

**BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS (LOCAL LODGE 146)**

**APPENDIX "A": ALBERTA
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR NATIONAL HEALTH AND WELFARE FUND - EFFECTIVE MAY 1, 2020)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	Employer Contributions (Outside the Total Wage Package)												Total Cost	Workforce Development Trust (7)
					(A) Health & Welfare	(A) Pension (2)	(A) Union Promotion	(A) Educational Training (3)	(A) Apprenticeship	(A) National Training (4)	(A) Total Wage Package	(B) BCABEAP	(A) National Training (4)	(B) RSAP (5)	(A) Administration (6)	(B) Workforce Development Trust (7)		
General Foreperson	Nov 4, 2018	53.59	3.22	2.14	3.25	6.00	0.15	0.55	0.10	0.27	69.27	0.04	0.04	0.12	0.25	-	69.72	0.01
	June 1, 2019	53.50	3.21	2.14	3.35	6.00	0.15	0.55	0.10	0.27	69.27	0.04	0.04	0.12	0.25	-	69.72	0.01
	May 1, 2020	53.41	3.20	2.14	3.45	6.00	0.15	0.55	0.10	0.27	69.27	0.04	0.04	0.12	0.25	-	69.72	0.01
Foreperson	Nov 4, 2018	51.59	3.10	2.06	3.25	6.00	0.15	0.55	0.10	0.27	67.07	0.04	0.04	0.12	0.25	-	67.52	0.01
	June 1, 2019	51.50	3.09	2.06	3.35	6.00	0.15	0.55	0.10	0.27	67.07	0.04	0.04	0.12	0.25	-	67.52	0.01
	May 1, 2020	51.41	3.08	2.06	3.45	6.00	0.15	0.55	0.10	0.27	67.07	0.04	0.04	0.12	0.25	-	67.52	0.01
Assistant Foreperson	Nov 4, 2018	49.24	2.95	1.97	3.25	6.00	0.15	0.55	0.10	0.27	64.48	0.04	0.04	0.12	0.25	-	64.93	0.01
	June 1, 2019	49.15	2.95	1.97	3.35	6.00	0.15	0.55	0.10	0.27	64.49	0.04	0.04	0.12	0.25	-	64.94	0.01
	May 1, 2020	49.06	2.94	1.97	3.45	6.00	0.15	0.55	0.10	0.27	64.49	0.04	0.04	0.12	0.25	-	64.94	0.01
Journeyperson	Nov 4, 2018	46.09	2.77	1.84	3.25	6.00	0.15	0.55	0.10	0.27	61.02	0.04	0.04	0.12	0.25	-	61.47	0.01
	June 1, 2019	46.00	2.76	1.84	3.35	6.00	0.15	0.55	0.10	0.27	61.02	0.04	0.04	0.12	0.25	-	61.47	0.01
	May 1, 2020	45.91	2.75	1.84	3.45	6.00	0.15	0.55	0.10	0.27	61.02	0.04	0.04	0.12	0.25	-	61.47	0.01
3rd Year Apprentice	Nov 4, 2018	41.48	2.49	1.66	3.25	6.00	0.15	0.55	0.10	0.27	55.95	0.04	0.04	0.12	0.25	-	56.40	0.01
	June 1, 2019	41.40	2.48	1.66	3.35	6.00	0.15	0.55	0.10	0.27	55.96	0.04	0.04	0.12	0.25	-	56.41	0.01
	May 1, 2020	41.31	2.47	1.66	3.45	6.00	0.15	0.55	0.10	0.27	55.96	0.04	0.04	0.12	0.25	-	56.41	0.01
2nd Year Apprentice	Nov 4, 2018	34.57	2.07	1.38	3.25	6.00	0.15	0.55	0.10	0.27	48.34	0.04	0.04	0.12	0.25	-	48.79	0.01
	June 1, 2019	34.50	2.07	1.38	3.35	6.00	0.15	0.55	0.10	0.27	48.37	0.04	0.04	0.12	0.25	-	48.82	0.01
	May 1, 2020	34.41	2.06	1.38	3.45	6.00	0.15	0.55	0.10	0.27	48.37	0.04	0.04	0.12	0.25	-	48.82	0.01
1st Year Apprentice	Nov 4, 2018	27.65	1.66	1.11	3.25	6.00	0.15	0.55	0.10	0.27	40.74	0.04	0.04	0.12	0.25	-	41.19	0.01
	June 1, 2019	27.60	1.66	1.10	3.35	6.00	0.15	0.55	0.10	0.27	40.78	0.04	0.04	0.12	0.25	-	41.23	0.01
	May 1, 2020	27.51	1.65	1.10	3.45	6.00	0.15	0.55	0.10	0.27	40.78	0.04	0.04	0.12	0.25	-	41.23	0.01
Helper	Nov 4, 2018	34.57	2.07	1.38	3.25	6.00	0.15	0.55	0.10	0.27	48.34	0.04	0.04	0.12	0.25	-	48.79	0.01
	June 1, 2019	34.50	2.07	1.38	3.35	6.00	0.15	0.55	0.10	0.27	48.37	0.04	0.04	0.12	0.25	-	48.82	0.01
	May 1, 2020	34.41	2.06	1.38	3.45	6.00	0.15	0.55	0.10	0.27	48.37	0.04	0.04	0.12	0.25	-	48.82	0.01

