

June 29, 2018

IMPORTANT NOTICE
**LOCAL 73 – NEW BRUNSWICK, NOVA SCOTIA
AND PRINCE EDWARD ISLAND
WAGE AND BENEFIT SCHEDULES**

Pension Special Funding Contribution

The BCA has been advised that the International Brotherhood of Boilermakers, Local Lodge 73 will be re-allocating the Pension Special Funding contribution of \$2.24 as follows:

- \$1.00 to Health and Welfare
- \$1.24 to the hourly wage rate (less adjustments to maintain the Vacation and Statutory Holiday pay)

These changes are **effective July 15, 2018**.

National Health and Safety Fund

As previously communicated on April 25, 2018, the National Health and Safety Fund will be increasing by \$0.05 to \$0.10, effective July 1, 2018.

The BCA has received a recent request from IBB Local Lodge 73 that the \$0.05 increase to the National Health and Safety Fund be redirected from the Union Promotion fund, rather than the base wage rate. The Local 73 Wage and Benefit Schedules have been updated to reflect this change.

We understand the tight timeline around this change, so please update **as soon as practical**. We apologize for any inconvenience this may have caused.

Attached are the Local 73 Wage and Benefit Schedules for New Brunswick, Nova Scotia (Mainland) and Prince Edward Island and Nova Scotia (Cape Breton) which have been updated to reflect the above changes.

Please note these changes adjust the hourly wage rate, Pension, Health and Welfare and Union Promotion amounts.

The revised Wage and Benefit Schedule(s) can also be located on the BCA website under the '*Current Wage and Benefit Schedule*' header on the provincial agreement(s) webpage(s).

Should you have any questions please do not hesitate to contact the BCA office.

