

ELECTRICAL AGREEMENT MAINLAND NOVA SCOTIA

BETWEEN:

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

*On behalf of each of its Electrical contracting members as outlined under Appendix "A" hereof,
or future Electrical contracting members who have or will authorize such Association to
negotiate and conclude a Collective Agreement on their behalf and all Employers bound by this
Collective Agreement*

OF THE FIRST PART

- AND -

**THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL UNION NO. 625**
(hereinafter referred to as the "Union")

OF THE SECOND PART

DEFINITIONS OF TERMS REQUIRED FOR INTERPRETATION OF THIS AGREEMENT
ARE SHOWN ON SCHEDULE "A" ATTACHED HERETO AND FORMING A PART
HEREOF.

THIS AGREEMENT dated at Dartmouth this 19th day of August, 2026.

EFFECTIVE DATE: May 14, 2026
EXPIRATION DATE: April 30, 2030

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ARTICLE 1 - PURPOSE

- 1.01 The purpose of this Agreement is to promote good working relations between the members of the CLRA and the Union, to the end that the construction industry in the area covered by this Agreement shall proceed with maximum efficiency in all its undertakings.

ARTICLE 2 - GEOGRAPHIC AREA

- 2.01 Both Parties agree that continuity of employment under the conditions peculiar to the construction industry requires control of Agreements on the area of district basis rather than on a job or project basis. They agree that this Agreement is limited to the following geographic areas:

Unit #1: Halifax County
 Kings County
 Colchester County
 Hants County
 Lunenburg County

Unit #2: Queens County
 Annapolis County
 Digby County
 Yarmouth County
 Shelburne County
 Cumberland County
 Pictou County
 Antigonish County
 Guysborough County

- 2.02 It is understood that the above geographic area structure is informational and not negotiable.

ARTICLE 3 - RECOGNITION

- 3.01 The CLRA and all employers bound by this Agreement hereby recognize Local 625, I.B.E.W., as the exclusive bargaining agent with respect to this trade for the area covered by this Agreement.
- 3.02 The Union recognizes the Nova Scotia Construction Labour Relations Association as exclusive bargaining representative for its members designated herein and all other electrical contractors covered by Accreditation Order No. L.R.B. 392C, dated January 29, 1976.

ARTICLE 4 - MANAGEMENT RIGHTS

- 4.01 The Union agrees and acknowledges that the employer has the exclusive right to manage the business and to exercise such right without restriction, save and except as limited by the signing of this Collective Agreement.
- 4.02 To hire in accordance with Article 10, direct, promote, demote, lay off, discipline and discharge employees for just and sufficient cause.
- 4.03 To determine the materials, sub-trades and supplies to be used, design of the products to be handled, facilities and equipment required, scheduling of work and location of equipment.
- 4.04 To determine the reasonable rules and regulations to be observed by employees on the job. Where available, such rules and regulations shall be posted and provided to employees upon commencement of employment.
- 4.05 The employer(s) will have the right to any assistance of any representative selected at any meeting or negotiation with the Union.
- 4.06 The employers and each of them recognize that the Union has recourse through the grievance procedure if it feels that any of the employers have exercised any of the foregoing rights contrary to the terms of this Agreement.

ARTICLE 5A - UNION RIGHTS

- 5A.01 The employers and each of them agree that there will be no discrimination, interference, intimidation, restriction or coercion on the part of the employer or by any of their representatives or agent against the employees because of the employee's membership, services, activity, union business or by virtue of their holding office in the Union. Any Employee who is called away from their job for Union business, the Union must provide 48 hours notice to the employer and upon notice the employee shall be granted such time required. The Job Steward may leave at any time provided they advise their employer before leaving.
- 5A.02 The Union will have the right to, at any time, have the assistance of any representative as selected by the Union when meeting or negotiating with the employers.
- 5A.03 During the life of this Agreement, the Union agrees not to negotiate any other terms or conditions of employment different from this Agreement for construction as covered by this Agreement with any employer within the area of this Agreement.
- 5A.04 The Union agrees that it will supply workers only to recognized electrical contractors and it will not supply workers to owners directly.

ARTICLE 5B - RIGHTS OF THE BUSINESS MANAGER

- 5B.01 The Union Representative will be allowed access to any jobsite where members of the Local are employed, providing notification to the employer or the employer's representative (Superintendent, General Foreperson, Foreperson, Working Foreperson, Journeyperson, etc.) on the jobsite is given. The Union will be advised who the employer's representative is upon request. The employer is not to be held responsible if access is refused by the owner and/or prime contractor. The Business Manager shall not interfere in any way with the work being carried on at the jobsite. The Business Manager, when on-site, shall abide by all safety regulations in effect for that site.
- 5B.02 Such rights will also apply to a duly authorized representative of the Business Manager where the CLRA has previously been notified in writing of the name of such duly authorized individual.

ARTICLE 5C - JOB STEWARDS

- 5C.01 The Union Business Manager may appoint a Job Steward, who shall be a site JOH&S Committee Representative among the journeypersons of the employer on a job or on a construction project. They shall then notify the employer in writing of the name(s) of the Job Steward(s) appointed. The employer shall recognize a temporary Job Steward if notified by the Business Manager or the regular Job Steward to act during the absence of the regular Job Steward. In the absence of a JOH&S Committee, the Steward shall be the safety representative for the Union members.
- 5C.02 The duty of the Job Steward shall be to assist in adjusting differences or misunderstandings between employees and the employer arising out of the interpretation, application or administration of this Agreement in accordance with the provisions of Article 13 - Grievance Procedure, contained herein.
- 5C.03 It is understood and agreed that Stewards are employed to perform full time productive work for the employer except when performing their specific duties as set out herein.
- 5C.04 A Job Steward shall be allowed to carry out such duties without discrimination so long as they report to their foreperson before absenting themselves from their regular work duties all with the understanding that the time will be devoted to the prompt handling of legitimate grievances and will not be abused. No Job Steward shall suffer discrimination or punitive measures for representing the employees and the Job Steward shall be asked to work all overtime when there are four (4) or more journeypersons on the jobsite.
- 5C.05 Where, due to the number of employees working on a jobsite, it becomes impossible for one (1) Steward to adequately fulfill their legitimate duties, the Union may appoint an additional Steward under the same conditions as set out herein. The night shift Steward, if one is appointed, shall no longer have Steward duties if the night shift is abandoned. However, they shall be employed until there are less than seven (7) employees on site.
- 5C.06 When there are less than six (6) employees on a jobsite the employment of a Job Steward may be terminated or they may be transferred. The Business Manager will be notified when the Steward is laid off or transferred.
- 5C.07 If a mutual agreement can be reached on the appointment of a Job Steward by the Union and the employer, only then shall the following Articles 5C.08 and 5C.09 apply.
- 5C.08 When there are five (5) or more employees on any jobsite or construction project the Union and the employer may mutually agree upon one (1) of these employees being designated to act as the Job Steward.

- 5C.09 The Job Steward, agreed to under Article 5C.07, shall be the second last employee on a jobsite or construction project to be laid off or transferred, not including office personnel. The Job Steward shall be asked to work overtime when there are more than two (2) employees working.
- 5C.10 Where the Code of Excellence is mandated by a client or project authority, or mutually agreed upon by the Union and Contractor, the Steward shall be the second to last person on the job.
- 5C.11 In situations where the Foreperson deems it necessary for an injured employee to be accompanied off-site to seek medical attention, the job steward (if one has been appointed) shall be permitted to accompany the injured employee and shall be paid as per Article 7.06. When an employee must leave the site for medical attention, the employee shall proceed directly to the appropriate facility for such attention.

ARTICLE 6 - STRIKES AND LOCKOUTS

- 6.01 During the term of this Agreement there shall not be any strikes or lockouts or other interference with regular work on any job under this Agreement.
- 6.02 The members of the Union will not be called to attend a Union meeting which will prevent them from working between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday. All grievances and disputes will be processed in strict accordance with the provisions of this Agreement.

ARTICLE 7 - SHELTER, TOOLS AND EQUIPMENT, SAFETY

- 7.01 Employers shall provide adequate quarters (heated when necessary) for employees to change clothes and eat lunch. Such quarters shall be kept free of tools and materials and shall be provided with clean drinking water and paper cups. A secure lock-up area shall be provided for the storage of employees' personal tools. A maximum of five hundred dollars (\$500.00) shall be paid to the employee for loss of tools if burned or stolen while under the protection of the employer's lock and key where the employee has no personal insurance coverage on these tools.
- 7.02 Where it is not the responsibility of the prime contractor, and provision for water flush toilets is not readily available, flush chemical toilets will be made available by the employer after nine (9) I.B.E.W. workers are working on the job for more than two (2) weeks. These quarters will be kept clean by I.B.E.W. workers on the jobsite daily, if for their own use and shall be provided with adequate supplies of toilet paper and disinfectant. Hand cleaner and paper towels will be supplied at the request of the job foreperson in adequate quantities.
- 7.03 The Nova Scotia Occupational Health and Safety Act shall apply at all times. On Industrial job sites, the employer must make arrangements for ambulance service.
- 7.04 The employer shall make reasonable provisions for the safety and health of the employees during the hours of their employment. Protective devices such as hard hats and liners, safety vests, ear plugs, leather work gloves, rubber gloves, welding masks, goggles or glasses, welding gloves and welding jackets where applicable, and all other safety equipment deemed necessary to properly protect employees from injuries shall be provided by the employer. Hardhats and liners provided by the employer shall be new and not used.
- 7.05 Where at the employer's discretion conditions dictate, adequate high-visibility waterproof clothing including rubber boots shall be supplied by the employer. All tools, equipment and waterproof clothing supplied by the employer shall be issued to an individual employee who shall sign for them and be financially responsible therefore until these items are returned to the tool room and a signed card returned to the employee. Welding gloves are to be supplied at the request of a foreperson when employees are required to weld. All equipment issued by the employer to the employees shall be returned when required by the employer or upon termination. This equipment shall be the employee's responsibility and the cost of any equipment not returned by the employee to the employer shall be deducted from the employee's wages.

- 7.06 The Union agrees to support the safety program. When a worker is injured on the jobsite and leaves for medical attention, they shall be paid for the time required to receive such attention, and if unable to return to the job because of the injury shall be paid for that full day provided they supply a medical certificate covering the period of absence. The employee shall receive any and all expenses normally paid for that day. Any employee not adhering to the rules of safety as requested or set by the employer or as required by the relevant legislation, shall not be entitled to the benefits outlined above.
- 7.06(a) In situations where the Foreperson deems it necessary for an injured employee to be accompanied off-site to seek medical attention, the job steward (if one has been appointed) shall be permitted to accompany the injured employee and shall be paid as per Article 7.06. When an employee must leave the site for medical attention, the employee shall proceed directly to the appropriate facility for such attention.
- 7.07 No employee shall work or be permitted to work on any energized electrical circuit or equipment, high voltage low amperage equipment excepted, which is at a potential of more than 350 volts to ground, unless they are accompanied by another worker who is qualified through experience with such work.
- 7.08 Tools, material and equipment can be unloaded within forty-eight (48) hours after commencement of a strike and necessary arrangements made for the protection thereof.

7.09 **Tool List** - The following list of tools is the amount to be supplied by employees as a condition of employment:

7.10 **First Year Apprentice:**

- Approved Safety Footwear
- Pliers - Side Cutting
- Blade Screwdriver - Small & Large
- Phillips Drivers
- Jackknife
- Measuring Tape
- Claw Hammer
- Adjustable Crescent Wrench
- 600 Volt Tester
- Pliers – Diagonal
- Pliers - Needle Nose
- Robertson Drivers - #6, #8, #10
- Tripletap
- Hacksaw
- Torpedo Type Level
- Tool Box
- Canadian Electrical Code Part 1 (Current Edition)

7.11 **Second Year Apprentice:**

(as above, plus)

- Flashlight
- Channel Locks
- Keyhole Saw

7.12 **Third Year Apprentice:**

Same as First and Second Year.

7.13 **Fourth Year Apprentice & Journeyman:**

(as above, plus)

- Pipe Wrench - 10", 12" and 14"
- Twist Drills to 3/8"
- Allen Wrenches
- Ohmmeter/Voltmeter (may be combined unit and working conditions to apply)
- Double Ended Wrenches to fit Greenlee Punches
- Set Open-Ended Wrenches
- 1-18" Level
- 1 Cold Chisel – 1/2"
- Tap Wrenches – 6/32 and 8/32

ARTICLE 8A - WEEKLY PAY

- 8A.01 Employers may pay their employees by cheque or direct deposit. A clear statement of hours worked, earnings, deductions and contributions shall be provided no later than Thursday afternoon to all employees, including night shifts. This statement may be distributed by hard copy or electronically as mutually agreed by the employer and employees.
- 8A.02 Should the employee receive their cheque on Friday through the negligence of the employer, they shall be allowed one-half (1/2) hour off with pay to cash cheque at the end of their shift.
- 8A.03 When Friday is a holiday, employees will receive their pay cheque on the previous Wednesday. This does not apply to direct deposit provided Article 8A.01 has been adhered to.
- 8A.04 If there is an error in the net amount of an employee's cheque, it will be corrected promptly and a new and separate cheque to cover the error shall be issued within seven (7) days. This also applies to direct deposit.

