



December 20, 2017

IMPORTANT NOTICE

**BCA WORKFORCE PLANNING CONTRIBUTION
EFFECTIVE JANUARY 7, 2018**

The BCA Multi Provincial and BCA of British Columbia Board(s) of Directors have approved a decrease of \$0.02 for the Workforce Planning contribution. **Effective January 7, 2018, the Workforce Planning contribution will decrease** from \$0.05 **to \$0.03/hour earned**.

The following Wage and Benefit Schedule(s) have been updated to reflect this change and are attached for your reference:

- British Columbia (Local 359)
- Saskatchewan (Local 555)
- Manitoba (Local 555)
- Ontario (Local 128)
- Nova Scotia (Mainland) and Prince Edward Island (Local 73)
- Nova Scotia (Cape Breton) (Local 73)
- Newfoundland and Labrador (Local 203)

Alberta (Local 146) is currently on a contribution holiday for the Workforce Planning fund (not attached).

The Wage and Benefit Schedule(s) will also be posted to the BCA website under the '*Current Wage and Benefit Schedule*' header on the respective provincial agreement(s) webpage(s). The British Columbia Employer Remittance Forms for the January work month will be posted to the BCA website in early January.

BCA Upcoming Projects Newsletters:

The BCA will continue to distribute province-specific newsletters quarterly detailing upcoming projects as part of the Workforce Planning initiative.

These province-specific newsletters contain approximately 5-10 upcoming projects that have bid dates for 3 - 6 months in the future. All projects included in the Upcoming Project Newsletters will have a total project value of \$1 million or greater.

These newsletters are intended to assist our member contractors in finding upcoming projects on which they will be able to bid.

The BCA strongly believes in the advantages of a unionized construction industry and supports our member contractors. As such, we ask that double-breasted contractors use the information contained in the Upcoming Project Newsletters solely for bids made by its unionized arm.

If you or an individual from your organization would like to receive these newsletters (and are not currently on our distribution list), please contact the BCA office.

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

**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 WORKFORCE PLANNING CONTRIBUTION DECREASE - EFFECTIVE JANUARY 7, 2018)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 6%	(A)		(A)	(A)	(A)	(A)	(A)	(B)		Total Wage Package	(A)	
					Health & Welfare	Pension	Promotion Fund	Apprentishp & Trade Advancmnt	BC Jurisdiction Plan	Rehabilitation Fund	National Training (1)	Western Canada Boilermaker Advantage Fund (2)	Helmets to Hardhats (3)		Management Administration & Workforce Planning (4)	Total Cost
General Foreperson (J + 18%)	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
	Nov 5, 2017	50.26	3.02	3.02	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	68.72	0.30	69.02
	Jan 7, 2018	50.26	3.02	3.02	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	68.72	0.28	69.00
	May 6, 2018	51.20	3.07	3.07	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	69.76	0.28	70.04
	May 5, 2019	52.14	3.13	3.13	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	70.82	0.28	71.10
	May 3, 2020	54.04	3.24	3.24	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	72.94	0.28	73.22
Foreperson (J + 13%)	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
	Nov 5, 2017	48.13	2.89	2.89	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	66.33	0.30	66.63
	Jan 7, 2018	48.13	2.89	2.89	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	66.33	0.28	66.61
	May 6, 2018	49.03	2.94	2.94	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	67.33	0.28	67.61
	May 5, 2019	49.93	3.00	3.00	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	68.35	0.28	68.63
	May 3, 2020	51.75	3.11	3.11	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	70.39	0.28	70.67
Journeyman	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
	Nov 5, 2017	42.59	2.56	2.56	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	60.13	0.30	60.43
	Jan 7, 2018	42.59	2.56	2.56	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	60.13	0.28	60.41
	May 6, 2018	43.39	2.60	2.60	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	61.01	0.28	61.29
	May 5, 2019	44.19	2.65	2.65	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	61.91	0.28	62.19
	May 3, 2020	45.80	2.75	2.75	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	63.72	0.28	64.00
Apprentices: 6th 1000 Hrs (90%)	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
	Nov 5, 2017	38.33	2.30	2.30	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	55.35	0.30	55.65
	Jan 7, 2018	38.33	2.30	2.30	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	55.35	0.28	55.63
	May 6, 2018	39.05	2.34	2.34	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	56.15	0.28	56.43
	May 5, 2019	39.77	2.39	2.39	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	56.97	0.28	57.25
	May 3, 2020	41.22	2.47	2.47	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	58.58	0.28	58.86
5th 1000 Hrs (83%)	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
	Nov 5, 2017	35.35	2.12	2.12	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	52.01	0.30	52.31
	Jan 7, 2018	35.35	2.12	2.12	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	52.01	0.28	52.29
	May 6, 2018	36.01	2.16	2.16	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	52.75	0.28	53.03
	May 5, 2019	36.68	2.20	2.20	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	53.50	0.28	53.78
	May 3, 2020	38.01	2.28	2.28	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	54.99	0.28	55.27
4th 1000 Hrs (78%)	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
	Nov 5, 2017	33.22	1.99	1.99	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	49.62	0.30	49.92
	Jan 7, 2018	33.22	1.99	1.99	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	49.62	0.28	49.90
	May 6, 2018	33.84	2.03	2.03	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	50.32	0.28	50.60
	May 5, 2019	34.47	2.07	2.07	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	51.03	0.28	51.31
	May 3, 2020	35.72	2.14	2.14	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	52.42	0.28	52.70
3rd 1000 Hrs (73%)	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
	Nov 5, 2017	31.09	1.87	1.87	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	47.25	0.30	47.55
	Jan 7, 2018	31.09	1.87	1.87	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	47.25	0.28	47.53
	May 6, 2018	31.67	1.90	1.90	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	47.89	0.28	48.17
	May 5, 2019	32.26	1.94	1.94	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	48.56	0.28	48.84
	May 3, 2020	33.43	2.01	2.01	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	49.87	0.28	50.15

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 359)**

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

(REVISED FOR WORKFORCE PLANNING CONTRIBUTION DECREASE - EFFECTIVE JANUARY 7, 2018)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 6%	(A) Health & Welfare	(A) Pension	(A) Promotion Fund	(A) Apprtshp & Trade Advancmnt	(A) BC Jurisdiction Plan	(A) Rehabilitation Fund	(A) National Training (1)	(B)		Total Wage Package	Employer Contributions (Outside the Total Wage Package)	
												Western Canada Boilermaker Advantage (2)	Helmets to Hardhats (3)		(A) Management Administration & Workforce Planning (4)	Total Cost
2nd 1000 Hrs (68%)	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
	Nov 5, 2017	28.96	1.74	1.74	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	44.86	0.30	45.16
	Jan 7, 2018	28.96	1.74	1.74	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	44.86	0.28	45.14
	May 6, 2018	29.51	1.77	1.77	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	45.47	0.28	45.75
	May 5, 2019	30.05	1.80	1.80	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	46.07	0.28	46.35
	May 3, 2020	31.14	1.87	1.87	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	47.30	0.28	47.58
1st 1000 Hrs (63%)	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
	Nov 5, 2017	26.83	1.61	1.61	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	42.47	0.30	42.77
	Jan 7, 2018	26.83	1.61	1.61	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	42.47	0.28	42.75
	May 6, 2018	27.34	1.64	1.64	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	43.04	0.28	43.32
	May 5, 2019	27.84	1.67	1.67	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	43.60	0.28	43.88
	May 3, 2020	28.85	1.73	1.73	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	44.73	0.28	45.01
Pre Apprentice (55%)	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
	Nov 5, 2017	23.42	1.41	1.41	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	38.66	0.30	38.96
	Jan 7, 2018	23.42	1.41	1.41	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	38.66	0.28	38.94
	May 6, 2018	23.86	1.43	1.43	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	39.14	0.28	39.42
	May 5, 2019	24.30	1.46	1.46	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	39.64	0.28	39.92
	May 3, 2020	25.19	1.51	1.51	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	40.63	0.28	40.91

