

April 3, 2020

**IMPORTANT NOTICE**  
**UPDATED WAGE AND BENEFIT SCHEDULES – EFFECTIVE MAY 2020**

**Health and Welfare Fund**

The BCA has been advised that the International Brotherhood of Boilermakers (IBB) will be increasing the National Health and Welfare Fund by **\$0.10/hour earned to \$3.45.**

Please note this change reduces the base hourly wage rates.

**Workforce Planning Fund**

Effective May 1, 2020 there will be a contribution holiday on the \$0.03/hour BCA Workforce Planning contributions for the following provinces:

- Alberta (Local 146)
- New Brunswick (Local 73)
- Nova Scotia (Cape Breton) (Local 73)
- Nova Scotia (Mainland) and Prince Edward Island (Local 73)

Please note that the adjustment for the contribution holiday of the Workforce Planning Fund is effective May 3, 2020 for the following provinces:

- Manitoba (Local 555)
- Newfoundland and Labrador (Local 203)
- Ontario (Local 128)
- Saskatchewan (Local 555)

*Please note the change to the Workforce Planning Fund does **not** apply to Alberta (Local 146), which was already on a contribution holiday.*

**Wage Adjustments**

As required under their respective Collective Agreements, the Manitoba and Saskatchewan hourly wage rates have been amended, effective May 3, 2020, to reflect the 2019 Canadian CPI review.

**Transportation Rates**

As required under their respective Collective Agreements, transportation rates effective May 3, 2020 have been updated for the following provinces:

- Manitoba (Local 555)
- Ontario (Local 128)
- Saskatchewan (Local 555)

**Newfoundland Job Promotion Fund Contribution Rates**

Effective May 3, 2020 the Newfoundland Job Promotion Fund will **cease** redirecting \$0.15/hour to the Educational Training Fund for training expense reimbursements.

**Wage and Benefit Schedules**

The Wage and Benefit Schedules have been updated to reflect the above adjustments and are attached for your reference. Please note the revision date March 31, 2020 in the bottom right hand corner. The updated Schedules are also located on the BCA website under the '*Current Wage and Benefit Schedule*' header on the provincial agreement webpage.

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

If there is a payroll contact that you wish to include for future notices, please email [info@bcacanada.ca](mailto:info@bcacanada.ca).

**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 FOR NATIONAL HEALTH AND WELFARE FUND - EFFECTIVE MAY 1, 2020)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	Employer Contributions (Outside the Total Wage Package)										Total Cost	Workforce Development Trust (7)		
					(A) Health & Welfare	(A) Pension (2)	(A) Union Promotion	(A) Educational Training (3)	(A) Apprenticeship	(A) National Training (4)	(A) Total Wage Package	(B) BCABEAP	(A) National Training (4)	(B) RSAP (5)			(A) Administration (6)	(B) Workforce Development Trust (7)
General Foreperson	Nov 4, 2018	53.59	3.22	2.14	3.25	6.00	0.15	0.55	0.10	0.27	69.27	0.04	0.04	0.12	0.25	-	69.72	0.01
	June 1, 2019	53.50	3.21	2.14	3.35	6.00	0.15	0.55	0.10	0.27	69.27	0.04	0.04	0.12	0.25	-	69.72	0.01
	May 1, 2020	<b>53.41</b>	3.20	2.14	<b>3.45</b>	6.00	0.15	0.55	0.10	0.27	69.27	0.04	0.04	0.12	0.25	-	69.72	0.01
Foreperson	Nov 4, 2018	51.59	3.10	2.06	3.25	6.00	0.15	0.55	0.10	0.27	67.07	0.04	0.04	0.12	0.25	-	67.52	0.01
	June 1, 2019	51.50	3.09	2.06	3.35	6.00	0.15	0.55	0.10	0.27	67.07	0.04	0.04	0.12	0.25	-	67.52	0.01
	May 1, 2020	<b>51.41</b>	3.08	2.06	<b>3.45</b>	6.00	0.15	0.55	0.10	0.27	67.07	0.04	0.04	0.12	0.25	-	67.52	0.01
Assistant Foreperson	Nov 4, 2018	49.24	2.95	1.97	3.25	6.00	0.15	0.55	0.10	0.27	64.48	0.04	0.04	0.12	0.25	-	64.93	0.01
	June 1, 2019	49.15	2.95	1.97	3.35	6.00	0.15	0.55	0.10	0.27	64.49	0.04	0.04	0.12	0.25	-	64.94	0.01
	May 1, 2020	<b>49.06</b>	2.94	1.97	<b>3.45</b>	6.00	0.15	0.55	0.10	0.27	64.49	0.04	0.04	0.12	0.25	-	64.94	0.01
Journeyperson	Nov 4, 2018	46.09	2.77	1.84	3.25	6.00	0.15	0.55	0.10	0.27	61.02	0.04	0.04	0.12	0.25	-	61.47	0.01
	June 1, 2019	46.00	2.76	1.84	3.35	6.00	0.15	0.55	0.10	0.27	61.02	0.04	0.04	0.12	0.25	-	61.47	0.01
	May 1, 2020	<b>45.91</b>	2.75	1.84	<b>3.45</b>	6.00	0.15	0.55	0.10	0.27	61.02	0.04	0.04	0.12	0.25	-	61.47	0.01
3rd Year Apprentice	Nov 4, 2018	41.48	2.49	1.66	3.25	6.00	0.15	0.55	0.10	0.27	55.95	0.04	0.04	0.12	0.25	-	56.40	0.01
	June 1, 2019	41.40	2.48	1.66	3.35	6.00	0.15	0.55	0.10	0.27	55.96	0.04	0.04	0.12	0.25	-	56.41	0.01
	May 1, 2020	<b>41.31</b>	2.47	1.66	<b>3.45</b>	6.00	0.15	0.55	0.10	0.27	55.96	0.04	0.04	0.12	0.25	-	56.41	0.01
2nd Year Apprentice	Nov 4, 2018	34.57	2.07	1.38	3.25	6.00	0.15	0.55	0.10	0.27	48.34	0.04	0.04	0.12	0.25	-	48.79	0.01
	June 1, 2019	34.50	2.07	1.38	3.35	6.00	0.15	0.55	0.10	0.27	48.37	0.04	0.04	0.12	0.25	-	48.82	0.01
	May 1, 2020	<b>34.41</b>	2.06	1.38	<b>3.45</b>	6.00	0.15	0.55	0.10	0.27	48.37	0.04	0.04	0.12	0.25	-	48.82	0.01
1st Year Apprentice	Nov 4, 2018	27.65	1.66	1.11	3.25	6.00	0.15	0.55	0.10	0.27	40.74	0.04	0.04	0.12	0.25	-	41.19	0.01
	June 1, 2019	27.60	1.66	1.10	3.35	6.00	0.15	0.55	0.10	0.27	40.78	0.04	0.04	0.12	0.25	-	41.23	0.01
	May 1, 2020	<b>27.51</b>	1.65	1.10	<b>3.45</b>	6.00	0.15	0.55	0.10	0.27	40.78	0.04	0.04	0.12	0.25	-	41.23	0.01
Helper	Nov 4, 2018	34.57	2.07	1.38	3.25	6.00	0.15	0.55	0.10	0.27	48.34	0.04	0.04	0.12	0.25	-	48.79	0.01
	June 1, 2019	34.50	2.07	1.38	3.35	6.00	0.15	0.55	0.10	0.27	48.37	0.04	0.04	0.12	0.25	-	48.82	0.01
	May 1, 2020	<b>34.41</b>	2.06	1.38	<b>3.45</b>	6.00	0.15	0.55	0.10	0.27	48.37	0.04	0.04	0.12	0.25	-	48.82	0.01

