

**MILLWRIGHT AGREEMENT
PROVINCE OF NOVA SCOTIA**
2021 - 2026

A COLLECTIVE LABOUR AGREEMENT

BETWEEN

NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION LIMITED
(hereinafter referred to as the "CLRA")

260 Brownlow Avenue, Unit No. 1
Dartmouth, NS B3B 1V9
(902) 468-2283
(902) 468-3705

- AND -

THE MILLWRIGHTS AND MACHINE ERECTORS LOCAL UNION 1178
(chartered by United Brotherhood of Carpenters and Joiners of America and affiliated with the
Building and Construction Trades Department AFL-CIO)
(hereinafter referred to as the "Union")

P.O. Box 358
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Stellarton, Nova Scotia B0K 1S0
(902) 752-3176
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THIS AGREEMENT dated at Dartmouth, this 14th day of May, 2021.

Effective Date: May 1, 2021
Expiration Date: April 30, 2026

Amendment #1 – June 13, 2022
Amendment #2 – January 1, 2023
Amendment #3 – July 1, 2023

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ARTICLE 1 - PURPOSE

- 1.01 The purpose of this Agreement is to establish and maintain mutually satisfactory hours of work, wages and working conditions and to provide a procedure for the prompt handling of grievances and orderly collective bargaining. This Agreement shall apply to Industrial and Commercial construction for Mainland Nova Scotia.

ARTICLE 2 - RECOGNITION

- 2.01 The employer and the CLRA recognize the Union as the sole collective bargaining agent for all Millwrights, Millwright Forepersons, Millwright Sub-Forepersons, Millwright Apprentices, Millwright Welders and Millwright Riggers employed by the employer on Mainland, Nova Scotia.
- 2.02 If the employees on work over which the Unions have jurisdiction are required in classifications not listed in the appended Schedules, the Schedules shall be amended by adding such classifications at the agreed wage rates. The employer recognizes the craft jurisdiction of the Union and agrees to assign all work of the Millwright Trade to the Millwright Union Local 1178.
- 2.03 The Union recognizes the CLRA as the sole collective bargaining agent for all unionized employers in the construction industry as covered by Accreditation Order No. L.R.B. 392C, dated January 29, 1976, covering Mainland Nova Scotia.

ARTICLE 3 - UNION SECURITY

- 3.01 On hiring, the employer may name-hire the odd numbered employees (i.e. the first (1st), third (3rd), fifth (5th), etc. and the Union may refer the even numbered employees (i.e. the second (2nd), fourth (4th), sixth (6th), etc. On lay-off the odd numbered employees laid off (i.e. the first (1st), third (3rd) etc.) shall be employees referred from the Union and the even numbered employees (i.e. the second (2nd), fourth (4th) etc.) shall be employees name-hired. Thus the second to last person shall be a referred person and the last person shall be name-hired.

- 3.01A In order to be eligible for name-hire a member must be available for work and have been in good standing with the Local Union for a minimum of six (6) months. The Union may, in its sole discretion, waive the six (6) month requirement after discussion with the employer.

The employer may recall former employees for a period of up to thirty (30) working days from the date of lay-off or termination.

The thirty (30) working day limit may be waived or extended at the sole discretion of this Union after discussion with the employer.

- 3.02 Whenever the Local Union is unable to supply sufficient Millwrights to meet the needs of the employer and the employer hires Millwrights from other sources, it is agreed that these Millwrights so hired must have the qualifications required to join the Union and shall within ten (10) days after commencement of their employment make application to join the Local Union.

- 3.03 Any employee who refuses or neglects to sign the appropriate forms, or who revokes the authorization, or who resigns their membership will be deemed to have voluntarily separated and their employment terminated.

When an employee has been discharged for just cause by an employer and not reinstated through the grievance procedure, such employer shall have the right to refuse to re-employ such employee. In the event that an employee is discharged under this clause and not reinstated, such an employee will have the option to take a recognized rehabilitation program for drug or alcohol abuse and upon completion of such a program that employee then will be employable in the usual manner by the employer.

- 3.04 Should the Union be able to supply Union members before the applicant has become a member, the Union member shall replace the applicant after forty-eight (48) hours notice by the Union, and provided that the applicant has been employed for a minimum thirty (30) calendar days, unless otherwise mutually agreed. When travel and room and board provisions apply the employee being replaced will not be paid return compensation, nor will the replacing employee receive compensation for travelling to the job. The replacing employee shall receive compensation for return travel.

- 3.05 Where a reduction of the work force results in lay off of Millwrights, the Local Union shall at all times be given preference of employment.

- 3.06 The Employer shall deduct monies from all employees covered by this Agreement (Union or non-Union applicant), in the manner established by the Union the amount of the Union's regular dues.

Before the implementation of any deduction or change under this Article the Union shall discuss and review any such change or deduction with the Employers thirty (30) days prior to the implementation of such change or deduction by the Union.

- 3.07 The Employer agrees to deduct Initiation Fees in the amount that has been certified as the then current fee in the Local Union having jurisdiction for all applicable employees, when such deduction is authorized by the signature of the employee on the proper form. If the Union agrees such Initiation Fee may be deducted in weekly instalments provided such deductions are made within a period of thirty (30) days from the date the Local Union advises the Employer that any employee has submitted a written application to join the Local Union.
- 3.08 All Union Dues and Initiation Fees deducted shall be forwarded to the Financial Secretary of the Local Union not later than the fifteenth (15th) day of the month following such deductions, together with a list of all employees and Social Insurance Numbers on whose behalf such deductions have been made.
- 3.09 The Local Union shall indemnify and save the Employer harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the Employer for the purpose of complying with the provisions of this Section i.e. deduction of monies.

Supplementary Union Dues Check-Off:

- 3.10 The employer shall deduct supplementary Union Dues, as set out in the table below, excluding any allowance paid for room and board.

Per hour worked - plus	Percent of gross wages
\$0.20	3.5%

- 3.11 The employer shall remit such deductions for Union Dues along with deductions for the Millwright Training Fund, Article 31, as set forth in Articles 27 and 31 hereto in a separate cheque not later than the fifteenth (15th) day of the month following the month of earnings by the employees to the Financial Secretary, Atlantic Canada Regional Council, 1000 Sackville Drive, Sackville, NS B4E 0C2. The employer shall identify the individual funds on a summary sheet.
- 3.12 The Union Dues Check-off monies will be administered by Millwright Local Union 1178.

ARTICLE 4 - DISCRIMINATION

- 4.01 The Unions agree that membership will be granted to all employees under the same terms and conditions that prevail in the Union.
- 4.02 The Parties agree that there will be no discrimination against any person because of sex, race, creed, colour, nationality, ancestry, place of origin, marital status, or age.
- 4.03 The employer shall not discriminate against any employee by reason of their membership in the Union and/or their participation in its lawful activity.

ARTICLE 5 - STEWARD

- 5.01 The Business Agent or Business Manager may appoint Job Stewards from the employees of the employer. The Steward shall be a qualified Journeyperson who will perform the work of a Journeyperson. In addition to their duties as a Journeyperson they will be permitted reasonable time to perform such of their Union duties as cannot be performed off the job. If it is necessary for the Steward to leave their work they must first obtain permission from the Foreperson or Superintendent whenever possible. Such permission from the Foreperson or Superintendent would not be unreasonably withheld. They shall assist the employer and the Union members in carrying out provisions of this Agreement.
- 5.02 It is agreed that only one (1) Steward and one (1) alternate on each shift shall be recognized by each employer and the Union shall notify the employer in writing of the name of the Steward and their alternate.
- 5.03 Once appointed by the Business Agent or Business Manager for their respective shifts, Stewards shall not be transferred from job to job or shift to shift without notification to the Business Agent or Business Manager.
- 5.04 The employer agrees to recognize the Steward or alternate Steward appointed by the Business Agent or Business Manager. The Steward or an alternate shall be on the site whenever three (3) Millwrights are working, including overtime hours, Saturdays, Sundays and designated holidays.
- 5.05 Subject to all other items and conditions of this Agreement the Job Steward shall be the third last person remaining on the job, providing their performance as a Journeyperson Millwright is adequate.

