

June 10, 2019

IMPORTANT NOTICE
HEALTH AND WELFARE FUND
EFFECTIVE JUNE 1, 2019

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 \$3.35**.

Please find attached provincial Wage and Benefit Schedule(s) with a revision to the Health and Welfare Fund column.

Please note this change reduces the base hourly wage rates, with the exception of the Local 73 Wage and Benefit Schedules. Local 73 has redirected the \$0.10 from the Union Promotion Fund, thereby reducing the Union Promotion Fund to \$0.08. These changes are **effective June 1, 2019**.

We understand the tight timeline around this change and apologize for any inconvenience this may have caused.

The following Wage and Benefit Schedule(s) have been updated to reflect this change and are attached for your reference:

- Alberta (Local 146)
- Saskatchewan (Local 555)
- Manitoba (Local 555)
- Ontario (Local 128)
- New Brunswick (Local 73)
- Nova Scotia (Mainland) and Prince Edward Island (Local 73)
- Nova Scotia (Cape Breton) (Local 73)
- Newfoundland and Labrador (Local 203)

Please note this change does **not** apply to British Columbia (Local 359).

Please use the attached version of the Wage and Benefit schedule with a revision date of June 2019 at the bottom right hand corner.

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).

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.

**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 JUNE 1, 2019)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	(A)	(A)	(A)	(A)	(A)	Total Wage Package	Employer Contributions (Outside the Total Wage Package)						Workforce Development Trust (7)	
					Health & Welfare	Pension (2)	Union Promotion	Educational Training (3)	Apprenticeship		National Training (4)	(B) BCABEAP	(A) National Training (4)	(B) RSAP (5)	(A) Administration (6)	(B) Workforce Development Trust (7)		(B) Total Cost
General Foreperson (1)	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
Foreperson (1)	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
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
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
3rd Year Apprentice (2)	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
2nd Year Apprentice (2)	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
1st Year Apprentice (2)	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
Helper (2)	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

*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 JUNE 1, 2019)

Effective Date	May 7, 2017
Hours of Work	(See Article 14.00)
Shift Operations	
Two Shift Opertn.	
2nd Shift	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

Summary of Contributions contained in National Training (NTTF)	
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.)	
IBB/Union Funds	
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 555)**

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

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 (1)	Union Promotion	Educational Training	Apprenticeship	National Training (2)	Total Wage Package	Bldg. Trades Contrib. (A)	CODC Fund (B)	Educational Training (3) (A)	Administration & Workforce Planning (4) (A)	Total Cost		Helmets to Hardhats (H2H) (5) (B)
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	
	*Please Note: The rates for 2020 and 2021 will be subject to a Canadian CPI review in 2020 and 2021																	
	May 3, 2020	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 2, 2021	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	
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	
	*Please Note: The rates for 2020 and 2021 will be subject to a Canadian CPI review in 2020 and 2021																	
	May 3, 2020	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 2, 2021	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	
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	
	*Please Note: The rates for 2020 and 2021 will be subject to a Canadian CPI review in 2020 and 2021																	
	May 3, 2020	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 2, 2021	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	
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	
	*Please Note: The rates for 2020 and 2021 will be subject to a Canadian CPI review in 2020 and 2021																	
	May 3, 2020	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 2, 2021	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	
3rd Year Apprentice (1)	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	
	*Please Note: The rates for 2020 and 2021 will be subject to a Canadian CPI review in 2020 and 2021																	
	May 3, 2020	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 2, 2021	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	
2nd Year Apprentice (1)	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	
	*Please Note: The rates for 2020 and 2021 will be subject to a Canadian CPI review in 2020 and 2021																	
	May 3, 2020	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 2, 2021	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	
1st Year Apprentice (1)	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	
	*Please Note: The rates for 2020 and 2021 will be subject to a Canadian CPI review in 2020 and 2021																	
	May 3, 2020	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 2, 2021	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	

***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 NATIONAL HEALTH AND WELFARE FUND - EFFECTIVE JUNE 1, 2019)

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	TBD PER CRA	TBD PER CRA	TBD PER CRA
Subsistence	\$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
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 \$1.62 from May 3, 2015 to 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 May 3, 2015 to July 14, 2018.
- (2) See above for breakdown of National Training.
- (3) 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.
- (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.
- (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).

