

**BRITISH COLUMBIA BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS (LOCAL LODGE 359)**

**APPENDIX "A": BRITISH COLUMBIA
WAGE AND BENEFIT SCHEDULE**

REVISED FOR RATIFIED SETTLEMENT - EFFECTIVE MAY 18, 2025

REVISED FOR RATIFIED SETTLEMENT - EFFECTIVE MAY 18, 2025																		(Outside the Total Wage Package)			Employee Deductions
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 6%	(A)	(A)	(A)	(A)	(B)	(B)	(B)	(A)	(A)	(B)	(B)	Total Wage Package	Job Ready Dispatch (4)	Management Administration & Workforce Planning (5)	Total Cost	Construction Industry Rehabilitation Plan	
					Boilermaker Lodge 359 Health & Welfare	Boilermaker Lodge 359 Pension Trust Fund	Boilermaker Lodge 359 Education and Promotion Fund	Boilermaker Lodge 359 Apprenticeship and Trade Advancement Fund	Construction Industry Rehabilitation Plan	Jurisdictional Assnment Plan	BCD&A Drug and Alcohol Program Society	National Training Trust Fund	IBB Advantage Fund (1)	Western Canada Boilermaker Advantage Fund (2)	Helmets to Hardhats (3)						
General Foreperson (J + 18%)	April 28, 2024	62.34	3.74	3.74	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	82.32	0.30	0.13	82.75	0.04	
	May 18, 2025	64.97	3.90	3.90	3.64	8.00	0.22	0.70	0.04	0.01	0.01	0.10	0.17	0.02	0.01	85.69	0.30	0.11	86.10	0.04	
	May 3, 2026	66.99	4.02	4.02	3.64	8.00	0.22	0.70	0.04	0.01	0.01	0.10	0.17	0.02	0.01	87.95	0.30	0.11	88.36	0.04	
	May 2, 2027	69.10	4.15	4.15	3.64	8.00	0.22	0.70	0.04	0.01	0.01	0.10	0.17	0.02	0.01	90.32	0.30	0.11	90.73	0.04	
Foreperson (J + 13%)	April 28, 2024	59.70	3.58	3.58	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	79.36	0.30	0.13	79.79	0.04	
	May 18, 2025	62.22	3.73	3.73	3.64	8.00	0.22	0.70	0.04	0.01	0.01	0.10	0.17	0.02	0.01	82.60	0.30	0.11	83.01	0.04	
	May 3, 2026	64.15	3.85	3.85	3.64	8.00	0.22	0.70	0.04	0.01	0.01	0.10	0.17	0.02	0.01	84.77	0.30	0.11	85.18	0.04	
	May 2, 2027	66.17	3.97	3.97	3.64	8.00	0.22	0.70	0.04	0.01	0.01	0.10	0.17	0.02	0.01	87.03	0.30	0.11	87.44	0.04	
Journeyman	April 28, 2024	52.83	3.17	3.17	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	71.67	0.30	0.13	72.10	0.04	
	May 18, 2025	55.06	3.30	3.30	3.64	8.00	0.22	0.70	0.04	0.01	0.01	0.10	0.17	0.02	0.01	74.58	0.30	0.11	74.99	0.04	
	May 3, 2026	56.77	3.41	3.41	3.64	8.00	0.22	0.70	0.04	0.01	0.01	0.10	0.17	0.02	0.01	76.51	0.30	0.11	76.92	0.04	
	May 2, 2027	58.56	3.51	3.51	3.64	8.00	0.22	0.70	0.04	0.01	0.01	0.10	0.17	0.02	0.01	78.50	0.30	0.11	78.91	0.04	
Apprentices: 5th Year (90%)	April 28, 2024	47.55	2.85	2.85	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	65.75	0.30	0.13	66.18	0.04	
	May 18, 2025	49.55	2.97	2.97	3.64	8.00	0.22	0.70	0.04	0.01	0.01	0.10	0.17	0.02	0.01	68.41	0.30	0.11	68.82	0.04	
	May 3, 2026	51.09	3.07	3.07	3.64	8.00	0.22	0.70	0.04	0.01	0.01	0.10	0.17	0.02	0.01	70.15	0.30	0.11	70.56	0.04	
	May 2, 2027	52.70	3.16	3.16	3.64	8.00	0.22	0.70	0.04	0.01	0.01	0.10	0.17	0.02	0.01	71.94	0.30	0.11	72.35	0.04	
4th Year (83%) (6)	April 28, 2024	43.85	2.63	2.63	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	61.61	0.30	0.13	62.04	0.04	
	May 18, 2025	45.70	2.74	2.74	3.64	8.00	0.22	0.70	0.04	0.01	0.01	0.10	0.17	0.02	0.01	64.10	0.30	0.11	64.51	0.04	
	May 3, 2026	47.12	2.83	2.83	3.64	8.00	0.22	0.70	0.04	0.01	0.01	0.10	0.17	0.02	0.01	65.70	0.30	0.11	66.11	0.04	
	May 2, 2027	48.60	2.92	2.92	3.64	8.00	0.22	0.70	0.04	0.01	0.01	0.10	0.17	0.02	0.01	67.36	0.30	0.11	67.77	0.04	
3rd Year (75%) (6)	April 28, 2024	39.62	2.38	2.38	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	56.88	0.30	0.13	57.31	0.04	
	May 18, 2025	41.30	2.48	2.48	3.64	8.00	0.22	0.70	0.04	0.01	0.01	0.10	0.17	0.02	0.01	59.18	0.30	0.11	59.59	0.04	
	May 3, 2026	42.58	2.55	2.55	3.64	8.00	0.22	0.70	0.04	0.01	0.01	0.10	0.17	0.02	0.01	60.60	0.30	0.11	61.01	0.04	
	May 2, 2027	43.92	2.64	2.64	3.64	8.00	0.22	0.70	0.04	0.01	0.01	0.10	0.17	0.02	0.01	62.12	0.30	0.11	62.53	0.04	

