

APPENDIX NO. 6 - 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 18, 2025 - June 30, 2029

MILLWRIGHTS JOURNEYPerson									
Effective Date	Hourly Rate	V & H 10%	Pension 18%	Benefit	Promo	Training Fund	Consol. Fund	IIF	Total Pkg.
<u>July 18, 2025</u>	<u>\$45.02</u>	<u>\$4.50</u>	<u>\$8.92</u>	<u>\$3.10</u>	<u>\$0.10</u>	<u>\$1.00</u>	<u>\$0.28</u>	<u>\$0.16</u>	<u>\$63.08</u>
<u>July 1, 2026</u>	<u>\$45.97</u>	<u>\$4.60</u>	<u>\$9.10</u>	<u>\$3.20</u>	<u>\$0.10</u>	<u>\$1.00</u>	<u>\$0.28</u>	<u>\$0.16</u>	<u>\$64.41</u>
<u>July 1, 2027</u>	<u>\$46.92</u>	<u>\$4.69</u>	<u>\$9.29</u>	<u>\$3.30</u>	<u>\$0.10</u>	<u>\$1.00</u>	<u>\$0.28</u>	<u>\$0.16</u>	<u>\$65.74</u>
<u>July 1, 2028</u>	<u>\$49.62</u>	<u>\$4.96</u>	<u>\$9.82</u>	<u>\$3.60</u>	<u>\$0.10</u>	<u>\$1.00</u>	<u>\$0.28</u>	<u>\$0.16</u>	<u>\$69.54</u>

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:

Foreperson Premiuma minimum premium of fifteen percent (15%) of journeyperson base rate and holiday and vacation allowance

From 3 - 6 employees1 working Foreperson

From 7 - 10 employees1 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 Forepersons - 1 General Foreperson.

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

MILLWRIGHT - APPRENTICES WAGE RATES										
		Hourly Rate	V & H 10%	Pension 18%	Benefit	Promo.	Training	Consol. Fund	IIF	Total Pkg.
Effective Date: <u>July 18, 2025</u>										
1st Year	60%	<u>\$26.15</u>	<u>\$2.61</u>	<u>\$5.18</u>	<u>\$3.10</u>	\$0.10	\$1.00	\$0.28	\$0.16	<u>\$38.58</u>
2nd Year	70%	<u>\$30.66</u>	<u>\$3.07</u>	<u>\$6.07</u>	<u>\$3.10</u>	\$0.10	\$1.00	\$0.28	\$0.16	<u>\$44.44</u>
3rd Year	80%	<u>\$35.56</u>	<u>\$3.56</u>	<u>\$7.04</u>	<u>\$3.10</u>	\$0.10	\$1.00	\$0.28	\$0.16	<u>\$50.80</u>
4th Year	90%	<u>\$39.12</u>	<u>\$3.91</u>	<u>\$7.75</u>	<u>\$3.10</u>	\$0.10	\$1.00	\$0.28	\$0.16	<u>\$55.42</u>
Effective Date: <u>July 1, 2026</u>										
1st Year	60%	<u>\$26.69</u>	<u>\$2.67</u>	<u>\$5.28</u>	<u>\$3.20</u>	\$0.10	\$1.00	\$0.28	\$0.16	<u>\$39.38</u>
2nd Year	70%	<u>\$31.30</u>	<u>\$3.13</u>	<u>\$6.20</u>	<u>\$3.20</u>	\$0.10	\$1.00	\$0.28	\$0.16	<u>\$45.37</u>
3rd Year	80%	<u>\$36.30</u>	<u>\$3.63</u>	<u>\$7.19</u>	<u>\$3.20</u>	\$0.10	\$1.00	\$0.28	\$0.16	<u>\$51.86</u>
4th Year	90%	<u>\$39.97</u>	<u>\$4.00</u>	<u>\$7.91</u>	<u>\$3.20</u>	\$0.10	\$1.00	\$0.28	\$0.16	<u>\$56.62</u>
Effective Date: <u>July 1, 2027</u>										
1st Year	60%	<u>\$27.23</u>	<u>\$2.72</u>	<u>\$5.39</u>	<u>\$3.30</u>	\$0.10	\$1.00	\$0.28	\$0.16	<u>\$40.18</u>
2nd Year	70%	<u>\$31.94</u>	<u>\$3.19</u>	<u>\$6.33</u>	<u>\$3.30</u>	\$0.10	\$1.00	\$0.28	\$0.16	<u>\$46.30</u>
3rd Year	80%	<u>\$37.04</u>	<u>\$3.70</u>	<u>\$7.34</u>	<u>\$3.30</u>	\$0.10	\$1.00	\$0.28	\$0.16	<u>\$52.92</u>
4th Year	90%	<u>\$40.82</u>	<u>\$4.08</u>	<u>\$8.08</u>	<u>\$3.30</u>	\$0.10	\$1.00	\$0.28	\$0.16	<u>\$57.82</u>
Effective Date: <u>July 1, 2028</u>										
1st Year	60%	<u>\$28.75</u>	<u>\$2.88</u>	<u>\$5.69</u>	<u>\$3.60</u>	\$0.10	\$1.00	\$0.28	\$0.16	<u>\$42.46</u>
2nd Year	70%	<u>\$33.76</u>	<u>\$3.38</u>	<u>\$6.68</u>	<u>\$3.60</u>	\$0.10	\$1.00	\$0.28	\$0.16	<u>\$48.96</u>
3rd Year	80%	<u>\$39.15</u>	<u>\$3.92</u>	<u>\$7.75</u>	<u>\$3.60</u>	\$0.10	\$1.00	\$0.28	\$0.16	<u>\$55.96</u>
4th Year	90%	<u>\$43.22</u>	<u>\$4.32</u>	<u>\$8.56</u>	<u>\$3.60</u>	\$0.10	\$1.00	\$0.28	\$0.16	<u>\$61.24</u>

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

Ratio: One (1) Apprentice to every three (3) Journeypersons (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 Journeypersons' hourly rate.

