

**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 SETTLEMENT - EFFECTIVE SEPTEMBER 4, 2022)

| 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 (5) | | | |
|--------------------------------------|----------------|------------------|-----------------|--------------------------|---|-------------|---------------------|--------------------------|--------------------|---------------------------|------------------------|-------------|---------------------------|----------|------------|---------------------------------|------------------------|------------------------------------|-------------------------------------|
| | | | | | (A) Health Plan | (A) Pension | (A) Union Promotion | (A) Educational Training | (A) Apprenticeship | (A) National Training (2) | (A) Total Wage Package | (B) BCABEAP | (A) National Training (2) | (B) RSAP | | | (A) Administration (3) | (A) Job Ready Dispatch Program (4) | (B) Workforce Development Trust (5) |
| General Foreperson (1) (JP + \$7.50) | Sept. 4, 2022 | 57.77 | 3.47 | 2.31 | 3.65 | 6.00 | 0.15 | 0.50 | 0.10 | 0.27 | 74.22 | 0.04 | 0.04 | 0.12 | 0.25 | 0.15 | - | 74.82 | 0.01 |
| | May 7, 2023 | 60.50 | 3.63 | 2.42 | 3.65 | 6.00 | 0.15 | 0.50 | 0.10 | 0.27 | 77.22 | 0.04 | 0.04 | 0.12 | 0.25 | 0.20 | - | 77.87 | 0.01 |
| | May 5, 2024 | 62.77 | 3.77 | 2.51 | 3.65 | 6.00 | 0.15 | 0.50 | 0.10 | 0.27 | 79.72 | 0.04 | 0.04 | 0.12 | 0.25 | 0.25 | - | 80.42 | 0.01 |
| Foreperson (1) (JP + \$5.50) | Sept. 4, 2022 | 55.77 | 3.35 | 2.23 | 3.65 | 6.00 | 0.15 | 0.50 | 0.10 | 0.27 | 72.02 | 0.04 | 0.04 | 0.12 | 0.25 | 0.15 | - | 72.62 | 0.01 |
| | May 7, 2023 | 58.50 | 3.51 | 2.34 | 3.65 | 6.00 | 0.15 | 0.50 | 0.10 | 0.27 | 75.02 | 0.04 | 0.04 | 0.12 | 0.25 | 0.20 | - | 75.67 | 0.01 |
| | May 5, 2024 | 60.77 | 3.65 | 2.43 | 3.65 | 6.00 | 0.15 | 0.50 | 0.10 | 0.27 | 77.52 | 0.04 | 0.04 | 0.12 | 0.25 | 0.25 | - | 78.22 | 0.01 |
| Assistant Foreperson (JP + \$3.15) | Sept. 4, 2022 | 53.42 | 3.21 | 2.14 | 3.65 | 6.00 | 0.15 | 0.50 | 0.10 | 0.27 | 69.44 | 0.04 | 0.04 | 0.12 | 0.25 | 0.15 | - | 70.04 | 0.01 |
| | May 7, 2023 | 56.15 | 3.37 | 2.25 | 3.65 | 6.00 | 0.15 | 0.50 | 0.10 | 0.27 | 72.44 | 0.04 | 0.04 | 0.12 | 0.25 | 0.20 | - | 73.09 | 0.01 |
| | May 5, 2024 | 58.42 | 3.51 | 2.34 | 3.65 | 6.00 | 0.15 | 0.50 | 0.10 | 0.27 | 74.94 | 0.04 | 0.04 | 0.12 | 0.25 | 0.25 | - | 75.64 | 0.01 |
| Journey person | Sept. 4, 2022 | 50.27 | 3.02 | 2.01 | 3.65 | 6.00 | 0.15 | 0.50 | 0.10 | 0.27 | 65.97 | 0.04 | 0.04 | 0.12 | 0.25 | 0.15 | - | 66.57 | 0.01 |
| | May 7, 2023 | 53.00 | 3.18 | 2.12 | 3.65 | 6.00 | 0.15 | 0.50 | 0.10 | 0.27 | 68.97 | 0.04 | 0.04 | 0.12 | 0.25 | 0.20 | - | 69.62 | 0.01 |
| | May 5, 2024 | 55.27 | 3.32 | 2.21 | 3.65 | 6.00 | 0.15 | 0.50 | 0.10 | 0.27 | 71.47 | 0.04 | 0.04 | 0.12 | 0.25 | 0.25 | - | 72.17 | 0.01 |
| 3rd Year Apprentice (90%) | Sept. 4, 2022 | 45.24 | 2.71 | 1.81 | 3.65 | 6.00 | 0.15 | 0.50 | 0.10 | 0.27 | 60.43 | 0.04 | 0.04 | 0.12 | 0.25 | 0.15 | - | 61.03 | 0.01 |
