

**SUMMARY OF WAGES IN CONSTRUCTION - ALBERTA 2001 – 2003**

*(Some exceptions may apply, expiration dates noted at end of each section)*

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
<b>BOILERMAKERS (PROV.) **</b>						
<b>LOCAL UNION #146</b>						
<b>General Foreman</b>						
07.May.01	33.97	3.40	2.25	4.00	0.89	44.51
01.Nov.01	34.60	3.46	2.25	4.50	0.89	45.70
01.May.02	35.88	3.59	2.25	5.00	0.89	47.61
01.Nov.02	36.94	3.69	2.25	5.00	0.89	48.77
<b>Foreman</b>						
07.May.01	32.22	3.22	2.25	4.00	0.89	42.58
01.Nov.01	32.85	3.29	2.25	4.50	0.89	43.78
01.May.02	33.88	3.39	2.25	5.00	0.89	45.41
01.Nov.02	34.94	3.49	2.25	5.00	0.89	46.57
<b>Assistant Foreman</b>						
07.May.01	31.12	3.11	2.25	4.00	0.89	41.37
01.Nov.01	31.75	3.18	2.25	4.50	0.89	42.57
01.May.02	32.53	3.25	2.25	5.00	0.89	43.92
01.Nov.02	33.59	3.36	2.25	5.00	0.89	45.09
<b>Journeyman</b>						
07.May.01	27.97	2.80	2.25	4.00	0.89	37.91
01.Nov.01	28.60	2.86	2.25	4.50	0.89	39.10
01.May.02	29.38	2.94	2.25	5.00	0.89	40.46
01.Nov.02	30.44	3.04	2.25	5.00	0.89	41.62
<b>3rd Year Apprentice</b>						
07.May.01	25.17	2.52	2.25	4.00	0.89	34.83
01.Nov.01	25.74	2.57	2.25	4.50	0.89	35.95
01.May.02	26.44	2.64	2.25	5.00	0.89	37.22
01.Nov.02	27.40	2.74	2.25	5.00	0.89	38.28
<b>2nd Year Apprentice</b>						
07.May.01	20.98	2.10	2.25	4.00	0.89	30.22
01.Nov.01	21.45	2.15	2.25	4.50	0.89	31.24
01.May.02	22.04	2.20	2.25	5.00	0.89	32.38
01.Nov.02	22.83	2.28	2.25	5.00	0.89	33.25
<b>1st Year Apprentice</b>						
07.May.01	16.78	1.68	2.25	4.00	0.89	25.60
01.Nov.01	17.16	1.72	2.25	4.50	0.89	26.52
01.May.02	17.63	1.76	2.25	5.00	0.89	27.53
01.Nov.02	18.26	1.83	2.25	5.00	0.89	28.23
<b>Helper</b>						
07.May.01	20.98	2.10	2.25	4.00	0.89	30.22
01.Nov.01	21.45	2.15	2.25	4.50	0.89	31.24
01.May.02	22.04	2.20	2.25	5.00	0.89	32.38
01.Nov.02	22.83	2.28	2.25	5.00	0.89	33.25

Hours of Work = 8 (eight). Two Shift Operation: 2<sup>nd</sup> shift = \$2.50 (two dollars fifty cents), 3<sup>rd</sup> Shift = \$2.50 (two dollars fifty cents). Overtime see Article 16.01. Transportation Rate = 39¢/km (thirty-nine cents), Subsistence Provincial Rate = \$85.00/day (eighty five dollars), except for: Fort McMurray region = \$100.00/day (one hundred dollars), Fort McMurray region effective May 28, 2001 = \$115.00/day (one hundred fifteen dollars).

**Other:** includes union promotion, educational & national training, apprenticeship & administration.

**WAGE SUMMARY 2001-2003.....PAGE 2**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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~~ⓧ~~ Expiration Date April 30, 2003

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**WAGE SUMMARY 2001-2003.....PAGE 3**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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**BRICKLAYERS (PROV.) RED BRICK \*\***

**LOCAL UNION #1**

**Journeyman**

01.Nov.00	23.41	2.34	1.24	2.00		28.99
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**LOCAL UNION #2**

**Journeyman**

01.Nov.00	23.54	2.35	1.10	2.00		28.99
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**Probationary Apprentice (less than 120 days exp.):** 60% (sixty percent) minimum journeyman wage  
**Registered Apprentice (minimum 1600 hours):** 1<sup>st</sup> period - 60% (sixty percent) minimum journeyman wage  
 2<sup>nd</sup> period - 80% (eighty percent) minimum journeyman wage  
 3<sup>rd</sup> period - 90% (ninety percent) minimum journeyman wage  
**Working Foreman:** \$2.00/hr (two dollars) above journeyman rate

?? Industrial Sites where BTC agreement in effect, rate of \$1.50 (one dollar fifty cents) over net rate will be paid.  
 ?? Industry Advancement Fund Fee of 29¢/hr (twenty-nine cents), as per Collective Agreement, not included in above totals.  
 ✂ Expiration Date April 30, 2001

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**BRICKLAYERS (PROV.) REFRACTORY  
 LOCAL UNION #1 & #2**

**CONSTRUCTION & MAINTENANCE**

**LOCAL #1**

**Journeyman**

01.Nov.00	29.91	2.99	1.00	2.00		35.90
10.Jun.01	30.06	3.01	1.00	3.00		37.07
01.Nov.01	30.13	3.01	1.00	4.00		38.14
01.May.01	30.26	3.03	1.00	5.00		39.29
01.Nov.02	30.05	3.00	1.00	6.00		40.05

**Apprentice – 3<sup>rd</sup> Period**

10.Jun.01	27.05	2.71	1.00	3.00		33.76
01.Nov.01	27.12	2.71	1.00	4.00		34.83
01.May.02	27.24	2.72	1.00	5.00		35.96
01.Nov.02	27.04	2.70	1.00	6.00		36.74

**Apprentice – 2<sup>nd</sup> Period**

10.Jun.01	24.05	2.40	1.00	3.00		30.45
01.Nov.01	24.10	2.41	1.00	4.00		31.51
01.May.02	24.21	2.42	1.00	5.00		32.63
01.Nov.02	24.04	2.40	1.00	6.00		33.44

**Apprentice – 1<sup>st</sup> Period**

10.Jun.01	18.04	1.80	1.00	3.00		23.84
01.Nov.01	18.08	1.81	1.00	4.00		24.89
01.May.02	18.16	1.82	1.00	5.00		25.98
01.Nov.02	18.03	1.80	1.00	6.00		26.83

**WAGE SUMMARY 2001-2003.....PAGE 4**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
<b>BRICKLAYERS (PROV.) REFRACTORY...continued...</b>						
<b>LOCAL #2</b>						
<b>Journeyman</b>						
01.Nov.00	29.45	2.95	1.00	2.50		35.90
10.Jun.01	29.61	2.96	1.00	3.50		37.07
01.Nov.01	30.13	3.01	1.00	4.00		38.14
01.May.02	31.17	3.12	1.00	4.00		39.29
01.Nov.02	31.86	3.19	1.00	4.00		40.05
<b>Apprentice – 3<sup>rd</sup> Period</b>						
10.Jun.01	26.65	2.66	1.00	3.50		33.81
01.Nov.01	27.12	2.71	1.00	4.00		34.83
01.May.02	28.05	2.81	1.00	4.00		35.86
01.Nov.02	28.68	2.87	1.00	4.00		36.55
<b>Apprentice – 2<sup>nd</sup> Period</b>						
10.Jun.01	23.68	2.37	1.00	3.50		30.55
01.Nov.01	24.10	2.41	1.00	4.00		31.51
01.May.02	24.94	2.49	1.00	4.00		32.43
01.Nov.01	25.49	2.55	1.00	4.00		33.04
<b>Apprentice – 1<sup>st</sup> Period</b>						
10.Jun.01	17.76	1.78	1.00	3.50		24.04
01.Nov.01	18.08	1.81	1.00	4.00		24.89
01.May.02	18.70	1.87	1.00	4.00		25.57
01.Nov.02	19.12	1.91	1.00	4.00		26.03

**Working Foreman:** \$3.00/hr (three dollars) above regular journeyman rate  
**Foreman Supervisor (min. of 2 working foreman):** \$4.00/hr (four dollars) above regular journeyman rate

- ?? Industrial Stacks, Bleaching Towers, Associated Holding Tanks - over 50' (fifty feet) above solid permanent structure, 1 hr/day (one hour per day) shall be paid and 1 (one) extra hour for each additional 50' (fifty feet). Height pay not applicable to engineering scaffold erected at base of stack or vessel.
- ?? Construction Labour Relations dues of 6¢/hr (six cents), Construction Employee Family Assistance Plan (CEFAP) Contribution of 3¢/hr (three cents) & Joint Employers Safety Program Contribution of 40¢/hr (forty cents), as per Collective Agreement, not included in above totals.

☞ Expiration Date April 30, 2003

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**CARPENTERS (PROV.)  
LOCALS 1325, 2103**

**COMMERCIAL**

<b>Journeyman</b>						
11.May.01	21.75	2.17	1.04	2.71	0.00	27.67
01.Nov.01	22.47	2.25	1.04	2.71	0.00	28.47
01.May.02	23.25	2.32	1.04	2.71	0.00	29.32
01.Nov.02	23.76	2.38	1.04	2.71	0.00	29.89
<b>4<sup>th</sup> Year Apprentice</b>						
11.May.01	19.58	1.96	1.04	2.71	0.00	25.29
01.Nov.01	20.22	2.02	1.04	2.71	0.00	25.99
01.May.02	20.92	2.09	1.04	2.71	0.00	26.76

**WAGE SUMMARY 2001-2003.....PAGE 5**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
01.Nov.02	21.38	2.14	1.04	2.71	0.00	27.27

**WAGE SUMMARY 2001-2003.....PAGE 6**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
<b>CARPENTERS (PROV.)...continued...</b>						
<b>3<sup>rd</sup> Year Apprentice</b>						
11.May.01	17.40	1.74	1.04	2.71	0.00	22.89
01.Nov.01	17.98	1.80	1.04	2.71	0.00	23.53
01.May.02	18.60	1.86	1.04	2.71	0.00	24.21
01.Nov.02	19.01	1.90	1.04	2.71	0.00	24.66
<b>2<sup>nd</sup> Year Apprentice</b>						
11.May.01	15.22	1.52	1.04	2.71	0.00	20.49
01.Nov.01	15.73	1.57	1.04	2.71	0.00	21.05
01.May.02	16.28	1.63	1.04	2.71	0.00	21.66
01.Nov.02	16.63	1.66	1.04	2.71	0.00	22.04
<b>1<sup>st</sup> Year Apprentice</b>						
11.May.01	13.05	1.30	1.04	2.71	0.00	18.10
01.Nov.01	13.48	1.35	1.04	2.71	0.00	18.58
01.May.02	13.95	1.40	1.04	2.71	0.00	19.10
01.Nov.02	14.26	1.43	1.04	2.71	0.00	19.44
<b><u>INDUSTRIAL</u></b>						
<b>Journeyman</b>						
11.May.01	27.56	2.76	1.04	3.02	0.28	34.66
01.Nov.01	28.01	2.80	1.04	3.54	0.28	35.67
01.May.02	28.46	2.85	1.04	4.11	0.28	36.74
01.May.02	28.87	2.89	1.04	4.37	0.28	37.45
<b>4<sup>th</sup> Year Apprentice</b>						
11.May.01	24.80	2.48	1.04	3.02	0.28	31.62
01.Nov.01	25.21	2.52	1.04	3.54	0.28	32.59
01.May.02	25.61	2.56	1.04	4.11	0.28	33.60
01.Nov.02	25.98	2.60	1.04	4.37	0.28	34.27
<b>3<sup>rd</sup> Year Apprentice</b>						
11.May.01	22.05	2.20	1.04	3.02	0.28	28.59
01.Nov.01	22.41	2.24	1.04	3.54	0.28	29.51
01.May.02	22.77	2.28	1.04	4.11	0.28	30.48
01.Nov.02	23.10	2.31	1.04	4.37	0.28	31.10
<b>2<sup>nd</sup> Year Apprentice</b>						
11.May.01	19.29	1.93	1.04	3.02	0.28	25.56
01.Nov.01	19.61	1.96	1.04	3.54	0.28	26.43
01.May.02	19.92	1.99	1.04	4.11	0.28	27.34
01.Nov.02	20.21	2.02	1.04	4.37	0.28	27.92
<b>1<sup>st</sup> Year Apprentice</b>						
11.May.01	16.54	1.65	1.04	3.02	0.28	22.53
01.Nov.01	16.81	1.68	1.04	3.54	0.28	23.35
01.May.02	17.08	1.71	1.04	4.11	0.28	24.22
01.Nov.02	17.32	1.73	1.04	4.37	0.28	24.74

**Other:** Alberta Training and Apprenticeship Competition Fund.

**Foreman:** Commercial = journeyman rate + \$2.25 (two dollars twenty-five cents), Industrial = journeyman rate + \$3.25 (three dollars twenty-five cents)

?? Shift Premiums: Commercial = \$1.00/hr (one dollar) for a "second" shift or "third" shift, Industrial = \$2.00/hr (two dollars) for any "second" or "third" shift [\$2.25/hr (two dollars twenty-five cents) effective May 1, 2002]

?? Construction Labour Relations dues of 6¢/hr (six cents) & Construction Employee Family Assistance Plan (CEFAP) contribution of 3¢ (three cents) as per Collective Agreement, not included in above totals.