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

**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 NATIONAL HEALTH AND WELFARE FUND - EFFECTIVE JUNE 1, 2019)

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 (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	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
	*Please Note: The rates for 2020 and 2021 will be subject to a Canadian CPI review in 2020 and 2021														
	May 3, 2020	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 2, 2021	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
Foreperson	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
	*Please Note: The rates for 2020 and 2021 will be subject to a Canadian CPI review in 2020 and 2021														
	May 3, 2020	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 2, 2021	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
Assistant Foreperson	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
	*Please Note: The rates for 2020 and 2021 will be subject to a Canadian CPI review in 2020 and 2021														
	May 3, 2020	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 2, 2021	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
Journeyperson	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
	*Please Note: The rates for 2020 and 2021 will be subject to a Canadian CPI review in 2020 and 2021														
	May 3, 2020	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 2, 2021	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
3rd Year Apprentice (1)	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
	*Please Note: The rates for 2020 and 2021 will be subject to a Canadian CPI review in 2020 and 2021														
	May 3, 2020	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 2, 2021	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
2nd Year Apprentice (1)	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
	*Please Note: The rates for 2020 and 2021 will be subject to a Canadian CPI review in 2020 and 2021														
	May 3, 2020	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 2, 2021	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
1st Year Apprentice (1)	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
	*Please Note: The rates for 2020 and 2021 will be subject to a Canadian CPI review in 2020 and 2021														
	May 3, 2020	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 2, 2021	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

***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 NATIONAL HEALTH AND WELFARE FUND - EFFECTIVE JUNE 1, 2019)

Effective Date	July 15, 2018	May 5, 2019	May 3, 2020	May 2, 2021
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	(See Article 16.01)			
Transportation Rate	0.55	TBD PER CRA	TBD PER CRA	TBD PER CRA
Travel Rate	0.32	0.32	0.32	0.32
Subsistence				
North of 53rd Parallel				
The Pas, Flin Flon	\$175 / Day Worked	\$175 / Day Worked	\$175 / Day Worked	\$175 / Day Worked
Thompson	\$185 / Day Worked	\$185 / Day Worked	\$185 / Day Worked	\$185 / Day Worked
South of 53rd Parallel				
All Regions	\$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
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 \$1.62 from May 3, 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 May 3, 2015 to July 14, 2018.
- (2) See above for breakdown of National Training.
- (3) 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.
- (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.
- (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).