Effective Date	Mar 5, 2017	May 7, 2017	Nov 5, 2017	May 6, 2018	May 5, 2019
Hours of Work	8	8	8	8	8
Shift Premium:					
2nd Shift	6.00	6.00	6.00	6.00	6.00
3rd Shift	6.00	6.00	6.00	6.00	6.00
Overtime	See Article 16.01				
Transportation Rate	0.54 (Effective Feb 28/17)	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	\$140 / Day	\$145 / Day	\$145 / Day	\$145 / Day	\$150 / Day
Meal Allowance (when Employer Supplied Room)	\$65.00 / 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:

- (1) See above for breakdown of National Training.
- (2) Effective November 5, 2017, \$0.02 has been redirected from the hourly wage rate to Western Canada Boilermaker Advantage Fund.
- (3) Effective November 5, 2017, \$0.01 has been redirected from the hourly wage rate to Helmets to Hardhats (H2H).
- (4) Effective May 6, 2012, a contribution of \$0.05/hour, directed to the BCA to provide for a Resource Manager/Workforce Planning. **Effective January 7, 2018, this contribution will decrease by \$0.02 to \$0.03/hour.**

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 555)**

**APPENDIX "G": SASKATCHEWAN
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR WORKFORCE PLANNING CONTRIBUTION DECREASE - EFFECTIVE JANUARY 7, 2018)												Employer Contributions (Outside the Total Wage Package)					Employee Deduction
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4.5%	(A) Health & Welfare	(A) Pension (1)	(A) Union Promotion	(A) Educational Training	(A) Apprenticeship	(A) National Training (3)	Total Wage Package	(A) Bldg. Trades Contrib.	(B) CODC Fund	(A) Educational Training (4)	(A) Administration & Workforce Planning (6)	Total Cost	(B) Helmets to Hardhats (H2H) (5)
General Foreperson	May 5, 2013	47.96	3.01	2.16	2.00	7.87	0.10	0.35	0.20	0.26	63.91	0.05	0.06	0.25	0.30	64.57	0.01
	May 4, 2014	49.42	3.10	2.22	2.00	7.87	0.10	0.35	0.20	0.26	65.52	0.05	0.06	0.25	0.30	66.18	0.01
	May 3, 2015	51.82	3.25	2.33	2.00	6.87	0.10	0.35	0.20	0.26	67.18	0.05	0.06	0.25	0.30	67.84	0.01
	May 1, 2016	53.37	3.35	2.40	2.00	6.87	0.10	0.35	0.20	0.26	68.90	0.05	0.06	0.25	0.30	69.56	0.01
	Jan 7, 2018	53.37	3.35	2.40	2.00	6.87	0.10	0.35	0.20	0.26	68.90	0.05	0.06	0.25	0.28	69.54	0.01
Foreperson	May 5, 2013	44.21	2.77	1.99	2.00	7.87	0.10	0.35	0.20	0.26	59.75	0.05	0.06	0.25	0.30	60.41	0.01
	May 4, 2014	45.67	2.86	2.06	2.00	7.87	0.10	0.35	0.20	0.26	61.37	0.05	0.06	0.25	0.30	62.03	0.01
	May 3, 2015	48.07	3.01	2.16	2.00	6.87	0.10	0.35	0.20	0.26	63.02	0.05	0.06	0.25	0.30	63.68	0.01
	May 1, 2016	49.62	3.11	2.23	2.00	6.87	0.10	0.35	0.20	0.26	64.74	0.05	0.06	0.25	0.30	65.40	0.01
	Jan 7, 2018	49.62	3.11	2.23	2.00	6.87	0.10	0.35	0.20	0.26	64.74	0.05	0.06	0.25	0.28	65.38	0.01
Assistant Foreperson	May 5, 2013	40.96	2.57	1.84	2.00	7.87	0.10	0.35	0.20	0.26	56.15	0.05	0.06	0.25	0.30	56.81	0.01
	May 4, 2014	42.42	2.66	1.91	2.00	7.87	0.10	0.35	0.20	0.26	57.77	0.05	0.06	0.25	0.30	58.43	0.01
	May 3, 2015	44.82	2.81	2.02	2.00	6.87	0.10	0.35	0.20	0.26	59.43	0.05	0.06	0.25	0.30	60.09	0.01
	May 1, 2016	46.37	2.91	2.09	2.00	6.87	0.10	0.35	0.20	0.26	61.15	0.05	0.06	0.25	0.30	61.81	0.01
	Jan 7, 2018	46.37	2.91	2.09	2.00	6.87	0.10	0.35	0.20	0.26	61.15	0.05	0.06	0.25	0.28	61.79	0.01
Journeyperson	May 5, 2013	38.96	2.44	1.75	2.00	7.87	0.10	0.35	0.20	0.26	53.93	0.05	0.06	0.25	0.30	54.59	0.01
	May 4, 2014	40.42	2.53	1.82	2.00	7.87	0.10	0.35	0.20	0.26	55.55	0.05	0.06	0.25	0.30	56.21	0.01
	May 3, 2015	42.82	2.69	1.93	2.00	6.87	0.10	0.35	0.20	0.26	57.22	0.05	0.06	0.25	0.30	57.88	0.01
	May 1, 2016	44.37	2.78	2.00	2.00	6.87	0.10	0.35	0.20	0.26	58.93	0.05	0.06	0.25	0.30	59.59	0.01
	Jan 7, 2018	44.37	2.78	2.00	2.00	6.87	0.10	0.35	0.20	0.26	58.93	0.05	0.06	0.25	0.28	59.57	0.01
3rd Year Apprentice (2)	May 5, 2013	34.83	2.18	1.57	2.00	7.87	0.10	0.35	0.20	0.26	49.36	0.05	0.06	0.25	0.30	50.02	0.01
	May 4, 2014	36.14	2.27	1.63	2.00	7.87	0.10	0.35	0.20	0.26	50.82	0.05	0.06	0.25	0.30	51.48	0.01
	May 3, 2015	38.39	2.41	1.73	2.00	6.87	0.10	0.35	0.20	0.26	52.31	0.05	0.06	0.25	0.30	52.97	0.01
	May 1, 2016	39.79	2.49	1.79	2.00	6.87	0.10	0.35	0.20	0.26	53.85	0.05	0.06	0.25	0.30	54.51	0.01
	Jan 7, 2018	39.79	2.49	1.79	2.00	6.87	0.10	0.35	0.20	0.26	53.85	0.05	0.06	0.25	0.28	54.49	0.01
2nd Year Apprentice (2)	May 5, 2013	28.63	1.80	1.29	2.00	7.87	0.10	0.35	0.20	0.26	42.50	0.05	0.06	0.25	0.30	43.16	0.01
	May 4, 2014	29.72	1.86	1.34	2.00	7.87	0.10	0.35	0.20	0.26	43.70	0.05	0.06	0.25	0.30	44.36	0.01
	May 3, 2015	31.75	1.99	1.43	2.00	6.87	0.10	0.35	0.20	0.26	44.95	0.05	0.06	0.25	0.30	45.61	0.01
	May 1, 2016	32.91	2.06	1.48	2.00	6.87	0.10	0.35	0.20	0.26	46.23	0.05	0.06	0.25	0.30	46.89	0.01
	Jan 7, 2018	32.91	2.06	1.48	2.00	6.87	0.10	0.35	0.20	0.26	46.23	0.05	0.06	0.25	0.28	46.87	0.01
1st Year Apprentice (2)	May 5, 2013	22.43	1.41	1.01	2.00	7.87	0.10	0.35	0.20	0.26	35.63	0.05	0.06	0.25	0.30	36.29	0.01
	May 4, 2014	23.31	1.46	1.05	2.00	7.87	0.10	0.35	0.20	0.26	36.60	0.05	0.06	0.25	0.30	37.26	0.01
	May 3, 2015	25.11	1.57	1.13	2.00	6.87	0.10	0.35	0.20	0.26	37.59	0.05	0.06	0.25	0.30	38.25	0.01
	May 1, 2016	26.04	1.63	1.17	2.00	6.87	0.10	0.35	0.20	0.26	38.62	0.05	0.06	0.25	0.30	39.28	0.01
	Jan 7, 2018	26.04	1.63	1.17	2.00	6.87	0.10	0.35	0.20	0.26	38.62	0.05	0.06	0.25	0.28	39.26	0.01
Helper (2)	May 5, 2013	28.63	1.80	1.29	2.00	7.87	0.10	0.35	0.20	0.26	42.50	0.05	0.06	0.25	0.30	43.16	0.01
	May 4, 2014	29.72	1.86	1.34	2.00	7.87	0.10	0.35	0.20	0.26	43.70	0.05	0.06	0.25	0.30	44.36	0.01
	May 3, 2015	31.75	1.99	1.43	2.00	6.87	0.10	0.35	0.20	0.26	44.95	0.05	0.06	0.25	0.30	45.61	0.01
	May 1, 2016	32.91	2.06	1.48	2.00	6.87	0.10	0.35	0.20	0.26	46.23	0.05	0.06	0.25	0.30	46.89	0.01
	Jan 7, 2018	32.91	2.06	1.48	2.00	6.87	0.10	0.35	0.20	0.26	46.23	0.05	0.06	0.25	0.28	46.87	0.01

