

**BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS (LOCAL LODGE 128)
ONTARIO - WAGE AND BENEFIT SCHEDULE**

(REVISED FOR REDIRECTION OF \$0.10 TO THE HEALTH PLAN - EFFECTIVE MAY 5, 2024)												(Outside the Total Wage Package)					Employee Deductions		
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	(A)	(A)	(A)	(A)	(A)	(A)	Total Wage Package	(A)	(A)	(A)	(A)	(B)	Total Cost	(A)	(B)
					Health Plan	Pension	Union Promotion	Educational Training	Apprenticeship	National Training (1)		Educational Training (2)	Administration & Workforce Planning (3)	Common Welder Program (4)	De Novo Employer	Helmets to Hardhats (H2H) (5)		De Novo Employee	Helmets to Hardhats (H2H) (5)
General Foreperson (JP + \$9.00)	May 7, 2023	61.06	5.50	1.83	3.75	6.50	0.39	0.38	0.08	0.41	79.90	0.30	0.26	0.10	0.02	0.01	80.59	0.02	0.01
	May 5, 2024	63.21	5.69	1.90	3.85	6.50	0.39	0.38	0.08	0.41	82.41	0.30	0.26	0.10	0.02	0.01	83.10	0.02	0.01
Foreperson (JP + \$6.00)	May 7, 2023	58.06	5.23	1.74	3.75	6.50	0.39	0.38	0.08	0.41	76.54	0.30	0.26	0.10	0.02	0.01	77.23	0.02	0.01
	May 5, 2024	60.21	5.42	1.81	3.85	6.50	0.39	0.38	0.08	0.41	79.05	0.30	0.26	0.10	0.02	0.01	79.74	0.02	0.01
Assistant Foreperson (JP + \$2.00)	May 7, 2023	54.06	4.87	1.62	3.75	6.50	0.39	0.38	0.08	0.41	72.06	0.30	0.26	0.10	0.02	0.01	72.75	0.02	0.01
	May 5, 2024	56.21	5.06	1.69	3.85	6.50	0.39	0.38	0.08	0.41	74.57	0.30	0.26	0.10	0.02	0.01	75.26	0.02	0.01
Journeyperson	May 7, 2023	52.07	4.69	1.56	3.75	6.50	0.39	0.38	0.08	0.41	69.83	0.30	0.26	0.10	0.02	0.01	70.52	0.02	0.01
	May 5, 2024	54.21	4.88	1.63	3.85	6.50	0.39	0.38	0.08	0.41	72.33	0.30	0.26	0.10	0.02	0.01	73.02	0.02	0.01
4th Year Apprentice (1) (90%)	May 7, 2023	46.84	4.22	1.41	3.75	6.50	0.39	0.38	0.08	0.41	63.98	0.30	0.26	0.10	0.02	0.01	64.67	0.02	0.01
	May 5, 2024	48.78	4.39	1.46	3.85	6.50	0.39	0.38	0.08	0.41	66.24	0.30	0.26	0.10	0.02	0.01	66.93	0.02	0.01
3rd Year Apprentice (1) (80%)	May 7, 2023	41.64	3.75	1.25	3.75	6.50	0.39	0.38	0.08	0.41	58.15	0.30	0.26	0.10	0.02	0.01	58.84	0.02	0.01
	May 5, 2024	43.34	3.90	1.30	3.85	6.50	0.39	0.38	0.08	0.41	60.15	0.30	0.26	0.10	0.02	0.01	60.84	0.02	0.01
2nd Year Apprentice (1) (70%)	May 7, 2023	36.43	3.28	1.09	3.75	6.50	0.39	0.38	0.08	0.41	52.31	0.30	0.26	0.10	0.02	0.01	53.00	0.02	0.01
	May 5, 2024	37.89	3.41	1.14	3.85	6.50	0.39	0.38	0.08	0.41	54.05	0.30	0.26	0.10	0.02	0.01	54.74	0.02	0.01
1st Year Apprentice (1) (60%)	May 7, 2023	31.21	2.81	0.94	3.75	6.50	0.39	0.38	0.08	0.41	46.47	0.30	0.26	0.10	0.02	0.01	47.16	0.02	0.01
	May 5, 2024	32.46	2.92	0.97	3.85	6.50	0.39	0.38	0.08	0.41	47.96	0.30	0.26	0.10	0.02	0.01	48.65	0.02	0.01
Pre-Apprentice (60%)	May 7, 2023	31.21	2.81	0.94	3.75	-	-	-	-	-	38.71	0.30	0.26	-	0.02	0.01	39.30	0.02	0.01
	May 5, 2024	32.46	2.92	0.97	3.85	-	-	-	-	-	40.20	0.30	0.26	-	0.02	0.01	40.79	0.02	0.01

Refer to Footnotes on page 2

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

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(REVISED FOR REDIRECTION OF \$0.10 TO THE HEALTH PLAN - EFFECTIVE MAY 5, 2024)

Effective Date	June 12, 2022	May 7, 2023	May 5, 2024
Hours of Work	8	8	8
	(See Article 14.00)		
Shift Premium			
2nd Shift	1 1/5	1 1/5	1 1/5
3rd Shift	1 1/5	1 1/5	1 1/5
Overtime	2	2	2
Transportation Rate	0.61	0.68	0.70
Subsistence/LOA			
Southern Ontario	\$124 / Day Worked	\$129 / Day Worked	\$134 / Day Worked
	(Toronto, Sarnia, Hamilton, Kingston Out of Work List Areas)		
Subsistence/LOA			
Northern Ontario	\$130 / Day Worked	\$135 / Day Worked	\$140 / Day Worked
	(Winnipeg, Thunder Bay, Sudbury Out of Work List Areas)		

Summary of Contributions contained in National Training Column (on page 1)	
National Training (NTTF)	\$0.10
Common Welder Program	\$0.10
IBB/Union Funds	
National Organizing	\$0.04
National Health & Safety	\$0.10
Union Promotion	\$0.03
National Marketing	\$0.04

Summary of Contributions contained in Administration and Workforce Planning Column (on page 1)	
BCA Administration Fund	\$0.25
Ontario Construction Secretariat	\$0.01
Workforce Planning	\$0.00 (See footnote #3 below)

FOOTNOTES:

- (1) See above for breakdown of National Training.
- (2) Effective June 23, 2013, the Educational Training Fund increased by \$0.30 for the province of Ontario. This increase is outside the total wage package until April 30, 2022.
- (3) See above for breakdown of Administration and Workforce Planning. Effective May 3, 2020, there will be a contribution holiday on the \$0.03/hour Workforce Planning contributions.
- (4) Effective June 12, 2022, there is a \$0.10 employer contribution increase to the Common Welder Program.
- (5) Effective June 23, 2013, \$0.01/hour worked will be deducted from each employee and will be directed to Helmets to Hardhats (H2H). Effective July 28, 2019, the Employer will contribute \$0.01/hour worked to Helmets to Hardhats (H2H). Therefore \$0.02/hour worked will be remitted for H2H (\$0.01 on behalf of the employee and the \$0.01 on behalf of the Employer).

Refer to Footnotes on page 2

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