



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 INDUSTRIAL PROJECTS
COLLECTIVE AGREEMENT
2025 - 2029**

- BETWEEN -

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

- AND -

**THE CAPE BRETON ISLAND
BUILDING & CONSTRUCTION TRADES COUNCIL**
(hereinafter referred to as the "Cape Breton Trades Council")

- AND -

SIGNATORY 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 – Pipefitters 682 – July 1, 2026
Amendment #2 – Bricklayer 1, Tile 1, Electrical 1852, Insulator 116 – August 2, 2026

APPENDIX NO. 1 “A” - BRICKLAYERS - INDUSTRIAL**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**

Effective Date	Hourly Rate	V & H 9%	H & W	Pension	BAC 1 GRSP	Promo	Bereave. Fund	Training Fund	Consol. Fund	IIF	Total Pkg
BRICKLAYER JOURNEYPERSON											
July 18, 2025	\$47.68	\$4.29	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$62.99
July 1, 2026	\$48.89	\$4.40	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$64.31
August 2, 2026	\$48.80	\$4.39	\$2.55	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$64.31
July 1, 2027	\$49.96	\$4.50	\$2.60	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$65.63
July 1, 2028	\$53.40	\$4.81	\$2.65	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$69.43
CEMENT MASON JOURNEYPERSON											
July 18, 2025	\$46.24	\$4.16	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$61.42
July 1, 2026	\$47.42	\$4.27	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$62.71
August 2, 2026	\$47.33	\$4.26	\$2.55	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$62.71
July 1, 2027	\$48.47	\$4.36	\$2.60	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$64.00
July 1, 2028	\$51.82	\$4.66	\$2.65	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$67.70

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

Tile & Terrazzo work falls under the jurisdiction of the Bricklayers Union. Terms and conditions of employment for Tile & Terrazzo work on Cape Breton Island are set out Tile Appendix 1 “B”.

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											
76%	<u>\$33.50</u>	<u>\$3.01</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	<u>\$0.30</u>	\$0.28	\$0.16	<u>\$47.53</u>
82%	<u>\$36.83</u>	<u>\$3.31</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	<u>\$0.30</u>	\$0.28	\$0.16	<u>\$51.16</u>
88%	<u>\$40.11</u>	<u>\$3.61</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	<u>\$0.30</u>	\$0.28	\$0.16	<u>\$54.74</u>
94%	<u>\$43.42</u>	<u>\$3.91</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	<u>\$0.30</u>	\$0.28	\$0.16	<u>\$58.35</u>
100%	<u>\$47.68</u>	<u>\$4.29</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	<u>\$0.30</u>	\$0.28	\$0.16	<u>\$62.99</u>
Effective Date: July 1, 2026											
76%	<u>\$34.41</u>	<u>\$3.10</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$48.53</u>
82%	<u>\$37.82</u>	<u>\$3.40</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$52.24</u>
88%	<u>\$41.17</u>	<u>\$3.71</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$55.90</u>
94%	<u>\$44.56</u>	<u>\$4.01</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$59.59</u>
100%	<u>\$48.89</u>	<u>\$4.40</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$64.31</u>
Effective Date: August 2, 2026											
76%	<u>\$34.32</u>	<u>\$3.09</u>	<u>\$2.55</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$48.53
82%	<u>\$37.72</u>	<u>\$3.40</u>	<u>\$2.55</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$52.24
88%	<u>\$41.08</u>	<u>\$3.70</u>	<u>\$2.55</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$55.90
94%	<u>\$44.47</u>	<u>\$4.00</u>	<u>\$2.55</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$59.59
100%	<u>\$48.80</u>	<u>\$4.39</u>	<u>\$2.55</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$64.31
Effective Date: July 1, 2027											
76%	<u>\$35.19</u>	<u>\$3.17</u>	<u>\$2.60</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$49.53</u>
82%	<u>\$38.67</u>	<u>\$3.48</u>	<u>\$2.60</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$53.32</u>
88%	<u>\$42.10</u>	<u>\$3.79</u>	<u>\$2.60</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$57.06</u>
94%	<u>\$45.56</u>	<u>\$4.10</u>	<u>\$2.60</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$60.83</u>
100%	<u>\$49.96</u>	<u>\$4.50</u>	<u>\$2.60</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$65.63</u>
Effective Date: July 1, 2028											
76%	<u>\$37.80</u>	<u>\$3.40</u>	<u>\$2.65</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	<u>\$0.28</u>	\$0.16	<u>\$52.42</u>
82%	<u>\$41.49</u>	<u>\$3.73</u>	<u>\$2.65</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	<u>\$0.28</u>	\$0.16	<u>\$56.44</u>
88%	<u>\$45.12</u>	<u>\$4.06</u>	<u>\$2.65</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	<u>\$0.28</u>	\$0.16	<u>\$60.40</u>
94%	<u>\$48.79</u>	<u>\$4.39</u>	<u>\$2.65</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	<u>\$0.28</u>	\$0.16	<u>\$64.40</u>
100%	<u>\$53.40</u>	<u>\$4.81</u>	<u>\$2.65</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	<u>\$0.28</u>	\$0.16	<u>\$69.43</u>

