

NATIONAL MAINTENANCE COUNCIL
BOILERMAKERS - LOCAL 146

ALBERTA
WAGE AND BENEFIT SCHEDULE APPLICABLE TO NMA

(EFFECTIVE JULY 15, 2018)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	(C)	(C)	(C)	(C)	(C)	Total Wage Package	Employer Contributions (Outside the Total Wage Package)					Total Cost
					Health & Welfare	Pension (1)	Union Promotion	Educational Training	Apprenticeship		National Training (2)	(B) BCABEAP (3)	(C) Administration (4)	(B) RSAP (5)	(B) NMC	
General Foreperson	Jan 1, 2017	50.41	3.02	2.02	2.25	8.00	0.15	0.55	0.10	0.26	66.76	0.04	0.25	0.12	0.10	67.27
	July 1, 2018	50.36	3.02	2.01	2.25	8.00	0.15	0.55	0.10	0.31	66.75	0.04	0.25	0.12	0.10	67.26
	July 15, 2018	51.27	3.08	2.05	3.25	6.00	0.15	0.55	0.10	0.31	66.76	0.04	0.25	0.12	0.10	67.27
Foreperson	Jan 1, 2017	48.41	2.90	1.94	2.25	8.00	0.15	0.55	0.10	0.26	64.56	0.04	0.25	0.12	0.10	65.07
	July 1, 2018	48.36	2.90	1.93	2.25	8.00	0.15	0.55	0.10	0.31	64.55	0.04	0.25	0.12	0.10	65.06
	July 15, 2018	49.27	2.96	1.97	3.25	6.00	0.15	0.55	0.10	0.31	64.56	0.04	0.25	0.12	0.10	65.07
Assistant Foreperson	Jan 1, 2017	46.06	2.76	1.84	2.25	8.00	0.15	0.55	0.10	0.26	61.97	0.04	0.25	0.12	0.10	62.48
	July 1, 2018	46.01	2.76	1.84	2.25	8.00	0.15	0.55	0.10	0.31	61.97	0.04	0.25	0.12	0.10	62.48
	July 15, 2018	46.92	2.82	1.88	3.25	6.00	0.15	0.55	0.10	0.31	61.98	0.04	0.25	0.12	0.10	62.49
Journeyperson	Jan 1, 2017	42.91	2.57	1.72	2.25	8.00	0.15	0.55	0.10	0.26	58.51	0.04	0.25	0.12	0.10	59.02
	July 1, 2018	42.86	2.57	1.71	2.25	8.00	0.15	0.55	0.10	0.31	58.50	0.04	0.25	0.12	0.10	59.01
	July 15, 2018	43.77	2.63	1.75	3.25	6.00	0.15	0.55	0.10	0.31	58.51	0.04	0.25	0.12	0.10	59.02
3rd Year Apprentice (1)	Jan 1, 2017	38.32	2.30	1.53	2.25	8.00	0.15	0.55	0.10	0.26	53.46	0.04	0.25	0.12	0.10	53.97
	July 1, 2018	38.28	2.30	1.53	2.25	8.00	0.15	0.55	0.10	0.31	53.47	0.04	0.25	0.12	0.10	53.98
	July 15, 2018	39.19	2.35	1.57	3.25	6.00	0.15	0.55	0.10	0.31	53.47	0.04	0.25	0.12	0.10	53.98
2nd Year Apprentice (1)	Jan 1, 2017	31.44	1.89	1.26	2.25	8.00	0.15	0.55	0.10	0.26	45.90	0.04	0.25	0.12	0.10	46.41
	July 1, 2018	31.40	1.88	1.26	2.25	8.00	0.15	0.55	0.10	0.31	45.90	0.04	0.25	0.12	0.10	46.41
	July 15, 2018	32.31	1.94	1.29	3.25	6.00	0.15	0.55	0.10	0.31	45.90	0.04	0.25	0.12	0.10	46.41
1st Year Apprentice (1)	Jan 1, 2017	24.56	1.47	0.98	2.25	8.00	0.15	0.55	0.10	0.26	38.32	0.04	0.25	0.12	0.10	38.83
	July 1, 2018	24.53	1.47	0.98	2.25	8.00	0.15	0.55	0.10	0.31	38.34	0.04	0.25	0.12	0.10	38.85
	July 15, 2018	25.43	1.53	1.02	3.25	6.00	0.15	0.55	0.10	0.31	38.34	0.04	0.25	0.12	0.10	38.85
Helper (1)	Jan 1, 2017	31.44	1.89	1.26	2.25	8.00	0.15	0.55	0.10	0.26	45.90	0.04	0.25	0.12	0.10	46.41
	July 1, 2017	31.40	1.88	1.26	2.25	8.00	0.15	0.55	0.10	0.31	45.90	0.04	0.25	0.12	0.10	46.41
	Jan 15, 2018	32.31	1.94	1.29	3.25	6.00	0.15	0.55	0.10	0.31	45.90	0.04	0.25	0.12	0.10	46.41

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

Refer to Footnotes on page 2

(B) = Calculated on straight time and overtime hours worked
(C) = Calculated on total hours paid (earned)

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Summary of Contributions contained in National Training (NTTF)

IBB/Union Funds

National Organizing	\$0.04
Health & Safety	\$0.10
Union Promotion	\$0.03
National Marketing	\$0.04

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 \$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.

(2) See above for breakdown of National Training.

(3) BCABEAP contributions are payable under this agreement.

(4) 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.

(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 \$0.02 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.

(7) The Area Labour Agreement was enabled Effective January 1, 2017 to include a \$0.05 contribution to the Educational Training for the Job Ready Dispatch Program.

(8) \$1.15 reduction to maintain benefits (C) paid on hours earned as opposed to hours worked.

Article 19.100 - TRANSFER PROVISION

(NOTE: NAME HIRE PROVISIONS REMAIN UNCHANGED AND ARE SET OUT IN THE LOCAL AREA FIELD CONSTRUCTION AGREEMENT)

Pursuant to Article 19.100 the following transfer ration shall apply to all work covered under the Agreement. Maintenance Transfers shall be conducted in the following manner:

a) The company may transfer the first fifteen (15) employees. The next fifteen (15) employees shall be direct dispatches. Employees may be transferred on a one to one basis thereafter. Example one (1) transfer - one (1) dispatch and so on.

b) Lay-offs should be in the reverse sequence.

c) It is recognized that there may be situations in which the transfer ration may be impractical or is found to work a hardship for the Contractor in securing work in certain plant(s), in which case the ratio may be modified by the mutual consent of the Union and the Contractor. It is understood and agreed that where mutual agreement for change cannot be achieved, the request shall not be subject to either grievance or arbitration.

d) It is understood and agreed that the selection and appointment of General Foreman, Foreman, and Assistant Foreman is solely the responsibility of the Company. General Foreman, Foreman, and Assistant Foreman are outside of the Transfer Ratio.

Refer to Footnotes on page 2

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(C) = Calculated on total hours paid (earned)