

**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 ECONOMIC INCREASE - EFFECTIVE JUNE 23, 2013)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	Health & Welfare	Employer Contributions (Outside the Total Wage Package)						Employee Deduction				
						(A) Pension (1)	(A) Union Promotion	(A) Educational Training	(A) Apprenticeship	(A) National Training (3)	(A) Total Wage Package	(A) Educational Training (4)	(A) Administration & Workforce Planning (6)	(B) De Novo (\$0.04 = \$0.02 from Employer + \$0.02 from Employee)	(B) Total Cost	(B) 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	46.67	4.20	1.40	2.25	9.74	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	44.67	4.02	1.34	2.25	9.74	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	41.67	3.75	1.25	2.25	9.74	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	39.67	3.57	1.19	2.25	9.74	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	35.41	3.19	1.06	2.25	9.74	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	31.16	2.80	0.93	2.25	9.74	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	26.90	2.42	0.81	2.25	9.74	0.39	0.38	0.08	0.36	43.33	0.30	0.31	0.04	43.98	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	22.64	2.04	0.68	2.25	9.74	0.39	0.38	0.08	0.36	38.56	0.30	0.31	0.04	39.21	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	26.90	2.42	0.81	2.25	9.74	0.39	0.38	0.08	0.36	43.33	0.30	0.31	0.04	43.98	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 ECONOMIC INCREASE - EFFECTIVE JUNE 23, 2013)

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

Summary of Contributions contained in National Training (NTTF)	
BCA Funds	
National Training (NTTF)	\$0.10
Common Arc	\$0.10
IBB/Union Funds	
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 \$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) 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

All contributions paid on hours earned with the exception of De Novo and the employee deduction to Helmets to Hardhats (H2H), which is paid on hours worked

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