

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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
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								
3-May-2015	41.19	0.20	4.12	2.04	6.61	0.60	0.10	54.86
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
4-Nov-2018	41.56	0.20	4.16	2.04	6.61	0.60	0.10	55.27
JOURNEYMAN WELDER w/o CWB								
3-May-2015	38.89	0.20	3.89	2.04	6.61	0.60	0.10	52.33

Effective Date	Base Rate	ISIT Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
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								
3-May-2015	36.59	0.20	3.66	2.04	5.29	0.60	0.10	48.48
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
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								
3-May-2015	29.69	0.20	2.97	2.04	4.30	0.60	0.10	39.90
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
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								
3-May-2015	22.80	0.20	2.28	2.04	3.31	0.60	0.10	31.33
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
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 -\$.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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
4-Nov-2018	46.20	0.20	4.62	2.04	6.61	0.60	0.10	60.37
4TH YEAR APPRENTICE								
3-May-2015	36.59	0.20	3.66	2.04	5.29	0.60	0.10	48.48
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
4-Nov-2018	36.92	0.20	3.69	2.04	5.29	0.60	0.10	48.84
3RD YEAR APPRENTICE								
3-May-2015	31.99	0.20	3.20	2.04	4.63	0.60	0.10	42.76
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				

Effective Date	Base Rate	ISIT Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
4-Nov-2018	32.28	0.20	3.23	2.04	4.63	0.60	0.10	43.08
2ND YEAR APPRENTICE								
3-May-2015	27.39	0.20	2.74	2.04	3.97	0.60	0.10	37.04
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
4-Nov-2018	27.64	0.20	2.76	2.04	3.97	0.60	0.10	37.31
1ST YEAR APPRENTICE								
3-May-2015	22.80	0.20	2.28	2.04	3.31	0.60	0.10	31.33
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
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 (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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
4-Nov-2018				No Adjustment				

Effective Date	Base Rate	ISIT Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
FOREMAN								
3-May-2015	46.79	0.20	4.68	2.04	6.00	0.25	0.10	60.06
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
4-Nov-2018				No Adjustment				
4TH YEAR APPRENTICE PLUMBER & 3RD YEAR APPRENTICE STEAMFITTER & 3RD YEAR WELDER								
3-May-2015	34.19	0.20	3.42	2.04	4.80	0.25	0.10	45.00
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
4-Nov-2018				No Adjustment				
3RD YEAR APPRENTICE PLUMBER								
3-May-2015	29.89	0.20	2.99	2.04	4.20	0.25	0.10	39.67
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
4-Nov-2018				No Adjustment				
2ND YEAR APPRENTICE STEAMFITTER & 2ND YEAR WELDER								
3-May-2015	27.74	0.20	2.77	2.04	3.90	0.25	0.10	37.00
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				

Effective Date	Base Rate	ISIT Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
5-Nov-2017					No Adjustment			
6-May-2018					No Adjustment			
4-Nov-2018					No Adjustment			
2ND YEAR APPRENTICE PLUMBER								
3-May-2015	25.59	0.20	2.56	2.04	3.60	0.25	0.10	34.34
1-Nov-2015					No Adjustment			
1-May-2016					No Adjustment			
6-Nov-2016					No Adjustment			
7-May-2017					No Adjustment			
5-Nov-2017					No Adjustment			
6-May-2018					No Adjustment			
4-Nov-2018					No Adjustment			
1ST YEAR APPRENTICE PLUMBER & STEAMFITTER & WELDER								
3-May-2015	21.30	0.20	2.13	2.04	3.00	0.25	0.10	29.02
1-Nov-2015					No Adjustment			
1-May-2016					No Adjustment			
6-Nov-2016					No Adjustment			
7-May-2017					No Adjustment			
5-Nov-2017					No Adjustment			
6-May-2018					No Adjustment			
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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
4-Nov-2018	46.20	0.20	4.62	2.04	6.61	0.60	0.10	60.37
4TH YEAR APPRENTICE								
3-May-2015	38.89	0.20	3.89	2.04	5.62	0.60	0.10	51.34
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
4-Nov-2018	39.24	0.20	3.92	2.04	5.62	0.60	0.10	51.72
3RD YEAR APPRENTICE								
3-May-2015	34.29	0.20	3.43	2.04	4.96	0.60	0.10	45.62
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
4-Nov-2018	34.60	0.20	3.46	2.04	4.96	0.60	0.10	45.96
2ND YEAR APPRENTICE								
3-May-2015	29.69	0.20	2.97	2.04	4.30	0.60	0.10	39.90
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
4-Nov-2018	29.96	0.20	3.00	2.04	4.30	0.60	0.10	40.20

Effective Date	Base Rate	ISIT Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
1ST YEAR APPRENTICE								
3-May-2015	25.09	0.20	2.51	2.04	3.64	0.60	0.10	34.18
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
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 -\$.01 (WFDT) =\$.45*