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

**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 FOR NATIONAL HEALTH AND WELFARE FUND - EFFECTIVE MAY 1, 2020)

Effective Date	May 7, 2017
Hours of Work	(See Article 14.00)
<b>Shift Operations</b>	
Two Shift Opertn.	3.50
3rd Shift	3.50
Overtime	(See Article 16.01)
Transportation Rate	0.52
Subsistence	(See Article 20.01) As per approved provincial rates

<b>Summary of Contributions contained in National Training (NTTF)</b>	
National Training (NTTF)	0.10*
(*\$0.04 of the above \$0.10 National Training (NTTF) total is outside the Total Wage Package as to not skew the relativity with other Alberta trades.)	
<b>IBB/Union Funds</b>	
National Organizing	\$0.04
Health & Safety	\$0.10
Union Promotion	\$0.03
National Marketing	\$0.04

**FOOTNOTES:**

- (1) Effective May 6, 2012, General Foreperson & Foreperson who hold the Industrial Construction Crew Supervisor (ICCS) designation will be paid an additional premium of \$1.00 (\$1.50 effective May 2017).
- (2) 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 \$2.00 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.
- (3) The Area Labour Agreement was enabled effective January 1, 2017 to include a \$0.05 per hour contribution to the Educational Training for the Job Ready Dispatch Program.
- (4) See above for breakdown of National Training.
- (5) Effective January 1, 2017, the Employer Contribution to RSAP will resume (previously suspended from January 2, 2011 to December 31, 2016).
- (6) The Employer will contribute \$0.05 per hour paid to the BCA to provide for a Resource Manager/Workforce Planning. Effective May 6, 2012, this \$0.05 from the Employer will be suspended until further notice.
- (7) Effective May 3, 2015, the Employer will contribute \$0.02 per hour worked to the Workforce Development Trust (WDT) Initiatives until such time as the wage adjustment formula results in a wage increase or as agreed to by the Alberta Employer's Coordinating Committee. Thereafter, \$0.01 per hour worked will be remitted on behalf of the Employer and \$0.01 per hour worked will be remitted on behalf of the employee. Effective May 3, 2015, the BCA of Alberta has contributed \$0.02/hour worked to the WDT on behalf of the Employers. Effective November 4, 2018, as a result of the wage increase, \$0.01 has been deducted from the increase and will be remitted on behalf of the Employee for the Workforce Development Trust (per hour worked). The remaining \$0.01/hour worked contribution will continue to be made by the BCA of Alberta to the WDT until the expiry of the current Collective Agreement.

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,  
FORGERS AND HELPERS (LOCAL LODGE 73)**

**APPENDIX: NEW BRUNSWICK  
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR HEALTH AND WELFARE FUND INCREASE AND WFP CONTRIBUTION HOLIDAY - EFFECTIVE MAY 1, 2020)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	(A)							(Outside the Total Wage Package)			(B)
					Health & Welfare	Pension (1)	Union Promotion	Educational Training	Apprenticeship	National Training (2)	Total Wage Package	Educational Training (3)	Administration & Workforce Planning (4)	Total Cost	Helmets to Hardhats (H2H) (5)
General Foreperson	July 15, 2018	46.32	4.17	1.39	3.25	6.50	0.18	0.45	0.30	0.31	62.87	0.35	0.28	63.50	0.01
	June 1, 2019	46.32	4.17	1.39	3.35	6.50	0.08	0.45	0.30	0.31	62.87	0.35	0.28	63.50	0.01
	May 1, 2020	<b>46.23</b>	4.16	1.39	<b>3.45</b>	6.50	0.08	0.45	0.30	0.31	62.87	0.35	<b>0.25</b>	63.47	0.01
	July 5, 2020	46.68	4.20	1.40	3.45	6.50	0.08	0.45	0.30	0.31	63.37	0.35	0.25	63.97	0.01
Foreperson	July 15, 2018	44.57	4.01	1.34	3.25	6.50	0.18	0.45	0.30	0.31	60.91	0.35	0.28	61.54	0.01
	June 1, 2019	44.57	4.01	1.34	3.35	6.50	0.08	0.45	0.30	0.31	60.91	0.35	0.28	61.54	0.01
	May 1, 2020	<b>44.49</b>	4.00	1.33	<b>3.45</b>	6.50	0.08	0.45	0.30	0.31	60.91	0.35	<b>0.25</b>	61.51	0.01
	July 5, 2020	44.93	4.04	1.35	3.45	6.50	0.08	0.45	0.30	0.31	61.41	0.35	0.25	62.01	0.01
Assistant Foreperson	July 15, 2018	41.02	3.69	1.23	3.25	6.50	0.18	0.45	0.30	0.31	56.93	0.35	0.28	57.56	0.01
	June 1, 2019	41.02	3.69	1.23	3.35	6.50	0.08	0.45	0.30	0.31	56.93	0.35	0.28	57.56	0.01
	June 1, 2019	<b>40.93</b>	3.68	1.23	<b>3.45</b>	6.50	0.08	0.45	0.30	0.31	56.93	0.35	<b>0.25</b>	57.53	0.01
	July 5, 2020	41.38	3.72	1.24	3.45	6.50	0.08	0.45	0.30	0.31	57.43	0.35	0.25	58.03	0.01
Journeyperson	July 15, 2018	39.82	3.58	1.19	3.25	6.50	0.18	0.45	0.30	0.31	55.58	0.35	0.28	56.21	0.01
	June 1, 2019	39.82	3.58	1.19	3.35	6.50	0.08	0.45	0.30	0.31	55.58	0.35	0.28	56.21	0.01
	May 1, 2020	<b>39.72</b>	3.58	1.19	<b>3.45</b>	6.50	0.08	0.45	0.30	0.31	55.58	0.35	<b>0.25</b>	56.18	0.01
	July 5, 2020	40.17	3.62	1.21	3.45	6.50	0.08	0.45	0.30	0.31	56.09	0.35	0.25	56.69	0.01
3rd Year Apprentice	July 15, 2018	35.75	3.22	1.07	3.25	6.50	0.18	0.45	0.30	0.31	51.03	0.35	0.28	51.66	0.01
	June 1, 2019	35.75	3.22	1.07	3.35	6.50	0.08	0.45	0.30	0.31	51.03	0.35	0.28	51.66	0.01
	May 1, 2020	<b>35.66</b>	3.21	1.07	<b>3.45</b>	6.50	0.08	0.45	0.30	0.31	51.03	0.35	<b>0.25</b>	51.63	0.01
	July 5, 2020	36.16	3.25	1.08	3.45	6.50	0.08	0.45	0.30	0.31	51.58	0.35	0.25	52.18	0.01
2nd Year Apprentice	July 15, 2018	29.65	2.67	0.89	3.25	6.50	0.18	0.45	0.30	0.31	44.20	0.35	0.28	44.83	0.01
	June 1, 2019	29.65	2.67	0.89	3.35	6.50	0.08	0.45	0.30	0.31	44.20	0.35	0.28	44.83	0.01
	May 1, 2020	<b>29.56</b>	2.66	0.89	<b>3.45</b>	6.50	0.08	0.45	0.30	0.31	44.20	0.35	<b>0.25</b>	44.80	0.01
	July 5, 2020	30.12	2.71	0.90	3.45	6.50	0.08	0.45	0.30	0.31	44.82	0.35	0.25	45.42	0.01
1st Year Apprentice	July 15, 2018	23.53	2.12	0.71	3.25	6.50	0.18	0.45	0.30	0.31	37.35	0.35	0.28	37.98	0.01
	June 1, 2019	23.53	2.12	0.71	3.35	6.50	0.08	0.45	0.30	0.31	37.35	0.35	0.28	37.98	0.01
	May 1, 2020	<b>23.45</b>	2.11	0.70	<b>3.45</b>	6.50	0.08	0.45	0.30	0.31	37.35	0.35	<b>0.25</b>	37.95	0.01
	July 5, 2020	24.06	2.17	0.72	3.45	6.50	0.08	0.45	0.30	0.31	38.04	0.35	0.25	38.64	0.01
Helper	July 15, 2018	29.65	2.67	0.89	3.25	6.50	0.18	0.45	0.30	0.31	44.20	0.35	0.28	44.83	0.01
	June 1, 2019	29.65	2.67	0.89	3.35	6.50	0.08	0.45	0.30	0.31	44.20	0.35	0.28	44.83	0.01
	May 1, 2020	<b>29.56</b>	2.66	0.89	<b>3.45</b>	6.50	0.08	0.45	0.30	0.31	44.20	0.35	<b>0.25</b>	44.80	0.01
	July 5, 2020	30.12	2.71	0.90	3.45	6.50	0.08	0.45	0.30	0.31	44.82	0.35	0.25	45.42	0.01