☞☞ Expiration Date April 30, 2003

WAGE SUMMARY 2001-2003.....PAGE 7

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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**WAGE SUMMARY 2001-2003.....PAGE 8**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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**CEMENT MASONS (PROV.) – As Amended March 2002  
LOCAL UNIONS 222**

**COMMERCIAL**

**Journeyman**

11.May.01	21.35	2.14	0.90	2.25	0.06	26.70
01.Nov.01	22.06	2.21	0.90	2.25	0.06	27.48
01.May.02	22.58	2.26	0.90	2.50	0.06	28.30
01.Nov.02	23.08	2.31	0.90	2.50	0.06	28.85

**3<sup>rd</sup> Year Apprentice**

11.May.01	18.15	1.82	0.90	2.25	0.06	23.18
01.Nov.01	18.75	1.88	0.90	2.25	0.06	23.84
01.May.02	19.19	1.92	0.90	2.50	0.06	24.57
01.Nov.02	19.62	1.96	0.90	2.50	0.06	25.04

**2<sup>nd</sup> Year Apprentice**

11.May.01	16.01	1.60	0.90	2.25	0.06	20.82
01.Nov.01	16.55	1.66	0.90	2.25	0.06	21.42
01.May.02	16.94	1.69	0.90	2.50	0.06	22.09
01.Nov.02	17.31	1.73	0.90	2.50	0.06	22.50

**1<sup>st</sup> Year Apprentice**

11.May.01	13.88	1.39	0.90	2.25	0.06	18.48
01.Nov.01	14.34	1.43	0.90	2.25	0.06	18.98
01.May.02	14.68	1.47	0.90	2.50	0.06	19.61
01.Nov.02	15.00	1.50	0.90	2.50	0.06	19.96

**Trainee**

11.May.01	11.74	1.17	0.90	2.25	0.06	16.12
01.Nov.01	12.13	1.21	0.90	2.25	0.06	16.55
01.May.02	12.42	1.24	0.90	2.50	0.06	17.12
01.Nov.02	12.69	1.27	0.90	2.50	0.06	17.42

**INDUSTRIAL**

**Journeyman**

11.May.01	27.30	2.73	0.90	3.00	0.06	33.99
01.Nov.01	28.20	2.82	0.90	3.00	0.06	34.98
01.May.02	28.70	2.87	0.90	3.50	0.06	36.03
01.Nov.02	29.34	2.93	0.90	3.50	0.06	36.73

**3<sup>rd</sup> Year Apprentice**

11.May.01	23.21	2.32	0.90	3.00	0.06	29.49
01.Nov.01	23.97	2.40	0.90	3.00	0.06	30.33
01.May.02	24.40	2.44	0.90	3.50	0.06	31.30
01.Nov.02	24.94	2.49	0.90	3.50	0.06	31.89

**2<sup>nd</sup> Year Apprentice**

11.May.01	20.48	2.05	0.90	3.00	0.06	26.49
01.Nov.01	21.15	2.12	0.90	3.00	0.06	27.23
01.May.02	21.53	2.15	0.90	3.50	0.06	28.14
01.Nov.02	22.01	2.20	0.90	3.50	0.06	28.67

**WAGE SUMMARY 2001-2003.....PAGE 9**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
<b>CEMENT MASONS (PROV.)...continued...</b>						
<b>1<sup>st</sup> Year Apprentice</b>						
11.May.01	17.75	1.78	0.90	3.00	0.06	23.49
01.Nov.01	18.33	1.83	0.90	3.00	0.06	24.12
01.May.02	18.66	1.87	0.90	3.50	0.06	24.99
01.Nov.02	19.07	1.91	0.90	3.50	0.06	25.44
<b>Trainee</b>						
11.May.01	15.02	1.50	0.90	3.00	0.06	20.48
01.Nov.01	15.51	1.55	0.90	3.00	0.06	21.02
01.May.02	15.79	1.58	0.90	3.50	0.06	21.83
01.Nov.02	16.14	1.61	0.90	3.50	0.06	22.21

?? Pension remittance for industrial work paid on "hours earned", commercial work (non-industrial) remains "hours worked". All other benefits paid on basis of "hours worked".  
 ?? Construction Labour Relations dues of 6¢/hr (six cents), Construction Employee Family Assistance Plan (CEFAP) contribution of 3¢/hr (three cents) & Alberta Building Trades Council Check-Off of 5¢/hr (five cents), as per Collective Agreement, not included in above totals.  
 ✍ Expiration Date April 30, 2003

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**ELECTRICIANS (PROV.) \*\***  
**LOCAL 424**

**COMMERCIAL**

<b>10.May.01</b>		<b>MRT Fund</b>					
General Foreman	0.98	29.39	2.94	1.47	2.53	0.40	37.71
Foreman	0.91	27.46	2.75	1.47	2.53	0.40	35.52
Sub-Foreman	0.84	25.29	2.53	1.47	2.53	0.40	33.06
Journeyman*	0.80	24.09	2.41	1.47	2.53	0.40	31.70
4 <sup>th</sup> Yr Apprentice	0.64	19.27	1.93	1.47	2.53	0.40	26.24
3 <sup>rd</sup> Yr Apprentice	0.56	16.86	1.69	1.47	2.53	0.40	23.51
2 <sup>nd</sup> Yr Apprentice	0.48	14.45	1.45	1.47	2.53	0.40	20.78
1 <sup>st</sup> Yr Apprentice	0.40	12.05	1.21	1.47	2.53	0.40	18.06
<b>01.Nov.01</b>		<b>MRT Fund</b>					
General Foreman	0.98	30.74	3.07	1.47	2.78	0.44	39.48
Foreman	0.91	28.73	2.87	1.47	2.78	0.44	37.20
Sub-Foreman	0.84	26.46	2.65	1.47	2.78	0.44	34.64
Journeyman*	0.80	25.20	2.52	1.47	2.78	0.44	33.21
4 <sup>th</sup> Yr Apprentice	0.64	20.16	2.02	1.47	2.78	0.44	27.51
3 <sup>rd</sup> Yr Apprentice	0.56	17.64	1.76	1.47	2.78	0.44	24.65
2 <sup>nd</sup> Yr Apprentice	0.48	15.12	1.51	1.47	2.78	0.44	21.80
1 <sup>st</sup> Yr Apprentice	0.40	12.60	1.26	1.47	2.78	0.44	18.95
<b>01.May.02</b>		<b>MRT Fund</b>					
General Foreman	0.98	32.23	3.22	1.52	3.03	0.44	41.42
Foreman	0.91	30.12	3.01	1.52	3.03	0.44	39.03
Sub-Foreman	0.84	27.74	2.77	1.52	3.03	0.44	36.34
Journeyman*	0.80	26.42	2.64	1.52	3.03	0.44	34.85
4 <sup>th</sup> Yr Apprentice	0.64	21.14	2.11	1.52	3.03	0.44	28.88
3 <sup>rd</sup> Yr Apprentice	0.56	18.49	1.85	1.52	3.03	0.44	25.89
2 <sup>nd</sup> Yr Apprentice	0.48	15.85	1.59	1.52	3.03	0.44	22.91
1 <sup>st</sup> Yr Apprentice	0.40	13.21	1.32	1.52	3.03	0.44	19.92

**WAGE SUMMARY 2001-2003.....PAGE 10**

<u>Date</u>		<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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**ELECTRICIANS (PROV.) \*\*...continued...**

<b>01.Nov.02</b>	<b>MRT Fund</b>						
General Foreman	0.98	33.56	3.36	1.52	3.28	0.48	43.18
Foreman	0.91	31.36	3.14	1.52	3.28	0.48	40.69
Sub-Foreman	0.84	28.89	2.89	1.52	3.28	0.48	37.90
Journeyman*	0.80	27.51	2.75	1.52	3.28	0.48	36.34
4 <sup>th</sup> Yr Apprentice	0.64	22.01	2.20	1.52	3.28	0.48	30.13
3 <sup>rd</sup> Yr Apprentice	0.56	19.26	1.93	1.52	3.28	0.48	27.03
2 <sup>nd</sup> Yr Apprentice	0.48	16.51	1.65	1.52	3.28	0.48	23.92
1 <sup>st</sup> Yr Apprentice	0.40	13.76	1.38	1.52	3.28	0.48	20.82

**INDUSTRIAL**

<b>10.May.01</b>	<b>MRT Fund</b>						
General Foreman	1.17	36.05	3.61	1.47	2.53	0.40	45.23
Foreman	1.09	33.69	3.37	1.47	2.53	0.40	42.55
Sub-Foreman	1.00	31.03	3.10	1.47	2.53	0.40	39.53
Journeyman*	0.96	29.55	2.96	1.47	2.53	0.40	37.87
4 <sup>th</sup> Yr Apprentice	0.76	23.64	2.36	1.47	2.53	0.40	31.16
3 <sup>rd</sup> Yr Apprentice	0.67	20.69	2.07	1.47	2.53	0.40	27.83
2 <sup>nd</sup> Yr Apprentice	0.57	17.73	1.77	1.47	2.53	0.40	24.47
1 <sup>st</sup> Yr Apprentice	0.48	14.78	1.48	1.47	2.53	0.40	21.14

<b>01.Nov.01</b>	<b>MRT Fund</b>						
General Foreman	1.17	37.10	3.71	1.47	2.78	0.44	46.67
Foreman	1.09	34.67	3.47	1.47	2.78	0.44	43.92
Sub-Foreman	1.00	31.93	3.19	1.47	2.78	0.44	40.81
Journeyman*	0.96	30.41	3.04	1.47	2.78	0.44	39.10
4 <sup>th</sup> Yr Apprentice	0.76	24.33	2.43	1.47	2.78	0.44	32.21
3 <sup>rd</sup> Yr Apprentice	0.67	21.29	2.13	1.47	2.78	0.44	28.78
2 <sup>nd</sup> Yr Apprentice	0.57	18.25	1.83	1.47	2.78	0.44	25.34
1 <sup>st</sup> Yr Apprentice	0.48	15.21	1.52	1.47	2.78	0.44	21.90

<b>01.May.02</b>	<b>MRT Fund</b>						
General Foreman	1.17	38.28	3.83	1.52	3.03	0.44	48.27
Foreman	1.09	35.77	3.58	1.52	3.03	0.44	45.43
Sub-Foreman	1.00	32.95	3.30	1.52	3.03	0.44	42.24
Journeyman*	0.96	31.38	3.14	1.52	3.03	0.44	40.47
4 <sup>th</sup> Yr Apprentice	0.76	25.10	2.51	1.52	3.03	0.44	33.36
3 <sup>rd</sup> Yr Apprentice	0.67	21.97	2.20	1.52	3.03	0.44	29.83
2 <sup>nd</sup> Yr Apprentice	0.57	18.83	1.88	1.52	3.03	0.44	26.27
1 <sup>st</sup> Yr Apprentice	0.48	15.69	1.57	1.52	3.03	0.44	22.73

<b>01.Nov.02</b>	<b>MRT Fund</b>						
General Foreman	1.17	39.31	3.93	1.52	3.28	0.48	49.69
Foreman	1.09	36.73	3.67	1.52	3.28	0.48	46.77
Sub-Foreman	1.00	33.83	3.38	1.52	3.28	0.48	43.49
Journeyman*	0.96	32.22	3.22	1.52	3.28	0.48	41.68
4 <sup>th</sup> Yr Apprentice	0.76	25.78	2.58	1.52	3.28	0.48	34.40
3 <sup>rd</sup> Yr Apprentice	0.67	22.55	2.26	1.52	3.28	0.48	30.76
2 <sup>nd</sup> Yr Apprentice	0.57	19.33	1.93	1.52	3.28	0.48	27.11
1 <sup>st</sup> Yr Apprentice	0.48	16.11	1.61	1.52	3.28	0.48	23.48

**WAGE SUMMARY 2001-2003.....PAGE 11**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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? Includes Electrician (Inside Wireman), Welder, Instrument Mechanic (Instrument Technician), Lineman, and Operator (Equipment).

**WAGE SUMMARY 2001-2003.....PAGE 12**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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**ELECTRICIANS (PROV.) \*\*...continued...**

NOT INCLUDED ABOVE:

- ?? Union Dues [Article 4.08]
- ?? Additional Union Dues - \$0.05/hr (five cents) [Article 4.08 & 11.04 (c)]
- ?? Additional RRSP - \$1.00/hr (one dollar), General Foreman, Foreman, Sub-Foreman & Journeyman [Article 11.04(c)(ii)]
- ?? Contractor RRSP Paid on Overtime: May-01 \$2.20 (two dollar twenty cents) on 1½X, \$4.40 (four dollars forty cents) on 2X; Nov-01 \$2.33 (two dollars thirty-three cents) on 1½X, \$4.65 (four dollars sixty-five cents) on 2X; May-02 \$2.48 (two dollars and forty-eight cents) of 1½ X, \$4.95 (four dollars ninety-five cents) of 2X; Nov-02 \$2.60 (two dollars sixty cents) on 1½X, \$5.20 (five dollars twenty cents) on 2X.  
Apprentice & Foreman amounts pro-rated on Journeyman rate
- ?? ECAA Industry Fund - 12¢/hr (twelve cents), effective December 1, 1997 [Appendix 'C']

**Other:** Electrical Education Fund & Tool Allowance

☞ Expiration Date April 30, 2003

**ELEVATOR CONSTRUCTORS (PROV.)  
LOCAL 122 & 130**

**Construction and Maintenance, Service & Repair**

01.Jun.99	28.44	2.84	2.25	1.18	0.085	34.795
01.May.00	29.89	2.99	2.25	1.18	0.085	36.395
01.May.01	31.35	3.13	2.25	1.18	0.085	37.995
01.May.02	32.80	3.28	2.25	1.18	0.085	39.595

**Rate Percentage of Established Mechanic (listed above):**

- Probationary Helper - 55% (fifty-five percent);
- Helper - 60% (sixty percent);
- Helper 1 - 70% (seventy percent);
- Helper 2 - 75% (seventy-five percent);
- Helper 3 - 80% (eighty percent);
- Mechanic-in-Charge - 112½% (one hundred twelve & one half percent) for 3 or more employees;
- Mechanic-in-Charge - 115% (one hundred fifteen percent) for 8 or more employees;
- Mechanic-in-Charge - 120% (one hundred twenty percent) for 15 or more employees;
- Adjuster - 115% (one hundred fifteen percent);
- Local Representative (resident mechanic) - 112½% (one hundred twelve & one half percent)

**Other:** Education Fund

?? Construction Labour Relations dues of 6¢/hr (six cents) not included in above totals.

☞ Expiration Date April 30, 2003

**GLAZIERS (PROV.) \*\*  
LOCAL UNION #177**

**Journeyman:**

01.May.97	19.75	1.98	0.75	0.65	0.14	23.20
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**Foreman:** 12% (twelve percent) above Journeyman rate.

**Lead Hand:** Minimum of \$1.00 (one dollar) above Journeyman rate.

**GLAZIERS (PROV.) \*\*...continued...**

**PROJECTS UP TO \$20,000.00**

01.May.97	16.79	1.68	1.00	1.05	0.14	20.59
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**WAGE SUMMARY 2001-2003.....PAGE 13**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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GLAZIERS (PROV.) \*\*...continued...

