

IRONWORKER AGREEMENT (STRUCTURAL & MISCELLANEOUS)

MAINLAND OF NOVA SCOTIA

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, Nova Scotia B3B 1V9

Phone: (902) 468-2283

Fax: (902) 468-3705

- AND -

**INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL, ORNAMENTAL
AND REINFORCING IRONWORKERS, LOCAL UNION 752**
(hereinafter referred to as the "Union")

24 Beechville Park Drive, Unit 103
Beechville, Nova Scotia B3T 1L1

Phone: (902) 450-5615

Fax: (902) 450-5082

THIS AGREEMENT dated this 6th day of July, 2026.

EFFECTIVE DATE: May 6, 2026

EXPIRATION DATE: April 30, 2030

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ARTICLE 1 - RECOGNITION

- 1.01 The employer and the CLRA recognize the Union as the bargaining agent for the bargaining unit consisting of all forepersons, pushers, journeypersons and apprentices engaged in handling, erecting, rigging and welding of bridge, structural, miscellaneous steel, ornamental metal work and all other work normally performed by Ironworkers Union in Mainland Nova Scotia but excluding office employees, above the rank of foreperson, and those not mentioned above that are excluded by Part 1, Section 1, Subsections 2(a) and (b) of the Trade Union Act.
- 1.02 The Union recognizes the CLRA as the exclusive bargaining representative for its members designated herein and other contractor employers covered by Accreditation Order No. L.R.B. 392C, dated January 29, 1976 and Accreditation Order No. L.R.B. 428, dated April 5, 1977.
- 1.03 The Union will file any letter of agreement/recognition with the Minister of Labour in accordance with Section 28 of the Trade Union Act, and copy of same to the Nova Scotia Construction Labour Relations Association Limited.

ARTICLE 2 - PURPOSE

- 2.01 The purpose of this Agreement is to promote peace and harmony between the employer and its employees; to facilitate the peaceful adjustment of all disputes and grievances; to prevent strikes, lockouts and any unnecessary expenses or delay in the work involved.
- 2.02 Upon the agreement of the parties, meetings to discuss alterations to the terms and conditions contained herein may be convened. Upon the agreement of the parties any term or condition may be added, deleted or amended. Should the parties be unable to agree upon a change to the terms and conditions contained within this Collective Agreement, then the parties shall continue to be bound by the terms of this Collective Agreement.
- 2.03 Pronouns in masculine, feminine and neutral genders shall be construed to include any other gender.

ARTICLE 3 - NO DISCRIMINATION OR INTIMIDATION

- 3.01 The employer agrees that there will be no discrimination, interference, restraint or coercion exercised or practised by the employer or by any of its representatives with respect to any employees because of their membership in, or connection with, the Union, and that membership in the Union by employees who are eligible to join will not be discouraged.
- 3.02 The Union agrees that there will be no intimidation, interference, restraint or coercion exercised or practised upon employees of the employer by any of its members or representatives, and that there will be no solicitation for membership, collection of dues or other Union activity on the premises of the employer or on the site of the employer's operations during an employee's working hours. Continuance of these practices by an employee after warning will be considered cause for discharge.
- 3.03 The Parties hereby recognize and acknowledge their obligations and responsibilities pursuant to the Human Rights Act of Nova Scotia.

ARTICLE 4 - NO STRIKES OR LOCKOUTS

- 4.01 The employer agrees that there will be no lockout during the term of this Agreement.
- 4.02 The Union agrees that there will be no strike or slow down, either complete or partial, or other collective action which will stop or interfere with operations during the term of this Agreement. Participation by an employee, or group of employees, in an act violating the above provisions may be cause for disciplinary action, as well as any and all legal remedies available to the employer.
- 4.03 All employees of the employer not covered by this Agreement will have access to any erection project whenever required by the employer.

ARTICLE 5 - MANAGEMENT RIGHTS

- 5.01 Nothing in this Agreement shall be deemed to limit the employer in any way in the exercise of the regular and customary functions of management, including the making of such rules relating to erection operations as it shall consider advisable, providing such rules shall not be inconsistent with the terms of this Agreement, nor be used for the purpose of discrimination against any employee because of their membership or non-membership in the Union.

ARTICLE 6 - STEWARDS

- 6.01 A steward shall be an employee who shall be a qualified journeyperson and a Union member in good standing, appointed by the Business Agent of the Union. It shall be their duty to assist the employer and Union members in carrying out the provisions set out in this Agreement. They shall be allowed reasonable time to perform such duties by the foreperson or superintendent on the job.
- 6.02 When a Steward is appointed, the Business Agent will advise the employer the name of the person so appointed. The employer shall notify the Union when the employment of a steward is terminated.
- 6.03 When any part of a crew is required to work overtime and the steward is qualified to perform the type of work required, they shall be given preference in such overtime work.

ARTICLE 7 - BUSINESS AGENT

- 7.01 The Business Agent of the Union will be granted permission at the job site to visit jobs on working days, but not the privilege of contacting or interviewing employees during working hours except Union stewards or employer supervisors on matters pertaining to this Agreement.
- 7.02 If restrictions outside the control of the employer prevent the Business Agent access to a job or project, the employer will recommend that privileges be granted for the purpose outlined in Paragraph 7.01.

ARTICLE 8 - GRIEVANCE AND ARBITRATION PROCEDURE

- 8.01 The Parties being aware of the high cost of Arbitration agree that they 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 complement Alternative Dispute Resolution Procedures as appropriate in the resolution of disputes.
- 8.02 Failing agreement on Article 8.01, the Provisions of Section 107(1) of the Trade Union Act will apply.

ARTICLE 9 - DISCIPLINE

9.01 The procedure in disciplining an employee shall be:

- (a) First Warning: Provide the employee with a verbal warning. The warning shall be recorded by the Employer and communicated to the employee and the Union.
- (b) Second Warning: Warn the employee in writing of the offence. Warning notice to be signed by the employee's Foreperson and Job Steward if a Job Steward has been assigned to the site (Steward to sign only as a witness that the warning was given). Copy of the warning notice shall be sent to the Union office.
- (c) Third Warning: A third warning calls for a suspension. The length of the suspension to be at Employer's discretion, but not to exceed one (1) week. Written notice of the suspension shall be sent to the Union office.
- (d) Any offence after suspension: Employee may be terminated at the discretion of the Employer. Written notice of termination shall be sent to the Union office.

9.02 The above progressive discipline procedure is not applicable to the following offences, which may be subject to immediate termination at the Employer's discretion:

- Intoxication
- Insubordination
- Theft
- Physical altercation on site
- Illegal work stoppages
- Failure to follow company safety policies where the conduct could endanger life or result in serious injury: fall protection, LOTO, confined space, aerial work platforms, adherence to hazardous material practices

9.03 No cellular telephones will be permitted to be used onsite by employees during working hours, except as explicitly authorized by the Employer. An employee shall not at any time, unless explicitly authorized by the Employer, using a cellular device, record any images or share, post or communicate information regarding a jobsite. Violations of this article shall be subject to the disciplinary procedure set out in Article 9.01.

- 9.04 Subject to site rules, Stewards may use cellular telephones on site in the course of their duties but shall not post any site images except as authorized by the Employer. If any employee is requested or required by the Employer to use their personal cellular telephone for work purposes, any additional use charges will be reimbursed by the Employer.
- 9.05 Any records of warnings or suspensions shall be removed from an employee's file if within twelve (12) months, there has not been any further discipline of the same or similar nature.

ARTICLE 10 - HOURS OF WORK, WORKING CONDITIONS, WAGE RATES

- 10.01 Attached hereto and forming part of this Agreement are the following schedules:

Schedule "A": outlines the regularly assigned hours of work, statutory holidays, overtime, regulations and certain working conditions and rules governing same.

Schedule "B": outlines the various job classifications and rates of wage rates applicable to each.

ARTICLE 11 - WATER AND SHACK

- 11.01 The employer shall furnish fresh drinking water in suitable sanitary containers with ice, if necessary and where practical, and paper cups will be provided.
- 11.02 The employer will provide a shed or room for employees to change and eat lunch on jobs expected to exceed seven (7) days. The shed or room shall be fitted with seats or benches and a table, lights if readily available, and heat when necessary. The employer shall not store tools in this shed or room.
- 11.03 Adequate toilet facilities will be made available through the employer.

ARTICLE 12 - JURISDICTIONAL DISPUTES

- 12.01 It is agreed that should a dispute of a jurisdictional nature arise with respect to the work covered by this Agreement, the employer will make an assignment of the disputed work. It is further agreed that work is to continue uninterrupted as assigned pending a final settlement or decision.
- 12.02 When possible the dispute shall be settled locally by the Unions involved. If the dispute cannot be settled locally by the Unions involved, it shall be submitted to the International Unions involved for settlement. In the event the dispute is not settled to the satisfaction of all Parties by the International Unions involved, the dispute shall then be submitted to the Impartial Jurisdictional Disputes Board recognized by the Building & Construction Trades Dept., AF of L., CIO.
- 12.03 If any of the Parties involved disagree with the decision of the Impartial Jurisdictional Disputes Board, then it will be submitted to the Labour Board as provided in the Trade Union Act, Section 50. It is further understood and agreed, however, that if the dispute causes any delay in the progress of work or gives rise to an apprehended delay, any of the Parties hereto may apply to the Labour Board for an Interim Order under Section 50, of the Trade Union Act.

ARTICLE 13 – SUB-CONTRACTS

- 13.01 The employer will stipulate as a term or condition for letting any contract for work on the project (job site) during its construction that the proposed sub-contractor shall observe the provisions of this Collective Agreement as if the same were duly executed by such sub-contractors.

Any such sub-contractor shall acknowledge in writing that it has notice of this Agreement and that it will abide by the Agreement and Craft Schedule. For the purpose of this clause "sub-contractor" shall mean any contractor who performs work for the employer on the project (job site).

