

April 25, 2018

IMPORTANT NOTICE
NATIONAL HEALTH AND SAFETY FUND
DELAYED IMPLEMENTATION DATE
EFFECTIVE JULY 1, 2018

National Health and Safety Fund

The International Brotherhood of Boilermakers (IBB) have requested a **delayed implementation** of the National Health and Safety Fund increase by \$0.05 to \$0.10 / hour earned **until July 1, 2018**. The provincial Wage and Benefit Schedules have been updated to reflect this change. We apologize for any inconvenience this may have caused.

Please find attached the provincial Wage and Benefit Schedules with a revision to the National Training column amount, the \$0.10 contribution to the National Health and Safety Fund has been incorporated into this column. Please note this change **reduces** the base hourly wage rates. This change is **effective July 1, 2018**.

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

- Alberta (Local 146)
- Saskatchewan (Local 555)
- Manitoba (Local 555)
- Ontario (Local 128)
- New Brunswick (Local 73)
- Nova Scotia (Mainland) and Prince Edward Island (Local 73)
- Nova Scotia (Cape Breton) (Local 73)
- Newfoundland and Labrador (Local 203)

Please use the attached version of the Wage and Benefit schedule with a **revision date of April 25, 2018** at the bottom right hand corner.

The revised Wage and Benefit Schedule(s) can also be located on the BCA website under the 'Current Wage and Benefit Schedule' header on the provincial agreement(s) webpage(s).