| | May 7, 2023 | 47.70 | 2.86 | 1.91 | 3.65 | 6.00 | 0.15 | 0.50 | 0.10 | 0.27 | 63.14 | 0.04 | 0.04 | 0.12 | 0.25 | 0.20 | - | 63.79 | 0.01 |
| | May 5, 2024 | 49.74 | 2.98 | 1.99 | 3.65 | 6.00 | 0.15 | 0.50 | 0.10 | 0.27 | 65.38 | 0.04 | 0.04 | 0.12 | 0.25 | 0.25 | - | 66.08 | 0.01 |
| 2nd Year Apprentice (75%) | Sept. 4, 2022 | 37.70 | 2.26 | 1.51 | 3.65 | 6.00 | 0.15 | 0.50 | 0.10 | 0.27 | 52.14 | 0.04 | 0.04 | 0.12 | 0.25 | 0.15 | - | 52.74 | 0.01 |
| | May 7, 2023 | 39.75 | 2.39 | 1.59 | 3.65 | 6.00 | 0.15 | 0.50 | 0.10 | 0.27 | 54.40 | 0.04 | 0.04 | 0.12 | 0.25 | 0.20 | - | 55.05 | 0.01 |
| | May 5, 2024 | 41.45 | 2.49 | 1.66 | 3.65 | 6.00 | 0.15 | 0.50 | 0.10 | 0.27 | 56.27 | 0.04 | 0.04 | 0.12 | 0.25 | 0.25 | - | 56.97 | 0.01 |
| 1st Year Apprentice (60%) | Sept. 4, 2022 | 30.16 | 1.81 | 1.21 | 3.65 | 6.00 | 0.15 | 0.50 | 0.10 | 0.27 | 43.85 | 0.04 | 0.04 | 0.12 | 0.25 | 0.15 | - | 44.45 | 0.01 |
| | May 7, 2023 | 31.80 | 1.91 | 1.27 | 3.65 | 6.00 | 0.15 | 0.50 | 0.10 | 0.27 | 45.65 | 0.04 | 0.04 | 0.12 | 0.25 | 0.20 | - | 46.30 | 0.01 |
| | May 5, 2024 | 33.16 | 1.99 | 1.33 | 3.65 | 6.00 | 0.15 | 0.50 | 0.10 | 0.27 | 47.15 | 0.04 | 0.04 | 0.12 | 0.25 | 0.25 | - | 47.85 | 0.01 |
| Helper (75%) | Sept. 4, 2022 | 37.70 | 2.26 | 1.51 | 3.65 | 6.00 | 0.15 | 0.50 | 0.10 | 0.27 | 52.14 | 0.04 | 0.04 | 0.12 | 0.25 | 0.15 | - | 52.74 | 0.01 |
| | May 7, 2023 | 39.75 | 2.39 | 1.59 | 3.65 | 6.00 | 0.15 | 0.50 | 0.10 | 0.27 | 54.40 | 0.04 | 0.04 | 0.12 | 0.25 | 0.20 | - | 55.05 | 0.01 |
| | May 5, 2024 | 41.45 | 2.49 | 1.66 | 3.65 | 6.00 | 0.15 | 0.50 | 0.10 | 0.27 | 56.27 | 0.04 | 0.04 | 0.12 | 0.25 | 0.25 | - | 56.97 | 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.

Refer to Footnotes on page 2

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

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(REVISED FOR SETTLEMENT - EFFECTIVE SEPTEMBER 4, 2022)

| | |
|----------------------------|---|
| Effective Date | First Pay Period following May 1, 2022 |
| 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 | 0.58 |
| 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) See above for breakdown of National Training.
- (3) 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.
- (4) The Area Labour Agreement was enabled effective January 1, 2017 to include a \$0.05 per hour earned (employer contribution) for the Job Ready Dispatch Program. Effective September 4, 2022, the employer contribution for the Job Ready Dispatch Program will increase to \$0.15 per hour earned. Effective May 7, 2023, the employer contribution for the Job Ready Dispatch Program will increase to \$0.20 per hour earned. Effective May 5, 2024, the employer contribution for the Job Ready Dispatch Program will increase to \$0.25 per hour earned. The Job Ready Dispatch Program contribution will be remitted to IBB Local Lodge 146.
- (5) 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.

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