

**BOILERMAKER CONTRACTORS' ASSOCIATION &  
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,  
FORGERS AND HELPERS (LOCAL LODGE 128)**

**APPENDIX: ONTARIO  
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR 2018 TRANSPORTATION RATE - EFFECTIVE MAY 6, 2018 AND NATIONAL HEALTH AND SAFETY FUND (DELAYED IMPLEMENTATION) -  
EFFECTIVE JULY 1, 2018)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	Employer Contributions (Outside the Total Wage Package)							Total Cost	Employee Deduction				
					(A) Health & Welfare	(A) Pension (1)	(A) Union Promotion	(A) Educational Training	(A) Apprenticeship	(A) National Training (3)	(A) Total Wage Package			(A) Educational Training (4)	(A) Administration & Workforce Planning (5)	(A) De Novo (\$0.04 = \$0.02 from Employer + \$0.02 from Employee)	(A) Bill 148 - PEL 0.8% (6)
General Foreperson	Jan 7, 2018	48.85	4.40	1.47	2.25	8.74	0.39	0.38	0.08	0.36	66.92	0.45	0.29	0.04	-	67.70	0.01
	Mar 18, 2018	48.85	4.40	1.47	2.25	8.74	0.39	0.38	0.08	0.36	66.92	0.45	0.29	0.04	0.39	68.09	0.01
	May 6, 2018	49.51	4.46	1.49	2.25	8.74	0.39	0.38	0.08	0.36	67.66	0.45	0.29	0.04	0.40	68.84	0.01
	July 1, 2018	49.46	4.45	1.48	2.25	8.74	0.39	0.38	0.08	0.41	67.64	0.45	0.29	0.04	0.40	68.82	0.01
Foreperson	Jan 7, 2018	46.85	4.22	1.41	2.25	8.74	0.39	0.38	0.08	0.36	64.68	0.45	0.29	0.04	-	65.46	0.01
	Mar 18, 2018	46.85	4.22	1.41	2.25	8.74	0.39	0.38	0.08	0.36	64.68	0.45	0.29	0.04	0.37	65.83	0.01
	May 6, 2018	47.51	4.28	1.43	2.25	8.74	0.39	0.38	0.08	0.36	65.42	0.45	0.29	0.04	0.38	66.58	0.01
	July 1, 2018	47.46	4.27	1.42	2.25	8.74	0.39	0.38	0.08	0.41	65.40	0.45	0.29	0.04	0.38	66.56	0.01
Assistant Foreperson	Jan 7, 2018	43.85	3.95	1.32	2.25	8.74	0.39	0.38	0.08	0.36	61.32	0.45	0.29	0.04	-	62.10	0.01
	Mar 18, 2018	43.85	3.95	1.32	2.25	8.74	0.39	0.38	0.08	0.36	61.32	0.45	0.29	0.04	0.35	62.45	0.01
	May 6, 2018	44.51	4.01	1.34	2.25	8.74	0.39	0.38	0.08	0.36	62.06	0.45	0.29	0.04	0.36	63.20	0.01
	July 1, 2018	44.46	4.00	1.33	2.25	8.74	0.39	0.38	0.08	0.41	62.04	0.45	0.29	0.04	0.36	63.18	0.01
Journeyperson	Jan 7, 2018	41.85	3.77	1.26	2.25	8.74	0.39	0.38	0.08	0.36	59.08	0.45	0.29	0.04	-	59.86	0.01
	Mar 18, 2018	41.85	3.77	1.26	2.25	8.74	0.39	0.38	0.08	0.36	59.08	0.45	0.29	0.04	0.33	60.19	0.01
	May 6, 2018	42.51	3.83	1.28	2.25	8.74	0.39	0.38	0.08	0.36	59.82	0.45	0.29	0.04	0.34	60.94	0.01
	July 1, 2018	42.46	3.82	1.27	2.25	8.74	0.39	0.38	0.08	0.41	59.80	0.45	0.29	0.04	0.34	60.92	0.01
4th Year Apprentice (2) (90%)	Jan 7, 2018	37.47	3.37	1.12	2.25	8.74	0.39	0.38	0.08	0.36	54.16	0.45	0.29	0.04	-	54.94	0.01
	Mar 18, 2018	37.47	3.37	1.12	2.25	8.74	0.39	0.38	0.08	0.36	54.16	0.45	0.29	0.04	0.30	55.24	0.01
	May 6, 2018	38.06	3.43	1.14	2.25	8.74	0.39	0.38	0.08	0.36	54.83	0.45	0.29	0.04	0.30	55.91	0.01
	July 1, 2018	38.01	3.42	1.14	2.25	8.74	0.39	0.38	0.08	0.41	54.82	0.45	0.29	0.04	0.30	55.90	0.01
3rd Year Apprentice (2) (80%)	Jan 7, 2018	33.08	2.98	0.99	2.25	8.74	0.39	0.38	0.08	0.36	49.25	0.45	0.29	0.04	-	50.03	0.01
	Mar 18, 2018	33.08	2.98	0.99	2.25	8.74	0.39	0.38	0.08	0.36	49.25	0.45	0.29	0.04	0.26	50.29	0.01
	May 6, 2018	33.61	3.02	1.01	2.25	8.74	0.39	0.38	0.08	0.36	49.84	0.45	0.29	0.04	0.27	50.89	0.01
	July 1, 2018	33.57	3.02	1.01	2.25	8.74	0.39	0.38	0.08	0.41	49.85	0.45	0.29	0.04	0.27	50.90	0.01
2nd Year Apprentice (2) (70%)	Jan 7, 2018	28.70	2.58	0.86	2.25	8.74	0.39	0.38	0.08	0.36	44.34	0.45	0.29	0.04	-	45.12	0.01
	Mar 18, 2018	28.70	2.58	0.86	2.25	8.74	0.39	0.38	0.08	0.36	44.34	0.45	0.29	0.04	0.23	45.35	0.01
	May 6, 2018	29.16	2.62	0.87	2.25	8.74	0.39	0.38	0.08	0.36	44.85	0.45	0.29	0.04	0.23	45.86	0.01
	July 1, 2018	29.12	2.62	0.87	2.25	8.74	0.39	0.38	0.08	0.41	44.86	0.45	0.29	0.04	0.23	45.87	0.01
1st Year Apprentice (2) (60%)	Jan 7, 2018	24.31	2.19	0.73	2.25	8.74	0.39	0.38	0.08	0.36	39.43	0.45	0.29	0.04	-	40.21	0.01
	Mar 18, 2018	24.31	2.19	0.73	2.25	8.74	0.39	0.38	0.08	0.36	39.43	0.45	0.29	0.04	0.19	40.40	0.01
	May 6, 2018	24.71	2.22	0.74	2.25	8.74	0.39	0.38	0.08	0.36	39.87	0.45	0.29	0.04	0.20	40.85	0.01
	July 1, 2018	24.68	2.22	0.74	2.25	8.74	0.39	0.38	0.08	0.41	39.89	0.45	0.29	0.04	0.20	40.87	0.01

