

**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 2021 RATE INCREASE, HEALTH PLAN INCREASE AND TRANSPORTATION RATE - EFFECTIVE MAY 2, 2021)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4.5%	(A)							(Outside the Total Wage Package)			Employee Deduction
					Health Plan	Pension	Union Promotion	Educational Training	Apprenticeship	National Training (1)	Total Wage Package	Educational Training (2)	Administration & Workforce Planning (3)	Total Cost	Helmets to Hardhats (H2H) (4)
General Foreperson	May 2, 2021	47.86	2.87	2.15	3.55	5.25	0.10	0.45	0.20	0.31	62.74	0.41	0.25	63.40	0.01
Foreperson	May 2, 2021	44.11	2.65	1.98	3.55	5.25	0.10	0.45	0.20	0.31	58.60	0.41	0.25	59.26	0.01
Assistant Foreperson	May 2, 2021	40.36	2.42	1.82	3.55	5.25	0.10	0.45	0.20	0.31	54.46	0.41	0.25	55.12	0.01
Journeyman	May 2, 2021	38.86	2.33	1.75	3.55	5.25	0.10	0.45	0.20	0.31	52.80	0.41	0.25	53.46	0.01
3rd Year Apprentice	May 2, 2021	34.97	2.10	1.57	3.55	5.25	0.10	0.45	0.20	0.31	48.50	0.41	0.25	49.16	0.01
2nd Year Apprentice	May 2, 2021	29.12	1.75	1.31	3.55	5.25	0.10	0.45	0.20	0.31	42.04	0.41	0.25	42.70	0.01
1st Year Apprentice	May 2, 2021	23.28	1.40	1.05	3.55	5.25	0.10	0.45	0.20	0.31	35.59	0.41	0.25	36.25	0.01

*Note: Please contact the BCA or IBB offices for information on the rates and remittances applicable in Nunavut.

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Effective Date	July 15, 2018	May 5, 2019	May 3, 2020	May 2, 2021
Hours of Work	8	8	8	8
Shift Premium				
2nd Shift	3.75	3.75	3.75	3.75
3rd Shift	3.75	3.75	3.75	3.75
Overtime	(See Article 16.01)			
Transportation Rate	0.55	0.58	0.59	0.59
Travel Rate	0.32	0.32	0.32	0.32
Subsistence				
North of 53rd Parallel				
The Pas, Flin Flou	\$175 / Day Worked	\$175 / Day Worked	\$175 / Day Worked	\$175 / Day Worked
Thompson	\$185 / Day Worked	\$185 / Day Worked	\$185 / Day Worked	\$185 / Day Worked
South of 53rd Parallel				
All Regions	\$135 / Day Worked	\$135 / Day Worked	\$135 / Day Worked	\$135 / Day Worked
	(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) See above for breakdown of National Training.
- (2) Effective May 7, 2017, the Education and Training Fund will increase by \$0.16 for the province of Manitoba. This increase is outside the total wage package until the expiration of the agreement April 30, 2022.
- (3) 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. Effective May 3, 2020, there will be a contribution holiday on the \$0.03/hour Workforce Planning contributions.
- (4) 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).

NOTES

Employee Deduction
Helmets to Hardhats (H2H) \$0.01 PER HOUR WORKED