**PROJECTS BETWEEN \$20,000.00 UP TO \$250,000.00**

01.May.97	17.78	1.78	1.00	1.05	0.14	21.68
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**Apprenticeship:**  
 1st period: 55% (fifty-five percent) of the Journeyman rate  
 2nd period: 60% (sixty percent) of the Journeyman rate  
 3rd period: 75% (seventy-five percent) of the Journeyman rate  
 4th period: 85% (eighty-five percent) of the Journeyman rate

**Other:** Includes 4¢ (four cents) Joint Trade Board Employer Contribution + 5¢ (five cents) Building Trades Fund + 5¢ (five cents) Glaziers Employer Association of Alberta. Of the 14¢ (fourteen cents) contributed, 7¢ (seven cents) is Employer contribution and 7¢ (seven cents) is Employee contribution. Only the Employer contribution of 7¢ (seven cents) is included in the Gross Wage. There is a 60¢ (sixty cents) additional premium for work performed from suspended devices. [all amounts are per hour]

⚡ Expiration Date April 30, 1999

**INSULATORS (PROV.)  
 LOCAL UNION #110**

**COMMERCIAL / INSTITUTIONAL**

**Foreman**

14.May.01	21.35	2.14	1.38	3.23	0.20	28.30
01.Nov.01	21.84	2.18	1.38	3.50	0.20	29.10
01.May.02	22.65	2.27	1.38	3.50	0.20	30.00
01.Nov.02	23.19	2.32	1.38	3.50	0.20	30.59

**Journeyman**

14.May.01	18.98	1.90	1.38	3.23	0.20	25.69
01.Nov.01	19.42	1.94	1.38	3.50	0.20	26.44
01.May.02	20.14	2.01	1.38	3.50	0.20	27.23
01.Nov.02	20.62	2.06	1.38	3.50	0.20	27.76

**4<sup>th</sup> Year Apprentice (80% of Journeyman Rate)**

14.May.01	15.18	1.52	1.38	3.23	0.20	21.51
01.Nov.01	15.53	1.55	1.38	3.50	0.20	22.16
01.May.02	16.11	1.61	1.38	3.50	0.20	22.80
01.Nov.02	16.49	1.65	1.38	3.50	0.20	23.22

**3<sup>rd</sup> Year Apprentice (70% of Journeyman Rate)**

14.May.01	13.29	1.33	1.38	3.23	0.20	19.43
01.Nov.01	13.59	1.36	1.38	3.50	0.20	20.03
01.May.02	14.09	1.41	1.38	3.50	0.20	20.58
01.Nov.02	14.43	1.44	1.38	3.50	0.20	20.95

**2<sup>nd</sup> Year Apprentice (60% of Journeyman Rate)**

14.May.01	11.39	1.14	1.38	3.23	0.20	17.34
01.Nov.01	11.65	1.17	1.38	3.50	0.20	17.90
01.May.02	12.08	1.21	1.38	3.50	0.20	18.37
01.Nov.02	12.37	1.24	1.38	3.50	0.20	18.69

**1<sup>st</sup> Year Apprentice (50% of Journeyman Rate)**

14.May.01	9.49	0.95	1.38	3.23	0.20	15.25
01.Nov.01	9.71	0.97	1.38	3.50	0.20	15.76
01.May.02	10.07	1.01	1.38	3.50	0.20	16.16

**WAGE SUMMARY 2001-2003.....PAGE 14**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
01.Nov. 02	10.31	1.03	1.38	3.50	0.20	16.42

**WAGE SUMMARY 2001-2003.....PAGE 15**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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**INSULATORS (PROV.)...continued...**

**INDUSTRIAL**

	MERF						
<b>Foreman</b>							
14.May.01	0.25	31.18	3.12	1.38	3.23	0.20	39.36
01.Nov.01	0.25	31.96	3.20	1.38	3.50	0.20	40.49
01.May.02	0.50	32.83	3.28	1.38	3.50	0.20	41.69
01.Nov.02	0.50	33.58	3.36	1.38	3.50	0.20	42.52
<b>Journeyman</b>							
14.May.01	0.25	27.72	2.77	1.38	3.23	0.20	35.55
01.Nov.01	0.25	28.41	2.84	1.38	3.50	0.20	36.58
01.May.02	0.50	29.18	2.92	1.38	3.50	0.20	37.68
01.Nov.02	0.50	29.85	2.98	1.38	3.50	0.20	38.41
<b>4<sup>th</sup> Year Apprentice (80% of Journeyman)</b>							
14.May.01	0.25	22.17	2.22	1.38	3.23	0.20	29.45
01.Nov.01	0.25	22.73	2.27	1.38	3.50	0.20	30.33
01.May.02	0.50	23.34	2.33	1.38	3.50	0.20	31.25
01.Nov.02	0.50	23.88	2.39	1.38	3.50	0.20	31.85
<b>3<sup>rd</sup> Year Apprentice (70% of Journeyman)</b>							
14.May.01	0.25	19.40	1.94	1.38	3.23	0.20	26.40
01.Nov.01	0.25	19.89	1.99	1.38	3.50	0.20	27.21
01.May.02	0.50	20.43	2.04	1.38	3.50	0.20	28.05
01.Nov.02	0.50	20.89	2.09	1.38	3.50	0.20	28.56
<b>2<sup>nd</sup> Year Apprentice (60% of Journeyman)</b>							
14.May.01	0.25	16.63	1.66	1.38	3.23	0.20	23.35
01.Nov.01	0.25	17.05	1.71	1.38	3.50	0.20	24.09
01.May.02	0.50	17.51	1.75	1.38	3.50	0.20	24.84
01.Nov.02	0.50	17.91	1.79	1.38	3.50	0.20	25.28
<b>1st Year Apprentice (50% of Journeyman)</b>							
14.May.01	0.25	13.86	1.39	1.38	3.23	0.20	20.31
01.Nov.01	0.25	14.21	1.42	1.38	3.50	0.20	20.96
01.May.02	0.50	14.59	1.46	1.38	3.50	0.20	21.63
01.Nov.02	0.50	14.92	1.49	1.38	3.50	0.20	21.99

**Other:** Training Fund

?? Insulation Contractors Industry Fund contribution of 15¢/hr (fifteen cents), Construction Labour Relations dues of 6¢/hr (six cents) and Construction Employee Family Assistance Plan (CEFAP) contribution of 3¢/hr (three cents) as per Collective Agreement, not included in above totals.

☞ Expiration Date April 30, 2003

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**IRONWORKERS REINFORCING (PROV.)**  
**LOCAL UNION #720 & #725**

**COMMERCIAL/INSTITUTIONAL**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>	
<b>Journeyman</b>							
01.Jul.01		22.09	2.13	1.15	2.00	0.20	27.57
01.Nov.01		22.56	2.16	1.15	2.50	0.20	28.57
01.May.02		23.24	2.23	1.15	2.75	0.20	29.57
01.Nov.02		23.92	2.30	1.30	2.75	0.30	30.57

**WAGE SUMMARY 2001-2003.....PAGE 16**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
<b>IRONWORKERS REINFORCING (PROV.)...continued...</b>						
<b>3<sup>rd</sup> Year Apprentice</b>	<b>(90% of Journeyman Rate)</b>					
01.Jul.01	19.88	1.91	1.15	2.00	0.20	25.14
01.Nov.01	20.30	1.95	1.15	2.50	0.20	26.10
01.May.02	20.92	2.00	1.15	2.75	0.20	27.02
01.Nov.02	21.53	2.07	1.30	2.75	0.30	27.95
<b>2<sup>nd</sup> Year Apprentice</b>	<b>(80% of Journeyman Rate)</b>					
01.Jul.01	17.67	1.70	1.15	2.00	0.20	22.72
01.Nov.01	18.05	1.73	1.15	2.50	0.20	23.63
01.May.02	18.59	1.79	1.15	2.75	0.20	24.48
01.Nov.02	19.14	1.84	1.30	2.75	0.30	25.33
<b>1<sup>st</sup> Year Apprentice</b>	<b>(70% of Journeyman Rate)</b>					
01.Jul.01	15.46	1.49	1.15	2.00	0.20	20.30
01.Nov.01	15.79	1.52	1.15	2.50	0.20	21.16
01.May.02	16.27	1.57	1.15	2.75	0.20	21.94
01.Nov.02	16.75	1.60	1.30	2.75	0.30	22.70
<b>Probationary Apprentice</b>	<b>(60% of Journeyman Rate)</b>					
01.Jul.01	13.25	1.28	1.15	2.00	0.20	17.88
01.Nov.01	13.54	1.30	1.15	2.50	0.20	18.69
01.May.02	13.94	1.34	1.15	2.75	0.20	19.38
01.Nov.02	14.35	1.38	1.30	2.75	0.30	20.08
<b><u>INDUSTRIAL</u></b>						
<b>Journeyman</b>						
15.May.01	26.08	2.51	1.15	2.50	0.20	32.44
01.Nov.01	26.49	2.54	1.15	3.00	0.20	33.38
01.May.02	27.18	2.61	1.15	3.25	0.20	34.39
01.Nov.02	27.56	2.64	1.30	3.25	0.30	35.05
<b>3<sup>rd</sup> Year Apprentice</b>	<b>(90% of Journeyman Rate)</b>					
15.May.01	23.47	2.25	1.15	2.50	0.20	29.57
01.Nov.01	23.84	2.29	1.15	3.00	0.20	30.48
01.May.02	24.46	2.35	1.15	3.25	0.20	31.41
01.Nov.02	24.80	2.38	1.30	3.25	0.30	32.03
<b>2<sup>nd</sup> Year Apprentice</b>	<b>(80% of Journeyman Rate)</b>					
15.May.01	20.86	2.00	1.15	2.50	0.20	26.71
01.Nov.01	21.19	2.03	1.15	3.00	0.20	27.57
01.May.02	21.74	2.08	1.15	3.25	0.20	28.42
01.Nov.02	22.05	2.11	1.30	3.25	0.30	29.01
<b>1<sup>st</sup> Year Apprentice</b>	<b>(70% of Journeyman Rate)</b>					
15.May.01	18.26	1.76	1.15	2.50	0.20	23.87
01.Nov.01	18.54	1.78	1.15	3.00	0.20	24.67
01.May.02	19.02	1.82	1.15	3.25	0.20	25.44
01.Nov.02	19.29	1.85	1.30	3.25	0.30	25.99
<b>Probationary Apprentice</b>	<b>(60% of Journeyman Rate)</b>					
15.May.01	15.65	1.50	1.15	2.50	0.20	21.00
01.Nov.01	15.89	1.52	1.15	3.00	0.20	21.76
01.May.02	16.31	1.57	1.15	3.25	0.20	22.48

**WAGE SUMMARY 2001-2003.....PAGE 17**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
01.Nov.02	16.53	1.59	1.30	3.25	0.30	22.97

**WAGE SUMMARY 2001-2003.....PAGE 18**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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**IRONWORKERS REINFORCING (PROV.)...continued...**

**Foreman (Comm/Instit):** \$2.10/hr (two dollars ten cents) above Journeyman rate.  
**Foreman (Industrial):** \$2.25/hr (two dollars twenty-five cents) above Journeyman rate.  
**Lead Hands(C&I):** \$1.00/hr (one dollar) above Journeyman rate.

**Other:** apprenticeship & training fund 15¢/hr (fifteen cents), supervisory training 5¢/hr (five cents)  
**NOTE:** RRSP Contribution of \$2.00/hr (two dollars) for industrial work, \$1.00/hr (one dollar) for commercial work [\$2.00/hr (two dollars) on all overtime hours) deducted from employees and remitted to Alberta Treasury Branch].

?? Construction Labour Relations dues of 6¢/hr (six cents) & Construction Employee Family Assistance Plan (CEFAP) contribution of 3¢/hr (three cents) , as per Collective Agreement, not included in above totals.

☞ Expiration Date April 30, 2003

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**IRONWORKERS STRUCTURAL (PROV.)  
 LOCAL UNION #720 & #725**

<b>Foreman (\$3.75 premium on Journeyman Rate)</b>						
07.May.01	31.90	3.19	1.30	3.50	0.40	40.29
01.Nov.01	32.40	3.24	1.30	4.00	0.40	41.34
01.May.02	33.42	3.35	1.30	4.00	0.40	42.47
01.Nov.02	33.91	3.39	1.50	4.00	0.40	43.20

<b>Journeyman</b>						
7.May.01	28.15	2.82	1.30	3.50	0.40	36.17
01.Nov.01	28.65	2.87	1.30	4.00	0.40	37.22
1.May.02	29.67	2.97	1.30	4.00	0.40	38.34
01.Nov.02	30.16	3.02	1.50	4.00	0.40	39.08

<b>3<sup>rd</sup> Year Apprentice (87% of Journeyman Rate)</b>						
07.May.01	24.49	2.32	1.30	3.50	0.40	32.01
01.Nov.01	24.93	2.50	1.30	4.00	0.40	33.13
01.May.02	25.81	2.58	1.30	4.00	0.40	34.09
01.Nov.02	26.24	2.62	1.50	4.00	0.40	34.76

<b>2<sup>nd</sup> Year Apprentice (73% of Journeyman Rate)</b>						
7.May.01	20.55	2.05	1.30	3.50	0.40	27.80
01.Nov.01	20.92	2.10	1.30	4.00	0.40	28.72
01.May.02	21.66	2.17	1.30	4.00	0.40	29.53
01.Nov.02	22.02	2.20	1.50	4.00	0.40	30.12

<b>1<sup>st</sup> Year Apprentice - Second Six Months (55% of Journeyman Rate)</b>						
07.May.01	15.48	1.55	1.30	3.50	0.40	22.23
01.Nov.01	15.76	1.58	1.30	4.00	0.40	23.04
01.May.02	16.32	1.63	1.30	4.00	0.40	23.65
01.Nov.02	16.59	1.66	1.50	4.00	0.40	24.15

<b>1<sup>st</sup> Year Apprentice - First Six Months (47% of Journeyman Rate)</b>						
07.May.01	13.23	1.32	1.30	3.50	0.40	19.75
01.Nov.01	13.47	1.35	1.30	4.00	0.40	20.52
01.May.02	13.94	1.32	1.30	4.00	0.40	20.96
01.Nov.02	14.18	1.42	1.50	4.00	0.40	21.50

**WAGE SUMMARY 2001-2003.....PAGE 19**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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**IRONWORKERS STRUCTURAL (PROV.)...continued...**

**Other:** apprenticeship & training fund - 5¢ (five cents) of this is for supervisory training

**\*\*NOTE:**

Dues Supplement: Deduct from the Ironworkers' wages 3.75% of straight time base rate plus vacation and statutory holiday pay, (no benefits) times all hours worked in a pay period.

RRSP Contribution of \$2.00/hr (two dollars) worked deducted from employees and remitted to Alberta Treasury Branch.

