



AMENDMENT **NOTICE**

DATE: July 17, 2026

To: **Cape Breton Island Insulator 116 Trade Classification**

CC: Matt Benson, Local 116
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: **8** (Commercial: one-page notice + cover page + amended pages)
6 (Industrial: one-page notice + cover page + amended pages)

EFFECTIVE DATE	CHANGE(S) OR COMMENT(S)	PAGES AFFECTED
August 2, 2026	• Increase to Pension from \$6.60 to \$7.00 • Increase to Benefit from \$2.45 to \$2.77 • Decrease to Training, Recreation, Workers Defence & Building Fund from \$0.72 to \$0.57, composed of: ○ Training decrease of \$0.05 ○ Workers Defence decrease of \$0.10 • Corresponding overall decrease to Hourly Rate/V&H for above changes	COMMERCIAL: 3-6, 3-7, 3-8, 3-16, 3-17, 3-18 INDUSTRIAL: 3-1, 3-2, 3-4, 3-5

Attached is Amendment #2 to the 2025-2029 Cape Breton Island Commercial Projects and Industrial Projects Collective Agreements, for the Insulator 116 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 Coa	Stella	Cameron	Highland Ins	Ian	Tate
Bay Tank and	Darren	Glover	Icon Insulat	Marc	d'Entremont
Bay Tank and	Krystal	Haselhan	MacGregor's	James	MacPherson
G. & M. Insu	Shawn	Smith	MacGregor's	Laura	Turner
Guildfords I	Will	Brown	MacGregor's	Nick	MacGregor
Guildfords I	Paul	DeCoste	MacGregor's	Jane	MacKenzie
Guildfords I	Darren	Stillman	Pro Insul Li	Marc	d'Entremont

**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

OVERTIME:

All hours worked in excess of the normal hours of work (Article 10A), Monday through Friday, shall be paid at the rate of two times (2x) the regular straight time rate of wages of the employee. All hours worked on Saturday and Sunday shall be paid at two times (2x) the regular straight time rate of wages of the employee.

All hours worked on a Designated Holiday as set forth in Article 10G shall be paid at the rate of two times (2x) the regular straight time rate of wages of the employee.

When overtime work is scheduled on a jobsite, it will be offered to Local 116 members already employed on that jobsite, then any other employees already employed on that jobsite, before being offered to other employees on other jobsites.

Meal allowance as per Article 10C.02: Employees who are required to work in excess of two (2) hours overtime shall be provided with a meal. Where this is impractical, a meal allowance shall be included in the pay for the next regular pay period.

NOTIFICATION OF TERMINATION:

When lay-offs become necessary, the employer agrees to notify the union of all terminations.

VACATION AND HOLIDAY ALLOWANCE:

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.

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

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

WAGES:**MECHANICS**

For regular hours of work:

Mechanics	
Effective Date	Wage Rate
<u>July 18, 2025</u>	<u>\$42.73</u>
<u>November 1, 2025</u>	<u>\$42.55</u>
<u>July 1, 2026</u>	<u>\$43.65</u>
<u>August 2, 2026</u>	<u>\$43.13</u>
<u>July 1, 2027</u>	<u>\$44.23</u>
<u>July 1, 2028</u>	<u>\$47.38</u>

Amendment #2 – August 2, 2026

EMPLOYER CONTRIBUTIONS:

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:

	Employer Contribution	
	Pension	Benefit
<u>July 18, 2025</u>	\$6.40	\$2.45
<u>November 1, 2025</u>	<u>\$6.60</u>	\$2.45
<u>August 2, 2026</u>	<u>\$7.00</u>	<u>\$2.77</u>

Or, for 1st yr Apprentices, such sum as may be indicated in Appendix A.

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.

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

TRAINING, RECREATION, WORKERS DEFENCE & BUILDING FUND:

All employers must contribute and remit each month, by the tenth (10th) day of the following month to the Insulators Training, Recreation, Workers Defence & Building Fund an amount of seventy-two cents (\$0.72) for each hour worked **and effective August 2, 2026, fifty-seven cents (\$0.57) for each hour worked.** This contribution will be forwarded, with the Union dues deducted, to the following address:

International Association of Heat & Frost Insulators & Allied Workers

Local Union 116
24 Beechville Park Drive, Suite 220
Beechville, NS B3T 1L1
Phone: (902) 450-5605
Fax: (902) 450-5613

Twenty-five cents (\$0.25) of the hourly contribution to this fund, **and effective August 2, 2026, twenty cents (\$0.20) of the hourly contribution to this fund** have been diverted from the hourly rate and vacation and holiday, which have been adjusted accordingly. It is agreed that upon thirty (30) days written notice the Union may increase, or decrease, the rate of contribution to this fund, provided that the proposed adjustment shall not alter the total hourly package to be paid by the employer.

Ten cents (\$0.10) per hour of this fund shall be remitted to a Recreation Fund, to be administered by the Union. In the event that the Recreation Fund is wound up, the ten cents (\$0.10) per hour contribution shall be returned to the wage package.

Seventeen cents (\$0.17) per hour of this fund shall be remitted to a Building Fund, to be administered by the Union. In the event that the Building Fund is wound up, the seventeen cents (\$0.17) per hour contribution shall be returned to the wage package.