ARTICLE 8B - WAGE RATES

- 8B.01 The hourly wage rate and vacation & holiday allowance for forepersons is set forth in Article 8J of this Agreement.
- 8B.02 The total wage package for journeypersons, including all benefits, pension and welfare payments, is set forth in Article 8K of this Agreement for all work.
- 8B.03 The total wage package for apprentices, including all benefits, pension and welfare payments, is set forth in Article 8L of this Agreement for all work.
- 8B.04 The wage rate for work on Wind Turbines shall be based on the "Industrial Under 50 Million" for the Unit (area) where the work is located.

ARTICLE 8C - EMPLOYER CONTRIBUTIONS

8C.01 Employers working under this Agreement shall remit monthly to the Administrator of Records on or before the fifteenth (15th) day of the following month the amounts set out in Article 8D.

Employers working under this Agreement shall remit monthly as per Article 8C.02 on or before the fifteenth (15th) day of the following month the amounts set out in Article 8D.

8C.02 The remittance for the amounts set out in Article 8D.02(A) shall be made on the forms provided and shall be sent to:

Benefit Plan Administrators (Atlantic) Ltd.

38 Solutions Drive
Suite 100, Ravine Centre Two
Halifax, NS B3S 0H1
Phone: (902) 455-7277
Toll Free: 1 (888) 426-4433
Fax: (902) 454-4758

For Electronic Funds Transfer (EFT) payments, the remittance report must be sent by email at the time of payment to halifax@bpagroup.com.

The remittance for the amounts set out in Article 8D.02(B) shall be sent to:

IBEW Local 625 Union & Training Funds

24 Beechville Park Drive, Suite 202
Beechville, NS B3T 1L1

For Electronic Funds Transfer (EFT) payments, the remittance report must be sent by email at the time of payment to info@ibew625.ca.

8C.03 The collection and submissions of all contributions as specified in Articles 8D, 8E and 8F are a firm commitment and obligation on the employer under this Agreement. Failure to comply constitutes a breach of the Agreement.

8C.04 The Parties to this Collective Agreement agree that, in the interest of transparency, either Party may request of the other Party a report detailing the number of labour hours remitted per contractor under Articles 8D or 8E during the prior six (6) months, in order to ensure consistent reporting. Such a request shall be made a maximum of two (2) times per year. Reports provided shall not be shared with individual contractors.

ARTICLE 8D - CONTRIBUTIONS – WELFARE, PENSION AND UNION & TRAINING FUNDS

The Parties hereto agree on a Welfare Fund and Pension Fund as follows:

8D.01 The Trust Document under which the funds are controlled shall provide for equal trustees in number and power appointed by each of the Parties hereto.

8D.02 The employer shall make contributions for each hour paid to each employee covered by this Collective Agreement at the following rates for the Health & Welfare Fund, Pension Fund, and Union and Training Funds.

(A) EMPLOYER CONTRIBUTIONS – HEALTH & WELFARE FUND, PENSION FUND ***

Health & Welfare Fund	\$3.97
Pension Fund **	\$7.79
Total Remittance	\$11.76

(B) EMPLOYER CONTRIBUTIONS – UNION & TRAINING FUNDS ***

Union & Training Funds *	\$3.42
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* For the 0-1800 hrs Apprentice, the Union & Training Funds amount is 50% of the Journey person amount. Please refer to wage tables in Article 8L.

** Apprentice Pension Fund remittances shall be calculated as a percentage of the Journey person Pension Fund remittance as per Article 12B. Please refer to wage tables in Article 8L.

*** For Communication workers, please refer to wage tables in Article 8K.

8D.03 The Benefit Plan shall be professionally administered.

8D.04 Amounts shall be paid on or before the fifteenth (15th) day of the following month.

8D.05 The employer in question shall be liable for any and all legal expenses incurred in collecting amounts.

8D.06 Should a retiree receiving their Local Pension Benefits return to work, their pension contribution shall not be remitted to the administrator. The full pension contribution shall be paid out with the wage after vacation and holiday pay calculations, so as to not increase the total package. The contribution amount will become taxable income.

- 8D.07 Should the Union desire to increase or decrease the amount for the Health and Welfare or Pension Funds or Union and Training Funds under the conditions contained in this Article then the employer's contribution will be amended upon thirty (30) days notice from the Union to the CLRA. The total wage package for any Journeyperson except supervision shall not be higher for any wage period of this Collective Agreement.
- 8D.08 Employers bound by this Collective Agreement shall be bound by the provisions of the Health & Welfare and Pension & Training Trust Fund Agreements referred to above and the Rules and Regulations thereunder, as well as any amendments to the Trust Agreements and the Rules and Regulations, whether or not such employers have signed Participation Agreements with the Trustees of the Trust Funds.
- 8D.09(A) The Parties to this Collective Agreement agree that the Trustees of the Health & Welfare and Pension & Training Trust Fund appointed in accordance with the Trust Agreements shall have the authority to enforce the payment of contributions to the Trust Funds as provided for in this Collective Agreement and the Trustees may take measures or remedies available to either or both of the Parties hereto to enforce the payment of such contributions and collect overdue contributions. The employer in question shall be liable for any and all legal expenses incurred in collecting amounts.
- 8D.09(B) If within forty-eight (48) hours of receipt of notification, exclusive of Saturday, Sunday and Holidays, the Employer has failed to pay delinquent contributions and the Employer has failed 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 three percent (3%) per month, compounded monthly, on all monthly contributions/deductions in arrears.
- This is not to be construed that the above charges relieve the Employer of any further liabilities which may occur because of their failure to report and pay contributions/deductions as provided.
- 8D.09(C) Should the matter not be resolved at the above-mentioned meeting, the Union may demand payment of wages and contributions at the end of each day or at the end of each week, or upon twenty-four (24) hours' notice to the Employer, withdraw its members from the Employer without contravening the terms of this Agreement.
- 8D.10 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.
- 8D.11 All contributions will be paid at the overtime rates as indicated in Article 9B.05 (a) & (b) of this Agreement.

ARTICLE 8E - CONTRIBUTIONS - INDUSTRY IMPROVEMENT AND ELECTRICAL CONTRACTORS SECTION FUNDS

8E.01 All employers must contribute each month, on or before the fifteenth (15th) day of the following month, to the Industry Improvement & Electrical Contractors Section Funds an amount of twenty-one cents (\$0.21) for each hour worked 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.

8E.02 The employers shall have the right to increase/decrease the level of employer contribution to IIF and/or Section Funds upon 30 days notice to the Union.

8E.03 The purpose of the Electrical Contractors Section Fund is to reimburse member contractors a percentage of costs incurred for electrical industry education and training programs and for electrical industry membership promotion. For details, please view the corresponding link at <http://www.nslra.ca> or call CLRA at 902-468-2283.

ARTICLE 8F – WORK READY PROGRAM

- 8F.01 The Parties agree to establish a Work Ready Program, to be administered per the terms of a Memorandum of Agreement between the Parties dated August 28, 2025.
- 8F.02 The Employer shall remit twenty-five cents (\$0.25) for each hour worked by all employees working under the terms and conditions of this Agreement on or before the fifteenth (15th) day of the following month to:

IBEW Local 625 Work Ready Program
24 Beechville Park Drive, Suite 202
Beechville, NS B3T 1L1

- 8F.03 The Parties recognize that, per the Work Ready Program Memorandum of Agreement, this Work Ready Program remittance is solely an Employer contribution, and if the hourly remittance is changed or the Work Ready Program should cease to exist, the hourly wage rate shall not be affected.

ARTICLE 8G - MAINLAND BUILDING TRADES COUNCIL FUND

- 8G.01 Should the Union elect to contribute an hourly amount to the Mainland Building Trades Council Fund, the Hourly wage rates for employees working under this Agreement shall be adjusted and employers shall remit this contribution in the same manner as Articles 8C & 8D. Should the Union elect to cease contributing to this fund, then this Agreement shall be amended to reflect that decision upon thirty (30) days written notice from the Union to the CLRA and the contributions per hour shall go back into the wage package.

ARTICLE 8H - VACATION PAY AND HOLIDAY PAY PROVISIONS

8H.01 Vacation Pay and Holiday Pay shall be paid weekly as per the applicable Geographic Area Appendices attached hereto and forming a part hereof.

ARTICLE 8I – VACATION & HOLIDAY PAY

8I.01 **VACATION PAY:**

- Vacation Pay shall be six percent (6%).

8I.02 **HOLIDAY PAY:**

- Holiday Pay shall be two percent (2%).

ARTICLE 8J – SUPERVISION

- 8J.01 Working Forepersons will be appointed by the employer at their discretion. However, a minimum of one (1) Working Foreperson shall be appointed when there are five (5) or more workers on a job site. All Forepersons shall be journeyperson construction electricians.
- 8J.02 When there are fifteen (15) or more workers on a jobsite, a Non-Working Foreperson shall be appointed by the employer, in addition to the minimum one (1) Working Foreperson required under Article 8J.01. For every fifteen (15) workers on an Industrial or Major Industrial jobsite, one of them will be a Non-Working Foreperson.
- 8J.03 General forepersons will be appointed at the sole discretion of the employer when deemed necessary and the general foreperson will be a member of the Union, Local 625. General forepersons will also be non-working.
- 8J.04 Nothing in this Agreement shall prevent the employer from appointing additional Working, Non-Working or General Forepersons on a job site if it is determined by the employer, at its sole discretion, to be required.
- 8J.05 The regular rate of pay for a Foreperson is as follows:

Working Foreperson:.....15% premium minimum
Non-Working Foreperson:.....20% premium minimum**
General Foreperson:30% premium minimum**

**In order to qualify for these premiums, the employee must have current certification for the following courses:

First Aid
Fall Arrest
Confined Space
WHMIS
Man Lift
Better SuperVision or equivalent

If the Foreperson renews courses before expiry, the company will pay for the time to take the course. If the Foreperson allows a course or courses to expire, they will pay for their own time to take the refresher. Existing supervision may be grandfathered.

FOREPERSON RATES – WORKING FOREPERSONS – 15%
ALL OTHER CONTRIBUTIONS AS PER MAIN WAGE TABLES

WORKING FOREPERSON- <u>15%</u>						
	COMMERCIAL		INDUSTRIAL WORK UNDER \$50 MILLION DOLLARS		MAJOR INDUSTRIAL PROJECTS	
Effective Date	Hourly Rate	V&H (8%)	Hourly Rate	V&H (8%)	Hourly Rate	V&H (8%)
<u>May 14, 2026</u>	<u>\$51.82</u>	<u>\$4.15</u>	<u>\$55.60</u>	<u>\$4.45</u>	<u>\$59.87</u>	<u>\$4.79</u>
<u>May 1, 2027</u>	<u>\$54.04</u>	<u>\$4.32</u>	<u>\$57.95</u>	<u>\$4.64</u>	<u>\$62.34</u>	<u>\$4.99</u>
<u>May 1, 2028</u>	<u>\$56.26</u>	<u>\$4.50</u>	<u>\$60.29</u>	<u>\$4.82</u>	<u>\$64.83</u>	<u>\$5.19</u>
<u>May 1, 2029</u>	<u>\$59.50</u>	<u>\$4.76</u>	<u>\$63.72</u>	<u>\$5.10</u>	<u>\$68.46</u>	<u>\$5.48</u>

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

FOREPERSONS RATES – NON WORKING FOREPERSONS – 20%
ALL OTHER CONTRIBUTIONS AS PER MAIN WAGE TABLES

NON WORKING FOREPERSON - <u>20%</u>						
	COMMERCIAL		INDUSTRIAL WORK UNDER \$50 MILLION DOLLARS		MAJOR INDUSTRIAL PROJECTS	
Effective Date	Hourly Rate	V&H (8%)	Hourly Rate	V&H (8%)	Hourly Rate	V&H (8%)
<u>May 14, 2026</u>	<u>\$54.07</u>	<u>\$4.33</u>	<u>\$58.02</u>	<u>\$4.64</u>	<u>\$62.47</u>	<u>\$5.00</u>
<u>May 1, 2027</u>	<u>\$56.39</u>	<u>\$4.51</u>	<u>\$60.47</u>	<u>\$4.84</u>	<u>\$65.05</u>	<u>\$5.20</u>
<u>May 1, 2028</u>	<u>\$58.70</u>	<u>\$4.70</u>	<u>\$62.92</u>	<u>\$5.03</u>	<u>\$67.64</u>	<u>\$5.41</u>
<u>May 1, 2029</u>	<u>\$62.09</u>	<u>\$4.97</u>	<u>\$66.49</u>	<u>\$5.32</u>	<u>\$71.44</u>	<u>\$5.72</u>

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

FOREPERSONS RATES – GENERAL FOREPERSONS**(NEGOTIABLE BUT NOT LESS THAN 30%)****ALL OTHER CONTRIBUTIONS AS PER MAIN WAGE TABLES**

