



BOILERMAKER CONTRACTORS' ASSOCIATION OF CANADA

April 15, 2015

IMPORTANT NOTICE

BOILERMAKER NATIONAL PENSION PLAN CONTRIBUTION ADJUSTMENT

EFFECTIVE MAY 3, 2015 - FOR AB, MB, NL & LAB, ON, SK

REVISED WAGE & BENEFIT SCHEDULES (ATTACHED)

As per the contractor communique of April 9, 2015, the International Brotherhood of Boilermakers, in conjunction with the participating Locals, will be reducing the Special Funding Contribution (existing fifty percent (50%) non-accrual contribution) to the Boilermaker National Pension Plan (Canada) by \$1.00 effective as indicated below.

This change is applied by reducing the Pension Special Funding Contribution by \$1.00 and redirecting it to the base wage rate (less adjustments to maintain the vacation and statutory holiday pay). This change will result in an adjustment to payroll taxes/burdens.

Attached are the revised Wage & Benefit Schedules incorporating these changes, effective May 3, 2015, for the following province(s):

- Newfoundland & Labrador (Local 203)*
- Ontario (Local 128)*
- Manitoba & Saskatchewan (Local 555)*

*These Wage & Benefit Schedules (attached) include a revision date of April 15, 2015 in the bottom right hand corner. Please ensure you are using the correct version.

A separate communique will be distributed to Contractors regarding the Alberta Wage & Benefit Schedule which is subject to Local 146 ratification.

The Wage & Benefit Schedules for Local 73 (which includes New Brunswick, Nova Scotia (Cape Breton Only) & Nova Scotia (Mainland) & Prince Edward Island) will be effective July 5, 2015, with the Wage & Benefit Schedules being communicated to Contractors next week.

British Columbia is excluded from this adjustment.

Appendix "A": Newfoundland & Labrador (Local 203)

The format of the Newfoundland & Labrador Wage & Benefit Schedule has been revised and incorporates the following changes:

- The Pension Special Funding Contribution has been reduced by \$1.00. This has been redirected to the base wage rate (less adjustments to maintain the vacation and statutory holiday pay).

Appendix “A”: Newfoundland & Labrador (Local 203) Cont’d

- Building Fund: The Wage & Benefit Schedule now includes a new \$0.10/hour earned contribution to the Building Fund. The previously negotiated increase/wage rates have been adjusted (reduced) to reflect this new contribution of \$0.10/hour earned which is to be remitted directly to Local Lodge 203.

- Employee Assistance Program (EAP): The Wage & Benefit Schedule now includes a new \$0.10/hour earned contribution to the provincial/Newfoundland Building Trades Employee Assistance Program (EAP). The previously negotiated increase/wage rates have been adjusted (reduced) to reflect this new contribution of \$0.10/hour earned which is to be remitted directly to Local Lodge 203.

- Wage & Benefit Schedule includes new ‘Total Wage Package’ and ‘Total Cost’ Columns

- The ‘Workforce Planning’ contribution of \$0.05 is now listed under the ‘Employer Contributions (Outside the Total Wage Package)’ column with the Administration fund. (The Workforce Planning contribution was previously listed/included under the National Training category/breakdown on page two of the previous Wage & Benefit Schedule).

- The Helmets to Hardhats (H2H) (previously Canadian Building Trades) employee deduction of \$0.01 is listed under the ‘Employee Deductions’ column. (This was previously listed/included under the National Training category/breakdown on page two of the previous Wage & Benefit Schedule).

Appendix “E”: Ontario (Local 128)

- Pension Special Funding Contribution has been reduced by \$1.00. This has been redirected to the base wage rate (less adjustments to maintain the vacation and statutory holiday pay)
- Transportation Rate (adjusted per CRA rate – previously communicated via notice dated Jan 12, 2015) – Increase by \$0.01 to \$0.55 effective May 3, 2015

Appendix “F”: Manitoba (Local 555)

- Pension Special Funding Contribution has been reduced by \$1.00. This has been redirected to the base wage rate (less adjustments to maintain the vacation and statutory holiday pay)

Appendix “G”: Saskatchewan (Local 555)

- Pension Special Funding Contribution has been reduced by \$1.00. This has been redirected to the base wage rate (less adjustments to maintain the vacation and statutory holiday pay)
- Transportation Rate (adjusted per CRA rate – previously communicated via notice dated Jan 12, 2015) – Increase by \$0.01 to \$0.55 effective May 3, 2015

Should you have any questions please don’t hesitate to contact the BCA office.

