



**BOILERMAKER CONTRACTORS' ASSOCIATION
OF CANADA**

April 29, 2016

IMPORTANT NOTICE
BCA AND IBB LOCAL 128 (ONTARIO)
WAGE & BENEFIT SCHEDULE (ATTACHED) – EFFECTIVE MAY 8, 2016

Please be advised that the Boilermaker Contractors' Association (BCA) and the International Brotherhood of Boilermakers (IBB), Local Lodge 128 (Ontario), have reached a **settlement**.

Attached is the Local 128 (Ontario) Wage and Benefit Schedule with changes **effective May 8, 2016**. The Wage & Benefit Schedule will also be posted to our website later today (<http://www.bcacanada.ca/bca-negotiated-agreements-ontario>).

A communiqué detailing the highlights of the settlement will be communicated next week.

Should you have any questions please contact the BCA Office at (905) 684-2244.

PLEASE ENSURE YOUR PAYROLL DEPARTMENT IS NOTIFIED

**BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS (LOCAL LODGE 128)**

**APPENDIX "E": ONTARIO
WAGE AND BENEFIT SCHEDULE**

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	Employer Contributions (Outside the Total Wage Package)							Total Cost	Employee Deduction			
					(A) Health & Welfare	(A) Pension (1)	(A) Union Promotion	(A) Educational Training	(A) Apprenticeship	(A) National Training (3)	(A) Total Wage Package			(A) Educational Training (4)	(A) Administration & Workforce Planning (6)	(A) De Novo (\$0.04 = \$0.02 from Employer + \$0.02 from Employee)
General Foreperson	May 8, 2016	48.20	4.34	1.45	2.25	8.74	0.39	0.38	0.08	0.36	66.19	0.45	0.31	0.04	66.99	0.01
	May 7, 2017	48.85	4.40	1.47	2.25	8.74	0.39	0.38	0.08	0.36	66.92	0.45	0.31	0.04	67.72	0.01
	May 6, 2018	49.51	4.46	1.49	2.25	8.74	0.39	0.38	0.08	0.36	67.66	0.45	0.31	0.04	68.46	0.01
Foreperson	May 8, 2016	46.20	4.16	1.39	2.25	8.74	0.39	0.38	0.08	0.36	63.95	0.45	0.31	0.04	64.75	0.01
	May 7, 2017	46.85	4.22	1.41	2.25	8.74	0.39	0.38	0.08	0.36	64.68	0.45	0.31	0.04	65.48	0.01
	May 6, 2018	47.51	4.28	1.43	2.25	8.74	0.39	0.38	0.08	0.36	65.42	0.45	0.31	0.04	66.22	0.01
Assistant Foreperson	May 8, 2016	43.20	3.89	1.30	2.25	8.74	0.39	0.38	0.08	0.36	60.59	0.45	0.31	0.04	61.39	0.01
	May 7, 2017	43.85	3.95	1.32	2.25	8.74	0.39	0.38	0.08	0.36	61.32	0.45	0.31	0.04	62.12	0.01
	May 6, 2018	44.51	4.01	1.34	2.25	8.74	0.39	0.38	0.08	0.36	62.06	0.45	0.31	0.04	62.86	0.01
Journeyperson	May 8, 2016	41.20	3.71	1.24	2.25	8.74	0.39	0.38	0.08	0.36	58.35	0.45	0.31	0.04	59.15	0.01
	May 7, 2017	41.85	3.77	1.26	2.25	8.74	0.39	0.38	0.08	0.36	59.08	0.45	0.31	0.04	59.88	0.01
	May 6, 2018	42.51	3.83	1.28	2.25	8.74	0.39	0.38	0.08	0.36	59.82	0.45	0.31	0.04	60.62	0.01
4th Year Apprentice (2) (90%)	May 8, 2016	36.88	3.32	1.11	2.25	8.74	0.39	0.38	0.08	0.36	53.51	0.45	0.31	0.04	54.31	0.01
	May 7, 2017	37.47	3.37	1.12	2.25	8.74	0.39	0.38	0.08	0.36	54.16	0.45	0.31	0.04	54.96	0.01
	May 6, 2018	38.06	3.43	1.14	2.25	8.74	0.39	0.38	0.08	0.36	54.83	0.45	0.31	0.04	55.63	0.01
3rd Year Apprentice (2) (80%)	May 8, 2016	32.56	2.93	0.98	2.25	8.74	0.39	0.38	0.08	0.36	48.67	0.45	0.31	0.04	49.47	0.01
	May 7, 2017	33.08	2.98	0.99	2.25	8.74	0.39	0.38	0.08	0.36	49.25	0.45	0.31	0.04	50.05	0.01
	May 6, 2018	33.61	3.02	1.01	2.25	8.74	0.39	0.38	0.08	0.36	49.84	0.45	0.31	0.04	50.64	0.01
2nd Year Apprentice (2) (70%)	May 8, 2016	28.24	2.54	0.85	2.25	8.74	0.39	0.38	0.08	0.36	43.83	0.45	0.31	0.04	44.63	0.01
	May 7, 2017	28.70	2.58	0.86	2.25	8.74	0.39	0.38	0.08	0.36	44.34	0.45	0.31	0.04	45.14	0.01
	May 6, 2018	29.16	2.62	0.87	2.25	8.74	0.39	0.38	0.08	0.36	44.85	0.45	0.31	0.04	45.65	0.01
1st Year Apprentice (2) (60%)	May 8, 2016	23.92	2.15	0.72	2.25	8.74	0.39	0.38	0.08	0.36	38.99	0.45	0.31	0.04	39.79	0.01
	May 7, 2017	24.31	2.19	0.73	2.25	8.74	0.39	0.38	0.08	0.36	39.43	0.45	0.31	0.04	40.23	0.01
	May 6, 2018	24.71	2.22	0.74	2.25	8.74	0.39	0.38	0.08	0.36	39.87	0.45	0.31	0.04	40.67	0.01

