITTING INDUSTRY**  
**OF THE UNITED STATES & CANADA**  
**LOCAL 682**  
 (hereinafter referred to as the "Union")

**ARTICLE 1 - WAGE RATES:**

The following minimum hourly rates of wages shall apply to all employees:

**NOTE: Wage Rates Effective July 18, 2025 - June 30, 2029**

Effective Date	Hourly Rate	V & H	Benefit	Pension	JATC	Training	Promo	Consol. Fund	IIF	Total Pkg
<b>JOURNEYPerson - PLUMBER</b>										
<u>July 18, 2025</u>	<u>\$42.10</u>	<u>\$3.79</u>	<u>\$2.75</u>	\$7.45	\$0.12	\$1.00	\$0.06	\$0.28	\$0.16	<u>\$57.71</u>
<u>July 1, 2026</u>	<b><u>\$42.98</u></b>	<b><u>\$3.87</u></b>	<b><u>\$3.00</u></b>	\$7.45	\$0.12	\$1.00	\$0.06	\$0.28	\$0.16	<u>\$58.92</u>
<u>July 1, 2027</u>	<b><u>\$44.09</u></b>	<b><u>\$3.97</u></b>	\$3.00	\$7.45	\$0.12	\$1.00	\$0.06	\$0.28	\$0.16	<u>\$60.13</u>
<u>July 1, 2028</u>	<b><u>\$47.28</u></b>	<b><u>\$4.26</u></b>	\$3.00	\$7.45	\$0.12	\$1.00	\$0.06	\$0.28	\$0.16	<u>\$63.61</u>
<b>WATER &amp; SEWER - PLUMBER</b>										
<u>July 18, 2025</u>	<u>\$37.50</u>	<u>\$3.38</u>	<u>\$2.75</u>	\$7.45	\$0.12	\$1.00	\$0.06	\$0.28	\$0.16	<u>\$52.70</u>
<u>July 1, 2026</u>	<b><u>\$38.29</u></b>	<b><u>\$3.45</u></b>	<b><u>\$3.00</u></b>	\$7.45	\$0.12	\$1.00	\$0.06	\$0.28	\$0.16	<u>\$53.81</u>
<u>July 1, 2027</u>	<b><u>\$39.31</u></b>	<b><u>\$3.54</u></b>	\$3.00	\$7.45	\$0.12	\$1.00	\$0.06	\$0.28	\$0.16	<u>\$54.92</u>
<u>July 1, 2028</u>	<b><u>\$42.23</u></b>	<b><u>\$3.80</u></b>	\$3.00	\$7.45	\$0.12	\$1.00	\$0.06	\$0.28	\$0.16	<u>\$58.10</u>

A clear statement of hours worked, earnings, deductions and contributions shall be attached to each weekly pay statement or cheque. In addition to the hourly rates the employer shall pay the amounts as set out in the Benefit and Pension Plans, Promotion and Education Fund, Consolidated Fund and Industry Improvement Fund and deduct the amounts as set out in the Training Fund in those sections of this Appendix.

