

APPENDIX NO. 2 - ELECTRICAL - INDUSTRIAL

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

- AND -

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL 1852
(hereinafter referred to as the "Union")

NOTE: Wage Rates Effective July 18, 2025 - June 30, 2029

JOURNEYPERSON - ELECTRICIAN									
Effective Date	Hourly Rate	V & H 9%	Benefit	Pension	Education Fund	OH&S Fund	Consol. Fund	IIF	Total Pkg
<u>July 18, 2025</u>	<u>\$46.79</u>	<u>\$4.21</u>	<u>\$2.85</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$63.30</u>
<u>July 1, 2026</u>	<u>\$48.01</u>	<u>\$4.32</u>	\$2.85	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$64.63</u>
<u>July 1, 2027</u>	<u>\$49.23</u>	<u>\$4.43</u>	\$2.85	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$65.96</u>
<u>July 1, 2028</u>	<u>\$52.73</u>	<u>\$4.75</u>	\$2.85	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$69.78</u>

The employer shall contribute the amount set out in the Health & Welfare Plan, Pension Plan, Education Fund, OH & S Training Fund, Consolidated Fund and Industry Improvement Fund of this Appendix.

Pulling of electrical cables, crew consisting of more than three (3) electricians, twenty-five cents (\$0.25) per hour above base rate.

RE-OPENER CLAUSE:

Recognizing that future developments may be such as to make changes in the terms and conditions of employment desirable, the Parties intend that each and every term and condition contained in this Collective Agreement between I.B.E.W. 1852 and the CLRA may be amended upon the Agreement of I.B.E.W. 1852 and the CLRA.

ENABLING CLAUSE:

Where a particular article or articles of this Collective Agreement is/are found to work a hardship for a particular project, the terms and conditions in this Agreement for that project may be modified by mutual consent, of the Union and the CLRA, when they deem it prudent. It is understood and agreed that where mutual agreement for such change cannot be achieved, the request shall not be subject to either grievance or arbitration. The Parties agree that they shall meet in joint conference no later than thirty (30) days after the ratification of this Agreement to discuss means of enabling and procedures to be followed.

SUPERVISION:

Foreperson premiumminimum of ten percent (10%) above the journeyperson hourly rate plus vacation and holiday pay. When supervising ten (10) or more employees, minimum of fifteen percent (15%) above the journeyperson hourly rate plus vacation and holiday pay.

From 3 to 6 employees.....1 working Foreperson

From 7 to 10 employees.....1 non-working Foreperson

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

When a crew exceeds six (6) employees there shall be a non-working Foreperson. After ten (10) employees the formula repeats. Three (3) or more Foreperson - One (1) General Foreperson.

When a General Foreperson is required under the terms of this Agreement, the employer may transfer such employee and the individual shall not be counted as per the transfer clause. In such a case the General Foreperson will not work in any other capacity, or else shall be counted as a transfer.

The General Foreperson shall be negotiable but shall not be less than twenty percent (20%) over the Journeyperson rate.

APPRENTICES:

All Apprentices will be employed in accordance with the provisions of the Nova Scotia Apprenticeship Act, the IBEW Joint Apprenticeship Committee and the Parties hereby agree to observe all the provision of said Act.

There will be one (1) Apprentice to every three (3) Journeypersons. An Apprentice attending school under the terms of their indentureship will not be laid off or terminated from the job while they are attending school, and may be substituted with another Apprentice during their studies (when the employer has work available).

Apprentices shall, with the approval of “The Minister”, be indentured to the Nova Scotia Joint Apprenticeship Training Committee.

