

**ENERGY HUB AGREEMENT
WAGE AND BENEFIT SCHEDULE
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS (LOCAL LODGE 73 - NEW BRUNSWICK)**

(REVISED TO INCORPORATE ECONOMIC INCREASE - EFFECTIVE JULY 1, 2014)													Employer Contributions (Outside the Total Wage Package)	
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	(A)	(A)	(A)	(A)	(A)	(A)	(A)	Total Wage Package	(A)	Total Cost
					Health & Welfare	Pension (1)	Union Promotion	Educational Training	Apprenticeship	National Training (3)	Audiometric Testing		Administration	
General Foreperson	July 1, 2010	34.15	3.07	1.02	2.25	9.74	0.24	0.43	0.28	0.27	0.03	51.45	0.12	51.57
	July 1, 2010	34.68	3.12	1.04	2.25	9.74	0.24	0.43	0.28	0.17	0.03	51.98	0.12	52.10
	July 1, 2011	36.79	3.31	1.10	2.25	9.74	0.24	0.45	0.30	0.21	0.03	54.42	0.25	54.67
	July 1, 2012	38.43	3.46	1.15	2.25	9.74	0.24	0.45	0.30	0.24	0.00	56.26	0.25	56.51
	July 1, 2013	39.52	3.56	1.19	2.25	9.74	0.24	0.45	0.30	0.24	0.00	57.49	0.25	57.74
	July 1, 2014	40.37	3.63	1.21	2.25	9.74	0.24	0.45	0.30	0.24	0.00	58.43	0.25	58.68
Foreperson	July 1, 2010	32.65	2.94	0.98	2.25	9.74	0.24	0.43	0.28	0.27	0.03	49.81	0.12	49.93
	July 1, 2010	33.18	2.99	1.00	2.25	9.74	0.24	0.43	0.28	0.17	0.03	50.31	0.12	50.43
	July 1, 2011	35.04	3.15	1.05	2.25	9.74	0.24	0.45	0.30	0.21	0.03	52.46	0.25	52.71
	July 1, 2012	36.68	3.30	1.10	2.25	9.74	0.24	0.45	0.30	0.24	0.00	54.30	0.25	54.55
	July 1, 2013	37.77	3.40	1.13	2.25	9.74	0.24	0.45	0.30	0.24	0.00	55.52	0.25	55.77
	July 1, 2014	38.62	3.48	1.16	2.25	9.74	0.24	0.45	0.30	0.24	0.00	56.48	0.25	56.73
Assistant Foreperson	July 1, 2010	29.85	2.69	0.90	2.25	9.74	0.24	0.43	0.28	0.27	0.03	46.68	0.12	46.80
	July 1, 2010	30.38	2.73	0.91	2.25	9.74	0.24	0.43	0.28	0.17	0.03	47.16	0.12	47.28
	July 1, 2011	31.49	2.83	0.94	2.25	9.74	0.24	0.45	0.30	0.21	0.03	48.48	0.25	48.73
	July 1, 2012	33.13	2.98	0.99	2.25	9.74	0.24	0.45	0.30	0.24	0.00	50.32	0.25	50.57
	July 1, 2013	34.22	3.08	1.03	2.25	9.74	0.24	0.45	0.30	0.24	0.00	51.55	0.25	51.80
	July 1, 2014	35.07	3.16	1.05	2.25	9.74	0.24	0.45	0.30	0.24	0.00	52.50	0.25	52.75
Journeyman	July 1, 2010	28.65	2.58	0.86	2.25	9.74	0.24	0.43	0.28	0.27	0.03	45.33	0.12	45.45
	July 1, 2010	29.18	2.63	0.88	2.25	9.74	0.24	0.43	0.28	0.17	0.03	45.83	0.12	45.95
	July 1, 2011	30.29	2.73	0.91	2.25	9.74	0.24	0.45	0.30	0.21	0.03	47.15	0.25	47.40
	July 1, 2012	31.93	2.87	0.96	2.25	9.74	0.24	0.45	0.30	0.24	0.00	48.98	0.25	49.23
	July 1, 2013	33.02	2.97	0.99	2.25	9.74	0.24	0.45	0.30	0.24	0.00	50.20	0.25	50.45
	July 1, 2014	33.87	3.05	1.02	2.25	9.74	0.24	0.45	0.30	0.24	0.00	51.16	0.25	51.41
3rd Year Apprentice (2)	July 1, 2010	25.49	2.29	0.76	2.25	9.74	0.24	0.43	0.28	0.27	0.03	41.78	0.12	41.90
	July 1, 2010	25.97	2.34	0.78	2.25	9.74	0.24	0.43	0.28	0.17	0.03	42.23	0.12	42.35
