

**BOILERMAKER CONTRACTORS' ASSOCIATION &  
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,  
FORGERS AND HELPERS (LOCAL LODGE 555)**

**APPENDIX "F": MANITOBA  
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR REDIRECTION TO HEALTH PLAN & PENSION - EFFECTIVE MAY 4, 2025)												(Outside the Total Wage Package)				Employee Deduction
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4.5%	(A)	(A)	(A)	(A)	(A)	(A)	Total Wage Package	(A)	(A)	(B)	Total Cost	(B)
					Health Plan	Pension	Union Promotion	Educational Training	Apprenticeship	National Training (1)		Educational Training	Administration & Workforce Planning (2)	Helmets to Hardhats (H2H) (3)		Helmets to Hardhats (H2H) (3)
General Foreperson (JP + \$9.00)	May 5, 2024	51.26	3.08	2.30	3.85	5.25	0.10	0.45	0.20	0.31	66.80	0.41	0.25	0.01	67.47	0.01
	May 4, 2025	51.56	3.09	2.31	3.95	6.25	0.10	0.45	0.20	0.31	68.22	0.41	0.25	0.01	68.89	0.01
	May 3, 2026	51.88	3.11	2.33	4.05	7.25	0.10	0.45	0.20	0.31	69.68	0.41	0.25	0.01	70.35	0.01
Foreperson (JP + \$5.25)	May 5, 2024	47.51	2.85	2.14	3.85	5.25	0.10	0.45	0.20	0.31	62.66	0.41	0.25	0.01	63.33	0.01
	May 4, 2025	47.81	2.87	2.14	3.95	6.25	0.10	0.45	0.20	0.31	64.08	0.41	0.25	0.01	64.75	0.01
	May 3, 2026	48.13	2.89	2.16	4.05	7.25	0.10	0.45	0.20	0.31	65.54	0.41	0.25	0.01	66.21	0.01
Assistant Foreperson (JP + \$1.50)	May 5, 2024	43.76	2.63	1.97	3.85	5.25	0.10	0.45	0.20	0.31	58.52	0.41	0.25	0.01	59.19	0.01
	May 4, 2025	44.06	2.64	1.98	3.95	6.25	0.10	0.45	0.20	0.31	59.94	0.41	0.25	0.01	60.61	0.01
	May 3, 2026	44.38	2.66	1.99	4.05	7.25	0.10	0.45	0.20	0.31	61.39	0.41	0.25	0.01	62.06	0.01
Journeyman	May 5, 2024	42.26	2.54	1.90	3.85	5.25	0.10	0.45	0.20	0.31	56.86	0.41	0.25	0.01	57.53	0.01
	May 4, 2025	42.56	2.55	1.91	3.95	6.25	0.10	0.45	0.20	0.31	58.28	0.41	0.25	0.01	58.95	0.01
	May 3, 2026	42.88	2.57	1.93	4.05	7.25	0.10	0.45	0.20	0.31	59.74	0.41	0.25	0.01	60.41	0.01
3rd Year Apprentice	May 5, 2024	38.02	2.28	1.71	3.85	5.25	0.10	0.45	0.20	0.31	52.17	0.41	0.25	0.01	52.84	0.01
	May 4, 2025	38.18	2.29	1.72	3.95	6.25	0.10	0.45	0.20	0.31	53.45	0.41	0.25	0.01	54.12	0.01
	May 3, 2026	38.37	2.30	1.73	4.05	7.25	0.10	0.45	0.20	0.31	54.76	0.41	0.25	0.01	55.43	0.01
2nd Year Apprentice	May 5, 2024	31.65	1.90	1.42	3.85	5.25	0.10	0.45	0.20	0.31	45.13	0.41	0.25	0.01	45.80	0.01
	May 4, 2025	31.63	1.90	1.42	3.95	6.25	0.10	0.45	0.20	0.31	46.21	0.41	0.25	0.01	46.88	0.01
	May 3, 2026	31.62	1.90	1.42	4.05	7.25	0.10	0.45	0.20	0.31	47.30	0.41	0.25	0.01	47.97	0.01
1st Year Apprentice	May 5, 2024	25.29	1.52	1.13	3.85	5.25	0.10	0.45	0.20	0.31	38.10	0.41	0.25	0.01	38.77	0.01
	May 4, 2025	25.06	1.50	1.13	3.95	6.25	0.10	0.45	0.20	0.31	38.95	0.41	0.25	0.01	39.62	0.01
	May 3, 2026	24.86	1.49	1.12	4.05	7.25	0.10	0.45	0.20	0.31	39.83	0.41	0.25	0.01	40.50	0.01

\*Note: Please contact the BCA or IBB offices for information on the rates and remittances applicable in Nunavut.

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Effective Date	May 1, 2022	May 7, 2023	May 5, 2024	May 4, 2025	May 3, 2026
Hours of Work	8	8	8	8	8
Shift Premium					
2nd Shift	3.75	3.75	3.75	3.75	3.75
3rd Shift	3.75	3.75	3.75	3.75	3.75
Overtime	(See Article 16.01)				
Transportation Rate	0.61	0.68	0.70	0.72	Per CRA Rate
Travel Rate	0.32	0.32	0.32	0.32	0.32
<b>Subsistence</b>					
<b>North of 53rd Parallel</b>					
The Pas, Flin Flon	\$180 / Day Worked	\$180 / Day Worked	\$185 / Day Worked	\$185 / Day Worked	\$185 / Day Worked
Thompson	\$190 / Day Worked	\$190 / Day Worked	\$195 / Day Worked	\$195 / Day Worked	\$195 / Day Worked
<b>South of 53rd Parallel</b>					
All Regions	\$140 / Day Worked	\$140 / Day Worked	\$145 / Day Worked	\$145 / Day Worked	\$145 / Day Worked
	(See Article 20.01)				

<b>Summary of Contributions contained in National Training (NTTF)</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 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, this contribution will decrease by \$0.02 to \$0.03/hour. Effective May 3, 2020, there will be a contribution holiday on the \$0.03/hour Workforce Planning contributions.

(3) Effective May 5, 2013, \$0.01/hour worked will be deducted from each employee and will be directed to Helmets to Hardhats (H2H). This employee deduction can be remitted to the BCA/IBB Administrator (Boilermaker National Benefit Funds). Effective May 1, 2022, 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 \$0.01 on behalf of the Employer).