



AMENDMENT **NOTICE**

DATE: July 17, 2026

To: **Electrical 1852 Trade Classification**

CC: Brad Lannon, Local 1852
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: 6 (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
August 2, 2026	• Increase to Benefit from \$2.85 to \$3.04 • Corresponding decrease to Hourly Rate/V&H	COMMERCIAL: 2-1, 2-4, 2-5, 2-10 INDUSTRIAL: 2-1, 2-4, 2-5

Attached is Amendment #2 to the 2025-2029 Cape Breton Island Commercial Projects and Industrial Projects Collective Agreements, for the Electrical 1852 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:

Able Electri	Blake	Clothier	Brake Electr	Russell	Brake Jr.	MacGregor's	James	MacPherson
Able Electri	Michael	Castellani	Easco Electr	Keith	Dwyer	MacGregor's	Laura	Turner
Allsteel Coa	Stella	Cameron	Gardner Elec	Jeff	Gardner	MacGregor's	Nick	MacGregor
Bay Tank and	Darren	Glover	Ideal Electr	Reg	Deveau	MacGregor's	Jane	MacKenzie
Bay Tank and	Krystal	Haselhan	Joneljim Con	Brendan	Standing	Vic Aucoin's	Paul	Aucoin
Birnie Elect	John	Collins	Joneljim Con	Jim	Kehoe	Vic Aucoin's	Travis	Wilson
Black & McDo	Charles	Savoie	Joneljim Con	Jon	Cecchetto	Walker's Ele	James	Walker
Black & McDo	Mike	Trefry	Lynk Electri	Daryl	Baxendale	Yurmac Elect	Gary	Yurchesyn
Black & McDo	Lester	Buckland	Lynk Electri	Ian	MacNeil			

**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. 2 - ELECTRICIANS – COMMERCIAL

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

- AND -

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL 1852
 (hereinafter referred to as the "Union")

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

JOURNEYPERSON - ELECTRICIAN									
	Hourly Rate	V & H 9%	Benefit	Pension	Education Fund	OH&S Fund	Consol. Fund	IIF	Total Pkg.
<u>July 18, 2025</u>	<u>\$42.68</u>	<u>\$3.84</u>	<u>\$2.85</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$58.82</u>
<u>July 1, 2026</u>	<u>\$43.82</u>	<u>\$3.94</u>	\$2.85	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$60.06</u>
<u>August 2, 2026</u>	<u>\$43.64</u>	<u>\$3.93</u>	<u>\$3.04</u>	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	\$60.06
<u>July 1, 2027</u>	<u>\$44.78</u>	<u>\$4.03</u>	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$61.30</u>
<u>July 1, 2028</u>	<u>\$48.04</u>	<u>\$4.32</u>	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$64.85</u>

In addition to the hourly rates the employer shall contribute the amounts set out in the Health & Welfare Plan, Pension Plan, Education Fund, OH & S Training Fund, Consolidated Fund and Industry Improvement Fund of this Appendix.

PREMIUMS:

Charge Hand Rate.....Seventy cents (\$0.70) per hour over the Journeyperson rate

Foreperson Rateminimum of ten percent (10%) above the journeyperson hourly rate plus vacation and holiday pay. When supervising ten (10) or more employees, minimum of fifteen percent (15%) above the journeyperson hourly rate plus vacation and holiday pay.