	July 1, 2011	26.97	2.43	0.81	2.25	9.74	0.24	0.45	0.30	0.21	0.03	43.43	0.25	43.68
	July 1, 2012	28.45	2.56	0.85	2.25	9.74	0.24	0.45	0.30	0.24	0.00	45.08	0.25	45.33
	July 1, 2013	29.43	2.65	0.88	2.25	9.74	0.24	0.45	0.30	0.24	0.00	46.18	0.25	46.43
	July 1, 2014	30.19	2.72	0.91	2.25	9.74	0.24	0.45	0.30	0.24	0.00	47.04	0.25	47.29
2nd Year Apprentice (2)	July 1, 2010	20.76	1.87	0.62	2.25	9.74	0.24	0.43	0.28	0.27	0.03	36.49	0.12	36.61
	July 1, 2010	21.16	1.90	0.63	2.25	9.74	0.24	0.43	0.28	0.17	0.03	36.83	0.12	36.95
	July 1, 2011	21.99	1.98	0.66	2.25	9.74	0.24	0.45	0.30	0.21	0.03	37.85	0.25	38.10
	July 1, 2012	23.22	2.09	0.70	2.25	9.74	0.24	0.45	0.30	0.24	0.00	39.23	0.25	39.48
	July 1, 2013	24.04	2.16	0.72	2.25	9.74	0.24	0.45	0.30	0.24	0.00	40.14	0.25	40.39
	July 1, 2014	24.68	2.22	0.74	2.25	9.74	0.24	0.45	0.30	0.24	0.00	40.86	0.25	41.11
1st Year Apprentice (2)	July 1, 2010	16.03	1.44	0.48	2.25	9.74	0.24	0.43	0.28	0.27	0.03	31.19	0.12	31.31
	July 1, 2010	16.35	1.47	0.49	2.25	9.74	0.24	0.43	0.28	0.17	0.03	31.45	0.12	31.57
	July 1, 2011	17.02	1.53	0.51	2.25	9.74	0.24	0.45	0.30	0.21	0.03	32.28	0.25	32.53
	July 1, 2012	18.00	1.62	0.54	2.25	9.74	0.24	0.45	0.30	0.24	0.00	33.38	0.25	33.63
	July 1, 2013	18.65	1.68	0.56	2.25	9.74	0.24	0.45	0.30	0.24	0.00	34.11	0.25	34.36
	July 1, 2014	19.16	1.72	0.57	2.25	9.74	0.24	0.45	0.30	0.24	0.00	34.67	0.25	34.92
Helper (2)	July 1, 2010	20.76	1.87	0.62	2.25	9.74	0.24	0.43	0.28	0.27	0.03	36.46	0.12	36.58
	July 1, 2010	21.16	1.90	0.63	2.25	9.74	0.24	0.43	0.28	0.17	0.03	36.83	0.12	36.95
	July 1, 2011	21.99	1.98	0.66	2.25	9.74	0.24	0.45	0.30	0.21	0.03	37.85	0.25	38.10
	July 1, 2012	23.22	2.09	0.70	2.25	9.74	0.24	0.45	0.30	0.24	0.00	39.23	0.25	39.48
	July 1, 2013	24.04	2.16	0.72	2.25	9.74	0.24	0.45	0.30	0.24	0.00	40.14	0.25	40.39
	July 1, 2014	24.68	2.22	0.74	2.25	9.74	0.24	0.45	0.30	0.24	0.00	40.86	0.25	41.11

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(A) = Based on Hours Earned
(B) = Based on Hours Worked

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(REVISED TO INCORPORATE ECONOMIC INCREASE - EFFECTIVE JULY 1, 2014)

Summary of Contributions contained in National Training (NTTF)	
BCA Funds	
National Training (NTTF)	\$0.08
IBB/Union Funds	
National Organizing	\$0.04
National Health & Safety	\$0.05
Union Promotion	\$0.03
National Marketing	\$0.04

All contributions paid on hours earned

(A) = Based on Hours Earned

(B) = Based on Hours Worked

FOOTNOTES:

- (1) Pension contribution is comprised of two components, a Basic Pension Deduction and a Special Funding Contribution of \$3.24.
- (2) Rates for First, Second & Third year Apprentices, and Helper are inclusive of the Collective Agreement Rate plus the "Special Funding Contribution" for the Pension Plan.
- (3) See above for breakdown of National Training.