

**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 RATIFIED SETTLEMENT - EFFECTIVE JULY 7, 2024

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	(A)							Total Wage Package	(Outside the Total Wage Package)			Employee Deduction (B)
					Health Plan	Pension	Union Promotion	Educational Training	Apprenticeship	National Training (1)	Educational Training (2)		Administration & Workforce Planning (3)	Total Cost	Helmets to Hardhats (H2H) (4)	
General Foreperson (JP +\$9.00)	May 1, 2024	48.87	4.40	1.47	3.85	6.50	0.18	0.45	0.30	0.31	66.33	0.35	0.25	66.93	0.01	
	July 7, 2024	54.46	4.90	1.63	3.85	6.50	0.18	0.45	0.40	0.31	72.68	0.35	0.25	73.28	0.01	
	July 6, 2025	56.83	5.11	1.70	3.95	6.50	0.18	0.45	0.40	0.31	75.43	0.35	0.25	76.03	0.01	
	July 5, 2026	58.96	5.31	1.77	4.05	6.50	0.18	0.45	0.40	0.31	77.93	0.35	0.25	78.53	0.01	
Foreperson (JP +\$6.00)	May 1, 2024	47.12	4.24	1.41	3.85	6.50	0.18	0.45	0.30	0.31	64.36	0.35	0.25	64.96	0.01	
	July 7, 2024	51.46	4.63	1.54	3.85	6.50	0.18	0.45	0.40	0.31	69.32	0.35	0.25	69.92	0.01	
	July 6, 2025	53.83	4.84	1.61	3.95	6.50	0.18	0.45	0.40	0.31	72.07	0.35	0.25	72.67	0.01	
	July 5, 2026	55.96	5.04	1.68	4.05	6.50	0.18	0.45	0.40	0.31	74.57	0.35	0.25	75.17	0.01	
Assistant Foreperson (JP +\$2.00)	May 1, 2024	43.57	3.92	1.31	3.85	6.50	0.18	0.45	0.30	0.31	60.39	0.35	0.25	60.99	0.01	
	July 7, 2024	47.46	4.27	1.42	3.85	6.50	0.18	0.45	0.40	0.31	64.84	0.35	0.25	65.44	0.01	
	July 6, 2025	49.83	4.48	1.49	3.95	6.50	0.18	0.45	0.40	0.31	67.59	0.35	0.25	68.19	0.01	
	July 5, 2026	51.96	4.68	1.56	4.05	6.50	0.18	0.45	0.40	0.31	70.09	0.35	0.25	70.69	0.01	
Journeyperson	May 1, 2024	42.38	3.81	1.27	3.85	6.50	0.18	0.45	0.30	0.31	59.05	0.35	0.25	59.65	0.01	
	July 7, 2024	45.46	4.09	1.36	3.85	6.50	0.18	0.45	0.40	0.31	62.60	0.35	0.25	63.20	0.01	
	July 6, 2025	47.83	4.30	1.43	3.95	6.50	0.18	0.45	0.40	0.31	65.35	0.35	0.25	65.95	0.01	
	July 5, 2026	49.96	4.50	1.50	4.05	6.50	0.18	0.45	0.40	0.31	67.85	0.35	0.25	68.45	0.01	
3rd Year Apprentice (90%)	May 1, 2024	38.10	3.43	1.14	3.85	6.50	0.18	0.45	0.30	0.31	54.26	0.35	0.25	54.86	0.01	
	July 7, 2024	40.91	3.68	1.23	3.85	6.50	0.18	0.45	0.40	0.31	57.51	0.35	0.25	58.11	0.01	
	July 6, 2025	43.05	3.87	1.29	3.95	6.50	0.18	0.45	0.40	0.31	60.00	0.35	0.25	60.60	0.01	
	July 5, 2026	44.96	4.05	1.35	4.05	6.50	0.18	0.45	0.40	0.31	62.25	0.35	0.25	62.85	0.01	
2nd Year Apprentice (75%)	May 1, 2024	31.69	2.85	0.95	3.85	6.50	0.18	0.45	0.30	0.31	47.08	0.35	0.25	47.68	0.01	
	July 7, 2024	34.10	3.07	1.02	3.85	6.50	0.18	0.45	0.40	0.31	49.88	0.35	0.25	50.48	0.01	
	July 6, 2025	35.87	3.23	1.08	3.95	6.50	0.18	0.45	0.40	0.31	51.97	0.35	0.25	52.57	0.01	
	July 5, 2026	37.47	3.37	1.12	4.05	6.50	0.18	0.45	0.40	0.31	53.85	0.35	0.25	54.45	0.01	
1st Year Apprentice (60%)	May 1, 2024	25.28	2.28	0.76	3.85	6.50	0.18	0.45	0.30	0.31	39.91	0.35	0.25	40.51	0.01	
	July 7, 2024	27.28	2.46	0.82	3.85	6.50	0.18	0.45	0.40	0.31	42.25	0.35	0.25	42.85	0.01	
	July 6, 2025	28.70	2.58	0.86	3.95	6.50	0.18	0.45	0.40	0.31	43.93	0.35	0.25	44.53	0.01	
	July 5, 2026	29.98	2.70	0.90	4.05	6.50	0.18	0.45	0.40	0.31	45.47	0.35	0.25	46.07	0.01	
Helper (75%)	May 1, 2024	31.69	2.85	0.95	3.85	6.50	0.18	0.45	0.30	0.31	47.08	0.35	0.25	47.68	0.01	
	July 7, 2024	34.10	3.07	1.02	3.85	6.50	0.18	0.45	0.40	0.31	49.88	0.35	0.25	50.48	0.01	
	July 6, 2025	35.87	3.23	1.08	3.95	6.50	0.18	0.45	0.40	0.31	51.97	0.35	0.25	52.57	0.01	
	July 5, 2026	37.47	3.37	1.12	4.05	6.50	0.18	0.45	0.40	0.31	53.85	0.35	0.25	54.45	0.01	

Refer to Footnotes on page 2

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

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Effective Date	July 7, 2024	July 6, 2025	July 5, 2026
Hours of Work	8	8	8
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	0.70	Per CRA Rate	Per CRA Rate
Subsistence	\$135 / Day Worked	\$140 / Day Worked	\$150 / Day Worked

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

Gross Hourly Wages Includes: Hourly Wage Rate, Vacation Pay and Statutory Holiday Pay on regular time, overtime and premium pay.

Refer to Footnotes on page 2

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