

INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,  
FORGERS AND HELPERS, LOCAL LODGE 146

MAINTENANCE AGREEMENT  
WAGE AND BENEFIT SCHEDULE

(REVISED FOR HEALTH PLAN INCREASE - EFFECTIVE MAY 1, 2021)

FORT MCMURRAY - MAINTENANCE												Employer Contributions (Outside the Total Wage Package)						
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	(A)	(A)	(A)	(A)	(A)	(A)	Total Wage Package	(B)	(A)	(B)	(A)	(B)	Total Cost	(B)
					Health & Welfare	Pension	Union Promotion	Educational Training (3)	Apprenticeship	National Training (3)		BCABEAP	National Training (3)	RSAP	Administration (4)	Workforce Development Trust (5)		Workforce Development Trust (5)
General Foreperson (1)	Sept. 6, 2020	52.31	3.14	2.09	3.45	6.00	0.15	0.60	0.15	0.27	68.16	0.04	0.04	0.12	0.25	-	68.61	0.01
	May 1, 2021	<b>52.22</b>	3.13	2.09	<b>3.55</b>	6.00	0.15	0.60	0.15	0.27	68.16	0.04	0.04	0.12	0.25	-	68.61	0.01
Foreperson (1)	Sept. 6, 2020	50.31	3.02	2.01	3.45	6.00	0.15	0.60	0.15	0.27	65.96	0.04	0.04	0.12	0.25	-	66.41	0.01
	May 1, 2021	<b>50.22</b>	3.01	2.01	<b>3.55</b>	6.00	0.15	0.60	0.15	0.27	65.96	0.04	0.04	0.12	0.25	-	66.41	0.01
Assistant Foreperson	Sept. 6, 2020	47.96	2.88	1.92	3.45	6.00	0.15	0.60	0.15	0.27	63.38	0.04	0.04	0.12	0.25	-	63.83	0.01
	May 1, 2021	<b>47.87</b>	2.87	1.92	<b>3.55</b>	6.00	0.15	0.60	0.15	0.27	63.38	0.04	0.04	0.12	0.25	-	63.83	0.01
Journeyman	Sept. 6, 2020	44.81	2.69	1.79	3.45	6.00	0.15	0.60	0.15	0.27	59.91	0.04	0.04	0.12	0.25	-	60.36	0.01
	May 1, 2021	<b>44.72</b>	2.68	1.79	<b>3.55</b>	6.00	0.15	0.60	0.15	0.27	59.91	0.04	0.04	0.12	0.25	-	60.36	0.01
3rd Year Apprentice	Sept. 6, 2020	40.33	2.42	1.61	3.45	6.00	0.15	0.60	0.15	0.27	54.98	0.04	0.04	0.12	0.25	-	55.43	0.01
	May 1, 2021	<b>40.23</b>	2.42	1.61	<b>3.55</b>	6.00	0.15	0.60	0.15	0.27	54.98	0.04	0.04	0.12	0.25	-	55.43	0.01
2nd Year Apprentice	Sept. 6, 2020	33.61	2.02	1.34	3.45	6.00	0.15	0.60	0.15	0.27	47.59	0.04	0.04	0.12	0.25	-	48.04	0.01
	May 1, 2021	<b>33.52</b>	2.01	1.34	<b>3.55</b>	6.00	0.15	0.60	0.15	0.27	47.59	0.04	0.04	0.12	0.25	-	48.04	0.01
1st Year Apprentice	Sept. 6, 2020	26.89	1.61	1.08	3.45	6.00	0.15	0.60	0.15	0.27	40.20	0.04	0.04	0.12	0.25	-	40.65	0.01
	May 1, 2021	<b>26.80</b>	1.61	1.07	<b>3.55</b>	6.00	0.15	0.60	0.15	0.27	40.20	0.04	0.04	0.12	0.25	-	40.65	0.01
Helper	Sept. 6, 2020	33.61	2.02	1.34	3.45	6.00	0.15	0.60	0.15	0.27	47.59	0.04	0.04	0.12	0.25	-	48.04	0.01
	May 1, 2021	<b>33.52</b>	2.01	1.34	<b>3.55</b>	6.00	0.15	0.60	0.15	0.27	47.59	0.04	0.04	0.12	0.25	-	48.04	0.01

