



AMENDMENT NOTICE

DATE: April 12, 2024

To: **Cape Breton Island Millwright 1178 Trade Classification**

A.B. Mechani	Chris	Brace	Bay Tank and	Krystal	Haselhan	MacGregor's	Laura	Turner
Aecon Mining			Bay Tank and	Stephanie	Gray	MacGregor's	Nick	MacGregor
Atlantic Aut	Mindy	Burke	Black & McDo	Charles	Savoie	MacGregor's	Jane	MacKenzie
Atlantica Me	Kevin	Woodward	Black & McDo	Lester	Buckland	Marid Indust	Andrew	Swiber
Atlantica Me	Brad	Mills	Black & McDo	Robert	Burns	Marid Indust	Chelsea	Ward
Atlantica Me	Vicki	McKenna	Black & McDo	Julie	Hebert	Sunny Corner	Bill	Schenkels
Atlantica Me	Jason	White	East Coast M	Joe	Hines	Sunny Corner	Kirk	Mullin
Bay Tank and	Darren	Glover	MacGregor's	James	MacPherson	The Cahill G	Karen	Dwyer

CC: Jeff Richardson, Local 1178
Jack Wall, Cape Breton Island Building & Construction Trades Council

FROM: Robert Shepherd

RE: **Amendment #11 to 2020-2025 Cape Breton Island Commercial Projects and Industrial Projects Collective Agreements for Millwright 1178 Appendices**

PAGES: 5 (Commercial: one-page notice + cover page + amended pages)
5 (Industrial: one-page notice + cover page + amended pages)

EFFECTIVE DATE	CHANGE(S) OR COMMENT(S)	PAGES AFFECTED
May 1, 2024	<ul style="list-style-type: none"> Benefit Plan increase from \$2.50 to \$2.60 Corresponding decrease to Hourly Rate, V&H and Pension amounts 	<p><u>COMMERCIAL:</u> 5-14, 5-18, 5-19</p> <p><u>INDUSTRIAL:</u> 5-1, 5-2, 5-5</p>

Attached is Amendment #11 to the 2020-2025 Cape Breton Island Commercial Projects and Industrial Projects Collective Agreement for the Millwright 1178 Appendices, effective May 1, 2024.

Please review these pages and forward to your accounting and/or payroll departments as needed. The full amended collective agreements and the amended pages are now available for download in the Agreements section of our website under Cape Breton Island. Please visit www.nscrlra.ca or <https://nscrlra.ca/agreements-cape-breton/>.

If you have any questions or concerns, please feel free to contact our office.

Thank you

**CAPE BRETON COMMERCIAL PROJECTS
COLLECTIVE AGREEMENT
2020 - 2025**

- BETWEEN -

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

- AND -

VARIOUS BUILDING TRADE UNIONS

THIS AGREEMENT dated at Sydney, Nova Scotia this 3rd day of November, 2020.

EFFECTIVE DATE: JULY 30, 2020
EXPIRATION DATE: JUNE 30, 2025

Amendment #1 – Insulator 116 – January 24, 2021
Amendment #2 – Insulator 116 – January 2, 2022
Amendment #3 – Ironworker Rebar 752 & Ironworker Structural 752 – February 17, 2022
Amendment #4 – Bricklayer 1 & Tile 1 – May 29, 2022
Amendment #5 – June 13, 2022
Amendment #6 – Plumber 682, Roofer 56 & Sheet Metal 56 – July 1, 2022
Amendment #7 – Millwright 1178 – January 1, 2023
Amendment #8 – Ironworker Rebar 752, Ironworker Structural 752, Millwright 1178, Plumber 682, Roofer 56, Sheet Metal 56 – July 1, 2023
Amendment #9 – Labourer 1115 – November 21, 2023
Amendment #10 – Ironworker Rebar 752, Ironworker Structural 752, Painter 1945 – February 5, 2024
Amendment #11 – Millwright 1178 – May 1, 2024

EMPLOYER DEDUCTIONS AND CONTRIBUTIONS:

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

Employer Deductions & Contributions

Benefit Plan.....\$2.25 per hour paid
effective January 1, 2023, \$2.50 per hour paid
effective May 1, 2024, \$2.60 per hour paid

(Employer Contribution)

Pension Plan.....18% of total base rate and vacation pay per hour paid
(Employer Contribution)

Millwrights Training Fund.....\$1.00 per hour paid

Consolidated Fundper hour paid, see wage table

Industry Improvement Fundper hour paid, see wage table

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:

Manion Wilkins and Associates Ltd.
500 – 21 Four Seasons Place
Etobicoke, ON M9B 0A5
Toll Free: 1-866-626-2179
Email: acrcbenefits@manionwilkins.com

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

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

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

The Administrator
Cape Breton Island Building & Construction Trades Council
238 Vulcan Avenue
Sydney, NS B1P 5X2

Amendment #7 – January 1, 2023
Amendment #8 – July 1, 2023
Amendment #11 – May 1, 2024

SCHEDULE "A"**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")

NOTE: Wage Rates Effective July 30, 2020 - June 30, 2025

MILLWRIGHTS JOURNEYPERSON								
Effective Date	Hourly Rate	V & H 10%	Pension 18%	Benefit	Training	Consol. Fund	IIF	Total Pkg.
<u>July 30, 2020</u>	<u>\$35.45</u>	<u>\$3.55</u>	<u>\$7.02</u>	\$2.25	\$1.00	<u>\$0.28</u>	\$0.16	<u>\$49.71</u>
<u>July 1, 2021</u>	<u>\$35.84</u>	<u>\$3.58</u>	<u>\$7.10</u>	\$2.25	\$1.00	\$0.28	\$0.16	<u>\$50.21</u>
<u>July 1, 2022</u>	<u>\$36.46</u>	<u>\$3.64</u>	<u>\$7.22</u>	\$2.25	\$1.00	\$0.28	\$0.16	<u>\$51.01</u>
<u>January 1, 2023</u>	<u>\$36.26</u>	<u>\$3.63</u>	<u>\$7.18</u>	<u>\$2.50</u>	\$1.00	\$0.28	\$0.16	\$51.01
<u>July 1, 2023</u>	<u>\$36.88</u>	<u>\$3.69</u>	<u>\$7.30</u>	\$2.50	\$1.00	\$0.28	\$0.16	<u>\$51.81</u>
<u>May 1, 2024</u>	<u>\$36.80</u>	<u>\$3.68</u>	<u>\$7.29</u>	<u>\$2.60</u>	\$1.00	\$0.28	\$0.16	\$51.81
<u>July 1, 2024</u>	<u>\$37.42</u>	<u>\$3.74</u>	<u>\$7.41</u>	\$2.60	\$1.00	\$0.28	\$0.16	<u>\$52.61</u>

Pension = 18% of Total Base Rate and Vacation & Holiday

Amendment #7 – January 1, 2023
Amendment #11 – May 1, 2024

APPRENTICE WAGE RATES:**NOTE: Wage Rates Effective July 30, 2020 - June 30, 2025**