Refer to Footnotes on page 2

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

Refer to Footnotes on page 2

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**BOILERMAKER CONTRACTORS' ASSOCIATION &  
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,  
FORGERS AND HELPERS (LOCAL LODGE 73)**

**APPENDIX: NEW BRUNSWICK  
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR HEALTH AND WELFARE FUND INCREASE AND WFP CONTRIBUTION HOLIDAY - EFFECTIVE MAY 1, 2020)

Effective Date	Sept 9, 2018	July 7, 2019	July 5, 2020
Hours of Work	8	8	8
Shift Premium 2nd Shift	1 1/5	1 1/5	1 1/5
3rd Shift	1 1/5	1 1/5	1 1/5
Overtime	2	2	2
Transportation Rate	0.50	0.50	0.50
Subsistence	\$109 / Day Worked	\$113 / Day Worked	\$117 / Day Worked

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

**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 \$2.24 from July 5, 2015 to July 14, 2018. 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 from July 5, 2015 to July 14, 2018 was previously \$2.24.
- (2) See page 2 for breakdown of National Training.
- (3) Effective August 6, 2017, the Educational Training Fund will increase by \$0.25 for the province of New Brunswick. This increase is outside the total wage package.
- (4) Effective May 6, 2012, a contribution of \$0.05/hour, was 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 1, 2020, there will be a contribution holiday on the \$0.03/hour Workforce Planning contributions.
- (5) Effective May 5, 2013, base wage rates are inclusive of \$0.01 to be deducted from the employee for Helmets to Hardhats (H2H). Please note that the Union Promotion Fund was reduced by \$0.01 (effective May 5, 2013) to provide for the \$0.01/hour employee deduction. 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

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

Refer to Footnotes on page 2

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(B) = Based on Hours Worked

**BOILERMAKER CONTRACTORS' ASSOCIATION &  
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,  
FORGERS AND HELPERS (LOCAL LODGE 73)**

**APPENDIX: NOVA SCOTIA (CAPE BRETON ONLY)  
WAGE AND BENEFIT SCHEDULE**

Classification	Effective Date	Hourly Wage Rate	Vacation Pay %	Statutory Holiday Pay 3%	(A)	(A)	(A)	(A)	(A)	Bldg. Trades Contribution	Total Wage Package	(Outside the Total Wage Package)			Employee Deduction	
					Health & Welfare	Pension (1)	Union Promotion	Educational Training	Apprenticeship			National Training (2)	Educational Training (3)	Administration & Workforce Planning (4)	Total Cost	Helmets to Hardhats (H2H) (5)
General Foreperson	July 15, 2018	46.16	4.15	1.38	3.25	6.50	0.18	0.45	0.30	0.31	0.07	62.75	0.35	0.34	63.44	0.01
	June 1, 2019	46.16	4.15	1.38	3.35	6.50	0.08	0.45	0.30	0.31	0.07	62.75	0.35	0.34	63.44	0.01
	May 1, 2020	<b>46.06</b>	4.15	1.38	<b>3.45</b>	6.50	0.08	0.45	0.30	0.31	0.07	62.75	0.35	<b>0.31</b>	63.41	0.01
	July 5, 2020	46.28	4.17	1.39	3.45	6.50	0.08	0.45	0.30	0.31	0.07	63.00	0.35	0.31	63.66	0.01
Foreperson	July 15, 2018	44.41	4.00	1.33	3.25	6.50	0.18	0.45	0.30	0.31	0.07	60.80	0.35	0.34	61.49	0.01
	June 1, 2019	44.41	4.00	1.33	3.35	6.50	0.08	0.45	0.30	0.31	0.07	60.80	0.35	0.34	61.49	0.01
	May 1, 2020	<b>44.32</b>	3.99	1.33	<b>3.45</b>	6.50	0.08	0.45	0.30	0.31	0.07	60.80	0.35	<b>0.31</b>	61.46	0.01
	July 5, 2020	44.54	4.01	1.34	3.45	6.50	0.08	0.45	0.30	0.31	0.07	61.05	0.35	0.31	61.71	0.01
Assistant Foreperson	July 15, 2018	42.61	3.83	1.28	3.25	6.50	0.18	0.45	0.30	0.31	0.07	58.78	0.35	0.34	59.47	0.01
	June 1, 2019	42.61	3.83	1.28	3.35	6.50	0.08	0.45	0.30	0.31	0.07	58.78	0.35	0.34	59.47	0.01
	May 1, 2020	<b>42.51</b>	3.83	1.28	<b>3.45</b>	6.50	0.08	0.45	0.30	0.31	0.07	58.78	0.35	<b>0.31</b>	59.44	0.01
	July 5, 2020	42.73	3.85	1.28	3.45	6.50	0.08	0.45	0.30	0.31	0.07	59.02	0.35	0.31	59.68	0.01
Journeyperson	July 15, 2018	41.41	3.73	1.24	3.25	6.50	0.18	0.45	0.30	0.31	0.07	57.44	0.35	0.34	58.13	0.01
	June 1, 2019	41.41	3.73	1.24	3.35	6.50	0.08	0.45	0.30	0.31	0.07	57.44	0.35	0.34	58.13	0.01
	May 1, 2020	<b>41.32</b>	3.72	1.24	<b>3.45</b>	6.50	0.08	0.45	0.30	0.31	0.07	57.44	0.35	<b>0.31</b>	58.10	0.01
	July 5, 2020	41.54	3.74	1.25	3.45	6.50	0.08	0.45	0.30	0.31	0.07	57.69	0.35	0.31	58.35	0.01
3rd Year Apprentice	July 15, 2018	37.17	3.35	1.12	3.25	6.50	0.18	0.45	0.30	0.31	0.07	52.70	0.35	0.34	53.39	0.01
	June 1, 2019	37.17	3.35	1.12	3.35	6.50	0.08	0.45	0.30	0.31	0.07	52.70	0.35	0.34	53.39	0.01
	May 1, 2020	<b>37.09</b>	3.34	1.11	<b>3.45</b>	6.50	0.08	0.45	0.30	0.31	0.07	52.70	0.35	<b>0.31</b>	53.36	0.01
	July 5, 2020	37.38	3.36	1.12	3.45	6.50	0.08	0.45	0.30	0.31	0.07	53.02	0.35	0.31	53.68	0.01
2nd Year Apprentice	July 15, 2018	30.84	2.78	0.93	3.25	6.50	0.18	0.45	0.30	0.31	0.07	45.61	0.35	0.34	46.30	0.01
	June 1, 2019	30.84	2.78	0.93	3.35	6.50	0.08	0.45	0.30	0.31	0.07	45.61	0.35	0.34	46.30	0.01
	May 1, 2020	<b>30.76</b>	2.77	0.92	<b>3.45</b>	6.50	0.08	0.45	0.30	0.31	0.07	45.61	0.35	<b>0.31</b>	46.27	0.01
	July 5, 2020	31.14	2.80	0.93	3.45	6.50	0.08	0.45	0.30	0.31	0.07	46.03	0.35	0.31	46.69	0.01
1st Year Apprentice	July 15, 2018	24.49	2.20	0.73	3.25	6.50	0.18	0.45	0.30	0.31	0.07	38.48	0.35	0.34	39.17	0.01
	June 1, 2019	24.49	2.20	0.73	3.35	6.50	0.08	0.45	0.30	0.31	0.07	38.48	0.35	0.34	39.17	0.01
	May 1, 2020	<b>24.39</b>	2.20	0.73	<b>3.45</b>	6.50	0.08	0.45	0.30	0.31	0.07	38.48	0.35	<b>0.31</b>	39.14	0.01
	July 5, 2020	24.89	2.24	0.75	3.45	6.50	0.08	0.45	0.30	0.31	0.07	39.04	0.35	0.31	39.70	0.01
Helper	July 15, 2018	30.84	2.78	0.93	3.25	6.50	0.18	0.45	0.30	0.31	0.07	45.61	0.35	0.34	46.30	0.01
	June 1, 2019	30.84	2.78	0.93	3.35	6.50	0.08	0.45	0.30	0.31	0.07	45.61	0.35	0.34	46.30	0.01
	May 1, 2020	<b>30.76</b>	2.77	0.92	<b>3.45</b>	6.50	0.08	0.45	0.30	0.31	0.07	45.61	0.35	<b>0.31</b>	46.27	0.01
	July 5, 2020	31.14	2.80	0.93	3.45	6.50	0.08	0.45	0.30	0.31	0.07	46.03	0.35	0.31	46.69	0.01

