

**INSULATORS – MAINLAND NOVA SCOTIA
A COLLECTIVE LABOUR AGREEMENT
2026 - 2030**

BETWEEN:

NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION LIMITED

(hereinafter referred to as the "CLRA")

260 Brownlow Avenue, Unit No. 1

Dartmouth, NS B3B 1V9

Phone: (902) 468-2283

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- and -

**INTERNATIONAL ASSOCIATION OF HEAT AND FROST INSULATORS
AND ALLIED WORKERS, LOCAL UNION 116, A.F.L., C.L.C., C.I.**

(hereinafter referred to as the "Union")

24 Beechville Park Drive, Suite 220

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THIS AGREEMENT dated at Dartmouth, this 12th day of August, 2026.

EFFECTIVE DATE: May 12, 2026

EXPIRATION: April 30, 2030

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ARTICLE 1 - PURPOSE

- 1.01 The purpose of this Agreement is to establish terms and conditions of employment.

ARTICLE 2 - RECOGNITION

- 2.01 The employer and the CLRA recognize the Union as the sole collective bargaining agent with respect to the trade for the area covered by this Agreement.
- 2.02 The Union recognizes the CLRA as the sole collective bargaining agent with respect to the trade for its members designated herein and other contractor employers covered by Accreditation Order No. L.R.B. No. 392C, dated January 29, 1976.
- 2.03 For the purpose of this Agreement, the term "employee" shall mean all hourly rated employees employed by the employer but does not include office and clerical workers; guards; watchperson, time checkers; material superintendents; technical personnel; superintendents; assistant superintendents; craft supervisors; permanent employees; or classifications above the rank of foreperson; persons transporting materials, equipment or supplies from a point of origin outside the site to a destination inside the site or from a point or origin inside the site to a destination outside the site.
- 2.04 The Union agrees that priority in supply of employees will be given to employers who are bound by and to the terms and conditions as set out in this Agreement.

ARTICLE 3 - NO STRIKE - NO LOCKOUT

- 3.01 The Union and employees agree that there will be no strike or other collective action which will interfere with or stop the efficient operation of work of the employer or any employer for the duration of this Agreement.
- 3.02 The employer agrees that there will not be any lockout of employees bound by this Agreement during its term.

ARTICLE 4 - DISCRIMINATION

- 4.01 The Parties hereby recognize and acknowledge their obligations and responsibilities pursuant to the Human Rights Act of Nova Scotia.
- 4.02 The employer shall not discriminate against any employee by reason of their membership in the Union and/or their participation in its lawful activity.

ARTICLE 5 - UNION SECURITY

- 5.01 On all jobs on Mainland Nova Scotia the employer can name hire their work force from the unemployed list maintained by the union. The union will supply a referral slip within forty eight (48) hours. If, after a period of forty eight (48) hours excluding Saturdays, Sundays and holidays as contained herein, the union is unable to supply the quantity of competent, qualified workers as requested, the employer may procure such workers elsewhere.
- 5.02 The employer will hire a fair ratio of Apprentices to Journeypersons in each year of the Apprentices' classification.
- 5.03 Sub-contractors working under this Agreement who are not signatory to this Agreement shall notify the appropriate Union, before commencing work on the job of the names of the workers to be employed on the job. The employer agrees to advise the sub-contractor of this requirement prior to the commencement of their work.
- 5.04 The employer agrees that it will stipulate as a term or condition for letting any contract for work on the project (job site) during its construction that the proposed sub-contractor shall observe the provisions of this Collective Agreement as if the same were duly executed by such sub-contractor.
- 5.05 The employer agrees to have any such sub-contractor acknowledge in writing that it has notice of this Agreement and that it will abide by the Agreement.
- 5.06 The employer agrees to deduct weekly the amount certified by the Union as Dues.

- 5.07 Should the employee be newly joining the Union, the employer agrees, when authorized by the employee on the proper form, to make deductions for the Initiation Fee in the amount certified by the Union.
- 5.08 The amounts so deducted shall be remitted by the employer to the Union at the address on file within the 10th day of the month following, together with a list of all employees and Social Insurance Numbers on whose behalf such deductions have been made.
- 5.09 The Union shall indemnify and save the employer harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken or not taken by the employer for the purpose of complying with any of the provisions of this section, or in reliance on any list, notice of assignment furnished under any of such provisions.
- 5.10 The employer agrees that employees employed within categories covered by terms of this Collective Agreement shall be required, as a condition of continued employment, to become and remain a member of the appropriate Union within thirty (30) days after the date of hiring or the date of signing of this Agreement.

ARTICLE 6 - STEWARDS

- 6.01 The Business Agent or Business Manager may appoint Job/Shop Stewards as may be mutually agreed upon between the employer and the Union, only after the fourth (4th) person on site. Prior to the appointment of the Steward, the Business Agent will advise the employer of their selection. Failing agreement between the Union and the employer on the appointment of a Steward, the employer shall give the reason(s) in writing, and the matter can be referred to Arbitration for resolution. The Steward of the Union will be an employee of the employer who is a qualified journeyman and who will perform the work of a journeyman at the journeyman's rate of pay. In addition to their duties as a journeyman they shall be permitted reasonable time to perform such of their Union duties as cannot be performed off the job. If it is necessary for the Steward to leave their work they must first obtain permission from the employer's representative on the job whenever possible. Such permission would not be unreasonably withheld. They shall assist the employer and the Union members in carrying out the provisions of this Agreement.
- 6.02 All newly appointed Stewards shall have first taken a training course in the duties and responsibilities of a Steward from a training provider approved by the parties.

- 6.03 It is agreed that only one (1) Steward and one (1) alternate on each shift shall be recognized by each employer and the Union shall notify the employer in writing of the name of the Steward and their alternate.
- 6.04 Under no circumstances shall the Job Steward make any arrangements with the General Foreperson, Foreperson or Management that will change or conflict in any way with any section or terms of this Collective Agreement.
- 6.05 It is agreed that Steward shall be second last Mechanic/Journeyperson on a project. The Steward shall have the right to first refusal on all overtime when practicable.

ARTICLE 7 - ACCESS TO THE JOB SITE

- 7.01 Business Representatives of the Union and International Representatives shall have access to the job site during working hours but in no case shall their visits interfere with the progress of the work.
- 7.02 Representatives must request access from the employer's representative on the job prior to entering the work area. The employer is not to be held responsible if access is refused by the owner.
- 7.03 Conduct on the job site will be subject to the general regulations of the employer.

ARTICLE 8 - MANAGEMENT RIGHTS

- 8.01 Subject to the limitations and specific terms of this Agreement, the Management of the job site and the direction of the working force, including but not limited to the right to plan, direct and control operations, hire, transfer, lay off, maintain discipline and efficiency of employees, establish and enforce rules of conduct, discipline and discharge employees for proper and sufficient cause, increase or decrease the working force, determine methods and schedules of construction operation, material and equipment to be used are vested solely in the employer.

ARTICLE 9 - DISCIPLINE

- 9.01 For offenses other than intoxication, insubordination, theft, false reporting of time, physical altercation or wilful destruction of property, and illegal work stoppage/ slowdown, which shall be subject to immediate dismissal, the procedure shall be:
- (a) First Warning: Provide the employee with a verbal warning. The warning shall be recorded by the Employer and communicated to the employee and the Union.
 - (b) Second Warning: Warn the employee in writing of the offence. Warning notice to be signed by the employee's Foreperson and Job Steward if a Job Steward has been assigned to the site (Steward to sign only as a witness that the warning was given). Copy of the warning notice shall be sent to the Union office.
 - (c) Third Warning: A third warning calls for a suspension. The length of the suspension to be at Employer's discretion, but not to exceed one (1) week. Written notice of the suspension shall be sent to the Union office.
 - (d) Any offense after suspension: Employee may be terminated at the discretion of the Employer. Written notice of termination shall be sent to the Union office.
- 9.02 Site specific rules and regulations will be subject to the discipline scheme in Article 9.01 provided such rules have been posted and provided to the Union and the employee by the employer. Site specific safety violations may be cause for immediate dismissal at employer's discretion.
- 9.03 Possession, use, or trafficking of any intoxicants and/or non-medically prescribed narcotics or drugs while on the site may result in immediate dismissal at employer's discretion. An employee dismissed under Article 9.03 will not be eligible for rehire until satisfactory evidence of rehabilitation is presented.
- 9.04 An employee who is dismissed for theft, false reporting of time, physical violence, gross insubordination or illegal work stoppage will not be eligible for rehire.
- 9.05 Employees discharged shall be advised by the employer of the cause of dismissal.
- 9.06 The employer will notify the Union in writing of all disciplinary action taken against any employee subject to this Agreement.
- 9.07 All employees must provide the employee's actual residence in a form satisfactory to the employer. Any abuse or misrepresentation by the employee in supplying this information may be subject to dismissal and the employee may not be eligible for rehire. In addition, the employer may receive address information from the Union.

- 9.08 An employee shall not be forced to cross a picket line.
- 9.09 Upon the determination by (an employer) that an employee is incompetent and/or otherwise not qualified to perform work in a work-like manner in the trade for which the employee has been hired and upon corroboration from the Steward and Supervision on site, the employer shall without prejudice be entitled to terminate the employee's employment and refer them back to the union.
- 9.10 Any employee who quits their employment with an employer shall not be eligible for rehire by another employer on the project until a period of thirty (30) calendar days has elapsed since the date they quit, except where rehire is mutually agreed by the employer and the Union.
- 9.11 No cellular telephones will be permitted to be used onsite by employees during working hours, except as explicitly authorized by the Employer. An employee shall not at any time, unless explicitly authorized by the Employer, using a cellular device, record any images or share, post or communicate information regarding a jobsite. Violations of this article shall be subject to the disciplinary procedure set out in Article 9.01.
- 9.12 Subject to site rules, Stewards may use cellular telephones on site in the course of their duties but shall not post any site images except as authorized by the Employer. If any employee is requested or required by the Employer to use their personal cellular telephone for work purposes, any additional use charges will be reimbursed by the Employer.
- 9.13 Any records of warnings or suspensions shall be removed from an employee's file if within twelve (12) months, there has not been any further discipline of the same or similar nature.

