

**BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS (LOCAL LODGE 203)**

**APPENDIX: NEWFOUNDLAND & LABRADOR
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR SETTLEMENT AND HEALTH PLAN INCREASE - EFFECTIVE MAY 1, 2022)																(Outside the Total Wage Package)				Employee Deduction
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 8%	Statutory Holiday Pay 4%	(A)	(A)	(A)	(A)	(A)	(B)	(A)	(A)	(A)	Total Wage Package	(A)	(A)	(B)	Total Cost	(B)	
					Health Plan	Pension	Educational Training	Apprenticeship	National Training (1)	Bldg. Trades Contrib.	Employee Assistance Program (EAP)	Building Fund	Benevolent Fund**		NL Job Promo.	Administration & Workforce Planning (2)	Helmets to Hardhats (H2H) (3)		Helmets to Hardhats (H2H) (3)	
General Foreperson	May 1, 2022	44.96	3.60	1.80	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	60.66	1.00	0.55	0.01	62.22	0.01	
	May 1, 2023	45.36	3.63	1.81	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	61.10	1.00	0.55	0.01	62.66	0.01	
	May 1, 2024	45.76	3.66	1.83	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	61.55	1.00	0.55	0.01	63.11	0.01	
	May 1, 2025	46.17	3.69	1.85	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	62.01	1.00	0.55	0.01	63.57	0.01	
	May 1, 2026	46.58	3.73	1.86	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	62.47	1.00	0.55	0.01	64.03	0.01	
Foreperson	May 1, 2022	43.61	3.49	1.74	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	59.14	1.00	0.55	0.01	60.70	0.01	
	May 1, 2023	44.01	3.52	1.76	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	59.59	1.00	0.55	0.01	61.15	0.01	
	May 1, 2024	44.41	3.55	1.78	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	60.04	1.00	0.55	0.01	61.60	0.01	
	May 1, 2025	44.82	3.59	1.79	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	60.50	1.00	0.55	0.01	62.06	0.01	
	May 1, 2026	45.23	3.62	1.81	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	60.96	1.00	0.55	0.01	62.52	0.01	
Assistant Foreperson	May 1, 2022	41.51	3.32	1.66	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	56.79	1.00	0.55	0.01	58.35	0.01	
	May 1, 2023	41.91	3.35	1.68	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	57.24	1.00	0.55	0.01	58.80	0.01	
	May 1, 2024	42.31	3.39	1.69	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	57.69	1.00	0.55	0.01	59.25	0.01	
	May 1, 2025	42.72	3.42	1.71	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	58.15	1.00	0.55	0.01	59.71	0.01	
	May 1, 2026	43.13	3.45	1.73	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	58.61	1.00	0.55	0.01	60.17	0.01	
Journeyperson	May 1, 2022	39.81	3.19	1.59	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	54.89	1.00	0.55	0.01	56.45	0.01	
	May 1, 2023	40.21	3.22	1.61	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	55.34	1.00	0.55	0.01	56.90	0.01	
	May 1, 2024	40.61	3.25	1.62	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	55.78	1.00	0.55	0.01	57.34	0.01	
	May 1, 2025	41.02	3.28	1.64	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	56.24	1.00	0.55	0.01	57.80	0.01	
	May 1, 2026	41.43	3.31	1.66	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	56.70	1.00	0.55	0.01	58.26	0.01	
3rd Year Apprentice (1)	May 1, 2022	35.83	2.87	1.43	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	50.43	1.00	0.55	0.01	51.99	0.01	
	May 1, 2023	36.19	2.90	1.45	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	50.84	1.00	0.55	0.01	52.40	0.01	
	May 1, 2024	36.55	2.92	1.46	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	51.23	1.00	0.55	0.01	52.79	0.01	
	May 1, 2025	36.92	2.95	1.48	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	51.65	1.00	0.55	0.01	53.21	0.01	
	May 1, 2026	37.29	2.98	1.49	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	52.06	1.00	0.55	0.01	53.62	0.01	
2nd Year Apprentice (1)	May 1, 2022	29.86	2.39	1.19	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	43.74	1.00	0.55	0.01	45.30	0.01	
	May 1, 2023	30.16	2.41	1.21	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	44.08	1.00	0.55	0.01	45.64	0.01	
	May 1, 2024	30.46	2.44	1.22	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	44.42	1.00	0.55	0.01	45.98	0.01	
	May 1, 2025	30.76	2.46	1.23	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	44.75	1.00	0.55	0.01	46.31	0.01	
	May 1, 2026	31.07	2.49	1.24	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	45.10	1.00	0.55	0.01	46.66	0.01	
1st Year Apprentice (1)	May 1, 2022	23.89	1.91	0.96	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	37.06	1.00	0.55	0.01	38.62	0.01	
	May 1, 2023	24.13	1.93	0.97	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	37.33	1.00	0.55	0.01	38.89	0.01	
	May 1, 2024	24.37	1.95	0.97	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	37.59	1.00	0.55	0.01	39.15	0.01	
	May 1, 2025	24.61	1.97	0.98	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	37.86	1.00	0.55	0.01	39.42	0.01	
	May 1, 2026	24.86	1.99	0.99	3.65	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	38.14	1.00	0.55	0.01	39.70	0.01	

**Benevolent Fund to be remitted directly to the Union.

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(REVISED FOR SETTLEMENT AND HEALTH PLAN INCREASE - EFFECTIVE MAY 2022)

Effective Date	May 1, 2022
Hours of Work	8
Shift Premium 2nd Shift	1 1/5
3rd Shift	1 1/5
Overtime	2
Transportation Rate	0.68
Subsistence	\$88 / Cal Day

<u>Summary of Contributions contained in National Training Column (on page 1)</u>	
National Training (NTTF)	\$0.10
<u>IBB/Union Funds</u>	
National Health & Safety	\$0.10
National Organizing	\$0.04
Promotion	\$0.03
National Marketing	\$0.04
Leap Fund	\$0.02

FOOTNOTES:

(1) See above for breakdown of National Training.

(2) Effective May 6, 2012, a contribution of \$0.05/hour, 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 3, 2020, there will be a contribution holiday on the \$0.03/hour Workforce Planning contributions.

(3) Effective May 3, 2015, \$0.01/hour worked will be deducted from each employee and will be directed to Helmets to Hardhats (H2H) (previously Canadian Building Trades). This employee deduction can be remitted to the BCA/IBB Administrator (Boilermaker National Benefit Funds). **Effective May 1, 2022, 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 \$0.01 on behalf of the Employer).**

Refer to Footnotes on page 2

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