- 13.02 The Union will stipulate and individual Union members agree that no individual member of the Union will contract or bid work without being a member of a registered partnership or an owner in a company registered at the Registry of Companies office.
- 13.03 If the employer elects to sub-contract work normally performed under the terms of this Collective Agreement to a company that is not bound to this Collective Agreement, then the employer shall act as guarantor to the Union that the terms and conditions of the Collective Agreement shall be observed on the sub-contracted work, and the Union shall have the right to act directly against the employer for recovery of any damages flowing from a breach of the Collective Agreement.
- 13.04 If, after two (2) working days of notification of request as per Article A12.02, the Union is unable to supply sufficient members to an employer and the employer is obligated to hire a company that is not bound to this Collective Agreement as sub-contractor, the employer shall not be held as guarantor to the Union that the terms and conditions of the Collective Agreement shall be observed on the sub-contracted work. The employer shall provide the sub-contractor with the Collective Agreement and shall make best efforts to request that the sub-contractor abide by its terms and conditions.

ARTICLE 14 - DURATION OF AGREEMENT

- 14.01 All articles of this Agreement and Schedules hereto shall remain in full force and effect until and including the termination date of April 30, 2030, and from year to year thereafter, unless either party gives notice in writing not more than ninety (90) days and not less than thirty (30) days prior to April 30, 2030, or April 30 in any subsequent year, of the party's desire to change, add to or amend this Agreement. In the event no such notice is given by either party, this Agreement will remain in effect from year to year.
- 14.02 The Provincial Minister of Labour shall be notified of any changes whatsoever of this Agreement according to the Trade Union Act of the Province of Nova Scotia.

ARTICLE 15 - NOTICES

- 15.01 Any notice required to be given to the Union shall be effectively given when mailed to the International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers, Local 752, 24 Beechville Park Drive, Unit 103, Beechville, NS B3T 1L1, or to such other address as the Union may have supplied to the employer.
- 15.02 Any notice required to be given the CLRA shall be effectively given when mailed to the Nova Scotia Construction Labour Relations Association Limited, 260 Brownlow Avenue, Unit No. 1, Dartmouth, Nova Scotia, B3B 1V9, or to such other address as the CLRA may have supplied to the Union.
- 15.03 Any notice required to be given to the employer shall effectively be given when mailed to the address as indicated under Appendix "A" hereof, or to such other address as the employer may have supplied to the Union.

ARTICLE 16 - ENABLING CLAUSE

- 16.01 It is recognized that from time to time certain terms and conditions of employment for Ironworkers may require alteration from those contained in this Collective Agreement in order to enable the Contractor to obtain certain work or execute certain work in a manner that is deemed to be prudent.
- 16.02 Any modification to terms and conditions of employment from those contained in this Collective Agreement will require mutual agreement of the Joint Conference Committee (J.C.C.).
- 16.03 Where this Committee cannot achieve mutual agreement then it is agreed that the request to modify terms and conditions of employment will not be subject to resolution through the grievance and arbitration process.
- 16.04 The J.C.C. members from the Local Union shall consist of the Executive Committee.

ARTICLE 17 - SIGNATORIES

- 17.01 In witness whereof the parties have hereto executed this Agreement on this 6th day of July, 2026.

SIGNATORIES FOR THE:

**NOVA SCOTIA CONSTRUCTION
LABOUR RELATIONS
ASSOCIATION LIMITED**

ROBERT SHEPHERD

CALUM MACLEOD

MARC GASPARETTO

**INTERNATIONAL ASSOCIATION
OF BRIDGE, STRUCTURAL &
ORNAMENTAL IRONWORKERS,
LOCAL UNION 752**

GEORGE MACDOUGALL

ANGELA GALLANT
WITNESS

**SCHEDULE "A" -
HOURS OF WORK, GENERAL WORKING CONDITIONS,
OVERTIME REGULATIONS, ETC.**

ARTICLE A1 - HOURS OF WORK

- A1.01 The employer does not guarantee to provide work to any employee for regularly assigned hours or for any other hours.
- A1.02 Employees will be allowed one-half (1/2) hour for lunch, generally between 12:00 Noon and 12:30 p.m. without pay.
- A1.03 The normal workweek shall consist of five (5) eight (8) hour days scheduled between 7:00 a.m. and 5:00 p.m., Monday to Friday or of four (4) ten (10) hour days scheduled between 7:00 a.m. and 7:00 p.m., Monday to Thursday. The Employer can change from one such schedule to the other, subject to the limitation that it will give the Union at least seven (7) calendar days' notice of such change. Changes to the above normal workweek may be implemented upon the Agreement of the employer and the Union. Such Agreement must be reached prior to the implementation of such changes on-site. Such Agreement to include when overtime is payable and when make-up time may be worked.
- A1.04 (a) When time has been lost to weather or equipment breakdown the Employer may, with the agreement of the Union and consent of the member, schedule make-up time on Saturdays.
- (b) Where a weekly schedule of four (4) ten (10) hour days has been implemented as per Article A1.03 and time has been lost to weather or equipment breakdown, the Employer may, at their option, schedule make-up time, Monday through Friday, and may, with the agreement of the Union and consent of the member, schedule make-up time on Saturdays.
- (c) Make-up time will be worked at straight time rates. Any work done over and above the allowed make-up time and any hours in excess of forty (40) hours for the week will be paid at the applicable overtime rates. Make-up time shall NOT be performed on Sundays or Designated Holidays.
- A1.05 When a Designated Holiday per Article A8 occurs during the week, the normal workweek shall consist of four (4) eight (8) hour straight time days. When a Designated Holiday per Article A8 occurs during a 4x10 scheduled week, the normal workweek will consist of either four (4) eight (8) hour straight time days or three (3) ten (10) hour straight time days at Employer's discretion.

ARTICLE A2 – LIVING OUT ALLOWANCE

A2.01 When an employee works on a job site more than one hundred and twenty (120) kilometres from their address of record, the employer, commencing on the day the employee begins work, will pay the employee daily Living Out Allowance (LOA):

May 6, 2026one hundred sixty-five dollars (\$165.00) per day worked
May 1, 2027one hundred seventy dollars (\$170.00) per day worked
May 1, 2028 one hundred seventy-five dollars (\$175.00) per day worked
May 1, 2029 one hundred eighty dollars (\$180.00) per day worked

except that this allowance will not apply where employees can be accommodated at employer-provided accommodations.

Where an employee who is otherwise eligible for the daily LOA allowance and by their own choice works less than the scheduled shift on a given day, they shall be paid a living allowance calculated on the basis of the percentage of the prevailing daily living allowance for every hour worked. (i.e. employee works 7 hours of an 8 hour shift, the LOA allowance would be 7/8 of the appropriate daily LOA allowance). LOA allowance shall not be adjusted due to inclement weather or for medical appointments, provided that the employee has a note from their doctor.

The address of record of an employee is the address registered by the employee with the Union office three (3) months prior to the commencement of a construction project.

An employee address of record can only be changed once every two (2) years, unless the change of address involves the purchase or sale of a residential property or the employee is entering into a residential lease of at least one (1) year duration.

A2.02 The Employer shall decide to either provide adequate accommodations or pay the above LOA. If the Employer decides to provide accommodations, a meal allowance of sixty-nine dollars (\$69.00) per day shall be paid. This rate shall be adjusted in accordance with Canada Revenue Agency guidelines.

A2.03 Where a weekly schedule of four (4) ten (10) hour days has been implemented as per Article A1.03, and an employee works forty (40) hours Monday through Thursday, the employee shall receive LOA Allowance equivalent to five (5) eight (8) hour days worked as per the following table. If time is lost to weather or equipment breakdown and make-up time is scheduled on Friday as per Article A1.04, the employee shall still receive LOA Allowance as per the following table for each day worked. If fewer than forty hours are worked in a week for reasons other than weather or equipment breakdown, the employee shall receive LOA Allowance as per the following table only for those days worked:

<u>May 6, 2026</u>	<u>\$206.25 per 4 x 10 day worked</u>
<u>May 1, 2027</u>	<u>\$212.50 per 4 x 10 day worked</u>
<u>May 1, 2028</u>	<u>\$218.75 per 4 x 10 day worked</u>
<u>May 1, 2029</u>	<u>\$225.00 per 4 x 10 day worked</u>

A2.04 When an employee who qualifies for LOA pays for and stays in a hotel, motel or short-term rental and provides a receipt to the Employer, the Employer shall pay an additional forty dollars (\$40.00) allowance per day worked. This allowance will only be paid once daily per hotel, motel or short-term rental paid.

A2.05 Under certain circumstances if suitable accommodation cannot be obtained at this rate and no employer-provided accommodations are available, the employer shall pay the full cost of LOA.

A2.06 An employee shall not be entitled to LOA allowance if the job site is within one hundred twenty (120) kilometres of their address of record.

A2.07 LOA allowance will not be deducted from an employee's pay except under the following circumstances:

1. LOA allowance will be forfeited for absenteeism on any working day.
2. LOA allowance for a day of inclement weather will be forfeited if an employee fails to report for work at the beginning of their shift.

A2.08 Forfeiture of LOA allowance may be waived in any case if the reason for absenteeism is acceptable to the employer.

A2.09 Every effort will be made to pay expenses on the pay immediately following to the employee concerned.

ARTICLE A3 - COMMUTING ALLOWANCE

A3.01 When an employee commutes via the most direct normally travelled route to a job site sixty or more kilometres from their permanent place of residence, the employer shall pay mileage per kilometre up to 120 kilometres one way, per day worked. Mileage allowance rates per kilometre to be those published by the Canada Revenue Agency.

Distance	Allowance
0 – 59.9 kms.....	\$0.00
60 – 120 kms.....	<u>Mileage</u>
more than 120 kms.....	<u>LOA</u>

A3.02 Commuting Allowance is not applicable if the employee is travelling in the employer's vehicle.

ARTICLE A4 - OVERTIME REGULATIONS

A4.01 The employer may require employees to perform work in excess of their regularly assigned hours.

A4.02 When a five (5) x eight (8) hour work week is in effect (Monday to Friday inclusive), on work other than Shut Downs and Major Industrial Projects (see A4.08 below):

The first two (2) hours per day worked after the regularly assigned eight (8) hours, Monday to Friday inclusive, shall be paid at the rate of time and one-half (1-1/2x).

All other overtime hours worked Monday to Friday inclusive shall be paid at the rate of double time (2x). All time worked on Saturday and Sunday shall be paid for at the rate of double time (2x).

