

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

MAINTENANCE AGREEMENT
WAGE AND BENEFIT SCHEDULE

(REVISED FOR SETTLEMENT - EFFECTIVE JUNE 1, 2025)

FORT MCMURRAY - MAINTENANCE												Employer Contributions										
												(Outside the Total Wage Package)										
					(A)	(A)	(A)	(A)	(A)	(A)		(B)	(A)	(B)	(A)	(A)	(A)	(B)		(B)		
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	Health Plan	Pension	Union Promotion	Educational Training (2)	Apprenticeship (2)	National Training (3)	Total Wage Package	BCABEAP	National Training (3)	RSAP	Administration (4)	Job Ready Dispatch Program (5)	Educational Training (5)	Workforce Development Trust (6)	Total Cost	Workforce Development Trust (6)		
General Foreperson (1) (JP + \$8.00)	June 1, 2025	64.90	3.89	2.60	3.95	7.00	0.15	0.60	0.15	0.27	83.51	0.04	0.04	0.12	0.25	0.25	0.05	-	84.26	0.01		
	May 3, 2026	66.85	4.01	2.67	4.05	7.00	0.15	0.60	0.15	0.27	85.75	0.04	0.04	0.12	0.25	0.25	0.05	-	86.50	0.01		
	May 6, 2027	68.15	4.09	2.73	4.15	7.00	0.15	0.60	0.15	0.27	87.29	0.04	0.04	0.12	0.25	0.25	0.05	-	88.04	0.01		
	May 7, 2028	69.58	4.17	2.78	4.15	7.00	0.15	0.60	0.15	0.27	88.85	0.04	0.04	0.12	0.25	0.25	0.05	-	89.60	0.01		
Foreperson (1) (JP + \$6.00)	June 1, 2025	62.90	3.77	2.52	3.95	7.00	0.15	0.60	0.15	0.27	81.31	0.04	0.04	0.12	0.25	0.25	0.05	-	82.06	0.01		
	May 3, 2026	64.85	3.89	2.59	4.05	7.00	0.15	0.60	0.15	0.27	83.55	0.04	0.04	0.12	0.25	0.25	0.05	-	84.30	0.01		
	May 6, 2027	66.15	3.97	2.65	4.15	7.00	0.15	0.60	0.15	0.27	85.09	0.04	0.04	0.12	0.25	0.25	0.05	-	85.84	0.01		
	May 7, 2028	67.58	4.05	2.70	4.15	7.00	0.15	0.60	0.15	0.27	86.65	0.04	0.04	0.12	0.25	0.25	0.05	-	87.40	0.01		
Assistant Foreperson (JP + \$3.15)	June 1, 2025	60.05	3.60	2.40	3.95	7.00	0.15	0.60	0.15	0.27	78.17	0.04	0.04	0.12	0.25	0.25	0.05	-	78.92	0.01		
	May 3, 2026	62.00	3.72	2.48	4.05	7.00	0.15	0.60	0.15	0.27	80.42	0.04	0.04	0.12	0.25	0.25	0.05	-	81.17	0.01		
	May 6, 2027	63.30	3.80	2.53	4.15	7.00	0.15	0.60	0.15	0.27	81.95	0.04	0.04	0.12	0.25	0.25	0.05	-	82.70	0.01		
	May 7, 2028	64.73	3.88	2.59	4.15	7.00	0.15	0.60	0.15	0.27	83.52	0.04	0.04	0.12	0.25	0.25	0.05	-	84.27	0.01		
Journeyperson	June 1, 2025	56.90	3.41	2.28	3.95	7.00	0.15	0.60	0.15	0.27	74.71	0.04	0.04	0.12	0.25	0.25	0.05	-	75.46	0.01		
	May 3, 2026	58.85	3.53	2.35	4.05	7.00	0.15	0.60	0.15	0.27	76.95	0.04	0.04	0.12	0.25	0.25	0.05	-	77.70	0.01		
	May 6, 2027	60.15	3.61	2.41	4.15	7.00	0.15	0.60	0.15	0.27	78.49	0.04	0.04	0.12	0.25	0.25	0.05	-	79.24	0.01		
	May 7, 2028	61.58	3.69	2.46	4.15	7.00	0.15	0.60	0.15	0.27	80.05	0.04	0.04	0.12	0.25	0.25	0.05	-	80.80	0.01		
3rd Year Apprentice (90%)	June 1, 2025	51.21	3.07	2.05	3.95	7.00	0.15	0.60	0.15	0.27	68.45	0.04	0.04	0.12	0.25	0.25	0.05	-	69.20	0.01		
	May 3, 2026	52.97	3.18	2.12	4.05	7.00	0.15	0.60	0.15	0.27	70.49	0.04	0.04	0.12	0.25	0.25	0.05	-	71.24	0.01		
	May 6, 2027	54.14	3.25	2.17	4.15	7.00	0.15	0.60	0.15	0.27	71.88	0.04	0.04	0.12	0.25	0.25	0.05	-	72.63	0.01		
	May 7, 2028	55.42	3.33	2.22	4.15	7.00	0.15	0.60	0.15	0.27	73.29	0.04	0.04	0.12	0.25	0.25	0.05	-	74.04	0.01		
2nd Year Apprentice (75%)	June 1, 2025	42.68	2.56	1.71	3.95	7.00	0.15	0.60	0.15	0.27	59.07	0.04	0.04	0.12	0.25	0.25	0.05	-	59.82	0.01		
	May 3, 2026	44.14	2.65	1.77	4.05	7.00	0.15	0.60	0.15	0.27	60.78	0.04	0.04	0.12	0.25	0.25	0.05	-	61.53	0.01		
	May 6, 2027	45.11	2.71	1.80	4.15	7.00	0.15	0.60	0.15	0.27	61.94	0.04	0.04	0.12	0.25	0.25	0.05	-	62.69	0.01		
	May 7, 2028	46.19	2.77	1.85	4.15	7.00	0.15	0.60	0.15	0.27	63.13	0.04	0.04	0.12	0.25	0.25	0.05	-	63.88	0.01		
1st Year Apprentice (60%)	June 1, 2025	34.14	2.05	1.37	3.95	7.00	0.15	0.60	0.15	0.27	49.68	0.04	0.04	0.12	0.25	0.25	0.05	-	50.43	0.01		
	May 3, 2026	35.31	2.12	1.41	4.05	7.00	0.15	0.60	0.15	0.27	51.06	0.04	0.04	0.12	0.25	0.25	0.05	-	51.81	0.01		
	May 6, 2027	36.09	2.17	1.44	4.15	7.00	0.15	0.60	0.15	0.27	52.02	0.04	0.04	0.12	0.25	0.25	0.05	-	52.77	0.01		
	May 7, 2028	36.95	2.22	1.48	4.15	7.00	0.15	0.60	0.15	0.27	52.97	0.04	0.04	0.12	0.25	0.25	0.05	-	53.72	0.01		
Helper (75%)	June 1, 2025	42.68	2.56	1.71	3.95	7.00	0.15	0.60	0.15	0.27	59.07	0.04	0.04	0.12	0.25	0.25	0.05	-	59.82	0.01		
	May 3, 2026	44.14	2.65	1.77	4.05	7.00	0.15	0.60	0.15	0.27	60.78	0.04	0.04	0.12	0.25	0.25	0.05	-	61.53	0.01		
	May 6, 2027	45.11	2.71	1.80	4.15	7.00	0.15	0.60	0.15	0.27	61.94	0.04	0.04	0.12	0.25	0.25	0.05	-	62.69	0.01		
	May 7, 2028	46.19	2.77	1.85	4.15	7.00	0.15	0.60	0.15	0.27	63.13	0.04	0.04	0.12	0.25	0.25	0.05	-	63.88	0.01		

