

**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 RATIFIED SETTLEMENT - EFFECTIVE JULY 5, 2026

Classification	Effective Date (5)	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	(A)								(Outside the Total Wage Package)			Employee Deduction
					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)
<b>General Foreperson</b> (JP + \$9.00 Premium)	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
	July 5, 2026	57.11	5.14	1.71	4.05	6.50	0.18	0.70	0.30	0.31	0.07	76.07	0.35	0.36	76.78	0.01
	July 4, 2027	58.96	5.31	1.77	4.05	6.50	0.18	0.70	0.30	0.31	0.07	78.15	0.35	0.36	78.86	0.01
	July 2, 2028	60.83	5.47	1.82	4.05	6.50	0.18	0.70	0.30	0.31	0.07	80.23	0.35	0.36	80.94	0.01
	July 1, 2029	63.77	5.74	1.91	4.05	6.50	0.18	0.70	0.30	0.31	0.07	83.53	0.35	0.36	84.24	0.01
<b>Foreperson</b> (JP + \$6.00 Premium)	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
	July 5, 2026	54.11	4.87	1.62	4.05	6.50	0.18	0.70	0.30	0.31	0.07	72.71	0.35	0.36	73.42	0.01
	July 4, 2027	55.96	5.04	1.68	4.05	6.50	0.18	0.70	0.30	0.31	0.07	74.79	0.35	0.36	75.50	0.01
	July 2, 2028	57.83	5.20	1.73	4.05	6.50	0.18	0.70	0.30	0.31	0.07	76.87	0.35	0.36	77.58	0.01
	July 1, 2029	60.77	5.47	1.82	4.05	6.50	0.18	0.70	0.30	0.31	0.07	80.17	0.35	0.36	80.88	0.01
<b>Assistant Foreperson</b> (JP + \$2.00 Premium)	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
	July 5, 2026	50.11	4.51	1.50	4.05	6.50	0.18	0.70	0.30	0.31	0.07	68.23	0.35	0.36	68.94	0.01
	July 4, 2027	51.96	4.68	1.56	4.05	6.50	0.18	0.70	0.30	0.31	0.07	70.31	0.35	0.36	71.02	0.01
	July 2, 2028	53.83	4.84	1.61	4.05	6.50	0.18	0.70	0.30	0.31	0.07	72.39	0.35	0.36	73.10	0.01
	July 1, 2029	56.77	5.11	1.70	4.05	6.50	0.18	0.70	0.30	0.31	0.07	75.69	0.35	0.36	76.40	0.01
<b>Journeyman</b>	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
	July 5, 2026	48.11	4.33	1.44	4.05	6.50	0.18	0.70	0.30	0.31	0.07	65.99	0.35	0.36	66.70	0.01
	July 4, 2027	49.96	4.50	1.50	4.05	6.50	0.18	0.70	0.30	0.31	0.07	68.07	0.35	0.36	68.78	0.01
	July 2, 2028	51.83	4.66	1.55	4.05	6.50	0.18	0.70	0.30	0.31	0.07	70.15	0.35	0.36	70.86	0.01
	July 1, 2029	54.77	4.93	1.64	4.05	6.50	0.18	0.70	0.30	0.31	0.07	73.45	0.35	0.36	74.16	0.01
<b>3rd Year Apprentice</b> (90%)	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
	July 5, 2026	43.30	3.90	1.30	4.05	6.50	0.18	0.70	0.30	0.31	0.07	60.61	0.35	0.36	61.32	0.01
	July 4, 2027	44.96	4.05	1.35	4.05	6.50	0.18	0.70	0.30	0.31	0.07	62.47	0.35	0.36	63.18	0.01
	July 2, 2028	46.65	4.20	1.40	4.05	6.50	0.18	0.70	0.30	0.31	0.07	64.36	0.35	0.36	65.07	0.01
	July 1, 2029	49.29	4.44	1.48	4.05	6.50	0.18	0.70	0.30	0.31	0.07	67.32	0.35	0.36	68.03	0.01
<b>2nd Year Apprentice</b> (75%)	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
	July 5, 2026	36.08	3.25	1.08	4.05	6.50	0.18	0.70	0.30	0.31	0.07	52.52	0.35	0.36	53.23	0.01
	July 4, 2027	37.47	3.37	1.12	4.05	6.50	0.18	0.70	0.30	0.31	0.07	54.07	0.35	0.36	54.78	0.01
	July 2, 2028	38.87	3.50	1.17	4.05	6.50	0.18	0.70	0.30	0.31	0.07	55.65	0.35	0.36	56.36	0.01
	July 1, 2029	41.08	3.70	1.23	4.05	6.50	0.18	0.70	0.30	0.31	0.07	58.12	0.35	0.36	58.83	0.01
<b>1st Year Apprentice</b> (60%)	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
	July 5, 2026	28.87	2.60	0.87	4.05	6.50	0.18	0.70	0.30	0.31	0.07	44.45	0.35	0.36	45.16	0.01
	July 4, 2027	29.98	2.70	0.90	4.05	6.50	0.18	0.70	0.30	0.31	0.07	45.69	0.35	0.36	46.40	0.01
	July 2, 2028	31.10	2.80	0.93	4.05	6.50	0.18	0.70	0.30	0.31	0.07	46.94	0.35	0.36	47.65	0.01
	July 1, 2029	32.86	2.96	0.99	4.05	6.50	0.18	0.70	0.30	0.31	0.07	48.92	0.35	0.36	49.63	0.01

Refer to Footnotes on page 2

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

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					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%)	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
	July 5, 2026	36.08	3.25	1.08	4.05	6.50	0.18	0.70	0.30	0.31	0.07	52.52	0.35	0.36	53.23	0.01
	July 4, 2027	37.47	3.37	1.12	4.05	6.50	0.18	0.70	0.30	0.31	0.07	54.07	0.35	0.36	54.78	0.01
	July 2, 2028	38.87	3.50	1.17	4.05	6.50	0.18	0.70	0.30	0.31	0.07	55.65	0.35	0.36	56.36	0.01
	July 1, 2029	41.08	3.70	1.23	4.05	6.50	0.18	0.70	0.30	0.31	0.07	58.12	0.35	0.36	58.83	0.01

Effective Date	July 5, 2026	July 4, 2027	July 2, 2028	July 1, 2029
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
Subsistence	\$165 / Day Worked	\$170 / Day Worked	\$175 / Day Worked	\$180 / 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

Effective Date	July 5, 2026	January 1, 2027	January 1, 2028	January 1, 2029
Transportation Rate	0.73	Per CRA Rate	Per CRA Rate	Per CRA Rate

**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).
- (5) Special clause: Parties agree to draft a Memorandum of Agreement stating that if the annual cost of living increase on a twelve-month average is greater than negotiated July 1, 2029 percentage wage increase, the wage increase will be adjusted to match the average percentage cost of living increase. Method and time of calculating cost of living increase to be determined and agreed upon ahead of time as part of the Memorandum of Agreement.

**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.

Gross Hourly Wages Includes: Hourly Wage Rate, Vacation Pay and Statutory Holiday Pay on regular time, overtime and premium pay.

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