



AMENDMENT NOTICE

SENT: April 12, 2024

TO: **Mainland Millwright 1178 Trade Classification**

A.B. Mechani	Chris	Brace	Black & McDo	Robert	Burns	Marid Indust	Andrew	Swiber
Aecon Mining			Black & McDo	Julie	Hebert	Marid Indust	Chelsea	Ward
Atlantica Me	Kevin	Woodward	Gil-Son Cons	Daniel	Hiltz	Sunny Corner	Bill	Schenkels
Atlantica Me	Brad	Mills	Gil-Son Cons	Don	Hiltz	Sunny Corner	Kirk	Mullin
Atlantica Me	Vicki	McKenna	MacGregor's	James	MacPherson	The Cahill G	Karen	Dwyer
Atlantica Me	Jason	White	MacGregor's	Laura	Turner	Western Plum	Derrick	Flinn
Black & McDo	Charles	Savoie	MacGregor's	Nick	MacGregor			
Black & McDo	Lester	Buckland	MacGregor's	Jane	MacKenzie			

CC: Jeff Richardson, Local 1178

FROM: Robert Shepherd

RE: **Amendment #4 to 2021-2026 Millwright 1178 Collective Agreement**

PAGES: 8 (including cover page)

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 Trade Classification list updated 	Cover Page, 20, 21, 28, 29, 30 37

Attached is Amendment #4 to the 2021-2026 Millwright 1178 Collective Agreement, effective May 1, 2024.

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

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

Thank you.

**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
139 Beaufort Street
Stellarton, Nova Scotia B0K 1S0
(902) 752-3176
(902) 755-6244

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
Amendment #4 – May 1, 2024

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

	May 1, 2021	May 1, 2022	<u>January 1, 2023</u>	May 1, 2023	May 1, 2024	May 1, 2025
Benefit Plan <i>(Employer Contribution)</i>	\$2.25	\$2.25	<u>\$2.50</u>	\$2.50	<u>\$2.60</u>	\$2.60
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>\$8.10</u>	<u>\$8.22</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

	May 1, 2021	May 1, 2022	<u>January 1, 2023</u>	May 1, 2023	May 1, 2024	May 1, 2025
Benefit Plan <i>(Employer Contribution)</i>	\$2.25	\$2.25	<u>\$2.50</u>	\$2.50	<u>\$2.60</u>	\$2.60
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>\$7.62</u>	<u>\$7.75</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

Amendment #4 – May 1, 2024

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	<u>\$2.60</u>	\$2.60
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>\$4.76</u>	<u>\$4.83</u>
	2nd Year	<u>\$5.39</u>	<u>\$5.46</u>	<u>\$5.42</u>	<u>\$5.52</u>	<u>\$5.59</u>	<u>\$5.68</u>
	3rd Year	<u>\$6.22</u>	<u>\$6.30</u>	<u>\$6.27</u>	<u>\$6.36</u>	<u>\$6.45</u>	<u>\$6.56</u>
	4th Year	<u>\$7.00</u>	<u>\$7.08</u>	<u>\$7.05</u>	<u>\$7.16</u>	<u>\$7.26</u>	<u>\$7.38</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	<u>\$2.60</u>	\$2.60
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>\$4.46</u>	<u>\$4.54</u>
	2nd Year	<u>\$5.06</u>	<u>\$5.13</u>	<u>\$5.09</u>	<u>\$5.18</u>	<u>\$5.25</u>	<u>\$5.35</u>
	3rd Year	<u>\$5.81</u>	<u>\$5.89</u>	<u>\$5.85</u>	<u>\$5.95</u>	<u>\$6.04</u>	<u>\$6.14</u>
	4th Year	<u>\$6.60</u>	<u>\$6.69</u>	<u>\$6.65</u>	<u>\$6.76</u>	<u>\$6.87</u>	<u>\$6.98</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**Amendment #4 – May 1, 2024**

