

APPENDIX NO. 9 - PLUMBERS - COMMERCIAL

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

- AND -

UNITED ASSOCIATION OF JOURNEYMEN & APPRENTICES
OF THE PLUMBING STEAMFITTING AND PIPEFITTING INDUSTRY
OF THE UNITED STATES & CANADA
LOCAL 682
 (hereinafter referred to as the "Union")

ARTICLE 1 - WAGE RATES:

The following minimum hourly rates of wages shall apply to all employees:

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

Effective Date	Hourly Rate	V & H	Benefit	Pension	JATC	Training	Promo	Consol. Fund	IIF	Total Pkg
JOURNEYPERSON - PLUMBER										
<u>July 18, 2025</u>	<u>\$42.10</u>	<u>\$3.79</u>	<u>\$2.75</u>	\$7.45	\$0.12	\$1.00	\$0.06	\$0.28	\$0.16	<u>\$57.71</u>
<u>July 1, 2026</u>	<u>\$42.98</u>	<u>\$3.87</u>	<u>\$3.00</u>	\$7.45	\$0.12	\$1.00	\$0.06	\$0.28	\$0.16	<u>\$58.92</u>
<u>July 1, 2027</u>	<u>\$44.09</u>	<u>\$3.97</u>	\$3.00	\$7.45	\$0.12	\$1.00	\$0.06	\$0.28	\$0.16	<u>\$60.13</u>
<u>July 1, 2028</u>	<u>\$47.28</u>	<u>\$4.26</u>	\$3.00	\$7.45	\$0.12	\$1.00	\$0.06	\$0.28	\$0.16	<u>\$63.61</u>
WATER & SEWER - PLUMBER										
<u>July 18, 2025</u>	<u>\$37.50</u>	<u>\$3.38</u>	<u>\$2.75</u>	\$7.45	\$0.12	\$1.00	\$0.06	\$0.28	\$0.16	<u>\$52.70</u>
<u>July 1, 2026</u>	<u>\$38.29</u>	<u>\$3.45</u>	<u>\$3.00</u>	\$7.45	\$0.12	\$1.00	\$0.06	\$0.28	\$0.16	<u>\$53.81</u>
<u>July 1, 2027</u>	<u>\$39.31</u>	<u>\$3.54</u>	\$3.00	\$7.45	\$0.12	\$1.00	\$0.06	\$0.28	\$0.16	<u>\$54.92</u>
<u>July 1, 2028</u>	<u>\$42.23</u>	<u>\$3.80</u>	\$3.00	\$7.45	\$0.12	\$1.00	\$0.06	\$0.28	\$0.16	<u>\$58.10</u>

A clear statement of hours worked, earnings, deductions and contributions shall be attached to each weekly pay statement or cheque. In addition to the hourly rates the employer shall pay the amounts as set out in the Benefit and Pension Plans, Promotion and Education Fund, Consolidated Fund and Industry Improvement Fund and deduct the amounts as set out in the Training Fund in those sections of this Appendix.

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ARTICLE 2 - 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 Local 682 and the CLRA may be amended upon the agreement of Local 682 and the CLRA.

ARTICLE 3 - 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.

ARTICLE 4 - UNION SECURITY:

The employer may recall their former employees who are being called back within sixty (60) working days of the time of lay off with notification to the Local Union Office.

The employer may recall their former employees who have unbroken service with the same employer for a period of five (5) years. (Unbroken service to mean worked for the same employer disregarding periods of unemployment.)

The employer shall hire members of Local 682 on a 50-50 basis as follows:

1st, 3rd, 5th and all odd numbered employees shall be selected by the employer from the members in good standing and available for work on the Union out-of-work list and 2nd, 4th, 6th and all even numbered employees shall be selected by the Union.

Layoff will be on a 50-50 basis at the employer's discretion, however the 50-50 ratio of employer selection and union selection must be maintained.

The Union shall supply the employers, on request, a current list of members in good standing and available for work.

All employees shall be referred through the Union offices.

Parties to this Appendix agree to acknowledge and refer to the UA Standard For Excellence.