ARTICLE 10 - NORMAL HOURS OF WORK

- 10.01 The regular working week shall consist of forty (40) hours of work as follows:
- 10.02A Eight (8) hours per normal work day, Monday to Friday inclusive, scheduled between the hours of 7:00 a.m. and 5:00 p.m.
- 10.02B If at the end of the normal work day a project requires a relatively short amount of time to be completed, the employee may be required to work up to two (2) hours at straight time to complete the task up to a maximum of forty (40) hours per week.
- 10.03 Lunch Period:
Lunch break at the option of the employer, shall be one half (1/2) hour or one (1) hour as scheduled and taken within one (1) hour of the mid-point of the normal hours of work. The lunch period will be measured from ceasing labour to commencement of labour and will be taken at a time determined by the employer.
- 10.04 Rest Period:
During each normal work day, employees will be entitled to two (2) ten (10) minute paid rest periods to be scheduled and observed.
- one (1) rest period at the mid-point of the first half of the normal hours of work;
 - one (1) rest period at the mid-point of the second half of the normal hours of work.
- Rest period will be measured from ceasing work to commencement of work and will be taken at a time determined by the employer.
- 10.05 If agreed prior to the start of the project by Employer and Union, a five (5) by eight (8) hour work week may be substituted with a four (4) by ten (10) hour work week Monday – Thursday or Tuesday – Friday. Should a Designated Holiday (Article 16) fall within the agreed workweek, it shall be observed as per the Collective Agreement and may not be made up within the week at straight time rates. In the event the job is down due to inclement weather, then Friday may, at the option of the Employer with the agreement of the Union and the consent of the member, be worked as a make-up day at straight time rate; straight time not to exceed ten (10) hours per day or forty (40) hours per week.

An owner or general contractor may declare a site to be subject to a five (5) by eight (8) hour work week or a four (4) by ten (10) hour work week. In the event that such a declaration is made, all subtrades working on the site will comply.

ARTICLE 11 - SHIFT WORK

- 11.01 Shift work may be performed at the option of the employer.
- 11.02 In the event that shift work is instituted such shift work shall be scheduled between Sunday Midnight and Friday Midnight and shall continue for at least three (3) consecutive week days, excluding Saturday, Sunday and designated holidays.
- 11.03 When more than one (1) shift is in operation, hourly rated employees employed on the second shift and/or those employed on the third shift shall be paid a shift differential.
- 11.03A For projects falling under the major industrial definition – when an afternoon or night shift is worked, it shall attract a 15% premium regardless of whether or not an earlier shift has been worked during the day.
- 11.04 When it is necessary to work two (2) or more shifts or work within the twenty-four (24) hours, work performed between the hours of 5:00 p.m. and 8:00 a.m. shall be paid at a 15% premium per hour for eight (8) hours work.
- 11.05 Employees who work in excess of eight (8) hours on shift shall be paid according to Article 14 - Overtime.
- 11.06 Employees working shifts are entitled to a lunch period, in accordance with Article 10.03, or dependent on the nature of the hours being worked, and rest periods in accordance with Article 10.04.
- 11.07 When, due to an owner's requirements, work must be scheduled outside the normal hours of work, there shall be no premium paid on the first (1st) shift. If, however, an owner requires Insulators to work (outside normal hours of work) when the other trades are offsite, then shift premium shall apply.
- 11.08 When shift work is instituted in mid-week, and the affected employee will be required to miss a working shift, the employee shall be compensated for regular scheduled hours missed to a maximum of forty (40) hours per week.

ARTICLE 12 - REPORTING TIME

- 12.01 Any employee, who has provided their current address and telephone number in writing to their employer, and who reports to work at the designated job site, at their scheduled starting time, not having been previously notified not to report, shall receive pay for two (2) hours at their applicable rate of wages, one (1) hour pay for inclement weather or anything outside the employer's control apart from those conditions detailed in Article 12.03.
- 12.02 To qualify for reporting time an employee must remain on the job and be available for work during the period of such reporting time.
- 12.03 Reporting time shall not be payable when:
- (i) Strike conditions or a work stoppage that effects the normal operation of the job in progress, or is threatened.
 - (ii) An employee leaves work on their own accord.
 - (iii) An employee refuses to carry out the work available.
- 12.04 An employee who commences work shall receive not less than four (4) hours pay and if more than four (4) hours are worked in any day they shall receive not less than one (1) full day's pay. The foregoing provisions shall apply to Saturdays, Sundays and designated holidays at double (2x) the straight time rate of pay.
- 12.05 Reporting time shall not be payable to employees who are being paid a Board Allowance on a job. On such jobs, the Foreperson shall, whenever it is reasonably possible, supply a telephone number where they can be reached to give information about whether, weather conditions, will permit work to go ahead.

ARTICLE 13 - CALL BACK TIME

- 13.01 Every employee who after completion of their regular working hours (Monday through Friday) and who has left the job site, and is called back to work by the employer, and who is required to work outside their regular working hours, shall be paid at their applicable overtime rate, but not less than two (2) hours.
- 13.02 When an employee is called out to work by the employer on Saturday, Sunday or a designated holiday, and they commence work, regardless of when called, Article 12 shall apply.
- 13.03 Travel time if applicable will be paid.

ARTICLE 14 - OVERTIME

- 14.01 All hours worked up to two (2) hours per day in excess of the normal hours of work (Article 10), Monday through Friday, shall be paid at the rate of one and a half times (1-1/2x) the regular straight time rate of wages of the employee.
- 14.02 All hours worked on Saturday and Sunday, and all hours in excess of two (2) hours per day beyond the normal hours of work Monday through Friday, shall be paid at two times (2x) the regular straight time rate of wages of the employee.
- 14.03 All hours worked on a Designated Holiday as set forth in Article 16 shall be paid at the rate of two times (2x) the regular straight time rate of wages of the employee.
- 14.04 When required to work over two (2) hours overtime beyond the regular eight (8) hours, providing employee has not been given twenty-four (24) hours notice of such overtime, meals shall be provided by employer. For every further four (4) hours of overtime actually worked a meal shall be provided. Where adequate meals cannot be provided an allowance of a Meal Allowance as per the table that is at the end of this Article per meal shall be included in next regular pay. There shall be a ten (10) minute break every two (2) hours, excluding meal break.

Meal Allowance

.....thirty-five dollars (\$35.00)

- 14.05 Overtime work shall be offered to union members employed on the job site before the employer may offer it to any other bargaining unit employees employed with the employer.

ARTICLE 15 - VACATION AND HOLIDAY ALLOWANCE

- 15.01 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.
- 15.02 Payment of the allowance shall be calculated and paid weekly as follows based on straight time rate of pay:

Vacation & Holiday Pay		
Effective Date	Major Industrial	All Other Work
<u>May 12, 2026</u>	<u>\$4.14</u>	<u>\$3.89</u>
<u>May 1, 2027</u>	<u>\$4.31</u>	<u>\$4.04</u>
<u>May 1, 2028</u>	<u>\$4.47</u>	<u>\$4.20</u>
<u>May 1, 2029</u>	<u>\$4.71</u>	<u>\$4.43</u>

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

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

ARTICLE 16 - DESIGNATED HOLIDAYS

16.01 During the period that this Agreement is in force, the following days shall be observed as Designated Holidays.

CALENDAR YEAR 2026	HOLIDAY FALLS ON		HOLIDAY OBSERVED ON
Victoria Day	Monday	May 18, 2026	Same
Canada Day	Wednesday	July 1, 2026	Same
Labour Day	Monday	September 7, 2026	Same
National Day for Truth and Reconciliation	Wednesday	September 30, 2026	Same
Thanksgiving Day	Monday	October 12, 2026	Same
Remembrance Day	Wednesday	November 11, 2026	Same
Christmas Day	Friday	December 25, 2026	Same
Boxing Day	Saturday	December 26, 2026	Monday December 28, 2026
CALENDAR YEAR 2027	HOLIDAY FALLS ON		HOLIDAY OBSERVED ON
New Years Day	Friday	January 1, 2027	Same
Heritage Day	Monday	February 15, 2027	Same
Good Friday	Friday	March 26, 2027	Same
Victoria Day	Monday	May 24, 2027	Same
Canada Day	Thursday	July 1, 2027	Same
Labour Day	Monday	September 6, 2027	Same
National Day for Truth and Reconciliation	Thursday	September 30, 2027	Same
Thanksgiving Day	Monday	October 11, 2027	Same
Remembrance Day	Thursday	November 11, 2027	Same
Christmas Day	Saturday	December 25, 2027	Monday December 27, 2027
Boxing Day	Sunday	December 26, 2027	Tuesday December 28, 2027
CALENDAR YEAR 2028	HOLIDAY FALLS ON		HOLIDAY OBSERVED ON
New Years Day	Saturday	January 1, 2028	Monday January 3, 2028
Heritage Day	Monday	February 21, 2028	Same
Good Friday	Friday	April 14, 2028	Same
Victoria Day	Monday	May 22, 2028	Same
Canada Day	Saturday	July 1, 2028	Monday July 3, 2028
Labour Day	Monday	September 4, 2028	Same
National Day for Truth and Reconciliation	Saturday	September 30, 2028	Monday October 2, 2028
Thanksgiving Day	Monday	October 9, 2028	Same
Remembrance Day	Saturday	November 11, 2028	Monday November 13, 2028
Christmas Day	Monday	December 25, 2028	Same
Boxing Day	Tuesday	December 26, 2028	Same

CALENDAR YEAR 2029	HOLIDAY FALLS ON		HOLIDAY OBSERVED ON
New Years Day	Monday	January 1, 2029	Same
Heritage Day	Monday	February 19, 2029	Same
Good Friday	Friday	March 30, 2029	Same
Victoria Day	Monday	May 21, 2029	Same
Canada Day	Sunday	July 1, 2029	Monday July 2, 2029
Labour Day	Monday	September 3, 2029	Same
National Day for Truth and Reconciliation	Sunday	September 30, 2029	Monday October 1, 2029
Thanksgiving Day	Monday	October 8, 2029	Same
Remembrance Day	Sunday	November 11, 2029	Monday November 12, 2029
Christmas Day	Wednesday	December 25, 2029	Same
Boxing Day	Thursday	December 26, 2029	Same
CALENDAR YEAR 2030	HOLIDAY FALLS ON		HOLIDAY OBSERVED ON
New Years Day	Tuesday	January 1, 2030	
Heritage Day	Monday	February 18, 2030	
Good Friday	Friday	April 19, 2030	

In those jurisdictions and municipalities where the first Monday in August is declared to be a Civic Holiday, it shall be observed as such under the terms of this Agreement.

Should new provincial statutory holidays be declared during the term of this agreement, these new holidays shall be incorporated into this agreement where applicable.

- 16.02 Employees required to work on any Designated Holiday shall be paid in accordance with the overtime provisions in Article 14.03, for all hours worked at the request of the employer.

ARTICLE 17 - TRAVEL

- 17.01 There shall be a free zone for travel within forty-five (45) road kilometres of the intersection of highways 101 and 102. No travel will be paid until an employee has travelled a distance of over forty-five (45) kilometres from the employee's principal place of residence to the job site by the shortest available Department of Transportation maintained normally travelled route.

Members traveling to the Halifax free zone from more than 165 road kilometres shall be paid the daily board allowance set out in Article 17.09.