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
May 1, 2021	<u>\$39.40</u>	<u>\$3.94</u>	<u>\$7.80</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$54.67</u>
May 1, 2022	<u>\$39.86</u>	<u>\$3.99</u>	<u>\$7.89</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$55.27</u>
January 1, 2023	<u>\$39.67</u>	<u>\$3.97</u>	<u>\$7.85</u>	<u>\$2.50</u>	\$1.00	\$0.16	\$0.12	\$55.27
May 1, 2023	<u>\$40.32</u>	<u>\$4.03</u>	<u>\$7.99</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$56.12</u>
May 1, 2024	<u>\$40.90</u>	<u>\$4.09</u>	<u>\$8.10</u>	<u>\$2.60</u>	\$1.00	\$0.16	\$0.12	<u>\$56.97</u>
May 1, 2025	<u>\$41.56</u>	<u>\$4.16</u>	<u>\$8.22</u>	\$2.60	\$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
May 1, 2021	<u>\$37.00</u>	<u>\$3.70</u>	<u>\$7.33</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$51.56</u>
May 1, 2022	<u>\$37.47</u>	<u>\$3.75</u>	<u>\$7.41</u>	\$2.25	\$1.00	\$0.16	\$0.12	<u>\$52.16</u>
January 1, 2023	<u>\$37.27</u>	<u>\$3.73</u>	<u>\$7.38</u>	<u>\$2.50</u>	\$1.00	\$0.16	\$0.12	\$52.16
May 1, 2023	<u>\$37.93</u>	<u>\$3.79</u>	<u>\$7.51</u>	\$2.50	\$1.00	\$0.16	\$0.12	<u>\$53.01</u>
May 1, 2024	<u>\$38.51</u>	<u>\$3.85</u>	<u>\$7.62</u>	<u>\$2.60</u>	\$1.00	\$0.16	\$0.12	<u>\$53.86</u>
May 1, 2025	<u>\$39.16</u>	<u>\$3.92</u>	<u>\$7.75</u>	\$2.60	\$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
Amendment #4 – May 1, 2024

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>\$24.01</u>	<u>\$2.40</u>	<u>\$4.76</u>	<u>\$2.60</u>	\$1.00	\$0.16	\$0.12	<u>\$35.05</u>
2nd Year	70%	<u>\$28.23</u>	<u>\$2.82</u>	<u>\$5.59</u>	<u>\$2.60</u>	\$1.00	\$0.16	\$0.12	<u>\$40.52</u>
3rd Year	80%	<u>\$32.60</u>	<u>\$3.26</u>	<u>\$6.46</u>	<u>\$2.60</u>	\$1.00	\$0.16	\$0.12	<u>\$46.20</u>
4th Year	90%	<u>\$36.70</u>	<u>\$3.67</u>	<u>\$7.26</u>	<u>\$2.60</u>	\$1.00	\$0.16	\$0.12	<u>\$51.51</u>
Effective Date: May 1, 2025									
1st Year	60%	<u>\$24.41</u>	<u>\$2.44</u>	<u>\$4.83</u>	\$2.60	\$1.00	\$0.16	\$0.12	<u>\$35.56</u>
2nd Year	70%	<u>\$28.69</u>	<u>\$2.87</u>	<u>\$5.68</u>	\$2.60	\$1.00	\$0.16	\$0.12	<u>\$41.12</u>
3rd Year	80%	<u>\$33.13</u>	<u>\$3.31</u>	<u>\$6.56</u>	\$2.60	\$1.00	\$0.16	\$0.12	<u>\$46.88</u>
4th Year	90%	<u>\$37.29</u>	<u>\$3.73</u>	<u>\$7.38</u>	\$2.60	\$1.00	\$0.16	\$0.12	<u>\$52.28</u>

Amendment #2 – January 1, 2023**Amendment #4 – May 1, 2024**

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>\$22.57</u>	<u>\$2.26</u>	<u>\$4.46</u>	<u>\$2.60</u>	\$1.00	\$0.16	\$0.12	<u>\$33.17</u>
2nd Year	70%	<u>\$26.55</u>	<u>\$2.66</u>	<u>\$5.25</u>	<u>\$2.60</u>	\$1.00	\$0.16	\$0.12	<u>\$38.34</u>
3rd Year	80%	<u>\$30.49</u>	<u>\$3.05</u>	<u>\$6.04</u>	<u>\$2.60</u>	\$1.00	\$0.16	\$0.12	<u>\$43.46</u>
4th Year	90%	<u>\$34.69</u>	<u>\$3.47</u>	<u>\$6.87</u>	<u>\$2.60</u>	\$1.00	\$0.16	\$0.12	<u>\$48.91</u>
Effective Date: May 1, 2025									
1st Year	60%	<u>\$22.96</u>	<u>\$2.30</u>	<u>\$4.54</u>	\$2.60	\$1.00	\$0.16	\$0.12	<u>\$33.68</u>
2nd Year	70%	<u>\$27.01</u>	<u>\$2.70</u>	<u>\$5.35</u>	\$2.60	\$1.00	\$0.16	\$0.12	<u>\$38.94</u>
3rd Year	80%	<u>\$31.02</u>	<u>\$3.10</u>	<u>\$6.14</u>	\$2.60	\$1.00	\$0.16	\$0.12	<u>\$44.14</u>
4th Year	90%	<u>\$35.29</u>	<u>\$3.53</u>	<u>\$6.98</u>	\$2.60	\$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

Amendment #4 – May 1, 2024

MAINLAND MILLWRIGHT TRADE CLASSIFICATION

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

Amendment #4 – May 1, 2024