Refer to Footnotes on page 2

(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

**BOILERMAKER CONTRACTORS' ASSOCIATION &  
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,  
FORGERS AND HELPERS (LOCAL LODGE 73)**

**APPENDIX: NOVA SCOTIA (CAPE BRETON ONLY)  
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR HEALTH AND WELFARE FUND INCREASE AND WFP CONTRIBUTION HOLIDAY - EFFECTIVE MAY 1, 2020)

Effective Date	Sept 9, 2018	July 7, 2019	July 5, 2020
Hours of Work	8	8	8
Shift Premium			
2nd Shift	1 1/5	1 1/5	1 1/5
3rd Shift	1 1/5	1 1/5	1 1/5
Overtime	2	2	2
Transportation Rate	0.54	0.54	0.54
Subsistence	\$123 / Day Worked	\$126 / Day Worked	\$129 / Day Worked

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

**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 \$2.24 from July 5, 2015 to July 14, 2018. 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 from July 5, 2015 to July 14, 2018 was previously \$2.24.

(2) See page 2 for breakdown of National Training.

(3) Effective August 6, 2017, the Educational Training Fund will increase by \$0.25 for the province of Nova Scotia. This increase is outside the total wage package.

(4) Effective May 6, 2012, a contribution of \$0.05/hour, was 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 1, 2020, there will be a contribution holiday on the \$0.03/hour Workforce Planning contributions.

(5) Effective May 5, 2013, base wage rates are inclusive of \$0.01 to be deducted from the employee for Helmets to Hardhats (H2H). Please note that the Union Promotion Fund was reduced by \$0.01 (effective May 5, 2013) to provide for the \$0.01/hour employee deduction. 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

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

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,  
FORGERS AND HELPERS (LOCAL LODGE 73)**

**APPENDIX: NOVA SCOTIA (MAINLAND) & PRINCE EDWARD ISLAND  
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR HEALTH AND WELFARE FUND INCREASE AND WFP CONTRIBUTION HOLIDAY - EFFECTIVE MAY 1, 2020)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	(A) Health & Welfare	(A)						(Outside the Total Wage Package)			(B) Employee Deduction
						Pension (1)	Union Promotion	Educational Training	Apprenticeship	National Training (2)	Total Wage Package	Educational Training (3)	Administration* & Workforce Planning (4)	Total Cost	
General Foreperson	July 15, 2018	44.04	3.96	1.32	3.25	6.50	0.18	0.45	0.30	0.31	60.31	0.35	0.34	61.00	0.01
	June 1, 2019	44.04	3.96	1.32	3.35	6.50	0.08	0.45	0.30	0.31	60.31	0.35	0.34	61.00	0.01
	May 1, 2020	<b>43.94</b>	3.96	1.32	<b>3.45</b>	6.50	0.08	0.45	0.30	0.31	60.31	0.35	<b>0.31</b>	60.97	0.01
	July 5, 2020	44.26	3.98	1.33	3.35	6.50	0.08	0.45	0.30	0.31	60.56	0.35	0.31	61.22	0.01
Foreperson	July 15, 2018	41.79	3.76	1.25	3.25	6.50	0.18	0.45	0.30	0.31	57.79	0.35	0.34	58.48	0.01
	June 1, 2019	41.79	3.76	1.25	3.35	6.50	0.08	0.45	0.30	0.31	57.79	0.35	0.34	58.48	0.01
	May 1, 2020	<b>41.70</b>	3.75	1.25	<b>3.45</b>	6.50	0.08	0.45	0.30	0.31	57.79	0.35	<b>0.31</b>	58.45	0.01
	July 5, 2020	41.92	3.77	1.26	3.45	6.50	0.08	0.45	0.30	0.31	58.04	0.35	0.31	58.70	0.01
Assistant Foreperson	July 15, 2018	39.74	3.58	1.19	3.25	6.50	0.18	0.45	0.30	0.31	55.50	0.35	0.34	56.19	0.01
	June 1, 2019	39.74	3.58	1.19	3.35	6.50	0.08	0.45	0.30	0.31	55.50	0.35	0.34	56.19	0.01
	May 1, 2020	<b>39.65</b>	3.57	1.19	<b>3.45</b>	6.50	0.08	0.45	0.30	0.31	55.50	0.35	<b>0.31</b>	56.16	0.01
	July 5, 2020	39.87	3.59	1.20	3.45	6.50	0.08	0.45	0.30	0.31	55.75	0.35	0.31	56.41	0.01
Journeyperson	July 15, 2018	38.54	3.47	1.16	3.25	6.50	0.18	0.45	0.30	0.31	54.16	0.35	0.34	54.85	0.01
	June 1, 2019	38.54	3.47	1.16	3.35	6.50	0.08	0.45	0.30	0.31	54.16	0.35	0.34	54.85	0.01
	May 1, 2020	<b>38.46</b>	3.46	1.15	<b>3.45</b>	6.50	0.08	0.45	0.30	0.31	54.16	0.35	<b>0.31</b>	54.82	0.01
	July 5, 2020	38.67	3.48	1.16	3.45	6.50	0.08	0.45	0.30	0.31	54.40	0.35	0.31	55.06	0.01
3rd Year Apprentice	July 15, 2018	34.59	3.11	1.04	3.25	6.50	0.18	0.45	0.30	0.31	49.73	0.35	0.34	50.42	0.01
	June 1, 2019	34.59	3.11	1.04	3.35	6.50	0.08	0.45	0.30	0.31	49.73	0.35	0.34	50.42	0.01
	May 1, 2020	<b>34.50</b>	3.10	1.04	<b>3.45</b>	6.50	0.08	0.45	0.30	0.31	49.73	0.35	<b>0.31</b>	50.39	0.01
	July 5, 2020	34.80	3.13	1.04	3.45	6.50	0.08	0.45	0.30	0.31	50.06	0.35	0.31	50.72	0.01
2nd Year Apprentice	July 15, 2018	28.69	2.58	0.86	3.25	6.50	0.18	0.45	0.30	0.31	43.12	0.35	0.34	43.81	0.01
	June 1, 2019	28.69	2.58	0.86	3.35	6.50	0.08	0.45	0.30	0.31	43.12	0.35	0.34	43.81	0.01
	May 1, 2020	<b>28.60</b>	2.57	0.86	<b>3.45</b>	6.50	0.08	0.45	0.30	0.31	43.12	0.35	<b>0.31</b>	43.78	0.01
	July 5, 2020	28.98	2.61	0.87	3.45	6.50	0.08	0.45	0.30	0.31	43.55	0.35	0.31	44.21	0.01
1st Year Apprentice	July 15, 2018	22.77	2.05	0.68	3.25	6.50	0.18	0.45	0.30	0.31	36.49	0.35	0.34	37.18	0.01
	June 1, 2019	22.77	2.05	0.68	3.35	6.50	0.08	0.45	0.30	0.31	36.49	0.35	0.34	37.18	0.01
	May 1, 2020	<b>22.68</b>	2.04	0.68	<b>3.45</b>	6.50	0.08	0.45	0.30	0.31	36.49	0.35	<b>0.31</b>	37.15	0.01
	July 5, 2020	23.18	2.07	0.70	3.45	6.50	0.08	0.45	0.30	0.31	37.04	0.35	0.31	37.70	0.01
Helper	July 15, 2018	28.69	2.58	0.86	3.25	6.50	0.18	0.45	0.30	0.31	43.12	0.35	0.34	43.81	0.01
	June 1, 2019	28.69	2.58	0.86	3.35	6.50	0.08	0.45	0.30	0.31	43.12	0.35	0.34	43.81	0.01
	May 1, 2020	<b>28.60</b>	2.57	0.86	<b>3.45</b>	6.50	0.08	0.45	0.30	0.31	43.12	0.35	<b>0.31</b>	43.78	0.01
	July 5, 2020	28.98	2.61	0.87	3.45	6.50	0.08	0.45	0.30	0.31	43.55	0.35	0.31	44.21	0.01