?? Construction Labour Relations dues of 6¢/hr (six cents) & Construction Employee Family Assistance Plan (CEFAP) contribution of 3¢/hr (three cents) as per Collective Agreement, not included in above totals.

⚡⚡ Expiration Date April 30, 2003

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**LABOURERS GENERAL CONSTRUCTION (PROV.)  
LOCAL UNION #92 & #1111**

**COMMERCIAL**

**Class 2**

30.July.01	16.68	1.67	1.35	0.80	0.10	20.60
01.Nov.01	16.96	1.69	1.35	1.10	0.10	21.20
01.May.02	17.17	1.72	1.35	1.50	0.10	21.84
01.Nov.02	17.55	1.76	1.35	1.50	0.10	22.26

**Certified Class 1**

30.July.01	15.23	1.52	1.35	0.80	0.10	19.00
01.Nov.01	15.45	1.55	1.35	1.10	0.10	19.55
01.May.02	15.63	1.56	1.35	1.50	0.10	20.14
01.Nov.02	15.98	1.60	1.35	1.50	0.10	20.53

**Uncertified Class 1**

30.July.01	14.45	1.45	1.35	0.80	0.10	18.15
01.Nov.01	14.66	1.47	1.35	1.10	0.10	18.68
01.May.02	14.81	1.48	1.35	1.50	0.10	19.24
01.Nov.02	14.86	1.49	1.35	1.50	0.10	19.30

**Trainee 3**

30.July.01	12.94	1.29	1.35	0.80	0.10	16.48
01.Nov.01	13.13	1.31	1.35	1.10	0.10	16.99
01.May.02	13.29	1.33	1.35	1.50	0.10	17.57
01.Nov.02	13.58	1.36	1.35	1.50	0.10	17.89

**Trainee 2**

30.July.01	11.43	1.14	1.35	0.80	0.10	14.82
01.Nov.01	11.59	1.16	1.35	1.10	0.10	15.30
01.May.02	11.72	1.17	1.35	1.50	0.10	15.84
01.Nov.02	11.99	1.20	1.35	1.50	0.10	16.14

**Trainee 1**

30.July.01	9.90	1.00	1.35	0.80	0.10	13.15
01.Nov.01	10.04	1.00	1.35	1.10	0.10	13.59
01.May.02	10.16	1.02	1.35	1.50	0.10	14.13
01.Nov.02	10.39	1.04	1.35	1.50	0.10	14.38

**WAGE SUMMARY 2001-2003.....PAGE 20**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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**LABOURERS GENERAL CONSTRUCTION (PROV.)...continued...**

**INDUSTRIAL**

**Certified**

30.July.01	22.32	2.23	1.35	3.00	0.35	29.25
01.Nov.01	22.59	2.26	1.60	3.25	0.40	30.10
01.May.02	22.77	2.28	1.60	3.90	0.45	31.00
01.Nov.02	23.33	2.33	1.60	3.90	0.45	31.61

**Uncertified**

30.July.01	21.18	2.12	1.35	3.00	0.35	28.00
01.Nov.01	21.42	2.14	1.60	3.25	0.40	28.81
01.May.02	21.56	2.16	1.60	3.90	0.45	29.67
01.Nov.02	21.70	2.17	1.60	3.90	0.45	29.82

**Trainee 3**

30.July.01	18.97	1.90	1.35	3.00	0.35	25.57
01.Nov.01	19.20	1.92	1.60	3.25	0.40	26.37
01.May.02	19.35	1.94	1.60	3.90	0.45	27.24
01.Nov.02	19.83	1.98	1.60	3.90	0.45	27.76

**Trainee 2**

30.July.01	16.74	1.67	1.35	3.00	0.35	23.11
01.Nov.01	16.94	1.69	1.60	3.25	0.40	23.88
01.May.02	17.08	1.71	1.60	3.90	0.45	24.74
01.Nov.02	17.50	1.75	1.60	3.90	0.45	25.20

**Trainee 1**

30.July.01	14.51	1.45	1.35	3.00	0.35	20.66
01.Nov.01	14.68	1.47	1.60	3.25	0.40	21.40
01.May.02	14.80	1.48	1.60	3.90	0.45	22.23
01.Nov.02	15.16	1.52	1.60	3.90	0.45	22.63

\*For Trainees in their first 300 hours of employment, the amount designated as Pension Contributions will be submitted by Funds Administrative Services to the Labourers' Training Trust Fund.

**Class 2** - bricklayer helper grade one, formsetter, concrete labourer grade one

**Class 1** - all other categories of labourers except trainees

*(or description of Classes refer to Collective Agreement.)*

**Labourer Trainee:**

*(ratio 1 trainee per 3 labourers either certified or non-certified)*

- 1) first 300 hours - 65% (sixty-five percent) of Class 1 rate
- 2) next 1000 hours - 75% (seventy-five percent) of Class 1 rate
- 3) next 1000 hours - 85% (eighty-five percent) of Class 1 rate

**Labour Foreman** - not less than 10% (ten percent) over highest classification working under them

**Other:** Training Fund

?

?? Construction Labour Relations dues of 6¢/hr (six cents) & EFAP contribution of 3¢/hr (three cents) as per Collective Agreement, not included in above totals.

⌘ Expiration Date April 30, 2003

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**WAGE SUMMARY 2001-2003.....PAGE 21**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>	
<b>LABOURERS REFRACTORY - MAINTENANCE &amp; CONSTRUCTION (PROV.)</b>							
<b>LOCAL UNION #92 &amp; #1111</b>							
<b>Journeyman</b>							<b>NOTE</b>
16.July.01	23.03	2.30	1.35	3.00		29.68	0.49
01.Nov.01	23.35	2.34	1.60	3.25		30.54	0.49
01.May.02	23.96	2.40	1.60	3.50		31.46	0.49
01.Nov.02	24.15	2.42	1.60	3.90		32.07	0.49

**Labour Foreman** shall receive not less that \$3.00/hr (three dollars) over and above the highest classification under them.

**Other:** Training Fund

**NOTE:** Construction Labour Relations dues of 6¢/hr (six cents), Construction Employee Family Assistance Plan (CEFAP) Contribution of 3¢/hr (three cents), & Joint Employers Safety Program Contribution of 40¢/hr (forty cents), as per Collective Agreement, not included in gross wage.

☞ Expiration Date April 30, 2003

**LATHERS - INTERIOR SYSTEMS MECHANICS (PROV.)**

**LOCAL UNION #1325, #2103**

**COMMERCIAL**

<b>Journeyman</b>							
20.Jun.01	21.75	2.17	1.04	2.71	0.00	27.67	
01.Nov.01	22.47	2.25	1.04	2.71	0.00	28.47	
01.May.02	23.25	2.32	1.04	2.71	0.00	29.32	
01.Nov.02	23.76	2.38	1.04	2.71	0.00	29.89	
<b>3<sup>rd</sup> Year Apprentice</b>							
20.Jun.01	17.40	1.74	1.04	2.71	0.00	22.89	
01.Nov.01	17.98	1.80	1.04	2.71	0.00	23.53	
01.May.02	18.60	1.86	1.04	2.71	0.00	24.21	
01.Nov.02	19.01	1.90	1.04	2.71	0.00	24.66	
<b>2<sup>nd</sup> Year Apprentice</b>							
20.Jun.01	15.22	1.52	1.04	2.71	0.00	20.49	
01.Nov.01	15.73	1.57	1.04	2.71	0.00	21.05	
01.May.02	16.28	1.63	1.04	2.71	0.00	21.66	
01.Nov.02	16.63	1.66	1.04	2.71	0.00	22.04	
<b>1<sup>st</sup> Year Apprentice</b>							
20.Jun.01	13.05	1.30	1.04	2.71	0.00	18.10	
01.Nov.01	13.48	1.35	1.04	2.71	0.00	18.58	
01.May.02	13.95	1.40	1.04	2.71	0.00	19.10	
01.Nov.02	14.26	1.43	1.04	2.71	0.00	19.44	

**INDUSTRIAL**

<b>Journeyman</b>							
20.Jun.01	27.57	2.75	1.04	3.02	0.28	34.66	
01.Nov.01	28.01	2.80	1.04	3.54	0.28	35.67	
01.May.02	28.46	2.85	1.04	4.11	0.28	36.74	
01.Nov.02	28.87	2.89	1.04	4.37	0.28	37.45	
<b>3<sup>rd</sup> Year Apprentice</b>							
20.Jun.01	22.06	2.20	1.04	3.02	0.28	28.60	
01.Nov.01	22.41	2.24	1.04	3.54	0.28	29.51	
01.May.02	22.77	2.28	1.04	4.11	0.28	30.48	
01.Nov.02	23.10	2.31	1.04	4.37	0.28	31.10	

**WAGE SUMMARY 2001-2003.....PAGE 22**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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**LATHERS - INTERIOR SYSTEMS MECHANICS (PROV.)...continued...**

**2<sup>nd</sup> Year Apprentice**

20.Jun..01	19.29	1.93	1.04	3.02	0.28	25.56
01.Nov.01	19.61	1.96	1.04	3.54	0.28	26.43
01.May.02	19.92	1.99	1.04	4.11	0.28	27.34
01.Nov.02	20.21	2.02	1.04	4.37	0.28	27.92

**1<sup>st</sup> Year Apprentice**

20.Jun.01	16.54	1.65	1.04	3.02	0.28	22.53
01.Nov.01	16.81	1.68	1.04	3.54	0.28	23.35
01.May.02	17.08	1.71	1.04	4.11	0.28	24.22
01.Nov.02	17.32	1.73	1.04	4.37	0.28	24.74

**Foreman (industrial):** journeyman rate + \$3.25/hr (three dollars twenty-five cents)

**Foreman (commercial):** journeyman rate + \$2.25/hr (two dollars twenty-five cents)

**Other:** Alberta Training and Apprenticeship Competition Fund

?? Construction Labour Relations dues of 6¢/hr (six cents) & Construction Employee Family Assistance Plan (CEFAP) contribution 3¢/hr (three hours), as per Collective Agreement, not included in above totals.

☞ Expiration Date April 30, 2003

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**MILLWRIGHTS (PROV.)**

**LOCAL UNION #1460**

**Journeyman**

09.May.01	29.65	2.97	1.59	3.35	0.08	37.64
01.Nov.01	30.45	3.05	1.69	3.55	0.08	38.82
01.May.02	31.45	3.15	1.69	3.81	0.08	40.18
01.Nov.02	32.25	3.23	1.74	4.05	0.08	41.35

**Foreman:** journeyman rate + \$4.50/hr (four dollars fifty cents)

**General Foreman** journeyman rate + \$6.50/hr (six dollars fifty cents)

**Apprentices** (paid on a percentage of the basic Journeyman rate as follows)

1 <sup>st</sup> year	60% (sixty percent)
after 6 (six) months served and completed	65% (sixty-five percent)
2 <sup>nd</sup> year (following successful completion of exam)	70% (seventy percent)
after 6 (six) months served and completed	75% (seventy-five percent)
3 <sup>rd</sup> year (following successful completion of exam)	80% (eighty percent)
after 6 (six) months served and completed	85% (eighty-five percent)
4 <sup>th</sup> year (following successful completion of exam)	90% (ninety percent)
after 6 (six) months served and completed	95% (ninety-five percent)

**Other:** Training Fund

?? Construction Labour Relations dues of 6¢/hr (six cents) & Construction Employee Family Assistance Plan (CEFAP) contribution 3¢/hr (three hours), as per Collective Agreement, not included in above totals.

☞ Expiration Date April 30, 2003

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**OPERATING ENGINEERS (PROV.)**

**LOCAL UNION #955**

**COMMERCIAL / INSTITUTIONAL**

**Group 1, including 2<sup>nd</sup> Class Steam Engineer**

07.May.01	22.85	2.29	1.20	2.45	0.20	28.99
01.Nov.01	23.39	2.34	1.20	2.70	0.20	29.83
01.May.02	23.93	2.39	1.25	2.95	0.20	30.72
01.Nov.02	24.43	2.44	1.25	3.00	0.20	31.32

**WAGE SUMMARY 2001-2003.....PAGE 23**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
<b>OPERATING ENGINEERS (PROV.)...continued...</b>						
<b>Group 2, including 3<sup>rd</sup> Class Steam Engineer</b>						
07.May.01	21.03	2.10	1.20	2.45	0.20	26.98
01.Nov.01	21.51	2.15	1.20	2.70	0.20	27.76
01.May.02	21.99	2.20	1.25	2.95	0.20	28.59
01.Nov.02	22.45	2.25	1.25	3.00	0.20	29.15
<b>4<sup>th</sup> Class Steam Engineer</b>						
07.May.01	20.44	2.04	1.20	2.45	0.20	26.33
01.Nov.01	20.90	2.09	1.20	2.70	0.20	27.09
01.May.02	21.36	2.14	1.25	2.95	0.20	27.90
01.Nov.02	21.81	2.18	1.25	3.00	0.20	28.44
<b>Group 3, including Fireman</b>						
07.May.01	19.85	1.99	1.20	2.45	0.20	25.69
01.Nov.01	20.30	2.03	1.20	2.70	0.20	26.43
01.May.02	20.74	2.07	1.25	2.95	0.20	27.21
01.Nov.02	21.18	2.12	1.25	3.00	0.20	27.75
<b>Group 4</b>						
07.May.01	18.67	1.87	1.20	2.45	0.20	24.39
01.Nov.01	19.09	1.91	1.20	2.70	0.20	25.10
01.May.02	19.50	1.95	1.25	2.95	0.20	25.85
01.Nov.02	19.91	1.99	1.25	3.00	0.20	26.35
<b>Group 5</b>						
07.May.01	17.49	1.75	1.20	2.45	0.20	23.09
01.Nov.01	17.87	1.79	1.20	2.70	0.20	23.76
01.May.02	18.25	1.82	1.25	2.95	0.20	24.47
01.Nov.02	18.64	1.86	1.25	3.00	0.20	24.95
<b><u>INDUSTRIAL</u></b>						
<b>Group 1, including 2<sup>nd</sup> Class Steam Engineer</b>						
07.May.01	27.57	2.76	1.30	4.00	0.25	35.88
01.Nov.01	28.29	2.83	1.30	4.25	0.25	36.92
01.May.02	28.98	2.90	1.35	4.50	0.30	38.03
01.Nov.02	29.65	2.97	1.35	4.50	0.30	38.77
<b>Group 2, including 3<sup>rd</sup> Class Steam Engineer</b>						
07.May.01	26.09	2.61	1.30	4.00	0.25	34.25
01.Nov.01	26.77	2.68	1.30	4.25	0.25	35.25
01.May.02	27.42	2.74	1.35	4.50	0.30	36.31
01.Nov.02	28.05	2.81	1.35	4.50	0.30	37.01
<b>4<sup>th</sup> Class Steam Engineer</b>						
07.May.01	25.35	2.54	1.30	4.00	0.25	33.44
01.Nov.01	26.00	2.60	1.30	4.25	0.25	34.40
01.May.02	26.62	2.66	1.35	4.50	0.30	35.43
01.Nov.02	27.25	2.72	1.35	4.50	0.30	36.12
<b>Group 3, including Fireman</b>						
07.May.01	24.60	2.46	1.30	4.00	0.25	32.61
01.Nov.01	25.24	2.52	1.30	4.25	0.25	33.56
01.May.02	25.84	2.58	1.35	4.50	0.30	34.57
01.Nov.02	26.45	2.64	1.35	4.50	0.30	35.24

**WAGE SUMMARY 2001-2003.....PAGE 24**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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**OPERATING ENGINEERS (PROV.)...continued...**

**Group 4**

07.May.01	23.09	2.31	1.30	4.00	0.25	30.95
01.Nov.01	23.68	2.37	1.30	4.25	0.25	31.85
01.May.02	24.24	2.42	1.35	4.50	0.30	32.81
01.Nov.02	24.82	2.48	1.35	4.50	0.30	33.45

**Group 5**

07.May.01	21.57	2.16	1.30	4.00	0.25	29.28
01.Nov.01	22.12	2.21	1.30	4.25	0.25	30.13
01.May.02	22.62	2.26	1.35	4.50	0.30	31.03
01.Nov.02	23.16	2.32	1.35	4.50	0.30	31.63

**Operating Foreman:** \$2.50/hr (two dollars fifty cents) premium

**Non-Operating Foreman:** \$3.00/hr (three dollars) premium

**General Foreman:** \$5.50/hr (five dollars fifty cents) premium

**Other:** Training Fund (For description of Classes & Groups refer to Collective Agreement.)

?? Construction Labour Relations dues of 6¢/hr (six cents) & Construction Employee Family Assistance Plan (CEFAP) contribution 3¢/hr (three cents), as per Collective Agreement, not included in above totals.

