

February 21, 2018

**IMPORTANT NOTICE**

**BCA OF BRITISH COLUMBIA / BOILERMAKERS LODGE 359  
JOB READY DISPATCH PROGRAM, TRANSPORTATION RATE  
AND NATIONAL HEALTH AND SAFETY CONTRIBUTION**

The BCA and Boilermakers Lodge 359 are pleased to announce the introduction of a Job Ready Dispatch ("JRD") program in British Columbia.

As of **August 31, 2018**, each Lodge 359 member will have completed the following JRD core suite of safety courses in order to be dispatched:

- OSSA Certified Fall Arrest
- OSSA Certified Confined Space
- Quantitative Fit Tested
- CSTS-09

**Job Ready Dispatch Program Benefits:**

- Lodge 359 members dispatched with standardized and up-to-date safety training (Quantitative Respirator Fit Testing provided through two providers - Irwin Safety or Pacific Rim)
- Elimination of duplicative training
- Cost and time-savings to Owner / Client / Contractor due to elimination of duplicative on-site safety training
- Online Contractor access (24/7) to members' JRD safety training records (core suite of safety courses)
- Due diligence/documentation under the Province of British Columbia's Occupational Health and Safety Regulations
- Qualified, experienced Lodge 359 members dispatched with up-to-date safety training ensures a safe and productive workforce
- Fund monitored by ATAC Trustees and Settlers of the Trust to remain revenue neutral

In accordance with Article 26.00 – Enabling Clause, the parties agree to amend the existing BCA of BC and Boilermaker 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 of BC and Boilermaker Lodge 359 Collective Agreement shall be bound by the JRD Letter of Understanding and the terms of the un-enabled Articles of the Collective Agreement.

The parties have signed a Letter of Understanding (LoU) that shall form part of the existing BCA of BC and Boilermakers Lodge 359 Collective Agreement which outlines the Job Ready Dispatch Program (attached).

In order to fund the JRD Program, the BCA of BC Board of Directors have approved a \$0.30/hour earned employer contribution, effective March 4, 2018, enabled in accordance with Article 26.00, as outlined in the BCA/Lodge 359 JRD Letter of Understanding. The Construction Labour Relations Association of British Columbia will also be participating in the Job Ready Dispatch program.

Preparation is underway for the software that will store the members' safety training records. Contractors will be advised when the software is set-up and provided with information on how to obtain a username/password in order to download JRD training certifications.

**Wage and Benefit Schedule Amendments**

The BC Wage and Benefit Schedule has been amended to include the following amendments. Please use the attached version of the Wage and Benefit schedule with a revision date of February 21, 2018 at the bottom right hand corner.

Effective Date(s):	Item:	Amendment:
February 28, 2018	Transportation Rate	<p>Canada's Department of Finance has posted the <b>2018 Automobile Deduction Limits and Expense Benefit Rates for Businesses</b>, which indicates "that the limit on the deduction of tax-exempt allowances that are paid by employers to employees who use their personal vehicle for business purposes will be increased by 1 cent to 55 cents per kilometre."</p> <p>Per Article 19.00, the Transportation Rate for British Columbia will <b>increase by \$0.01/km to \$0.55/km, effective February 28, 2018.</b></p>
March 4, 2018	Job Ready Dispatch Program Contribution	<p>In order to fund the JRD Program, the BCA of BC Board of Directors have approved a <b>\$0.30/hour earned employer contribution, effective March 4, 2018</b>, enabled in accordance with Article 26.00, as outlined in the BCA/Lodge 359 JRD Letter of Understanding.</p>
May 6, 2018	National Health and Safety	<p>The BCA has received notification from the International Brotherhood of Boilermaker that the National Health and Safety Contribution will be increasing by \$0.05 to <b>\$0.10/hour earned</b>. This \$0.05 has been redirected from the base hourly wage rates. The national training column amount has been adjusted (increased) to reflect this change. Please note this change adjusts the hourly wage rates <b>effective May 6, 2018.</b></p>

The revised Wage and Benefit Schedule can also be located on the BCA website at <http://www.bcacanada.ca/bca-negotiated-agreements-british-columbia>, under the 'Current Wage and Benefit Schedule' header.