*Note: Please contact the BCA or IBB offices for information on the rates and remittances applicable in the Northwest Territories.

**BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS (LOCAL LODGE 555)**

**APPENDIX "G": SASKATCHEWAN
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR WORKFORCE PLANNING CONTRIBUTION DECREASE - EFFECTIVE JANUARY 7, 2018)

Effective Date	May 5, 2013	May 4, 2014	May 3, 2015	May 1, 2016
Hours of Work	8	8	8	8
	(See Article 14.00)			
Shift Premium				
2nd Shift	3.75	3.75	3.75	3.75
3rd Shift	3.75	3.75	3.75	3.75
Overtime	(See Article 16.01)			
Transportation Rate	0.54	0.54	0.55	TBD PER CRA
Subsistence	\$130 / Day	\$135 / Day	\$140 / Day	\$145 / Day
	(See Article 20.01)			

Summary of Contributions contained in National Training (NTTF)	
National Training (NTTF)	\$0.10
IBB/Union Funds	
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 \$1.62. The "Special Funding Contribution" was previously \$2.62 (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" for the Pension Plan.
- (3) See above for breakdown of National Training.
- (4) Effective May 1, 2013, the Education and Training Fund will increase by \$0.25 for the province of Saskatchewan. This increase is outside the total wage package until the expiration of the agreement April 30, 2017.
- (5) Effective May 5, 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. **Effective January 7, 2018, this contribution will decrease by \$0.02 to \$0.03/hour.**

NOTES

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

All contributions paid on hours earned with the exception of the employee deduction to Helmets to Hardhats (H2H) & the employer contribution to the CODC, which is paid on hours worked