- 17.02 Employees who use their own vehicle at employer's request shall be reimbursed at the applicable mileage rate to and from job, plus expenses (such as bridge tolls and parking). Employees shall not be compelled to use their own vehicle for the transportation of tools or materials belonging to the employer. There shall be no mileage payable for employees travelling in a company vehicle.
- 17.03 For daily travel outside the free zone, employees shall be reimbursed at applicable mileage rate from the outer limit of free zone to job site, return daily, up to applicable board allowance. Board Allowance is payable if employee travels one hundred and ten (110) kilometres, one way, including free zone.
- 17.04 Employees shall be on job at beginning of shift and work a full scheduled day.
- 17.05 On jobs with board allowance, mileage at applicable rates shall be reimbursed for initial trip and return trip unless travelling in a company vehicle.
- 17.06 If the job is located outside 240 road kilometres of the employees permanent place of residence and if such job lasts for more than three (3) months, the employee will be reimbursed mileage every three months for weekend leave, unless previous authorization is received from the employer for a longer period of time.
- 17.07 Where the work assignment is for less than a week the employee shall be reimbursed for costs of all meals and sleeping accommodation upon receipt of satisfactory receipts and shall be reimbursed for travel time at the regular rate of pay if they are travelling on their own time, not to exceed eight (8) hours for each day travelling. When one (1) person is sent out of town, the employer will pay reasonable expenses for meals and accommodations upon production of receipts, regardless of duration.

17.08 Mileage allowance rates per kilometre to be those published by the Canada Revenue Agency.

17.09 Living Out Allowance (LOA) shall be paid to employees entitled at the following rate:

Living Out Allowance

May 12, 2026\$165.00 per day scheduled

May 1, 2027\$170.00 per day scheduled

May 1, 2028\$175.00 per day scheduled

May 1, 2029\$180.00 per day scheduled

When work is available, and the employee elects not to go to work, then that employee shall not qualify for Board Allowance.

17.10 The Employer shall decide to either provide adequate accommodations or pay the above LOA. If the Employer decides to provide accommodations, a meal allowance of sixty-nine dollars (\$69.00) per day shall be paid. This rate shall be adjusted in accordance with Canada Revenue Agency guidelines.

17.11 When an employee who qualifies for LOA pays for and stays in a hotel, motel or short-term rental and provides a receipt to the Employer, the Employer shall pay an additional forty dollars (\$40.00) allowance per day. This allowance will only be paid once daily per hotel, motel or short-term rental paid.

17.12 Reimbursed shall mean included in the next regular pay.

17.13 It is the intent of the parties that all benefits payable under this Article should be in compliance with the requirements of the appropriate income tax legislation. The employer shall make the appropriate forms available onsite.

ARTICLE 18 - TERMINATION OF EMPLOYMENT OR LAYOFF

- 18.01 Should it be necessary to reduce the working force on a job or project the employer shall lay off or terminate their employment in the following sequence:
- (1) Those employees who have not yet applied to join the Union.
 - (2) Those employees who have made an application to join the Union.
 - (3) The travel card members (members or sister International Locals).
 - (4) Members of Local 116 will be last for lay off or termination.
- 18.02 It is agreed that the employer has the right to transfer members of Local 116 from job to job.
- 18.03 Employees shall only be laid off at the mid-point or at the end of their scheduled work period on the day of layoff, and each shall receive one (1) hours pay at their regular rate of pay. Mid-point shall be considered lunch break.
- 18.04 Employees who are laid off shall receive their accumulated wages and Record of Employment or copy of ROE Web e-Filing at time of layoff if the payroll is processed at the job site. Otherwise, the employer shall send the wages and ROE or copy of ROE Web e-Filing to the employee at the address they provide within five (5) days, exclusive of Saturday, Sunday and designated holidays.
- 18.05 Employees who are discharged, or who quit, shall receive their accumulated wages and Record of Employment or copy of ROE Web e-Filing on the regular pay day for the pay period in which the discharge or quit takes place, either by picking them up at the place designated by the employer; or the employer shall send the wages and ROE or copy of ROE Web e-Filing to the former employee on the regular pay day, at the address they have provided.
- 18.06 Should the employer fail to comply with this provision, the employee shall receive an additional sum equivalent to eight (8) hours pay at straight time rates, and an additional sum equivalent to eight (8) hours pay at straight time for every two (2) additional days delinquency. The employee so affected must make a reasonable effort to promptly contact the employer before being entitled to take the benefit of this Article.

ARTICLE 19 - WAGES

19.01 MECHANICS – For regular hours of work:

Mechanics		
Effective Date	Wage Rate Major Industrial	Wage Rate All Other Work
<u>May 12, 2026</u>	<u>\$46.04</u>	<u>\$43.19</u>
<u>May 1, 2027</u>	<u>\$47.86</u>	<u>\$44.93</u>
<u>May 1, 2028</u>	<u>\$49.69</u>	<u>\$46.66</u>
<u>May 1, 2029</u>	<u>\$52.36</u>	<u>\$49.19</u>

ARTICLE 20 - EMPLOYER CONTRIBUTIONS

20.01 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:

Effective Date	Employer Contributions	
	Pension	Benefit
<u>May 12, 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.

20.02 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

- 20.03 Employers signatory to this Agreement shall remit monthly, as per Article 22 - Insulators Training, Recreation, Building Trades Council, Workers Defence and Building Fund, the sum of seventy-one cents (\$0.71) per hour worked to the Administrator of Records before the tenth (10th) day of the month following at the following address:

The Administrator

International Association of Heat & Frost Insulators & Allied Workers Local 116
24 Beechville Park Drive, Suite 220
Beechville, NS B3T 1L1

- 20.04 Remittances to the CLRA Industry Improvement Fund shall be made as per Article 23.01.
- 20.05 The Parties to this Collective Agreement agree that, in the interest of transparency, either Party may request of the other Party a report detailing the number of labour hours remitted per contractor under Article 20 during the prior six (6) months, in order to ensure consistent reporting. Such a request shall be made a maximum of two (2) times per year. Reports provided shall not be shared with individual contractors.

ARTICLE 20A - BENEFIT PLAN CONTRIBUTIONS

- 20A.01 The parties agree that the Declaration of Trust Establishing the Local 116 Heat & Frost and Allied Workers Benefit Plant Trust and the Local 116 Heat & Frost Insulators and Allied Workers Pension Trust Fund is an integral part of this agreement and forms part of this Agreement, and any employer may, upon request, receive copies of the Declaration of Trust from the Union.
- 20A.02 The parties recognize and agree that timely contribution benefits under the Benefit Plan Trust and Pension Trust are requirements of this collective Agreement and the parties will not tolerate late payments of monies, such payments to be made in accordance with Article 20.01.
- 20A.03 Either party to the Collective Agreement may enforce the provisions of either trust Agreement and the provisions of this Collective Agreement through the grievance provisions of the Trade Union Act and either party is specifically authorized to act on behalf of the Trustees of the Trust Funds for the purpose of enforcing the provisions of the Trusts only as they relate to the collection of delinquencies.
- 20A.04 When an employer fails to remit contributions in accordance with Article 20.01, either party, in accordance with this Collective Agreement and the aforementioned Trust Agreements, may file a grievance in accordance with the Trade Union Act to collect the delinquency. Should either party be required to collect delinquency, and even if the delinquent employer pays the contributions prior to arbitration, the delinquent employer shall be required to pay a 20% administration fee to the trustees for the collection of the delinquency. The aforementioned 20% administration fee will be in lieu of all costs, legal fees, and sheriff fees and other administrative costs incurred by either party of the Trustees in the collection of said amount. Any arbitrator appointed to take jurisdiction over these matters should in any award provide the aforementioned 20% administration fee.
- 20A.05 (A) The Union, in its absolute discretion may require any new employer or employer newly signed as a party to the Collective Agreement to provide a bond to the Trustees in the amount of \$10,000 in a form satisfactory to the Trustee or the parties, and the bond shall be used as a security against any failure by any new employer to remit contributions under this Article. After 12 consecutive months of compliance with the provisions of this Article, the Trustees or the parties shall relinquish the bond to the Employer.

- (B) In the event that an employer is delinquent and the Trustees or the parties hereto have to initiate collection actions against the employer, the Union, in its absolute discretion, may require a bond in a form satisfactory to the Union, such bond to be made payable to the Trustees, in the amount of \$10,000. This bond shall be in place until such time as the employer maintains 12 consecutive months of timely remittances, such timely remittance in accordance with this Article.
 - (C) If an employer who has been placed on a bond is delinquent within the aforementioned 12 months, the bond shall be increased to \$15,000 and the employer shall be required to maintain that bond at the \$15,000 level for a period of 24 consecutive months, and the bond shall only be released if the employer has met their obligations under Article 20.01 and provided their contributions in a timely fashion of the aforementioned 24 consecutive months.
 - (D) If an employer is delinquent or late with respect to payment of contributions in the aforementioned 24-month period, the Union or the Trustees may, in their discretion, require a bond of \$20,000. The employer shall be required to maintain that bond at the \$20,000 level for a period of 24 consecutive months, and the bond shall only be released if the employer has met their obligations under Article 20.01 and provided their contributions in a timely fashion for the aforementioned 24 consecutive months.
- 20A.06 If the Trustees or the parties to this Agreement are ever required to utilize the bond to pay for contributions which ought to have been remitted by the employer, the employer shall forthwith, and not later than five working days after receipt of notice, remit monies or additional bond to pay for the delinquency and the monies necessary to reach the level of the new bond.
- 20A.07 The cost of any bonding shall be borne by the employer.
- 20A.08 The Union or the Trustees shall have the right to determine the nature and form of the bond in their discretion.

ARTICLE 21 - BENEFIT PLAN

The parties hereto agree on a Benefit Plan as follows:

- 21.01 The Trust Document under which the fund is controlled shall provide for Trustees equal in number and in power appointed by each of the Parties hereto. Management Trustees shall be active in the contracting aspect of the trade, with a company that employs members of Local 116 and is bound to both Accreditation Orders.
- 21.02 The employer shall make contributions as set out in Article 20.01 per hour for each hour paid.
- 21.03 The Benefit Plan shall be professionally administered.
- 21.04 Each employer shall sign a participation agreement as approved by the Trustees.
- 21.05 It is agreed that provisions for an increase in the Benefit Plan will be implemented if so desired by the Local, with the employer contribution to be deducted from the wage rates contained herein, provided the employer receives sixty (60) days notice of such change.
- 21.06 Neither the Union nor the CLRA shall incur any legal liability with regard to claims arising from the Benefit Plan.

ARTICLE 22 – INSULATORS TRAINING, RECREATION, BUILDING TRADES COUNCIL, WORKERS DEFENCE AND BUILDING FUND

- 22.01 All employers must contribute and remit each month, by the tenth (10th) day of the following month, to the Insulators Training, Recreation, Building Trades Council, Workers Defence and Building Fund, the amount indicated in the appropriate table of Appendix “A”, “B” and “F” for each hour worked in that month by any employee covered by this Agreement and a completed remittance form provided to the employer by the Administrator.

