



August 8, 2018

BOILERMAKERS LOCAL 359
PAN-CANADIAN HARMONIZATION INITIATIVE
APPRENTICE RATES – EFFECTIVE SEPTEMBER 2, 2018

The Boilermaker Local Lodge 359 Apprenticeship Program will be changing in September 2018 due to the Pan-Canadian Harmonization Initiative. The work-based training hour requirement has decreased by 750 hours (the old program required 5700 hours; the new program requires 4950 hours) in British Columbia. The Industry Training Authority (ITA) in British Columbia will be transitioning the Apprentices to the new program in September. Any technical training and/or work-based hours on the apprentice's current record will be transferred over. The Apprentice will receive a letter from the ITA when their program has been changed outlining the new completion requirements. The trade name will now be identified using the Red Seal name only, 'Boilermaker', previously Construction Boilermaker.

The goal of the Pan-Canadian Harmonization Initiative is to align Apprentice systems across Canada by making training requirements more consistent in the Red Seal trades across jurisdictions in order to; facilitate the mobility of apprentices; support an increase in completion rates and to enable employers to more easily access the workforce they need (*source: Canadian Council of Directors of Apprenticeship Harmonization*).

As a result, the BCA of British Columbia and Boilermakers Lodge 359 have agreed to amend the Apprentice classifications and wage rates as follows, **effective September 2, 2018**:

Classification:	Effective Date:	Hourly Wage Rate:
5 th Year (90%)	September 2, 2018	\$39.02
4 th Year (83%)	September 2, 2018	\$35.98
3 rd Year (75%)	September 2, 2018	\$32.51
2 nd Year (69%)	September 2, 2018	\$29.91
1 st Year (63%)	n/a	\$27.31 (<i>No Change</i>)
Pre-Apprentice	n/a	\$23.84 (<i>No Change</i>)

Note: The Level 6 Apprentice (6th 1000 Hours) classification has been eliminated due to the Pan-Canadian Harmonization Initiative. The 3rd Year Apprentice rate has been changed to 75% of the Journeyperson rate, consistent with the middle-level for Apprentices in all other Provinces.

Please see the attached British Columbia (Local 359) Wage and Benefit Schedule which has been updated to reflect the above changes. The revised Wage and Benefit Schedule can also be located on the BCA website under the 'Current Wage and Benefit Schedule' header at <http://www.bcacanada.ca/bca-negotiated-agreements-british-columbia>.

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

**BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS (LOCAL LODGE 359)**

**APPENDIX "A": BRITISH COLUMBIA
WAGE AND BENEFIT SCHEDULE**

REVISED FOR APPRENTICE RATES (PAN-CANADIAN HARMONIZATION INITIATIVE) - EFFECTIVE SEPTEMBER 2, 2018

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 6%	Health & Welfare	(A) Pension	(A) Promotion Fund	(A) Apprntrshp & Trade Advancmnt	(A) Rehabilitation Fund	(A) National Training (1)	(B) Western Canada Boilermaker Advantage Fund (2)	(B) Helmets to Hardhats (3)	Total Wage Package	Employer Contributions (Outside the Total Wage Package)		
														(A) Job Ready Dispatch (4)	(A) Management Administration & Workforce Planning (5)	(A) Total Cost
General Foreperson (J + 18%)	May 6, 2018	51.15	3.07	3.07	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	69.75	0.30	0.28	70.33
	May 5, 2019	52.10	3.13	3.13	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	70.82	0.30	0.28	71.40
	May 3, 2020	54.00	3.24	3.24	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	72.94	0.30	0.28	73.52
Foreperson (J + 13%)	May 6, 2018	48.99	2.94	2.94	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	67.33	0.30	0.28	67.91
	May 5, 2019	49.89	2.99	2.99	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	68.33	0.30	0.28	68.91
	May 3, 2020	51.71	3.10	3.10	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	70.37	0.30	0.28	70.95
Journeyman	May 6, 2018	43.35	2.60	2.60	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	61.01	0.30	0.28	61.59
	May 5, 2019	44.15	2.65	2.65	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	61.91	0.30	0.28	62.49
	May 3, 2020	45.76	2.75	2.75	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	63.72	0.30	0.28	64.30
Apprentices:																
5th Year (90%) (6)	Sept 2, 2018	39.02	2.34	2.34	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	56.16	0.30	0.28	56.74
	May 5, 2019	39.74	2.38	2.38	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	56.96	0.30	0.28	57.54
	May 3, 2020	41.18	2.47	2.47	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	58.58	0.30	0.28	59.16
4th Year (83%) (6)	Sept 2, 2018	35.98	2.16	2.16	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	52.76	0.30	0.28	53.34
	May 5, 2019	36.64	2.20	2.20	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	53.50	0.30	0.28	54.08
	May 3, 2020	37.98	2.28	2.28	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	55.00	0.30	0.28	55.58
3rd Year (75%) (6)	Sept 2, 2018	32.51	1.95	1.95	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	48.87	0.30	0.28	49.45
	May 5, 2019	33.11	1.99	1.99	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	49.55	0.30	0.28	50.13
	May 3, 2020	34.32	2.06	2.06	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	50.90	0.30	0.28	51.48