⚡ Expiration Date April 30, 2003

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**PAINTERS (RATES ARE PROVINCIAL UNLESS INDICATED OTHERWISE)\*\*  
LOCAL UNION #177**

**(A) COMMERCIAL – RENOVATIONS & REPAIRS, INSTITUTIONAL RENOVATIONS & REPAIRS & RESIDENTIAL**

**- BRUSH & ROLL JOURNEYMAN**

30.Jun.01	18.93	1.89	0.90	2.50	0.40	24.62
01.Nov.01	19.14	1.91	0.90	2.75	0.40	25.10
01.May.02	19.45	1.95	0.90	2.75	0.40	25.45
01.Nov.02	19.57	1.96	0.90	3.00	0.40	25.83

**(B) SHOP RATE**

**- SPRAY & SANDBLAST JOURNEYMAN**

30.Jun.01	19.00	1.90	0.90	2.50	0.40	24.70
01.Nov.01	19.00	1.90	0.90	2.50	0.40	24.70
01.May.02	20.00	2.00	0.90	2.50	0.40	25.80
01.Nov.02	20.00	2.00	0.90	2.50	0.40	25.80

**(D) INDUSTRIAL - NEW INCLUDING TENDERED SHUTDOWNS AND COMMERCIAL ON NEW INDUSTRIAL SITES)**

**- BRUSH & ROLL JOURNEYMAN**

30.Jun.01	26.83	2.68	0.90	2.50	0.40	33.31
01.Nov.01	27.25	2.73	0.90	3.00	0.40	34.28
01.May.02	27.96	2.80	0.90	3.25	0.40	35.31
01.Nov.02	28.21	2.82	0.90	3.50	0.40	35.83

**- SPRAY & SANDBLAST JOURNEYMAN**

30.Jun.01	28.14	2.81	0.90	2.50	0.40	34.75
01.Nov.01	28.60	2.86	0.90	3.00	0.40	35.76
01.May.02	29.35	2.94	0.90	3.25	0.40	36.84
01.Nov.02	29.69	2.96	0.90	3.50	0.40	37.45n

**WAGE SUMMARY 2001-2003.....PAGE 25**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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**PAINTERS (RATES ARE PROVINCIAL UNLESS INDICATED OTHERWISE)\*\* ...continued...**

**(E) INDUSTRIAL MAINTENANCE  
- BRUSH & ROLL JOURNEYMAN**

30.Jun.01	26.01	2.60	0.90	2.50	0.40	32.41
01.Nov.01	26.41	2.64	0.90	3.00	0.40	33.35
01.May.02	27.10	2.71	0.90	3.25	0.40	34.36
01.Nov.02	27.32	2.73	0.90	3.50	0.40	34.85

**- SPRAY & SANDBLAST JOURNEYMAN**

30.Jun.01	27.31	2.73	0.90	2.50	0.40	33.84
01.Nov.01	27.74	2.77	0.90	3.00	0.40	34.81
01.May.02	28.46	2.85	0.90	3.25	0.40	35.86
01.Nov.02	28.71	2.87	0.90	3.50	0.40	36.38

Charge-Hand: journeyman rate + 5% (five percent)  
 Foreman: journeyman rate + 10% (ten percent)  
 General Foreman: journeyman rate + 15% (fifteen percent)  
 3<sup>rd</sup> Yr Apprentice: 85% (eighty-five percent) of journeyman rate  
 2<sup>nd</sup> Yr Apprentice: 70% (seventy percent) of journeyman rate  
 1<sup>st</sup> Yr Apprentice: 55% (fifty five percent) of journeyman rate

**Other:** Alberta Joint Trade Board Employer Contribution

Expiration Date April 30, 2003

**PLASTERERS' (PROV.)\*\*  
LOCAL UNION #222**

**COMMERCIAL**

**Journeyman**

01.Jun.01	21.84	2.18	0.90	2.50	0.25	27.67
01.May.02	22.60	2.26	0.90	2.50	0.35	28.61

**Foreman:** journeyman rate + \$2.00/hr (two dollar)  
 ?? Premium for swing stage and bosun chair shall be \$1.00/hr (one dollar)

**INDUSTRIAL**

**Journeyman**

01.Jun.01	27.58	2.76	0.90	3.00	0.25	34.49
01.Nov.01	28.44	2.85	0.90	3.00	0.30	35.49
01.May.02	28.91	2.89	0.90	3.50	0.35	36.55
01.Nov.02	29.56	2.96	0.90	3.50	0.35	37.27

**Foreman:** journeyman rate + 10% (ten percent) premium  
 ?? Premium for swing stage & bosun chair shall be \$1.00/hr (one dollar)  
 ?? Alberta Building Trades Council Check-off = 5¢/hr (five cents) not included in above totals

**Apprentices** - [all rates of pay to be brought to the nearest 5¢ (five cents)]:  
 3<sup>rd</sup> Year: 80% (eighty percent) of journeyman rate  
 2<sup>nd</sup> Year: 70% (seventy percent) of journeyman rate  
 1<sup>st</sup> Year: 60% (sixty percent) of journeyman rate  
 Trainee: 50% (fifty percent) of journeyman rate

Expiration Date April 30, 2003

**WAGE SUMMARY 2001-2003.....PAGE 26**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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**MECHANICAL (PROV.) [Plumbers & Pipefitters]**

**COMMERCIAL & INSTITUTIONAL**

<b>LOCAL #488</b>	<b>MERF</b>						
<b>General Foreman</b>							
07.May.01	0.40	29.03	2.90	1.46	3.96	0.28	38.03
01.Nov.01	0.40	29.03	2.90	1.61	3.96	0.13	38.03
01.May.02	0.40	29.85	2.98	1.71	3.96	0.13	39.03
01.Nov.02	0.40	30.74	3.07	1.71	3.96	0.15	40.03
<b>Foreman</b>							
07.May.01	0.40	27.03	2.70	1.46	3.96	0.28	35.83
01.Nov.01	0.40	27.03	2.70	1.61	3.96	0.13	35.83
01.May.02	0.40	27.85	2.78	1.71	3.96	0.13	36.83
01.Nov.02	0.40	28.74	2.87	1.71	3.96	0.15	37.83
<b>Journeyman</b>							
07.May.01	0.40	24.03	2.40	1.46	3.96	0.28	32.53
01.Nov.01	0.40	24.03	2.40	1.61	3.96	0.13	32.53
01.May.02	0.40	24.85	2.48	1.71	3.96	0.13	33.53
01.Nov.02	0.40	25.74	2.57	1.71	3.96	0.15	34.53
<b>4<sup>th</sup> Year Apprentice (This also applies to Journeyman Welder without "B" Ticket)</b>							
07.May.01	0.40	19.14	1.91	1.46	3.96	0.28	27.15
01.Nov.01	0.40	19.14	1.91	1.61	3.96	0.13	27.15
01.May.02	0.40	19.80	1.98	1.71	3.96	0.13	27.98
01.Nov.02	0.40	20.51	2.05	1.71	3.96	0.15	28.78
<b>3<sup>rd</sup> Year Apprentice</b>							
07.May.01	0.40	16.70	1.67	1.46	3.96	0.28	24.47
01.Nov.01	0.40	16.70	1.67	1.61	3.96	0.13	24.47
01.May.02	0.40	17.28	1.73	1.71	3.96	0.13	25.21
01.Nov.02	0.40	17.90	1.79	1.71	3.96	0.15	25.91
<b>2<sup>nd</sup> Year Apprentice</b>							
07.May.01	0.40	14.26	1.43	1.46	3.96	0.28	21.79
01.Nov.01	0.40	14.26	1.43	1.61	3.96	0.13	21.79
01.May.02	0.40	14.75	1.48	1.71	3.96	0.13	22.43
01.Nov.02	0.40	15.28	1.53	1.71	3.96	0.15	23.03
<b>1<sup>st</sup> Year Apprentice</b>							
07.May.01	0.40	11.82	1.18	1.46	3.96	0.28	19.10
01.Nov.01	0.40	11.82	1.18	1.61	3.96	0.13	19.10
01.May.02	0.40	12.23	1.22	1.71	3.96	0.13	19.65
01.Nov.02	0.40	12.67	1.27	1.71	3.96	0.15	20.16
<b>LOCAL #496</b>							
<b>General Foreman</b>							
07.May.01	0.50	27.86	2.79	1.65	2.49	0.48	35.77
01.Nov.01	0.50	28.09	2.81	1.65	2.99	0.48	36.52
01.May.02	0.50	29.00	2.90	1.65	2.99	0.48	37.52
01.Nov.02	0.50	29.45	2.95	1.65	3.49	0.48	38.52

**WAGE SUMMARY 2001-2003.....PAGE 27**

<u>Date</u>		<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
<b>MECHANICAL (PROV.) [Plumbers &amp; Pipefitters]...continued...</b>							
<b>LOCAL #496</b>	<b>MERF</b>						
<b>Foreman</b>							
07.May.01	0.50	25.86	2.59	1.65	2.49	0.48	33.57
01.Nov.01	0.50	26.09	2.60	1.65	2.99	0.48	34.31
01.May.02	0.50	27.00	2.70	1.65	2.99	0.48	35.32
01.Nov.02	0.50	27.45	2.75	1.65	3.49	0.48	36.32
<b>Journeyman</b>							
07.May.01	0.50	22.86	2.29	1.65	2.49	0.48	30.27
01.Nov.01	0.50	23.09	2.31	1.65	2.99	0.48	31.02
01.May.02	0.50	24.00	2.40	1.65	2.99	0.48	32.02
01.Nov.02	0.50	24.45	2.45	1.65	3.49	0.48	33.02
<b>4<sup>th</sup> Year Apprentice (This rate also applies to Journeyman Welder without "B" Ticket)</b>							
07.May.01	0.50	18.19	1.82	1.65	2.49	0.48	25.13
01.Nov.01	0.50	18.37	1.84	1.65	2.99	0.48	25.83
01.May.02	0.50	19.10	1.91	1.65	2.99	0.48	26.63
01.Nov.02	0.50	19.46	1.95	1.65	3.49	0.48	27.53
<b>3<sup>rd</sup> Year Apprentice</b>							
07.May.01	0.50	15.85	1.59	1.65	2.49	0.48	22.56
01.Nov.01	0.50	16.01	1.60	1.65	2.99	0.48	23.23
01.May.02	0.50	16.65	1.66	1.65	2.99	0.48	23.93
01.Nov.02	0.50	16.97	1.70	1.65	3.49	0.48	24.79
<b>2<sup>nd</sup> Year Apprentice</b>							
07.May.01	0.50	13.52	1.35	1.65	2.49	0.48	19.99
01.Nov.01	0.50	13.65	1.37	1.65	2.99	0.48	20.64
01.May.02	0.50	14.20	1.42	1.65	2.99	0.48	21.24
01.Nov.02	0.50	14.47	1.45	1.65	3.49	0.48	22.04
<b>1<sup>st</sup> Year – Hour 501 through Hour 1500</b>							
07.May.01	0.50	11.18	1.12	1.65	0.00	0.48	14.93
01.Nov.01	0.50	11.29	1.13	1.65	0.00	0.48	15.05
01.May.02	0.50	11.75	1.17	1.65	0.00	0.48	15.55
01.Nov.02	0.50	11.98	1.20	1.65	0.00	0.48	15.81
<b>Probationary Apprentice - 40% for 500 hours</b>							
07.May.01	0.00	9.34	0.93	0.00	0.00	0.00	10.27
01.Nov.01	0.00	9.44	0.94	0.00	0.00	0.00	10.38
01.May.02	0.00	9.80	0.98	0.00	0.00	0.00	10.78
01.Nov.02	0.00	9.98	1.00	0.00	0.00	0.00	10.98

**^Pension contributions implemented after apprentice has worked in excess of 1500 hours.**

**INDUSTRIAL**

<b>LOCAL #488</b>	<b>MERF</b>						
<b>General Foreman</b>							
07.May.01	0.40	34.61	3.46	1.46	4.21	0.48	44.62
01.Nov.01	0.40	35.32	3.53	1.61	4.46	0.48	45.80
01.May.02	0.40	36.23	3.62	1.71	4.71	0.48	47.15
01.Nov.02	0.40	37.04	3.70	1.71	4.96	0.50	48.31

