

ELECTRICAL AGREEMENT MAINLAND NOVA SCOTIA

BETWEEN:

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

*On behalf of each of its Electrical contracting members as outlined under Appendix "A" hereof,
or future Electrical contracting members who have or will authorize such Association to
negotiate and conclude a Collective Agreement on their behalf and all Employers bound by this
Collective Agreement*

OF THE FIRST PART

- AND -

**THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL UNION NO. 625**
(hereinafter referred to as the "Union")

OF THE SECOND PART

DEFINITIONS OF TERMS REQUIRED FOR INTERPRETATION OF THIS AGREEMENT
ARE SHOWN ON SCHEDULE "A" ATTACHED HERETO AND FORMING A PART
HEREOF.

THIS AGREEMENT dated at Dartmouth this 27th day of October, 2021.

EFFECTIVE DATE: July 15, 2021
EXPIRATION DATE: April 30, 2026

Amendment #1 – June 13, 2022

Amendment #2 – May 1, 2024

ARTICLE 8C - EMPLOYER CONTRIBUTIONS

8C.01 Employers working under this Agreement shall remit monthly to the Administrator of Records before the fifteenth (15th) day of the month following the amounts set out in Article 8D.

Employers working under this Agreement shall remit monthly as per Article 8C.02 before the fifteenth (15th) day of the month following the amounts set out in Article 8D.

8C.02 The remittance for the amounts set out in Article 8D.02(A) shall be made on the forms provided and shall be sent to:

Benefit Plan Administrators (Atlantic) Ltd.

38 Solutions Drive
Suite 100, Ravine Centre Two
Halifax, NS B3S 0H1
Phone: (902) 455-7277
Toll Free: 1 (888) 426-4433
Fax: (902) 454-4758

The remittance for the amounts set out in Article 8D.02(B) shall be sent to:

IBEW Local 625 Union & Training Funds

24 **Beechville** Park Drive, Suite 202
Beechville, NS B3T 1L1

8C.03 The collection and submissions of all contributions as specified in Articles 8D, 8E and 8F are a firm commitment and obligation on the employer under this Agreement. Failure to comply constitutes a breach of the Agreement.

8C.04 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 Articles 8D or 8E 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.

ARTICLE 8D - CONTRIBUTIONS – WELFARE, PENSION AND UNION & TRAINING FUNDS

The Parties hereto agree on a Welfare Fund and Pension Fund as follows:

8D.01 The Trust Document under which the funds are controlled shall provide for equal trustees in number and power appointed by each of the Parties hereto.

8D.02 The employer shall make contributions for each hour paid to each employee covered by this Collective Agreement at the following rates for the Health & Welfare Fund, Pension Fund, and Union and Training Funds.

(A) EMPLOYER CONTRIBUTIONS – HEALTH & WELFARE FUND, PENSION FUND ***

	<u>July 15, 2021</u>	<u>May 1, 2022</u>	<u>May 1, 2023</u>	<u>May 1, 2024</u>	<u>May 1, 2025</u>
Health & Welfare Fund	<u>\$3.57</u>	<u>\$3.72</u>	<u>\$3.87</u>	<u>\$3.92</u>	<u>\$3.97</u>
Pension Fund **	\$7.79	\$7.79	\$7.79	\$7.79	\$7.79
Total Remittance	<u>\$11.36</u>	<u>\$11.51</u>	<u>\$11.66</u>	<u>\$11.71</u>	<u>\$11.76</u>

(B) EMPLOYER CONTRIBUTIONS – UNION & TRAINING FUNDS ***

	<u>July 15, 2021</u>	<u>May 1, 2024</u>
Union & Training Funds *	<u>\$3.32</u>	<u>\$3.42</u>

* For the 0-1800 hrs Apprentice, the Union & Training Funds amount is 50% of the Journeyman amount. Please refer to wage tables in Article 8L.

** Apprentice Pension Fund remittances shall be calculated as a percentage of the Journeyman Pension Fund remittance as per Article 12B. Please refer to wage tables in Article 8L.

*** For Residential and Maintenance and for Communication Cabling workers, please refer to wage tables in Article 8K.

8D.03 The Benefit Plan shall be professionally administered.

8D.04 Amounts shall be paid by the fifteenth (15th) day of the following month.

8D.05 The employer in question shall be liable for any and all legal expenses incurred in collecting amounts.

ARTICLE 8E - CONTRIBUTIONS - INDUSTRY IMPROVEMENT AND ELECTRICAL CONTRACTORS SECTION FUNDS

8E.01 All employers must contribute and remit the remittances under this Article 8E to the IBEW Local 625 IIF & Electrical Contractors Section Funds for each hour worked that month by an employee covered by this Agreement, along with a completed remittance form provided by the Administrator.

8E.02 A contribution of twenty-one cents (\$0.21) shall be made payable to the IBEW Local 625 IIF & Electrical Contractors Section Funds and remitted by the fifteenth (15th) day of the following month to:

Administrator
Nova Scotia Construction Labour Relations Association
260 Brownlow Avenue, Unit 1
Dartmouth, NS B3B 1V9

8E.03 The employers shall have the right to increase/decrease the level of employer contribution to IIF and/or Section Funds upon 30 days notice to the Union.

