



**INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS (LOCAL LODGE 73)
GOLDBORO LNG PROJECT AGREEMENT
WAGE AND BENEFIT SCHEDULE**

Classification	Effective Date	Hourly Wage Rate	Vacation %	Statutory Holiday Pay %	Health & Welfare	Pension (1)	Union Promotion	Educational Training	Apprenticeship	National Training	Total Wage Package	(Outside the Total Wage Package)			Employee Deductions
												Educational Training (3)	Administration & Workforce Planning (4)	Total Cost	Helmets to Hardhats (H2H) (5)
General Foreperson	May 1st, 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
	May 1st, 2019	45.12	4.06	1.35	3.35	6.50	0.08	0.45	0.30	0.31	61.52	0.35	0.34	62.21	0.01
	May 1st, 2020	46.13	4.15	1.38	3.45	6.50	0.08	0.45	0.30	0.31	62.75	0.35	0.31	63.41	0.01
	May 1st, 2021	47.25	4.25	1.42	3.45	6.50	0.08	0.45	0.30	0.31	64.01	0.35	0.31	64.67	0.01
	May 1st, 2022	48.39	4.36	1.45	3.45	6.50	0.08	0.45	0.30	0.31	65.29	0.35	0.31	65.95	0.01
	May 1st, 2023	49.56	4.46	1.49	3.45	6.50	0.08	0.45	0.30	0.31	66.60	0.35	0.31	67.26 0.00	0.01
Foreperson	May 1st, 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
	May 1st, 2019	42.82	3.85	1.28	3.35	6.50	0.08	0.45	0.30	0.31	58.94	0.35	0.34	59.63	0.01
	May 1st, 2020	43.79	3.94	1.31	3.45	6.50	0.08	0.45	0.30	0.31	60.13	0.35	0.31	60.79	0.01
	May 1st, 2021	44.86	4.04	1.35	3.45	6.50	0.08	0.45	0.30	0.31	61.34	0.35	0.31	62.00	0.01
	May 1st, 2022	45.96	4.14	1.38	3.45	6.50	0.08	0.45	0.30	0.31	62.57	0.35	0.31	63.23	0.01
	May 1st, 2023	47.07	4.24	1.41	3.45	6.50	0.08	0.45	0.30	0.31	63.81	0.35	0.31	64.47	0.01
Assistant Foreperson	May 1st, 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
	May 1st, 2019	40.73	3.67	1.22	3.35	6.50	0.08	0.45	0.30	0.31	56.61	0.35	0.34	57.30	0.01
	May 1st, 2020	41.65	3.75	1.25	3.45	6.50	0.08	0.45	0.30	0.31	57.74	0.35	0.31	58.40	0.01
	May 1st, 2021	42.68	3.84	1.28	3.45	6.50	0.08	0.45	0.30	0.31	58.89	0.35	0.31	59.55	0.01
	May 1st, 2022	43.73	3.94	1.31	3.45	6.50	0.08	0.45	0.30	0.31	60.07	0.35	0.31	60.73	0.01
	May 1st, 2023	44.80	4.03	1.34	3.45	6.50	0.08	0.45	0.30	0.31	61.26	0.35	0.31	61.92	0.01
Journeyman	May 1st, 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
	May 1st, 2019	39.51	3.56	1.19	3.35	6.50	0.08	0.45	0.30	0.31	55.25	0.35	0.34	55.94	0.01
	May 1st, 2020	40.40	3.64	1.21	3.45	6.50	0.08	0.45	0.30	0.31	56.34	0.35	0.31	57.00	0.01
	May 1st, 2021	41.41	3.73	1.24	3.45	6.50	0.08	0.45	0.30	0.31	57.47	0.35	0.31	58.13	0.01
	May 1st, 2022	42.44	3.82	1.27	3.45	6.50	0.08	0.45	0.30	0.31	58.62	0.35	0.31	59.28	0.01
	May 1st, 2023	43.48	3.91	1.30	3.45	6.50	0.08	0.45	0.30	0.31	59.78	0.35	0.31	60.44	0.01
3rd Year Apprentice	May 1st, 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
	May 1st, 2019	35.47	3.19	1.06	3.35	6.50	0.08	0.45	0.30	0.31	50.71	0.35	0.34	51.40	0.01
	May 1st, 2020	36.29	3.27	1.09	3.45	6.50	0.08	0.45	0.30	0.31	51.74	0.35	0.31	52.40	0.01
	May 1st, 2021	37.21	3.35	1.12	3.45	6.50	0.08	0.45	0.30	0.31	52.77	0.35	0.31	53.43	0.01
	May 1st, 2022	38.15	3.43	1.14	3.45	6.50	0.08	0.45	0.30	0.31	53.81	0.35	0.31	54.47	0.01
	May 1st, 2023	39.12	3.52	1.17	3.45	6.50	0.08	0.45	0.30	0.31	54.90	0.35	0.31	55.56	0.01
2nd Year Apprentice	May 1st, 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
	May 1st, 2019	29.46	2.65	0.88	3.35	6.50	0.08	0.45	0.30	0.31	43.98	0.35	0.34	44.67	0.01
	May 1st, 2020	30.15	2.71	0.90	3.45	6.50	0.08	0.45	0.30	0.31	44.85	0.35	0.31	45.51	0.01
	May 1st, 2021	30.96	2.79	0.93	3.45	6.50	0.08	0.45	0.30	0.31	45.77	0.35	0.31	46.43	0.01
	May 1st, 2022	31.78	2.86	0.95	3.45	6.50	0.08	0.45	0.30	0.31	46.68	0.35	0.31	47.34	0.01
	May 1st, 2023	32.61	2.93	0.98	3.45	6.50	0.08	0.45	0.30	0.31	47.61	0.35	0.31	48.27	0.01
1st Year Apprentice	May 1st, 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
	May 1st, 2019	23.42	2.11	0.70	3.35	6.50	0.08	0.45	0.30	0.31	37.22	0.35	0.34	37.91	0.01
	May 1st, 2020	23.99	2.16	0.72	3.45	6.50	0.08	0.45	0.30	0.31	37.96	0.35	0.31	38.62	0.01
	May 1st, 2021	24.67	2.22	0.74	3.45	6.50	0.08	0.45	0.30	0.31	38.72	0.35	0.31	39.38	0.01
	May 1st, 2022	25.36	2.28	0.76	3.45	6.50	0.08	0.45	0.30	0.31	39.49	0.35	0.31	40.15	0.01
	May 1st, 2023	26.06	2.35	0.78	3.45	6.50	0.08	0.45	0.30	0.31	40.28	0.35	0.31	40.94	0.01
Helper	May 1st, 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
	May 1st, 2019	29.46	2.65	0.88	3.35	6.50	0.08	0.45	0.30	0.31	43.98	0.35	0.34	44.67	0.01
	May 1st, 2020	30.15	2.71	0.90	3.45	6.50	0.08	0.45	0.30	0.31	44.85	0.35	0.31	45.51	0.01
	May 1st, 2021	30.96	2.79	0.93	3.45	6.50	0.08	0.45	0.30	0.31	45.77	0.35	0.31	46.43	0.01
	May 1st, 2022	31.78	2.86	0.95	3.45	6.50	0.08	0.45	0.30	0.31	46.68	0.35	0.31	47.34	0.01
	May 1st, 2023	32.61	2.93	0.98	3.45	6.50	0.08	0.45	0.30	0.31	47.61	0.35	0.31	48.27	0.01

As per Schedule 9: Payment of Wages

(2) Each employer will contribute \$0.05 per hour worked to the Mainland Nova Scotia Building Trades