ARTICLE 5 - TRANSFER TO INDUSTRIAL:

Employers may transfer from Commercial shops or request from the Union using the following ratio:

For the first one hundred (100) employees excluding supervision

Transfer from shop or Request from first one hundred (100) available for work on Union list	Union member selected by Union
1 st and 2 nd	3 rd and 4 th
5 th and 6 th	7 th and 8 th
9 th and 10 th	11 th
12 th	13 th
14 th	15 th
16 th	17 th
18 th	19 th
20 th	

- Any additional employees from the Union's list

The employer shall have the right to vary who its eleven (11) transferred employees on a particular jobsite are any time during the progress of a job but the total number of eleven (11) employees transferred will not change.

- All employees hired in accordance with the above ratio will be laid off in the same ratio, commencing with an employer selection/transfer. No other employees can be hired directly if the above termination procedure has not been followed.

ARTICLE 6 - CHAIN OF COMMAND:

United Association members will, as a general rule, not be required to take directions in reference to the work being performed other than from a United Association Foreperson.

United Association Apprentices will, as a general rule, not be required to take directions in reference to the work being performed from other than a Licensed Journeyman during "hands on" training in the field.

ARTICLE 7 - SPECIAL PREMIUM:

All qualified Journeypersons welding on stainless steel, cupranickle, chrome alloy, or welding with tig or mig, shall be renumerated at one dollar twenty-five cents (\$1.25) per hour above the regular rate. When Journeypersons with these special skills are requested by the employer, the premium rate shall apply.

All Journeypersons Steam Fitters working with a Welder receiving this premium shall also receive the premium, all Apprentices so working shall receive the applicable percentage of the premium.

An employee required to work in a higher classification shall receive pay for time worked in the classification.

ARTICLE 8 - SUPERVISION:

A working Foreperson will supervise a maximum of five (5) U.A. employees besides themselves. A non-working Foreperson will supervise a maximum of fifteen (15) U.A. employees besides themselves. One (1) of the first three (3) employees will be a working Foreperson.

- Forepersons will be paid above the Journeyperson rate as follows: minimum fifteen percent (15%) of journeyperson rate

After there are three (3) Forepersons and thirty-six (36) workers on site, a General Foreperson shall be appointed.

- General Foreperson Premium – A minimum of twenty percent (20%) above the Journeyperson Wage Rate.

The employer may name-hire up to two (2) supervisory personnel from anywhere on the Union out of work list. All name-hired, recalled or new hire's must have a referral from the Union hall. The employer agrees to notify the Union of all terminations.

ARTICLE 9 - APPRENTICESHIP:

All Apprentices will be employed in accordance with the provisions of the Nova Scotia Apprenticeship and Trades Qualifications Act and the Parties hereby agree to observe all the provisions of said Act.

There will be up to a maximum of one (1) Apprentice to every one (1) 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).

Apprentice pay rates - the rate of pay for an Apprentice will be paid as a percentage of Journeypersons rate, as hours recorded in their Apprenticeship Log Book. Apprentices shall move from one Level to the next Level upon completion of the minimum number of hours, related technical training, and any required exam.

