

**BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS (LOCAL LODGE 73)**

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

Classification	Effective Date	Hourly Wage Rate	Vacation Pay %	Statutory Holiday Pay 3%	(A)							(Outside the Total Wage Package)			(B)
					Health Plan	Pension	Union Promotion	Educational Training	Apprenticeship	National Training (1)	Total Wage Package	Educational Training (2)	Administration* & Workforce Planning (3)	Total Cost	Helmets to Hardhats (H2H) (4)
General Foreperson (JP + \$5.50 Premium)	Sept 5, 2021	44.90	4.04	1.35	3.55	6.50	0.08	0.45	0.30	0.31	61.48	0.35	0.36	62.19	0.01
	May 1, 2022	44.82	4.03	1.34	3.65	6.50	0.08	0.45	0.30	0.31	61.48	0.35	0.36	62.19	0.01
	July 3, 2022	45.76	4.12	1.37	3.65	6.50	0.08	0.45	0.30	0.31	62.54	0.35	0.36	63.25	0.01
	July 2, 2023	46.62	4.19	1.39	3.65	6.50	0.08	0.45	0.30	0.31	63.49	0.35	0.36	64.20	0.01
	July 7, 2024	47.49	4.27	1.42	3.65	6.50	0.08	0.45	0.30	0.31	64.47	0.35	0.36	65.18	0.01
	July 6, 2025	48.36	4.35	1.45	3.65	6.50	0.08	0.45	0.30	0.31	65.45	0.35	0.36	66.16	0.01
Foreperson (JP + \$3.25 Premium)	Sept 5, 2021	42.65	3.84	1.28	3.55	6.50	0.08	0.45	0.30	0.31	58.96	0.35	0.36	59.67	0.01
	May 1, 2022	42.56	3.83	1.28	3.65	6.50	0.08	0.45	0.30	0.31	58.96	0.35	0.36	59.67	0.01
	July 3, 2022	43.50	3.91	1.31	3.65	6.50	0.08	0.45	0.30	0.31	60.01	0.35	0.36	60.72	0.01
	July 2, 2023	44.37	3.98	1.33	3.65	6.50	0.08	0.45	0.30	0.31	60.97	0.35	0.36	61.68	0.01
	July 7, 2024	45.23	4.07	1.36	3.65	6.50	0.08	0.45	0.30	0.31	61.95	0.35	0.36	62.66	0.01
	July 6, 2025	46.12	4.15	1.38	3.65	6.50	0.08	0.45	0.30	0.31	62.94	0.35	0.36	63.65	0.01
Assistant Foreperson (JP + \$1.20 Premium)	Sept 5, 2021	40.60	3.65	1.22	3.55	6.50	0.08	0.45	0.30	0.31	56.66	0.35	0.36	57.37	0.01
	May 1, 2022	40.51	3.64	1.22	3.65	6.50	0.08	0.45	0.30	0.31	56.66	0.35	0.36	57.37	0.01
	July 3, 2022	41.46	3.73	1.24	3.65	6.50	0.08	0.45	0.30	0.31	57.72	0.35	0.36	58.43	0.01
	July 2, 2023	42.32	3.80	1.27	3.65	6.50	0.08	0.45	0.30	0.31	58.68	0.35	0.36	59.39	0.01
	July 7, 2024	43.18	3.88	1.30	3.65	6.50	0.08	0.45	0.30	0.31	59.65	0.35	0.36	60.36	0.01
	July 6, 2025	44.06	3.96	1.32	3.65	6.50	0.08	0.45	0.30	0.31	60.63	0.35	0.36	61.34	0.01
Journeyman	Sept 5, 2021	39.40	3.55	1.18	3.55	6.50	0.08	0.45	0.30	0.31	55.32	0.35	0.36	56.03	0.01
	May 1, 2022	39.31	3.54	1.18	3.65	6.50	0.08	0.45	0.30	0.31	55.32	0.35	0.36	56.03	0.01
	July 3, 2022	40.25	3.62	1.21	3.65	6.50	0.08	0.45	0.30	0.31	56.37	0.35	0.36	57.08	0.01
	July 2, 2023	41.12	3.70	1.23	3.65	6.50	0.08	0.45	0.30	0.31	57.34	0.35	0.36	58.05	0.01
	July 7, 2024	41.98	3.78	1.26	3.65	6.50	0.08	0.45	0.30	0.31	58.31	0.35	0.36	59.02	0.01
	July 6, 2025	42.86	3.86	1.29	3.65	6.50	0.08	0.45	0.30	0.31	59.30	0.35	0.36	60.01	0.01
3rd Year Apprentice (90%)	Sept 5, 2021	35.46	3.19	1.06	3.55	6.50	0.08	0.45	0.30	0.31	50.90	0.35	0.36	51.61	0.01
	May 1, 2022	35.37	3.18	1.06	3.65	6.50	0.08	0.45	0.30	0.31	50.90	0.35	0.36	51.61	0.01
	July 3, 2022	36.22	3.26	1.09	3.65	6.50	0.08	0.45	0.30	0.31	51.86	0.35	0.36	52.57	0.01
	July 2, 2023	36.99	3.33	1.11	3.65	6.50	0.08	0.45	0.30	0.31	52.72	0.35	0.36	53.43	0.01
	July 7, 2024	37.78	3.40	1.13	3.65	6.50	0.08	0.45	0.30	0.31	53.60	0.35	0.36	54.31	0.01
	July 6, 2025	38.57	3.47	1.16	3.65	6.50	0.08	0.45	0.30	0.31	54.49	0.35	0.36	55.20	0.01
2nd Year Apprentice (75%)	Sept 5, 2021	29.55	2.66	0.89	3.55	6.50	0.08	0.45	0.30	0.31	44.29	0.35	0.36	45.00	0.01
	May 1, 2022	29.47	2.65	0.88	3.65	6.50	0.08	0.45	0.30	0.31	44.29	0.35	0.36	45.00	0.01
	July 3, 2022	30.17	2.71	0.91	3.65	6.50	0.08	0.45	0.30	0.31	45.08	0.35	0.36	45.79	0.01
	July 2, 2023	30.82	2.77	0.92	3.65	6.50	0.08	0.45	0.30	0.31	45.80	0.35	0.36	46.51	0.01
	July 7, 2024	31.47	2.83	0.94	3.65	6.50	0.08	0.45	0.30	0.31	46.53	0.35	0.36	47.24	0.01
	July 6, 2025	32.13	2.89	0.96	3.65	6.50	0.08	0.45	0.30	0.31	47.27	0.35	0.36	47.98	0.01
1st Year Apprentice (60%)	Sept 5, 2021	23.64	2.13	0.71	3.55	6.50	0.08	0.45	0.30	0.31	37.67	0.35	0.36	38.38	0.01
	May 1, 2022	23.55	2.12	0.71	3.65	6.50	0.08	0.45	0.30	0.31	37.67	0.35	0.36	38.38	0.01
	July 3, 2022	24.12	2.17	0.72	3.65	6.50	0.08	0.45	0.30	0.31	38.30	0.35	0.36	39.01	0.01
	July 2, 2023	24.62	2.22	0.74	3.65	6.50	0.08	0.45	0.30	0.31	38.87	0.35	0.36	39.58	0.01
	July 7, 2024	25.16	2.26	0.75	3.65	6.50	0.08	0.45	0.30	0.31	39.46	0.35	0.36	40.17	0.01
	July 6, 2025	25.68	2.31	0.77	3.65	6.50	0.08	0.45	0.30	0.31	40.05	0.35	0.36	40.76	0.01

