



December 7, 2016

IMPORTANT NOTICE
**BOILERMAKERS LOCAL 146 CHANGES TO WAGE AND BENEFIT SCHEDULE
and LOCAL 146 FIELD DUES INCREASE**
EFFECTIVE JANUARY 1, 2017

BCA of Alberta Member Contractor:

Effective **January 1, 2017** there will be two revisions to the Local 146 Wage and Benefit Schedule. Please ensure you are using the attached Wage and Benefit Schedule with a revision date of **December 2, 2016** in the bottom right hand corner.

The revised Wage and Benefit Schedule will be posted to our website today at <http://www.bcacanada.ca/bca-negotiated-agreements-alberta> , under the 'Current Wage and Benefit Schedule' header.

A description of the changes is found below.

Boilermaker RSAP Contribution Holiday Over

In January 2011 the BCA began a contribution holiday for boilermaker RSAP contributions due to an excess of funds accumulated. This funding was exhausted during 2016.

As a result, the BCA is reinstating the RSAP contribution at a rate of \$0.12/hour **effective January 1, 2017** in order to fund the program.

If you have any questions about the Boilermaker RSAP please contact Sara Scott at sscott@bcacanada.ca.

Funding for Boilermaker Job Ready Dispatch

The BCA Multi Provincial Board of Directors and the International Brotherhood of Boilermakers' enabled the Local 146 Area Labour Collective Agreement to provide an additional \$0.05/hour contribution to the Education Fund for Job Ready Dispatch (increasing the total Education Fund contribution to \$0.55/hour). Under Article 7.07 of the Collective Agreement, the Union agrees to provide the Employer with qualified employees including Apprentices.

The Liaison Committee has been working on expanding the Job Ready Dispatch program and information will be provided to Alberta member contractors in 2017 regarding the core Health and Safety requirements included.

If you have any questions about the Alberta Job Ready Dispatch please contact Marty Albright at malbright@bcacanada.ca.



**BOILERMAKER CONTRACTORS' ASSOCIATION
OF CANADA**

Local 146 Field Dues Increase

Please also be advised that we have received notification from Boilermakers Local 146 that the **Monthly Union Dues for ALL Field Employees will increase by \$1.45. Effective January 1, 2017, the monthly dues will be:**

Journeyman:	\$ 41.30
Apprentice:	\$ 40.80

Field dues for members working as Field Employees are **3.75% of gross hourly wages.**

PLEASE ENSURE A COPY OF THIS NOTICE IS PROVIDED TO YOUR PAYROLL DEPARTMENT

If there is a payroll contact that you wish to include for future notices, please email info@bcacanada.ca.

**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 RSAP and JOB READY DISPATCH CONTRIBUTION - EFF. JAN 1, 2017)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	Employer Contributions (Outside the Total Wage Package)							Total Wage Package	BCABEAP (5)	National Training (3)	RSAP (7)	Administration (6)	Total Cost
					(A) Health & Welfare	(A) Pension (1)	(A) Union Promotion	(A) Educational Training	(A) Apprenticeship	(A) National Training (3)	(B)						
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	0.00	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	0.00	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	0.00	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	0.00	0.25	69.09	
	Jan 1, 2017	52.31	3.14	2.09	2.25	8.00	0.15	0.55	0.10	0.22	68.81	0.04	0.04	0.12	0.25	69.26	
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	0.00	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	0.00	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	0.00	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	0.00	0.25	66.89	
	Jan 1, 2017	50.31	3.02	2.01	2.25	8.00	0.15	0.55	0.10	0.22	66.61	0.04	0.04	0.12	0.25	67.06	
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	0.00	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	0.00	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	0.00	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	0.00	0.25	64.31	
	Jan 1, 2017	47.96	2.88	1.92	2.25	8.00	0.15	0.55	0.10	0.22	64.03	0.04	0.04	0.12	0.25	64.48	
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	0.00	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	0.00	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	0.00	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	0.00	0.25	60.84	
	Jan 1, 2017	44.81	2.69	1.79	2.25	8.00	0.15	0.55	0.10	0.22	60.56	0.04	0.04	0.12	0.25	61.01	
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	0.00	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	0.00	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	0.00	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	0.00	0.25	55.72	
	Jan 1, 2017	40.15	2.41	1.61	2.25	8.00	0.15	0.55	0.10	0.22	55.44	0.04	0.04	0.12	0.25	55.89	
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	0.00	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	0.00	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	0.00	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	0.00	0.25	48.02	
	Jan 1, 2017	33.15	1.99	1.33	2.25	8.00	0.15	0.55	0.10	0.22	47.74	0.04	0.04	0.12	0.25	48.19	
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	0.00	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	0.00	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	0.00	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	0.00	0.25	40.33	
	Jan 1, 2017	26.16	1.57	1.05	2.25	8.00	0.15	0.55	0.10	0.22	40.05	0.04	0.04	0.12	0.25	40.50	
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	0.00	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	0.00	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	0.00	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	0.00	0.25	48.02	
	Jan 1, 2017	33.15	1.99	1.33	2.25	8.00	0.15	0.55	0.10	0.22	47.74	0.04	0.04	0.12	0.25	48.19	

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

**BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS (LOCAL LODGE 146)**

Refer to Footnotes on page 2

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

**APPENDIX "A": ALBERTA
WAGE AND BENEFIT SCHEDULE**

(REVISED TO INCORPORATE RSAP and JOB READY DISPATCH CONTRIBUTION - EFF. JAN 1, 2017)

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 1, 2017, the Employer Contribution to RSAP will resume (previously suspended from January 2, 2011 to December 31, 2016).**
- (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.**
- 9) The Area Labour Agreement was enabled effective January 1, 2017 to include a \$0.05 per hour contribution to the Educational Training for the Job Ready Dispatch Program.

Refer to Footnotes on page 2

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