



**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 "C": NOVA SCOTIA (MAINLAND) & PRINCE EDWARD ISLAND  
WAGE AND BENEFIT SCHEDULE**

(REVISED TO INCORPORATE PENSION ADJUSTMENT & 2015 TRANSPORTATION RATE (PAGE 2) - EFFECTIVE JULY 5, 2015)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	Employer Contributions (Outside the Total Wage Package)							Total Cost	Employee Deduction		
					(A) Health & Welfare	(A) Pension (1)	(A) Union Promotion	(A) Educational Training	(A) Apprenticeship	(A) National Training (3)	(A) Educational Training (4)			(A) Administration* & Workforce Planning (6)	(B) Helmets to Hardhats (H2H) (5)
General Foreperson	July 7, 2013	37.93	3.41	1.14	2.25	9.74	0.23	0.45	0.30	0.26	55.71	0.10	0.36	56.17	0.01
	July 6, 2014	39.26	3.53	1.18	2.25	9.74	0.23	0.45	0.30	0.26	57.20	0.10	0.36	57.66	0.01
	July 5, 2015	41.52	3.74	1.25	2.25	8.74	0.23	0.45	0.30	0.26	58.74	0.10	0.36	59.20	0.01
	July 3, 2016	42.93	3.86	1.29	2.25	8.74	0.23	0.45	0.30	0.26	60.31	0.10	0.36	60.77	0.01
Foreperson	July 7, 2013	35.68	3.21	1.07	2.25	9.74	0.23	0.45	0.30	0.26	53.19	0.10	0.36	53.65	0.01
	July 6, 2014	37.01	3.33	1.11	2.25	9.74	0.23	0.45	0.30	0.26	54.68	0.10	0.36	55.14	0.01
	July 5, 2015	39.27	3.53	1.18	2.25	8.74	0.23	0.45	0.30	0.26	56.21	0.10	0.36	56.67	0.01
	July 3, 2016	40.68	3.66	1.22	2.25	8.74	0.23	0.45	0.30	0.26	57.79	0.10	0.36	58.25	0.01
Assistant Foreperson	July 7, 2013	33.63	3.03	1.01	2.25	9.74	0.23	0.45	0.30	0.26	50.90	0.10	0.36	51.36	0.01
	July 6, 2014	34.96	3.15	1.05	2.25	9.74	0.23	0.45	0.30	0.26	52.39	0.10	0.36	52.85	0.01
	July 5, 2015	37.22	3.35	1.12	2.25	8.74	0.23	0.45	0.30	0.26	53.92	0.10	0.36	54.38	0.01
	July 3, 2016	38.63	3.48	1.16	2.25	8.74	0.23	0.45	0.30	0.26	55.50	0.10	0.36	55.96	0.01
Journeyperson	July 7, 2013	32.43	2.92	0.97	2.25	9.74	0.23	0.45	0.30	0.26	49.55	0.10	0.36	50.01	0.01
	July 6, 2014	33.76	3.04	1.01	2.25	9.74	0.23	0.45	0.30	0.26	51.04	0.10	0.36	51.50	0.01
	July 5, 2015	36.02	3.24	1.08	2.25	8.74	0.23	0.45	0.30	0.26	52.57	0.10	0.36	53.03	0.01
	July 3, 2016	37.43	3.37	1.12	2.25	8.74	0.23	0.45	0.30	0.26	54.15	0.10	0.36	54.61	0.01
3rd Year Apprentice (2)	July 7, 2013	28.90	2.60	0.87	2.25	9.74	0.23	0.45	0.30	0.26	45.60	0.10	0.36	46.06	0.01
	July 6, 2014	30.10	2.71	0.90	2.25	9.74	0.23	0.45	0.30	0.26	46.94	0.10	0.36	47.40	0.01
	July 5, 2015	32.22	2.90	0.97	2.25	8.74	0.23	0.45	0.30	0.26	48.32	0.10	0.36	48.78	0.01
	July 3, 2016	33.49	3.01	1.00	2.25	8.74	0.23	0.45	0.30	0.26	49.73	0.10	0.36	50.19	0.01
2nd Year Apprentice (2)	July 7, 2013	23.60	2.12	0.71	2.25	9.74	0.23	0.45	0.30	0.26	39.66	0.10	0.36	40.12	0.01
	July 6, 2014	24.60	2.21	0.74	2.25	9.74	0.23	0.45	0.30	0.26	40.78	0.10	0.36	41.24	0.01
	July 5, 2015	26.52	2.39	0.80	2.25	8.74	0.23	0.45	0.30	0.26	41.94	0.10	0.36	42.40	0.01
	July 3, 2016	27.58	2.48	0.83	2.25	8.74	0.23	0.45	0.30	0.26	43.12	0.10	0.36	43.58	0.01
1st Year Apprentice (2)	July 7, 2013	18.30	1.65	0.55	2.25	9.74	0.23	0.45	0.30	0.26	33.73	0.10	0.36	34.19	0.01
	July 6, 2014	19.10	1.72	0.57	2.25	9.74	0.23	0.45	0.30	0.26	34.62	0.10	0.36	35.08	0.01
	July 5, 2015	20.82	1.87	0.62	2.25	8.74	0.23	0.45	0.30	0.26	35.54	0.10	0.36	36.00	0.01
	July 3, 2016	21.66	1.95	0.65	2.25	8.74	0.23	0.45	0.30	0.26	36.49	0.10	0.36	36.95	0.01
Helper (2)	July 7, 2013	23.60	2.12	0.71	2.25	9.74	0.23	0.45	0.30	0.26	39.66	0.10	0.36	40.12	0.01
	July 6, 2014	24.60	2.21	0.74	2.25	9.74	0.23	0.45	0.30	0.26	40.78	0.10	0.36	41.24	0.01
	July 5, 2015	26.52	2.39	0.80	2.25	8.74	0.23	0.45	0.30	0.26	41.94	0.10	0.36	42.40	0.01
	July 3, 2016	27.58	2.48	0.83	2.25	8.74	0.23	0.45	0.30	0.26	43.12	0.10	0.36	43.58	0.01

\*Note: Prince Edward Island Administration Fund = \$0.25 Eff. July 3, 2011

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
<b>Hours of Work</b>	8	8	8	8
<b>Shift Premium</b>				
2nd Shift	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
<b>Overtime</b>	2	2	2	2
<b>Transportation Rate</b>	0.54	0.54	0.55	TBD PER CRA
<b>Subsistence</b>	\$105 / Day Worked	\$110 / Day Worked	\$115 / Day Worked	\$120 / Day Worked

<b>Summary of Contributions contained in National Training (NTTF)</b>	
National Training (NTTF)	\$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 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 Nova Scotia & Prince Edward Island. 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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