

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

**APPENDIX "G": SASKATCHEWAN
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR 2014 TRANSPORTATION RATE - EFFECTIVE MAY 4, 2014)

| Classification | Effective Date | Hourly Wage Rate | Vacation Pay 6% | Statutory Holiday Pay 4.5% | Health & Welfare | Employer Contributions (Outside the Total Wage Package) | | | | | | Total Cost | Employee Deduction | | | | |
|-------------------------|----------------|------------------|-----------------|----------------------------|------------------|---|---------------------|--------------------------|--------------------|---------------------------|------------------------|------------|--------------------|---------------------------|---------------|------------------------------|---|
| | | | | | | (A) Pension (1) | (A) Union Promotion | (A) Educational Training | (A) Apprenticeship | (A) National Training (3) | (A) Total Wage Package | | | (A) Bldg. Trades Contrib. | (B) CODC Fund | (A) Educational Training (4) | (A) Administration & Workforce Planning (6) |
| General Foreperson | May 5, 2013 | 47.96 | 3.01 | 2.16 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 63.91 | 0.05 | 0.06 | 0.25 | 0.30 | 64.57 | 0.01 |
| | May 4, 2014 | 49.42 | 3.10 | 2.22 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 65.52 | 0.05 | 0.06 | 0.25 | 0.30 | 66.18 | 0.01 |
| | May 3, 2015 | 50.92 | 3.19 | 2.29 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 67.18 | 0.05 | 0.06 | 0.25 | 0.30 | 67.84 | 0.01 |
| | May 1, 2016 | 52.47 | 3.29 | 2.36 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 68.90 | 0.05 | 0.06 | 0.25 | 0.30 | 69.56 | 0.01 |
| Foreperson | May 5, 2013 | 44.21 | 2.77 | 1.99 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 59.75 | 0.05 | 0.06 | 0.25 | 0.30 | 60.41 | 0.01 |
| | May 4, 2014 | 45.67 | 2.86 | 2.06 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 61.37 | 0.05 | 0.06 | 0.25 | 0.30 | 62.03 | 0.01 |
| | May 3, 2015 | 47.17 | 2.96 | 2.12 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 63.03 | 0.05 | 0.06 | 0.25 | 0.30 | 63.69 | 0.01 |
| | May 1, 2016 | 48.72 | 3.05 | 2.19 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 64.74 | 0.05 | 0.06 | 0.25 | 0.30 | 65.40 | 0.01 |
| Assistant Foreperson | May 5, 2013 | 40.96 | 2.57 | 1.84 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 56.15 | 0.05 | 0.06 | 0.25 | 0.30 | 56.81 | 0.01 |
| | May 4, 2014 | 42.42 | 2.66 | 1.91 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 57.77 | 0.05 | 0.06 | 0.25 | 0.30 | 58.43 | 0.01 |
| | May 3, 2015 | 43.92 | 2.75 | 1.98 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 59.43 | 0.05 | 0.06 | 0.25 | 0.30 | 60.09 | 0.01 |
| | May 1, 2016 | 45.47 | 2.85 | 2.05 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 61.15 | 0.05 | 0.06 | 0.25 | 0.30 | 61.81 | 0.01 |
| Journeyperson | May 5, 2013 | 38.96 | 2.44 | 1.75 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 53.93 | 0.05 | 0.06 | 0.25 | 0.30 | 54.59 | 0.01 |
| | May 4, 2014 | 40.42 | 2.53 | 1.82 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 55.55 | 0.05 | 0.06 | 0.25 | 0.30 | 56.21 | 0.01 |
| | May 3, 2015 | 41.92 | 2.63 | 1.89 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 57.22 | 0.05 | 0.06 | 0.25 | 0.30 | 57.88 | 0.01 |
| | May 1, 2016 | 43.47 | 2.73 | 1.96 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 58.94 | 0.05 | 0.06 | 0.25 | 0.30 | 59.60 | 0.01 |
| 3rd Year Apprentice (2) | May 5, 2013 | 34.83 | 2.18 | 1.57 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 49.36 | 0.05 | 0.06 | 0.25 | 0.30 | 50.02 | 0.01 |
| | May 4, 2014 | 36.14 | 2.27 | 1.63 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 50.82 | 0.05 | 0.06 | 0.25 | 0.30 | 51.48 | 0.01 |
| | May 3, 2015 | 37.49 | 2.35 | 1.69 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 52.31 | 0.05 | 0.06 | 0.25 | 0.30 | 52.97 | 0.01 |
| | May 1, 2016 | 38.89 | 2.44 | 1.75 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 53.86 | 0.05 | 0.06 | 0.25 | 0.30 | 54.52 | 0.01 |
| 2nd Year Apprentice (2) | May 5, 2013 | 28.63 | 1.80 | 1.29 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 42.50 | 0.05 | 0.06 | 0.25 | 0.30 | 43.16 | 0.01 |
| | May 4, 2014 | 29.72 | 1.86 | 1.34 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 43.70 | 0.05 | 0.06 | 0.25 | 0.30 | 44.36 | 0.01 |
| | May 3, 2015 | 30.85 | 1.93 | 1.39 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 44.95 | 0.05 | 0.06 | 0.25 | 0.30 | 45.61 | 0.01 |
| | May 1, 2016 | 32.01 | 2.01 | 1.44 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 46.24 | 0.05 | 0.06 | 0.25 | 0.30 | 46.90 | 0.01 |
| 1st Year Apprentice (2) | May 5, 2013 | 22.43 | 1.41 | 1.01 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 35.63 | 0.05 | 0.06 | 0.25 | 0.30 | 36.29 | 0.01 |
| | May 4, 2014 | 23.31 | 1.46 | 1.05 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 36.60 | 0.05 | 0.06 | 0.25 | 0.30 | 37.26 | 0.01 |
| | May 3, 2015 | 24.21 | 1.52 | 1.09 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 37.60 | 0.05 | 0.06 | 0.25 | 0.30 | 38.26 | 0.01 |
| | May 1, 2016 | 25.14 | 1.58 | 1.13 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 38.63 | 0.05 | 0.06 | 0.25 | 0.30 | 39.29 | 0.01 |
| Helper (2) | May 5, 2013 | 28.63 | 1.80 | 1.29 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 42.50 | 0.05 | 0.06 | 0.25 | 0.30 | 43.16 | 0.01 |
| | May 4, 2014 | 29.72 | 1.86 | 1.34 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 43.70 | 0.05 | 0.06 | 0.25 | 0.30 | 44.36 | 0.01 |
| | May 3, 2015 | 30.85 | 1.93 | 1.39 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 44.95 | 0.05 | 0.06 | 0.25 | 0.30 | 45.61 | 0.01 |
| | May 1, 2016 | 32.01 | 2.01 | 1.44 | 2.00 | 7.87 | 0.10 | 0.35 | 0.20 | 0.26 | 46.24 | 0.05 | 0.06 | 0.25 | 0.30 | 46.90 | 0.01 |

