

**BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS (LOCAL LODGE 73)**

**APPENDIX: NEW BRUNSWICK
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR HEALTH PLAN INCREASE - EFFECTIVE MAY 1, 2021)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	(A)	(A)	(A)	(A)	(A)	(A)	Total Wage Package	(Outside the Total Wage Package)			Employee Deduction
					Health Plan	Pension (1)	Union Promotion	Educational Training	Apprenticeship	National Training (2)		Educational Training (3)	Administration & Workforce Planning (4)	Total Cost	Helmets to Hardhats (H2H) (5)
General Foreperson	July 5, 2020	46.68	4.20	1.40	3.45	6.50	0.08	0.45	0.30	0.31	63.37	0.35	0.25	63.97	0.01
	May 1, 2021	46.59	4.19	1.40	3.55	6.50	0.08	0.45	0.30	0.31	63.37	0.35	0.25	63.97	0.01
Foreperson	July 5, 2020	44.93	4.04	1.35	3.45	6.50	0.08	0.45	0.30	0.31	61.41	0.35	0.25	62.01	0.01
	May 1, 2021	44.83	4.04	1.35	3.55	6.50	0.08	0.45	0.30	0.31	61.41	0.35	0.25	62.01	0.01
Assistant Foreperson	July 5, 2020	41.38	3.72	1.24	3.45	6.50	0.08	0.45	0.30	0.31	57.43	0.35	0.25	58.03	0.01
	May 1, 2021	41.28	3.72	1.24	3.55	6.50	0.08	0.45	0.30	0.31	57.43	0.35	0.25	58.03	0.01
Journeyman	July 5, 2020	40.17	3.62	1.21	3.45	6.50	0.08	0.45	0.30	0.31	56.09	0.35	0.25	56.69	0.01
	May 1, 2021	40.09	3.61	1.20	3.55	6.50	0.08	0.45	0.30	0.31	56.09	0.35	0.25	56.69	0.01
3rd Year Apprentice	July 5, 2020	36.16	3.25	1.08	3.45	6.50	0.08	0.45	0.30	0.31	51.58	0.35	0.25	52.18	0.01
	May 1, 2021	36.06	3.25	1.08	3.55	6.50	0.08	0.45	0.30	0.31	51.58	0.35	0.25	52.18	0.01
2nd Year Apprentice	July 5, 2020	30.12	2.71	0.90	3.45	6.50	0.08	0.45	0.30	0.31	44.82	0.35	0.25	45.42	0.01
	May 1, 2021	30.03	2.70	0.90	3.55	6.50	0.08	0.45	0.30	0.31	44.82	0.35	0.25	45.42	0.01
1st Year Apprentice	July 5, 2020	24.06	2.17	0.72	3.45	6.50	0.08	0.45	0.30	0.31	38.04	0.35	0.25	38.64	0.01
	May 1, 2021	23.97	2.16	0.72	3.55	6.50	0.08	0.45	0.30	0.31	38.04	0.35	0.25	38.64	0.01
Helper	July 5, 2020	30.12	2.71	0.90	3.45	6.50	0.08	0.45	0.30	0.31	44.82	0.35	0.25	45.42	0.01
	May 1, 2021	30.03	2.70	0.90	3.55	6.50	0.08	0.45	0.30	0.31	44.82	0.35	0.25	45.42	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 - EFFECTIVE MAY 1, 2021)

Effective Date	Sept 9, 2018	July 7, 2019	July 5, 2020
Hours of Work	8	8	8
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	0.50	0.50	0.50
Subsistence	\$109 / Day Worked	\$113 / Day Worked	\$117 / Day Worked

Summary of Contributions contained in National Training	
National Training (NTTF)	\$0.10
IBB/Union Funds	
National Organizing	\$0.04
National Health & Safety	\$0.10
Union Promotion	\$0.03
National Marketing	\$0.04

FOOTNOTES:

(1) Effective July 15, 2018, the Pension 'Special Funding Contribution' will cease. Previously, the Pension contribution was comprised of two components, a Basic Pension Deduction and a "Special Funding Contribution" of \$2.24 from July 5, 2015 to July 14, 2018. 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 from July 5, 2015 to July 14, 2018 was previously \$2.24.

(2) See page 2 for breakdown of National Training.

(3) Effective August 6, 2017, the Educational Training Fund will increase by \$0.25 for the province of New Brunswick. This increase is outside the total wage package.

(4) Effective May 6, 2012, a contribution of \$0.05/hour, was directed to the BCA to provide for a Resource Manager/Workforce Planning. Effective January 7, 2018, this contribution will decrease by \$0.02 to \$0.03/hour. Effective May 1, 2020, there will be a contribution holiday on the \$0.03/hour Workforce Planning contributions.

(5) Effective May 5, 2013, base wage rates are inclusive of \$0.01 to be deducted from the employee for Helmets to Hardhats (H2H). Please note that the Union Promotion Fund was 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).

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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