

October 13, 2017

IMPORTANT NOTICE
BRITISH COLUMBIA – LOCAL 359
CHANGES TO WAGE & BENEFIT SCHEDULE
RE: HELMETS TO HARDHATS AND WESTERN CANADA BOILERMAKER
ADVANTAGE FUND – EFFECTIVE NOVEMBER 5, 2017

Dear BCA of British Columbia Contractor:

Please be advised that the BCA has received notification from Boilermakers Local 359 of the redistribution of the following:

- \$0.01 (one cent) from the hourly (base) wage rate to be directed to Helmets to Hardhats (H2H)
- \$0.02 (two cents) from the hourly (base) wage rate to be directed to the Western Canada Boilermaker Advantage Fund

The above changes are **effective November 5, 2017**. Both Helmets to Hardhats and the Western Canada Boilermaker Advantage Fund contributions will be remitted based on hours worked. Please note these changes adjust the hourly wage rates, and (may) adjust the vacation and statutory holiday pay, Total Wage Package and Total Cost columns for some classifications beginning November 5, 2017 (and for subsequent years).

Please use the attached version of the Wage and Benefit schedule with a revision date of October 13, 2017 at the bottom right hand corner.

The revised Wage and Benefit Schedule can also be located on the BCA website at <http://www.bcacanada.ca/bca-negotiated-agreements-british-columbia>, under the 'Current Wage and Benefit Schedule' header.

Attached is the Employer Remittance Form for the November work month incorporating these changes.

Please note the following:

- As a reminder, please fill out the 'Site Location' line on the remittance forms. If there is more than one site location, please indicated 'various' in the 'Site Location' line.
- On the 'BCA of BC' tab the contact information for the submission of remittance forms for electronic fund transfer payments has now changed to Rose Ciccone, BCA Executive Assistant (rciccone@bcacanada.ca)

This form will also be posted on the BCA website at <https://www.bcacanada.ca/bca-negotiated-agreements-british-columbia>, under the 'Current Contribution Remittance Form' header.

**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 359)**

**APPENDIX "A": BRITISH COLUMBIA
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR HELMETS TO HARDHATS (H2H) & WESTERN CANADA BOILERMAKER ADVANTAGE FUND - EFFECTIVE NOVEMBER 5, 2017)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 6%	(A)		(A)	(A)	(A)	(A)	(A)	(B)	(B)	Total Wage Package	Employer Contributions (Outside the Total Wage Package)	
					Health & Welfare	Pension	Promotion Fund	Apprentshp & Trade Advancmnt (1)	BC Jurisdiction Plan	Rehabilitation Fund	National Training (2)	Western Canada Boilermaker Advantage Fund (3)	Helmets to Hardhats (4)		Management Administration & Workforce Planning (5)	Total Cost
General Foreperson (J + 18%)	May 7, 2017	50.29	3.02	3.02	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.00	0.00	68.72	0.30	69.02
	Nov 5, 2017	50.26	3.02	3.02	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	68.72	0.30	69.02
	May 6, 2018	51.20	3.07	3.07	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	69.76	0.30	70.06
	May 5, 2019	52.14	3.13	3.13	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	70.82	0.30	71.12
	May 3, 2020	54.04	3.24	3.24	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	72.94	0.30	73.24
Foreperson (J + 13%)	May 7, 2017	48.16	2.89	2.89	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.00	0.00	66.33	0.30	66.63
	Nov 5, 2017	48.13	2.89	2.89	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	66.33	0.30	66.63
	May 6, 2018	49.03	2.94	2.94	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	67.33	0.30	67.63
	May 5, 2019	49.93	3.00	3.00	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	68.35	0.30	68.65
	May 3, 2020	51.75	3.11	3.11	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	70.39	0.30	70.69
Journeyperson	May 7, 2017	42.62	2.56	2.56	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.00	0.00	60.13	0.30	60.43
	Nov 5, 2017	42.59	2.56	2.56	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	60.13	0.30	60.43
	May 6, 2018	43.39	2.60	2.60	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	61.01	0.30	61.31
	May 5, 2019	44.19	2.65	2.65	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	61.91	0.30	62.21
	May 3, 2020	45.80	2.75	2.75	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	63.72	0.30	64.02
Apprentices: 6th 1000 Hrs (90%)	May 7, 2017	38.36	2.30	2.30	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.00	0.00	55.35	0.30	55.65
	Nov 5, 2017	38.33	2.30	2.30	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	55.35	0.30	55.65
	May 6, 2018	39.05	2.34	2.34	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	56.15	0.30	56.45
	May 5, 2019	39.77	2.39	2.39	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	56.97	0.30	57.27
	May 3, 2020	41.22	2.47	2.47	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	58.58	0.30	58.88
5th 1000 Hrs (83%)	May 7, 2017	35.37	2.12	2.12	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.00	0.00	52.00	0.30	52.30
	Nov 5, 2017	35.35	2.12	2.12	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	52.01	0.30	52.31
	May 6, 2018	36.01	2.16	2.16	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	52.75	0.30	53.05
	May 5, 2019	36.68	2.20	2.20	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	53.50	0.30	53.80
	May 3, 2020	38.01	2.28	2.28	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	54.99	0.30	55.29
4th 1000 Hrs (78%)	May 7, 2017	33.24	1.99	1.99	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.00	0.00	49.61	0.30	49.91
	Nov 5, 2017	33.22	1.99	1.99	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	49.62	0.30	49.92
	May 6, 2018	33.84	2.03	2.03	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	50.32	0.30	50.62
	May 5, 2019	34.47	2.07	2.07	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	51.03	0.30	51.33
	May 3, 2020	35.72	2.14	2.14	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	52.42	0.30	52.72
3rd 1000 Hrs (73%)	May 7, 2017	31.11	1.87	1.87	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.00	0.00	47.24	0.30	47.54
	Nov 5, 2017	31.09	1.87	1.87	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	47.25	0.30	47.55
	May 6, 2018	31.67	1.90	1.90	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	47.89	0.30	48.19
	May 5, 2019	32.26	1.94	1.94	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	48.56	0.30	48.86
	May 3, 2020	33.43	2.01	2.01	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	49.87	0.30	50.17

