



March 21, 2014

IMPORTANT NOTICE
ALBERTA (LOCAL 146)
REVISED WAGE & BENEFIT SCHEDULE (APPENDIX "A") ATTACHED
EFFECTIVE MAY 3, 2014

Effective May 3, 2014, as per Article 23.00 of the Alberta Collective Agreement, **the economic increase shall be \$0.75** (less the adjustments to maintain the current vacation and statutory pay levels). Please find **attached a copy of the revised Wage & Benefit Schedule for Alberta – Appendix "A"**.

This adjustment is reflected in the attached Alberta Wage & Benefit Schedule, Appendix "A".

**PLEASE ENSURE A COPY OF THIS NOTICE AND THE REVISED WAGE &
BENEFIT SCHEDULE ARE PROVIDED TO YOUR PAYROLL DEPARTMENT**

**BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS (LOCAL LODGE 146)**

**APPENDIX "A": ALBERTA
WAGE AND BENEFIT SCHEDULE**

(REVISED TO INCORPORATE ECONOMIC INCREASE - EFF. MAY 4, 2014)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	(A)							Employer Contributions (Outside the Total Wage Package)			
					Health & Welfare	Pension (1)	Union Promotion	Educational Training	Apprenticeship	National Training (3)	Total Wage Package	(B) CEFAP	(A) National Training (3)	(A) Administration	Total Cost
General Foreperson (4)	May 5, 2013	49.34	2.96	1.97	2.25	9.00	0.15	0.50	0.10	0.22	66.49	0.04	0.04	0.25	66.82
	July 1, 2013	49.34	2.96	1.97	2.25	9.00	0.15	0.50	0.10	0.22	66.49	0.03	0.04	0.25	66.81
	Nov 3, 2013	50.08	3.00	2.00	2.25	9.00	0.15	0.50	0.10	0.22	67.30	0.03	0.04	0.25	67.62
	May 4, 2014	50.75	3.05	2.03	2.25	9.00	0.15	0.50	0.10	0.22	68.05	0.03	0.04	0.25	68.37
Foreperson (4)	May 5, 2013	47.34	2.84	1.89	2.25	9.00	0.15	0.50	0.10	0.22	64.29	0.04	0.04	0.25	64.62
	July 1, 2013	47.34	2.84	1.89	2.25	9.00	0.15	0.50	0.10	0.22	64.29	0.03	0.04	0.25	64.61
	Nov 3, 2013	48.08	2.88	1.92	2.25	9.00	0.15	0.50	0.10	0.22	65.10	0.03	0.04	0.25	65.42
	May 4, 2014	48.75	2.93	1.95	2.25	9.00	0.15	0.50	0.10	0.22	65.85	0.03	0.04	0.25	66.17
Assistant Foreperson	May 5, 2013	44.99	2.70	1.80	2.25	9.00	0.15	0.50	0.10	0.22	61.71	0.04	0.04	0.25	62.04
	July 1, 2013	44.99	2.70	1.80	2.25	9.00	0.15	0.50	0.10	0.22	61.71	0.03	0.04	0.25	62.03
	Nov 3, 2013	45.73	2.74	1.83	2.25	9.00	0.15	0.50	0.10	0.22	62.52	0.03	0.04	0.25	62.84
	May 4, 2014	46.40	2.78	1.86	2.25	9.00	0.15	0.50	0.10	0.22	63.26	0.03	0.04	0.25	63.58
Journeyperson	May 5, 2013	41.84	2.51	1.67	2.25	9.00	0.15	0.50	0.10	0.22	58.24	0.04	0.04	0.25	58.57
	July 1, 2013	41.84	2.51	1.67	2.25	9.00	0.15	0.50	0.10	0.22	58.24	0.03	0.04	0.25	58.56
	Nov 3, 2013	42.58	2.55	1.70	2.25	9.00	0.15	0.50	0.10	0.22	59.05	0.03	0.04	0.25	59.37
	May 4, 2014	43.25	2.60	1.73	2.25	9.00	0.15	0.50	0.10	0.22	59.80	0.03	0.04	0.25	60.12
3rd Year Apprentice (2)	May 5, 2013	37.38	2.24	1.50	2.25	9.00	0.15	0.50	0.10	0.22	53.34	0.04	0.04	0.25	53.67