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

APPRENTICES - PLUMBER												
			Hourly Rate	V & H	Benefit	Pension	JATC	Training	Promo	Consol. Fund	IIF	Total Pkg
Effective Date: July 18, 2025												
Level 1	1 - 1800 hours	55%	\$23.85	\$2.15	\$2.75	\$1.23	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$33.10
Level 2	1801 - 2700 hours	60%	\$26.21	\$2.36	\$2.75	\$1.33	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$35.77
	2701 - 3600 hours	65%	\$28.59	\$2.57	\$2.75	\$1.42	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$38.45
Level 3	3601 - 4500 hours	75%	\$31.55	\$2.84	\$2.75	\$3.54	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$43.80
	4501 - 5400 hours	80%	\$33.94	\$3.05	\$2.75	\$3.59	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$46.45
Level 4	5401 - 6300 hours	85%	\$36.39	\$3.28	\$2.75	\$3.63	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$49.17
	6301 - 7200 hours	90%	\$39.10	\$3.52	\$2.75	\$3.70	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$52.19
Effective Date: July 1, 2026												
Level 1	1 - 1800 hours	55%	\$24.24	\$2.18	\$3.00	\$1.23	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$33.77
Level 2	1801 - 2700 hours	60%	\$26.65	\$2.40	\$3.00	\$1.33	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$36.50
	2701 - 3600 hours	65%	\$29.08	\$2.62	\$3.00	\$1.42	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$39.24
Level 3	3601 - 4500 hours	75%	\$32.16	\$2.89	\$3.00	\$3.54	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$44.71
	4501 - 5400 hours	80%	\$34.60	\$3.11	\$3.00	\$3.59	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$47.42
Level 4	5401 - 6300 hours	85%	\$37.11	\$3.34	\$3.00	\$3.63	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$50.20
	6301 - 7200 hours	90%	\$39.87	\$3.59	\$3.00	\$3.70	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$53.28
Effective Date: July 1, 2027												
Level 1	1 - 1800 hours	55%	\$24.85	\$2.24	\$3.00	\$1.23	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$34.44
Level 2	1801 - 2700 hours	60%	\$27.32	\$2.46	\$3.00	\$1.33	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$37.23
	2701 - 3600 hours	65%	\$29.81	\$2.68	\$3.00	\$1.42	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$40.03
Level 3	3601 - 4500 hours	75%	\$32.99	\$2.97	\$3.00	\$3.54	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$45.62
	4501 - 5400 hours	80%	\$35.49	\$3.19	\$3.00	\$3.59	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$48.39
Level 4	5401 - 6300 hours	85%	\$38.06	\$3.42	\$3.00	\$3.63	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$51.23
	6301 - 7200 hours	90%	\$40.87	\$3.68	\$3.00	\$3.70	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$54.37
Effective Date: July 1, 2028												
Level 1	1 - 1800 hours	55%	\$26.61	\$2.39	\$3.00	\$1.23	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$36.35
Level 2	1801 - 2700 hours	60%	\$29.24	\$2.63	\$3.00	\$1.33	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$39.32
	2701 - 3600 hours	65%	\$31.88	\$2.87	\$3.00	\$1.42	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$42.29
Level 3	3601 - 4500 hours	75%	\$35.39	\$3.18	\$3.00	\$3.54	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$48.23
	4501 - 5400 hours	80%	\$38.04	\$3.42	\$3.00	\$3.59	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$51.17
Level 4	5401 - 6300 hours	85%	\$40.77	\$3.67	\$3.00	\$3.63	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$54.19
	6301 - 7200 hours	90%	\$43.74	\$3.94	\$3.00	\$3.70	\$0.12	\$2.50	\$0.06	\$0.28	\$0.16	\$57.50

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ARTICLE 10 - REPAIR JOBS:

In finishing up a repair job on a regular working day, if to finish will not take more than one (1) hour's time, it may be done at the regular rate of wages.

ARTICLE 11 - MAKE-UP HOURS:

The Union may agree that employees may work up to forty (40) hours per week, Monday to Friday, but excluding Saturday and Sunday, regardless of the number of hours worked in any one day, at the straight rate of pay.

ARTICLE 12 - OVERTIME:

All work performed outside the regular hours of work, including Saturdays, Sundays and Designated Holidays, shall be paid at double (2x) the regular rate of pay.

ARTICLE 13 - SHIFT WORK:

Shift work may be performed at the opinion of the employer, but when performed, it must continue for a period not less than three (3) normal consecutive work days. The work week for straight time shift purposes shall be considered to start at 8:00 a.m. through to 4:30 p.m. Monday to Friday inclusive.

The first or day shift shall work a regular eight (8) hour shift as outlined in Article 10A of the Collective Agreement. If two (2) or more shifts are worked, the second and third shifts shall be eight (8) hours for which each employee shall receive pay for the hours worked plus fifteen percent (15%) for hours worked to 12:00 midnight and twenty percent (20%) for hours worked from 12:00 midnight to 8:00 a.m. Work in excess of eight (8) hours per shift shall be paid at overtime rates, including the shift premium rate, but such shift differential shall not be included in the calculation of overtime.