*Note: Prince Edward Island Administration Fund = \$0.25 Eff. July 3, 2011

Refer to Footnotes on page 2

(A) = Based on Hours Earned
(B) = Based on Hours Worked

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

(REVISED FOR RATIFIED SETTLEMENT)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	(A)							(Outside the Total Wage Package)			Employee Deduction
					Health Plan	Pension (1)	Union Promotion	Educational Training	Apprenticeship	National Training (2)	Total Wage Package	Educational Training (3)	Administration* & Workforce Planning (4)	Total Cost	Helmets to Hardhats (H2H) (5)
Helper (75%)	Sept 5, 2021	29.55	2.66	0.89	3.55	6.50	0.08	0.45	0.30	0.31	44.29	0.35	0.36	45.00	0.01
	May 1, 2022	29.48	2.65	0.88	3.65	6.50	0.08	0.45	0.30	0.31	44.30	0.35	0.36	45.01	0.01
	July 3, 2022	30.19	2.72	0.91	3.65	6.50	0.08	0.45	0.30	0.31	45.11	0.35	0.36	45.82	0.01
	July 2, 2023	30.84	2.78	0.93	3.65	6.50	0.08	0.45	0.30	0.31	45.84	0.35	0.36	46.55	0.01
	July 7, 2024	31.49	2.83	0.94	3.65	6.50	0.08	0.45	0.30	0.31	46.55	0.35	0.36	47.26	0.01
	July 6, 2025	32.15	2.89	0.96	3.65	6.50	0.08	0.45	0.30	0.31	47.29	0.35	0.36	48.00	0.01

*Note: Prince Edward Island Administration Fund = \$0.25 Eff. July 3, 2011

Effective Date	September 5, 2021	July 3, 2022	July 2, 2023	July 7, 2024	July 6, 2025
Hours of Work	8	8	8	8	8
Shift Premium					
2nd Shift	1 1/5	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	1 1/5
Overtime	2	2	2	2	2
Transportation Rate	0.59	0.61	Per CRA Rate	Per CRA Rate	Per CRA Rate
Subsistence	\$131 / Day Worked	\$133 / Day Worked	\$135 / Day Worked	\$137 / Day Worked	\$139 / Day Worked

Summary of Contributions contained in National Training (NTTF)	
National Training (NTTF)	\$0.10
IBB/Union Funds	
National Organizing	\$0.04
National Health & Safety	\$0.10
Union Promotion	\$0.03
National Marketing	\$0.04

FOOTNOTES:

- (1) See page 2 for breakdown of National Training.
- (2) Effective August 6, 2017, the Educational Training Fund will increase by \$0.25 for the provinces of Nova Scotia & Prince Edward Island. This increase is outside the total wage package.
- (3) Effective May 6, 2012, a contribution of \$0.05/hour, was directed to the BCA to provide for a Resource Manager/Workforce Planning. Effective January 7, 2018, this contribution will decrease by \$0.02 to \$0.03/hour. Effective May 1, 2020, there will be a contribution holiday on the \$0.03/hour Workforce Planning contributions.
- (4) Effective May 5, 2013, base wage rates are inclusive of \$0.01 to be deducted from the employee for Helmets to Hardhats (H2H). Please note that the Union Promotion Fund was reduced by \$0.01 (effective May 5, 2013) to provide for the \$0.01/hour employee deduction. This employee deduction can be remitted to the BCA/IBB Administrator (Boilermaker National Benefit Funds).

NOTES

Employee Deduction

Helmets to Hardhats (H2H) \$0.01 PER HOUR WORKED

All contributions paid on hours earned with the exception of the employee deduction to Helmets to Hardhats (H2H), which is paid on hours worked.

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