

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

(REVISED FOR SETTLEMENT - EFFECTIVE MAY 4, 2025)												(Outside the Total Wage Package)							Employee Deductions	
					(A)	(A)	(A)	(A)	(A)	(A)		(A)	(A)	(A)	(B)	(B)		(B)	(B)	
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 9%	Statutory Holiday Pay 3%	Health Plan	Pension	Union Promotion	Educational Training	Apprenticeship	National Training (1)	Total Wage Package	Educational Training (2)	Administration & Workforce Planning (3)	Common Welder Program (4)	De Novo Employer	Helmets to Hardhats (H2H) (5)	Total Cost	De Novo Employee	Helmets to Hardhats (H2H) (5)	
General Foreperson (JP + \$9.00)	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	
	May 4, 2025	65.38	5.88	1.96	3.95	6.50	0.39	0.38	0.08	0.31	84.83	0.30	0.26	0.20	0.05	0.02	85.66	0.05	0.02	
	May 3, 2026	67.29	6.06	2.02	4.05	6.50	0.39	0.38	0.08	0.31	87.08	0.30	0.26	0.20	0.05	0.02	87.91	0.05	0.02	
	May 2, 2027	69.26	6.23	2.08	4.15	6.50	0.39	0.38	0.08	0.31	89.38	0.30	0.26	0.20	0.05	0.02	90.21	0.05	0.02	
Foreperson (JP + \$6.00)	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	
	May 4, 2025	62.38	5.61	1.87	3.95	6.50	0.39	0.38	0.08	0.31	81.47	0.30	0.26	0.20	0.05	0.02	82.30	0.05	0.02	
	May 3, 2026	64.29	5.79	1.93	4.05	6.50	0.39	0.38	0.08	0.31	83.72	0.30	0.26	0.20	0.05	0.02	84.55	0.05	0.02	
	May 2, 2027	66.26	5.96	1.99	4.15	6.50	0.39	0.38	0.08	0.31	86.02	0.30	0.26	0.20	0.05	0.02	86.85	0.05	0.02	
Assistant Foreperson (JP + \$2.00)	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	
	May 4, 2025	58.38	5.25	1.75	3.95	6.50	0.39	0.38	0.08	0.31	76.99	0.30	0.26	0.20	0.05	0.02	77.82	0.05	0.02	
	May 3, 2026	60.29	5.43	1.81	4.05	6.50	0.39	0.38	0.08	0.31	79.24	0.30	0.26	0.20	0.05	0.02	80.07	0.05	0.02	
	May 2, 2027	62.26	5.60	1.87	4.15	6.50	0.39	0.38	0.08	0.31	81.54	0.30	0.26	0.20	0.05	0.02	82.37	0.05	0.02	
Journey person	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	
	May 4, 2025	56.38	5.07	1.69	3.95	6.50	0.39	0.38	0.08	0.31	74.75	0.30	0.26	0.20	0.05	0.02	75.58	0.05	0.02	
	May 3, 2026	58.29	5.25	1.75	4.05	6.50	0.39	0.38	0.08	0.31	77.00	0.30	0.26	0.20	0.05	0.02	77.83	0.05	0.02	
	May 2, 2027	60.26	5.42	1.81	4.15	6.50	0.39	0.38	0.08	0.31	79.30	0.30	0.26	0.20	0.05	0.02	80.13	0.05	0.02	
4th Year Apprentice (1) (90%)	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	
	May 4, 2025	50.74	4.57	1.52	3.95	6.50	0.39	0.38	0.08	0.31	68.44	0.30	0.26	0.20	0.05	0.02	69.27	0.05	0.02	
	May 3, 2026	52.46	4.72	1.57	4.05	6.50	0.39	0.38	0.08	0.31	70.46	0.30	0.26	0.20	0.05	0.02	71.29	0.05	0.02	
	May 2, 2027	54.23	4.88	1.63	4.15	6.50	0.39	0.38	0.08	0.31	72.55	0.30	0.26	0.20	0.05	0.02	73.38	0.05	0.02	
3rd Year Apprentice (1) (80%)	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	
	May 4, 2025	45.10	4.06	1.35	3.95	6.50	0.39	0.38	0.08	0.31	62.12	0.30	0.26	0.20	0.05	0.02	62.95	0.05	0.02	
	May 3, 2026	46.63	4.20	1.40	4.05	6.50	0.39	0.38	0.08	0.31	63.94	0.30	0.26	0.20	0.05	0.02	64.77	0.05	0.02	
	May 2, 2027	48.21	4.34	1.45	4.15	6.50	0.39	0.38	0.08	0.31	65.81	0.30	0.26	0.20	0.05	0.02	66.64	0.05	0.02	
2nd Year Apprentice (1) (70%)	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	
	May 4, 2025	39.47	3.55	1.18	3.95	6.50	0.39	0.38	0.08	0.31	55.81	0.30	0.26	0.20	0.05	0.02	56.64	0.05	0.02	
	May 3, 2026	40.80	3.67	1.22	4.05	6.50	0.39	0.38	0.08	0.31	57.40	0.30	0.26	0.20	0.05	0.02	58.23	0.05	0.02	
	May 2, 2027	42.18	3.80	1.27	4.15	6.50	0.39	0.38	0.08	0.31	59.06	0.30	0.26	0.20	0.05	0.02	59.89	0.05	0.02	
1st Year Apprentice (1) (60%)	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	
	May 4, 2025	33.83	3.04	1.01	3.95	6.50	0.39	0.38	0.08	0.31	49.49	0.30	0.26	0.20	0.05	0.02	50.32	0.05	0.02	
	May 3, 2026	34.97	3.15	1.05	4.05	6.50	0.39	0.38	0.08	0.31	50.88	0.30	0.26	0.20	0.05	0.02	51.71	0.05	0.02	
	May 2, 2027	36.16	3.25	1.08	4.15	6.50	0.39	0.38	0.08	0.31	52.30	0.30	0.26	0.20	0.05	0.02	53.13	0.05	0.02	
Pre-Apprentice (60%)	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	
	May 4, 2025	33.83	3.04	1.01	3.95	-	-	-	-	-	41.83	0.30	0.26	-	0.05	0.02	42.46	0.05	0.02	
	May 3, 2026	34.97	3.15	1.05	4.05	-	-	-	-	-	43.22	0.30	0.26	-	0.05	0.02	43.85	0.05	0.02	
	May 2, 2027	36.16	3.25	1.08	4.15	-	-	-	-	-	44.64	0.30	0.26	-	0.05	0.02	45.27	0.05	0.02	

