

March 03, 2017

IMPORTANT NOTICE: BRITISH COLUMBIA – LOCAL 359
ENABLEMENT ACCEPTANCE EFFECTIVE MARCH 5, 2017
AND CHANGES TO BC WAGE AND BENEFIT SCHEDULE

Dear BCA of British Columbia Contractor:

Please be advised that the BCA and IBB have jointly agreed to Letters of Understanding that shall form part of the existing BCA and IBB, Local Lodge 359 Collective Agreement between the parties and that this agreement does not diminish any rights that the Employer, employees or the Union have under the Collective Agreement.

In accordance with Article 26.00 – Enabling Clause, the parties agreed to the following amendments to the existing BCA and IBB, Local Lodge 359 Collective Agreement, notwithstanding that all past, present and future Project Labour Agreements, Special Needs Agreements, Letters of Understanding or any other agreements negotiated prior to the expiration of the existing BCA and IBB, Local Lodge 359 Collective Agreement shall be bound by the terms of the un-enabled Wage Appendix A:

Amend Article 3.07 (a) paragraph 3 to read:

Journey person Crew Requirements

TOTAL	EMPLOYER	UNION
One	---	One
Two	One	One
Three	Two	One
Four	Two	Two
Five	Two	Three
Six	Two	Four
Seven	Three	Four
Eight	Three	Five
Nine	Three	Six
Ten	Three	Seven
Eleven	Four	Seven
Twelve	Four	Eight
Thirteen	Four	Nine
Fourteen	Four	Ten
Fifteen	Five	Ten
Sixteen	Five	Eleven
Seventeen	Five	Twelve
Eighteen	Five	Thirteen
Nineteen	Five	Fourteen
Twenty	Five	Fifteen

Amend Article 2.08 to read:

When a tool crib is established by an Employer on a job in which their work is predominantly Boilermaker jurisdiction, and an attendant is required, they shall be a member of the Union. **The Employer must make every attempt to first hire attendants from the Unions out of work Tool Crib list and not simply appoint an attendant from the dispatched crew. Once the Unions out of work Tool Crib list is exhausted then the employer is free to appoint an attendant from the existing crew.** The necessity of a tool crib and/or an attendant will be determined by the Employer.

Amend Article 4.04 to add as paragraph 4:

Employees subject to lay off shall so be informed while on the job site. Employees shall not be laid off by phone call, text message or email or any other alternative method of communication.

Amend Article 7.02 to read:

Where job and climatic conditions warrant, the Employer shall provide clean and adequately-heated lunch and change room with benches and tables. Where practical, a separate change area shall be provided. The Contractor will advise the Union when conditions do not permit a separate change area. **A refrigerator and microwave oven will be provided on all projects.** Areas required for eating and changing shall be kept free of tool and equipment. Personal effects of the employees shall be covered by fire insurance up to the amount of four hundred dollars (\$400.00) in each individual case, such insurance to be paid by the Employer.

Amend Article 7.08 to read:

The parties agree that the Construction Industry of British Columbia Substance Abuse Testing and Treatment Program Policy will apply on all work sites. **All employees in the bargaining unit subject to pre-access Drug and Alcohol testing or ongoing return to work tests only will be paid one (1) hour pay at regular rate, this amount is to be paid on the first pay period for a successful test. This clause may be waived by the Business Manager.**

Amend Article 14.03 to add as paragraph 3:

An employee shall not be required to work during their regular scheduled rest or work (coffee) break except in emergency or special circumstances, in which case, they will receive a reassigned rest or work (coffee) break. If this break falls outside the regular rest or work (coffee) break established on the job, they shall receive an additional allowance of ten (10) or fifteen (15) minutes pay at straight time rates which shall be in addition to their regular straight time hours.

Amend Article 16.01 (d) to add as paragraph 2:

In circumstances when a Recognized Holiday falls within a compressed work week and whereby less than 40 hours (4 – 10's) are worked within that compressed work week, all hours worked beyond 8 hours per day for each day worked within the short week shall be paid at the appropriate over time rates as stated in Article 16.01 (a).

Amend Article 19.01 (c)(vi) to add as paragraph 2:

Failure to pay initial and final travel expenses within the prescribed time limit shall cause a penalty of twenty dollars (\$20.00) per day, per affected employee, to be added to the initial and final expense. However, it is recognized that there may be extenuating circumstances making it impractical for the Employer to comply with this provision and in that case, the Business Manager shall be empowered to waive the employee's right to grieve.

