

**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 HEALTH PLAN INCREASE - EFFECTIVE MAY 2, 2021)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 8%	Statutory Holiday Pay 4%	(A)										(Outside the Total Wage Package)			Employee Deduction (B)
					Health Plan	Pension (1)	Educational Training	Apprenticeship	National Training (2)	Bldg. Trades Contrib. (B)	Employee Assistance Program (EAP) (A)	Building Fund (A)	Benevolent Fund** (A)	Total Wage Package	NL Job Promo. (A)	Administration & Workforce Planning (4) (A)	Total Cost	
General Foreperson	May 3, 2020	42.98	3.44	1.72	3.45	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	58.24	1.00	0.55	59.79	0.01
	May 2, 2021	43.28	3.46	1.73	3.55	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	58.67	1.00	0.55	60.22	0.01
Foreperson	May 3, 2020	41.88	3.35	1.68	3.45	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	57.01	1.00	0.55	58.56	0.01
	May 2, 2021	42.18	3.37	1.69	3.55	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	57.44	1.00	0.55	58.99	0.01
Assistant Foreperson	May 3, 2020	40.53	3.24	1.62	3.45	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	55.49	1.00	0.55	57.04	0.01
	May 2, 2021	40.83	3.27	1.63	3.55	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	55.93	1.00	0.55	57.48	0.01
Journeyperson	May 3, 2020	38.83	3.11	1.55	3.45	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	53.59	1.00	0.55	55.14	0.01
	May 2, 2021	39.13	3.13	1.57	3.55	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	54.03	1.00	0.55	55.58	0.01
3rd Year Apprentice (1)	May 3, 2020	34.93	2.80	1.40	3.45	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	49.23	1.00	0.55	50.78	0.01
	May 2, 2021	35.20	2.82	1.41	3.55	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	49.63	1.00	0.55	51.18	0.01
2nd Year Apprentice (1)	May 3, 2020	29.11	2.33	1.16	3.45	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	42.70	1.00	0.55	44.25	0.01
	May 2, 2021	29.31	2.34	1.17	3.55	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	43.02	1.00	0.55	44.57	0.01
1st Year Apprentice (1)	May 3, 2020	23.26	1.86	0.93	3.45	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	36.15	1.00	0.55	37.70	0.01
	May 2, 2021	23.41	1.87	0.94	3.55	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	36.42	1.00	0.55	37.97	0.01

**Benevolent Fund to be remitted directly to the Union.

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Effective Date	May 6, 2018
Hours of Work	8
Shift Premium 2nd Shift 3rd Shift	1 1/5 1 1/5
Overtime	2
Transportation Rate	0.68
Subsistence	\$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) Effective July 15, 2018, the Pension 'Special Funding Contribution' will cease. Previously the Pension contribution was comprised of two components, a Basic Pension Deduction and a "Special Funding Contribution" of \$1.50 from May 3, 2015 to July 14, 2018. Rates for First, Second & Third Year Apprentices, and Helper were inclusive of the Collective Agreement Rate plus the "Special Funding Contribution" for the Pension Plan from May 3, 2015 to July 14, 2018.
- (2) See above for breakdown of National Training.
- (3) 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, 2019, 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. Effective May 3, 2020 the redirection of funding from the NLJPF to Educational Training will cease.
- (4) 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.
- (5) 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