\*Note: Prince Edward Island Administration Fund = \$0.25 Eff. July 3, 2011

Refer to Footnotes on page 2

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

Refer to Footnotes on page 2

(A) = Based on Hours Earned  
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**BOILERMAKER CONTRACTORS' ASSOCIATION &  
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,  
FORGERS AND HELPERS (LOCAL LODGE 73)**

**APPENDIX: NOVA SCOTIA (MAINLAND) & PRINCE EDWARD ISLAND  
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR HEALTH AND WELFARE FUND INCREASE AND WFP CONTRIBUTION HOLIDAY - EFFECTIVE MAY 1, 2020)

Effective Date	Sept 9 2018	July 7, 2019	July 5, 2020
<b>Hours of Work</b>	8	8	8
<b>Shift Premium</b>			
2nd Shift	1 1/5	1 1/5	1 1/5
3rd Shift	1 1/5	1 1/5	1 1/5
<b>Overtime</b>	2	2	2
<b>Transportation Rate</b>	0.54	0.54	0.54
<b>Subsistence</b>	\$123 / Day Worked	\$126 / Day Worked	\$129 / Day Worked

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

**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 \$2.24 from July 5, 2015 to July 14, 2018. 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 from July 5, 2015 to July 14, 2018 was previously \$2.24.

(2) See page 2 for breakdown of National Training.

(3) Effective August 6, 2017, the Educational Training Fund will increase by \$0.25 for the provinces of Nova Scotia & Prince Edward Island. This increase is outside the total wage package.

(4) Effective May 6, 2012, a contribution of \$0.05/hour, was 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 1, 2020, there will be a contribution holiday on the \$0.03/hour Workforce Planning contributions.

(5) Effective May 5, 2013, base wage rates are inclusive of \$0.01 to be deducted from the employee for Helmets to Hardhats (H2H). Please note that the Union Promotion Fund was reduced by \$0.01 (effective May 5, 2013) to provide for the \$0.01/hour employee deduction. 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

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

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,  
FORGERS AND HELPERS (LOCAL LODGE 555)**

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

(REVISED FOR 2020 RATE INCREASES, HEALTH AND WELFARE FUND AND WFP CONTRIBUTION HOLIDAY - EFFECTIVE MAY 3, 2020)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4.5%	(A)							(Outside the Total Wage Package)			Employee Deduction
					Health & Welfare	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	June 1, 2019	46.83	2.81	2.11	3.35	5.25	0.10	0.45	0.20	0.31	61.41	0.41	0.28	62.10	0.01
	May 3, 2020	<b>47.62</b>	2.86	2.14	<b>3.45</b>	5.25	0.10	0.45	0.20	0.31	62.38	0.41	<b>0.25</b>	63.04	0.01
	<b>*Please Note: The rates for 2021 will be subject to a Canadian CPI review in 2021</b>														
Foreperson	May 2, 2021	47.62	2.86	2.14	3.45	5.25	0.10	0.45	0.20	0.31	62.38	0.41	0.25	63.04	0.01
	June 1, 2019	43.08	2.58	1.94	3.35	5.25	0.10	0.45	0.20	0.31	57.26	0.41	0.28	57.95	0.01
	May 3, 2020	<b>43.88</b>	2.63	1.97	<b>3.45</b>	5.25	0.10	0.45	0.20	0.31	58.24	0.41	<b>0.25</b>	58.90	0.01
<b>*Please Note: The rates for 2021 will be subject to a Canadian CPI review in 2021</b>															
Assistant Foreperson	May 2, 2021	43.88	2.63	1.97	3.45	5.25	0.10	0.45	0.20	0.31	58.24	0.41	0.25	58.90	0.01
	June 1, 2019	39.33	2.36	1.77	3.35	5.25	0.10	0.45	0.20	0.31	53.12	0.41	0.28	53.81	0.01
	May 3, 2020	<b>40.11</b>	2.42	1.80	<b>3.45</b>	5.25	0.10	0.45	0.20	0.31	54.09	0.41	<b>0.25</b>	54.75	0.01
<b>*Please Note: The rates for 2021 will be subject to a Canadian CPI review in 2021</b>															
Journeyman	May 2, 2021	40.11	2.42	1.80	3.45	5.25	0.10	0.45	0.20	0.31	54.09	0.41	0.25	54.75	0.01
	June 1, 2019	37.83	2.27	1.70	3.35	5.25	0.10	0.45	0.20	0.31	51.46	0.41	0.28	52.15	0.01
	May 3, 2020	<b>38.61</b>	2.32	1.74	<b>3.45</b>	5.25	0.10	0.45	0.20	0.31	52.43	0.41	<b>0.25</b>	53.09	0.01
<b>*Please Note: The rates for 2021 will be subject to a Canadian CPI review in 2021</b>															
3rd Year Apprentice	May 2, 2021	38.61	2.32	1.74	3.45	5.25	0.10	0.45	0.20	0.31	52.43	0.41	0.25	53.09	0.01
	June 1, 2019	33.95	2.04	1.53	3.35	5.25	0.10	0.45	0.20	0.31	47.18	0.41	0.28	47.87	0.01
	May 3, 2020	<b>34.75</b>	2.09	1.56	<b>3.45</b>	5.25	0.10	0.45	0.20	0.31	48.16	0.41	<b>0.25</b>	48.82	0.01
<b>*Please Note: The rates for 2021 will be subject to a Canadian CPI review in 2021</b>															
2nd Year Apprentice	May 2, 2021	34.75	2.09	1.56	3.45	5.25	0.10	0.45	0.20	0.31	48.16	0.41	0.25	48.82	0.01
	June 1, 2019	28.11	1.69	1.26	3.35	5.25	0.10	0.45	0.20	0.31	40.72	0.41	0.28	41.41	0.01
	May 3, 2020	<b>28.94</b>	1.74	1.30	<b>3.45</b>	5.25	0.10	0.45	0.20	0.31	41.74	0.41	<b>0.25</b>	42.40	0.01
<b>*Please Note: The rates for 2021 will be subject to a Canadian CPI review in 2021</b>															
1st Year Apprentice	May 2, 2021	28.94	1.74	1.30	3.45	5.25	0.10	0.45	0.20	0.31	41.74	0.41	0.25	42.40	0.01
	June 1, 2019	22.30	1.34	1.00	3.35	5.25	0.10	0.45	0.20	0.31	34.30	0.41	0.28	34.99	0.01
	May 3, 2020	<b>23.14</b>	1.39	1.04	<b>3.45</b>	5.25	0.10	0.45	0.20	0.31	35.33	0.41	<b>0.25</b>	35.99	0.01
<b>*Please Note: The rates for 2021 will be subject to a Canadian CPI review in 2021</b>															
May 2, 2021	23.14	1.39	1.04	3.45	5.25	0.10	0.45	0.20	0.31	35.33	0.41	0.25	35.99	0.01	

