

**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 FOR HEALTH AND WELFARE, PENSION SPECIAL FUNDING AND WAGE RATE - EFFECTIVE JULY 15, 2018)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	(A)	(A)	(A)	(A)	(A)	Total Wage Package	Employer Contributions (Outside the Total Wage Package)					Total Cost
					Health & Welfare	Pension (2)	Union Promotion	Educational Training (3)	Apprenticeship		National Training (4)	(B) BCABEAP	(A) National Training (4)	(B) RSAP (5)	(A) Administration (6)	
General Foreperson (1)	July 1, 2018	52.26	3.14	2.09	2.25	8.00	0.15	0.55	0.10	0.27	68.81	0.04	0.04	0.12	0.25	69.26
	July 15, 2018	53.17	3.19	2.13	3.25	6.00	0.15	0.55	0.10	0.27	68.81	0.04	0.04	0.12	0.25	69.26
Foreperson (1)	July 1, 2018	50.26	3.02	2.01	2.25	8.00	0.15	0.55	0.10	0.27	66.61	0.04	0.04	0.12	0.25	67.06
	July 15, 2018	51.17	3.07	2.05	3.25	6.00	0.15	0.55	0.10	0.27	66.61	0.04	0.04	0.12	0.25	67.06
Assistant Foreperson	July 1, 2018	47.91	2.87	1.92	2.25	8.00	0.15	0.55	0.10	0.27	64.02	0.04	0.04	0.12	0.25	64.47
	July 15, 2018	48.82	2.93	1.95	3.25	6.00	0.15	0.55	0.10	0.27	64.02	0.04	0.04	0.12	0.25	64.47
Journeyperson	July 1, 2018	44.76	2.69	1.79	2.25	8.00	0.15	0.55	0.10	0.27	60.56	0.04	0.04	0.12	0.25	61.01
	July 15, 2018	45.67	2.74	1.83	3.25	6.00	0.15	0.55	0.10	0.27	60.56	0.04	0.04	0.12	0.25	61.01
3rd Year Apprentice (2)	July 1, 2018	40.10	2.41	1.60	2.25	8.00	0.15	0.55	0.10	0.27	55.43	0.04	0.04	0.12	0.25	55.88
	July 15, 2018	41.01	2.46	1.64	3.25	6.00	0.15	0.55	0.10	0.27	55.43	0.04	0.04	0.12	0.25	55.88
2nd Year Apprentice (2)	July 1, 2018	33.12	1.99	1.32	2.25	8.00	0.15	0.55	0.10	0.27	47.75	0.04	0.04	0.12	0.25	48.20
	July 15, 2018	34.03	2.04	1.36	3.25	6.00	0.15	0.55	0.10	0.27	47.75	0.04	0.04	0.12	0.25	48.20
1st Year Apprentice (2)	July 1, 2018	26.13	1.57	1.05	2.25	8.00	0.15	0.55	0.10	0.27	40.07	0.04	0.04	0.12	0.25	40.52
	July 15, 2018	27.05	1.62	1.08	3.25	6.00	0.15	0.55	0.10	0.27	40.07	0.04	0.04	0.12	0.25	40.52
Helper (2)	July 1, 2018	33.12	1.99	1.32	2.25	8.00	0.15	0.55	0.10	0.27	47.75	0.04	0.04	0.12	0.25	48.20
	July 15, 2018	34.03	2.04	1.36	3.25	6.00	0.15	0.55	0.10	0.27	47.75	0.04	0.04	0.12	0.25	48.20

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

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Effective Date	May 7, 2017
Hours of Work	(See Article 14.00)
Shift Operations	
Two Shift Opertn.	3.50
2nd Shift	3.50
3rd Shift	
Overtime	(See Article 16.01)
Transportation Rate	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	\$0.10
Union Promotion	\$0.03
National Marketing	\$0.04

FOOTNOTES:

- (1) 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).
- (2) Effective July 15, 2018, the Pension 'Special Funding Contribution' will cease. Previously the Pension contribution was comprised of two components, a Basic Pension Deduction and a "Special Funding Contribution" of \$2.00 from May 3, 2015 to July 14, 2018. Rates for First, Second & Third Year Apprentices, and Helper were inclusive of the Collective Agreement Rate plus the "Special Funding Contribution" for the Pension Plan from May 3, 2015 to July 14, 2018.
- (3) 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.
- (4) See above for breakdown of National Training.
- (5) Effective January 1, 2017, the Employer Contribution to RSAP will resume (previously suspended from January 2, 2011 to December 31, 2016).
- (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.

Note: 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.

Refer to Footnotes on page 2

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