ARTICLE 14 - HEIGHT PAY:

For work performed on staging or open steel:

- 50' to 74'Thirty-five cents (\$0.35) above the regular hourly rate
- 75' to 99'Seventy cents (\$0.70) above the regular hourly rate
- 100' to 149'One dollar (\$1.00) above the regular hourly rate
- 150' & over.....One cent (\$0.01) per foot

ARTICLE 15 - WELDING TEST:

The employer agrees to contribute to the Nova Scotia Joint Apprenticeship and Training Committee or Local 682, as determined by the Business Manager, the amount of five hundred dollars (\$500.00) on Industrial Projects for each welder referred to the employer with a Department of Labour up to date Welding Certification (F3-F4), (F6-F4) and (F6-F5).

The employer may, at their discretion, have the option to test welders, being referred by the Union, at the work site.

Whenever a welding test is required by the employer, it is agreed that the employee, while taking such test, shall be in the employ of the particular employer who requires the test. Welding gloves and safety glasses to be supplied by the employer.

ARTICLE 16 - PIPE SUPPORTS:

Exclusively for the installation of free standing pipe supports, the applicable ratio of Journeypersons to Apprentices shall be 1:2. When requested by the employer, the Union may agree to provide first or second year Apprentices. This ratio applies to installation only. For fabrication, the Union agrees to put in place a competitive rate.

ARTICLE 17 - PAID HOLIDAYS:

Labour Day, Christmas Day, Remembrance Day, Canada Day.

ARTICLE 18 - TRADE PROMOTION:

The employer and the Union agree to promote the mechanical industry to the benefit of the employer and the United Association employees. Such promotion may include use of the U.A. label when and where practical.

ARTICLE 19 - CALL OUT (NEW CONSTRUCTION):

When an employee is called out by the employer to work on holidays, they shall receive a minimum of two (2) hours' pay at double (2x) their regular hourly rate, classification premiums included.

ARTICLE 20 - PROTECTIVE CLOTHING, HARD HATS AND WELDING GLOVES:

While working in caustics or acids, workers will be supplied with rubber boots and rubber clothing.

Raingear, coveralls in particular situations, and fire retardant jackets as required will be supplied by the employer.

All welding gloves shall be provided by the employer at the request of the job Foreperson.

Should a new employee require a hard hat, it will be supplied by the employer.

All protective clothing, welding gloves and hard hats supplied by the employer to the employees shall remain the property of the employer. Should any such item not be returned to the employer prior to termination of employment, the cost shall be deducted from the final pay.

ARTICLE 21 - QUARTERS:

Adequate quarters shall be provided on all jobs for workers to change clothes and eat lunches. These quarters shall be heated when required, and have clean adequate space for eating meals. It is further agreed that wherever practicable, the mechanical contractor and the Union will discuss with the general contractor or owner, the installation of wash basins with running water and flush toilets.

ARTICLE 22 - BURNED CLOTHING:

Employees clothing, if burned in the job shack, shall be replaced by the employer on the recommendation of the Foreperson or Safety Inspector.

ARTICLE 23 – EMPLOYEE’S VEHICLE:

The use of vehicles of any description (unless furnished by the employer) will not be permitted for the transportation of materials and equipment.

ARTICLE 24 - SAFETY TRAINING:

It is the responsibility of Employers to provide and/or arrange for required safety training courses or upgrades for their employees. Employers shall pay registration costs and/or course fees for any required safety training courses or upgrades taken by employees. It is the responsibility of all employees to ensure that they attend all required safety training courses or upgrades. An employee who fails to obtain or maintain all required safety training may be subject to removal from the jobsite. An Employer is not required to compensate employees for time spent undertaking the following safety training courses or upgrades:

1. WHMIS
2. Fall Protection Type 1
3. Forklift / Telehandler
4. Emergency First Aid
5. Aerial Work Platform (AWP)

ARTICLE 25 - N.S. J.A.T.C.:

The employer shall contribute ten cents (\$0.10) per hour, and the employees shall contribute two cents (\$0.02) per hour, up to forty (40) hours per week as set out herein.