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MAINTENANCE AGREEMENT
WAGE AND BENEFIT SCHEDULE

(REVISED FOR SETTLEMENT - EFFECTIVE JUNE 1, 2025)

OUTSIDE FORT MCMURRAY - MAINTENANCE												Employer Contributions (Outside the Total Wage Package)										
					(A)	(A)	(A)	(A)	(A)	(A)		(B)	(A)	(B)	(A)	(A)	(A)	(B)		(B)		
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	Health Plan	Pension	Union Promotion	Educational Training (2)	Apprenticeship (2)	National Training (3)	Total Wage Package	BCABEAP	National Training (3)	RSAP	Administration (4)	Job Ready Dispatch Program (5)	Educational Training (5)	Workforce Development Trust (6)	Total Cost	Workforce Development Trust (6)		
General Foreperson (1) (JP + \$8.00)	June 1, 2025	64.15	3.85	2.57	3.95	7.00	0.15	0.60	0.15	0.27	82.69	0.04	0.04	0.12	0.25	0.25	0.05	-	83.44	0.01		
	May 3, 2026	66.10	3.97	2.64	4.05	7.00	0.15	0.60	0.15	0.27	84.93	0.04	0.04	0.12	0.25	0.25	0.05	-	85.68	0.01		
	May 6, 2027	67.40	4.04	2.70	4.15	7.00	0.15	0.60	0.15	0.27	86.46	0.04	0.04	0.12	0.25	0.25	0.05	-	87.21	0.01		
	May 7, 2028	68.83	4.13	2.75	4.15	7.00	0.15	0.60	0.15	0.27	88.03	0.04	0.04	0.12	0.25	0.25	0.05	-	88.78	0.01		
Foreperson (1) (JP + \$6.00)	June 1, 2025	62.15	3.73	2.49	3.95	7.00	0.15	0.60	0.15	0.27	80.49	0.04	0.04	0.12	0.25	0.25	0.05	-	81.24	0.01		
	May 3, 2026	64.10	3.85	2.56	4.05	7.00	0.15	0.60	0.15	0.27	82.73	0.04	0.04	0.12	0.25	0.25	0.05	-	83.48	0.01		
	May 6, 2027	65.40	3.92	2.62	4.15	7.00	0.15	0.60	0.15	0.27	84.26	0.04	0.04	0.12	0.25	0.25	0.05	-	85.01	0.01		
	May 7, 2028	66.83	4.01	2.67	4.15	7.00	0.15	0.60	0.15	0.27	85.83	0.04	0.04	0.12	0.25	0.25	0.05	-	86.58	0.01		
Assistant Foreperson (JP + \$3.15)	June 1, 2025	59.30	3.56	2.37	3.95	7.00	0.15	0.60	0.15	0.27	77.35	0.04	0.04	0.12	0.25	0.25	0.05	-	78.10	0.01		
	May 3, 2026	61.25	3.68	2.45	4.05	7.00	0.15	0.60	0.15	0.27	79.60	0.04	0.04	0.12	0.25	0.25	0.05	-	80.35	0.01		
	May 6, 2027	62.55	3.75	2.50	4.15	7.00	0.15	0.60	0.15	0.27	81.12	0.04	0.04	0.12	0.25	0.25	0.05	-	81.87	0.01		
	May 7, 2028	63.98	3.84	2.56	4.15	7.00	0.15	0.60	0.15	0.27	82.70	0.04	0.04	0.12	0.25	0.25	0.05	-	83.45	0.01		
Journeyperson	June 1, 2025	56.15	3.37	2.25	3.95	7.00	0.15	0.60	0.15	0.27	73.89	0.04	0.04	0.12	0.25	0.25	0.05	-	74.64	0.01		