**Amendment #1 – July 1, 2026**

**NOTE: Wage Rates Effective July 18, 2025 - June 30, 2029**

<b>APPRENTICES - PLUMBER</b>												
			<b>Hourly Rate</b>	<b>V &amp; H</b>	<b>Benefit</b>	<b>Pension</b>	<b>JATC</b>	<b>Training</b>	<b>Promo</b>	<b>Consol. Fund</b>	<b>IIF</b>	<b>Total Pkg</b>
<b>Effective Date: July 18, 2025</b>												
Level 1	1 - 1800 hours	55%	\$23.85	\$2.15	\$2.75	\$1.23	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$33.10
Level 2	1801 - 2700 hours	60%	\$26.21	\$2.36	\$2.75	\$1.33	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$35.77
	2701 - 3600 hours	65%	\$28.59	\$2.57	\$2.75	\$1.42	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$38.45
Level 3	3601 - 4500 hours	75%	\$31.55	\$2.84	\$2.75	\$3.54	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$43.80
	4501 - 5400 hours	80%	\$33.94	\$3.05	\$2.75	\$3.59	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$46.45
Level 4	5401 - 6300 hours	85%	\$36.39	\$3.28	\$2.75	\$3.63	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$49.17
	6301 - 7200 hours	90%	\$39.10	\$3.52	\$2.75	\$3.70	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$52.19
<b>Effective Date: July 1, 2026</b>												
Level 1	1 - 1800 hours	55%	\$24.24	\$2.18	\$3.00	\$1.23	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$33.77
Level 2	1801 - 2700 hours	60%	\$26.65	\$2.40	\$3.00	\$1.33	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$36.50
	2701 - 3600 hours	65%	\$29.08	\$2.62	\$3.00	\$1.42	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$39.24
Level 3	3601 - 4500 hours	75%	\$32.16	\$2.89	\$3.00	\$3.54	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$44.71
	4501 - 5400 hours	80%	\$34.60	\$3.11	\$3.00	\$3.59	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$47.42
Level 4	5401 - 6300 hours	85%	\$37.11	\$3.34	\$3.00	\$3.63	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$50.20
	6301 - 7200 hours	90%	\$39.87	\$3.59	\$3.00	\$3.70	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$53.28
<b>Effective Date: July 1, 2027</b>												
Level 1	1 - 1800 hours	55%	\$24.85	\$2.24	\$3.00	\$1.23	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$34.44
Level 2	1801 - 2700 hours	60%	\$27.32	\$2.46	\$3.00	\$1.33	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$37.23
	2701 - 3600 hours	65%	\$29.81	\$2.68	\$3.00	\$1.42	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$40.03
Level 3	3601 - 4500 hours	75%	\$32.99	\$2.97	\$3.00	\$3.54	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$45.62
	4501 - 5400 hours	80%	\$35.49	\$3.19	\$3.00	\$3.59	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$48.39
Level 4	5401 - 6300 hours	85%	\$38.06	\$3.42	\$3.00	\$3.63	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$51.23
	6301 - 7200 hours	90%	\$40.87	\$3.68	\$3.00	\$3.70	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$54.37
<b>Effective Date: July 1, 2028</b>												
Level 1	1 - 1800 hours	55%	\$26.61	\$2.39	\$3.00	\$1.23	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$36.35
Level 2	1801 - 2700 hours	60%	\$29.24	\$2.63	\$3.00	\$1.33	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$39.32
	2701 - 3600 hours	65%	\$31.88	\$2.87	\$3.00	\$1.42	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$42.29
Level 3	3601 - 4500 hours	75%	\$35.39	\$3.18	\$3.00	\$3.54	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$48.23
	4501 - 5400 hours	80%	\$38.04	\$3.42	\$3.00	\$3.59	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$51.17
Level 4	5401 - 6300 hours	85%	\$40.77	\$3.67	\$3.00	\$3.63	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$54.19
	6301 - 7200 hours	90%	\$43.74	\$3.94	\$3.00	\$3.70	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$57.50

**Amendment #1 – July 1, 2026**

**ARTICLE 27 - REMITTANCES:**

Remittance of all Trust Funds contributions and deductions and Union dues shall be sent to the appropriate administrator at the address provided on or before the twentieth (20th) day of the month following, unless otherwise indicated.

**ARTICLE 28 - BENEFIT PLAN:**

The Parties hereto agree on a Benefit Plan 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 Benefit Plan shall be professionally administered.
- (c) Each employer shall sign a Participation Agreement as approved by the Trustees.
- (d) The employer shall make contributions at the rate of two dollars seventy-five cents (\$2.75) per hour paid **and effective July 1, 2026, three dollars (\$3.00) per hour paid.** Should the contribution increase, then this amount and the wage rates shall be amended accordingly.
- (e) In the event the Benefit Plan is discontinued for any reason whatsoever, the contribution shall be added to the hourly rate and become part of the wage package.
- (f) Administrator: The Union shall advise employers of the name and address of the Administrator.

**Amendment #1 – July 1, 2026**