GENERAL FOREPERSON- 30%						
	COMMERCIAL		INDUSTRIAL WORK UNDER \$50 MILLION DOLLARS		MAJOR INDUSTRIAL PROJECTS	
Effective Date	Hourly Rate	V&H (8%)	Hourly Rate	V&H (8%)	Hourly Rate	V&H (8%)
<u>May 14, 2026</u>	<u>\$58.58</u>	<u>\$4.69</u>	<u>\$62.86</u>	<u>\$5.03</u>	<u>\$67.68</u>	<u>\$5.41</u>
<u>May 1, 2027</u>	<u>\$61.09</u>	<u>\$4.89</u>	<u>\$65.51</u>	<u>\$5.24</u>	<u>\$70.47</u>	<u>\$5.64</u>
<u>May 1, 2028</u>	<u>\$63.60</u>	<u>\$5.09</u>	<u>\$68.16</u>	<u>\$5.45</u>	<u>\$73.28</u>	<u>\$5.86</u>
<u>May 1, 2029</u>	<u>\$67.26</u>	<u>\$5.38</u>	<u>\$72.03</u>	<u>\$5.76</u>	<u>\$77.39</u>	<u>\$6.19</u>

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

ARTICLE 8K – WAGE TABLES

JOURNEYPERSON									
COMMERCIAL									
Effective Date	Hourly Rate	V & H (8%)	Health & Welfare	Pension	Union & Training Funds	Total Package	IIF & Other	Work Ready Program	Total
<u>May 14, 2026</u>	<u>\$45.06</u>	<u>\$3.61</u>	\$3.97	\$7.79	\$3.42	<u>\$63.85</u>	\$0.21	\$0.25	<u>\$64.31</u>
<u>May 1, 2027</u>	<u>\$46.99</u>	<u>\$3.76</u>	\$3.97	\$7.79	\$3.42	<u>\$65.93</u>	\$0.21	\$0.25	<u>\$66.39</u>
<u>May 1, 2028</u>	<u>\$48.92</u>	<u>\$3.91</u>	\$3.97	\$7.79	\$3.42	<u>\$68.01</u>	\$0.21	\$0.25	<u>\$68.47</u>
<u>May 1, 2029</u>	<u>\$51.74</u>	<u>\$4.14</u>	\$3.97	\$7.79	\$3.42	<u>\$71.06</u>	\$0.21	\$0.25	<u>\$71.52</u>

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

JOURNEYPERSON									
INDUSTRIAL UNDER 50 MILLION DOLLARS									
Effective Date	Hourly Rate	V & H (8%)	Health & Welfare	Pension	Union & Training Funds	Total Package	IIF & Other	Work Ready Program	Total
<u>May 14, 2026</u>	<u>\$48.35</u>	<u>\$3.87</u>	\$3.97	\$7.79	\$3.42	<u>\$67.40</u>	\$0.21	\$0.25	<u>\$67.86</u>
<u>May 1, 2027</u>	<u>\$50.39</u>	<u>\$4.03</u>	\$3.97	\$7.79	\$3.42	<u>\$69.60</u>	\$0.21	\$0.25	<u>\$70.06</u>
<u>May 1, 2028</u>	<u>\$52.43</u>	<u>\$4.19</u>	\$3.97	\$7.79	\$3.42	<u>\$71.80</u>	\$0.21	\$0.25	<u>\$72.26</u>
<u>May 1, 2029</u>	<u>\$55.41</u>	<u>\$4.43</u>	\$3.97	\$7.79	\$3.42	<u>\$75.02</u>	\$0.21	\$0.25	<u>\$75.48</u>

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

JOURNEYPERSON									
MAJOR INDUSTRIAL PROJECTS									
Effective Date	Hourly Rate	V & H (8%)	Health & Welfare	Pension	Union & Training Funds	Total Package	IIF & Other	Work Ready Program	Total
<u>May 14, 2026</u>	<u>\$52.06</u>	<u>\$4.16</u>	\$3.97	\$7.79	\$3.42	<u>\$71.40</u>	\$0.21	\$0.25	<u>\$71.86</u>
<u>May 1, 2027</u>	<u>\$54.21</u>	<u>\$4.34</u>	\$3.97	\$7.79	\$3.42	<u>\$73.73</u>	\$0.21	\$0.25	<u>\$74.19</u>
<u>May 1, 2028</u>	<u>\$56.37</u>	<u>\$4.51</u>	\$3.97	\$7.79	\$3.42	<u>\$76.06</u>	\$0.21	\$0.25	<u>\$76.52</u>
<u>May 1, 2029</u>	<u>\$59.53</u>	<u>\$4.76</u>	\$3.97	\$7.79	\$3.42	<u>\$79.47</u>	\$0.21	\$0.25	<u>\$79.93</u>

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

COMMUNICATION TECHNICIAN									
	Hourly Rate	V & H (8%)	Health & Welfare	Pension	Union & Training Funds	Total Package	IIF & Other	Work Ready Program	Total
Effective: <u>May 14, 2026</u>									
Communication Electrician *	<u>\$45.06</u>	<u>\$3.60</u>	\$3.97	\$7.79	\$3.42	<u>\$63.85</u>	\$0.21	\$0.25	<u>\$64.31</u>
<u>Communications Technician</u>	<u>\$27.97</u>	<u>\$2.24</u>	\$3.97	\$3.89	\$3.42	<u>\$41.49</u>	\$0.21	\$0.25	<u>\$41.95</u>
<u>Level II Communications Technician</u> Apprentice	<u>\$24.65</u>	<u>\$1.97</u>	\$3.97	\$3.89	\$3.42	<u>\$37.90</u>	\$0.21	\$0.25	<u>\$38.36</u>
<u>Level I Communications Technician</u> Apprentice	<u>\$23.00</u>	<u>\$1.84</u>	\$3.97	\$3.89	\$3.42	<u>\$36.12</u>	\$0.21	\$0.25	<u>\$36.58</u>
Effective: <u>May 1, 2027</u>									
Communication Electrician *	<u>\$46.99</u>	<u>\$3.76</u>	\$3.97	\$7.79	\$3.42	<u>\$65.93</u>	\$0.21	\$0.25	<u>\$66.39</u>
Communications Technician	<u>\$29.23</u>	<u>\$2.34</u>	\$3.97	\$3.89	\$3.42	<u>\$42.85</u>	\$0.21	\$0.25	<u>\$43.31</u>
Level II Communications Technician Apprentice	<u>\$25.78</u>	<u>\$2.06</u>	\$3.97	\$3.89	\$3.42	<u>\$39.12</u>	\$0.21	\$0.25	<u>\$39.58</u>
Level I Communications Technician Apprentice	<u>\$24.01</u>	<u>\$1.92</u>	\$3.97	\$3.89	\$3.42	<u>\$37.21</u>	\$0.21	\$0.25	<u>\$37.67</u>
Effective: <u>May 1, 2028</u>									
Communication Electrician *	<u>\$48.92</u>	<u>\$3.91</u>	\$3.97	\$7.79	\$3.42	<u>\$68.01</u>	\$0.21	\$0.25	<u>\$68.47</u>
Communications Technician	<u>\$30.49</u>	<u>\$2.44</u>	\$3.97	\$3.89	\$3.42	<u>\$44.21</u>	\$0.21	\$0.25	<u>\$44.67</u>
Level II Communications Technician Apprentice	<u>\$26.91</u>	<u>\$2.15</u>	\$3.97	\$3.89	\$3.42	<u>\$40.34</u>	\$0.21	\$0.25	<u>\$40.80</u>
Level I Communications Technician Apprentice	<u>\$25.02</u>	<u>\$2.00</u>	\$3.97	\$3.89	\$3.42	<u>\$38.30</u>	\$0.21	\$0.25	<u>\$38.76</u>
Effective: <u>May 1, 2029</u>									
Communication Electrician *	<u>\$51.74</u>	<u>\$4.14</u>	\$3.97	\$7.79	\$3.42	<u>\$71.06</u>	\$0.21	\$0.25	<u>\$71.52</u>
Communications Technician	<u>\$32.33</u>	<u>\$2.59</u>	\$3.97	\$3.89	\$3.42	<u>\$46.20</u>	\$0.21	\$0.25	<u>\$46.66</u>
Level II Communications Technician Apprentice	<u>\$28.56</u>	<u>\$2.29</u>	\$3.97	\$3.89	\$3.42	<u>\$42.13</u>	\$0.21	\$0.25	<u>\$42.59</u>
Level I Communications Technician Apprentice	<u>\$26.49</u>	<u>\$2.12</u>	\$3.97	\$3.89	\$3.42	<u>\$39.89</u>	\$0.21	\$0.25	<u>\$40.35</u>

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

* As per Commercial Journeyperson

ARTICLE 8L - APPRENTICE WAGE TABLES

APPRENTICE									
ALL COMMERCIAL WORK									
Hours	Hourly Rate	V & H (8%)	Health & Welfare	Pension	Union & Training Funds *	Total Package	IIF & Other	Work Ready Program	Total
Effective: <u>May 14, 2026</u>									
0 - 1800 hrs	<u>\$27.04</u>	<u>\$2.16</u>	\$3.97	<u>\$4.67</u>	\$1.71	<u>\$39.55</u>	\$0.21	\$0.25	<u>\$40.01</u>
1801 - 3600 hrs	<u>\$31.54</u>	<u>\$2.52</u>	\$3.97	<u>\$5.45</u>	\$3.42	<u>\$46.90</u>	\$0.21	\$0.25	<u>\$47.36</u>
3601 - 5400 hrs	<u>\$33.80</u>	<u>\$2.70</u>	\$3.97	<u>\$5.84</u>	\$3.42	<u>\$49.73</u>	\$0.21	\$0.25	<u>\$50.19</u>
5401 - 7200 hrs	<u>\$36.05</u>	<u>\$2.88</u>	\$3.97	<u>\$6.23</u>	\$3.42	<u>\$52.55</u>	\$0.21	\$0.25	<u>\$53.01</u>
Effective: <u>May 1, 2027</u>									
0 - 1800 hrs	<u>\$28.19</u>	<u>\$2.26</u>	\$3.97	\$4.67	\$1.71	<u>\$40.80</u>	\$0.21	\$0.25	<u>\$41.26</u>
1801 - 3600 hrs	<u>\$32.89</u>	<u>\$2.63</u>	\$3.97	\$5.45	\$3.42	<u>\$48.36</u>	\$0.21	\$0.25	<u>\$48.82</u>
3601 - 5400 hrs	<u>\$35.24</u>	<u>\$2.82</u>	\$3.97	\$5.84	\$3.42	<u>\$51.29</u>	\$0.21	\$0.25	<u>\$51.75</u>
5401 - 7200 hrs	<u>\$37.59</u>	<u>\$3.01</u>	\$3.97	\$6.23	\$3.42	<u>\$54.22</u>	\$0.21	\$0.25	<u>\$54.68</u>
Effective: <u>May 1, 2028</u>									
0 - 1800 hrs	<u>\$29.35</u>	<u>\$2.35</u>	\$3.97	\$4.67	\$1.71	<u>\$42.05</u>	\$0.21	\$0.25	<u>\$42.51</u>
1801 - 3600 hrs	<u>\$34.24</u>	<u>\$2.74</u>	\$3.97	\$5.45	\$3.42	<u>\$49.82</u>	\$0.21	\$0.25	<u>\$50.28</u>
3601 - 5400 hrs	<u>\$36.69</u>	<u>\$2.94</u>	\$3.97	\$5.84	\$3.42	<u>\$52.86</u>	\$0.21	\$0.25	<u>\$53.32</u>
5401 - 7200 hrs	<u>\$39.14</u>	<u>\$3.13</u>	\$3.97	\$6.23	\$3.42	<u>\$55.89</u>	\$0.21	\$0.25	<u>\$56.35</u>
Effective: <u>May 1, 2029</u>									
0 - 1800 hrs	<u>\$31.04</u>	<u>\$2.48</u>	\$3.97	\$4.67	\$1.71	<u>\$43.87</u>	\$0.21	\$0.25	<u>\$44.33</u>
1801 - 3600 hrs	<u>\$36.22</u>	<u>\$2.90</u>	\$3.97	\$5.45	\$3.42	<u>\$51.96</u>	\$0.21	\$0.25	<u>\$52.42</u>
3601 - 5400 hrs	<u>\$38.80</u>	<u>\$3.10</u>	\$3.97	\$5.84	\$3.42	<u>\$55.13</u>	\$0.21	\$0.25	<u>\$55.59</u>
5401 - 7200 hrs	<u>\$41.39</u>	<u>\$3.31</u>	\$3.97	\$6.23	\$3.42	<u>\$58.32</u>	\$0.21	\$0.25	<u>\$58.78</u>

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

For the 0-1800 hrs Apprentice, the Union & Training Fund is 50% of the Journeyperson amount.

Refer to Article 12B for necessary advancement requirements.