RE-OPENER:

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 Millwright 1178 and the CLRA may be amended upon the agreement of Millwright 1178 and the CLRA.

ENABLING:

Where a particular article or articles of this Collective Agreement is/or 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.

GRIEVANCE AND ARBITRATION PROCEDURE

The Parties being aware of the high cost of Arbitration agree that they may wish to utilize professional Alternative Dispute Resolution Procedures as are available through the Province of Nova Scotia or from other sources. Both Parties agree to use their best efforts to implement Alternative Dispute Resolution Procedures as appropriate in the resolution of disputes.

Failing prompt resolution, the grievance may then be settled in the manner provided by Section 107 of the Trade Union Act, Chapter 475, R.S.N.S. 1989, as amended.

HIRING:

On hiring, the employer may name-hire the odd numbered employees (i.e. the first (1st), third (3rd), fifth (5th), etc. and the Union may refer the even numbered employees (i.e. the second (2nd), fourth (4th), sixth (6th), etc. On lay-off the odd numbered employees laid off (i.e. the first (1st), third (3rd) etc.) shall be employees referred from the Union and the even numbered employees (i.e. the second (2nd), fourth (4th) etc.) shall be employees name-hired. Thus the second to last person shall be a referred person and the last person shall be name-hired.

SHIFT DIFFERENTIAL:

Employees working on the second and third shift shall be paid a shift differential of fifteen percent (15%).

TOOL CRIB:

In the event that the employer considers it necessary to set up an independent Millwright tool crib on the site, the Millwrights shall have jurisdiction over such tool crib.

SUPPLEMENTARY UNION DUES CHECK-OFF:

The employer shall deduct supplementary Union Dues in the amount of twenty-five cents (\$0.25) per hour worked plus four percent (4.0%) of the gross wages of the employee, excluding any allowance paid for room and board.

The employer shall remit such deductions not later than the fifteenth (15th) day of the month following the month of earnings by the employee to:

Financial Secretary
Atlantic Canada Regional Council
1000 Sackville Drive
Sackville, NS B4E 0C2

CHAIN OF COMMAND:

Millwrights will not be required to take directions in reference to the work being performed other than from their Millwright Foreperson, when such Foreperson is appointed.

TOOLS:

Employees shall have five (5) minutes before Noon and ten (10) minutes before quitting time for the purpose of picking up and storing tools.

The employer agrees to furnish a heated, dry, locked facility for the safekeeping of all Millwright tools and tool boxes on all jobs, same to be kept locked when Millwrights are not working. Storage of tools and tool boxes must be in such a way as to prevent damage.

Employees' tools legitimately damaged while performing work for the employer shall be replaced, repaired or a sum equivalent to the value of the tools shall be paid by the employer within seven (7) days of the reported damage. The above applicable provided such damage is not due to any negligence on the part of the employee and that the damaged tool is returned to the employer. Abuse of this provision by employees may result in disciplinary action.

PROTECTIVE CLOTHING:

The employer shall supply approved safety helmets and such other safety equipment (excluding safety boots), as the employee is not required to provide. When necessary, the employer shall supply rain suits and rubber boots at no charge to the employees. The employer shall supply, when necessary, acid and corrosive protective clothing, hat liners, safety glasses, gloves and burning goggles for welding and gas cutting operations.

On work which is abnormally dirty, the employer shall make available coveralls, same to remain the property of the employer, cost to be deducted from employees' pay if not returned.

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 three dollars ten cents (\$3.10) per hour for each hour paid and effective July 1, 2026, three dollars twenty cents (\$3.20) per hour for each hour paid and effective July 1, 2027, three dollars thirty cents (\$3.30) per hour for each hour paid and effective July 1, 2028, three dollars sixty cents (\$3.60) per hours for each hour paid.
- (c) 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: acrcbenefits@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.

PENSION PLAN:

It is agreed that provisions for a Pension Plan will be implemented under the same conditions as the Benefit Plan. The employer shall contribute, as identified in the wage tables, 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: acrcbenefits@manionwilkins.com

Notwithstanding the other provisions of this Agreement, when an Employee who is in receipt of a monthly retirement benefit from the ACRC Regional Pension Plan or an Employee who has reached December 31st of the year they turn age 71 continues to work under the terms of the Collective Agreement, the full applicable hourly amount for Pension Fund contributions as set out in this Agreement which would otherwise be required to be remitted to the Pension Plan, shall be remitted instead into the ACRC Employee Life and Health Trust (ELHT) for the purpose of Retiree Benefits, subject to the administrator of the ELHT accepting these amounts. A contribution made to the ELHT under this provision shall be remitted as a separate contribution and NOT combined with any other contribution. Any contribution made under this provision shall not be designated as pensionable earnings and no Pension Adjustment (PA) shall be reported for that Employee by the Employer.

TRAINING FUND:

It is agreed that the Parties shall institute a Training Fund to be governed and controlled by the Administration Agreement between the parties, and that the employer shall contribute and remit one dollar (\$1.00) per hour paid to:

The Administrator

Millwright 1178 Training Fund

139 Beaufort Street, P.O. Box 358

Stellarton, NS B0K 1S0

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.

MILLWRIGHT 1178 PROMOTION FUND:

It is agreed that the Parties shall institute a Promotion Fund to be governed and controlled by the Union and that the employer shall contribute and remit ten cents (\$0.10) per hour paid to:

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

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

JEFF RICHARDSON