Amend Article 20.02(b) paragraph 6 to read:

No other costs will be borne by the Employer for Employees choosing the LOA option. The parties further agree that the living out allowance on option (a) will increase to one-hundred and forty dollars (\$140.00) per day effective May 3, 2015, one-hundred and forty-five dollars (\$145.00) per day effective May 7, 2017 and one-hundred and fifty dollars (\$150.00) per day effective May 5, 2019. The meal allowance on option (b) will increase to sixty five dollars (\$65.00) per day effective **the first Sunday of the month following the signing of this Letter of Understanding and sixty seven dollars and fifty cents (\$67.50) per day effective May 6, 2018.**

At the conclusion of the current 2014 - 2020 Collective Agreement between the parties, all terms and conditions listed herein shall form a permanent part of this current Collective Agreement.

Wages Appendix Amendments:

May 7, 2017 - **\$0.00 increase** on Total Wage Package

May 6, 2018 - **\$0.90 increase** on Total Wage Package

May 5, 2019 - **\$0.90 increase** on Total Wage Package

May 3, 2020 - **\$1.80 increase** on Total Wage Package (subject to wage review in January 2020 by both parties taking into consideration market conditions)

The Wage and Benefit Schedule has been revised to reflect these changes. Please note that the revisions to the Wage and Benefit Schedule are **effective March 5, 2017.**

Please ensure you are using the attached Wage and Benefit Schedule with a revision date of **March 3, 2017** in the bottom right hand corner.

The revised Wage and Benefit Schedule will be posted to our website today at <http://www.bccanada.ca/bca-negotiated-agreements-british-columbia> , under the 'Current Wage and Benefit Schedule' header.

Lump Sum Payment

The parties agree to the one-time lump sum payment by the BCA of British Columbia to the Lodge 359 Apprenticeship and Trade Advancement Fund in the amount of five hundred dollars (\$500.00) per active field construction member of the bargaining unit as at the date of the Letters of Understanding.

