



**BOILERMAKER CONTRACTORS' ASSOCIATION
OF CANADA**

December 19, 2016

**CLARIFICATION NOTICE: Calculation of Boilermaker Apprentice Wage Rates
Under the Alberta NMA (EFFECTIVE JANUARY 1, 2017)**

NOTE: This notice is relevant to those BCA of Alberta Member Contractors working under the Alberta National Maintenance Agreement.

The wage formula for boilermaker apprentices working under the Alberta NMA **differs** from the wage formula for boilermaker apprentices working under the Field Construction Work Agreement between the BCA and IBB Local Lodge 146 **due to the individual worker "purchasing" benefits at hours earned instead of hours worked.**

The \$1.15/hour reduction negotiated for the Boilermakers to keep their benefits at hours earned versus hours worked is standard across all classifications; therefore, the full \$1.15/hour is taken from the NMA Apprentice Rate.

The calculations are listed below:

	<u>3rd Year</u>	<u>2nd Year</u>	<u>1st Year</u>
Journeyman field construction wage rate (effective January 1, 2017)	\$ 44.81	\$ 44.81	\$ 44.81
Add: Pension Special Funding contribution (see Note 1)	1.82	1.82	1.82
Adjusted Journeyman field construction wage rate	46.63	46.63	46.63
Less: NMA wage rate reduction	(0.75)	(0.75)	(0.75)
Journeyman NMA wage rate (effective January 1, 2017)	45.88	45.88	45.88
Multiply by: Apprenticeship Year % calculation	90%	75%	60%
Apprentice NMA wage rate before adjustments	41.29	34.41	27.53
Less: Pension Special Funding contribution (see Note 1)	(1.82)	(1.82)	(1.82)
Apprentice NMA wage rate before adjustment for purchase of benefits at hours earned	39.47	32.59	25.71
Less: Negotiated reduction for purchase of benefits at hours earned	(1.15)	(1.15)	(1.15)
Apprentice NMA wage rates (effective January 1, 2017)	\$ 38.32	\$ 31.44	\$ 24.56

NOTE 1: The Pension Special Funding contribution of \$2.00/hour is reduced by the 6% vacation pay and 4% journeyman pay for apprentices.

If you have any questions, please contact the BCA office at 905-684-2244.

PLEASE ENSURE A COPY OF THIS NOTICE IS PROVIDED TO YOUR PAYROLL DEPARTMENT

If there is a payroll contact that you wish to include for future notices, please email info@bcacanada.ca.