



May 4, 2016

**IMPORTANT NOTICE**  
**NEWFOUNDLAND & LABRADOR - IBB LOCAL 203**  
**WAGE & BENEFIT SCHEDULE (ATTACHED) – EFFECTIVE MAY 8, 2016**

Please be advised that the Boilermaker Contractors' Association (BCA), Construction Labour Relations Association of Newfoundland and Labrador Inc. (CLRA-NL & LAB) and the International Brotherhood of Boilermakers (IBB), Local Lodge 203 (Newfoundland & Labrador), have reached a settlement.

Attached is the Local 203 (Newfoundland & Labrador) 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-newfoundland-and-labrador>).

A communiqué detailing the highlights of the settlement will be communicated in the next few weeks.

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 203)**

**APPENDIX "A": NEWFOUNDLAND & LABRADOR  
WAGE AND BENEFIT SCHEDULE**

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 8%	Statutory Holiday Pay 4%	(A)										Employer Contributions (Outside the Total Wage Package)				Employee Deduction
					Health & Welfare	Pension (1)	Educational Training	Apprenticeship	National Training (3)	Bldg. Trades Contrib.	Employee Assistance Program (EAP)	Building Fund	Benevolent Fund**	Total Wage Package	NL Job Promo.	Educational Training (4)	Administration & Workforce Planning (5)	Total Cost	Helmets to Hardhats (H2H) (6)
General Foreperson	May 8, 2016	40.91	3.27	1.64	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	56.12	0.85	0.15	0.60	57.72	0.01
	May 7, 2017	40.91	3.27	1.64	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	56.12	0.85	0.15	0.60	57.72	0.01
	<b>*Please Note: The Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018</b>																		
	*May 6, 2018	40.91	3.27	1.64	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	56.12	0.85	0.15	0.60	57.72	0.01
	*May 5, 2019	40.91	3.27	1.64	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	56.12	0.85	0.15	0.60	57.72	0.01
*May 3, 2020	40.91	3.27	1.64	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	56.12	0.85	0.15	0.60	57.72	0.01	
Foreperson	May 8, 2016	39.81	3.18	1.59	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	54.88	0.85	0.15	0.60	56.48	0.01
	May 7, 2017	39.81	3.18	1.59	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	54.88	0.85	0.15	0.60	56.48	0.01
	<b>*Please Note: The Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018</b>																		
	*May 6, 2018	39.81	3.18	1.59	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	54.88	0.85	0.15	0.60	56.48	0.01
	*May 5, 2019	39.81	3.18	1.59	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	54.88	0.85	0.15	0.60	56.48	0.01
*May 3, 2020	39.81	3.18	1.59	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	54.88	0.85	0.15	0.60	56.48	0.01	
Assistant Foreperson	May 8, 2016	38.46	3.08	1.54	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	53.38	0.85	0.15	0.60	54.98	0.01
	May 7, 2017	38.46	3.08	1.54	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	53.38	0.85	0.15	0.60	54.98	0.01
	<b>*Please Note: The Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018</b>																		
	*May 6, 2018	38.46	3.08	1.54	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	53.38	0.85	0.15	0.60	54.98	0.01
	*May 5, 2019	38.46	3.08	1.54	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	53.38	0.85	0.15	0.60	54.98	0.01
*May 3, 2020	38.46	3.08	1.54	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	53.38	0.85	0.15	0.60	54.98	0.01	
Journeyperson	May 8, 2016	36.76	2.94	1.47	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	51.47	0.85	0.15	0.60	53.07	0.01
	May 7, 2017	36.76	2.94	1.47	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	51.47	0.85	0.15	0.60	53.07	0.01
	<b>*Please Note: The Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018</b>																		
	*May 6, 2018	36.76	2.94	1.47	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	51.47	0.85	0.15	0.60	53.07	0.01
	*May 5, 2019	36.76	2.94	1.47	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	51.47	0.85	0.15	0.60	53.07	0.01
*May 3, 2020	36.76	2.94	1.47	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	51.47	0.85	0.15	0.60	53.07	0.01	
3rd Year Apprentice (2) 90%	May 8, 2016	32.95	2.64	1.32	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	47.21	0.85	0.15	0.60	48.81	0.01
	May 7, 2017	32.95	2.64	1.32	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	47.21	0.85	0.15	0.60	48.81	0.01
	<b>*Please Note: The Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018</b>																		
	*May 6, 2018	32.95	2.64	1.32	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	47.21	0.85	0.15	0.60	48.81	0.01
	*May 5, 2019	32.95	2.64	1.32	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	47.21	0.85	0.15	0.60	48.81	0.01
*May 3, 2020	32.95	2.64	1.32	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	47.21	0.85	0.15	0.60	48.81	0.01	
2nd Year Apprentice (2) 75%	May 8, 2016	27.24	2.18	1.09	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	40.81	0.85	0.15	0.60	42.41	0.01
	May 7, 2017	27.24	2.18	1.09	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	40.81	0.85	0.15	0.60	42.41	0.01
	<b>*Please Note: The Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018</b>																		
	*May 6, 2018	27.24	2.18	1.09	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	40.81	0.85	0.15	0.60	42.41	0.01
	*May 5, 2019	27.24	2.18	1.09	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	40.81	0.85	0.15	0.60	42.41	0.01
*May 3, 2020	27.24	2.18	1.09	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	40.81	0.85	0.15	0.60	42.41	0.01	
1st Year Apprentice (2) 60%	May 8, 2016	21.52	1.72	0.86	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	34.40	0.85	0.15	0.60	36.00	0.01
	May 7, 2017	21.52	1.72	0.86	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	34.40	0.85	0.15	0.60	36.00	0.01
	<b>*Please Note: The Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018</b>																		
	*May 6, 2018	21.52	1.72	0.86	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	34.40	0.85	0.15	0.60	36.00	0.01
	*May 5, 2019	21.52	1.72	0.86	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	34.40	0.85	0.15	0.60	36.00	0.01
*May 3, 2020	21.52	1.72	0.86	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	34.40	0.85	0.15	0.60	36.00	0.01	

