



# BOILERMAKER CONTRACTORS' ASSOCIATION OF CANADA

April 15, 2015

## **IMPORTANT NOTICE**

### **BOILERMAKER NATIONAL PENSION PLAN CONTRIBUTION ADJUSTMENT**

**EFFECTIVE MAY 3, 2015 - FOR AB, MB, NL & LAB, ON, SK**

**REVISED WAGE & BENEFIT SCHEDULES (ATTACHED)**

As per the contractor communique of April 9, 2015, the International Brotherhood of Boilermakers, in conjunction with the participating Locals, will be reducing the Special Funding Contribution (existing fifty percent (50%) non-accrual contribution) to the Boilermaker National Pension Plan (Canada) by \$1.00 effective as indicated below.

This change is applied by reducing the Pension Special Funding Contribution by \$1.00 and redirecting it to the base wage rate (less adjustments to maintain the vacation and statutory holiday pay). This change will result in an adjustment to payroll taxes/burdens.

Attached are the revised Wage & Benefit Schedules incorporating these changes, effective May 3, 2015, for the following province(s):

- Newfoundland & Labrador (Local 203)\*
- Ontario (Local 128)\*
- Manitoba & Saskatchewan (Local 555)\*

\*These Wage & Benefit Schedules (attached) include a revision date of April 15, 2015 in the bottom right hand corner. Please ensure you are using the correct version.

A separate communique will be distributed to Contractors regarding the Alberta Wage & Benefit Schedule which is subject to Local 146 ratification.

The Wage & Benefit Schedules for Local 73 (which includes New Brunswick, Nova Scotia (Cape Breton Only) & Nova Scotia (Mainland) & Prince Edward Island) will be effective July 5, 2015, with the Wage & Benefit Schedules being communicated to Contractors next week.

British Columbia is excluded from this adjustment.

### **Appendix "A": Newfoundland & Labrador (Local 203)**

The format of the Newfoundland & Labrador Wage & Benefit Schedule has been revised and incorporates the following changes:

- The Pension Special Funding Contribution has been reduced by \$1.00. This has been redirected to the base wage rate (less adjustments to maintain the vacation and statutory holiday pay).

**Appendix “A”: Newfoundland & Labrador (Local 203) Cont’d**

- Building Fund: The Wage & Benefit Schedule now includes a new \$0.10/hour earned contribution to the Building Fund. The previously negotiated increase/wage rates have been adjusted (reduced) to reflect this new contribution of \$0.10/hour earned which is to be remitted directly to Local Lodge 203.
- Employee Assistance Program (EAP): The Wage & Benefit Schedule now includes a new \$0.10/hour earned contribution to the provincial/Newfoundland Building Trades Employee Assistance Program (EAP). The previously negotiated increase/wage rates have been adjusted (reduced) to reflect this new contribution of \$0.10/hour earned which is to be remitted directly to Local Lodge 203.
- Wage & Benefit Schedule includes new ‘Total Wage Package’ and ‘Total Cost’ Columns
- The ‘Workforce Planning’ contribution of \$0.05 is now listed under the ‘Employer Contributions (Outside the Total Wage Package)’ column with the Administration fund. (The Workforce Planning contribution was previously listed/included under the National Training category/breakdown on page two of the previous Wage & Benefit Schedule).
- The Helmets to Hardhats (H2H) (previously Canadian Building Trades) employee deduction of \$0.01 is listed under the ‘Employee Deductions’ column. (This was previously listed/included under the National Training category/breakdown on page two of the previous Wage & Benefit Schedule).

