

ARTICLE EIGHT - WAGES, BENEFITS & MONETARY CONDITIONS

8.01 Wage Rates and Fringe Benefits shall be in accordance with the following schedules:

Increase factor = JM GR \$59.92 x .775% = \$.46 - \$0.01 (WFDT) = \$.45

8.01 (a) Industrial Local 488

Effective Date	Base Rate	ISIT Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
GENERAL FOREMAN								
3-May-2015	53.29	0.20	5.33	2.04	6.61	0.60	0.10	68.17
4-Nov-2018	53.70	0.20	5.37	2.04	6.61	0.60	0.10	68.62
FOREMAN								
3-May-2015	51.29	0.20	5.13	2.04	6.61	0.60	0.10	65.97
4-Nov-2018	51.70	0.20	5.17	2.04	6.61	0.60	0.10	66.42
UA JOURNEYMAN STEAMFITTER AND B PRESSURE WELDERS								
3-May-2015	45.79	0.20	4.58	2.04	6.61	0.60	0.10	59.92
4-Nov-2018	46.20	0.20	4.62	2.04	6.61	0.60	0.10	60.37
ALBERTA JOURNEYMAN STEAMFITTER AND WELDER w/CWB AND 4TH YEAR APPRENTICE 90%								
3-May-2015	41.19	0.20	4.12	2.04	6.61	0.60	0.10	54.86
4-Nov-2018	41.56	0.20	4.16	2.04	6.61	0.60	0.10	55.27
JOURNEYMAN WELDER w/o CWB 85%								
3-May-2015	38.89	0.20	3.89	2.04	6.61	0.60	0.10	52.33
4-Nov-2018	39.24	0.20	3.92	2.04	6.61	0.60	0.10	52.71
3RD YEAR APPRENTICE PIPEFITTER, STEAMFITTER & WELDER 80%								
3-May-2015	36.59	0.20	3.66	2.04	5.29	0.60	0.10	48.48
4-Nov-2018	36.92	0.20	3.69	2.04	5.29	0.60	0.10	48.84
2ND YEAR APPRENTICE PIPEFITTER, STEAMFITTER & WELDER 65%								
3-May-2015	29.69	0.20	2.97	2.04	4.30	0.60	0.10	39.90
4-Nov-2018	29.96	0.20	3.00	2.04	4.30	0.60	0.10	40.20
1ST YEAR APPRENTICE PIPEFITTER, STEAMFITTER & WELDER 50%								
3-May-2015	22.80	0.20	2.28	2.04	3.31	0.60	0.10	31.33
4-Nov-2018	23.00	0.20	2.30	2.04	3.31	0.60	0.10	31.55

Note: Foreman and General Foreman who are Industrial Construction Crew Supervisor (ICCS) designated, will be paid additional premiums of one dollar (\$1.00) per hour worked (\$1.50 effective May 1, 2017).