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 555)**

**APPENDIX "F": MANITOBA
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR WORKFORCE PLANNING CONTRIBUTION DECREASE - EFFECTIVE JANUARY 7, 2018)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4.5%	Employer Contributions (Outside the Total Wage Package)							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)	Total Cost	(B) Helmets to Hardhats (H2H) (5)
General Foreperson	May 5, 2013	41.60	2.50	1.87	2.00	7.87	0.10	0.20	0.20	0.26	56.60	0.25	0.30	57.15	0.01
	May 4, 2014	42.87	2.57	1.93	2.00	7.87	0.10	0.20	0.20	0.26	58.00	0.25	0.30	58.55	0.01
	May 3, 2015	45.07	2.70	2.03	2.00	6.87	0.10	0.20	0.20	0.26	59.43	0.25	0.30	59.98	0.01
	May 1, 2016	46.41	2.78	2.09	2.00	6.87	0.10	0.20	0.20	0.26	60.91	0.25	0.30	61.46	0.01
	Jan 7, 2018	46.41	2.78	2.09	2.00	6.87	0.10	0.20	0.20	0.26	60.91	0.25	0.28	61.44	0.01
Foreperson	May 5, 2013	37.85	2.27	1.70	2.00	7.87	0.10	0.20	0.20	0.26	52.45	0.25	0.30	53.00	0.01
	May 4, 2014	39.12	2.35	1.76	2.00	7.87	0.10	0.20	0.20	0.26	53.86	0.25	0.30	54.41	0.01
	May 3, 2015	41.32	2.48	1.86	2.00	6.87	0.10	0.20	0.20	0.26	55.29	0.25	0.30	55.84	0.01
	May 1, 2016	42.66	2.56	1.92	2.00	6.87	0.10	0.20	0.20	0.26	56.77	0.25	0.30	57.32	0.01
	Jan 7, 2018	42.66	2.56	1.92	2.00	6.87	0.10	0.20	0.20	0.26	56.77	0.25	0.28	57.30	0.01
Assistant Foreperson	May 5, 2013	34.10	2.05	1.53	2.00	7.87	0.10	0.20	0.20	0.26	48.31	0.25	0.30	48.86	0.01
	May 4, 2014	35.37	2.12	1.59	2.00	7.87	0.10	0.20	0.20	0.26	49.71	0.25	0.30	50.26	0.01
	May 3, 2015	37.57	2.25	1.69	2.00	6.87	0.10	0.20	0.20	0.26	51.14	0.25	0.30	51.69	0.01
	May 1, 2016	38.91	2.33	1.75	2.00	6.87	0.10	0.20	0.20	0.26	52.62	0.25	0.30	53.17	0.01
	Jan 7, 2018	38.91	2.33	1.75	2.00	6.87	0.10	0.20	0.20	0.26	52.62	0.25	0.28	53.15	0.01
Journeyperson	May 5, 2013	32.60	1.96	1.47	2.00	7.87	0.10	0.20	0.20	0.26	46.66	0.25	0.30	47.21	0.01
	May 4, 2014	33.87	2.03	1.52	2.00	7.87	0.10	0.20	0.20	0.26	48.05	0.25	0.30	48.60	0.01
	May 3, 2015	36.07	2.16	1.62	2.00	6.87	0.10	0.20	0.20	0.26	49.48	0.25	0.30	50.03	0.01
	May 1, 2016	37.41	2.24	1.68	2.00	6.87	0.10	0.20	0.20	0.26	50.96	0.25	0.30	51.51	0.01
	Jan 7, 2018	37.41	2.24	1.68	2.00	6.87	0.10	0.20	0.20	0.26	50.96	0.25	0.28	51.49	0.01
3rd Year Apprentice (2)	May 5, 2013	29.10	1.75	1.31	2.00	7.87	0.10	0.20	0.20	0.26	42.79	0.25	0.30	43.34	0.01
	May 4, 2014	30.25	1.82	1.36	2.00	7.87	0.10	0.20	0.20	0.26	44.06	0.25	0.30	44.61	0.01
	May 3, 2015	32.32	1.94	1.45	2.00	6.87	0.10	0.20	0.20	0.26	45.34	0.25	0.30	45.89	0.01
	May 1, 2016	33.52	2.01	1.51	2.00	6.87	0.10	0.20	0.20	0.26	46.67	0.25	0.30	47.22	0.01
	Jan 7, 2018	33.52	2.01	1.51	2.00	6.87	0.10	0.20	0.20	0.26	46.67	0.25	0.28	47.20	0.01
2nd Year Apprentice (2)	May 5, 2013	23.86	1.43	1.07	2.00	7.87	0.10	0.20	0.20	0.26	36.99	0.25	0.30	37.54	0.01
	May 4, 2014	24.81	1.49	1.12	2.00	7.87	0.10	0.20	0.20	0.26	38.05	0.25	0.30	38.60	0.01
	May 3, 2015	26.69	1.60	1.20	2.00	6.87	0.10	0.20	0.20	0.26	39.12	0.25	0.30	39.67	0.01
	May 1, 2016	27.69	1.66	1.25	2.00	6.87	0.10	0.20	0.20	0.26	40.23	0.25	0.30	40.78	0.01
	Jan 7, 2018	27.69	1.66	1.25	2.00	6.87	0.10	0.20	0.20	0.26	40.23	0.25	0.28	40.76	0.01
1st Year Apprentice (2)	May 5, 2013	18.61	1.12	0.84	2.00	7.87	0.10	0.20	0.20	0.26	31.20	0.25	0.30	31.75	0.01
	May 4, 2014	19.37	1.16	0.87	2.00	7.87	0.10	0.20	0.20	0.26	32.03	0.25	0.30	32.58	0.01
	May 3, 2015	21.06	1.26	0.95	2.00	6.87	0.10	0.20	0.20	0.26	32.90	0.25	0.30	33.45	0.01
	May 1, 2016	21.86	1.31	0.98	2.00	6.87	0.10	0.20	0.20	0.26	33.78	0.25	0.30	34.33	0.01
	Jan 7, 2018	21.86	1.31	0.98	2.00	6.87	0.10	0.20	0.20	0.26	33.78	0.25	0.28	34.31	0.01
Helper (2)	May 5, 2013	23.86	1.43	1.07	2.00	7.87	0.10	0.20	0.20	0.26	36.99	0.25	0.30	37.54	0.01
	May 4, 2014	24.81	1.49	1.12	2.00	7.87	0.10	0.20	0.20	0.26	38.05	0.25	0.30	38.60	0.01
	May 3, 2015	26.69	1.60	1.20	2.00	6.87	0.10	0.20	0.20	0.26	39.12	0.25	0.30	39.67	0.01
	May 1, 2016	27.69	1.66	1.25	2.00	6.87	0.10	0.20	0.20	0.26	40.23	0.25	0.30	40.78	0.01
	Jan 7, 2018	27.69	1.66	1.25	2.00	6.87	0.10	0.20	0.20	0.26	40.23	0.25	0.28	40.76	0.01

*Note: Please contact the BCA or IBB offices for information on the rates and remittances applicable in Nunavut.

**BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS (LOCAL LODGE 555)**

**APPENDIX "F": MANITOBA
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR WORKFORCE PLANNING CONTRIBUTION DECREASE - EFFECTIVE JANUARY 7, 2018)

Effective Date	May 5, 2013	May 4, 2014	May 3, 2015	May 1, 2016
Hours of Work	8	8	8	8
Shift Premium 2nd Shift 3rd Shift	3.75 3.75	3.75 3.75	3.75 3.75	3.75 3.75
Overtime	2	2	2	2
Transportation Rate	0.53	0.53	0.53	0.53
Travel Rate	0.32	0.32	0.32	0.32
Subsistence				
North of 53rd Parallel				
The Pas, Flin Flon	\$160 / Day	\$165 / Day	\$170 / Day	\$175 / Day
Thompson	\$170 / Day	\$175 / Day	\$180 / Day	\$185 / Day
South of 53rd Parallel				
All Regions	\$130 / Day	\$135 / Day	\$140 / Day	\$145 / Day
	(See Article 20.01)			

Summary of Contributions contained in National Training (NTTF)	
National Training (NTTF)	\$0.10
IBB/Union Funds	
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 \$1.62. The "Special Funding Contribution" was previously \$2.62 (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" for the Pension Plan.
- (3) See above for breakdown of National Training.
- (4) Effective May 1, 2013, the Education and Training Fund will increase by \$0.25 for the province of Manitoba. This increase is outside the total wage package until the expiration of the agreement April 30, 2017.
- (5) Effective May 5, 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. **Effective January 7, 2018, this contribution will decrease by \$0.02 to \$0.03/hour.**

NOTES

Employee Deduction

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

All contributions paid on hours earned with the exception of the employee deduction to Helmets to Hardhats (H2H), which is paid on hours worked