APPRENTICES - ELECTRICIANS											
			Hourly Rate	V & H 9%	Benefit	Pension	Education Fund	OH&S Fund	Consol. Fund	IIF	Total Pkg
Effective Date: July 18, 2025											
1st	1 - 1000 hours	55%	<u>\$21.03</u>	<u>\$1.89</u>	<u>\$2.85</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$35.22</u>
2nd	1001 - 2000 hours	60%	<u>\$23.86</u>	<u>\$2.15</u>	<u>\$2.85</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$38.31</u>
3rd	2001 - 3000 hours	65%	<u>\$26.76</u>	<u>\$2.41</u>	<u>\$2.85</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$41.47</u>
4th	3001 - 4000 hours	70%	<u>\$29.61</u>	<u>\$2.67</u>	<u>\$2.85</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$44.58</u>
5th	4001 - 5000 hours	75%	<u>\$32.48</u>	<u>\$2.92</u>	<u>\$2.85</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$47.70</u>
6th	5001 - 6000 hours	85%	<u>\$38.20</u>	<u>\$3.44</u>	<u>\$2.85</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$53.94</u>
7th	6001 - 7000 hours	90%	<u>\$41.12</u>	<u>\$3.70</u>	<u>\$2.85</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$57.12</u>
8th	7001 - 8000 hours	95%	<u>\$43.92</u>	<u>\$3.95</u>	<u>\$2.85</u>	\$8.00	<u>\$0.61</u>	\$0.40	\$0.28	\$0.16	<u>\$60.17</u>
Effective Date: July 1, 2026											
1st	1 - 1000 hours	55%	<u>\$21.70</u>	<u>\$1.95</u>	\$2.85	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$35.95</u>
2nd	1001 - 2000 hours	60%	<u>\$24.60</u>	<u>\$2.21</u>	\$2.85	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$39.11</u>
3rd	2001 - 3000 hours	65%	<u>\$27.55</u>	<u>\$2.48</u>	\$2.85	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$42.33</u>
4th	3001 - 4000 hours	70%	<u>\$30.47</u>	<u>\$2.74</u>	\$2.85	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$45.51</u>
5th	4001 - 5000 hours	75%	<u>\$33.39</u>	<u>\$3.01</u>	\$2.85	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$48.70</u>
6th	5001 - 6000 hours	85%	<u>\$39.24</u>	<u>\$3.53</u>	\$2.85	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$55.07</u>
7th	6001 - 7000 hours	90%	<u>\$42.22</u>	<u>\$3.80</u>	\$2.85	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$58.32</u>
8th	7001 - 8000 hours	95%	<u>\$45.07</u>	<u>\$4.06</u>	\$2.85	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$61.43</u>
Effective Date: July 1, 2027											
1st	1 - 1000 hours	55%	<u>\$22.37</u>	<u>\$2.01</u>	\$2.85	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$36.68</u>
2nd	1001 - 2000 hours	60%	<u>\$25.33</u>	<u>\$2.28</u>	\$2.85	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$39.91</u>
3rd	2001 - 3000 hours	65%	<u>\$28.34</u>	<u>\$2.55</u>	\$2.85	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$43.19</u>
4th	3001 - 4000 hours	70%	<u>\$31.32</u>	<u>\$2.82</u>	\$2.85	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$46.44</u>
5th	4001 - 5000 hours	75%	<u>\$34.31</u>	<u>\$3.09</u>	\$2.85	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$49.70</u>
6th	5001 - 6000 hours	85%	<u>\$40.28</u>	<u>\$3.62</u>	\$2.85	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$56.20</u>
7th	6001 - 7000 hours	90%	<u>\$43.32</u>	<u>\$3.90</u>	\$2.85	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$59.52</u>
8th	7001 - 8000 hours	95%	<u>\$46.23</u>	<u>\$4.16</u>	\$2.85	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$62.69</u>
Effective Date: July 1, 2028											
1st	1 - 1000 hours	55%	<u>\$24.29</u>	<u>\$2.19</u>	\$2.85	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$38.78</u>
2nd	1001 - 2000 hours	60%	<u>\$27.43</u>	<u>\$2.47</u>	\$2.85	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$42.20</u>
3rd	2001 - 3000 hours	65%	<u>\$30.61</u>	<u>\$2.76</u>	\$2.85	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$45.67</u>
4th	3001 - 4000 hours	70%	<u>\$33.77</u>	<u>\$3.04</u>	\$2.85	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$49.11</u>
5th	4001 - 5000 hours	75%	<u>\$36.94</u>	<u>\$3.33</u>	\$2.85	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$52.57</u>
6th	5001 - 6000 hours	85%	<u>\$43.26</u>	<u>\$3.89</u>	\$2.85	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$59.45</u>
7th	6001 - 7000 hours	90%	<u>\$46.48</u>	<u>\$4.18</u>	\$2.85	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$62.96</u>
8th	7001 - 8000 hours	95%	<u>\$49.56</u>	<u>\$4.46</u>	\$2.85	\$8.00	\$0.61	\$0.40	\$0.28	\$0.16	<u>\$66.32</u>