This contribution shall be made payable to the "Insulators Training, Recreation and Building Trades Council, Workers Defence and Building Fund" and remitted to the following address:

The Administrator

International Association of Heat & Frost Insulators & Allied Workers Local 116
24 Beechville Park Drive, Suite 220
Beechville, NS B3T 1L1

- 22.02 This remittance of seventy-one cents (\$0.71) shall be distributed as follows:

Recreation Fund.....	ten cents (\$0.10) per hour worked
Training Fund	<u>twenty cents (\$0.20)</u> per hour worked
Mainland Nova Scotia Building Trades Council	fourteen cents (\$0.14) per hour worked
Workers Defence Fund	<u>ten cents (\$0.10)</u> per hour worked
Building Fund	seventeen cents (\$0.17) per hour worked

For the remittance for Fire Stopping, see Appendix “F”.

These amounts are deducted from the employee’s wage package. In the event that any of these funds are wound up, these amounts shall be returned to the wage package.

- 22.03 The parties hereto agree that either party, pursuant to the Agreement establishing the Insulators Training, Recreation and Building Trades Council, Workers Defence and Building Fund shall have the authority to utilize the arbitration procedures set forth herein for the collection of delinquent accounts for individual contributions required to be made pursuant to this Article. Any arbitrator appointed pursuant to this clause is hereby expressly conferred jurisdiction to deal with the awarding of contributions, damages and all related costs.

- 22.04 Neither the Union nor the CLRA shall incur any legal liability with regard to claims arising from the Insulators Training, Recreation and Building Trades Council, Workers Defence and Building Fund.
- 22.05 It is agreed that Insulators 116 retains the exclusive right to allocate and/or reallocate wages to the various benefit trust funds and any other union funds designated in the current collective agreement. Insulators 116 shall give at least thirty (30) days notice to the Nova Scotia Construction Labour Relations Association, on any impending changes regarding distribution of wages between designated union funds.
- 22.06 The parties agree that this Fund is a term or condition of employment of employees covered by this Collective Agreement.

ARTICLE 23 – CLRA INDUSTRY IMPROVEMENT FUND

- 23.01 All employers must contribute each month, on or before the fifteenth (15th) day of the following month to the CLRA Industry Improvement Fund an amount of sixteen cents (\$0.16) for each hour worked in that month by any employee covered by this Agreement.
- This will be paid by Electronic Funds Transfer (EFT) with hours reported at the time of payment via the CLRA Remittance Portal at iif.nsclra.ca.
- Employers who are unable to remit payment by EFT should contact the CLRA at iif@nsclra.ca or by phone at 902-468-2283.
- 23.02 It is agreed that the CLRA has the right to allocate increases to the CLRA's Industry Improvement Fund, provided that the union receives thirty (30) days notice of such change.

ARTICLE 24 - SKILLS FUND

24.01 It is agreed that the parties shall continue a Skills Training Fund. The employer shall remit fifty-four cents (\$0.54) per hour worked to:

International Association of Heat & Frost Insulators & Allied Workers

Local 116

24 Beechville Park Drive, Suite 220

Beechville, NS B3T 1L1

Fifty-four cents (\$0.54) remitted is a combination of twenty-seven cents (\$0.27) employer and twenty-seven cents (\$0.27) employee.

The wage package has been adjusted to reflect the twenty-seven cents (\$0.27) employee contribution, therefore in the event Skills Fund is adjusted or discontinued the adjusted amount would be returned to the employee's wage package.

ARTICLE 25 - PAY PERIOD

- 25.01 Employees shall be paid by cheque during the regular working hours of Thursday of each week. If Thursday or Friday is a holiday, pay will be distributed on Wednesday. If paid by cash, pay will be distributed no later than Friday. Pay period for all employees shall end not sooner than Friday of the week.
- 25.02 A clear statement of hours worked, earnings and deductions shall be attached to each weekly pay envelope, cheque or direct deposit slip. If mutually agreed by employer and employee, this information may be distributed electronically.
- 25.03 Should the cheques not be distributed as set out herein, the employee shall immediately notify the employer.
- 25.04 When cheques are not distributed on Thursday in accordance with this Article and the employee is not paid by midnight Friday, the employee shall receive one (1) day's pay at the basic hourly rate for each working day until the day the cheque is paid, commencing on Friday, unless the delay in pay is due to the affected employees not submitting timesheets as required. The employee so affected must make a reasonable effort to promptly contact the employer before being entitled to take the benefit of this Article.
- 25.05 Wages may be paid by direct deposit if the employer so desires at the employee's choice of bank. Employees must provide the appropriate banking information when so requested.

It is agreed that employees shall not unreasonably designate different banks from week to week.

ARTICLE 26 - SAFETY AND HEALTH AND TRAINING

- 26.01 Employer and employee shall comply with all applicable provisions of provincial health, sanitation and safety laws and regulations, in addition to those rules established by the employer.
- 26.02 Employees shall not be required to work with unsafe equipment and conditions.
- 26.03 Safety hats must be worn by all employees on the job site at all times. Safety hats will be supplied by the employer and will remain property of the employer.
- 26.04 Adequate toilet facilities and potable drinking water (year round) and paper cups will be provided by the employer.
- 26.05 Potable drinking water, tool sheds and lunch rooms shall normally be maintained by the Craft using same, except where other general arrangements have been made for a site.
- 26.06 Adequate quarters complete with heating, lighting, ventilation shall be provided for employees to change clothes and eat lunch. Such quarters shall have benches, tables, be lockable, kept clean and no tools or equipment, or hazardous materials shall be stored in said quarters while workers are on the job.
- 26.07 Rainwear is to be supplied to the employees by the employer as required with all clothing remaining the property of the employer.
- 26.08 If an employee sustains an accidental injury during working hours and has to receive off-site medical attention, the employee will receive four (4) hours pay if the injury occurs during the first half of the shift, or eight (8) hours pay if the injury occurs during the second half of the shift.
- 26.09 It is agreed that should extenuating circumstances arise over a particular incident the Union may apply to the employer for special consideration.

26.10 Training

The Union will provide recognized training for the following courses at no cost to the employer:

- WHMIS
- Fall Arrest
- First Aid (as required)
- Confined Space (as required)
- Lift Training (as required)
- Fit Testing (as required)

Any employee without a certificate valid for at least three (3) months for such of the above named courses as may be required for a given site or job shall not be eligible for referral to that site or job. The employer must inform the union in writing of the required courses.

26.11 The employer shall pay for a current employee's time at the straight time hourly rate when they are taking the courses noted in Article 26.10.

26.12 The Union shall pay 50% of the cost of Better Supervision courses.

ARTICLE 27 – BEREAVEMENT LEAVE

27.01 For employees with at least one year of continuous employment with a contractor, in the event of a death in the employee's immediate family (the employee's children, parents, grandparents, brothers, sisters, spouse, or spouse's parents) the Employer will grant to the employee up to two (2) days paid leave of absence for the purpose of making arrangements for or attending the funeral or memorial service, and up to three (3) days of unpaid leave.

27.02 For employees with more than six months but less than one year of continuous employment with a contractor, in the event of a death in the employee's immediate family (the employee's children, parents, grandparents, brothers, sisters, spouse, or spouse's parents) the Employer will grant to the employee one (1) paid day leave of absence for the purpose of making arrangements for or attending the funeral or memorial service, and up to four (4) days of unpaid leave.

ARTICLE 28 – PREGNANCY AND PARENTAL LEAVE

28.01 Any employee who leaves their employment for a qualified Pregnancy or Parental Leave will return to their place of employment once leave has ended if work is available on the same project.

ARTICLE 29 - JURISDICTIONAL DISPUTES

- 29.01 A mark-up meeting will be held with each contractor not later than the commencement of the contractor's work on all projects and no assignments shall be made before this mark-up. Mark-up assignments shall also apply to all sub- contractors. If a jurisdictional dispute arises once the work has commenced, assignments will be made in accordance with procedures, rules and regulations of the National Joint Board Building Trades Department, A.F.L. & C.I.O. The work assignment shall not be completed until a meeting on site has been convened with all Parties involved and until a subsequent meeting (not later than twenty-four (24) hours) has taken place, at which the contractor shall present the work assignment on paper to all parties.
- 29.02 In the event such jurisdictional dispute cannot be settled on a Local basis by the Unions involved, such dispute shall be submitted to the International Unions involved for settlement without permitting it to interfere in any way with the progress of the work at any time. In the event the dispute is not settled by the International Unions involved, it shall then be submitted to the National Joint Board for resolution. It is understood and agreed, however, that if the dispute causes any delay in the progress of the work or gives rise to an apprehended delay, any of the Parties hereto may apply to the Labour Relations Board (Nova Scotia) Construction Panel for an Interim Order under Section 50 of the Trade Union Act, Chapter 311, R.S.N.S. 1967, amended.

ARTICLE 30 – GRIEVANCE AND ARBITRATION

- 30.01 The Parties being aware of the high cost of Arbitration agree that they may wish to utilize professional Alternative Dispute Resolution Procedures as are available through the Province of Nova Scotia or from other sources. Both Parties agree to use their best efforts to implement Alternative Dispute Resolution Procedures as appropriate in the resolution of disputes.
- 30.02 Failing settlement, the grievance may then be settled in the manner provided by Section 107 of the Trade Union Act, Chapter 475, R.S.N.S. 1989, as amended.
- 30.03 The decision of the Arbitrator is to be complied with within fifteen (15) days of receipt of the parties.

ARTICLE 31 - FOREPERSON PREMIUM

- 31.01 Forepersons shall be appointed at the Employer's discretion. All Forepersons shall receive a minimum premium of fifteen percent (15%) of the Journeyperson hourly rate.
- 31.02 General Forepersons shall receive a minimum premium of twenty percents (20%) of the Journeyperson hourly rate.

ARTICLE 32 - APPRENTICESHIP

- 32.01 Apprentices: For regular hours of work:
- 1st Year (1st 900 hours).....60% of Mechanic's Rate
 - 1st Year (2nd 1000 hours).....65% of Mechanic's Rate
 - 2nd Year70% of Mechanic's Rate
 - 3rd Year.....80% of Mechanic's Rate
 - 4th Year.....90% of Mechanic's Rate

32.02 **RATIO**

The ratio of mechanics to apprentices shall be as follows per job. It is understood the employer may employ more mechanics to apprentices than outlined below at their discretion.

One (1) of the first two (2) Apprentices must be beyond first year level, provided such an Apprentice is available.

Mechanic - Apprentice	Mechanic - Apprentice	Mechanic – Apprentice
1 – 0	5 – 2	9 – 4
1 – 1	6 – 2	10 – 4
2 – 1	6 – 3	10 – 5
3 – 1	7 – 3	11 – 5
3 – 2	8 – 3	12 – 5
4 – 2	8 – 4	etc.

Employer agrees to hire apprentices from out-of-work list regardless of apprenticeship level.

