



October 28, 2014

**IMPORTANT NOTICE**  
**ALBERTA – LOCAL LODGE 146**  
**CEFAP INCREASE**  
**WAGE & BENEFIT SCHEDULE (ATTACHED)**

BCA of Alberta Contractor:

**CEFAP Increase – Effective November 2, 2014**

The BCA has received notification from the Construction Labour Relations Association of Alberta that the Construction Employee & Family Assistance Program (CEFAP) will be increasing.

**Effective November 2, 2014, CEFAP will increase:**

- From three (\$0.03) **to four cents (\$0.04) for hourly rated personnel.**
- **For salaried personnel it will increase** from \$4.50 per month to **\$6.00 per month.**

This increase is reflected in the attached Alberta Wage & Benefit Schedule, Appendix "A". Please ensure you are using the Wage & Benefit Schedule (attached) with 'Rev. Oct 28, 2014' in the bottom right hand corner.

**PLEASE ENSURE A COPY OF THIS NOTICE IS PROVIDED  
TO YOUR PAYROLL DEPARTMENT**

**BOILERMAKER CONTRACTORS' ASSOCIATION &  
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,  
FORGERS AND HELPERS (LOCAL LODGE 146)**

**APPENDIX "A": ALBERTA  
WAGE AND BENEFIT SCHEDULE**

(REVISED TO INCORPORATE CEFAP INCREASE - EFF. NOV 2, 2014)

| Classification          | Effective Date | Hourly Wage Rate | Vacation Pay 6% | Statutory Holiday Pay 4% |                      |                 |                     |                          |                    |                           |                        | Employer Contributions<br>(Outside the Total Wage Package) |                           |                    |                |
|-------------------------|----------------|------------------|-----------------|--------------------------|----------------------|-----------------|---------------------|--------------------------|--------------------|---------------------------|------------------------|--|---------------------------|--------------------|----------------|
|                         |                |                  |                 |                          | (A) Health & Welfare | (A) Pension (1) | (A) Union Promotion | (A) Educational Training | (A) Apprenticeship | (A) National Training (3) | (A) Total Wage Package | (B) CEFAP  | (A) National Training (3) | (A) Administration | (A) Total Cost |
| General Foreperson (4)  | July 1, 2013   | 49.34            | 2.96            | 1.97                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 66.49                  | 0.03   | 0.04                      | 0.25               | 66.81          |
|                         | Nov 3, 2013    | 50.08            | 3.00            | 2.00                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 67.30                  | 0.03   | 0.04                      | 0.25               | 67.62          |
|                         | May 4, 2014    | 50.75            | 3.05            | 2.03                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 68.05                  | 0.03   | 0.04                      | 0.25               | 68.37          |
|                         | Nov 2, 2014    | 51.40            | 3.08            | 2.06                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 68.76                  | 0.04   | 0.04                      | 0.25               | 69.09          |
| Foreperson (4)          | July 1, 2013   | 47.34            | 2.84            | 1.89                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 64.29                  | 0.03   | 0.04                      | 0.25               | 64.61          |
|                         | Nov 3, 2013    | 48.08            | 2.88            | 1.92                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 65.10                  | 0.03   | 0.04                      | 0.25               | 65.42          |
|                         | May 4, 2014    | 48.75            | 2.93            | 1.95                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 65.85                  | 0.03   | 0.04                      | 0.25               | 66.17          |
|                         | Nov 2, 2014    | 49.40            | 2.96            | 1.98                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 66.56                  | 0.04   | 0.04                      | 0.25               | 66.89          |
| Assistant Foreperson    | July 1, 2013   | 44.99            | 2.70            | 1.80                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 61.71                  | 0.03   | 0.04                      | 0.25               | 62.03          |
|                         | Nov 3, 2013    | 45.73            | 2.74            | 1.83                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 62.52                  | 0.03   | 0.04                      | 0.25               | 62.84          |
|                         | May 4, 2014    | 46.40            | 2.78            | 1.86                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 63.26                  | 0.03   | 0.04                      | 0.25               | 63.58          |
|                         | Nov 2, 2014    | 47.05            | 2.82            | 1.88                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 63.97                  | 0.04   | 0.04                      | 0.25               | 64.30          |
| Journeyperson           | July 1, 2013   | 41.84            | 2.51            | 1.67                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 58.24                  | 0.03   | 0.04                      | 0.25               | 58.56          |
|                         | Nov 3, 2013    | 42.58            | 2.55            | 1.70                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 59.05                  | 0.03   | 0.04                      | 0.25               | 59.37          |
|                         | May 4, 2014    | 43.25            | 2.60            | 1.73                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 59.80                  | 0.03   | 0.04                      | 0.25               | 60.12          |
|                         | Nov 2, 2014    | 43.90            | 2.63            | 1.76                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 60.51                  | 0.04   | 0.04                      | 0.25               | 60.84          |
| 3rd Year Apprentice (2) | July 1, 2013   | 37.38            | 2.24            | 1.50                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 53.34                  | 0.03   | 0.04                      | 0.25               | 53.66          |
|                         | Nov 3, 2013    | 38.05            | 2.28            | 1.52                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 54.07                  | 0.03   | 0.04                      | 0.25               | 54.39          |
|                         | May 4, 2014    | 38.65            | 2.32            | 1.55                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 54.74                  | 0.03   | 0.04                      | 0.25               | 55.06          |
|                         | Nov 2, 2014    | 39.24            | 2.35            | 1.57                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 55.38                  | 0.04   | 0.04                      | 0.25               | 55.71          |
| 2nd Year Apprentice (2) | July 1, 2013   | 30.70            | 1.84            | 1.23                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 45.99                  | 0.03   | 0.04                      | 0.25               | 46.31          |
|                         | Nov 3, 2013    | 31.25            | 1.88            | 1.25                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 46.60                  | 0.03   | 0.04                      | 0.25               | 46.92          |
|                         | May 4, 2014    | 31.76            | 1.91            | 1.27                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 47.16                  | 0.03   | 0.04                      | 0.25               | 47.48          |
|                         | Nov 2, 2014    | 32.24            | 1.93            | 1.29                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 47.68                  | 0.04   | 0.04                      | 0.25               | 48.01          |
| 1st Year Apprentice (2) | July 1, 2013   | 24.01            | 1.44            | 0.96                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 38.63                  | 0.03   | 0.04                      | 0.25               | 38.95          |
|                         | Nov 3, 2013    | 24.46            | 1.47            | 0.98                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 39.13                  | 0.03   | 0.04                      | 0.25               | 39.45          |
|                         | May 4, 2014    | 24.86            | 1.49            | 0.99                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 39.56                  | 0.03   | 0.04                      | 0.25               | 39.88          |
|                         | Nov 2, 2014    | 25.25            | 1.52            | 1.01                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 40.00                  | 0.04   | 0.04                      | 0.25               | 40.33          |
| Helper (2)              | July 1, 2013   | 30.70            | 1.84            | 1.23                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 45.99                  | 0.03   | 0.04                      | 0.25               | 46.31          |
|                         | Nov 3, 2013    | 31.25            | 1.88            | 1.25                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 46.60                  | 0.03   | 0.04                      | 0.25               | 46.92          |
|                         | May 4, 2014    | 31.76            | 1.91            | 1.27                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 47.16                  | 0.03   | 0.04                      | 0.25               | 47.48          |
|                         | Nov 2, 2014    | 32.24            | 1.93            | 1.29                     | 2.25                 | 9.00            | 0.15                | 0.50                     | 0.10               | 0.22                      | 47.68                  | 0.04   | 0.04                      | 0.25               | 48.01          |