The above figures are not a straight percentage and represent a diversion of monies into Benefits.

HEALTH & WELFARE PLAN:

The employer shall contribute two dollars eighty-five cents (\$2.85) per hour earned for each employee on or before the fifteenth (15th) day of the following month and remit to:

I.B.E.W. Local 1852 Health & Welfare Plan

PO Box 24
Pier Postal Station
Sydney, NS B1N 3B1

- A. The Trust Document under which the Fund is controlled shall provide for equal trustees in number and power to be appointed by each of the Parties hereto.
- B. Should the Union decide to increase the Health & Welfare Plan or pension plan then employer contributions will be amended. The total wage package for any employee shall not be higher for any wage period of this Collective Agreement.

CHAIN OF COMMAND:

Electricians will, as a general rule, not be required to take directions in reference to the work being performed other than from their Electrical Foreperson.

LAY OFF:

It shall be the responsibility of the Foreperson to notify employees when they are being laid off.

OVERTIME:

When overtime is required on a job site and there is a usual crew at that site, the overtime work shall be offered to the usual site employees first.

SHIFT WORK:

Employees working on the second and third shift shall be paid a shift differential of fifteen percent (15%). When shift work is scheduled under Article 10B.01 of this agreement, unless otherwise agreed by the employer and employee, employees shall be given a minimum of twenty-four (24) hours' notice before the commencement of the first shift when moving to a new shift schedule.

SAFETY:

Employer agrees to abide by all safety regulations established by the Occupational Health & Safety Act and Regulations.

BULLYING:

The Employer and the Union recognize the dignity and worth of every individual and are committed to a climate of understanding and mutual respect in the workplace.

The parties agree that they will not tolerate, ignore or condone bullying, improper comments, conduct, actions or gestures directed towards a specific individual that would be reasonably considered to create an intimidating, humiliating, hostile or offensive work environment.

Improper comments, conduct, actions or gestures:

1. include profanity and abusive language; verbal and physical threats or assault; intimidation; taunting or ostracizing; rude or inappropriate jokes or innuendo; overly aggressive, embarrassing, humiliating or demeaning behaviour; and malicious gestures or actions;
2. must not be a trivial occurrence that could reasonably be expected to take place in a work environment; and
3. do not include the good faith exercise of supervisory or management duties or responsibilities and/or do not serve any other legitimate workplace purpose.

THE EMPLOYER AGREES:

- (a) On all energized circuits or equipment carrying 320 volts or over, when actual contact with hot, exposed fuses, terminals or wire is a possible danger two (2) Journeypersons shall work together.

Once the switch is locked off, and fuses removed and wires disconnected, the circuit is then dead and an unaccompanied Journeyperson may proceed to work.

- (b) Two (2) employees will work on trench work exceeding six (6) feet.
- (c) To supply gloves for wire pulling crew.