32.03 APPRENTICESHIP PERIOD

An employee shall be an apprentice until they have worked seven thousand two hundred (7,200) hours (including classroom hours) at the trade based upon one thousand eight hundred (1,800) hours per year for four (4) years. At the end of seven thousand two hundred (7,200) working hours (based on one thousand eight hundred (1,800) hours per year) apprentice period, the employee shall be eligible to present themselves before an examination board comprised of employer and Union personnel for the purpose of obtaining their competency card as an Insulator Mechanic.

When an approved programme is instituted, the parties will jointly meet to determine which courses/modules/skills must be satisfied before an Apprentice may advance from one year to the next in the Apprenticeship.

All new members must register with the Province of Nova Scotia as an apprentice and attend an apprenticeship course before the apprentice may advance from one year to the next, unless such course is unavailable. If an apprentice fails to register or attend the next available course, their wage shall not be increased until they have attended the next course following. The Union will notify employers of such restrictions. Apprenticeship being cancelled with the Province will result in Union membership being cancelled. When an employee's Union membership has been cancelled, the employer shall immediately terminate the employee.

32.04 An apprentice attending school under the terms and conditions of their apprenticeship shall be called back after attending school, as long as work is still available.

32.05 TOOLS AND EQUIPMENT

Each employee shall equip themselves with a complete set of tools suitable to their profession that will be their own property and these tools shall be as near as possible to tools listed:

	3rd, 4th Mechanic	2nd Year	1st Year
1 Knife	✓	✓	✓
1 Pointer Trowel, 5" or 6"	✓	✓	✓
1 Square Trowel, 4 ½" or 11"	✓		
1 Pruning Saw	✓	✓	✓
1 Keyhole Saw	✓	✓	
2 Tapes (Metric & Imperial)	✓	✓	✓
1 – 8" Scissors	✓	✓	✓
1 – 12" Tinsnips	✓		
1 Pair of 7" or 8" Nippers	✓	✓	✓
1 set of Allen Keys	✓	✓	✓
Springs or Rubber Bands	✓		
1 Scratch Awl	✓		
1 Screwdriver Set	✓		
1 Leather or Canvas Tools Pouch or Carryall	✓	✓	✓
1 Canvas Apron	✓	✓	✓
1 Tool Box	✓	✓	✓
2 Metalmaster (M1, M2 as required)	✓	✓	
1 set of ½ Banding Gear including jacks and sealers (Jaws of sealer and jacks to be replaced by employer as required)	✓	✓	
1 Utility Drill (Cordless minimum 12v)	✓		
1 Set Pop Rivet Pliers	✓	✓	

32.06 New employees being hired in the trade for the first time shall be required to supply the necessary tools as per above after the employee receives the first pay cheque.

32.07 All employees shall have in their possession on job site tools as listed which shall be kept in their locked tool box. In the event of forced entry into employers on site storage employees shall be reimbursed for cost of stolen tools. All employee tools shall be listed with employer on employees first day on the job.

ARTICLE 33 - CLEAN UP, TOOLS AND EQUIPMENT

33.01 The employees shall be furnished with tools on all foam glass jobs or compensation shall be paid by the employer to replace worn tools from operations on foam glass jobs.

33.02 The employer shall make available safety approved respirators and safety glasses as required, same to remain the property of the employer. Employees shall be responsible for such equipment, reasonable wear and tear accepted, and cost to be deducted from the employee's wage if not returned.

The employer shall provide gloves (on a sign-out basis) on all jobs, where the employee is working on the metal mesh or other metal. The employer shall provide approved hard hats and gloves (on a sign-out basis) on Major Industrial Projects.

33.03 All employees shall be allowed ten (10) minutes before the end of their work day to clean up and also pick up tools and equipment belonging to themselves and the employer and they shall remain until the end of the shift.

33.04 The employer will replace coveralls and gloves ruined on jobs on which excessive amounts of mastic or adhesives are used. Coveralls shall be replaced when approved by employer and providing ruined items are turned over to employer's representative on the job site.

ARTICLE 34 - APPLICATION OF HANDLING

34.01 This Agreement covers the rates of pay, rules and working conditions of all mechanics and improvers engaged in the fabrication, assembling, moulding, handling, erection, spraying, pouring, mixing, hanging, preparation, application, adjusting, alteration, repairing, dismantling, reconditioning, testing and maintenance of heat or frost insulation such as magnesia, asbestos, hair felt, wool felt, cork, mineral wool, infusorial earth, mercerized silk, flax fibre, fire felt, asbestos paper, asbestos curtain, asbestos millboard, fibreglass, foamglass, styrofoam, polyurethane, polystyrene or other materials used in the craft or substitutes for these materials, or engaged in any labour connected with the handling or distributing of insulating materials on job premises; also the application of pipe and boiler coverings, insulation of hot surfaces, ducts, flues, etc.; also the covering of cold piping and circular tanks connected with the same; energy audit assessments; and all other work included in the trade jurisdiction claims of the Union.

34.02 It is agreed, however, that such coverage is limited to thermal insulation, excluding house building.

34.03 This includes alterations and repair of work similar to the above and the use of all materials for the purpose mentioned.

ARTICLE 35 – HEIGHT PAY

35.01 Employees with up to date Rope Access Training shall receive a premium of three dollars (\$3.00) per hour when engaged in Rope Access work.

ARTICLE 36 – DELINQUENT PAYMENTS

36.01 Timely payment of wages and contributions to all trust funds provided for in this Agreement is essential for the protection of the beneficiaries. Delinquency and continued failure to pay wages and/or remit contributions to the trust funds shall be dealt with as follows:

- (i) The Union shall advise the employer in writing of any delinquency.
- (ii) If within seven (7) days of receipt of notification exclusive of Saturday, Sunday or Holidays, the employer has failed to pay delinquent contributions or the employer has failed to request a meeting with the Union to provide for the payment of delinquent contributions, then the employer agrees that all contributions/deductions due and payable in accordance with this Agreement are in arrears and subject to an additional charge at the rate of twenty-five percent (25%) on all contributions/deductions in arrears.

This is not to be construed that the above charges relieve the employer of any further liabilities which may occur because of their failure to report any pay contributions/deductions as provided.

- (iii) Should the matter not be resolved at the above mentioned meeting, the Union may demand payment of wages and contributions at the end of each day or at the end of each week or upon seventy-two (72) hours notice to the employer, withdraw its members from the delinquent employer without contravening the terms of this Agreement.
- (iv) The delinquent company will be liable for all legal costs incurred in the recovery of contributions.

ARTICLE 37 - TERM OF AGREEMENT

37.01 The terms of this Agreement shall remain in force from the 12th day of May, 2026 to the 30th day of April, 2030. Should either party wish to change, add to or amend the above Agreement upon termination, they shall give at least sixty (60) days notice in writing prior to the termination of this Agreement with the proposed changes attached. Provided no such notice is given by either Party sixty (60) days prior to April 30th, 2030, this Agreement shall remain in force from year to year until such notice is given as provided herein. When such notice is given, the Parties shall meet within thirty (30) days for the purpose of negotiating a new Collective Agreement.

Also, the Provincial Minister of Labour shall be notified of any changes whatsoever of this Agreement according to the Labour Standards Code of the Province of Nova Scotia.

ARTICLE 38 - SIGNATORIES

38.01 Signed on behalf of the Parties to this Agreement, this 12th day of August, 2026.

SIGNATORIES FOR THE:

**NOVA SCOTIA CONSTRUCTION
LABOUR RELATIONS
ASSOCIATION LIMITED**

**THE INTERNATIONAL
ASSOCIATION OF HEAT & FROST
INSULATORS & ALLIED
WORKERS, LOCAL UNION 116,
A.F.L., C.L.C., C.I.**

ROBERT SHEPHERD

MATTHEW BENSON

SCOTT MACFARLANE

CALUM MACLEOD

ANGELA GALLANT
WITNESS

APPENDIX “A” – WAGE RATES

WAGE RATES FOR ALL WORK OTHER THAN MAJOR INDUSTRIAL (APPENDIX “B”)

JOURNEYPEPERSON								
Effective Date	Hourly Rate	V & H (9%)	Benefit	Training, Rec, Bldg Trades, Workers Defence & Bldg Fund	Total Package	IIF	Skills Fund	Total
<u>May 12, 2026</u>	<u>\$43.19</u>	<u>\$3.89</u>	<u>\$9.77</u>	<u>\$0.71</u>	<u>\$57.56</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$58.26</u>
<u>May 1, 2027</u>	<u>\$44.93</u>	<u>\$4.04</u>	<u>\$9.77</u>	<u>\$0.71</u>	<u>\$59.45</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$60.15</u>
<u>May 1, 2028</u>	<u>\$46.66</u>	<u>\$4.20</u>	<u>\$9.77</u>	<u>\$0.71</u>	<u>\$61.34</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$62.04</u>
<u>May 1, 2029</u>	<u>\$49.19</u>	<u>\$4.43</u>	<u>\$9.77</u>	<u>\$0.71</u>	<u>\$64.10</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$64.80</u>

For May 1, 2029, increase is subject to Cost of Living Memorandum of Agreement attached hereto.

APPRENTICES								
Hours	Hourly Rate	V & H (9%)	Benefit	Training, Rec, Bldg Trades, Workers Defence & Bldg Fund	Total Package	IIF	Skills Fund	Total
Effective Date: <u>May 12, 2026</u>								
<u>0 - 900 hours</u>	<u>\$22.07</u>	<u>\$1.99</u>	<u>\$9.77</u>	<u>\$0.71</u>	<u>\$34.54</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$35.24</u>
<u>901 - 1800 hours</u>	<u>\$24.71</u>	<u>\$2.22</u>	<u>\$9.77</u>	<u>\$0.71</u>	<u>\$37.41</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$38.11</u>
<u>1801 - 3600 hours</u>	<u>\$27.35</u>	<u>\$2.46</u>	<u>\$9.77</u>	<u>\$0.71</u>	<u>\$40.29</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$40.99</u>
<u>3601 - 5400 hours</u>	<u>\$32.63</u>	<u>\$2.94</u>	<u>\$9.77</u>	<u>\$0.71</u>	<u>\$46.05</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$46.75</u>
<u>5401 - 7200 hours</u>	<u>\$37.91</u>	<u>\$3.41</u>	<u>\$9.77</u>	<u>\$0.71</u>	<u>\$51.80</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$52.50</u>
Effective Date: <u>May 1, 2027</u>								
<u>0 - 900 hours</u>	<u>\$23.11</u>	<u>\$2.08</u>	<u>\$9.77</u>	<u>\$0.71</u>	<u>\$35.67</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$36.37</u>
<u>901 - 1800 hours</u>	<u>\$25.83</u>	<u>\$2.33</u>	<u>\$9.77</u>	<u>\$0.71</u>	<u>\$38.64</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$39.34</u>
<u>1801 - 3600 hours</u>	<u>\$28.57</u>	<u>\$2.57</u>	<u>\$9.77</u>	<u>\$0.71</u>	<u>\$41.62</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$42.32</u>
<u>3601 - 5400 hours</u>	<u>\$34.02</u>	<u>\$3.06</u>	<u>\$9.77</u>	<u>\$0.71</u>	<u>\$47.56</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$48.26</u>
<u>5401 - 7200 hours</u>	<u>\$39.47</u>	<u>\$3.55</u>	<u>\$9.77</u>	<u>\$0.71</u>	<u>\$53.50</u>	<u>\$0.16</u>	<u>\$0.54</u>	<u>\$54.20</u>