A4.03 When a four (4) x ten (10) hour schedule is in effect (Monday to Thursday inclusive), on work other than Shut Downs and Major Industrial Projects (see A4.08 below):

The first two (2) hours worked, Monday to Thursday, after the regular assigned hours shall be paid at the rate of time and one-half (1-1/2x).

Work on Friday shall be at time and one-half (1-1/2x) up to a maximum of fifty (50) hours worked Monday to Friday inclusive.

All hours in excess of twelve (12) per day Monday to Thursday shall be paid at the rate of double time (2x). All hours in excess of fifty (50) hours per week Monday to Friday shall be paid at the rate of double time (2x). All work on Saturday and Sunday shall be paid for at the rate of double time (2x).

A4.04 All time worked on designated holidays as spelled out in Article A8 shall be paid at double time (2x).

A4.05 No work shall be performed on Labour Day except on jobs of extreme emergency.

A4.06 When an employee works more than ten (10) hours a shift without having been notified by the employer prior to the day of the shift, a free meal (hot if possible) will be provided by the employer after the conclusion of the ten (10) hours worked and at each four (4) hour interval thereafter. Where this is impractical, a meal allowance of thirty-five dollars (\$35.00) will be included in their pay for the next regular pay period.

A4.07 On non-Industrial Projects, and any job under four hundred thirty-four thousand eight hundred dollars (\$434,800.00) value, when work cannot be performed during normal working hours due to the Owner's stipulation of when the work area can be made available, employees may perform the work outside of the normal working hours according to job requirements and specifications at straight time, provided the Union so agrees. Any hours worked during abnormal hours, will be considered part of the normal forty (40) hour workweek. The above threshold shall be adjusted on renewal in accordance with the Consumer Price Index as reported by Statistics Canada.

A4.08 All overtime worked on Major Industrial Projects (as defined in Schedule "D" of this Agreement), and all overtime worked on Shutdowns, shall be paid at the rate of double time (2 x).

ARTICLE A5 - WAGE PAYMENT AND QUITTANCE PAY

A5.01 Except under circumstances beyond the control of the employer, wages, vacation pay and holiday pay shall be paid weekly during working hours on Thursday, by cash or cheque at the option of the employer. Regardless of the method of payment, the employee shall be provided with a clear statement of hours worked and itemized deductions and employer contributions. Where cheques are used, said cheques are to be negotiable at par.

In addition to the above, direct bank deposit is an acceptable method of payment provided a full statement of hours worked, earnings and deductions is mailed to the employees address of record each week.

Statements may be delivered electronically upon mutual agreement of the employer and employee.

A5.02 If Thursday or Friday is a holiday, every reasonable effort will be made to pay on Wednesday.

A5.03 The employer shall send on the next regular pay day to employees who are terminated, their wages, vacation pay, holiday pay, LOA allowance, commuting allowance and Record of Employment or copy of ROE Web e-Filing.

A5.04 An employee who quits of their own accord shall be paid on the next regularly scheduled payday.

ARTICLE A6 - PAY FOR REPORTING TIME

A6.01 When a worker reports for work (unless previously advised by the employer not to report) and through no fault of their own (including inclement weather) is not put to work during the two (2) hours after reporting, they shall be paid for these two (2) hours at their regular rate of pay. Once a worker has been put to work, they shall be paid a minimum of two (2) hours at their applicable rate of pay. However, the worker must remain on the job during these two (2) hours, unless released by the employer.

A worker entitled to receive commuting or LOA shall receive such allowance if they are paid reporting time.

A6.02 An employee who is eligible for and receiving Living Out Allowance (LOA) and who is staying in local accommodations away from their permanent place of residence shall receive LOA for a shift if they have been advised by their employer not to report to work under this Article A6.

ARTICLE A7 - VACATION PAY AND HOLIDAY PAY

A7.01 The employer shall pay vacation pay and holiday pay to all employees covered by this Agreement at the following rates:

Vacation PaySeven Percent (7%) of Wages

Holiday PayTwo Percent (2%) of Wages

A7.02 Vacation and holiday pay shall be paid weekly.

ARTICLE A8 - DESIGNATED HOLIDAYS

A8.01 During the period that this Agreement is in force, the following days shall be observed as Designated Holidays.

Should new provincial statutory holidays be declared during the term of this agreement, these new holidays shall be incorporate into this agreement where applicable.

A8.02 Employees required to work on any Designated Holiday shall be paid in accordance with the overtime provisions in Article A4, for all hours worked at the request of the employer.

CALENDAR YEAR 2026	HOLIDAY FALLS ON		HOLIDAY OBSERVED ON
Victoria Day	Monday	May 18, 2026	Same
Canada Day	Wednesday	July 1, 2026	Same
<u>August Civic Holiday</u>	<u>Monday</u>	<u>August 3, 2026</u>	Same
Labour Day	Monday	September 7, 2026	Same
National Day for Truth and Reconciliation	Wednesday	September 30, 2026	Same
Thanksgiving Day	Monday	October 12, 2026	Same
Remembrance Day	Wednesday	November 11, 2026	Same
Christmas Day	Friday	December 25, 2026	Same
Boxing Day	Saturday	December 26, 2026	Monday December 28, 2026
CALENDAR YEAR 2027	HOLIDAY FALLS ON		HOLIDAY OBSERVED ON
New Years Day	Friday	January 1, 2027	Same
Heritage Day	Monday	February 15, 2027	Same
Good Friday	Friday	March 26, 2027	Same
Victoria Day	Monday	May 24, 2027	Same
Canada Day	Thursday	July 1, 2027	Same
August Civic Holiday	Monday	August 2, 2027	Same
Labour Day	Monday	September 6, 2027	Same
National Day for Truth and Reconciliation	Thursday	September 30, 2027	Same
Thanksgiving Day	Monday	October 11, 2027	Same
Remembrance Day	Thursday	November 11, 2027	Same
Christmas Day	Saturday	December 25, 2027	Monday December 27, 2027
Boxing Day	Sunday	December 26, 2027	Tuesday December 28, 2027

CALENDAR YEAR 2028	HOLIDAY FALLS ON		HOLIDAY OBSERVED ON
New Years Day	Saturday	January 1, 2028	Monday January 3, 2028
Heritage Day	Monday	February 21, 2028	Same
Good Friday	Friday	April 14, 2028	Same
Victoria Day	Monday	May 22, 2028	Same
Canada Day	Saturday	July 1, 2028	Monday July 3, 2028
August Civic Holiday	Monday	August 7, 2028	Same
Labour Day	Monday	September 4, 2028	Same
National Day for Truth and Reconciliation	Saturday	September 30, 2028	Monday October 2, 2028
Thanksgiving Day	Monday	October 9, 2028	Same
Remembrance Day	Saturday	November 11, 2028	Monday November 13, 2028
Christmas Day	Monday	December 25, 2028	Same
Boxing Day	Tuesday	December 26, 2028	Same
CALENDAR YEAR 2029	HOLIDAY FALLS ON		HOLIDAY OBSERVED ON
New Years Day	Monday	January 1, 2029	Same
Heritage Day	Monday	February 19, 2029	Same
Good Friday	Friday	March 30, 2029	Same
Victoria Day	Monday	May 21, 2029	Same
Canada Day	Sunday	July 1, 2029	Monday July 2, 2029
August Civic Holiday	Monday	August 6, 2029	Same
Labour Day	Monday	September 3, 2029	Same
National Day for Truth and Reconciliation	Sunday	September 30, 2029	Monday October 1, 2029
Thanksgiving Day	Monday	October 8, 2029	Same
Remembrance Day	Sunday	November 11, 2029	Monday November 12, 2029
Christmas Day	Wednesday	December 25, 2029	Same
Boxing Day	Thursday	December 26, 2029	Same
CALENDAR YEAR 2030	HOLIDAY FALLS ON		HOLIDAY OBSERVED ON
New Years Day	Tuesday	January 1, 2030	
Heritage Day	Monday	February 18, 2030	
Good Friday	Friday	April 19, 2030	

ARTICLE A9 - APPRENTICES

A9.01 There may be up to one (1) Apprentice to one (1) Journeypersons (1:1).

A9.02 If, due to a lack of available journeypersons, an employer requesting workers is put out of the above ratio, the employer will not be obligated to dismiss apprentices in favour of journeypersons if journeypersons then become available while work is ongoing.

A9.03 Probationary Member Category1st 900 Hrs-1st Year Apprentice Rate but no benefits or pension

Apprentice Category2nd 900 Hrs-1st Year Apprentice Rate but no pension

A9.04 Apprentices shall serve a 5,400 hour apprenticeship and shall carry an up-to-date book of recorded hours.

A9.05 The minimum wage rates for persons employed in the Trade under an Apprenticeship Agreement in accordance with the Apprenticeship and Trades Qualification Act shall be based on the Journeyperson's rate as in Schedule B of this Agreement.

A9.06 Preference of employment shall be granted to all indentured Apprentices in order to provide a reasonable opportunity for those indentured to complete their apprenticeship. Apprentices shall be indentured to the Joint Labour Management Indentureship Committee (which is now operative) and shall be required to attend classes as specified by the Committee.

A9.07 It is understood that the Apprentices must return to the employ of the employer if employment is available by said employer at that time. It is mutually agreed that all Apprentices attending class shall, to qualify for the foregoing, attend not less than ninety-five percent (95%) of the classes held, except in the case of sickness.

A9.08 All Probationary members must be approved by the Committee before commencing work. All Apprentices shall be registered within the Province and Indentured to the Joint Indentureship Committee. Apprentice responsibilities are set forth in the Apprenticeship and Trades Qualifications Act. All Apprentices shall be required to complete legally prescribed education courses and ensure that the individual's log book is kept-up-to-date. The Union shall have the authority to, upon adequate notice to the employer, remove any Ironworker Apprentice from a job site for failure to fulfil legal contractual obligations under this Article. Employers shall verify all hours work completed. Employers shall give all Apprentices the opportunity to work at as many aspects of the Apprentice trade which are normally performed by the employer and within acceptable levels of production.

