



AMENDMENT **NOTICE**

DATE: July 17, 2026

TO: **Cape Breton Island Tile 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: 5 (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 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: 1B-1, 1B-6, 1B-7 INDUSTRIAL: 1B-1, 1B-6, 1B-7

Attached is Amendment #2 to the 2025-2029 Cape Breton Island Commercial Projects and Industrial Projects Collective Agreements, for the Tile 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:

MacGregor's Custom Machining Ltd.	James	MacPherson
MacGregor's Custom Machining Ltd.	Laura	Turner
MacGregor's Custom Machining Ltd.	Nick	MacGregor
MacGregor's Custom Machining Ltd.	Jane	MacKenzie
Nova Tile & Marble Limited	Richard	Gerstenberger
Ralph Connor Company Limited	Brian	Cluett
Ralph Connor Company Limited	Christiana	Eckoldt

**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“B” – TILE & TERRAZZO – 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, NOVA SCOTIA**

(hereinafter referred to as the “Union”)

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

JOURNEYPERSON - TILE & TERRAZZO											
Effective Date	Hourly Rate	V & H 9%	H & W	Pension	BAC 1 GRSP	Promo	Bereave. Fund	Training	Consol. Fund	IIF	Total Pkg.
<u>July 18, 2025</u>	<u>\$39.49</u>	<u>\$3.55</u>	<u>\$2.45</u>	\$2.50	\$5.00	\$0.23	\$0.10	<u>\$0.30</u>	<u>\$0.28</u>	\$0.16	<u>\$54.06</u>
<u>July 1, 2026</u>	<u>\$40.53</u>	<u>\$3.65</u>	<u>\$2.45</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$55.20</u>
<u>August 2, 2026</u>	<u>\$40.44</u>	<u>\$3.64</u>	<u>\$2.55</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$55.20
<u>July 1, 2027</u>	<u>\$41.44</u>	<u>\$3.73</u>	<u>\$2.60</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$56.34</u>
<u>July 1, 2028</u>	<u>\$44.39</u>	<u>\$3.99</u>	<u>\$2.65</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$59.60</u>

Amendment #2 – August 2, 2026

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

All remittances should be by cheque and post-marked not later than the tenth (10th) day of the month for the previous month.

The employer agrees to pay to the International Health Fund Bricklayers Union, Local 1 the amount of two dollars forty-five cents (\$2.45) per hour worked, effective August 2, 2026, two dollars fifty-five cents (\$2.55) per hour worked, effective July 1, 2027, two dollars sixty cents (\$2.60) per hour worked and effective July 1, 2028, two dollars sixty-five cents (\$2.65) per hour worked. Cheques are to be payable to the:

International Health and Welfare Fund
1216 Sand Cove Road, Unit 32
Saint John, NB E2M 5V8

The employer agrees to pay to the Tile & Terrazzo Pension Fund the amount of two dollars fifty cents (\$2.50) per hour worked. Cheques are to be made payable to the:

International Health and Welfare Fund
1216 Sand Cove Road, Unit 32
Saint John, NB E2M 5V8

The employer agrees to pay to the BAC 1 GRSP Fund the amount of five dollars (\$5.00) per hour paid. Cheques are to be made payable to:

PSFL Fund Management
c/o BAC Local 1 NS
14 McQuade Lake Crescent, Suite 203
Beechville, NS B3S 1B6

The employer agrees to pay the Promotion Fund amounts as set out in the wage table and shall remit same to the BAC Local #1 NS Promotion Fund. Cheques should be mailed to:

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

The employer agrees to pay to the Bereavement Fund the amount of ten cents (\$0.10) per hour paid. Cheques are to be made payable to:

Trustees of the Bereavement Fund
14 McQuade Lake Crescent, Suite 203
Beechville, NS B3S 1B6

The employer agrees to pay the Training Fund amounts as set out in the wage table and shall remit same to the Tile Local 1 Training Fund. Cheques should be mailed to:

Tile Local 1 Training 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, 2028one dollar fifty cents (\$1.50)

and remit such amounts to:

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

CHECK-OFF:p

The employer agrees to deduct from the pay of each employee the monthly dues as stipulated by the Union, providing written authorization (check-off cards) have been received by the employer.

Such dues shall be deducted from the first pay of each month and be remitted to the financial secretary of the Local Union not later than the tenth (10th) day of said month. Such payment shall be accompanied by a list of names of employees from whom the deductions were made.

The employer agrees to deduct initiation fees, assessments or fines from the first pay period of each month and shall be remitted to the Local Union not later than the tenth (10th) day of the said month. Initiation fees are to be collected at the rate of ten dollars (\$10.00) per working day until such initiation fees are fully paid; Journeypersons not in the Union are to pay initiation fees of twenty dollars (\$20.00) per day.

The Apprentices and Improvers shall have a sixteen (16) week probationary period prior to becoming a member of the Union, unless the employer and employee mutually agree to shorten this period.

If the employer, after receiving written authorization (check-off cards) of the employees, does not deduct the dues, assessments, initiation fees or fines, they shall be liable for payment of same.

Amendment #2 – August 2, 2026