

BRITISH COLUMBIA BOILERMAKER CONTRACTORS' ASSOCIATION &  
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS (LOCAL LODGE 359)

APPENDIX "A": BRITISH COLUMBIA  
WAGE AND BENEFIT SCHEDULE

REVISED FOR SETTLEMENT - EFFECTIVE JUNE 5, 2022

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 6%	(A)										(B)				(A)			(B)
					Boilermaker Lodge 359 Health & Welfare	Boilermaker Lodge 359 Pension Trust Fund	Boilermaker Lodge 359 Education and Promotion Fund	Boilermaker Lodge 359 Apprenticeship and Trade Advancement Fund	Construction Industry Rehabilitation Plan	Jurisdictional Assignment Plan	BCD&A Drug and Alcohol Program Society	National Training Trust Fund	IBB Advantage Fund (1)	Western Canada Boilermaker Advantage Fund (2)	Helmets to Hardhats (3)	Total Wage Package	Job Ready Dispatch (4)	Management Administration & Workforce Planning (5)	Total Cost	Construction Industry Rehabilitation Plan		
General Foreperson (J + 18%)	June 5, 2022	57.87	3.47	3.47	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	77.31	0.30	0.13	77.74	0.04		
	April 30, 2023	60.19	3.61	3.61	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	79.91	0.30	0.13	80.34	0.04		
	April 28, 2024	62.34	3.74	3.74	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	82.32	0.30	0.13	82.75	0.04		
Foreperson (J + 13%)	June 5, 2022	55.42	3.33	3.33	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	74.58	0.30	0.13	75.01	0.04		
	April 30, 2023	57.64	3.46	3.46	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	77.06	0.30	0.13	77.49	0.04		
	April 28, 2024	59.70	3.58	3.58	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	79.36	0.30	0.13	79.79	0.04		
Journeyperson	June 5, 2022	49.04	2.94	2.94	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	67.42	0.30	0.13	67.85	0.04		
	April 30, 2023	51.01	3.06	3.06	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	69.63	0.30	0.13	70.06	0.04		
	April 28, 2024	52.83	3.17	3.17	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	71.67	0.30	0.13	72.10	0.04		
Apprentices: 5th Year (90%)	June 5, 2022	44.14	2.65	2.65	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	61.94	0.30	0.13	62.37	0.04		
	April 30, 2023	45.91	2.75	2.75	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	63.91	0.30	0.13	64.34	0.04		
	April 28, 2024	47.55	2.85	2.85	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	65.75	0.30	0.13	66.18	0.04		
4th Year (83%) (6)	June 5, 2022	40.70	2.44	2.44	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	58.08	0.30	0.13	58.51	0.04		
	April 30, 2023	42.34	2.54	2.54	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	59.92	0.30	0.13	60.35	0.04		
	April 28, 2024	43.85	2.63	2.63	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	61.61	0.30	0.13	62.04	0.04		
3rd Year (78%) (6)	June 5, 2022	36.78	2.21	2.21	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	53.70	0.30	0.13	54.13	0.04		
	April 30, 2023	38.26	2.30	2.30	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	55.36	0.30	0.13	55.79	0.04		
	April 28, 2024	39.62	2.38	2.38	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	56.88	0.30	0.13	57.31	0.04		

**BRITISH COLUMBIA BOILERMAKER CONTRACTORS' ASSOCIATION &  
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS (LOCAL LODGE 359)**

**APPENDIX 'A': BRITISH COLUMBIA  
WAGE AND BENEFIT SCHEDULE**

REVISED FOR SETTLEMENT - EFFECTIVE JUNE 5, 2022

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 6%	(A)													(B)			(Outside the Total Wage Package)			Employee Deductions
					Boilermaker Lodge 359 Health & Welfare	Boilermaker Lodge 359 Pension Trust Fund	Lodge 359 Education and Promotion Fund	Boilermaker Lodge 359 Apprenticeship and Trade Advancement Fund	Construction Industry Rehabilitation Plan	Jurisdictional Assignment Plan	BCD&A Drug and Alcohol Program Society	National Training Trust Fund	IBB Advantage Fund (1)	Western Canada Boilermaker Advantage (2)	Helmets to Hardhats (3)	Total Wage Package	Job Ready Dispatch (4)	Management Administration & Workforce Planning (5)	Total Cost	Construction Industry Rehabilitation Plan				
2nd Year (69%) (6)	June 5, 2022	33.84	2.03	2.03	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	50.40	0.30	0.13	50.83	0.04				
	April 30, 2023	35.20	2.11	2.11	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	51.92	0.30	0.13	52.35	0.04				
	April 28, 2024	36.45	2.19	2.19	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	53.33	0.30	0.13	53.76	0.04				
1st Year (63%)	June 5, 2022	30.90	1.85	1.85	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	47.10	0.30	0.13	47.53	0.04				
	April 30, 2023	32.14	1.93	1.93	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	48.50	0.30	0.13	48.93	0.04				
	April 28, 2024	33.28	2.00	2.00	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	49.78	0.30	0.13	50.21	0.04				
Pre Apprentice (55%)	June 5, 2022	26.97	1.62	1.62	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	42.71	0.30	0.13	43.14	0.04				
	April 30, 2023	28.06	1.68	1.68	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	43.92	0.30	0.13	44.35	0.04				
	April 28, 2024	29.06	1.74	1.74	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	45.04	0.30	0.13	45.47	0.04				

Effective Date	June 5, 2022
Hours of Work	8
Shift Premium:	
2nd Shift	6.00
3rd Shift	6.00
Overtime	See Article 16.01
Transportation Rate	0.61*
Subsistence*	\$155** / Day
Meal Allowance* (when Employer Supplied Room)	\$70.00** / Day

<b>Summary of Contributions contained in IBB Advantage Fund</b>	
IBB/Union Funds	
National Health & Safety	\$0.10
International Union	\$0.03
National Organizing	\$0.04

\*Transportation Rate will be adjusted on the same date Canada Revenue Agency amendments are effective.

\*\*Future increases in the Subsistence and Meal Allowance amounts will match those in the Boilermakers Lodge 359 Standard Agreement between the CLR and the Union during the term (from date of signing to April 30, 2025).

**FOOTNOTES:**

(1) See above for breakdown of IBB Advantage Fund.

(2) Effective November 5, 2017, \$0.02 has been redirected from the hourly wage rate to Western Canada Boilermaker Advantage Fund.

(3) Effective November 5, 2017, \$0.01 has been redirected from the hourly wage rate to Helmets to Hardhats (H2H).

(4) Effective March 4, 2018 a contribution of \$0.30/hour earned to fund the Job Ready Dispatch Program.

(5) 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, the contribution decreased by \$0.02 to \$0.03. Effective June 5, 2022, there will be a contribution holiday on the \$0.03/hour Workforce Planning contributions.