



**BOILERMAKER CONTRACTORS' ASSOCIATION
OF CANADA**

June 19, 2015

IMPORTANT NOTICE

BOILERMAKER NATIONAL PENSION PLAN CONTRIBUTION ADJUSTMENT

EFFECTIVE JULY 5, 2015 FOR:

**NEW BRUNSWICK (LOCAL 73),
NOVA SCOTIA (MAINLAND) & PRINCE EDWARD ISLAND (LOCAL 73),
NOVA SCOTIA (CAPE BRETON ONLY) (LOCAL 73)**

REVISED WAGE & BENEFIT SCHEDULES (ATTACHED)

As per the contractor communique of April 9 & 15, 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 July 5, 2015**, for the following province(s):

- New Brunswick (Local 73)*
- Nova Scotia (Mainland) & Prince Edward Island (Local 73)*
- Nova Scotia (Cape Breton Only)*

*These Wage & Benefit Schedules (attached) include a revision date of June 19, 2015 in the bottom right hand corner. Please ensure you are using the correct version.

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

PLEASE ENSURE YOUR PAYROLL STAFF ARE NOTIFIED

**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**

(REVISED TO INCORPORATE PENSION ADJUSTMENT - EFFECTIVE JULY 5, 2015)												Employer Contributions (Outside the Total Wage Package)			Employee Deduction
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	(A)	(A)	(A)	(A)	(A)	Total Wage Package	(A)	(A)	Total Cost	(B)	
					Health & Welfare	Pension (1)	Union Promotion	Educational Training	Apprenticeship		National Training (3)	Educational Training (4)		Administration & Workforce Planning (6)	Helmets to Hardhats (H2H) (5)
General Foreperson	May 5, 2013	40.10	3.61	1.20	2.25	9.74	0.23	0.45	0.30	0.26	58.14	-	0.30	58.44	0.01
	July 7, 2013	40.10	3.61	1.20	2.25	9.74	0.23	0.45	0.30	0.26	58.14	0.10	0.30	58.54	0.01
	July 6, 2014	41.47	3.73	1.24	2.25	9.74	0.23	0.45	0.30	0.26	59.67	0.10	0.30	60.07	0.01
	July 5, 2015	43.76	3.94	1.31	2.25	8.74	0.23	0.45	0.30	0.26	61.24	0.10	0.30	61.64	0.01
	July 3, 2016	45.21	4.07	1.36	2.25	8.74	0.23	0.45	0.30	0.26	62.87	0.10	0.30	63.27	0.01
Foreperson	May 5, 2013	38.35	3.45	1.15	2.25	9.74	0.23	0.45	0.30	0.26	56.18	-	0.30	56.48	0.01
	July 7, 2013	38.35	3.45	1.15	2.25	9.74	0.23	0.45	0.30	0.26	56.18	0.10	0.30	56.58	0.01
	July 6, 2014	39.72	3.57	1.19	2.25	9.74	0.23	0.45	0.30	0.26	57.71	0.10	0.30	58.11	0.01
	July 5, 2015	42.01	3.78	1.26	2.25	8.74	0.23	0.45	0.30	0.26	59.28	0.10	0.30	59.68	0.01
	July 3, 2016	43.46	3.91	1.30	2.25	8.74	0.23	0.45	0.30	0.26	60.90	0.10	0.30	61.30	0.01
Assistant Foreperson	May 5, 2013	34.80	3.13	1.04	2.25	9.74	0.23	0.45	0.30	0.26	52.20	-	0.30	52.50	0.01
	July 7, 2013	34.80	3.13	1.04	2.25	9.74	0.23	0.45	0.30	0.26	52.20	0.10	0.30	52.60	0.01
	July 6, 2014	36.17	3.26	1.09	2.25	9.74	0.23	0.45	0.30	0.26	53.75	0.10	0.30	54.15	0.01
	July 5, 2015	38.46	3.46	1.15	2.25	8.74	0.23	0.45	0.30	0.26	55.30	0.10	0.30	55.70	0.01
	July 3, 2016	39.91	3.59	1.20	2.25	8.74	0.23	0.45	0.30	0.26	56.93	0.10	0.30	57.33	0.01
Journeyperson	May 5, 2013	33.60	3.02	1.01	2.25	9.74	0.23	0.45	0.30	0.26	50.86	-	0.30	51.16	0.01
	July 7, 2013	33.60	3.02	1.01	2.25	9.74	0.23	0.45	0.30	0.26	50.86	0.10	0.30	51.26	0.01
	July 6, 2014	34.97	3.15	1.05	2.25	9.74	0.23	0.45	0.30	0.26	52.40	0.10	0.30	52.80	0.01
	July 5, 2015	37.26	3.35	1.12	2.25	8.74	0.23	0.45	0.30	0.26	53.96	0.10	0.30	54.36	0.01