8.01 (b) Industrial Plumbers Local 488

Increase factor = JM GR \$59.92 x .775% = \$.46 -\$0.01 (WFDT) =\$.45

Effective Date	Base Rate	ISIT Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
GENERAL FOREMAN								
3-May-2015	53.29	0.20	5.33	2.04	6.61	0.60	0.10	68.17
4-Nov-2018	53.70	0.20	5.37	2.04	6.61	0.60	0.10	68.62
FOREMAN								
3-May-2015	51.29	0.20	5.13	2.04	6.61	0.60	0.10	65.97
4-Nov-2018	51.70	0.20	5.17	2.04	6.61	0.60	0.10	66.42
JOURNEYMAN								
3-May-2015	45.79	0.20	4.58	2.04	6.61	0.60	0.10	59.92
4-Nov-2018	46.20	0.20	4.62	2.04	6.61	0.60	0.10	60.37
4TH YEAR APPRENTICE 80%								
3-May-2015	36.59	0.20	3.66	2.04	5.29	0.60	0.10	48.48
4-Nov-2018	36.92	0.20	3.69	2.04	5.29	0.60	0.10	48.84
3RD YEAR APPRENTICE 70%								
3-May-2015	31.99	0.20	3.20	2.04	4.63	0.60	0.10	42.76
4-Nov-2018	32.28	0.20	3.23	2.04	4.63	0.60	0.10	43.08
2ND YEAR APPRENTICE 60%								
3-May-2015	27.39	0.20	2.74	2.04	3.97	0.60	0.10	37.04
4-Nov-2018	27.64	0.20	2.76	2.04	3.97	0.60	0.10	37.31
1ST YEAR APPRENTICE 50%								
3-May-2015	22.80	0.20	2.28	2.04	3.31	0.60	0.10	31.33
6-May-2018	23.00	0.20	2.30	2.04	3.31	0.60	0.10	31.55
Effective Date	Base Rate	ISIT Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total

4-Nov-2018

Note: Foreman and General Foreman who are Industrial Construction Crew Supervisor (ICCS) designated, will be paid additional premiums of one dollar (\$1.00) per hour worked (\$1.50 effective May 1, 2017).

8.01 (c) Commercial & Institutional Local 488

Effective Date	Base Rate	ISIT Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
GENERAL FOREMAN								
3-May-2015	48.79	0.20	4.88	2.04	6.00	0.25	0.10	62.26
4-Nov-2018	No Adjustment							
FOREMAN								
3-May-2015	46.79	0.20	4.68	2.04	6.00	0.25	0.10	60.06
4-Nov-2018	No Adjustment							
JOURNEYMAN								
3-May-2015	42.79	0.20	4.28	2.04	6.00	0.25	0.10	55.66
4-Nov-2018	No Adjustment							
4TH YEAR STEAMFITTER APPRENTICE 90%								
MAY 2019	38.49	0.20	3.85	2.04	5.40	0.25	0.10	50.33
4TH YEAR APPRENTICE PLUMBER & 3RD YEAR APPRENTICE STEAMFITTER & 3RD YEAR WELDER 80%								
3-May-2015	34.19	0.20	3.42	2.04	4.80	0.25	0.10	45.00
4-Nov-2018	No Adjustment							
3RD YEAR APPRENTICE PLUMBER 70%								
3-May-2015	29.89	0.20	2.99	2.04	4.20	0.25	0.10	39.67
4-Nov-2018	No Adjustment							
2ND YEAR APPRENTICE STEAMFITTER & 2ND YEAR WELDER 65%								
3-May-2015	27.74	0.20	2.77	2.04	3.90	0.25	0.10	37.00
4-Nov-2018	No Adjustment							
2ND YEAR APPRENTICE PLUMBER 60%								
3-May-2015	25.59	0.20	2.56	2.04	3.60	0.25	0.10	34.34
4-Nov-2018	No Adjustment							
1ST YEAR APPRENTICE PLUMBER & STEAMFITTER & WELDER 50%								
3-May-2015	21.30	0.20	2.13	2.04	3.00	0.25	0.10	29.02
4-Nov-2018	No Adjustment							

NOTE: EFFECTIVE May 1, 2012; the Pension contribution for Journeymen will increase to 6.00 per hour and Apprentice rates will be adjusted accordingly on a prorated basis.

8.01 (d) Instrument Mechanic (Local 488 Industrial work)
(General Foreman and Foreman rates are as per 488 Industrial Schedule)