Amendment #2 – August 2, 2026

APPRENTICES - ELECTRICIANS											
			Hourly Rate	V & H 9%	Benefit	Pension	Education Fund	OH&S Fund	Consol. Fund	IFF	Total Pkg
Effective Date: July 18, 2025											
1st	1 - 1000 hours	55%	<u>\$18.79</u>	<u>\$1.69</u>	<u>\$2.85</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$32.78</u>
2nd	1001 - 2000 hours	60%	<u>\$21.39</u>	<u>\$1.93</u>	<u>\$2.85</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$35.62</u>
3rd	2001 - 3000 hours	65%	<u>\$24.07</u>	<u>\$2.17</u>	<u>\$2.85</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$38.54</u>
4th	3001 - 4000 hours	70%	<u>\$26.74</u>	<u>\$2.41</u>	<u>\$2.85</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$41.45</u>
5th	4001 - 5000 hours	75%	<u>\$29.42</u>	<u>\$2.65</u>	<u>\$2.85</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$44.37</u>
6th	5001 - 6000 hours	85%	<u>\$34.67</u>	<u>\$3.12</u>	<u>\$2.85</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$50.09</u>
7th	6001 - 7000 hours	90%	<u>\$37.35</u>	<u>\$3.36</u>	<u>\$2.85</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$53.01</u>
8th	7001 - 8000 hours	95%	<u>\$40.06</u>	<u>\$3.60</u>	<u>\$2.85</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$55.96</u>
Effective Date: July 1, 2026											
1st	1 - 1000 hours	55%	<u>\$19.41</u>	<u>\$1.75</u>	<u>\$2.85</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$33.46</u>
2nd	1001 - 2000 hours	60%	<u>\$22.07</u>	<u>\$1.99</u>	<u>\$2.85</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$36.36</u>
3rd	2001 - 3000 hours	65%	<u>\$24.82</u>	<u>\$2.23</u>	<u>\$2.85</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$39.35</u>
4th	3001 - 4000 hours	70%	<u>\$27.54</u>	<u>\$2.48</u>	<u>\$2.85</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$42.32</u>
5th	4001 - 5000 hours	75%	<u>\$30.28</u>	<u>\$2.72</u>	<u>\$2.85</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$45.30</u>
6th	5001 - 6000 hours	85%	<u>\$35.63</u>	<u>\$3.21</u>	<u>\$2.85</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$51.14</u>
7th	6001 - 7000 hours	90%	<u>\$38.38</u>	<u>\$3.45</u>	<u>\$2.85</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$54.13</u>
8th	7001 - 8000 hours	95%	<u>\$41.14</u>	<u>\$3.70</u>	<u>\$2.85</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$57.14</u>
Effective Date: August 2, 2026											
1st	1 - 1000 hours	55%	<u>\$19.24</u>	<u>\$1.73</u>	<u>\$3.04</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$33.46</u>
2nd	1001 - 2000 hours	60%	<u>\$21.90</u>	<u>\$1.97</u>	<u>\$3.04</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$36.36</u>
3rd	2001 - 3000 hours	65%	<u>\$24.64</u>	<u>\$2.22</u>	<u>\$3.04</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$39.35</u>
4th	3001 - 4000 hours	70%	<u>\$27.37</u>	<u>\$2.46</u>	<u>\$3.04</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$42.32</u>
5th	4001 - 5000 hours	75%	<u>\$30.10</u>	<u>\$2.71</u>	<u>\$3.04</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$45.30</u>
6th	5001 - 6000 hours	85%	<u>\$35.46</u>	<u>\$3.19</u>	<u>\$3.04</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$51.14</u>
7th	6001 - 7000 hours	90%	<u>\$38.20</u>	<u>\$3.44</u>	<u>\$3.04</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$54.13</u>
8th	7001 - 8000 hours	95%	<u>\$40.96</u>	<u>\$3.69</u>	<u>\$3.04</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$57.14</u>
Effective Date: July 1, 2027											
1st	1 - 1000 hours	55%	<u>\$19.86</u>	<u>\$1.79</u>	<u>\$3.04</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$34.14</u>
2nd	1001 - 2000 hours	60%	<u>\$22.58</u>	<u>\$2.03</u>	<u>\$3.04</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$37.10</u>
3rd	2001 - 3000 hours	65%	<u>\$25.39</u>	<u>\$2.28</u>	<u>\$3.04</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$40.16</u>
4th	3001 - 4000 hours	70%	<u>\$28.17</u>	<u>\$2.53</u>	<u>\$3.04</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$43.19</u>
5th	4001 - 5000 hours	75%	<u>\$30.95</u>	<u>\$2.79</u>	<u>\$3.04</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$46.23</u>
6th	5001 - 6000 hours	85%	<u>\$36.42</u>	<u>\$3.28</u>	<u>\$3.04</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$52.19</u>
7th	6001 - 7000 hours	90%	<u>\$39.23</u>	<u>\$3.53</u>	<u>\$3.04</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$55.25</u>
8th	7001 - 8000 hours	95%	<u>\$42.05</u>	<u>\$3.78</u>	<u>\$3.04</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$58.32</u>

