



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 	<u>COMMERCIAL:</u> 5-14, 5-18, 5-19 <u>INDUSTRIAL:</u> 5-1, 5-2, 5-5

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.nsclra.ca or <https://nsclra.ca/agreements-cape-breton/>.

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

Thank you

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

- BETWEEN -

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

- AND -

**THE CAPE BRETON ISLAND
BUILDING & CONSTRUCTION TRADES COUNCIL**
(hereinafter referred to as the "Cape Breton Trades Council")

- AND -

SIGNATORY 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 – Pipefitter 682, Sheet Metal Workers 56 – July 1, 2022
Amendment #7 – Millwright 1178 – January 1, 2023
Amendment #8 – Ironworker Rebar 752, Ironworker Structural 752, Millwright 1178, Pipefitter 682, Roofer & 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

APPENDIX NO. 5 - MILLWRIGHTS - INDUSTRIAL

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

- AND -

MILLWRIGHTS & 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	Promo	Training Fund	Consol. Fund	IIF	Total Pkg.
July 30, 2020	\$40.26	\$4.03	\$7.97	\$2.25	\$0.10	\$1.00	\$0.28	\$0.16	\$56.05
July 1, 2021	\$40.65	\$4.06	\$8.05	\$2.25	\$0.10	\$1.00	\$0.28	\$0.16	\$56.55
July 1, 2022	\$41.26	\$4.13	\$8.17	\$2.25	\$0.10	\$1.00	\$0.28	\$0.16	\$57.35
January 1, 2023	\$41.07	\$4.11	\$8.13	\$2.50	\$0.10	\$1.00	\$0.28	\$0.16	\$57.35
July 1, 2023	\$41.69	\$4.17	\$8.25	\$2.50	\$0.10	\$1.00	\$0.28	\$0.16	\$58.15
May 1, 2024	\$41.61	\$4.16	\$8.24	\$2.60	\$0.10	\$1.00	\$0.28	\$0.16	\$58.15
July 1, 2024	\$42.23	\$4.22	\$8.36	\$2.60	\$0.10	\$1.00	\$0.28	\$0.16	\$58.95

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

In addition to the above hourly rates the employer shall pay the amounts set out in the Pension and Benefit Plans, Millwright Local 1178 Promotion Fund, Training Fund and Consolidated Fund of this Appendix.

SUPERVISION:

Foreman Premium.....a minimum premium of ten percent (10%) of journeyperson base rate and holiday and vacation allowance

From 3 - 6 employees1 working Foreman

From 7 - 10 employees1 non-working Foreman

One (1) of the first three (3) employees will be a working Foreman

When a crew exceeds six (6) employees there shall be a non-working Foreman. After ten (10) employees the formula repeats.

Three (3) or more Foremen - 1 General Foreman. Rate to be determined between employer and employee.