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 128)**

**APPENDIX: ONTARIO
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR NATIONAL HEALTH AND WELFARE FUND - EFFECTIVE JUNE 1, 2019)												(Outside the Total Wage Package)				Employee Deduction	
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	(A)	(A)	(A)	(A)	(A)	Total Wage Package	(A)	(A)	(A)	(A)	Total Cost	(B)	
					Health & Welfare	Pension (1)	Union Promotion	Educational Training	Apprenticeship		National Training (2)	Educational Training (3)	Administration & Workforce Planning (4)	De Novo (\$0.04 = \$0.02 from Employer + \$0.02 from Employee)		Bill 148 - PEL 0.8% (5) (Paid to Employee)	Helmets to Hardhats (H2H) (6)
General Foreperson	July 15, 2018	50.57	4.55	1.52	3.25	6.50	0.39	0.38	0.08	0.41	67.65	0.45	0.29	0.04	0.45	68.88	0.01
	Jan 1, 2019	50.57	4.55	1.52	3.25	6.50	0.39	0.38	0.08	0.41	67.65	0.45	0.29	0.04	-	68.43	0.01
	June 1, 2019	50.48	4.54	1.51	3.35	6.50	0.39	0.38	0.08	0.41	67.64	0.45	0.29	0.04	-	68.42	0.01
Foreperson	July 15, 2018	48.57	4.37	1.46	3.25	6.50	0.39	0.38	0.08	0.41	65.41	0.45	0.29	0.04	0.44	66.63	0.01
	Jan 1, 2019	48.57	4.37	1.46	3.25	6.50	0.39	0.38	0.08	0.41	65.41	0.45	0.29	0.04	-	66.19	0.01
	June 1, 2019	48.48	4.36	1.45	3.35	6.50	0.39	0.38	0.08	0.41	65.40	0.45	0.29	0.04	-	66.18	0.01
Assistant Foreperson	July 15, 2018	45.57	4.10	1.37	3.25	6.50	0.39	0.38	0.08	0.41	62.05	0.45	0.29	0.04	0.41	63.24	0.01
	Jan 1, 2019	45.57	4.10	1.37	3.25	6.50	0.39	0.38	0.08	0.41	62.05	0.45	0.29	0.04	-	62.83	0.01
	June 1, 2019	45.48	4.09	1.36	3.35	6.50	0.39	0.38	0.08	0.41	62.04	0.45	0.29	0.04	-	62.82	0.01
Journeyperson	July 15, 2018	43.57	3.92	1.31	3.25	6.50	0.39	0.38	0.08	0.41	59.81	0.45	0.29	0.04	0.39	60.98	0.01
	Jan 1, 2019	43.57	3.92	1.31	3.25	6.50	0.39	0.38	0.08	0.41	59.81	0.45	0.29	0.04	-	60.59	0.01
	June 1, 2019	43.48	3.91	1.30	3.35	6.50	0.39	0.38	0.08	0.41	59.80	0.45	0.29	0.04	-	60.58	0.01
4th Year Apprentice (1)	July 15, 2018	39.12	3.52	1.17	3.25	6.50	0.39	0.38	0.08	0.41	54.82	0.45	0.29	0.04	0.35	55.95	0.01
	Jan 1, 2019	39.12	3.52	1.17	3.25	6.50	0.39	0.38	0.08	0.41	54.82	0.45	0.29	0.04	-	55.60	0.01
	June 1, 2019	39.03	3.51	1.17	3.35	6.50	0.39	0.38	0.08	0.41	54.82	0.45	0.29	0.04	-	55.60	0.01
3rd Year Apprentice (1)	July 15, 2018	34.68	3.12	1.04	3.25	6.50	0.39	0.38	0.08	0.41	49.85	0.45	0.29	0.04	0.31	50.94	0.01
	Jan 1, 2019	34.68	3.12	1.04	3.25	6.50	0.39	0.38	0.08	0.41	49.85	0.45	0.29	0.04	-	50.63	0.01
	June 1, 2019	34.59	3.11	1.04	3.35	6.50	0.39	0.38	0.08	0.41	49.85	0.45	0.29	0.04	-	50.63	0.01
2nd Year Apprentice (1)	July 15, 2018	30.22	2.72	0.91	3.25	6.50	0.39	0.38	0.08	0.41	44.86	0.45	0.29	0.04	0.27	45.91	0.01
	Jan 1, 2019	30.22	2.72	0.91	3.25	6.50	0.39	0.38	0.08	0.41	44.86	0.45	0.29	0.04	-	45.64	0.01
	June 1, 2019	30.14	2.71	0.90	3.35	6.50	0.39	0.38	0.08	0.41	44.86	0.45	0.29	0.04	-	45.64	0.01
1st Year Apprentice (1)	July 15, 2018	25.79	2.32	0.77	3.25	6.50	0.39	0.38	0.08	0.41	39.89	0.45	0.29	0.04	0.23	40.90	0.01
	Jan 1, 2019	25.79	2.32	0.77	3.25	6.50	0.39	0.38	0.08	0.41	39.89	0.45	0.29	0.04	-	40.67	0.01
	June 1, 2019	25.70	2.31	0.77	3.35	6.50	0.39	0.38	0.08	0.41	39.89	0.45	0.29	0.04	-	40.67	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)**

**APPENDIX: ONTARIO
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR NATIONAL HEALTH AND WELFARE FUND - EFFECTIVE JUNE 1, 2019)

Effective Date	May 7, 2017	May 6, 2018
Hours of Work	8 (See Article 14.00)	8
Shift Premium 2nd Shift 3rd Shift	1 1/5 1 1/5	1 1/5 1 1/5
Overtime	2	2
Transportation Rate	0.54	0.55
Subsistence Southern Ontario	\$119 / Day Worked (Toronto, Sarnia, Hamilton, Kingston Out of Work List Areas)	\$119 / Day Worked
Subsistence Northern Ontario	\$125 / Day Worked (Winnipeg, Thunder Bay, Sudbury Out of Work List Areas)	\$125 / Day Worked

Summary of Contributions contained in National Training Column (on page 1)	
National Training (NTTF)	\$0.10
Common Arc	\$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 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 (SFC)" for the Pension Plan from May 3, 2015 to July 14, 2018.
- (2) See above for breakdown of National Training.
- (3) (a) 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, 2019.
(b) Effective May 8, 2016, the Educational Training Fund will increase by an additional \$0.15 for the province of Ontario to provide for training expense reimbursements. Effective April 30, 2019, this additional \$0.15 to Educational Training (outside the total wage package) will be sun-setted and subject to review and discussion at that time.
- (4) Effective June 23, 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).
- (5) Effective January 1, 2019, the 0.8% payment in lieu of two (2) paid PEL days will cease per Bill 47. Previously per the November 7, 2018 Directive to BCA of Ontario Member Contractors, the employee received 0.8% on their hourly base rate plus vacation and statutory holiday pay in lieu of two (2) paid Personal Emergency Leave days (Bill 148).
- (6) 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.

