



August 12, 2014

IMPORTANT NOTICE
ALBERTA (LOCAL 146) WAGE & BENEFIT SCHEDULE ATTACHED
EFFECTIVE NOVEMBER 2, 2014

Effective November 2, 2014, as per Article 23.00 of the Alberta Collective Agreement, **the economic increase to take effect shall be \$0.71** (less adjustments to maintain the current vacation and statutory pay levels).

Please find attached the Alberta Wage & Benefit Schedule (Appendix "A") which reflect these adjustments.

**PLEASE ENSURE A COPY OF THIS NOTICE AND THE 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. NOV 2, 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	(A) Total Cost
General Foreperson (4)	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
	Nov 2, 2014	51.40	3.08	2.06	2.25	9.00	0.15	0.50	0.10	0.22	68.76	0.03	0.04	0.25	69.08
Foreperson (4)	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
	Nov 2, 2014	49.40	2.96	1.98	2.25	9.00	0.15	0.50	0.10	0.22	66.56	0.03	0.04	0.25	66.88
Assistant Foreperson	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
	Nov 2, 2014	47.05	2.82	1.88	2.25	9.00	0.15	0.50	0.10	0.22	63.97	0.03	0.04	0.25	64.29
Journeyperson	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
	Nov 2, 2014	43.90	2.63	1.76	2.25	9.00	0.15	0.50	0.10	0.22	60.51	0.03	0.04	0.25	60.83
3rd Year Apprentice (2)	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
	Nov 2, 2014	39.24	2.35	1.57	2.25	9.00	0.15	0.50	0.10	0.22	55.38	0.03	0.04	0.25	55.70
2nd Year Apprentice (2)	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
	Nov 2, 2014	32.24	1.93	1.29	2.25	9.00	0.15	0.50	0.10	0.22	47.68	0.03	0.04	0.25	48.00
1st Year Apprentice (2)	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
	Nov 2, 2014	25.25	1.52	1.01	2.25	9.00	0.15	0.50	0.10	0.22	40.00	0.03	0.04	0.25	40.32
Helper (2)	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
	Nov 2, 2014	32.24	1.93	1.29	2.25	9.00	0.15	0.50	0.10	0.22	47.68	0.03	0.04	0.25	48.00

*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. NOV 2, 2014)

Effective Date	July 1, 2013	Nov 3, 2013	May 4, 2014	Nov 2, 2014
Hours of Work	(See Article 14.00)			
Shift Operations				
Two Shift Opertn.	3.00	3.00	3.00	3.00
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

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