

**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 RATIFIED SETTLEMENT - EFFECTIVE JULY 4, 2021)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	(A)							(Outside the Total Wage Package)			(B)
					Health Plan	Pension	Union Promotion	Educational Training	Apprenticeship	National Training (1)	Total Wage Package	Educational Training (2)	Administration & Workforce Planning (3)	Total Cost	Helmets to Hardhats (H2H) (4)
General Foreperson	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
	July 4, 2021	47.44	4.27	1.42	3.55	6.50	0.08	0.45	0.30	0.31	64.32	0.35	0.25	64.92	0.01
	July 3, 2022	48.40	4.36	1.45	3.55	6.50	0.08	0.45	0.30	0.31	65.40	0.35	0.25	66.00	0.01
	July 2, 2023	49.23	4.43	1.48	3.55	6.50	0.08	0.45	0.30	0.31	66.33	0.35	0.25	66.93	0.01
Foreperson	May 1, 2021	44.83	4.03	1.34	3.55	6.50	0.08	0.45	0.30	0.31	61.39	0.35	0.25	61.99	0.01
	July 4, 2021	45.69	4.11	1.37	3.55	6.50	0.08	0.45	0.30	0.31	62.36	0.35	0.25	62.96	0.01
	July 3, 2022	46.65	4.20	1.40	3.55	6.50	0.08	0.45	0.30	0.31	63.44	0.35	0.25	64.04	0.01
	July 2, 2023	47.48	4.27	1.42	3.55	6.50	0.08	0.45	0.30	0.31	64.36	0.35	0.25	64.96	0.01
Assistant Foreperson	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
	July 4, 2021	42.14	3.79	1.26	3.55	6.50	0.08	0.45	0.30	0.31	58.38	0.35	0.25	58.98	0.01
	July 3, 2022	43.10	3.88	1.29	3.55	6.50	0.08	0.45	0.30	0.31	59.46	0.35	0.25	60.06	0.01
	July 2, 2023	43.93	3.95	1.32	3.55	6.50	0.08	0.45	0.30	0.31	60.39	0.35	0.25	60.99	0.01
Journeyperson	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
	July 4, 2021	40.94	3.68	1.23	3.55	6.50	0.08	0.45	0.30	0.31	57.04	0.35	0.25	57.64	0.01
	July 3, 2022	41.90	3.77	1.26	3.55	6.50	0.08	0.45	0.30	0.31	58.12	0.35	0.25	58.72	0.01
	July 2, 2023	42.73	3.85	1.28	3.55	6.50	0.08	0.45	0.30	0.31	59.05	0.35	0.25	59.65	0.01
3rd Year Apprentice (90%)	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
	July 4, 2021	36.85	3.32	1.11	3.55	6.50	0.08	0.45	0.30	0.31	52.47	0.35	0.25	53.07	0.01
	July 3, 2022	37.71	3.39	1.13	3.55	6.50	0.08	0.45	0.30	0.31	53.42	0.35	0.25	54.02	0.01
	July 2, 2023	38.46	3.46	1.15	3.55	6.50	0.08	0.45	0.30	0.31	54.26	0.35	0.25	54.86	0.01
2nd Year Apprentice (75%)	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
	July 4, 2021	30.71	2.76	0.92	3.55	6.50	0.08	0.45	0.30	0.31	45.58	0.35	0.25	46.18	0.01
	July 3, 2022	31.43	2.83	0.94	3.55	6.50	0.08	0.45	0.30	0.31	46.39	0.35	0.25	46.99	0.01
	July 2, 2023	32.05	2.88	0.96	3.55	6.50	0.08	0.45	0.30	0.31	47.08	0.35	0.25	47.68	0.01
1st Year Apprentice (60%)	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
	July 4, 2021	24.56	2.21	0.74	3.55	6.50	0.08	0.45	0.30	0.31	38.70	0.35	0.25	39.30	0.01
	July 3, 2022	25.14	2.26	0.75	3.55	6.50	0.08	0.45	0.30	0.31	39.34	0.35	0.25	39.94	0.01
	July 2, 2023	25.64	2.31	0.77	3.55	6.50	0.08	0.45	0.30	0.31	39.91	0.35	0.25	40.51	0.01
Helper (75%)	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
	July 4, 2021	30.71	2.76	0.92	3.55	6.50	0.08	0.45	0.30	0.31	45.58	0.35	0.25	46.18	0.01
	July 3, 2022	31.43	2.83	0.94	3.55	6.50	0.08	0.45	0.30	0.31	46.39	0.35	0.25	46.99	0.01
	July 2, 2023	32.05	2.88	0.96	3.55	6.50	0.08	0.45	0.30	0.31	47.08	0.35	0.25	47.68	0.01

Refer to Footnotes on page 2

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

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<u>Effective Date</u>	<u>July 4, 2021</u>	<u>July 3, 2022</u>	<u>July 2, 2023</u>
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	0.59	Per CRA Rate	Per CRA Rate
Subsistence	\$117 / Day Worked	\$117 / Day Worked	\$117 / Day Worked

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

FOOTNOTES:

- (1) See above for breakdown of National Training.
- (2) 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.
- (3) 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.
- (4) 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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