**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@bccanada.ca.

**BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS (LOCAL LODGE 359)**

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

(REVISED FOR CHANGES TO THE HOURLY WAGE RATE AND MEAL ALLOWANCE - EFFECTIVE MARCH 5, 2017)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 6%	(A)								Employer Contributions (Outside the Total Wage Package)		Employee Deduction
					Health & Welfare	Pension	Promotion Fund	Apprentshp & Trade Advancmnt (2)	BC Jurisdiction Plan	Rehabilitation Fund	National Training (1)	Total Wage Package	Management Administration & Workforce Planning (3)	Total Cost	Canadian Building Trades
General Foreperson (J + 18%)	May 4, 2014	46.64	2.80	2.80	3.49	7.75	0.11	0.64	0.01	0.02	0.24	64.50	0.30	64.80	0.01
	May 3, 2015	48.47	2.91	2.91	3.49	7.75	0.11	0.70	0.01	0.02	0.24	66.61	0.30	66.91	0.01
	May 1, 2016	50.30	3.02	3.02	3.49	7.75	0.11	0.76	0.01	0.02	0.24	68.72	0.30	69.02	0.01
	June 5, 2016	50.29	3.02	3.02	3.49	7.75	0.13	0.77	0.01	0.02	0.22	68.72	0.30	69.02	0.00
	May 7, 2017	50.29	3.02	3.02	3.49	7.75	0.13	0.77	0.01	0.02	0.22	68.72	0.30	69.02	0.00
	May 6, 2018	51.24	3.07	3.07	3.49	7.75	0.13	0.77	0.01	0.02	0.22	69.77	0.30	70.07	0.00
	May 5, 2019	52.20	3.13	3.13	3.49	7.75	0.13	0.77	0.01	0.02	0.22	70.85	0.30	71.15	0.00
	May 3, 2020	54.09	3.25	3.25	3.49	7.75	0.13	0.77	0.01	0.02	0.22	72.98	0.30	73.28	0.00
Foreperson (J + 13%)	May 4, 2014	44.67	2.68	2.68	3.49	7.75	0.11	0.64	0.01	0.02	0.24	62.29	0.30	62.59	0.01
	May 3, 2015	46.42	2.79	2.79	3.49	7.75	0.11	0.70	0.01	0.02	0.24	64.32	0.30	64.62	0.01
	May 1, 2016	48.17	2.89	2.89	3.49	7.75	0.11	0.76	0.01	0.02	0.24	66.33	0.30	66.63	0.01
	June 5, 2016	48.16	2.89	2.89	3.49	7.75	0.13	0.77	0.01	0.02	0.22	66.33	0.30	66.63	0.00
	May 7, 2017	48.16	2.89	2.89	3.49	7.75	0.13	0.77	0.01	0.02	0.22	66.33	0.30	66.63	0.00
	May 6, 2018	49.06	2.94	2.94	3.49	7.75	0.13	0.77	0.01	0.02	0.22	67.33	0.30	67.63	0.00
	May 5, 2019	49.99	3.00	3.00	3.49	7.75	0.13	0.77	0.01	0.02	0.22	68.38	0.30	68.68	0.00
	May 3, 2020	51.80	3.11	3.11	3.49	7.75	0.13	0.77	0.01	0.02	0.22	70.41	0.30	70.71	0.00
Journeyperson	May 4, 2014	39.53	2.37	2.37	3.49	7.75	0.11	0.64	0.01	0.02	0.24	56.53	0.30	56.83	0.01
	May 3, 2015	41.08	2.46	2.46	3.49	7.75	0.11	0.70	0.01	0.02	0.24	58.32	0.30	58.62	0.01
	May 1, 2016	42.63	2.56	2.56	3.49	7.75	0.11	0.76	0.01	0.02	0.24	60.13	0.30	60.43	0.01
	June 5, 2016	42.62	2.56	2.56	3.49	7.75	0.13	0.77	0.01	0.02	0.22	60.13	0.30	60.43	0.00
	May 7, 2017	42.62	2.56	2.56	3.49	7.75	0.13	0.77	0.01	0.02	0.22	60.13	0.30	60.43	0.00
	May 6, 2018	43.42	2.61	2.61	3.49	7.75	0.13	0.77	0.01	0.02	0.22	61.03	0.30	61.33	0.00
	May 5, 2019	44.24	2.65	2.65	3.49	7.75	0.13	0.77	0.01	0.02	0.22	61.93	0.30	62.23	0.00
	May 3, 2020	45.84	2.75	2.75	3.49	7.75	0.13	0.77	0.01	0.02	0.22	63.73	0.30	64.03	0.00