PLEASE ENSURE YOUR PAYROLL STAFF IS NOTIFIED

**BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS (LOCAL LODGE 203)**

**APPENDIX "A": NEWFOUNDLAND & LABRADOR
WAGE AND BENEFIT SCHEDULE**

(REVISED TO INCORPORATE PENSION ADJUSTMENT, BUILDING FUND & EMPLOYEE ASSISTANCE PROGRAM - EFFECTIVE MAY 3, 2015)															Employer Contributions (Outside the Total Wage Package)			Employee Deduction
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 8%	Statutory Holiday Pay 4%	(A)	(A)	(A)	(A)	(A)	Bldg. Trades Contrib.	(A)	Building Fund	Benevolent Fund*	Total Wage Package	(A)	(A)	Total Cost	(B)
					Health & Welfare	Pension (1)	Educational Training	Apprenticeship	National Training (3)		Employee Assistance Program (EAP)				Job Promo.	Administration & Workforce Planning (4)		Helmets to Hardhats (H2H) (5)
General Foreperson	May 6, 2012	34.98	2.80	1.40	2.25	7.50	0.33	0.22	0.23	0.30	-	-	0.12	50.13	1.00	0.60	51.73	0.01
	May 5, 2013	36.72	2.94	1.47	2.25	7.50	0.36	0.24	0.23	0.30	-	-	0.12	52.13	1.00	0.60	53.73	0.01
	May 4, 2014	38.46	3.08	1.54	2.25	7.50	0.39	0.26	0.23	0.30	-	-	0.12	54.13	1.00	0.60	55.73	0.01
	May 3, 2015	40.91	3.27	1.64	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	56.12	1.00	0.60	57.72	0.01
Foreperson	May 6, 2012	33.88	2.71	1.36	2.25	7.50	0.33	0.22	0.23	0.30	-	-	0.12	48.90	1.00	0.60	50.50	0.01
	May 5, 2013	35.62	2.85	1.42	2.25	7.50	0.36	0.24	0.23	0.30	-	-	0.12	50.89	1.00	0.60	52.49	0.01
	May 4, 2014	37.36	2.99	1.49	2.25	7.50	0.39	0.26	0.23	0.30	-	-	0.12	52.89	1.00	0.60	54.49	0.01
	May 3, 2015	39.81	3.18	1.59	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	54.88	1.00	0.60	56.48	0.01
Assistant Foreperson	May 6, 2012	32.53	2.60	1.30	2.25	7.50	0.33	0.22	0.23	0.30	-	-	0.12	47.38	1.00	0.60	48.98	0.01
	May 5, 2013	34.27	2.74	1.37	2.25	7.50	0.36	0.24	0.23	0.30	-	-	0.12	49.38	1.00	0.60	50.98	0.01
	May 4, 2014	36.01	2.88	1.44	2.25	7.50	0.39	0.26	0.23	0.30	-	-	0.12	51.38	1.00	0.60	52.98	0.01
	May 3, 2015	38.46	3.08	1.54	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	53.38	1.00	0.60	54.98	0.01
Journeyperson	May 6, 2012	30.83	2.47	1.23	2.25	7.50	0.33	0.22	0.23	0.30	-	-	0.12	45.48	1.00	0.60	47.08	0.01
	May 5, 2013	32.57	2.61	1.30	2.25	7.50	0.36	0.24	0.23	0.30	-	-	0.12	47.48	1.00	0.60	49.08	0.01
	May 4, 2014	34.31	2.74	1.37	2.25	7.50	0.39	0.26	0.23	0.30	-	-	0.12	49.47	1.00	0.60	51.07	0.01
	May 3, 2015	36.76	2.94	1.47	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	51.47	1.00	0.60	53.07	0.01
3rd Year Apprentice (2)	May 6, 2012	27.52	2.20	1.10	2.25	7.50	0.33	0.22	0.23	0.30	-	-	0.12	41.77	1.00	0.60	43.37	0.01
	May 5, 2013	29.09	2.33	1.16	2.25	7.50	0.36	0.24	0.23	0.30	-	-	0.12	43.58	1.00	0.60	45.18	0.01
	May 4, 2014	30.66	2.45	1.23	2.25	7.50	0.39	0.26	0.23	0.30	-	-	0.12	45.39	1.00	0.60	46.99	0.01
	May 3, 2015	32.95	2.64	1.32	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	47.21	1.00	0.60	48.81	0.01
2nd Year Apprentice (2)	May 6, 2012	22.56	1.80	0.90	2.25	7.50	0.33	0.22	0.23	0.30	-	-	0.12	36.21	1.00	0.60	37.81	0.01
	May 5, 2013	23.87	1.91	0.95	2.25	7.50	0.36	0.24	0.23	0.30	-	-	0.12	37.73	1.00	0.60	39.33	0.01
	May 4, 2014	25.17	2.01	1.01	2.25	7.50	0.39	0.26	0.23	0.30	-	-	0.12	39.24	1.00	0.60	40.84	0.01
	May 3, 2015	27.24	2.18	1.09	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	40.81	1.00	0.60	42.41	0.01
1st Year Apprentice (2)	May 6, 2012	17.61	1.41	0.70	2.25	7.50	0.33	0.22	0.23	0.30	-	-	0.12	30.67	1.00	0.60	32.27	0.01
	May 5, 2013	18.65	1.49	0.75	2.25	7.50	0.36	0.24	0.23	0.30	-	-	0.12	31.89	1.00	0.60	33.49	0.01
	May 4, 2014	19.69	1.58	0.79	2.25	7.50	0.39	0.26	0.23	0.30	-	-	0.12	33.11	1.00	0.60	34.71	0.01
	May 3, 2015	21.52	1.72	0.86	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	34.40	1.00	0.60	36.00	0.01
Helper (2)	May 6, 2012	22.56	1.80	0.90	2.25	7.50	0.33	0.22	0.23	0.30	-	-	0.12	36.21	1.00	0.60	37.81	0.01
	May 5, 2013	23.87	1.91	0.95	2.25	7.50	0.36	0.24	0.23	0.30	-	-	0.12	37.73	1.00	0.60	39.33	0.01
	May 4, 2014	25.17	2.01	1.01	2.25	7.50	0.39	0.26	0.23	0.30	-	-	0.12	39.24	1.00	0.60	40.84	0.01
	May 3, 2015	27.24	2.18	1.09	2.25	6.50	0.42	0.28	0.23	0.30	0.10	0.10	0.12	40.81	1.00	0.60	42.41	0.01