\*Note: Please contact the BCA or IBB offices for the rates and remittances applicable in Nunavut, Northwest Territories and the District of Mackenzie.

Refer to Footnotes on page 2

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

**BOILERMAKER CONTRACTORS' ASSOCIATION &  
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,  
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**APPENDIX "A": ALBERTA  
WAGE AND BENEFIT SCHEDULE**

(REVISED TO INCORPORATE CEFAP INCREASE - EFF. NOV 2, 2014)

| Effective Date             | July 1,<br>2013   | Nov 3,<br>2013 | May 4,<br>2014 | Nov 2,<br>2014 |
|----------------------------|---|----------------|----------------|----------------|
| <b>Hours of Work</b>       | (See Article 14.00)                                     |                |                |                |
| <b>Shift Operations</b>    |   |                |                |                |
| Two Shift Opertn.          | 3.00  | 3.00           | 3.00           | 3.00           |
| 2nd Shift                  | 3.00  | 3.00           | 3.00           | 3.00           |
| 3rd Shift                  | 3.00  | 3.00           | 3.00           | 3.00           |
| <b>Overtime</b>            | (See Article 16.01)                                     |                |                |                |
| <b>Transportation Rate</b> | 0.51  | 0.51           | 0.51           | 0.51           |
| <b>Subsistence</b>         | (See Article 20.01)<br>As per approved provincial rates |                |                |                |

| <b>Summary of Contributions contained in National Training (NTTF)</b>  |        |
|--|--------|
| <b>BCA Funds</b>   |        |
| National Training (NTTF)   | 0.10*  |
| (*\$0.04 of the above \$0.10 National Training (NTTF) total is outside the Total Wage Package until the expiry of the Collective Agreement as to not skew the relativity with other trades.) |        |
| <b>IBB/Union Funds</b>   |        |
| National Organizing  | \$0.04 |
| 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 \$3.00.
- (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 6, 2012, General Foreman & Foreman who hold the Industrial Construction Crew Supervisor (ICCS) designation will be paid an additional premium of \$1.00.

Refer to Footnotes on page 2

(A) = Based on Hours Earned  
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