Amendment #2 – August 2, 2026

APPRENTICES - ELECTRICIANS											
			Hourly Rate	V & H 9%	Benefit	Pension	Education Fund	OH&S Fund	Consol. Fund	ITF	Total Pkg
Effective Date: July 1, 2028											
1st	1 - 1000 hours	55%	<u>\$21.65</u>	<u>\$1.95</u>	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$36.09</u>
2nd	1001 - 2000 hours	60%	<u>\$24.53</u>	<u>\$2.21</u>	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$39.23</u>
3rd	2001 - 3000 hours	65%	<u>\$27.50</u>	<u>\$2.48</u>	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$42.47</u>
4th	3001 - 4000 hours	70%	<u>\$30.44</u>	<u>\$2.74</u>	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$45.67</u>
5th	4001 - 5000 hours	75%	<u>\$33.39</u>	<u>\$3.01</u>	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$48.89</u>
6th	5001 - 6000 hours	85%	<u>\$39.19</u>	<u>\$3.53</u>	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$55.21</u>
7th	6001 - 7000 hours	90%	<u>\$42.17</u>	<u>\$3.79</u>	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$58.45</u>
8th	7001 - 8000 hours	95%	<u>\$45.14</u>	<u>\$4.06</u>	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$61.69</u>

The above figures are not a straight percentage and represent a diversion of monies into Benefits.

When the contractor has been notified by the Department of Labour that the Apprentice has passed their final examination, Journeyperson's rate shall be paid unless the Apprentice has not completed their term of apprenticeship, then they shall be paid Journeyperson's rate of pay on the date they complete their term of apprenticeship.

The employer agrees to a ratio of not more than one (1) Apprentice to three (3) Journeypersons. On jobsites when a non-working Foreperson has been appointed after eleven (11) employees, there will be a ratio of up to one (1) Apprentice to every two (2) Journeypersons while a non-working Foreperson is present. The ratio will return to one (1) Apprentice to every three (3) Journeypersons when there are ten (10) or fewer employees on the jobsite. Third (3rd) and fourth (4th) year Apprentices working without supervision shall receive a premium of forty cents (\$0.40) per hour over their regular hourly rate. The employer agrees to maintain a ratio of first (1st) year, second (2nd) year, third (3rd) year and fourth (4th) year Apprentices.

UNION SECURITY:

The employer shall hire members of Local 1852 on a 50-50 basis as follows:

1st, 3rd, 5th and all odd numbered employees shall be selected by the employer from the members in good standing and available for work on the Union out-of-work list and 2nd, 4th, 6th and all even numbered employees shall be selected by the Union.

Layoff will be on a 50-50 basis at the employer's discretion, however the 50-50 ratio of employer selection and union selection must be maintained.

The Union shall supply the employers, on request, a current list of members in good standing and available for work.

All employees shall be referred through the Union offices.

Amendment #2 – August 2, 2026

ALARM AND SECURITY TECHNICIAN:

When a Journeyperson Electrician or Registered Apprentice is performing the work of an Alarm and Security Technician, they will be covered by the terms and conditions of this Agreement.

HEALTH & WELFARE PLAN:

The employer shall contribute two dollars eighty-five cents (\$2.85) per hour earned, **and effective August 2, 2026, three dollars four cents (\$3.04)** for each employee on or before the fifteenth (15th) day of the following month and remit to:

I.B.E.W. Local 1852 Health & Welfare Plan

PO Box 24, Pier Postal Station
Sydney, NS B1N 3B1

- 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) Should the Union decide to increase Health & Welfare Plan, then employer contributions will be amended. The total wage package for any employee shall not be higher for any wage period of this Collective Agreement.

PENSION PLAN:

The employer shall contribute eight dollars (\$8.00) per hour earned for each employee on or before the fifteenth (15th) day of the following month and remit to:

I.B.E.W. Local 1852 Pension Plan

PO Box 24, Pier Postal Station
Sydney, NS B1N 3B1

- a) The Trust Document under which the Pension Plan is controlled shall provide for equal trustees in number and power to be appointed by each of the Parties hereto.
- b) Should the Union decide to increase the hourly contribution to the Pension Plan, then the employer contribution will be amended and the hourly wage rate and vacation allowance adjusted accordingly. The total hourly package for any employee shall not be increased as a result of such amendment.

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.

Amendment #2 – August 2, 2026