Effective Date	Base Rate	MMDF Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
GENERAL FOREMAN								
3-May-2015	53.76	0.60	5.38	1.75	6.20	0.45	0.03	68.17
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
4-Nov-2018	54.40	0.60	5.44	1.50	6.20	0.45	0.03	68.62
FOREMAN								
3-May-2015	51.76	0.60	5.18	1.75	6.20	0.45	0.03	65.97
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
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								
3-May-2015	46.26	0.60	4.63	1.75	6.20	0.45	0.03	59.92
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
4-Nov-2018	46.90	0.60	4.69	1.50	6.20	0.45	0.03	60.37
ALBERTA JOURNEYMAN STEAM FITTER & JOURNEYMAN WELDERS w/CWB								
3-May-2015	41.57	0.60	4.16	1.75	6.20	0.45	0.03	54.76
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
4-Nov-2018	42.15	0.60	4.22	1.50	6.20	0.45	0.03	55.15
JOURNEYMAN WELDERS w/o CWB								
3-May-2015	39.23	0.60	3.92	1.75	6.20	0.45	0.03	52.18
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				

Effective Date	Base Rate	MMDF Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
7-May-2017						No Adjustment		
5-Nov-2017						No Adjustment		
JOURNEYMAN WELDERS w/o CWB (cont'd)								
6-May-2018						No Adjustment		
4-Nov-2018	39.77	0.60	3.98	1.50	6.20	0.45	0.03	52.53
3RD YEAR PIPEFITTER, STEAMFITTER & WELDER								
3-May-2015	36.89	0.60	3.69	1.75	6.20	0.45	0.03	49.61
1-Nov-2015						No Adjustment		
1-May-2016						No Adjustment		
6-Nov-2016						No Adjustment		
7-May-2017						No Adjustment		
5-Nov-2017						No Adjustment		
6-May-2018						No Adjustment		
4-Nov-2018	37.40	0.60	3.74	1.50	6.20	0.45	0.03	49.92
2ND YEAR PIPEFITTER, STEAMFITTER & WELDER								
3-May-2015	29.86	0.60	2.99	1.75	6.20	0.45	0.03	41.88
1-Nov-2015						No Adjustment		
1-May-2016						No Adjustment		
6-Nov-2016						No Adjustment		
7-May-2017						No Adjustment		
5-Nov-2017						No Adjustment		
6-May-2018						No Adjustment		
4-Nov-2018	30.27	0.60	3.03	1.50	6.20	0.45	0.03	42.08
1ST YEAR PIPEFITTER, STEAMFITTER & WELDER								
3-May-2015	22.83	0.60	2.28	1.75	6.20	0.45	0.03	34.14
1-Nov-2015						No Adjustment		
1-May-2016						No Adjustment		
6-Nov-2016						No Adjustment		
7-May-2017						No Adjustment		
5-Nov-2017						No Adjustment		
6-May-2018						No Adjustment		
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								
3-May-2015	53.76	0.60	5.38	1.75	6.20	0.45	0.03	68.17
1-Nov-2015					No Adjustment			
1-May-2016					No Adjustment			
6-Nov-2016					No Adjustment			
7-May-2017					No Adjustment			
5-Nov-2017					No Adjustment			
6-May-2018					No Adjustment			
4-Nov-2018	54.40	0.60	5.44	1.50	6.20	0.45	0.03	68.62
FOREMAN								
3-May-2015	51.76	0.60	5.18	1.75	6.20	0.45	0.03	65.97
1-Nov-2015					No Adjustment			
1-May-2016					No Adjustment			
6-Nov-2016					No Adjustment			
7-May-2017					No Adjustment			
5-Nov-2017					No Adjustment			
6-May-2018					No Adjustment			
4-Nov-2018	52.40	0.60	5.24	1.50	6.20	0.45	0.03	66.42
JOURNEYMAN								
3-May-2015	46.26	0.60	4.63	1.75	6.20	0.45	0.03	59.92
1-Nov-2015					No Adjustment			
1-May-2016					No Adjustment			
6-Nov-2016					No Adjustment			
7-May-2017					No Adjustment			
5-Nov-2017					No Adjustment			
6-May-2018					No Adjustment			
4-Nov-2018	46.90	0.60	4.69	1.50	6.20	0.45	0.03	60.37
4th YEAR								
3-May-2015	36.89	0.60	3.69	1.75	6.20	0.45	0.03	49.61
1-Nov-2015					No Adjustment			
1-May-2016					No Adjustment			
6-Nov-2016					No Adjustment			
7-May-2017					No Adjustment			
5-Nov-2017					No Adjustment			
6-May-2018					No Adjustment			
4-Nov-2018	37.40	0.60	3.74	1.50	6.20	0.45	0.03	49.92
3RD YEAR								
3-May-2015	32.20	0.60	3.22	1.75	6.20	0.45	0.03	44.45
1-Nov-2015					No Adjustment			
1-May-2016					No Adjustment			
6-Nov-2016					No Adjustment			