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

**APPENDIX: ONTARIO
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR WORKFORCE PLANNING CONTRIBUTION DECREASE - EFFECTIVE JANUARY 7, 2018)												Employer Contributions (Outside the Total Wage Package)				Employee Deduction
Classification	Effective Date	Hourly Wage Rate	Vacation Pay %	Statutory Holiday Pay %	(A) Health & Welfare	(A) Pension (1)	(A) Union Promotion	(A) Educational Training	(A) Apprenticeship	(A) National Training (3)	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)	Total Cost	(B) Helmets to Hardhats (H2H) (5)
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
	Jan 7, 2018	48.85	4.40	1.47	2.25	8.74	0.39	0.38	0.08	0.36	66.92	0.45	0.29	0.04	67.70	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	0.29	0.04	68.44	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
	Jan 7, 2018	46.85	4.22	1.41	2.25	8.74	0.39	0.38	0.08	0.36	64.68	0.45	0.29	0.04	65.46	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	0.29	0.04	66.20	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
	Jan 7, 2018	43.85	3.95	1.32	2.25	8.74	0.39	0.38	0.08	0.36	61.32	0.45	0.29	0.04	62.10	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	0.29	0.04	62.84	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
	Jan 7, 2018	41.85	3.77	1.26	2.25	8.74	0.39	0.38	0.08	0.36	59.08	0.45	0.29	0.04	59.86	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	0.29	0.04	60.60	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
	Jan 7, 2018	37.47	3.37	1.12	2.25	8.74	0.39	0.38	0.08	0.36	54.16	0.45	0.29	0.04	54.94	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	0.29	0.04	55.61	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
	Jan 7, 2018	33.08	2.98	0.99	2.25	8.74	0.39	0.38	0.08	0.36	49.25	0.45	0.29	0.04	50.03	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	0.29	0.04	50.62	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
	Jan 7, 2018	28.70	2.58	0.86	2.25	8.74	0.39	0.38	0.08	0.36	44.34	0.45	0.29	0.04	45.12	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	0.29	0.04	45.63	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
	Jan 7, 2018	24.31	2.19	0.73	2.25	8.74	0.39	0.38	0.08	0.36	39.43	0.45	0.29	0.04	40.21	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	0.29	0.04	40.65	0.01

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 128)**

**APPENDIX: ONTARIO
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR WORKFORCE PLANNING CONTRIBUTION DECREASE - EFFECTIVE JANUARY 7, 2018)

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	0.54	Per CRA Rate
Subsistence			
Southern Ontario	\$119 / Day Worked	\$119 / Day Worked	\$119 / Day Worked
	(Toronto, Sarnia, Hamilton, Kingston Out of Work List Areas)		
Northern Ontario	\$125 / Day Worked	\$125 / Day Worked	\$125 / Day Worked
	(Winnipeg, Thunder Bay, Sudbury Out of Work List Areas)		

Summary of Contributions contained in National Training Column (on page 1)	
National Training (NTTF)	\$0.10
Common Arc	\$0.10
IBB/Union Funds	
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 Journeyperson 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. **Effective January 7, 2018, this contribution will decrease by \$0.02 to \$0.03/hour.**

NOTES

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

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

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 73)**

**APPENDIX: NEW BRUNSWICK
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR WORKFORCE PLANNING CONTRIBUTION DECREASE - EFFECTIVE JANUARY 7, 2018)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	(A) Health & Welfare	(A) Pension (1)	(A) Union Promotion	(A) Educational Training	(A) Apprenticeship	(A) National Training (3)	Total Wage Package	Employer Contributions (Outside the Total Wage Package)			Employee Deduction
												(A) Educational Training (4)	(A) Administration & Workforce Planning (5)	Total Cost	(B) Helmets to Hardhats (H2H) (6)
General Foreperson	July 3, 2016	45.21	4.07	1.36	2.25	8.74	0.23	0.45	0.30	0.26	62.87	0.10	0.30	63.27	0.01
	Aug 6, 2017	45.21	4.07	1.36	2.25	8.74	0.23	0.45	0.30	0.26	62.87	0.35	0.30	63.52	0.01
	Jan 7, 2018	45.21	4.07	1.36	2.25	8.74	0.23	0.45	0.30	0.26	62.87	0.35	0.28	63.50	0.01
Foreperson	July 3, 2016	43.46	3.91	1.30	2.25	8.74	0.23	0.45	0.30	0.26	60.90	0.10	0.30	61.30	0.01
	Aug 6, 2017	43.46	3.91	1.30	2.25	8.74	0.23	0.45	0.30	0.26	60.90	0.35	0.30	61.55	0.01
	Jan 7, 2018	43.46	3.91	1.30	2.25	8.74	0.23	0.45	0.30	0.26	60.90	0.35	0.28	61.53	0.01
Assistant Foreperson	July 3, 2016	39.91	3.59	1.20	2.25	8.74	0.23	0.45	0.30	0.26	56.93	0.10	0.30	57.33	0.01
	Aug 6, 2017	39.91	3.59	1.20	2.25	8.74	0.23	0.45	0.30	0.26	56.93	0.35	0.30	57.58	0.01
	Jan 7, 2018	39.91	3.59	1.20	2.25	8.74	0.23	0.45	0.30	0.26	56.93	0.35	0.28	57.56	0.01
Journeyperson	July 3, 2016	38.71	3.48	1.16	2.25	8.74	0.23	0.45	0.30	0.26	55.58	0.10	0.30	55.98	0.01
	Aug 6, 2017	38.71	3.48	1.16	2.25	8.74	0.23	0.45	0.30	0.26	55.58	0.35	0.30	56.23	0.01
	Jan 7, 2018	38.71	3.48	1.16	2.25	8.74	0.23	0.45	0.30	0.26	55.58	0.35	0.28	56.21	0.01
3rd Year Apprentice (2)	July 3, 2016	34.64	3.12	1.04	2.25	8.74	0.23	0.45	0.30	0.26	51.03	0.10	0.30	51.43	0.01
	Aug 6, 2017	34.64	3.12	1.04	2.25	8.74	0.23	0.45	0.30	0.26	51.03	0.35	0.30	51.68	0.01
	Jan 7, 2018	34.64	3.12	1.04	2.25	8.74	0.23	0.45	0.30	0.26	51.03	0.35	0.28	51.66	0.01
2nd Year Apprentice (2)	July 3, 2016	28.54	2.57	0.86	2.25	8.74	0.23	0.45	0.30	0.26	44.20	0.10	0.30	44.60	0.01
	Aug 6, 2017	28.54	2.57	0.86	2.25	8.74	0.23	0.45	0.30	0.26	44.20	0.35	0.30	44.85	0.01
	Jan 7, 2018	28.54	2.57	0.86	2.25	8.74	0.23	0.45	0.30	0.26	44.20	0.35	0.28	44.83	0.01
1st Year Apprentice (2)	July 3, 2016	22.43	2.02	0.67	2.25	8.74	0.23	0.45	0.30	0.26	28.61	0.10	0.30	29.01	0.01
	Aug 6, 2017	22.43	2.02	0.67	2.25	8.74	0.23	0.45	0.30	0.26	37.35	0.35	0.30	38.00	0.01
	Jan 7, 2018	22.43	2.02	0.67	2.25	8.74	0.23	0.45	0.30	0.26	37.35	0.35	0.28	37.98	0.01
Helper (2)	July 3, 2016	28.54	2.57	0.86	2.25	8.74	0.23	0.45	0.30	0.26	44.20	0.10	0.30	44.60	0.01
	Aug 6, 2017	28.54	2.57	0.86	2.25	8.74	0.23	0.45	0.30	0.26	44.20	0.35	0.30	44.85	0.01
	Jan 7, 2018	28.54	2.57	0.86	2.25	8.74	0.23	0.45	0.30	0.26	44.20	0.35	0.28	44.83	0.01

Effective Date	July 3, 2016	Aug 6, 2017
Hours of Work	8	8
Shift Premium		
2nd Shift	1 1/5	1 1/5
3rd Shift	1 1/5	1 1/5
Overtime	2	2
Transportation Rate	0.50	0.50
Subsistence	\$105 / Day Worked	\$105 / Day Worked

