

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

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

(REVISED TO INCORPORATE ECONOMIC INCREASE - EFFECTIVE JULY 7, 2013)

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 (3)	Bldg. Trades Contribution	Total Wage Package	Employer Contributions (Outside the Total Wage Package)			Employee Deduction
													(A) Educational Training (4)	(A) Administration & Workforce Planning (6)	Total Cost	(B) Helmets to Hardhats (H2H) (5)
General Foreperson	July 7, 2013	39.81	3.58	1.19	2.25	9.74	0.23	0.45	0.30	0.26	0.07	57.88	0.10	0.36	58.34	0.01
	July 6, 2014	41.22	3.71	1.24	2.25	9.74	0.23	0.45	0.30	0.26	0.07	59.47	0.10	0.36	59.93	0.01
	July 5, 2015	42.67	3.84	1.28	2.25	9.74	0.23	0.45	0.30	0.26	0.07	61.09	0.10	0.36	61.55	0.01
	July 3, 2016	44.16	3.97	1.32	2.25	9.74	0.23	0.45	0.30	0.26	0.07	62.75	0.10	0.36	63.21	0.01
Foreperson	July 7, 2013	38.06	3.43	1.14	2.25	9.74	0.23	0.45	0.30	0.26	0.07	55.93	0.10	0.36	56.39	0.01
	July 6, 2014	39.47	3.55	1.18	2.25	9.74	0.23	0.45	0.30	0.26	0.07	57.50	0.10	0.36	57.96	0.01
	July 5, 2015	40.92	3.68	1.23	2.25	9.74	0.23	0.45	0.30	0.26	0.07	59.13	0.10	0.36	59.59	0.01
	July 3, 2016	42.41	3.82	1.27	2.25	9.74	0.23	0.45	0.30	0.26	0.07	60.80	0.10	0.36	61.26	0.01
Assistant Foreperson	July 7, 2013	36.26	3.26	1.09	2.25	9.74	0.23	0.45	0.30	0.26	0.07	53.91	0.10	0.36	54.37	0.01
	July 6, 2014	37.67	3.39	1.13	2.25	9.74	0.23	0.45	0.30	0.26	0.07	55.49	0.10	0.36	55.95	0.01
	July 5, 2015	39.12	3.52	1.17	2.25	9.74	0.23	0.45	0.30	0.26	0.07	57.11	0.10	0.36	57.57	0.01
	July 3, 2016	40.61	3.65	1.22	2.25	9.74	0.23	0.45	0.30	0.26	0.07	58.78	0.10	0.36	59.24	0.01
Journeyperson	July 7, 2013	35.06	3.16	1.05	2.25	9.74	0.23	0.45	0.30	0.26	0.07	52.57	0.10	0.36	53.03	0.01
	July 6, 2014	36.47	3.28	1.09	2.25	9.74	0.23	0.45	0.30	0.26	0.07	54.14	0.10	0.36	54.60	0.01
	July 5, 2015	37.92	3.41	1.14	2.25	9.74	0.23	0.45	0.30	0.26	0.07	55.77	0.10	0.36	56.23	0.01
	July 3, 2016	39.41	3.55	1.18	2.25	9.74	0.23	0.45	0.30	0.26	0.07	57.44	0.10	0.36	57.90	0.01
3rd Year Apprentice (2)	July 7, 2013	31.27	2.81	0.94	2.25	9.74	0.23	0.45	0.30	0.26	0.07	48.32	0.10	0.36	48.78	0.01
	July 6, 2014	32.53	2.93	0.98	2.25	9.74	0.23	0.45	0.30	0.26	0.07	49.74	0.10	0.36	50.20	0.01
	July 5, 2015	33.84	3.05	1.02	2.25	9.74	0.23	0.45	0.30	0.26	0.07	51.21	0.10	0.36	51.67	0.01
	July 3, 2016	35.18	3.17	1.06	2.25	9.74	0.23	0.45	0.30	0.26	0.07	52.71	0.10	0.36	53.17	0.01
2nd Year Apprentice (2)	July 7, 2013	25.57	2.30	0.77	2.25	9.74	0.23	0.45	0.30	0.26	0.07	41.94	0.10	0.36	42.40	0.01
	July 6, 2014	26.63	2.40	0.80	2.25	9.74	0.23	0.45	0.30	0.26	0.07	43.13	0.10	0.36	43.59	0.01
	July 5, 2015	27.72	2.49	0.83	2.25	9.74	0.23	0.45	0.30	0.26	0.07	44.34	0.10	0.36	44.80	0.01
	July 3, 2016	28.84	2.60	0.87	2.25	9.74	0.23	0.45	0.30	0.26	0.07	45.61	0.10	0.36	46.07	0.01
1st Year Apprentice (2)	July 7, 2013	19.88	1.79	0.60	2.25	9.74	0.23	0.45	0.30	0.26	0.07	35.57	0.10	0.36	36.03	0.01
	July 6, 2014	20.73	1.87	0.62	2.25	9.74	0.23	0.45	0.30	0.26	0.07	36.52	0.10	0.36	36.98	0.01
	July 5, 2015	21.60	1.94	0.65	2.25	9.74	0.23	0.45	0.30	0.26	0.07	37.49	0.10	0.36	37.95	0.01
	July 3, 2016	22.49	2.02	0.67	2.25	9.74	0.23	0.45	0.30	0.26	0.07	38.48	0.10	0.36	38.94	0.01
Helper (2)	July 7, 2013	25.57	2.30	0.77	2.25	9.74	0.23	0.45	0.30	0.26	0.07	41.94	0.10	0.36	42.40	0.01
	July 6, 2014	26.63	2.40	0.80	2.25	9.74	0.23	0.45	0.30	0.26	0.07	43.13	0.10	0.36	43.59	0.01
	July 5, 2015	27.72	2.49	0.83	2.25	9.74	0.23	0.45	0.30	0.26	0.07	44.34	0.10	0.36	44.80	0.01
	July 3, 2016	28.84	2.60	0.87	2.25	9.74	0.23	0.45	0.30	0.26	0.07	45.61	0.10	0.36	46.07	0.01

