

**BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS (LOCAL LODGE 555)**

**APPENDIX "F": MANITOBA
WAGE AND BENEFIT SCHEDULE**

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4.5%	(REVISÉ POUR HEALTH & WELFARE, EDUCATIONAL TRAINING, AND SUBSISTENCE - EFFECTIVE JULY 15, 2018)										Employer Contributions (Outside the Total Wage Package)			Employee Deduction
					(A) Health & Welfare	(A) Pension (1)	(A) Union Promotion	(A) Educational Training	(A) Apprenticeship	(A) National Training (2)	Total Wage Package	(A) Educational Training (3)	(A) Administration & Workforce Planning (4)	Total Cost	(B) Helmets to Hardhats (H2H) (5)			
General Foreperson	July 15, 2018	46.92	2.82	2.11	3.25	5.25	0.10	0.45	0.20	0.31	61.41	0.41	0.28	62.10	0.01			
	May 5, 2019	46.92	2.82	2.11	3.25	5.25	0.10	0.45	0.20	0.31	61.41	0.41	0.28	62.10	0.01			
	*Please Note: The rates for 2020 and 2021 will be subject to a Canadian CPI review in 2020 and 2021																	
	May 3, 2020	46.92	2.82	2.11	3.25	5.25	0.10	0.45	0.20	0.31	61.41	0.41	0.28	62.10	0.01			
	May 2, 2021	46.92	2.82	2.11	3.25	5.25	0.10	0.45	0.20	0.31	61.41	0.41	0.28	62.10	0.01			
Foreperson	July 15, 2018	43.17	2.59	1.94	3.25	5.25	0.10	0.45	0.20	0.31	57.26	0.41	0.28	57.95	0.01			
	May 5, 2019	43.17	2.59	1.94	3.25	5.25	0.10	0.45	0.20	0.31	57.26	0.41	0.28	57.95	0.01			
	*Please Note: The rates for 2020 and 2021 will be subject to a Canadian CPI review in 2020 and 2021																	
	May 3, 2020	43.17	2.59	1.94	3.25	5.25	0.10	0.45	0.20	0.31	57.26	0.41	0.28	57.95	0.01			
	May 2, 2021	43.17	2.59	1.94	3.25	5.25	0.10	0.45	0.20	0.31	57.26	0.41	0.28	57.95	0.01			
Assistant Foreperson	July 15, 2018	39.42	2.37	1.77	3.25	5.25	0.10	0.45	0.20	0.31	53.12	0.41	0.28	53.81	0.01			
	May 5, 2019	39.42	2.37	1.77	3.25	5.25	0.10	0.45	0.20	0.31	53.12	0.41	0.28	53.81	0.01			
	*Please Note: The rates for 2020 and 2021 will be subject to a Canadian CPI review in 2020 and 2021																	
	May 3, 2020	39.42	2.37	1.77	3.25	5.25	0.10	0.45	0.20	0.31	53.12	0.41	0.28	53.81	0.01			
	May 2, 2021	39.42	2.37	1.77	3.25	5.25	0.10	0.45	0.20	0.31	53.12	0.41	0.28	53.81	0.01			
Journeyperson	July 15, 2018	37.92	2.28	1.71	3.25	5.25	0.10	0.45	0.20	0.31	51.47	0.41	0.28	52.16	0.01			
	May 5, 2019	37.92	2.28	1.71	3.25	5.25	0.10	0.45	0.20	0.31	51.47	0.41	0.28	52.16	0.01			
	*Please Note: The rates for 2020 and 2021 will be subject to a Canadian CPI review in 2020 and 2021																	
	May 3, 2020	37.92	2.28	1.71	3.25	5.25	0.10	0.45	0.20	0.31	51.47	0.41	0.28	52.16	0.01			
	May 2, 2021	37.92	2.28	1.71	3.25	5.25	0.10	0.45	0.20	0.31	51.47	0.41	0.28	52.16	0.01			
3rd Year Apprentice (1)	July 15, 2018	34.05	2.04	1.53	3.25	5.25	0.10	0.45	0.20	0.31	47.18	0.41	0.28	47.87	0.01			
	May 5, 2019	34.05	2.04	1.53	3.25	5.25	0.10	0.45	0.20	0.31	47.18	0.41	0.28	47.87	0.01			
	*Please Note: The rates for 2020 and 2021 will be subject to a Canadian CPI review in 2020 and 2021																	
	May 3, 2020	34.05	2.04	1.53	3.25	5.25	0.10	0.45	0.20	0.31	47.18	0.41	0.28	47.87	0.01			
	May 2, 2021	34.05	2.04	1.53	3.25	5.25	0.10	0.45	0.20	0.31	47.18	0.41	0.28	47.87	0.01			
2nd Year Apprentice (1)	July 15, 2018	28.21	1.69	1.27	3.25	5.25	0.10	0.45	0.20	0.31	40.73	0.41	0.28	41.42	0.01			
	May 5, 2019	28.21	1.69	1.27	3.25	5.25	0.10	0.45	0.20	0.31	40.73	0.41	0.28	41.42	0.01			
	*Please Note: The rates for 2020 and 2021 will be subject to a Canadian CPI review in 2020 and 2021																	
	May 3, 2020	28.21	1.69	1.27	3.25	5.25	0.10	0.45	0.20	0.31	40.73	0.41	0.28	41.42	0.01			
	May 2, 2021	28.21	1.69	1.27	3.25	5.25	0.10	0.45	0.20	0.31	40.73	0.41	0.28	41.42	0.01			
1st Year Apprentice (1)	July 15, 2018	22.39	1.34	1.01	3.25	5.25	0.10	0.45	0.20	0.31	34.30	0.41	0.28	34.99	0.01			
	May 5, 2019	22.39	1.34	1.01	3.25	5.25	0.10	0.45	0.20	0.31	34.30	0.41	0.28	34.99	0.01			
	*Please Note: The rates for 2020 and 2021 will be subject to a Canadian CPI review in 2020 and 2021																	
	May 3, 2020	22.39	1.34	1.01	3.25	5.25	0.10	0.45	0.20	0.31	34.30	0.41	0.28	34.99	0.01			
	May 2, 2021	22.39	1.34	1.01	3.25	5.25	0.10	0.45	0.20	0.31	34.30	0.41	0.28	34.99	0.01			

