

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

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

(REVISED FOR NATIONAL HEALTH AND SAFETY FUND (DELAYED IMPLEMENTATION DATE) - EFFECTIVE JULY 1, 2018)															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)	(A)	Total Wage Package	(A)	(A)	(A)	Total Cost	(B)	
					Health & Welfare	Pension (1)	Educational Training	Apprenticeship	National Training (3)		Employee Assistance Program (EAP)	Building Fund		Benevolent Fund**	NL Job Promo.	Educational Training (4)		Administration & Workforce Planning (5)	Helmets to Hardhats (H2H) (6)
General Foreperson	Jan 7, 2018	40.87	3.27	1.63	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	56.12	0.85	0.15	0.58	57.70	0.01
	*Please Note: The Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018																		
	*July 1, 2018	40.82	3.27	1.63	2.25	6.50	0.42	0.28	0.33	0.30	0.10	0.10	0.12	56.12	0.85	0.15	0.58	57.70	0.01
	*May 5, 2019	40.82	3.27	1.63	2.25	6.50	0.42	0.28	0.33	0.30	0.10	0.10	0.12	56.12	0.85	0.15	0.58	57.70	0.01
Foreperson	Jan 7, 2018	39.77	3.18	1.59	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	54.89	0.85	0.15	0.58	56.47	0.01
	*Please Note: The Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018																		
	*July 1, 2018	39.72	3.18	1.59	2.25	6.50	0.42	0.28	0.33	0.30	0.10	0.10	0.12	54.89	0.85	0.15	0.58	56.47	0.01
	*May 5, 2019	39.72	3.18	1.59	2.25	6.50	0.42	0.28	0.33	0.30	0.10	0.10	0.12	54.89	0.85	0.15	0.58	56.47	0.01
Assistant Foreperson	Jan 7, 2018	38.42	3.07	1.54	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	53.38	0.85	0.15	0.58	54.96	0.01
	*Please Note: The Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018																		
	*July 1, 2018	38.37	3.07	1.53	2.25	6.50	0.42	0.28	0.33	0.30	0.10	0.10	0.12	53.37	0.85	0.15	0.58	54.95	0.01
	*May 5, 2019	38.37	3.07	1.53	2.25	6.50	0.42	0.28	0.33	0.30	0.10	0.10	0.12	53.37	0.85	0.15	0.58	54.95	0.01
Journeyperson	Jan 7, 2018	36.72	2.94	1.47	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	51.48	0.85	0.15	0.58	53.06	0.01
	*Please Note: The Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018																		
	*July 1, 2018	36.67	2.93	1.47	2.25	6.50	0.42	0.28	0.33	0.30	0.10	0.10	0.12	51.47	0.85	0.15	0.58	53.05	0.01
	*May 5, 2019	36.67	2.93	1.47	2.25	6.50	0.42	0.28	0.33	0.30	0.10	0.10	0.12	51.47	0.85	0.15	0.58	53.05	0.01
3rd Year Apprentice (2) 90%	Jan 7, 2018	32.91	2.63	1.32	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	47.21	0.85	0.15	0.58	48.79	0.01
	*Please Note: The Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018																		
	*July 1, 2018	32.87	2.63	1.31	2.25	6.50	0.42	0.28	0.33	0.30	0.10	0.10	0.12	47.21	0.85	0.15	0.58	48.79	0.01
	*May 5, 2019	32.87	2.63	1.31	2.25	6.50	0.42	0.28	0.33	0.30	0.10	0.10	0.12	47.21	0.85	0.15	0.58	48.79	0.01
2nd Year Apprentice (2) 75%	Jan 7, 2018	27.21	2.18	1.09	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	40.83	0.85	0.15	0.58	42.41	0.01
	*Please Note: The Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018																		
	*July 1, 2018	27.17	2.17	1.09	2.25	6.50	0.42	0.28	0.33	0.30	0.10	0.10	0.12	40.83	0.85	0.15	0.58	42.41	0.01
	*May 5, 2019	27.17	2.17	1.09	2.25	6.50	0.42	0.28	0.33	0.30	0.10	0.10	0.12	40.83	0.85	0.15	0.58	42.41	0.01
1st Year Apprentice (2) 60%	Jan 7, 2018	21.50	1.72	0.86	2.25	6.50	0.42	0.28	0.28	0.30	0.10	0.10	0.12	34.43	0.85	0.15	0.58	36.01	0.01
	*Please Note: The Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018																		
	*July 1, 2018	21.47	1.72	0.86	2.25	6.50	0.42	0.28	0.33	0.30	0.10	0.10	0.12	34.45	0.85	0.15	0.58	36.03	0.01
	*May 5, 2019	21.47	1.72	0.86	2.25	6.50	0.42	0.28	0.33	0.30	0.10	0.10	0.12	34.45	0.85	0.15	0.58	36.03	0.01

**Benevolent Fund to be remitted directly to the Union.

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(REVISED FOR NATIONAL HEALTH AND SAFETY FUND (DELAYED IMPLEMENTATION DATE) - EFFECTIVE JULY 1, 2018)

Effective Date	May 8, 2016	May 7, 2017	*May 6, 2018	*May 5, 2019	*May 3, 2020	
Hours of Work	8	8	8	8	8	*Please Note: Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018.
Shift Premium						
2nd Shift	1 1/5	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	1 1/5	
Overtime	2	2	2	2	2	
Transportation Rate	0.68	0.68	0.68	0.68	0.68	
Subsistence	\$88 / Cal Day	\$88 / Cal Day	\$88 / Cal Day	\$88 / Cal Day	\$88 / Cal Day	

<u>Summary of Contributions contained in National Training Column (on page 1)</u>	
National Training (NTTF)	\$0.10
IBB/Union Funds	
National Health & Safety	\$0.10
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 are inclusive of the Collective Agreement Rate plus the "Special Funding Contribution (SFC)" for the Pension Plan. Due to the SFC, Apprentice rates are not a straight percentage of the Journeyperson wage rate.
- (3) See above for breakdown of National Training.
- (4) Effective May 8, 2016, \$0.15 from the Newfoundland Job Promotion Fund (NLJPF) will be redirected to the Educational Training Fund to provide for training expense reimbursements. Effective April 30, 2018, this \$0.15 redirected to the Educational Training (outside the total wage package) will be sun-setted and subject to review and discussion at that time.
- (5) Effective May 6, 2012, a contribution of \$0.05/hour, directed to the BCA to provide for a Resource Manager/Workforce Planning. Effective January 7, 2018, this contribution will decrease by \$0.02 to \$0.03/hour.
- (6) 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