



Rev. April 13, 2012

IMPORTANT UPDATES

- 1. RESOURCE MANAGER/WORKFORCE PLANNING**
- 2. NATIONAL TRAINING TRUST FUND**
- 3. WAGE & BENEFIT SCHEDULE REVISIONS – HIGHLIGHT SHEET**

(FOR BOTH MULTI PROVINCIAL COLLECTIVE AGREEMENT & ALBERTA COLLECTIVE AGREEMENT)

REVISED WAGE & BENEFIT SCHEDULES (ATTACHED)

PLEASE ENSURE YOUR PAYROLL DEPARTMENTS ARE NOTIFIED

REVISED WAGE & BENEFIT SCHEDULES (ATTACHED) for the following provinces: Newfoundland & Labrador (Local 203), New Brunswick (Local 73), Nova Scotia (Mainland) & Prince Edward Island (Local 73), Nova Scotia (Cape Breton Only) (Local 73), Ontario (Local 128), Manitoba (Local 555), Saskatchewan (Local 555), Alberta (Local 146). A revised Wage and Benefit Schedule for British Columbia (Local 359) will be distributed shortly. *A highlight sheet detailing the various changes to each schedule has been attached. Please note the Alberta revisions (Revised April 13, 2012).*

RESOURCE MANAGER/WORKFORCE PLANNING

The BCA and its Board of Directors continue to be concerned about the anticipated shortage of qualified Boilermakers and are continuing to work with the International Brotherhood of Boilermakers (IBB) in the recruitment of Boilermakers from sources outside of Canada to augment the supply of qualified Boilermakers from within Canada. The IBB and all Canadian Locals are also taking additional steps to increase their membership through the development of a recruitment strategy to attract new members under the Canadian National Membership Reserve Program.

While the BCA continues to support these initiatives, both the BCA and IBB recognize the need to develop a more comprehensive supply/demand forecasting model going forward to determine when and where Boilermakers will be required on construction and maintenance projects across Canada. In order to develop and maintain this type of information, the BCA Board of Directors have authorized the BCA to employ a "Resource Manager/Workforce Planner", who will work out of the BCA office and report to the BCA President.

The Resource Manager will develop and maintain comprehensive supply/demand data that identifies the actual needs of BCA contractors across Canada. In order for this initiative to be successful, the

Resource Manager will require support from contractors, the IBB and its Canadian locals and the Owner/Client community. Confidentiality will be maintained, however, general industry information may be shared with the stakeholders as appropriate. This initiative will be an important component of the services provided by the BCA to its member contractors and will be incorporated into the BCA Strategic and Business Plans going forward.

In order to fund this position the BCA Board of Directors has approved a \$0.05/hour contribution, effective May 6, 2012. The BCA recognizes that there may be contractors who have signed fixed price contracts who may be unable to recover this increase in the Boilermaker wage package. The BCA will reimburse all such contractors that can demonstrate their inability to recover the additional costs associated with this program.

Please see the attached wage and benefit schedules that reflect these changes.

NATIONAL TRAINING TRUST FUND

The National Training Trust Fund (NTTF), which is jointly trusteeed by the BCA and IBB, has been playing an important role in training Boilermakers. It has been instrumental in the development of such programs as Field Supervisor Training, Project Management and Rigging Qualifications programs. NTTF staff play an active role in the recruitment of qualified Boilermakers from outside of Canada and have been instrumental in having US Boilermaker qualifications recognized by Alberta Apprenticeship & Industry Training (AIT), which will improve the contractor's ability to attract qualified Boilermakers from the United States. NTTF staff continue to work on having US Boilermaker Welder qualifications recognized by AIT as well.

As the IBB membership demographic changes and younger workers enter the workforce, additional training programs are expected by IBB members and BCA contractors that make use of computers and other technologies that will require additional resources to meet the future demands of the membership and the boilermaker industry.

The NTTF is currently funded through a \$0.05/hour contribution that began when the fund was initially established in 1993. With the increase in training programs and initiatives provided to the IBB membership through the NTTF, the trustees have agreed that additional funding of the NTTF is required to support these programs.

As the Audiometric fund has sufficient funds to support and operate the current programs, the BCA Board of Directors and the IBB have agreed to redirect the current funding of the Audiometric Fund of \$0.03/hour towards the NTTF, and further increase the NTTF fund by an additional \$0.02/hour (for a total contribution of \$0.10), effective May 6, 2012. This will result in an increase in the Boilermaker wage package by a total of \$0.02/hour. The increased contributions will allow the NTTF to provide the various programs and services necessary to train existing and new members of the Boilermaker trade.