ARTICLE A10 - COFFEE BREAK

- A10.01 It is agreed that all employees of the employer covered by this Agreement will be permitted time once in each half of their respective shifts to drink coffee or refreshments on the job during regular working hours. It is, however, understood that this shall be done in such a manner as not to stop the normal operation of the job and the break shall not exceed ten (10) minutes. Where a weekly schedule of four (4) ten (10) hour days has been implemented as per Article A1.03, the breaks shall not exceed fifteen (15) minutes each.
- A10.02 If two (2) or more hours of overtime are scheduled, the employee shall be allowed a coffee break at the end of the regular shift as outlined above.

ARTICLE A11 - UNION DEDUCTIONS

- A11.01 The employer agrees to deduct and remit all Union dues and fees as are authorized by the employee in writing. Dues deductions shall be made from the first pay each month in the amount of thirty-five dollars (\$35.00) for Journeypersons and thirty-four dollars (\$34.00) for Apprentices and Probationary members. Remittance shall be made not later than the twenty-fifth (25th) day of each month for the month deducted. Such remittance shall be accompanied by a statement of names and Social Insurance Numbers from whom the monies have been deducted.

All Travellers from other Locals will not be required to have monthly union dues deducted as stated above. Instead the employer agrees to deduct and remit \$10.00 per week for each week worked. All Travellers will be required to be cleared prior to commencement of work prior to being employed.

- A11.02 Initiation fees shall be deducted weekly in such amounts as may be notified officially in writing by Local Union 752. Remittance shall not be made later than the tenth (10th) day of the following month for the month deducted.
- A11.03 Local Union 752 field dues in the amount of 3.88 percent (3.88%) of gross wages for each hour paid shall be deducted and remitted not later than the tenth (10th) day of the following month for the month deducted.
- A11.04 A contribution of three cents (\$0.03) per hour paid as a remittance to the Nova Scotia Construction Sector Council shall be deducted and remitted not later than the tenth (10th) day of the following month for the month deducted.

A11.05 All remittances referred to in this Article will be accompanied by a statement containing the names, social insurance numbers, hours of work and gross wages (base hourly rate plus vacation and holiday) for each employee.

A11.06 Remittance cheques under this Article shall be made payable to:

Ironworkers, Local 752
24 Beechville Park Drive, Unit 103
Beechville, Nova Scotia B3T 1L1
(902) 450-5615

Should any increase in the above Union Dues as set forth in paragraph A11.01 or fees set forth in paragraph A12.03 be authorized in accordance with the applicable provisions of the Union. The employer shall implement the deduction upon receipt of written notification from the Union.

ARTICLE A12 - UNION SECURITY

A12.01 The employer agrees to only hire employees who present referral slips issued by the local Union or who have been cleared by a local Union representative. When an employee is hired other than by referral from the Union, the employer must immediately contact the Union to secure a referral slip. Referral slips will contain the address of record, the good standing of the employee and the appropriate wage rate to be paid.

A Union member who is not registered on the Union's "Out of Work" list will not be eligible to have a referral slip issued in their name.

A12.02 If the Union is unable to supply members within two (2) working days of notification of request, then the employer may hire other available workers and shall submit to the Union office the names of the workers so hired within two (2) working days after commencement of work.

A12.03 The employer agrees that, as a condition of employment, all hourly paid employees shall be required to sign an authorization card for all Union deductions.

A12.04 The employer agrees, under paragraph A12.01, all members hired shall become and remain members in good Union dues standing while in the employment of the employer. The employer agrees that employees hired under paragraph A12.02 shall be the first to be laid off the job.

ARTICLE A13 – IRON WORKERS LOCAL 752 PENSION PLAN

- A13.01 The trust document under which the Iron Workers Local Union 752 Pension Trust Fund is controlled shall provide for Trustees equal in number and in power appointed by each of the parties hereto.

The Trustees to the Pension Fund will also Trustee the Benefit Plan.

- A13.02 Pension Plan - The employer shall contribute and remit monthly to the Administrator of Record, before the tenth (10th) day of the month following; the sum indicated in Schedule “B” Wage Tables as per hour paid. Employer contributions shall be indicated on the employee’s pay stub. The Pension Trust Fund shall be professionally administered.
- A13.03 Should any deductions be required for an authorized Pension Plan or any change occur in the Benefit Plan deductions as set forth herein, these changes and amendments will form part of this Agreement and be effective upon receipt by the employer of written notification from the Union.
- A13.04 Such remittance will be made on the forms provided indicating the specific fund breakdown and made payable to the Ironworkers Local 752 Pension Fund and forwarded to:

c/o Iron Workers Local 752
24 Beechville Park Drive, Unit 103
Beechville, Nova Scotia B3T 1L1
Phone: (902) 450-5615
Fax: (902) 450-5082

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 collective 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 the individual employee. 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.

In the event the Pension Trust Fund is discontinued for any reason whatsoever, the contributions shall become part of the wage package.

ARTICLE A14 – BENEFIT PLAN – IRON WORKERS LOCAL 752 MAJOR MEDICAL & DENTAL PLAN

The Parties hereto agree to the Benefit Plan as follows:

A14.01 The Trust Document under which the fund is controlled shall provide for Trustees equal in number and in power appointed by each of the Parties hereto.

A14.02 Employers signatory to this Agreement shall remit month to the Administrator of Records before the tenth (10th) day of the month following, the sums as per the following:

Employer Deductions and Contributions		
	<u>May 6, 2026</u>	<u>May 1, 2029</u>
Benefit Plan (Major Medical & Dental Plan – Employee Deduction)	\$1.20	\$1.20
Benefit Plan (Major Medical & Dental Plan – Employer Contribution)	\$2.05	<u>\$2.30</u>
Pension Plan (Employer Contribution)	As indicated in Schedule “B” Wage Tables	

A14.03 The employer shall deduct from the employee one dollar and twenty cents (\$1.20) and shall contribute the following amount per hour for each hour paid at straight time:

May 6, 2026two dollars five cents (\$2.05)

May 1, 2029 two dollars thirty cents (\$2.30)

For overtime hours payable at one and one-half times (1-1/2x) the straight time, the employer shall deduct from the employee one dollar and eighty cents (\$1.80) and shall contribute the following amount per hour for each hour paid:

May 6, 2026three dollars eight cents (\$3.08)

May 1 2029 three dollars forty-five cents (\$3.45)

For overtime hours payable at double (2x) the straight time, the employer shall deduct from the employee two dollars and forty cents (\$2.40) and shall contribute the following amount per hour for each hour paid.

May 6, 2026 four dollars ten cents (\$4.10)

May 1, 2029 four dollars sixty cents (\$4.60)

- A14.04 The cheque shall be made payable to the Iron Workers Local Union 752 Benefit Plan and forwarded to:

c/o Iron Workers Local 752
24 Beechville Park Drive, Unit 103
Beechville, Nova Scotia B3T 1L1
Phone: (902) 450-5615
Fax: (902) 450-5082

- A14.05 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 conferred jurisdiction to assess the amount of the contributions and related costs.
- A14.06 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.
- A14.07 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 and related costs.

ARTICLE A15 – IRONWORKER LOCAL 752 BUILDING FUND

A15.01 The employer shall remit for each journeyperson twenty-five cents (\$0.25) for each hour paid in that month to a journeyperson covered under this agreement.

This remittance of twenty-five cents (\$0.25) is to be on a separate cheque and payable to:

Ironworkers Local 752 Building Fund
24 Beechville Park Drive, Unit 103
Beechville, Nova Scotia B3T 1L1

The journeyperson hourly rates in the wage tables contained herein have been reduced by twenty-five cents (\$0.25) to finance the Building Fund initiative, therefore, in the event that this fund ceases to exist the twenty-five cents (\$0.25) will revert to the employee wage package.

This article does not apply to Apprentices.

ARTICLE A16 – ADMINISTRATION FUND

A16.01 Employers signatory to the Agreement shall remit twenty-five cents (\$0.25) per hour paid for each employee. This remittance is to be on a separate cheque and shall be payable to:

Ironworkers Local 752
Administrator
24 Beechville Park Drive, Unit 103
Beechville, NS B3T 1L1

The hourly wage rates printed herein have been reduced by a sum equal to the amount remitted.

ARTICLE A17 - INDUSTRY IMPROVEMENT FUND

A17.01 All employers must remit each month, on or before the fifteenth (15th) day of the following month, to the Industry Improvement Fund an amount of sixteen cents (\$0.16) for each hour paid in that month by an employee covered by this Agreement. This will be paid by Electronic Funds Transfer (EFT) 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.

The above fund consists of the following:

- | | |
|---|--------|
| 1. Nova Scotia Construction Labour Relations Association..... | \$0.13 |
| 2. Nova Scotia Construction Sector Council | \$0.03 |
| Total contribution for each hour paid | \$0.16 |
| (add HST to item 1 only) | |

In the event any one of the above funds are wound up, the following subdivision would apply:

1. Nova Scotia Construction Labour Relations Association portion of the fund shall be reduced by thirteen cents (\$0.13) per hour paid.
2. Nova Scotia Construction Sector Council portion of the fund shall be reduced by three cents (\$0.03) per hour paid.

A17.01A It is agreed that Ironworkers Local 752 retains the exclusive right to allocate and/or reallocate annual wage increase to the various benefit trust funds and any other union funds designated in the current collective agreement. The Union shall give at least sixty (60) days notice to the Nova Scotia Construction Labour Relations Association, on any impending changes regarding distribution of wage increase between designated union funds.

A17.01B It is agreed that the CLRA has the right to allocate increases to the CLRA's Industry Improvement Fund (Article A17), provided that the union receives sixty (60) days notice of such change.

A17.02 The parties hereto agree that either party pursuant to the Agreement establishing the Industry Improvement Fund shall have the authority to utilize the arbitration procedures set forth herein for the collection of delinquent accounts for individual contributions required to be made pursuant to this Article. Any Arbitrator appointed pursuant to this clause, is hereby expressly conferred jurisdiction to deal with the awarding of contributions, damages, and all related costs.

ARTICLE A18 – IRONWORKERS STRUCTURAL TRAINING FUND

A18.01 The employer shall remit for each employee sixty-six cents (\$0.66) for each hour paid in that month to an employee covered under this agreement.

Out of this fund, three quarters (3/4) of one percent (1%) of the applicable Journey person's wage rate for each hour worked will be paid to the Ironworkers Progressive Action Cooperative Trust (IMPACT).