8E.04 The purpose of the Electrical Contractors Section Fund is to reimburse member contractors a percentage of costs incurred for electrical industry education and training programs and for electrical industry membership promotion. For details, please view the corresponding link at <http://www.nscclra.ca> or call CLRA at 902-468-2283.

ARTICLE 8F – WORK READY PROGRAM

8F.01 The Parties agree to establish a Work Ready Program, to be administered per the terms of a Memorandum of Agreement between the Parties dated January 14, 2021.

8F.02 The Employer shall remit twenty-five cents (\$0.25) for each hour worked by all employees working under the terms and conditions of this Agreement to:

IBEW Local 625 Work Ready Program
24 Beechville Park Drive, Suite 202
Beechville, NS B3T 1L1

8F.03 The Parties recognize that, per the Work Ready Program Memorandum of Agreement, this Work Ready Program remittance is solely an Employer contribution, and if the hourly remittance is changed or the Work Ready Program should cease to exist, the hourly wage rate shall not be affected.

Amendment #2 – May 1, 2024

FOREPERSON RATES – WORKING FOREPERSONS – 10%
ALL OTHER CONTRIBUTIONS AS PER MAIN WAGE TABLES

WORKING FOREPERSON- 10%						
	COMMERCIAL		INDUSTRIAL WORK UNDER \$50 MILLION DOLLARS		MAJOR INDUSTRIAL PROJECTS	
Effective Date	Hourly Rate	V&H (8%)	Hourly Rate	V&H (8%)	Hourly Rate	V&H (8%)
<u>July 15, 2021</u>	<u>\$41.98</u>	<u>\$3.36</u>	<u>\$45.34</u>	<u>\$3.63</u>	<u>\$48.64</u>	<u>\$3.89</u>
<u>May 1, 2022</u>	<u>\$42.83</u>	<u>\$3.43</u>	<u>\$46.21</u>	<u>\$3.70</u>	<u>\$49.76</u>	<u>\$3.98</u>
<u>May 1, 2023</u>	<u>\$43.70</u>	<u>\$3.50</u>	<u>\$47.08</u>	<u>\$3.77</u>	<u>\$50.63</u>	<u>\$4.05</u>
<u>May 1, 2024</u>	<u>\$44.57</u>	<u>\$3.57</u>	<u>\$47.94</u>	<u>\$3.84</u>	<u>\$51.49</u>	<u>\$4.12</u>
<u>May 1, 2025</u>	<u>\$45.29</u>	<u>\$3.62</u>	<u>\$48.65</u>	<u>\$3.89</u>	<u>\$52.46</u>	<u>\$4.20</u>

FOREPERSONS RATES – NON WORKING FOREPERSONS – 20%
ALL OTHER CONTRIBUTIONS AS PER MAIN WAGE TABLES

NON WORKING FOREPERSON - 20%						
	COMMERCIAL		INDUSTRIAL WORK UNDER \$50 MILLION DOLLARS		MAJOR INDUSTRIAL PROJECTS	
Effective Date	Hourly Rate	V&H (8%)	Hourly Rate	V&H (8%)	Hourly Rate	V&H (8%)
<u>July 15, 2021</u>	<u>\$45.79</u>	<u>\$3.66</u>	<u>\$49.46</u>	<u>\$3.96</u>	<u>\$53.06</u>	<u>\$4.24</u>
<u>May 1, 2022</u>	<u>\$46.73</u>	<u>\$3.74</u>	<u>\$50.41</u>	<u>\$4.03</u>	<u>\$54.29</u>	<u>\$4.34</u>
<u>May 1, 2023</u>	<u>\$47.68</u>	<u>\$3.81</u>	<u>\$51.36</u>	<u>\$4.11</u>	<u>\$55.24</u>	<u>\$4.42</u>
<u>May 1, 2024</u>	<u>\$48.62</u>	<u>\$3.89</u>	<u>\$52.30</u>	<u>\$4.18</u>	<u>\$56.17</u>	<u>\$4.49</u>
<u>May 1, 2025</u>	<u>\$49.40</u>	<u>\$3.95</u>	<u>\$53.08</u>	<u>\$4.25</u>	<u>\$57.23</u>	<u>\$4.58</u>

Amendment #2 – May 1, 2024

FOREPERSONS RATES – GENERAL FOREPERSONS
 (NEGOTIABLE BUT NOT LESS THAN 30%)
 ALL OTHER CONTRIBUTIONS AS PER MAIN WAGE TABLES

<u>GENERAL FOREPERSON- 30%</u>						
	COMMERCIAL		INDUSTRIAL WORK UNDER \$50 MILLION DOLLARS		MAJOR INDUSTRIAL PROJECTS	
Effective Date	Hourly Rate	V&H (8%)	Hourly Rate	V&H (8%)	Hourly Rate	V&H (8%)
<u>July 15, 2021</u>	<u>\$49.61</u>	<u>\$3.97</u>	<u>\$53.59</u>	<u>\$4.29</u>	<u>\$57.49</u>	<u>\$4.60</u>
<u>May 1, 2022</u>	<u>\$50.62</u>	<u>\$4.05</u>	<u>\$54.61</u>	<u>\$4.37</u>	<u>\$58.81</u>	<u>\$4.70</u>
<u>May 1, 2023</u>	<u>\$51.65</u>	<u>\$4.13</u>	<u>\$55.64</u>	<u>\$4.45</u>	<u>\$59.84</u>	<u>\$4.79</u>
<u>May 1, 2024</u>	<u>\$52.68</u>	<u>\$4.21</u>	<u>\$56.65</u>	<u>\$4.53</u>	<u>\$60.85</u>	<u>\$4.87</u>
<u>May 1, 2025</u>	<u>\$53.52</u>	<u>\$4.28</u>	<u>\$57.50</u>	<u>\$4.60</u>	<u>\$62.00</u>	<u>\$4.96</u>

