



August 9, 2012

**Important Notice**  
**Appendix "C": Nova Scotia (Mainland) &  
Prince Edward Island Only**  
**Revised Wage & Benefit Schedule**

The 2012 economic increase has been determined for **Appendix "C": Nova Scotia (Mainland) & Prince Edward Island** based upon the outcomes of the recent Nova Scotia (Mainland) construction bargaining (specifically the UA settlement).

Attached is a revised Wage & Benefit Schedule that reflects the following changes:

1. **Effective July 1, 2012** - Increase of \$0.90 (less the adjustments to maintain the current vacation and statutory pay levels).
  
2. To be **implemented by Contractors as soon as practicable** - **One Cent (\$0.01)/hour worked** will be **deducted from each employee** (included under the National Training Category) and will be directed to the Canadian Building Trades. This employee deduction can be remitted to the Boilermakers' National Benefit Funds (Canada).

In accordance with the BCA/IBB Memorandum of Agreement for the Nova Scotia (Mainland), "subsistence to be adjusted based on the average of the industry pattern established for 2012." This average is based upon five key trades. Within Nova Scotia (Mainland) four of the five key trades have settled. Once the final trade has settled the subsistence rate will be adjusted to reflect the average. A notice and revised Wage and Benefit Schedule will be distributed at that time.

**PLEASE ENSURE A COPY OF THIS NOTICE AND THE REVISED WAGE &  
BENEFIT SCHEDULE ARE PROVIDED TO YOUR PAYROLL DEPARTMENTS**

**APPENDIX "C": NOVA SCOTIA (MAINLAND) &  
PRINCE EDWARD ISLAND  
WAGE AND BENEFIT SCHEDULE**

Boilermakers, Welders, Blacksmiths, Fitters, Riggers, General Foreman,  
Foreman, Assistant Foreman, Journeyman, Apprentice, Helper

(REVISED AUGUST 8, 2012 TO INCORPORATE NEW RATES EFFECTIVE JULY 1, 2012 & CANADIAN BUILDING  
TRADES DEDUCTION)

EFFECTIVE DATE	04-Jul-10	03-Jul-11	06-May-12	01-Jul-12
GENERAL FOREMAN	34.94	35.83	35.83	36.63
FOREMAN	32.69	33.58	33.58	34.38
ASS'T FOREMAN	30.64	31.53	31.53	32.33
JOURNEYMAN	29.44	30.33	30.33	31.13
3RD YR. APPRENT. <sup>(2)</sup>	26.21	27.01	27.01	27.73
2ND YR. APPRENT. <sup>(2)</sup>	21.36	22.02	22.02	22.62
1ST YR. APPRENT. <sup>(2)</sup>	16.51	17.04	17.04	17.52
HELPER <sup>(2)</sup>	21.36	22.02	22.02	22.62
VACATION PAY	9%	9%	9%	9%
STAT. PAY	3%	3%	3%	3%
HEALTH & WELFARE	2.25	2.25	2.25	2.25
PENSION <sup>(1)</sup>	9.74	9.74	9.74	9.74
UNION PROMOTION	0.24	0.24	0.24	0.24
EDUCATIONAL TRAIN.	0.45	0.45	0.45	0.45
APPRENTICESHIP	0.30	0.30	0.30	0.30
NATIONAL TRAINING <sup>(3)</sup>	0.21	0.21	0.31	0.32
AUDIOMETRIC TESTING <sup>(4)</sup>	0.03	0.03	0.00	0.00
ADMINISTRATION	0.18	0.31	0.31	0.31

\*(PRINCE EDWARD ISLAND ADMINISTRATION FUND = \$0.25 Eff. July 3, 2011)

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- (1) Pension contribution is comprised of two components, a Basic Pension Deduction and a Special Funding Contribution of \$3.24.
  - (2) Rates for First, Second, & Third year Apprentices, and Helper are inclusive of the Collective Agreement Rate plus the "Special Funding Contribution" for the Pension Plan.
  - (3) Breakdown of National Training funds follows on the next page.
  - (4) Effective May 6, 2012, the Audiometric Testing Fund will be suspended and the \$0.03/hour contribution will be redirected to the National Training Trust Fund (NTTF).

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Boilermakers, Welders, Blacksmiths, Fitters, Riggers, General Foreman,  
Foreman, Assistant Foreman, Journeyman, Apprentice, Helper

(REVISED AUGUST 8, 2012 TO INCORPORATE NEW RATES EFFECTIVE JULY 1, 2012 & CANADIAN BUILDING TRADES  
DEDUCTION)

EFFECTIVE DATE	04-Jul-10	03-Jul-11	06-May-12	01-Jul-12
HOURS OF WORK	8	8	8	8
SHIFT PREMIUM				
2ND SHIFT	1 1/5	1 1/5	1 1/5	1 1/5
3RD SHIFT	1 1/5	1 1/5	1 1/5	1 1/5
OVERTIME	2	2	2	2
TRANSPORTATION RATE	0.52	0.52	0.53	0.53
SUBSISTENCE	\$95/DAY WORKED	\$100/DAY WORKED	\$100/DAY WORKED	\$100/DAY WORKED

**Summary of Contributions Contained in National Training (NTTF)**

National Training (NTTF)	\$0.10 <sup>(1)</sup>
National Organizing	\$0.04
National Health & Safety	\$0.05
Union Promotion	\$0.03
National Marketing	\$0.04
Workforce Planning	\$0.05 <sup>(2)</sup>
Canadian Building Trades	\$0.01 <sup>(3)</sup>

- (1) Effective May 6, 2012, the Audiometric Testing Fund will be suspended and the \$0.03/hour contribution will be redirected to the National Training Trust Fund (NTTF) along with an additional increase of \$0.02/hour to the NTTF.
- (2) Effective May 6, 2012, a contribution of \$0.05/hour, directed to the BCA to provide for a Resource Manager/Workforce Planner.
- (3) Effective **as soon as practicable, \$0.01/hour worked** will be **deducted from each employee** and will be directed to the Canadian Building Trades. (This employee deduction can be remitted to the BCA/IBB Administrator (Boilermaker National Benefit Funds).