

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

(REVISED FOR HEALTH PLAN INCREASE AND TRANSPORTATION RATE - EFFECTIVE MAY 2, 2021)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	(A)										(B)				Employee Deductions	
					Health Plan	Pension	Union Promotion	Educational Training	Apprenticeship	National Training (1)	Total Wage Package	Educational Training (2)	Administration & Workforce Planning (3)	De Novo - Employer	Helmets to Hardhats (H2H) (4)	Total Cost	De Novo - Employee	Helmets to Hardhats (H2H) (4)		
General Foreperson	May 3, 2020 May 2, 2021	54.77 55.89	4.93 5.03	1.64 1.68	3.45 3.55	6.50 6.50	0.39 0.39	0.38 0.38	0.08 0.08	0.41 0.41	72.55 73.91	0.30 0.30	0.26 0.26	0.02 0.02	0.01 0.01	73.14 74.50	0.02 0.02	0.01 0.01		
Foreperson	May 3, 2020 May 2, 2021	51.77 52.89	4.66 4.76	1.55 1.59	3.45 3.55	6.50 6.50	0.39 0.39	0.38 0.38	0.08 0.08	0.41 0.41	69.19 70.55	0.30 0.30	0.26 0.26	0.02 0.02	0.01 0.01	69.78 71.14	0.02 0.02	0.01 0.01		
Assistant Foreperson	May 3, 2020 May 2, 2021	47.77 48.89	4.30 4.40	1.43 1.47	3.45 3.55	6.50 6.50	0.39 0.39	0.38 0.38	0.08 0.08	0.41 0.41	64.71 66.07	0.30 0.30	0.26 0.26	0.02 0.02	0.01 0.01	65.30 66.66	0.02 0.02	0.01 0.01		
Journeyman	May 3, 2020 May 2, 2021	45.77 46.89	4.12 4.22	1.37 1.41	3.45 3.55	6.50 6.50	0.39 0.39	0.38 0.38	0.08 0.08	0.41 0.41	62.47 63.83	0.30 0.30	0.26 0.26	0.02 0.02	0.01 0.01	63.06 64.42	0.02 0.02	0.01 0.01		
4th Year Apprentice (1) (90%)	May 3, 2020 May 2, 2021	41.17 42.18	3.71 3.80	1.24 1.27	3.45 3.55	6.50 6.50	0.39 0.39	0.38 0.38	0.08 0.08	0.41 0.41	57.33 58.56	0.30 0.30	0.26 0.26	0.02 0.02	0.01 0.01	57.92 59.15	0.02 0.02	0.01 0.01		
3rd Year Apprentice (1) (80%)	May 3, 2020 May 2, 2021	36.59 37.49	3.29 3.37	1.10 1.12	3.45 3.55	6.50 6.50	0.39 0.39	0.38 0.38	0.08 0.08	0.41 0.41	52.19 53.29	0.30 0.30	0.26 0.26	0.02 0.02	0.01 0.01	52.78 53.88	0.02 0.02	0.01 0.01		
2nd Year Apprentice (1) (70%)	May 3, 2020 May 2, 2021	32.01 32.79	2.88 2.95	0.96 0.98	3.45 3.55	6.50 6.50	0.39 0.39	0.38 0.38	0.08 0.08	0.41 0.41	47.06 48.03	0.30 0.30	0.26 0.26	0.02 0.02	0.01 0.01	47.65 48.62	0.02 0.02	0.01 0.01		
1st Year Apprentice (1) (60%)	May 3, 2020 May 2, 2021	27.43 28.07	2.47 2.53	0.82 0.84	3.45 3.55	6.50 6.50	0.39 0.39	0.38 0.38	0.08 0.08	0.41 0.41	41.93 42.75	0.30 0.30	0.26 0.26	0.02 0.02	0.01 0.01	42.52 43.34	0.02 0.02	0.01 0.01		
Pre-Apprentice (60%)	May 3, 2020 May 2, 2021	27.43 28.07	2.47 2.53	0.82 0.84	3.45 3.55	- -	- -	- -	- -	- -	34.17 34.99	0.30 0.30	0.26 0.26	0.02 0.02	0.01 0.01	34.76 35.58	0.02 0.02	0.01 0.01		

Refer to Footnotes on page 2

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

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(REVISED FOR HEALTH PLAN INCREASE AND TRANSPORTATION RATE - EFFECTIVE MAY 2, 2021)

Effective Date	July 28, 2019	May 3, 2020	May 2, 2021
Hours of Work	8	8	8
	(See Article 14.00)		
Shift Premium 2nd Shift 3rd Shift	1 1/5 1 1/5	1 1/5 1 1/5	1 1/5 1 1/5
Overtime	2	2	2
Transportation Rate	0.58	0.59	0.59
Subsistence Southern Ontario	\$119 / Day Worked	\$119 / Day Worked	\$119 / Day Worked
	(Toronto, Sarnia, Hamilton, Kingston Out of Work List Areas)		
Subsistence Northern Ontario	\$125 / Day Worked	\$125 / Day Worked	\$125 / Day Worked
	(Winnipeg, Thunder Bay, Sudbury Out of Work List Areas)		

Summary of Contributions contained in National Training Column (on page 1)	
National Training (NTTF)	\$0.10
Common Welder Program	\$0.10
IBB/Union Funds	
National Organizing	\$0.04
National Health & Safety	\$0.10
Union Promotion	\$0.03
National Marketing	\$0.04

Summary of Contributions contained in Administration and Workforce Planning Column (on page 1)	
BCA Administration Fund	\$0.25
Workforce Planning	\$0.00 (See below)
Ontario Construction Secretariat	\$0.01

FOOTNOTES:

- (1) See above for breakdown of National Training.
- (2) Effective June 23, 2013, the Educational Training Fund increased by \$0.30 for the province of Ontario. This increase is outside the total wage package until April 30, 2022.
- (3) See above for breakdown of Administration and Workforce Planning. Effective May 3, 2020, there will be a contribution holiday on the \$0.03/hour Workforce Planning contributions.
- (4) Effective June 23, 2013, \$0.01/hour worked will be deducted from each employee and will be directed to Helmets to Hardhats (H2H). Effective July 28, 2019, the Employer will contribute \$0.01/hour worked to Helmets to Hardhats (H2H). Therefore \$0.02/hour worked will be remitted for H2H (\$0.01 on behalf of the employee and the \$0.01 on behalf of the Employer).

Refer to Footnotes on page 2

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