***Note:** Please contact the BCA or IBB offices for information on the rates and remittances applicable in Nunavut.

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(REVISED FOR HEALTH & WELFARE, EDUCATIONAL TRAINING, AND SUBSISTENCE - EFFECTIVE JULY 15, 2018)

Effective Date	July 15, 2018	May 5, 2019	May 3, 2020	May 2, 2021
Hours of Work	8	8	8	8
Shift Premium				
2nd Shift	3.75	3.75	3.75	3.75
3rd Shift	3.75	3.75	3.75	3.75
Overtime	(See Article 16.01)			
Transportation Rate	0.55	TBD PER CRA	TBD PER CRA	TBD PER CRA
Travel Rate	0.32	0.32	0.32	0.32
Subsistence				
North of 53rd Parallel				
The Pas, Flin Flon	\$175 / Day Worked	\$175 / Day Worked	\$175 / Day Worked	\$175 / Day Worked
Thompson	\$185 / Day Worked	\$185 / Day Worked	\$185 / Day Worked	\$185 / Day Worked
South of 53rd Parallel				
All Regions	\$135 / Day Worked	\$135 / Day Worked	\$135 / Day Worked	\$135 / Day Worked
	(See Article 20.01)			

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 \$1.62 from May 3, 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 May 3, 2015 to July 14, 2018.
- (2) See above for breakdown of National Training.
- (3) Effective May 7, 2017, the Education and Training Fund will increase by \$0.16 for the province of Manitoba. This increase is outside the total wage package until the expiration of the agreement April 30, 2022.
- (4) 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.
- (5) Effective May 5, 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).

NOTES

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