	July 3, 2016	38.71	3.48	1.16	2.25	8.74	0.23	0.45	0.30	0.26	55.58	0.10	0.30	55.98	0.01
3rd Year Apprentice (2)	May 5, 2013	29.95	2.70	0.90	2.25	9.74	0.23	0.45	0.30	0.26	46.78	-	0.30	47.08	0.01
	July 7, 2013	29.95	2.70	0.90	2.25	9.74	0.23	0.45	0.30	0.26	46.78	0.10	0.30	47.18	0.01
	July 6, 2014	31.18	2.81	0.94	2.25	9.74	0.23	0.45	0.30	0.26	48.16	0.10	0.30	48.56	0.01
	July 5, 2015	33.34	3.00	1.00	2.25	8.74	0.23	0.45	0.30	0.26	49.57	0.10	0.30	49.97	0.01
	July 3, 2016	34.64	3.12	1.04	2.25	8.74	0.23	0.45	0.30	0.26	51.03	0.10	0.30	51.43	0.01
2nd Year Apprentice (2)	May 5, 2013	24.48	2.20	0.73	2.25	9.74	0.23	0.45	0.30	0.26	40.64	-	0.30	40.94	0.01
	July 7, 2013	24.48	2.20	0.73	2.25	9.74	0.23	0.45	0.30	0.26	40.64	0.10	0.30	41.04	0.01
	July 6, 2014	25.51	2.30	0.77	2.25	9.74	0.23	0.45	0.30	0.26	41.81	0.10	0.30	42.21	0.01
	July 5, 2015	27.45	2.47	0.82	2.25	8.74	0.23	0.45	0.30	0.26	42.97	0.10	0.30	43.37	0.01
	July 3, 2016	28.54	2.57	0.86	2.25	8.74	0.23	0.45	0.30	0.26	44.20	0.10	0.30	44.60	0.01
1st Year Apprentice (2)	May 5, 2013	19.01	1.71	0.57	2.25	9.74	0.23	0.45	0.30	0.26	34.52	-	0.30	34.82	0.01
	July 7, 2013	19.01	1.71	0.57	2.25	9.74	0.23	0.45	0.30	0.26	34.52	0.10	0.30	34.92	0.01
	July 6, 2014	19.83	1.78	0.59	2.25	9.74	0.23	0.45	0.30	0.26	35.43	0.10	0.30	35.83	0.01
	July 5, 2015	21.56	1.94	0.65	2.25	8.74	0.23	0.45	0.30	0.26	36.38	0.10	0.30	36.78	0.01
	July 3, 2016	22.43	2.02	0.67	2.25	8.74	0.23	0.45	0.30	0.26	37.35	0.10	0.30	37.75	0.01
Helper (2)	May 5, 2013	24.48	2.20	0.73	2.25	9.74	0.23	0.45	0.30	0.26	40.64	-	0.30	40.94	0.01
	July 7, 2013	24.48	2.20	0.73	2.25	9.74	0.23	0.45	0.30	0.26	40.64	0.10	0.30	41.04	0.01
	July 6, 2014	25.51	2.30	0.77	2.25	9.74	0.23	0.45	0.30	0.26	41.81	0.10	0.30	42.21	0.01
	July 5, 2015	27.45	2.47	0.82	2.25	8.74	0.23	0.45	0.30	0.26	42.97	0.10	0.30	43.37	0.01
	July 3, 2016	28.54	2.57	0.86	2.25	8.74	0.23	0.45	0.30	0.26	44.20	0.10	0.30	44.60	0.01

Refer to Footnotes on page 2

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

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(REVISED TO INCORPORATE PENSION ADJUSTMENT - EFFECTIVE JULY 5, 2015)

Effective Date	May 5, 2013	July 7, 2013	July 6, 2014	July 5, 2015	July 3, 2016
Hours of Work	8	8	8	8	8
Shift Premium					
2nd Shift	1 1/5	1 1/5	1 1/5	1 1/5	1 1/5
3rd Shift	1 1/5	1 1/5	1 1/5	1 1/5	1 1/5
Overtime	2	2	2	2	2
Transportation Rate	0.50	0.50	0.50	0.50	0.50
Subsistence	\$90 / Day Worked	\$90 / Day Worked	\$95 / Day Worked	\$100 / Day Worked	\$105 / Day Worked

<u>Summary of Contributions contained in National Training (NTTF)</u>	
National Training (NTTF)	\$0.10
<u>IBB/Union Funds</u>	
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 July 4, 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 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 Helmets to Hardhats (H2H) (previously Canadian Building Trades). Effective May 5, 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 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).
- (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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