Apprentices: 6th 1000 Hrs (90%)	May 4, 2014	35.58	2.13	2.13	3.49	7.75	0.11	0.64	0.01	0.02	0.24	52.10	0.30	52.40	0.01
	May 3, 2015	36.97	2.22	2.22	3.49	7.75	0.11	0.70	0.01	0.02	0.24	53.73	0.30	54.03	0.01
	May 1, 2016	38.37	2.30	2.30	3.49	7.75	0.11	0.76	0.01	0.02	0.24	55.35	0.30	55.65	0.01
	June 5, 2016	38.36	2.30	2.30	3.49	7.75	0.13	0.77	0.01	0.02	0.22	55.35	0.30	55.65	0.00
	May 7, 2017	38.36	2.30	2.30	3.49	7.75	0.13	0.77	0.01	0.02	0.22	55.35	0.30	55.65	0.00
	May 6, 2018	39.08	2.34	2.34	3.49	7.75	0.13	0.77	0.01	0.02	0.22	56.15	0.30	56.45	0.00
	May 5, 2019	39.82	2.39	2.39	3.49	7.75	0.13	0.77	0.01	0.02	0.22	56.99	0.30	57.29	0.00
	May 3, 2020	41.26	2.48	2.48	3.49	7.75	0.13	0.77	0.01	0.02	0.22	58.61	0.30	58.91	0.00
5th 1000 Hrs (83%)	May 4, 2014	32.81	1.97	1.97	3.49	7.75	0.11	0.64	0.01	0.02	0.24	49.01	0.30	49.31	0.01
	May 3, 2015	34.10	2.05	2.05	3.49	7.75	0.11	0.70	0.01	0.02	0.24	50.52	0.30	50.82	0.01
	May 1, 2016	35.38	2.12	2.12	3.49	7.75	0.11	0.76	0.01	0.02	0.24	52.00	0.30	52.30	0.01
	June 5, 2016	35.37	2.12	2.12	3.49	7.75	0.13	0.77	0.01	0.02	0.22	52.00	0.30	52.30	0.00
	May 7, 2017	35.37	2.12	2.12	3.49	7.75	0.13	0.77	0.01	0.02	0.22	52.00	0.30	52.30	0.00
	May 6, 2018	36.04	2.16	2.16	3.49	7.75	0.13	0.77	0.01	0.02	0.22	52.75	0.30	53.05	0.00
	May 5, 2019	36.72	2.20	2.20	3.49	7.75	0.13	0.77	0.01	0.02	0.22	53.51	0.30	53.81	0.00
	May 3, 2020	38.05	2.28	2.28	3.49	7.75	0.13	0.77	0.01	0.02	0.22	55.00	0.30	55.30	0.00
4th 1000 Hrs (78%)	May 4, 2014	30.84	1.85	1.85	3.49	7.75	0.11	0.64	0.01	0.02	0.24	46.80	0.30	47.10	0.01
	May 3, 2015	32.04	1.92	1.92	3.49	7.75	0.11	0.70	0.01	0.02	0.24	48.20	0.30	48.50	0.01
	May 1, 2016	33.25	2.00	2.00	3.49	7.75	0.11	0.76	0.01	0.02	0.24	49.63	0.30	49.93	0.01
	June 5, 2016	33.24	1.99	1.99	3.49	7.75	0.13	0.77	0.01	0.02	0.22	49.61	0.30	49.91	0.00
	May 7, 2017	33.24	1.99	1.99	3.49	7.75	0.13	0.77	0.01	0.02	0.22	49.61	0.30	49.91	0.00
	May 6, 2018	33.87	2.03	2.03	3.49	7.75	0.13	0.77	0.01	0.02	0.22	50.32	0.30	50.62	0.00
	May 5, 2019	34.51	2.07	2.07	3.49	7.75	0.13	0.77	0.01	0.02	0.22	51.04	0.30	51.34	0.00
	May 3, 2020	35.76	2.15	2.15	3.49	7.75	0.13	0.77	0.01	0.02	0.22	52.45	0.30	52.75	0.00
3rd 1000 Hrs (73%)	May 4, 2014	28.86	1.73	1.73	3.49	7.75	0.11	0.64	0.01	0.02	0.24	44.58	0.30	44.88	0.01
	May 3, 2015	29.99	1.80	1.80	3.49	7.75	0.11	0.70	0.01	0.02	0.24	45.91	0.30	46.21	0.01
	May 1, 2016	31.12	1.87	1.87	3.49	7.75	0.11	0.76	0.01	0.02	0.24	47.24	0.30	47.54	0.01
	June 5, 2016	31.11	1.87	1.87	3.49	7.75	0.13	0.77	0.01	0.02	0.22	47.24	0.30	47.54	0.00
	May 7, 2017	31.11	1.87	1.87	3.49	7.75	0.13	0.77	0.01	0.02	0.22	47.24	0.30	47.54	0.00
	May 6, 2018	31.70	1.90	1.90	3.49	7.75	0.13	0.77	0.01	0.02	0.22	47.89	0.30	48.19	0.00
	May 5, 2019	32.30	1.94	1.94	3.49	7.75	0.13	0.77	0.01	0.02	0.22	48.57	0.30	48.87	0.00
	May 3, 2020	33.46	2.01	2.01	3.49	7.75	0.13	0.77	0.01	0.02	0.22	49.87	0.30	50.17	0.00