SPECIAL RATES:

Electricians required to work on scaffold or structural steel exceeding heights of fifty feet (50') shall receive the following premiums above the regular hourly rate:

50' to 74'	Thirty five cents (\$0.35) per hour
75' to 99'	Seventy cents (\$0.70) per hour
100' to 149'	One dollar twenty cents (\$1.20) per hour
150' & over.....	One and one-half cents (1½¢) per hour per foot above 149 feet

PROTECTIVE CLOTHING:

Rain gear, as required, will be supplied by the employer.

TEMPORARY LIGHTING AND POWER:

The employer agrees that the installation, maintenance, connecting, disconnecting and repairing of all wiring for temporary lighting, electric heating and power, and the maintenance of all electrical construction equipment on the site which can be maintained by workers presently on the site shall be performed by employees employed under the terms of this Agreement.

TRANSFER:

The practice with respect to transfer of employees is as follows:

Two (2) employees transferred from the employers work force, two (2) employees recruited from the Union Hall, three (3) transferred from the employers work force and any and all further employees to be hired from the Union Hall as per Article 4A.01 of this Collective Agreement, this provision refers to job sites not individual tender packages.

On a layoff the above procedure works in the opposite direction, i.e. layoff is in the reverse order.

ALARM AND SECURITY TECHNICIAN:

When a Journeyperson Electrician or Registered Apprentice is performing the work of an Alarm and Security Technician, they will be covered by the terms and conditions of this Agreement.

INSTRUMENTATION TECHNICIAN:

Instrument Technicians, when working within the jurisdiction of the I.B.E.W., shall be covered by the terms and conditions of this Collective Agreement and shall receive the appropriate Apprentice or Journeyperson Electrician rate as set out in this Collective Agreement.

COMMUNICATION CABLE SPECIALIST:

When a Journeyperson Electrician or Registered Apprentice is performing the work of a Communication Cabling Specialist, they will be covered by the terms and conditions of this Agreement.

WELDER:

When a combination Electrician/Welder is requested, the Union shall supply same and the person so supplied shall be laid off no later than the completion of the Project originally hired for. Further, such person shall not be transferred to another Project.

PENSION PLAN:

The employer shall contribute eight dollars (\$8.00) per hour earned for each employee on or before the fifteenth (15th) day of the following month and remit to:

I.B.E.W. Local 1852 Pension Plan

PO Box 24
Pier Postal Station
Sydney, NS B1N 3B1

- a) The Trust Document under which the Pension Plan is controlled shall provide for equal trustees in number and power to be appointed by each of the Parties hereto.
- b) Should the Union decide to increase the hourly contribution to the Pension Plan, then the employer contribution will be amended and the hourly wage rate and vacation allowance adjusted accordingly. The total hourly package for any employee shall not be increased as a result of such amendment.

CONSOLIDATED FUND:

The employer shall remit per hour, for each hour paid, for the employee a sum in accordance with Article 8D of the Collective Agreement for the Consolidated Fund.

INDUSTRY IMPROVEMENT FUND:

The employer shall remit per hour, for each hour paid, for the employee a sum in accordance with Article 8E of the Collective Agreement for the Industry Improvement Fund.

EDUCATION FUND:

The employer shall contribute sixty-one cents (\$0.61) for each employee for each hour paid and remit the total of sixty-one cents (\$0.61) for each employee, for each hour paid to:

I.B.E.W. Local 1852 Education Fund

PO Box 24, Pier Postal Station

Sydney, NS BAN 3B1

on or before the 15th day of the month following.

Please note that thirty-six cents (\$0.36) of this employer contribution has been deducted from the hourly rate and vacation & holiday allowance of the employee. In the event that the Education Fund is discontinued, thirty-six cents (\$0.36) shall be diverted back into the hourly rate and vacation & holiday allowance of the employee.

The I.B.E.W. 1852 Education Fund shall be jointly trusteeed by representatives of Management and of the Union, in accordance with the terms of the Trust Agreement governing the Fund. The remittance shall be made on such a form as the trustees may reasonably require. At the discretion of the trustees, the Fund shall be available to finance training in both labour relations matters and trade skills. The applicable working conditions shall be in accordance with this Collective Agreement and Appendix.

