

BOILERMAKER CONTRACTORS' ASSOCIATION

June 29, 2018

IMPORTANT NOTICE LOCAL 73 – NEW BRUNSWICK, NOVA SCOTIA AND PRINCE EDWARD ISLAND WAGE AND BENEFIT SCHEDULES

Pension Special Funding Contribution

The BCA has been advised that the International Brotherhood of Boilermakers, Local Lodge 73 will be reallocating the Pension Special Funding contribution of \$2.24 as follows:

- \$1.00 to Health and Welfare
- \$1.24 to the hourly wage rate (less adjustments to maintain the Vacation and Statutory Holiday pay)

These changes are effective July 15, 2018.

National Health and Safety Fund

As previously communicated on April 25, 2018, the National Health and Safety Fund will be increasing by \$0.05 to \$0.10, effective July 1, 2018.

The BCA has received a recent request from IBB Local Lodge 73 that the \$0.05 increase to the National Health and Safety Fund be redirected from the Union Promotion fund, rather than the base wage rate. The Local 73 Wage and Benefit Schedules have been updated to reflect this change.

We understand the tight timeline around this change, so please update <u>as soon as practical</u>. We apologize for any inconvenience this may have caused.

Attached are the Local 73 Wage and Benefit Schedules for New Brunswick, Nova Scotia (Mainland) and Prince Edward Island and Nova Scotia (Cape Breton) which have been updated to reflect the above changes.

Please note these changes adjust the hourly wage rate, Pension, Health and Welfare and Union Promotion amounts.

The revised Wage and Benefit Schedule(s)can also be located on the BCA website under the 'Current Wage and Benefit Schedule' header on the provincial agreement(s) webpage(s).

Should you have any questions please do not hesitate to contact the BCA office.

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.

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APPENDIX: NEW BRUNSWICK WAGE AND BENEFIT SCHEDULE

Employer Contributions Employee (REVISED FOR UNION PROMOTION FUND, HEALTH AND WELFARE, PENSION SPECIAL FUNDING AND WAGE RATE - EFFECTIVE JULY 15, 2018) (Outside the Total Wage Package) Deduction (A) (B) (A) (A) Helmets to Statutory Administration Total Wage Vacation Pay **Holiday Pay Effective** Health & **Educational Educational** & Workforce **Total Hardhats** Hourly Union National <u>Promotion</u> Training (H2H) (5) Apprenticeship Training (2) Package Training (3) Planning (4) Classification **Date** Wage Rate Welfare Pension (1) Cost 4.07 0.23 0.45 Jan 7, 2018 0.35 1.36 2.25 8.74 0.30 0.26 62.87 0.28 63.50 0.01 General 45.21 4.07 1.36 2.25 8.74 0.45 0.30 Foreperson July 1, 2018 45.21 0.18 0.31 62.87 0.35 0.28 63.50 0.01 July 15, 2018 4.17 1.39 46.32 3.25 6.50 0.30 0.18 0.45 0.31 62.87 0.35 0.28 63.50 0.01 1.30 Jan 7, 2018 43.46 3.91 2.25 8.74 0.23 0.45 0.30 0.26 60.90 0.35 0.28 61.53 0.01 Foreperson July 1, 2018 2.25 43.46 3.91 1.30 8.74 0.18 0.45 0.28 0.30 0.31 60.90 61.53 0.35 0.01 July 15, 2018 3.25 44.57 4.01 1.34 6.50 0.18 0.45 0.30 0.31 60.91 0.35 0.28 61.54 0.01 39.91 3.59 1.20 2.25 8.74 0.23 0.45 0.30 0.26 56.93 0.28 57.56 Jan 7, 2018 0.35 0.01 Assistant July 1, 2018 39.91 3.59 1.20 2.25 8.74 0.18 0.45 0.30 56.93 0.28 Foreperson 0.31 57.56 0.35 0.01 **July 15, 2018** 3.25 57.56 41.02 3.69 1.23 6.50 0.18 0.45 0.30 0.31 56.93 0.28 0.35 0.01 8.74 0.45 0.26 Jan 7, 2018 2.25 0.35 38.71 3.48 1.16 0.23 0.30 55.58 0.28 56.21 0.01 Journeyperson July 1, 2018 38.71 3.48 1.16 2.25 8.74 0.18 0.45 0.30 0.31 55.58 0.28 56.21 0.35 0.01 **July 15, 2018** 1.19 3.25 6.50 56.21 39.82 3.58 0.18 0.45 0.30 0.31 55.58 0.35 0.28 0.01 Jan 7, 2018 34.64 3.12 1.04 2.25 0.23 0.45 0.30 0.28 0.01 3rd Year 8.74 0.26 51.03 0.35 51.66 2.25 8.74 Apprentice (1) **July 1, 2018** 34.64 1.04 0.18 0.35 0.28 3.12 0.45 0.30 0.31 51.03 51.66 0.01 3.22 3.25 6.50 0.31 **July 15, 2018** 35.75 1.07 0.18 0.45 0.30 51.03 0.35 0.28 51.66 0.01 Jan 7, 2018 28.54 2.57 2.25 0.35 2nd Year 0.86 8.74 0.23 0.45 0.30 0.26 44.20 0.28 44.83 0.01 2.57 2.25 8.74 Apprentice (1) **July 1, 2018** 28.54 0.86 0.18 0.45 0.30 0.31 44.20 0.35 0.28 44.83 0.01 July 15, 2018 2.67 3.25 6.50 0.01 29.65 0.89 0.18 0.45 0.30 0.31 44.20 0.35 0.28 44.83 Jan 7, 2018 22.43 2.25 0.28 2.02 0.67 8.74 0.23 0.45 0.30 0.26 37.35 0.35 37.98 0.01 1st Year Apprentice (1) July 1, 2018 22.43 2.02 0.67 2.25 8.74 0.18 0.45 0.30 0.31 37.35 0.35 0.28 37.98 0.01 July 15, 2018 23.53 3.25 6.50 0.31 37.35 37.98 0.30 Helper (1) Jan 7, 2018 2.57 28.54 2.25 0.30 0.35 0.01 0.86 8.74 0.23 0.45 0.26 44.20 0.28 44.83 July 1, 2018 2.57 2.25 8.74 0.28 44.83 0.35 28.54 0.86 0.18 0.45 0.30 0.31 44.20 0.01 July 15, 2018 44.83 3.25 6.50 0.30 0.28 0.01 29.65 2.67 0.89 0.18 0.45 0.31 44.20 0.35