Increase factor = JM GR \$59.92 x .775% = \$.46 -\$0.01 (WFDT) = \$.45

Effective Date	Base Rate	ISIT Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
JOURNEYMAN INSTRUMENT MECHANIC								
3-May-2015	45.79	0.20	4.58	2.04	6.61	0.60	0.10	59.92
4-Nov-2018	46.20	0.20	4.62	2.04	6.61	0.60	0.10	60.37
4TH YEAR APPRENTICE 85%								
3-May-2015	38.89	0.20	3.89	2.04	5.62	0.60	0.10	51.34
4-Nov-2018	39.24	0.20	3.92	2.04	5.62	0.60	0.10	51.72
3RD YEAR APPRENTICE 75%								
3-May-2015	34.29	0.20	3.43	2.04	4.96	0.60	0.10	45.62
4-Nov-2018	34.60	0.20	3.46	2.04	4.96	0.60	0.10	45.96
2ND YEAR APPRENTICE 65%								
3-May-2015	29.69	0.20	2.97	2.04	4.30	0.60	0.10	39.90
4-Nov-2018	29.96	0.20	3.00	2.04	4.30	0.60	0.10	40.20
1ST YEAR APPRENTICE 55%								
3-May-2015	25.09	0.20	2.51	2.04	3.64	0.60	0.10	34.18
4-Nov-2018	25.32	0.20	2.53	2.04	3.64	0.60	0.10	34.43

- 8.01 (e) Wage Page Clarifications applicable to Local 488 Schedules**
- (1) Calculate the 'ISIT' contributions on hours earned
 - (2) Monthly Union Dues = 3x column A (maximum Journeyman Rate)
 - (3) ABTC dues of 6¢ per hour earned to be deducted from wages and remitted at same time and in same manner as Union dues.
 - (4) Fraternal and Building Fund dues of 12¢ per hour earned to be deducted from wages and remitted at same time and in same manner as Union dues
 - (5) CLRa dues and CEFAP to be remitted by Employer as per Article 31.01 (a) & (b)
 - (6) An Alberta Journeyman is a Journeyman who has completed the standard Alberta 3 year Steam Fitter-Pipe Fitter apprenticeship and off shore Steam Fitter-Pipe Fitters. A UA Journeyman is a Journeyman who has completed a 4 year Steam Fitter-Pipe Fitter apprenticeship or an Alberta Journeyman who has satisfied the additional requirements as stipulated by the Joint Educational Trust Fund Trustees.
 - (7) Foreman and General Foreman who are Industrial Construction Crew Supervisor (ICCS) designated, will be paid additional premiums of one dollar (\$1.00) per hour worked (\$1.50 effective May 1, 2017).

8.01 (f) Industrial Pipefitter / Steamfitter & Welder 496

Increase factor = JM GR \$59.92 x .775% = \$.46 -\$0.01 (WFDT) =\$.45

Effective Date	Base Rate	MMDF Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
GENERAL FOREMAN								
1-Jul-2018	53.99	0.60	5.40	1.50	6.20	0.45	0.03	68.17
4-Nov-2018	54.40	0.60	5.44	1.50	6.20	0.45	0.03	68.62
FOREMAN								
1-Jul-2018	51.99	0.60	5.20	1.50	6.20	0.45	0.03	65.97
4-Nov-2018	52.40	0.60	5.24	1.50	6.20	0.45	0.03	66.42
UA JOURNEYMAN STEAM FITTER & B PRESSURE WELDERS								
1-Jul-2018	46.49	0.60	4.65	1.50	6.20	0.45	0.03	59.92
4-Nov-2018	46.90	0.60	4.69	1.50	6.20	0.45	0.03	60.37
4TH YEAR STEAM FITTER APPRENTICE & JOURNEYMAN WELDERS w/CWB 90%								
1-Jul-2018	41.78	0.60	4.18	1.50	6.20	0.45	0.03	54.76
4-Nov-2018	42.15	0.60	4.22	1.50	6.20	0.45	0.03	55.15
JOURNEYMAN WELDERS w/o CWB 85%								
1-Jul-2018	39.42	0.60	3.94	1.50	6.20	0.45	0.03	52.18
4-Nov-2018	39.77	0.60	3.98	1.50	6.20	0.45	0.03	52.53
3RD YEAR PIPEFITTER, STEAMFITTER & WELDER 80%								
1-Jul-2018	37.07	0.60	3.71	1.50	6.20	0.45	0.03	49.61
4-Nov-2018	37.40	0.60	3.74	1.50	6.20	0.45	0.03	49.92
2ND YEAR PIPEFITTER, STEAMFITTER & WELDER 65%								
1-Jul-2018	30.01	0.60	3.00	1.50	6.20	0.45	0.03	41.88
4-Nov-2018	30.27	0.60	3.03	1.50	6.20	0.45	0.03	42.08
1ST YEAR PIPEFITTER, STEAMFITTER & WELDER 50%								
1-Jul-2018	22.94	0.60	2.29	1.50	6.20	0.45	0.03	34.14
4-Nov-2018	23.15	0.60	2.32	1.50	6.20	0.45	0.03	34.25