- Ratio: Up to one (1) Apprentice to every one (1) Journeyperson (1:1)

Amendment #2 – August 2, 2026

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

APPRENTICE - CEMENT MASON											
	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											
76%	<u>\$32.35</u>	<u>\$2.91</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	<u>\$0.30</u>	\$0.28	\$0.16	<u>\$46.28</u>
82%	<u>\$35.68</u>	<u>\$3.21</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	<u>\$0.30</u>	\$0.28	\$0.16	<u>\$49.91</u>
88%	<u>\$38.82</u>	<u>\$3.49</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	<u>\$0.30</u>	\$0.28	\$0.16	<u>\$53.33</u>
94%	<u>\$42.72</u>	<u>\$3.85</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	<u>\$0.30</u>	\$0.28	\$0.16	<u>\$57.59</u>
100%	<u>\$46.24</u>	<u>\$4.16</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	<u>\$0.30</u>	\$0.28	\$0.16	<u>\$61.42</u>
Effective Date: July 1, 2026											
76%	<u>\$33.25</u>	<u>\$2.99</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$47.26</u>
82%	<u>\$36.65</u>	<u>\$3.30</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$50.97</u>
88%	<u>\$39.86</u>	<u>\$3.59</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$54.47</u>
94%	<u>\$43.83</u>	<u>\$3.95</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$58.80</u>
100%	<u>\$47.42</u>	<u>\$4.27</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$62.71</u>
Effective Date: August 2, 2026											
76%	<u>\$33.16</u>	<u>\$2.98</u>	<u>\$2.55</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$47.26
82%	<u>\$36.56</u>	<u>\$3.29</u>	<u>\$2.55</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$50.97
88%	<u>\$39.77</u>	<u>\$3.58</u>	<u>\$2.55</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$54.47
94%	<u>\$43.74</u>	<u>\$3.94</u>	<u>\$2.55</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$58.80
100%	<u>\$47.33</u>	<u>\$4.26</u>	<u>\$2.55</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$62.71
Effective Date: July 1, 2027											
76%	<u>\$34.01</u>	<u>\$3.06</u>	<u>\$2.60</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$48.24</u>
82%	<u>\$37.49</u>	<u>\$3.37</u>	<u>\$2.60</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$52.03</u>
88%	<u>\$40.77</u>	<u>\$3.67</u>	<u>\$2.60</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$55.61</u>
94%	<u>\$44.81</u>	<u>\$4.03</u>	<u>\$2.60</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$60.01</u>
100%	<u>\$48.47</u>	<u>\$4.36</u>	<u>\$2.60</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$64.00</u>
Effective Date: July 1, 2028											
76%	<u>\$36.54</u>	<u>\$3.29</u>	<u>\$2.65</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$51.05</u>
82%	<u>\$40.22</u>	<u>\$3.62</u>	<u>\$2.65</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$55.06</u>
88%	<u>\$43.72</u>	<u>\$3.93</u>	<u>\$2.65</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$58.87</u>
94%	<u>\$47.95</u>	<u>\$4.32</u>	<u>\$2.65</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$63.49</u>
100%	<u>\$51.82</u>	<u>\$4.66</u>	<u>\$2.65</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$67.70</u>

- Ratio: Up to one (1) Apprentice to every one (1) Journeyperson (1:1)

Amendment #2 – August 2, 2026

PAID HOLIDAYS:

The following are paid holidays:

New Year's Day	Thanksgiving Day
Canada Day	Christmas Day
Labour Day	Remembrance Day

If called out to work on a paid holiday, the employee shall be paid at the rate of double time (2x) in addition to pay for the holiday.

SUB-CONTRACTOR:

The employer agrees that it will not sub-contract work to any contractor who is not under Collective Agreement with the appropriate signatory Building Trades Union.

HEALTH AND WELFARE, PENSION, BAC 1 GRSP FUND, BEREAVEMENT FUND, TRAINING FUND AND MASONRY PROMOTION:

The employer shall contribute per hour worked to Health & Welfare Benefits, Pension, and Masonry Promotion funds as set out in the table 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 employer shall contribute per hour paid to BAC 1 GRSP Fund and Bereavement Fund as set out in the table below:

BAC 1 GRSP	Bereavement
\$5.00	\$0.10

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

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

Amendment #2 – August 2, 2026

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

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

and remit such amounts to:

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

HEIGHT PAY:

Employees covered by the Agreement required to work at heights of fifty feet (50') or over shall receive height pay in addition to their regular rate at the following rates:

50' - 70'Twenty cents (\$0.20) per hour above normal rate
70' - 90'Thirty cents (\$0.30) per hour above normal rate
90' PlusTwenty cents (\$0.20) per hour for every additional
twenty feet (20') above the ninety foot (90') level.

RECOGNITION:

Employer will recognize classifications in the Union's Certification and any subsequent Order by the National Joint Board or Labour Relations Board (or, for that matter, any body set up or authorized to determine classifications).

SHIFT DIFFERENTIAL:

Employees working on the second and third shift shall be paid a shift differential of fifteen percent (15%).

Amendment #2 – August 2, 2026