

**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**

| REVISED FOR REDIRECTION TO THE HEALTH PLAN AND 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) | Total Wage Package | (A) Educational Training (2) | (A) Administration* & Workforce Planning (3) | Total Cost | (B) Helmets to Hardhats (H2H) (4) |
| General Foreperson (JP + \$5.50 Premium) | July 7, 2024 | 47.22 | 4.25 | 1.41 | 3.85 | 6.50 | 0.18 | 0.45 | 0.30 | 0.31 | 64.47 | 0.35 | 0.36 | 65.18 | 0.01 |
| | May 4, 2025 | 46.90 | 4.22 | 1.41 | 3.95 | 6.50 | 0.18 | 0.70 | 0.30 | 0.31 | 64.47 | 0.35 | 0.36 | 65.18 | 0.01 |
| | July 6, 2025 | 47.78 | 4.30 | 1.43 | 3.95 | 6.50 | 0.18 | 0.70 | 0.30 | 0.31 | 65.45 | 0.35 | 0.36 | 66.16 | 0.01 |
| Foreperson (JP + \$3.25 Premium) | July 7, 2024 | 44.97 | 4.05 | 1.34 | 3.85 | 6.50 | 0.18 | 0.45 | 0.30 | 0.31 | 61.95 | 0.35 | 0.36 | 62.66 | 0.01 |
| | May 4, 2025 | 44.65 | 4.02 | 1.34 | 3.95 | 6.50 | 0.18 | 0.70 | 0.30 | 0.31 | 61.95 | 0.35 | 0.36 | 62.66 | 0.01 |
| | July 6, 2025 | 45.53 | 4.10 | 1.37 | 3.95 | 6.50 | 0.18 | 0.70 | 0.30 | 0.31 | 62.94 | 0.35 | 0.36 | 63.65 | 0.01 |
| Assistant Foreperson (JP + \$1.20 Premium) | July 7, 2024 | 42.92 | 3.86 | 1.28 | 3.85 | 6.50 | 0.18 | 0.45 | 0.30 | 0.31 | 59.65 | 0.35 | 0.36 | 60.36 | 0.01 |
| | May 4, 2025 | 42.60 | 3.83 | 1.28 | 3.95 | 6.50 | 0.18 | 0.70 | 0.30 | 0.31 | 59.65 | 0.35 | 0.36 | 60.36 | 0.01 |
| | July 6, 2025 | 43.48 | 3.91 | 1.30 | 3.95 | 6.50 | 0.18 | 0.70 | 0.30 | 0.31 | 60.63 | 0.35 | 0.36 | 61.34 | 0.01 |
| Journey person | July 7, 2024 | 41.72 | 3.75 | 1.25 | 3.85 | 6.50 | 0.18 | 0.45 | 0.30 | 0.31 | 58.31 | 0.35 | 0.36 | 59.02 | 0.01 |
| | May 4, 2025 | 41.40 | 3.73 | 1.24 | 3.95 | 6.50 | 0.18 | 0.70 | 0.30 | 0.31 | 58.31 | 0.35 | 0.36 | 59.02 | 0.01 |
| | July 6, 2025 | 42.28 | 3.81 | 1.27 | 3.95 | 6.50 | 0.18 | 0.70 | 0.30 | 0.31 | 59.30 | 0.35 | 0.36 | 60.01 | 0.01 |
| 3rd Year Apprentice (90%) | July 7, 2024 | 37.51 | 3.38 | 1.12 | 3.85 | 6.50 | 0.18 | 0.45 | 0.30 | 0.31 | 53.60 | 0.35 | 0.36 | 54.31 | 0.01 |
| | May 4, 2025 | 37.19 | 3.35 | 1.12 | 3.95 | 6.50 | 0.18 | 0.70 | 0.30 | 0.31 | 53.60 | 0.35 | 0.36 | 54.31 | 0.01 |
| | July 6, 2025 | 37.99 | 3.42 | 1.14 | 3.95 | 6.50 | 0.18 | 0.70 | 0.30 | 0.31 | 54.49 | 0.35 | 0.36 | 55.20 | 0.01 |
| 2nd Year Apprentice (75%) | July 7, 2024 | 31.19 | 2.81 | 0.94 | 3.85 | 6.50 | 0.18 | 0.45 | 0.30 | 0.31 | 46.53 | 0.35 | 0.36 | 47.24 | 0.01 |
| | May 4, 2025 | 30.88 | 2.78 | 0.93 | 3.95 | 6.50 | 0.18 | 0.70 | 0.30 | 0.31 | 46.53 | 0.35 | 0.36 | 47.24 | 0.01 |
| | July 6, 2025 | 31.54 | 2.84 | 0.95 | 3.95 | 6.50 | 0.18 | 0.70 | 0.30 | 0.31 | 47.27 | 0.35 | 0.36 | 47.98 | 0.01 |
| 1st Year Apprentice (60%) | July 7, 2024 | 24.88 | 2.24 | 0.75 | 3.85 | 6.50 | 0.18 | 0.45 | 0.30 | 0.31 | 39.46 | 0.35 | 0.36 | 40.17 | 0.01 |
| | May 4, 2025 | 24.57 | 2.21 | 0.74 | 3.95 | 6.50 | 0.18 | 0.70 | 0.30 | 0.31 | 39.46 | 0.35 | 0.36 | 40.17 | 0.01 |
| | July 6, 2025 | 25.10 | 2.26 | 0.75 | 3.95 | 6.50 | 0.18 | 0.70 | 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

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|---|----------------|------------------|-----------------|--------------------------|-----------------|-----------------|---------------------|--------------------------|--------------------|---------------------------|--------------------|----------------------------------|--|------------|-----------------------------------|
| Classification | Effective Date | Hourly Wage Rate | Vacation Pay 9% | Statutory Holiday Pay 3% | (A) Health Plan | (A) Pension (1) | (A) Union Promotion | (A) Educational Training | (A) Apprenticeship | (A) National Training (2) | Total Wage Package | (A) Educational Training (3) | (A) Administration* & Workforce Planning (4) | Total Cost | (B) Helmets to Hardhats (H2H) (5) |
| Helper (75%) | July 7, 2024 | 31.19 | 2.81 | 0.94 | 3.85 | 6.50 | 0.18 | 0.45 | 0.30 | 0.31 | 46.53 | 0.35 | 0.36 | 47.24 | 0.01 |
| | May 4, 2025 | 30.88 | 2.78 | 0.93 | 3.95 | 6.50 | 0.18 | 0.70 | 0.30 | 0.31 | 46.53 | 0.35 | 0.36 | 47.24 | 0.01 |
| | July 6, 2025 | 31.54 | 2.84 | 0.95 | 3.95 | 6.50 | 0.18 | 0.70 | 0.30 | 0.31 | 47.27 | 0.35 | 0.36 | 47.98 | 0.01 |

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

| Effective Date | July 3, 2022 | July 2, 2023 | July 7, 2024 | July 6, 2025 |
|---|--------------------|--------------------|--------------------|--------------------|
| Hours of Work | 8 | 8 | 8 | 8 |
| Shift Premium 2nd Shift 3rd Shift | 1 1/5 1 1/5 | 1 1/5 1 1/5 | 1 1/5 1 1/5 | 1 1/5 1 1/5 |
| Overtime | 2 | 2 | 2 | 2 |
| Transportation Rate | 0.61 | 0.68 | 0.70 | Per CRA Rate |
| Subsistence | \$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.

Refer to Footnotes on page 2

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