

INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,  
FORGERS AND HELPERS, LOCAL LODGE 146

MAINTENANCE AGREEMENT  
WAGE AND BENEFIT SCHEDULE

(REVISED FOR SETTLEMENT - EFFECTIVE SEPTEMBER 4, 2022)

FORT MCMURRAY - MAINTENANCE												Employer Contributions (Outside the Total Wage Package)							
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	(A)	(A)	(A)	(A)	(A)	(A)	Total Wage Package	(B)	(A)	(B)	(A)	(A)	(B)	Total Cost	(B)
					Health Plan	Pension	Union Promotion	Educational Training (2)	Apprenticeship (2)	National Training (3)		BCABEAP	National Training (3)	RSAP	Administration (4)	Job Ready Dispatch Program (5)	Workforce Development Trust (6)		Workforce Development Trust (6)
General Foreperson (1) (JP + \$7.50)	Sept. 4, 2022	56.67	3.40	2.27	3.65	6.00	0.15	0.55	0.15	0.27	73.11	0.04	0.04	0.12	0.25	0.15	-	73.71	0.01
	May 7, 2023	59.40	3.56	2.38	3.65	6.00	0.15	0.55	0.15	0.27	76.11	0.04	0.04	0.12	0.25	0.20	-	76.76	0.01
Foreperson (1) (JP + \$5.50)	Sept. 4, 2022	54.67	3.28	2.19	3.65	6.00	0.15	0.55	0.15	0.27	70.91	0.04	0.04	0.12	0.25	0.15	-	71.51	0.01
	May 7, 2023	57.40	3.44	2.30	3.65	6.00	0.15	0.55	0.15	0.27	73.91	0.04	0.04	0.12	0.25	0.20	-	74.56	0.01
Assistant Foreperson (JP + \$3.15)	Sept. 4, 2022	52.32	3.14	2.09	3.65	6.00	0.15	0.55	0.15	0.27	68.32	0.04	0.04	0.12	0.25	0.15	-	68.92	0.01
	May 7, 2023	55.05	3.30	2.20	3.65	6.00	0.15	0.55	0.15	0.27	71.32	0.04	0.04	0.12	0.25	0.20	-	71.97	0.01
Journeyman	Sept. 4, 2022	49.17	2.95	1.97	3.65	6.00	0.15	0.55	0.15	0.27	64.86	0.04	0.04	0.12	0.25	0.15	-	65.46	0.01
	May 7, 2023	51.90	3.11	2.08	3.65	6.00	0.15	0.55	0.15	0.27	67.86	0.04	0.04	0.12	0.25	0.20	-	68.51	0.01
3rd Year Apprentice (90%)	Sept. 4, 2022	44.25	2.66	1.77	3.65	6.00	0.15	0.55	0.15	0.27	59.45	0.04	0.04	0.12	0.25	0.15	-	60.05	0.01
	May 7, 2023	46.71	2.80	1.87	3.65	6.00	0.15	0.55	0.15	0.27	62.15	0.04	0.04	0.12	0.25	0.20	-	62.80	0.01
2nd Year Apprentice (75%)	Sept. 4, 2022	36.88	2.21	1.48	3.65	6.00	0.15	0.55	0.15	0.27	51.34	0.04	0.04	0.12	0.25	0.15	-	51.94	0.01
	May 7, 2023	38.93	2.34	1.56	3.65	6.00	0.15	0.55	0.15	0.27	53.60	0.04	0.04	0.12	0.25	0.20	-	54.25	0.01
1st Year Apprentice (60%)	Sept. 4, 2022	29.50	1.77	1.18	3.65	6.00	0.15	0.55	0.15	0.27	43.22	0.04	0.04	0.12	0.25	0.15	-	43.82	0.01
	May 7, 2023	31.14	1.87	1.25	3.65	6.00	0.15	0.55	0.15	0.27	45.03	0.04	0.04	0.12	0.25	0.20	-	45.68	0.01
Helper (75%)	Sept. 4, 2022	36.88	2.21	1.48	3.65	6.00	0.15	0.55	0.15	0.27	51.34	0.04	0.04	0.12	0.25	0.15	-	51.94	0.01
	May 7, 2023	38.93	2.34	1.56	3.65	6.00	0.15	0.55	0.15	0.27	53.60	0.04	0.04	0.12	0.25	0.20	-	54.25	0.01