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

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

**BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS (LOCAL LODGE 146)**

**APPENDIX "A": ALBERTA
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR HEALTH AND SAFETY FUND (DELAYED IMPLEMENTATION) - EFFECTIVE JULY 1, 2018)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	(A)	(A)	(A)	(A)	(A)	(A)	Total Wage Package	Employer Contributions (Outside the Total Wage Package)				Total Cost
					Health & Welfare	Pension (1)	Union Promotion	Educational Training	Apprenticeship	National Training (3)		BCABEAP (5)	National Training (3)	RSAP (7)	Administration (6)	
General Foreperson (4)	Nov 2, 2014	51.40	3.08	2.06	2.25	9.00	0.15	0.50	0.10	0.22	68.76	0.04	0.04	0.00	0.25	69.09
	May 3, 2015	52.31	3.14	2.09	2.25	8.00	0.15	0.50	0.10	0.22	68.76	0.04	0.04	0.00	0.25	69.09
	Jan 1, 2017	52.31	3.14	2.09	2.25	8.00	0.15	0.55	0.10	0.22	68.81	0.04	0.04	0.12	0.25	69.26
	July 1, 2018	52.26	3.14	2.09	2.25	8.00	0.15	0.55	0.10	0.27	68.81	0.04	0.04	0.12	0.25	69.26
Foreperson (4)	Nov 2, 2014	49.40	2.96	1.98	2.25	9.00	0.15	0.50	0.10	0.22	66.56	0.04	0.04	0.00	0.25	66.89
	May 3, 2015	50.31	3.02	2.01	2.25	8.00	0.15	0.50	0.10	0.22	66.56	0.04	0.04	0.00	0.25	66.89
	Jan 1, 2017	50.31	3.02	2.01	2.25	8.00	0.15	0.55	0.10	0.22	66.61	0.04	0.04	0.12	0.25	67.06
	July 1, 2018	50.26	3.02	2.01	2.25	8.00	0.15	0.55	0.10	0.27	66.61	0.04	0.04	0.12	0.25	67.06
Assistant Foreperson	Nov 2, 2014	47.05	2.82	1.88	2.25	9.00	0.15	0.50	0.10	0.22	63.97	0.04	0.04	0.00	0.25	64.30
	May 3, 2015	47.96	2.88	1.92	2.25	8.00	0.15	0.50	0.10	0.22	63.98	0.04	0.04	0.00	0.25	64.31
	Jan 1, 2017	47.96	2.88	1.92	2.25	8.00	0.15	0.55	0.10	0.22	64.03	0.04	0.04	0.12	0.25	64.48
	July 1, 2018	47.91	2.87	1.92	2.25	8.00	0.15	0.55	0.10	0.27	64.02	0.04	0.04	0.12	0.25	64.47
Journeyperson	Nov 2, 2014	43.90	2.63	1.76	2.25	9.00	0.15	0.50	0.10	0.22	60.51	0.04	0.04	0.00	0.25	60.84
	May 3, 2015	44.81	2.69	1.79	2.25	8.00	0.15	0.50	0.10	0.22	60.51	0.04	0.04	0.00	0.25	60.84
	Jan 1, 2017	44.81	2.69	1.79	2.25	8.00	0.15	0.55	0.10	0.22	60.56	0.04	0.04	0.12	0.25	61.01
	July 1, 2018	44.76	2.69	1.79	2.25	8.00	0.15	0.55	0.10	0.27	60.56	0.04	0.04	0.12	0.25	61.01
3rd Year Apprentice (2)	Nov 2, 2014	39.24	2.35	1.57	2.25	9.00	0.15	0.50	0.10	0.22	55.38	0.04	0.04	0.00	0.25	55.71
	May 3, 2015	40.15	2.41	1.61	2.25	8.00	0.15	0.50	0.10	0.22	55.39	0.04	0.04	0.00	0.25	55.72
	Jan 1, 2017	40.15	2.41	1.61	2.25	8.00	0.15	0.55	0.10	0.22	55.44	0.04	0.04	0.12	0.25	55.89
	July 1, 2018	40.10	2.41	1.60	2.25	8.00	0.15	0.55	0.10	0.27	55.43	0.04	0.04	0.12	0.25	55.88
2nd Year Apprentice (2)	Nov 2, 2014	32.24	1.93	1.29	2.25	9.00	0.15	0.50	0.10	0.22	47.68	0.04	0.04	0.00	0.25	48.01
	May 3, 2015	33.15	1.99	1.33	2.25	8.00	0.15	0.50	0.10	0.22	47.69	0.04	0.04	0.00	0.25	48.02
	Jan 1, 2017	33.15	1.99	1.33	2.25	8.00	0.15	0.55	0.10	0.22	47.74	0.04	0.04	0.12	0.25	48.19
	July 1, 2018	33.12	1.99	1.32	2.25	8.00	0.15	0.55	0.10	0.27	47.75	0.04	0.04	0.12	0.25	48.20
1st Year Apprentice (2)	Nov 2, 2014	25.25	1.52	1.01	2.25	9.00	0.15	0.50	0.10	0.22	40.00	0.04	0.04	0.00	0.25	40.33
	May 3, 2015	26.16	1.57	1.05	2.25	8.00	0.15	0.50	0.10	0.22	40.00	0.04	0.04	0.00	0.25	40.33
	Jan 1, 2017	26.16	1.57	1.05	2.25	8.00	0.15	0.55	0.10	0.22	40.05	0.04	0.04	0.12	0.25	40.50
	July 1, 2018	26.13	1.57	1.05	2.25	8.00	0.15	0.55	0.10	0.27	40.07	0.04	0.04	0.12	0.25	40.52
Helper (2)	Nov 2, 2014	32.24	1.93	1.29	2.25	9.00	0.15	0.50	0.10	0.22	47.68	0.04	0.04	0.00	0.25	48.01
	May 3, 2015	33.15	1.99	1.33	2.25	8.00	0.15	0.50	0.10	0.22	47.69	0.04	0.04	0.00	0.25	48.02
	Jan 1, 2017	33.15	1.99	1.33	2.25	8.00	0.15	0.55	0.10	0.22	47.74	0.04	0.04	0.12	0.25	48.19
	July 1, 2018	33.12	1.99	1.32	2.25	8.00	0.15	0.55	0.10	0.27	47.75	0.04	0.04	0.12	0.25	48.20

*Note: Please contact the BCA or IBB offices for the rates and remittances applicable in Nunavut, Northwest Territories and the District of Mackenzie.

**BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS (LOCAL LODGE 146)**

**APPENDIX "A": ALBERTA
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR HEALTH AND SAFETY FUND (DELAYED IMPLEMENTATION) - EFFECTIVE JULY 1, 2018)

Effective Date	Nov 3, 2013	May 4, 2014	Nov 2, 2014	May 31, 2015	May 7, 2017	May 6, 2018
Hours of Work	(See Article 14.00)					
Shift Operations						
Two Shift Opertn.						
2nd Shift	3.00	3.00	3.00	3.25	3.50	3.50
3rd Shift	3.00	3.00	3.00	3.25	3.50	3.50
Overtime	(See Article 16.01)					
Transportation Rate	0.51	0.51	0.51	0.52	0.51	0.52
Subsistence	(See Article 20.01) As per approved provincial rates					

Summary of Contributions contained in National Training (NTTF)	
National Training (NTTF)	0.10*
(*\$0.04 of the above \$0.10 National Training (NTTF) total is outside the Total Wage Package as to not skew the relativity with other Alberta trades.)	
IBB/Union Funds	
National Organizing	\$0.04
Health & Safety	\$0.10
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 \$2.00. (The "Special Funding Contribution" was previously \$3.00 (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 6, 2012, General Foreperson & Foreperson who hold the Industrial Construction Crew Supervisor (ICCS) designation will be paid an additional premium of \$1.00 (\$1.50 effective May 2017).
- (5) Previously Construction Employee Family Assistance Program (CEFAP).
- (6) The Employer will contribute \$0.05 per hour paid to the BCA to provide for a Resource Manager/Workforce Planning. Effective May 6, 2012, this \$0.05 from the Employer will be suspended until further notice.
- (7) Effective January 1, 2017, the Employer Contribution to RSAP will resume (previously suspended from January 2, 2011 to December 31, 2016).
- (8) The Employer will contribute \$0.02 per hour worked to the Workforce Development Initiatives until such time as the wage adjustment formula results in a wage increase or as agreed to by the Alberta Employer's Coordinating Committee. Thereafter, \$0.01 per hour worked will be remitted on behalf of the Employer and \$0.01 per hour worked will be remitted on behalf of the employee. Effective May 3, 2015, this \$0.02 from the Employer will be suspended until further notice.
- (9) The Area Labour Agreement was enabled effective January 1, 2017 to include a \$0.05 per hour contribution to the Educational Training for the Job Ready Dispatch Program.

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 NATIONAL HEALTH AND SAFETY FUND (DELAYED IMPLEMENTATION) - EFFECTIVE JULY 1, 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)	(A)	(A)	(A)	(A)	(A)	Total Wage Package	(A)	(B)	(A)	(A)	Total Cost	(B)
					Health & Welfare	Pension (1)	Union Promotion	Educational Training	Apprenticeship	National Training (3)		Bldg. Trades Contrib.	CODC Fund	Educational Training (4)	Administration & Workforce Planning (6)		Helmets to Hardhats (H2H) (5)
General Foreperson	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
	July 1, 2018	53.32	3.34	2.40	2.00	6.87	0.10	0.35	0.20	0.31	68.89	0.05	0.06	0.25	0.28	69.53	0.01
Foreperson	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
	July 1, 2018	49.57	3.11	2.23	2.00	6.87	0.10	0.35	0.20	0.31	64.74	0.05	0.06	0.25	0.28	65.38	0.01
Assistant Foreperson	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
	July 1, 2018	46.32	2.90	2.08	2.00	6.87	0.10	0.35	0.20	0.31	61.13	0.05	0.06	0.25	0.28	61.77	0.01
Journeyman	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
	July 1, 2018	44.32	2.78	1.99	2.00	6.87	0.10	0.35	0.20	0.31	58.92	0.05	0.06	0.25	0.28	59.56	0.01
3rd Year Apprentice (2)	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
	July 1, 2018	39.74	2.49	1.79	2.00	6.87	0.10	0.35	0.20	0.31	53.85	0.05	0.06	0.25	0.28	54.49	0.01
2nd Year Apprentice (2)	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
	July 1, 2018	32.87	2.06	1.48	2.00	6.87	0.10	0.35	0.20	0.31	46.24	0.05	0.06	0.25	0.28	46.88	0.01
1st Year Apprentice (2)	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
	July 1, 2018	26.01	1.63	1.17	2.00	6.87	0.10	0.35	0.20	0.31	38.64	0.05	0.06	0.25	0.28	39.28	0.01
Helper (2)	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
	July 1, 2018	32.87	2.06	1.48	2.00	6.87	0.10	0.35	0.20	0.31	46.24	0.05	0.06	0.25	0.28	46.88	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 NATIONAL HEALTH AND SAFETY FUND (DELAYED IMPLEMENTATION) - EFFECTIVE JULY 1, 2018)

