



AMENDMENT NOTICE

DATE: April 26, 2019

TO: Mainland Insulator 116 Trade Classification

Aluma Systems Inc.	Vivian	Eskander
Aluma Systems Inc.	Graham	Brush
Aluma Systems Inc.	Karen	Manuel
Aluma Systems Inc.	Kelly	McNeil
G. & M. Insulation & Siding	Darren	Drew
G. & M. Insulation & Siding	Shawn	Smith
Guildfords (2005) Inc.	Adam	Sheppard
Guildfords (2005) Inc.	Darren	Nantes
Guildfords (2005) Inc.	Malcolm	Robertson
JB Insulators	John	Bray
MacKinnon and Olding Ltd.	Michael	MacDonald
Pro Insul Limited	Danny	Pacione
Zinck's Mechanical Insulation	Catherine	Zinck

CC: Matthew Benson, Local 116

FROM: Robert Shepherd

RE: Amendment #1 to Mainland Insulator 116 Collective Agreement 2018-2021

PAGES: 5 (including cover page)

EFFECTIVE DATE	CHANGE(S) OR COMMENT(S)	PAGES AFFECTED
May 1, 2019	<ul style="list-style-type: none"> Increase to Pension from \$6.00 to \$6.40 Corresponding decrease to Hourly Rate and V&H 	Cover page, 16, 34, 36

Attached are the amended pages for the Mainland Insulator 116 Collective Agreement 2018-2021 Amendment #1, effective May 1, 2019.

Local 116 recently voted to increase their Pension amount by the full \$0.40 wage increase for Journeymen.

- For Journeymen, this amendment results in no change to the Hourly Rate and V&H from the July 5, 2018 amounts to the May 1, 2019 amounts.
- However, for Apprentices from 2000 hours to 8000 hours, this amendment results in a minor decrease to the Hourly Rate and V&H amounts from the July 5, 2018 amounts to the May 1, 2019 amounts.

Please review these pages and forward to your accounting and/or payroll departments as needed. The full amended agreement is now available for download on our website, www.nsclra.ca.

If you have any questions or concerns, please feel free to contact our office.

Thank you.

**INSULATORS – MAINLAND NOVA SCOTIA
A COLLECTIVE LABOUR AGREEMENT
2018 - 2021**

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

Fax: (902) 468-3705

- 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")

110 Chain Lake Drive, Unit 3-J

Halifax, Nova Scotia, B3S 1A9

Phone: (902) 450-5605

Fax: (902) 450-5613

THIS AGREEMENT dated at Dartmouth, this 24th day of August, 2018.

EFFECTIVE DATE: July 5, 2018

EXPIRATION: April 30, 2021

Amendment #1 – May 1, 2019

ARTICLE 19 - WAGES

19.01 **MECHANICS** – For regular hours of work:

Mechanics		
Effective Date	Wage Rate Major Industrial	Wage Rate All Other Work
<u>July 5, 2018</u>	<u>\$39.04</u>	<u>\$36.38</u>
<u>May 1, 2019</u>	\$39.04	\$36.38
<u>May 1, 2020</u>	<u>\$39.40</u>	<u>\$36.74</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
July 5, 2018	\$6.00	\$2.30
<u>May 1, 2019</u>	<u>\$6.40</u>	\$2.30

20.02 Such remittance shall be made on forms provided and payable to Benefit Plan Administrators Limited “In Trust” at the following address:

Benefit Plan Administrators Limited

Suite 216, Tower 1
7001 Mumford Road
Halifax, NS B3L 4N9
Phone: (902) 455-7277
Fax: (902) 454-5936

20.03 Employers signatory to this Agreement shall remit monthly, as per Article 22 - Insulators Training, Recreation and Building Trades Fund, the sum of forty-seven cents (\$0.47) 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
110 Chain Lake Drive Unit 3-J
Halifax, NS B3S 1A9