This remittance is to be on a separate cheque and payable to:

Ironworkers Local 752 Structural Training Fund

24 Beechville Park Drive, Unit 103

Beechville, Nova Scotia B3T 1L1

A18.02 Training categories included:

1. WHMIS
2. Fall Protection Type I
3. Confined Space Type I
4. Emergency First Aid
5. Forklift
6. Generic Site Safety Orientation
7. Better SuperVision
8. Man Lift/Scissor Lift
9. Telehandler
10. Scaffold Training

ARTICLE A19 – DELINQUENT PAYMENTS

A19.01 Timely payment of wages, trust fund contributions and union deductions provided for in this Agreement is essential for the protection of the beneficiaries. Delinquency and continued failure to pay wages and/or remit contributions to the trust funds shall be dealt with as follows:

- (i) The Union shall advise the employer in writing of any delinquency.
- (ii) If within two (2) business days of receipt of notification the employer has failed to pay delinquent contributions or to request a meeting with the Union to provide for the payment of delinquent contributions, then the employer agrees that all contributions/deductions due and payable in accordance with this Agreement are in arrears and subject to an additional charge at the rate of twenty-five percent (25%) on all contributions/deductions in arrears.

This is not to be construed to mean that the above charges relieve the employer of any further liabilities which may occur because of their failure to report any pay contributions/deductions as provided.

- (iii) Should the matter not be resolved at the above mentioned meeting, the Union may upon forty-eight (48) hours notice to the employer, withdraw its members from the delinquent employer without contravening the terms of this Agreement.
- (iv) The delinquent company will be liable for all legal costs incurred in the recovery of contributions.

ARTICLE A20 - SHIFT WORK AND PREMIUM

A20.01 It is agreed shift work or irregular hours may be necessary to suit job conditions.

A20.02 Should an afternoon and/or night shift be required, it shall consist of eight (8) hours work at the regular rate of pay plus a premium of four dollars (\$4.00) for every hour worked.

Should a day, afternoon and night shift be required, the day shift shall consist of eight (8) hours work at the regular rate of pay. The afternoon shift shall consist of seven and one-half (7-1/2) hours work at the regular rate of pay plus a premium of four dollars (\$4.00) per hour for every hour worked; the night shift shall consist of seven (7) hours work at the regular rate of pay plus a premium of five dollars (\$5.00) per hour for every hour worked.

A20.03 Premium pay for shift work shall not be compounded on overtime hours.

A20.04 A rest period of eight (8) hours minimum will be allowed between shifts. If a full eight (8) hours of rest time is not allowed, then the subsequent shift shall be paid at double time (2x).

ARTICLE A21 - TERMINATION

A21.01 The employer shall give the employee(s) two (2) hours notice of lay-off or pay one (1) hour severance pay in lieu of such notice.

ARTICLE A22 - BEREAVEMENT PAY

- A22.01 In the event of a death in the employee's immediate family, the Employer will grant to the employee up to five (5) days unpaid leave of absence for the purpose of making arrangements and attending the funeral or memorial service. Up to one (1) of these days leave of absence will be with pay. For employees with at least one year's continuous employment with an employer, up to two (2) of these days leave of absence will be with pay.
- A22.02 The immediate family shall be defined as spouse, mother, father, grandparent, daughter, son, sister and brother.

ARTICLE A23 - WELDING TEST

- A23.01 Whenever a welding test is required by the Employer, costs for the test shall be paid from the Ironworkers Structural Training Fund. Members performing welding work will hold a valid welding certificate for the applicable task.

ARTICLE A24 - PROTECTIVE CLOTHING

- A24.01 The employer shall provide the following items when abnormal working conditions require their use: rain suits, coveralls, gloves and welding jackets.
- A24.02 Such items shall remain the property of the employer and shall be returned upon completion of the job.

ARTICLE A25 - SAFETY AND HEALTH

A25.01 Employer and employee shall comply with all applicable provisions of provincial health, sanitation and safety laws and regulations, in addition to those rules established by the employer. Failure to comply with safety regulations or directions is a ground for instant dismissal. Every suspension or termination related to a safety violation shall be immediately made known to the Union. The Union shall notify all employers of the status of such employees. (eg. An employee may be suspended for a period of time, and may be ineligible for re-hire by any employer until said employee has successfully completed appropriate re-training, at their own expense.)

For serious safety infractions, including fall arrest violations, the employee shall be suspended for a minimum of one week (5 working days) and shall be ineligible for re-hire by any employer until said employee has successfully completed appropriate re-training, at their own expense.

A25.02 Employees shall not be required to work with unsafe equipment and conditions.

A25.03 Safety hats and safety glasses must be worn by all employees on the jobsite at all times.

A25.04 It is mutually agreed by both parties that they shall abide by the Nova Scotia Occupational Health & Safety Act or the appropriate provincial, federal regulations, whichever may have jurisdiction. It is further agreed that all Union members must have current construction safety orientation and WHMIS certificates to be eligible for employment.

A25.05 The Union shall maintain a database of safety training completed by all members, with evidence of same on file. This information and evidence shall be available to IMPACT contributing Employers upon request.

ARTICLE A26 - BENEFIT BOND

- A26.01 Before members of Local 752 are dispatched to and/or hired directly by any employer who has not been a party to the Collective Agreement for a minimum of twelve (12) months, such employer shall provide security for a period of one (1) year in the amount of twenty-five thousand dollars (\$25,000.00). This twenty-five thousand dollars (\$25,000.00) security shall be used by the Union in the event of a default of payment by the said employer of Benefit and Pension Funds, Training and Industry Improvement Funds, and Monthly Dues and Field Dues as set forth in the aforesaid Collective Agreement. The allocation of funds shall be made in that order of priority. The twenty-five thousand dollars (\$25,000.00) security shall be returned by the Union to the employer after thirty (30) days from the expiry of the one (1) year period that the security was provided by the employer including accumulated interest where the employer has not defaulted in any payments required for the Benefit, Pension, Training and Industry Improvement Funds, Monthly Dues and Field Dues referred to herein, within the one year period.
- A26.02 For the purpose of this Article the twenty-five thousand dollars (\$25,000.00) security shall be in the form of a negotiable security and negotiable at par and be deposited with the Administrator, Iron Workers Local 752 Benefit Plan Trust.
- A26.03 During the one (1) year term, when the employer is in default of any of the Welfare, Pension, Training and Industry Improvement Fund payments, the Union shall have the right to cash the security in default of such payments by employers as provided by this Collective Agreement.

SCHEDULE "B"

ARTICLE B1 – WAGE RATES FOR JOURNEYPEPERSONS

ALL WORK, OTHER THAN MAJOR INDUSTRIAL

Effective Date	Hourly Rate	V & H (9%)	Benefit	Pension	Training	Building Fund*	<u>Admin Fund</u>	IIF	Total Package
<u>May 6, 2026</u>	<u>\$46.54</u>	<u>\$4.19</u>	\$2.05	<u>\$9.23</u>	\$0.66	\$0.25	<u>\$0.25</u>	\$0.16	<u>\$63.33</u>
<u>May 1, 2027</u>	<u>\$48.08</u>	<u>\$4.33</u>	\$2.05	<u>\$9.60</u>	\$0.66	\$0.25	\$0.25	\$0.16	<u>\$65.38</u>
<u>May 1, 2028</u>	<u>\$49.62</u>	<u>\$4.47</u>	\$2.05	<u>\$9.97</u>	\$0.66	\$0.25	\$0.25	\$0.16	<u>\$67.43</u>
<u>May 1, 2029</u>	<u>\$51.69</u>	<u>\$4.65</u>	<u>\$2.30</u>	<u>\$10.47</u>	\$0.66	\$0.25	\$0.25	\$0.16	<u>\$70.43</u>

* This amount has already been deducted from the wage package as per Article A15. In the event that the Building Fund ceases to exist, this amount will revert to the employee wage package.

For May 1, 2029, increase is subject to Cost of Living Memorandum of Agreement attached hereto.

MAJOR INDUSTRIAL PROJECTS (As Defined in Schedule "D")

Effective Date	Hourly Rate	V & H (9%)	Benefit	Pension	Training	Building Fund *	<u>Admin Fund</u>	IIF	Total Package
<u>May 6, 2026</u>	<u>\$49.45</u>	<u>\$4.45</u>	\$2.05	<u>\$9.27</u>	\$0.66	\$0.25	<u>\$0.25</u>	\$0.16	<u>\$66.54</u>
<u>May 1, 2027</u>	<u>\$51.07</u>	<u>\$4.60</u>	\$2.05	<u>\$9.66</u>	\$0.66	\$0.25	\$0.25	\$0.16	<u>\$68.70</u>
<u>May 1, 2028</u>	<u>\$52.70</u>	<u>\$4.74</u>	\$2.05	<u>\$10.05</u>	\$0.66	\$0.25	\$0.25	\$0.16	<u>\$70.86</u>
<u>May 1, 2029</u>	<u>\$54.88</u>	<u>\$4.94</u>	<u>\$2.30</u>	<u>\$10.57</u>	\$0.66	\$0.25	\$0.25	\$0.16	<u>\$74.01</u>

* This amount has already been deducted from the wage package as per Article A15. In the event that the Building Fund ceases to exist, this amount will revert to the employee wage package.

For May 1, 2029, increase is subject to Cost of Living Memorandum of Agreement attached hereto.

B1.01 From these hourly rates, the employer shall deduct the employee Benefit Plan contribution and Union Deductions as set forth in Article A11 and A14 of this Agreement. The employer shall make Pension Plan, Employer Benefit Plan and other contributions as set forth in Article A13, A14, A15 and A17.