Effective Date	May 1, 2016
Hours of Work	8 (See Article 14.00)
Shift Premium	
2nd Shift	3.75
3rd Shift	3.75
Overtime	(See Article 16.01)
Transportation Rate	0.54
Subsistence	\$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	\$0.10
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 NATIONAL HEALTH AND SAFETY FUND (DELAYED IMPLEMENTATION DATE) - EFFECTIVE JULY 1, 2018)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4.5%	(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 (6)	Total Cost	Helmets to Hardhats (H2H) (5)
General Foreperson	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
	July 1, 2018	46.36	2.78	2.09	2.00	6.87	0.10	0.20	0.20	0.31	60.91	0.25	0.28	61.44	0.01
Foreperson	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
	July 1, 2018	42.61	2.56	1.92	2.00	6.87	0.10	0.20	0.20	0.31	56.77	0.25	0.28	57.30	0.01
Assistant Foreperson	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
	July 1, 2018	38.86	2.33	1.75	2.00	6.87	0.10	0.20	0.20	0.31	52.62	0.25	0.28	53.15	0.01
Journeyperson	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
	July 1, 2018	37.36	2.24	1.68	2.00	6.87	0.10	0.20	0.20	0.31	50.96	0.25	0.28	51.49	0.01
3rd Year Apprentice (2)	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
	July 1, 2018	33.48	2.01	1.51	2.00	6.87	0.10	0.20	0.20	0.31	46.68	0.25	0.28	47.21	0.01
2nd Year Apprentice (2)	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
	July 1, 2018	27.65	1.66	1.24	2.00	6.87	0.10	0.20	0.20	0.31	40.23	0.25	0.28	40.76	0.01
1st Year Apprentice (2)	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
	July 1, 2018	21.83	1.31	0.98	2.00	6.87	0.10	0.20	0.20	0.31	33.80	0.25	0.28	34.33	0.01
Helper (2)	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
	July 1, 2018	27.65	1.66	1.24	2.00	6.87	0.10	0.20	0.20	0.31	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 NATIONAL HEALTH AND SAFETY FUND (DELAYED IMPLEMENTATION DATE) - EFFECTIVE JULY 1, 2018)

Effective Date	May 1, 2016
Hours of Work	8
Shift Premium	
2nd Shift	3.75
3rd Shift	3.75
Overtime	2
Transportation Rate	0.53
Travel Rate	0.32
Subsistence	
North of 53rd Parallel	
The Pas, Flin Flon	\$175 / Day
Thompson	\$185 / Day
South of 53rd Parallel	
All Regions	\$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	\$0.10
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.

