



May 25, 2015

ALBERTA – BOILERMAKERS LOCAL LODGE 146
ACCEPTANCE OF MEMORANDUM OF AGREEMENT
WAGE & BENEFIT SCHEDULE (ATTACHED)

Dear Alberta Contractor:

Effective May 31, 2015 as a result of Boilermakers Local Lodge 146 accepting the Memorandum of Agreement the following changes will come into effect:

Vehicle & Travel Allowances – Effective May 31, 2015

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 31, 2015
- Initial and Return Travel Allowances (per Article 19.01(c)) effective May 31, 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 31, 2015:

300 – 475 km:	\$174.00
Over 475 km:	\$312.00
- Shift Premium effective May 31, 2015:
Increases by \$0.25 to \$3.25 effective May 31, 2015. Increases to \$3.50 effective May 7, 2017.
- Meal Allowance (Article 16.03 (a)) effective May 31, 2015
Increases to \$40.00
- Local Residents Travel Allowance (19.01 (d)) effective May 31, 2015
Increases to \$36.00 (Travel Allowance) and \$19.00 (Travel Allowance if transportation supplied by Employer)

- TIG Welder Incentive Program (Letter #4) effective May 31, 2015
Reissue letter and amend testing fee amount to \$175.00
- Effective May 2017 - Industrial Construction Crew Supervisor (ICCS)
The ICCS Premium will increase to \$1.50 for those General Foreman and Foreman who hold the ICCS designation effective May 2017.

Attached is the Alberta Wage & Benefit Schedule which incorporates the above changes to the transportation rate and shift premium (page 2). Please ensure you are using the Wage & Benefit Schedule with a revision date of May 25, 2015 in the bottom right hand corner. The Wage & Benefit Schedule will also be posted to our website, www.bcacanada.ca.

Further details regarding the Memorandum of Agreement will be communicated in the near future.

**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 SHIFT PREMIUM & TRANSPORTATION RATE (PAGE 2) - EFF. MAY 31, 2015)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	(A)	(A)	(A)	(A)	(A)	(A)	Total Wage Package	Employer Contributions (Outside the Total Wage Package)			
					Health & Welfare	Pension (1)	Union Promotion	Educational Training	Apprenticeship	National Training (3)		BCABEAP (5)	National Training (3)	Administration (6)	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 31, 2015
Hours of Work	(See Article 14.00)			
Shift Operations				
Two Shift Opertn.				
2nd Shift	3.00	3.00	3.00	3.25
3rd Shift	3.00	3.00	3.00	3.25
	Shift Premium increases to \$3.50 effective May 7, 2017.			
Overtime	(See Article 16.01)			
Transportation Rate	0.51	0.51	0.51	0.52
Subsistence	(See Article 20.01) As per approved provincial rates			

Summary of Contributions contained in National Training (NTTF)	
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.)	
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 \$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 (\$1.50 effective May 2017).
- (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.
- (8) The Employer will contribute \$0.02 per hour worked to the Workforce Development Initiatives until such time as the wage adjustment formula results in a wage increase or as agreed to by the Alberta Employer's Coordinating Committee. Thereafter, \$0.01 per hour worked will be remitted on behalf of the Employer and \$0.01 per hour worked will be remitted on behalf of the employee. **Effective May 3, 2015, this \$0.02 from the Employer will be suspended until further notice.**

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