*Note: Please contact the BCA or IBB offices for the rates and remittances applicable in Nunavut, Northwest Territories and the District of Mackenzie.

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Effective Date	May 7, 2017
Hours of Work	(See Article 14.00)
Shift Operations	
Two Shift Opertn.	3.50
3rd Shift	3.50
Overtime	(See Article 16.01)
Transportation Rate	0.52
Subsistence	(See Article 20.01) As per approved provincial rates

Summary of Contributions contained in National Training (NTTF)	
National Training (NTTF)	0.10*
(*\$0.04 of the above \$0.10 National Training (NTTF) total is outside the Total Wage Package as to not skew the relativity with other Alberta trades.)	
IBB/Union Funds	
National Organizing	\$0.04
Health & Safety	\$0.10
Union Promotion	\$0.03
National Marketing	\$0.04

FOOTNOTES:

- (1) Effective May 6, 2012, General Foreperson & Foreperson who hold the Industrial Construction Crew Supervisor (ICCS) designation will be paid an additional premium of \$1.00 (\$1.50 effective May 2017).
- (2) 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 \$2.00 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.
- (3) The Area Labour Agreement was enabled effective January 1, 2017 to include a \$0.05 per hour contribution to the Educational Training for the Job Ready Dispatch Program.
- (4) See above for breakdown of National Training.
- (5) Effective January 1, 2017, the Employer Contribution to RSAP will resume (previously suspended from January 2, 2011 to December 31, 2016).
- (6) The Employer will contribute \$0.05 per hour paid to the BCA to provide for a Resource Manager/Workforce Planning. Effective May 6, 2012, this \$0.05 from the Employer will be suspended until further notice.
- (7) Effective May 3, 2015, the Employer will contribute \$0.02 per hour worked to the Workforce Development Trust (WDT) Initiatives until such time as the wage adjustment formula results in a wage increase or as agreed to by the Alberta Employer's Coordinating Committee. Thereafter, \$0.01 per hour worked will be remitted on behalf of the Employer and \$0.01 per hour worked will be remitted on behalf of the employee. Effective May 3, 2015, the BCA of Alberta has contributed \$0.02/hour worked to the WDT on behalf of the Employers. Effective November 4, 2018, as a result of the wage increase, \$0.01 has been deducted from the increase and will be remitted on behalf of the Employee for the Workforce Development Trust (per hour worked). The remaining \$0.01/hour worked contribution will continue to be made by the BCA of Alberta to the WDT until the expiry of the current Collective Agreement.

Refer to Footnotes on page 2

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