

**BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS (LOCAL LODGE 359)**

**APPENDIX "A": BRITISH COLUMBIA
WAGE AND BENEFIT SCHEDULE**

REVISED FOR 2019 TRANSPORTATION RATE - EFFECTIVE FEBRUARY 28, 2019

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 6%	(A)		(A)		(A)		(B)		Total Wage Package	Employer Contributions (Outside the Total Wage Package)		
					Health & Welfare	Pension	Promotion Fund	Apprentshp & Trade Advancmnt	Rehabilitation Fund	National Training (1)	Western Canada Boilermaker Advantage Fund (2)	Helmets to Hardhats (3)		Job Ready Dispatch (4)	Management Administration & Workforce Planning (5)	Total Cost
General Foreperson (J + 18%)	May 6, 2018	51.15	3.07	3.07	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	69.75	0.30	0.28	70.33
	May 5, 2019	52.10	3.13	3.13	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	70.82	0.30	0.28	71.40
	May 3, 2020	54.00	3.24	3.24	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	72.94	0.30	0.28	73.52
Foreperson (J + 13%)	May 6, 2018	48.99	2.94	2.94	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	67.33	0.30	0.28	67.91
	May 5, 2019	49.89	2.99	2.99	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	68.33	0.30	0.28	68.91
	May 3, 2020	51.71	3.10	3.10	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	70.37	0.30	0.28	70.95
Journeyperson	May 6, 2018	43.35	2.60	2.60	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	61.01	0.30	0.28	61.59
	May 5, 2019	44.15	2.65	2.65	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	61.91	0.30	0.28	62.49
	May 3, 2020	45.76	2.75	2.75	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	63.72	0.30	0.28	64.30
<u>Apprentices:</u> 5th Year (90%) (6)	Sept 2, 2018	39.02	2.34	2.34	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	56.16	0.30	0.28	56.74
	May 5, 2019	39.74	2.38	2.38	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	56.96	0.30	0.28	57.54
	May 3, 2020	41.18	2.47	2.47	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	58.58	0.30	0.28	59.16
4th Year (83%) (6)	Sept 2, 2018	35.98	2.16	2.16	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	52.76	0.30	0.28	53.34
	May 5, 2019	36.64	2.20	2.20	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	53.50	0.30	0.28	54.08
	May 3, 2020	37.98	2.28	2.28	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	55.00	0.30	0.28	55.58
3rd Year (75%) (6)	Sept 2, 2018	32.51	1.95	1.95	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	48.87	0.30	0.28	49.45
	May 5, 2019	33.11	1.99	1.99	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	49.55	0.30	0.28	50.13
	May 3, 2020	34.32	2.06	2.06	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	50.90	0.30	0.28	51.48

Refer to Footnotes on page 2

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

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					Health & Welfare	Pension	Promotion Fund	Apprenticeship & Trade Advancmnt	Rehabilitation Fund	National Training (1)	Western Canada Boilermaker Advantage (2)	Helmets to Hardhats (3)		Job Ready Dispatch (4)	Management Administration & Workforce Planning (5)	Total Cost
2nd Year (69%) (6)	Sept 2, 2018	29.91	1.79	1.79	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	45.95	0.30	0.28	46.53
	May 5, 2019	30.46	1.83	1.83	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	46.58	0.30	0.28	47.16
	May 3, 2020	31.57	1.89	1.89	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	47.81	0.30	0.28	48.39
1st Year (63%)	May 6, 2018	27.31	1.64	1.64	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	43.05	0.30	0.28	43.63
	May 5, 2019	27.81	1.67	1.67	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	43.61	0.30	0.28	44.19
	May 3, 2020	28.83	1.73	1.73	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	44.75	0.30	0.28	45.33
Pre Apprentice (55%)	May 6, 2018	23.84	1.43	1.43	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	39.16	0.30	0.28	39.74
	May 5, 2019	24.28	1.46	1.46	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	39.66	0.30	0.28	40.24
	May 3, 2020	25.17	1.51	1.51	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	40.65	0.30	0.28	41.23

Effective Date	May 6, 2018	May 5, 2019
Hours of Work	8	8
Shift Premium:		
2nd Shift	6.00	6.00
3rd Shift	6.00	6.00
Overtime	See Article 16.01	
Transportation Rate	0.55 (Effective Feb 28/18)	0.58 (Effective Feb 28/19)
Subsistence	\$145 / Day	\$150 / Day
Meal Allowance (when Employer Supplied Room)	\$67.50 / Day	\$67.50 / Day

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

FOOTNOTES:

- (1) See above for breakdown of National Training.
 - (2) Effective November 5, 2017, \$0.02 has been redirected from the hourly wage rate to Western Canada Boilermaker Advantage Fund.
 - (3) Effective November 5, 2017, \$0.01 has been redirected from the hourly wage rate to Helmets to Hardhats (H2H).
 - (4) Effective March 4, 2018 a contribution of \$0.30/hour earned to fund the Job Ready Dispatch Program.
 - (5) 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.
 - (6) Effective September 2, 2018, as a result of the Pan-Canadian Harmonization Initiative, the Level '6th 1000 Hours' Apprentice Classification has been eliminated and the '3rd Year' Rate has been amended to be 75% of the Journeyman rate.
- Note: Effective May 1, 2018, the \$0.01 per hour earned contribution to the Jurisdictional Assignment Plan (JAP) was suspended until further notice.

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