Amendment #1 – May 1, 2019

APPENDIX “A” – WAGE RATES

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

JOURNEYMAN								
Effective Date	Hourly Rate	V & H (9%)	Benefit	Training, Rec & Bldg Trades	Total Package	IIF	Skills Fund	Total
<u>July 5, 2018</u>	<u>\$36.38</u>	<u>\$3.27</u>	\$8.30	\$0.47	<u>\$48.42</u>	\$0.18	\$0.54	<u>\$49.14</u>
<u>May 1, 2019</u>	\$36.38	\$3.27	<u>\$8.70</u>	\$0.47	<u>\$48.82</u>	\$0.18	\$0.54	<u>\$49.54</u>
<u>May 1, 2020</u>	<u>\$36.74</u>	<u>\$3.31</u>	\$8.70	\$0.47	<u>\$49.22</u>	\$0.18	\$0.54	<u>\$49.94</u>

APPRENTICES								
Hours	Hourly Rate	V & H (9%)	Benefit	Training, Rec & Bldg Trades	Total Package	IIF	Skills Fund	Total
Effective Date: <u>July 5, 2018</u>								
0 - 1000 hours	<u>\$19.56</u>	<u>\$1.76</u>	\$0.00	\$0.47	<u>\$21.79</u>	\$0.18	\$0.54	<u>\$22.51</u>
1000 - 2000 hours	<u>\$20.56</u>	<u>\$1.85</u>	\$2.30	\$0.47	<u>\$25.18</u>	\$0.18	\$0.54	<u>\$25.90</u>
2000 - 4000 hours	<u>\$22.17</u>	<u>\$1.99</u>	\$8.30	\$0.47	<u>\$32.93</u>	\$0.18	\$0.54	<u>\$33.65</u>
4000 - 6000 hours	<u>\$25.72</u>	<u>\$2.31</u>	\$8.30	\$0.47	<u>\$36.80</u>	\$0.18	\$0.54	<u>\$37.52</u>
6000 - 8000 hours	<u>\$30.16</u>	<u>\$2.71</u>	\$8.30	\$0.47	<u>\$41.64</u>	\$0.18	\$0.54	<u>\$42.36</u>
Effective Date: <u>May 1, 2019</u>								
0 - 1000 hours	<u>\$19.72</u>	<u>\$1.78</u>	\$0.00	\$0.47	<u>\$21.97</u>	\$0.18	\$0.54	<u>\$22.69</u>
1000 - 2000 hours	<u>\$20.75</u>	<u>\$1.87</u>	\$2.30	\$0.47	<u>\$25.39</u>	\$0.18	\$0.54	<u>\$26.11</u>
2000 - 4000 hours	<u>\$22.05</u>	<u>\$1.98</u>	<u>\$8.70</u>	\$0.47	<u>\$33.20</u>	\$0.18	\$0.54	<u>\$33.92</u>
4000 - 6000 hours	<u>\$25.62</u>	<u>\$2.31</u>	<u>\$8.70</u>	\$0.47	<u>\$37.10</u>	\$0.18	\$0.54	<u>\$37.82</u>
6000 - 8000 hours	<u>\$30.11</u>	<u>\$2.71</u>	<u>\$8.70</u>	\$0.47	<u>\$41.99</u>	\$0.18	\$0.54	<u>\$42.71</u>
Effective Date: <u>May 1, 2020</u>								
0 - 1000 hours	<u>\$19.89</u>	<u>\$1.79</u>	\$0.00	\$0.47	<u>\$22.15</u>	\$0.18	\$0.54	<u>\$22.87</u>
1000 - 2000 hours	<u>\$20.94</u>	<u>\$1.88</u>	\$2.30	\$0.47	<u>\$25.59</u>	\$0.18	\$0.54	<u>\$26.31</u>
2000 - 4000 hours	<u>\$22.29</u>	<u>\$2.01</u>	\$8.70	\$0.47	<u>\$33.47</u>	\$0.18	\$0.54	<u>\$34.19</u>
4000 - 6000 hours	<u>\$25.91</u>	<u>\$2.33</u>	\$8.70	\$0.47	<u>\$37.41</u>	\$0.18	\$0.54	<u>\$38.13</u>
6000 - 8000 hours	<u>\$30.42</u>	<u>\$2.74</u>	\$8.70	\$0.47	<u>\$42.33</u>	\$0.18	\$0.54	<u>\$43.05</u>

