



October 15, 2018

IMPORTANT NOTICE
BCA / CLRA-NL / IBB LOCAL 203 - NEWFOUNDLAND & LABRADOR
WAGE & BENEFIT SCHEDULE (ATTACHED)

The Boilermaker Contractors' Association, Construction Labour Relations Association of Newfoundland and Labrador and the International Brotherhood of Boilermakers Local Lodge 203 Collective Agreement was subject to a wage re-opener/review in 2018, following a two-year wage freeze.

As a result of the wage re-opener/review, the parties have agreed to the following:

Effective:

October 21, 2018	2% on base hourly wage rate
May 5, 2019 (1st Sunday in May)	2% on base hourly wage rate
May 3, 2020 (1st Sunday in May)	1% on base hourly wage rate
May 2, 2021 (1st Sunday in May)	1% on base hourly wage rate

The parties have also agreed to the following language in order to reduce transportation costs incurred by the contractor for employees living in close proximity to a job site and receiving travel.

Article 19.00 – Travelling Expenses

Employees Living in Close Proximity to a Job Site

19.01 (d) Transportation to the job will be paid at sixty-eight cents (\$0.68 cents) per kilometre, one way from home for distance of 42 kilometres or greater to a maximum of eighty-eight dollars (\$88.00) per day.

If an employee is recruited to a jobsite within the employer's municipality, which is more than 98 kilometres from the employee's permanent residence, the employee shall receive subsistence allowance.

The Collective Agreement was extended by one year and will now expire April 30, 2022.

Attached is the Newfoundland and Labrador Wage and Benefit Schedule **effective October 21, 2018**.

Should you have any questions please do not hesitate to contact Marty Albright or Leslie Mullaly.

**BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS (LOCAL LODGE 203)**

**APPENDIX: NEWFOUNDLAND & LABRADOR
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR WAGE RE-OPENER / REVIEW - EFFECTIVE OCTOBER 21, 2018)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 8%	Statutory Holiday Pay 4%	Employer Contributions (Outside the Total Wage Package)										Employee Deduction				
					(A) Health & Welfare	(A) Pension (1)	(A) Educational Training	(A) Apprenticeship	(A) National Training (2)	(B) Bldg. Trades Contrib.	(A) Employee Assistance Program (EAP)	(A) Building Fund	(A) Benevolent Fund**	(A) Total Wage Package		(A) NL Job Promo.	(A) Educational Training (3)	(A) Administration & Workforce Planning (4)	(A) Total Cost
General Foreperson	Oct 21, 2018	42.01	3.36	1.68	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	56.95	0.85	0.15	0.58	58.53	0.01
	May 5, 2019	42.77	3.42	1.71	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	57.80	0.85	0.15	0.58	59.38	0.01
	May 3, 2020	43.16	3.45	1.73	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	58.24	0.85	0.15	0.58	59.82	0.01
	May 2, 2021	43.55	3.48	1.74	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	58.67	0.85	0.15	0.58	60.25	0.01
Foreperson	Oct 21, 2018	40.91	3.27	1.64	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	55.72	0.85	0.15	0.58	57.30	0.01
	May 5, 2019	41.67	3.33	1.67	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	56.57	0.85	0.15	0.58	58.15	0.01
	May 3, 2020	42.06	3.36	1.68	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	57.00	0.85	0.15	0.58	58.58	0.01
	May 2, 2021	42.45	3.40	1.70	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	57.45	0.85	0.15	0.58	59.03	0.01
Assistant Foreperson	Oct 21, 2018	39.56	3.16	1.58	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	54.20	0.85	0.15	0.58	55.78	0.01
	May 5, 2019	40.32	3.23	1.61	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	55.06	0.85	0.15	0.58	56.64	0.01
	May 3, 2020	40.71	3.26	1.63	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	55.50	0.85	0.15	0.58	57.08	0.01
	May 2, 2021	41.10	3.29	1.64	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	55.93	0.85	0.15	0.58	57.51	0.01
Journeyperson	Oct 21, 2018	37.86	3.03	1.51	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	52.30	0.85	0.15	0.58	53.88	0.01
	May 5, 2019	38.62	3.09	1.54	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	53.15	0.85	0.15	0.58	54.73	0.01
	May 3, 2020	39.01	3.12	1.56	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	53.59	0.85	0.15	0.58	55.17	0.01
	May 2, 2021	39.40	3.15	1.58	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	54.03	0.85	0.15	0.58	55.61	0.01
3rd Year Apprentice (1) 90%	Oct 21, 2018	34.07	2.73	1.36	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	48.06	0.85	0.15	0.58	49.64	0.01
	May 5, 2019	34.76	2.78	1.39	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	48.83	0.85	0.15	0.58	50.41	0.01
	May 3, 2020	35.11	2.81	1.40	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	49.22	0.85	0.15	0.58	50.80	0.01
	May 2, 2021	35.46	2.84	1.42	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	49.62	0.85	0.15	0.58	51.20	0.01
2nd Year Apprentice (1) 75%	Oct 21, 2018	28.40	2.27	1.14	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	41.71	0.85	0.15	0.58	43.29	0.01
	May 5, 2019	28.97	2.32	1.16	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	42.35	0.85	0.15	0.58	43.93	0.01
	May 3, 2020	29.26	2.34	1.17	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	42.67	0.85	0.15	0.58	44.25	0.01
	May 2, 2021	29.55	2.36	1.18	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	42.99	0.85	0.15	0.58	44.57	0.01
1st Year Apprentice (1) 60%	Oct 21, 2018	22.72	1.82	0.91	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	35.35	0.85	0.15	0.58	36.93	0.01
	May 5, 2019	23.17	1.85	0.93	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	35.85	0.85	0.15	0.58	37.43	0.01
	May 3, 2020	23.41	1.87	0.94	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	36.12	0.85	0.15	0.58	37.70	0.01
	May 2, 2021	23.64	1.89	0.95	3.25	5.00	0.42	0.28	0.33	0.30	0.10	0.10	0.12	36.38	0.85	0.15	0.58	37.96	0.01

**Benevolent Fund to be remitted directly to the Union.

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Effective Date	May 6, 2018
Hours of Work	8
Shift Premium 2nd Shift	1 1/5
3rd Shift	1 1/5
Overtime	2
Transportation Rate	0.68
Subsistence	\$88 / Cal Day

<u>Summary of Contributions contained in National Training Column (on page 1)</u>	
National Training (NTTF)	\$0.10
IBB/Union Funds	
National Health & Safety	\$0.10
National Organizing	\$0.04
Promotion	\$0.03
National Marketing	\$0.04
Leap Fund	\$0.02

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 \$1.50 from May 3, 2015 to July 14, 2018. Rates for First, Second & Third Year Apprentices, and Helper were 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 8, 2016, \$0.15 from the Newfoundland Job Promotion Fund (NLJPF) will be redirected to the Educational Training Fund to provide for training expense reimbursements. Effective April 30, 2019, this \$0.15 redirected to the Educational Training (outside the total wage package) will be sun-setted and subject to review and discussion at that time.
- (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 3, 2015, \$0.01/hour worked will be deducted from each employee and will be directed to Helmets to Hardhats (H2H) (previously Canadian Building Trades). 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

Refer to Footnotes on page 2

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