



April 27, 2015

**ALBERTA – BOILERMAKERS LOCAL LODGE 146  
COLLECTIVE AGREEMENT NEGOTIATIONS  
WAGE & BENEFIT SCHEDULE (ATTACHED)**

Dear Alberta Contractor:

As you may be aware, the tentative agreement between the Boilermaker Contractors' Association of Alberta and International Brotherhood of Boilermakers (IBB) Local Lodge 146 was not ratified by the Local membership.

**The following changes will still take place effective May 3, 2015:**

**Boilermaker National Pension Plan Contribution Adjustment:**

As per previous contractor communiques of April 9th & 15th, 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 May 3, 2015.

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 is the Alberta Wage & Benefit Schedule which incorporates these changes. The Wage & Benefit Schedule will also be posted to our website, [www.bcacanada.ca](http://www.bcacanada.ca).

**Vehicle & Travel Allowances:**

Per the existing Collective Agreement (Article 19.00), the vehicle and travel allowances will adjust as follows:

- **Transportation Rate (per Article 19.01):** \$0.52 per kilometre effective May 3, 2015
- **Initial and Return Travel Allowances (per Article 19.01(c)) effective May 3, 2015:**

Up to 200 km:	\$88.00 each way
200 – 300 km:	\$124.00 each way
300 – 375 km:	\$150.00 each way
375 – 475 km:	\$224.00 each way (or airfare)
Over 475 km:	\$344.00 each way (or airfare)

▪ Rotational Leave Allowances (per Article 19.05) effective May 3, 2015:

300 – 475 km:	\$174.00
Over 475 km:	\$312.00

Boilermaker Contractors of Alberta Employee Assistance Program:

Effective May 1, 2015 - For the Boilermakers, the Construction Employee Family Assistance Program (CEFAP) will be re-named to Boilermaker Contractors of Alberta Employee Assistance Program (BCABEAP).

Should you have any questions please do not hesitate to contact the BCA Western Canada Office at 780-450-8885 or the BCA Main Office at 905-684-2244.

**PLEASE ENSURE A COPY OF THIS NOTICE AND  
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 PENSION ADJUSTMENT & TRANSPORTATION RATE (PAGE 2) - EFF. MAY 3, 2015)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	(A) Health & Welfare	(A) Pension (1)	(A) Union Promotion	(A) Educational Training	(A) Apprenticeship	(A) National Training (3)	Total Wage Package	Employer Contributions (Outside the Total Wage Package)			
												(B) BCABEAP (5)	(A) National Training (3)	(A) Administration (6)	(A) Total Cost
General Foreperson (4)	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	0.04	0.04	0.25	69.09
	May 3, 2015	52.31	3.14	2.09	2.25	8.00	0.15	0.50	0.10	0.22	68.76	0.04	0.04	0.25	69.09
Foreperson (4)	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	0.04	0.04	0.25	66.89
	May 3, 2015	50.31	3.02	2.01	2.25	8.00	0.15	0.50	0.10	0.22	66.56	0.04	0.04	0.25	66.89
Assistant Foreperson	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	0.04	0.04	0.25	64.30
	May 3, 2015	47.96	2.88	1.92	2.25	8.00	0.15	0.50	0.10	0.22	63.98	0.04	0.04	0.25	64.31
Journeyperson	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	0.04	0.04	0.25	60.84
	May 3, 2015	44.81	2.69	1.79	2.25	8.00	0.15	0.50	0.10	0.22	60.51	0.04	0.04	0.25	60.84
3rd Year Apprentice (2)	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	0.04	0.04	0.25	55.71
	May 3, 2015	40.15	2.41	1.61	2.25	8.00	0.15	0.50	0.10	0.22	55.39	0.04	0.04	0.25	55.72
2nd Year Apprentice (2)	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	0.04	0.04	0.25	48.01
	May 3, 2015	33.15	1.99	1.33	2.25	8.00	0.15	0.50	0.10	0.22	47.69	0.04	0.04	0.25	48.02
1st Year Apprentice (2)	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	0.04	0.04	0.25	40.33
	May 3, 2015	26.16	1.57	1.05	2.25	8.00	0.15	0.50	0.10	0.22	40.00	0.04	0.04	0.25	40.33
Helper (2)	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	0.04	0.04	0.25	48.01
	May 3, 2015	33.15	1.99	1.33	2.25	8.00	0.15	0.50	0.10	0.22	47.69	0.04	0.04	0.25	48.02

\*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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Effective Date	Nov 3, 2013	May 4, 2014	Nov 2, 2014	May 3, 2015
<b>Hours of Work</b>	(See Article 14.00)			
<b>Shift Operations</b>				
<b>Two Shift Opertn.</b>				
<b>2nd Shift</b>	3.00	3.00	3.00	3.00
<b>3rd Shift</b>	3.00	3.00	3.00	3.00
<b>Overtime</b>	(See Article 16.01)			
<b>Transportation Rate</b>	0.51	0.51	0.51	0.52
<b>Subsistence</b>	(See Article 20.01) As per approved provincial rates			

<b>Summary of Contributions contained in National Training (NTTF)</b>	
National Training (NTTF)	0.10*
(*\$0.04 of the above \$0.10 National Training (NTTF) total is outside the Total Wage Package as to not skew the relativity with other Alberta trades.)	
<b>IBB/Union Funds</b>	
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 \$2.00. (The "Special Funding Contribution" was previously \$3.00 (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, General Foreperson & Foreperson who hold the Industrial Construction Crew Supervisor (ICCS) designation will be paid an additional premium of \$1.00.
- (5) Previously Construction Employee Family Assistance Program (CEFAP).
- (6) The Employer will contribute \$0.05 per hour paid to the BCA to provide for a Resource Manager/Workforce Planning. Effective May 6, 2012, this \$0.05 from the Employer will be suspended until further notice.
- (7) Effective January 2, 2011, the Employer Contribution to RSAP will be suspended until further notice.

Refer to Footnotes on page 2

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