Refer to Footnotes on page 2

(A) = Based on Hours Earned  
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MAINTENANCE AGREEMENT  
WAGE AND BENEFIT SCHEDULE

(REVISED FOR SETTLEMENT - EFFECTIVE SEPTEMBER 4, 2022)

OUTSIDE FORT MCMURRAY - MAINTENANCE												Employer Contributions (Outside the Total Wage Package)							
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	(A)	(A)	(A)	(A)	(A)	(A)	Total Wage Package	(B)	(A)	(B)	(A)	(A)	(B)	Total Cost	(B)
					Health Plan	Pension	Union Promotion	Educational Training (2)	Apprenticeship (2)	National Training (3)		BCABEAP	National Training (3)	RSAP	Administration (4)	Job Ready Dispatch Program (5)	Workforce Development Trust (6)		Workforce Development Trust (6)
General Foreperson (1) (JP + \$7.50)	Sept. 4, 2022	55.92	3.36	2.24	3.65	6.00	0.15	0.55	0.15	0.27	72.29	0.04	0.04	0.12	0.25	0.15	-	72.89	0.01
	May 7, 2023	58.65	3.52	2.35	3.65	6.00	0.15	0.55	0.15	0.27	75.29	0.04	0.04	0.12	0.25	0.20	-	75.94	0.01
Foreperson (1) (JP + \$5.50)	Sept. 4, 2022	53.92	3.24	2.16	3.65	6.00	0.15	0.55	0.15	0.27	70.09	0.04	0.04	0.12	0.25	0.15	-	70.69	0.01
	May 7, 2023	56.65	3.40	2.27	3.65	6.00	0.15	0.55	0.15	0.27	73.09	0.04	0.04	0.12	0.25	0.20	-	73.74	0.01
Assistant Foreperson (JP + \$3.15)	Sept. 4, 2022	51.57	3.09	2.06	3.65	6.00	0.15	0.55	0.15	0.27	67.49	0.04	0.04	0.12	0.25	0.15	-	68.09	0.01
	May 7, 2023	54.30	3.26	2.17	3.65	6.00	0.15	0.55	0.15	0.27	70.50	0.04	0.04	0.12	0.25	0.20	-	71.15	0.01
Journeyperson	Sept. 4, 2022	48.42	2.91	1.94	3.65	6.00	0.15	0.55	0.15	0.27	64.04	0.04	0.04	0.12	0.25	0.15	-	64.64	0.01
	May 7, 2023	51.15	3.07	2.05	3.65	6.00	0.15	0.55	0.15	0.27	67.04	0.04	0.04	0.12	0.25	0.20	-	67.69	0.01
3rd Year Apprentice (90%)	Sept. 4, 2022	43.58	2.61	1.74	3.65	6.00	0.15	0.55	0.15	0.27	58.70	0.04	0.04	0.12	0.25	0.15	-	59.30	0.01
	May 7, 2023	46.04	2.76	1.84	3.65	6.00	0.15	0.55	0.15	0.27	61.41	0.04	0.04	0.12	0.25	0.20	-	62.06	0.01
2nd Year Apprentice (75%)	Sept. 4, 2022	36.32	2.18	1.45	3.65	6.00	0.15	0.55	0.15	0.27	50.72	0.04	0.04	0.12	0.25	0.15	-	51.32	0.01
	May 7, 2023	38.36	2.30	1.53	3.65	6.00	0.15	0.55	0.15	0.27	52.96	0.04	0.04	0.12	0.25	0.20	-	53.61	0.01
1st Year Apprentice (60%)	Sept. 4, 2022	29.05	1.74	1.16	3.65	6.00	0.15	0.55	0.15	0.27	42.72	0.04	0.04	0.12	0.25	0.15	-	43.32	0.01
	May 7, 2023	30.69	1.84	1.23	3.65	6.00	0.15	0.55	0.15	0.27	44.53	0.04	0.04	0.12	0.25	0.20	-	45.18	0.01
Helper (75%)	Sept. 4, 2022	36.32	2.18	1.45	3.65	6.00	0.15	0.55	0.15	0.27	50.72	0.04	0.04	0.12	0.25	0.15	-	51.32	0.01
	May 7, 2023	38.36	2.30	1.53	3.65	6.00	0.15	0.55	0.15	0.27	52.96	0.04	0.04	0.12	0.25	0.20	-	53.61	0.01