**WAGE SUMMARY 2001-2003.....PAGE 28**

<u>Date</u>		<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
<b>MECHANICAL (PROV.) [Plumbers &amp; Pipefitters]...continued...</b>							
<b>LOCAL #488</b>		<b>MERF</b>					
<b>Foreman</b>							
07.May.01	0.40	32.61	3.26	1.46	4.21	0.48	42.42
01.Nov.01	0.40	33.32	3.33	1.61	4.46	0.48	43.60
01.May.02	0.40	34.23	3.42	1.71	4.71	0.48	44.95
01.Nov.02	0.40	35.04	3.50	1.71	4.96	0.50	46.11
<b>Journeyman</b>							
07.May.01	0.40	28.11	2.81	1.46	4.21	0.48	37.47
01.Nov.01	0.40	28.82	2.88	1.61	4.46	0.48	38.65
01.May.02	0.40	29.73	2.97	1.71	4.71	0.48	40.00
01.Nov.02	0.40	30.54	3.05	1.71	4.96	0.50	41.16
<b>4<sup>th</sup> Year Apprentice</b>							
07.May.01	0.40	22.41	2.24	1.46	4.21	0.48	31.20
01.Nov.01	0.40	22.97	2.30	1.61	4.46	0.48	32.22
01.May.02	0.40	23.70	2.37	1.71	4.71	0.48	33.37
01.Nov.02	0.40	24.35	2.43	1.71	4.96	0.50	34.35
<b>3<sup>rd</sup> Year Apprentice</b>							
07.May.01	0.40	19.56	1.96	1.46	4.21	0.48	28.07
01.Nov.01	0.40	20.05	2.01	1.61	4.46	0.48	29.01
01.May.02	0.40	20.69	2.07	1.71	4.71	0.48	30.06
01.Nov.02	0.40	21.25	2.13	1.71	4.96	0.50	30.95
<b>2<sup>nd</sup> Year Apprentice</b>							
07.May.01	0.40	16.71	1.67	1.46	4.21	0.48	24.93
01.Nov.01	0.40	17.13	1.71	1.61	4.46	0.48	25.79
01.May.02	0.40	17.68	1.77	1.71	4.71	0.48	26.75
01.Nov.02	0.40	18.16	1.82	1.71	4.96	0.50	27.55
<b>1<sup>st</sup> Year Apprentice</b>							
07.May.01	0.40	13.85	1.39	1.46	4.21	0.48	21.79
01.Nov.01	0.40	14.21	1.42	1.61	4.46	0.48	22.58
01.May.02	0.40	14.66	1.47	1.71	4.71	0.48	23.43
01.Nov.02	0.40	15.07	1.51	1.71	4.96	0.50	24.15
<b>LOCAL #496</b>		<b>MERF</b>					
<b>General Foreman</b>							
07.May.01	0.50	35.67	3.57	1.75	2.65	0.48	44.62
01.Nov.01	0.50	35.84	3.58	1.75	3.65	0.48	45.80
01.May.02	0.50	36.61	3.66	1.75	4.15	0.48	47.15
01.Nov.02	0.50	37.21	3.72	1.75	4.65	0.48	48.31
<b>Foreman</b>							
07.May.01	0.50	33.67	3.37	1.75	2.65	0.48	42.42
01.Nov.01	0.50	33.84	3.38	1.75	3.65	0.48	43.60
01.May.02	0.50	34.61	3.46	1.75	4.15	0.48	44.95
01.Nov.02	0.50	35.21	3.52	1.75	4.65	0.48	46.11

**WAGE SUMMARY 2001-2003.....PAGE 29**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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**MECHANICAL (PROV.) [Plumbers & Pipefitters]...continued...**

**LOCAL #496**

**MERF**

**Journeyman**

07.May.01	0.50	29.17	2.92	1.75	2.65	0.48	37.47
01.Nov.01	0.50	29.34	2.93	1.75	3.65	0.48	38.65
01.May.02	0.50	30.11	3.01	1.75	4.15	0.48	40.00
01.Nov.02	0.50	30.71	3.07	1.75	4.65	0.48	41.16

**4<sup>th</sup> Year Apprentice (This rate also applies to Journeyman Welders without a "B" Ticket)**

07.May.01	0.50	23.24	2.32	1.75	2.65	0.48	30.94
01.Nov.01	0.50	23.37	2.34	1.75	3.65	0.48	32.09
01.May.02	0.50	23.99	2.40	1.75	4.15	0.48	33.27
01.Nov.02	0.50	24.47	2.45	1.75	4.65	0.48	34.30

**3<sup>rd</sup> Year Apprentice**

07.May.01	0.50	20.27	2.03	1.75	2.65	0.48	27.68
01.Nov.01	0.50	20.39	2.04	1.75	3.65	0.48	28.81
01.May.02	0.50	20.93	2.09	1.75	4.15	0.48	29.90
01.Nov.02	0.50	21.34	2.13	1.75	4.65	0.48	30.85

**2<sup>nd</sup> Year Apprentice**

07.May.01	0.50	17.30	1.73	1.75	2.65	0.48	24.41
01.Nov.01	0.50	17.40	1.74	1.75	3.65	0.48	25.52
01.May.02	0.50	17.86	1.79	1.75	4.15	0.48	26.53
01.Nov.02	0.50	18.22	1.82	1.75	4.65	0.48	27.42

**1<sup>st</sup> Year Apprentice**

07.May.01	0.50	14.34	1.43	1.75	2.65	0.48	21.15
01.Nov.01	0.50	14.42	1.44	1.75	3.65	0.48	22.24
01.May.02	0.50	14.80	1.48	1.75	4.15	0.48	23.16
01.Nov.02	0.50	15.10	1.51	1.75	4.65	0.48	23.99

**Other** Local 488: Supplementary Benefit Fund May/01 3¢ (three cents), Nov/02 5¢ (five cents) & Joint Educational Trust Fund 45¢ (forty-five cents)

Local 496: Supplementary Benefit Fund of 3¢ (three cents) & Joint Educational Trust Fund 45¢ (forty-five cents)

**NOTES:**

?? Local 488: ABTC dues of 5¢ (five cents) per hour earned to be deducted from employee wage & remitted with union dues.

?? Local 496: ABTC dues of 5¢ (five cents) per hour worked to be deducted from employee wage & remitted with union dues.

?? Calculate the MERF deductions on hours earned.

?? Construction Labour Relations dues of 6¢/hr (six cents) & Construction Employee Family Assistance Plan (CEFAP) dues of 3¢/hr (three cents) as per Collective Agreement, not included in above totals

?? MCA dues per hours worked: 10¢/hr (ten cents) for Commercial/Institutional, 3¢ (three cents) for Industrial, as per Art. 31.03.

⚡ Expiration Date April 30, 2003

**REFRIGERATION (PROV.)**

**LOCAL UNION #488**

**CONSTRUCTION**

**Foreman**

18.May.01		31.24	3.12	1.15	2.10	0.23	37.84
01.Nov.01		31.95	3.20	1.15	2.35	0.23	38.88
01.May.02		32.68	3.27	1.20	2.60	0.23	39.98
01.Nov.02		33.68	3.37	1.20	2.60	0.23	41.08

**WAGE SUMMARY 2001-2003.....PAGE 30**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
<b>REFRIGERATION (PROV.)...continued...</b>						
<b>Journeyman</b>						
18.May.01	29.24	2.92	1.15	2.10	0.23	35.64
01.Nov.01	29.95	3.00	1.15	2.35	0.23	36.68
01.May.02	30.68	3.07	1.20	2.60	0.23	37.78
01.Nov.02	31.68	3.17	1.20	2.60	0.23	38.88
<b>4th Year Apprentice</b>						
18.May.01	24.85	2.49	1.15	2.10	0.23	30.82
01.Nov.01	25.46	2.55	1.15	2.35	0.23	31.74
01.May.02	26.08	2.61	1.20	2.60	0.23	32.72
01.Nov.02	26.93	2.69	1.20	2.60	0.23	33.65
<b>3rd Year Apprentice</b>						
18.May.01	21.93	2.19	1.15	2.10	0.23	27.60
01.Nov.01	22.46	2.25	1.15	2.35	0.23	28.44
01.May.02	23.01	2.30	1.20	2.60	0.23	29.34
01.Nov.02	23.76	2.38	1.20	2.60	0.23	30.17
<b>2nd Year Apprentice</b>						
18.May.01	17.54	1.75	1.15	2.10	0.23	22.77
01.Nov.01	17.97	1.80	1.15	2.35	0.23	23.50
01.May.02	18.41	1.84	1.20	2.60	0.23	24.28
01.Nov.02	19.01	1.90	1.20	2.60	0.23	24.94
<b>1st Year Apprentice</b>						
18.May.01	14.62	1.46	1.15	2.10	0.23	19.56
01.Nov.01	14.98	1.50	1.15	2.35	0.23	20.21
01.May.02	15.34	1.53	1.20	2.60	0.23	20.90
01.Nov.02	15.84	1.58	1.20	2.60	0.23	21.45
<b><u>MAINTENANCE/SERVICE/REPAIR</u></b>						
<b>Foreman</b>						
01.May.01	31.24	3.12	1.15	2.10	0.23	37.84
01.Nov.01	31.95	3.20	1.15	2.35	0.23	38.88
01.May.02	32.68	3.27	1.20	2.60	0.23	39.98
01.Nov.02	33.68	3.37	1.20	2.60	0.23	41.08
<b>Journeyman</b>						
01.May.01	29.24	2.92	1.15	2.10	0.23	35.64
01.Nov.01	29.95	3.00	1.15	2.35	0.23	36.68
01.May.02	30.68	3.07	1.20	2.60	0.23	37.78
01.Nov.02	31.68	3.17	1.20	2.60	0.23	38.88
<b>4th Year Apprentice</b>						
01.May.01	24.85	2.49	1.15	2.10	0.23	30.82
01.Nov.01	25.46	2.55	1.15	2.35	0.23	31.74
01.May.02	26.08	2.61	1.20	2.60	0.23	32.72
01.Nov.02	26.93	2.69	1.20	2.60	0.23	33.65

**WAGE SUMMARY 2001-2003.....PAGE 31**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
<b>REFRIGERATION (PROV.)...continued...</b>						
<b>3rd Year Apprentice</b>						
01.May.01	21.93	2.19	1.15	2.10	0.23	27.60
01.Nov.01	22.46	2.25	1.15	2.35	0.23	28.44
01.May.02	23.01	2.30	1.20	2.60	0.23	29.34
01.Nov.02	23.76	2.38	1.20	2.60	0.23	30.17
<b>2nd Year Apprentice</b>						
01.May.01	17.54	1.75	1.15	2.10	0.23	22.77
01.Nov.01	17.97	1.80	1.15	2.35	0.23	23.50
01.May.02	18.41	1.84	1.20	2.60	0.23	24.28
01.Nov.02	19.01	1.90	1.20	2.60	0.23	24.94
<b>1st Year Apprentice</b>						
01.May.01	14.62	1.46	1.15	2.10	0.23	19.56
01.Nov.01	14.98	1.50	1.15	2.35	0.23	20.21
01.May.02	15.34	1.53	1.20	2.60	0.23	20.90
01.Nov.02	15.84	1.58	1.20	2.60	0.23	21.45

**Other:** Supplementary Benefit Fund of 3¢/hr (three cents), Joint Educational Trust Fund of 10¢/hr (ten cents) & Refrigeration Organizing Check-Off of 10¢/hr worked (ten cents).

?? Compulsory Government Pension Plan shall be in addition to the rates shown above.

?? Construction Labour Relations dues of 6¢/hr (six cents) & Construction Employee Family Assistance Plan (CEFAP) contribution of 3¢/hr (three cents), as per Collective Agreement, not included in above totals.

⚡⚡ Expiration Date April 30, 2003

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**ROOFERS  
Carpenters Local #1325**

**COMMERCIAL/INSTITUTIONAL**

**Effective 27.Aug.01**

Journeyman	21.34	2.13	1.04			24.51
Apprentice (completed 2yr)90%	19.21	1.92	1.04			22.17
Apprentice (completed 1yr)80%	17.07	1.71	1.04			19.82
Indentured Apprentice 65%	13.87	1.39	1.04			16.30
Applicant Apprentice(2 <sup>nd</sup> 6mo)60%	12.80	1.28	1.04			15.12
Applicant Apprentice(1 <sup>st</sup> 6mo)50%	10.67	1.07	0.00			11.74

**Effective 01.Nov.01**

Journeyman	21.99	2.20	1.04			25.23
Apprentice (completed 2yr)90%	19.79	1.98	1.04			22.81
Apprentice (completed 1yr)80%	17.59	1.76	1.04			20.39
Indentured Apprentice 65%	14.29	1.43	1.04			16.76
Applicant Apprentice(2 <sup>nd</sup> 6mo)60%	13.19	1.32	1.04			15.55
Applicant Apprentice(1 <sup>st</sup> 6mo)50%	11.00	1.10	0.00			12.10

**Effective 01.May.02**

Journeyman	22.45	2.24	1.04			25.73
Apprentice (completed 2yr)90%	20.21	2.02	1.04			23.27
Apprentice (completed 1yr)80%	17.96	1.80	1.04			20.80
Indentured Apprentice 65%	14.59	1.46	1.04			17.09
Applicant Apprentice(2 <sup>nd</sup> 6mo)60%	13.47	1.35	1.04			15.86
Applicant Apprentice(1st 6 mo)50%	11.23	1.12	0.00			12.35

**WAGE SUMMARY 2001-2003.....PAGE 32**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
<b>ROOFERS, Carpenters Local #1325...continued....</b>						
<b>Effective 01.Nov.02</b>						
Journeyman	22.91	2.29	1.04			26.24
Apprentice (completed 2yr)90%	20.62	2.06	1.04			23.72
Apprentice (completed 1yr)80%	18.33	1.83	1.04			21.20
Indentured Apprentice 65%	14.89	1.49	1.04			17.42
Applicant Apprentice(2 <sup>nd</sup> 6mo)60%	13.75	1.37	1.04			16.16
Applicant Apprentice(1 <sup>st</sup> 6mo)50%	11.46	1.14	0.00			12.60

**Commercial/Institutional Foreman:** \$3.00 (three dollars) above journeyman rate.

**INDUSTRIAL**

<b>Effective 27.Aug.2001</b>						
Journeyman	26.66	2.67	1.04			30.37
Apprentice (completed 2yr)90%	23.99	2.40	1.04			27.43
Apprentice (completed 1yr)80%	21.33	2.13	1.04			24.50
Applicant Apprentice 70%	18.66	1.87	1.04			21.57
Truck Driver	25.11	2.51	1.04			28.66

<b>Effective 01.Nov.01</b>						
Journeyman	27.46	2.75	1.04			31.25
Apprentice (completed 2yr)90%	24.71	2.47	1.04			28.22
Apprentice (completed 1yr)80%	21.97	2.20	1.04			25.21
Applicant Apprentice 70%	19.22	1.92	1.04			22.18
Truck Driver	25.86	2.59	1.04			29.49

<b>Effective 01.May.02</b>						
Journeyman	28.32	2.83	1.04			32.19
Apprentice (completed 2yr) 90%	25.48	2.55	1.04			29.07
Apprentice (completed 1yr) 80%	22.66	2.27	1.04			25.97
Applicant Apprentice 70%	19.82	1.98	1.04			22.84
Truck Driver	26.66	2.67	1.04			30.37

<b>Effective 01.Nov.02</b>						
Journeyman	28.88	2.89	1.04			32.81
Apprentice (completed 2yr)90%	25.99	2.60	1.04			29.63
Apprentice (completed 1yr)80%	23.10	2.31	1.04			26.45
Applicant Apprentice 70%	20.22	2.02	1.04			23.28
Truck Driver	27.20	2.72	1.04			30.96

**Industrial Foreman:** \$3.00 (three dollars) above journeyman rate increasing to \$3.50 (three dollars fifty cents) when supervising 4 (four) or more employees.

