



November 8, 2011

**IMPORTANT NOTICE**  
**REVISED NOVA SCOTIA (CAPE BRETON ONLY)**  
**WAGE & BENEFIT SCHEDULE**

BCA of Nova Scotia Member Contractor:

Please see the attached **revised** Nova Scotia (Cape Breton Only) Wage & Benefit Schedule **effective August 18, 2011**. Please note the changes to hourly rates and subsistence rates. This wage and benefit schedule reflects new rates resulting from the recent conclusion of the Cape Breton Island Commercial and Industrial Collective Agreements.

The Nova Scotia (Cape Breton Only) Wage & Benefit Schedule can also be found on our website at [www.bcacanada.ca](http://www.bcacanada.ca).

**PLEASE ENSURE YOUR PAYROLL DEPARTMENT IS NOTIFIED**

If there is a payroll contact that you wish to include for future notices, please email [rciccione@bcacanada.ca](mailto:rciccione@bcacanada.ca).

**APPENDIX "D"**  
**NOVA SCOTIA (CAPE BRETON ONLY)**

**WAGE AND BENEFIT SCHEDULE**

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

**REVISED NOV.1/11 TO INCORPORATE NEW JOURNEYMAN RATE EFF. AUG. 18/11**

EFFECTIVE DATE	04-Jul-10	03-Jul-11	18-Aug-11	01-Jul-12
GENERAL FOREMAN	35.75	35.75	37.18	38.43*
FOREMAN	34.00	34.00	35.43	36.68*
ASS'T FOREMAN	32.20	32.20	33.63	34.88*
JOURNEYMAN	31.00	31.00	32.43	33.68*
3RD YR. APPRENT. (1)	27.61	27.61	28.90	30.02*
2ND YR. APPRENT. (1)	22.53	22.53	23.60	24.54*
1ST YR. APPRENT. (1)	17.44	17.44	18.30	19.05*
HELPER (1)	22.53	22.53	23.60	24.54*
VACATION PAY	9%	9%	9%	9%
STAT. PAY	3%	3%	3%	3%
HEALTH & WELFARE	2.25	2.25	2.25	2.25
PENSION (1)	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 (2)	0.21	0.21	0.21	0.21
ADMINISTRATION	0.18	0.31	0.31	0.31
AUDIOMETRIC TESTING	0.03	0.03	0.03	0.03
BLD. TRADES CONTR.	0.07	0.07	0.07	0.07

(1) 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.

(2) Continued on next page (Breakdown of National Training Funds follows on next page).

\*July 1, 2012 hourly wage rates are subject to potential CPI adjustments.

EFFECTIVE DATE	04-Jul-10	03-Jul-11	18-Aug-11	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	0.52	0.52
SUBSISTENCE	\$85/DAY WORKED	\$85/DAY WORKED	\$95/DAY WORKED	\$100/DAY WORKED

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

National Training (NTTF)	\$0.05
National Organizing	\$0.04
National Health & Safety	\$0.05
Union Promotion	\$0.03
National Marketing	\$0.04