

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

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

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

(REVISED TO INCORPORATE ECONOMIC INCREASE - EFFECTIVE MAY 5, 2013)

EFFECTIVE DATE	06-May-12	05-May-13	07-July-13	06-Jul-14	05-Jul-15	03-Jul-16
GENERAL FOREMAN <sup>(5)</sup>	38.77	40.10	40.10	41.47	42.87	44.32
FOREMAN <sup>(5)</sup>	37.02	38.35	38.35	39.72	41.12	42.57
ASS'T FOREMAN <sup>(5)</sup>	33.47	34.80	34.80	36.17	37.57	39.02
JOURNEYMAN <sup>(5)</sup>	32.27	33.60	33.60	34.97	36.37	37.82
3RD YR. APPRENT. <sup>(2) (5)</sup>	28.75	29.95	29.95	31.18	32.44	33.75
2ND YR. APPRENT. <sup>(2) (5)</sup>	23.48	24.48	24.48	25.51	26.56	27.64
1ST YR. APPRENT. <sup>(2) (5)</sup>	18.20	19.01	19.01	19.83	20.67	21.54
HELPER <sup>(2) (5)</sup>	23.48	24.48	24.48	25.51	26.56	27.64
VACATION PAY	9%	9%	9%	9%	9%	9%
STAT. PAY	3%	3%	3%	3%	3%	3%
HEALTH & WELFARE	2.25	2.25	2.25	2.25	2.25	2.25
PENSION <sup>(1)</sup>	9.74	9.74	9.74	9.74	9.74	9.74
UNION PROMOTION	0.24	0.23	0.23	0.23	0.23	0.23
EDUCATIONAL TRAIN. <sup>(4)</sup>	0.45	0.45	0.55 <sup>(4)</sup>	0.55 <sup>(4)</sup>	0.55 <sup>(4)</sup>	0.55 <sup>(4)</sup>
APPRENTICESHIP	0.30	0.30	0.30	0.30	0.30	0.30
NATIONAL TRAINING <sup>(3)</sup>	0.31	0.32	0.32	0.32	0.32	0.32
ADMINISTRATION	0.25	0.25	0.25	0.25	0.25	0.25

- (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 July 7, 2013, the Education and Training Fund will increase by \$0.10 for the province of New Brunswick. This increase is outside the total wage package until the expiration of the agreement June 30, 2017.
- (5) **Effective May 5, 2013, base wage rates are inclusive of \$0.01 to be deducted from the employee for the Canadian Building Trades. See Page 2 (Note 2)** of this Wage & Benefit Schedule for further details.

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EFFECTIVE DATE	06-May-12	05-May-13	07-July-13	06-Jul-14	05-Jul-15	03-Jul-16
<b>HOURS OF WORK</b>	8	8	8	8	8	8
<b>SHIFT PREMIUM</b>						
<b>2ND SHIFT</b>	1 1/5	1 1/5	1 1/5	1 1/5	1 1/5	1 1/5
<b>3RD SHIFT</b>	1 1/5	1 1/5	1 1/5	1 1/5	1 1/5	1 1/5
<b>OVERTIME</b>	2	2	2	2	2	2
<b>TRANSPORTATION RATE</b>	0.45	0.50	0.50	0.50	0.50	0.50
<b>SUBSISTENCE</b>	\$86/DAY WORKED	\$90/DAY WORKED	\$90/DAY WORKED	\$95/DAY WORKED	\$100/DAY WORKED	\$105/DAY WORKED

**Summary of Contributions Contained in National Training (NTTF)**

National Training (NTTF)	\$0.10
National Organizing	\$0.04
National Health & Safety	\$0.05
Union Promotion	\$0.03
National Marketing	\$0.04
Workforce Planning	\$0.05 <sup>(1)</sup>
Canadian Building Trades	\$0.01 <sup>(2)</sup>

- (1) Effective May 6, 2012, a contribution of \$0.05/hour, directed to the BCA to provide for a Resource Manager/Workforce Planner.
- (2) **Effective May 5, 2013, \$0.01/hour worked will be deducted from each employee** and will be directed to the Canadian Building Trades. Please note that the Union Promotion Fund has been 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)).