APPRENTICE									
ALL INDUSTRIAL WORK UNDER \$50 MILLION DOLLARS									
Hours	Hourly Rate	V & H (8%)	Health & Welfare	Pension	Union & Training Funds *	Total Package	IIF & Other	Work Ready Program	Total
Effective: <u>May 14, 2026</u>									
0 - 1800 hrs	<u>\$29.01</u>	<u>\$2.32</u>	\$3.97	<u>\$4.67</u>	\$1.71	<u>\$41.68</u>	\$0.21	\$0.25	<u>\$42.14</u>
1801 - 3600 hrs	<u>\$33.84</u>	<u>\$2.71</u>	\$3.97	<u>\$5.45</u>	\$3.42	<u>\$49.39</u>	\$0.21	\$0.25	<u>\$49.85</u>
3601 - 5400 hrs	<u>\$36.26</u>	<u>\$2.90</u>	\$3.97	<u>\$5.84</u>	\$3.42	<u>\$52.39</u>	\$0.21	\$0.25	<u>\$52.85</u>
5401 - 7200 hrs	<u>\$38.68</u>	<u>\$3.09</u>	\$3.97	<u>\$6.23</u>	\$3.42	<u>\$55.39</u>	\$0.21	\$0.25	<u>\$55.85</u>
Effective: <u>May 1, 2027</u>									
0 - 1800 hrs	<u>\$30.23</u>	<u>\$2.42</u>	\$3.97	\$4.67	\$1.71	<u>\$43.00</u>	\$0.21	\$0.25	<u>\$43.46</u>
1801 - 3600 hrs	<u>\$35.27</u>	<u>\$2.82</u>	\$3.97	\$5.45	\$3.42	<u>\$50.93</u>	\$0.21	\$0.25	<u>\$51.39</u>
3601 - 5400 hrs	<u>\$37.79</u>	<u>\$3.02</u>	\$3.97	\$5.84	\$3.42	<u>\$54.04</u>	\$0.21	\$0.25	<u>\$54.50</u>
5401 - 7200 hrs	<u>\$40.31</u>	<u>\$3.22</u>	\$3.97	\$6.23	\$3.42	<u>\$57.15</u>	\$0.21	\$0.25	<u>\$57.61</u>
Effective: <u>May 1, 2028</u>									
0 - 1800 hrs	<u>\$31.46</u>	<u>\$2.52</u>	\$3.97	\$4.67	\$1.71	<u>\$44.33</u>	\$0.21	\$0.25	<u>\$44.79</u>
1801 - 3600 hrs	<u>\$36.70</u>	<u>\$2.94</u>	\$3.97	\$5.45	\$3.42	<u>\$52.48</u>	\$0.21	\$0.25	<u>\$52.94</u>
3601 - 5400 hrs	<u>\$39.32</u>	<u>\$3.15</u>	\$3.97	\$5.84	\$3.42	<u>\$55.70</u>	\$0.21	\$0.25	<u>\$56.16</u>
5401 - 7200 hrs	<u>\$41.94</u>	<u>\$3.36</u>	\$3.97	\$6.23	\$3.42	<u>\$58.92</u>	\$0.21	\$0.25	<u>\$59.38</u>
Effective: <u>May 1, 2029</u>									
0 - 1800 hrs	<u>\$33.25</u>	<u>\$2.66</u>	\$3.97	\$4.67	\$1.71	<u>\$46.26</u>	\$0.21	\$0.25	<u>\$46.72</u>
1801 - 3600 hrs	<u>\$38.79</u>	<u>\$3.10</u>	\$3.97	\$5.45	\$3.42	<u>\$54.73</u>	\$0.21	\$0.25	<u>\$55.19</u>
3601 - 5400 hrs	<u>\$41.56</u>	<u>\$3.32</u>	\$3.97	\$5.84	\$3.42	<u>\$58.11</u>	\$0.21	\$0.25	<u>\$58.57</u>
5401 - 7200 hrs	<u>\$44.33</u>	<u>\$3.55</u>	\$3.97	\$6.23	\$3.42	<u>\$61.50</u>	\$0.21	\$0.25	<u>\$61.96</u>

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

* For the 0-1800 hrs Apprentice, the Union & Training Fund is 50% of the Journeyman amount.

Refer to Article 12B for necessary advancement requirements.

ELECTRICAL 625**MAY 14, 2026 – APRIL 30, 2030**

APPRENTICE									
MAJOR INDUSTRIAL PROJECTS									
Hours	Hourly Rate	V & H (8%)	Health & Welfare	Pension	Union & Training Funds *	Total Package	IIF & Other	Work Ready Program	Total
Effective: <u>May 14, 2026</u>									
0 - 1800 hrs	<u>\$31.24</u>	<u>\$2.50</u>	\$3.97	<u>\$4.67</u>	\$1.71	<u>\$44.09</u>	\$0.21	\$0.25	<u>\$44.55</u>
1801 - 3600 hrs	<u>\$36.44</u>	<u>\$2.92</u>	\$3.97	<u>\$5.45</u>	\$3.42	<u>\$52.20</u>	\$0.21	\$0.25	<u>\$52.66</u>
3601 - 5400 hrs	<u>\$39.04</u>	<u>\$3.12</u>	\$3.97	<u>\$5.84</u>	\$3.42	<u>\$55.39</u>	\$0.21	\$0.25	<u>\$55.85</u>
5401 - 7200 hrs	<u>\$41.65</u>	<u>\$3.33</u>	\$3.97	<u>\$6.23</u>	\$3.42	<u>\$58.60</u>	\$0.21	\$0.25	<u>\$59.06</u>
Effective: <u>May 1, 2027</u>									
0 - 1800 hrs	<u>\$32.53</u>	<u>\$2.60</u>	\$3.97	\$4.67	\$1.71	<u>\$45.48</u>	\$0.21	\$0.25	<u>\$45.94</u>
1801 - 3600 hrs	<u>\$37.95</u>	<u>\$3.04</u>	\$3.97	\$5.45	\$3.42	<u>\$53.83</u>	\$0.21	\$0.25	<u>\$54.29</u>
3601 - 5400 hrs	<u>\$40.66</u>	<u>\$3.25</u>	\$3.97	\$5.84	\$3.42	<u>\$57.14</u>	\$0.21	\$0.25	<u>\$57.60</u>
5401 - 7200 hrs	<u>\$43.37</u>	<u>\$3.47</u>	\$3.97	\$6.23	\$3.42	<u>\$60.46</u>	\$0.21	\$0.25	<u>\$60.92</u>
Effective: <u>May 1, 2028</u>									
0 - 1800 hrs	<u>\$33.82</u>	<u>\$2.71</u>	\$3.97	\$4.67	\$1.71	<u>\$46.88</u>	\$0.21	\$0.25	<u>\$47.34</u>
1801 - 3600 hrs	<u>\$39.46</u>	<u>\$3.16</u>	\$3.97	\$5.45	\$3.42	<u>\$55.46</u>	\$0.21	\$0.25	<u>\$55.92</u>
3601 - 5400 hrs	<u>\$42.28</u>	<u>\$3.38</u>	\$3.97	\$5.84	\$3.42	<u>\$58.89</u>	\$0.21	\$0.25	<u>\$59.35</u>
5401 - 7200 hrs	<u>\$45.10</u>	<u>\$3.61</u>	\$3.97	\$6.23	\$3.42	<u>\$62.33</u>	\$0.21	\$0.25	<u>\$62.79</u>
Effective: <u>May 1, 2029</u>									
0 - 1800 hrs	<u>\$35.72</u>	<u>\$2.86</u>	\$3.97	\$4.67	\$1.71	<u>\$48.93</u>	\$0.21	\$0.25	<u>\$49.39</u>
1801 - 3600 hrs	<u>\$41.67</u>	<u>\$3.33</u>	\$3.97	\$5.45	\$3.42	<u>\$57.84</u>	\$0.21	\$0.25	<u>\$58.30</u>
3601 - 5400 hrs	<u>\$44.65</u>	<u>\$3.57</u>	\$3.97	\$5.84	\$3.42	<u>\$61.45</u>	\$0.21	\$0.25	<u>\$61.91</u>
5401 - 7200 hrs	<u>\$47.62</u>	<u>\$3.81</u>	\$3.97	\$6.23	\$3.42	<u>\$65.05</u>	\$0.21	\$0.25	<u>\$65.51</u>

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

* For the 0-1800 hrs Apprentice, the Union & Training Fund is 50% of the Journeyman amount.

Refer to Article 12B for necessary advancement requirements.

ARTICLE 9A - HOURS OF WORK

- 9A.01 (a) The regular hours of work for employees shall be eight (8) hours a day, forty (40) hours a week; such work to be performed on Monday through Friday inclusive, between the hours of 7:00 a.m. and 5:00 p.m.
- (b) When established in the initial job posting, the regular hours of work, shall be scheduled on Monday through Friday inclusive, between the hours of 6:00 a.m. and 5:00 p.m. When a job has been posted scheduled starting at 7:00 a.m. or later, the regular starting time may be changed to as early as 6:00 a.m. by unanimous agreement of all workers on the site by secret ballot.
- 9A.02 Meal break, at the option of the employer, shall be one-half (1/2) hour or one (1) hour as scheduled. The employer shall allow two (2) ten (10) minute break periods in each eight (8) hour shift; one break at approximately mid-morning and one break at approximately mid-afternoon. The time for breaks shall be designated by the employer. Employees shall be notified of such break time.
- 9A.03 The employees shall be at their job shack ready to work at the start of the shift.
- 9A.04 There shall be an allowance of ten (10) minutes for pick-up and clean-up at the end of each shift and the employee will remain on the site until quitting time.
- 9A.05 The above conditions can be altered by mutual agreement of the Union and the employer on any jobsite by a maximum of one (1) hour.
- 9A.06 When the employer, employees and Union office agree to change the hours of work from five (5) eight (8) hour days to four (4) ten (10) hour days, it can be done provided there is a secret ballot majority of vote in favour by the employees on each jobsite. This does not apply if the job schedule from the beginning is four (4) ten (10) hour days. A form sent out from the Union Office concerning the four (4) ten (10) hour days must be signed by the employer and returned to the Union Office at the start of the job.

ARTICLE 9B - SHIFT WORK AND OVERTIME PREMIUMS

Shift Work:

- 9B.01 (a) For all Industrial jobs and Major Industrial jobs the employer may institute shift work outside the regular working hours detailed in Article 9A - Hours of Work, for a minimum of a schedule shift of forty (40) hours per week. On jobs eight hundred thousand dollars (\$800,000) and under (electrical material and labour hours) the employee shall be paid at the regular rate of pay plus a premium of ten percent (10%). On jobs over eight hundred thousand dollars (\$800,000) (electrical material and labour hours), the employees shall be paid at the regular rate of pay plus a premium of fifteen percent (15%).
- 9B.01 (b) For all jobs other than Industrial and Major Industrial jobs, the employer may schedule shift work outside the regular working hours detailed in Article 9A (Hours of Work), for a minimum of a scheduled shift of twenty four (24) hours per week, compiled of three (3) consecutive eight (8) hour days, for a maximum of one (1) week before continuing with a forty (40) hour week schedule. On jobs eight hundred thousand dollars (\$800,000) and under (electrical labour hours and materials) the employees shall be paid at the regular rate of pay plus a premium of ten percent (10%). On jobs over eight hundred thousand dollars (\$800,000) (electrical labour hours and materials) the employees shall be paid at the regular rate of pay plus a premium of fifteen percent (15%).
- 9B.02 Employees will not be required to work back-to-back shifts and the employee has the right to eight (8) hours off between shifts.
- 9B.03 Each shift consists of eight (8) or ten (10) hours as outlined in Article 9A.

Overtime:

- 9B.04 If there is any overtime, there shall be a ten (10) minute break at the end of the shift and every two (2) hours after.
- 9B.05 (a) All overtime Monday to Saturday outside the regular hours of work in Article 9A except those hours falling under Article 9B.05 (b) shall be paid at time and one half (1-1/2). All hours worked on Sunday and Holidays shall be paid at double time.
- (b) For the duration of this agreement, all hours worked outside the regular hours of work in Article 9A for jobs over eight hundred thousand dollars (\$800,000) (electrical material and labour hours) and Major Industrial jobs shall be at double time. Upon expiry of this agreement, this Article 9B.05 (b) shall expire and Article 9B will revert to the language as of April 30, 2026, unless mutually agreed to be extended by both parties to this agreement.

- 9B.06 For all other work other than outlined in 9B.05 above, all overtime will be paid at double time for all hours worked outside the regular working hours in Article 9A.
- 9B.07 All overtime to be distributed as evenly as practicable. Unscheduled overtime to be voluntary.
- 9B.08 The regular shift foreperson will normally maintain supervision for all overtime hours.

Any employee required to work four (4) hours unscheduled overtime shall be provided with an unpaid meal break, with compensation of thirty-five dollars (\$35.00) per day to be included in the next regular pay, starting at the end of each regular shift and every four (4) hours thereafter.

ARTICLE 9C - WORK AFTER HOURS

- 9C.01 No member of Local 625 who is regularly employed by an electrical contractor shall do any wiring or electrical work for any other person or persons outside of their regular employment.
- 9C.02 No member of Local 625 shall procure wiring permits for other than their employer.
- 9C.03 Provided that satisfactory evidence of violation is furnished, it is agreed that the employer will suspend an employee for not more than five (5) days on the recommendation of the Union.
- 9C.04 Any members operating an electrical business must sign a Voluntary Recognition Agreement with Local 625, I.B.E.W.
- 9C.05 When a member is called out after hours, they shall be paid a minimum of two (2) hours at the appropriate overtime rate. Time paid shall include travel time.