ARTICLE 6 - MANAGEMENT RIGHTS

- 6.01 The Union recognizes the right of the employer to operate and manage its business in all respects in accordance with its commitments and responsibilities. The employer also has the right to make and alter, from time to time, rules and regulations to be observed by the employees. The employer has the exclusive function to hire, promote, demote, transfer and suspend any employees and also the right to discipline or discharge any employee for just cause subject to the specific terms of this Agreement. The employer agrees that these functions will be exercised in a manner that will not conflict with this Agreement.

ARTICLE 7 - NORMAL HOURS OF WORK

- 7.01 The normal work day is defined as the twenty-four (24) hour period beginning at 12:00 Midnight. Employees shall be at the job shack, or other place as designated by the employer, ready to work at the scheduled start of the shift.
- 7.02 The employer has the option of working either five (5) eight (8) hour days or four (4) ten (10) hour days to constitute a normal forty (40) hour work week. The employer can change from one (1) such schedule to the other, subject to the limitation that it will give the Union at least seven (7) calendar days' notice of such change.

When the four (4) ten (10) hour work week is in effect, the standard workday shall be an established ten (10) hour period. Forty (40) hours per week shall constitute a week's work Monday through Thursday, inclusive. In the event the job is down due to inclement weather, then Friday may, at the option of the employer, be worked as a make-up day at straight time rate; straight time not to exceed the ten (10) hours per day or forty (40) hours per week. Starting time will be designated by the employer; and the Union will be advised of the starting time. When the five (5) day eight (8) hour work week is in effect, forty (40) hours per week shall constitute a week's work, Monday through Friday, inclusive. Where an eight (8) hour normal work day is being worked, the hours of work shall be inclusive. Where an eight (8) hour normal work day is being worked, the hours of work shall be scheduled between 7:00 a.m. and 5:00 p.m., Monday to Friday inclusive. Where a ten (10) hour normal work day is being worked, the hours of work shall be scheduled between 7:00 a.m. and 7:00 p.m., Monday to Thursday inclusive.

The 4 x 10 hour day work week shall apply only when the week is scheduled for a minimum of 40 hours (4 days @ 10 hour/day) except where the week has a holiday.

7.03 ***Lunch Period:***

Lunch break shall be one-half (½) hour as scheduled and taken within one (1) hour of the mid-point of the normal hours of work. The lunch period will be measured from ceasing labour to commencement of labour and will be taken at a time mutually agreed by the Parties hereto.

7.04 Should expediency require, the normal starting and quitting time and or lunch period may be changed by mutual agreement of the Parties hereto.

7.05 ***Rest Period:***

During each normal work day, Saturdays, Sundays, and shift work, employees will be entitled to two (2) ten (10) minute paid rest periods to be scheduled and observed. When working a four (4) day, ten (10) hour schedule, the rest period will be fifteen (15) minutes each.

- one (1) rest period at the mid-way point of the first half of the normal hours of work;
- one (1) rest period at the mid-point of the second half of the normal hours of work.

Rest period will be measured from ceasing work to commencement of labour and will be taken at a time determined by the employer.

7.06 The Union may agree that employees on a site who have missed time during the normal scheduled hours of work, Monday through Friday, may work extra hours including Saturdays at the regular straight time rate of pay up to a total of forty (40) hours per week.

ARTICLE 8 - TERMINATION OF EMPLOYMENT, LAY OFF

- 8.01 Except in the case of discharge for cause the employer shall give employees two (2) hours notice of lay off with pay on termination. Employment to end at the beginning of the lunch period or at the end of the shift. Employees shall leave the job site immediately upon receiving such notice and after returning all company-owned tools and equipment for which they is responsible and receiving the required clearance.
- 8.02 Employees who are laid off or discharged from the services of the employer shall receive their wages and Unemployment Insurance Record of Employment form on termination if the payroll is made up on the project, otherwise the employer shall mail the Unemployment Insurance Record of Employment form and all monies owed to the employee within three (3) days, exclusive of Saturday, Sunday and designated holidays. If the Record of Employment is of an electronic nature, a printed copy of the Record of Employment must be mailed to the employee within the aforementioned time period. Should the employer fail to comply with the provisions the employee shall receive eight (8) hours pay at their regular rate for each working day they are kept waiting up to a maximum of forty (40) hours pay. An employee may be dismissed for just cause on the authority of the employer or their authorized representative on the job. Such employee shall be advised promptly in writing (copy to Union) by the employer of cause for such dismissal.
- 8.03 Upon commencement of employment where the employee cannot bring their vehicle on the job site, the employer shall provide transportation of tools from job gate to job location and upon the termination of employment the employer shall provide transportation of tools from the job location to the job gate.

ARTICLE 9 – DISCIPLINE

- 9.01 The procedure in disciplining an employee, regardless of the amount of time on the project, shall be:
- (a) Warn the employee in writing of the offence. Warning notice to be signed by the employee's Foreperson and Job Steward. (Steward to sign only as a witness that the warning was given.) Copy of the warning notice mailed to the Union Office.
 - (b) Second warning calls for a suspension. The length of the suspension to be at Management's discretion but not to exceed one (1) week.
 - (c) Any offence after suspension calls for an additional suspension of up to one (1) week or termination at Employer's discretion.
 - (d) The above not applicable to the following: intoxication, insubordination, theft, altercation on site, illegal work stoppages, serious safety violations.

Alcoholism and Drug Addiction:

- 9.02 Without detracting from the existing rights and obligations of the Parties recognized in other provisions of this Agreement, the CLRA and its members and the Union agree to cooperate at the site level in encouraging employees afflicted with alcoholism or drug addiction to undergo a co-ordinated program directed to the objective of their rehabilitation.
- 9.03 Use of cell phones/Blackberries/smartphones/etc. will not be permitted by employees onsite, except as explicitly authorized by the employer. Violations of this article shall be subject to the following disciplinary scheme:
- First offence: warn the employee in writing. Warning notice to be signed by the employee's Foreperson, copy of warning notice to be sent to the Union office.
 - Second offence: one (1) day suspension. Notify Union before suspension takes place.
 - Subsequent offence: seven (7) day suspension or dismissal as determined by the employer.

This section shall not apply to stewards and forepersons using cell phones in the course of their duties.

ARTICLE 10 - OVERTIME

- 10.01 All time worked in excess of the normal working hours Monday through Friday, shall be paid for at double (2x) the base rate set forth in the Craft Schedule of the worker's Union.
- 10.02 All work performed on Saturday, Sunday or on a holiday which is not a paid holiday, shall be paid for at double (2x) the regular straight time rate of pay, except where agreed to under Article 7.06.
- 10.03 All work performed on a designated holiday shall be paid for at double (2x) the regular straight time hourly rate of pay for the time worked plus pay for the holiday if qualified.
- 10.04 When required to work over two (2) hours overtime beyond the regular eight (8) hours, adequate meals will be supplied by the Company concerned. Meals will be supplied after each further four (4) hours overtime period. Such overtime meals shall be eaten on an unpaid break not to exceed one-half (1/2) hour duration per meal period. Where an employee is required to work through the regular established lunch period, such employee shall be paid the applicable overtime rate for the one-half (1/2) hour lunch time and shall be given reasonable time to consume their lunch before or after the regular lunch period. Such time shall be paid for as part of the regular shift.
- 10.05 Where meals cannot be provided, then employees who are required to work more than two (2) hours overtime shall receive a meal allowance as follows:

Meal Allowance\$20.00 (twenty dollars)

and a regular rest period. The meal allowance shall also apply to employees provided with camp accommodations (room and board).

ARTICLE 11 - SHIFT WORK

- 11.01A In the event that shift work is instituted, such shift work shall be scheduled between Sunday Midnight and Friday Midnight and shall continue for at least three (3) consecutive work days, excluding Saturday, Sunday and designated holidays (the above shall not apply to concrete pours that are scheduled for more than sixteen (16) hours). If three (3) consecutive work days are not worked, then the Article on overtime will apply.
- 11.01B When the Contractor schedules a work week of four (4) ten (10) hour shifts on days, and an evening shift is scheduled, it must also be four (4) ten (10) hour shifts between Monday and Thursday.
- When a Contractor schedules a work week of five (5) eight (8) hour shifts on days and an evening shift is scheduled, it must also be five (5) eight (8) hour shifts between Monday and Friday.
- The Contractor has the flexibility to start the Friday evening shift at an earlier time than the four (4) previous evening shifts in the same week.
- 11.02 Employees working on the second and third shift shall be paid a shift differential of fifteen percent (15%).
- 11.03 Where employees are receiving a shift differential and who work overtime hours on such shift, they shall continue to receive the shift differential for all such overtime hours but such differential shall not be included in the calculation of overtime.
- 11.04 The employer shall allow a rest period of ten (10) minutes, once at the mid-way point of the first half of the regular scheduled shift and once at the mid-way point of the second half of the regular scheduled shifts.