ARTICLE B2 - JOURNEYPERSON IRONWORKER

- B2.01 A journeyperson ironworker must have a thorough knowledge of all erection tools and equipment of their trade, and must be experienced in all kinds of structural steel erection. They must be able to perform operations such as, but not limited to, the following in a safe and workmanlike manner:
- B2.01a Assemble and reeve erecting cranes, travellers, guy and stiff leg derricks, poles and similar equipment; jump guy derricks and move travellers; all under the general direction of a pusher or foreperson.
- B2.01b Hook on, climb, connect and signal the hoisting engineer.
- B2.01c Erect scaffolds, fit up and bolt joints in a proper fashion preparatory to riveting and perform all riveting and high strength bolting operations.
- B2.01d Carry out all the miscellaneous tasks which arise on erection jobs, such as tying knots, burning, drilling, reaming, etc.
- B2.01e Carry out rigging work and power handling of mechanical equipment as required under general direction of the pusher or foreperson.
- B2.01f Operate hand and power tools and the required power equipment necessary to perform the above items.
- B2.02 A Journeyperson Ironworker should report for work with the following equipment:
- 2 Spud Wrenches
 - 12" Crescent (Cup) Wrench
 - 1 Harness with Double Lanyard and Shock Absorbers
 - 1 Measuring Tape
 - 1 Pair CSA-Approved six-inch lace-up Work Boots
 - 1 Bull Pin
 - 1 Provincially-Approved Safety Hat (Hard Hat)
 - 1 Pair Safety Glasses

All other items necessary to perform any work in a safe and workmanlike manner should be supplied by the employer at no cost to the employee.

When an employee reports on site, all safety equipment must be presented to the Superintendent for inspection.

If a harness deploys, the Company shall inspect and replace the harness as necessary. If a harness is burned or cut on the job, then the matter must be reported immediately and the harness will be inspected and replaced by the Company as necessary.

The replacement harness shall be one of equal quality.

ARTICLE B3 - JOURNEYPEPERSON WELDER

B3.01 A journeyperson welder shall hold valid and current welder qualifications issued in accordance with CSA W47.1 – Certification of Companies for Fusion Welding of Steel, as published by the Canadian Standards Association and administered by the CWB Group.

Such qualifications shall be appropriate to the welding process, position, material, and thickness required for the work being performed and shall be maintained in good standing in accordance with applicable standards.

All welding work shall be performed in accordance with the Employer's approved Welding Procedure Specifications (WPS) and quality control program.

A journeyperson welder must be able to adjust their welding machine and shall have a thorough knowledge of all the tools and equipment of their trade. They must also be able to perform operations such as, but not limited to, the following in a safe and workmanlike manner:

1. Climb
2. Erect scaffolds for welding and tie necessary knots
3. Fit up work for welding
4. Interpret welding symbols from drawings and be familiar with welding procedures
5. Burn and chip

The Employer reserves the right to assign welding work only to employees whose qualifications meet the requirements of applicable standards, project specifications, and contractual obligations.

B3.02 A Journeyperson Welder should report for work with the following items:

- 1 12" Crescent (Cup) Wrench
- 1 Approved Ironworker Welder Belt
- 1 Measuring Tape
- 1 Harness with Double Lanyard and Shock Absorbers
- 1 Pair CSA-Approved six-inch lace-up Work Boots
- 1 Jack Knife
- 1 Provincially-Approved Safety Hat (Hard Hat)
- 1 Pair Safety Glasses

All other items necessary to perform any work in a safe and workmanlike manner should be supplied by the employer at no cost to the employee.

ARTICLE B4 - JOURNEYPERSON MISCELLANEOUS AND ORNAMENTAL METALWORKERS

- B4.01 This work will include, but will not be limited to, the following:
Interior and exterior stairs, fire escapes, gratings, shelf angles, pipe railings, hand railings, catwalks and other miscellaneous metalwork as may be required when not erected with structural steel.
- B4.02 A journeyperson miscellaneous and ornamental metalworker must have a thorough knowledge of all erection tools and equipment of their trade. They must be experienced in all types of architectural metal installation. They must be able to perform operations such as, but not limited to, the following in a safe and workmanlike manner:
1. Climb and erect scaffolds as may be required.
 2. Be able to read erection and shop drawings as well as be able to interpret welding symbols and be familiar with welding procedures.
 3. Hold valid and current welder qualifications issued in accordance with CSA W47.1 – Certification of Companies for Fusion Welding of Steel, as published by the Canadian Standards Association and administered by the CWB Group.
 4. Have a thorough knowledge of erection procedures for miscellaneous metal items.
- B4.03 A Journeyperson miscellaneous and ornamental metalworker should report for work with the following items:
- 1 12" Crescent (Cup) Wrench
 - 1 Approved Ironworker Welder Belt
 - 1 Measuring Tape
 - 1 Harness with Double Lanyard and Shock Absorbers
 - 1 Pair CSA-Approved six-inch lace-up Work Boots
 - 1 Jack Knife
 - 1 Provincially-Approved Safety Hat (Hard Hat)
 - 1 Pair Safety Glasses

All other items necessary to perform any work in a safe and workmanlike manner should be supplied by the employer at no cost to the employee.

ARTICLE B5 - JOURNEYPERSON RIGGERS

B5.01 A journeyperson rigger must have a thorough knowledge of all rigging tools and equipment of their trade and must be experienced in all kinds of rigging and moving of vessels and equipment. They must be able to perform operations such as, but not limited to, the following in a safe and workmanlike manner. The work will include, but will not be limited to, the following when not being performed in conjunction with the erection of structural steel:

1. Hook on, climb, signal the hoisting engineer.
2. Erect scaffolds, carry out rigging work and power handling of mechanical tools and equipment as required under the general direction of the pusher or foreperson.
3. Carry out all miscellaneous tasks which arise on erection jobs such as tying knots, burning, drilling, reaming, etc.
4. Operate hand and power tools and the required power equipment necessary to perform the above items.

B5.02 A Journeyperson Rigger should report for work with at least the following equipment:

- 2 Spud Wrenches
- 1 12" Crescent (Cup) Wrench
- 1 Harness with Double Lanyard and Shock Absorbers
- 1 Provincially-Approved Safety Hat (Hard Hat)
- 1 Pair CSA-Approved six-inch lace-up Work Boots
- 1 Bull Pin
- 1 Pair Safety Glasses

All other items necessary to perform any work in a safe and workmanlike manner should be supplied by the employer at no cost to the employee.

When an employee reports on site, all safety equipment must be presented to the Superintendent for inspection. If an employee should fall, the Company shall replace the harness. If a harness is burned on the job, then the matter must be reported immediately and the harness will be replaced by the Company, if the Superintendent is satisfied that the harness has been damaged in a bona fide accident and that there has been no negligence or deliberate damage.

ARTICLE B6 - FOREPERSON AND PUSHERS

- B6.01 A foreperson is a qualified journeyperson or pusher who has been selected by the employer to direct a group of workers and supervise the work without the regular direction of a Superintendent.
- B6.02 Once a crew exceeds five (5) workers, a foreperson shall be appointed. While so employed, the foreperson shall be paid a premium of twenty percent (20%) per hour over the hourly rate and V&H being paid to journeyperson ironworkers. Once the foreperson premium is paid, it shall continue for the duration of the job. When, at the employer's discretion, a General Foreperson is appointed, the General Foreperson shall be paid a premium of twenty-five percent (25%) per hour over the hourly rate and V&H being paid to journeyperson ironworkers.
- B6.03 Once a crew exceeds three (3) workers, a pusher shall be appointed. A pusher is a qualified journeyperson who has been selected by the employer to direct a group of workers under the direction of a foreperson or Superintendent. While so employed, the pusher shall be paid a premium of fifteen percent (15%) per hour over the hourly rate and V&H being paid to journeyperson ironworkers.

ARTICLE B7 - APPRENTICES - RATES FOR ALL WORK, OTHER THAN MAJOR INDUSTRIAL

B7.01 0 - 900 Hours

ALL WORK, OTHER THAN MAJOR INDUSTRIAL

Effective Date		Hourly Rate	V & H (9%)	Benefit	Pension	Training	<u>Admin Fund</u>	IIF	Total Package
<u>May 6, 2026</u>	60%	<u>\$28.38</u>	<u>\$2.55</u>	\$0.00	\$0.00	\$0.66	<u>\$0.25</u>	\$0.16	<u>\$32.00</u>
<u>May 1, 2027</u>	60%	<u>\$29.50</u>	<u>\$2.66</u>	\$0.00	\$0.00	\$0.66	\$0.25	\$0.16	<u>\$33.23</u>
<u>May 1, 2028</u>	60%	<u>\$30.63</u>	<u>\$2.76</u>	\$0.00	\$0.00	\$0.66	\$0.25	\$0.16	<u>\$34.46</u>
<u>May 1, 2029</u>	60%	<u>\$32.28</u>	<u>\$2.91</u>	\$0.00	\$0.00	\$0.66	\$0.25	\$0.16	<u>\$36.26</u>

B7.02 Indentured Apprentices will maintain and have a logbook available. Said logbook will be kept up to date by the Apprentice and is to be signed off by a supervising Journeyperson or Foreperson. The employer will enter on the logbook the hours the apprentice has worked for the employer on termination of employment and on completion of each 1,800 hours of such work. In general, it is agreed that unless circumstances are exceptional, it requires 5,400 hours for an apprentice to become a journeyperson.