Refer to Footnotes on page 2

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

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Effective Date	May 8, 2016	May 7, 2017	May 6, 2018
<b>Hours of Work</b>	8	8	8
	(See Article 14.00)		
<b>Shift Premium</b>			
<b>2nd Shift</b>	1 1/5	1 1/5	1 1/5
<b>3rd Shift</b>	1 1/5	1 1/5	1 1/5
<b>Overtime</b>	2	2	2
<b>Transportation Rate</b>	0.54	0.54	0.55
<b>Subsistence Southern Ontario</b>	\$119 / Day Worked	\$119 / Day Worked	\$119 / Day Worked
	(Toronto, Sarnia, Hamilton, Kingston Out of Work List Areas)		
<b>Subsistence Northern Ontario</b>	\$125 / Day Worked	\$125 / Day Worked	\$125 / Day Worked
	(Winnipeg, Thunder Bay, Sudbury Out of Work List Areas)		

<b>Summary of Contributions contained in National Training Column (on page 1)</b>	
National Training (NTTF)	\$0.10
Common Arc	\$0.10
<b>IBB/Union Funds</b>	
National Organizing	\$0.04
<b>National Health &amp; Safety</b>	<b>\$0.10</b>
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 \$2.24. The "Special Funding Contribution" was previously \$3.24 (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 (SFC)" for the Pension Plan. Due to the SFC, Apprentice rates are not a straight percentage of the Journeyperson Wage Rate.
- (3) See above for breakdown of National Training.
- (4) (a) Effective June 23, 2013, the Educational Training Fund increased by \$0.30 for the province of Ontario. This increase is outside the total wage package until April 30, 2019.  
(b) Effective May 8, 2016, the Educational Training Fund will increase by an additional \$0.15 for the province of Ontario to provide for training expense reimbursements. Effective April 30, 2019, this additional \$0.15 to Educational Training (outside the total wage package) will be sun-setted and subject to review and discussion at that time.
- (5) Effective June 23, 2013, \$0.01/hour worked will be deducted from each employee and will be directed to Helmets to Hardhats (H2H). This employee deduction can be remitted to the BCA/IBB Administrator (Boilermaker National Benefit Funds).
- (6) Effective March 18, 2018, employee receives 0.8% on their hourly base rate in lieu of two (2) paid Personal Emergency Leave days (Bill 148).
- (7) 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.

**NOTES**

**Employee Deduction**  
**Helmets to Hardhats (H2H)**                      \$0.01 PER HOUR WORKED

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