

**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 OF \$0.10 TO THE HEALTH PLAN - EFFECTIVE MAY 3, 2026													(Outside the Total Wage Package)			Employee Deduction
Classification	Effective Date	Hourly Wage Rate	Vacation Pay %	Statutory Holiday Pay %	(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 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
	May 3, 2026	49.01	4.41	1.47	4.05	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 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
	May 3, 2026	47.26	4.25	1.42	4.05	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 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
	May 3, 2026	45.47	4.09	1.36	4.05	6.50	0.18	0.70	0.30	0.31	0.07	63.03	0.35	0.36	63.74	0.01
Journeyperson	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
	May 3, 2026	44.26	3.98	1.33	4.05	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 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
	May 3, 2026	39.77	3.58	1.19	4.05	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 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
	May 3, 2026	33.01	2.97	0.99	4.05	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 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
	May 3, 2026	26.25	2.36	0.79	4.05	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

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REVISED FOR REDIRECTION OF \$0.10 TO THE HEALTH PLAN - EFFECTIVE MAY 3, 2026

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	(Outside the Total Wage Package)			Employee Deduction
													(A) Educational Training (2)	(A) Administration & Workforce Planning (3)	Total Cost	
Helper (75%)	July 6, 2025 May 3, 2026	33.10 33.01	2.98 2.97	0.99 0.99	3.95 4.05	6.50 6.50	0.18 0.18	0.70 0.70	0.30 0.30	0.31 0.31	0.07 0.07	49.08 49.08	0.35 0.35	0.36 0.36	49.79 49.79	0.01 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 3rd Shift	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				

Summary of Contributions contained in National Training (NTTF)	
National Training (NTTF)	\$0.10
<b>IBB/Union Funds</b>	
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.

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