

**BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS (LOCAL LODGE 128)
ONTARIO - WAGE AND BENEFIT SCHEDULE**

(REVISED FOR SETTLEMENT - EFFECTIVE JUNE 12, 2022)												(Outside the Total Wage Package)					Employee Deductions		
Classification	Effective Date	Hourly Wage Rate	Vacation Pay %	Statutory Holiday Pay 3%	(A)	(A)	(A)	(A)	(A)	(A)	Total Wage Package	(A)	(A)	(A)	(A)	(B)	Total Cost	(A)	(B)
					Health Plan	Pension	Union Promotion	Educational Training	Apprenticeship	National Training (1)		Educational Training (2)	Administration & Workforce Planning (3)	Common Welder Program (4)	De Novo Employer	Helmets to Hardhats (H2H) (5)		De Novo Employee	Helmets to Hardhats (H2H) (5)
General Foreperson	June 12, 2022	58.49	5.26	1.75	3.65	6.50	0.39	0.38	0.08	0.41	76.91	0.30	0.26	0.10	0.02	0.01	77.60	0.02	0.01
	May 7, 2023	61.16	5.50	1.83	3.65	6.50	0.39	0.38	0.08	0.41	79.90	0.30	0.26	0.10	0.02	0.01	80.59	0.02	0.01
	May 5, 2024	63.39	5.71	1.90	3.65	6.50	0.39	0.38	0.08	0.41	82.41	0.30	0.26	0.10	0.02	0.01	83.10	0.02	0.01
Foreperson	June 12, 2022	55.49	4.99	1.66	3.65	6.50	0.39	0.38	0.08	0.41	73.55	0.30	0.26	0.10	0.02	0.01	74.24	0.02	0.01
	May 7, 2023	58.16	5.23	1.74	3.65	6.50	0.39	0.38	0.08	0.41	76.54	0.30	0.26	0.10	0.02	0.01	77.23	0.02	0.01
	May 5, 2024	60.39	5.44	1.81	3.65	6.50	0.39	0.38	0.08	0.41	79.05	0.30	0.26	0.10	0.02	0.01	79.74	0.02	0.01
Assistant Foreperson	June 12, 2022	51.49	4.63	1.54	3.65	6.50	0.39	0.38	0.08	0.41	69.07	0.30	0.26	0.10	0.02	0.01	69.76	0.02	0.01
	May 7, 2023	54.16	4.87	1.62	3.65	6.50	0.39	0.38	0.08	0.41	72.06	0.30	0.26	0.10	0.02	0.01	72.75	0.02	0.01
	May 5, 2024	56.39	5.08	1.69	3.65	6.50	0.39	0.38	0.08	0.41	74.57	0.30	0.26	0.10	0.02	0.01	75.26	0.02	0.01
Journeyperson	June 12, 2022	49.49	4.45	1.48	3.65	6.50	0.39	0.38	0.08	0.41	66.83	0.30	0.26	0.10	0.02	0.01	67.52	0.02	0.01
	May 7, 2023	52.16	4.70	1.56	3.65	6.50	0.39	0.38	0.08	0.41	69.83	0.30	0.26	0.10	0.02	0.01	70.52	0.02	0.01
	May 5, 2024	54.39	4.90	1.63	3.65	6.50	0.39	0.38	0.08	0.41	72.33	0.30	0.26	0.10	0.02	0.01	73.02	0.02	0.01
4th Year Apprentice (1) (90%)	June 12, 2022	44.54	4.01	1.34	3.65	6.50	0.39	0.38	0.08	0.41	61.30	0.30	0.26	0.10	0.02	0.01	61.99	0.02	0.01
	May 7, 2023	46.94	4.22	1.41	3.65	6.50	0.39	0.38	0.08	0.41	63.98	0.30	0.26	0.10	0.02	0.01	64.67	0.02	0.01
	May 5, 2024	48.95	4.41	1.47	3.65	6.50	0.39	0.38	0.08	0.41	66.24	0.30	0.26	0.10	0.02	0.01	66.93	0.02	0.01
3rd Year Apprentice (1) (80%)	June 12, 2022	39.59	3.56	1.19	3.65	6.50	0.39	0.38	0.08	0.41	55.75	0.30	0.26	0.10	0.02	0.01	56.44	0.02	0.01
	May 7, 2023	41.73	3.76	1.25	3.65	6.50	0.39	0.38	0.08	0.41	58.15	0.30	0.26	0.10	0.02	0.01	58.84	0.02	0.01
	May 5, 2024	43.51	3.92	1.31	3.65	6.50	0.39	0.38	0.08	0.41	60.15	0.30	0.26	0.10	0.02	0.01	60.84	0.02	0.01
2nd Year Apprentice (1) (70%)	June 12, 2022	34.64	3.12	1.04	3.65	6.50	0.39	0.38	0.08	0.41	50.21	0.30	0.26	0.10	0.02	0.01	50.90	0.02	0.01
	May 7, 2023	36.51	3.29	1.10	3.65	6.50	0.39	0.38	0.08	0.41	52.31	0.30	0.26	0.10	0.02	0.01	53.00	0.02	0.01
	May 5, 2024	38.07	3.43	1.14	3.65	6.50	0.39	0.38	0.08	0.41	54.05	0.30	0.26	0.10	0.02	0.01	54.74	0.02	0.01
1st Year Apprentice (1) (60%)	June 12, 2022	29.69	2.67	0.89	3.65	6.50	0.39	0.38	0.08	0.41	44.66	0.30	0.26	0.10	0.02	0.01	45.35	0.02	0.01
	May 7, 2023	31.30	2.82	0.94	3.65	6.50	0.39	0.38	0.08	0.41	46.47	0.30	0.26	0.10	0.02	0.01	47.16	0.02	0.01
	May 5, 2024	32.63	2.94	0.98	3.65	6.50	0.39	0.38	0.08	0.41	47.96	0.30	0.26	0.10	0.02	0.01	48.65	0.02	0.01
Pre-Apprentice (60%)	June 12, 2022	29.69	2.67	0.89	3.65	-	-	-	-	-	36.90	0.30	0.26	-	0.02	0.01	37.49	0.02	0.01
	May 7, 2023	31.30	2.82	0.94	3.65	-	-	-	-	-	38.71	0.30	0.26	-	0.02	0.01	39.30	0.02	0.01
	May 5, 2024	32.63	2.94	0.98	3.65	-	-	-	-	-	40.20	0.30	0.26	-	0.02	0.01	40.79	0.02	0.01