**Employer Remittance Forms**

The employer remittance forms for the following work months are attached:

- January 2018 (*January and February work months*)
- March 2018 (*March and April work months*)
- May 2018 (*May work month and onward*)

These forms are also posted on the BCA website at <http://www.bcacanada.ca/british-columbia-contribution-remittance-forms> .

**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 2018 TRANSPORTATION RATE (EFF. FEB 28, 2018), JOB READY DISPATCH PROGRAM CONTRIBUTION (EFF. MARCH 4, 2018), AND NATIONAL HEALTH AND SAFETY CONTRIBUTION INCREASE (EFF. MAY 6, 2018)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 6%	(A)		(A)	(A)	(A)	(A)	(A)	(B)	(B)	Total Wage Package	Employer Contributions (Outside the Total Wage Package)		Total Cost
					Health & Welfare	Pension	Promotion Fund	Apprntshp & Trade Advancmnt	BC Jurisdiction Plan	Rehabilitation Fund	National Training (1)	Western Canada Boilermaker Advantage Fund (2)	Helmets to Hardhats (3)		Job Ready Dispatch (4)	Management Administration & Workforce Planning (5)	
General Foreperson (J + 18%)	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
	March 4, 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	0.30	0.28	69.30
	May 6, 2018	51.15	3.07	3.07	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	69.76	0.30	0.28	70.34
	May 5, 2019	52.10	3.13	3.13	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	70.83	0.30	0.28	71.41
	May 3, 2020	54.00	3.24	3.24	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	72.95	0.30	0.28	73.53
Foreperson (J + 13%)	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
	March 4, 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	0.30	0.28	66.91
	May 6, 2018	48.99	2.94	2.94	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	67.34	0.30	0.28	67.92
	May 5, 2019	49.89	2.99	2.99	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	68.34	0.30	0.28	68.92
	May 3, 2020	51.71	3.10	3.10	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	70.38	0.30	0.28	70.96
Journeyperson	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
	March 4, 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	0.30	0.28	60.71
	May 6, 2018	43.35	2.60	2.60	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	61.02	0.30	0.28	61.60
	May 5, 2019	44.15	2.65	2.65	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	61.92	0.30	0.28	62.50
	May 3, 2020	45.76	2.75	2.75	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	63.73	0.30	0.28	64.31
Apprentices: 6th 1000 Hrs (90%)	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
	March 4, 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	0.30	0.28	55.93
	May 6, 2018	39.02	2.34	2.34	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	56.17	0.30	0.28	56.75
	May 5, 2019	39.74	2.38	2.38	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	56.97	0.30	0.28	57.55
	May 3, 2020	41.18	2.47	2.47	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	58.59	0.30	0.28	59.17
5th 1000 Hrs (83%)	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
	March 4, 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	0.30	0.28	52.59
	May 6, 2018	35.98	2.16	2.16	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	52.77	0.30	0.28	53.35
	May 5, 2019	36.64	2.20	2.20	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	53.51	0.30	0.28	54.09
	May 3, 2020	37.98	2.28	2.28	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	55.01	0.30	0.28	55.59
4th 1000 Hrs (78%)	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
	March 4, 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	0.30	0.28	50.20
	May 6, 2018	33.81	2.03	2.03	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	50.34	0.30	0.28	50.92
	May 5, 2019	34.44	2.07	2.07	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	51.05	0.30	0.28	51.63
	May 3, 2020	35.69	2.14	2.14	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	52.44	0.30	0.28	53.02
3rd 1000 Hrs (73%)	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
	March 4, 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	0.30	0.28	47.83
	May 6, 2018	31.65	1.90	1.90	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	47.92	0.30	0.28	48.50
	May 5, 2019	32.23	1.93	1.93	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	48.56	0.30	0.28	49.14
	May 3, 2020	33.40	2.00	2.00	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	49.87	0.30	0.28	50.45