Note: Foreman and General Foreman who are Industrial Construction Crew Supervisor (ICCS) designated, will be paid additional premiums of one dollar (\$1.00) per hour worked (\$1.50 effective May 1, 2017).

8.01 (g) Industrial Plumbers Local 496

Increase factor = JM GR \$59.92 x .775% = \$.46 -\$0.01 (WFDT) =\$.45

Effective Date	Base Rate	MMDF Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
GENERAL FOREMAN								
1-Jul-2018	53.99	0.60	5.40	1.50	6.20	0.45	0.03	68.17
4-Nov-2018	54.40	0.60	5.44	1.50	6.20	0.45	0.03	68.62
FOREMAN								
1-Jul-2018	51.99	0.60	5.20	1.50	6.20	0.45	0.03	65.97
4-Nov-2018	52.40	0.60	5.24	1.50	6.20	0.45	0.03	66.42
JOURNEYMAN								
1-Jul-2018	46.49	0.60	4.65	1.50	6.20	0.45	0.03	59.92
4-Nov-2018	46.90	0.60	4.69	1.50	6.20	0.45	0.03	60.37
4th YEAR APPRENTICE 80%								
1-Jul-2018	37.07	0.60	3.71	1.50	6.20	0.45	0.03	49.56
4-Nov-2018	37.40	0.60	3.74	1.50	6.20	0.45	0.03	49.92
3RD YEAR APPRENTICE 70%								
1-Jul-2018	32.36	0.60	3.24	1.50	6.20	0.45	0.03	44.38
4-Nov-2018	32.65	0.60	3.27	1.50	6.20	0.45	0.03	44.70
2ND YEAR APPRENTICE 60%								
1-Jul-2018	27.66	0.60	2.77	1.50	6.20	0.45	0.03	39.21
4-Nov-2018	27.90	0.60	2.79	1.50	6.20	0.45	0.03	39.47
1ST YEAR APPRENTICE 50%								
1-Jul-2018	22.94	0.60	2.29	1.50	6.20	0.45	0.03	34.01
4-Nov-2018	23.15	0.60	2.32	1.50	6.20	0.45	0.03	34.25

Note: Foreman and General Foreman who are Industrial Construction Crew Supervisor (ICCS) designated, will be paid additional premiums of one dollar (\$1.00) per hour worked (\$1.50 effective May 1, 2017).