\*\*Benevolent Fund to be remitted directly to the Union.

Refer to Footnotes on page 2

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

**BOILERMAKER CONTRACTORS' ASSOCIATION &  
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,  
FORGERS AND HELPERS (LOCAL LODGE 203)  
APPENDIX "A": NEWFOUNDLAND & LABRADOR  
WAGE AND BENEFIT SCHEDULE**

(REVISED TO INCORPORATE AGREEMENT RE: CHANGES TO NEWFOUNDLAND JOB PROMOTION FUND (NLJPF) & EDUCATIONAL TRAINING FUND AMOUNTS - EFFECTIVE MAY 8, 2015)

Effective Date	May 8, 2016	May 7, 2017	*May 6, 2018	*May 5, 2019	*May 3, 2020
Hours of Work	8	8	8	8	8
Shift Premium					
2nd Shift	1 1/5	1 1/5	1 1/5	1 1/5	1 1/5
3rd Shift	1 1/5	1 1/5	1 1/5	1 1/5	1 1/5
Overtime	2	2	2	2	2
Transportation Rate	0.68	0.68	0.68	0.68	0.68
Subsistence	\$88 / Cal Day	\$88 / Cal Day	\$88 / Cal Day	\$88 / Cal Day	\$88 / Cal Day

\*Please Note: Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018.

<u>Summary of Contributions contained in National Training Column (on page 1)</u>	
National Training (NTTF)	\$0.10
<u>IBB/Union Funds</u>	
National Organizing	\$0.04
Promotion	\$0.03
National Marketing	\$0.04
Leap Fund	\$0.02

**FOOTNOTES:**

- (1) Pension contribution is comprised of two components, a Basic Pension Deduction and a "Special Funding Contribution" of \$1.50. The "Special Funding Contribution" was previously \$2.50 (from 2010 to May 2, 2015).
- (2) Rates for First, Second & Third year Apprentices 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 Journeyperson wage rate.
- (3) See above for breakdown of National Training.
- (4) **Effective May 8, 2016, \$0.15 from the Newfoundland Job Promotion Fund (NLJPF) will be redirected to the Educational Training Fund to provide for training expense reimbursements. Effective April 30, 2018, this \$0.15 redirected to the Educational Training (outside the total wage package) will be sun-setted and subject to review and discussion at that time.**
- (5) Effective May 6, 2012, a contribution of \$0.05/hour, directed to the BCA to provide for a Resource Manager/Workforce Planning.
- (6) Effective May 3, 2015, \$0.01/hour worked will be deducted from each employee and will be directed to Helmets to Hardhats (H2H) (previously Canadian Building Trades). This employee deduction can be remitted to the BCA/IBB Administrator (Boilermaker National Benefit Funds).

**NOTES**

**Employee Deduction**

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

Refer to Footnotes on page 2

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