APPRENTICES								
Hours	Hourly Rate	V & H (9%)	Benefit	Training, Rec, Bldg Trades, Workers Defence & Bldg Fund	Total Package	IIF	Skills Fund	Total
Effective Date: May 1, 2028								
0 - 900 hours	<u>\$24.15</u>	<u>\$2.17</u>	\$9.77	\$0.71	<u>\$36.80</u>	\$0.16	\$0.54	<u>\$37.50</u>
901 - 1800 hours	<u>\$26.96</u>	<u>\$2.43</u>	\$9.77	\$0.71	<u>\$39.87</u>	\$0.16	\$0.54	<u>\$40.57</u>
1801 - 3600 hours	<u>\$29.78</u>	<u>\$2.68</u>	\$9.77	\$0.71	<u>\$42.94</u>	\$0.16	\$0.54	<u>\$43.64</u>
3601 - 5400 hours	<u>\$35.40</u>	<u>\$3.19</u>	\$9.77	\$0.71	<u>\$49.07</u>	\$0.16	\$0.54	<u>\$49.77</u>
5401 - 7200 hours	<u>\$41.04</u>	<u>\$3.69</u>	\$9.77	\$0.71	<u>\$55.21</u>	\$0.16	\$0.54	<u>\$55.91</u>
Effective Date: May 1, 2029								
0 - 900 hours	<u>\$25.67</u>	<u>\$2.31</u>	\$9.77	\$0.71	<u>\$38.46</u>	\$0.16	\$0.54	<u>\$39.16</u>
901 - 1800 hours	<u>\$28.61</u>	<u>\$2.57</u>	\$9.77	\$0.71	<u>\$41.66</u>	\$0.16	\$0.54	<u>\$42.36</u>
1801 - 3600 hours	<u>\$31.55</u>	<u>\$2.84</u>	\$9.77	\$0.71	<u>\$44.87</u>	\$0.16	\$0.54	<u>\$45.57</u>
3601 - 5400 hours	<u>\$37.43</u>	<u>\$3.37</u>	\$9.77	\$0.71	<u>\$51.28</u>	\$0.16	\$0.54	<u>\$51.98</u>
5401 - 7200 hours	<u>\$43.31</u>	<u>\$3.90</u>	\$9.77	\$0.71	<u>\$57.69</u>	\$0.16	\$0.54	<u>\$58.39</u>

For May 1, 2029, increase is subject to Cost of Living Memorandum of Agreement attached hereto.

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.

APPENDIX "B" – MAJOR INDUSTRIAL PROJECTS

Major Industrial Projects shall be defined as a shutdown (as defined below) OR as the initial construction, or major expansion or renovation of the facilities listed below, where the initial construction or the major expansion or renovation has a total construction value (labour hours and materials) in excess of sixty million dollars (\$60,000,000.00) total project value.

- | | |
|-----------------------------------|------------------------------------|
| - Pulp Mill | - Oil Refineries |
| - Oil Refineries | - Gas Refineries (LNG) |
| - Automobile Manufacturing Plants | - Rubber Plants (such as Michelin) |
| - Steel Mills | - Ore Reduction Plants |
| - Power Generating Projects | - Base Metal Producing Facilities |
| - Petro-Chemical Plans | |

SHUTDOWN IS:

Complete unit outage scheduled well in advance of the actual downtime (typically greater than 1 year) for the purpose of significant unit mechanical repair.

Major unit outage taken before the scheduled interval if the majority of the scheduled turnaround work is completed and the date of the next turnaround is reset.

SHUTDOWN IS NOT:

Schedule unit outages for cyclical or regulatory purposes.

Downtime of only part of a unit for maintenance work.

Downtime to place a unit back in service following an outage.

WAGE RATES FOR ALL MAJOR INDUSTRIAL WORK

JOURNEYPERSON								
Effective Date	Hourly Rate	V & H (9%)	Benefit	Training, Rec, Bldg Trades, Workers Defence & Bldg Fund	Total Package	IIF	Skills Fund	Total
<u>May 12, 2026</u>	<u>\$46.04</u>	<u>\$4.14</u>	<u>\$9.77</u>	<u>\$0.71</u>	<u>\$60.66</u>	\$0.16	\$0.54	<u>\$61.36</u>
<u>May 1, 2027</u>	<u>\$47.86</u>	<u>\$4.31</u>	\$9.77	\$0.71	<u>\$62.65</u>	\$0.16	\$0.54	<u>\$63.35</u>
<u>May 1, 2028</u>	<u>\$49.69</u>	<u>\$4.47</u>	\$9.77	\$0.71	<u>\$64.64</u>	\$0.16	\$0.54	<u>\$65.34</u>
<u>May 1, 2029</u>	<u>\$52.36</u>	<u>\$4.71</u>	\$9.77	\$0.71	<u>\$67.55</u>	\$0.16	\$0.54	<u>\$68.25</u>

For May 1, 2029, increase is subject to Cost of Living Memorandum of Agreement attached hereto.

APPRENTICES								
Hours	Hourly Rate	V & H (9%)	Benefit	Training, Rec, Bldg Trades, Workers Defence & Bldg Fund	Total Package	IIF	Skills Fund	Total
Effective Date: <u>May 12, 2026</u>								
<u>0 - 900 hours</u>	<u>\$23.78</u>	<u>\$2.14</u>	<u>\$9.77</u>	<u>\$0.71</u>	<u>\$36.40</u>	\$0.16	\$0.54	<u>\$37.10</u>
<u>901 - 1800 hours</u>	<u>\$26.56</u>	<u>\$2.39</u>	<u>\$9.77</u>	<u>\$0.71</u>	<u>\$39.43</u>	\$0.16	\$0.54	<u>\$40.13</u>
<u>1801 - 3600 hours</u>	<u>\$29.34</u>	<u>\$2.64</u>	<u>\$9.77</u>	<u>\$0.71</u>	<u>\$42.46</u>	\$0.16	\$0.54	<u>\$43.16</u>
<u>3601 - 5400 hours</u>	<u>\$34.91</u>	<u>\$3.14</u>	<u>\$9.77</u>	<u>\$0.71</u>	<u>\$48.53</u>	\$0.16	\$0.54	<u>\$49.23</u>
<u>5401 - 7200 hours</u>	<u>\$40.47</u>	<u>\$3.64</u>	<u>\$9.77</u>	<u>\$0.71</u>	<u>\$54.59</u>	\$0.16	\$0.54	<u>\$55.29</u>
Effective Date: <u>May 1, 2027</u>								
<u>0 - 900 hours</u>	<u>\$24.87</u>	<u>\$2.24</u>	\$9.77	\$0.71	<u>\$37.59</u>	\$0.16	\$0.54	<u>\$38.29</u>
<u>901 - 1800 hours</u>	<u>\$27.74</u>	<u>\$2.50</u>	\$9.77	\$0.71	<u>\$40.72</u>	\$0.16	\$0.54	<u>\$41.42</u>
<u>1801 - 3600 hours</u>	<u>\$30.62</u>	<u>\$2.76</u>	\$9.77	\$0.71	<u>\$43.86</u>	\$0.16	\$0.54	<u>\$44.56</u>
<u>3601 - 5400 hours</u>	<u>\$36.37</u>	<u>\$3.27</u>	\$9.77	\$0.71	<u>\$50.12</u>	\$0.16	\$0.54	<u>\$50.82</u>
<u>5401 - 7200 hours</u>	<u>\$42.11</u>	<u>\$3.79</u>	\$9.77	\$0.71	<u>\$56.38</u>	\$0.16	\$0.54	<u>\$57.08</u>

APPRENTICES								
Hours	Hourly Rate	V & H (9%)	Benefit	Training, Rec, Bldg Trades, Workers Defence & Bldg Fund	Total Package	IIF	Skills Fund	Total
Effective Date: May 1, 2028								
0 - 900 hours	<u>\$25.96</u>	<u>\$2.34</u>	\$9.77	\$0.71	<u>\$38.78</u>	\$0.16	\$0.54	<u>\$39.48</u>
901 - 1800 hours	<u>\$28.94</u>	<u>\$2.60</u>	\$9.77	\$0.71	<u>\$42.02</u>	\$0.16	\$0.54	<u>\$42.72</u>
1801 - 3600 hours	<u>\$31.90</u>	<u>\$2.87</u>	\$9.77	\$0.71	<u>\$45.25</u>	\$0.16	\$0.54	<u>\$45.95</u>
3601 - 5400 hours	<u>\$37.83</u>	<u>\$3.40</u>	\$9.77	\$0.71	<u>\$51.71</u>	\$0.16	\$0.54	<u>\$52.41</u>
5401 - 7200 hours	<u>\$43.76</u>	<u>\$3.94</u>	\$9.77	\$0.71	<u>\$58.18</u>	\$0.16	\$0.54	<u>\$58.88</u>
Effective Date: May 1, 2029								
0 - 900 hours	<u>\$27.57</u>	<u>\$2.48</u>	\$9.77	\$0.71	<u>\$40.53</u>	\$0.16	\$0.54	<u>\$41.23</u>
901 - 1800 hours	<u>\$30.67</u>	<u>\$2.76</u>	\$9.77	\$0.71	<u>\$43.91</u>	\$0.16	\$0.54	<u>\$44.61</u>
1801 - 3600 hours	<u>\$33.76</u>	<u>\$3.04</u>	\$9.77	\$0.71	<u>\$47.28</u>	\$0.16	\$0.54	<u>\$47.98</u>
3601 - 5400 hours	<u>\$39.96</u>	<u>\$3.60</u>	\$9.77	\$0.71	<u>\$54.04</u>	\$0.16	\$0.54	<u>\$54.74</u>
5401 - 7200 hours	<u>\$46.17</u>	<u>\$4.15</u>	\$9.77	\$0.71	<u>\$60.80</u>	\$0.16	\$0.54	<u>\$61.50</u>

For May 1, 2029, increase is subject to Cost of Living Memorandum of Agreement attached hereto.

APPENDIX "C" – MAINLAND INSULATORS LOCAL 116 ASBESTOS ABATEMENT

Ratio: Four (4) Improvers to One (1) Mechanic.

- 1st Year Improvers who are members of Local 116 will have preference in staffing the asbestos abatement jobs.
- New employees who are hired for asbestos abatement will not receive any contributions to the benefit and pension plan.
- The term and conditions of the collective agreement will apply to all members of Local 116.
- Employees hired for asbestos abatement will receive six percent (6%) vacation pay.