**Note:** *Should the Union be successful in organizing the non-union roofing contractors based in Edmonton who were previously union contractors during the term of the 1993 to 1995 Registered Provincial Agreement for General Construction Roofing, an additional 85¢ (eighty-five cents) increase will be applied to the Journeyman gross rate effective on the date of the next scheduled increase subsequent to the date the last of the above noted contractors is certified or voluntarily recognizes the Union, however it may not take effect prior to the scheduled increase on May 1, 2002.*

?? Construction Labour Relations dues of 6¢/hr (six cents) & Construction Employee Family Assistance Plan (CEFAP) contribution of 3¢/hr (three cents), as per Collective Agreement, not included in above totals.

Expiration Date April 30, 2003

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**WAGE SUMMARY 2001-2003.....PAGE 33**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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ROOFERS (PROV.)  
Sheet Metal Local #8

**COMMERCIAL/INSTITUTIONAL**

**Journeyman**

01.Nov.00	20.84	2.08	0.85	0.18	0.08	24.03
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**Uncertified Journeyman**

01.Nov.00	19.80	1.98	0.85	0.18	0.08	22.89
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**Completed 2<sup>nd</sup> Year Apprentice**

01.Nov.00	18.76	1.88	0.85	0.18	0.08	21.75
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**Completed 1<sup>st</sup> Year Apprentice**

01.Nov.00	16.67	1.67	0.85	0.18	0.08	19.45
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**Applicant Apprentice 2<sup>nd</sup> 6 months**

01.Nov.00	14.59	1.46	0.85	0.18	0.08	17.16
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**Applicant Apprentice 1<sup>st</sup> 6 months**

01.Nov.00	12.50	1.25	0.00	0.00	0.00	13.75
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**Commercial Foreman:** \$2.50 (two dollars fifty cents) above journeyman rate.

**INDUSTRIAL**

**Journeyman**

01.Nov.00	25.73	2.57	0.85	0.18	0.08	29.41
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**Uncertified Journeyman**

01.Nov.00	24.44	2.44	0.85	0.18	0.08	27.99
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**Completed 2<sup>nd</sup> Year Apprentice**

01.Nov.00	23.16	2.32	0.85	0.18	0.08	26.59
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**Completed 1<sup>st</sup> Apprentice**

01.Nov.00	20.58	2.06	0.85	0.18	0.08	23.75
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**Applicant Apprentice 2<sup>nd</sup> 6 months**

01.Nov.00	19.55	1.96	0.85	0.18	0.08	22.62
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**Applicant Apprentice 1<sup>st</sup> 6 months**

01.Nov.00	18.53	1.85	0.00	0.00	0.00	20.38
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**Industrial Foreman:** \$2.50 (two dollars fifty cents) above journeyman rate increasing to \$3.00 (three dollars) when supervising 4 (four) or more employees.

**Other:** Benevolent Fund

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**WAGE SUMMARY 2001-2003.....PAGE 34**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
<b>SHEET METAL (PROV.)</b>						
<b>LOCAL #8</b>						
<b><u>COMMERCIAL &amp; INSTITUTIONAL</u></b>						
<b>Foreman A</b>						
07.May.01	26.35	2.64	0.85	2.00	0.14	31.98
01.Nov.01	26.72	2.67	0.85	2.25	0.14	32.63
01.May.02	27.17	2.72	1.00	2.25	0.16	33.30
01.Nov.02	27.49	2.75	1.00	2.50	0.16	33.90
<b>Foreman B</b>						
07.May.01	25.35	2.54	0.85	2.00	0.14	30.88
01.Nov.01	25.72	2.57	0.85	2.25	0.14	31.53
01.May.02	26.17	2.62	1.00	2.25	0.16	32.20
01.Nov.02	26.49	2.65	1.00	2.50	0.16	32.80
<b>Journeyman</b>						
07.May.01	23.85	2.39	0.85	2.00	0.14	29.23
01.Nov.01	24.22	2.42	0.85	2.25	0.14	29.88
01.May.02	24.67	2.47	1.00	2.25	0.16	30.55
01.Nov.02	24.99	2.50	1.00	2.50	0.16	31.15
<b>4<sup>th</sup> Year Apprentice</b>						
07.May.01	20.27	2.03	0.85	2.00	0.14	25.29
01.Nov.01	20.59	2.06	0.85	2.25	0.14	25.89
01.May.02	20.97	2.10	1.00	2.25	0.16	26.48
01.Nov.02	21.24	2.12	1.00	2.50	0.16	27.02
<b>3<sup>rd</sup> Year Apprentice</b>						
07.May.01	17.89	1.79	0.85	2.00	0.14	22.67
01.Nov.01	18.17	1.82	0.85	2.25	0.14	23.23
01.May.02	18.50	1.85	1.00	2.25	0.16	23.76
01.Nov.02	18.74	1.87	1.00	2.50	0.16	24.27
<b>2<sup>nd</sup> Year Apprentice</b>						
07.May.01	15.50	1.55	0.85	2.00	0.14	20.04
01.Nov.01	15.74	1.57	0.85	2.25	0.14	20.55
01.May.02	16.04	1.60	1.00	2.25	0.16	21.05
01.Nov.02	16.24	1.62	1.00	2.50	0.16	21.52
<b>1<sup>st</sup> Year Apprentice</b>						
07.May.01	11.93	1.19	0.85	0.00	0.14	14.11
01.Nov.01	12.11	1.21	0.85	0.00	0.14	14.31
01.May.02	12.34	1.23	1.00	0.00	0.16	14.73
01.Nov.02	12.49	1.25	1.00	0.00	0.16	14.90
<b>Probationary Apprentice</b>						
07.May.01	9.54	0.95	0.85	0.00	0.14	11.48
01.Nov.01	9.69	0.97	0.85	0.00	0.14	11.65
01.May.02	9.87	0.99	1.00	0.00	0.16	12.02
01.Nov.02	10.00	1.00	1.00	0.00	0.16	12.16

**WAGE SUMMARY 2001-2003.....PAGE 35**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
<b>SHEET METAL (PROV.)...continued...</b>						
<b><u>WELDERS COMMERCIAL</u></b>						
<b>Journeyman</b>						
07.May.01	23.85	2.39	0.85	2.00	0.14	29.23
01.Nov.01	24.22	2.42	0.85	2.25	0.14	29.88
01.May.02	24.67	2.47	1.00	2.25	0.16	30.55
01.Nov.02	24.99	2.50	1.00	2.50	0.16	31.15
<b>3<sup>rd</sup> Year Apprentice</b>						
07.May.01	21.47	2.15	0.85	2.00	0.14	26.61
01.Nov.01	21.80	2.18	0.85	2.25	0.14	27.22
01.May.02	22.20	2.22	1.00	2.25	0.16	27.83
01.Nov.02	22.49	2.25	1.00	2.50	0.16	28.40
<b>2<sup>nd</sup> Year Apprentice</b>						
07.May.01	17.89	1.79	0.85	2.00	0.14	22.67
01.Nov.01	18.17	1.82	0.85	2.25	0.14	23.23
01.May.02	18.50	1.85	1.00	2.25	0.16	23.76
01.Nov.02	18.74	1.87	1.00	2.50	0.16	24.27
<b>1<sup>st</sup> Year Apprentice</b>						
07.May.01	14.31	1.43	0.85	0.00	0.14	16.73
01.Nov.01	14.53	1.45	0.85	0.00	0.14	16.97
01.May.02	14.80	1.48	1.00	0.00	0.16	17.44
01.Nov.02	14.99	1.50	1.00	0.00	0.16	17.65
<b><u>INDUSTRIAL</u></b>						
<b>Foreman A</b>						
07.May.01	33.63	3.36	0.85	2.54	0.14	40.52
01.Nov.01	34.15	3.41	0.85	3.04	0.14	41.59
01.May.02	35.02	3.50	1.00	3.04	0.16	42.72
01.Nov.02	35.25	3.53	1.00	3.54	0.16	43.48
<b>Foreman B</b>						
07.May.01	32.63	3.26	0.85	2.54	0.14	39.42
01.Nov.01	33.15	3.31	0.85	3.04	0.14	40.49
01.May.02	34.02	3.40	1.00	3.04	0.16	41.62
01.Nov.02	34.25	3.43	1.00	3.54	0.16	42.38
<b>Journeyman</b>						
07.May.01	30.13	3.01	0.85	2.54	0.14	36.67
01.Nov.01	30.65	3.06	0.85	3.04	0.14	37.74
01.May.02	31.52	3.15	1.00	3.04	0.16	38.87
01.Nov.02	31.75	3.18	1.00	3.54	0.16	39.63
<b>4<sup>th</sup> Year Apprentice</b>						
07.May.01	25.61	2.56	0.85	2.54	0.14	31.70
01.Nov.01	26.05	2.60	0.85	3.04	0.14	32.68
01.May.02	26.79	2.68	1.00	3.04	0.16	33.67
01.Nov.02	26.99	2.70	1.00	3.54	0.16	34.39

**WAGE SUMMARY 2001-2003.....PAGE 36**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
<b>SHEET METAL (PROV.)...continued...</b>						
<b>3<sup>rd</sup> Year Apprentice</b>						
07.May.01	22.60	2.26	0.85	2.54	0.14	28.39
01.Nov.01	22.99	2.30	0.85	3.04	0.14	29.32
01.May.02	23.64	2.36	1.00	3.04	0.16	30.20
01.Nov.02	23.81	2.38	1.00	3.54	0.16	30.89
<b>2<sup>nd</sup> Year Apprentice</b>						
07.May.01	19.58	1.96	0.85	2.54	0.14	25.07
01.Nov.01	19.92	1.99	0.85	3.04	0.14	25.94
01.May.02	20.49	2.05	1.00	3.04	0.16	26.74
01.Nov.02	20.64	2.06	1.00	3.54	0.16	27.40
<b>1<sup>st</sup> Year Apprentice</b>						
07.May.01	15.07	1.51	0.85	0.00	0.14	17.57
01.Nov.01	15.33	1.53	0.85	0.00	0.14	17.85
01.May.02	15.76	1.58	1.00	0.00	0.16	18.50
01.Nov.02	15.88	1.59	1.00	0.00	0.16	18.63
<b>Probationary Apprentice</b>						
07.May.01	12.05	1.21	0.85	0.00	0.14	14.25
01.Nov.01	12.26	1.23	0.85	0.00	0.14	14.48
01.May.02	12.61	1.26	1.00	0.00	0.16	15.03
01.Nov.02	12.70	1.27	1.00	0.00	0.16	15.13

**WELDERS INDUSTRIAL**

<b>Journeyman</b>						
07.May.01	30.13	3.01	0.85	2.54	0.14	36.67
01.Nov.01	30.65	3.06	0.85	3.04	0.14	37.74
01.May.02	31.52	3.15	1.00	3.04	0.16	38.87
01.Nov.02	31.75	3.18	1.00	3.54	0.16	39.63
<b>3<sup>rd</sup> Year Apprentice</b>						
07.May.01	27.12	2.71	0.85	2.54	0.14	33.36
01.Nov.01	27.59	2.76	0.85	3.04	0.14	34.38
01.May.02	28.37	2.84	1.00	3.04	0.16	35.41
01.Nov.02	28.58	2.86	1.00	3.54	0.16	36.14
<b>2<sup>nd</sup> Year Apprentice</b>						
07.May.01	22.60	2.26	0.85	2.54	0.14	28.39
01.Nov.01	22.99	2.30	0.85	3.04	0.14	29.32
01.May.02	23.64	2.36	1.00	3.04	0.16	30.20
01.Nov.02	23.81	2.38	1.00	3.54	0.16	30.89
<b>1<sup>st</sup> Year Apprentice</b>						
07.May.01	18.08	1.81	0.85	0.00	0.14	20.88
01.Nov.01	18.39	1.84	0.85	0.00	0.14	21.22
01.May.02	18.91	1.89	1.00	0.00	0.16	21.96
01.Nov.02	19.05	1.91	1.00	0.00	0.16	22.12

**Other:** Benevolent Fund

?? Construction Labour Relations dues of 6¢/hr (six cents) & Construction Employee Family Assistance Plan (CEFAP) contribution of 3¢/hr (three cents), as per Collective Agreement, not included in above totals.