ARTICLE 12 - WAGES

- 12.01 Schedule "A", setting forth the hourly rates of pay, is attached hereto and forms part of this Agreement.

ARTICLE 13 - PAY PERIODS

- 13.01 Employees shall be paid by cheque during the regular working hours on Thursday of each week. Alternatively, the employer has the discretion to pay employees by way of direct deposit or electronic deposit. If Thursday or Friday is a designated holiday, pay will be distributed on Wednesday. Not more than five (5) days pay shall be held back.
- 13.02 There shall be a clear statement of all earnings and deductions on each employee's payroll slip.
- 13.03 Should the cheques not be distributed as set out herein, the employee shall immediately notify the employer.
- 13.04 When cheques are not distributed on Thursday in accordance with this Article and the employee is not paid until after Monday of the following week, the employee shall receive one (1) day's pay at the basic hourly rate for each working day until the day the cheque is paid, commencing Tuesday through to Friday.

ARTICLE 14 - REPORTING TIME

- 14.01 Any employee, after being hired or referred to the job site upon request by the employer and reporting for work at the regular starting time and for whom no work is provided shall receive pay for two (2) hours at the regular rate of wage unless they have been notified before leaving their home not to report, provided they remain on the site for two (2) hours or are released by the employer. Any employee who reports for work and for whom work is provided and commences work shall receive not less than four (4) hours pay. The foregoing provisions shall apply to Saturday, Sunday and designated holidays, at double the straight time rate of pay. Exceptions, however, shall be when strike conditions make it impossible to put such an employee to work or when stoppage of work is occasioned thereby, when conditions arise which are beyond the control of the employer other than environmental conditions, or when an employee leaves work of their own accord.
- 14.02 When the employee is prevented from commencing work due to environmental conditions, they shall receive two (2) hours reporting time provided they remain on the project for the two (2) hours or are released by the employer.
- 14.03 The employer shall determine when weather conditions on the job are such that the workers shall not work.
- 14.04 Every employee who after the completion of their regular working hours are called out and required to work in an emergency outside regular working hours shall be paid at the applicable overtime rate but not less than four (4) hours straight time.

ARTICLE 15 - VACATION PAY AND HOLIDAY PAY

- 15.01 Vacation and holiday pay allowance shall be paid to each worker in the amount of ten percent (10%) of total wages. Such allowance is to be paid weekly.

ARTICLE 16 - TRAVEL AND BOARD ALLOWANCE

16.01 Travel and board allowance will not be deducted from an employee's pay due to waiting time or inclement weather.

16.02 The employee shall be on the job at the regular starting time and work a full eight (8) hour shift. The employer shall pay a travelling allowance per day worked to all employees who, because of the location of the job site, are required to commute daily to the job from their permanent residence and they shall be reimbursed for their travel expenses by the most direct route normally travelled by a vehicle one (1) way, including tolls, as follows:

Commuting Allowance

- 0 – 59.9 Kilometres.....Nil
- 60 – 79.9 Kilometres.....\$38.50 (thirty-eight dollars and fifty cents)
- 80 – 99.9 Kilometres.....\$49.50 (forty-nine dollars and fifty cents)

16.03 Board allowance will only apply after the employee has travelled one hundred (100) kilometres as set out in the Commuting Allowance, Article 16.02.

<u>May 1, 2021</u>	<u>\$131.00 per day worked</u>
<u>May 1, 2022</u>	<u>\$133.00 per day worked</u>
<u>May 1, 2023</u>	<u>\$135.00 per day worked</u>
<u>May 1, 2024</u>	<u>\$137.00 per day worked</u>
<u>May 1, 2025</u>	<u>\$139.00 per day worked</u>

16.04 Under certain circumstances, if accommodation cannot be obtained at this rate and no Employer provided accommodations are made available, the employer shall pay the full cost of room and board.

16.05 When an employee is instructed to move from shop to job, job to job, or from job to shop within the working day, transportation shall be provided; or when an employee uses their own vehicle at the employer's request they shall be paid a travel allowance per kilometre as follows:

Fifty-nine cents (\$0.59) per kilometre

It is agreed this figure shall be adjusted as per CRA figures for the life of this agreement.

ARTICLE 17 - GRIEVANCE & ARBITRATION PROCEDURE

- 17.01 The Parties being aware of the high cost of Arbitration agree that they may wish to utilize professional Alternative Dispute Resolution Procedures as are available through the Province of Nova Scotia or from other sources. Both Parties agree to use their best efforts to implement Alternative Dispute Resolution Procedures as appropriate in the resolution of disputes.
- 17.02 Failing prompt resolution, the grievance may then be settled in the manner provided by Section 107 of the Trade Union Act, Chapter 475, R.S.N.S. 1989, as amended.

ARTICLE 18 - JURISDICTIONAL DISPUTES

- 18.01 A mark-up will be held with each Contractor not later than the commencement of the Contractor's work on all Industrial plants or projects and no assignments shall be made before this mark-up. Mark-up assignments shall also apply to all sub-contractors. If a jurisdictional dispute arises once the work has commenced, assignments will be made in accordance with procedures, rules and regulations of the National Joint Board Building Trades Department, AFL & CIO. The work assignment shall not be completed until a meeting on site has been convened with all Parties involved and until a subsequent meeting (not later than twenty-four (24) hours) has taken place, at which time the Contractor shall present the work assignment on paper to all Parties. The Contractor shall make available detailed drawings of the work in dispute, subject to any written restrictions the owner may have.
- 18.02 In the event such jurisdictional dispute cannot be settled on a local basis by the Unions involved, such dispute shall be submitted to the International Unions involved for settlement without permitting it to interfere in any way with the progress of the work at any time. In the event the dispute is not settled by the International Unions involved, it shall then be submitted to the National Joint Board for resolution, which shall be binding on the Parties. It is understood and agreed, however, that if the dispute causes any delay in the progress of the work or gives rise to an apprehended delay, any of the Parties hereto may apply to the Labour Relations Board (Nova Scotia), Construction Panel, for an Interim Order under Section 50 of the Trade Union Act, R.S. c. 475, s. 1.

ARTICLE 19 - EMPLOYMENT OUTSIDE THE COLLECTIVE AGREEMENT

- 19.01 Any Union member who goes to work, at the Trade, for an employer who is not bound to this Collective Agreement shall, unless such employment is part of a Union organizing effort, lose their place on the Union out-of-work list. In addition, any such member shall be ineligible for name-hire and shall remain ineligible for name-hire for a period of one (1) year following the date of restoration to the Union list.

ARTICLE 20 - HEALTH & SAFETY

- 20.01 Employees are required to report any unsafe conditions or unsafe equipment which they observe to the employer.
- 20.02 Adequate toilet facilities, heated when necessary, shall be provided on all jobs. Same to be kept clean and sanitary at all times. Flush toilets shall be made available where available and if practicable.
- 20.03 The employer shall provide cool, sanitary drinking water facilities on all jobs, as well as hand cleaner, paper towels and toilet tissue.
- 20.04 Adequate enclosed quarters, heated when necessary, shall be provided on all jobs for employees to change clothes and eat their lunch. An area of the quarters will be used for no other purpose.
- 20.05 The employer shall supply approved safety helmets and such other safety equipment as the employee is not required to provide and, when necessary, shall supply rain suits and rubber boots at no charge to the employee. Tools, safety equipment and other attire furnished by the employer shall be the responsibility of the employee, subject to normal wear and tear, and shall be returned on termination of employment or as the employer may require. The cost of any such equipment not returned may be deducted from the employee's wages.