Amendment #2 – May 1, 2024

ARTICLE 8K – WAGE TABLES

JOURNEYPERSON									
COMMERCIAL									
Effective Date	Hourly Rate	V & H (8%)	Health & Welfare	Pension	Union & Training Funds	Total Package	IIF & Other	Work Ready Program	Total
<u>July 15, 2021</u>	<u>\$38.16</u>	<u>\$3.05</u>	<u>\$3.57</u>	\$7.79	<u>\$3.32</u>	<u>\$55.89</u>	\$0.21	\$0.25	<u>\$56.35</u>
<u>May 1, 2022</u>	<u>\$38.94</u>	<u>\$3.12</u>	<u>\$3.72</u>	\$7.79	\$3.32	<u>\$56.89</u>	\$0.21	\$0.25	<u>\$57.35</u>
<u>May 1, 2023</u>	<u>\$39.73</u>	<u>\$3.18</u>	<u>\$3.87</u>	\$7.79	\$3.32	<u>\$57.89</u>	\$0.21	\$0.25	<u>\$58.35</u>
<u>May 1, 2024</u>	<u>\$40.52</u>	<u>\$3.24</u>	<u>\$3.92</u>	\$7.79	<u>\$3.42</u>	<u>\$58.89</u>	\$0.21	\$0.25	<u>\$59.35</u>
<u>May 1, 2025</u>	<u>\$41.17</u>	<u>\$3.29</u>	<u>\$3.97</u>	\$7.79	\$3.42	<u>\$59.64</u>	\$0.21	\$0.25	<u>\$60.10</u>

JOURNEYPERSON									
INDUSTRIAL UNDER 50 MILLION DOLLARS									
Effective Date	Hourly Rate	V & H (8%)	Health & Welfare	Pension	Union & Training Funds	Total Package	IIF & Other	Work Ready Program	Total
<u>July 15, 2021</u>	<u>\$41.22</u>	<u>\$3.30</u>	<u>\$3.57</u>	\$7.79	<u>\$3.32</u>	<u>\$59.20</u>	\$0.21	\$0.25	<u>\$59.66</u>
<u>May 1, 2022</u>	<u>\$42.01</u>	<u>\$3.36</u>	<u>\$3.72</u>	\$7.79	\$3.32	<u>\$60.20</u>	\$0.21	\$0.25	<u>\$60.66</u>
<u>May 1, 2023</u>	<u>\$42.80</u>	<u>\$3.42</u>	<u>\$3.87</u>	\$7.79	\$3.32	<u>\$61.20</u>	\$0.21	\$0.25	<u>\$61.66</u>
<u>May 1, 2024</u>	<u>\$43.58</u>	<u>\$3.49</u>	<u>\$3.92</u>	\$7.79	<u>\$3.42</u>	<u>\$62.20</u>	\$0.21	\$0.25	<u>\$62.66</u>
<u>May 1, 2025</u>	<u>\$44.23</u>	<u>\$3.54</u>	<u>\$3.97</u>	\$7.79	\$3.42	<u>\$62.95</u>	\$0.21	\$0.25	<u>\$63.41</u>

JOURNEYPERSON									
MAJOR INDUSTRIAL PROJECTS									
Effective Date	Hourly Rate	V & H (8%)	Health & Welfare	Pension	Union & Training Funds	Total Package	IIF & Other	Work Ready Program	Total
<u>July 15, 2021</u>	<u>\$44.22</u>	<u>\$3.54</u>	<u>\$3.57</u>	\$7.79	<u>\$3.32</u>	<u>\$62.44</u>	\$0.21	\$0.25	<u>\$62.90</u>
<u>May 1, 2022</u>	<u>\$45.24</u>	<u>\$3.62</u>	<u>\$3.72</u>	\$7.79	\$3.32	<u>\$63.69</u>	\$0.21	\$0.25	<u>\$64.15</u>
<u>May 1, 2023</u>	<u>\$46.03</u>	<u>\$3.68</u>	<u>\$3.87</u>	\$7.79	\$3.32	<u>\$64.69</u>	\$0.21	\$0.25	<u>\$65.15</u>
<u>May 1, 2024</u>	<u>\$46.81</u>	<u>\$3.75</u>	<u>\$3.92</u>	\$7.79	<u>\$3.42</u>	<u>\$65.69</u>	\$0.21	\$0.25	<u>\$66.15</u>
<u>May 1, 2025</u>	<u>\$47.69</u>	<u>\$3.82</u>	<u>\$3.97</u>	\$7.79	\$3.42	<u>\$66.69</u>	\$0.21	\$0.25	<u>\$67.15</u>

