

***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***

| <b>JOURNEYPERSON - ELECTRICIAN</b> |                       |                      |                      |                |                       |                      |                     |            |                   |
|------------------------------------|-----------------------|----------------------|----------------------|----------------|-----------------------|----------------------|---------------------|------------|-------------------|
|                                    | <b>Hourly Rate</b>    | <b>V &amp; H 9%</b>  | <b>Benefit</b>       | <b>Pension</b> | <b>Education Fund</b> | <b>OH&amp;S Fund</b> | <b>Consol. Fund</b> | <b>IIF</b> | <b>Total Pkg.</b> |
| <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>    |
| <b><u>August 2, 2026</u></b>       | <b><u>\$43.64</u></b> | <b><u>\$3.93</u></b> | <b><u>\$3.04</u></b> | \$8.00         | \$0.61                | \$0.40               | \$0.28              | \$0.16     | \$60.06           |
| <u>July 1, 2027</u>                | <b><u>\$44.78</u></b> | <b><u>\$4.03</u></b> | \$3.04               | \$8.00         | \$0.61                | \$0.40               | \$0.28              | \$0.16     | <u>\$61.30</u>    |
| <u>July 1, 2028</u>                | <b><u>\$48.04</u></b> | <b><u>\$4.32</u></b> | \$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 Journeyman rate

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

**Amendment #2 – August 2, 2026**

**RE-OPENER CLAUSE:**

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 I.B.E.W. 1852 and the CLRA may be amended upon the agreement of I.B.E.W. 1852 and the CLRA.

**ENABLING CLAUSE:**

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.

**SUPERVISION:**

Four (4) to ten (10) employees.....one (1) working Foreperson

Eleven (11) to thirteen (13) employees.....the working Foreperson becomes a non-working Foreperson

At the fourteenth (14<sup>th</sup>) person.....a working Foreperson is appointed in addition to the non-working Foreperson

At the twenty-second (22<sup>nd</sup>) person .....the working Foreperson becomes non-working

**FORMULA REPEATS:**

After thirty (30) workers and three (3) Forepersons, a General Foreperson will be appointed.

The General Foreperson shall be a member in good standing of Local 1852 and shall receive a premium of not less than twenty (20%) percent over the Journeyperson's hourly rate.

It shall be the responsibility of the Foreperson to notify employees when they are being laid off.

**HEIGHT PAY:**

Employees required to work at heights above fifty feet (50') shall receive height pay as follows:

|                   |                                        |
|-------------------|----------------------------------------|
| 50' - 59' .....   | Twenty cents (\$0.20) plus hourly rate |
| 60' - 79' .....   | Forty cents (\$0.40) plus hourly rate  |
| 80' - 99' .....   | Eighty cents (\$0.80) plus hourly rate |
| 100' - 150' ..... | One dollar (\$1.00) plus hourly rate   |

.....with an additional twenty cents (\$0.20) for every twenty feet (20') thereafter, plus the basic hourly rate. Increase to commence at the start of each level.

The above shall apply to all work performed on towers, stacks, structural steel, walks, staging or grating.

**APPRENTICES:**

All Apprentices will be employed in accordance with the provisions of the Nova Scotia Apprenticeship Act, the IBEW Joint Apprenticeship Committee and the Parties hereby agree to observe all the provision of said Act.

There will be one (1) Apprentice to every 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. An Apprentice attending school under the terms of their indentureship will not be laid off or terminated from the job while they are attending school, and may be substituted with another Apprentice during their studies (when the employer has work available).

Apprentices shall, with the approval of “The Minister”, be indentured to the Nova Scotia Joint Apprenticeship Training Committee.

All Apprentices shall receive the following percentage of the Journeyperson Electrician rate of pay on the job:

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

**Amendment #2 – August 2, 2026**

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

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 (3<sup>rd</sup>) and fourth (4<sup>th</sup>) 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 (1<sup>st</sup>) year, second (2<sup>nd</sup>) year, third (3<sup>rd</sup>) year and fourth (4<sup>th</sup>) year Apprentices.

#### UNION SECURITY:

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

1<sup>st</sup>, 3<sup>rd</sup>, 5<sup>th</sup> 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 2<sup>nd</sup>, 4<sup>th</sup>, 6<sup>th</sup> 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**

**RECALL:**

The employer may recall former employees who have unbroken service with the same employer for a period of five (5) years. (Unbroken service to mean, worked for the same employer disregarding periods of unemployment.)

“5 year employees” shall be recalled before new employees are referred from the Union Hall.

