

**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 RATIFIED SETTLEMENT - EFFECTIVE JULY 5, 2026												(Outside the Total Wage Package)			Employee Deduction
Classification	Effective Date (5)	Hourly Wage Rate	Vacation Pay %	Statutory Holiday Pay 3%	(A)	(A)	(A)	(A)	(A)	(A)	Total Wage Package	(A)	(A)	Total Cost	(B)
					Health Plan	Pension	Union Promotion	Educational Training	Apprenticeship	National Training (1)		Educational Training (2)	Administration* & Workforce Planning (3)		Helmets to Hardhats (H2H) (4)
General Foreperson (JP + \$9.00 Premium)	May 3, 2026	47.69	4.29	1.43	4.05	6.50	0.18	0.70	0.30	0.31	65.45	0.35	0.36	66.16	0.01
	July 5, 2026	54.90	4.94	1.65	4.05	6.50	0.18	0.70	0.30	0.31	73.53	0.35	0.36	74.24	0.01
	July 4, 2027	56.69	5.10	1.70	4.05	6.50	0.18	0.70	0.30	0.31	75.53	0.35	0.36	76.24	0.01
	July 2, 2028	58.48	5.26	1.75	4.05	6.50	0.18	0.70	0.30	0.31	77.53				
	July 1, 2029	61.30	5.52	1.84	4.05	6.50	0.18	0.70	0.30	0.31	80.70				
Foreperson (JP + \$6.00 Premium)	May 3, 2026	45.45	4.09	1.36	4.05	6.50	0.18	0.70	0.30	0.31	62.94	0.35	0.36	63.65	0.01
	July 5, 2026	51.90	4.67	1.56	4.05	6.50	0.18	0.70	0.30	0.31	70.17	0.35	0.36	70.88	0.01
	July 4, 2027	53.69	4.83	1.61	4.05	6.50	0.18	0.70	0.30	0.31	72.17	0.35	0.36	72.88	0.01
	July 2, 2028	55.48	4.99	1.66	4.05	6.50	0.18	0.70	0.30	0.31	74.17	0.35	0.36	74.88	0.01
	July 1, 2029	58.30	5.25	1.75	4.05	6.50	0.18	0.70	0.30	0.31	77.34	0.35	0.36	78.05	0.01
Assistant Foreperson (JP + \$2.00 Premium)	May 3, 2026	43.39	3.90	1.30	4.05	6.50	0.18	0.70	0.30	0.31	60.63	0.35	0.36	61.34	0.01
	July 5, 2026	47.90	4.31	1.44	4.05	6.50	0.18	0.70	0.30	0.31	65.69	0.35	0.36	66.40	0.01
	July 4, 2027	49.69	4.47	1.49	4.05	6.50	0.18	0.70	0.30	0.31	67.69	0.35	0.36	68.40	0.01
	July 2, 2028	51.48	4.63	1.54	4.05	6.50	0.18	0.70	0.30	0.31	69.69	0.35	0.36	70.40	0.01
	July 1, 2029	54.30	4.89	1.63	4.05	6.50	0.18	0.70	0.30	0.31	72.86	0.35	0.36	73.57	0.01
Journey person	May 3, 2026	42.19	3.80	1.27	4.05	6.50	0.18	0.70	0.30	0.31	59.30	0.35	0.36	60.01	0.01
	July 5, 2026	45.90	4.13	1.38	4.05	6.50	0.18	0.70	0.30	0.31	63.45	0.35	0.36	64.16	0.01
	July 4, 2027	47.69	4.29	1.43	4.05	6.50	0.18	0.70	0.30	0.31	65.45	0.35	0.36	66.16	0.01
	July 2, 2028	49.48	4.45	1.48	4.05	6.50	0.18	0.70	0.30	0.31	67.45	0.35	0.36	68.16	0.01
	July 1, 2029	52.30	4.71	1.57	4.05	6.50	0.18	0.70	0.30	0.31	70.62	0.35	0.36	71.33	0.01
3rd Year Apprentice (90%)	May 3, 2026	37.90	3.41	1.14	4.05	6.50	0.18	0.70	0.30	0.31	54.49	0.35	0.36	55.20	0.01
	July 5, 2026	41.31	3.72	1.24	4.05	6.50	0.18	0.70	0.30	0.31	58.31	0.35	0.36	59.02	0.01
	July 4, 2027	42.92	3.86	1.29	4.05	6.50	0.18	0.70	0.30	0.31	60.11	0.35	0.36	60.82	0.01
	July 2, 2028	44.53	4.01	1.34	4.05	6.50	0.18	0.70	0.30	0.31	61.92	0.35	0.36	62.63	0.01
	July 1, 2029	47.07	4.24	1.41	4.05	6.50	0.18	0.70	0.30	0.31	64.76	0.35	0.36	65.47	0.01
2nd Year Apprentice (75%)	May 3, 2026	31.46	2.83	0.94	4.05	6.50	0.18	0.70	0.30	0.31	47.27	0.35	0.36	47.98	0.01
	July 5, 2026	34.43	3.10	1.03	4.05	6.50	0.18	0.70	0.30	0.31	50.60	0.35	0.36	51.31	0.01
	July 4, 2027	35.77	3.22	1.07	4.05	6.50	0.18	0.70	0.30	0.31	52.10	0.35	0.36	52.81	0.01
	July 2, 2028	37.11	3.34	1.11	4.05	6.50	0.18	0.70	0.30	0.31	53.60	0.35	0.36	54.31	0.01
	July 1, 2029	39.23	3.53	1.18	4.05	6.50	0.18	0.70	0.30	0.31	55.98	0.35	0.36	56.69	0.01
1st Year Apprentice (60%)	May 3, 2026	25.01	2.25	0.75	4.05	6.50	0.18	0.70	0.30	0.31	40.05	0.35	0.36	40.76	0.01
	July 5, 2026	27.54	2.48	0.83	4.05	6.50	0.18	0.70	0.30	0.31	42.89	0.35	0.36	43.60	0.01
	July 4, 2027	28.61	2.58	0.86	4.05	6.50	0.18	0.70	0.30	0.31	44.09	0.35	0.36	44.80	0.01
	July 2, 2028	29.69	2.67	0.89	4.05	6.50	0.18	0.70	0.30	0.31	45.29	0.35	0.36	46.00	0.01
	July 1, 2029	31.38	2.82	0.94	4.05	6.50	0.18	0.70	0.30	0.31	47.18	0.35	0.36	47.89	0.01

Refer to Footnotes on page 2

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

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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)	Total Wage Package	(A) Educational Training (2)	(A) Administration* & Workforce Planning (3)	Total Cost	(B) Helmets to Hardhats (H2H) (4)
Helper (75%)	May 3, 2026	31.46	2.83	0.94	4.05	6.50	0.18	0.70	0.30	0.31	47.27	0.35	0.36	47.98	0.01
	July 5, 2026	34.43	3.10	1.03	4.05	6.50	0.18	0.70	0.30	0.31	50.60	0.35	0.36	51.31	0.01
	July 4, 2027	35.77	3.22	1.07	4.05	6.50	0.18	0.70	0.30	0.31	52.10	0.35	0.36	52.81	0.01
	July 2, 2028	37.11	3.34	1.11	4.05	6.50	0.18	0.70	0.30	0.31	53.60	0.35	0.36	54.31	0.01
	July 1, 2029	39.23	3.53	1.18	4.05	6.50	0.18	0.70	0.30	0.31	55.98	0.35	0.36	56.69	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	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
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
IBB/Union Funds	
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 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).
- (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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