PLEASE ENSURE A COPY OF THIS NOTICE IS PROVIDED TO YOUR PAYROLL DEPARTMENT

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

**BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS (LOCAL LODGE 73)**

**APPENDIX: NEW BRUNSWICK
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR UNION PROMOTION FUND, HEALTH AND WELFARE, PENSION SPECIAL FUNDING AND WAGE RATE - EFFECTIVE JULY 15, 2018)												Employer Contributions (Outside the Total Wage Package)			Employee Deduction
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	(A)	(A)	(A)	(A)	(A)	(A)	Total Wage Package	(A)	(A)	Total Cost	(B)
					Health & Welfare	Pension (1)	Union Promotion	Educational Training	Apprenticeship	National Training (2)		Educational Training (3)	Administration & Workforce Planning (4)		Helmets to Hardhats (H2H) (5)
General Foreperson	Jan 7, 2018	45.21	4.07	1.36	2.25	8.74	0.23	0.45	0.30	0.26	62.87	0.35	0.28	63.50	0.01
	July 1, 2018	45.21	4.07	1.36	2.25	8.74	0.18	0.45	0.30	0.31	62.87	0.35	0.28	63.50	0.01
	July 15, 2018	46.32	4.17	1.39	3.25	6.50	0.18	0.45	0.30	0.31	62.87	0.35	0.28	63.50	0.01
Foreperson	Jan 7, 2018	43.46	3.91	1.30	2.25	8.74	0.23	0.45	0.30	0.26	60.90	0.35	0.28	61.53	0.01
	July 1, 2018	43.46	3.91	1.30	2.25	8.74	0.18	0.45	0.30	0.31	60.90	0.35	0.28	61.53	0.01
	July 15, 2018	44.57	4.01	1.34	3.25	6.50	0.18	0.45	0.30	0.31	60.91	0.35	0.28	61.54	0.01
Assistant Foreperson	Jan 7, 2018	39.91	3.59	1.20	2.25	8.74	0.23	0.45	0.30	0.26	56.93	0.35	0.28	57.56	0.01
	July 1, 2018	39.91	3.59	1.20	2.25	8.74	0.18	0.45	0.30	0.31	56.93	0.35	0.28	57.56	0.01
	July 15, 2018	41.02	3.69	1.23	3.25	6.50	0.18	0.45	0.30	0.31	56.93	0.35	0.28	57.56	0.01
Journeyperson	Jan 7, 2018	38.71	3.48	1.16	2.25	8.74	0.23	0.45	0.30	0.26	55.58	0.35	0.28	56.21	0.01
	July 1, 2018	38.71	3.48	1.16	2.25	8.74	0.18	0.45	0.30	0.31	55.58	0.35	0.28	56.21	0.01
	July 15, 2018	39.82	3.58	1.19	3.25	6.50	0.18	0.45	0.30	0.31	55.58	0.35	0.28	56.21	0.01
3rd Year Apprentice (1)	Jan 7, 2018	34.64	3.12	1.04	2.25	8.74	0.23	0.45	0.30	0.26	51.03	0.35	0.28	51.66	0.01
	July 1, 2018	34.64	3.12	1.04	2.25	8.74	0.18	0.45	0.30	0.31	51.03	0.35	0.28	51.66	0.01
	July 15, 2018	35.75	3.22	1.07	3.25	6.50	0.18	0.45	0.30	0.31	51.03	0.35	0.28	51.66	0.01
2nd Year Apprentice (1)	Jan 7, 2018	28.54	2.57	0.86	2.25	8.74	0.23	0.45	0.30	0.26	44.20	0.35	0.28	44.83	0.01
	July 1, 2018	28.54	2.57	0.86	2.25	8.74	0.18	0.45	0.30	0.31	44.20	0.35	0.28	44.83	0.01
	July 15, 2018	29.65	2.67	0.89	3.25	6.50	0.18	0.45	0.30	0.31	44.20	0.35	0.28	44.83	0.01
1st Year Apprentice (1)	Jan 7, 2018	22.43	2.02	0.67	2.25	8.74	0.23	0.45	0.30	0.26	37.35	0.35	0.28	37.98	0.01
	July 1, 2018	22.43	2.02	0.67	2.25	8.74	0.18	0.45	0.30	0.31	37.35	0.35	0.28	37.98	0.01
	July 15, 2018	23.53	2.12	0.71	3.25	6.50	0.18	0.45	0.30	0.31	37.35	0.35	0.28	37.98	0.01
Helper (1)	Jan 7, 2018	28.54	2.57	0.86	2.25	8.74	0.23	0.45	0.30	0.26	44.20	0.35	0.28	44.83	0.01
	July 1, 2018	28.54	2.57	0.86	2.25	8.74	0.18	0.45	0.30	0.31	44.20	0.35	0.28	44.83	0.01
	July 15, 2018	29.65	2.67	0.89	3.25	6.50	0.18	0.45	0.30	0.31	44.20	0.35	0.28	44.83	0.01

Refer to Footnotes on page 2

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

**BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS (LOCAL LODGE 73)**

**APPENDIX: NEW BRUNSWICK
WAGE AND BENEFIT SCHEDULE**

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

Effective Date	Aug 6, 2017
Hours of Work	8
Shift Premium 2nd Shift	1 1/5
3rd Shift	1 1/5
Overtime	2
Transportation Rate	0.50
Subsistence	\$105 / Day Worked

Summary of Contributions contained in National Training (NTTF)	
National Training (NTTF)	\$0.10
IBB/Union Funds	
National Organizing	\$0.04
National 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 \$2.24 from July 5, 2015 to July 14, 2018. 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 from July 5, 2015 to July 14, 2018 was previously \$2.24.
- (2) See page 2 for breakdown of National Training.
- (3) Effective August 6, 2017, the Educational Training Fund will increase by \$0.25 for the province of New Brunswick. This increase is outside the total wage package.
- (4) Effective May 6, 2012, a contribution of \$0.05/hour, was 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 5, 2013, base wage rates are inclusive of \$0.01 to be deducted from the employee for Helmets to Hardhats (H2H). Please note that the Union Promotion Fund was reduced by \$0.01 (effective May 5, 2013) to provide for the \$0.01/hour employee deduction. 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

All contributions paid on hours earned with the exception of the employee deduction to Helmets to Hardhats (H2H), which is paid on hours worked.