Amendment #2 – May 1, 2024

<u>JOURNEYPERSON</u>									
RESIDENTIAL AND MAINTENANCE *									
Effective Date	Hourly Rate	V & H (8%)	Health & Welfare	Pension	Union & Training Funds	Total Package	IIF	Work Ready Program	Total
<u>July 15, 2021</u>	<u>\$31.66</u>	<u>\$2.53</u>	<u>\$3.57</u>	\$7.79	<u>\$1.49</u>	<u>\$47.04</u>	\$0.21	\$0.25	<u>\$47.50</u>
<u>May 1, 2022</u>	<u>\$32.30</u>	<u>\$2.58</u>	<u>\$3.72</u>	\$7.79	\$1.49	<u>\$47.88</u>	\$0.21	\$0.25	<u>\$48.34</u>
<u>May 1, 2023</u>	<u>\$32.94</u>	<u>\$2.63</u>	<u>\$3.87</u>	\$7.79	\$1.49	<u>\$48.72</u>	\$0.21	\$0.25	<u>\$49.18</u>
<u>May 1, 2024</u>	<u>\$33.57</u>	<u>\$2.69</u>	<u>\$3.92</u>	\$7.79	<u>\$1.59</u>	<u>\$49.56</u>	\$0.21	\$0.25	<u>\$50.02</u>
<u>May 1, 2025</u>	<u>\$34.11</u>	<u>\$2.73</u>	<u>\$3.97</u>	\$7.79	\$1.59	<u>\$50.19</u>	\$0.21	\$0.25	<u>\$50.65</u>

* The provisions of this classification shall expire on April 30, 2027. These provisions can only be extended upon the written consent to do so by both parties.