- 20.06 The employer shall supply, when necessary, acid protective clothing, safety glasses, welding gloves and hat liner at no cost to the employee. The employer shall supply coveralls on repair work.
- 20.07 On abnormally corrosive maintenance, revamp and repair work in which employee's clothing may be abnormally or permanently damaged the employer shall supply the necessary protective clothing or a set of coveralls at no cost to the employee.
- 20.08 Employees and employers shall comply with all applicable provisions of Provincial Health, Sanitation, Safety Laws and Regulations in addition to those rules established by the employer.
- 20.09 The construction, maintenance and operation of camp facilities, if provided at the projects, shall be in compliance with all applicable regulations of the Department of Labour and the Department of Health.
- 20.10 If an employee sustains an accidental injury during working hours and has to receive off-site medical attention, such employee, if entitled to board allowance, shall receive board allowance for the day on which they sustain such accidental injury.

ARTICLE 21 - SHELTER, TOOL, SAFETY, TOOL CRIB

- 21.01 Every employee must have and maintain a proper kit of tools and it shall be the responsibility of the employer or their representative in conjunction with the Job Steward to check the employees' tools to be sure they have, and maintain, the required tools.
- 21.02 At commencement of employment the employee must present to the employer a list of personal tools in their kit. A list of required tools shall be provided by the employee as set forth in Schedule "C".
- 21.03 The employer agrees to furnish a heated, dry, locked facility for the safekeeping of all millwright tools on all jobs; same to be kept locked when Millwrights are not working. Storage of tools must be in such a way as to prevent damage to tool boxes and/or tools.
- 21.04 Employees shall have five (5) minutes before Noon and ten (10) minutes before quitting time for the purpose of picking up and storing tools.
- 21.05 Employees' tools damaged or stolen while under the protection of the employer's lock and key shall be replaced, or a sum equivalent to the value of the tools shall be paid by the employer within seven (7) days of proof of loss.
- 21.06 Employees' tools legitimately damaged while performing work for the employer shall be replaced, repaired or a sum equivalent to the value of the tools shall be paid by the employer within seven (7) days of the reported damage. The above applicable provided such damage is not due to any negligence on the part of the employee and that the damaged tool is returned to the employer. Abuse of this provision by employees may result in disciplinary action.
- 21.07 Employees' clothes, if burned in the quarters provided by the employer, shall be replaced to a maximum of one hundred dollars (\$100.00) upon reasonable proof of loss.
- 21.08 When an exclusive Millwright tool crib is established a Millwright Journeyperson shall be in charge of such crib.

ARTICLE 22 - ACCESS TO PROJECT

- 22.01 Business Representatives of the Union shall have access to all projects or jobs during working hours, but in no case shall their visits interfere with the progress of the work. Whenever regulations prevent access to any project or job the employer will assist the Union Representative in the obtaining of the necessary pass or permission to gain access to the job or project.

ARTICLE 23 - WELDING TEST

- 23.01 Whenever a welding test is required by the employer it is agreed that the employee, while taking such test, shall be in the employ of the employer and such test taken on the employer's time. Any Millwright for whom a welding test is required shall be eligible to be re-tested.

ARTICLE 24 - NO STRIKE - NO LOCKOUT

- 24.01 It is agreed that there shall be no strikes, lockouts, slowdowns, or collective action by either Party during the life of this Agreement.
- 24.02 Participation by an employee or group of employees in an act violating the above provision may be cause for disciplinary action.

ARTICLE 25 - SUB-CONTRACTS

The employer agrees:

- 25.01 That it will incorporate as a term and condition of any sub-contract that the conditions of this Agreement shall be observed by any sub-contractor as though the same formed part of its Collective Agreement with the Union.
- 25.02 To have any such sub-contractor acknowledge in writing that they have notice of this Agreement and that they will abide by the Agreement and Schedules "A", "B" and "C".
- 25.03 For the purpose of this clause, "sub-contractor" shall mean any Contractor who performs work for the employer on the project site or as defined in Schedule "A".

ARTICLE 26 - GENERAL FOREPERSON

- 26.01 Where a General Foreperson is required then such General Foreperson shall be employed from members of the Union when such qualified workers are available. Where qualified workers are not available the employer may employ a General Foreperson elsewhere.

ARTICLE 27 - EMPLOYER DEDUCTIONS AND CONTRIBUTIONS

27.01 Employers bound by this Agreement shall remit monthly to the Administrator of Records before the tenth (10th) day of the month following, the following sums, per hour paid:

JOURNEYPERSONS

MAJOR INDUSTRIAL WORK - Employer Deductions and Contributions						
	<u>May 1, 2021</u>	<u>May 1, 2022</u>	<u>January 1, 2023</u>	<u>May 1, 2023</u>	<u>May 1, 2024</u>	<u>May 1, 2025</u>
Benefit Plan <i>(Employer Contribution)</i>	\$2.25	\$2.25	<u>\$2.50</u>	\$2.50	\$2.50	\$2.50
Pension Plan <i>(Employer Contribution) This is composed of 18% of Hourly Rate and Vacation & Holiday Allowance.</i>	<u>\$7.80</u>	<u>\$7.89</u>	<u>\$7.85</u>	<u>\$7.99</u>	<u>\$8.11</u>	<u>\$8.25</u>
Millwrights Training <i>(Article 31 Union Dues, Article 3.11) (One Cheque)</i>	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
Industry Improvement Fund	\$0.16	\$0.16	\$0.16	\$0.16	\$0.16	\$0.16
Promotion Fund	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12

ALL OTHER WORK - Employer Deductions and Contributions						
	<u>May 1, 2021</u>	<u>May 1, 2022</u>	<u>January 1, 2023</u>	<u>May 1, 2023</u>	<u>May 1, 2024</u>	<u>May 1, 2025</u>
Benefit Plan <i>(Employer Contribution)</i>	\$2.25	\$2.25	<u>\$2.50</u>	\$2.50	\$2.50	\$2.50
Pension Plan <i>(Employer Contribution) This is composed of 18% of Hourly Rate and Vacation & Holiday Allowance.</i>	<u>\$7.33</u>	<u>\$7.41</u>	<u>\$7.38</u>	<u>\$7.51</u>	<u>\$7.64</u>	<u>\$7.77</u>
Millwrights Training <i>(Article 31 Union Dues, Article 3.11) (One Cheque)</i>	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
Industry Improvement Fund	\$0.16	\$0.16	\$0.16	\$0.16	\$0.16	\$0.16
Promotion Fund	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12

Amendment #2 – January 1, 2023

APPRENTICES

MAJOR INDUSTRIAL WORK - Employer Deductions and Contributions							
		<u>May 1, 2021</u>	<u>May 1, 2022</u>	<u>January 1, 2023</u>	<u>May 1, 2023</u>	<u>May 1, 2024</u>	<u>May 1, 2025</u>
Benefit Plan <i>(Employer Contribution)</i>		\$2.25	\$2.25	<u>\$2.50</u>	\$2.50	\$2.50	\$2.50
Pension Plan <i>(Employer Contribution) This is composed of 18% of Hourly Rate and Vacation & Holiday Allowance.</i>	1st Year	<u>\$4.60</u>	<u>\$4.65</u>	<u>\$4.61</u>	<u>\$4.69</u>	<u>\$4.77</u>	<u>\$4.85</u>
	2nd Year	<u>\$5.39</u>	<u>\$5.46</u>	<u>\$5.42</u>	<u>\$5.52</u>	<u>\$5.60</u>	<u>\$5.69</u>
	3rd Year	<u>\$6.22</u>	<u>\$6.30</u>	<u>\$6.27</u>	<u>\$6.36</u>	<u>\$6.47</u>	<u>\$6.58</u>
	4th Year	<u>\$7.00</u>	<u>\$7.08</u>	<u>\$7.05</u>	<u>\$7.16</u>	<u>\$7.28</u>	<u>\$7.39</u>
Millwrights Training <i>(Article 31 Union Dues, Article 3.11) (One Cheque)</i>		\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
Industry Improvement Fund		\$0.16	\$0.16	\$0.16	\$0.16	\$0.16	\$0.16
Promotion Fund		\$0.12	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12

