

**BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS (LOCAL LODGE 203)**

**APPENDIX: NEWFOUNDLAND & LABRADOR
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR REDIRECTION TO THE HEALTH PLAN & PENSION - EFFECTIVE MAY 1, 2025)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 8%	Statutory Holiday Pay 4%	(A)										(B)				Employee Deduction
					Health Plan	Pension	Educational Training	Apprenticeship	National Training (1)	Bldg. Trades Contrib.	Employee Assistance Program (EAP)	Building Fund	Benevolent Fund**	Total Wage Package	NL Job Promo.	Administration & Workforce Planning (2)	Helmets to Hardhats (H2H) (3)	Total Cost	Helmets to Hardhats (H2H) (3)
General Foreperson	May 1, 2024	47.63	3.81	1.90	3.85	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	63.84	1.00	0.55	0.01	65.40	0.01
	May 1, 2025	47.94	3.84	1.90	3.95	6.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	65.28	1.00	0.55	0.01	66.84	0.01
	May 1, 2026	49.25	3.94	1.97	3.95	6.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	66.76	1.00	0.55	0.01	68.32	0.01
Foreperson	May 1, 2024	46.28	3.70	1.85	3.85	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	62.33	1.00	0.55	0.01	63.89	0.01
	May 1, 2025	46.59	3.73	1.85	3.95	6.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	63.77	1.00	0.55	0.01	65.33	0.01
	May 1, 2026	47.90	3.83	1.91	3.95	6.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	65.24	1.00	0.55	0.01	66.80	0.01
Assistant Foreperson	May 1, 2024	44.18	3.53	1.77	3.85	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	59.98	1.00	0.55	0.01	61.54	0.01
	May 1, 2025	44.49	3.56	1.77	3.95	6.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	61.42	1.00	0.55	0.01	62.98	0.01
	May 1, 2026	45.80	3.66	1.83	3.95	6.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	62.89	1.00	0.55	0.01	64.45	0.01
Journeyperson	May 1, 2024	42.48	3.40	1.70	3.85	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	58.08	1.00	0.55	0.01	59.64	0.01
	May 1, 2025	42.79	3.42	1.71	3.95	6.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	59.52	1.00	0.55	0.01	61.08	0.01
	May 1, 2026	44.10	3.53	1.76	3.95	6.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	60.99	1.00	0.55	0.01	62.55	0.01
3rd Year Apprentice (1) (90%)	May 1, 2024	38.22	3.06	1.52	3.85	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	53.30	1.00	0.55	0.01	54.86	0.01
	May 1, 2025	38.39	3.07	1.53	3.95	6.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	54.59	1.00	0.55	0.01	56.15	0.01
	May 1, 2026	39.58	3.17	1.57	3.95	6.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	55.92	1.00	0.55	0.01	57.48	0.01
2nd Year Apprentice (1) (75%)	May 1, 2024	31.82	2.55	1.27	3.85	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	46.14	1.00	0.55	0.01	47.70	0.01
	May 1, 2025	31.81	2.54	1.27	3.95	6.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	47.22	1.00	0.55	0.01	48.78	0.01
	May 1, 2026	32.80	2.62	1.31	3.95	6.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	48.33	1.00	0.55	0.01	49.89	0.01
1st Year Apprentice (1) (60%)	May 1, 2024	25.42	2.03	1.02	3.85	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	38.97	1.00	0.55	0.01	40.53	0.01
	May 1, 2025	25.20	2.02	1.00	3.95	6.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	39.82	1.00	0.55	0.01	41.38	0.01
	May 1, 2026	26.00	2.08	1.04	3.95	6.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	40.72	1.00	0.55	0.01	42.28	0.01

**Benevolent Fund to be remitted directly to the Union.

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Effective Date	May 1, 2023	May 1, 2024
Hours of Work	8	8
Shift Premium		
2nd Shift	1 1/5	1 1/5
3rd Shift	1 1/5	1 1/5
Overtime	2	2
Transportation Rate	0.68	0.68
Subsistence	\$95 / Cal Day	\$98 / Cal Day

<u>Summary of Contributions contained in National Training Column (on page 1)</u>	
National Training (NTTF)	\$0.10
<u>IBB/Union Funds</u>	
National Health & Safety	\$0.10
National Organizing	\$0.04
Promotion	\$0.03
National Marketing	\$0.04
Leap Fund	\$0.02

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 3, 2015, \$0.01/hour worked will be deducted from each employee and will be directed to Helmets to Hardhats (H2H) (previously Canadian Building Trades). 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).

Refer to Footnotes on page 2

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