Amendment #7 – January 1, 2023

Amendment #11 – May 1, 2024

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

MILLWRIGHT - APPRENTICES WAGE RATES										
		Hourly Rate	V & H 10%	Pension 18%	Benefit	Promo.	Training	Consol. Fund	IIF	Total Pkg.
Effective Date: July 30, 2020										
1st Year	60%	\$23.55	\$2.36	\$4.66	\$2.25	\$0.10	\$1.00	\$0.28	\$0.16	\$34.36
2nd Year	70%	\$27.53	\$2.75	\$5.45	\$2.25	\$0.10	\$1.00	\$0.28	\$0.16	\$39.52
3rd Year	80%	\$31.89	\$3.19	\$6.31	\$2.25	\$0.10	\$1.00	\$0.28	\$0.16	\$45.18
4th Year	90%	\$34.90	\$3.49	\$6.91	\$2.25	\$0.10	\$1.00	\$0.28	\$0.16	\$49.09
Effective Date: July 1, 2021										
1st Year	60%	\$23.78	\$2.38	\$4.71	\$2.25	\$0.10	\$1.00	\$0.28	\$0.16	\$34.66
2nd Year	70%	\$27.80	\$2.78	\$5.50	\$2.25	\$0.10	\$1.00	\$0.28	\$0.16	\$39.87
3rd Year	80%	\$32.20	\$3.22	\$6.37	\$2.25	\$0.10	\$1.00	\$0.28	\$0.16	\$45.58
4th Year	90%	\$35.25	\$3.52	\$6.98	\$2.25	\$0.10	\$1.00	\$0.28	\$0.16	\$49.54
Effective Date: July 1, 2022										
1st Year	60%	\$24.15	\$2.42	\$4.78	\$2.25	\$0.10	\$1.00	\$0.28	\$0.16	\$35.14
2nd Year	70%	\$28.23	\$2.82	\$5.59	\$2.25	\$0.10	\$1.00	\$0.28	\$0.16	\$40.43
3rd Year	80%	\$32.69	\$3.27	\$6.47	\$2.25	\$0.10	\$1.00	\$0.28	\$0.16	\$46.22
4th Year	90%	\$35.80	\$3.58	\$7.09	\$2.25	\$0.10	\$1.00	\$0.28	\$0.16	\$50.26
Effective Date: January 1, 2023										
1st Year	60%	\$23.96	\$2.40	\$4.74	\$2.50	\$0.10	\$1.00	\$0.28	\$0.16	\$35.14
2nd Year	70%	\$28.04	\$2.80	\$5.55	\$2.50	\$0.10	\$1.00	\$0.28	\$0.16	\$40.43
3rd Year	80%	\$32.50	\$3.25	\$6.43	\$2.50	\$0.10	\$1.00	\$0.28	\$0.16	\$46.22
4th Year	90%	\$35.61	\$3.56	\$7.05	\$2.50	\$0.10	\$1.00	\$0.28	\$0.16	\$50.26
Effective Date: July 1, 2023										
1st Year	60%	\$24.33	\$2.43	\$4.82	\$2.50	\$0.10	\$1.00	\$0.28	\$0.16	\$35.62
2nd Year	70%	\$28.47	\$2.85	\$5.63	\$2.50	\$0.10	\$1.00	\$0.28	\$0.16	\$40.99
3rd Year	80%	\$32.99	\$3.30	\$6.53	\$2.50	\$0.10	\$1.00	\$0.28	\$0.16	\$46.86
4th Year	90%	\$36.16	\$3.62	\$7.16	\$2.50	\$0.10	\$1.00	\$0.28	\$0.16	\$50.98
Effective Date: May 1, 2024										
1st Year	60%	\$24.25	\$2.43	\$4.80	\$2.60	\$0.10	\$1.00	\$0.28	\$0.16	\$35.62
2nd Year	70%	\$28.39	\$2.84	\$5.62	\$2.60	\$0.10	\$1.00	\$0.28	\$0.16	\$40.99
3rd Year	80%	\$32.91	\$3.29	\$6.52	\$2.60	\$0.10	\$1.00	\$0.28	\$0.16	\$46.86
4th Year	90%	\$36.09	\$3.61	\$7.14	\$2.60	\$0.10	\$1.00	\$0.28	\$0.16	\$50.98
Effective Date: July 1, 2024										
1st Year	60%	\$24.62	\$2.46	\$4.88	\$2.60	\$0.10	\$1.00	\$0.28	\$0.16	\$36.10
2nd Year	70%	\$28.82	\$2.88	\$5.71	\$2.60	\$0.10	\$1.00	\$0.28	\$0.16	\$41.55
3rd Year	80%	\$33.41	\$3.34	\$6.61	\$2.60	\$0.10	\$1.00	\$0.28	\$0.16	\$47.50
4th Year	90%	\$36.64	\$3.66	\$7.26	\$2.60	\$0.10	\$1.00	\$0.28	\$0.16	\$51.70

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

Ratio: One (1) Apprentice to every three (3) Journeymen (1:3).

The above Apprentice wage rates have been adjusted to reflect increases to various Plans herein and, therefore, these rates do not represent a simple 60%, 70%, 80%, 90% of the Millwright Journeymen's hourly rate.

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

BENEFIT PLAN:

The parties hereto agree on a welfare fund as follows:

- (a) The Trust Document under which the fund is controlled shall provide for Trustees of the Union and Management, equal in number and power.
- (b) The employer shall make contributions at the rate of two dollars twenty-five cents (\$2.25) per hour each hour paid **and effective January 1, 2023, two dollars fifty cents (\$2.50) per hour each hour paid and effective May 1, 2024, two dollars sixty cents (\$2.60) per hour for each hour paid.**
- (c) **Effective July 1, 2023,** the Welfare Plan shall be administered as determined by the Trustees and all monies so accrued during a calendar month will be payable not later than the tenth (10th) day of the month following to:
- Millwrights Welfare Plan Trust Fund of Nova Scotia**
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
- (d) Each employer shall sign a Participation Agreement as approved by the Trustees.
- (e) Neither the Union nor the CLRA shall incur any legal liability with regard to claims arising from the Benefit Plan.
- (f) 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.
- (g) 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.
- (h) 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.
- (i) 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.

Amendment #7 – January 1, 2023

Amendment #8 – July 1, 2023

Amendment #11 – May 1, 2024