



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 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. 3 - INSULATORS - INDUSTRIAL**BETWEEN****NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION LIMITED**
(hereinafter referred to as the "CLRA")**- AND -****INSULATORS AND ALLIED WORKERS**
LOCAL 116
(hereinafter referred to as the "Union")**NOTE: Wage Rates Effective July 18, 2025 - June 30, 2029**

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>\$47.07</u>	<u>\$4.24</u>	\$8.85	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$61.64</u>
<u>November 1, 2025</u>	<u>\$46.89</u>	<u>\$4.22</u>	<u>\$9.05</u>	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$61.64
<u>July 1, 2026</u>	<u>\$48.08</u>	<u>\$4.33</u>	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$62.94</u>
<u>August 2, 2026</u>	<u>\$47.56</u>	<u>\$4.28</u>	<u>\$9.77</u>	<u>\$0.57</u>	\$0.05	\$0.27	\$0.28	\$0.16	\$62.94
<u>July 1, 2027</u>	<u>\$48.75</u>	<u>\$4.39</u>	\$9.77	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$64.24</u>
<u>July 1, 2028</u>	<u>\$52.17</u>	<u>\$4.69</u>	\$9.77	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	<u>\$67.96</u>

In addition to the above hourly rates the employer shall pay the amount set out in the Benefit Plan, Consolidated Fund and Industry Improvement Fund of this Appendix.

SUPERVISION:

Minimum Foreperson premium.....fifteen percent (15%) of base rate and holiday and vacation allowance

From 3 - 6 employees.....1 working Foreperson

From 7 - 10 employees.....1 non-working Foreperson

One (1) of the first three (3) employees will be a working Foreperson

When a crew exceeds six (6) employees there shall be a non-working Foreperson. After ten (10) employees, the formula repeats. The selection of the Foreperson on the site will be at the discretion of the employer.

Four (4) or more Forepersons.....One (1) General Foreperson (minimum premium of twenty percent (20%) of base rate and holiday and vacation allowance)

Amendment #2 – August 2, 2026

APPRENTICES:

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 - 1800 hours	55%	\$23.04	\$2.07	\$8.85	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$35.44
1801 - 3600 hours	70%	\$30.11	\$2.71	\$8.85	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$43.15
3601 - 5400 hours	80%	\$35.76	\$3.22	\$8.85	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$49.31
5401 - 7200 hours	90%	\$41.42	\$3.73	\$8.85	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$55.48
Effective Date: November 1, 2025										
0 - 1800 hours	55%	\$22.85	\$2.06	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$35.44
1801 - 3600 hours	70%	\$29.93	\$2.69	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$43.15
3601 - 5400 hours	80%	\$35.58	\$3.20	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$49.31
5401 - 7200 hours	90%	\$41.24	\$3.71	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$55.48
Effective Date: July 1, 2026										
0 - 1800 hours	55%	\$23.51	\$2.12	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$36.16
1801 - 3600 hours	70%	\$30.76	\$2.77	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$44.06
3601 - 5400 hours	80%	\$36.53	\$3.29	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$50.35
5401 - 7200 hours	90%	\$42.31	\$3.81	\$9.05	\$0.72	\$0.05	\$0.27	\$0.28	\$0.16	\$56.65
Effective Date: August 2, 2026										
0 - 1800 hours	55%	\$22.99	\$2.07	\$9.77	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	\$36.16
1801 - 3600 hours	70%	\$30.24	\$2.72	\$9.77	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	\$44.06
3601 - 5400 hours	80%	\$36.01	\$3.24	\$9.77	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	\$50.35
5401 - 7200 hours	90%	\$41.79	\$3.76	\$9.77	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	\$56.65
Effective Date: July 1, 2027										
0 - 1800 hours	55%	\$23.65	\$2.13	\$9.77	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	\$36.88
1801 - 3600 hours	70%	\$31.07	\$2.80	\$9.77	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	\$44.97
3601 - 5400 hours	80%	\$36.96	\$3.33	\$9.77	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	\$51.39
5401 - 7200 hours	90%	\$42.86	\$3.86	\$9.77	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	\$57.82
Effective Date: July 1, 2028										
0 - 1800 hours	55%	\$25.53	\$2.30	\$9.77	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	\$38.93
1801 - 3600 hours	70%	\$33.46	\$3.01	\$9.77	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	\$47.57
3601 - 5400 hours	80%	\$39.70	\$3.57	\$9.77	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	\$54.37
5401 - 7200 hours	90%	\$45.93	\$4.13	\$9.77	\$0.57	\$0.05	\$0.27	\$0.28	\$0.16	\$61.16

Ratio: Up to one (1) Apprentice to three (3) Journeypersons (1:3).

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

HEIGHT PAY:

Employees required to work on scaffold or structural steel one hundred feet (100') or more shall be paid an additional three dollars (\$3.00).

PROTECTIVE CLOTHING:

The employer shall make available rain gear, coveralls, gloves and adequate respirators as required. The employer will replace employee's coveralls destroyed or ruined in the performance of the employee's duties for the employer. Employees shall be responsible for such equipment, reasonable wear and tear accepted, and cost to be deducted from employees' wages if not returned.

OVERTIME

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.

BENEFIT FUND:

The Parties hereto agree to a Benefit Fund as follows:

- (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) The employer shall make contributions per hour for each hour worked, as follows:
 - Eight dollars eighty-five cents (\$8.85) and effective November 1, 2025, nine dollars five cents (\$9.05) and effective August 2, 2026, nine dollars seventy-seven cents (\$9.77).

(c)

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

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.

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

(d) The Benefit Fund shall be professionally administered:

Administrator

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:

The employer shall remit seventy-two cents (\$0.72) per hour worked, and effective August 2, 2026, fifty-seven cents (\$0.57) per hour worked to the Insulators Training, Recreation, Workers Defence & Building Fund, c/o The Administrator:

Insulators Training, Recreation, Workers Defence & Building Fund

24 Beechville Park Drive, Suite 220
Beechville, NS B3T 1L1

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.

ADMINISTRATION FUND:

The employer shall remit ten cents (\$0.10) per hour worked to the Insulators Local 116 Administration Fund, c/o The Administrator:

Insulators Local 116 Administration Fund

24 Beechville Park Drive, Suite 220
Beechville, NS B3T 1L1

Such monies remitted shall be used for such purposes as are permitted under S.51(2) of the NS Trade Union Act 1972 (as amended).

Amendment #2 – August 2, 2026