



AMENDMENT **NOTICE**

DATE: July 17, 2026

To: **Cape Breton Island Bricklayer 1 Trade Classification**

CC: Jeff Preeper, Local 1
Ernie Dalton, Cape Breton Island Building & Construction Trades Council

FROM: Robert Shepherd

RE: **Amendment #2 to 2025-2029 Cape Breton Commercial Projects & Industrial Projects
Collective Agreements**

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

EFFECTIVE DATE	CHANGE(S) OR COMMENT(S)	PAGES AFFECTED
August 2, 2026	• Increase to Health & Welfare in years 2026, 2027 & 2028 • Corresponding decrease to Hourly Rate/V&H in years 2026, 2027 & 2028 • Increase to Union Administration Fund in years 2026, 2027 & 2028	COMMERCIAL: 1A-1, 1A-2, 1A-3, 1A-10, 1A-15 INDUSTRIAL: 1A-1, 1A-3, 1A-4, 1A5, 1A-7

Attached is Amendment #2 to the 2025-2029 Cape Breton Island Commercial Projects and Industrial Projects Collective Agreements, for the Bricklayer 1 Appendices, effective August 2, 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 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:

Allsteel Coatin	Stella	Cameron	MacGregor's Cus	James	MacPherson
Brimac Masonry	Terry	Gracie	MacGregor's Cus	Laura	Turner
Joneljim Concre	Brendan	Standing	MacGregor's Cus	Nick	MacGregor
Joneljim Concre	Jim	Kehoe	MacGregor's Cus	Jane	MacKenzie
Joneljim Concre	Jon	Cecchetto	Nova Tile & Mar	Richard	Gerstenberger

**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
Amendment #2 – Bricklayer 1, Tile 1, Electrical 1852, Insulator 116 – August 2, 2026

APPENDIX NO. 1 “A” - BRICKLAYERS - COMMERCIAL

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

- AND -

INTERNATIONAL UNION OF BRICKLAYERS & ALLIED CRAFTWORKERS
LOCAL UNION 1
 (hereinafter referred to as the "Union")

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

BRICKLAYER JOURNEYPERSON											
Effective Date	Hourly Rate	V & H 9%	H & W	Pension	BAC 1 GRSP	Promo	Bereave. Fund	Training Fund	Consol. Fund	IIF	Total Pkg
<u>July 18, 2025</u>	<u>\$37.87</u>	<u>\$3.41</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	<u>\$0.30</u>	\$0.28	\$0.16	<u>\$52.30</u>
<u>July 1, 2026</u>	<u>\$38.88</u>	<u>\$3.50</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$53.40</u>
<u>August 2, 2026</u>	<u>\$38.79</u>	<u>\$3.49</u>	<u>\$2.55</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$53.40
<u>July 1, 2027</u>	<u>\$39.75</u>	<u>\$3.58</u>	<u>\$2.60</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$54.50</u>
<u>July 1, 2028</u>	<u>\$42.60</u>	<u>\$3.83</u>	<u>\$2.65</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$57.65</u>

In addition to the hourly rates the employer shall pay the amounts as set out in the Health & Welfare Plan, Pension Plan, BAC 1 GRSP, Promotion, Bereavement, Training, Consolidated Fund and Industry Improvement Funds of this Appendix.

