

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

**APPENDIX: NOVA SCOTIA (CAPE BRETON ONLY)
WAGE AND BENEFIT SCHEDULE**

REVISED FOR REDIRECTION TO THE HEALTH PLAN & EDUCATIONAL TRAINING - EFFECTIVE MAY 4, 2025													(Outside the Total Wage Package)			Employee Deduction
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	(A) Health Plan	(A) Pension	(A) Union Promotion	(A) Educational Training	(A) Apprenticeship	(A) National Training (1)	Bldg. Trades Contribution	Total Wage Package	(A) Educational Training (2)	(A) Administration & Workforce Planning (3)	Total Cost	(B) Helmets to Hardhats (H2H) (4)
General Foreperson (JP + \$4.75 Premium)	July 7, 2024	48.52	4.37	1.46	3.85	6.50	0.18	0.45	0.30	0.31	0.07	66.01	0.35	0.36	66.72	0.01
	May 4, 2025	48.21	4.34	1.45	3.95	6.50	0.18	0.70	0.30	0.31	0.07	66.01	0.35	0.36	66.72	0.01
	July 6, 2025	49.10	4.42	1.47	3.95	6.50	0.18	0.70	0.30	0.31	0.07	67.00	0.35	0.36	67.71	0.01
Foreperson (JP + \$3.00 Premium)	July 7, 2024	46.77	4.21	1.40	3.85	6.50	0.18	0.45	0.30	0.31	0.07	64.04	0.35	0.36	64.75	0.01
	May 4, 2025	46.46	4.18	1.39	3.95	6.50	0.18	0.70	0.30	0.31	0.07	64.04	0.35	0.36	64.75	0.01
	July 6, 2025	47.35	4.26	1.42	3.95	6.50	0.18	0.70	0.30	0.31	0.07	65.04	0.35	0.36	65.75	0.01
Assistant Foreperson (JP + \$1.20 Premium)	July 7, 2024	44.97	4.05	1.35	3.85	6.50	0.18	0.45	0.30	0.31	0.07	62.03	0.35	0.36	62.74	0.01
	May 4, 2025	44.66	4.02	1.34	3.95	6.50	0.18	0.70	0.30	0.31	0.07	62.03	0.35	0.36	62.74	0.01
	July 6, 2025	45.55	4.10	1.37	3.95	6.50	0.18	0.70	0.30	0.31	0.07	63.03	0.35	0.36	63.74	0.01
Journey person	July 7, 2024	43.77	3.94	1.31	3.85	6.50	0.18	0.45	0.30	0.31	0.07	60.68	0.35	0.36	61.39	0.01
	May 4, 2025	43.46	3.91	1.30	3.95	6.50	0.18	0.70	0.30	0.31	0.07	60.68	0.35	0.36	61.39	0.01
	July 6, 2025	44.35	3.99	1.33	3.95	6.50	0.18	0.70	0.30	0.31	0.07	61.68	0.35	0.36	62.39	0.01
3rd Year Apprentice (90%)	July 7, 2024	39.36	3.54	1.18	3.85	6.50	0.18	0.45	0.30	0.31	0.07	55.74	0.35	0.36	56.45	0.01
	May 4, 2025	39.05	3.51	1.17	3.95	6.50	0.18	0.70	0.30	0.31	0.07	55.74	0.35	0.36	56.45	0.01
	July 6, 2025	39.85	3.59	1.20	3.95	6.50	0.18	0.70	0.30	0.31	0.07	56.65	0.35	0.36	57.36	0.01
2nd Year Apprentice (75%)	July 7, 2024	32.74	2.95	0.98	3.85	6.50	0.18	0.45	0.30	0.31	0.07	48.33	0.35	0.36	49.04	0.01
	May 4, 2025	32.43	2.92	0.97	3.95	6.50	0.18	0.70	0.30	0.31	0.07	48.33	0.35	0.36	49.04	0.01
	July 6, 2025	33.10	2.98	0.99	3.95	6.50	0.18	0.70	0.30	0.31	0.07	49.08	0.35	0.36	49.79	0.01
1st Year Apprentice (60%)	July 7, 2024	26.11	2.35	0.79	3.85	6.50	0.18	0.45	0.30	0.31	0.07	40.91	0.35	0.36	41.62	0.01
	May 4, 2025	25.81	2.32	0.77	3.95	6.50	0.18	0.70	0.30	0.31	0.07	40.91	0.35	0.36	41.62	0.01
	July 6, 2025	26.34	2.37	0.79	3.95	6.50	0.18	0.70	0.30	0.31	0.07	41.51	0.35	0.36	42.22	0.01

Refer to Footnotes on page 2

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

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

**APPENDIX: NOVA SCOTIA (CAPE BRETON ONLY)
WAGE AND BENEFIT SCHEDULE**

REVISED FOR REDIRECTION TO THE HEALTH PLAN & EDUCATIONAL TRAINING - EFFECTIVE MAY 4, 2025													(Outside the Total Wage Package)			Employee Deduction
					(A)	(A)	(A)	(A)	(A)				(A)	(A)		(B)
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	Health Plan	Pension	Union Promotion	Educational Training	Apprenticeship	National Training (1)	Bldg. Trades Contribution	Total Wage Package	Educational Training (2)	Administration & Workforce Planning (3)	Total Cost	Helmets to Hardhats (H2H) (4)
Helper (75%)	July 7, 2024	32.74	2.95	0.98	3.85	6.50	0.18	0.45	0.30	0.31	0.07	48.33	0.35	0.36	49.04	0.01
	May 4, 2025	32.43	2.92	0.97	3.95	6.50	0.18	0.70	0.30	0.31	0.07	48.33	0.35	0.36	49.04	0.01
	July 6, 2025	33.10	2.98	0.99	3.95	6.50	0.18	0.70	0.30	0.31	0.07	49.08	0.35	0.36	49.79	0.01

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	0.68	0.70	0.72
Subsistence	\$129 / Day Worked	\$129 / Day Worked	\$129 / Day Worked	\$129 / Day Worked	\$129 / 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 province of Nova Scotia. 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.

Refer to Footnotes on page 2

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