

MEMO

CBA Wage Rate and Monetary Items Update

BCIB and its Affiliated Union partners, the Allied Infrastructure & Related Construction Council of BC (AIRCC), agreed to accelerate bargaining of wage and monetary items (as described in Article 13 of the Community Benefits Agreement (CBA)) in order to ensure CBA wages, remain competitive with market rates.

The changes are referenced below:

1) Changes made effective June 4, 2023:

The following changes were agreed on and made effective June 4, 2023.

- a) 7.5% wage increase was effective June 4, 2023.
- b) Industrial rates for work on Saturdays are double time instead of time-and-a-half.
- c) Living Out Allowance in the CBA master section article 17.101 increased from \$145 per day to \$180 per day excluding the Kicking Horse Canyon Phase 4 Project (KHCP4), and Single Room Plus daily Meal Allowance increased from \$65 per day to \$87.50 per day.

2) Changes made effective July 02, 2023:

- a) Move Up hourly wage-rates for surveyors have been increased per the following table.

Surveyor 1	\$43.01
Surveyor 2	\$47.47
Surveyor 3	\$52.42

- b) Boiler Makers (BM), Iron workers (IRI), Millwrights (MW), Painters (PAI), Piledrivers (PI) who receive **Industrial wage rates** will see their vacation contribution and statutory holiday pay increase from 10% to 12%, when working on under Industrial Rates.
- c) Labourer, Operating Engineer, and Teamster Trainees will receive **Benefit Total** amounts equal to Journeyman Benefit Total amounts, where such amounts are less than Journeymen.
- d) Vacation contribution and statutory holiday pay for Industrial rates increased from 10% to 12%.
- e) Living Out Allowance for the KHCP4 Project increased from \$145 per day to \$180 per day, and Single Room Plus daily Meal Allowance increased from \$65 per day to \$87.50 per day.
- f) Living Out Allowance for the workers under the interior road building addendum increased from \$105 per day to \$125 per day, and Single Room Plus daily Meal Allowance increased from \$55 per day to \$70 per day.

3) Changes made effective November 05, 2023:

a) Wages and Benefits

- 0.9% to be implemented the start of the first pay period in November 2023 except for unions listed under item 3.e) Special Wage Adjustments below
- 4.4% (reflecting a 4% increase in wages and a 2% increase in benefits) to be implemented the start of the first pay period in May 2024
- 4.4% (reflecting a 4% increase in wages and a 2% increase in benefits) to be implemented the start of the first pay period in May 2025

b) Living Out Allowance and Boarding and Lodging

- Daily Living out Allowance has been increased from \$180 per day to \$200 per day, except for the Interior Road Building Addendum which has increased from \$125 per day to \$140 per day.
- Effective the first full pay period in May 2024 Option#2 described in CBA Article 17.101- Board and Lodging, the single room plus daily meal allowance increased from \$87.50 per day to \$90 per day.
- Effective the first full pay period in May 2025 Option#2 described in CBA Article 17.101- Board and Lodging, the single room plus daily meal allowance will increase to \$92.50 per day.

c) Frequency of Leaves

This applies only to people on Living Out Allowance, returning from a non-local residence to their primary residence. The first sentence of Article 17.200 has been changed to read every "twenty-eight. (28) calendar days;" along with the qualification: "Qualification requires five (5) days of work following the leave or payment."

d) Owner Operator Rates

The master services agreement increases will be applied to Owner Operator rates under the Owner Operator Addendum as they existed under the CBA after the July 2022 increase, with the June 2023 and November 2023 increases effective the start of the first pay period in November 2023.

e) Special Wage Adjustments

Wage rates have been increased in an amount necessary to reflect market rates for the below-mentioned unions. In the wage tables, please refer to the below referenced CBA table codes to find the applicable wages.

Trade	CBA Table Code	Union	Reference Non-CBA Agreement Name
Terazzo Workers	TR-2-CI	IUBAC Local 2	Terazzo Workers Standard ICI Agreement
Plumbers and Pipefitters	PL – 324 - CI	UA Local 324	United Association Local 324 Commercial/Institutional Agreement
Tilesetters	TI – 2 - CI	IUBAC Local 2	Tilesetters Standard ICI Agreement
Ironworkers	IR – 97 - CI	Ironworkers Local 97	Ironworkers Local 97 Standard Agreement
Plumbers and Pipefitters	PL – 170 - CI	UA Local 170	UA Local 170 Standard ICI Agreement
Bricklayers	BR – 2 - CI	IUBAC Local 2	Bricklayers Standard Commercial/Institutional Agreement

An amended Community Benefits Agreement and updated wage tables are being developed

BC Infrastructure Benefits Suite 1050 - 89 West Georgia Street, Vancouver, BC V6B 0N8