*Benevolent Fund to be remitted directly to the Union.

Refer to Footnotes on page 2

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

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Effective Date	May 6, 2012	May 5, 2013	May 4, 2014	May 3, 2015
Hours of Work	8	8	8	8
Shift Premium				
2nd Shift	1 1/5	1 1/5	1 1/5	1 1/5
3rd Shift	1 1/5	1 1/5	1 1/5	1 1/5
Overtime	2	2	2	2
Transportation Rate	0.62	0.64	0.66	0.68
Subsistence	\$73 /Cal Day	\$78 / Cal Day	\$83 /Cal Day	\$88 / Cal Day

<u>Summary of Contributions contained in National Training (NTTF)</u>	
National Training (NTTF)	\$0.10
IBB/Union Funds	
National Organizing	\$0.04
Promotion	\$0.03
National Marketing	\$0.04
Leap Fund	\$0.02

FOOTNOTES:

- (1) Pension contribution is comprised of two components, a Basic Pension Deduction and a "Special Funding Contribution" of \$1.50. The "Special Funding Contribution" was previously \$2.50 (from 2010 to May 2, 2015).
- (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, a contribution of \$0.05/hour, directed to the BCA to provide for a Resource Manager/Workforce Planning.
- (5) Effective May 3, 2015, \$0.01/hour worked will be deducted from each employee and will be directed to Helmets to Hardhats (H2H) (previously Canadian Building Trades). This employee deduction can be remitted to the BCA/IBB Administrator (Boilermaker National Benefit Funds).

NOTES

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

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(B) = Based on Hours Worked

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