SUBSIDIZATION FUND:

If the Local Union elects to establish an income supplement fund, then the Collective Agreement shall be adjusted to allow for the deduction and remittance of contributions upon sixty (60) days written notice to the CLRA. Such fund shall not increase the package rate payable under this Agreement.

OH&S TRAINING FUND:

IBEW Local 1852 agrees to provide all members with up to date OH&S Training, in the categories as listed below, including members working for an employer and those being referred to an employer. The employer shall contribute forty cents (\$0.40) for each hour paid to Local 1852 Training Fund.

Categories included:

1. WHMIS
2. Fall Protection Type 1
3. Confined Space Type 1
4. Emergency First Aid
5. CPR
6. Forklift
7. Generic Site Safety Orientation
8. Elevated Lift Platform/Zoom Boom Training
9. Introduction to Rigging
10. Staging Set-Up

This course list will be reviewed for any necessary changes in June 2029.

Remittances to be forwarded to:

I.B.E.W. Local 1852 OH&S Training Fund

PO Box 24, Pier Postal Station
Sydney, NS
BIN 3B1

on or before the fifteenth (15th) day of the month following.

In the event this fund is terminated, the entire forty cents (\$0.40) shall revert to the employer.

The I.B.E.W. 1852 OH&S Training Fund shall be jointly trustee'd by representatives of Management and of the Union, in accordance with the terms of the Trust Agreement governing the Fund. The remittance shall be made on such a form as the trustees may reasonably require.

Prior to the annual wage increase each year the Nova Scotia Construction Labour Relations Association, the Trustees and IBEW Local 1852 will meet to review the amount of contribution required to maintain the providing the OH&S courses.

Training courses shall be carried out in the most cost effective manner and as approved by the trustees.

IBEW Local 1852 agrees to provide additional OH&S courses that are not listed above providing there is surplus in the OH&S contributions. Discussion on such additional training would become part of the annual meeting.

TOOLS:***Tool List:***

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

First Year Apprentice

- Pliers – diagonal
- Pliers - side cutting
- Pliers - needle nose
- Blade screwdriver - small & large
- Robertson drivers - #6, #8, #10
- Phillips drivers
- Pocket knife
- Hacksaw
- 25' Measuring tape
- Torpedo type level
- Ball peen hammer
- Tool box
- Adjustable crescent wrench
- Channel locks

Second and Third Year Apprentice

Same as First Year

Fourth Year Apprentice

- As above ... plus
- Allen wrenches
- 600V tester
- 1 Centre punch
- Open End Wrenches - 7/16", 1/2", 9/16" and 3/4"
- 1 Wood chisel
- Tap wrenches - 6/32 and 8/32
- Sockets - 7/16", 1/2", 9/16" and 3/4"
- 3/8" Ratchet Drive

QUALITY CONTROL:

When a Quality Control person is required to do field inspections on site, they shall be employed from the membership of the Local Union. They shall only perform Quality Control functions. However, the determination of qualifications shall be within the sole discretion of the employer.

Such employee, if transferred on site, shall not be counted as for the transfer clause, and shall perform only Quality Control functions while employed on site.

Wages for this position will be that of a Journeyman Electrician.

NON-CATALOGUE ITEMS:

In order to preserve the status quo it is agreed that when electrical fabrication work normally performed by local union members on site is sub-contracted off-site, such work shall be performed by I.B.E.W. members under the terms of the Agreement.

IN WITNESS WHEREOF the Parties have Executed this Collective Agreement at Sydney, Nova Scotia, on this 27th day of October, 2025.

SIGNATORIES**FOR THE EMPLOYER**

ROBERT SHEPHERD

CALUM MACLEOD

FOR THE UNION

BRADLEY LANNON

TRAVIS WHITE