Refer to Footnotes on page 2

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

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WAGE AND BENEFIT SCHEDULE**

(REVISED FOR HELMETS TO HARDHATS (H2H) & WESTERN CANADA BOILERMAKER ADVANTAGE FUND - EFFECTIVE NOVEMBER 5, 2017)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 6%	(A) Health & Welfare	(A) Pension	(A) Promotion Fund	(A) Apprntrshp & Trade Advancmnt (1)	(A) BC Jurisdiction Plan	(A) Rehabilitation Fund	(A) National Training (2)	(B) Western Canada Boilermaker Advantage (3)	(B) Helmets to Hardhats (4)	Total Wage Package	Employer Contributions (Outside the Total Wage Package)	
															(A) Management Administration & Workforce Planning (5)	Total Cost
2nd 1000 Hrs (68%)	May 7, 2017	28.98	1.74	1.74	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.00	0.00	44.85	0.30	45.15
	Nov 5, 2017	28.96	1.74	1.74	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	44.86	0.30	45.16
	May 6, 2018	29.51	1.77	1.77	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	45.47	0.30	45.77
	May 5, 2019	30.05	1.80	1.80	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	46.07	0.30	46.37
	May 3, 2020	31.14	1.87	1.87	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	47.30	0.30	47.60
1st 1000 Hrs (63%)	May 7, 2017	26.85	1.61	1.61	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.00	0.00	42.46	0.30	42.76
	Nov 5, 2017	26.83	1.61	1.61	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	42.47	0.30	42.77
	May 6, 2018	27.34	1.64	1.64	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	43.04	0.30	43.34
	May 5, 2019	27.84	1.67	1.67	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	43.60	0.30	43.90
	May 3, 2020	28.85	1.73	1.73	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	44.73	0.30	45.03
Pre Apprentice (55%)	May 7, 2017	23.44	1.41	1.41	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.00	0.00	38.65	0.30	38.95
	Nov 5, 2017	23.42	1.41	1.41	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	38.66	0.30	38.96
	May 6, 2018	23.86	1.43	1.43	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	39.14	0.30	39.44
	May 5, 2019	24.30	1.46	1.46	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	39.64	0.30	39.94
	May 3, 2020	25.19	1.51	1.51	3.49	7.75	0.13	0.77	0.01	0.02	0.22	0.02	0.01	40.63	0.30	40.93

Effective Date	Mar 5, 2017	May 7, 2017	Nov 5, 2017	May 6, 2018	May 5, 2019
Hours of Work	8	8	8	8	8
Shift Premium:					
2nd Shift	6.00	6.00	6.00	6.00	6.00
3rd Shift	6.00	6.00	6.00	6.00	6.00
Overtime	See Article 16.01				
Transportation Rate	0.54 (Effective Feb 28/17)	0.54 (Effective Feb 28/17)	0.54 (Effective Feb 28/17)	TBD PER CRA Feb 28/18	TBD PER CRA Feb 28/19
Subsistence	\$140 / Day	\$145 / Day	\$145 / Day	\$145 / Day	\$150 / Day
Meal Allowance (when Employer Supplied Room)	\$65.00 / Day	\$65.00 / Day	\$65.00 / Day	\$67.50 / Day	\$67.50 / Day

Summary of Contributions contained in National Training (NTTF)	
BCA Funds	
National Training (NTTF)	\$0.10
IBB/Union Funds	
National Health & Safety	\$0.05
International Union	\$0.03
National Organizing	\$0.04

FOOTNOTES:

- Effective May 5, 2013, the Apprenticeship and Trade Advancement (ATAC) fund will increase by \$0.16/hour. Effective May 3, 2015 & May 1, 2016 the ATAC Fund will increase by \$0.06 each year. Effective June 5, 2016, the ATAC fund will increase by a further \$0.01.
- See above for breakdown of National Training.
- Effective November 5, 2017, \$0.02 has been redirected from the hourly wage rate to Western Canada Boilermaker Advantage Fund.
- Effective November 5, 2017, \$0.01 has been redirected from the hourly wage rate to Helmets to Hardhats (H2H).
- Effective May 6, 2012, a contribution of \$0.05/hour, directed to the BCA to provide for a Resource Manager/Workforce Planning.

Refer to Footnotes on page 2

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(B) = Based on Hours Worked