

APPENDIX NO. 1 “A” - BRICKLAYERS - INDUSTRIAL

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

- AND -

INTERNATIONAL UNION OF BRICKLAYERS & ALLIED CRAFTWORKERS
LOCAL UNION 1
 (hereinafter referred to as the "Union")

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

Effective Date	Hourly Rate	V & H 9%	H & W	Pension	BAC 1 GRSP	Promo	Bereave. Fund	Training Fund	Consol. Fund	IIF	Total Pkg
BRICKLAYER JOURNEYPERSON											
<u>July 18, 2025</u>	<u>\$47.68</u>	<u>\$4.29</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	<u>\$0.30</u>	\$0.28	\$0.16	<u>\$62.99</u>
<u>July 1, 2026</u>	<u>\$48.89</u>	<u>\$4.40</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$64.31</u>
<u>August 2, 2026</u>	<u>\$48.80</u>	<u>\$4.39</u>	<u>\$2.55</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$64.31
<u>July 1, 2027</u>	<u>\$49.96</u>	<u>\$4.50</u>	<u>\$2.60</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$65.63</u>
<u>July 1, 2028</u>	<u>\$53.40</u>	<u>\$4.81</u>	<u>\$2.65</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$69.43</u>
CEMENT MASON JOURNEYPERSON											
<u>July 18, 2025</u>	<u>\$46.24</u>	<u>\$4.16</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	<u>\$0.30</u>	\$0.28	\$0.16	<u>\$61.42</u>
<u>July 1, 2026</u>	<u>\$47.42</u>	<u>\$4.27</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$62.71</u>
<u>August 2, 2026</u>	<u>\$47.33</u>	<u>\$4.26</u>	<u>\$2.55</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$62.71
<u>July 1, 2027</u>	<u>\$48.47</u>	<u>\$4.36</u>	<u>\$2.60</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$64.00</u>
<u>July 1, 2028</u>	<u>\$51.82</u>	<u>\$4.66</u>	<u>\$2.65</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$67.70</u>

In addition to the above hourly rates the employer shall pay the amounts set out in the Health & Welfare, Pension, BAC 1 GRSP, Masonry Promotion Fund, Bereavement Fund, Training Fund, Consolidated Fund and Industry Improvement Fund of this Appendix.

Tile & Terrazzo work falls under the jurisdiction of the Bricklayers Union. Terms and conditions of employment for Tile & Terrazzo work on Cape Breton Island are set out Tile Appendix 1 “B”.

Amendment #2 – August 2, 2026

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 Bricklayer 1 and the CLRA may be amended upon the agreement of Bricklayer 1 and the CLRA.

ENABLING:

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.

HIRING:

Ratio: One (1) to one (1) hiring ratio (1:1). The employer may name hire the first employee, the Union shall supply the second employee, ratio to repeat.

DEDUCTIONS:

The employer shall deduct the amount set out under the Union Administration Fund of this Appendix.

SUPERVISION:

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. A foreperson will be paid a minimum premium of fifteen percent (15%) of base rate.

- Three (3) or more Forepersons 1 General Foreperson

CLASSIFICATIONS:

- Concrete placer Base Rate.

The above classification is for the establishment of rates only and not to be interpreted as determining jurisdiction.

