

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

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

(REVISED FOR REDIRECTION TO HEALTH PLAN & PENSION - EFFECTIVE MAY 4, 2025)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4.5%	(A)							(Outside the Total Wage Package)				Employee Deduction
					Health & Welfare	Pension	Union Promotion	Educational Training	Apprenticeship	National Training (1)	Total Wage Package	Educational Training	Administration & Workforce Planning (2)	Helmets to Hardhats (H2H) (3)	Total Cost	Helmets to Hardhats (H2H) (3)
General Foreperson	May 5, 2024	50.51	3.03	2.27	3.85	5.25	0.10	0.45	0.20	0.31	65.97	0.41	0.25	0.01	66.64	0.01
	May 4, 2025	50.81	3.05	2.29	3.95	6.25	0.10	0.45	0.20	0.31	67.41	0.41	0.25	0.01	68.08	0.01
	May 3, 2026	51.13	3.07	2.30	4.05	7.25	0.10	0.45	0.20	0.31	68.86	0.41	0.25	0.01	69.53	0.01
Foreperson	May 5, 2024	46.76	2.81	2.10	3.85	5.25	0.10	0.45	0.20	0.31	61.83	0.41	0.25	0.01	62.50	0.01
	May 4, 2025	47.06	2.82	2.12	3.95	6.25	0.10	0.45	0.20	0.31	63.26	0.41	0.25	0.01	63.93	0.01
	May 3, 2026	47.38	2.84	2.13	4.05	7.25	0.10	0.45	0.20	0.31	64.71	0.41	0.25	0.01	65.38	0.01
Assistant Foreperson	May 5, 2024	43.01	2.58	1.94	3.85	5.25	0.10	0.45	0.20	0.31	57.69	0.41	0.25	0.01	58.36	0.01
	May 4, 2025	43.31	2.60	1.95	3.95	6.25	0.10	0.45	0.20	0.31	59.12	0.41	0.25	0.01	59.79	0.01
	May 3, 2026	41.51	2.49	1.87	4.05	7.25	0.10	0.45	0.20	0.31	58.23	0.41	0.25	0.01	58.90	0.01
Journeyperson	May 5, 2024	41.51	2.49	1.87	3.85	5.25	0.10	0.45	0.20	0.31	56.03	0.41	0.25	0.01	56.70	0.01
	May 4, 2025	41.81	2.51	1.88	3.95	6.25	0.10	0.45	0.20	0.31	57.46	0.41	0.25	0.01	58.13	0.01
	May 3, 2026	42.13	2.53	1.90	4.05	7.25	0.10	0.45	0.20	0.31	58.92	0.41	0.25	0.01	59.59	0.01
3rd Year Apprentice	May 5, 2024	37.36	2.24	1.68	3.85	5.25	0.10	0.45	0.20	0.31	51.44	0.41	0.25	0.01	52.11	0.01
	May 4, 2025	37.63	2.26	1.69	3.95	6.25	0.10	0.45	0.20	0.31	52.84	0.41	0.25	0.01	53.51	0.01
	May 3, 2026	37.92	2.28	1.71	4.05	7.25	0.10	0.45	0.20	0.31	54.27	0.41	0.25	0.01	54.94	0.01
2nd Year Apprentice	May 5, 2024	31.13	1.87	1.40	3.85	5.25	0.10	0.45	0.20	0.31	44.56	0.41	0.25	0.01	45.23	0.01
	May 4, 2025	31.36	1.88	1.41	3.95	6.25	0.10	0.45	0.20	0.31	45.91	0.41	0.25	0.01	46.58	0.01
	May 3, 2026	31.60	1.90	1.42	4.05	7.25	0.10	0.45	0.20	0.31	47.28	0.41	0.25	0.01	47.95	0.01
1st Year Apprentice	May 5, 2024	24.91	1.49	1.12	3.85	5.25	0.10	0.45	0.20	0.31	37.68	0.41	0.25	0.01	38.35	0.01
	May 4, 2025	25.09	1.51	1.13	3.95	6.25	0.10	0.45	0.20	0.31	38.99	0.41	0.25	0.01	39.66	0.01
	May 3, 2026	25.28	1.52	1.14	4.05	7.25	0.10	0.45	0.20	0.31	40.30	0.41	0.25	0.01	40.97	0.01

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Effective Date	May 5, 2024	May 4, 2025
Hours of Work	8	8
Shift Premium		
2nd Shift	3.75	3.75
3rd Shift	3.75	3.75
Overtime	(See Article 16.01)	
Transportation Rate	0.70	0.72
Travel Rate	0.32	0.32
<u>Subsistence</u>		
North of 53rd Parallel		
The Pas, Flin Fl	\$185 / Day Worked	\$185 / Day Worked
Thompson	\$195 / Day Worked	\$195 / Day Worked
South of 53rd Parallel		
All Regions	\$145 / Day Worked	\$145 / Day Worked
	(See Article 20.01)	

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

NOTES

Employee Deduction
Helmets to Hardhats (H2H) \$0.01 PER HOUR WORKED