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

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 73)**

**APPENDIX: NEW BRUNSWICK
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR WORKFORCE PLANNING CONTRIBUTION DECREASE - EFFECTIVE JANUARY 7, 2018)

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 July 4, 2015).
- (2) Rates for First, Second & Third year Apprentices, and Helper are inclusive of the Collective Agreement Rate plus the "Special Funding Contribution" for the Pension Plan.
- (3) See page 1 for breakdown of National Training.
- (4) Effective August 6, 2017, the Educational Training Fund will increase by \$0.25 for the province of New Brunswick. This increase is outside the total wage package.
- (5) Effective May 6, 2012, a contribution of \$0.05/hour, was directed to the BCA to provide for a Resource Manager/Workforce Planning. **Effective January 7, 2018, this contribution will decrease by \$0.02 to \$0.03/hour.**
- (6) Effective May 5, 2013, base wage rates are inclusive of \$0.01 to be deducted from the employee for Helmets to Hardhats (H2H). Please note that the Union Promotion Fund was reduced by \$0.01 (effective May 5, 2013) to provide for the \$0.01/hour employee deduction. 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

All contributions paid on hours earned with the exception of the employee deduction to Helmets to Hardhats (H2H), which is paid on hours worked.

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 73)**

**APPENDIX: NOVA SCOTIA (MAINLAND) & PRINCE EDWARD ISLAND
WAGE AND BENEFIT SCHEDULE**

Classification	Effective Date	Hourly Wage Rate	Vacation Pay %	Statutory Holiday Pay %	(A)							Employer Contributions (Outside the Total Wage Package)			Employee Deduction
					Health & Welfare	Pension (1)	Union Promotion	Educational Training	Apprenticeship	National Training (3)	Total Wage Package	Educational Training (4)	Administration* & Workforce Planning (5)	Total Cost	Helmets to Hardhats (H2H) (6)
General Foreperson	July 3, 2016	42.93	3.86	1.29	2.25	8.74	0.23	0.45	0.30	0.26	60.31	0.10	0.36	60.77	0.01
	Aug 6, 2017	42.93	3.86	1.29	2.25	8.74	0.23	0.45	0.30	0.26	60.31	0.35	0.36	61.02	0.01
	Jan 7, 2018	42.93	3.86	1.29	2.25	8.74	0.23	0.45	0.30	0.26	60.31	0.35	0.34	61.00	0.01
Foreperson	July 3, 2016	40.68	3.66	1.22	2.25	8.74	0.23	0.45	0.30	0.26	57.79	0.10	0.36	58.25	0.01
	Aug 6, 2017	40.68	3.66	1.22	2.25	8.74	0.23	0.45	0.30	0.26	57.79	0.35	0.36	58.50	0.01
	Jan 7, 2018	40.68	3.66	1.22	2.25	8.74	0.23	0.45	0.30	0.26	57.79	0.35	0.34	58.48	0.01
Assistant Foreperson	July 3, 2016	38.63	3.48	1.16	2.25	8.74	0.23	0.45	0.30	0.26	55.50	0.10	0.36	55.96	0.01
	Aug 6, 2017	38.63	3.48	1.16	2.25	8.74	0.23	0.45	0.30	0.26	55.50	0.35	0.36	56.21	0.01
	Jan 7, 2018	38.63	3.48	1.16	2.25	8.74	0.23	0.45	0.30	0.26	55.50	0.35	0.34	56.19	0.01
Journeyperson	July 3, 2016	37.43	3.37	1.12	2.25	8.74	0.23	0.45	0.30	0.26	54.15	0.10	0.36	54.61	0.01
	Aug 6, 2017	37.43	3.37	1.12	2.25	8.74	0.23	0.45	0.30	0.26	54.15	0.35	0.36	54.86	0.01
	Jan 7, 2018	37.43	3.37	1.12	2.25	8.74	0.23	0.45	0.30	0.26	54.15	0.35	0.34	54.84	0.01
3rd Year Apprentice (2)	July 3, 2016	33.49	3.01	1.00	2.25	8.74	0.23	0.45	0.30	0.26	49.73	0.10	0.36	50.19	0.01
	Aug 6, 2017	33.49	3.01	1.00	2.25	8.74	0.23	0.45	0.30	0.26	49.73	0.35	0.36	50.44	0.01
	Jan 7, 2018	33.49	3.01	1.00	2.25	8.74	0.23	0.45	0.30	0.26	49.73	0.35	0.34	50.42	0.01
2nd Year Apprentice (2)	July 3, 2016	27.58	2.48	0.83	2.25	8.74	0.23	0.45	0.30	0.26	43.12	0.10	0.36	43.58	0.01
	Aug 6, 2017	27.58	2.48	0.83	2.25	8.74	0.23	0.45	0.30	0.26	43.12	0.35	0.36	43.83	0.01
	Jan 7, 2018	27.58	2.48	0.83	2.25	8.74	0.23	0.45	0.30	0.26	43.12	0.35	0.34	43.81	0.01
1st Year Apprentice (2)	July 3, 2016	21.66	1.95	0.65	2.25	8.74	0.23	0.45	0.30	0.26	36.49	0.10	0.36	36.95	0.01
	Aug 6, 2017	21.66	1.95	0.65	2.25	8.74	0.23	0.45	0.30	0.26	36.49	0.35	0.36	37.20	0.01
	Jan 7, 2018	21.66	1.95	0.65	2.25	8.74	0.23	0.45	0.30	0.26	36.49	0.35	0.34	37.18	0.01
Helper (2)	July 3, 2016	27.58	2.48	0.83	2.25	8.74	0.23	0.45	0.30	0.26	43.12	0.10	0.36	43.58	0.01
	Aug 6, 2017	27.58	2.48	0.83	2.25	8.74	0.23	0.45	0.30	0.26	43.12	0.35	0.36	43.83	0.01
	Jan 7, 2018	27.58	2.48	0.83	2.25	8.74	0.23	0.45	0.30	0.26	43.12	0.35	0.34	43.81	0.01

*Note: Prince Edward Island Administration Fund = \$0.25 Eff. July 3, 2011

Effective Date	July 3, 2016	Aug 6, 2017
Hours of Work	8	8
Shift Premium	1 1/5	1 1/5
	1 1/5	1 1/5
Overtime	2	2
Transportation Rate	0.54	0.54
Subsistence	\$120 / Day Worked	\$120 / Day Worked

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

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 73)**

**APPENDIX: NOVA SCOTIA (MAINLAND) & PRINCE EDWARD ISLAND
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR WORKFORCE PLANNING CONTRIBUTION DECREASE - EFFECTIVE JANUARY 7, 2018)

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 July 4, 2015).
- (2) Rates for First, Second & Third year Apprentices, and Helper are inclusive of the Collective Agreement Rate plus the "Special Funding Contribution" for the Pension Plan.
- (3) See page 1 for breakdown of National Training.
- (4) Effective August 6, 2017, the Educational Training Fund will increase by \$0.25 for the provinces of Nova Scotia & Prince Edward Island. This increase is outside the total wage package.
- (5) Effective May 6, 2012, a contribution of \$0.05/hour, was directed to the BCA to provide for a Resource Manager/Workforce Planning. **Effective January 7, 2018, this contribution will decrease by \$0.02 to \$0.03/hour.**
- (6) Effective May 5, 2013, base wage rates are inclusive of \$0.01 to be deducted from the employee for Helmets to Hardhats (H2H). Please note that the Union Promotion Fund was reduced by \$0.01 (effective May 5, 2013) to provide for the \$0.01/hour employee deduction. 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

All contributions paid on hours earned with the exception of the employee deduction to Helmets to Hardhats (H2H), which is paid on hours worked.

**BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS (LOCAL LODGE 73)**

**APPENDIX: NOVA SCOTIA (CAPE BRETON ONLY)
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR WORKFORCE PLANNING CONTRIBUTION DECREASE - EFFECTIVE JANUARY 7, 2018)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	(A) Health & Welfare	(A) Pension (1)	(A) Union Promotion	(A) Educational Training	(A) Apprenticeship	(A) National Training (3)	Bldg. Trade Contribution	Total Wage Package	Employer Contributions (Outside the Total Wage Package)			Employee Deduction
													(A) Educational Training (4)	(A) Administration & Workforce Planning (5)	Total Cost	(B) Helmets to Hardhats (H2H) (6)
General Foreperson	July 3, 2016	45.05	4.05	1.35	2.25	8.74	0.23	0.45	0.30	0.26	0.07	62.75	0.10	0.36	63.21	0.01
	Aug 6, 2017	45.05	4.05	1.35	2.25	8.74	0.23	0.45	0.30	0.26	0.07	62.75	0.35	0.36	63.46	0.01
	Jan 7, 2018	45.05	4.05	1.35	2.25	8.74	0.23	0.45	0.30	0.26	0.07	62.75	0.35	0.34	63.44	0.01
Foreperson	July 3, 2016	43.30	3.90	1.30	2.25	8.74	0.23	0.45	0.30	0.26	0.07	60.80	0.10	0.36	61.26	0.01
	Aug 6, 2017	43.30	3.90	1.30	2.25	8.74	0.23	0.45	0.30	0.26	0.07	60.80	0.35	0.36	61.51	0.01
	Jan 7, 2018	43.30	3.90	1.30	2.25	8.74	0.23	0.45	0.30	0.26	0.07	60.80	0.35	0.34	61.49	0.01
Assistant Foreperson	July 3, 2016	41.50	3.74	1.25	2.25	8.74	0.23	0.45	0.30	0.26	0.07	58.79	0.10	0.36	59.25	0.01
	Aug 6, 2017	41.50	3.74	1.25	2.25	8.74	0.23	0.45	0.30	0.26	0.07	58.79	0.35	0.36	59.50	0.01
	Jan 7, 2018	41.50	3.74	1.25	2.25	8.74	0.23	0.45	0.30	0.26	0.07	58.79	0.35	0.34	59.48	0.01
Journeyperson	July 3, 2016	40.30	3.63	1.21	2.25	8.74	0.23	0.45	0.30	0.26	0.07	57.44	0.10	0.36	57.90	0.01
	Aug 6, 2017	40.30	3.63	1.21	2.25	8.74	0.23	0.45	0.30	0.26	0.07	57.44	0.35	0.36	58.15	0.01
	Jan 7, 2018	40.30	3.63	1.21	2.25	8.74	0.23	0.45	0.30	0.26	0.07	57.44	0.35	0.34	58.13	0.01
3rd Year Apprentice (2)	July 3, 2016	36.07	3.25	1.08	2.25	8.74	0.23	0.45	0.30	0.26	0.07	52.70	0.10	0.36	53.16	0.01
	Aug 6, 2017	36.07	3.25	1.08	2.25	8.74	0.23	0.45	0.30	0.26	0.07	52.70	0.35	0.36	53.41	0.01
	Jan 7, 2018	36.07	3.25	1.08	2.25	8.74	0.23	0.45	0.30	0.26	0.07	52.70	0.35	0.34	53.39	0.01
2nd Year Apprentice (2)	July 3, 2016	29.73	2.68	0.89	2.25	8.74	0.23	0.45	0.30	0.26	0.07	45.60	0.10	0.36	46.06	0.01
	Aug 6, 2017	29.73	2.68	0.89	2.25	8.74	0.23	0.45	0.30	0.26	0.07	45.60	0.35	0.36	46.31	0.01
	Jan 7, 2018	29.73	2.68	0.89	2.25	8.74	0.23	0.45	0.30	0.26	0.07	45.60	0.35	0.34	46.29	0.01
1st Year Apprentice (2)	July 3, 2016	23.38	2.10	0.70	2.25	8.74	0.23	0.45	0.30	0.26	0.07	38.48	0.10	0.36	38.94	0.01
	Aug 6, 2017	23.38	2.10	0.70	2.25	8.74	0.23	0.45	0.30	0.26	0.07	38.48	0.35	0.36	39.19	0.01
	Jan 7, 2018	23.38	2.10	0.70	2.25	8.74	0.23	0.45	0.30	0.26	0.07	38.48	0.35	0.34	39.17	0.01
Helper (2)	July 3, 2016	29.73	2.68	0.89	2.25	8.74	0.23	0.45	0.30	0.26	0.07	45.60	0.10	0.36	46.06	0.01
	Aug 6, 2017	29.73	2.68	0.89	2.25	8.74	0.23	0.45	0.30	0.26	0.07	45.60	0.35	0.36	46.31	0.01
	Jan 7, 2018	29.73	2.68	0.89	2.25	8.74	0.23	0.45	0.30	0.26	0.07	45.60	0.35	0.34	46.29	0.01

Effective Date	July 3, 2016	Aug 6, 2017
Hours of Work	8	8
Shift Premium		
2nd Shift	1 1/5	1 1/5
3rd Shift	1 1/5	1 1/5
Overtime	2	2
Transportation Rate	0.54	0.54
Subsistence	\$120 / Day Worked	\$120 / Day Worked

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

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 73)
APPENDIX: NOVA SCOTIA (CAPE BRETON ONLY)
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR WORKFORCE PLANNING CONTRIBUTION DECREASE - EFFECTIVE JANUARY 7, 2018)

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 July 4, 2015).
- (2) Rates for First, Second & Third year Apprentices, and Helper are inclusive of the Collective Agreement Rate plus the "Special Funding Contribution" for the Pension Plan.
- (3) See page 1 for breakdown of National Training.
- (4) Effective August 6, 2017, the Educational Training Fund will increase by \$0.25 for the province of Nova Scotia. This increase is outside the total wage package.
- (5) Effective May 6, 2012, a contribution of \$0.05/hour, was directed to the BCA to provide for a Resource Manager/Workforce Planning. **Effective January 7, 2018, this contribution will decrease by \$0.02 to \$0.03/hour.**
- (6) Effective May 5, 2013, base wage rates are inclusive of \$0.01 to be deducted from the employee for Helmets to Hardhats (H2H). Please note that the Union Promotion Fund was reduced by \$0.01 (effective May 5, 2013) to provide for the \$0.01/hour employee deduction. This employee deduction can be remitted to the BCA/IBB Administrator (Boilermaker National Benefit Funds).