COMMUNICATION SPECIALIST									
	Hourly Rate	V & H (8%)	Health & Welfare	Pension	Union & Training Funds	Total Package	IIF & Other	Work Ready Program	Total
Effective: July 15, 2021									
* Communication Electrician	<u>\$38.16</u>	<u>\$3.05</u>	<u>\$3.57</u>	\$7.79	<u>\$3.32</u>	<u>\$55.89</u>	\$0.21	\$0.25	<u>\$56.35</u>
Cabling Specialist	<u>\$23.63</u>	<u>\$1.89</u>	<u>\$3.57</u>	\$3.89	<u>\$3.32</u>	<u>\$36.30</u>	\$0.21	\$0.25	<u>\$36.76</u>
Level II Cabling Specialist Apprentice	<u>\$20.77</u>	<u>\$1.66</u>	<u>\$3.57</u>	\$3.89	<u>\$3.32</u>	<u>\$33.21</u>	\$0.21	\$0.25	<u>\$33.67</u>
Level I Cabling Specialist Apprentice	<u>\$19.62</u>	<u>\$1.57</u>	<u>\$3.57</u>	\$3.89	<u>\$3.32</u>	<u>\$31.97</u>	\$0.21	\$0.25	<u>\$32.43</u>
Cable Installer	<u>\$17.35</u>	<u>\$1.39</u>	<u>\$3.57</u>	\$3.89	<u>\$3.32</u>	<u>\$29.52</u>	\$0.21	\$0.25	<u>\$29.98</u>
** 1st Year Electrical Apprentice	<u>\$19.08</u>	<u>\$1.53</u>	<u>\$3.57</u>	\$3.90	<u>\$1.66</u>	<u>\$29.74</u>	\$0.21	\$0.25	<u>\$30.20</u>
Effective: May 1, 2022									
* Communication Electrician	<u>\$38.94</u>	<u>\$3.12</u>	<u>\$3.72</u>	\$7.79	\$3.32	<u>\$56.89</u>	\$0.21	\$0.25	<u>\$57.35</u>
Cabling Specialist	<u>\$24.09</u>	<u>\$1.93</u>	<u>\$3.72</u>	\$3.89	\$3.32	<u>\$36.95</u>	\$0.21	\$0.25	<u>\$37.41</u>
Level II Cabling Specialist Apprentice	<u>\$21.18</u>	<u>\$1.69</u>	<u>\$3.72</u>	\$3.89	\$3.32	<u>\$33.80</u>	\$0.21	\$0.25	<u>\$34.26</u>
Level I Cabling Specialist Apprentice	<u>\$19.96</u>	<u>\$1.60</u>	<u>\$3.72</u>	\$3.89	\$3.32	<u>\$32.49</u>	\$0.21	\$0.25	<u>\$32.95</u>
Cable Installer	<u>\$17.64</u>	<u>\$1.41</u>	<u>\$3.72</u>	\$3.89	\$3.32	<u>\$29.98</u>	\$0.21	\$0.25	<u>\$30.44</u>
** 1st Year Electrical Apprentice	<u>\$19.47</u>	<u>\$1.56</u>	<u>\$3.72</u>	\$3.90	\$1.66	<u>\$30.31</u>	\$0.21	\$0.25	<u>\$30.77</u>
Effective: May 1, 2023									
* Communication Electrician	<u>\$39.73</u>	<u>\$3.18</u>	<u>\$3.87</u>	\$7.79	\$3.32	<u>\$57.89</u>	\$0.21	\$0.25	<u>\$58.35</u>
Cabling Specialist	<u>\$24.56</u>	<u>\$1.96</u>	<u>\$3.87</u>	\$3.89	\$3.32	<u>\$37.60</u>	\$0.21	\$0.25	<u>\$38.06</u>
Level II Cabling Specialist Apprentice	<u>\$21.58</u>	<u>\$1.73</u>	<u>\$3.87</u>	\$3.89	\$3.32	<u>\$34.39</u>	\$0.21	\$0.25	<u>\$34.85</u>
Level I Cabling Specialist Apprentice	<u>\$20.31</u>	<u>\$1.62</u>	<u>\$3.87</u>	\$3.89	\$3.32	<u>\$33.01</u>	\$0.21	\$0.25	<u>\$33.47</u>
Cable Installer	<u>\$17.93</u>	<u>\$1.43</u>	<u>\$3.87</u>	\$3.89	\$3.32	<u>\$30.44</u>	\$0.21	\$0.25	<u>\$30.90</u>
** 1st Year Electrical Apprentice	<u>\$19.86</u>	<u>\$1.59</u>	<u>\$3.87</u>	\$3.90	\$1.66	<u>\$30.88</u>	\$0.21	\$0.25	<u>\$31.34</u>
Effective: May 1, 2024									
* Communication Electrician	<u>\$40.52</u>	<u>\$3.24</u>	<u>\$3.92</u>	\$7.79	<u>\$3.42</u>	<u>\$58.89</u>	\$0.21	\$0.25	<u>\$59.35</u>
Cabling Specialist	<u>\$25.02</u>	<u>\$2.00</u>	<u>\$3.92</u>	\$3.89	<u>\$3.42</u>	<u>\$38.25</u>	\$0.21	\$0.25	<u>\$38.71</u>
Level II Cabling Specialist Apprentice	<u>\$21.99</u>	<u>\$1.76</u>	<u>\$3.92</u>	\$3.89	<u>\$3.42</u>	<u>\$34.98</u>	\$0.21	\$0.25	<u>\$35.44</u>
Level I Cabling Specialist Apprentice	<u>\$20.65</u>	<u>\$1.65</u>	<u>\$3.92</u>	\$3.89	<u>\$3.42</u>	<u>\$33.53</u>	\$0.21	\$0.25	<u>\$33.99</u>
Cable Installer	<u>\$18.21</u>	<u>\$1.46</u>	<u>\$3.92</u>	\$3.89	<u>\$3.42</u>	<u>\$30.90</u>	\$0.21	\$0.25	<u>\$31.36</u>
** 1st Year Electrical Apprentice	<u>\$20.26</u>	<u>\$1.62</u>	<u>\$3.92</u>	\$3.90	<u>\$1.71</u>	<u>\$31.41</u>	\$0.21	\$0.25	<u>\$31.87</u>
Effective: May 1, 2025									
* Communication Electrician	<u>\$41.17</u>	<u>\$3.29</u>	<u>\$3.97</u>	\$7.79	\$3.42	<u>\$59.64</u>	\$0.21	\$0.25	<u>\$60.10</u>
Cabling Specialist	<u>\$25.43</u>	<u>\$2.03</u>	<u>\$3.97</u>	\$3.89	\$3.42	<u>\$38.74</u>	\$0.21	\$0.25	<u>\$39.20</u>
Level II Cabling Specialist Apprentice	<u>\$22.35</u>	<u>\$1.79</u>	<u>\$3.97</u>	\$3.89	\$3.42	<u>\$35.42</u>	\$0.21	\$0.25	<u>\$35.88</u>
Level I Cabling Specialist Apprentice	<u>\$20.96</u>	<u>\$1.68</u>	<u>\$3.97</u>	\$3.89	\$3.42	<u>\$33.92</u>	\$0.21	\$0.25	<u>\$34.38</u>
Cable Installer	<u>\$18.48</u>	<u>\$1.48</u>	<u>\$3.97</u>	\$3.89	\$3.42	<u>\$31.24</u>	\$0.21	\$0.25	<u>\$31.70</u>
** 1st Year Electrical Apprentice	<u>\$20.58</u>	<u>\$1.65</u>	<u>\$3.97</u>	\$3.90	\$1.71	<u>\$31.81</u>	\$0.21	\$0.25	<u>\$32.27</u>