“5 year employees” shall be the last to be laid off.

The employer may request through the Union qualified available workers in good standing with the Union who had previously been on the payroll for six (6) months and who are being called back within forty-five (45) working days of termination, and such workers shall be supplied as requested.

**BULLYING:**

The Employer and the Union recognize the dignity and worth of every individual and are committed to a climate of understanding and mutual respect in the workplace.

The parties agree that they will not tolerate, ignore or condone bullying, improper comments, conduct, actions or gestures directed towards a specific individual that would be reasonably considered to create an intimidating, humiliating, hostile or offensive work environment.

Improper comments, conduct, actions or gestures:

1. include profanity and abusive language; verbal and physical threats or assault; intimidation; taunting or ostracizing; rude or inappropriate jokes or innuendo; overly aggressive, embarrassing, humiliating or demeaning behaviour; and malicious gestures or actions;
2. must not be a trivial occurrence that could reasonably be expected to take place in a work environment; and
3. do not include the good faith exercise of supervisory or management duties or responsibilities and/or do not serve any other legitimate workplace purpose.

**SAFETY AND SECURITY:**

The employer agrees:

- A. On all energized circuits or equipment carrying 300 volts or over, when actual contact with hot, exposed fuses, terminals, or wire is a possible danger, two (2) Journeypersons shall work together.
- B. To supply rubber gloves and protective materials when needed.
- C. When work is to be performed in trenches six feet (6') or more, two (2) workers shall work together.
- D. Special rates other than Journeyperson's rate may be established by joint action of the employer and the Union for employees who are handicapped by reason of age, physical or other disability.

**CHAIN OF COMMAND:**

Electricians will, as a general rule, not be required to take directions in reference to the work being performed other than from their Electrical Foreperson.

**TEMPORARY LIGHTING AND POWER:**

The employer agrees that the installation, maintenance, connecting, disconnecting and repairing of all wiring for temporary lighting, electric heating and power, and the maintenance of all electrical construction equipment on the site which can be maintained by workers presently on the site, shall be performed by employees employed under the terms of this Agreement.

**TOOLS:*****Tool List***

The following list of tools is the amount to be supplied by employees as a condition of employment:

***First Year Apprentice:***

- Pliers - diagonal
- Pliers - side cutting
- Pliers - needle nose
- Blade screwdriver - small & large
- Robertson drivers - #6, #8, #10
- Phillips drivers
- Pocket knife
- Hacksaw
- 25' Measuring tape
- Torpedo type level
- Ball peen hammer
- Tool box
- Adjustable crescent wrench
- Channel locks

***Second and Third Year Apprentice:***

Same as First Year

***Fourth Year Apprentice:***

- (as above, plus)
- Allen wrenches
- 600V tester
- 1 centre punch
- 1 wood chisel
- Tap wrenches - 6/32 and 8/32
- Sockets - 7/16", 1/2", 9/16" and 3/4"
- 3/8" ratchet drive



**OVERTIME:**

All work performed outside the regular hours of work, including Saturdays, Sundays and Designated Holidays, shall be paid at double (2x) the regular rate of pay. When overtime is required on a job site and there is a usual crew at that site, the overtime work shall be offered to the usual site employees first.

**SHIFT WORK:**

When more than one shift is in operation, hourly rated employees, employed on the second (2<sup>nd</sup>) shift and/or those employed on the third (3<sup>rd</sup>) shift, shall be paid a premium of fifteen percent (15%) over the regular hourly rate of pay. Work in excess of eight (8) hours per shift shall be paid at overtime rates including the shift premium, but such shift premium shall not be included in the calculation of overtime.

When shift work is scheduled under Article 10B.01 of this agreement, unless otherwise agreed by the employer and employee, employees shall be given a minimum of twenty-four (24) hours' notice before the commencement of the first shift when moving to a new shift schedule.

**REST PERIOD**

Rest period will be measured from the time the employee is able to sit down until the time they rise from the lunch table.

**EQUIPMENT:**

Should employees require a hard hat, rain gear or rubber boots, the item(s) will be supplied. Should the item(s) not be returned prior to termination of employment, the cost shall be deducted from the final pay.

**TRADE PROMOTION:**

The employer and the Union agree to promote the Electrical Industry to the benefit of the employer and the I.B.E.W. employees. Such promotion may include use of the I.B.E.W. label when and where practical.

**WELDER:**

When a combination Electrician/Welder is requested, the Union shall supply same and the person so supplied shall be laid off no later than the completion of the Project originally hired for. Further, such person shall not be transferred to another Project.