ALL OTHER WORK - Employer Deductions and Contributions							
		<u>May 1, 2021</u>	<u>May 1, 2022</u>	<u>January 1, 2023</u>	<u>May 1, 2023</u>	<u>May 1, 2024</u>	<u>May 1, 2025</u>
Benefit Plan <i>(Employer Contribution)</i>		\$2.25	\$2.25	<u>\$2.50</u>	\$2.50	\$2.50	\$2.50
Pension Plan <i>(Employer Contribution) This is composed of 18% of Hourly Rate and Vacation & Holiday Allowance.</i>	1st Year	<u>\$4.31</u>	<u>\$4.36</u>	<u>\$4.32</u>	<u>\$4.41</u>	<u>\$4.49</u>	<u>\$4.56</u>
	2nd Year	<u>\$5.06</u>	<u>\$5.13</u>	<u>\$5.09</u>	<u>\$5.18</u>	<u>\$5.27</u>	<u>\$5.36</u>
	3rd Year	<u>\$5.81</u>	<u>\$5.89</u>	<u>\$5.85</u>	<u>\$5.95</u>	<u>\$6.05</u>	<u>\$6.16</u>
	4th Year	<u>\$6.60</u>	<u>\$6.69</u>	<u>\$6.65</u>	<u>\$6.76</u>	<u>\$6.88</u>	<u>\$7.00</u>
Millwrights Training <i>(Article 31 Union Dues, Article 3.11) (One Cheque)</i>		\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
Industry Improvement Fund		\$0.16	\$0.16	\$0.16	\$0.16	\$0.16	\$0.16
Promotion Fund		\$0.12	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12

Amendment #2 – January 1, 2023

27.02 **Effective July 1, 2023**, remittances for the Benefit Plan, Pension Plan shall be made on forms provided indicating the specific fund breakdown and sent to:

Millwrights Local 1178 Benefit Trust Funds
c/o Manion Wilkins and Associates Ltd.
500 – 21 Four Seasons Place
Etobicoke, ON M9B 0A5
Toll Free: 1-866-626-2179
Email: acrbenefits@manionwilkins.com

27.03 All employers shall make the required contributions/remittances to the Millwrights Training Fund on the forms provided by the Administrator of the Millwrights Training Fund and shall send the completed forms to:

The Administrator
Millwright Local 1178 Training Fund
P.O. Box 358, 139 Beaufort Street
Stellarton, Nova Scotia B0K 1S0
(902) 752-3176
(902) 755-6244

27.04 All employers shall make the required contributions/remittances to the Industry Improvement Fund on the forms provided by the Administrator of the Industry Improvement Fund and shall send the completed forms to:

The Administrator
Industry Improvement Fund
260 Brownlow Avenue, Unit No. 1
Dartmouth, Nova Scotia
B3B 1V9

27.05 It is agreed that the Parties shall institute a Promotion Fund to be governed and controlled by the Union and that the employer shall contribute and remit twelve cents (\$0.12) per hour paid to:

The Administrator
Millwright 1178 Promotion Fund
PO Box 358
139 Beaufort Street
Stellarton, NS B0X 1S0

27.06 The Parties to this Collective Agreement agree that, in the interest of transparency, either Party may request of the other Party a report detailing the number of labour hours remitted per contractor under Article 27 during the prior six (6) months, in order to ensure consistent reporting. Such a request shall be made a maximum of two (2) times per year. Reports provided shall not be shared with individual contractors.

Amendment #3 – July 1, 2023

ARTICLE 27A – BENEFIT BOND

- 27A.01 Before members of Local 1178 are dispatched, to any Employer who has not been a party to the Millwrights Collective Agreement for a minimum of twelve (12) months, such Employer shall provide security for a period of one (1) year in the amount of twenty thousand dollars (\$20,000.00). This twenty thousand dollar (\$20,000.00) security shall be used by the Union in the event of a default of payment by the said Employer of Welfare and/or Pension, Employers, Millwrights, Training, Health & Safety and Industry Improvement Fund contributions as set forth in the aforesaid Collective Agreement. The twenty thousand dollar (\$20,000.00) security shall be returned by the Union to the Employer after thirty (30) days from the expiry of the one (1) year period that the security was provided by the Employer including accumulated interest where the Employer has not defaulted in any payments required for the Welfare, Pension, Employers, Millwrights, Training, Health & Safety and Industry Improvement Fund referred to herein, within the one (1) year period.
- 27A.01A The J.C.C. has the discretion to require the satisfaction of the bond by a payment schedule of not less than five hundred dollars (\$500.00) per month payable in advance until the amount as determined by the J.C.C. When a payment schedule is instituted for a company, the monthly payment may be varied upwards as the Millwright workforce increases, until the full sum required is lodged with the Union. The discretion to grant a payment schedule, and/or to vary such schedule, lies absolutely in the decision of the J.C.C. and is final and in arbitrable.
- 27A.02 During the one (1) year term, when the Employer is in default of any of the Welfare, Pension, Employers, Millwrights, Training, Health & Safety and Industry Improvement Fund payments, the Union shall have the right to cash the security in default of such payments by Employers as provided by this Collective Agreement.

ARTICLE 28 - BENEFIT PLAN

The Parties hereto agree to the Benefit Plan as follows:

- 28.01 The Trust Document under which the fund is controlled shall provide for Trustees equal in number and in power appointed by each of the Parties hereto.
- 28.02 The employer shall make contributions in accordance with Article 27.
- 28.03 The Benefit Plan shall be professionally administered and all monies so accrued during a calendar month will be payable not later than the tenth (10th) day of the month following to:
- The Millwrights Benefit Plan Trust Fund of Nova Scotia**
c/o Coughlin & Associates Ltd.
- 28.04 Each employer shall sign a Participation Agreement as approved by the Trustees.
- 28.05 Neither the Union nor the CLRA shall incur any legal liability with regard to claims arising from the Benefit Plan.
- 28.06 The Parties hereto agree that the Board of Trustees appointed pursuant to the Agreement and Declaration of Trust establishing the Benefit Plan shall have the authority to utilize the arbitration procedures set forth herein for the collection of delinquent accounts for contributions required to be made pursuant to this Article as agent for the Parties. Any arbitrator appointed pursuant to this Clause is hereby expressly conferred jurisdiction to deal with the awarding of contributions, damages and all related costs.
- 28.07 No grievance instituted by the Board of Trustees as agent to the Parties pursuant to this Article shall be defeated on the basis of any technical or procedural objection as to arbitrability, including any objection based on provisions pertaining to timeliness.
- 28.08 Notwithstanding the availability of grievance and arbitration procedures, it is further agreed between the Parties that the existence of this provision does not constitute a waiver of the rights of either of the Parties to this Collective Agreement or the Board of Trustees to proceed directly by way of Civil action in the Supreme Court of Nova Scotia with respect to the collection of any outstanding contributions, damages and costs.
- 28.09 It is agreed that provisions for an increase in the Benefit Plan will be implemented if so desired by the Local, with the employer contribution to be deducted from the wage rates contained herein, provided the employer receives sixty (60) days notice of such change.

ARTICLE 29 - PENSION PLAN

29.01 It is agreed that provisions for a Pension Plan will be implemented under the same conditions as the Benefit Plan. The employer shall make contributions in accordance with Article 27 - Employer Deductions and Contributions and the Trade Appendix to:

Millwrights Local 1178 Benefit Trust Funds

c/o Coughlin & Associates Ltd.

PO Box 764

Winnipeg, MB R3C 2L4

ARTICLE 30 - INDUSTRY IMPROVEMENT FUND

30.01 All employers must contribute each month, by the fifteenth (15th) day of the following month, to the Industry Improvement Fund an amount of sixteen cents (\$0.16) for each hour paid in that month by any employee covered by this Agreement to:

The Administrator

Industry Improvement Fund

260 Brownlow Avenue, Unit No. 1

Dartmouth, NS B3B 1V9

30.02 This is a Fund that recognizes the importance of collective bargaining and the responsibility of the Parties towards positive labour relations. All employers who are bound by this Agreement through Accreditation, recognize their responsibility to contribute towards the cost of collective bargaining, either by membership in the CLRA or as a result of the principle Quantum Meruit.

30.03 The Parties hereto agree that the arbitration procedures set forth in this Collective Agreement may be used for the collection of delinquent accounts with respect to contributions required pursuant to this Article. Any arbitrator appointed pursuant to this clause, is hereby expressly conferred jurisdiction to deal with the awarding of contributions, damages and all related costs.