* As per Commercial Journeyman

** As per Commercial Apprentice 0-1800

Amendment #2 – May 1, 2024

APPRENTICE									
ALL COMMERCIAL WORK									
Hours	Hourly Rate	V & H (8%)	Health & Welfare	Pension	Union & Training Funds *	Total Package	HF & Other	Work Ready Program	Total
Effective: May 1, 2024									
0 - 1800 hrs	<u>\$20.26</u>	<u>\$1.62</u>	<u>\$3.92</u>	\$3.90	<u>\$1.71</u>	<u>\$31.41</u>	\$0.21	\$0.25	<u>\$31.87</u>
1801 - 2700 hrs	<u>\$22.29</u>	<u>\$1.78</u>	<u>\$3.92</u>	\$4.28	<u>\$3.42</u>	<u>\$35.69</u>	\$0.21	\$0.25	<u>\$36.15</u>
2701 - 3600 hrs	<u>\$24.31</u>	<u>\$1.94</u>	<u>\$3.92</u>	\$4.67	<u>\$3.42</u>	<u>\$38.26</u>	\$0.21	\$0.25	<u>\$38.72</u>
3601 - 4500 hrs	<u>\$26.34</u>	<u>\$2.11</u>	<u>\$3.92</u>	\$5.06	<u>\$3.42</u>	<u>\$40.85</u>	\$0.21	\$0.25	<u>\$41.31</u>
4501 - 5400 hrs	<u>\$28.36</u>	<u>\$2.27</u>	<u>\$3.92</u>	\$5.45	<u>\$3.42</u>	<u>\$43.42</u>	\$0.21	\$0.25	<u>\$43.88</u>
5401 - 6300 hrs	<u>\$30.39</u>	<u>\$2.43</u>	<u>\$3.92</u>	\$5.84	<u>\$3.42</u>	<u>\$46.00</u>	\$0.21	\$0.25	<u>\$46.46</u>
6301 - 7200 hrs	<u>\$32.42</u>	<u>\$2.59</u>	<u>\$3.92</u>	\$6.23	<u>\$3.42</u>	<u>\$48.58</u>	\$0.21	\$0.25	<u>\$49.04</u>
Effective: May 1, 2025									
0 - 1800 hrs	<u>\$20.58</u>	<u>\$1.65</u>	<u>\$3.97</u>	\$3.90	\$1.71	<u>\$31.81</u>	\$0.21	\$0.25	<u>\$32.27</u>
1801 - 2700 hrs	<u>\$22.64</u>	<u>\$1.81</u>	<u>\$3.97</u>	\$4.28	\$3.42	<u>\$36.12</u>	\$0.21	\$0.25	<u>\$36.58</u>
2701 - 3600 hrs	<u>\$24.70</u>	<u>\$1.98</u>	<u>\$3.97</u>	\$4.67	\$3.42	<u>\$38.74</u>	\$0.21	\$0.25	<u>\$39.20</u>
3601 - 4500 hrs	<u>\$26.76</u>	<u>\$2.14</u>	<u>\$3.97</u>	\$5.06	\$3.42	<u>\$41.35</u>	\$0.21	\$0.25	<u>\$41.81</u>
4501 - 5400 hrs	<u>\$28.82</u>	<u>\$2.31</u>	<u>\$3.97</u>	\$5.45	\$3.42	<u>\$43.97</u>	\$0.21	\$0.25	<u>\$44.43</u>
5401 - 6300 hrs	<u>\$30.88</u>	<u>\$2.47</u>	<u>\$3.97</u>	\$5.84	\$3.42	<u>\$46.58</u>	\$0.21	\$0.25	<u>\$47.04</u>
6301 - 7200 hrs	<u>\$32.94</u>	<u>\$2.64</u>	<u>\$3.97</u>	\$6.23	\$3.42	<u>\$49.20</u>	\$0.21	\$0.25	<u>\$49.66</u>

* For the 0-1800 hrs Apprentice, the Union & Training Fund is 50% of the Journeyman amount.

Refer to Article 12B for necessary advancement requirements.

Amendment #2 – May 1, 2024

APPRENTICE									
ALL INDUSTRIAL WORK UNDER \$50 MILLION DOLLARS									
Hours	Hourly Rate	V & H (8%)	Health & Welfare	Pension	Union & Training Funds *	Total Package	IIF & Other	Work Ready Program	Total
Effective: May 1, 2024									
0 - 1800 hrs	<u>\$21.79</u>	<u>\$1.74</u>	<u>\$3.92</u>	\$3.90	<u>\$1.71</u>	<u>\$33.06</u>	\$0.21	\$0.25	<u>\$33.52</u>
1801 - 2700 hrs	<u>\$23.97</u>	<u>\$1.92</u>	<u>\$3.92</u>	\$4.28	<u>\$3.42</u>	<u>\$37.51</u>	\$0.21	\$0.25	<u>\$37.97</u>
2701 - 3600 hrs	<u>\$26.15</u>	<u>\$2.09</u>	<u>\$3.92</u>	\$4.67	<u>\$3.42</u>	<u>\$40.25</u>	\$0.21	\$0.25	<u>\$40.71</u>
3601 - 4500 hrs	<u>\$28.33</u>	<u>\$2.27</u>	<u>\$3.92</u>	\$5.06	<u>\$3.42</u>	<u>\$43.00</u>	\$0.21	\$0.25	<u>\$43.46</u>
4501 - 5400 hrs	<u>\$30.51</u>	<u>\$2.44</u>	<u>\$3.92</u>	\$5.45	<u>\$3.42</u>	<u>\$45.74</u>	\$0.21	\$0.25	<u>\$46.20</u>
5401 - 6300 hrs	<u>\$32.68</u>	<u>\$2.61</u>	<u>\$3.92</u>	\$5.84	<u>\$3.42</u>	<u>\$48.47</u>	\$0.21	\$0.25	<u>\$48.93</u>
6301 - 7200 hrs	<u>\$34.86</u>	<u>\$2.79</u>	<u>\$3.92</u>	\$6.23	<u>\$3.42</u>	<u>\$51.22</u>	\$0.21	\$0.25	<u>\$51.68</u>
Effective: May 1, 2025									
0 - 1800 hrs	<u>\$22.12</u>	<u>\$1.77</u>	<u>\$3.97</u>	\$3.90	\$1.71	<u>\$33.47</u>	\$0.21	\$0.25	<u>\$33.93</u>
1801 - 2700 hrs	<u>\$24.33</u>	<u>\$1.95</u>	<u>\$3.97</u>	\$4.28	\$3.42	<u>\$37.95</u>	\$0.21	\$0.25	<u>\$38.41</u>
2701 - 3600 hrs	<u>\$26.54</u>	<u>\$2.12</u>	<u>\$3.97</u>	\$4.67	\$3.42	<u>\$40.72</u>	\$0.21	\$0.25	<u>\$41.18</u>
3601 - 4500 hrs	<u>\$28.75</u>	<u>\$2.30</u>	<u>\$3.97</u>	\$5.06	\$3.42	<u>\$43.50</u>	\$0.21	\$0.25	<u>\$43.96</u>
4501 - 5400 hrs	<u>\$30.96</u>	<u>\$2.48</u>	<u>\$3.97</u>	\$5.45	\$3.42	<u>\$46.28</u>	\$0.21	\$0.25	<u>\$46.74</u>
5401 - 6300 hrs	<u>\$33.17</u>	<u>\$2.65</u>	<u>\$3.97</u>	\$5.84	\$3.42	<u>\$49.05</u>	\$0.21	\$0.25	<u>\$49.51</u>
6301 - 7200 hrs	<u>\$35.38</u>	<u>\$2.83</u>	<u>\$3.97</u>	\$6.23	\$3.42	<u>\$51.83</u>	\$0.21	\$0.25	<u>\$52.29</u>