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**MAINTENANCE AGREEMENT  
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(REVISED FOR SETTLEMENT - EFFECTIVE SEPTEMBER 4, 2022)

	<b>First Pay Period following May 1, 2022</b>
<b>Effective Date</b>	
<b>Hours of Work</b>	(See Article 11.01)
<b>Shift Operations</b>	
<b>Two Shift Opertn.</b>	
<b>2nd Shift</b>	\$ 3.50
<b>3rd Shift</b>	\$ 3.50
<b>Overtime</b>	(See Article 13.00)
<b>Transportation Rate</b>	\$ 0.58
<b>Subsistence</b>	(See Article 16.01)  As per approved provincial rates

<b>Summary of Contributions contained in National Training (NTTF)</b>	
National Training (NTTF)	\$0.10*
<i>(* \$0.04 of the above \$0.10 National Training (NTTF) total is outside the Total Wage Package as to not skew the relativity with other Alberta trades.)</i>	
<b>IBB/Union Funds</b>	
National Organizing	\$0.04
Health & Safety	\$0.10
Union Promotion	\$0.03
National Marketing	\$0.04

**FOOTNOTES:**

- (1) Effective May 6, 2012, General Foreperson & Foreperson who hold the Industrial Construction Crew Supervisor (ICCS) designation will be paid an additional premium of \$1.00 (\$1.50 effective May 2017).
- (2) Effective September 6, 2020, the employers will cease to remit the former NMA admin fund and redistribute that amount as five cents (0.05) to the Education Training Trust Fund and five cents (0.05) to the Apprenticeship Training Trust Fund.
- (3) See above for breakdown of National Training.
- (4) The Employer will contribute \$0.05 per hour paid to the BCA to provide for a Resource Manager/Workforce Planning. Effective May 6, 2012, this \$0.05 from the Employer will be suspended until further notice.
- (5) The Area Labour Agreement was enabled effective January 1, 2017 to include a \$0.05 per hour employer contribution for the Job Ready Dispatch Program. Effective September 4, 2022, the employer contribution to the Job Ready Dispatch Program will increase to \$0.15 per hour earned. Effective May 7, 2023, the employer contribution to the Job Ready Dispatch Program will increase to \$0.20 per hour earned. Effective May 5, 2024, the employer contribution to the Job Ready Dispatch Program will increase to \$0.25 per hour earned. The Job Ready Dispatch Program contribution will be remitted to IBB Local Lodge 146.
- (6) Effective May 3, 2015, the Employer will contribute \$0.02 per hour worked to the Workforce Development Trust (WDT) Initiatives until such time as the wage adjustment formula results in a wage increase or as agreed to by the Alberta Employer's Coordinating Committee. Thereafter, \$0.01 per hour worked will be remitted on behalf of the Employer and \$0.01 per hour worked will be remitted on behalf of the employee. Effective May 3, 2015, the BCA of Alberta has contributed \$0.02/hour worked to the WDT on behalf of the Employers. Effective November 4, 2018, as a result of the wage increase, \$0.01 has been deducted from the increase and will be remitted on behalf of the Employee for the Workforce Development Trust (per hour worked). The remaining \$0.01/hour worked contribution will continue to be made by the BCA of Alberta to the WDT until further notice.

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