**Appendix “E”: Ontario (Local 128)**

- Pension Special Funding Contribution has been reduced by \$1.00. This has been redirected to the base wage rate (less adjustments to maintain the vacation and statutory holiday pay)
- Transportation Rate (adjusted per CRA rate – previously communicated via notice dated Jan 12, 2015) – Increase by \$0.01 to \$0.55 effective May 3, 2015

**Appendix “F”: Manitoba (Local 555)**

- Pension Special Funding Contribution has been reduced by \$1.00. This has been redirected to the base wage rate (less adjustments to maintain the vacation and statutory holiday pay)

**Appendix “G”: Saskatchewan (Local 555)**

- Pension Special Funding Contribution has been reduced by \$1.00. This has been redirected to the base wage rate (less adjustments to maintain the vacation and statutory holiday pay)
- Transportation Rate (adjusted per CRA rate – previously communicated via notice dated Jan 12, 2015) – Increase by \$0.01 to \$0.55 effective May 3, 2015

Should you have any questions please don’t hesitate to contact the BCA office.

**PLEASE ENSURE YOUR PAYROLL STAFF IS NOTIFIED**

**BOILERMAKER CONTRACTORS' ASSOCIATION &  
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,  
FORGERS AND HELPERS (LOCAL LODGE 128)**

**APPENDIX "E": ONTARIO  
WAGE AND BENEFIT SCHEDULE**

(REVISED TO INCORPORATE PENSION ADJUSTMENT & 2015 TRANSPORTATION RATE (PAGE 2) - EFF. MAY 3, 2015)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	Health & Welfare	(A)						Employer Contributions (Outside the Total Wage Package)				Employee Deduction
						Pension (1)	Union Promotion	Educational Training	Apprenticeship	National Training (3)	Total Wage Package	Educational Training (4)	Administration & Workforce Planning (6)	De Novo (\$0.04 = \$0.02 from Employer + \$0.02 from Employee)	Total Cost	Helmets to Hardhats (H2H) (5)
General Foreperson	June 23, 2013	44.25	3.98	1.33	2.25	9.74	0.29	0.38	0.08	0.36	62.66	0.30	0.31	0.04	63.31	0.01
	May 4, 2014	45.46	4.09	1.36	2.25	9.74	0.34	0.38	0.08	0.36	64.06	0.30	0.31	0.04	64.71	0.01
	May 3, 2015	47.56	4.28	1.43	2.25	8.74	0.39	0.38	0.08	0.36	65.47	0.30	0.31	0.04	66.12	0.01
Foreperson	June 23, 2013	42.25	3.80	1.27	2.25	9.74	0.29	0.38	0.08	0.36	60.42	0.30	0.31	0.04	61.07	0.01
	May 4, 2014	43.46	3.91	1.30	2.25	9.74	0.34	0.38	0.08	0.36	61.82	0.30	0.31	0.04	62.47	0.01
	May 3, 2015	45.56	4.10	1.37	2.25	8.74	0.39	0.38	0.08	0.36	63.23	0.30	0.31	0.04	63.88	0.01
Assistant Foreperson	June 23, 2013	39.25	3.53	1.18	2.25	9.74	0.29	0.38	0.08	0.36	57.06	0.30	0.31	0.04	57.71	0.01
	May 4, 2014	40.46	3.64	1.21	2.25	9.74	0.34	0.38	0.08	0.36	58.46	0.30	0.31	0.04	59.11	0.01
	May 3, 2015	42.56	3.83	1.28	2.25	8.74	0.39	0.38	0.08	0.36	59.87	0.30	0.31	0.04	60.52	0.01
Journeyman	June 23, 2013	37.25	3.35	1.12	2.25	9.74	0.29	0.38	0.08	0.36	54.82	0.30	0.31	0.04	55.47	0.01
	May 4, 2014	38.46	3.46	1.15	2.25	9.74	0.34	0.38	0.08	0.36	56.22	0.30	0.31	0.04	56.87	0.01
	May 3, 2015	40.56	3.65	1.22	2.25	8.74	0.39	0.38	0.08	0.36	57.63	0.30	0.31	0.04	58.28	0.01
4th Year Apprentice (2)	June 23, 2013	33.24	2.99	1.00	2.25	9.74	0.29	0.38	0.08	0.36	50.33	0.30	0.31	0.04	50.98	0.01
	May 4, 2014	34.32	3.09	1.03	2.25	9.74	0.34	0.38	0.08	0.36	51.59	0.30	0.31	0.04	52.24	0.01
	May 3, 2015	36.30	3.27	1.09	2.25	8.74	0.39	0.38	0.08	0.36	52.86	0.30	0.31	0.04	53.51	0.01
3rd Year Apprentice (2)	June 23, 2013	29.22	2.63	0.88	2.25	9.74	0.29	0.38	0.08	0.36	45.83	0.30	0.31	0.04	46.48	0.01
	May 4, 2014	30.19	2.72	0.91	2.25	9.74	0.34	0.38	0.08	0.36	46.97	0.30	0.31	0.04	47.62	0.01
	May 3, 2015	32.05	2.88	0.96	2.25	8.74	0.39	0.38	0.08	0.36	48.09	0.30	0.31	0.04	48.74	0.01
2nd Year Apprentice (2)	June 23, 2013	25.21	2.27	0.76	2.25	9.74	0.29	0.38	0.08	0.36	41.34	0.30	0.31	0.04	41.99	0.01
	May 4, 2014	26.05	2.34	0.78	2.25	9.74	0.34	0.38	0.08	0.36	42.32	0.30	0.31	0.04	42.97	0.01
	May 3, 2015	27.79	2.50	0.83	2.25	8.74	0.39	0.38	0.08	0.36	43.32	0.30	0.31	0.04	43.97	0.01
1st Year Apprentice (2)	June 23, 2013	21.19	1.91	0.64	2.25	9.74	0.29	0.38	0.08	0.36	36.84	0.30	0.31	0.04	37.49	0.01
	May 4, 2014	21.92	1.97	0.66	2.25	9.74	0.34	0.38	0.08	0.36	37.70	0.30	0.31	0.04	38.35	0.01
	May 3, 2015	23.54	2.12	0.71	2.25	8.74	0.39	0.38	0.08	0.36	38.57	0.30	0.31	0.04	39.22	0.01
Helper (2)	June 23, 2013	25.21	2.27	0.76	2.25	9.74	0.29	0.38	0.08	0.36	41.34	0.30	0.31	0.04	41.99	0.01
	May 4, 2014	26.05	2.34	0.78	2.25	9.74	0.34	0.38	0.08	0.36	42.32	0.30	0.31	0.04	42.97	0.01
	May 3, 2015	27.79	2.50	0.83	2.25	8.74	0.39	0.38	0.08	0.36	43.32	0.30	0.31	0.04	43.97	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 "E": ONTARIO  
WAGE AND BENEFIT SCHEDULE**