* For the 0-1800 hrs Apprentice, the Union & Training Fund is 50% of the Journeyman amount.

Refer to Article 12B for necessary advancement requirements.

Amendment #2 – May 1, 2024

APPRENTICE									
MAJOR INDUSTRIAL PROJECTS									
Hours	Hourly Rate	V & H (8%)	Health & Welfare	Pension	Union & Training Funds *	Total Package	IIF & Other	Work Ready Program	Total
Effective: May 1, 2024									
0 - 1800 hrs	<u>\$23.40</u>	<u>\$1.87</u>	<u>\$3.92</u>	\$3.90	<u>\$1.71</u>	<u>\$34.80</u>	\$0.21	\$0.25	<u>\$35.26</u>
1801 - 2700 hrs	<u>\$25.75</u>	<u>\$2.06</u>	<u>\$3.92</u>	\$4.28	<u>\$3.42</u>	<u>\$39.43</u>	\$0.21	\$0.25	<u>\$39.89</u>
2701 - 3600 hrs	<u>\$28.09</u>	<u>\$2.25</u>	<u>\$3.92</u>	\$4.67	<u>\$3.42</u>	<u>\$42.35</u>	\$0.21	\$0.25	<u>\$42.81</u>
3601 - 4500 hrs	<u>\$30.43</u>	<u>\$2.43</u>	<u>\$3.92</u>	\$5.06	<u>\$3.42</u>	<u>\$45.26</u>	\$0.21	\$0.25	<u>\$45.72</u>
4501 - 5400 hrs	<u>\$32.77</u>	<u>\$2.62</u>	<u>\$3.92</u>	\$5.45	<u>\$3.42</u>	<u>\$48.18</u>	\$0.21	\$0.25	<u>\$48.64</u>
5401 - 6300 hrs	<u>\$35.11</u>	<u>\$2.81</u>	<u>\$3.92</u>	\$5.84	<u>\$3.42</u>	<u>\$51.10</u>	\$0.21	\$0.25	<u>\$51.56</u>
6301 - 7200 hrs	<u>\$37.45</u>	<u>\$3.00</u>	<u>\$3.92</u>	\$6.23	<u>\$3.42</u>	<u>\$54.02</u>	\$0.21	\$0.25	<u>\$54.48</u>
Effective: May 1, 2025									
0 - 1800 hrs	<u>\$23.84</u>	<u>\$1.91</u>	<u>\$3.97</u>	\$3.90	\$1.71	<u>\$35.33</u>	\$0.21	\$0.25	<u>\$35.79</u>
1801 - 2700 hrs	<u>\$26.23</u>	<u>\$2.10</u>	<u>\$3.97</u>	\$4.28	\$3.42	<u>\$40.00</u>	\$0.21	\$0.25	<u>\$40.46</u>
2701 - 3600 hrs	<u>\$28.61</u>	<u>\$2.29</u>	<u>\$3.97</u>	\$4.67	\$3.42	<u>\$42.96</u>	\$0.21	\$0.25	<u>\$43.42</u>
3601 - 4500 hrs	<u>\$31.00</u>	<u>\$2.48</u>	<u>\$3.97</u>	\$5.06	\$3.42	<u>\$45.93</u>	\$0.21	\$0.25	<u>\$46.39</u>
4501 - 5400 hrs	<u>\$33.38</u>	<u>\$2.67</u>	<u>\$3.97</u>	\$5.45	\$3.42	<u>\$48.89</u>	\$0.21	\$0.25	<u>\$49.35</u>
5401 - 6300 hrs	<u>\$35.77</u>	<u>\$2.86</u>	<u>\$3.97</u>	\$5.84	\$3.42	<u>\$51.86</u>	\$0.21	\$0.25	<u>\$52.32</u>
6301 - 7200 hrs	<u>\$38.15</u>	<u>\$3.05</u>	<u>\$3.97</u>	\$6.23	\$3.42	<u>\$54.82</u>	\$0.21	\$0.25	<u>\$55.28</u>

* For the 0-1800 hrs Apprentice, the Union & Training Fund is 50% of the Journeyman amount.