ARTICLE 9D - REPORTING TIME

- 9D.01 Any employee, after being requested to report and who reports for work at the regular starting time and for whom no work is provided shall receive pay for two (2) hours at the regular rate of wages, unless they have been notified not to report. When the employee commences work they shall receive pay for four (4) hours at the regular rate of wages. Exceptions, however, shall be when strike conditions make it impossible to put such an employee to work, or when stoppage of work is occasioned thereby, when conditions arise which are beyond the control of the employer other than climatic conditions or when an employee leaves work of their own accord.
- 9D.02 In order to qualify for reporting time, an employee must remain on the job and be available for work during the period of such reporting time.
- 9D.03 The employer shall determine when weather conditions on the job are such that the workers shall or shall not work.
- 9D.04 Where an employee is entitled to reporting time as provided herein, they shall also be entitled to expenses they would normally receive for the day.

ARTICLE 9E - LAY-OFF

- 9E.01 The employer shall notify the employee at least two (2) hours prior to lay-off and two (2) hour's pay at their regular wage rate shall be paid to every employee when laid off to allow them time to pick up their tools and personal belongings.
- 9E.02 Employees who are laid off or discharged from the service of the employer shall receive their wages and Record of Employment (ROE) on termination if the payroll is made up on the project (jobsite); otherwise, the employer shall make all reasonable efforts to deliver the wages and ROE to the employee within seven (7) calendar days of lay-off. These wages and ROE shall be sent electronically to employees who ordinarily receive their wages and statement electronically. Employers submitting the ROE electronically to the Federal Government shall also provide the worker with a copy. Should the employer fail to comply with this provision, the employee shall receive an additional sum equivalent to eight (8) hours pay at straight time rates and an additional sum equivalent to eight (8) hours pay at straight time rate for every two (2) additional business days delinquency.
- 9E.03 An employee may be dismissed for just cause on the authority of the employer or their authorized representative on the job. Such employee and their Job Steward shall be advised promptly by the employer of the cause for dismissal.
- 9E.04 Members from Locals other than 625 are to be laid off before Local 625 members subject to all other terms and conditions of this Agreement.

ARTICLE 9F - HOLIDAYS

9F.01 The following days shall be considered holidays:

CALENDAR YEAR 2026	HOLIDAY FALLS ON		HOLIDAY OBSERVED ON
Victoria Day	Monday	May 18, 2026	Same
Canada Day	Wednesday	July 1, 2026	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
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
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
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	

In those jurisdictions and municipalities where the first Monday in August is declared to be a Civic Holiday, it shall be observed as such under the terms of this Agreement.

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

ARTICLE 9G – BEREAVEMENT LEAVE

9G.01 In the event of a death in the employee's immediate family, i.e. the employee's children, parents, grandparents, brothers, sisters, spouse, or spouse's parents, the Employer will grant to the employee up to five (5) days unpaid leave of absence for the purpose of making arrangements for or attending the funeral or memorial service, regardless of the employee's length of service.

9G.02 For employees with at least one year's unbroken service with a contractor, up to two (2) of these days leave of absence will be with pay for the purpose of making arrangements for, or attending the funeral or memorial service. Pay shall be at the employee's regular hourly straight time rate (hourly wages only) and shall be paid only for claims which occur on a day or days which the employee would be regularly scheduled to work.

ARTICLE 10 - UNION SECURITY

10A *This Clause applies only to those jobs in Unit #1 as defined in Article 2.*

10A.01 The employer agrees to employ only Journeypersons and Apprentices who are members in good standing of Local 625, I.B.E.W. when available, which means members who are not three (3) months in arrears with their Union dues.

10A.02 For all jobs valued at one million seven hundred fifty thousand dollars (\$1,750,000) (electrical material and labour hours) or under in Halifax County and one million dollars (\$1,000,000) (electrical material and labour hours) or under in Unit #1 counties outside Halifax County, the employer has the right to transfer in up to two members from Unit #2 and hire members from Unit #1 direct, and the members from Unit #1 have the right to solicit their own employment.

10A.03 For all Halifax County jobs that are valued over one million seven hundred fifty thousand dollars (\$1,750,000) (electrical material and labour hours) the employer shall recruit members on the following basis:

- (a) The first five (5) members hired for a job (the core group) shall be selected by the employer by any combination of transferring in up to two members from Unit #2, transferring members from Unit #1, or hiring members from Unit #1 that are unemployed.
- (b) The employer may also select one foreperson who shall be in addition to the core group, whether that person is a working or non-working foreperson.
- (c) After the above selection the remaining number of members employed for each job shall be recruited and hired from Unit #1 only on a 50/50 basis -

1st from the Union - the employer shall call the Union and the Union shall dispatch a member of their choice.

2nd from the Employer - The employer's selection shall be chosen from members the employer has employed on other jobs in Unit #1 or unemployed members from Unit #1.

3rd, 4th and rest of employees - the above repeats itself.

Journeypersons Selection:

The first journeyperson after the core group and every second one thereafter recruited for each job shall be selected by the Union. The second journeyperson after the core group and every second journeyperson thereafter recruited for each job shall be selected by the employer.

Apprentice Selection:

The first apprentice after the core group and every second one thereafter recruited for each job shall be selected by the Union. The second apprentice after the core group and every second apprentice thereafter recruited for each job shall be selected by the employer.

- 10A.04 For all Unit #1 jobs in counties outside Halifax County that are valued over one million dollars (\$1,000,000) but less than one million seven hundred fifty thousand dollars (\$1,750,000) (electrical material and labour hours) the employer shall recruit members on the following basis:
- (a) The first two (2) members hired for a job (the core group) shall be selected by the employer by any combination of transferring in up to two members from Unit #2, transferring members from Unit #1, or hiring members from Unit #1 that are unemployed.
 - (b) The employer may also select one foreperson who shall be in addition to the core group, whether that person is a working or non-working foreperson.
 - (c) After the above selection the remaining number of members employed for each job shall be recruited and hired from Unit #1 only on a 50/50 basis as per Article 10A.03 (c).
- 10A.05 For all Unit #1 jobs in counties outside Halifax County that are valued over one million seven hundred fifty thousand dollars (\$1,750,000) (electrical material and labour hours) the employer shall recruit members on the following basis:
- (a) The first two (2) members hired for a job (the core group) shall be selected by the employer by any combination of transferring in up to two members from Unit #2, transferring members from Unit #1, or hiring members from Unit #1 that are unemployed.
 - (b) The employer may also select one foreperson who shall be in addition to the core group, whether that person is a working or non-working foreperson.
 - (c) After the above selection the remaining number of members employed for each job shall be recruited and hired from the Unit #1 list.
- 10A.06 When the employer has exhausted their rights under Article 10A.01, 10A.02 and 10A.03 they shall recruit any further workers through the Union. In this event the Union shall provide competent and qualified workers.

- 10A.07 Every employer has the right to take two (2) Union members of their choice into a Unit area for each job for all work. Mobility within each Unit shall be based on the name hire provision for a job.
- 10A.08 On jobs where there is a travel or board entitlement under Articles 11A and 11B which is payable by the employer, members living in the county where the job is located shall have priority for all jobs placed through the Union hall.

10B This Clause applies only to those jobs in Unit #2 as defined in Article 2.

- 10B.01 The employer agrees to employ only Journeypersons and Apprentices who are members in good standing of Local 625, I.B.E.W. when available, which means members who are not three (3) months in arrears with their Union dues. On the request of the employer the Union shall furnish competent and qualified workers who are I.B.E.W. members and insofar as possible, all workers so furnished shall be recruited from Local 625.
- 10B.02 For all jobs the employer shall recruit members on the following basis:
- (a) The first two (2) members hired for a job (the core group) shall be selected by the employer by any combination of transferring in up to two members from Unit #1, transferring members from Unit #2, or hiring members from Unit #2 that are unemployed.
 - (b) The core group shall include the foreperson, whether that person is a working or non-working foreperson.
 - (c) After the above selection the remaining number of members employed for each job shall be recruited and hired from the Unit #2 list.
- 10B.03 When the employer has exhausted their rights under Article 10B.01, 10B.02 and 10B.03 they shall recruit any further workers through the Union. In this event the Union shall provide competent and qualified workers.
- 10B.04 Every employer has the right to take two (2) Union members of their choice into a Unit area for each job for all work. Mobility within each Unit shall be based on the name hire provision for a job.
- 10B.05 On jobs where there is a travel or board entitlement under Articles 11A and 11B which is payable by the employer, members living in the county where the job is located shall have priority for all jobs placed through the Union hall.

10C This Clause applies to all jobs under Local 625 jurisdiction.

- 10C.01 Upon receipt of a written authorization from an employee, the employer concerned shall deduct Union dues from the wages of the employee. The amounts so deducted will be forwarded to the Financial Secretary of Local 625 on or before the fifteenth (15th) day of the following month, accompanied by an alphabetical list of names of those employees on whose behalf said deductions were made.
- 10C.02 Every employer has the right to take two (2) Union members of their choice into a Unit area for each job for all work. Mobility within each Unit shall be based on the name hire provision for a job.
- 10C.03 I.B.E.W. travellers can be replaced by a Local 625 member when same becomes available after thirty (30) working days provided the employer is given thirty (30) days' notice in writing by the Business Manager.
- 10C.04 All workers must have a referral slip issued by the Local Union Business Manager or their representative before commencing work for the employer.
- 10C.05(a) The employer shall provide three (3) business days notice (72 hours) excluding Saturdays, Sundays and Holidays to the Union office when requesting workers.
- 10C.05(b) If after a period of seventy-two (72) hours (excluding Saturdays, Sundays and Holidays) from the time the request is made, the Union is unable to supply workers, the employer may procure workers elsewhere. Workers procured elsewhere must have a referral slip and be cleared by the Local Union Business Manager or their representative before commencing work for the employer. Workers procured by the employer under this clause, shall be taken into the Union on the earliest date provided by the Union but until they become a member of the Local 625, I.B.E.W. these workers can be replaced by a Local 625, I.B.E.W. member when same becomes available after thirty (30) working days provided the employer is given one week's notice in writing by the Business Manager.

ARTICLE 11A - TRAVEL ALLOWANCE

- 11A.01 (a) There shall be a free zone covering all jobs in the Halifax/Dartmouth area within fifty (50) kilometres from the MacDonald Bridge. Any members from Unit #1 that are employed on a job within the free zone shall not be entitled to travel allowance. Members from Unit #1 that do not reside in Halifax County shall only be entitled to travel allowance when applying for a job call in the Halifax County free zone after taking a call through the job call line on the second night of the call when it is open to all Local 625 members.
- (b) Members and other workers from Unit #1 employed on jobs outside the free zone in accordance with Article 11A.01 (a) shall be paid travel allowance as per Article 11A.03.
- (c) Members and other workers from outside Unit #1 shall be paid travel allowance within the free zone or outside the free zone in Unit #1 as per Article 11A.03.
- 11A.02 For all jobs valued at seven hundred thousand dollars (\$700,000) (electrical material and labour hours) and under, there shall be no Travel Allowance paid to any employee.
- 11A.03 For all other jobs in Local 625 jurisdiction, the following shall apply.
- (a) There shall be a free zone for travel allowance covering all territory within fifty (50) kilometres (normal travelled route) of either (i) or (ii). The employer shall pay travel covering all territory outside the above fifty (50) kilometres (normal travelled route) but within one hundred (100) kilometres (normal travelled route) from either (i) or (ii) as set out hereunder.
- (i) The employer's principal place of business
- (ii) A job shack established on a jobsite.
- (b) When an employee works on a job site outside the fifty (50) kilometres (normal travelled route) as set forth in Article 11A.03 (a) (i), the employer's principal place of business, they shall receive a travel allowance per day worked as set out in 11A.06.
- (c) When an employee works on a job and the permanent regular place of residence of the employee is outside the fifty (50) kilometres (normal travelled route) as set forth in 11A.03 (a) (ii), a job shack established on a jobsite, they shall receive a travel allowance per day worked as set out in Article 11A.06.

- 11A.04 In going to work and returning daily within the free zone, the employee shall be on the job at the regular starting time and work a full eight (8) hour shift. The employee shall not be paid any travelling time allowance or transportation charge with the exception of travel over the Halifax/Dartmouth bridges during the working hours, when the employer shall pay the prevailing passenger gate toll each way.
- 11A.05 The employees shall not be compelled to use their own cars for the transportation of tools or materials belonging to the employer, nor shall they be required to use their own cars for their own transportation during working hours, or for any other purposes including the transportation of other employees.
- 11A.06 Should the employee choose to voluntarily use their private vehicle to travel from job to job during the working hours, or to pick up or deliver equipment or material at the employer's request, the owner shall be compensated for mileage as follows, as well as any legitimate parking fees or expenses incurred while the vehicle is being used for the convenience of their employer. This shall apply only within the free zones as defined in 11A.03. Mileage allowance rates per kilometre to be those published by the Canada Revenue Agency.
- If required to report to the employer's office for orientation etc., the worker will be compensated for mileage while using their private vehicle to travel from one location to another during working hours.
- 11A.07 (a) Employers shall have the option to provide suitable transportation in place of the travel allowance provided in this Article.
- (b) When an employer provides transportation to job sites outside of Halifax County, each employee shall be paid the appropriate pay package at the straight time rate for the travel times. This shall include all "to and from the job site" travel time unless during regular working hours.
- 11A.08 Calculation of the mileage measurements shall be based upon the shortest normally travelled route up to a maximum of the Living Out Allowance outlined in Article 11B.06.