Refer to Footnotes on page 2

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

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Effective Date	July 7, 2013	July 6, 2014	July 5, 2015	July 3, 2016
Hours of Work	8	8	8	8
Shift Premium 2nd Shift 3rd Shift	1 1/5 1 1/5	1 1/5 1 1/5	1 1/5 1 1/5	1 1/5 1 1/5
Overtime	2	2	2	2
Transportation Rate	0.54	TBD PER CRA	TBD PER CRA	TBD PER CRA
Subsistence	\$105 / Day Worked	\$110 / Day Worked	\$115 / Day Worked	\$120 / Day Worked

Summary of Contributions contained in National Training (NTTF)	
BCA Funds	
National Training (NTTF)	\$0.10
IBB/Union Funds	
National Organizing	\$0.04
National Health & Safety	\$0.05
Union Promotion	\$0.03
National Marketing	\$0.04

FOOTNOTES:

- (1) Pension contribution is comprised of two components, a Basic Pension Deduction and a "Special Funding Contribution" of \$3.24.
- (2) 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.
- (3) See above for breakdown of National Training.
- (4) Effective July 7, 2013, the Education and Training Fund will increase by \$0.10 for the province of Nova Scotia. This increase is outside the total wage package until the expiration of the agreement June 30, 2017.
- (5) Effective July 7, 2013, base wage rates are inclusive of \$0.01 to be deducted from the employee for Helmets to Hardhats (H2H) (previously Canadian Building Trades). Effective July 7, 2013, \$0.01/hour worked will be deducted from each employee and will be directed to Helmets to Hardhats (H2H). Please note that the Union Promotion Fund has been reduced by \$0.01 (effective July 7, 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).
- (6) Effective May 6, 2012, a contribution of \$0.05/hour, directed to the BCA to provide for a Resource Manager/Workforce Planning.

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

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