**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 2018 TRANSPORTATION RATE - EFFECTIVE MAY 6, 2018 AND NATIONAL HEALTH AND SAFETY FUND (DELAYED IMPLEMENTATION) -
EFFECTIVE JULY 1, 2018)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	Employer Contributions (Outside the Total Wage Package)							Total Cost	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 (5)	(A) De Novo (\$0.04 = \$0.02 from Employer + \$0.02 from Employee)	(A) Bill 148 - PEL 0.8% (6)
General Foreperson	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
	Mar 18, 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	0.39	68.09	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	0.40	68.84	0.01
	July 1, 2018	49.46	4.45	1.48	2.25	8.74	0.39	0.38	0.08	0.41	67.64	0.45	0.29	0.04	0.40	68.82	0.01
Foreperson	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
	Mar 18, 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	0.37	65.83	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	0.38	66.58	0.01
	July 1, 2018	47.46	4.27	1.42	2.25	8.74	0.39	0.38	0.08	0.41	65.40	0.45	0.29	0.04	0.38	66.56	0.01
Assistant Foreperson	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
	Mar 18, 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	0.35	62.45	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	0.36	63.20	0.01
	July 1, 2018	44.46	4.00	1.33	2.25	8.74	0.39	0.38	0.08	0.41	62.04	0.45	0.29	0.04	0.36	63.18	0.01
Journeyperson	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
	Mar 18, 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	0.33	60.19	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	0.34	60.94	0.01
	July 1, 2018	42.46	3.82	1.27	2.25	8.74	0.39	0.38	0.08	0.41	59.80	0.45	0.29	0.04	0.34	60.92	0.01
4th Year Apprentice (2) (90%)	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
	Mar 18, 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	0.30	55.24	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	0.30	55.91	0.01
	July 1, 2018	38.01	3.42	1.14	2.25	8.74	0.39	0.38	0.08	0.41	54.82	0.45	0.29	0.04	0.30	55.90	0.01
3rd Year Apprentice (2) (80%)	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
	Mar 18, 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	0.26	50.29	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	0.27	50.89	0.01
	July 1, 2018	33.57	3.02	1.01	2.25	8.74	0.39	0.38	0.08	0.41	49.85	0.45	0.29	0.04	0.27	50.90	0.01
2nd Year Apprentice (2) (70%)	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
	Mar 18, 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	0.23	45.35	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	0.23	45.86	0.01
	July 1, 2018	29.12	2.62	0.87	2.25	8.74	0.39	0.38	0.08	0.41	44.86	0.45	0.29	0.04	0.23	45.87	0.01
1st Year Apprentice (2) (60%)	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
	Mar 18, 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	0.19	40.40	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	0.20	40.85	0.01
	July 1, 2018	24.68	2.22	0.74	2.25	8.74	0.39	0.38	0.08	0.41	39.89	0.45	0.29	0.04	0.20	40.87	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 2018 TRANSPORTATION RATE - EFFECTIVE MAY 6, 2018 AND NATIONAL HEALTH AND SAFETY FUND (DELAYED IMPLEMENTATION) - EFFECTIVE JULY 1, 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	0.55
Subsistence Southern Ontario	\$119 / Day Worked	\$119 / Day Worked	\$119 / Day Worked
	(Toronto, Sarnia, Hamilton, Kingston Out of Work List Areas)		
Subsistence 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	\$0.10
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 March 18, 2018, employee receives 0.8% on their hourly base rate in lieu of two (2) paid Personal Emergency Leave days (Bill 148).
- (7) 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 NATIONAL HEALTH AND SAFETY FUND (DELAYED IMPLEMENTATION DATE) - EFFECTIVE JULY 1, 2018)												Employer Contributions (Outside the Total Wage Package)			Employee Deduction
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	(A)	(A)	(A)	(A)	(A)	(A)	Total Wage Package	(A)	(A)	Total Cost	(B)
					Health & Welfare	Pension (1)	Union Promotion	Educational Training	Apprenticeship	National Training (3)		Educational Training (4)	Administration & Workforce Planning (5)		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
	July 1, 2018	45.16	4.06	1.35	2.25	8.74	0.23	0.45	0.30	0.31	62.85	0.35	0.28	63.48	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
	July 1, 2018	43.41	3.91	1.30	2.25	8.74	0.23	0.45	0.30	0.31	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
	July 1, 2018	39.86	3.59	1.20	2.25	8.74	0.23	0.45	0.30	0.31	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
	July 1, 2018	38.66	3.48	1.16	2.25	8.74	0.23	0.45	0.30	0.31	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
	July 1, 2018	34.59	3.11	1.04	2.25	8.74	0.23	0.45	0.30	0.31	51.02	0.35	0.28	51.65	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
	July 1, 2018	28.50	2.57	0.86	2.25	8.74	0.23	0.45	0.30	0.31	44.21	0.35	0.28	44.84	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	28.61	0.35	0.30	29.01	0.01
	Jan 7, 2018	22.43	2.02	0.67	2.25	8.74	0.23	0.45	0.30	0.26	28.61	0.35	0.28	29.01	0.01
	July 1, 2018	22.40	2.02	0.67	2.25	8.74	0.23	0.45	0.30	0.31	28.61	0.35	0.28	29.01	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
	July 1, 2018	28.50	2.57	0.86	2.25	8.74	0.23	0.45	0.30	0.31	44.21	0.35	0.28	44.84	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 73)**

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

(REVISED FOR NATIONAL HEALTH AND SAFETY FUND (DELAYED IMPLEMENTATION DATE) - EFFECTIVE JULY 1, 2018)