(REVISED TO INCORPORATE PENSION ADJUSTMENT & 2015 TRANSPORTATION RATE (PAGE 2) - EFF. MAY 3, 2015)

<b>Effective Date</b>	<b>June 23, 2013</b>	<b>May 4, 2014</b>	<b>May 3, 2015</b>
<b>Hours of Work</b>	8	8	8
	(See Article 14.00)		
<b>Shift Premium</b>			
<b>2nd Shift</b>	1 1/5	1 1/5	1 1/5
<b>3rd Shift</b>	1 1/5	1 1/5	1 1/5
<b>Overtime</b>	2	2	2
<b>Transportation Rate</b>	0.54	0.54	0.55
<b>Subsistence</b>			
<b>Southern Ontario</b>	\$109 / Day Worked	\$114 / Day Worked	\$119 / Day Worked
	(Toronto, Sarnia, Hamilton, Kingston Out of Work List Areas)		
<b>Subsistence</b>			
<b>Northern Ontario</b>	\$115 / Day Worked	\$120 / Day Worked	\$125 / Day Worked
	(Winnipeg, Thunder Bay, Sudbury Out of Work List Areas)		

<b>Summary of Contributions contained in National Training (NTTF)</b>	
National Training (NTTF)	\$0.10
Common Arc	\$0.10
<b>IBB/Union Funds</b>	
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 \$2.24. The "Special Funding Contribution" was previously \$3.24 (from 2010 to May 2, 2015).
- (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 June 23, 2013, the Educational Training Fund will increase by \$0.30 for the province of Ontario. This increase is outside the total wage package until April 30, 2017.
- (5) 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).
- (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

- (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