



November 23, 2011

IMPORTANT NOTICE
REVISED NEWFOUNDLAND & LABRADOR
WAGE & BENEFIT SCHEDULE

BCA of Newfoundland & Labrador Member Contractor:

Please see attached revised Newfoundland & Labrador Wage & Benefit Schedule effective August 4, 2011. Please note the corrections to the hourly rates for 3rd Year Apprentice, 2nd Year Apprentice, 1st Year Apprentice & Helper. There was an error in the Pension – Special Funding Contribution. Please correct accordingly.

The Newfoundland & Labrador Wage & Benefit Schedule can also be found on our website at www.bcacanada.ca

PLEASE ENSURE YOUR PAYROLL DEPARTMENT IS NOTIFIED

If there is a payroll contact that you wish to include for future notices, please email rciccione@bcacanada.ca.

APPENDIX "H"

NEWFOUNDLAND AND LABRADOR
WAGE AND BENEFIT SCHEDULE (\$)

Boilermakers, Welders, Blacksmiths, Fitters, Riggers, General Foreman,
Foreman, Assistant Foreman, Journeyman Apprentice, Helper

EFFECTIVE DATE	03-Jul-11	04-Aug-11	06-May-12	05-May-13	04-May-14	03-May-15
GENERAL FOREMAN	28.46	33.24	34.98	36.72	38.46	40.20
FOREMAN	27.36	32.14	33.88	35.62	37.36	39.10
ASS'T FOREMAN	26.01	30.79	32.53	34.27	36.01	37.75
JOURNEYMAN	24.81	29.09	30.83	32.57	34.31	36.05
3RD YR. APPRENT. ²	22.11	25.96	27.52	29.09	30.66	32.22
2ND YR. APPRENT. ²	18.05	21.26	22.56	23.87	25.17	26.48
1ST YR. APPRENT. ²	13.99	16.56	17.61	18.65	19.69	20.74
HELPER	18.05	21.26	22.56	23.87	25.17	26.48
VACATION PAY	8%	8%	8%	8%	8%	8%
STAT. PAY	4%	4%	4%	4%	4%	4%
HEALTH & WELFARE	2.25	2.25	2.25	2.25	2.25	2.25
PENSION ¹	7.50	7.50	7.50	7.50	7.50	7.50
JOB PROMOTION	1.00	1.00	1.00	1.00	1.00	1.00
EDUCATIONAL TRAIN.	0.23	0.30	0.33	0.36	0.39	0.42
APPRENTICESHIP	0.16	0.20	0.22	0.24	0.26	0.28
ADMINISTRATION	0.55	0.55	0.55	0.55	0.55	0.55
NATIONAL TRAINING ³	0.18	0.18	0.18	0.18	0.18	0.18
BLD. TRADES CONTR.	0.20	0.30	0.30	0.30	0.30	0.30
AUDIOMETRIC TESTING	0.03	0.03	0.03	0.03	0.03	0.03
*BENEVOLENT FUND	0.12	0.12	0.12	0.12	0.12	0.12
HOURS OF WORK	8	8	8	8	8	8
SHIFT PREMIUM						
2ND SHIFT	1 1/5	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	1 1/5
OVERTIME	2	2	2	2	2	2
SUBSISTENCE	\$63/CAL DAY	\$68/CAL DAY	\$73/CAL DAY	\$78/CAL DAY	\$83/CAL DAY	\$88/CAL DAY

* Benevolent Fund to be remitted directly to the Union.

(1) Pension contribution is comprised of two components, a Basic Pension Deduction and a Special Funding Contribution:
(Includes Special Funding Contribution of \$2.50)

(2) Rates for First, Second, & Third Year Apprentices, and Helper are inclusive of the Collective Agreement Rate plus the "Special Funding Contribution" for the Pension Plan.

(3) Breakdown of National Training funds follows on next page.

Summary of Contributions Contained in National Training (NTTF)

National Training (NTTF)	\$0.05
National Organizing	\$0.04
Promotion	\$0.03
National Marketing	\$0.04
Leap Fund	\$0.02