NOTES

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

**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 NATIONAL HEALTH AND WELFARE FUND AND UNION PROMOTION - EFFECTIVE JUNE 1, 2019)												(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	(B) 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
	July 5, 2020	46.77	4.21	1.40	3.35	6.50	0.08	0.45	0.30	0.31	63.37	0.35	0.28	64.00	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
	July 5, 2020	45.02	4.05	1.35	3.35	6.50	0.08	0.45	0.30	0.31	61.41	0.35	0.28	62.04	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
	July 5, 2020	41.47	3.73	1.24	3.35	6.50	0.08	0.45	0.30	0.31	57.43	0.35	0.28	58.06	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
	July 5, 2020	40.27	3.62	1.21	3.35	6.50	0.08	0.45	0.30	0.31	56.09	0.35	0.28	56.72	0.01
3rd Year Apprentice (1)	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
	July 5, 2020	36.24	3.26	1.09	3.35	6.50	0.08	0.45	0.30	0.31	51.58	0.35	0.28	52.21	0.01
2nd Year Apprentice (1)	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
	July 5, 2020	30.20	2.72	0.91	3.35	6.50	0.08	0.45	0.30	0.31	44.82	0.35	0.28	45.45	0.01
1st Year Apprentice (1)	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
	July 5, 2020	24.16	2.17	0.72	3.35	6.50	0.08	0.45	0.30	0.31	38.04	0.35	0.28	38.67	0.01
Helper (1)	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
	July 5, 2020	30.20	2.72	0.91	3.35	6.50	0.08	0.45	0.30	0.31	44.82	0.35	0.28	45.45	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: NEW BRUNSWICK
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR NATIONAL HEALTH AND WELFARE FUND AND UNION PROMOTION - EFFECTIVE JUNE 1, 2019)

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

Summary of Contributions contained in National Training	
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. 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.
- (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 NATIONAL HEALTH AND WELFARE FUND AND UNION PROMOTION - EFFECTIVE JUNE 1, 2019)												(Outside the Total Wage Package)			Employee Deduction
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	(A)	(A)	(A)	(A)	(A)	(A)	Total Wage Package	(A)	(A)	Total Cost	(B)
					Health & Welfare	Pension (1)	Union Promotion	Educational Training	Apprenticeship	National Training (2)		Educational Training (3)	Administration* & Workforce Planning (4)		Helmets to Hardhats (H2H) (5)
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
	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	0.34	61.25	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
	July 5, 2020	42.01	3.78	1.26	3.35	6.50	0.08	0.45	0.30	0.31	58.04	0.35	0.34	58.73	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
	July 5, 2020	39.96	3.60	1.20	3.35	6.50	0.08	0.45	0.30	0.31	55.75	0.35	0.34	56.44	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
	July 5, 2020	38.76	3.49	1.16	3.35	6.50	0.08	0.45	0.30	0.31	54.40	0.35	0.34	55.09	0.01
3rd Year Apprentice (1)	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
	July 5, 2020	34.88	3.14	1.05	3.35	6.50	0.08	0.45	0.30	0.31	50.06	0.35	0.34	50.75	0.01
2nd Year Apprentice (1)	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
	July 5, 2020	29.07	2.62	0.87	3.35	6.50	0.08	0.45	0.30	0.31	43.55	0.35	0.34	44.24	0.01
1st Year Apprentice (1)	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
	July 5, 2020	23.26	2.09	0.70	3.35	6.50	0.08	0.45	0.30	0.31	37.04	0.35	0.34	37.73	0.01
Helper (1)	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
	July 5, 2020	29.07	2.62	0.87	3.35	6.50	0.08	0.45	0.30	0.31	43.55	0.35	0.34	44.24	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
(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 NATIONAL HEALTH AND WELFARE FUND AND UNION PROMOTION - EFFECTIVE JUNE 1, 2019)