Refer to Footnotes on page 2

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

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Refer to Footnotes on page 2

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

(REVISED FOR SETTLEMENT - EFFECTIVE MAY 4, 2025)

Effective Date	May 4, 2025	May 3, 2026	May 2, 2027
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	\$0.72	Per CRA Rate	Per CRA Rate
Subsistence/LOA			
Southern Ontario	\$150 / Day Worked	\$160 / Day Worked	\$175 / Day Worked
	(Toronto, Sarnia, Hamilton, Kingston Out of Work List Areas)		
Subsistence/LOA			
Northern Ontario	\$165 / Day Worked	\$190 / Day Worked	\$215 / 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
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 May 4, 2025, the employer contribution for the Common Welder Program that was previously listed under the 'National Training' column has been moved to be included in the 'Common Welder Program' column. Therefore, \$0.20 per hour earned will continue to be remitted to the Common Welder Program.
- (5) Effective May 4, 2025, \$0.02/hour worked will be deducted from each employee and will be directed to Helmets to Hardhats (H2H). Effective May 4, 2025, the Employer will contribute \$0.02/hour worked to Helmets to Hardhats (H2H). Therefore \$0.04/hour worked will be remitted for H2H (\$0.02 on behalf of the employee and the \$0.02 on behalf of the Employer).

NOTES:

Gross Hourly Wages Includes: Hourly Wage Rate, Vacation Pay and Statutory Holiday Pay on regular time, overtime and premium pay.

Parking Reimbursement – Hamilton Oshawa Port Authority

Costs accrued by the employee which is a condition of employment must be reimbursed to the employee in full on their current pay period. Employee must provide a valid receipt for reimbursement.

Refer to Footnotes on page 2

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