APPENDIX: NEW BRUNSWICK WAGE AND BENEFIT SCHEDULE

(REVISED FOR UNION PROMOTION FUND, HEALTH AND WELFARE, PENSION SPECIAL FUNDING AND WAGE RATE - EFFECTIVE JULY 15, 2018)

Effective Date	Aug 6, 2017
Hours of Work	8
Hours of Work	0
Shift Premium 2nd Shift 3rd Shift	1 1/5 1 1/5
Overtime	2
Transportation Rate	0.50
Subsistence	\$105 / Day Worked

Summary of Contributions contained in National Training (NTTF)				
National Training (NTTF)	\$0.10			
IBB/Union Funds				
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 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.
- (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.

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

(REVISED FOR U	UNION PROMOTIC	ON FUND, H	EALTH AND	WELFARE, P	ENSION SF	PECIAL FUND	ECIAL FUNDING AND WAGE RATE - EFFECTIVE JULY 15, 2018)				Employer Contributions (Outside the Total Wage Package)			Employee Deduction	
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	(A) Health & Welfare	(A) Pension (1)	(A) Union Promotion	(A) Educational Training	(A) Apprenticeship	(A) National Training (2)	Total Wage Package	(A) Educational Training (3)	(A) Administration* & Workforce Planning (4)	Total Cost	Helmets to Hardhats (H2H) (5)
General Foreperson	Jan 7, 2018 July 1, 2018 July 15, 2018	42.93 42.93 44.04	3.86 3.86 3.96	1.29 1.29 1.32	2.25 2.25 3.25	8.74 8.74 6.50	0.23 0.18 0.18	0.45 0.45 0.45	0.30 0.30 0.30	0.26 0.31 0.31	60.31 60.31 60.31	0.35 0.35 0.35	0.34 0.34 0.34	61.00 61.00 61.00	0.01 0.01 0.01
Foreperson	Jan 7, 2018 July 1, 2018 July 15, 2018	40.68 40.68 41.79	3.66 3.66 3.76	1.22 1.22 1.25	2.25 2.25 3.25	8.74 8.74 6.50	0.23 0.18 0.18	0.45 0.45 0.45	0.30 0.30 0.30	0.26 0.31 0.31	57.79 57.79 57.79	0.35 0.35 0.35	0.34 0.34 0.34	58.48 58.48 58.48	0.01 0.01 0.01
Assistant Foreperson	Jan 7, 2018 July 1, 2018 July 15, 2018	38.63 38.63 39.74	3.48 3.48 3.58	1.16 1.16 1.19	2.25 2.25 3.25	8.74 8.74 6.50	0.23 0.18 0.18	0.45 0.45 0.45	0.30 0.30 0.30	0.26 0.31 0.31	55.50 55.50 55.50	0.35 0.35 0.35	0.34 0.34 0.34	56.19 56.19 56.19	0.01 0.01 0.01
Journeyperson	Jan 7, 2018 July 1, 2018 July 15, 2018	37.43 37.43 38.54	3.37 3.37 3.47	1.12 1.12 1.16	2.25 2.25 3.25	8.74 8.74 6.50	0.23 0.18 0.18	0.45 0.45 0.45	0.30 0.30 0.30	0.26 0.31 0.31	54.15 54.15 54.16	0.35 0.35 0.35	0.34 0.34 0.34	54.84 54.84 54.85	0.01 0.01 0.01
3rd Year Apprentice (1)	Jan 7, 2018 July 1, 2018 July 15, 2018	33.49 33.49 34.59	3.01 3.01 3.11	1.00 1.00 1.04	2.25 2.25 3.25	8.74 8.74 6.50	0.23 0.18 0.18	0.45 0.45 0.45	0.30 0.30 0.30	0.26 0.31 0.31	49.73 49.73 49.73	0.35 0.35 0.35	0.34 0.34 0.34	50.42 50.42 50.42	0.01 0.01 0.01
2nd Year Apprentice (1)	Jan 7, 2018 July 1, 2018 July 15, 2018	27.58 27.58 28.69	2.48 2.48 2.58	0.83 0.83 0.86	2.25 2.25 3.25	8.74 8.74 6.50	0.23 0.18 0.18	0.45 0.45 0.45	0.30 0.30 0.30	0.26 0.31 0.31	43.12 43.12 43.12	0.35 0.35 0.35	0.34 0.34 0.34	43.81 43.81 43.81	0.01 0.01 0.01
1st Year Apprentice (1)	Jan 7, 2018 July 1, 2018 July 15, 2018	21.66 21.66 22.77	1.95 1.95 2.05	0.65 0.65 0.68	2.25 2.25 3.25	8.74 8.74 6.50	0.23 0.18 0.18	0.45 0.45 0.45	0.30 0.30 0.30	0.26 0.31 0.31	36.49 36.49 36.49	0.35 0.35 0.35	0.34 0.34 0.34	37.18 37.18 37.18	0.01 0.01 0.01
Helper (1)	Jan 7, 2018 July 1, 2018 July 15, 2018	27.58 27.58 28.69	2.48 2.48 2.58	0.83 0.83 0.86	2.25 2.25 3.25	8.74 8.74 6.50	0.23 0.18 0.18	0.45 0.45 0.45	0.30 0.30 0.30	0.26 0.31 0.31	43.12 43.12 43.12	0.35 0.35 0.35	0.34 0.34 0.34	43.81 43.81 43.81	0.01 0.01 0.01

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

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

(REVISED FOR UNION PROMOTION FUND, HEALTH AND WELFARE, PENSION SPECIAL FUNDING AND WAGE RATE - EFFECTIVE JULY 15, 2018)

	Aug 6,			
Effective Date	2017			
Ziiostivo Bato				
llassus of Manle	0			
Hours of Work	8			
Shift Premium				
2nd Shift	1 1/5			
3rd Shift	1 1/5			
Sid Sillit	1 1/3			
Overtime	2			
Transpartation	0.54			
Transportation	0.54			
Rate				
Subsistence	\$120 / Day			
	Worked			

Summary of Contributions contained in National Training (NTTF)					
National Training (NTTF)	\$0.10				
IBB/Union Funds					
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 components, a Basic Pension Deduction and a "Special Funding Contribution" of \$2.24 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.
- (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