ARTICLE 11B – LIVING OUT ALLOWANCE

- 11B.01 (a) There shall be a free zone covering all jobs in the Halifax/Dartmouth area within fifty (50) kilometres from the MacDonald Bridge. Any members from Unit #1 that are employed on a job within the free zone shall not be entitled to Living Out Allowance (LOA). Members from Unit #1 that do not reside in Halifax County shall only be entitled to LOA when applying for a job call in the Halifax County free zone after taking a call through the job call line on the second night of the call when it is open to all Local 625 members.
- (b) Members and other workers from Unit #1 employed on jobs outside the free zone in accordance with Article 11B.01 (a) shall be paid LOA as per Article 11B.06.
- (c) Members and other workers from outside Unit #1 shall be paid LOA within the free zone or outside the free zone in Unit #1 as per Article 11B.06.
- 11B.02 For all jobs valued at seven hundred thousand dollars (\$700,000) (electrical material and labour hours) and under, there shall be no LOA paid to any employee.
- 11B.03 For all other jobs in Local 625 jurisdiction, the following shall apply.
- (a) When an employee works on a job site outside the one hundred (100) kilometres (normal travelled route) as set forth in Article 11A.03 (a) (i), the employer's principal place of business, they shall receive a LOA per day worked as set out in 11B.06.
- (b) When an employee works on a job and the permanent regular place of residence of the employee is outside the one hundred (100) kilometres (normal travelled route) as set forth in 11A.03 (a) (ii), a job shack established on a jobsite, they shall receive a LOA per day worked as set out in Article 11B.06.
- 11B.04 Notwithstanding 11B.03 (a) and 11B.03 (b) herein, where required by the employer to board overnight or for any length of time, adequate board authorized by the employer will be paid for by the employer.
- 11B.05 If an employee of their own volition, does not work a full day, or a full week, their LOA will be pro-rated.

- 11B.06 Rates for Living Out Allowance (LOA) for all jobs where LOA is applicable:
May 14, 2026one hundred sixty-five dollars (\$165.00) per day
May 1, 2027one hundred seventy dollars (\$170.00) per day
May 1, 2028 one hundred seventy-five dollars (\$175.00) per day
May 1, 2029 one hundred eighty dollars (\$180.00) per day
- 11B.07 The Employer shall decide to either provide adequate accommodations or pay the above LOA. If the Employer decides to provide accommodations, meals will be provided or 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.
- 11B.08 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. This allowance will only be paid once daily per hotel, motel or short-term rental paid.
- 11B.09 It is agreed that, in the absence of a properly completed form TD4 (or such other documentation, as may from time to time, be required pursuant to the relevant Tax Legislation), the employer shall withhold tax on the benefits payable under this Article. This form shall be provided to the employee by the employer on day of hiring.

ARTICLE 11C - HEIGHT PAY PROVISION

11C.01 Unit #1 - Height Pay shall be paid for all work performed on towers, stacks, structural steel, catwalks, bosun chair barrel, scaffold and swing stage. Height to be measured from fall to point of impact.

50' - 99'\$0.50 above regular rate of pay

100' and over\$0.75 above regular rate of pay

For the purpose of height pay premium, any portion of an hour worked will constitute a full hour.

11C.02 Unit #2:

(a) For all work performed on towers, stacks, structural steel, catwalks, bosuns chair, barrel, staging, with a direct free fall drop from fifty (50) feet to eighty-nine (89) feet, an employee shall be paid at time and one-half (1-1/2) their regular rate of pay.

(b) For all work done as in (a) above with a direct drop of ninety (90) feet or over, the employees shall be paid double (2x) the regular rate.

11C.03 Upon the commencement of work inside the Wind Turbine Structure at 50 feet in height, and until such work is completed above 50 feet, all members working on the Turbine will receive an extra hour of pay each day as per the above.

The premium shall apply to all such jobs under Local 625 jurisdiction.

When the inside or outside temperature, including wind chill, of a wind turbine structure is less than 8 degrees Celsius, heat shall be provided for all workers throughout the structure.

ARTICLE 11D - ABNORMAL CONDITIONS

- 11D.01 Employees working under abnormal conditions involving such things as gas, extreme heat, excessive dirt and similar physical circumstances which make the work extremely exhausting or distasteful shall be paid a premium of 25% of the hourly rate of pay. The question of whether or not the conditions are abnormal shall be subject to Article 11D.02 below and/or regulations laid down by the Department of Labour of Nova Scotia.
- 11D.02 Conditions will be considered abnormal where the employer must use programs, procedures or provide personal protective equipment to ensure that the exposure standards are not exceeded. The exposure standards will be as specified in the latest edition of the Threshold Limit Values for Chemical Substances, Physical Agents and Biological Exposure Indices published by the American Conference of Governmental Industrial Hygienists. The application of this clause will be restricted to the Threshold Limit Values for chemical substances, the Threshold Limit Values for Cold Stress and the Threshold Limit Value for Heat Stress. This definition shall not exclude or cover conditions of excessive dirt or other physical circumstances which make the work extremely exhausting or distasteful.

ARTICLE 11E – UNDERGROUND MINES

- 11E.01 All work performed in underground mines shall be paid at the premium of 5% of the hourly pay.

ARTICLE 12A - APPRENTICESHIP

12A.01 As per Article 12B (attached).

12A.02 The maximum ratio of apprentices to journeypersons for each jobsite shall be:

For Commercial and Institutional Jobs

Journeypersons	Apprentices
1	1

For Industrial and Major Industrial Jobs

Journeypersons	Apprentices	
2	1	1 st – J 2 nd – A 3 rd – J and repeat

12A.03 The employer agrees to use a reasonable ratio of 1st, 2nd, 3rd and 4th year apprentices.

12A.04 Apprentices in their 4th year will not count towards the above maximum ratio of journeypersons to apprentices for each jobsite. One such 4th year apprentice may be employed per journeyperson on a jobsite. No 4th year apprentice shall work unsupervised or be left to supervise another apprentice.

ARTICLE 12B - APPRENTICES

The Hourly Rate, Vacation & Holiday, and Pension Fund amounts for an apprentice shall be calculated as a percentage of the Journeyperson's Hourly Rate, Vacation & Holiday, and Pension Fund as per the below tables. The calculated total package for each apprentice shall be as per Article 8L. The apprentice is entitled to this wage rate on successful completion (both theory and practical as required) of each one thousand eight hundred (1800) hour increment.

Year	Pay Level	Time	Courses Required to Advance
1 st	<u>60%</u>	0 - 1800 hrs	Level 1: ELE-100, 105, 110, 115, 120, 125, <u>MENT-700</u> , <u>ELE-135</u> , 140, 145, 150, 155, 160, 165, 170, 175, 180, 185, 190, 195, <u>196</u> , <u>197</u> , <u>198</u> , <u>199</u>
2 nd	<u>70%</u>	<u>1801</u> - 3600 hrs	Level 2: ELE-220, 225, 230, 235, 240, 245, 250, 255, 260, 265, 270, 275, 280, 285, 290, 295, <u>296</u> , <u>297</u> , <u>298</u> , <u>299</u>
3 rd	<u>75%</u>	<u>3601</u> - 5400 hrs	Level 3: ELE-320, 325, 330, 335, 340, 345, 350, 355, 360, 365, 370, 375, 380, 385
4 th	80%	<u>5401</u> - 7200 hrs	Level 4: <u>MENT-701</u> , <u>CEL-405</u> , 410, 415, 420, 425, 430, 435, 440, 445, 450, 455, 460, 465, 470, 475, 480, 485, 490, 495, <u>496</u> , <u>497</u>

In order to advance from one (1) year to the next, an apprentice must have credited hours, attend accredited level theory or complete online training and pass the exam for that level.

The requirements set out in this Article reflect the current requirements of the pertinent Provincial legislation and regulations. Should said legislation and/or regulations be amended or altered during the life of this Collective Agreement, this Article will be amended to conform to the then prevailing legislation and/or regulations.

ARTICLE 12C – JOINT APPRENTICESHIP TRAINING COMMITTEE TERMS OF OPERATION

1. This Committee will be made up of three members from the Union and three members from the Employer's group.
2. Apprenticeship Criteria – To be eligible for entry as an Apprentice under this Collective Agreement the individual must meet the following:
 - a. Must be a registered Apprentice with the Department of Education of the Province of Nova Scotia and have completed a 10 week Electrical Construction Course at the Certified Provincial Training Institute
 - Or
 - b. Graduated from a ten month Electrical Construction Program at a Certified Provincial Training Institute
 - And
 - c. Must be a resident of the Mainland of Nova Scotia or Prince Edward Island and provide proof they reside in the Local's jurisdiction.
3. Apprenticeship Monitoring
 - a. During the Apprenticeship Program the Training Director will review the progress to ensure the Apprentice is receiving as much well rounded experience as necessary.
 - b. The Training Director will monitor the Apprenticeship Program. If it is deemed necessary to provide additional training and education courses to keep abreast of industry and technological changes. The Apprentices under this Agreement will be obligated to participate.
 - c. Upon prior approval by the JATC, the Training Director has the right to require that an Employer must move an Apprentice from one type of electrical work to another if it is felt that it is in the best interest of the Apprentice and for the betterment of the industry.
4. Exceptions
 - a. The Committee has the discretion to deal with special circumstances.
 - b. The terms of the Joint Apprenticeship Training Committee (JATC) will not interfere with Union organizing.

ARTICLE 13 - GRIEVANCE PROCEDURE

- 13.01 It is the desire of all parties to this Agreement that complaints of the employees or employer regarding alleged violations of this Agreement shall be adjusted as quickly as possible.
- 13.02 Any matter arising out of the interpretation or administration of this Agreement may constitute a grievance and shall be settled in accordance with this Article.
- 13.03 Such matter constituting a grievance must be processed as per Article 13.01 (excepting employer grievances which may be directly referred by the employer to the Business Agent as in Article 13.02) herein, within five (5) working days of the initial occurrence of the event giving rise to the grievance.
- 13.04 Therefore, it is agreed that no complaint or grievance exists until the Superintendent or senior official of the employer at the jobsite has had an opportunity to adjust it with the help of the Steward, or the Business Agent where there is no Steward at the jobsite.
- 13.05 If any complaint as to the violation of this Agreement has not been settled within two (2) working days after the Superintendent has been notified of the complaint, it shall be referred to the employer and to the Business Agent.
- 13.06 Should the employer and the Business Agent fail to settle the grievance within seven (7) working days (in the case of a Union grievance, the seven (7) working days shall be from the time of notification to the Superintendent as provided for in Articles 13.01 and 13.02), it shall be produced in writing and referred to the Nova Scotia Construction Labour Relations Association or the Union.
- 13.07 Within five (5) working days of the date of receipt of the grievance, a Grievance Board, composed of three (3) persons nominated by the CLRA and three (3) persons nominated by the Union shall meet.
- 13.08 The three (3) Management representatives shall be approved by the employer(s) involved and the three (3) Union representatives shall be approved by the employee(s) involved, however, neither the griever nor the respondent nor CLRA or Union staff shall be included on the Grievance Board.

- 13.09 The Grievance Board shall hear any and all submissions presented by the respective Parties and shall, after vote by secret ballot, either support or deny the Grievance and/or make such other recommendations for resolution, as may be deemed appropriate.
- 13.10 Decisions of the Board shall be made by a majority of the votes cast and a quorum for all meetings of the Board shall consist of three (3) nominees of each Party.
- 13.11 The grievance shall not be carried further unless within five (5) working days of the meeting referred to in Article 13.07 hereof either Party submits the grievance to arbitration as provided herein.
- 13.12 Any grievance may be referred directly to the arbitrator without going through regular grievance procedure, providing both Parties to this Agreement consent to such action.
- 13.13 Should either the CLRA or the Union notify the other Party in writing that it no longer wishes the provisions of Article 13.07 set out herein to continue in effect, then the provisions of the previous Collective Agreement will apply with respect to that section of the procedure.

ARTICLE 14 - ARBITRATION

- 14.01 When either Party requests that a complaint as to violation of this Agreement be submitted to arbitration, it shall make such a request in writing addressed to the other Party to this Agreement. The Parties then shall have three (3) working days to agree upon an arbitrator and, failing agreement, one may be appointed by the Minister of Labour on the application of either Party.
- 14.02 The arbitrator shall hold a Hearing within four (4) working days after the grievance is submitted to them and shall render their decision to the Parties within three (3) working days after the completion of the Hearing.
- 14.03 The arbitrator shall not be authorized to make any decision inconsistent with the provisions of this Agreement or to alter, modify or amend any part of this Agreement, nor to recommend alterations, modifications or amendments to any part of this Agreement, provided, however, the arbitrator may alter any discipline imposed by the employer, including altering a discharge to a suspension if they deem it just in the circumstances.
- 14.04 The decision of the arbitrator shall be final and binding on the Parties hereto.
- 14.05 Any grievance may be referred directly to the arbitrator without going through the regular grievance procedure, providing both Parties to this Agreement consent to such action.
- 14.06 Each of the Parties hereto will jointly bear the expenses of the Arbitrator.
- 14.07 The parties being aware of the high cost of Arbitration agree that they may wish to utilize professional Alternative Dispute Resolution Procedures as are available through the Province of Nova Scotia or from other sources. Both parties agree to use their best efforts to implement Alternative Dispute Resolution Procedures as appropriate in the resolution of disputes.