Please see the attached wage and benefit schedules that reflect these changes.

Please contact the BCA should you have any questions.

REVISED WAGE & BENEFIT SCHEDULES (ATTACHED)

PLEASE ENSURE YOUR PAYROLL DEPARTMENTS ARE NOTIFIED

**WAGE & BENEFIT SCHEDULE REVISIONS
HIGHLIGHT SHEET
(FOR BOTH MULTI PROVINCIAL COLLECTIVE AGREEMENT &
ALBERTA COLLECTIVE AGREEMENT)**

REVISED WAGE & BENEFIT SCHEDULES (ATTACHED)

PLEASE ENSURE YOUR PAYROLL DEPARTMENTS ARE NOTIFIED

APPENDIX "A": NEWFOUNDLAND AND LABRADOR (LOCAL 203)

Please see the attached wage and benefit schedule that reflects the following changes.

National Training Category - Increase to \$0.29/hour (Includes the following changes):

Audiometric Testing: Suspended as of May 6, 2012. The \$0.03/hour is redirected to the National Training Trust Fund (NTTF) effective May 6, 2012.

National Training Trust Fund: Effective May 6, 2012, an additional \$0.02/hour has been approved.

Workforce Planning: Effective May 6, 2012, a contribution of \$0.05/hour is directed to the BCA to provide for a Resource Manager/Workforce Planner.

Canadian Building Trades: Effective May 6, 2012, **\$0.01/hour worked** will be **deducted from each employee** and will be directed to the Canadian Building Trades. This employee deduction can be remitted to the BCA/IBB Administrator.

Transportation Rate Effective May 6, 2012, the transportation rate will increase to \$0.62.

APPENDIX "B": NEW BRUNSWICK (LOCAL 73)

Please see the attached wage and benefit schedule that reflects the following changes.

Wage & Benefit Schedule – The economic increase for 2012 is to be determined based upon the outcome of New Brunswick construction bargaining (specifically the UA settlement).

An **employee deduction of \$0.01/hour worked** to the Canadian Building Trades will take effect once the monetary increase is determined. A revised wage and benefit schedule will be issued at that time.

National Training Category – Increase to \$0.31/hour (Includes the following changes):

- Audiometric Testing: Suspended as of May 6, 2012. The \$0.03/hour is redirected to the National Training Trust Fund (NTTF) effective May 6, 2012.
- National Training Trust Fund: Effective May 6, 2012, an additional \$0.02/hour has been approved.
- Workforce Planning: Effective May 6, 2012, a contribution of \$0.05/hour is directed to the BCA to provide for a Resource Manager/Workforce Planner.

APPENDIX “C”: NOVA SCOTIA (MAINLAND) & PRINCE EDWARD ISLAND (LOCAL 73)

Please see the attached wage and benefit schedule that reflects the following changes.

Wage & Benefit Schedule – The economic increase for 2012 is to be determined based upon the outcome of Nova Scotia construction bargaining (specifically the UA settlement).

An **employee deduction of \$0.01/hour worked** to the Canadian Building Trades will take effect once the monetary increase is determined. A revised wage and benefit schedule will be issued at that time.

National Training Category – Increase to \$0.31/hour (Includes the following changes):

- Audiometric Testing: Suspended as of May 6, 2012. The \$0.03/hour is redirected to the National Training Trust Fund (NTTF) effective May 6, 2012.
- National Training Trust Fund: Effective May 6, 2012, an additional \$0.02/hour has been approved.
- Workforce Planning: Effective May 6, 2012, a contribution of \$0.05/hour is directed to the BCA to provide for a Resource Manager/Workforce Planner.
- Transportation Rate Effective May 6, 2012, the transportation rate will increase to \$0.53.

APPENDIX “D”: NOVA SCOTIA (CAPE BRETON ONLY) (LOCAL 73)

Please see the attached wage and benefit schedule that reflects the following changes.

Wage & Benefit Schedule – The July, 2012 hourly rates are subject to a potential CPI increase.

An **employee deduction of \$0.01/hour worked** to the Canadian Building Trades will take effect July 1, 2012 (along with a potential CPI increase). A revised wage and benefit schedule will be issued at that time.

National Training Category – Increase to \$0.31/hour (Includes the following changes):

Audiometric Testing: Suspended as of May 6, 2012. The \$0.03/hour is redirected to the National Training Trust Fund (NTTF) effective May 6, 2012.

