

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 JAP CONTRIBUTION HOLIDAY - EFFECTIVE MAY 31, 2026

Classification	Effective Date	Hourly Wage Rate	Vacation Pay %	Statutory Holiday Pay %	(A)										(B)				(A)			(B)
					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 Assignment 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)	Total Wage Package	Job Ready Dispatch (4)	Management Administration & Workforce Planning (5)	Total Cost	Construction Industry Rehabilitation Plan		
General Foreperson (J + 18%)	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 31, 2026	66.99	4.02	4.02	3.64	8.00	0.22	0.70	0.04	0.00	0.01	0.10	0.17	0.02	0.01	87.94	0.30	0.11	88.35	0.04		
	May 2, 2027	69.10	4.15	4.15	3.64	8.00	0.22	0.70	0.04	0.00	0.01	0.10	0.17	0.02	0.01	90.31	0.30	0.11	90.72	0.04		
Foreperson (J + 13%)	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 31, 2026	64.15	3.85	3.85	3.64	8.00	0.22	0.70	0.04	0.00	0.01	0.10	0.17	0.02	0.01	84.76	0.30	0.11	85.17	0.04		
	May 2, 2027	66.17	3.97	3.97	3.64	8.00	0.22	0.70	0.04	0.00	0.01	0.10	0.17	0.02	0.01	87.02	0.30	0.11	87.43	0.04		
Journeyperson	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 31, 2026	56.77	3.41	3.41	3.64	8.00	0.22	0.70	0.04	0.00	0.01	0.10	0.17	0.02	0.01	76.50	0.30	0.11	76.91	0.04		
	May 2, 2027	58.56	3.51	3.51	3.64	8.00	0.22	0.70	0.04	0.00	0.01	0.10	0.17	0.02	0.01	78.49	0.30	0.11	78.90	0.04		
Apprentices: 5th Year (90%)	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 31, 2026	51.09	3.07	3.07	3.64	8.00	0.22	0.70	0.04	0.00	0.01	0.10	0.17	0.02	0.01	70.14	0.30	0.11	70.55	0.04		
	May 2, 2027	52.70	3.16	3.16	3.64	8.00	0.22	0.70	0.04	0.00	0.01	0.10	0.17	0.02	0.01	71.93	0.30	0.11	72.34	0.04		
4th Year (83%)	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 31, 2026	47.12	2.83	2.83	3.64	8.00	0.22	0.70	0.04	0.00	0.01	0.10	0.17	0.02	0.01	65.69	0.30	0.11	66.10	0.04		
	May 2, 2027	48.60	2.92	2.92	3.64	8.00	0.22	0.70	0.04	0.00	0.01	0.10	0.17	0.02	0.01	67.35	0.30	0.11	67.76	0.04		
3rd Year (75%)	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 31, 2026	42.58	2.55	2.55	3.64	8.00	0.22	0.70	0.04	0.00	0.01	0.10	0.17	0.02	0.01	60.59	0.30	0.11	61.00	0.04		
	May 2, 2027	43.92	2.64	2.64	3.64	8.00	0.22	0.70	0.04	0.00	0.01	0.10	0.17	0.02	0.01	62.11	0.30	0.11	62.52	0.04		

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

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REVISED FOR JAP CONTRIBUTION HOLIDAY - EFFECTIVE MAY 31, 2026

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	(Outside the Total Wage Package)			Employee Deductions
					Boilermaker Lodge 359 Health & Welfare	Boilermaker Lodge 359 Pension Trust Fund	Lodge 359 Education and Promotion Fund	Boilermaker Lodge 359 Apprenticeship and Trade Advancement Fund	Construction Industry Rehabilitation Plan	Jurisdictional Assignment Plan	BCD&A Drug and Alcohol Program Society	National Training Trust Fund	IBB Advantage Fund (1)	Western Canada Boilermaker Advantage (2)	Helmets to Hardhats (3)		Job Ready Dispatch (4)	Management Administration & Workforce Planning (5)	Total Cost	Construction Industry Rehabilitation Plan
2nd Year (69%)	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 31, 2026	39.17	2.35	2.35	3.64	8.00	0.22	0.70	0.04	0.00	0.01	0.10	0.17	0.02	0.01	56.78	0.30	0.11	57.19	0.04
	May 2, 2027	40.41	2.42	2.42	3.64	8.00	0.22	0.70	0.04	0.00	0.01	0.10	0.17	0.02	0.01	58.16	0.30	0.11	58.57	0.04
1st Year (63%)	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 31, 2026	35.77	2.15	2.15	3.64	8.00	0.22	0.70	0.04	0.00	0.01	0.10	0.17	0.02	0.01	52.98	0.30	0.11	53.39	0.04
	May 2, 2027	36.89	2.21	2.21	3.64	8.00	0.22	0.70	0.04	0.00	0.01	0.10	0.17	0.02	0.01	54.22	0.30	0.11	54.63	0.04
Pre Apprentice (55%)	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 31, 2026	31.22	1.87	1.87	3.64	8.00	0.22	0.70	0.04	0.00	0.01	0.10	0.17	0.02	0.01	47.87	0.30	0.11	48.28	0.04
	May 2, 2027	32.21	1.93	1.93	3.64	8.00	0.22	0.70	0.04	0.00	0.01	0.10	0.17	0.02	0.01	48.98	0.30	0.11	49.39	0.04

Effective Date	May 3, 2026	May 2, 2027
Hours of Work	8	8
Shift Premium:		
2nd Shift	6.00	6.00
3rd Shift	6.00	6.00
Overtime	See Article 16.01	See Article 16.01
Transportation Rate	Per CRA Rate*	Per CRA Rate*
Subsistence*	\$240 / Day	\$260 / Day
Meal Allowance* (when Employer Supplied Room)	\$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.
- (6) Effective May 31, 2026, the parties have agreed to suspend the \$0.01 contribution to the Jurisdictional Assignment Plan until the contribution resumes under the CLR and BCBCBTU Agreements.

Refer to Footnotes on page 2

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