OUTSIDE FORT MCMURRAY - MAINTENANCE												Employer Contributions (Outside the Total Wage Package)						
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	(A)	(A)	(A)	(A)	(A)	(A)	Total Wage Package	(B)	(A)	(B)	(A)	(B)	Total Cost	(B)
					Health & Welfare	Pension	Union Promotion	Educational Training (2)	Apprenticeship	National Training (3)		BCABEAP	National Training (3)	RSAP	Administration (4)	Workforce Development Trust (5)		Workforce Development Trust (5)
General Foreperson (1)	Sept. 6, 2020	51.56	3.09	2.06	3.45	6.00	0.15	0.60	0.15	0.27	67.33	0.04	0.04	0.12	0.25	-	67.78	0.01
	May 1, 2021	<b>51.47</b>	3.09	2.05	<b>3.55</b>	6.00	0.15	0.60	0.15	0.27	67.33	0.04	0.04	0.12	0.25	-	67.78	0.01
Foreperson (1)	Sept. 6, 2020	49.56	2.97	1.98	3.45	6.00	0.15	0.60	0.15	0.27	65.13	0.04	0.04	0.12	0.25	-	65.58	0.01
	May 1, 2021	<b>49.47</b>	2.97	1.97	<b>3.55</b>	6.00	0.15	0.60	0.15	0.27	65.13	0.04	0.04	0.12	0.25	-	65.58	0.01
Assistant Foreperson	Sept. 6, 2020	47.21	2.83	1.89	3.45	6.00	0.15	0.60	0.15	0.27	62.55	0.04	0.04	0.12	0.25	-	63.00	0.01
	May 1, 2021	<b>47.12</b>	2.83	1.88	<b>3.55</b>	6.00	0.15	0.60	0.15	0.27	62.55	0.04	0.04	0.12	0.25	-	63.00	0.01
Journeyman	Sept. 6, 2020	44.06	2.64	1.76	3.45	6.00	0.15	0.60	0.15	0.27	59.08	0.04	0.04	0.12	0.25	-	59.53	0.01
	May 1, 2021	<b>43.97</b>	2.64	1.75	<b>3.55</b>	6.00	0.15	0.60	0.15	0.27	59.08	0.04	0.04	0.12	0.25	-	59.53	0.01
3rd Year Apprentice	Sept. 6, 2020	39.65	2.38	1.59	3.45	6.00	0.15	0.60	0.15	0.27	54.24	0.04	0.04	0.12	0.25	-	54.69	0.01
	May 1, 2021	<b>39.56</b>	2.38	1.58	<b>3.55</b>	6.00	0.15	0.60	0.15	0.27	54.24	0.04	0.04	0.12	0.25	-	54.69	0.01
2nd Year Apprentice	Sept. 6, 2020	33.05	1.98	1.32	3.45	6.00	0.15	0.60	0.15	0.27	46.97	0.04	0.04	0.12	0.25	-	47.42	0.01
	May 1, 2021	<b>32.95</b>	1.98	1.32	<b>3.55</b>	6.00	0.15	0.60	0.15	0.27	46.97	0.04	0.04	0.12	0.25	-	47.42	0.01
1st Year Apprentice	Sept. 6, 2020	26.44	1.59	1.06	3.45	6.00	0.15	0.60	0.15	0.27	39.71	0.04	0.04	0.12	0.25	-	40.16	0.01
	May 1, 2021	<b>26.34</b>	1.59	1.06	<b>3.55</b>	6.00	0.15	0.60	0.15	0.27	39.71	0.04	0.04	0.12	0.25	-	40.16	0.01
Helper	Sept. 6, 2020	33.05	1.98	1.32	3.45	6.00	0.15	0.60	0.15	0.27	46.97	0.04	0.04	0.12	0.25	-	47.42	0.01
	May 1, 2021	<b>32.95</b>	1.98	1.32	<b>3.55</b>	6.00	0.15	0.60	0.15	0.27	46.97	0.04	0.04	0.12	0.25	-	47.42	0.01

Refer to Footnotes on page 2

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

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**MAINTENANCE AGREEMENT  
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR HEALTH PLAN INCREASE - EFFECTIVE MAY 1, 2021)

<b>Effective Date</b>	<b>Sept. 6, 2020</b>
<b>Hours of Work</b>	(See Article 11.01)
<b>Shift Operations</b>	
<b>Two Shift Opertn.</b>	
<b>2nd Shift</b>	\$ 3.50
<b>3rd Shift</b>	\$ 3.50
<b>Overtime</b>	(See Article 13.00)
<b>Transportation Rate</b>	\$ 0.52
<b>Subsistence</b>	(See Article 16.01)  As per approved provincial rates

<b>Summary of Contributions contained in National Training (NTTF)</b>	
National Training (NTTF)	\$0.10*
<i>(* \$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.)</i>	
<b>IBB/Union Funds</b>	
National Organizing	\$0.04
Health & Safety	\$0.10
Union Promotion	\$0.03
National Marketing	\$0.04

**FOOTNOTES:**

- (1) Effective September 6, 2020, the employers will cease to remit the former NMA admin fund and redistribute that amount as five cents (0.05) to the Education Training Trust Fund and five cents (0.05) to the Apprenticeship Training Trust Fund.
- (2) 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).
- (3) 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.
- (4) See above for breakdown of National Training.
- (5) 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.
- (6) Effective May 3, 2015, the Employer will contribute \$0.02 per hour worked to the Workforce Development Trust (WDT) 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, the BCA of Alberta has contributed \$0.02/hour worked to the WDT on behalf of the Employers. Effective November 4, 2018, as a result of the wage increase, \$0.01 has been deducted from the increase and will be remitted on behalf of the Employee for the Workforce Development Trust (per hour worked). The remaining \$0.01/hour worked contribution will continue to be made by the BCA of Alberta to the WDT until further notice.

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