30.04 It is agreed that provisions for an increase in the IIF may be implemented if so desired by the CLRA, provided the Union is given sixty (60) days notice of such change.

**ARTICLE 31 - MILLWRIGHTS TRAINING FUND AND
UBC MILLWRIGHTS LABOUR-MANAGEMENT
INDUSTRY PROMOTION FUND**

31.01 Employers and employees both recognize the need and benefits derived from training and promotion in new techniques of the industry. It is therefore imperative that a program of training and promotion be provided for all members of Millwright Local 1178. The Parties have instituted a Training Trust Fund and the employer shall contribute and remit one dollar (\$1.00) as set forth in Schedule "A" for each hour paid to:

The Administrator

Millwright Local 1178 Training Fund
P.O. Box 358, 139 Beaufort Street
Stellarton, NS B0K 1S0

31.02 It is agreed that the Training Trust fund shall be jointly trusted by the parties. The fund shall be subject to audit and the Union and the CLRA shall each be provided with an annual accounting of the Training fund. In the event that the fund is not being utilized to the satisfaction of either the Union or the CLRA, then either the Union or the CLRA may cancel the program upon sixty (60) days notice. In the event of such cancellation, twenty-five cents (\$0.25) will go back to the employer and the balance will revert to the employee.

31.03 In addition to any contributions otherwise called for herein, the parties agree that the Employer shall make a contribution of twelve cents (\$0.12) per hour paid for each Millwright employee covered by this agreement to the UBC Millwrights Labour-Management Industry Promotion Fund ("Millwright Fund").

Please note, the twelve cents (\$0.12) has been deducted from the employee's wage package, therefore if the fund should cease to exist, the twelve cents (\$0.12) would revert back to the employee wage package.

Payment shall be made to the Millwright Fund or to such collection agent as is designated by the Millwright Fund on or before the 20th day of the month following the month of the work performed. The Employer hereby agrees to be bound by the Agreement and Declaration of Trust for the Millwright Fund as it exists and as it may be amended restated, and to such rules, regulations or other governing documents adopted pursuant to such Trust.

Remittance address: Millwrights Local 1178
 PO Box 358
 Stellarton, NS B0K 1S0

ARTICLE 32 - DURATION

32.01 All articles of this Agreement and Appendices hereto shall remain in full force and effect until and including the termination date of April 30th, 2026, and from year to year thereafter, unless either party gives notice in writing not more than ninety (90) days and not less than thirty (30) days prior to April 30th, 2026 or April 30th in any subsequent year, of the party's desire to change, add to or amend this Agreement. In the event no such notice is given by either party, this Agreement will remain in effect from year to year.

32.02 Also, the Provincial Minister of Labour shall be notified of any changes whatsoever of this Agreement according to the Trade Union Act of the Province of Nova Scotia.

ARTICLE 33 - SIGNATORIES

Signed on behalf of the Parties to this Agreement and dated this 14th day of May, 2021.

SIGNATORIES FOR THE:

**NOVA SCOTIA CONSTRUCTION
LABOUR RELATIONS
ASSOCIATION LIMITED**

**THE MILLWRIGHTS AND
MACHINE ERECTORS LOCAL
UNION 1178**

CHARLES SAVOIE

JEFF RICHARDSON

ROBERT SHEPHERD

ANGELA GALLANT
WITNESS

ANGELA GALLANT
WITNESS

SCHEDULE "A" – WAGE RATES

BETWEEN

NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION LIMITED
(hereinafter referred to as the "CLRA")

- AND -

THE MILLWRIGHTS AND MACHINE ERECTORS, LOCAL UNION 1178
(hereinafter referred to as the "Union")

MILLWRIGHT JOURNEYPERSON WAGE RATES

MAJOR INDUSTRIAL WORK

Effective Date	Base Rate	V & H (10%)	Pension (18%)	Benefit	Training	IIF	Promo Fund	Package
<u>May 1, 2021</u>	<u>\$39.40</u>	<u>\$3.94</u>	<u>\$7.80</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$54.67</u>
<u>May 1, 2022</u>	<u>\$39.86</u>	<u>\$3.99</u>	<u>\$7.89</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$55.27</u>
<u>January 1, 2023</u>	<u>\$39.67</u>	<u>\$3.97</u>	<u>\$7.85</u>	<u>\$2.50</u>	\$1.00	\$0.16	\$0.12	\$55.27
<u>May 1, 2023</u>	<u>\$40.32</u>	<u>\$4.03</u>	<u>\$7.99</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$56.12</u>
<u>May 1, 2024</u>	<u>\$40.98</u>	<u>\$4.10</u>	<u>\$8.11</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$56.97</u>
<u>May 1, 2025</u>	<u>\$41.63</u>	<u>\$4.16</u>	<u>\$8.25</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$57.82</u>

* Note: Pension Contributions are paid on the total of base rate and V&H pay.

* All deductions and contributions are on hours paid.

ALL OTHER WORK

Effective Date	Base Rate	V & H (10%)	Pension (18%)	Benefit	Training	IIF	Promo Fund	Package
<u>May 1, 2021</u>	<u>\$37.00</u>	<u>\$3.70</u>	<u>\$7.33</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$51.56</u>
<u>May 1, 2022</u>	<u>\$37.47</u>	<u>\$3.75</u>	<u>\$7.41</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$52.16</u>
<u>January 1, 2023</u>	<u>\$37.27</u>	<u>\$3.73</u>	<u>\$7.38</u>	<u>\$2.50</u>	\$1.00	\$0.16	\$0.12	\$52.16
<u>May 1, 2023</u>	<u>\$37.93</u>	<u>\$3.79</u>	<u>\$7.51</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$53.01</u>
<u>May 1, 2024</u>	<u>\$38.58</u>	<u>\$3.86</u>	<u>\$7.64</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$53.86</u>
<u>May 1, 2025</u>	<u>\$39.24</u>	<u>\$3.92</u>	<u>\$7.77</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$54.71</u>

* Note: Pension Contributions are paid on the total of base rate and V&H pay.

* All deductions and contributions are on hours paid.

Amendment #2 – January 1, 2023

MILLWRIGHT APPRENTICE WAGE RATES

MAJOR INDUSTRIAL WORK

		Base Rate	V & H (10%)	Pension (18%)	Benefit	Training	IIF	Promo Fund	Package
Effective Date: May 1, 2021									
1st Year	60%	<u>\$23.22</u>	<u>\$2.32</u>	<u>\$4.60</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$33.67</u>
2nd Year	70%	<u>\$27.26</u>	<u>\$2.73</u>	<u>\$5.39</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$38.91</u>
3rd Year	80%	<u>\$31.46</u>	<u>\$3.15</u>	<u>\$6.22</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$44.36</u>
4th Year	90%	<u>\$35.37</u>	<u>\$3.54</u>	<u>\$7.00</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$49.44</u>
Effective Date: May 1, 2022									
1st Year	60%	<u>\$23.50</u>	<u>\$2.35</u>	<u>\$4.65</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$34.03</u>
2nd Year	70%	<u>\$27.58</u>	<u>\$2.76</u>	<u>\$5.46</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$39.33</u>
3rd Year	80%	<u>\$31.83</u>	<u>\$3.18</u>	<u>\$6.30</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$44.84</u>
4th Year	90%	<u>\$35.79</u>	<u>\$3.58</u>	<u>\$7.08</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$49.98</u>
Effective Date: January 1, 2023									
1st Year	60%	<u>\$23.31</u>	<u>\$2.33</u>	<u>\$4.61</u>	<u>\$2.50</u>	\$1.00	\$0.16	\$0.12	\$34.03
2nd Year	70%	<u>\$27.39</u>	<u>\$2.74</u>	<u>\$5.42</u>	<u>\$2.50</u>	\$1.00	\$0.16	\$0.12	\$39.33
3rd Year	80%	<u>\$31.63</u>	<u>\$3.16</u>	<u>\$6.27</u>	<u>\$2.50</u>	\$1.00	\$0.16	\$0.12	\$44.84
4th Year	90%	<u>\$35.59</u>	<u>\$3.56</u>	<u>\$7.05</u>	<u>\$2.50</u>	\$1.00	\$0.16	\$0.12	\$49.98
Effective Date: May 1, 2023									
1st Year	60%	<u>\$23.70</u>	<u>\$2.37</u>	<u>\$4.69</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$34.54</u>
2nd Year	70%	<u>\$27.84</u>	<u>\$2.78</u>	<u>\$5.52</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$39.92</u>
3rd Year	80%	<u>\$32.16</u>	<u>\$3.22</u>	<u>\$6.36</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$45.52</u>
4th Year	90%	<u>\$36.18</u>	<u>\$3.62</u>	<u>\$7.16</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$50.74</u>
Effective Date: May 1, 2024									
1st Year	60%	<u>\$24.09</u>	<u>\$2.41</u>	<u>\$4.77</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$35.05</u>
2nd Year	70%	<u>\$28.31</u>	<u>\$2.83</u>	<u>\$5.60</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$40.52</u>
3rd Year	80%	<u>\$32.68</u>	<u>\$3.27</u>	<u>\$6.47</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$46.20</u>
4th Year	90%	<u>\$36.77</u>	<u>\$3.68</u>	<u>\$7.28</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$51.51</u>
Effective Date: May 1, 2025									
1st Year	60%	<u>\$24.48</u>	<u>\$2.45</u>	<u>\$4.85</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$35.56</u>
2nd Year	70%	<u>\$28.77</u>	<u>\$2.88</u>	<u>\$5.69</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$41.12</u>
3rd Year	80%	<u>\$33.20</u>	<u>\$3.32</u>	<u>\$6.58</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$46.88</u>
4th Year	90%	<u>\$37.37</u>	<u>\$3.74</u>	<u>\$7.39</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$52.28</u>