FIRE STOPPING

Ratio: The ratio for FIRE STOPPING will consist of four (4) Improvers to one (1) Mechanic.

- The employer will hire a fair ratio of Improvers in each year of the Improver's Classifications.

APPENDIX “D” – SMALL COMMERCIAL RESIDENTIAL PROJECTS

ARTICLE 1 – FORM OF AGREEMENT

- 1.01 This agreement between Heat & Frost Insulators Local 116 and Nova Scotia Construction Labour Relations Association shall be for Small Commercial Residential Projects (SCRP).

ARTICLE 2 – PURPOSE

- 2.01 The focus of this agreement is to enable employers to be competitive in this sector and to increase market share.

ARTICLE 3 – SCOPE OF AGREEMENT

- 3.01 For the purpose of this agreement, “Small Commercial Residential Projects” shall include the construction, expansion, renovation or maintenance of multi-unit residential buildings, apartment buildings, condominium complexes and Commercial projects in mixed-use residential buildings where the total value of the mechanical insulation work on any such project, including all wages and benefits paid to workers, as well as the cost of materials, has a total value of less than three hundred thousand dollars (\$300,000). Applications for targeting may be made for jobs outside this range. Proof of the total value of the insulation work on a Small Commercial Residential Project shall be provided upon request.

ARTICLE 4 – RULES OF AGREEMENT

- 4.01 Contractors must notify the Union when they commence work under the terms of the SCR agreement on a project.
- 4.02 Any contractor working under the SCR agreement with less than three employees can work in the same capacity as a mechanic, on condition that they are a member of the Union in good standing.
- 4.03 New employees working under this agreement must become a member of Local 116 within ninety (90) working days and continue to be a member in good standing.

- 4.04 There shall be a ratio of one Mechanic to four Apprentices (1:4) until the expiry of this agreement on April 30, 2030. If no Mechanic is available, the Union agrees to dispatch the Apprentice with the highest level of experience (ex. 4th year). If no Apprentices are available, a Mechanic may work as an Apprentice for the purposes of this ratio at a 4th year Apprentice pay rate.
- 4.05 Hiring will be at the discretion of the employer from the unemployed list maintained by the Union. If, after a period of forty-eight (48) hours excluding Saturdays, Sundays and Holidays as contained herein, the union is unable to supply the quantity of competent, qualified workers as requested, the employer may procure such workers elsewhere.
- 4.06 Room and board allowances are not applicable to this agreement, except at the Employer's discretion.
- 4.07 Any items not contained in this letter of agreement shall be as per the master agreement unless otherwise agreed to by both parties in writing.

ARTICLE 5 – WAGES

- 5.01 Wages shall be as listed in Appendix “A” of the Master Agreement.

ARTICLE 6 – HOURS OF WORK

- 6.01 The regular working week shall consist of forty-eight (48) hours of work as follows:
- (a) On Mondays through Thursdays, normal hours of work will be between the hours of 7:00 a.m. and 7:00 p.m., ten (10) hours per day.
 - (b) On Fridays, normal hours of work will be between the hours of 7:00 a.m. and 7:00 p.m., eight (8) hours per day.
- 6.02 Hours different than those contained herein may be worked on projects when agreed upon by Employer and Union, Monday to Saturday.

ARTICLE 7 – OVERTIME

- 7.01 All overtime Monday to Saturday, except designated holidays, will be paid at time and one-half (1½x) the straight time rate of pay.
- 7.02 Overtime for Sunday and designated holidays (as per the Master Agreement) will be paid at double time (2x) the straight time rate of pay.

ARTICLE 8 – TERM OF AGREEMENT

- 8.01 This agreement shall expire on April 30, 2030. This agreement can only be extended upon written consent to do so by both parties to the agreement. If this agreement is not extended, the main body of the Insulator Collective Agreement shall apply.

SIGNATORIES**FOR THE EMPLOYER**ROBERT SHEPHERDSCOTT MACFARLANECALUM MACLEOD**FOR THE UNION**MATTHEW BENSON

ANGELA GALLANT
WITNESS

APPENDIX “F” – FIRE STOPPING

ARTICLE 1 – PURPOSE

1.01 This appendix will apply to all members performing Fire Stopping work.

ARTICLE 2 – RATIO

2.01 The ratio for Fire Stopping work will consist of four (4) Improvers to one (1) Mechanic.

2.02 The employer will hire a fair ratio of Improvers in each year of the Improver's Classifications.

ARTICLE 3 – QUALIFICATIONS

3.01 Fire Stop Improvers and Mechanics shall require the following hours of experience in Fire Stopping work:

Fire Stop Improver 1:.....0 - 1800 hours of Fire Stopping work
Fire Stop Improver 2:.....1800 - 3600 hours of Fire Stopping work
Fire Stop Improver 3:.....3601 - 5400 hours of Fire Stopping work
Fire Stop Improver 4:.....5401 - 7200 hours of Fire Stopping work
Fire Stop Mechanic:7201+ hours of Fire Stopping work

ARTICLE 4 – TOOLS

4.01 All workers performing Fire Stopping work will have the following tools:

- 600 mL bulk sausage gun
- regular caulking gun
- side cutting pliers
- 5/16” nut driver
- 2”, 3” and 4” putty knives
- utility knife

Fire Stop Mechanics will also have the additional tools:

- 600 mL bulk sealant gun

- 4.02 The employer will provide a bulk sausage gun or bulk sealant gun at cost to new employees who require one, the cost of which will be deducted from their pay. The employer will replace at no cost bulk sausage guns or bulk sealant guns which are damaged or destroyed in the course of performing work for the employer, unless damaged or destroyed due to negligence.

ARTICLE 5 – WAGES

Hours	Hourly Rate	V & H (9%)	Benefit	Rec, Bldg Trades, Workers Defence & Bldg Fund	Total Package	IIF	Skills Fund	Total
Effective Date: May 12, 2026								
Fire Stop Improver 1	<u>\$22.07</u>	<u>\$1.99</u>	<u>\$9.77</u>	<u>\$0.51</u>	<u>\$34.34</u>	\$0.16	\$0.54	<u>\$35.04</u>
Fire Stop Improver 2	<u>\$24.71</u>	<u>\$2.22</u>	<u>\$9.77</u>	<u>\$0.51</u>	<u>\$37.21</u>	\$0.16	\$0.54	<u>\$37.91</u>
Fire Stop Improver 3	<u>\$27.35</u>	<u>\$2.46</u>	<u>\$9.77</u>	<u>\$0.51</u>	<u>\$40.09</u>	\$0.16	\$0.54	<u>\$40.79</u>
<u>Fire Stop Improver 4</u>	<u>\$32.63</u>	<u>\$2.94</u>	<u>\$9.77</u>	<u>\$0.51</u>	<u>\$45.85</u>	\$0.16	\$0.54	<u>\$46.55</u>
Fire Stop Mechanic	<u>\$36.67</u>	<u>\$3.30</u>	<u>\$9.77</u>	<u>\$0.51</u>	<u>\$50.25</u>	\$0.16	\$0.54	<u>\$50.95</u>
Fire Stop Mechanic (with Red Seal)	<u>\$43.19</u>	<u>\$3.89</u>	<u>\$9.77</u>	<u>\$0.51</u>	<u>\$57.36</u>	\$0.16	\$0.54	<u>\$58.06</u>
Effective Date: May 1, 2027								
Fire Stop Improver 1	<u>\$23.11</u>	<u>\$2.08</u>	\$9.77	\$0.51	<u>\$35.47</u>	\$0.16	\$0.54	<u>\$36.17</u>
Fire Stop Improver 2	<u>\$25.83</u>	<u>\$2.33</u>	\$9.77	\$0.51	<u>\$38.44</u>	\$0.16	\$0.54	<u>\$39.14</u>
Fire Stop Improver 3	<u>\$28.57</u>	<u>\$2.57</u>	\$9.77	\$0.51	<u>\$41.42</u>	\$0.16	\$0.54	<u>\$42.12</u>
Fire Stop Improver 4	<u>\$34.02</u>	<u>\$3.06</u>	\$9.77	\$0.51	<u>\$47.36</u>	\$0.16	\$0.54	<u>\$48.06</u>
Fire Stop Mechanic	<u>\$38.18</u>	<u>\$3.44</u>	\$9.77	\$0.51	<u>\$51.90</u>	\$0.16	\$0.54	<u>\$52.60</u>
Fire Stop Mechanic (with Red Seal)	<u>\$44.93</u>	<u>\$4.04</u>	\$9.77	\$0.51	<u>\$59.25</u>	\$0.16	\$0.54	<u>\$59.95</u>

Hours	Hourly Rate	V & H (9%)	Benefit	Rec, Bldg Trades, Workers Defence & Bldg Fund	Total Package	HF	Skills Fund	Total
Effective Date: May 1, 2028								
Fire Stop Improver 1	<u>\$24.15</u>	<u>\$2.17</u>	\$9.77	\$0.51	<u>\$36.60</u>	\$0.16	\$0.54	<u>\$37.30</u>
Fire Stop Improver 2	<u>\$26.96</u>	<u>\$2.43</u>	\$9.77	\$0.51	<u>\$39.67</u>	\$0.16	\$0.54	<u>\$40.37</u>
Fire Stop Improver 3	<u>\$29.78</u>	<u>\$2.68</u>	\$9.77	\$0.51	<u>\$42.74</u>	\$0.16	\$0.54	<u>\$43.44</u>
Fire Stop Improver 4	<u>\$35.40</u>	<u>\$3.19</u>	\$9.77	\$0.51	<u>\$48.87</u>	\$0.16	\$0.54	<u>\$49.57</u>
Fire Stop Mechanic	<u>\$39.70</u>	<u>\$3.57</u>	\$9.77	\$0.51	<u>\$53.55</u>	\$0.16	\$0.54	<u>\$54.25</u>
Fire Stop Mechanic (with Red Seal)	<u>\$46.66</u>	<u>\$4.20</u>	\$9.77	\$0.51	<u>\$61.14</u>	\$0.16	\$0.54	<u>\$61.84</u>
Effective Date: May 1, 2029								
Fire Stop Improver 1	<u>\$25.67</u>	<u>\$2.31</u>	\$9.77	\$0.51	<u>\$38.26</u>	\$0.16	\$0.54	<u>\$38.96</u>
Fire Stop Improver 2	<u>\$28.61</u>	<u>\$2.57</u>	\$9.77	\$0.51	<u>\$41.46</u>	\$0.16	\$0.54	<u>\$42.16</u>
Fire Stop Improver 3	<u>\$31.55</u>	<u>\$2.84</u>	\$9.77	\$0.51	<u>\$44.67</u>	\$0.16	\$0.54	<u>\$45.37</u>
Fire Stop Improver 4	<u>\$37.43</u>	<u>\$3.37</u>	\$9.77	\$0.51	<u>\$51.08</u>	\$0.16	\$0.54	<u>\$51.78</u>
Fire Stop Mechanic	<u>\$41.91</u>	<u>\$3.77</u>	\$9.77	\$0.51	<u>\$55.96</u>	\$0.16	\$0.54	<u>\$56.66</u>
Fire Stop Mechanic (with Red Seal)	<u>\$49.19</u>	<u>\$4.43</u>	\$9.77	\$0.51	<u>\$63.90</u>	\$0.16	\$0.54	<u>\$64.60</u>

For May 1, 2029, increase is subject to Cost of Living Memorandum of Agreement attached hereto.