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	\$0.10
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 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**

(REVISED FOR NATIONAL HEALTH AND SAFETY FUND (DELAYED IMPLEMENTATION) - EFFECTIVE JULY 1, 2018)												Employer Contributions (Outside the Total Wage Package)			Employee Deduction
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	(A)	(A)	(A)	(A)	(A)	(A)	Total Wage Package	(A)	(A)	Total Cost	(B)
					Health & Welfare	Pension (1)	Union Promotion	Educational Training	Apprenticeship	National Training (3)		Educational Training (4)	Administration* & Workforce Planning (5)		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
	July 1, 2018	42.88	3.86	1.29	2.25	8.74	0.23	0.45	0.30	0.31	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
	July 1, 2018	40.63	3.66	1.22	2.25	8.74	0.23	0.45	0.30	0.31	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
	July 1, 2018	38.58	3.47	1.16	2.25	8.74	0.23	0.45	0.30	0.31	55.49	0.35	0.34	56.18	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
	July 1, 2018	37.38	3.36	1.12	2.25	8.74	0.23	0.45	0.30	0.31	54.14	0.35	0.34	54.83	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
	July 1, 2018	33.44	3.01	1.00	2.25	8.74	0.23	0.45	0.30	0.31	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
	July 1, 2018	27.54	2.48	0.83	2.25	8.74	0.23	0.45	0.30	0.31	43.13	0.35	0.34	43.82	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
	July 1, 2018	21.63	1.95	0.65	2.25	8.74	0.23	0.45	0.30	0.31	36.51	0.35	0.34	37.20	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
	July 1, 2018	27.54	2.48	0.83	2.25	8.74	0.23	0.45	0.30	0.31	43.13	0.35	0.34	43.82	0.01

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

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 NATIONAL HEALTH AND SAFETY FUND (DELAYED IMPLEMENTATION) - EFFECTIVE JULY 1, 2018)

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	\$0.10
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 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.

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 NATIONAL HEALTH AND SAFETY FUND (DELAYED IMPLEMENTATION) - EFFECTIVE JULY 1, 2018)													Employer Contributions (Outside the Total Wage Package)			Employee Deduction
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	(A)	(A)	(A)	(A)	(A)	(A)	Bldg. Trade Contribution	Total Wage Package	(A)	(A)	Total Cost	(B)
					Health & Welfare	Pension (1)	Union Promotion	Educational Training	Apprenticeship	National Training (3)			Educational Training (4)	Administration & Workforce Planning (5)		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
	July 1, 2018	45.00	4.05	1.35	2.25	8.74	0.23	0.45	0.30	0.31	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
	July 1, 2018	43.25	3.89	1.30	2.25	8.74	0.23	0.45	0.30	0.31	0.07	60.79	0.35	0.34	61.48	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
	July 1, 2018	41.45	3.73	1.24	2.25	8.74	0.23	0.45	0.30	0.31	0.07	58.77	0.35	0.34	59.46	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
	July 1, 2018	40.25	3.62	1.21	2.25	8.74	0.23	0.45	0.30	0.31	0.07	57.43	0.35	0.34	58.12	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
	July 1, 2018	36.03	3.24	1.08	2.25	8.74	0.23	0.45	0.30	0.31	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
	July 1, 2018	29.69	2.67	0.89	2.25	8.74	0.23	0.45	0.30	0.31	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
	July 1, 2018	23.35	2.10	0.70	2.25	8.74	0.23	0.45	0.30	0.31	0.07	38.50	0.35	0.34	39.19	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
	July 1, 2018	29.69	2.67	0.89	2.25	8.74	0.23	0.45	0.30	0.31	0.07	45.60	0.35	0.34	46.29	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 73)
APPENDIX: NOVA SCOTIA (CAPE BRETON ONLY)
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR NATIONAL HEALTH AND SAFETY FUND (DELAYED IMPLEMENTATION) - EFFECTIVE JULY 1, 2018)

<u>Effective Date</u>	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	\$0.10
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 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).