8.01 (h) Commercial & Institutional Local 496

Effective Date	Base Rate	MMDF Fund*	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
GENERAL FOREMAN								
1-Jul-2018	44.22	0.60	4.42	1.40	5.04	0.45	0.03	56.16
4-Nov-2018				No Adjustment				
FOREMAN								
1-Jul-2018	41.22	0.60	4.12	1.40	5.04	0.45	0.03	52.86
4-Nov-2018				No Adjustment				
JOURNEYMAN								
1-Jul-2018	38.22	0.60	3.82	1.40	5.04	0.45	0.03	49.56
4-Nov-2018				No Adjustment				
4TH YEAR STEAMFITTER APPRENTICE 90%								
May-2019	34.85	0.10	3.46	1.40	4.54	0.30	0.03	44.71
4TH YEAR APPRENTICE PLUMBER & 3RD YEAR APPRENTICE STEAMFITTER & 3RD YEAR WELDER 80%								
1-Jul-2018	30.97	0.10	3.10	1.40	4.03	0.30	0.03	39.98
4-Nov-2018				No Adjustment				
3RD YEAR APPRENTICE PLUMBER 70%								
1-Jul-2018	27.10	0.10	2.71	1.40	3.53	0.30	0.03	35.24
4-Nov-2018				No Adjustment				
2ND YEAR APPRENTICE PLUMBER 60%								
1-Jul-2018	23.23	0.10	2.32	1.40	3.02	0.30	0.03	30.50
4-Nov-2018				No Adjustment				
2ND YEAR APPRENTICE STEAMFITTER & WELDER 65%								
1-Jul-2018	25.16	0.10	2.52	1.40	3.28	0.30	0.03	32.88
4-Nov-2018				No Adjustment				
1ST YEAR APPRENTICE PLUMBER & STEAMFITTER & WELDER								
1-Jul-2018	19.36	0.10	1.94	1.40	2.52	0.30	0.03	25.77
4-Nov-2018				No Adjustment				

* \$0.50 of this amount is MMDF while \$0.10 is Industry Advancement. Only the MMDF portion is added to the Journeyman base rate to calculate apprentice rates

8.01 (i) Instrument Mechanic (Local 496 Industrial work)
(General Foreman and Foreman rates are as per 496 Industrial Schedule)

Increase factor = JM GR \$59.92 x .775% = \$.46 -\$.01 (WFDT) =\$.45

Effective Date	Base Rate	MMDF Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
JOURNEYMAN								
1-Jul-2018	46.49	0.60	4.65	1.50	6.20	0.45	0.03	59.92
4-Nov-2018	46.90	0.60	4.69	1.50	6.20	0.45	0.03	60.37
4TH YEAR APPRENTICE 85%								
1-Jul-2018	39.42	0.60	3.94	1.50	6.20	0.45	0.03	52.14
4-Nov-2018	39.78	0.60	3.98	1.50	6.20	0.45	0.03	52.54
3RD YEAR APPRENTICE 75%								
1-Jul-2018	34.72	0.60	3.47	1.50	6.20	0.45	0.03	46.97
4-Nov-2018	35.03	0.60	3.50	1.50	6.20	0.45	0.03	47.31
2ND YEAR APPRENTICE 65%								
1-Jul-2018	30.01	0.60	3.00	1.50	6.20	0.45	0.03	41.79
4-Nov-2018	30.28	0.60	3.03	1.50	6.20	0.45	0.03	42.09
1ST YEAR APPRENTICE 55%								
1-Jul-2018	25.30	0.60	2.53	1.50	6.20	0.45	0.03	36.61
4-Nov-2018	25.53	0.60	2.55	1.50	6.20	0.45	0.03	36.86

8.01 (j) Wage Page Clarifications applicable to Local 496 Schedules

- (1) Calculate the MMDF contributions on hours earned
- (2) Monthly Union Dues of \$44.00 per month plus field dues when working of 1.25% of gross
- (3) CLRa dues and CEFAP to be remitted by Employer as per Article 31.01 (a) & (b)
- (4) An Alberta Journeyman is a Journeyman who has completed the standard Alberta 3 year Steam Fitter-Pipe Fitter apprenticeship and off shore Steam Fitter-Pipe Fitters. A UA Journeyman is a Journeyman who has completed a 4 year Steam Fitter-Pipe Fitter apprenticeship or an Alberta Journeyman who has satisfied the additional requirements as stipulated by the Joint Educational Trust Fund Trustees.
- (5) Foreman and General Foreman who are Industrial Construction Crew Supervisor (ICCS) designated, will be paid additional premiums of one dollar (\$1.00) per hour worked (\$1.50 effective May 1, 2017).