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

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. 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.
- (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 (CAPE BRETON ONLY)
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR NATIONAL HEALTH AND WELFARE FUND AND UNION PROMOTION - EFFECTIVE JUNE 1, 2019)													(Outside the Total Wage Package)			Employee Deduction
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	(A)	(A)	(A)	(A)	(A)	(A)	Bldg. Trades Contribution	Total Wage Package	(A)	(A)	Total Cost	(B)
					Health & Welfare	Pension (1)	Union Promotion	Educational Training	Apprenticeship	National Training (2)			Educational Training (3)	Administration & Workforce Planning (4)		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
	July 5, 2020	46.38	4.17	1.39	3.35	6.50	0.08	0.45	0.30	0.31	0.07	63.00	0.35	0.34	63.69	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
	July 5, 2020	44.63	4.02	1.34	3.35	6.50	0.08	0.45	0.30	0.31	0.07	61.05	0.35	0.34	61.74	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
	July 5, 2020	42.83	3.85	1.28	3.35	6.50	0.08	0.45	0.30	0.31	0.07	59.02	0.35	0.34	59.71	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
	July 5, 2020	41.63	3.75	1.25	3.35	6.50	0.08	0.45	0.30	0.31	0.07	57.69	0.35	0.34	58.38	0.01
3rd Year Apprentice (1)	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
	July 5, 2020	37.47	3.37	1.12	3.35	6.50	0.08	0.45	0.30	0.31	0.07	53.02	0.35	0.34	53.71	0.01
2nd Year Apprentice (1)	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
	July 5, 2020	31.22	2.81	0.94	3.35	6.50	0.08	0.45	0.30	0.31	0.07	46.03	0.35	0.34	46.72	0.01
1st Year Apprentice (1)	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
	July 5, 2020	24.98	2.25	0.75	3.35	6.50	0.08	0.45	0.30	0.31	0.07	39.04	0.35	0.34	39.73	0.01
Helper (1)	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
	July 5, 2020	31.22	2.81	0.94	3.35	6.50	0.08	0.45	0.30	0.31	0.07	46.03	0.35	0.34	46.72	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 NATIONAL HEALTH AND WELFARE FUND AND UNION PROMOTION - EFFECTIVE JUNE 1, 2019)

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

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. 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

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 203)**

**APPENDIX: NEWFOUNDLAND & LABRADOR
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR NATIONAL HEALTH AND WELFARE FUND - EFFECTIVE JUNE 1, 2019)															(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	43.07	3.45	1.72	3.35	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	58.24	0.85	0.15	0.58	59.82	0.01
	May 2, 2021	43.46	3.48	1.74	3.35	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	58.68	0.85	0.15	0.58	60.26	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	41.97	3.36	1.68	3.35	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	57.01	0.85	0.15	0.58	58.59	0.01
	May 2, 2021	42.36	3.39	1.69	3.35	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	57.44	0.85	0.15	0.58	59.02	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	40.62	3.25	1.62	3.35	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	55.49	0.85	0.15	0.58	57.07	0.01
	May 2, 2021	41.01	3.28	1.64	3.35	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	55.93	0.85	0.15	0.58	57.51	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	38.92	3.11	1.56	3.35	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	53.59	0.85	0.15	0.58	55.17	0.01
	May 2, 2021	39.31	3.14	1.57	3.35	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	54.02	0.85	0.15	0.58	55.60	0.01
3rd Year Apprentice (1) 90%	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	35.03	2.80	1.40	3.35	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	49.23	0.85	0.15	0.58	50.81	0.01
	May 2, 2021	35.38	2.83	1.42	3.35	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	49.63	0.85	0.15	0.58	51.21	0.01
2nd Year Apprentice (1) 75%	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	29.19	2.34	1.17	3.35	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	42.70	0.85	0.15	0.58	44.28	0.01
	May 2, 2021	29.48	2.36	1.18	3.35	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	43.02	0.85	0.15	0.58	44.60	0.01
1st Year Apprentice (1) 60%	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	23.35	1.87	0.93	3.35	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	36.15	0.85	0.15	0.58	37.73	0.01
	May 2, 2021	23.59	1.89	0.94	3.35	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	36.42	0.85	0.15	0.58	38.00	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 NATIONAL HEALTH AND WELFARE FUND - EFFECTIVE JUNE 1, 2019)

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
IBB/Union Funds	
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.

(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.

(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