Refer to Footnotes on page 2

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

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**APPENDIX "E": ONTARIO
WAGE AND BENEFIT SCHEDULE**

(REVISED TO INCORPORATE 2016 WAGE ADJUSTMENT - EFFECTIVE MAY 8, 2016)

Effective Date	May 8, 2016	May 7 2017	May 6 2018
Hours of Work	8	8	8
	(See Article 14.00)		
Shift Premium 2nd Shift	1 1/5	1 1/5	1 1/5
3rd Shift	1 1/5	1 1/5	1 1/5
Overtime	2	2	2
Transportation Rate	0.54	Per CRA Rate	Per CRA Rate
<u>Subsistence</u> Southern Ontario	\$119 / Day Worked	\$119 / Day Worked	\$119 / Day Worked
	(Toronto, Sarnia, Hamilton, Kingston Out of Work List Areas)		
<u>Subsistence</u> Northern Ontario	\$125 / Day Worked	\$125 / Day Worked	\$125 / Day Worked
	(Winnipeg, Thunder Bay, Sudbury Out of Work List Areas)		

<u>Summary of Contributions contained in National Training Column (on page 1)</u>	
National Training (NTTF)	\$0.10
Common Arc	\$0.10
<u>IBB/Union Funds</u>	
National Organizing	\$0.04
National Health & Safety	\$0.05
Union Promotion	\$0.03
National Marketing	\$0.04

FOOTNOTES:

- (1) Pension contribution is comprised of two components, a Basic Pension Deduction and a "Special Funding Contribution" of \$2.24. The "Special Funding Contribution" was previously \$3.24 (from 2010 to May 2, 2015).
- (2) Rates for First, Second & Third year Apprentices, and Helper are inclusive of the Collective Agreement Rate plus the "Special Funding Contribution (SFC)" for the Pension Plan. Due to the SFC, Apprentice rates are not a straight percentage of the Journeyman Wage Rate.
- (3) See above for breakdown of National Training.
- (4) (a) Effective June 23, 2013, the Educational Training Fund increased by \$0.30 for the province of Ontario. This increase is outside the total wage package until April 30, 2019.
(b) **Effective May 8, 2016, the Educational Training Fund will increase by an additional \$0.15 for the province of Ontario to provide for training expense reimbursements. Effective April 30, 2019, this additional \$0.15 to Educational Training (outside the total wage package) will be sun-setted and subject to review and discussion at that time.**
- (5) Effective June 23, 2013, \$0.01/hour worked will be deducted from each employee and will be directed to Helmets to Hardhats (H2H). This employee deduction can be remitted to the BCA/IBB Administrator (Boilermaker National Benefit Funds).
- (6) Effective May 6, 2012, a contribution of \$0.05/hour, directed to the BCA to provide for a Resource Manager/Workforce Planning.

NOTES

Employee Deduction
Helmets to Hardhats (H2H) \$0.01 PER HOUR WORKED

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