ARTICLE 15 - SUB-CONTRACTOR CLAUSE

- 15.01 If the employer sub-contracts work which, if not sub-contracted, would be performed by the employer under the provisions of this Agreement, the sub-contractor shall be a unionized electrical contractor and shall be bound by the terms and conditions of this Agreement for all such work performed on the jobsite. All material will bear a Union label where practical.

ARTICLE 16 - DISCIPLINARY ACTION

16.01 The procedure in disciplining an employee shall be:

- (a) Warn the employee in writing of the offence, copy of letter mailed to the Union.
- (b) Any further offence calls for a possible suspension, the length of the suspension to be at Management's discretion, but not to exceed one (1) week.
- (c) Any offence after suspension, employee to be terminated.
- (d) Disciplinary warnings or suspensions which do not result in termination and which are not followed by a further disciplinary offence within twelve months following the last instance are removed from an employee's record and will not be applied in future discipline of an employee.

16.02 The above not applicable to the following: Intoxication, theft, altercation on site, unauthorized photography on site, 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) or like offenses, which may result in immediate termination at the employer's discretion. Infractions under Article 16.02 which do not result in immediate termination are not removed from an employee's record after twelve months.

16.03 An employee may be dismissed for just cause on the authority of the employer or their authorized representative on the job. Such employee and their Job Steward shall be advised promptly by the employer of the cause for dismissal. This clause does not supersede the scheme set out in 16.01 and 16.02 above.

16.04 When an employee has been discharged for cause by an employer and not reinstated through the grievance procedure, such employer shall have the right to refuse to re-employ such employee.

16.05 Use of cell phones/Blackberries/smartphones/etc. will not be permitted by employees onsite during working hours, except as explicitly authorized by the employer. Violations of this article shall be subject to the above disciplinary scheme.

Article 16.05 shall not apply to stewards and forepersons using cell phones in the course of their duties.

EMPLOYEE DISCIPLINE NOTICE

Name:				Payroll #:	
Job #:		Date & Time:		# of Warnings:	

INFRACTION	DETAILS
☐ Insubordination	
☐ Safety Infraction	
☐ Failure to Report Off	
☐ Poor Work	
☐ Absenteeism	
☐ Lateness	
☐ Conduct	
☐ Unfit to Work	
☐ Other (specify)	

Was the Union Steward/Suitable Witness present during the discussion of this incident?

☐ Yes ☐ No

Name of Steward: _____

ACTION TAKEN: EFFECTIVE:

☐ Warning	Date: _____
☐ Time Off	Duration: _____
☐ Discharge	Date: _____

SIGNATURES

I have read and understand this Discipline Notice.

Employee's Signature

Date

Supervisor's Signature

Date

Steward's Signature

Date

Project Manager's Signature

Date

ARTICLE 17 - JOB DEFINITIONS

17.01 INDUSTRIAL JOB DEFINITION:

- (a) The Industrial definition shall be applicable on all heavy industrial developments such as:

- Pulp Mills
- Paper Mills
- Automobile Manufacturing Plants
- Fishmeal Producing Plants
- Chemical Plants
- Fertilizer Plants
- Rubber Plants (such as Michelin)
- Steel Mills
- Power Generating Projects
- Oil and Gas Refineries
- Ore Reduction Plants
- Mining Operations of any type
- Petro-Chemical Plants
- Heavy Water Plants
- Electronic and Electrical Plants
- Plastic and Glass Manufacturing Plants

- (b) The commercial wage package and apprentice ratio shall apply to administration buildings on existing Industrial sites. On construction of new Industrial sites all work performed shall be at the appropriate Industrial wage package.

- 17.02 On Industrial and Major Industrial jobs in all counties except Halifax County, the employer agrees to pay transportation expenses beyond the one hundred and sixty-five kilometres (165 km) but not to exceed seven hundred kilometres (700 km) (normal travelled route) from the jobsite on the following basis:

- (a) Mileage for one-way transportation providing the employee remains on the job one month or for the duration of the job. This will be paid with the first full week's pay. It will be deducted again from their last pay if they leave before one month or before the termination of the job.
- (b) Mileage for return transportation providing the employee remains on the job for three months or for the duration of the job, whichever is less.

- (c) If the employee is laid off before they complete the one or three-month period above, they shall be paid the travel allowance in accordance with both (a) and (b) above.
- (d) If a person is dismissed for just cause prior to completing their first thirty (30) days, the employer may deduct the travel-in allowance from their last cheque.
- (e) If the employee lives one hundred and sixty-five kilometres (165 km) or more from the job then they will receive all transportation expenses from their place of residence to the job up to a maximum of 700 kilometres.

17.03 MAJOR INDUSTRIAL PROJECTS DEFINITION

Major Industrial Projects shall be defined 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
- Paper Mills
- Automobile Manufacturing Plants
- Fishmeal Producing Plants
- Chemical Plants
- Fertilizer Plants
- Steel Mills
- Power Generating Projects
- Oil and Gas Refineries
- Rubber Plants (such as Michelin)
- Ore Reduction Plants
- Mining Operations of any type
- Petro-Chemical Plants
- Heavy Water Plants
- Electronic and Electrical Plants
- Plastic and Glass Manufacturing Plants

17.04 SMALL JOBS

Contractors bidding Small Jobs up to one thousand five hundred (1500) person hours may apply for the Market Recovery Program by way of the Market Recovery Program Online Application or by paper form if program is offline. Successful applicants shall be eligible for special hiring provisions as listed in Schedule “B” and a subsidy as listed in a Letter of Understanding dated May 14, 2026 between the CLRA and the Union. This Article 17.04 will expire on April 30, 2031, unless both Parties agree to extend it.

ARTICLE 18 - CAMP CLAUSE

- 18.01 There shall be discussion with representatives of the Union regarding the operation of any camp facilities provided.

ARTICLE 19 - ENABLING CLAUSE

- 19.01 Where a particular article or articles of this Collective Agreement is or are found to work a hardship for a particular project or specific geographical area, the terms and conditions in this Agreement for that project or specific geographical area may be modified by mutual consent, of the Union office and the majority of members in the geographical area of the Union where the conditions exist, 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.

ARTICLE 20 - TERM OF AGREEMENT

- 20.01 This Agreement shall remain in effect until and including April 30, 2030, and from year to year thereafter unless either Party gives notice in writing not less than sixty (60) days previous to April 30th in any year of its desire to amend or terminate this Agreement.
- 20.02 The Parties agree that they shall meet in order to negotiate renewing this Agreement beginning in October 2029, with at least two meetings in October 2029 and at least two meetings in November 2029 unless both Parties agree otherwise. If the Parties have not reached a tentative agreement by the end of January 2030, the Parties shall agree on an impartial Mediator to hold a Mediation to be concluded by the end of February 2030. The costs of the Mediation shall be paid equally by both Parties. If the Parties are not able to reach an agreement through the Mediation process, the Conciliation process as per the *Trade Union Act* shall apply.
- 20.03 Also, the Provincial Minister of Labour shall be notified of any changes whatsoever of this Agreement according to the Labour Standards Code of the Province of Nova Scotia.

ARTICLE 21 - SIGNATORIES

21.01 Upon execution of this Agreement by the Parties, the Schedules and the Appendices attached hereto form a part hereof.

21.02 Signed on behalf of the Parties to this Agreement this 19th day of August, 2026.

SIGNATORIES FOR THE:

**NOVA SCOTIA CONSTRUCTION
LABOUR RELATIONS
ASSOCIATION LIMITED**

**INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS,
LOCAL UNION 625**

KEVIN ASHLEY

TOM GRIFFITHS

ROBERT SHEPHERD

BOB MURRAY

CALUM MACLEOD
WITNESS

SCHEDULE "A" – INTERPRETATION

In this Agreement, where the context permits or requires, the singular includes the plural and the masculine includes the feminine.

The following definitions apply whenever the defined terms are used in this Agreement:

CLRA: means the Nova Scotia Construction Labour Relations Association Limited.

BUSINESS MANAGER: means the official elected by Local Union 625 whose duties are to represent the employees in matters relating to this Agreement.

UNION: means Local Union No. 625, the International Brotherhood of Electrical Workers.

EMPLOYEE/WORKER: means a person working at the Electrical trade as a journeyman, apprentice, charge hand or foreperson for an employer on any job in the area as defined in this Agreement.

JOB: an individual project with a contract or multiple contracts with an owner or owners or their respective representatives. This definition applies to all Articles of this Agreement where the word job or jobsite is stated.

STEWARD: means an employee working on the job duly authorized by the Union to represent all the employees working thereon who fall within the scope of this Agreement, and to speak for them on matters pertaining to this Agreement.

SUPERINTENDENT: means the appointed official of the employer who has on-the-job authority for the progress of the work.

TRADE: means the Electrical trade.

EMPLOYER: means an individual member of the CLRA or company or business bound by this Agreement.

TRAVELLER: means IBEW member from another IBEW Local. Members of Local 625 are not considered Travellers regardless of their place of residence.

SCHEDULE “B” – MARKET RECOVERY PROJECT PROGRAM

The following Market Recovery Projects Program is one element of the Market Recovery Plan of IBEW Local 625. Since this program involves subsidies from a fund generated voluntarily by the members, certain hiring conditions shall apply.

1. The following conditions shall apply to all jobs under this Program. To be eligible to request subsidies under this Program, an Employer must identify the confirmed non-union Electrical bidders.
 - Wage rates and the benefit package shall be as per the Collective Agreement.
 - The ratio of Journey person to Apprentice shall be 1:1 for all jobs, except a 2:1 ratio will be used for Industrial Jobs, unless previous consent is received from the union.

FOR JOBS IN HALIFAX COUNTY:

- At any time there can only be one extra company pick on site. Extra list hires are permitted in any amount.
- For all projects of five hundred (500) hours and over, the Contractor is responsible to notify the union prior to placing a company pick on site. Failure to do so will result in a deduction of payment equal to the time the company pick was on site, prior to notification, multiplied by an hourly assistance value.
- Hiring for Small Jobs five hundred (500) hours or under may be at the Employer's discretion.
- Hiring for Small Jobs five hundred and one to one thousand five hundred (501-1500) hours shall be: The first and second members shall be selected by the Employer. The third member shall be selected by the Union. Above formula to repeat itself.
- Hiring for Jobs over one thousand five hundred (1500) hours shall be 50/50 hiring as follows: The first Journey person may be selected by the Employer. The second Journey person shall be selected by the Union. The first Apprentice shall be selected by the Union. The second Apprentice may be selected by the Employer. Above formula to repeat itself. Only the first Journey person may be transferred off the Job and replaced with another Employer's selection, with a maximum of two (2) days when both may be onsite to ease the transition.
- Lay-offs shall be 50/50 for the Journeypersons and 50/50 for the Apprentices.
- Hiring for Schedule B jobs \$1.75 million dollars (total electrical material and labour hours) and over shall be as follows: The Employer may hire or transfer up to 3 members to the job and the rest shall be as follows: Apprentice – Union Pick, Journey person – Union Pick, Apprentice – Company, Journey person – Company, Apprentice – Union Pick, Journey person – Union Pick, Apprentice – Company, Journey person – Company, the rest shall be selected by the union. Layoffs shall maintain a majority of union selected Journeypersons and Apprentices at least until there are fourteen (14) members total left on the job.

FOR JOBS IN ALL COUNTIES EXCEPT HALIFAX:

- Schedule “B” jobs that are under one million dollars (\$1,000,000) (total electrical material and labour hours) may have one (1) key person selected by the Employer and the remainder of the workforce selected by the Union.
- Schedule “B” jobs that are one million dollars (\$1,000,000) (total electrical material and labour hours) and over may have up to three (3) members selected by the Employer and the remainder of the workforce selected by the Union.

FOR JOBS IN ALL COUNTIES ON THE MAINLAND:

- The Union will reimburse the Employer for shift premiums paid as per the Collective Agreement.
 - If a job steward has been appointed to the project, the steward shall not be laid off until there are less than four members on site.
 - Overtime shall be worked on a voluntary basis and there shall be no discrimination against any member that chooses not to accept overtime work opportunities.
2. The procedure for Contractors requesting the Market Recovery Projects Program shall be by way of the Market Recovery Program Online Application or by paper form if program is offline. This form provides information concerning the project title and location, approximate labour hours, approximate value (electrical labour hours and materials), known union and non-union bidders and the date and time of closing of the tender.
 3. Shortly before the tender is closing, the Local will provide notification to all requesting Contractors and the CLRA indicating the amount of financial assistance to be provided, if any. It is the responsibility of the Contractor(s) to submit the request form two (2) business days before closing to allow the Local sufficient time to consider such request.
 4. The schedule of payment for the financial assistance provided in the Market Recovery Projects Program shall be as follows:
 - a) The successful Contractor shall provide confirmed hours to the Local for the purpose of establishing the quarterly payment schedule in relation to the job hours/schedule.
 - b) Quarterly payments shall be dispersed to the Contractor within 60 days of receiving a request for payment providing all wages and benefits have been paid for the request period. In the event that scheduled quarterly payment request are contained within the 60 days, the payment for these requests shall be made within 30 days of receiving the request.