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)**

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Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 6%	(A)	(A)	(A)	(A)	(A)	(A)	(B)	(B)	Total Wage Package	Employer Contributions (Outside the Total Wage Package)			
					Health & Welfare	Pension	Promotion Fund	Apprenticeship & Trade Advancmnt	BC Jurisdiction Plan	Rehabilitation Fund	National Training (1)	Western Canada Boilermaker Advantage (2)		Helmets to Hardhats (3)	(A)	(A)	Total Cost
2nd 1000 Hrs (68%)	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
	March 4, 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	0.30	0.28	45.44
	May 6, 2018	29.48	1.77	1.77	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	45.49	0.30	0.28	46.07
	May 5, 2019	30.02	1.80	1.80	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	46.09	0.30	0.28	46.67
	May 3, 2020	31.12	1.87	1.87	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	47.33	0.30	0.28	47.91
1st 1000 Hrs (63%)	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
	March 4, 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	0.30	0.28	43.05
	May 6, 2018	27.31	1.64	1.64	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	43.06	0.30	0.28	43.64
	May 5, 2019	27.81	1.67	1.67	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	43.62	0.30	0.28	44.20
	May 3, 2020	28.83	1.73	1.73	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	44.76	0.30	0.28	45.34
Pre Apprentice (55%)	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
	March 4, 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	0.30	0.28	39.24
	May 6, 2018	23.84	1.43	1.43	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	39.17	0.30	0.28	39.75
	May 5, 2019	24.28	1.46	1.46	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	39.67	0.30	0.28	40.25
	May 3, 2020	25.17	1.51	1.51	3.49	7.75	0.13	0.77	0.01	0.02	0.27	0.02	0.01	40.66	0.30	0.28	41.24

Effective Date	May 6, 2018	May 5, 2019
Hours of Work	8	8
Shift Premium:		
2nd Shift	6.00	6.00
3rd Shift	6.00	6.00
Overtime	See Article 16.01	
Transportation Rate	0.55 (Effective Feb 28/18)	TBD PER CRA Feb 28/19
Subsistence	\$145 / Day	\$150 / Day
Meal Allowance (when Employer Supplied Room)	\$67.50 / Day	\$67.50 / Day

Summary of Contributions contained in National Training (NTTF)	
<b>BCA Funds</b>	
National Training (NTTF)	\$0.10
<b>IBB/Union Funds</b>	
National Health & Safety	\$0.10
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 March 4, 2018 a contribution of \$0.30/hour earned to fund the Job Ready Dispatch Program.
- (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.

Refer to Footnotes on page 2

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



**Letter of Understanding**  
**Between**  
**Boilermaker Contractors' Association**  
**of British Columbia**  
**And**  
**Boilermakers Lodge 359**

It is jointly agreed that this Letter of Understanding shall form part of the Collective Agreement between the Boilermaker Contractors' Association of British Columbia (the "BCA of BC") and Boilermakers Lodge 359 (the "Union") and that this agreement does not diminish any rights that the Employer, the employees or the Union have under the Collective Agreement.

In accordance with Article 26.00 – Enabling Clause, the parties agree to amend the existing Boilermaker Contractors' Association of British Columbia and Boilermaker 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 of BC and Boilermaker Lodge 359 Collective Agreement shall be bound by this Letter of Understanding and the terms of the un-enabled Articles of the Collective Agreement.

A joint committee of the BCA of BC and Boilermakers Lodge 359 established a Job Ready Dispatch ("JRD") program on November 9, 2017. The BCA of BC and Union agree that the JRD program shall be administered as a component of the Boilermakers Lodge 359, Apprenticeship and Trade Advancement Committee (ATAC) Trust Fund (the "ATAC Fund").

The JRD program contains a core suite of safety courses that each member will have completed by August 31, 2018 in order to be dispatched.

The JRD program contains the following core suite of certifications as follows:

- OSSA Certified Fall Arrest
- OSSA Certified Confined Space
- Quantitative Fit Tested
- CSTS

Each individual member of Local Lodge 359 is solely responsible to successfully complete and pay for the core suite of certification training, with the understanding, that upon providing the Union with a copy of their certification and receipt of payment, the ATAC Fund will reimburse each Member's incurred certification training costs.