⚡ Expiration Date April 30, 2003

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**WAGE SUMMARY 2001-2003.....PAGE 37**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
<b>SHEETERS, DECKERS &amp; CLADDERS (PROV.)</b>						
<b>LOCAL #8</b>						
<b><u>COMMERCIAL</u></b>						
<b>Foreman A</b>						
18.May.01	26.38	2.64	0.85	2.00	0.14	32.01
01.Nov.01	26.78	2.68	0.85	2.25	0.14	32.70
01.May.02	27.28	2.73	1.00	2.25	0.16	33.42
01.Nov.02	27.62	2.76	1.00	2.50	0.16	34.04
<b>Foreman B</b>						
18.May.01	25.44	2.54	0.85	2.00	0.14	30.97
01.Nov.01	25.82	2.58	0.85	2.25	0.14	31.64
01.May.02	26.31	2.63	1.00	2.25	0.16	32.35
01.Nov.02	26.64	2.66	1.00	2.50	0.16	32.96
<b>Journeyman</b>						
18.May.01	23.45	2.34	0.85	2.00	0.14	28.78
01.Nov.01	23.80	2.38	0.85	2.25	0.14	29.42
01.May.02	24.25	2.42	1.00	2.25	0.16	30.08
01.Nov.02	24.55	2.46	1.00	2.50	0.16	30.67
<b>3<sup>rd</sup> Year Apprentice</b>						
18.May.01	19.93	1.99	0.85	2.00	0.14	24.91
01.Nov.01	20.23	2.02	0.85	2.25	0.14	25.49
01.May.02	20.61	2.06	1.00	2.25	0.16	26.08
01.Nov.02	20.87	2.09	1.00	2.50	0.16	26.62
<b>2<sup>nd</sup> Year Apprentice</b>						
18.May.01	17.59	1.76	0.85	2.00	0.14	22.34
01.Nov.01	17.85	1.79	0.85	2.25	0.14	22.88
01.May.02	18.19	1.82	1.00	2.25	0.16	23.42
01.Nov.02	18.41	1.84	1.00	2.50	0.16	23.91
<b>1<sup>st</sup> Year Apprentice</b>						
18.May.01	15.24	1.52	0.85	2.00	0.14	19.75
01.Nov.01	15.47	1.55	0.85	2.25	0.14	20.26
01.May.02	15.76	1.58	1.00	2.25	0.16	20.75
01.Nov.02	15.96	1.60	1.00	2.50	0.16	21.22
<b>Probationary Apprentice</b>						
18.May.01	11.73	1.17	0.85	0.00	0.14	13.89
01.Nov.01	11.90	1.19	0.85	0.00	0.14	14.08
01.May.02	12.13	1.21	1.00	0.00	0.16	14.50
01.Nov.02	12.28	1.23	1.00	0.00	0.16	14.67
<b><u>INDUSTRIAL</u></b>						
<b>Foreman A</b>						
18.May.01	32.25	3.23	0.85	2.54	0.14	39.01
01.Nov.01	32.79	3.28	0.85	3.04	0.14	40.10
01.May.02	33.21	3.32	1.00	3.54	0.16	41.23
01.Nov.02	33.47	3.35	1.00	4.00	0.16	41.98

**WAGE SUMMARY 2001-2003.....PAGE 38**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
<b>SHEETERS, DECKERS &amp; CLADDERS (PROV.)...continued...</b>						
<b>Foreman B</b>						
18.May.01	31.11	3.11	0.85	2.54	0.14	37.75
01.Nov.01	31.63	3.16	0.85	3.04	0.14	38.82
01.May.02	32.03	3.20	1.00	3.54	0.16	39.93
01.Nov.02	32.28	3.23	1.00	4.00	0.16	40.67
<b>Journeyman</b>						
18.May.01	28.67	2.87	0.85	2.54	0.14	35.07
01.Nov.01	29.15	2.91	0.85	3.04	0.14	36.09
01.May.02	29.52	2.95	1.00	3.54	0.16	37.17
01.Nov.02	29.75	2.98	1.00	4.00	0.16	37.89
<b>3<sup>rd</sup> Year Apprentice</b>						
18.May.01	24.37	2.44	0.85	2.54	0.14	30.34
01.Nov.01	24.78	2.48	0.85	3.04	0.14	31.29
01.May.02	25.09	2.51	1.00	3.54	0.16	32.30
01.Nov.02	25.29	2.53	1.00	4.00	0.16	32.98
<b>2<sup>nd</sup> Year Apprentice</b>						
18.May.01	21.50	2.15	0.85	2.54	0.14	27.18
01.Nov.01	21.86	2.19	0.85	3.04	0.14	28.08
01.May.02	22.14	2.21	1.00	3.54	0.16	29.05
01.Nov.02	22.31	2.23	1.00	4.00	0.16	29.70
<b>1<sup>st</sup> Year Apprentice</b>						
18.May.01	18.64	1.86	0.85	2.54	0.14	24.03
01.Nov.01	18.95	1.89	0.85	3.04	0.14	24.87
01.May.02	19.19	1.92	1.00	3.54	0.16	25.81
01.Nov.02	19.34	1.93	1.00	4.00	0.16	26.43
<b>Probationary Apprentice</b>						
18.May.01	14.34	1.43	0.85	0.00	0.14	16.76
01.Nov.01	14.58	1.46	0.85	0.00	0.14	17.03
01.May.02	14.76	1.48	1.00	0.00	0.16	17.40
01.Nov.02	14.88	1.49	1.00	0.00	0.16	17.53

**Other:** Benevolent Fund

?? Construction Labour Relations dues of 6¢/hr (six cents) & Construction Employee Family Assistance Plan (CEFAP) contribution of 3¢/hr (three cents), as per Collective Agreement, not included in above totals.

☞ Expiration Date April 30, 2003

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**SPRINKLERFITTERS (NATIONAL) \*\*  
LOCAL UNIONS #488 & #496**

**Local #488**

**Foreman**

01.May.00 31.60 3.16 1.61 3.00 1.93 41.30

**Journeyman**

01.May.00 27.72 2.77 1.61 3.00 1.93 37.03

**WAGE SUMMARY 2001-2003.....PAGE 39**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
<b>SPRINKLERFITTERS (NATIONAL) **...continued</b>						
<b>4<sup>th</sup> Year Apprentice</b> 01.May.00	22.18	2.22	1.61	3.00	1.93	30.94
<b>3<sup>rd</sup> Year Apprentice</b> 01.May.00	19.40	1.94	1.61	3.00	1.93	27.88
<b>2<sup>nd</sup> Year Apprentice</b> 01.May.00	16.63	1.66	1.61	3.00	1.93	24.83
<b>1<sup>st</sup> Year Apprentice</b> 01.May.00	13.86	1.39	1.61	3.00	1.93	21.79
<b>Probationary Apprentice</b> 01.May.00	12.47	1.25	1.61	-	1.93	17.26
<b>Local #496</b>						
<b>Journeyman</b> 01.May.00	29.02	2.90	1.20	2.50	1.43	37.05
<b>4<sup>th</sup> Year Apprentice</b> 01.May.00	23.22	2.32	1.20	2.50	1.38	30.62
<b>3<sup>rd</sup> Year Apprentice</b> 01.May.00	20.31	2.03	1.20	2.50	1.18	27.22
<b>2<sup>nd</sup> Year Apprentice</b> 01.May.00	17.41	1.74	1.20	2.50	1.18	24.03
<b>1<sup>st</sup> Year Apprentice</b> 01.May.00	14.51	1.45	1.20	2.50	1.18	20.84
<b>Probationary Apprentice</b> 01.May.00	13.06	1.31	1.20	-	1.18	16.75

**Other:** Building Trades 5¢/hr (five cents), Joint Training & Apprenticeship Fund 10¢/hr (ten cents), Supplementary Benefit Trust Fund 3¢/hr (three cents) & Market Enhancement Trust Fund (Stabilization).

Expiration Date April 30, 2000

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**WAGE SUMMARY 2001-2003.....PAGE 40**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
<b>TEAMSTERS (PROV.) **</b>						
<b>LOCAL 362</b>						
<b>Fuel truck, concrete transit mix or other specialized concrete hauling equipment, nodwell drivers, low beds, all types of semi-trailers and dump trucks over 12 cubic yards and up to 35 tons rated capacity and water pulls</b>						
14.May.01	26.82	2.68	1.70	3.00	0.40	34.60
01.Nov.01	27.18	2.72	1.70	3.60	0.40	35.60
01.May.02	27.75	2.78	1.75	4.00	0.40	36.68
01.Nov.02	28.03	2.80	1.75	4.40	0.40	37.38
<b>All vehicles 35 tons rated capacity and over and utility drivers (Class 1 license)</b>						
14.May.01	26.92	2.69	1.70	3.00	0.40	34.71
01.Nov.01	27.29	2.73	1.70	3.60	0.40	35.72
01.May.02	27.85	2.79	1.75	4.00	0.40	36.79
01.Nov.02	28.14	2.81	1.75	4.40	0.40	37.50
<b>Dump trucks over 8 cubic yards &amp; up to 12 cubic yards tandem axle, water trucks, flat decks with or without winches or A-frame. Hiab over 80,000 GVW and similar equipment</b>						
14.May.01	26.76	2.68	1.70	3.00	0.40	34.54
01.Nov.01	27.13	2.71	1.70	3.60	0.40	35.54
01.May.02	27.69	2.77	1.75	4.00	0.40	36.61
01.Nov.02	27.97	2.80	1.75	4.40	0.40	37.32
<b>Dump trucks up to and including 8 cubic yards, forklifts, single axle water trucks, man-haul, crummie, bus or other type of equipment requiring Class 2 license, single axle, flat decks with or without winches or A-frames, and fuel truck helper. Hiab under 80,000 GVW and similar equipment</b>						
14.May.01	26.61	2.66	1.70	3.00	0.40	34.37
01.Nov.01	26.97	2.70	1.70	3.60	0.40	35.37
01.May.02	27.53	2.75	1.75	4.00	0.40	36.43
01.Nov.02	27.81	2.78	1.75	4.40	0.40	37.14
<b>Pick-up trucks and farm tractors</b>						
14.May.01	26.29	2.63	1.70	3.00	0.40	34.02
01.Nov.01	26.65	2.67	1.70	3.60	0.40	35.02
01.May.02	27.19	2.72	1.75	4.00	0.40	36.06
01.Nov.02	27.46	2.75	1.75	4.40	0.40	36.76
<b>Class II Warehouseman, one having a high degree of knowledge of special materials, i.e. instruments and components, piping and electrical, tools, etc.</b>						
14.May.01	27.18	2.72	1.70	3.00	0.40	35.00
01.Nov.01	27.56	2.76	1.70	3.60	0.40	36.02
01.May.02	28.13	2.81	1.75	4.00	0.40	37.09
01.Nov.02	28.42	2.84	1.75	4.40	0.40	37.81
<b>Class III Warehouseman</b>						
14.May.01	26.55	2.66	1.70	3.00	0.40	34.31
01.Nov.01	26.92	2.69	1.70	3.60	0.40	35.31
01.May.02	27.46	2.75	1.75	4.00	0.40	36.36
01.Nov.02	27.75	2.78	1.75	4.40	0.40	37.08

**WAGE SUMMARY 2001-2003.....PAGE 41**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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**TEAMSTERS (PROV.) \*\*...continued...**

**Class IV Warehouseman**

14.May.01	23.27	2.33	1.70	3.00	0.40	30.70
01.Nov.01	23.54	2.35	1.70	3.60	0.40	31.59
01.May.02	23.99	2.40	1.75	4.00	0.40	32.54
01.Nov.02	24.20	2.42	1.75	4.40	0.40	33.17

**General Foreman:**

\$5.50/hr (five dollar fifty cent) premium

**Foreman:**

\$3.00/hr (three dollar) premium

**Working Foreman:**

\$2.50/hr (two dollar fifty cent) premium

**Class I Working Foreman:**

\$3.00/hr (three dollar) premium

**Class I General Foreman:**

rate negotiated

**Other:** Training Fund 30¢/hr (five cents), Advancement Fund 5¢/hr (five cents), Association Fund of 5¢/hr (five cents) – hrs worked

?? Alberta Building Trades Council Check-off of 5¢/hr worked (five cents), not included in above totals.

?? Working Dues 26¢/hr (twenty-six cents) effective 01.May.00, 33¢/hr (thirty-three cents) effective 31.August.01 and 40¢/hr (forty cents) effective 01.May.02 shall be deducted from each Employee covered by this Agreement for each hour for which wages are payable hereunder and remitted to the Union (not included above)

Expiration Date April 30, 2003

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**TILESETTERS CONSTRUCTION (PROV.)\*\***

**LOCAL #1 & #4**

						<b>IAF</b>
<b>Journeyman</b>						
16.May.01	23.77	2.38	1.45	1.50	29.10	0.10
01.May.02	24.91	2.49	1.45	1.50	30.35	0.10

**Apprentices**

**1<sup>st</sup> Period 2100 hours (60%)**

16.May.01	14.26	1.42	1.45	1.50	18.63	0.10
01.May.02	14.95	1.50	1.45	1.50	19.40	0.10

**2<sup>nd</sup> Period 2100 hours (70%)**

16.May.01	16.64	1.64	1.45	1.50	21.23	0.10
01.May.02	17.44	1.74	1.45	1.50	22.13	0.10

**3<sup>rd</sup> Period 2100 hours (80%)**

16.May.01	19.02	1.90	1.45	1.50	23.87	0.10
01.May.02	19.93	1.99	1.45	1.50	24.97	0.10

**Sub Journeyman**

**Helper One – One year this rate only**

15.May.01	10.00	1.00	1.45	1.50	13.95	0.10
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**Helper Two:**

**- 1<sup>st</sup> Period 800 Hours**

16.May.01	11.60	1.16	1.45	1.50	15.71	0.10
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**- 2<sup>nd</sup> Period, 800 Hours**

16.May.01	12.40	1.24	1.45	1.50	16.59	0.10
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**WAGE SUMMARY 2001-2003.....PAGE 42**

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>	
<b>TILESETTERS CONSTRUCTION (PROV.)** ...continued...</b>							
<b>- 3<sup>rd</sup> Period, 800 Hours</b>							
16.May.01	14.40	1.44	1.45	1.50		18.79	0.10
<b>Thereafter</b>							
16.May.01	16.80	1.68	1.45	1.50		21.43	0.10

**Foreman:** shall receive \$2.00/hr (two dollars) over the journeyman rate

**Height Pay** - employee shall be paid 50¢ (fifty cents) per hour above basic wage rate on tubular scaffold in excess of 50' (fifty feet) above the ground or solid existing structure (defined as any surface projecting a minimum of 15' [fifteen feet] from the vertical wall under construction). Employees shall be paid 50¢ (fifty cents) per hour above regular wage rate for working on swing stages of any length. This amount paid from the first lift.

**IAF:** Industry Advancement Fund (Association Dues) not included in above totals

~~EE~~ Expiration Date April 30, 2003

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# ***CONSTRUCTION LABOUR RELATIONS - An Alberta Association***

## **WAGE SUMMARY**

### **CONSTRUCTION - ALBERTA 2001 – 2003**

*Some exceptions may apply;*

**TRADE DIVISION NOTED IN BOLD – SETTLED & RATIFIED**

TRADE DIVISION NOTED IN REGULAR PRINT – NO NEW SETTLEMENT,  
LAST AVAILABLE RATE PROVIDED

***Expiration dates noted at end of each section***

*Trade Divisions denoted as \*\* are negotiated outside of CLR-A*

**April 2, 2002**