

**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 SETTLEMENT - EFFECTIVE JULY 28, 2019)												(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)	(A)	(B)	Total Cost	(B)
					Health & Welfare	Pension	Union Promotion	Educational Training	Apprenticeship	National Training (1)		Educational Training (2)	Administration & Workforce Planning (3)	De Novo (\$0.04 = \$0.02 from Employer + \$0.02 from Employee)	Helmets to Hardhats (H2H) (4)		Helmets to Hardhats (H2H) (4)
General Foreperson	July 28, 2019	53.65	4.83	1.61	3.35	6.50	0.39	0.38	0.08	0.41	71.20	0.30	0.29	0.04	0.01	71.84	0.01
	May 3, 2020	54.85	4.94	1.65	3.35	6.50	0.39	0.38	0.08	0.41	72.55	0.30	0.29	0.04	0.01	73.19	0.01
	May 2, 2021	56.08	5.05	1.68	3.35	6.50	0.39	0.38	0.08	0.41	73.92	0.30	0.29	0.04	0.01	74.56	0.01
Foreperson	July 28, 2019	50.65	4.56	1.52	3.35	6.50	0.39	0.38	0.08	0.41	67.84	0.30	0.29	0.04	0.01	68.48	0.01
	May 3, 2020	51.85	4.67	1.56	3.35	6.50	0.39	0.38	0.08	0.41	69.19	0.30	0.29	0.04	0.01	69.83	0.01
	May 2, 2021	53.08	4.78	1.59	3.35	6.50	0.39	0.38	0.08	0.41	70.56	0.30	0.29	0.04	0.01	71.20	0.01
Assistant Foreperson	July 28, 2019	46.65	4.20	1.40	3.35	6.50	0.39	0.38	0.08	0.41	63.36	0.30	0.29	0.04	0.01	64.00	0.01
	May 3, 2020	47.85	4.31	1.44	3.35	6.50	0.39	0.38	0.08	0.41	64.71	0.30	0.29	0.04	0.01	65.35	0.01
	May 2, 2021	49.08	4.42	1.47	3.35	6.50	0.39	0.38	0.08	0.41	66.08	0.30	0.29	0.04	0.01	66.72	0.01
Journeyperson	July 28, 2019	44.65	4.02	1.34	3.35	6.50	0.39	0.38	0.08	0.41	61.12	0.30	0.29	0.04	0.01	61.76	0.01
	May 3, 2020	45.85	4.13	1.38	3.35	6.50	0.39	0.38	0.08	0.41	62.47	0.30	0.29	0.04	0.01	63.11	0.01
	May 2, 2021	47.08	4.24	1.41	3.35	6.50	0.39	0.38	0.08	0.41	63.84	0.30	0.29	0.04	0.01	64.48	0.01
4th Year Apprentice (1) (90%)	July 28, 2019	40.19	3.62	1.21	3.35	6.50	0.39	0.38	0.08	0.41	56.13	0.30	0.29	0.04	0.01	56.77	0.01
	May 3, 2020	41.27	3.71	1.24	3.35	6.50	0.39	0.38	0.08	0.41	57.33	0.30	0.29	0.04	0.01	57.97	0.01
	May 2, 2021	42.37	3.81	1.27	3.35	6.50	0.39	0.38	0.08	0.41	58.56	0.30	0.29	0.04	0.01	59.20	0.01
3rd Year Apprentice (1) (80%)	July 28, 2019	35.72	3.21	1.07	3.35	6.50	0.39	0.38	0.08	0.41	51.11	0.30	0.29	0.04	0.01	51.75	0.01
	May 3, 2020	36.68	3.30	1.10	3.35	6.50	0.39	0.38	0.08	0.41	52.19	0.30	0.29	0.04	0.01	52.83	0.01
	May 2, 2021	37.66	3.39	1.13	3.35	6.50	0.39	0.38	0.08	0.41	53.29	0.30	0.29	0.04	0.01	53.93	0.01
2nd Year Apprentice (1) (70%)	July 28, 2019	31.26	2.81	0.94	3.35	6.50	0.39	0.38	0.08	0.41	46.12	0.30	0.29	0.04	0.01	46.76	0.01
	May 3, 2020	32.10	2.89	0.96	3.35	6.50	0.39	0.38	0.08	0.41	47.06	0.30	0.29	0.04	0.01	47.70	0.01
	May 2, 2021	32.96	2.97	0.99	3.35	6.50	0.39	0.38	0.08	0.41	48.03	0.30	0.29	0.04	0.01	48.67	0.01
1st Year Apprentice (1) (60%)	July 28, 2019	26.79	2.41	0.80	3.35	6.50	0.39	0.38	0.08	0.41	41.11	0.30	0.29	0.04	0.01	41.75	0.01
	May 3, 2020	27.51	2.48	0.83	3.35	6.50	0.39	0.38	0.08	0.41	41.93	0.30	0.29	0.04	0.01	42.57	0.01
	May 2, 2021	28.25	2.54	0.85	3.35	6.50	0.39	0.38	0.08	0.41	42.75	0.30	0.29	0.04	0.01	43.39	0.01
Pre-Apprentice (60%)	July 28, 2019	26.79	2.41	0.80	3.35	-	-	-	-	-	33.35	0.30	0.29	0.04	0.01	33.99	0.01
	May 3, 2020	27.51	2.48	0.83	3.35	-	-	-	-	-	34.17	0.30	0.29	0.04	0.01	34.81	0.01
	May 2, 2021	28.25	2.54	0.85	3.35	-	-	-	-	-	34.99	0.30	0.29	0.04	0.01	35.63	0.01

Refer to Footnotes on page 2

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

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(REVISED FOR SETTLEMENT - EFFECTIVE JULY 28, 2019)

Effective Date	July 28, 2019	May 3, 2020	May 2, 2021
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	0.58	TBD PER CRA	TBD PER CRA
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 Welder Program	\$0.10
IBB/Union Funds	
National Organizing	\$0.04
National Health & Safety	\$0.10
Union Promotion	\$0.03
National Marketing	\$0.04

Summary of Contributions contained in Administration and Workforce Planning Column (on page 1)	
BCA Administration Fund	\$0.25
Workforce Planning	\$0.03
Ontario Construction Secretariat	\$0.01

FOOTNOTES:

- (1) See above for breakdown of National Training.
- (2) 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, 2022.
- (3) See above for breakdown of Administration and Workforce Planning.
- (4) Effective June 23, 2013, \$0.01/hour worked will be deducted from each employee and will be directed to Helmets to Hardhats (H2H). Effective July 28, 2019, the Employer will contribute \$0.01/hour worked to Helmets to Hardhats (H2H). Therefore \$0.02/hour worked will be remitted for H2H (\$0.01 on behalf of the employee and the \$0.01 on behalf of the Employer).

Refer to Footnotes on page 2

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