Refer to Footnotes on page 2

(A) = Based on Hours Earned
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**BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS (LOCAL LODGE 73)**

**APPENDIX: NOVA SCOTIA (MAINLAND) & PRINCE EDWARD ISLAND
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR UNION PROMOTION FUND, HEALTH AND WELFARE, PENSION SPECIAL FUNDING AND WAGE RATE - EFFECTIVE JULY 15, 2018)												Employer Contributions (Outside the Total Wage Package)			Employee Deduction
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	(A)	(A)	(A)	(A)	(A)	(A)	Total Wage Package	(A)	(A)	Total Cost	(B)
					Health & Welfare	Pension (1)	Union Promotion	Educational Training	Apprenticeship	National Training (2)		Educational Training (3)	Administration* & Workforce Planning (4)		Helmets to Hardhats (H2H) (5)
General Foreperson	Jan 7, 2018	42.93	3.86	1.29	2.25	8.74	0.23	0.45	0.30	0.26	60.31	0.35	0.34	61.00	0.01
	July 1, 2018	42.93	3.86	1.29	2.25	8.74	0.18	0.45	0.30	0.31	60.31	0.35	0.34	61.00	0.01
	July 15, 2018	44.04	3.96	1.32	3.25	6.50	0.18	0.45	0.30	0.31	60.31	0.35	0.34	61.00	0.01
Foreperson	Jan 7, 2018	40.68	3.66	1.22	2.25	8.74	0.23	0.45	0.30	0.26	57.79	0.35	0.34	58.48	0.01
	July 1, 2018	40.68	3.66	1.22	2.25	8.74	0.18	0.45	0.30	0.31	57.79	0.35	0.34	58.48	0.01
	July 15, 2018	41.79	3.76	1.25	3.25	6.50	0.18	0.45	0.30	0.31	57.79	0.35	0.34	58.48	0.01
Assistant Foreperson	Jan 7, 2018	38.63	3.48	1.16	2.25	8.74	0.23	0.45	0.30	0.26	55.50	0.35	0.34	56.19	0.01
	July 1, 2018	38.63	3.48	1.16	2.25	8.74	0.18	0.45	0.30	0.31	55.50	0.35	0.34	56.19	0.01
	July 15, 2018	39.74	3.58	1.19	3.25	6.50	0.18	0.45	0.30	0.31	55.50	0.35	0.34	56.19	0.01
Journeyperson	Jan 7, 2018	37.43	3.37	1.12	2.25	8.74	0.23	0.45	0.30	0.26	54.15	0.35	0.34	54.84	0.01
	July 1, 2018	37.43	3.37	1.12	2.25	8.74	0.18	0.45	0.30	0.31	54.15	0.35	0.34	54.84	0.01
	July 15, 2018	38.54	3.47	1.16	3.25	6.50	0.18	0.45	0.30	0.31	54.16	0.35	0.34	54.85	0.01
3rd Year Apprentice (1)	Jan 7, 2018	33.49	3.01	1.00	2.25	8.74	0.23	0.45	0.30	0.26	49.73	0.35	0.34	50.42	0.01
	July 1, 2018	33.49	3.01	1.00	2.25	8.74	0.18	0.45	0.30	0.31	49.73	0.35	0.34	50.42	0.01
	July 15, 2018	34.59	3.11	1.04	3.25	6.50	0.18	0.45	0.30	0.31	49.73	0.35	0.34	50.42	0.01
2nd Year Apprentice (1)	Jan 7, 2018	27.58	2.48	0.83	2.25	8.74	0.23	0.45	0.30	0.26	43.12	0.35	0.34	43.81	0.01
	July 1, 2018	27.58	2.48	0.83	2.25	8.74	0.18	0.45	0.30	0.31	43.12	0.35	0.34	43.81	0.01
	July 15, 2018	28.69	2.58	0.86	3.25	6.50	0.18	0.45	0.30	0.31	43.12	0.35	0.34	43.81	0.01
1st Year Apprentice (1)	Jan 7, 2018	21.66	1.95	0.65	2.25	8.74	0.23	0.45	0.30	0.26	36.49	0.35	0.34	37.18	0.01
	July 1, 2018	21.66	1.95	0.65	2.25	8.74	0.18	0.45	0.30	0.31	36.49	0.35	0.34	37.18	0.01
	July 15, 2018	22.77	2.05	0.68	3.25	6.50	0.18	0.45	0.30	0.31	36.49	0.35	0.34	37.18	0.01
Helper (1)	Jan 7, 2018	27.58	2.48	0.83	2.25	8.74	0.23	0.45	0.30	0.26	43.12	0.35	0.34	43.81	0.01
	July 1, 2018	27.58	2.48	0.83	2.25	8.74	0.18	0.45	0.30	0.31	43.12	0.35	0.34	43.81	0.01
	July 15, 2018	28.69	2.58	0.86	3.25	6.50	0.18	0.45	0.30	0.31	43.12	0.35	0.34	43.81	0.01