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Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 6%	(A) Boilermaker Lodge 359 Health & Welfare	(A) Boilermaker Lodge 359 Pension Trust Fund	(A) Lodge 359 Education and Promotion Fund	(A) Boilermaker Lodge 359 Apprenticeship and Trade Advancement Fund	(B) Construction Industry Rehabilitation Plan	(B) Jurisdictional Assignment Plan	(B) BCD&A Drug and Alcohol Program Society	(A) National Training Trust Fund	(A) IBB Advantage Fund (1)	(B) Western Canada Boilermaker Advantage (2)	(B) Helmets to Hardhats (3)	Total Wage Package	(A) Job Ready Dispatch (4)	(B) Management Administration & Workforce Planning (5)	Total Cost	(B) Construction Industry Rehabilitation Plan
2nd Year (69%) (6)	April 28, 2024	36.45	2.19	2.19	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	53.33	0.30	0.13	53.76	0.04
	May 18, 2025	37.99	2.28	2.28	3.64	8.00	0.22	0.70	0.04	0.01	0.01	0.10	0.17	0.02	0.01	55.47	0.30	0.11	55.88	0.04
	May 3, 2026	39.17	2.35	2.35	3.64	8.00	0.22	0.70	0.04	0.01	0.01	0.10	0.17	0.02	0.01	56.79	0.30	0.11	57.20	0.04
	May 2, 2027	40.41	2.42	2.42	3.64	8.00	0.22	0.70	0.04	0.01	0.01	0.10	0.17	0.02	0.01	58.17	0.30	0.11	58.58	0.04
1st Year (63%)	April 28, 2024	33.28	2.00	2.00	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	49.78	0.30	0.13	50.21	0.04
	May 18, 2025	34.69	2.08	2.08	3.64	8.00	0.22	0.70	0.04	0.01	0.01	0.10	0.17	0.02	0.01	51.77	0.30	0.11	52.18	0.04
	May 3, 2026	35.77	2.15	2.15	3.64	8.00	0.22	0.70	0.04	0.01	0.01	0.10	0.17	0.02	0.01	52.99	0.30	0.11	53.40	0.04
	May 2, 2027	36.89	2.21	2.21	3.64	8.00	0.22	0.70	0.04	0.01	0.01	0.10	0.17	0.02	0.01	54.23	0.30	0.11	54.64	0.04
Pre Apprentice (55%)	April 28, 2024	29.06	1.74	1.74	3.49	7.75	0.13	0.77	0.04	0.01	0.01	0.10	0.17	0.02	0.01	45.04	0.30	0.13	45.47	0.04
	May 18, 2025	30.28	1.82	1.82	3.64	8.00	0.22	0.70	0.04	0.01	0.01	0.10	0.17	0.02	0.01	46.84	0.30	0.11	47.25	0.04
	May 3, 2026	31.22	1.87	1.87	3.64	8.00	0.22	0.70	0.04	0.01	0.01	0.10	0.17	0.02	0.01	47.88	0.30	0.11	48.29	0.04
	May 2, 2027	32.21	1.93	1.93	3.64	8.00	0.22	0.70	0.04	0.01	0.01	0.10	0.17	0.02	0.01	48.99	0.30	0.11	49.40	0.04

Effective Date	May 18, 2025	May 3, 2026	May 2, 2027
Hours of Work	8	8	8
Shift Premium:			
2nd Shift	6.00	6.00	6.00
3rd Shift	6.00	6.00	6.00
Overtime	See Article 16.01	See Article 16.01	See Article 16.01
Transportation Rate	0.72	Per CRA Rate*	Per CRA Rate*
Subsistence*	\$220 / Day	\$240 / Day	\$260 / Day
Meal Allowance* (when Employer Supplied Room)	\$92.50 / Day	\$97.00 / Day	\$100 / Day

Summary of Contributions contained in IBB Advantage Fund	
IBB/Union Funds	
National Health & Safety	\$0.10
International Union	\$0.03
National Organizing	\$0.04

*Transportation Rate will be adjusted on the same date Canada Revenue Agency amendments are effective.

FOOTNOTES:

- (1) See above for breakdown of IBB Advantage Fund.
- (2) Effective November 5, 2017, \$0.02 has been redirected from the hourly wage rate to Western Canada Boilermaker Advantage Fund.
- (3) Effective November 5, 2017, \$0.01 has been redirected from the hourly wage rate to Helmets to Hardhats (H2H).
- (4) Effective March 4, 2018 a contribution of \$0.30/hour earned to fund the Job Ready Dispatch Program.
- (5) 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, the contribution decreased by \$0.02 to \$0.03. Effective June 5, 2022, there will be a contribution holiday on the \$0.03/hour Workforce Planning contributions.