Amendment #2 – January 1, 2023

MILLWRIGHT APPRENTICE WAGE RATES

ALL OTHER WORK

		Base Rate	V & H (10%)	Pension (18%)	Benefit	Training	IIF	Promo Fund	Package
Effective Date: May 1, 2021									
1st Year	60%	<u>\$21.77</u>	<u>\$2.18</u>	<u>\$4.31</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$31.79</u>
2nd Year	70%	<u>\$25.58</u>	<u>\$2.56</u>	<u>\$5.06</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$36.73</u>
3rd Year	80%	<u>\$29.35</u>	<u>\$2.93</u>	<u>\$5.81</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$41.62</u>
4th Year	90%	<u>\$33.37</u>	<u>\$3.34</u>	<u>\$6.60</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$46.84</u>
Effective Date: May 1, 2022									
1st Year	60%	<u>\$22.05</u>	<u>\$2.21</u>	<u>\$4.36</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$32.15</u>
2nd Year	70%	<u>\$25.90</u>	<u>\$2.59</u>	<u>\$5.13</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$37.15</u>
3rd Year	80%	<u>\$29.71</u>	<u>\$2.97</u>	<u>\$5.89</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$42.10</u>
4th Year	90%	<u>\$33.78</u>	<u>\$3.38</u>	<u>\$6.69</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$47.38</u>
Effective Date: January 1, 2023									
1st Year	60%	<u>\$21.86</u>	<u>\$2.19</u>	<u>\$4.32</u>	<u>\$2.50</u>	\$1.00	\$0.16	\$0.12	\$32.15
2nd Year	70%	<u>\$25.71</u>	<u>\$2.57</u>	<u>\$5.09</u>	<u>\$2.50</u>	\$1.00	\$0.16	\$0.12	\$37.15
3rd Year	80%	<u>\$29.52</u>	<u>\$2.95</u>	<u>\$5.85</u>	<u>\$2.50</u>	\$1.00	\$0.16	\$0.12	\$42.10
4th Year	90%	<u>\$33.59</u>	<u>\$3.36</u>	<u>\$6.65</u>	<u>\$2.50</u>	\$1.00	\$0.16	\$0.12	\$47.38
Effective Date: May 1, 2023									
1st Year	60%	<u>\$22.25</u>	<u>\$2.22</u>	<u>\$4.41</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$32.66</u>
2nd Year	70%	<u>\$26.16</u>	<u>\$2.62</u>	<u>\$5.18</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$37.74</u>
3rd Year	80%	<u>\$30.05</u>	<u>\$3.00</u>	<u>\$5.95</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$42.78</u>
4th Year	90%	<u>\$34.18</u>	<u>\$3.42</u>	<u>\$6.76</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$48.14</u>
Effective Date: May 1, 2024									
1st Year	60%	<u>\$22.64</u>	<u>\$2.26</u>	<u>\$4.49</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$33.17</u>
2nd Year	70%	<u>\$26.63</u>	<u>\$2.66</u>	<u>\$5.27</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$38.34</u>
3rd Year	80%	<u>\$30.57</u>	<u>\$3.06</u>	<u>\$6.05</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$43.46</u>
4th Year	90%	<u>\$34.77</u>	<u>\$3.48</u>	<u>\$6.88</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$48.91</u>
Effective Date: May 1, 2025									
1st Year	60%	<u>\$23.04</u>	<u>\$2.30</u>	<u>\$4.56</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$33.68</u>
2nd Year	70%	<u>\$27.09</u>	<u>\$2.71</u>	<u>\$5.36</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$38.94</u>
3rd Year	80%	<u>\$31.09</u>	<u>\$3.11</u>	<u>\$6.16</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$44.14</u>
4th Year	90%	<u>\$35.36</u>	<u>\$3.54</u>	<u>\$7.00</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$49.68</u>

The employer shall maintain a ratio of one apprentice to three journeypersons (1:3).

The ratio of Apprentices to Journeypersons shall not exceed 1:3, unless so agreed by the Union.

Amendment #2 – January 1, 2023

FOREPERSON PREMIUMS

Foreperson PremiumThree dollars (\$3.00)

Millwrights will, as a general rule, not be required to take directions in reference to the work being performed, or to be performed, other than from their Millwright Foreperson or Millwright Sub-Foreperson.

The above Foreperson's premium is a minimum premium.

Supervision will be as follows:

- from three to six employees, one working foreperson
- from seven to ten employees, one non-working foreperson. One of the first three employees will be a working foreperson and when a crew exceeds six employees, there shall be a non-working foreperson.
- After 10 employees, the format repeats

MAJOR INDUSTRIAL PROJECTS

Major Industrial Projects shall be defined as the initial construction, or major expansion or renovation of facilities such as those listed below, where the initial construction or the major expansion or renovation has a total construction value (man-hour and material) in excess of fifty million dollars (\$50,000,000.00).

- | | |
|-----------------------------------|------------------------------------|
| - Pulp Mills | - Oil Refineries |
| - Paper Mills | - Gas Refineries |
| - Automobile Manufacturing Plants | - Rubber Plants (such as Michelin) |
| - Steel Mills | - Ore Reduction Plants |
| - Power Generating Projects | - Petro-Chemical Plans |

It is understood and agreed that the total construction value (labour hours and materials), (above) refers to the overall value of the project in question. Accordingly, the fact that a project is broken down into phases or tenders which may, individually, have a construction value (labour hours and materials) of less than fifty million dollars (\$50,000,000) will not serve to take the project out of the Major Industrial Projects definition if the total construction value (labour hours and materials) of the project is in excess of fifty million dollars (\$50,000,000).

DESIGNATED HOLIDAYS:

In those jurisdictions and municipalities where the first Monday in August is declared to be a Civic Holiday it shall be observed as such under the terms of this Agreement.

Employees required to work on any Designated Holiday shall be paid in accordance with the overtime provisions in Article **10**, for all hours worked at the request of the employer.