	May 3, 2026	58.10	3.49	2.32	4.05	7.00	0.15	0.60	0.15	0.27	76.13	0.04	0.04	0.12	0.25	0.25	0.05	-	76.88	0.01		
	May 6, 2027	59.40	3.56	2.38	4.15	7.00	0.15	0.60	0.15	0.27	77.66	0.04	0.04	0.12	0.25	0.25	0.05	-	78.41	0.01		
	May 7, 2028	60.83	3.65	2.43	4.15	7.00	0.15	0.60	0.15	0.27	79.23	0.04	0.04	0.12	0.25	0.25	0.05	-	79.98	0.01		
3rd Year Apprentice (90%)	June 1, 2025	50.54	3.03	2.02	3.95	7.00	0.15	0.60	0.15	0.27	67.71	0.04	0.04	0.12	0.25	0.25	0.05	-	68.46	0.01		
	May 3, 2026	52.29	3.14	2.09	4.05	7.00	0.15	0.60	0.15	0.27	69.74	0.04	0.04	0.12	0.25	0.25	0.05	-	70.49	0.01		
	May 6, 2027	53.46	3.21	2.14	4.15	7.00	0.15	0.60	0.15	0.27	71.13	0.04	0.04	0.12	0.25	0.25	0.05	-	71.88	0.01		
	May 7, 2028	54.75	3.29	2.19	4.15	7.00	0.15	0.60	0.15	0.27	72.55	0.04	0.04	0.12	0.25	0.25	0.05	-	73.30	0.01		
2nd Year Apprentice (75%)	June 1, 2025	42.11	2.53	1.68	3.95	7.00	0.15	0.60	0.15	0.27	58.44	0.04	0.04	0.12	0.25	0.25	0.05	-	59.19	0.01		
	May 3, 2026	43.58	2.61	1.74	4.05	7.00	0.15	0.60	0.15	0.27	60.15	0.04	0.04	0.12	0.25	0.25	0.05	-	60.90	0.01		
	May 6, 2027	44.55	2.67	1.78	4.15	7.00	0.15	0.60	0.15	0.27	61.32	0.04	0.04	0.12	0.25	0.25	0.05	-	62.07	0.01		
	May 7, 2028	45.62	2.74	1.82	4.15	7.00	0.15	0.60	0.15	0.27	62.50	0.04	0.04	0.12	0.25	0.25	0.05	-	63.25	0.01		
1st Year Apprentice (60%)	June 1, 2025	33.69	2.02	1.35	3.95	7.00	0.15	0.60	0.15	0.27	49.18	0.04	0.04	0.12	0.25	0.25	0.05	-	49.93	0.01		
	May 3, 2026	34.86	2.09	1.39	4.05	7.00	0.15	0.60	0.15	0.27	50.56	0.04	0.04	0.12	0.25	0.25	0.05	-	51.31	0.01		
	May 6, 2027	35.64	2.14	1.43	4.15	7.00	0.15	0.60	0.15	0.27	51.53	0.04	0.04	0.12	0.25	0.25	0.05	-	52.28	0.01		
	May 7, 2028	36.50	2.19	1.46	4.15	7.00	0.15	0.60	0.15	0.27	52.47	0.04	0.04	0.12	0.25	0.25	0.05	-	53.22	0.01		
Helper (75%)	June 1, 2025	42.11	2.53	1.68	3.95	7.00	0.15	0.60	0.15	0.27	58.44	0.04	0.04	0.12	0.25	0.25	0.05	-	59.19	0.01		
	May 3, 2026	43.58	2.61	1.74	4.05	7.00	0.15	0.60	0.15	0.27	60.15	0.04	0.04	0.12	0.25	0.25	0.05	-	60.90	0.01		
	May 6, 2027	44.55	2.67	1.78	4.15	7.00	0.15	0.60	0.15	0.27	61.32	0.04	0.04	0.12	0.25	0.25	0.05	-	62.07	0.01		
	May 7, 2028	45.62	2.74	1.82	4.15	7.00	0.15	0.60	0.15	0.27	62.50	0.04	0.04	0.12	0.25	0.25	0.05	-	63.25	0.01		