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

**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 2020 RATE INCREASES, HEALTH AND WELFARE FUND AND WFP CONTRIBUTION HOLIDAY - EFFECTIVE MAY 3, 2020)

Effective Date	July 15, 2018	May 5, 2019	May 3, 2020	May 2, 2021
<b>Hours of Work</b>	8	8	8	8
<b>Shift Premium</b>				
2nd Shift	3.75	3.75	3.75	3.75
3rd Shift	3.75	3.75	3.75	3.75
<b>Overtime</b>	(See Article 16.01)			
<b>Transportation Rate</b>	0.55	0.58	0.59	TBD PER CRA
<b>Travel Rate</b>	0.32	0.32	0.32	0.32
<b>Subsistence</b>				
<b>North of 53rd Parallel</b>				
<b>The Pas, Flin Flon</b>	\$175 / Day Worked	\$175 / Day Worked	\$175 / Day Worked	\$175 / Day Worked
<b>Thompson</b>	\$185 / Day Worked	\$185 / Day Worked	\$185 / Day Worked	\$185 / Day Worked
<b>South of 53rd Parallel</b>				
<b>All Regions</b>	\$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
<b>IBB/Union Funds</b>	
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

**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 AND WELFARE FUND, WFP CONTRIBUTION HOLIDAY AND NLJPF RATES - EFFECTIVE MAY 3, 2020)																(Outside the Total Wage Package)				Employee Deduction
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 8%	Statutory Holiday Pay 4%	(A) Health & Welfare	(A) Pension (1)	(A) Educational Training	(A) Apprenticeship	(A) National Training (2)	(B) Bldg. Trades Contrib.	(A) Employee Assistance Program (EAP)	(A) Building Fund	(A) Benevolent Fund**	Total Wage Package	(A) NL Job Promo.	(A) Educational Training (3)	(A) Administration & Workforce Planning (4)	Total Cost	(B) Helmets to Hardhats (H2H) (5)	
General Foreperson	May 5, 2019	42.77	3.42	1.71	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	57.80	0.85	0.15	0.58	59.38	0.01	
	June 1, 2019	42.68	3.41	1.71	3.35	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	57.80	0.85	0.15	0.58	59.38	0.01	
	May 3, 2020	<b>42.98</b>	3.44	1.72	<b>3.45</b>	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	58.24	<b>1.00</b>	<b>0.00</b>	<b>0.55</b>	59.79	0.01	
	May 2, 2021	43.37	3.48	1.73	3.45	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	58.68	1.00	0.00	0.55	60.23	0.01	
Foreperson	May 5, 2019	41.67	3.33	1.67	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	56.57	0.85	0.15	0.58	58.15	0.01	
	June 1, 2019	41.58	3.33	1.66	3.35	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	56.57	0.85	0.15	0.58	58.15	0.01	
	May 3, 2020	<b>41.88</b>	3.35	1.68	<b>3.45</b>	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	57.01	<b>1.00</b>	<b>0.00</b>	<b>0.55</b>	58.56	0.01	
	May 2, 2021	42.27	3.38	1.69	3.45	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	57.44	1.00	0.00	0.55	58.99	0.01	
Assistant Foreperson	May 5, 2019	40.32	3.23	1.61	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	55.06	0.85	0.15	0.58	56.64	0.01	
	June 1, 2019	40.23	3.22	1.61	3.35	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	55.06	0.85	0.15	0.58	56.64	0.01	
	May 3, 2020	<b>40.53</b>	3.24	1.62	<b>3.45</b>	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	55.49	<b>1.00</b>	<b>0.00</b>	<b>0.55</b>	57.04	0.01	
	May 2, 2021	40.92	3.27	1.64	3.45	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	55.93	1.00	0.00	0.55	57.48	0.01	
Journeyperson	May 5, 2019	38.62	3.09	1.54	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	53.15	0.85	0.15	0.58	54.73	0.01	
	June 1, 2019	38.53	3.08	1.54	3.35	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	53.15	0.85	0.15	0.58	54.73	0.01	
	May 3, 2020	<b>38.83</b>	3.11	1.55	<b>3.45</b>	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	53.59	<b>1.00</b>	<b>0.00</b>	<b>0.55</b>	55.14	0.01	
	May 2, 2021	39.21	3.14	1.57	3.45	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	54.02	1.00	0.00	0.55	55.57	0.01	
3rd Year Apprentice (1)	May 5, 2019	34.76	2.78	1.39	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	48.83	0.85	0.15	0.58	50.41	0.01	
	June 1, 2019	34.68	2.77	1.39	3.35	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	48.84	0.85	0.15	0.58	50.42	0.01	
	May 3, 2020	<b>34.93</b>	2.80	1.40	<b>3.45</b>	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	49.23	<b>1.00</b>	<b>0.00</b>	<b>0.55</b>	50.78	0.01	
	May 2, 2021	35.30	2.82	1.41	3.45	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	49.63	1.00	0.00	0.55	51.18	0.01	
2nd Year Apprentice (1)	May 5, 2019	28.97	2.32	1.16	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	42.35	0.85	0.15	0.58	43.93	0.01	
	June 1, 2019	28.90	2.31	1.16	3.35	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	42.37	0.85	0.15	0.58	43.95	0.01	
	May 3, 2020	<b>29.11</b>	2.33	1.16	<b>3.45</b>	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	42.70	<b>1.00</b>	<b>0.00</b>	<b>0.55</b>	44.25	0.01	
	May 2, 2021	29.39	2.35	1.18	3.45	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	43.02	1.00	0.00	0.55	44.57	0.01	
1st Year Apprentice (1)	May 5, 2019	23.17	1.85	0.93	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	35.85	0.85	0.15	0.58	37.43	0.01	
	June 1, 2019	23.12	1.85	0.92	3.35	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	35.89	0.85	0.15	0.58	37.47	0.01	
	May 3, 2020	<b>23.26</b>	1.86	0.93	<b>3.45</b>	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	36.15	<b>1.00</b>	<b>0.00</b>	<b>0.55</b>	37.70	0.01	
	May 2, 2021	23.50	1.88	0.94	3.45	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	36.42	1.00	0.00	0.55	37.97	0.01	