National Training Trust Fund: Effective May 6, 2012, an additional \$0.02/hour has been approved.

Workforce Planning: Effective May 6, 2012, a contribution of \$0.05/hour is directed to the BCA to provide for a Resource Manager/Workforce Planner.

Transportation Rate Effective May 6, 2012, the transportation rate will increase to \$0.53.

APPENDIX “E”: ONTARIO (LOCAL 128)

Please see the attached wage and benefit schedule that reflects the following changes.

National Training Category – Increase to \$0.42/hour (Includes the following changes):

Audiometric Testing: Suspended as of May 6, 2012. The \$0.03/hour is redirected to the National Training Trust Fund (NTTF) effective May 6, 2012.

National Training Trust Fund: Effective May 6, 2012, an additional \$0.02/hour has been approved.

Workforce Planning: Effective May 6, 2012, a contribution of \$0.05/hour is directed to the BCA to provide for a Resource Manager/Workforce Planner.

Canadian Building Trades: Effective May 6, 2012, **\$0.01/hour worked** will be **deducted from each employee** and will be directed to the Canadian Building Trades. This employee deduction can be remitted to the BCA/IBB Administrator.

APPENDIX “F”: MANITOBA (LOCAL 555)

Please see the attached wage and benefit schedule that reflects the following changes.

National Training Category – Increase to \$0.32/hour (Includes the following changes):

Audiometric Testing: Suspended as of May 6, 2012. The \$0.03/hour is redirected to the National Training Trust Fund (NTTF) effective May 6, 2012.

National Training Trust Fund:	Effective May 6, 2012, an additional \$0.02/hour has been approved.
Workforce Planning:	Effective May 6, 2012, a contribution of \$0.05/hour is directed to the BCA to provide for a Resource Manager/Workforce Planner.
Canadian Building Trades:	Effective May 6, 2012, <u>\$0.01/hour worked</u> will be <u>deducted from each employee</u> and will be directed to the Canadian Building Trades. This employee deduction can be remitted to the BCA/IBB Administrator.
Transportation Rate/Travel Rate	To be adjusted as per industry average (based upon CPI – March to March figures). Figures are to be released by Statistics Canada in April 2012. A revised Wage and Benefit Schedule incorporating those changes will be released.

APPENDIX “G”: SASKATCHEWAN (LOCAL 555)

Please see the attached wage and benefit schedule that reflects the following changes.

National Training Category – Increase to \$0.32/hour (Includes the following changes):

Audiometric Testing:	Suspended as of May 6, 2012. The \$0.03/hour is redirected to the National Training Trust Fund (NTTF) effective May 6, 2012.
National Training Trust Fund:	Effective May 6, 2012, an additional \$0.02/hour has been approved.
Workforce Planning:	Effective May 6, 2012, a contribution of \$0.05/hour is directed to the BCA to provide for a Resource Manager/Workforce Planner.
Canadian Building Trades:	Effective May 6, 2012, <u>\$0.01/hour worked</u> will be <u>deducted from each employee</u> and will be directed to the Canadian Building Trades. This employee deduction can be remitted to the BCA/IBB Administrator.
Transportation Rate	Effective April 29, 2012, the transportation rate will increase to \$0.53.

ALBERTA COLLECTIVE AGREEMENT

APPENDIX "A": ALBERTA (LOCAL 146)

Please see the attached wage and benefit schedule that reflects the following changes.

Wage & Benefit Schedule Effective May 6, 2012, a wage increase of \$0.81. Please see Alberta (Local 146) – Appendix "A" for the new rates. The November 6, 2012 wage increase will be communicated at a later date and a revised Wage and Benefit Schedule will be prepared and distributed at that time.

Industrial Construction Crew Supervisor (ICCS) Designation Effective May 6, 2012, General Foreman & Foreman who hold the Industrial Construction Crew Supervisor (ICCS) designation will be paid an additional premium of \$1.00/hour.

CORRECTION:

National Training Category – Increase to \$0.26/hour (Includes the following changes):

Audiometric Testing: Suspended as of May 6, 2012. The \$0.03/hour is redirected to the National Training Trust Fund (NTTF) effective May 6, 2012.

National Training Trust Fund: Effective May 6, 2012, an additional \$0.02/hour has been approved.

CORRECTION

Workforce Planning: Effective May 6, 2012 the Workforce Planning contribution of \$0.05/hour will NOT be implemented. There will NOT be a \$0.05/hour increase.

Transportation Rate Effective May 6, 2012, the transportation rate will increase to \$0.50 (as per Article 19.01).

