



August 16, 2013

IMPORTANT NOTICE

1. MULTI PROVINCIAL COLLECTIVE AGREEMENT

2. NEW WAGE & BENEFIT SCHEDULE FORMAT
(NEW WAGE & BENEFIT SCHEDULES ATTACHED)

1. MULTI PROVINCIAL COLLECTIVE AGREEMENT

The Boilermaker Contractors Association (BCA) and the International Brotherhood of Boilermakers have concluded a successful round of collective bargaining for the Multi Provincial Collective Agreement which includes changes to the Master Portion and the Appendices for the provinces of Prince Edward Island, Nova Scotia, New Brunswick, Ontario, Manitoba & Saskatchewan. **The Multi Provincial Collective Agreement should be posted and available for your use on the BCA Website (www.bcacanada.ca) by August 19, 2013.**

Once the Collective Agreements are printed, a few copies will be available for BCA Member Contractors. **Please notify us via email at info@bcacanada.ca by September 3, 2013 as to how many copies you would like to receive.**

2. NEW WAGE & BENEFIT SCHEDULE FORMAT

The format of the Wage & Benefit Schedules has been revised for the following provinces:

- Appendix "B": New Brunswick
- Appendix "C": Nova Scotia (Mainland) & Prince Edward Island
- Appendix "D": Nova Scotia (Cape Breton Only)
- Appendix "E": Ontario
- Appendix "F": Manitoba
- Appendix "G": Saskatchewan

The new format for the above Wage & Benefit Schedules includes the following changes and/or additions (*new revision date of August 16, 2013 in the bottom right hand corner of the new Wage & Benefit Schedules*):

All Wage & Benefit Schedules

- New 'Total Wage Package' and 'Total Cost' Columns
- The Workforce Planning contribution of \$0.05 that was originally listed/included under the National Training category/breakdown on the previous Wage & Benefit Schedules. It is now listed under the 'Employer Contributions (Outside the Total Wage Package)' column with the Administration fund.
- Job Ready Training and Dispatch Program - The Education & Training Fund was increased by \$0.10 for the provinces of Prince Edward Island, Nova Scotia and New Brunswick, \$0.30 for the province of Ontario and \$0.25 for the province of Manitoba & Saskatchewan and is outside the Total Wage Package until April 30, 2017. In the new Wage & Benefit Schedule it is now listed under the 'Employer Contributions (Outside the Total Wage Package)' column and is titled Educational Training.
- The Helmets to Hardhats (H2H) employee deduction was originally listed/included under the National Training category/breakdown on the previous Wage & Benefit Schedules. It is now listed under the 'Employee Deductions' column and is titled Helmets to Hardhats (H2H) (formerly Canadian Building Trades for NB, NS & PEI Schedules).

Manitoba & Saskatchewan Wage & Benefit Schedule

- In the April 30, 2013 Notice of Settlement for Local 555, Manitoba & Saskatchewan the Wage & Benefit Schedules (with a revision date of April 10, 2013) were sent out as "Appendix "A"" for Manitoba and "Appendix "B"" for Saskatchewan. The new Wage & Benefit Schedules are now "Appendix "F" for Manitoba and "Appendix "G" for Saskatchewan.

Please ensure that you are using the correct (attached) Wage & Benefit Schedules going forward with the revision date of August 16, 2013 in the bottom right hand corner.

Should you have any questions please do not hesitate to contact the BCA Office at (905) 684-2244.