**BOILERMAKER CONTRACTORS' ASSOCIATION &
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Refer to Footnotes on page 2

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

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

(REVISED FOR CHANGES TO THE HOURLY WAGE RATE AND MEAL ALLOWANCE - EFFECTIVE MARCH 5, 2017)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 6%	Employer Contributions (Outside the Total Wage Package)								Employee Deduction		
					(A) Health & Welfare	(A) Pension	(A) Promotion Fund	(A) Apprntrshp & Trade Advancmnt (2)	(A) BC Jurisdiction Plan	(A) Rehabilitation Fund	(A) National Training (1)	(A) Total Wage Package	(A) Management Administration & Workforce Planning (3)	(A) Total Cost	(B) Canadian Building Trades (4)
2nd 1000 Hrs (68%)	May 4, 2014	26.88	1.61	1.61	3.49	7.75	0.11	0.64	0.01	0.02	0.24	42.36	0.30	42.66	0.01
	May 3, 2015	27.94	1.68	1.68	3.49	7.75	0.11	0.70	0.01	0.02	0.24	43.62	0.30	43.92	0.01
	May 1, 2016	28.99	1.74	1.74	3.49	7.75	0.11	0.76	0.01	0.02	0.24	44.85	0.30	45.15	0.01
	June 5, 2016	28.98	1.74	1.74	3.49	7.75	0.13	0.77	0.01	0.02	0.22	44.85	0.30	45.15	0.00
	May 7, 2017	28.98	1.74	1.74	3.49	7.75	0.13	0.77	0.01	0.02	0.22	44.85	0.30	45.15	0.00
	May 6, 2018	29.53	1.77	1.77	3.49	7.75	0.13	0.77	0.01	0.02	0.22	45.46	0.30	45.76	0.00
	May 5, 2019	30.08	1.80	1.80	3.49	7.75	0.13	0.77	0.01	0.02	0.22	46.07	0.30	46.37	0.00
	May 3, 2020	31.17	1.87	1.87	3.49	7.75	0.13	0.77	0.01	0.02	0.22	47.30	0.30	47.60	0.00
	1st 1000 Hrs (63%)	May 4, 2014	24.91	1.49	1.49	3.49	7.75	0.11	0.64	0.01	0.02	0.24	40.15	0.30	40.45
May 3, 2015		25.88	1.55	1.55	3.49	7.75	0.11	0.70	0.01	0.02	0.24	41.30	0.30	41.60	0.01
May 1, 2016		26.86	1.61	1.61	3.49	7.75	0.11	0.76	0.01	0.02	0.24	42.46	0.30	42.76	0.01
June 5, 2016		26.85	1.61	1.61	3.49	7.75	0.13	0.77	0.01	0.02	0.22	42.46	0.30	42.76	0.00
May 7, 2017		26.85	1.61	1.61	3.49	7.75	0.13	0.77	0.01	0.02	0.22	42.46	0.30	42.76	0.00
May 6, 2018		27.35	1.64	1.64	3.49	7.75	0.13	0.77	0.01	0.02	0.22	43.02	0.30	43.32	0.00
May 5, 2019		27.87	1.67	1.67	3.49	7.75	0.13	0.77	0.01	0.02	0.22	43.60	0.30	43.90	0.00
May 3, 2020		28.88	1.73	1.73	3.49	7.75	0.13	0.77	0.01	0.02	0.22	44.73	0.30	45.03	0.00
Pre Apprentice (55%)		May 4, 2014	21.75	1.31	1.31	3.49	7.75	0.11	0.64	0.01	0.02	0.24	36.63	0.30	36.93
	May 3, 2015	22.60	1.36	1.36	3.49	7.75	0.11	0.70	0.01	0.02	0.24	37.64	0.30	37.94	0.01
	May 1, 2016	23.45	1.41	1.41	3.49	7.75	0.11	0.76	0.01	0.02	0.24	38.65	0.30	38.95	0.01
	June 5, 2016	23.44	1.41	1.41	3.49	7.75	0.13	0.77	0.01	0.02	0.22	38.65	0.30	38.95	0.00
	May 7, 2017	23.44	1.41	1.41	3.49	7.75	0.13	0.77	0.01	0.02	0.22	38.65	0.30	38.95	0.00
	May 6, 2018	23.88	1.43	1.43	3.49	7.75	0.13	0.77	0.01	0.02	0.22	39.13	0.30	39.43	0.00
	May 5, 2019	24.33	1.46	1.46	3.49	7.75	0.13	0.77	0.01	0.02	0.22	39.64	0.30	39.94	0.00
	May 3, 2020	25.21	1.51	1.51	3.49	7.75	0.13	0.77	0.01	0.02	0.22	40.62	0.30	40.92	0.00

Effective Date	May 4, 2014	May 3, 2015	May 1, 2016	Mar 5, 2017	May 7, 2017	May 6, 2018	May 5, 2019
Hours of Work	8	8	8	8	8	8	8
Shift Premium:							
2nd Shift	6.00	6.00	6.00	6.00	6.00	6.00	6.00
3rd Shift	6.00	6.00	6.00	6.00	6.00	6.00	6.00
Overtime	See Article 16.01						
Transportation Rate	0.54	0.55 (Effective Feb 28/15)	0.54 (Effective Feb 28/16)	0.54 (Effective Feb 28/17)	0.54 (Effective Feb 28/17)	TBD PER CRA Feb 28/18	TBD PER CRA Feb 28/19
Subsistence	\$135 / Day	\$140 / Day	\$140 / Day	\$145 / Day	\$145 / Day	\$145 / Day	\$150 / Day
Meal Allowance (when Employer Supplied Room)	\$62.50 / Day	\$62.50 / Day	\$62.50 / Day	\$65.00 / Day	\$65.00 / Day	\$67.50 / Day	\$67.50 / Day

Summary of Contributions contained in National Training (NTTF)	
BCA Funds	
National Training (NTTF)	\$0.10
IBB/Union Funds	
National Health & Safety	\$0.05
International Union	\$0.03
National Organizing	\$0.04

FOOTNOTES:

- See above for breakdown of National Training.
- Effective May 5, 2013, the Apprenticeship and Trade Advancement (ATAC) fund will increase by \$0.16/hour. Effective May 3, 2015 & May 1, 2016 the ATAC Fund will increase by \$0.06 each year. Effective June 5, 2016, the ATAC fund will increase by a further \$0.01.
- Effective May 6, 2012, a contribution of \$0.05/hour, directed to the BCA to provide for a Resource Manager/Workforce Planning.

Refer to Footnotes on page 2

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