BRITISH COLUMBIA COLLECTIVE AGREEMENT

APPENDIX "A": BRITISH COLUMBIA (LOCAL 359)

A revised Wage and Benefit is currently being prepared and will be distributed shortly.

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

Boilermakers, Welders, Blacksmiths, Fitters, Riggers, General Foreman, Foreman, Assistant Foreman,
Journeyman Apprentice, Helper

(REVISED TO INCORPORATE NTTF CONTRIBUTION CHANGES & WORKFORCE PLANNING - EFFECTIVE MAY 6, 2012)

EFFECTIVE DATE	01-Jan-10	04-Jul-10	03-Jul-11	06-May-12	01-Jul-12
GENERAL FOREMAN	36.01	37.12	38.77	38.77	38.77 (TBD)
FOREMAN	34.51	35.37	37.02	37.02	37.02 (TBD)
ASS'T FOREMAN	31.71	31.82	33.47	33.47	33.47 (TBD)
JOURNEYMAN	30.51	30.62	32.27	32.27	32.27 (TBD)
3RD YR. APPRENT. ⁽²⁾	27.31	27.27	28.75	28.75	28.75 (TBD)
2ND YR. APPRENT. ⁽²⁾	22.52	22.24	23.48	23.48	23.48 (TBD)
1ST YR. APPRENT. ⁽²⁾	17.73	17.21	18.20	18.20	18.20 (TBD)
HELPER ⁽²⁾	22.52	22.24	23.48	23.48	23.48 (TBD)
VACATION PAY	9%	9%	9%	9%	9%
STAT. PAY	3%	3%	3%	3%	3%
HEALTH & WELFARE	2.25	2.25	2.25	2.25	2.25 (TBD)
PENSION ⁽¹⁾	8.12	9.74	9.74	9.74	9.74 (TBD)
UNION PROMOTION	0.24	0.24	0.24	0.24	0.24 (TBD)
EDUCATIONAL TRAIN.	0.45	0.45	0.45	0.45	0.45 (TBD)
APPRENTICESHIP	0.30	0.30	0.30	0.30	0.30 (TBD)
NATIONAL TRAINING ⁽³⁾	0.31	0.21	0.21	0.31	0.31 (TBD)
AUDIOMETRIC TESTING ⁽⁴⁾	0.03	0.03	0.03	0.00	0.00 (TBD)
ADMINISTRATION	0.12	0.12	0.25	0.25	0.25 (TBD)

- (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) Breakdown of National Training Funds follows on next page.
- (4) Effective May 6, 2012, the Audiometric Testing Fund will be suspended and the \$0.03/hour contribution will be redirected to the National Training Trust Fund (NTTF).

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

Boilermakers, Welders, Blacksmiths, Fitters, Riggers, General Foreman, Foreman, Assistant Foreman,
Journeyman Apprentice, Helper

(REVISED TO INCORPORATE NTTF CONTRIBUTION CHANGES & WORKFORCE PLANNING - EFFECTIVE MAY 6, 2012)

EFFECTIVE DATE	01-Jan-10	04-Jul-10	03-Jul-11	06-May-12	01-Jul-12
HOURS OF WORK	8	8	8	8	8 (TBD)
SHIFT PREMIUM					
2ND SHIFT	1 1/5	1 1/5	1 1/5	1 1/5	1 1/5 (TBD)
3RD SHIFT	1 1/5	1 1/5	1 1/5	1 1/5	1 1/5 (TBD)
OVERTIME	2	2	2	2	2 (TBD)
TRANSPORTATION RATE	0.43	0.45	0.45	0.45	0.45 (TBD)
SUBSISTENCE	\$79/DAY WORKED	\$86/DAY WORKED	\$86/DAY WORKED	\$86/DAY WORKED	\$86/DAY (TBD) WORKED

Summary of Contributions Contained in National Training (NTTF)

National Training (NTTF)	\$0.10 ⁽¹⁾
National Organizing	\$0.04
National Health & Safety	\$0.05
Union Promotion	\$0.03
National Marketing	\$0.04
Workforce Planning	\$0.05 ⁽²⁾

- (1) Effective May 6, 2012, the Audiometric Testing Fund will be suspended and the \$0.03/hour contribution will be redirected to the National Training Trust Fund (NTTF) along with an additional increase of \$0.02/hour to the NTTF.
- (2) Effective May 6, 2012, a contribution of \$0.05/hour, directed to the BCA to provide for a Resource Manager/Workforce Planner.