*Note: Prince Edward Island Administration Fund = \$0.25 Eff. July 3, 2011

Refer to Footnotes on page 2

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(B) = Based on Hours Worked

**BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS (LOCAL LODGE 73)**

**APPENDIX: NOVA SCOTIA (MAINLAND) & PRINCE EDWARD ISLAND
WAGE AND BENEFIT SCHEDULE**

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

Effective Date	Aug 6, 2017
Hours of Work	8
Shift Premium 2nd Shift	1 1/5
3rd Shift	1 1/5
Overtime	2
Transportation Rate	0.54
Subsistence	\$120 / Day Worked

Summary of Contributions contained in National Training (NTTF)	
National Training (NTTF)	\$0.10
IBB/Union Funds	
National Organizing	\$0.04
National 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 \$2.24 from July 5, 2015 to July 14, 2018. 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 from July 5, 2015 to July 14, 2018 was previously \$2.24.

(2) See page 2 for breakdown of National Training.

(3) Effective August 6, 2017, the Educational Training Fund will increase by \$0.25 for the provinces of Nova Scotia & Prince Edward Island. This increase is outside the total wage package.

(4) Effective May 6, 2012, a contribution of \$0.05/hour, was 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 5, 2013, base wage rates are inclusive of \$0.01 to be deducted from the employee for Helmets to Hardhats (H2H). Please note that the Union Promotion Fund was reduced by \$0.01 (effective May 5, 2013) to provide for the \$0.01/hour employee deduction. 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

All contributions paid on hours earned with the exception of the employee deduction to Helmets to Hardhats (H2H), which is paid on hours worked.

Refer to Footnotes on page 2

(A) = Based on Hours Earned
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**BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS (LOCAL LODGE 73)
APPENDIX: NOVA SCOTIA (CAPE BRETON ONLY)
WAGE AND BENEFIT SCHEDULE**