- a) Employers and employees both recognize the need and benefits derived from training received in new techniques of the industry. It is therefore imperative that a program of training be provided for all members of Local Union 682 and owners, part owners, senior management and middle management of firms employing union members.
- b) The funds for such training shall be provided by both employers and employees per hour, per hour employed by employers.
- c) The administration of such funds, the need for various types of training, providing facilities, teaching personnel, supplies and all miscellaneous items required to conduct a training program shall be a committee of equal number from employer groups and Local Union 682, i.e. three (3) members from employers and three (3) Local Union 682 members. The number of members to this committee may be more or less than three (3), but in no case shall there be an unequal number from the contributing Parties.
- d) The committee shall be known as the Cape Breton Joint Mechanical Journeypersons' Training Program.
- e) The committee shall have a chairman, vice-chairman and a (financial) secretary. Terms of office shall be for a period of two (2) years.
- f) The employer shall deduct from all Journeypersons and Apprentices, working under the conditions of this Agreement, two cents (\$0.02) per hour, per hour said Journeypersons and/or Apprentices are employed by the employer concerned.
- g) The total of twelve cents (\$0.12) per hour, per hour employed by all employees working under the conditions of this Agreement shall be sent by the employers concerned with a list of names in alphabetical order to:

Darren Muise
N.S. JOINT APPRENTICESHIP & TRAINING COMMITTEE
 U.A. Local 56
 30 Neptune Crescent
 Woodside Industrial Park
 Dartmouth, NS B2Y 4R8

- h) If this committee shall cease to function by mutual agreement of all Parties concerned, all assets shall be divided as shown and returned to the contributing organizations:
 Mechanical Contractors Association of Nova Scotia 10/12
 Local Union 682 2/12

ARTICLE 26 - LOCAL, NATIONAL TRAINING FUNDS, BUILDING FUND, FIELD DUES & APPRENTICESHIP TRAINING FUND:

1. ***Local 682 Training Fund***
Employer contribution of ninety cents (\$0.90) per hour paid
2. ***U.A. National Training Fund***
Employer contribution of five cents (\$0.05) per hour paid.
3. ***U.A. Canadian Industry Enhancement Trust Fund***
Employer contribution of five cents (\$0.05) per hour paid.

Total employer contribution, for Journeypersons, of one dollar (\$1.00) per hour paid. (See wage tables for apprentice contributions.)

4. ***Local 682 Building Fund***
Employee contribution of thirty cents (\$0.30) per hour paid.
5. ***Local 682 Field Dues***
The employer agrees to deduct from each U.A. member field dues in the amount of two percent (2%) of gross pay and remit to Local 682 Union Office.
6. ***Local 682 Apprenticeship Training Fund***
Each employer shall contribute one dollar and fifty cents (\$1.50) per hour paid for each Apprentice.
7. ***Local 682 Union Administration Fund***
Employee contribution of fifteen cents (\$0.15) per hour paid.

The employer shall remit the above contributions and deductions, in the form of one (1) cheque, to:

U.A. Local 682
PO Box 4508
Reserve Mines, NS B1E 1L2

All employer contributions (ie. items 1, 2, 3 and 6) under this heading are amalgamated as set out under the Training column of the appropriate wage tables. Items 4, 5 and 7 are to be deducted from the employee.

ARTICLE 27 - REMITTANCES:

Remittance of all Trust Funds contributions and deductions and Union dues shall be sent to the appropriate administrator at the address provided on or before the twentieth (20th) day of the month following, unless otherwise indicated.

ARTICLE 28 - BENEFIT PLAN:

The Parties hereto agree on a Benefit Plan as follows:

- (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) The Benefit Plan shall be professionally administered.
- (c) Each employer shall sign a Participation Agreement as approved by the Trustees.
- (d) The employer shall make contributions at the rate of two dollars seventy-five cents (\$2.75) per hour paid **and effective July 1, 2026, three dollars (\$3.00) per hour paid.** Should the contribution increase, then this amount and the wage rates shall be amended accordingly.
- (e) In the event the Benefit Plan is discontinued for any reason whatsoever, the contribution shall be added to the hourly rate and become part of the wage package.
- (f) Administrator: The Union shall advise employers of the name and address of the Administrator.