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

APPRENTICE - BRICKLAYERS											
	Hourly Rate	V & H 9%	H & W	Pension	BAC 1 GRSP	Promo	Bereave. Fund	Training Fund	Consol. Fund	IIF	Total Pkg
Effective Date: <u>July 18, 2025</u>											
76%	<u>\$33.50</u>	<u>\$3.01</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	<u>\$0.30</u>	\$0.28	\$0.16	<u>\$47.53</u>
82%	<u>\$36.83</u>	<u>\$3.31</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	<u>\$0.30</u>	\$0.28	\$0.16	<u>\$51.16</u>
88%	<u>\$40.11</u>	<u>\$3.61</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	<u>\$0.30</u>	\$0.28	\$0.16	<u>\$54.74</u>
94%	<u>\$43.42</u>	<u>\$3.91</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	<u>\$0.30</u>	\$0.28	\$0.16	<u>\$58.35</u>
100%	<u>\$47.68</u>	<u>\$4.29</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	<u>\$0.30</u>	\$0.28	\$0.16	<u>\$62.99</u>
Effective Date: <u>July 1, 2026</u>											
76%	<u>\$34.41</u>	<u>\$3.10</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$48.53</u>
82%	<u>\$37.82</u>	<u>\$3.40</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$52.24</u>
88%	<u>\$41.17</u>	<u>\$3.71</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$55.90</u>
94%	<u>\$44.56</u>	<u>\$4.01</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$59.59</u>
100%	<u>\$48.89</u>	<u>\$4.40</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$64.31</u>
Effective Date: <u>August 2, 2026</u>											
76%	<u>\$34.32</u>	<u>\$3.09</u>	<u>\$2.55</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$48.53
82%	<u>\$37.72</u>	<u>\$3.40</u>	<u>\$2.55</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$52.24
88%	<u>\$41.08</u>	<u>\$3.70</u>	<u>\$2.55</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$55.90
94%	<u>\$44.47</u>	<u>\$4.00</u>	<u>\$2.55</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$59.59
100%	<u>\$48.80</u>	<u>\$4.39</u>	<u>\$2.55</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$64.31
Effective Date: <u>July 1, 2027</u>											
76%	<u>\$35.19</u>	<u>\$3.17</u>	<u>\$2.60</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$49.53</u>
82%	<u>\$38.67</u>	<u>\$3.48</u>	<u>\$2.60</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$53.32</u>
88%	<u>\$42.10</u>	<u>\$3.79</u>	<u>\$2.60</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$57.06</u>
94%	<u>\$45.56</u>	<u>\$4.10</u>	<u>\$2.60</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$60.83</u>
100%	<u>\$49.96</u>	<u>\$4.50</u>	<u>\$2.60</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$65.63</u>
Effective Date: <u>July 1, 2028</u>											
76%	<u>\$37.80</u>	<u>\$3.40</u>	<u>\$2.65</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$52.42</u>
82%	<u>\$41.49</u>	<u>\$3.73</u>	<u>\$2.65</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$56.44</u>
88%	<u>\$45.12</u>	<u>\$4.06</u>	<u>\$2.65</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$60.40</u>
94%	<u>\$48.79</u>	<u>\$4.39</u>	<u>\$2.65</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$64.40</u>
100%	<u>\$53.40</u>	<u>\$4.81</u>	<u>\$2.65</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$69.43</u>

- Ratio: Up to one (1) Apprentice to every one (1) Journey person (1:1)

Amendment #2 – August 2, 2026

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

APPRENTICE - CEMENT MASON											
	Hourly Rate	V & H 9%	H & W	Pension	BAC 1 GRSP	Promo	Bereave. Fund	Training Fund	Consol. Fund	IIF	Total Pkg
Effective Date: <u>July 18, 2025</u>											
76%	<u>\$32.35</u>	<u>\$2.91</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	<u>\$0.30</u>	\$0.28	\$0.16	<u>\$46.28</u>
82%	<u>\$35.68</u>	<u>\$3.21</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	<u>\$0.30</u>	\$0.28	\$0.16	<u>\$49.91</u>
88%	<u>\$38.82</u>	<u>\$3.49</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	<u>\$0.30</u>	\$0.28	\$0.16	<u>\$53.33</u>
94%	<u>\$42.72</u>	<u>\$3.85</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	<u>\$0.30</u>	\$0.28	\$0.16	<u>\$57.59</u>
100%	<u>\$46.24</u>	<u>\$4.16</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	<u>\$0.30</u>	\$0.28	\$0.16	<u>\$61.42</u>
Effective Date: <u>July 1, 2026</u>											
76%	<u>\$33.25</u>	<u>\$2.99</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$47.26</u>
82%	<u>\$36.65</u>	<u>\$3.30</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$50.97</u>
88%	<u>\$39.86</u>	<u>\$3.59</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$54.47</u>
94%	<u>\$43.83</u>	<u>\$3.95</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$58.80</u>
100%	<u>\$47.42</u>	<u>\$4.27</u>	\$2.45	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$62.71</u>
Effective Date: <u>August 2, 2026</u>											
76%	<u>\$33.16</u>	<u>\$2.98</u>	<u>\$2.55</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$47.26
82%	<u>\$36.56</u>	<u>\$3.29</u>	<u>\$2.55</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$50.97
88%	<u>\$39.77</u>	<u>\$3.58</u>	<u>\$2.55</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$54.47
94%	<u>\$43.74</u>	<u>\$3.94</u>	<u>\$2.55</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$58.80
100%	<u>\$47.33</u>	<u>\$4.26</u>	<u>\$2.55</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	\$62.71
Effective Date: <u>July 1, 2027</u>											
76%	<u>\$34.01</u>	<u>\$3.06</u>	<u>\$2.60</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$48.24</u>
82%	<u>\$37.49</u>	<u>\$3.37</u>	<u>\$2.60</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$52.03</u>
88%	<u>\$40.77</u>	<u>\$3.67</u>	<u>\$2.60</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$55.61</u>
94%	<u>\$44.81</u>	<u>\$4.03</u>	<u>\$2.60</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$60.01</u>
100%	<u>\$48.47</u>	<u>\$4.36</u>	<u>\$2.60</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$64.00</u>
Effective Date: <u>July 1, 2028</u>											
76%	<u>\$36.54</u>	<u>\$3.29</u>	<u>\$2.65</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$51.05</u>
82%	<u>\$40.22</u>	<u>\$3.62</u>	<u>\$2.65</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$55.06</u>
88%	<u>\$43.72</u>	<u>\$3.93</u>	<u>\$2.65</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$58.87</u>
94%	<u>\$47.95</u>	<u>\$4.32</u>	<u>\$2.65</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$63.49</u>
100%	<u>\$51.82</u>	<u>\$4.66</u>	<u>\$2.65</u>	\$2.50	\$5.00	\$0.23	\$0.10	\$0.30	\$0.28	\$0.16	<u>\$67.70</u>