PLEASE ENSURE A COPY OF THIS NOTICE & ATTACHED WAGE & BENEFIT SCHEDULES ARE PROVIDED TO YOUR PAYROLL DEPARTMENT

**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 TO INCORPORATE ECONOMIC INCREASE - EFFECTIVE MAY 5, 2013)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4.5%	Health & Welfare	Employer Contributions (Outside the Total Wage Package)						Total Cost	Employee Deduction		
						(A) Pension (1)	(A) Union Promotion	(A) Educational Training	(A) Apprenticeship	(A) National Training (3)	(A) Total Wage Package			(A) Educational Training (4)	(A) Administration & Workforce Planning (6)
General Foreperson	May 5, 2013	41.60	2.50	1.87	2.00	7.87	0.10	0.20	0.20	0.26	56.60	0.25	0.30	57.15	0.01
	May 4, 2014	42.87	2.57	1.93	2.00	7.87	0.10	0.20	0.20	0.26	58.00	0.25	0.30	58.55	0.01
	May 3, 2015	44.17	2.65	1.99	2.00	7.87	0.10	0.20	0.20	0.26	59.44	0.25	0.30	59.99	0.01
	May 1, 2016	45.51	2.73	2.05	2.00	7.87	0.10	0.20	0.20	0.26	60.92	0.25	0.30	61.47	0.01
Foreperson	May 5, 2013	37.85	2.27	1.70	2.00	7.87	0.10	0.20	0.20	0.26	52.45	0.25	0.30	53.00	0.01
	May 4, 2014	39.12	2.35	1.76	2.00	7.87	0.10	0.20	0.20	0.26	53.86	0.25	0.30	54.41	0.01
	May 3, 2015	40.42	2.43	1.82	2.00	7.87	0.10	0.20	0.20	0.26	55.30	0.25	0.30	55.85	0.01
	May 1, 2016	41.76	2.51	1.88	2.00	7.87	0.10	0.20	0.20	0.26	56.78	0.25	0.30	57.33	0.01
Assistant Foreperson	May 5, 2013	34.10	2.05	1.53	2.00	7.87	0.10	0.20	0.20	0.26	48.31	0.25	0.30	48.86	0.01
	May 4, 2014	35.37	2.12	1.59	2.00	7.87	0.10	0.20	0.20	0.26	49.71	0.25	0.30	50.26	0.01
	May 3, 2015	36.67	2.20	1.65	2.00	7.87	0.10	0.20	0.20	0.26	51.15	0.25	0.30	51.70	0.01
	May 1, 2016	38.01	2.28	1.71	2.00	7.87	0.10	0.20	0.20	0.26	52.63	0.25	0.30	53.18	0.01
Journeyperson	May 5, 2013	32.60	1.96	1.47	2.00	7.87	0.10	0.20	0.20	0.26	46.66	0.25	0.30	47.21	0.01
	May 4, 2014	33.87	2.03	1.52	2.00	7.87	0.10	0.20	0.20	0.26	48.05	0.25	0.30	48.60	0.01
	May 3, 2015	35.17	2.11	1.58	2.00	7.87	0.10	0.20	0.20	0.26	49.49	0.25	0.30	50.04	0.01
	May 1, 2016	36.51	2.19	1.64	2.00	7.87	0.10	0.20	0.20	0.26	50.97	0.25	0.30	51.52	0.01
3rd Year Apprentice (2)	May 5, 2013	29.10	1.75	1.31	2.00	7.87	0.10	0.20	0.20	0.26	42.79	0.25	0.30	43.34	0.01
	May 4, 2014	30.25	1.82	1.36	2.00	7.87	0.10	0.20	0.20	0.26	44.06	0.25	0.30	44.61	0.01
	May 3, 2015	31.42	1.89	1.41	2.00	7.87	0.10	0.20	0.20	0.26	45.35	0.25	0.30	45.90	0.01
	May 1, 2016	32.62	1.96	1.47	2.00	7.87	0.10	0.20	0.20	0.26	46.68	0.25	0.30	47.23	0.01
2nd Year Apprentice (2)	May 5, 2013	23.86	1.43	1.07	2.00	7.87	0.10	0.20	0.20	0.26	36.99	0.25	0.30	37.54	0.01
	May 4, 2014	24.81	1.49	1.12	2.00	7.87	0.10	0.20	0.20	0.26	38.05	0.25	0.30	38.60	0.01
	May 3, 2015	25.78	1.55	1.16	2.00	7.87	0.10	0.20	0.20	0.26	39.12	0.25	0.30	39.67	0.01
	May 1, 2016	26.79	1.61	1.21	2.00	7.87	0.10	0.20	0.20	0.26	40.24	0.25	0.30	40.79	0.01
1st Year Apprentice (2)	May 5, 2013	18.61	1.12	0.84	2.00	7.87	0.10	0.20	0.20	0.26	31.20	0.25	0.30	31.75	0.01
	May 4, 2014	19.37	1.16	0.87	2.00	7.87	0.10	0.20	0.20	0.26	32.03	0.25	0.30	32.58	0.01
	May 3, 2015	20.15	1.21	0.91	2.00	7.87	0.10	0.20	0.20	0.26	32.90	0.25	0.30	33.45	0.01
	May 1, 2016	20.96	1.26	0.94	2.00	7.87	0.10	0.20	0.20	0.26	33.79	0.25	0.30	34.34	0.01
Helper (2)	May 5, 2013	23.86	1.43	1.07	2.00	7.87	0.10	0.20	0.20	0.26	36.99	0.25	0.30	37.54	0.01
	May 4, 2014	24.81	1.49	1.12	2.00	7.87	0.10	0.20	0.20	0.26	38.05	0.25	0.30	38.60	0.01
	May 3, 2015	25.78	1.55	1.16	2.00	7.87	0.10	0.20	0.20	0.26	39.12	0.25	0.30	39.67	0.01
	May 1, 2016	26.79	1.61	1.21	2.00	7.87	0.10	0.20	0.20	0.26	40.24	0.25	0.30	40.79	0.01

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

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**APPENDIX "F": MANITOBA
WAGE AND BENEFIT SCHEDULE**

(REVISED TO INCORPORATE ECONOMIC INCREASE - EFFECTIVE MAY 5, 2013)

Effective Date	May 5, 2013	May 4, 2014	May 3, 2015	May 1, 2016
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	2	2	2	2
Transportation Rate	0.53	0.53	0.53	0.53
Travel Rate	0.32	0.32	0.32	0.32
Subsistence				
North of 53rd Parallel				
The Pas, Flin Flon	\$160 / Day	\$165 / Day	\$170 / Day	\$175 / Day
Thompson	\$170 / Day	\$175 / Day	\$180 / Day	\$185 / Day
South of 53rd Parallel				
All Regions	\$130 / Day	\$135 / Day	\$140 / Day	\$145 / Day
	(See Article 20.01)			

Summary of Contributions contained in National Training (NTTF)	
BCA Funds	
National Training (NTTF)	\$0.10
IBB/Union Funds	
National Organizing	\$0.04
National Health & Safety	\$0.05
Union Promotion	\$0.03
National Marketing	\$0.04

FOOTNOTES:

- (1) Pension contribution is comprised of two components, a Basic Pension Deduction and a "Special Funding Contribution" of \$2.62.
- (2) Rates for First, Second & Third year Apprentices, and Helper are inclusive of the Collective Agreement Rate plus the "Special Funding Contribution" for the Pension Plan.
- (3) See above for breakdown of National Training.
- (4) Effective May 1, 2013, the Education and Training Fund will increase by \$0.25 for the province of Manitoba. This increase is outside the total wage package until the expiration of the agreement April 30, 2017.
- (5) 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).
- (6) Effective May 6, 2012, a contribution of \$0.05/hour, directed to the BCA to provide for a Resource Manager/Workforce Planning.

NOTES

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

All contributions paid on hours earned with the exception of the employee deduction to Helmets to Hardhats (H2H), which is paid on hours worked

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

Refer to Footnotes on page 2

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