Refer to Footnotes on page 2

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

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(REVISED FOR SETTLEMENT - EFFECTIVE JUNE 12, 2022)

Effective Date	June 12, 2022	May 7, 2023	May 5, 2024
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	0.61	Per CRA Rate	Per CRA Rate
Subsistence/LOA			
Southern Ontario	\$124 / Day Worked	\$129 / Day Worked	\$134 / Day Worked
	(Toronto, Sarnia, Hamilton, Kingston Out of Work List Areas)		
Subsistence/LOA			
Northern Ontario	\$130 / Day Worked	\$135 / Day Worked	\$140 / Day Worked
	(Winnipeg, Thunder Bay, Sudbury Out of Work List Areas)		

Summary of Contributions contained in National Training Column (on page 1)	
National Training (NTTF)	\$0.10
Common Welder Program	\$0.10
IBB/Union Funds	
National Organizing	\$0.04
National Health & Safety	\$0.10
Union Promotion	\$0.03
National Marketing	\$0.04

Summary of Contributions contained in Administration and Workforce Planning Column (on page 1)	
BCA Administration Fund	\$0.25
Workforce Planning	\$0.00 (See below)
Ontario Construction Secretariat	\$0.01

FOOTNOTES:

- (1) See above for breakdown of National Training.
- (2) Effective June 23, 2013, the Educational Training Fund increased by \$0.30 for the province of Ontario. This increase is outside the total wage package until April 30, 2022.
- (3) See above for breakdown of Administration and Workforce Planning. Effective May 3, 2020, there will be a contribution holiday on the \$0.03/hour Workforce Planning contributions.
- (4) Effective June 12, 2022, there is a \$0.10 employer contribution increase to the Common Welder Program.
- (5) Effective June 23, 2013, \$0.01/hour worked will be deducted from each employee and will be directed to Helmets to Hardhats (H2H). Effective July 28, 2019, 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 the \$0.01 on behalf of the Employer).

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