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

Employer Contributions Employee (REVISED FOR UNION PROMOTION FUND, HEALTH AND WELFARE, PENSION SPECIAL FUNDING AND WAGE RATE - EFFECTIVE JULY 15, 2018) (Outside the Total Wage Package) Deduction (A) (A) (A) (A) (A) (A) Administration Total Helmets to Hourly Statutory **Holiday Pay Effective** Wage Vacation Health & Union National Bldg. Trades Wage Educational & Workforce **Hardhats** Educational Apprenticeship | Training (2) | Contribution Cost (H2H) (5) **Pay 9%** Welfare Training Training (3) Planning (4) Classification Pension (1) | Promotion **Package Date** Rate Jan 7, 2018 45.05 1.35 2.25 0.23 0.26 0.07 4.05 8.74 0.45 0.30 62.75 0.35 0.34 63.44 0.01 General 1.35 2.25 **July 1, 2018** 45.05 4.05 0.45 0.30 0.31 0.07 62.75 0.35 0.34 8.74 0.18 63.44 Foreperson 0.01 **July 15, 2018** 46.16 1.38 3.25 6.50 0.18 0.45 0.30 0.31 0.34 4.15 0.07 62.75 0.35 63.44 0.01 Jan 7, 2018 43.30 3.90 1.30 2.25 8.74 0.23 0.45 0.30 0.26 0.07 60.80 0.35 0.34 61.49 0.01 Foreperson July 1, 2018 43.30 3.90 1.30 2.25 0.18 0.45 0.30 0.31 0.07 0.35 0.34 8.74 60.80 61.49 0.01 **July 15, 2018** 4.00 1.33 3.25 6.50 0.18 0.45 0.30 0.31 0.07 0.35 0.34 44.41 60.80 61.49 0.01 Jan 7, 2018 41.50 3.74 1.25 2.25 8.74 0.23 0.45 0.30 0.26 0.07 58.79 0.35 0.34 59.48 0.01 **Assistant** July 1, 2018 41.50 1.25 2.25 0.30 0.07 0.35 0.34 3.74 8.74 0.18 0.45 Foreperson 0.31 58.79 59.48 0.01 42.61 3.83 1.28 3.25 6.50 0.35 **July 15, 2018** 0.18 0.45 0.30 0.31 0.07 0.34 59.47 58.78 0.01 Jan 7, 2018 40.30 2.25 0.23 0.45 0.35 58.13 3.63 1.21 8.74 0.30 0.26 0.07 57.44 0.34 0.01 Journeyperson July 1, 2018 1.21 2.25 0.30 0.35 0.34 40.30 0.45 0.31 0.07 3.63 8.74 0.18 57.44 58.13 0.01 July 15, 2018 3.25 6.50 0.18 0.45 0.30 0.31 0.07 57.44 0.35 0.34 58.13 3.73 1.24 41.41 0.01 Jan 7, 2018 36.07 2.25 0.34 3rd Year 3.25 1.08 8.74 0.23 0.45 0.30 0.26 0.07 52.70 0.35 53.39 0.01 Apprentice (1) 3.25 2.25 July 1, 2018 36.07 1.08 0.18 0.45 0.30 0.31 0.07 52.70 0.35 0.34 8.74 53.39 0.01 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 Jan 7, 2018 29.73 0.89 2.25 0.23 0.30 0.26 0.07 45.60 0.34 46.29 2.68 8.74 0.45 0.35 0.01 2nd Year July 1, 2018 29.73 Apprentice (1) 2.68 0.89 2.25 8.74 0.18 0.45 0.30 0.31 0.07 45.60 0.35 0.34 46.29 0.01 July 15, 2018 0.93 3.25 0.18 0.30 0.31 0.07 0.34 46.30 30.84 2.78 6.50 0.45 45.61 0.35 0.01 2.25 0.23 Jan 7, 2018 2.10 0.07 0.35 0.34 0.70 8.74 0.30 July 1, 2018 23.38 0.35 Apprentice (1) 2.10 0.70 2.25 8.74 0.18 0.45 0.30 0.07 38.48 0.34 39.17 0.01 0.31 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 29.73 2.68 0.89 2.25 0.07 46.29 Jan 7, 2018 8.74 0.23 0.45 0.30 0.26 45.60 0.35 0.34 Helper (1) 0.01 2.25 July 1, 2018 29.73 2.68 0.89 8.74 0.18 0.45 0.30 0.31 0.07 45.60 0.35 0.34 46.29 0.01 July 15, 2018 2.25 30.84 2.78 0.93 6.50 0.18 0.45 0.30 0.31 0.07 44.61 0.35 0.34 45.30 0.01

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

(REVISED FOR UNION PROMOTION FUND, HEALTH AND WELFARE, PENSION SPECIAL FUNDING AND WAGE RATE - EFFECTIVE JULY 15, 2018)

	Aug 6,
Effective Date	2017
Hours of Work	8
Shift Premium	
2nd Shift	1 1/5
3rd Shift	1 1/5
Overtime	2
Transportation	0.54
Rate	
Subsistence	\$120 / Day
	Worked

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

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