

GLAZIER

ANNUAL SALARY: \$57,000 - \$76,000* | NOC: 7292 | Nova Scotia Designated & Red Seal Trade¹

*Based on a 40-hour work week at current collective agreement rates for journeypersons. Does not include benefits.

WHAT WE DO

A glazier is responsible for measuring, fabricating, and installing glass and glass substitutes, including curtain wall framing, aluminum storefront frames and entrances, structural silicone glazing, glass railings, smoke baffles, shower enclosures, glass and mirror walls, skylights, and sloped glazing. These tradespeople will attach films and laminates that improve the durability or safety of glass, create custom-designed installations, and sometimes manufacture display cabinets and decorative windows. Glaziers might spend one day fitting doors and windows to houses, then the next be installing other glassworks in churches, museums, or similar buildings. Many glaziers are involved in construction or renovation projects, while others might work for fabrication shops or be self-employed. An experienced glazier can progress to a role as a foreman of a company. They might also become a maintenance manager or service manager.

Glaziers **work by themselves or in teams, indoors, and outdoors** throughout the year as there is a regular need for them on projects. Persons applying for the trade should have **good reading, math, and communication skills, physical strength** and the **ability to lift heavy materials, and good vision**. This is because they need to measure, precisely cut, and detect flaws in glass and glass substitutes. They should also be prepared to have to **climb, bend, kneel, and stand for long periods of time**. **Coordination, an analytical nature, and problem-solving skills** are also good to have, considering repair projects that may involve older structures. Equipment that is used on the job can sometimes include lifts, scaffolding, and swing stages which are placed at great heights, meaning glaziers must also be **safety aware** and prepared to exercise caution at all times in their work. Special safety equipment is expected to be worn to protect them on the job.²

PREPARATORY WORK

- Research the labour market, job shadow or take a test drive in a trade
- Enrol in the Cooperative Education, Building Futures for Youth, Skilled Trades, or Options and Opportunities (O2) Programs.³ Please note: students can receive academic credits and experience but are not eligible to receive apprenticeship hours from these programs, as there is no formal apprenticeship program in the province for glaziers. New entrants must be industry trained as on-the-job apprentices (described in the next section).
- Take youth health and safety courses where offered in the province of NS
- High School Diploma or Equivalency

PRE-APPRENTICESHIP & PRE-EMPLOYMENT PROGRAMS

- Available through the International Union of Painters and Allied Trades (IUPAT), District Council 39⁴

DIRECT ENTRY⁵

- Find an employer or contact the local union for indenturing (joining to receive member benefits)
- Apprenticeship (not mandatory for the trade) is available in some areas (e.g., mainland NS)
- Length of apprenticeship varies with each employer or union
- IUPAT Local 1439 has apprentices go through 8000 apprenticeship hours at various pay grades (see the pathway) to become a Glass and Metal Mechanic who is a fully qualified journeyperson
- Can challenge the Red Seal exam as a Trade Qualifier (TQ) after 12,000 hours of trade experience to become a certified glazier from the NS Apprenticeship Agency (NSAA)

¹ <http://nsapprenticeship.ca/trades>. Certification/apprenticeship is not presently needed in this trade in NS, but encouraged.

² <http://www.red-seal.ca>, <http://www5.hrsdc.gc.ca>, <http://www.careersinconstruction.ca/en/career/glazier> and <http://careers.novascotia.ca/occupation/364>

³ <http://www.ednet.ns.ca>, <http://www.workitns.ca> and <http://www.buildingfutures.ca>

⁴ <http://www.dc39.ca>

⁵ <http://www.nsapprenticeship.ca> and <http://www.nslra.ca/agreements.asp>

GLAZIERS' CAREER PATHWAY

Cooperative Education: Grades 10, 11 and 12 and at least 16 years of age to be eligible.

Skilled Trades: High school courses satisfying academic requirements. The Grade 12 course offers a co-op placement.

O₂ Program: In-school learning and on-the-job training through co-op placements. Available in select high schools. The *Building Futures for Youth Program* is offered primarily for students already enrolled in O₂ or cooperative education and provides upwards to 3 co-op credits.

Grade Twelve Diploma or Equivalent

Direct Entry:
Obtain employment on own or apply to union with resume for indenturing. Fees for training are dependent on employer or union deductions at source.

(IUPAT Local 1439) 0-2000 hours at 50% of journeyperson rate*

\$13.78 - \$18.33/ hr**

(IUPAT Local 1439) 2001-3000 hours at 60% of journeyperson rate

\$16.54 - \$21.99 / hr

(IUPAT Local 1439) 3001-4000 hours at 70% of journeyperson rate

\$19.29 - \$25.66 / hr

(IUPAT Local 1439) 4001-5000 hours at 75% of journeyperson rate

\$20.67 - \$29.32 / hr

(IUPAT Local 1439) 5001-6000 hours at 80% of journeyperson rate

\$22.05 - \$29.32 / hr

(IUPAT Local 1439) 6001-7000 hours at 85% of journeyperson rate

\$23.43 - \$31.15 / hr

(IUPAT Local 1439) 7001-8000 hours at 90% of journeyperson rate

\$24.80 - \$32.99 / hr

Technical Training from Union or Employer
Safety training, equipment training, or other certifications

Journeyperson Status:
May obtain provincial designation as a Glazier with Red Seal endorsement (TQ fee of \$740.77) for interprovincial mobility.

* From the collective agreement for IUPAT Local 1439. Apprentices complete the required amount of hours on the job and progress through pay grades at each level. 1000 hours is roughly equal to six months working full-time on the job.

** Average hourly pay for apprentices in training under 2014 rates on mainland NS and Cape Breton Island.

Note: NS TQ fee is current as of April 2015