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ARTICLE 29 - PENSION PLAN:

The Parties hereto agree on a Pension Plan Fund as follows:

- (a) The Trust Document under which the Pension Fund is controlled shall provide for equal Trustees in number and power appointed by each of the Parties hereto.
- (b) The employer shall make contributions at the rate per hour paid as follows:
For Journeypersons:
 - Seven dollars forty-five cents (\$7.45)
For Apprentices:
 - Refer to the amount in the wage table for the corresponding Apprentice level
- (c) The Pension Fund shall be professionally administered.
- (d) In the event the Pension Plan is discontinued for any reason whatsoever, the contribution shall be added to the hourly rate and become part of the wage package.
- (e) Administrator: The Union shall advise employers of the name and address of the Administrator.

The parties to this Collective Agreement agree that the Trustees of the Trust Fund, appointed in accordance with the Trust Agreement, shall have the authority to enforce the payment of contributions to the Trust Fund as provided for in this Collective Agreement and the Trustees may take measures or remedies available to either or both of the Parties hereto to enforce the payment of such contributions and collect overdue contributions. The Trustees shall not be required to follow the procedures of this Collective Agreement and may take civil action for debt to enforce payment of contributions by an individual employer. The Union, for itself and on behalf of the employees in the bargaining unit covered by this Collective Agreement, assigns the contributions and the right to receive the same to the Trustees.

ARTICLE 30 - PROMOTION AND EDUCATION FUND:

- (a) Employers must contribute to the Promotion and Education Fund established by the Mechanical Contractors Association of Nova Scotia to encourage increased employment among members of Local 682 and to advance the industry a sum equal to six cents (\$0.06) for each hours pay worked by each of their employees. The Fund shall be administered by a Board of Governors appointed by the Mechanical Contractors Association of Nova Scotia. This fund shall not be intentionally engaged in activities detrimental to Local 682.
- (b) The six cents (\$0.06) for Promotion and Education Fund will be paid by Electronic Funds Transfer (EFT) on or before the fifteenth (15th) of the month following with hours reported at the time of payment via the CLRA Remittance Portal at iif.nslra.ca.

Employers who are unable to remit payment by EFT should contact the CLRA at iif@nslra.ca or by phone at 902-468-2283.

- (c) The Governors agree that should the Training Fund monies be insufficient, assistance will be given from the Promotion and Education Fund.
- (d) The parties agree that collection may be enforced through arbitration instituted by the Association.

The applicable working conditions shall be in accordance with this Collective Agreement and Appendix.

ARTICLE 31 - 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.

ARTICLE 32 - 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.

ARTICLE 33 - TOOL LIST:

Journeypersons will supply the following Tool List:

- | | |
|---|--|
| 1 - crescent wrench | 1 - ball peen hammer |
| 1 - vice grips or channel lock | 1 - 9" level |
| 1 - 16' tape | 1 - plumb bob |
| 1 - set assorted Robertson screwdrivers | 1 - set assorted Phillips screwdrivers; or |
| 1 - multi use screwdriver | pipewrenches up to 10" |

Tools broken during course of the project, and tools stolen while under the locked possession of the employer, will be replaced free of charge.

ARTICLE 34 - VISUAL INSPECTION:

Subject to the requirements of the employer on-site Visual Inspection shall include and not be limited to:

- Inspection of all metal fabrications, piping and coating applied thereto.
- Inspection of all plastics and fiberglass fabrication and piping are included.

ARTICLE 35 - VISUAL INSPECTORS:

Rates of pay: (these rates are for Visual Inspection with the relevant certification)

C.W.B. Certification:

1. C.W.B. certified Level III - Journeyperson Rate Plus General Foreperson Premium
2. C.W.B. certified Level II - Journeyperson Rate Plus Foreperson Premium
3. C.W.B. certified Level I - Journeyperson Rate Plus Welding Premium

Where Visual Inspectors are required, in the sole discretion of the employer, then such Visual Inspectors shall be employed from members of the Local Union when such qualified members are available. Where qualified members are not available, the employer may employ Visual Inspectors from elsewhere, providing the Visual Inspectors become members in good standing with the Union.

The employer may use their own Q.A. person to perform Visual Inspection until a Welding Co-ordinator is on-site. If the Welding Co-ordinator is not a certified C.W.B. Inspector, the Q.A. person may continue to perform Visual Inspections until additional Inspectors are required.

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

FOR THE UNION

ROBERT SHEPHERD

ERNIE DALTON

CHRIS BRACE

DARLENE WARD

DARYL BAXENDALE