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

**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 AND WELFARE FUND, WFP CONTRIBUTION HOLIDAY AND NLJPF RATES - EFFECTIVE MAY 3, 2020)

Effective Date	May 6, 2018
Hours of Work	8
Shift Premium 2nd Shift	1 1/5
3rd Shift	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
<b>IBB/Union Funds</b>	
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

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,  
FORGERS AND HELPERS (LOCAL LODGE 128)  
ONTARIO - WAGE AND BENEFIT SCHEDULE**

(REVISED FOR HEALTH AND WELFARE FUND, WFP CONTRIBUTION HOLIDAY AND 2020 TRANSPORTATION RATE - EFFECTIVE MAY 3, 2020)												(Outside the Total Wage Package)				Employee Deductions		
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	(A) Health & Welfare	(A) Pension	(A) Union Promotion	(A) Educational Training	(A) Apprenticeship	(A) National Training (1)	Total Wage Package	(A) Educational Training (2)	(A) Administration & Workforce Planning (3)	(A) De Novo - Employer	(B) Helmets to Hardhats (H2H) (4)	Total Cost	(A) De Novo - Employee	(B) Helmets to Hardhats (H2H) (4)
General Foreperson	July 28, 2019	53.65	4.83	1.61	3.35	6.50	0.39	0.38	0.08	0.41	71.20	0.30	0.29	0.02	0.01	71.82	0.02	0.01
	May 3, 2020	54.77	4.93	1.64	3.45	6.50	0.39	0.38	0.08	0.41	72.55	0.30	0.26	0.02	0.01	73.14	0.02	0.01
	May 2, 2021	55.99	5.04	1.68	3.45	6.50	0.39	0.38	0.08	0.41	73.92	0.30	0.26	0.02	0.01	74.51	0.02	0.01
Foreperson	July 28, 2019	50.65	4.56	1.52	3.35	6.50	0.39	0.38	0.08	0.41	67.84	0.30	0.29	0.02	0.01	68.46	0.02	0.01
	May 3, 2020	51.77	4.66	1.55	3.45	6.50	0.39	0.38	0.08	0.41	69.19	0.30	0.26	0.02	0.01	69.78	0.02	0.01
	May 2, 2021	52.99	4.77	1.59	3.45	6.50	0.39	0.38	0.08	0.41	70.56	0.30	0.26	0.02	0.01	71.15	0.02	0.01
Assistant Foreperson	July 28, 2019	46.65	4.20	1.40	3.35	6.50	0.39	0.38	0.08	0.41	63.36	0.30	0.29	0.02	0.01	63.98	0.02	0.01
	May 3, 2020	47.77	4.30	1.43	3.45	6.50	0.39	0.38	0.08	0.41	64.71	0.30	0.26	0.02	0.01	65.30	0.02	0.01
	May 2, 2021	48.99	4.41	1.47	3.45	6.50	0.39	0.38	0.08	0.41	66.08	0.30	0.26	0.02	0.01	66.67	0.02	0.01
Journeyperson	July 28, 2019	44.65	4.02	1.34	3.35	6.50	0.39	0.38	0.08	0.41	61.12	0.30	0.29	0.02	0.01	61.74	0.02	0.01
	May 3, 2020	45.77	4.12	1.37	3.45	6.50	0.39	0.38	0.08	0.41	62.47	0.30	0.26	0.02	0.01	63.06	0.02	0.01
	May 2, 2021	46.99	4.23	1.41	3.45	6.50	0.39	0.38	0.08	0.41	63.84	0.30	0.26	0.02	0.01	64.43	0.02	0.01
4th Year Apprentice (1) (90%)	July 28, 2019	40.19	3.62	1.21	3.35	6.50	0.39	0.38	0.08	0.41	56.13	0.30	0.29	0.02	0.01	56.75	0.02	0.01
	May 3, 2020	41.17	3.71	1.24	3.45	6.50	0.39	0.38	0.08	0.41	57.33	0.30	0.26	0.02	0.01	57.92	0.02	0.01
	May 2, 2021	42.27	3.80	1.28	3.45	6.50	0.39	0.38	0.08	0.41	58.56	0.30	0.26	0.02	0.01	59.15	0.02	0.01
3rd Year Apprentice (1) (80%)	July 28, 2019	35.72	3.21	1.07	3.35	6.50	0.39	0.38	0.08	0.41	51.11	0.30	0.29	0.02	0.01	51.73	0.02	0.01
	May 3, 2020	36.59	3.29	1.10	3.45	6.50	0.39	0.38	0.08	0.41	52.19	0.30	0.26	0.02	0.01	52.78	0.02	0.01
	May 2, 2021	37.57	3.38	1.13	3.45	6.50	0.39	0.38	0.08	0.41	53.29	0.30	0.26	0.02	0.01	53.88	0.02	0.01
2nd Year Apprentice (1) (70%)	July 28, 2019	31.26	2.81	0.94	3.35	6.50	0.39	0.38	0.08	0.41	46.12	0.30	0.29	0.02	0.01	46.74	0.02	0.01
	May 3, 2020	32.01	2.88	0.96	3.45	6.50	0.39	0.38	0.08	0.41	47.06	0.30	0.26	0.02	0.01	47.65	0.02	0.01
	May 2, 2021	32.87	2.96	0.99	3.45	6.50	0.39	0.38	0.08	0.41	48.03	0.30	0.26	0.02	0.01	48.62	0.02	0.01
1st Year Apprentice (1) (60%)	July 28, 2019	26.79	2.41	0.80	3.35	6.50	0.39	0.38	0.08	0.41	41.11	0.30	0.29	0.02	0.01	41.73	0.02	0.01
	May 3, 2020	27.43	2.47	0.82	3.45	6.50	0.39	0.38	0.08	0.41	41.93	0.30	0.26	0.02	0.01	42.52	0.02	0.01
	May 2, 2021	28.16	2.53	0.85	3.45	6.50	0.39	0.38	0.08	0.41	42.75	0.30	0.26	0.02	0.01	43.34	0.02	0.01
Pre-Apprentice (60%)	July 28, 2019	26.79	2.41	0.80	3.35	-	-	-	-	-	33.35	0.30	0.29	0.02	0.01	33.97	0.02	0.01
	May 3, 2020	27.43	2.47	0.82	3.45	-	-	-	-	-	34.17	0.30	0.26	0.02	0.01	34.76	0.02	0.01
	May 2, 2021	28.16	2.53	0.85	3.45	-	-	-	-	-	34.99	0.30	0.26	0.02	0.01	35.58	0.02	0.01

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,  
FORGERS AND HELPERS (LOCAL LODGE 128)  
ONTARIO - WAGE AND BENEFIT SCHEDULE**

(REVISED FOR HEALTH AND WELFARE FUND, WFP CONTRIBUTION HOLIDAY AND 2020 TRANSPORTATION RATE - EFFECTIVE MAY 3, 2020)

Effective Date	July 28, 2019	May 3, 2020	May 2, 2021
<b>Hours of Work</b>	8	8	8
	(See Article 14.00)		
<b>Shift Premium</b>			
<b>2nd Shift</b>	1 1/5	1 1/5	1 1/5
<b>3rd Shift</b>	1 1/5	1 1/5	1 1/5
<b>Overtime</b>	2	2	2
<b>Transportation Rate</b>	0.58	0.59	TBD PER CRA
<b>Subsistence</b>			
<b>Southern Ontario</b>	\$119 / Day Worked	\$119 / Day Worked	\$119 / Day Worked
	(Toronto, Sarnia, Hamilton, Kingston Out of Work List Areas)		
<b>Northern Ontario</b>	\$125 / Day Worked	\$125 / Day Worked	\$125 / Day Worked
	(Winnipeg, Thunder Bay, Sudbury Out of Work List Areas)		

