



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 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. 2 - ELECTRICAL - INDUSTRIAL

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									
Effective Date	Hourly Rate	V & H 9%	Benefit	Pension	Education Fund	OH&S Fund	Consol. Fund	IIF	Total Pkg
<u>July 18, 2025</u>	<u>\$46.79</u>	<u>\$4.21</u>	<u>\$2.85</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$63.30</u>
<u>July 1, 2026</u>	<u>\$48.01</u>	<u>\$4.32</u>	\$2.85	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$64.63</u>
<u>August 2, 2026</u>	<u>\$47.83</u>	<u>\$4.31</u>	<u>\$3.04</u>	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	\$64.63
<u>July 1, 2027</u>	<u>\$49.06</u>	<u>\$4.41</u>	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$65.96</u>
<u>July 1, 2028</u>	<u>\$52.56</u>	<u>\$4.73</u>	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$69.78</u>

The employer shall contribute the amount set out in the Health & Welfare Plan, Pension Plan, Education Fund, OH & S Training Fund, Consolidated Fund and Industry Improvement Fund of this Appendix.

Pulling of electrical cables, crew consisting of more than three (3) electricians, twenty-five cents (\$0.25) per hour above base rate.

Amendment #2 – August 2, 2026

APPRENTICES - ELECTRICIANS											
			Hourly Rate	V & H 9%	Benefit	Pension	Education Fund	OH&S Fund	Consol. Fund	IIF	Total Pkg
Effective Date: August 2, 2026											
1st	1 - 1000 hours	55%	\$21.52	\$1.94	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	\$35.95
2nd	1001 - 2000 hours	60%	\$24.42	\$2.20	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	\$39.11
3rd	2001 - 3000 hours	65%	\$27.38	\$2.46	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	\$42.33
4th	3001 - 4000 hours	70%	\$30.29	\$2.73	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	\$45.51
5th	4001 - 5000 hours	75%	\$33.22	\$2.99	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	\$48.70
6th	5001 - 6000 hours	85%	\$39.06	\$3.52	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	\$55.07
7th	6001 - 7000 hours	90%	\$42.05	\$3.78	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	\$58.32
8th	7001 - 8000 hours	95%	\$44.90	\$4.04	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	\$61.43
Effective Date: July 1, 2027											
1st	1 - 1000 hours	55%	\$22.19	\$2.00	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	\$36.68
2nd	1001 - 2000 hours	60%	\$25.16	\$2.26	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	\$39.91
3rd	2001 - 3000 hours	65%	\$28.17	\$2.53	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	\$43.19
4th	3001 - 4000 hours	70%	\$31.15	\$2.80	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	\$46.44
5th	4001 - 5000 hours	75%	\$34.14	\$3.07	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	\$49.70
6th	5001 - 6000 hours	85%	\$40.10	\$3.61	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	\$56.20
7th	6001 - 7000 hours	90%	\$43.15	\$3.88	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	\$59.52
8th	7001 - 8000 hours	95%	\$46.06	\$4.14	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	\$62.69
Effective Date: July 1, 2028											
1st	1 - 1000 hours	55%	\$24.12	\$2.17	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	\$38.78
2nd	1001 - 2000 hours	60%	\$27.26	\$2.45	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	\$42.20
3rd	2001 - 3000 hours	65%	\$30.44	\$2.74	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	\$45.67
4th	3001 - 4000 hours	70%	\$33.60	\$3.02	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	\$49.11
5th	4001 - 5000 hours	75%	\$36.77	\$3.31	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	\$52.57
6th	5001 - 6000 hours	85%	\$43.08	\$3.88	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	\$59.45
7th	6001 - 7000 hours	90%	\$46.30	\$4.17	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	\$62.96
8th	7001 - 8000 hours	95%	\$49.39	\$4.44	\$3.04	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	\$66.32

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

Amendment #2 – August 2, 2026

HEALTH & WELFARE PLAN:

The employer shall contribute two dollars eighty-five cents (\$2.85), and effective August 2, 2026, three dollars (\$3.04) 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 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 the Health & Welfare Plan or pension 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.

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.

LAY OFF:

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

OVERTIME:

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:

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

SAFETY:

Employer agrees to abide by all safety regulations established by the Occupational Health & Safety Act and Regulations.

Amendment #2 – August 2, 2026