Should additional regulatory training requirements or changes come into effect impacting member safety training, the BCA of BC and a committee of Boilermaker Lodge 359 will discuss its impact upon the core suite of safety certifications.

The JRD program shall be funded by an amendment to the Wage and Benefit Schedule of the Collective Agreement to include an employer contribution to the JRD program of \$0.30 per hour earned as a separate line item effective March 4, 2018.

The Trustees of the ATAC Fund will maintain financial records to account for contributions, expenses, and benefits, on a monthly basis, in respect of the JRD program.

Until such time that the JRD program contributions to the ATAC Fund are sufficient to cover all JRD program expenses and benefits paid from the ATAC Fund on an ongoing basis, the BCA of BC agrees to reimburse the ATAC Fund on a monthly basis, upon receipt of invoices, such amounts as are required to fully fund the JRD program. For the sake of clarity, the BCA of BC agrees to pay the shortfall between JRD contributions to the ATAC Fund and the total amount of JRD expenses and benefits for any month in which such a shortfall arises. The Trustees of the ATAC Fund shall keep financial records of the total amount of any BCA of BC reimbursements to the ATAC Fund, and the BCA of BC is entitled to payment of such amounts from the ATAC Fund at such time that the ATAC Trustees determine that the JRD program contributions to the ATAC Fund are sufficient to cover all JRD program expenses and benefits paid from the ATAC Fund on an ongoing basis.

The ATAC Trust Agreement will be amended by the Settlers of the ATAC Fund (the BCA of BC and the Union) to accommodate the JRD as a component within the ATAC Fund.

The ATAC Trustees will review the JRD component of the ATAC Fund on an annual basis. It is from this review that the ATAC Trustees will make recommendations to the BCA of BC and the Union regarding any adjustments that should be made to the JRD program contribution rates. The parties agree that the JRD component shall be revenue neutral.

The BCA of BC will have access to the detailed financial records of the JRD component of the ATAC Fund as requested from time to time. Such requests shall be made to the Trustees of the ATAC Fund.

Key to the JRD program initiative from the contractors' perspective is access to the member certification records for their due diligence and to comply with the Province of British Columbia's Occupational Health & Safety Regulations.

The Union will maintain record keeping for certifications which will be made available to



the contractors online 24/7 through the UnionWare TransferLink, software which was customized for Lodge 359.

It is the sole responsibility of the contractors to contact the Union in order to gain access to the TransferLink program (Usernames and Passwords). The information obtained through TransferLink must be kept secure, remain private and confidential, and only used for the purpose to which it is intended.

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

In the event the BCA through the collective bargaining process withdraws or fails to maintain the JRD funding there will be no obligation on Local 359 to continue dispatching members with JRD as outlined herein.

In the event that the BCA of BC fails to reimburse the ATAC Fund on a timely basis, the Union at its discretion may cancel the JRD program and discontinue dispatching members with JRD as outlined herein.

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In the event that JRD component of the ATAC Fund falls into a deficit and cannot meet its financial obligations of reimbursing members for their core suite of certification training: the Union at its discretion may cancel the program and discontinue dispatching members with JRD as outlined herein; or, the BCA of BC at its discretion may cancel the program and the Union will discontinue dispatching members with JRD as outlined herein.

Dated this \_\_\_\_ day of \_\_\_\_\_, 2018 at Vancouver, British Columbia

Signed on behalf of:  
BOILERMAKER CONTRACTORS'  
ASSOCIATION OF BRITISH COLUMBIA

Signed on behalf of:  
THE INTERNATIONAL BROTHERHOOD  
OF BOILERMAKERS, IRONSHIP  
BUILDERS, BLACKSMITHS, FORGERS  
LODGE 359 (A.F.L.-C.I.O.)

  
\_\_\_\_\_  
Sara Scott  
Executive Director

  
\_\_\_\_\_  
Martin Nicholson  
Business Manager/Secretary-Treasurer