Refer to Footnotes on page 2

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

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WAGE AND BENEFIT SCHEDULE**

REVISED FOR APPRENTICE RATES (PAN-CANADIAN HARMONIZATION INITIATIVE) - EFFECTIVE SEPTEMBER 2, 2018

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 6%	(A) Health & Welfare	(A) Pension	(A) Promotion Fund	(A) Apprntrshp & Trade Advancmnt	(A) Rehabilitation Fund	(A) National Training (1)	(B) Western Canada Boilermaker Advantage (2)	(B) Helmets to Hardhats (3)	Total Wage Package	Employer Contributions (Outside the Total Wage Package)		
														(A) Job Ready Dispatch (4)	(A) Management Administration & Workforce Planning (5)	(A) Total Cost
2nd Year (69%) (6)	Sept 2, 2018	29.91	1.79	1.79	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	45.95	0.30	0.28	46.53
	May 5, 2019	30.46	1.83	1.83	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	46.58	0.30	0.28	47.16
	May 3, 2020	31.57	1.89	1.89	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	47.81	0.30	0.28	48.39
1st Year (63%)	May 6, 2018	27.31	1.64	1.64	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	43.05	0.30	0.28	43.63
	May 5, 2019	27.81	1.67	1.67	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	43.61	0.30	0.28	44.19
	May 3, 2020	28.83	1.73	1.73	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	44.75	0.30	0.28	45.33
Pre Apprentice (55%)	May 6, 2018	23.84	1.43	1.43	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	39.16	0.30	0.28	39.74
	May 5, 2019	24.28	1.46	1.46	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	39.66	0.30	0.28	40.24
	May 3, 2020	25.17	1.51	1.51	3.49	7.75	0.13	0.77	0.02	0.27	0.02	0.01	40.65	0.30	0.28	41.23

Effective Date	May 6, 2018	May 5, 2019
Hours of Work	8	8
Shift Premium:		
2nd Shift	6.00	6.00
3rd Shift	6.00	6.00
Overtime	See Article 16.01	
Transportation Rate	0.55 (Effective Feb 28/18)	TBD PER CRA Feb 28/19
Subsistence	\$145 / Day	\$150 / Day
Meal Allowance (when Employer Supplied Room)	\$67.50 / Day	\$67.50 / Day

Summary of Contributions contained in National Training (NTTF)	
BCA Funds	
National Training (NTTF)	\$0.10
IBB/Union Funds	
National Health & Safety	\$0.10
International Union	\$0.03
National Organizing	\$0.04

FOOTNOTES:

- (1) See above for breakdown of National Training.
 - (2) Effective November 5, 2017, \$0.02 has been redirected from the hourly wage rate to Western Canada Boilermaker Advantage Fund.
 - (3) Effective November 5, 2017, \$0.01 has been redirected from the hourly wage rate to Helmets to Hardhats (H2H).
 - (4) Effective March 4, 2018 a contribution of \$0.30/hour earned to fund the Job Ready Dispatch Program.
 - (5) 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.
 - (6) Effective September 2, 2018, as a result of the Pan-Canadian Harmonization Initiative, the Level '6th 1000 Hours' Apprentice Classification has been eliminated and the '3rd Year' Rate has been amended to be 75% of the Journeyperson rate.
- Note: Effective May 1, 2018, the \$0.01 per hour earned contribution to the Jurisdictional Assignment Plan (JAP) was suspended until further notice.

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