- Ratio: Up to one (1) Apprentice to every one (1) Journeyman (1:1)

Amendment #2 – August 2, 2026

PAID HOLIDAYS:

The following are paid holidays:

New Year's Day	Thanksgiving Day
Canada Day	Christmas Day
Labour Day	Remembrance Day

If called out to work on a paid holiday, the employee shall be paid at the rate of double time (2x) in addition to pay for the holiday.

SUB-CONTRACTOR:

The employer agrees that it will not sub-contract work to any contractor who is not under Collective Agreement with the appropriate signatory Building Trades Union.

HEALTH AND WELFARE, PENSION, BAC 1 GRSP FUND, BEREAVEMENT FUND, TRAINING FUND AND MASONRY PROMOTION:

The employer shall contribute per hour worked to Health & Welfare Benefits, Pension, and Masonry Promotion funds as set out in the table below:

Effective Date	Health & Welfare	Pension	Masonry Promotion	Training Fund
<u>July 18, 2025</u>	\$2.45	\$2.50	\$0.23	<u>\$0.30</u>
<u>August 2, 2026</u>	<u>\$2.55</u>	\$2.50	\$0.23	\$0.30
<u>July 1, 2027</u>	<u>\$2.60</u>	\$2.50	\$0.23	\$0.30
<u>July 1, 2028</u>	<u>\$2.65</u>	\$2.50	\$0.23	\$0.30

The employer shall contribute per hour paid to BAC 1 GRSP Fund and Bereavement Fund as set out in the table below:

BAC 1 GRSP	Bereavement
\$5.00	\$0.10

The Health and Welfare and Pension portions shall be postmarked not later than the tenth (10th) day of the following month and forwarded to:

Trustees of the Atlantic Provinces Health and Welfare Trust Fund

1216 Sand Cove Road, Unit 32
Saint John, NB E2M 5V8

The monies allocated for Masonry Promotion Fund shall be postmarked not later than the tenth (10th) day of the following month and forwarded to the:

BAC Local #1 NS Promotion Fund

14 McQuade Lake Crescent, Suite 203
Beechville, NS B3S 1B6

Amendment #2 – August 2, 2026

The monies allocated for the Bereavement fund shall be postmarked not later than the tenth (10th) day of the following month and forwarded to:

Trustees of the Bereavement Fund
14 McQuade Lake Crescent, Suite 203
Beechville, NS B3S 1B6

The monies allocated for the BAC 1 GRSP fund shall be postmarked not later than the tenth (10th) day of the following month and forwarded to:

PSFL Fund Management Ltd.
c/o BAC Local 1 NS
14 McQuade Lake Crescent, Suite 203
Beechville, NS B3S 1B6

The monies allocated for the Training Fund shall be postmarked not later than the tenth (10th) day of the following month and forwarded to:

Bricklayers Local 1 Training Fund
14 McQuade Lake Crescent, Suite 203
Beechville, NS B3S 1B6

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.

UNION ADMINISTRATION FUND:

The employer shall **deduct per** hour paid from the employee:

July 18, 2025 one dollar thirty-five cents (\$1.35)

August 2, 2026one dollar forty cents (\$1.40)

July 1, 2027one dollar forty-five cents (\$1.45)

July 1, 2028one dollar fifty cents (\$1.50)

and remit such amounts to:

BAC Local 1 NS
14 McQuade Lake Crescent, Suite 203
Beechville, NS B3S 1B6

HEIGHT PAY:

Employees covered by the Agreement required to work at heights of fifty feet (50') or over shall receive height pay in addition to their regular rate at the following rates:

50' - 70'Twenty cents (\$0.20) per hour above normal rate
70' - 90'Thirty cents (\$0.30) per hour above normal rate
90' PlusTwenty cents (\$0.20) per hour for every additional
twenty feet (20') above the ninety foot (90') level.

RECOGNITION:

Employer will recognize classifications in the Union's Certification and any subsequent Order by the National Joint Board or Labour Relations Board (or, for that matter, any body set up or authorized to determine classifications).

SHIFT DIFFERENTIAL:

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

Amendment #2 – August 2, 2026

PROTECTIVE CLOTHING:

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

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

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

FOR THE UNION

JEFFREY PREEPER

CALUM MACLEOD

For Terms and Conditions governing Tile & Terrazzo work, see Tile Appendix 1 “B”.