CALENDAR YEAR 2021	HOLIDAY FALLS ON		HOLIDAY OBSERVED ON	
Victoria Day	Monday	May 24, 2021	Same	
Canada Day	Thursday	July 1, 2021	Same	
Labour Day	Monday	September 6, 2021	Same	
Thanksgiving Day	Monday	October 11, 2021	Same	
Remembrance Day	Thursday	November 11, 2021	Same	
Christmas Day	Saturday	December 25, 2021	Monday	December 27, 2021
Boxing Day	Sunday	December 26, 2021	Tuesday	December 28, 2021
CALENDAR YEAR 2022	HOLIDAY FALLS ON		HOLIDAY OBSERVED ON	
New Years Day	Saturday	January 1, 2022	Monday	January 3, 2022
Heritage Day	Monday	February 21, 2022	Same	
Good Friday	Friday	April 15, 2022	Same	
Victoria Day	Monday	May 23, 2022	Same	
Canada Day	Friday	July 1, 2022	Same	
Labour Day	Monday	September 5, 2022	Same	
<u>National Day for Truth and Reconciliation</u>	<u>Friday</u>	<u>September 30, 2022</u>	<u>Same</u>	
Thanksgiving Day	Monday	October 10, 2022	Same	
Remembrance Day	Friday	November 11, 2022	Same	
Christmas Day	Sunday	December 25, 2022	Monday	December 26, 2022
Boxing Day	Monday	December 26, 2022	Tuesday	December 27, 2022
CALENDAR YEAR 2023	HOLIDAY FALLS ON		HOLIDAY OBSERVED ON	
New Years Day	Sunday	January 1, 2023	Monday	January 2, 2023
Heritage Day	Monday	February 20, 2023	Same	
Good Friday	Friday	April 7, 2023	Same	
Victoria Day	Monday	May 22, 2023	Same	
Canada Day	Saturday	July 1, 2023	Monday	July 3, 2023
Labour Day	Monday	September 4, 2023	Same	
<u>National Day for Truth and Reconciliation</u>	<u>Saturday</u>	<u>September 30, 2023</u>	<u>Monday</u>	<u>October 2, 2023</u>
Thanksgiving Day	Monday	October 9, 2023	Same	
Remembrance Day	Saturday	November 11, 2023	Monday	November 13, 2023
Christmas Day	Monday	December 25, 2023	Same	
Boxing Day	Tuesday	December 26, 2023	Same	

Amendment #1 – June 13, 2022

CALENDAR YEAR <u>2024</u>	HOLIDAY FALLS ON		HOLIDAY OBSERVED ON
New Years Day	Monday	January 1, 2024	Same
Heritage Day	Monday	February 19, 2024	Same
Good Friday	Friday	March 29, 2024	Same
Victoria Day	Monday	May 20, 2024	Same
Canada Day	Monday	July 1, 2024	Same
Labour Day	Monday	September 2, 2024	Same
<u>National Day for Truth and Reconciliation</u>	<u>Monday</u>	<u>September 30, 2024</u>	<u>Same</u>
Thanksgiving Day	Monday	October 14, 2024	Same
Remembrance Day	Monday	November 11, 2024	Same
Christmas Day	Wednesday	December 25, 2024	Same
Boxing Day	Thursday	December 26, 2024	Same
CALENDAR YEAR <u>2025</u>	HOLIDAY FALLS ON		HOLIDAY OBSERVED ON
New Years Day	Wednesday	January 1, 2025	Same
Heritage Day	Monday	February 17, 2025	Same
Good Friday	Friday	April 18, 2025	Same
Victoria Day	Monday	May 19, 2025	Same
Canada Day	Tuesday	July 1, 2025	Same
Labour Day	Monday	September 1, 2025	Same
<u>National Day for Truth and Reconciliation</u>	<u>Tuesday</u>	<u>September 30, 2025</u>	<u>Same</u>
Thanksgiving Day	Monday	October 13, 2025	Same
Remembrance Day	Tuesday	November 11, 2025	Same
Christmas Day	Thursday	December 25, 2025	Same
Boxing Day	Friday	December 26, 2025	Same
CALENDAR YEAR <u>2026</u>	HOLIDAY FALLS ON		HOLIDAY OBSERVED ON
New Years Day	Thursday	January 1, 2026	Same
Heritage Day	Monday	February 16, 2026	Same
Good Friday	Friday	April 3, 2026	Same

Should new **provincial** statutory holidays be declared during the term of this agreement, these new holidays shall be incorporated into this agreement where applicable.

LEAVE OF ABSENCE:

The employer shall allow two (2) designated members of the Union leave of absence without pay to attend official Union conventions and/or negotiations, provided the employee is not involved in work of a critical nature.

Amendment #1 – June 13, 2022

SCHEDULE "B" – INTERPRETATION

The following definitions apply wherever the defined terms are used in the Agreement attached hereto:

- CLRA:** means the Nova Scotia Construction Labour Relations Association Limited.
- BUSINESS AGENT:** means the official duly appointed by Local Union 1178 whose duties are to represent the Union in matters relating to this Agreement.
- EMPLOYEE:** means a person working as a Millwright, Millwright Foreperson, Millwright Sub-Foreperson, Millwright Apprentice or Millwright Welder for an employer on any job in the areas defined in this Agreement.
- EMPLOYER:** is a Contractor who employs bargaining unit employees as per Article 2.01 of this Collective Agreement.
- JOB:** means an individual construction project or operation undertaken by contract between an employer and an owner, or between two (2) or more members of the CLRA on behalf of an owner and requiring the services of Millwrights, Millwright Forepersons, Millwright Sub-Forepersons, Millwright Apprentices or Millwright Welders.
- STEWARD:** means an employee duly appointed under Article 5 of the Agreement and authorized to represent all the employees working on a job who fall within the scope of this Agreement and to speak for them on matters pertaining to this Agreement.
- SUPERINTENDENT:** means the duly appointed official of the employer who has on-the-job authority for the progress of the work.
- UNION:** means the Millwrights and Machine Erectors Local Union 1178, Chartered by United Brotherhood of Carpenters and Joiners of America and affiliated with the Building and Construction Trades Department AFL-CIO.

SCHEDULE "C" – TOOL LIST

The following list of tools is the minimum amount to be supplied by the Millwright as a condition of employment:

- 1 - 6" minimum millwright level
- 1 - 50' steel tape
- 1 - 16' steel tape
- 1 - micrometer 0 - 1"
- 1 - set of feeler gauges .0015 - .035
- 1 - plumb bob
- 1 - set punches & chisels
- 1 - pair of combination pliers
- 1 - pair side cutters
- 1 - pair tin snips
- 1 - adjustable wrench 12"
- 1 - set allen wrenches to 1/2"
- 1 - set 1/2" drive sockets to 1-1/4"
- 2 - ball peen hammers
- 1 - hack saw
- 1 - divider 6"
- 1 - vice grip pliers
- 1 - soft face hammer
- 1 - scribe
- 1 - 12" full combination precision square
- 1 - 6" inside caliper
- 1 - 6" outside caliper
- 1 - pry bar
- 1 - set assorted screwdrivers
- 1 - set combination wrenches to 1-1/4"
- tool boxes

SCHEDULE "D" – SMALL JOBS

A Small Job is defined as a Project where the total Millwright Trade cost of all labour hours and materials (excluding equipment) is five hundred thousand dollars (\$500,000.00)* or less. On Small Jobs the following conditions shall, upon the approval of the Business Manager, apply:

- (1) The Base Rate shall be ninety percent (90%) of the prevailing Journey person or Apprentice rate (whichever is applicable) set out in Schedule "A". All payments to Benefit, Pension, Training and I.I.F. Funds shall be as set out in Schedule "A".
- (2) The Business Manager may, at their discretion, further reduce the hourly rate for a Small Job should the circumstances so require.
- (3) All overtime shall be payable at one-and-one half times (1 ½ x) the rate, except for hours worked on Sundays and Holidays which shall be payable at double time (2 x).
- (4) Every reasonable effort shall be made to minimize Travel and/or Board costs payable on Small Jobs. Accordingly, all manpower supplied by the Union shall be dispatched with priority being given to those (qualified) members of the Union residing in closest proximity to the job site.
- (5) Except as specifically varied by the terms of this Schedule, the terms and conditions of the Millwright Agreement - Province of Nova Scotia, (to which this Schedule is attached, and of which it is a part), shall apply to work on Small Jobs.

* This figure is to be reviewed every six (6) months and may be adjusted to secure the desired market share.

MAINLAND MILLWRIGHT TRADE CLASSIFICATION

- A.B. Mechanical
- Aecon Mining Construction Services
- Atlantica Mechanical Contractors Inc.
- Black & McDonald Limited
- Gil-Son Construction
- Marid Industries Limited
- Sunny Corner Enterprises Inc.
- The Cahill Group
- Western Plumbing & Heating Ltd.