	July 1, 2013	37.38	2.24	1.50	2.25	9.00	0.15	0.50	0.10	0.22	53.34	0.03	0.04	0.25	53.66
	Nov 3, 2013	38.05	2.28	1.52	2.25	9.00	0.15	0.50	0.10	0.22	54.07	0.03	0.04	0.25	54.39
	May 4, 2014	38.65	2.32	1.55	2.25	9.00	0.15	0.50	0.10	0.22	54.74	0.03	0.04	0.25	55.06
2nd Year Apprentice (2)	May 5, 2013	30.70	1.84	1.23	2.25	9.00	0.15	0.50	0.10	0.22	45.99	0.04	0.04	0.25	46.32
	July 1, 2013	30.70	1.84	1.23	2.25	9.00	0.15	0.50	0.10	0.22	45.99	0.03	0.04	0.25	46.31
	Nov 3, 2013	31.25	1.88	1.25	2.25	9.00	0.15	0.50	0.10	0.22	46.60	0.03	0.04	0.25	46.92
	May 4, 2014	31.76	1.91	1.27	2.25	9.00	0.15	0.50	0.10	0.22	47.16	0.03	0.04	0.25	47.48
1st Year Apprentice (2)	May 5, 2013	24.01	1.44	0.96	2.25	9.00	0.15	0.50	0.10	0.22	38.63	0.04	0.04	0.25	38.96
	July 1, 2013	24.01	1.44	0.96	2.25	9.00	0.15	0.50	0.10	0.22	38.63	0.03	0.04	0.25	38.95
	Nov 3, 2013	24.46	1.47	0.98	2.25	9.00	0.15	0.50	0.10	0.22	39.13	0.03	0.04	0.25	39.45
	May 4, 2014	24.86	1.49	0.99	2.25	9.00	0.15	0.50	0.10	0.22	39.56	0.03	0.04	0.25	39.88
Helper (2)	May 5, 2013	30.70	1.84	1.23	2.25	9.00	0.15	0.50	0.10	0.22	45.99	0.04	0.04	0.25	46.32
	July 1, 2013	30.70	1.84	1.23	2.25	9.00	0.15	0.50	0.10	0.22	45.99	0.03	0.04	0.25	46.31
	Nov 3, 2013	31.25	1.88	1.25	2.25	9.00	0.15	0.50	0.10	0.22	46.60	0.03	0.04	0.25	46.92
	May 4, 2014	31.76	1.91	1.27	2.25	9.00	0.15	0.50	0.10	0.22	47.16	0.03	0.04	0.25	47.48

*Note: Please contact the BCA or IBB offices for the rates and remittances applicable in Nunavut, Northwest Territories and the District of Mackenzie.

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(REVISED TO INCORPORATE ECONOMIC INCREASE - EFF. MAY 4, 2014)

Effective Date	May 5, 2013	July 1, 2013	Nov 3, 2013	May 4, 2014
Hours of Work	(See Article 14.00)			
Shift Operations				
Two Shift Operation				
2nd Shift	3.00	3.00	3.00	3.00
3rd Shift	3.00	3.00	3.00	3.00
Overtime	(See Article 16.01)			
Transportation Rate	0.51	0.51	0.51	0.51
Subsistence	(See Article 20.01) As per approved provincial rates			

Summary of Contributions contained in National Training (NTTF)	
BCA Funds	
National Training (NTTF)	0.10*
(*\$0.04 of the above \$0.10 National Training (NTTF) total is outside the Total Wage Package until the expiry of the Collective Agreement as to not skew the relativity with other trades.)	
IBB/Union Funds	
National Organizing	\$0.04
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 \$3.00.
- (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 6, 2012, General Foreman & Foreman who hold the Industrial Construction Crew Supervisor (ICCS) designation will be paid an additional premium of \$1.00.

Refer to Footnotes on page 2

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