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	(A)								Employer Contributions (Outside the Total Wage Package)			Employee Deduction
					Health & Welfare	Pension (1)	Union Promotion	Educational Training	Apprenticeship	National Training (2)	Bldg. Trades Contribution	Total Wage Package	Educational Training (3)	Administration & Workforce Planning (4)	Total Cost	Helmets to Hardhats (H2H) (5)
General Foreperson	Jan 7, 2018	45.05	4.05	1.35	2.25	8.74	0.23	0.45	0.30	0.26	0.07	62.75	0.35	0.34	63.44	0.01
	July 1, 2018	45.05	4.05	1.35	2.25	8.74	0.18	0.45	0.30	0.31	0.07	62.75	0.35	0.34	63.44	0.01
	July 15, 2018	46.16	4.15	1.38	3.25	6.50	0.18	0.45	0.30	0.31	0.07	62.75	0.35	0.34	63.44	0.01
Foreperson	Jan 7, 2018	43.30	3.90	1.30	2.25	8.74	0.23	0.45	0.30	0.26	0.07	60.80	0.35	0.34	61.49	0.01
	July 1, 2018	43.30	3.90	1.30	2.25	8.74	0.18	0.45	0.30	0.31	0.07	60.80	0.35	0.34	61.49	0.01
	July 15, 2018	44.41	4.00	1.33	3.25	6.50	0.18	0.45	0.30	0.31	0.07	60.80	0.35	0.34	61.49	0.01
Assistant Foreperson	Jan 7, 2018	41.50	3.74	1.25	2.25	8.74	0.23	0.45	0.30	0.26	0.07	58.79	0.35	0.34	59.48	0.01
	July 1, 2018	41.50	3.74	1.25	2.25	8.74	0.18	0.45	0.30	0.31	0.07	58.79	0.35	0.34	59.48	0.01
	July 15, 2018	42.61	3.83	1.28	3.25	6.50	0.18	0.45	0.30	0.31	0.07	58.78	0.35	0.34	59.47	0.01
Journeyperson	Jan 7, 2018	40.30	3.63	1.21	2.25	8.74	0.23	0.45	0.30	0.26	0.07	57.44	0.35	0.34	58.13	0.01
	July 1, 2018	40.30	3.63	1.21	2.25	8.74	0.18	0.45	0.30	0.31	0.07	57.44	0.35	0.34	58.13	0.01
	July 15, 2018	41.41	3.73	1.24	3.25	6.50	0.18	0.45	0.30	0.31	0.07	57.44	0.35	0.34	58.13	0.01
3rd Year Apprentice (1)	Jan 7, 2018	36.07	3.25	1.08	2.25	8.74	0.23	0.45	0.30	0.26	0.07	52.70	0.35	0.34	53.39	0.01
	July 1, 2018	36.07	3.25	1.08	2.25	8.74	0.18	0.45	0.30	0.31	0.07	52.70	0.35	0.34	53.39	0.01
	July 15, 2018	37.17	3.35	1.12	3.25	6.50	0.18	0.45	0.30	0.31	0.07	52.70	0.35	0.34	53.39	0.01
2nd Year Apprentice (1)	Jan 7, 2018	29.73	2.68	0.89	2.25	8.74	0.23	0.45	0.30	0.26	0.07	45.60	0.35	0.34	46.29	0.01
	July 1, 2018	29.73	2.68	0.89	2.25	8.74	0.18	0.45	0.30	0.31	0.07	45.60	0.35	0.34	46.29	0.01
	July 15, 2018	30.84	2.78	0.93	3.25	6.50	0.18	0.45	0.30	0.31	0.07	45.61	0.35	0.34	46.30	0.01
1st Year Apprentice (1)	Jan 7, 2018	23.38	2.10	0.70	2.25	8.74	0.23	0.45	0.30	0.26	0.07	38.48	0.35	0.34	39.17	0.01
	July 1, 2018	23.38	2.10	0.70	2.25	8.74	0.18	0.45	0.30	0.31	0.07	38.48	0.35	0.34	39.17	0.01
	July 15, 2018	24.49	2.20	0.73	3.25	6.50	0.18	0.45	0.30	0.31	0.07	38.48	0.35	0.34	39.17	0.01
Helper (1)	Jan 7, 2018	29.73	2.68	0.89	2.25	8.74	0.23	0.45	0.30	0.26	0.07	45.60	0.35	0.34	46.29	0.01
	July 1, 2018	29.73	2.68	0.89	2.25	8.74	0.18	0.45	0.30	0.31	0.07	45.60	0.35	0.34	46.29	0.01
	July 15, 2018	30.84	2.78	0.93	2.25	6.50	0.18	0.45	0.30	0.31	0.07	44.61	0.35	0.34	45.30	0.01

Refer to Footnotes on page 2

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

**BOILERMAKER CONTRACTORS' ASSOCIATION &
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FORGERS AND HELPERS (LOCAL LODGE 73)
APPENDIX: NOVA SCOTIA (CAPE BRETON ONLY)
WAGE AND BENEFIT SCHEDULE**

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

Effective Date	Aug 6, 2017
Hours of Work	8
Shift Premium	
2nd Shift	1 1/5
3rd Shift	1 1/5
Overtime	2
Transportation Rate	0.54
Subsistence	\$120 / Day Worked

<u>Summary of Contributions contained in National Training (NTTF)</u>	
National Training (NTTF)	\$0.10
<u>IBB/Union Funds</u>	
National Organizing	\$0.04
National 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 \$2.24 from July 5, 2015 to July 14, 2018. 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 from July 5, 2015 to July 14, 2018 was previously \$2.24.

(2) See page 2 for breakdown of National Training.

(3) Effective August 6, 2017, the Educational Training Fund will increase by \$0.25 for the province of Nova Scotia. This increase is outside the total wage package.

(4) Effective May 6, 2012, a contribution of \$0.05/hour, was 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 5, 2013, base wage rates are inclusive of \$0.01 to be deducted from the employee for Helmets to Hardhats (H2H). Please note that the Union Promotion Fund was reduced by \$0.01 (effective May 5, 2013) to provide for the \$0.01/hour employee deduction. 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

All contributions paid on hours earned with the exception of the employee deduction to Helmets to Hardhats (H2H), which is paid on hours worked.

Refer to Footnotes on page 2

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