<b>Summary of Contributions contained in National Training Column (on page 1)</b>	
National Training (NTTF)	\$0.10
Common Welder Program	\$0.10
<b>IBB/Union Funds</b>	
National Organizing	\$0.04
National Health & Safety	\$0.10
Union Promotion	\$0.03
National Marketing	\$0.04

<b>Summary of Contributions contained in Administration and Workforce Planning Column (on page 1)</b>	
BCA Administration Fund	\$0.25
Workforce Planning	\$0.00 (See below)
Ontario Construction Secretariat	\$0.01

**FOOTNOTES:**

- (1) See above for breakdown of National Training.
- (2) Effective June 23, 2013, the Educational Training Fund increased by \$0.30 for the province of Ontario. This increase is outside the total wage package until April 30, 2022.
- (3) See above for breakdown of Administration and Workforce Planning. Effective May 3, 2020, there will be a contribution holiday on the \$0.03/hour Workforce Planning contributions.
- (4) Effective June 23, 2013, \$0.01/hour worked will be deducted from each employee and will be directed to Helmets to Hardhats (H2H). Effective July 28, 2019, the Employer will contribute \$0.01/hour worked to Helmets to Hardhats (H2H). Therefore \$0.02/hour worked will be remitted for H2H (\$0.01 on behalf of the employee and the \$0.01 on behalf of the Employer).

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,  
FORGERS AND HELPERS (LOCAL LODGE 555)**

**APPENDIX "G": SASKATCHEWAN  
WAGE AND BENEFIT SCHEDULE**

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4.5%	(A)		(A)	(A)	(A)	(A)	Total Wage Package	Employer Contributions (Outside the Total Wage Package)				Employee Deduction	
					Health & Welfare	Pension	Union Promotion	Educational Training	Apprenticeship	National Training (1)		(A)	(B)	(A)	(A)	Total Cost	Helmets to Hardhats (H2H) (4)
General Foreperson	June 1, 2019	53.79	3.37	2.42	3.35	5.25	0.10	0.60	0.20	0.31	69.39	0.05	0.06	0.41	0.28	70.19	0.01
	May 3, 2020	54.72	3.43	2.46	3.45	5.25	0.10	0.60	0.20	0.31	70.52	0.05	0.06	0.41	0.25	71.29	0.01
	<b>*Please Note: The rates for 2021 will be subject to a Canadian CPI review in 2021</b>																
	May 2, 2021	54.72	3.43	2.46	3.45	5.25	0.10	0.60	0.20	0.31	70.52	0.05	0.06	0.41	0.25	71.29	0.01
Foreperson	June 1, 2019	50.04	3.14	2.25	3.35	5.25	0.10	0.60	0.20	0.31	65.24	0.05	0.06	0.41	0.28	66.04	0.01
	May 3, 2020	50.97	3.20	2.29	3.45	5.25	0.10	0.60	0.20	0.31	66.37	0.05	0.06	0.41	0.25	67.14	0.01
	<b>*Please Note: The rates for 2021 will be subject to a Canadian CPI review in 2021</b>																
	May 2, 2021	50.97	3.20	2.29	3.45	5.25	0.10	0.60	0.20	0.31	66.37	0.05	0.06	0.41	0.25	67.14	0.01
Assistant Foreperson	June 1, 2019	46.79	2.93	2.11	3.35	5.25	0.10	0.60	0.20	0.31	61.64	0.05	0.06	0.41	0.28	62.44	0.01
	May 3, 2020	47.72	2.99	2.15	3.45	5.25	0.10	0.60	0.20	0.31	62.77	0.05	0.06	0.41	0.25	63.54	0.01
	<b>*Please Note: The rates for 2021 will be subject to a Canadian CPI review in 2021</b>																
	May 2, 2021	47.72	2.99	2.15	3.45	5.25	0.10	0.60	0.20	0.31	62.77	0.05	0.06	0.41	0.25	63.54	0.01
Journeyperson	June 1, 2019	44.79	2.81	2.02	3.35	5.25	0.10	0.60	0.20	0.31	59.43	0.05	0.06	0.41	0.28	60.23	0.01
	May 3, 2020	45.72	2.87	2.06	3.45	5.25	0.10	0.60	0.20	0.31	60.56	0.05	0.06	0.41	0.25	61.33	0.01
	<b>*Please Note: The rates for 2021 will be subject to a Canadian CPI review in 2021</b>																
	May 2, 2021	45.72	2.87	2.06	3.45	5.25	0.10	0.60	0.20	0.31	60.56	0.05	0.06	0.41	0.25	61.33	0.01
3rd Year Apprentice	June 1, 2019	40.21	2.52	1.81	3.35	5.25	0.10	0.60	0.20	0.31	54.35	0.05	0.06	0.41	0.28	55.15	0.01
	May 3, 2020	41.14	2.58	1.85	3.45	5.25	0.10	0.60	0.20	0.31	55.48	0.05	0.06	0.41	0.25	56.25	0.01
	<b>*Please Note: The rates for 2021 will be subject to a Canadian CPI review in 2021</b>																
	May 2, 2021	41.14	2.58	1.85	3.45	5.25	0.10	0.60	0.20	0.31	55.48	0.05	0.06	0.41	0.25	56.25	0.01
2nd Year Apprentice	June 1, 2019	33.34	2.09	1.50	3.35	5.25	0.10	0.60	0.20	0.31	46.74	0.05	0.06	0.41	0.28	47.54	0.01
	May 3, 2020	34.27	2.15	1.54	3.45	5.25	0.10	0.60	0.20	0.31	47.87	0.05	0.06	0.41	0.25	48.64	0.01
	<b>*Please Note: The rates for 2021 will be subject to a Canadian CPI review in 2021</b>																
	May 2, 2021	34.27	2.15	1.54	3.45	5.25	0.10	0.60	0.20	0.31	47.87	0.05	0.06	0.41	0.25	48.64	0.01
1st Year Apprentice	June 1, 2019	26.48	1.66	1.19	3.35	5.25	0.10	0.60	0.20	0.31	39.14	0.05	0.06	0.41	0.28	39.94	0.01
	May 3, 2020	27.39	1.72	1.23	3.45	5.25	0.10	0.60	0.20	0.31	40.25	0.05	0.06	0.41	0.25	41.02	0.01
	<b>*Please Note: The rates for 2021 will be subject to a Canadian CPI review in 2021</b>																
	May 2, 2021	27.39	1.72	1.23	3.45	5.25	0.10	0.60	0.20	0.31	40.25	0.05	0.06	0.41	0.25	41.02	0.01

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

**BOILERMAKER CONTRACTORS' ASSOCIATION &  
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,  
FORGERS AND HELPERS (LOCAL LODGE 555)**

**APPENDIX "G": SASKATCHEWAN  
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR 2020 RATE INCREASES, HEALTH AND WELFARE FUND AND WFP CONTRIBUTION HOLIDAY - EFFECTIVE MAY 3, 2020)

Effective Date	July 15, 2018	May 5, 2019	May 3, 2020	May 2, 2021
Hours of Work	8	8	8	8
	(See Article 14.00)			
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	TBD PER CRA
Subsistence	\$135 / Day Worked	\$135 / Day Worked	\$135 / Day Worked	\$135 / Day Worked
	(See Article 20.01)			

<u>Summary of Contributions contained in National Training (NTTF)</u>	
National Training (NTTF)	\$0.10
<u>IBB/Union Funds</u>	
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 July 15, 2018, the Education and Training Fund will increase by \$0.16 for the province of Saskatchewan. 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

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

Refer to Footnotes on page 2

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