



April 19, 2012

NOTICE OF UPDATES
BRITISH COLUMBIA (LOCAL 359)
REVISED WAGE & BENEFIT SCHEDULE
PLEASE ENSURE YOUR PAYROLL DEPARTMENTS ARE NOTIFIED

APPENDIX "A": BRITISH COLUMBIA (LOCAL 359)

Please see the attached wage and benefit schedule that reflects the following changes.

Wage & Benefit Schedule

Effective May 6, 2012 the scheduled \$1.50 increase will not increase base wage rates but will instead be allocated to the Boilermaker Lodge 359 Pension Trust Fund. The Pension contribution will increase to \$7.75/hour earned.

Wage rates to increase by \$0.01/hour. In 2010, the Local contributed \$0.10/hour from their economic increase to the Apprenticeship & Trade Advancement Fund. Effective May 6, 2012, it is being reduced by \$0.01/hour to \$0.09/hour. This \$0.01/hour will be redirected to the base wage rates and will in turn be deducted from the employee for the Canadian Building Trades. This employee deduction can be remitted to the BCA/IBB Administrator. Please see British Columbia (Local 359) – Appendix "A" (Attached) for the new rates.

Pension Contribution

Increase to \$7.75

Apprenticeship & Trade Advancement

Effective May 6, 2012, the Apprenticeship and Trade Advancement Fund will decrease by \$0.01/hour to \$0.48/hour earned.

In 2010, the Local contributed \$0.10/hour from their economic increase to the Apprenticeship & Trade Advancement Fund. Effective May 6, 2012, it is being reduced by \$0.01/hour to \$0.09/hour. This \$0.01/hour will be redirected to the base wage rates and will in turn be deducted from the employee for the Canadian Building Trades.

Promotion Fund

Effective May 6, 2012 the Promotion Fund will decrease by \$0.02/hour earned to \$0.11/hour earned. This \$0.02/hour earned will be redirected to the Western Canada Boilermaker Advantage Fund (under the National Training category).

National Training Category – Increase to \$0.30 cents (Includes the following changes):

National Training Trust Fund: Effective May 6, 2012, an additional \$0.05/hour earned has been approved.

Workforce Planning: Effective May 6, 2012, a contribution of \$0.05/hour earned is directed to the BCA to provide for a Resource Manager/Workforce Planner.

Western Canada Boilermaker Advantage Fund: Effective May 6, 2012, \$0.02/hour earned will be redirected from the Promotion Fund to the Western Canada Boilermaker Advantage Fund.

Canadian Building Trades: Effective May 6, 2012, **\$0.01/hour worked** will be **deducted from each employee** and will be directed to the Canadian Building Trades. This employee deduction can be remitted to the BCA/IBB Administrator.

**APPENDIX "A": BRITISH COLUMBIA
WAGE AND BENEFIT SCHEDULE**

Boilermakers, Welders, Blacksmiths, Fitters, Riggers, General Foreman,
Foreman, Assistant Foreman, Journeyman Apprentice, Helper

(REVISED TO INCORPORATE NTTF CONTRIBUTION CHANGES, WORKFORCE PLANNING & CANADIAN BUILDING TRADES
DEDUCTION - EFFECTIVE MAY 6, 2012)

EFFECTIVE DATE	03-Jul-11	09-Oct-11	06-May-12
GENERAL FOREMAN (J + 18%)	42.28	43.11	43.12
FOREMAN (J + 13%)	40.49	41.28	41.29
JOURNEYMAN RATE (J)	35.83	36.53	36.54
APPRENTICES:			
6TH 1000 HRS (90%)	32.25	32.88	32.89
5TH 1000 HRS (83%)	29.74	30.32	30.33
4TH 1000 HRS (78%)	27.95	28.49	28.50
3RD 1000 HRS (73%)	26.16	26.67	26.68
2ND 1000 HRS (68%)	24.36	24.84	24.85
1ST 1000 HRS (63%)	22.57	23.01	23.02
PRE APPRENTICE (55%)	19.71	20.09	20.10
VACATION PAY	6%	6%	6%
STAT. HOLIDAY PAY	6%	6%	6%
HEALTH & WELFARE	3.49	3.49	3.49
PENSION	6.00	6.25	7.75
APPRENTICESHIP & TRADE ADV. ⁽²⁾	0.49	0.49	0.48
PROMOTION FUND ⁽³⁾	0.13	0.13	0.11
B.C. JURISDICTION PLAN	0.01	0.01	0.01
REHAB. FUND	0.02	0.02	0.02
NATIONAL TRAINING TRUST FUND ⁽¹⁾	0.17	0.17	0.30
MANAGEMENT ADMIN.	0.25	0.25	0.25

(1) Breakdown of National Training funds follows on next page.

(2) Effective May 6, 2012, the Apprenticeship and Trade Advancement fund will decrease by \$0.01/hour.

(3) Effective May 6, 2012, the Promotion fund will decrease by \$0.02/hour and will be redirected to the Western Canada Boilermaker Advantage fund (listed under the National Training Category).

**APPENDIX "A": BRITISH COLUMBIA
WAGE AND BENEFIT SCHEDULE**

Boilermakers, Welders, Blacksmiths, Fitters, Riggers, General Foreman,
Foreman, Assistant Foreman, Journeyman Apprentice, Helper

**(REVISED TO INCORPORATE NTTF CONTRIBUTION CHANGES, WORKFORCE PLANNING & CANADIAN BUILDING TRADES
DEDUCTION - EFFECTIVE MAY 6, 2012)**

EFFECTIVE DATE	03-Jul-11	09-Oct-11	06-May-12
HOURS OF WORK	8	8	8
SHIFT PREMIUM:			
2nd Shift	6.00	6.00	6.00
3rd Shift	6.00	6.00	6.00
OVERTIME		See Article 16:01	
TRANSPORTATION RATE	0.52	0.52	0.53 (Feb 28/12)
SUBSISTENCE (LOA)	\$135/day (Oct 10/10)	\$135/day (Oct 9/11)	\$135/day (Jan 1/12)
ROOM + MEAL ALLOWANCE OF:	\$55.00/day (Oct 10/10)	\$57.50/day (Oct 9/11)	\$60.00/day (Jan 1/12)

Summary of Contributions contained in National Training (NTTF)

National Training (NTTF)	\$0.10 ⁽¹⁾
National Health & Safety	\$0.05
International Union	\$0.03
National Organizing	\$0.04
Workforce Planning	\$0.05 ⁽²⁾
Western Canada Boilermaker Advantage Fund	\$0.02 ⁽³⁾
Canadian Building Trades	\$0.01 ⁽⁴⁾

- (1) Effective May 6, 2012, an additional increase of \$0.05/hour earned has been approved for the National Training Trust Fund (NTTF).
- (2) Effective May 6, 2012, a contribution of \$0.05/hour earned is directed to the BCA to provide for a Resource Manager/Workforce Planner.
- (3) Effective May 6, 2012, \$0.02/hour earned will be redirected from the Promotion fund to the Western Canada Boilermaker Advantage fund.
- (4) Effective May 6, 2012, **\$0.01/hour worked** will be **deducted from each employee** and will be directed to the Canadian Building Trades. (This employee deduction can be remitted to the BCA/IBB Administrator.)