SCHEDULE “T” - ENABLING PROCEDURES

The Insulators Local 116 Joint Industry Committee (I.J.I.C.) will be composed of four (4) members. (Two (2) nominated by the Trade Classification of the CLRA, Two (2) nominated by Local 116).

The I.J.I.C. shall oversee and review the Enabling Programme and may recommend to the Union and the CLRA means of improving the Enabling Programme.

The I.J.I.C must approve the procedures to be followed when an Application for Enabling is made.

The I.J.I.C. shall review and approve the range of options which the Business Manager may employ should they choose to grant Enabling, but it is agreed and understood that the Business Manager shall be free to grant or not to grant such options, to whatever degree and in whatever combination, as they see fit, in relation to any specific request for Enabling.

1. No contractor or sub-contractor shall be entitled to targeted rates and/or conditions unless the contractor or sub-contractor makes direct application in writing a minimum of forty-eight (48) hours prior to the tender closing to the Insulators Union through the Nova Scotia Construction Labour Relations Association and such request will be forwarded to the Union. The Union may, however, waive the forty-eight (48) hour limit at its sole discretion.
2. The Union shall advise the CLRA by email (target@nscclra.ca) in writing whether it approves or rejects the targeting application. The CLRA will in turn advise all applicant contractors of approval or rejection, and if approved, the CLRA will advise the contractors as to the terms and conditions agreed upon by the Union for the specific project.
3. Contractors shall be provided with the terms and conditions agreed to by the Union for that specific project upon request.
4. The applicant contractor(s) shall provide a record of projected labour hours on all targeted jobs to the Union. Upon the request of the Union, the contractors who are bidding jobs under this program shall supply the bid price to the Union after the job has been awarded.
5. It must be clearly understood any and all jobs targeted by the Union will be bid (with targeted terms and conditions) only to mechanical contractors who are signatory to their respective Building Trade Union. That is to say the purpose of this paragraph is to co-operate in the recovery and perpetuation of the unionized construction market. This paragraph may be waived by the Union under certain circumstances.
6. The applicant contractor(s) will co-operate in good faith with the Union, including allowing the Business Manager to examine tender documents (ie. specs. and drawings) if requested.

SCHEDULE “T” - ENABLING TERMS AND CONDITIONS

The application and interpretation of these Terms and Conditions shall be at the sole discretion of the Business Manager, Heat and Frost Insulators, Local 116. They may be applied individually or in combination. Once the Terms and Conditions are determined by the Union and submitted to the CLRA, they will remain in place for the duration of that particular project only. Other projects on the same job site will be treated as new projects. Enabling Terms and Conditions can include, but not necessarily be limited to, the following:

1. Use of workers from the immediate area will be given preference on out of town jobs where travel or living allowance would normally be applicable, regardless of their position on the out-of-work list.
2. An adjustment of wage rates to be more competitive in certain geographical areas of the province and/or certain types of projects depending on the degree of threat from the non-Union element.
3. Voluntary use of make-up time (up to 40 hours) at straight time rates depending on type of job (not including Sunday and Designated Holidays).
4. Adjustment in ratio (mechanics to apprentices) depending on type of job.
5. Pension and welfare contributions will not be affected by Item 2 above, they will remain the same as on projects not targeted.
6. Enabling will not be considered after a job has closed.

INSULATOR LOCAL 116 – JOB TARGETING APPLICATION FORM

DATE: _____

TO: Insulators Local 116 PHONE: 902-450-5605 EMAIL: loc116@ns.aliantzinc.ca
 NS Construction Labour Relations Association PHONE: 902-468-2283 EMAIL: target@nscdra.ca

FROM: _____

PHONE: _____ EMAIL: _____

Please accept this as a request to bid the Project outlined herein, under the terms of the Enabling Procedures of the Insulators Mainland Nova Scotia Local 116 Agreement currently in force.

PROJECT: _____

OWNER: _____

LOCATION: _____

VALUE: _____ BID TO: _____

TENDER CLOSING DATE: _____ INSULATORS 116 LABOUR HOURS: _____

START DATE: _____ COMPLETION DATE: _____

KNOWN BIDDERS:

UNION	NON-UNION

In order to be competitive, I, as the Contractor bidding, request the following target rates and conditions:

1. Hourly Wage Rate _____ plus the following benefits
 Overtime conditions _____
2. Board & Travel _____
3. Other Relief _____

I UNDERSTAND AND AGREE THAT ALL OTHER TERMS AND CONDITIONS INCLUDING A PAYMENT OF VACATION, BENEFIT, PENSION, TRAINING, RECREATION, BUILDING TRADES COUNCIL, WORKERS DEFENCE & BUILDING FUND, SKILLS TRAINING AND INDUSTRY IMPROVEMENT FUND, AS WELL AS OTHER TERMS AND CONDITIONS SHALL BE PAID AS PER THE CURRENT COLLECTIVE AGREEMENT, UNLESS OTHERWISE STIPULATED.

COMPANY _____

CONTRACTOR REPRESENTATIVE _____

COST OF LIVING MEMORANDUM OF AGREEMENT

Between:

NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION

-and-

**THE INTERNATIONAL ASSOCIATION OF HEAT & FROST INSULATORS &
ALLIED WORKERS, LOCAL UNION 116, A.F.L., C.L.C., C.I.**

WHEREAS the Parties to this Memorandum of Agreement have negotiated a collective agreement which will expire on April 30, 2030;

AND WHEREAS this collective agreement includes a negotiated wage increase to be effective May 1, 2029;

AND WHEREAS the Parties have agreed that if the annual cost of living increase on a twelve-month average is greater than the negotiated May 1, 2029 percentage wage increase, the wage increase will be adjusted to match the average percentage cost of living increase;

AND WHEREAS the Parties have further agreed that the method and time of calculating the cost of living increase will be determined and agreed upon ahead of time via a Memorandum of Agreement;

THEREFORE, the Parties to this Memorandum of Agreement agree as follows:

1. The annual cost of living increase in 2029 will be calculated by determining the percentage increase between the 2028 annual average Consumer Price Index for Nova Scotia and the 2027 annual average Consumer Price Index for Nova Scotia. This method of calculation is the method applied by Arbitrator Susan Ashley in a 2004 arbitration between the parties.
2. The average annual Consumer Price Index figures for 2028 and 2027 will be the provincial figures for Nova Scotia published by Statistics Canada in their Table 18-10-0005-01: **“Consumer Price Index, annual average, not seasonally adjusted”**.
3. The annual cost of living increase in 2029 will be calculated when the average annual Consumer Price Index figures for 2028 are published by Statistics Canada in January 2029.

4. If the percentage increase between the 2028 annual average Consumer Price Index for Nova Scotia and the 2027 annual average Consumer Price Index for Nova Scotia is greater than the 4.45% wage increase negotiated between the parties for the May 1, 2029 wage rate, the May 1, 2029 wage increase will be adjusted to match the actual cost of living increase as calculated above.
5. For greater clarity, see the attached Statistics Canada Table 18-10-0005-01: “**Consumer Price Index, annual average, not seasonally adjusted**”, showing a 2025 annual average Consumer Price Index for Nova Scotia of 167.6 and a 2024 annual average Consumer Price Index for Nova Scotia of 164.2. Using the method of calculation applied by Susan Ashley in the 2004 arbitration between the parties, the annual cost of living increase would be calculated using the following equation: $(167.6 - 164.2) \text{ divided by } 164.2 \times 100 = 2.07$. The cost of living increase calculated for these two example years would be 2.07%.
6. This method of calculation will be applied to the 2028 annual average Consumer Price Index for Nova Scotia and 2027 annual average Consumer Price Index for Nova Scotia to determine the annual cost of living increase on a twelve-month average in January 2029.

Dated this 12th day of August, 2026.

SIGNATORIES FOR AND ON BEHALF OF

**Nova Scotia Construction Labour
Relations Association**

ROBERT SHEPHERD

**The International Association of Heat &
Frost Insulators & Allied Workers,
Local Union 116, A.F.L., C.L.C., C.I.**

MATTHEW BENSON

6/3/26, 1:25 PM

Consumer Price Index, annual average, not seasonally adjusted

Statistics
CanadaStatistique
Canada[Home](#) > [Data](#)

Consumer Price Index, annual average, not seasonally adjusted^{1, 2, 3}

Frequency: Annual

[Help](#)

Table: 18-10-0005-01 (formerly CANSIM 326-0021)

[Save my customizations](#)

Release date: 2026-01-19

Geography: Canada, Province or territory, Census subdivision, Census metropolitan area, Census metropolitan area part

▼ Customize table

Geography :**Reference period**

Nova Scotia

From: 2024 To: 2025

Apply

[Add/Remove data](#)[Download options](#)Didn't find what you're looking for? [View related tables, including other calculations and frequencies](#)

Showing 15 records

Filter

Reset

Products and product groups ⁴	Nova Scotia (map)	
	2024	2025
	2002=100	
All-items	164.2	167.6
Food ⁵	195.4	200.7
Shelter ⁶	188.6	197.0
Household operations, furnishings and equipment	128.0	130.3
Clothing and footwear	96.1	96.6
Transportation	169.7	167.6
Gasoline	221.0	197.1
Health and personal care	146.1	150.2
Recreation, education and reading	134.1	136.7
Alcoholic beverages, tobacco products and recreational cannabis	238.1	239.7
All-items excluding food and energy ⁷	148.9	153.2
All-items excluding energy ⁷	157.1	161.5
Energy ⁷	228.3	216.3
Goods ⁸	159.1	159.5
Services ²	169.6	176.3

How to cite: Statistics Canada. Table 18-10-0005-01 Consumer Price Index, annual average, not seasonally adjusted**DOI:** <https://doi.org/10.25318/1810000501-eng>

Related information

- Replaces
- Source (Surveys and statistical programs)
- Related products

INSULATORS TRADE CLASSIFICATION

- Aluma Systems Inc.
- G. & M. Insulation & Siding Limited
- Global Firestop Services Inc.
- Guildfords Inc.
- Highland Insulators Ltd.
- Icon Insulation Atlantic Canada Inc.
- JB Insulators
- KC Marine & Mechanical Insualtion Ltd.
- MacKinnon and Olding Ltd.
- Pro Insul Limited
- Twin City Insulation Contrs Ltd.
- Universal Heat & Chilled Energy Ltd.
- Zinck's Mechanical Insulation Limited