

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

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

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 8%	Statutory Holiday Pay 4%	(REVISIED FOR HEALTH AND WELFARE, PENSION SPECIAL FUNDING AND WAGE RATE - EFFECTIVE JULY 15, 2018)										Employer Contributions (Outside the Total Wage Package)				Employee Deduction
					(A) Health & Welfare	(A) Pension (1)	(A) Educational Training	(A) Apprenticeship	(A) National Training (2)	Bldg. Trades Contrib.	(A) Employee Assistance Program (EAP)	(A) Building Fund	Benevolent Fund**	Total Wage Package	(A) NL Job Promo.	(A) Educational Training (3)	(A) Administration & Workforce Planning (4)	Total Cost	(B) Helmets to Hardhats (H2H) (5)
General Foreperson	*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
	<b>*Please Note: The Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018</b>																		
	*July 15, 2018	41.27	3.30	1.65	3.25	5.00	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	41.27	3.30	1.65	3.25	5.00	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	*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
	<b>*Please Note: The Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018</b>																		
	*July 15, 2018	40.17	3.21	1.61	3.25	5.00	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	40.17	3.21	1.61	3.25	5.00	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	*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
	<b>*Please Note: The Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018</b>																		
	*July 15, 2018	38.82	3.11	1.55	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	53.38	0.85	0.15	0.58	54.96	0.01
	*May 5, 2019	38.82	3.11	1.55	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	53.38	0.85	0.15	0.58	54.96	0.01
Journeyman	*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
	<b>*Please Note: The Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018</b>																		
	*July 15, 2018	37.12	2.97	1.48	3.25	5.00	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	37.12	2.97	1.48	3.25	5.00	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 (1) 90%	*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
	<b>*Please Note: The Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018</b>																		
	*July 15, 2018	33.32	2.67	1.33	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	47.22	0.85	0.15	0.58	48.80	0.01
	*May 5, 2019	33.32	2.67	1.33	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	47.22	0.85	0.15	0.58	48.80	0.01
2nd Year Apprentice (1) 75%	*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
	<b>*Please Note: The Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018</b>																		
	*July 15, 2018	27.62	2.21	1.10	3.25	5.00	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	27.62	2.21	1.10	3.25	5.00	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 (1) 60%	*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
	<b>*Please Note: The Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018</b>																		
	*July 15, 2018	21.92	1.75	0.88	3.25	5.00	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	21.92	1.75	0.88	3.25	5.00	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 3, 2020	21.92	1.75	0.88	3.25	5.00	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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**APPENDIX: NEWFOUNDLAND & LABRADOR  
WAGE AND BENEFIT SCHEDULE**

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

Effective Date	*May 6, 2018	*May 5, 2019	*May 3, 2020	*Please Note: Rates for 2018, 2019 and 2020 will be subject to a wage re-opener / review in 2018.
Hours of Work	8	8	8	
Shift Premium 2nd Shift	1 1/5	1 1/5	1 1/5	
3rd Shift	1 1/5	1 1/5	1 1/5	
Overtime	2	2	2	
Transportation Rate	0.68	0.68	0.68	
Subsistence	\$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
<b><u>IBB/Union Funds</u></b>	
National Health & Safety	\$0.10
National Organizing	\$0.04
Promotion	\$0.03
National Marketing	\$0.04
Leap Fund	\$0.02

**FOOTNOTES:**

- (1) 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 \$1.50 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.
- (2) See above for breakdown of National Training.
- (3) 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.
- (4) 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.
- (5) 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

Refer to Footnotes on page 2

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