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 203)**

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

(REVISED FOR NATIONAL HEALTH AND SAFETY FUND (DELAYED IMPLEMENTATION DATE) - EFFECTIVE JULY 1, 2018)															Employer Contributions (Outside the Total Wage Package)				Employee Deduction
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 8%	Statutory Holiday Pay 4%	(A)	(A)	(A)	(A)	(A)	Bldg. Trades Contrib.	(A)	(A)	Total Wage Package	(A)	(A)	(A)	Total Cost	(B)	
					Health & Welfare	Pension (1)	Educational Training	Apprenticeship	National Training (3)		Employee Assistance Program (EAP)	Building Fund		Benevolent Fund**	NL Job Promo.	Educational Training (4)		Administration & Workforce Planning (5)	Helmets to Hardhats (H2H) (6)
General Foreperson	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																		
	*July 1, 2018	40.82	3.27	1.63	2.25	6.50	0.42	0.28	0.33	0.30	0.10	0.10	0.12	56.12	0.85	0.15	0.58	57.70	0.01
	*May 5, 2019	40.82	3.27	1.63	2.25	6.50	0.42	0.28	0.33	0.30	0.10	0.10	0.12	56.12	0.85	0.15	0.58	57.70	0.01
Foreperson	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																		
	*July 1, 2018	39.72	3.18	1.59	2.25	6.50	0.42	0.28	0.33	0.30	0.10	0.10	0.12	54.89	0.85	0.15	0.58	56.47	0.01
	*May 5, 2019	39.72	3.18	1.59	2.25	6.50	0.42	0.28	0.33	0.30	0.10	0.10	0.12	54.89	0.85	0.15	0.58	56.47	0.01
Assistant Foreperson	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																		
	*July 1, 2018	38.37	3.07	1.53	2.25	6.50	0.42	0.28	0.33	0.30	0.10	0.10	0.12	53.37	0.85	0.15	0.58	54.95	0.01
	*May 5, 2019	38.37	3.07	1.53	2.25	6.50	0.42	0.28	0.33	0.30	0.10	0.10	0.12	53.37	0.85	0.15	0.58	54.95	0.01
Journeyperson	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																		
	*July 1, 2018	36.67	2.93	1.47	2.25	6.50	0.42	0.28	0.33	0.30	0.10	0.10	0.12	51.47	0.85	0.15	0.58	53.05	0.01
	*May 5, 2019	36.67	2.93	1.47	2.25	6.50	0.42	0.28	0.33	0.30	0.10	0.10	0.12	51.47	0.85	0.15	0.58	53.05	0.01
3rd Year Apprentice (2) 90%	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																		
	*July 1, 2018	32.87	2.63	1.31	2.25	6.50	0.42	0.28	0.33	0.30	0.10	0.10	0.12	47.21	0.85	0.15	0.58	48.79	0.01
	*May 5, 2019	32.87	2.63	1.31	2.25	6.50	0.42	0.28	0.33	0.30	0.10	0.10	0.12	47.21	0.85	0.15	0.58	48.79	0.01
2nd Year Apprentice (2) 75%	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																		
	*July 1, 2018	27.17	2.17	1.09	2.25	6.50	0.42	0.28	0.33	0.30	0.10	0.10	0.12	40.83	0.85	0.15	0.58	42.41	0.01
	*May 5, 2019	27.17	2.17	1.09	2.25	6.50	0.42	0.28	0.33	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%	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																		
	*July 1, 2018	21.47	1.72	0.86	2.25	6.50	0.42	0.28	0.33	0.30	0.10	0.10	0.12	34.45	0.85	0.15	0.58	36.03	0.01
	*May 5, 2019	21.47	1.72	0.86	2.25	6.50	0.42	0.28	0.33	0.30	0.10	0.10	0.12	34.45	0.85	0.15	0.58	36.03	0.01
	*May 3, 2020	21.47	1.72	0.86	2.25	6.50	0.42	0.28	0.33	0.30	0.10	0.10	0.12	34.45	0.85	0.15	0.58	36.03	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 NATIONAL HEALTH AND SAFETY FUND (DELAYED IMPLEMENTATION DATE) - EFFECTIVE JULY 1, 2018)

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

<u>Summary of Contributions contained in National Training Column (on page 1)</u>	
National Training (NTTF)	\$0.10
IBB/Union Funds	
National Health & Safety	\$0.10
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