Twenty cents (\$0.20) per hour of this fund, **and effective August 2, 2026, ten cents (\$0.10) per hour of this fund** shall be remitted to a Workers Defence Fund, to be administered by the Union. In the event that the Workers Defence Fund is wound up, the twenty cents (\$0.20) per hour contribution shall be returned to the wage package.

Amendment #2 – August 2, 2026

APPENDIX “A”

INSULATORS JOURNEYPERSON									
Effective Date	Hourly Rate	V & H 9%	Benefit	Training, Rec, Workers Defence & Bldg	LMCT	Skills Training	Consol. Fund	IIF	Total Pkg
<u>July 18, 2025</u>	<u>\$42.73</u>	<u>\$3.85</u>	\$8.85	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$56.91</u>
<u>November 1, 2025</u>	<u>\$42.55</u>	<u>\$3.83</u>	<u>\$9.05</u>	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$56.91
<u>July 1, 2026</u>	<u>\$43.65</u>	<u>\$3.93</u>	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$58.11</u>
<u>August 2, 2026</u>	<u>\$43.13</u>	<u>\$3.88</u>	<u>\$9.77</u>	<u>\$0.57</u>	\$0.05	\$0.27	\$0.28	\$0.16	\$58.11
<u>July 1, 2027</u>	<u>\$44.23</u>	<u>\$3.98</u>	\$9.77	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$59.31</u>
<u>July 1, 2028</u>	<u>\$47.38</u>	<u>\$4.26</u>	\$9.77	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$62.74</u>

Amendment #2 – August 2, 2026

INSULATOR APPRENTICES										
		Hourly Rate	V & H 9%	Benefit	Training, Rec, Workers Defence & Bldg	LMCT	Skills Training	Consol. Fund	IFF	Total Pkg.
Effective Date: July 18, 2025										
0 - 900 hours	50%	\$21.36	\$1.92	\$0.00	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$24.76
901 - 1800 hours	55%	\$23.50	\$2.12	\$2.45	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$29.55
1801 - 3600 hours	70%	\$27.07	\$2.44	\$8.85	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$39.84
3601 - 5400 hours	80%	\$32.29	\$2.91	\$8.85	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$45.53
5401 - 7200 hours	90%	\$37.51	\$3.38	\$8.85	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$51.22
Effective Date: November 1, 2025										
0 - 900 hours	50%	\$21.28	\$1.92	\$0.00	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$24.76
901 - 1800 hours	55%	\$23.40	\$2.11	\$2.45	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$29.55
1801 - 3600 hours	70%	\$26.89	\$2.42	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$39.84
3601 - 5400 hours	80%	\$32.11	\$2.89	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$45.53
5401 - 7200 hours	90%	\$37.33	\$3.36	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$51.22
Effective Date: July 1, 2026										
0 - 900 hours	50%	\$21.91	\$1.97	\$0.00	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$25.36
901 - 1800 hours	55%	\$24.11	\$2.17	\$2.45	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$30.21
1801 - 3600 hours	70%	\$27.66	\$2.49	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$40.68
3601 - 5400 hours	80%	\$32.99	\$2.97	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$46.49
5401 - 7200 hours	90%	\$38.32	\$3.45	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$52.30
Effective Date: August 2, 2026										
0 - 900 hours	50%	\$22.05	\$1.98	\$0.00	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	\$25.36
901 - 1800 hours	55%	\$23.95	\$2.16	\$2.77	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	\$30.21
1801 - 3600 hours	70%	\$27.14	\$2.44	\$9.77	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	\$40.68
3601 - 5400 hours	80%	\$32.47	\$2.92	\$9.77	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	\$46.49
5401 - 7200 hours	90%	\$37.80	\$3.40	\$9.77	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	\$52.30
Effective Date: July 1, 2027										
0 - 900 hours	50%	\$22.60	\$2.03	\$0.00	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	\$25.96
901 - 1800 hours	55%	\$24.56	\$2.21	\$2.77	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	\$30.87
1801 - 3600 hours	70%	\$27.91	\$2.51	\$9.77	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	\$41.52
3601 - 5400 hours	80%	\$33.35	\$3.00	\$9.77	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	\$47.45
5401 - 7200 hours	90%	\$38.79	\$3.49	\$9.77	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	\$53.38

Correction #1 – July 18, 2025
Amendment #2 – August 2, 2026

INSULATOR APPRENTICES										
		Hourly Rate	V & H 9%	Benefit	Training, Rec, Workers Defence & Bldg	LMCT	Skills Training	Consol. Fund	IIF	Total Pkg.
Effective Date: July 1, 2028										
0 - 900 hours	50%	\$24.17	\$2.18	\$0.00	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	\$27.68
901 - 1800 hours	55%	\$26.29	\$2.37	\$2.77	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	\$32.76
1801 - 3600 hours	70%	\$30.11	\$2.71	\$9.77	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	\$43.92
3601 - 5400 hours	80%	\$35.86	\$3.23	\$9.77	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	\$50.19
5401 - 7200 hours	90%	\$41.62	\$3.75	\$9.77	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	\$56.47

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.

Note: Percentage of Journeyperson's increase to be applied to apprentices should be as follows:

0-900 hours.....	<u>50%</u>
901-1800 hours.....	<u>55%</u>
1801-3600 hours.....	<u>70%</u>
3601-5400 hours.....	<u>80%</u>
5401-7200 hours.....	<u>90%</u>