Effective Date	Base Rate	MMDF Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
3RD YEAR (cont'd)								
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
4-Nov-2018	32.65	0.60	3.27	1.50	6.20	0.45	0.03	44.70
2ND YEAR								
3-May-2015	27.52	0.60	2.75	1.75	6.20	0.45	0.03	39.30
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
4-Nov-2018	27.90	0.60	2.79	1.50	6.20	0.45	0.03	39.47
1ST YEAR								
3-May-2015	22.83	0.60	2.28	1.75	6.20	0.45	0.03	34.14
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
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								
3-May-2015	43.67	0.60	4.37	1.65	5.04	0.45	0.03	55.81
1-Nov-2015	43.99	0.60	4.40	1.65	5.04	0.45	0.03	56.16
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
4-Nov-2018				No Adjustment				
FOREMAN								
3-May-2015	40.67	0.60	4.07	1.65	5.04	0.45	0.03	52.51
1-Nov-2015	40.99	0.60	4.10	1.65	5.04	0.45	0.03	52.86
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
4-Nov-2018				No Adjustment				
JOURNEYMAN								
3-May-2015	37.67	0.60	3.77	1.65	5.04	0.45	0.03	49.21
1-Nov-2015	37.99	0.60	3.80	1.65	5.04	0.45	0.03	49.56
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
4-Nov-2018				No Adjustment				
4TH YEAR APPRENTICE PLUMBER & 3RD YEAR APPRENTICE STEAMFITTER & 3RD YEAR WELDER								
3-May-2015	30.52	0.10	3.05	1.65	4.03	0.30	0.03	39.68
1-Nov-2015	30.79	0.10	3.08	1.65	4.03	0.30	0.03	39.98
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
4-Nov-2018				No Adjustment				
3RD YEAR APPRENTICE PLUMBER								
3-May-2015	26.69	0.10	2.67	1.65	3.53	0.30	0.03	34.97
1-Nov-2015	26.94	0.10	2.69	1.65	3.53	0.30	0.03	35.24
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				

Effective Date	Base Rate	MMDF Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
7-May-2017								No Adjustment
3RD YEAR APPRENTICE PLUMBER (cont'd)								
5-Nov-2017								No Adjustment
6-May-2018								No Adjustment
4-Nov-2018								No Adjustment
2ND YEAR APPRENTICE PLUMBER								
3-May-2015	22.86	0.10	2.29	1.65	3.02	0.30	0.03	30.25
1-Nov-2015	23.09	0.10	2.31	1.65	3.02	0.30	0.03	30.50
1-May-2016								No Adjustment
6-Nov-2016								No Adjustment
7-May-2017								No Adjustment
5-Nov-2017								No Adjustment
6-May-2018								No Adjustment
4-Nov-2018								No Adjustment
2ND YEAR APPRENTICE STEAMFITTER & WELDER								
3-May-2015	24.78	0.10	2.48	1.65	3.28	0.30	0.03	32.62
1-Nov-2015	25.02	0.10	2.50	1.65	3.28	0.30	0.03	32.88
1-May-2016								No Adjustment
6-Nov-2016								No Adjustment
7-May-2017								No Adjustment
5-Nov-2017								No Adjustment
6-May-2018								No Adjustment
4-Nov-2018								No Adjustment
1ST YEAR APPRENTICE PLUMBER & STEAMFITTER & WELDER								
3-May-2015	19.04	0.10	1.90	1.65	2.52	0.30	0.03	25.54
1-Nov-2015	19.25	0.10	1.92	1.65	2.52	0.30	0.03	25.77
1-May-2016								No Adjustment
6-Nov-2016								No Adjustment
7-May-2017								No Adjustment
5-Nov-2017								No Adjustment
6-May-2018								No Adjustment
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 - \$0.01 (WFDT) = \$.45

Effective Date	Base Rate	MMDF Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
JOURNEYMAN								
3-May-2015	46.26	0.60	4.63	1.75	6.20	0.45	0.03	59.92
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
4-Nov-2018	46.90	0.60	4.69	1.50	6.20	0.45	0.03	60.37
4TH YEAR								
3-May-2015	39.23	0.60	3.92	1.75	6.20	0.45	0.03	52.18
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
4-Nov-2018	39.78	0.60	3.98	1.50	6.20	0.45	0.03	52.54
3RD YEAR								
3-May-2015	34.55	0.60	3.46	1.75	6.20	0.45	0.03	47.04
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
4-Nov-2018	35.03	0.60	3.50	1.50	6.20	0.45	0.03	47.31
2ND YEAR								
3-May-2015	29.86	0.60	2.99	1.75	6.20	0.45	0.03	41.88
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
4-Nov-2018	30.28	0.60	3.03	1.50	6.20	0.45	0.03	42.09
1ST YEAR								
3-May-2015	25.17	0.60	2.52	1.75	6.20	0.45	0.03	36.72
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				

Effective Date	Base Rate	MMDF Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
1ST YEAR (cont'd)								
6-Nov-2016				No Adjustment				
7-May-2017				No Adjustment				
5-Nov-2017				No Adjustment				
6-May-2018				No Adjustment				
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).