MILLWRIGHT - APPRENTICES WAGE RATES									
		Hourly Rate	V & H 10%	Pension 18%	Benefit	Training	Consol. Fund	IIF	Total Pkg.
Effective Date: July 30, 2020									
1st Year	60%	<u>\$20.72</u>	<u>\$2.07</u>	<u>\$4.10</u>	\$2.25	\$1.00	<u>\$0.28</u>	\$0.16	<u>\$30.58</u>
2nd Year	70%	<u>\$24.42</u>	<u>\$2.44</u>	<u>\$4.83</u>	\$2.25	\$1.00	<u>\$0.28</u>	\$0.16	<u>\$35.38</u>
3rd Year	80%	<u>\$28.05</u>	<u>\$2.80</u>	<u>\$5.55</u>	\$2.25	\$1.00	<u>\$0.28</u>	\$0.16	<u>\$40.09</u>
4th Year	90%	<u>\$31.80</u>	<u>\$3.18</u>	<u>\$6.30</u>	\$2.25	\$1.00	<u>\$0.28</u>	\$0.16	<u>\$44.97</u>
Effective Date: July 1, 2021									
1st Year	60%	<u>\$20.95</u>	<u>\$2.09</u>	<u>\$4.15</u>	\$2.25	\$1.00	\$0.28	\$0.16	<u>\$30.88</u>
2nd Year	70%	<u>\$24.68</u>	<u>\$2.47</u>	<u>\$4.89</u>	\$2.25	\$1.00	\$0.28	\$0.16	<u>\$35.73</u>
3rd Year	80%	<u>\$28.35</u>	<u>\$2.84</u>	<u>\$5.61</u>	\$2.25	\$1.00	\$0.28	\$0.16	<u>\$40.49</u>
4th Year	90%	<u>\$32.15</u>	<u>\$3.21</u>	<u>\$6.37</u>	\$2.25	\$1.00	\$0.28	\$0.16	<u>\$45.42</u>
Effective Date: July 1, 2022									
1st Year	60%	<u>\$21.32</u>	<u>\$2.13</u>	<u>\$4.22</u>	\$2.25	\$1.00	\$0.28	\$0.16	<u>\$31.36</u>
2nd Year	70%	<u>\$25.12</u>	<u>\$2.51</u>	<u>\$4.97</u>	\$2.25	\$1.00	\$0.28	\$0.16	<u>\$36.29</u>
3rd Year	80%	<u>\$28.85</u>	<u>\$2.88</u>	<u>\$5.71</u>	\$2.25	\$1.00	\$0.28	\$0.16	<u>\$41.13</u>
4th Year	90%	<u>\$32.71</u>	<u>\$3.27</u>	<u>\$6.47</u>	\$2.25	\$1.00	\$0.28	\$0.16	<u>\$46.14</u>
Effective Date: January 1, 2023									
1st Year	60%	<u>\$21.12</u>	<u>\$2.11</u>	<u>\$4.19</u>	<u>\$2.50</u>	\$1.00	\$0.28	\$0.16	\$31.36
2nd Year	70%	<u>\$24.92</u>	<u>\$2.49</u>	<u>\$4.94</u>	<u>\$2.50</u>	\$1.00	\$0.28	\$0.16	\$36.29
3rd Year	80%	<u>\$28.65</u>	<u>\$2.87</u>	<u>\$5.67</u>	<u>\$2.50</u>	\$1.00	\$0.28	\$0.16	\$41.13
4th Year	90%	<u>\$32.51</u>	<u>\$3.25</u>	<u>\$6.44</u>	<u>\$2.50</u>	\$1.00	\$0.28	\$0.16	\$46.14
Effective Date: July 1, 2023									
1st Year	60%	<u>\$21.49</u>	<u>\$2.15</u>	<u>\$4.26</u>	\$2.50	\$1.00	\$0.28	\$0.16	<u>\$31.84</u>
2nd Year	70%	<u>\$25.35</u>	<u>\$2.54</u>	<u>\$5.02</u>	\$2.50	\$1.00	\$0.28	\$0.16	<u>\$36.85</u>
3rd Year	80%	<u>\$29.14</u>	<u>\$2.91</u>	<u>\$5.78</u>	\$2.50	\$1.00	\$0.28	\$0.16	<u>\$41.77</u>
4th Year	90%	<u>\$33.07</u>	<u>\$3.31</u>	<u>\$6.54</u>	\$2.50	\$1.00	\$0.28	\$0.16	<u>\$46.86</u>
Effective Date: May 1, 2024									
1st Year	60%	<u>\$21.42</u>	<u>\$2.14</u>	<u>\$4.24</u>	<u>\$2.60</u>	\$1.00	\$0.28	\$0.16	\$31.84
2nd Year	70%	<u>\$25.28</u>	<u>\$2.53</u>	<u>\$5.00</u>	<u>\$2.60</u>	\$1.00	\$0.28	\$0.16	\$36.85
3rd Year	80%	<u>\$29.07</u>	<u>\$2.91</u>	<u>\$5.75</u>	<u>\$2.60</u>	\$1.00	\$0.28	\$0.16	\$41.77
4th Year	90%	<u>\$32.99</u>	<u>\$3.30</u>	<u>\$6.53</u>	<u>\$2.60</u>	\$1.00	\$0.28	\$0.16	\$46.86
Effective Date: July 1, 2024									
1st Year	60%	<u>\$21.79</u>	<u>\$2.18</u>	<u>\$4.31</u>	\$2.60	\$1.00	\$0.28	\$0.16	<u>\$32.32</u>
2nd Year	70%	<u>\$25.71</u>	<u>\$2.57</u>	<u>\$5.09</u>	\$2.60	\$1.00	\$0.28	\$0.16	<u>\$37.41</u>
3rd Year	80%	<u>\$29.56</u>	<u>\$2.96</u>	<u>\$5.85</u>	\$2.60	\$1.00	\$0.28	\$0.16	<u>\$42.41</u>
4th Year	90%	<u>\$33.54</u>	<u>\$3.35</u>	<u>\$6.65</u>	\$2.60	\$1.00	\$0.28	\$0.16	<u>\$47.58</u>

Pension = 18% of Total Base Rate and Vacation & Holiday

The employer shall maintain a ratio of one (1) Apprentice to three (3) Journeypersons (1:3).
The ratio of Apprentices to Journeypersons shall not exceed 1:3, unless so agreed by the Union.

Amendment #7 – January 1, 2023
Amendment #11 – May 1, 2024