

**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 SUBSISTENCE INCREASE - EFFECTIVE SEPTEMBER 6, 2026)												(Outside the Total Wage Package)				Employee Deduction
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4.5%	(A) Health Plan	(A) Pension	(A) Union Promotion	(A) Educational Training	(A) Apprenticeship	(A) National Training (1)	Total Wage Package	(A) Educational Training	(A) Administration & Workforce Planning (2)	(B) Helmets to Hardhats (H2H) (3)	Total Cost	(B) 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 4, 2025	May 3, 2026	Sep. 6, 2026
Hours of Work	8	8	8
Shift Premium			
2nd Shift	3.75	3.75	3.75
3rd Shift	3.75	3.75	3.75
Overtime	(See Article 16.01)		
Transportation Rate	0.72	0.73	0.73
Travel Rate	0.32	0.32	0.32
Subsistence			
North of 53rd Parallel			
The Pas, Flin Flon	\$185 / Day Worked	\$185 / Day Worked	\$206.75 / Day Worked
Thompson	\$195 / Day Worked	\$195 / Day Worked	\$206.75 / Day Worked
South of 53rd Parallel			
All Regions	\$145 / Day Worked	\$145 / Day Worked	\$145 / Day Worked
	(See Article 20.01)		

Summary of Contributions contained in National Training (NTTF)

National Training (NTTF) \$0.10

IBB/Union Funds

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).