Amendment #2 – August 2, 2026

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

APPRENTICE - BRICKLAYERS												
		Hourly Rate	V & H 9%	H & W	Pension	BAC 1 GRSP	Promo	Bereave. Fund	Training Fund	Consol. Fund	IIF	Total Pkg
Effective Date: July 18, 2025												
0-900 hours	60%	\$23.27	\$2.09	\$2.45	\$2.50	\$0.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$31.38
901-1800 hours	65%	\$25.67	\$2.31	\$2.45	\$2.50	\$0.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$34.00
1801-2700 hours	70%	\$28.06	\$2.53	\$2.45	\$2.50	\$0.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$36.61
2701-3600 hours	75%	\$30.46	\$2.74	\$2.45	\$2.50	\$0.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$39.22
3601-4500 hours	85%	\$30.68	\$2.76	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$44.46
4501-5400 hours	95%	\$35.47	\$3.19	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$49.68
Effective Date: July 1, 2026												
0-900 hours	60%	\$23.87	\$2.15	\$2.45	\$2.50	\$0.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$32.04
901-1800 hours	65%	\$26.32	\$2.37	\$2.45	\$2.50	\$0.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$34.71
1801-2700 hours	70%	\$28.77	\$2.59	\$2.45	\$2.50	\$0.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$37.38
2701-3600 hours	75%	\$31.22	\$2.81	\$2.45	\$2.50	\$0.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$40.05
3601-4500 hours	85%	\$31.53	\$2.84	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$45.39
4501-5400 hours	95%	\$36.43	\$3.28	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$50.73
Effective Date: August 2, 2026												
0-900 hours	60%	\$23.78	\$2.14	\$2.55	\$2.50	\$0.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$32.04
901-1800 hours	65%	\$26.23	\$2.36	\$2.55	\$2.50	\$0.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$34.71
1801-2700 hours	70%	\$28.68	\$2.58	\$2.55	\$2.50	\$0.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$37.38
2701-3600 hours	75%	\$31.13	\$2.80	\$2.55	\$2.50	\$0.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$40.05
3601-4500 hours	85%	\$31.44	\$2.83	\$2.55	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$45.39
4501-5400 hours	95%	\$36.34	\$3.27	\$2.55	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$50.73
Effective Date: July 1, 2027												
0-900 hours	60%	\$24.34	\$2.19	\$2.60	\$2.50	\$0.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$32.70
901-1800 hours	65%	\$26.83	\$2.42	\$2.60	\$2.50	\$0.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$35.42
1801-2700 hours	70%	\$29.34	\$2.64	\$2.60	\$2.50	\$0.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$38.15
2701-3600 hours	75%	\$31.84	\$2.87	\$2.60	\$2.50	\$0.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$40.88
3601-4500 hours	85%	\$32.25	\$2.90	\$2.60	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$46.32
4501-5400 hours	95%	\$37.26	\$3.35	\$2.60	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$51.78

Amendment #2 – August 2, 2026

APPRENTICE - BRICKLAYERS												
		Hourly Rate	V & H 9%	H & W	Pension	BAC 1 GRSP	Promo	Bereave. Fund	Training Fund	Consol. Fund	IIF	Total Pkg
Effective Date: July 1, 2028												
0-900 hours	60%	\$26.03	\$2.34	\$2.65	\$2.50	\$0.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$34.59
901-1800 hours	65%	\$28.67	\$2.58	\$2.65	\$2.50	\$0.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$37.47
1801-2700 hours	70%	\$31.32	\$2.82	\$2.65	\$2.50	\$0.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$40.36
2701-3600 hours	75%	\$33.96	\$3.06	\$2.65	\$2.50	\$0.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$43.24
3601-4500 hours	85%	\$34.66	\$3.12	\$2.65	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$49.00
4501-5400 hours	95%	\$39.95	\$3.60	\$2.65	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$54.77

RE-OPENER:

Recognizing that future developments may be such as to make changes in the terms and conditions of employment desirable, the Parties intend that each and every term and condition contained in this Collective Agreement between Bricklayer 1 and the CLRA may be amended upon the agreement of Bricklayer 1 and the CLRA.

ENABLING:

Where a particular article or articles of this Collective Agreement is/are found to work a hardship for a particular project, the terms and conditions in this Agreement for that project may be modified by mutual consent, of the Union and the CLRA, when they deem it prudent. It is understood and agreed that where mutual agreement for such change cannot be achieved, the request shall not be subject to either grievance or arbitration. The Parties agree that they shall meet in joint conference no later than thirty (30) days after the ratification of this Agreement to discuss means of enabling and procedures to be followed.

