



September 23, 2013

IMPORTANT NOTICE
APPENDIX "A": ALBERTA (LOCAL 146)
REVISED WAGE & BENEFIT SCHEDULE (ATTACHED)

ECONOMIC INCREASE EFFECTIVE NOVEMBER 3, 2013

Effective November 3, 2013, as per Article 23.00 of the Alberta Collective Agreement, **the economic increase shall be \$0.81** (less the adjustments to maintain the current vacation and statutory pay levels).

This adjustment is reflected in the attached Alberta Wage & Benefit Schedule, Appendix "A". The format of the Alberta Wage & Benefit Schedule has been revised and now includes a Total Wage Package & Total Cost Column.

CEFAP DECREASE EFFECTIVE JULY 1, 2013

The BCA has received notification from the Alberta Construction Labour Relations Association that the Contractor contribution rate to the Construction Employee & Family Assistance Program (CEFAP) has decreased.

Effective July 1, 2013, CEFAP has decreased by one cent (\$0.01) to three cents (\$0.03). This decrease 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. NOVEMBER 3, 2013 & CEFAP DECREASE - EFF. JULY 1, 2013)												Employer Contributions (Outside the Total Wage Package)				
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	(A)		(A)		(A)		Total Wage Package	(B)		(A)		Total Cost
					Health & Welfare	Pension (1)	Union Promotion	Educational Training	Apprenticeship	National Training (3)		CEFAP	National Training (3)	Administration		
General Foreperson (4)	May 6, 2012	48.46	2.91	1.94	2.25	9.00	0.15	0.50	0.10	0.22	65.53	0.04	0.04	0.25	65.86	
	Nov 4, 2012	49.21	2.95	1.97	2.25	9.00	0.15	0.50	0.10	0.22	66.35	0.04	0.04	0.25	66.68	
	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	
Foreperson (4)	May 6, 2012	46.46	2.79	1.86	2.25	9.00	0.15	0.50	0.10	0.22	63.33	0.04	0.04	0.25	63.66	
	Nov 4, 2012	47.21	2.83	1.89	2.25	9.00	0.15	0.50	0.10	0.22	64.15	0.04	0.04	0.25	64.48	
	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	
Assistant Foreperson	May 6, 2012	44.11	2.65	1.76	2.25	9.00	0.15	0.50	0.10	0.22	60.74	0.04	0.04	0.25	61.07	
	Nov 4, 2012	44.86	2.69	1.79	2.25	9.00	0.15	0.50	0.10	0.22	61.56	0.04	0.04	0.25	61.89	
	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	
Journeyman	May 6, 2012	40.96	2.46	1.64	2.25	9.00	0.15	0.50	0.10	0.22	57.28	0.04	0.04	0.25	57.61	
	Nov 4, 2012	41.71	2.50	1.67	2.25	9.00	0.15	0.50	0.10	0.22	58.10	0.04	0.04	0.25	58.43	
	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	
3rd Year Apprentice (2)	May 6, 2012	36.59	2.20	1.46	2.25	9.00	0.15	0.50	0.10	0.22	52.47	0.04	0.04	0.25	52.80	
	Nov 4, 2012	37.27	2.24	1.49	2.25	9.00	0.15	0.50	0.10	0.22	53.22	0.04	0.04	0.25	53.55	
	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	
2nd Year Apprentice (2)	May 6, 2012	30.04	1.80	1.20	2.25	9.00	0.15	0.50	0.10	0.22	45.26	0.04	0.04	0.25	45.59	
	Nov 4, 2012	30.60	1.84	1.22	2.25	9.00	0.15	0.50	0.10	0.22	45.88	0.04	0.04	0.25	46.21	
	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	
1st Year Apprentice (2)	May 6, 2012	23.49	1.41	0.94	2.25	9.00	0.15	0.50	0.10	0.22	38.06	0.04	0.04	0.25	38.39	
	Nov 4, 2012	23.94	1.44	0.96	2.25	9.00	0.15	0.50	0.10	0.22	38.56	0.04	0.04	0.25	38.89	
	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	
Helper (2)	May 6, 2012	30.04	1.80	1.20	2.25	9.00	0.15	0.50	0.10	0.22	45.26	0.04	0.04	0.25	45.59	
	Nov 4, 2012	30.60	1.84	1.22	2.25	9.00	0.15	0.50	0.10	0.22	45.88	0.04	0.04	0.25	46.21	
	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	

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

Refer to Footnotes on page 2

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

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(REVISED TO INCORPORATE ECONOMIC INCREASE - EFF. NOVEMBER 3, 2013 & CEFAP DECREASE - EFF. JULY 1, 2013)

Effective Date	May 6, 2012	Nov 4, 2012	May 5, 2013	July 1, 2013	Nov 3, 2013
Hours of Work	(See Article 14.00)				
Shift Operations					
Two Shift Operation					
2nd Shift	3.00	3.00	3.00	3.00	3.00
3rd Shift	3.00	3.00	3.00	3.00	3.00
Overtime	(See Article 16.01)				
Transportation Rate	0.50	0.50	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.

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