

**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 BC JURISDICTIONAL ASSIGNMENT PLAN - EFFECTIVE MAY 1, 2018

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 6%	(A)		Promotion Fund	Apprntshp & Trade Advancmnt	BC Jurisdictional Assignment Plan (1)	Rehabilitation Fund	National Training (2)	(B)		Total Wage Package	Employer Contributions (Outside the Total Wage Package)		Total Cost
					Health & Welfare	Pension						Western Canada Boilermaker Advantage Fund (3)	Helmets to Hardhats (4)		Job Ready Dispatch (5)	Management Administration & Workforce Planning (6)	
General Foreperson (J + 18%)	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 1, 2018	50.26	3.02	3.02	3.49	7.75	0.13	0.77	-	0.02	0.22	0.02	0.01	68.71	0.30	0.28	69.29
	May 6, 2018	51.15	3.07	3.07	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	0.01	69.75	0.30	0.28	70.33
	May 5, 2019	52.10	3.13	3.13	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	0.01	70.82	0.30	0.28	71.40
	May 3, 2020	54.00	3.24	3.24	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	0.01	72.94	0.30	0.28	73.52
Foreperson (J + 13%)	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 1, 2018	48.13	2.89	2.89	3.49	7.75	0.13	0.77	-	0.02	0.22	0.02	0.01	66.32	0.30	0.28	66.90
	May 6, 2018	48.99	2.94	2.94	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	0.01	67.33	0.30	0.28	67.91
	May 5, 2019	49.89	2.99	2.99	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	0.01	68.33	0.30	0.28	68.91
	May 3, 2020	51.71	3.10	3.10	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	0.01	70.37	0.30	0.28	70.95
Journeyperson	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 1, 2018	42.59	2.56	2.56	3.49	7.75	0.13	0.77	-	0.02	0.22	0.02	0.01	60.12	0.30	0.28	60.70
	May 6, 2018	43.35	2.60	2.60	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	0.01	61.01	0.30	0.28	61.59
	May 5, 2019	44.15	2.65	2.65	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	0.01	61.91	0.30	0.28	62.49
	May 3, 2020	45.76	2.75	2.75	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	0.01	63.72	0.30	0.28	64.30
Apprentices: 6th 1000 Hrs (90%)	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 1, 2018	38.33	2.30	2.30	3.49	7.75	0.13	0.77	-	0.02	0.22	0.02	0.01	55.34	0.30	0.28	55.92
	May 6, 2018	39.02	2.34	2.34	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	0.01	56.16	0.30	0.28	56.74
	May 5, 2019	39.74	2.38	2.38	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	0.01	56.96	0.30	0.28	57.54
	May 3, 2020	41.18	2.47	2.47	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	0.01	58.58	0.30	0.28	59.16
5th 1000 Hrs (83%)	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 1, 2018	35.35	2.12	2.12	3.49	7.75	0.13	0.77	-	0.02	0.22	0.02	0.01	52.00	0.30	0.28	52.58
	May 6, 2018	35.98	2.16	2.16	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	0.01	52.76	0.30	0.28	53.34
	May 5, 2019	36.64	2.20	2.20	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	0.01	53.50	0.30	0.28	54.08
	May 3, 2020	37.98	2.28	2.28	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	0.01	55.00	0.30	0.28	55.58
4th 1000 Hrs (78%)	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 1, 2018	33.22	1.99	1.99	3.49	7.75	0.13	0.77	-	0.02	0.22	0.02	0.01	49.61	0.30	0.28	50.19
	May 6, 2018	33.81	2.03	2.03	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	0.01	50.33	0.30	0.28	50.91
	May 5, 2019	34.44	2.07	2.07	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	0.01	51.04	0.30	0.28	51.62
	May 3, 2020	35.69	2.14	2.14	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	0.01	52.43	0.30	0.28	53.01
3rd 1000 Hrs (73%)	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 1, 2018	31.09	1.87	1.87	3.49	7.75	0.13	0.77	-	0.02	0.22	0.02	0.01	47.24	0.30	0.28	47.82
	May 6, 2018	31.65	1.90	1.90	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	0.01	47.91	0.30	0.28	48.49
	May 5, 2019	32.23	1.93	1.93	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	0.01	48.55	0.30	0.28	49.13
	May 3, 2020	33.40	2.00	2.00	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	0.01	49.86	0.30	0.28	50.44

Refer to Footnotes on page 2

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

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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 Jurisdictional Assignment Plan (1)	Rehabilitation Fund	National Training (2)	Western Canada Boilermaker Advantage (3)		Helmets to Hardhats (4)	(A)	(A)
2nd 1000 Hrs (68%)	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	44.86	0.30	0.28	45.44
	May 1, 2018	28.96	1.74	1.74	3.49	7.75	0.13	0.77	-	0.02	0.22	0.02	44.85	0.30	0.28	45.43
	May 6, 2018	29.48	1.77	1.77	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	45.48	0.30	0.28	46.06
	May 5, 2019	30.02	1.80	1.80	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	46.08	0.30	0.28	46.66
	May 3, 2020	31.12	1.87	1.87	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	47.32	0.30	0.28	47.90
1st 1000 Hrs (63%)	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	42.47	0.30	0.28	43.05
	May 1, 2018	26.83	1.61	1.61	3.49	7.75	0.13	0.77	-	0.02	0.22	0.02	42.46	0.30	0.28	43.04
	May 6, 2018	27.31	1.64	1.64	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	43.05	0.30	0.28	43.63
	May 5, 2019	27.81	1.67	1.67	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	43.61	0.30	0.28	44.19
	May 3, 2020	28.83	1.73	1.73	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	44.75	0.30	0.28	45.33
Pre Apprentice (55%)	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	38.66	0.30	0.28	39.24
	May 1, 2018	23.42	1.41	1.41	3.49	7.75	0.13	0.77	-	0.02	0.22	0.02	38.65	0.30	0.28	39.23
	May 6, 2018	23.84	1.43	1.43	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	39.16	0.30	0.28	39.74
	May 5, 2019	24.28	1.46	1.46	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	39.66	0.30	0.28	40.24
	May 3, 2020	25.17	1.51	1.51	3.49	7.75	0.13	0.77	-	0.02	0.27	0.02	40.65	0.30	0.28	41.23

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)	
BCA Funds	
National Training (NTTF)	\$0.10
IBB/Union Funds	
National Health & Safety	\$0.10
International Union	\$0.03
National Organizing	\$0.04

FOOTNOTES:

- (1) Effective May 1, 2018, \$0.01 per hour earned contribution to the Jurisdictional Assignment Plan (JAP) has been suspended until further notice.
- (2) See above for breakdown of National Training.
- (3) Effective November 5, 2017, \$0.02 has been redirected from the hourly wage rate to Western Canada Boilermaker Advantage Fund.
- (4) Effective November 5, 2017, \$0.01 has been redirected from the hourly wage rate to Helmets to Hardhats (H2H).
- (5) Effective March 4, 2018 a contribution of \$0.30/hour earned to fund the Job Ready Dispatch Program.
- (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.

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