Refer to Footnotes on page 2

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

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MAINTENANCE AGREEMENT
WAGE AND BENEFIT SCHEDULE

(REVISED FOR SETTLEMENT - EFFECTIVE JUNE 1, 2025)

	June 1, 2025
Effective Date	
Hours of Work	(See Article 11.01)
Shift Operations	
Two Shift Opertn.	
2nd Shift	\$4.50
3rd Shift	\$4.50
Overtime	(See Article 13.00)
Transportation Rate	\$ 0.69
Subsistence	(See Article 16.01)
	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 September 6, 2020, the employers will cease to remit the former NMA admin fund and redistribute that amount as five cents (0.05) to the Education Training Trust Fund and five cents (0.05) to the Apprenticeship Training Trust Fund.

(3) See above for breakdown of National Training.

(4) 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.

(5) The Area Labour Agreement was enabled effective January 1, 2017 to include a \$0.05 per hour employer contribution for the Job Ready Dispatch Program. Effective September 4, 2022, the employer contribution to the Job Ready Dispatch Program will increase to \$0.15 per hour earned. Effective May 7, 2023, the employer contribution to the Job Ready Dispatch Program will increase to \$0.20 per hour earned. Effective May 5, 2024, the employer contribution to 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. **Effective June 1, 2025, the employer will contribute \$0.05 to the Educational Training Fund.**

(6) 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. 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.