Amendment #1 – May 1, 2019

WAGE RATES FOR ALL MAJOR INDUSTRIAL WORK

JOURNEYMAN								
Effective Date	Hourly Rate	V & H (9%)	Benefit	Training, Rec & Bldg Trades	Total Package	IIF	Skills Fund	Total
<u>July 5, 2018</u>	<u>\$39.04</u>	<u>\$3.51</u>	\$8.30	\$0.47	<u>\$51.32</u>	\$0.18	\$0.54	<u>\$52.04</u>
<u>May 1, 2019</u>	\$39.04	\$3.51	<u>\$8.70</u>	\$0.47	<u>\$51.72</u>	\$0.18	\$0.54	<u>\$52.44</u>
<u>May 1, 2020</u>	<u>\$39.40</u>	<u>\$3.55</u>	\$8.70	\$0.47	<u>\$52.12</u>	\$0.18	\$0.54	<u>\$52.84</u>

APPRENTICES								
Hours	Hourly Rate	V & H (9%)	Benefit	Training, Rec & Bldg Trades	Total Package	IIF	Skills Fund	Total
Effective Date: <u>July 5, 2018</u>								
0 - 1000 hours	<u>\$20.75</u>	<u>\$1.87</u>	\$0.00	\$0.47	<u>\$23.09</u>	\$0.18	\$0.54	<u>\$23.81</u>
1000 - 2000 hours	<u>\$21.94</u>	<u>\$1.98</u>	\$2.30	\$0.47	<u>\$26.69</u>	\$0.18	\$0.54	<u>\$27.41</u>
2000 - 4000 hours	<u>\$23.97</u>	<u>\$2.16</u>	\$8.30	\$0.47	<u>\$34.90</u>	\$0.18	\$0.54	<u>\$35.62</u>
4000 - 6000 hours	<u>\$27.73</u>	<u>\$2.50</u>	\$8.30	\$0.47	<u>\$39.00</u>	\$0.18	\$0.54	<u>\$39.72</u>
6000 - 8000 hours	<u>\$32.45</u>	<u>\$2.92</u>	\$8.30	\$0.47	<u>\$44.14</u>	\$0.18	\$0.54	<u>\$44.86</u>
Effective Date: <u>May 1, 2019</u>								
0 - 1000 hours	<u>\$20.92</u>	<u>\$1.88</u>	\$0.00	\$0.47	<u>\$23.27</u>	\$0.18	\$0.54	<u>\$23.99</u>
1000 - 2000 hours	<u>\$22.13</u>	<u>\$1.99</u>	\$2.30	\$0.47	<u>\$26.89</u>	\$0.18	\$0.54	<u>\$27.61</u>
2000 - 4000 hours	<u>\$23.85</u>	<u>\$2.15</u>	<u>\$8.70</u>	\$0.47	<u>\$35.17</u>	\$0.18	\$0.54	<u>\$35.89</u>
4000 - 6000 hours	<u>\$27.65</u>	<u>\$2.49</u>	<u>\$8.70</u>	\$0.47	<u>\$39.31</u>	\$0.18	\$0.54	<u>\$40.03</u>
6000 - 8000 hours	<u>\$32.39</u>	<u>\$2.92</u>	<u>\$8.70</u>	\$0.47	<u>\$44.48</u>	\$0.18	\$0.54	<u>\$45.20</u>
Effective Date: <u>May 1, 2020</u>								
0 - 1000 hours	<u>\$21.08</u>	<u>\$1.90</u>	\$0.00	\$0.47	<u>\$23.45</u>	\$0.18	\$0.54	<u>\$24.17</u>
1000 - 2000 hours	<u>\$22.32</u>	<u>\$2.01</u>	\$2.30	\$0.47	<u>\$27.10</u>	\$0.18	\$0.54	<u>\$27.82</u>
2000 - 4000 hours	<u>\$24.10</u>	<u>\$2.17</u>	\$8.70	\$0.47	<u>\$35.44</u>	\$0.18	\$0.54	<u>\$36.16</u>
4000 - 6000 hours	<u>\$27.93</u>	<u>\$2.51</u>	\$8.70	\$0.47	<u>\$39.61</u>	\$0.18	\$0.54	<u>\$40.33</u>
6000 - 8000 hours	<u>\$32.71</u>	<u>\$2.94</u>	\$8.70	\$0.47	<u>\$44.82</u>	\$0.18	\$0.54	<u>\$45.54</u>

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