



## GLAZIER

**ANNUAL SALARY: \$43,000 - \$80,000\* | NOC: 7292 | Nova Scotia Designated & Red Seal Trade<sup>1</sup>**

*\*Based on a 40-hour work week at current collective agreement rates for journeypersons (finishing trades). 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.<sup>2</sup>

### PREPARATORY WORK

- Research the labour market, job shadow or contact an industry affiliation organization
- Hours toward apprenticeship can be obtained from approved public school programs and experiences like Cooperative Education, Skilled Trades, and summer youth programs
- Individuals 16- to 19-year-old can become Youth Apprentices<sup>3</sup>
- Participate in youth Health and Safety courses where offered in Nova Scotia
- High School Diploma or Equivalency<sup>4</sup>

### PRE-APPRENTICESHIP & PRE-EMPLOYMENT PROGRAMS

- Available through the International Union of Painters and Allied Trades (IUPAT), District Council 39<sup>4</sup>

### DIRECT ENTRY<sup>5</sup>

- 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)

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

<sup>2</sup> <http://www.red-seal.ca>, <http://www5.hrsdc.gc.ca>, <http://www.careersinconstruction.ca/en/career/glazier> and <http://careers.novascotia.ca/occupation/304>

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

<sup>4</sup> <http://www.dc39.ca>

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

# GLAZIERS' CAREER PATHWAY

**Cooperative Education:** Grades 10, 11 and 12 and at least 16 years of age to be eligible. Provides 100 apprenticeship hours per course credit. Co-op placement must be completed under the supervision of a journeyman.

**Skilled Trades:** High school courses satisfying academic requirements and providing 110 apprenticeship hours per course credit, if taught by a journeyman.

**Summer Youth Programs:** are available to students in Grades 10 and 11 providing up to 300 apprenticeship hours through a combination of in-class and on-the-job placements, earning the students up to 3 high school 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 journeyman rate\*

\$14.47 - \$19.06 / hr\*\*

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

\$17.36 - \$22.87 / hr

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

\$20.26 - \$26.68 / hr

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

\$21.71 - \$28.59 / hr

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

\$23.15 - \$30.50 / hr

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

\$24.60 - \$32.40 / hr

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

\$26.05 - \$34.31 / hr

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

**Journeyman 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 summer 2016 rates on mainland NS and Cape Breton Island.

Note: NS TQ fee is current as of April 2015