

INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS (LOCAL LODGE 146)

NATIONAL MAINTENANCE AGREEMENT
WAGE AND BENEFIT SCHEDULE (EFFECTIVE MAY 1, 2020)

FORT MCMURRAY - SHORT TERM MAINTENANCE (REVISED FOR HEALTH AND WELFARE FUND CHANGE - EFFECTIVE MAY 1, 2020)													Employer Contributions (Outside the Total Wage Package)						
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	(A)		(A)		(A)		National Training (3)	Total Wage Package	(B)	(A)		(B)	(A)	Total Cost	Workforce Development Trust (5)
					Health & Welfare	Pension	Union Promotion	Educational Training (2)	Apprenticeship	BCABEAP				National Training (3)	RSAP				
General Foreperson (1)	Jan. 1, 2020	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	-	0.10	69.82	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	-	0.10	69.82	0.01
Foreperson (1)	Jan. 1, 2020	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	-	0.10	67.62	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	-	0.10	67.62	0.01
Assistant Foreperson	Jan. 1, 2020	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	-	0.10	65.04	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	-	0.10	65.04	0.01
Journeyman	Jan. 1, 2020	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	-	0.10	61.57	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	-	0.10	61.57	0.01
3rd Year Apprentice	Jan. 1, 2020	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	-	0.10	56.51	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	-	0.10	56.51	0.01
2nd Year Apprentice	Jan. 1, 2020	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	-	0.10	48.92	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	-	0.10	48.92	0.01
1st Year Apprentice	Jan. 1, 2020	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	-	0.10	41.33	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	-	0.10	41.33	0.01
Helper	Jan. 1, 2020	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	-	0.10	48.92	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	-	0.10	48.92	0.01

OUTSIDE FORT MCMURRAY - SHORT TERM MAINTENANCE (REVISED FOR HEALTH AND WELFARE FUND CHANGE - EFFECTIVE MAY 1, 2020)													Employer Contributions (Outside the Total Wage Package)						
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	(A)		(A)		(A)		National Training (3)	Total Wage Package	(B)	(A)		(B)	(A)	Total Cost	Workforce Development Trust (5)
					Health & Welfare	Pension	Union Promotion	Educational Training (2)	Apprenticeship	BCABEAP				National Training (3)	RSAP				
General Foreperson (1)	Jan. 1, 2020	52.75	3.17	2.11	3.35	6.00	0.15	0.55	0.10	0.27	68.45	0.04	0.04	0.12	0.25	-	0.10	69.00	0.01
	May 1, 2020	52.66	3.16	2.11	3.45	6.00	0.15	0.55	0.10	0.27	68.45	0.04	0.04	0.12	0.25	-	0.10	69.00	0.01
Foreperson (1)	Jan. 1, 2020	50.75	3.05	2.03	3.35	6.00	0.15	0.55	0.10	0.27	66.25	0.04	0.04	0.12	0.25	-	0.10	66.80	0.01
	May 1, 2020	50.66	3.04	2.03	3.45	6.00	0.15	0.55	0.10	0.27	66.25	0.04	0.04	0.12	0.25	-	0.10	66.80	0.01
Assistant Foreperson	Jan. 1, 2020	48.40	2.90	1.94	3.35	6.00	0.15	0.55	0.10	0.27	63.66	0.04	0.04	0.12	0.25	-	0.10	64.21	0.01
	May 1, 2020	48.31	2.89	1.94	3.45	6.00	0.15	0.55	0.10	0.27	63.66	0.04	0.04	0.12	0.25	-	0.10	64.21	0.01
Journeyman	Jan. 1, 2020	45.25	2.72	1.81	3.35	6.00	0.15	0.55	0.10	0.27	60.20	0.04	0.04	0.12	0.25	-	0.10	60.75	0.01
	May 1, 2020	45.16	2.71	1.81	3.45	6.00	0.15	0.55	0.10	0.27	60.20	0.04	0.04	0.12	0.25	-	0.10	60.75	0.01
3rd Year Apprentice	Jan. 1, 2020	40.73	2.44	1.63	3.35	6.00	0.15	0.55	0.10	0.27	55.22	0.04	0.04	0.12	0.25	-	0.10	55.77	0.01
	May 1, 2020	40.64	2.43	1.63	3.45	6.00	0.15	0.55	0.10	0.27	55.22	0.04	0.04	0.12	0.25	-	0.10	55.77	0.01
2nd Year Apprentice	Jan. 1, 2020	33.94	2.04	1.36	3.35	6.00	0.15	0.55	0.10	0.27	47.76	0.04	0.04	0.12	0.25	-	0.10	48.31	0.01
	May 1, 2020	33.85	2.03	1.36	3.45	6.00	0.15	0.55	0.10	0.27	47.76	0.04	0.04	0.12	0.25	-	0.10	48.31	0.01
1st Year Apprentice	Jan. 1, 2020	27.15	1.63	1.09	3.35	6.00	0.15	0.55	0.10	0.27	40.29	0.04	0.04	0.12	0.25	-	0.10	40.84	0.01
	May 1, 2020	27.06	1.62	1.09	3.45	6.00	0.15	0.55	0.10	0.27	40.29	0.04	0.04	0.12	0.25	-	0.10	40.84	0.01
Helper	Jan. 1, 2020	33.94	2.04	1.36	3.35	6.00	0.15	0.55	0.10	0.27	47.76	0.04	0.04	0.12	0.25	-	0.10	48.31	0.01
	May 1, 2020	33.85	2.03	1.36	3.45	6.00	0.15	0.55	0.10	0.27	47.76	0.04	0.04	0.12	0.25	-	0.10	48.31	0.01

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:

- 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).
- 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.
- See above for breakdown of National Training.
- 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.
- 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.

Refer to Footnotes

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

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 further notice.

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