

**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 \$0.10 HEALTH PLAN REDIRECTION AND \$0.10 UNION PROMOTION FUND REDIRECTION - EFFECTIVE MAY 1, 2023

												(Outside the Total Wage Package)			Employee Deduction
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	(A) Health Plan	(A) Pension	(A) Union Promotion	(A) Educational Training	(A) Apprenticeship	(A) National Training (1)	Total Wage Package	(A) Educational Training (2)	(A) Administration & Workforce Planning (3)	Total Cost	(B) Helmets to Hardhats (H2H) (4)
<b>General Foreperson</b>	July 3, 2022	48.32	4.34	1.45	3.65	6.50	0.08	0.45	0.30	0.31	65.40	0.35	0.25	66.00	0.01
	May 1, 2023	48.14	4.33	1.44	3.75	6.50	0.18	0.45	0.30	0.31	65.40	0.35	0.25	66.00	0.01
	July 2, 2023	48.96	4.41	1.47	3.75	6.50	0.18	0.45	0.30	0.31	66.33	0.35	0.25	66.93	0.01
<b>Foreperson</b>	July 3, 2022	46.57	4.19	1.39	3.65	6.50	0.08	0.45	0.30	0.31	63.44	0.35	0.25	64.04	0.01
	May 1, 2023	46.39	4.18	1.38	3.75	6.50	0.18	0.45	0.30	0.31	63.44	0.35	0.25	64.04	0.01
	July 2, 2023	47.21	4.25	1.41	3.75	6.50	0.18	0.45	0.30	0.31	64.36	0.35	0.25	64.96	0.01
<b>Assistant Foreperson</b>	July 3, 2022	43.02	3.86	1.29	3.65	6.50	0.08	0.45	0.30	0.31	59.46	0.35	0.25	60.06	0.01
	May 1, 2023	42.83	3.85	1.29	3.75	6.50	0.18	0.45	0.30	0.31	59.46	0.35	0.25	60.06	0.01
	July 2, 2023	43.66	3.93	1.31	3.75	6.50	0.18	0.45	0.30	0.31	60.39	0.35	0.25	60.99	0.01
<b>Journeyman</b>	July 3, 2022	41.82	3.76	1.25	3.65	6.50	0.08	0.45	0.30	0.31	58.12	0.35	0.25	58.72	0.01
	May 1, 2023	41.63	3.75	1.25	3.75	6.50	0.18	0.45	0.30	0.31	58.12	0.35	0.25	58.72	0.01
	July 2, 2023	42.47	3.82	1.27	3.75	6.50	0.18	0.45	0.30	0.31	59.05	0.35	0.25	59.65	0.01
<b>3rd Year Apprentice (90%)</b>	July 3, 2022	37.62	3.38	1.13	3.65	6.50	0.08	0.45	0.30	0.31	53.42	0.35	0.25	54.02	0.01
	May 1, 2023	37.44	3.37	1.12	3.75	6.50	0.18	0.45	0.30	0.31	53.42	0.35	0.25	54.02	0.01
	July 2, 2023	38.19	3.43	1.15	3.75	6.50	0.18	0.45	0.30	0.31	54.26	0.35	0.25	54.86	0.01
<b>2nd Year Apprentice (75%)</b>	July 3, 2022	31.34	2.82	0.94	3.65	6.50	0.08	0.45	0.30	0.31	46.39	0.35	0.25	46.99	0.01
	May 1, 2023	31.16	2.81	0.93	3.75	6.50	0.18	0.45	0.30	0.31	46.39	0.35	0.25	46.99	0.01
	July 2, 2023	31.78	2.86	0.95	3.75	6.50	0.18	0.45	0.30	0.31	47.08	0.35	0.25	47.68	0.01
<b>1st Year Apprentice (60%)</b>	July 3, 2022	25.05	2.25	0.75	3.65	6.50	0.08	0.45	0.30	0.31	39.34	0.35	0.25	39.94	0.01
	May 1, 2023	24.86	2.24	0.75	3.75	6.50	0.18	0.45	0.30	0.31	39.34	0.35	0.25	39.94	0.01
	July 2, 2023	25.38	2.28	0.76	3.75	6.50	0.18	0.45	0.30	0.31	39.91	0.35	0.25	40.51	0.01
<b>Helper (75%)</b>	July 3, 2022	31.34	2.82	0.94	3.65	6.50	0.08	0.45	0.30	0.31	46.39	0.35	0.25	46.99	0.01
	May 1, 2023	31.16	2.81	0.93	3.75	6.50	0.18	0.45	0.30	0.31	46.39	0.35	0.25	46.99	0.01
	July 2, 2023	31.78	2.86	0.95	3.75	6.50	0.18	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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<b>Effective Date</b>	<b>July 3, 2022</b>	<b>July 2, 2023</b>
<b>Hours of Work</b>	8	8
<b>Shift Premium</b>		
2nd Shift	1 1/5	1 1/5
3rd Shift	1 1/5	1 1/5
<b>Overtime</b>	2	2
<b>Transportation Rate</b>	0.61	<b>0.68</b>
<b>Subsistence</b>	\$117 / Day Worked	\$117 / Day Worked

<b>Summary of Contributions contained in National Training</b>	
National Training (NTTF)	\$0.10
<b>IBB/Union Funds</b>	
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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