RECOGNITION:

The employer and the CLRA recognize the Union as the sole collective bargaining agent for Journeypersons and Apprentice bricklayers, stone masons, stone cutters, cement or concrete block layers in the construction industry in Cape Breton Island.

The employer recognizes that the Union jurisdiction is claimed to include Journeyperson bricklayers, fire brick refractory workers, stone masons, plasterers, miscellaneous helpers, mosaic workers, cement masons, pointers, caulkers, cleaners, cement or concrete block layers, brick pavers, precast erectors, welders, stone cutters, quarry workers and all others employed directly in the industry (Apprentices and Improvers in all branches of the industry) within the Cape Breton Island, for whom the Union is authorized to bargain, or whom it contemplates employing in such capacities within the said Province.

Amendment #2 – August 2, 2026

Working Contractors - It is agreed that any self-employed Union member or Contractor who works must make payments monthly as set forth herein. All self-employed Union members must sign the Agreement or a binding letter of compliance. Any members not so complying with this provision shall be disciplined by the Union and such discipline may include suspension of membership and, during the period of such suspension, the individual shall not be employed through their failure to be a member in good standing.

The CLRA shall be supplied with a complete monthly employers' contribution statement and both Parties shall co-operate in ascertaining the accuracy of such contributions.

The Union may choose to opt out of the Health and Welfare Fund and the Promotion Fund referred to above. Should the Union choose to opt out of these funds, the employer contributions (as indicated in Schedule “C” of this Agreement) shall cease and the relevant monies shall be added to the hourly wage rate; however, any sums so added to the hourly wage rate shall not, for the duration of this Agreement, be included for purposes of calculating holiday and vacation pay. The Union must give the employer and the CLRA thirty (30) days notice of any decision to opt out of the Health and Welfare and Promotion Funds.

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.

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.

UNION ADMINISTRATION FUND:

The employer shall **deduct per** hour paid from the employee:

July 18, 2025 one dollar thirty-five cents (\$1.35)

August 2, 2026one dollar forty cents (\$1.40)

July 1, 2027one dollar forty-five cents (\$1.45)

July 1, 2028one dollar fifty cents (\$1.50)

and remit such amount to:

BAC Local 1 NS
14 McQuade Lake Crescent, Suite 203
Beechville, NS B3S 1B6

Amendment #2 – August 2, 2026

SCHEDULE "C"**HEALTH AND WELFARE, PENSION, BAC 1 GRSP, BEREAVEMENT, TRAINING AND MASONRY PROMOTION:**

The employer shall contribute per hour worked for Health and Welfare, Pension, Training and Masonry Promotion benefits as indicated in the tables set out below.

Effective Date	Health & Welfare	Pension	Masonry Promotion	Training Fund
<u>July 18, 2025</u>	\$2.45	\$2.50	\$0.23	<u>\$0.30</u>
<u>August 2, 2026</u>	<u>\$2.55</u>	\$2.50	\$0.23	\$0.30
<u>July 1, 2027</u>	<u>\$2.60</u>	\$2.50	\$0.23	\$0.30
<u>July 1, 2028</u>	<u>\$2.65</u>	\$2.50	\$0.23	\$0.30

The Health and Welfare and Pension portions shall be postmarked not later than the tenth (10th) day of the following month and forwarded to the:

Trustees of the Atlantic Provinces Health and Welfare Trust Fund

1216 Sand Cove Road, Unit 32
Saint John, NB E2M 5V8

The monies allocated for Masonry Promotion Fund shall be postmarked not later than the tenth (10th) day of the following month and forwarded to the:

BAC Local #1 NS Promotion Fund

14 McQuade Lake Crescent, Suite 203
Beechville, NS B3S 1B6

The monies allocated for Training Fund shall be postmarked not later than the tenth (10th) day of the following month and forwarded to the:

Bricklayers Local 1 Training Fund

14 McQuade Lake Crescent, Suite 203
Beechville, NS B3S 1B6

Amendment #2 – August 2, 2026