B7.03 901-1800 hours

ALL WORK, OTHER THAN MAJOR INDUSTRIAL

Effective Date		Hourly Rate	V & H (9%)	Benefit	Pension	Training	<u>Admin Fund</u>	IIF	Total Package
<u>May 6, 2026</u>	65%	<u>\$27.26</u>	<u>\$2.45</u>	\$2.05	\$0.00	\$0.66	<u>\$0.25</u>	\$0.16	<u>\$32.83</u>
<u>May 1, 2027</u>	65%	<u>\$28.48</u>	<u>\$2.56</u>	\$2.05	\$0.00	\$0.66	\$0.25	\$0.16	<u>\$34.16</u>
<u>May 1, 2028</u>	65%	<u>\$29.70</u>	<u>\$2.67</u>	\$2.05	\$0.00	\$0.66	\$0.25	\$0.16	<u>\$35.49</u>
<u>May 1, 2029</u>	65%	<u>\$31.26</u>	<u>\$2.81</u>	<u>\$2.30</u>	\$0.00	\$0.66	\$0.25	\$0.16	<u>\$37.44</u>

B7.04 1801-2700 hours

ALL WORK, OTHER THAN MAJOR INDUSTRIAL

Effective Date		Hourly Rate	V & H (9%)	Benefit	Pension	Training	<u>Admin Fund</u>	IIF	Total Package
<u>May 6, 2026</u>	70%	<u>\$29.17</u>	<u>\$2.63</u>	\$2.05	<u>\$3.44</u>	\$0.66	<u>\$0.25</u>	\$0.16	<u>\$38.36</u>
<u>May 1, 2027</u>	70%	<u>\$30.26</u>	<u>\$2.72</u>	\$2.05	<u>\$3.70</u>	\$0.66	\$0.25	\$0.16	<u>\$39.80</u>
<u>May 1, 2028</u>	70%	<u>\$31.34</u>	<u>\$2.82</u>	\$2.05	<u>\$3.96</u>	\$0.66	\$0.25	\$0.16	<u>\$41.24</u>
<u>May 1, 2029</u>	70%	<u>\$32.73</u>	<u>\$2.95</u>	<u>\$2.30</u>	<u>\$4.29</u>	\$0.66	\$0.25	\$0.16	<u>\$43.34</u>

B7.05 2701-3600 hours

ALL WORK, OTHER THAN MAJOR INDUSTRIAL

Effective Date		Hourly Rate	V & H (9%)	Benefit	Pension	Training	Admin Fund	IIF	Total Package
<u>May 6, 2026</u>	75%	<u>\$32.39</u>	<u>\$2.92</u>	\$2.05	<u>\$4.23</u>	\$0.66	<u>\$0.25</u>	\$0.16	<u>\$42.66</u>
<u>May 1, 2027</u>	75%	<u>\$33.55</u>	<u>\$3.02</u>	\$2.05	<u>\$4.51</u>	\$0.66	\$0.25	\$0.16	<u>\$44.20</u>
<u>May 1, 2028</u>	75%	<u>\$34.71</u>	<u>\$3.12</u>	\$2.05	<u>\$4.79</u>	\$0.66	\$0.25	\$0.16	<u>\$45.74</u>
<u>May 1, 2029</u>	75%	<u>\$36.21</u>	<u>\$3.26</u>	<u>\$2.30</u>	<u>\$5.15</u>	\$0.66	\$0.25	\$0.16	<u>\$47.99</u>

B7.06 3601-4500 hours

ALL WORK, OTHER THAN MAJOR INDUSTRIAL

Effective Date		Hourly Rate	V & H (9%)	Benefit	Pension	Training	Admin Fund	IIF	Total Package
<u>May 6, 2026</u>	80%	<u>\$36.80</u>	<u>\$3.31</u>	\$2.05	<u>\$5.09</u>	\$0.66	<u>\$0.25</u>	\$0.16	<u>\$48.32</u>
<u>May 1, 2027</u>	80%	<u>\$38.03</u>	<u>\$3.42</u>	\$2.05	<u>\$5.39</u>	\$0.66	\$0.25	\$0.16	<u>\$49.96</u>
<u>May 1, 2028</u>	80%	<u>\$39.26</u>	<u>\$3.53</u>	\$2.05	<u>\$5.69</u>	\$0.66	\$0.25	\$0.16	<u>\$51.60</u>
<u>May 1, 2029</u>	80%	<u>\$40.87</u>	<u>\$3.68</u>	<u>\$2.30</u>	<u>\$6.08</u>	\$0.66	\$0.25	\$0.16	<u>\$54.00</u>

B7.07 4501-5400 hours

ALL WORK, OTHER THAN MAJOR INDUSTRIAL

Effective Date		Hourly Rate	V & H (9%)	Benefit	Pension	Training	Admin Fund	IIF	Total Package
<u>May 6, 2026</u>	90%	<u>\$41.87</u>	<u>\$3.77</u>	\$2.05	<u>\$6.02</u>	\$0.66	<u>\$0.25</u>	\$0.16	<u>\$54.78</u>
<u>May 1, 2027</u>	90%	<u>\$43.26</u>	<u>\$3.89</u>	\$2.05	<u>\$6.35</u>	\$0.66	\$0.25	\$0.16	<u>\$56.62</u>
<u>May 1, 2028</u>	90%	<u>\$44.64</u>	<u>\$4.02</u>	\$2.05	<u>\$6.68</u>	\$0.66	\$0.25	\$0.16	<u>\$58.46</u>
<u>May 1, 2029</u>	90%	<u>\$46.49</u>	<u>\$4.18</u>	<u>\$2.30</u>	<u>\$7.12</u>	\$0.66	\$0.25	\$0.16	<u>\$61.16</u>

For May 1, 2029, increase is subject to Cost of Living Memorandum of Agreement attached hereto.

B7.08 From the above hourly rates in B7.03, B7.04, B7.05, B7.06, B7.07 the employer shall deduct the Benefit Plan and Union Deductions as set forth in Articles A11 and A14 of this Agreement. The employer shall make contributions as set forth in Article A13, A14, A15, A16, A17 and A18.

ARTICLE B8 - APPRENTICES - RATES FOR MAJOR INDUSTRIAL PROJECTS (AS DEFINED IN SCHEDULE “D”)

B8.01 0-900 hours

MAJOR INDUSTRIAL PROJECTS

Effective Date		Hourly Rate	V & H (9%)	Benefit	Pension	Training	Admin Fund	IIF	Total Package
<u>May 6, 2026</u>	60%	<u>\$29.63</u>	<u>\$2.67</u>	\$0.00	\$0.00	\$0.66	<u>\$0.25</u>	\$0.16	<u>\$33.37</u>
<u>May 1, 2027</u>	60%	<u>\$30.83</u>	<u>\$2.77</u>	\$0.00	\$0.00	\$0.66	\$0.25	\$0.16	<u>\$34.67</u>
<u>May 1, 2028</u>	60%	<u>\$32.02</u>	<u>\$2.88</u>	\$0.00	\$0.00	\$0.66	\$0.25	\$0.16	<u>\$35.97</u>
<u>May 1, 2029</u>	60%	<u>\$33.75</u>	<u>\$3.04</u>	\$0.00	\$0.00	\$0.66	\$0.25	\$0.16	<u>\$37.86</u>

B8.02 Indentured Apprentices will maintain and have a logbook available. Said logbook will be kept up to date by the Apprentice and is to be signed off by a supervising Journeyperson or Foreperson. The employer will enter on the logbook the hours the apprentice has worked for the employer on termination of employment and on completion of each 1,800 hours of such work. In general, it is agreed that unless circumstances are exceptional, it requires 5,400 hours for an apprentice to become a journeyperson.

B8.03 901-1800 hours

MAJOR INDUSTRIAL PROJECTS

Effective Date		Hourly Rate	V & H (9%)	Benefit	Pension	Training	Admin Fund	IIF	Total Package
<u>May 6, 2026</u>	65%	<u>\$28.51</u>	<u>\$2.57</u>	\$2.05	\$0.00	\$0.66	<u>\$0.25</u>	\$0.16	<u>\$34.20</u>
<u>May 1, 2027</u>	65%	<u>\$29.80</u>	<u>\$2.68</u>	\$2.05	\$0.00	\$0.66	\$0.25	\$0.16	<u>\$35.60</u>
<u>May 1, 2028</u>	65%	<u>\$31.08</u>	<u>\$2.80</u>	\$2.05	\$0.00	\$0.66	\$0.25	\$0.16	<u>\$37.00</u>
<u>May 1, 2029</u>	65%	<u>\$32.73</u>	<u>\$2.95</u>	<u>\$2.30</u>	\$0.00	\$0.66	\$0.25	\$0.16	<u>\$39.05</u>

B8.04 1801-2700 hours

MAJOR INDUSTRIAL PROJECTS

Effective Date		Hourly Rate	V & H (9%)	Benefit	Pension	Training	Admin Fund	IIF	Total Package
<u>May 6, 2026</u>	70%	<u>\$30.83</u>	<u>\$2.78</u>	\$2.05	<u>\$3.43</u>	\$0.66	<u>\$0.25</u>	\$0.16	<u>\$40.16</u>
<u>May 1, 2027</u>	70%	<u>\$31.97</u>	<u>\$2.88</u>	\$2.05	<u>\$3.70</u>	\$0.66	\$0.25	\$0.16	<u>\$41.67</u>
<u>May 1, 2028</u>	70%	<u>\$33.11</u>	<u>\$2.98</u>	\$2.05	<u>\$3.97</u>	\$0.66	\$0.25	\$0.16	<u>\$43.18</u>
<u>May 1, 2029</u>	70%	<u>\$34.58</u>	<u>\$3.11</u>	<u>\$2.30</u>	<u>\$4.32</u>	\$0.66	\$0.25	\$0.16	<u>\$45.38</u>

B8.05 2701-3600 hours

MAJOR INDUSTRIAL PROJECTS

Effective Date		Hourly Rate	V & H (9%)	Benefit	Pension	Training	Admin Fund	IIF	Total Package
<u>May 6, 2026</u>	75%	<u>\$34.17</u>	<u>\$3.07</u>	\$2.05	<u>\$4.26</u>	\$0.66	<u>\$0.25</u>	\$0.16	<u>\$44.62</u>
<u>May 1, 2027</u>	75%	<u>\$35.39</u>	<u>\$3.18</u>	\$2.05	<u>\$4.55</u>	\$0.66	\$0.25	\$0.16	<u>\$46.24</u>
<u>May 1, 2028</u>	75%	<u>\$36.61</u>	<u>\$3.29</u>	\$2.05	<u>\$4.84</u>	\$0.66	\$0.25	\$0.16	<u>\$47.86</u>
<u>May 1, 2029</u>	75%	<u>\$38.19</u>	<u>\$3.44</u>	<u>\$2.30</u>	<u>\$5.22</u>	\$0.66	\$0.25	\$0.16	<u>\$50.22</u>

B8.06 3601-4500 hours

MAJOR INDUSTRIAL PROJECTS

Effective Date		Hourly Rate	V & H (9%)	Benefit	Pension	Training	Admin Fund	IIF	Total Package
<u>May 6, 2026</u>	80%	<u>\$38.82</u>	<u>\$3.49</u>	\$2.05	<u>\$5.12</u>	\$0.66	<u>\$0.25</u>	\$0.16	<u>\$50.55</u>
<u>May 1, 2027</u>	80%	<u>\$40.12</u>	<u>\$3.61</u>	\$2.05	<u>\$5.43</u>	\$0.66	\$0.25	\$0.16	<u>\$52.28</u>
<u>May 1, 2028</u>	80%	<u>\$41.42</u>	<u>\$3.73</u>	\$2.05	<u>\$5.74</u>	\$0.66	\$0.25	\$0.16	<u>\$54.01</u>
<u>May 1, 2029</u>	80%	<u>\$43.13</u>	<u>\$3.88</u>	<u>\$2.30</u>	<u>\$6.15</u>	\$0.66	\$0.25	\$0.16	<u>\$56.53</u>