*Note: Please contact the BCA or IBB offices for information on the rates and remittances applicable in the Northwest Territories.

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(REVISED FOR 2014 TRANSPORTATION RATE - EFFECTIVE MAY 4, 2014)

| Effective Date | May 5, 2013 | May 4, 2014 | May 3, 2015 | May 1, 2016 |
|----------------------------|---------------------|----------------|----------------|----------------|
| Hours of Work | 8 | 8 | 8 | 8 |
| | (See Article 14.00) | | | |
| Shift Premium 2nd Shift | 3.75 | 3.75 | 3.75 | 3.75 |
| 3rd Shift | 3.75 | 3.75 | 3.75 | 3.75 |
| Overtime | (See Article 16.01) | | | |
| Transportation Rate | 0.54 | 0.54 | TBD PER CRA | TBD PER CRA |
| Subsistence | \$130 / Day | \$135 / Day | \$140 / Day | \$145 / Day |
| | (See Article 20.01) | | | |

| Summary of Contributions contained in National Training (NTTF) | |
|---|--------|
| BCA Funds | |
| National Training (NTTF) | \$0.10 |
| IBB/Union Funds | |
| National Organizing | \$0.04 |
| National Health & Safety | \$0.05 |
| Union Promotion | \$0.03 |
| National Marketing | \$0.04 |

FOOTNOTES:

- (1) Pension contribution is comprised of two components, a Basic Pension Deduction and a "Special Funding Contribution" of \$2.62.
- (2) Rates for First, Second & Third year Apprentices, and Helper are inclusive of the Collective Agreement Rate plus the "Special Funding Contribution" for the Pension Plan.
- (3) See above for breakdown of National Training.
- (4) Effective May 1, 2013, the Education and Training Fund will increase by \$0.25 for the province of Saskatchewan. This increase is outside the total wage package until the expiration of the agreement April 30, 2017.
- (5) 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).
- (6) Effective May 6, 2012, a contribution of \$0.05/hour, directed to the BCA to provide for a Resource Manager/Workforce Planning.

NOTES

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

All contributions paid on hours earned with the exception of the employee deduction to Helmets to Hardhats (H2H) & the employer contribution to the CODC, which is paid on hours worked

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