Except for the hiring provisions for jobs of up to one thousand five hundred (1500) hours as listed here, these conditions can be changed at any time by the Business Manager of Local 625 in order to adjust to market conditions in the interests of competitiveness upon providing prior notice to all Signatory Contractors.

APPENDIX “A” - COMMUNICATIONS TECHNICIAN APPENDIX

PREAMBLE

The terms and conditions of the main body of the current Collective Agreement between IBEW Local 625 and Nova Scotia Construction Labour Relations Association, dated May 14, 2026, shall apply except as modified by the express provisions of this Appendix.

Work covered under this appendix shall include, but is not necessarily limited to, all work requiring a communications cabling permit as directed by the Local Authority (Chief Electrical Inspector) and as required by the Electrical Installation and Inspection Act, and the structured wiring section as specific project documents indicate.

This agreement does not cover work that properly comes under the work jurisdiction of IBEW members in relation to the Canadian Electrical Code, as well as any Industrial Project where the communication work is contained within the electrical package.

ARTICLE 1 – CLASSIFICATIONS

- a. COMMUNICATIONS ELECTRICIAN
 - An employee who is a Journeyperson Construction Electrician and is capable of installing, terminating and testing all types of communication cabling. They may direct Communications Technician(s).
- b. COMMUNICATIONS TECHNICIAN
 - An employee who is capable of installing, terminating and testing all types of communication cabling and has attained three thousand six hundred (3,600) hours worked in the field and has a valid certificate as per Article 12a. They may direct Communications Technician Apprentice(s).
- c. LEVEL II COMMUNICATIONS TECHNICIAN APPRENTICE
 - An employee who is capable of the above, but requires supervision by a Communications Technician and has attained more than one thousand eight hundred (1,800) but less than three thousand six hundred (3,600) hours worked in the field.
- d. LEVEL I COMMUNICATIONS TECHNICIAN APPRENTICE
 - An employee who is capable of pulling cable, terminating and testing, but requires supervision by a Communications Technician, and has attained less than one thousand eight hundred (1,800) hours worked in the field.

ARTICLE 2 – RATIOS

Each communication cabling permit may be manned by one (1) Communication Electrician.

Each Communication Electrician may supervise any combination of Communications Technicians, Communications Technician Apprentices, and/or electrician Apprentices.

Each Communications Technician may supervise up to three (3) Communications Technician Apprentices for communication installation tasks.

ARTICLE 3 – HIRING

For the duration of this agreement, Employers may name hire Communications Electricians, Communications Technicians, and Communications Technician Apprentices directly. Upon the expiry of this agreement on April 30, 2030, unless both parties agree to extend the terms of this provision, 50/50 hiring (excluding the Communications Electrician) shall be as follows:

1st Hire.....Company
2nd Hire.....Union
3rd HireCompany
4th HireUnion
.....Repeat

Where there are three (3) or more employees, other than the Communication Electrician or Communications Technician, then one (1) shall be a 1st Year electrician Apprentice, if available, and if not, any year apprentice, who shall come from the Union Hall.

If the Union cannot provide personnel within 72 hours, name hire to apply.

Any electrician Journeyperson or Apprentice may apply for communication job calls, however, when doing so they shall receive wages and benefits as per the Communication Technician Appendix.

A Contractor may choose to use electrician Journeypersons and Apprentices to perform communication work and in such cases these members shall receive wages and benefits as per the main body of the Collective Agreement.

ARTICLE 4 – MOBILITY

Where employees covered under this agreement have specific manufacturers' training, they shall be permitted full mobility within the Local. Mobility shall be dictated by project requirements, and contractors have the option to train members in the area where the job is located.

ARTICLE 5 – HOURS

The standard workday shall be eight (8) hours per day / forty (40) hours per week Monday to Friday as per the main body of the Collective Agreement.

ARTICLE 6 – OVERTIME

COMMUNICATIONS ELECTRICIAN

– as per main body of Collective Agreement.

ALL OTHER WORKERS

– Time and one half (1-1/2x), except Sundays and Holidays to be double (2x) time. Benefits to be based on hours paid.

Other than the above, all remaining sections in Article 9B – Shift Work and Overtime Premiums – of the main agreement shall apply.

ARTICLE 7 – SHIFT PREMIUM

All workers to receive a ten percent (10%) shift premium for any and all shift work.

ARTICLE 8 – WAGES *

See wage table in Article 8K.

ARTICLE 9 – SUPERVISION

Supervision shall be as per Article 8J of the main agreement.

ARTICLE 10 – TRAVEL & LIVING OUT ALLOWANCE

As per Collective Agreement.

ARTICLE 11 – TOOLS

All Journeyperson Communication Electricians and Communication Technicians are required to have the following tools:

- 1 knife
- 1 pair of scissors
- 6 screwdrivers – Robertson & standard types
- 1 pair pliers – diagonals
- 1 pair pliers – 8” sidecutters
- 1 pair slip joint pliers
- 1 drywall saw
- 1 hammer
- 1 measuring tape
- 1 level
- 1 tool pouch and belt
- 1 tool box
- approved safety footwear (as per the main agreement)

ARTICLE 12 – MINIMUM REQUIREMENTS**a. COMMUNICATIONS TECHNICIAN**

- Has attained certificate of completion from accredited Communications Technician course and/or three thousand six hundred (3,600) hours in the trade and passed exam and received Certification of Qualification in the Communications Technician Trade.
- Manufacturer trained and has hands on experience in design of structured wiring cabling systems. Is able to create labeling schemes based on industry standards, and layout and configure surface and rack mount termination hardware.
- Manufacturer trained in the project management of large cable plants.
- Manufacturer trained and has hands on experience in the installation, termination and testing of both copper and fibre optic cabling systems.
- Proven practical experience in the installation and certification of video, telephony and wireless systems an asset.
- Supervisory experience with references preferred.

b. LEVEL II COMMUNICATIONS TECHNICIAN APPRENTICE

- Manufacturer trained in design of structured wiring cabling systems. Familiar with industry standard labeling conventions and rack and surface mount placement of equipment.
- Manufacturer trained and has hands on experience in the installation, termination and testing of both copper and fibre optic cabling systems.
- Can take direction from Communications Technician with limited supervision and is capable of leading a Level I Communications Technician Apprentice.
- Has attained more than one thousand eight hundred (1,800) but less than three thousand six hundred (3,600) hours of field experience. Provide log book.

c. LEVEL I COMMUNICATIONS TECHNICIAN APPRENTICE

- Practical experience in the installation, termination and testing of copper cabling systems. In possession of certificate an asset.
- Can take direction from Communications Technician and/or Level II Communications Technician Apprentice.
- Has attained up to one thousand eight hundred (1,800) hours of field experience. Provide log book.

Signed on behalf of the Parties to this Agreement this 19th day of August, 2026.

SIGNATORIES FOR THE:

**NOVA SCOTIA CONSTRUCTION
LABOUR RELATIONS
ASSOCIATION LIMITED**

**INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, LOCAL
UNION 625**

KEVIN ASHLEY

TOM GRIFFITHS

ROBERT SHEPHERD

BOB MURRAY

CALUM MACLEOD

WITNESS

APPENDIX “B” – BONDS

1. Upon certification, the Trustees of the Health and Welfare Plans, or the Trustees of the Pension Plan may require an employer who has been certified for twelve (12) months or less to provide a bond either in cash or through a bonding agency to the Trustees to guarantee payment of all contributions and deductions to the Trustees and to the Union including, but not limited to, Pension contributions, Health and Welfare contributions and dues.
2. The Trustees shall establish the amount of the bond which shall not exceed one hundred thousand dollars (\$100,000.00). If the bond is paid in cash, the money shall be held by the Trustees in an interest-bearing account.
3. If, after two (2) years from the date of payment of the bond, the Trustees determine there has been no delinquency by the employer for any remittances due or payable by the employer, the Trustees shall authorize the release of the bond with interest, if applicable.
4. If the Trustees determine that an employer has been delinquent, the Trustees shall deduct the amount of the delinquency from the bond and require the employer to repay the monies so as to ensure the full amount of bond is maintained.
5. The aforementioned bond shall remain in place for two (2) years from the date of any delinquency.
6. Failure by the employer to provide the bond as outlined above, shall be treated as a breach of the Collective Agreement and the Trustees shall be permitted to assess further damages against the employer. The damages shall be in the sole discretion of the Trustees and may be up to the amount of one thousand dollars (\$1,000.00) per month for each month of delinquency until the delinquency is paid in full, and in addition, further damages in the amount of three (3) times the amount of delinquency which remains unpaid, exclusive of the penalty.
7. If an employer, who has been certified for more than twelve (12) months, is delinquent with respect to its contributions or deductions to the Trustees of the Pension Plan or the Health and Welfare Plans pursuant to this Collective Agreement, the Trustees upon learning of the delinquency may, in their absolute discretion, require a bond to be provided by the employer in cash or through a bonding agency in an amount up to one hundred thousand dollars (\$100,000.00). In addition to the bond, the employer shall forthwith pay the amount of the delinquency. Failure by the employer to provide the bond as outlined above, shall be treated as a breach of the Collective Agreement and the Trustees shall be permitted to assess further damages against the employer. The damages shall be in the sole discretion of the Trustees and may be up to the amount of one thousand dollars (\$1,000.00) per month for each month of delinquency until the delinquency is paid in full, and in addition, further damages in the amount of three (3) times the amount of delinquency which remains unpaid, exclusive of the penalty.

APPENDIX "C" - ELECTRICAL TRADE CLASSIFICATION

- Able Electric (2016) Limited
- Advanced Energy Management
- Ainsworth Atlantic
- Arthur & Conn (1985) Ltd.
- Atlantica Mechanical Contractors Inc.
- Birnie Electric Limited
- Black & McDonald Limited
- Bond & Coolen Contracting Limited
- The Cahill Group (GJ Cahill & Company (1979) Limited)
- Controls & Equipment Ltd.
- D. Stevens Electric Limited
- Dawco Construction Enterprises
- Duggan Electric Limited
- Easco Electric Limited
- Gardner Electric Ltd.
- Gil-Son Construction
- Joneljim Concrete Construction Limited
- MacGregor's Custom Machining Ltd.
- Moncton Plumbing & Supply Company Limited
- Plan Group Inc.
- Provincial Electric Limited
- Rockingham Electric Limited
- Scotiaway Inc.
- Trident Electric Inc.

LETTER OF UNDERSTANDING

This letter and its provisions apply solely and exclusively to companies organized by I.B.E.W. Local 625 after September 25, 1997, and shall become part of the Collective Agreement on the effective date below. This letter and its provisions shall cease to be part of the Collective Agreement on April 30, 2030.

In an effort to combat the growth of the non-Union Electrical Contractors, which is detrimental to the Parties of this Collective Agreement, the following clause is agreed upon in good faith.

- (A) When a worker has been admitted into the Union as a result of signing a membership card in the Union in an Application for Certification of their Employer, then this worker shall have seniority and recall rights with their Employer for a one (1) year period on all jobs in the Unit of the Local Union that they live in as per below. This clause shall be in effect from the date the Application was made to the Nova Scotia Labour Relations Board, provided such Application is successful.
- (B) For the first year only after the date of Certification of an Employer, when an Employer under this clause lays off workers, all employees not bound by this clause will be laid off first in accordance with the normal Management Rights Clause in the Collective Agreement. Other employees covered by these provisions herein shall be laid off in accordance with their date with the employer in the classification of Journeyperson or Apprentice starting with the junior employee first.
- (C) For the first twelve (12) months after the date of Certification of an employer, when an employer is hiring workers, any workers laid off who have seniority rights shall also have recall rights. These employees will be hired first beginning with the most senior worker in the classification of Journeyperson or Apprentice that is on lay off.
- (D) This clause does not cover employees with the employer that become Union members after the date of Application for Certification.

The entire above subject to the understanding that the rights of the Parties concerning discipline and discharge still apply.

Dated this 19th day of August, 2026.

**NOVA SCOTIA CONSTRUCTION
LABOUR RELATIONS
ASSOCIATION LIMITED**

KEVIN ASHLEY

ROBERT SHEPHERD

**INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS,
LOCAL UNION 625**

TOM GRIFFITHS

BOB MURRAY

CALUM MACLEOD
WITNESS

COST OF LIVING MEMORANDUM OF AGREEMENT

Between:

NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION

-and-

**THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL UNION NO. 625**

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 19th day of August, 2026.

SIGNATORIES FOR AND ON BEHALF OF

**Nova Scotia Construction Labour
Relations Association**

**The International Brotherhood of
Electrical Workers, Local Union No. 625**

ROBERT SHEPHERD

TOM GRIFFITHS

6/3/26, 1:25 PM

Consumer Price Index, annual average, not seasonally adjusted



Statistics
Canada

Statistique
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,
metropolitan area, Census metropolitan area part

▼ Customize table

Geography :

Reference period

Nova Scotia

From: 2024 To: 2025

Apply

[Add/Remove data](#)[Download options](#)Didn't find what you're looking for? [View related tables, including other calculations and frequencies](#)

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 ⁹	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