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

All contributions paid on hours earned with the exception of the employee deduction to Helmets to Hardhats (H2H), which is paid on hours worked.

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: NEWFOUNDLAND & LABRADOR
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR WORKFORCE PLANNING CONTRIBUTION DECREASE - EFFECTIVE JANUARY 7, 2018)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 8%	Statutory Holiday Pay 4%	(A) Health & Welfare	(A) Pension (1)	(A) Educational Training	(A) Apprenticeship	(A) National Training (3)	Bldg. Trades Contrib.	(A) Employee Assistance Program (EAP)	(A) Building Fund	Benevolent Fund**	Total Wage Package	Employer Contributions (Outside the Total Wage Package)			Employee Deduction (B)	
															(A) NL Job Promo.	(A) Educational Training (4)	(A) Administration & Workforce Planning (5)		Total Cost
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
	Jan 1, 2017	40.87	3.27	1.63	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	56.12	0.85	0.15	0.60	57.72	0.01
	May 7, 2017	40.87	3.27	1.63	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	56.12	0.85	0.15	0.60	57.72	0.01
	Jan 7, 2018	40.87	3.27	1.63	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	56.12	0.85	0.15	0.58	57.70	0.01
	*Please Note: The Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018																		
	*May 6, 2018	40.87	3.27	1.63	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	56.12	0.85	0.15	0.58	57.70	0.01
	*May 5, 2019	40.87	3.27	1.63	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	56.12	0.85	0.15	0.58	57.70	0.01
	*May 3, 2020	40.87	3.27	1.63	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	56.12	0.85	0.15	0.58	57.70	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
	Jan 1, 2017	39.77	3.18	1.59	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	54.89	0.85	0.15	0.60	56.49	0.01
	May 7, 2017	39.77	3.18	1.59	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	54.89	0.85	0.15	0.60	56.49	0.01
	Jan 7, 2018	39.77	3.18	1.59	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	54.89	0.85	0.15	0.58	56.47	0.01
	*Please Note: The Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018																		
	*May 6, 2018	39.77	3.18	1.59	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	54.89	0.85	0.15	0.58	56.47	0.01
	*May 5, 2019	39.77	3.18	1.59	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	54.89	0.85	0.15	0.58	56.47	0.01
	*May 3, 2020	39.77	3.18	1.59	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	54.89	0.85	0.15	0.58	56.47	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
	Jan 1, 2017	38.42	3.07	1.54	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	53.38	0.85	0.15	0.60	54.98	0.01
	May 7, 2017	38.42	3.07	1.54	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	53.38	0.85	0.15	0.60	54.98	0.01
	Jan 7, 2018	38.42	3.07	1.54	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	53.38	0.85	0.15	0.58	54.96	0.01
	*Please Note: The Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018																		
	*May 6, 2018	38.42	3.07	1.54	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	53.38	0.85	0.15	0.58	54.96	0.01
	*May 5, 2019	38.42	3.07	1.54	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	53.38	0.85	0.15	0.58	54.96	0.01
	*May 3, 2020	38.42	3.07	1.54	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	53.38	0.85	0.15	0.58	54.96	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
	Jan 1, 2017	36.72	2.94	1.47	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	51.48	0.85	0.15	0.60	53.08	0.01
	May 7, 2017	36.72	2.94	1.47	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	51.48	0.85	0.15	0.60	53.08	0.01
	Jan 7, 2018	36.72	2.94	1.47	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	51.48	0.85	0.15	0.58	53.06	0.01
	*Please Note: The Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018																		
	*May 6, 2018	36.72	2.94	1.47	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	51.48	0.85	0.15	0.58	53.06	0.01
	*May 5, 2019	36.72	2.94	1.47	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	51.48	0.85	0.15	0.58	53.06	0.01
	*May 3, 2020	36.72	2.94	1.47	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	51.48	0.85	0.15	0.58	53.06	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
	Jan 1, 2017	32.91	2.63	1.32	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	47.21	0.85	0.15	0.60	48.81	0.01
	May 7, 2017	32.91	2.63	1.32	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	47.21	0.85	0.15	0.60	48.81	0.01
	Jan 7, 2018	32.91	2.63	1.32	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	47.21	0.85	0.15	0.58	48.79	0.01
	*Please Note: The Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018																		
	*May 6, 2018	32.91	2.63	1.32	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	47.21	0.85	0.15	0.58	48.79	0.01
	*May 5, 2019	32.91	2.63	1.32	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	47.21	0.85	0.15	0.58	48.79	0.01
	*May 3, 2020	32.91	2.63	1.32	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	47.21	0.85	0.15	0.58	48.79	0.01

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

**BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS (LOCAL LODGE 203)**

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

(REVISED FOR WORKFORCE PLANNING CONTRIBUTION DECREASE - EFFECTIVE JANUARY 7, 2018)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 8%	Statutory Holiday Pay 4%	Health & Welfare	Employer Contributions (Outside the Total Wage Package)										Employee Deduction			
						(A) Pension (1)	(A) Educational Training	(A) Apprenticeship	(A) National Training (3)	(A) Bldg. Trades Contrib.	(A) Employee Assistance Program (EAP)	(A) Building Fund	(A) Benevolent Fund**	(A) Total Wage Package	(A) NL Job Promo.		(A) Educational Training (4)	(A) Administration & Workforce Planning (5)	(A) Total Cost
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
	Jan 1, 2017	27.21	2.18	1.09	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	40.83	0.85	0.15	0.60	42.43	0.01
	May 7, 2017	27.21	2.18	1.09	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	40.83	0.85	0.15	0.60	42.43	0.01
	Jan 7, 2018	27.21	2.18	1.09	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	40.83	0.85	0.15	0.58	42.41	0.01
	*Please Note: The Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018																		
	May 6, 2018	27.21	2.18	1.09	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	40.83	0.85	0.15	0.58	42.41	0.01
May 5, 2019	27.21	2.18	1.09	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	40.83	0.85	0.15	0.58	42.41	0.01	
May 3, 2020	27.21	2.18	1.09	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	40.83	0.85	0.15	0.58	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
	Jan 1, 2017	21.50	1.72	0.86	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	34.43	0.85	0.15	0.60	36.03	0.01
	May 7, 2017	21.50	1.72	0.86	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	34.43	0.85	0.15	0.60	36.03	0.01
	Jan 7, 2018	21.50	1.72	0.86	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	34.43	0.85	0.15	0.58	36.01	0.01
	*Please Note: The Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018																		
	May 6, 2018	21.50	1.72	0.86	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	34.43	0.85	0.15	0.58	36.01	0.01
May 5, 2019	21.50	1.72	0.86	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	34.43	0.85	0.15	0.58	36.01	0.01	
May 3, 2020	21.50	1.72	0.86	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	34.43	0.85	0.15	0.58	36.01	0.01	

Effective Date	May 8, 2016	May 7, 2017	*May 6, 2018	*May 5, 2019	*May 3, 2020	*Please Note: Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018.
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	

Summary of Contributions contained in National Training Column (on page 1)	
National Training (NTTF)	\$0.10
IBB/Union Funds	
National Health & Safety	\$0.05
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. **Effective January 7, 2018, this contribution will decrease by \$0.02 to \$0.03/hour.**
- (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

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