**COMMUNICATION CABLE SPECIALIST:**

When a Journeyman Electrician or Registered Apprentice is performing the work of a Communication Cabling Specialist, they will be covered by the terms and conditions of this Agreement.

**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 (15<sup>th</sup>) 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 (15<sup>th</sup>) 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**

**EDUCATION FUND:**

The employer shall contribute sixty-one cents (\$0.61) for each employee for each hour paid and remit the total of sixty-one cents (\$0.61) for each employee, for each hour paid to:

**I.B.E.W. Local 1852 Education Fund**

PO Box 24, Pier Postal Station

Sydney, NS

B1N 3B1

on or before the fifteenth (15<sup>th</sup>) day of the month following.

Please note that thirty-six cents (\$0.36) of this employer contribution has been deducted from the hourly rate and vacation & holiday allowance of the employee. In the event that the Education Fund is discontinued, thirty-six cents (\$0.36) shall be diverted back into the hourly rate and vacation & holiday allowance of the employee.

The I.B.E.W. 1852 Education Fund shall be jointly trusted by representatives of Management and of the Union, in accordance with the terms of the Trust Agreement governing the Fund. The remittance shall be made on such a form as the trustees may reasonably require. At the discretion of the trustees, the Fund shall be available to finance training in both labour relations matters and trade skills.

**NON-CATALOGUE ITEMS:**

In order to preserve the status quo it is agreed that when electrical fabrication work normally performed by Local Union members on site is sub-contracted off-site, such work shall be performed by I.B.E.W. members under the terms of the Agreement.

**QUALITY CONTROL:**

When a Quality Control person is required to do field inspections on site, they shall be employed from the membership of the Local Union. They shall only perform quality control functions. However, the determination of qualifications shall be within the sole discretion of the employer. Such employee, if transferred on site, shall not be counted as for the transfer clause, and shall perform only quality control functions while employed on site.

Wages for this position will be that of a Journeyman Electrician.

**SUBSIDIZATION FUND:**

If the Local Union elects to establish an Income Supplement Fund, then the Collective Agreement shall be adjusted to allow for the deduction and remittance of contributions upon sixty (60) days written notice to the CLRA. Such fund shall not increase the package rate payable under this Agreement.

**OH&S TRAINING FUND:**

IBEW Local 1852 agrees to provide all members with up to date OH&S Training, in the categories as listed below, including members working for an employer and those being referred to an employer. The employer shall contribute forty cents (\$0.40) for each hour paid to Local 1852 Training Fund.

Categories included:

1. WHMIS
2. Fall Protection Type 1
3. Confined Space Type 1
4. Emergency First Aid
5. CPR
6. Forklift
7. Generic Site Safety Orientation
8. Elevated Lift Platform/Zoom Boom Training
9. Introduction to Rigging
10. Staging Set-Up

This course list will be reviewed for any necessary changes in June 2029.

Remittances to be forwarded to:

**I.B.E.W. Local 1852 OH&S Training Fund**  
PO Box 24, Pier Postal Station  
Sydney, NS  
B1N 3B1

on or before the fifteenth (15<sup>th</sup>) day of the month following.

In the event this fund is terminated, the entire forty cents (\$0.40) shall revert to the employer.

The I.B.E.W. 1852 OH&S Training Fund shall be jointly trusted by representatives of Management and of the Union, in accordance with the terms of the Trust Agreement governing the Fund. The remittance shall be made on such a form as the trustees may reasonably require.

Prior to the annual wage increase each year the Nova Scotia Construction Labour Relations Association Limited, the Trustees and IBEW Local 1852 will meet to review the amount of contribution required to maintain the providing the OH&S courses.

Training courses shall be carried out in the most cost effective manner and as approved by the trustees.

IBEW Local 1852 agrees to provide additional OH&S courses that are not listed above providing there is surplus in the OH&S contributions. Discussion on such additional training would become part of the annual meeting.

**IN WITNESS WHEREOF** the Parties have Executed this Collective Agreement at Sydney, Nova Scotia, on this 27th day of October, 2025.

**SIGNATORIES****FOR THE EMPLOYER**

\_\_\_\_\_  
ROBERT SHEPHERD

\_\_\_\_\_  
CALUM MACLEOD

\_\_\_\_\_

**FOR THE UNION**

\_\_\_\_\_  
BRADLEY LANNON

\_\_\_\_\_  
TRAVIS WHITE

\_\_\_\_\_