Refer to Article 12B for necessary advancement requirements.

Amendment #2 – May 1, 2024

APPRENTICE									
RESIDENTIAL AND MAINTENANCE *									
	Hourly Rate	V & H (8%)	Health & Welfare	Pension	Union & Training	Total Package	IIF	Work Ready Program	Total
Effective: <u>May 1, 2024</u>									
0 - 1800 hrs	<u>\$16.78</u>	<u>\$1.34</u>	<u>\$3.92</u>	\$3.90	<u>\$1.59</u>	<u>\$27.53</u>	\$0.21	\$0.25	<u>\$27.99</u>
1801 - 2700 hrs	<u>\$18.46</u>	<u>\$1.48</u>	<u>\$3.92</u>	\$4.28	<u>\$1.59</u>	<u>\$29.73</u>	\$0.21	\$0.25	<u>\$30.19</u>
2701 - 3600 hrs	<u>\$20.14</u>	<u>\$1.61</u>	<u>\$3.92</u>	\$4.67	<u>\$1.59</u>	<u>\$31.93</u>	\$0.21	\$0.25	<u>\$32.39</u>
3601 - 4500 hrs	<u>\$21.82</u>	<u>\$1.75</u>	<u>\$3.92</u>	\$5.06	<u>\$1.59</u>	<u>\$34.14</u>	\$0.21	\$0.25	<u>\$34.60</u>
4501 - 5400 hrs	<u>\$23.50</u>	<u>\$1.88</u>	<u>\$3.92</u>	\$5.45	<u>\$1.59</u>	<u>\$36.34</u>	\$0.21	\$0.25	<u>\$36.80</u>
5401 - 6300 hrs	<u>\$25.18</u>	<u>\$2.01</u>	<u>\$3.92</u>	\$5.84	<u>\$1.59</u>	<u>\$38.54</u>	\$0.21	\$0.25	<u>\$39.00</u>
6301 - 7200 hrs	<u>\$26.86</u>	<u>\$2.15</u>	<u>\$3.92</u>	\$6.23	<u>\$1.59</u>	<u>\$40.75</u>	\$0.21	\$0.25	<u>\$41.21</u>
Effective: <u>May 1, 2025</u>									
0 - 1800 hrs	<u>\$17.06</u>	<u>\$1.36</u>	<u>\$3.97</u>	\$3.90	\$1.59	<u>\$27.88</u>	\$0.21	\$0.25	<u>\$28.34</u>
1801 - 2700 hrs	<u>\$18.76</u>	<u>\$1.50</u>	<u>\$3.97</u>	\$4.28	\$1.59	<u>\$30.10</u>	\$0.21	\$0.25	<u>\$30.56</u>
2701 - 3600 hrs	<u>\$20.47</u>	<u>\$1.64</u>	<u>\$3.97</u>	\$4.67	\$1.59	<u>\$32.34</u>	\$0.21	\$0.25	<u>\$32.80</u>
3601 - 4500 hrs	<u>\$22.17</u>	<u>\$1.77</u>	<u>\$3.97</u>	\$5.06	\$1.59	<u>\$34.56</u>	\$0.21	\$0.25	<u>\$35.02</u>
4501 - 5400 hrs	<u>\$23.88</u>	<u>\$1.91</u>	<u>\$3.97</u>	\$5.45	\$1.59	<u>\$36.80</u>	\$0.21	\$0.25	<u>\$37.26</u>
5401 - 6300 hrs	<u>\$25.58</u>	<u>\$2.05</u>	<u>\$3.97</u>	\$5.84	\$1.59	<u>\$39.03</u>	\$0.21	\$0.25	<u>\$39.49</u>
6301 - 7200 hrs	<u>\$27.29</u>	<u>\$2.18</u>	<u>\$3.97</u>	\$6.23	\$1.59	<u>\$41.26</u>	\$0.21	\$0.25	<u>\$41.72</u>

* The provisions of this classification shall expire on April 30, 2027. These provisions can only be extended upon the written consent to do so by both parties.

Refer to Article 12B for necessary advancement requirements.

Amendment #2 – May 1, 2024

APPENDIX "C" - ELECTRICAL TRADE CLASSIFICATION

- Able Electric (2016) Limited
- Advanced Energy Management
- Ainsworth Atlantic
- Arthur & Conn (1985) Ltd.
- Atlantica Mechanical Contractors Inc.
- Black & McDonald Limited
- Bond & Coolen Contracting Limited
- C.M. Campbell Electric Limited
- The Cahill Group (GJ Cahill & Company (1979) Limited)
- Controls & Equipment Ltd.
- D. Stevens Electric Limited
- Dawco Construction Enterprises
- Duggan Electric Limited
- Easco Electric Limited
- Gardner Electric Ltd.
- Gil-Son Construction
- Joneljim Concrete Construction Limited
- **MacGregor's Custom Machining Ltd.**
- Manuel's Electrical Services Ltd.
- Moncton Plumbing & Supply Company Limited
- Plan Group Inc.
- Provincial Electric Limited
- Rockingham Electric Limited
- **Scotiaway Inc.**
- TJ's Electric Limited

Amendment #2 – May 1, 2024