B8.07 4501-5400 hours

MAJOR INDUSTRIAL PROJECTS

Effective Date		Hourly Rate	V & H (9%)	Benefit	Pension	Training	Admin Fund	IIF	Total Package
<u>May 6, 2026</u>	90%	<u>\$43.94</u>	<u>\$3.95</u>	\$2.05	<u>\$6.05</u>	\$0.66	<u>\$0.25</u>	\$0.16	<u>\$57.06</u>
<u>May 1, 2027</u>	90%	<u>\$45.39</u>	<u>\$4.09</u>	\$2.05	<u>\$6.40</u>	\$0.66	\$0.25	\$0.16	<u>\$59.00</u>
<u>May 1, 2028</u>	90%	<u>\$46.85</u>	<u>\$4.22</u>	\$2.05	<u>\$6.75</u>	\$0.66	\$0.25	\$0.16	<u>\$60.94</u>
<u>May 1, 2029</u>	90%	<u>\$48.80</u>	<u>\$4.39</u>	<u>\$2.30</u>	<u>\$7.22</u>	\$0.66	\$0.25	\$0.16	<u>\$63.78</u>

For May 1, 2029, increase is subject to Cost of Living Memorandum of Agreement attached hereto.

B8.08 From the above hourly rates in B8.03, B8.04, B8.05, B8.06, B7.07 the employer shall deduct the Benefit Plan and Union Deductions as set forth in Articles A11 and A14 of this Agreement. The employer shall make contributions as set forth in Article A13, A14, A15, A16, A17 and A18.

SCHEDULE "C" – SMALL JOBS

- This applies to Mainland Nova Scotia ONLY.
- For Miscellaneous and Ornamental Ironworkers ONLY.
- For Small Jobs for
 - 1) Miscellaneous and Ornamental Steel and
 - 2) Renovations, up to four hundred thirty-four thousand eight hundred dollars (\$434,800.00) (labour hours and materials).

Journey person90% Rate

Apprentice.....1:1 Ratio

The regular workweek on Small Jobs shall be up to forty-four (44) hours payable at straight time.

Small Jobs excludes all additions, or new construction, over 6,000 square feet and all contracts over the agreed value (\$434,800.00). This threshold shall be adjusted on renewal in accordance with the Consumer Price Index as reported by Statistics Canada.

SCHEDULE "D" – MAJOR INDUSTRIAL PROJECTS

Major Industrial Projects shall be defined as a shutdown (as defined below) OR as the initial construction, or major expansion or renovation of facilities such as those listed below, where the initial construction or the major expansion or renovation has a total construction value (labour hours and material) in excess of sixty million dollars (\$60,000,000.00).

- | | |
|-------------------------------|------------------------------------|
| - Pulp Mills | - Oil Refineries |
| - Paper Mills | - Gas Refineries |
| - <u>Manufacturing</u> Plants | - Rubber Plants (such as Michelin) |
| - Steel Mills | - Ore Reduction Plants |
| - Power Generating Projects | - Petro-Chemical Plans |
| - <u>Hydrogen Plants</u> | |

SHUTDOWN IS:

- Complete unit outage scheduled well in advance of the actual downtime (typically greater than 1 year) for the purpose of significant unit mechanical repair.
- Major unit outage taken before the scheduled interval if the majority of the scheduled turnaround work is completed and the date of the next turnaround is reset.

SHUTDOWN IS NOT:

- Schedule unit outages for cyclical or regulatory purposes.
- Downtime of only part of a unit for maintenance work.
- Downtime to place a unit back in service following an outage.

Ironworkers dispatched to a Major Industrial Project (as defined in this Agreement) and whose permanent place of residence is more than one hundred (100) kilometres from the job site, shall be paid one (1) days board for the first day in and one (1) days board for the last day out on the job.

The Union, or the CLRA, or an employer shall be entitled to call a joint meeting of the parties to clarify the classifications of any job as Major Industrial prior to tender closing.

SIGNATORIES FOR THE:

**NOVA SCOTIA CONSTRUCTION
LABOUR RELATIONS
ASSOCIATION LIMITED**

**INTERNATIONAL ASSOCIATION
OF BRIDGE, STRUCTURAL &
ORNAMENTAL IRONWORKERS,
LOCAL UNION 752**

ROBERT SHEPHERD

GEORGE MACDOUGALL

CALUM MACLEOD

MARC GASPARETTO

ANGELA GALLANT
WITNESS

COST OF LIVING MEMORANDUM OF AGREEMENT

Between:

NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION

-and-

**INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL, ORNAMENTAL
AND REINFORCING IRONWORKERS, LOCAL UNION 752**

WHEREAS the Parties to this Memorandum of Agreement have negotiated a collective agreement which will expire on April 30, 2030;

AND WHEREAS this collective agreement includes a negotiated wage increase to be effective May 1, 2029;

AND WHEREAS the Parties have agreed that if the annual cost of living increase on a twelve-month average is greater than the negotiated May 1, 2029 percentage wage increase, the wage increase will be adjusted to match the average percentage cost of living increase;

AND WHEREAS the Parties have further agreed that the method and time of calculating the cost of living increase will be determined and agreed upon ahead of time via a Memorandum of Agreement;

THEREFORE, the Parties to this Memorandum of Agreement agree as follows:

1. The annual cost of living increase in 2029 will be calculated by determining the percentage increase between the 2028 annual average Consumer Price Index for Nova Scotia and the 2027 annual average Consumer Price Index for Nova Scotia. This method of calculation is the method applied by Arbitrator Susan Ashley in a 2004 arbitration between the parties.
2. The average annual Consumer Price Index figures for 2028 and 2027 will be the provincial figures for Nova Scotia published by Statistics Canada in their Table 18-10-0005-01: **“Consumer Price Index, annual average, not seasonally adjusted”**.
3. The annual cost of living increase in 2029 will be calculated when the average annual Consumer Price Index figures for 2028 are published by Statistics Canada in January 2029.

4. If the percentage increase between the 2028 annual average Consumer Price Index for Nova Scotia and the 2027 annual average Consumer Price Index for Nova Scotia is greater than the 4.45% wage increase negotiated between the parties for the May 1, 2029 wage rate, the May 1, 2029 wage increase will be adjusted to match the actual cost of living increase as calculated above.
5. For greater clarity, see the attached Statistics Canada Table 18-10-0005-01: “**Consumer Price Index, annual average, not seasonally adjusted**”, showing a 2025 annual average Consumer Price Index for Nova Scotia of 167.6 and a 2024 annual average Consumer Price Index for Nova Scotia of 164.2. Using the method of calculation applied by Susan Ashley in the 2004 arbitration between the parties, the annual cost of living increase would be calculated using the following equation: $(167.6 - 164.2) \text{ divided by } 164.2 \times 100 = 2.07$. The cost of living increase calculated for these two example years would be 2.07%.
6. This method of calculation will be applied to the 2028 annual average Consumer Price Index for Nova Scotia and 2027 annual average Consumer Price Index for Nova Scotia to determine the annual cost of living increase on a twelve-month average in January 2029.

Dated this 24th day of June, 2026.

SIGNATORIES FOR AND ON BEHALF OF

**Nova Scotia Construction Labour
Relations Association**

**International Association of Bridge,
Structural, Ornamental and Reinforcing
Ironworkers, Local Union 752**

ROBERT SHEPHERD

GEORGE MACDOUGALL

6/3/26, 1:25 PM

Consumer Price Index, annual average, not seasonally adjusted

Statistics
CanadaStatistique
Canada[Home](#) > [Data](#)

Consumer Price Index, annual average, not seasonally adjusted^{1, 2, 3}

Frequency: Annual

[Help](#)

Table: 18-10-0005-01 (formerly CANSIM 326-0021)

[Save my customizations](#)

Release date: 2026-01-19

Geography: Canada, Province or territory, Census subdivision, Census metropolitan area, Census metropolitan area part

▼ Customize table

Geography :**Reference period**

Nova Scotia

From:

2024

▼

To:

2025

▼

Apply

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Showing 15 records

Filter

Reset

Products and product groups ⁴	Nova Scotia (map)	
	2024	2025
	2002=100	
All-items	164.2	167.6
Food ⁵	195.4	200.7
Shelter ⁶	188.6	197.0
Household operations, furnishings and equipment	128.0	130.3
Clothing and footwear	96.1	96.6
Transportation	169.7	167.6
Gasoline	221.0	197.1
Health and personal care	146.1	150.2
Recreation, education and reading	134.1	136.7
Alcoholic beverages, tobacco products and recreational cannabis	238.1	239.7
All-items excluding food and energy ⁷	148.9	153.2
All-items excluding energy ⁷	157.1	161.5
Energy ⁷	228.3	216.3
Goods ⁸	159.1	159.5
Services ²	169.6	176.3

How to cite: Statistics Canada. Table 18-10-0005-01 Consumer Price Index, annual average, not seasonally adjusted**DOI:** <https://doi.org/10.25318/1810000501-eng>

Related information

- Replaces
- Source (Surveys and statistical programs)
- Related products

APPENDIX “A” – TRADE CLASSIFICATION

IRONWORKER (STRUCTURAL)

- Aecon Mining Construction Services
- Black & McDonald Limited
- Cherubini Metal Works Limited
- Fitz's Construction Ltd.
- MacGregor's Custom Machining Ltd.
- Marid Industries Limited
- Ocean Steel & Construction Limited
- Petrifond Foundation Company Limited
- RKO Steel Limited
- Sunny Corner Enterprises Inc.
- The Cahill Group

IRONWORKER (MISCELLANEOUS)

- Cherubini Metal Works Limited
- Fitz's Construction Ltd.
- MacGregor's Custom Machining Ltd.
- Marid Industries Limited
- R & D Crane Operators Limited
- RKO Steel Limited
- Sunny Corner Enterprises Inc.