

**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 SAFETY FUND (DELAYED IMPLEMENTATION) - EFFECTIVE JULY 1, 2018)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	(A)	(A)	(A)	(A)	(A)	(A)	Total Wage Package	Employer Contributions (Outside the Total Wage Package)				Total Cost
					Health & Welfare	Pension (1)	Union Promotion	Educational Training	Apprenticeship	National Training (3)		BCABEAP (5)	National Training (3)	RSAP (7)	Administration (6)	
General Foreperson (4)	Nov 2, 2014	51.40	3.08	2.06	2.25	9.00	0.15	0.50	0.10	0.22	68.76	0.04	0.04	0.00	0.25	69.09
	May 3, 2015	52.31	3.14	2.09	2.25	8.00	0.15	0.50	0.10	0.22	68.76	0.04	0.04	0.00	0.25	69.09
	Jan 1, 2017	52.31	3.14	2.09	2.25	8.00	0.15	0.55	0.10	0.22	68.81	0.04	0.04	0.12	0.25	69.26
	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
Foreperson (4)	Nov 2, 2014	49.40	2.96	1.98	2.25	9.00	0.15	0.50	0.10	0.22	66.56	0.04	0.04	0.00	0.25	66.89
	May 3, 2015	50.31	3.02	2.01	2.25	8.00	0.15	0.50	0.10	0.22	66.56	0.04	0.04	0.00	0.25	66.89
	Jan 1, 2017	50.31	3.02	2.01	2.25	8.00	0.15	0.55	0.10	0.22	66.61	0.04	0.04	0.12	0.25	67.06
	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
Assistant Foreperson	Nov 2, 2014	47.05	2.82	1.88	2.25	9.00	0.15	0.50	0.10	0.22	63.97	0.04	0.04	0.00	0.25	64.30
	May 3, 2015	47.96	2.88	1.92	2.25	8.00	0.15	0.50	0.10	0.22	63.98	0.04	0.04	0.00	0.25	64.31
	Jan 1, 2017	47.96	2.88	1.92	2.25	8.00	0.15	0.55	0.10	0.22	64.03	0.04	0.04	0.12	0.25	64.48
	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
Journeyperson	Nov 2, 2014	43.90	2.63	1.76	2.25	9.00	0.15	0.50	0.10	0.22	60.51	0.04	0.04	0.00	0.25	60.84
	May 3, 2015	44.81	2.69	1.79	2.25	8.00	0.15	0.50	0.10	0.22	60.51	0.04	0.04	0.00	0.25	60.84
	Jan 1, 2017	44.81	2.69	1.79	2.25	8.00	0.15	0.55	0.10	0.22	60.56	0.04	0.04	0.12	0.25	61.01
	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
3rd Year Apprentice (2)	Nov 2, 2014	39.24	2.35	1.57	2.25	9.00	0.15	0.50	0.10	0.22	55.38	0.04	0.04	0.00	0.25	55.71
	May 3, 2015	40.15	2.41	1.61	2.25	8.00	0.15	0.50	0.10	0.22	55.39	0.04	0.04	0.00	0.25	55.72
	Jan 1, 2017	40.15	2.41	1.61	2.25	8.00	0.15	0.55	0.10	0.22	55.44	0.04	0.04	0.12	0.25	55.89
	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
2nd Year Apprentice (2)	Nov 2, 2014	32.24	1.93	1.29	2.25	9.00	0.15	0.50	0.10	0.22	47.68	0.04	0.04	0.00	0.25	48.01
	May 3, 2015	33.15	1.99	1.33	2.25	8.00	0.15	0.50	0.10	0.22	47.69	0.04	0.04	0.00	0.25	48.02
	Jan 1, 2017	33.15	1.99	1.33	2.25	8.00	0.15	0.55	0.10	0.22	47.74	0.04	0.04	0.12	0.25	48.19
	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
1st Year Apprentice (2)	Nov 2, 2014	25.25	1.52	1.01	2.25	9.00	0.15	0.50	0.10	0.22	40.00	0.04	0.04	0.00	0.25	40.33
	May 3, 2015	26.16	1.57	1.05	2.25	8.00	0.15	0.50	0.10	0.22	40.00	0.04	0.04	0.00	0.25	40.33
	Jan 1, 2017	26.16	1.57	1.05	2.25	8.00	0.15	0.55	0.10	0.22	40.05	0.04	0.04	0.12	0.25	40.50
	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
Helper (2)	Nov 2, 2014	32.24	1.93	1.29	2.25	9.00	0.15	0.50	0.10	0.22	47.68	0.04	0.04	0.00	0.25	48.01
	May 3, 2015	33.15	1.99	1.33	2.25	8.00	0.15	0.50	0.10	0.22	47.69	0.04	0.04	0.00	0.25	48.02
	Jan 1, 2017	33.15	1.99	1.33	2.25	8.00	0.15	0.55	0.10	0.22	47.74	0.04	0.04	0.12	0.25	48.19
	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

*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	Nov 3, 2013	May 4, 2014	Nov 2, 2014	May 31, 2015	May 7, 2017	May 6, 2018
Hours of Work	(See Article 14.00)					
Shift Operations						
Two Shift Opertn.						
2nd Shift	3.00	3.00	3.00	3.25	3.50	3.50
3rd Shift	3.00	3.00	3.00	3.25	3.50	3.50
Overtime	(See Article 16.01)					
Transportation Rate	0.51	0.51	0.51	0.52	0.51	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) Pension contribution is comprised of two components, a Basic Pension Deduction and a "Special Funding Contribution" of \$2.00. (The "Special Funding Contribution" was previously \$3.00 (from 2010 to May 2, 2015)).
- (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) See above for breakdown of National Training.
- (4) 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).
- (5) Previously Construction Employee Family Assistance Program (CEFAP).
- (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.
- (7) Effective January 1, 2017, the Employer Contribution to RSAP will resume (previously suspended from January 2, 2011 to December 31, 2016).
- (8) 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.
- (9) 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.

Refer to Footnotes on page 2

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