

## **SUMMARY OF WAGES IN CONSTRUCTION - ALBERTA 2003 – 2007**

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

<b><u>Date</u></b>	<b><u>Base Wage</u></b>	<b><u>Hol.&amp; Vac.</u></b>	<b><u>H&amp;W</u></b>	<b><u>Pen.</u></b>	<b><u>Other</u></b>	<b><u>Gross Wage</u></b>
<b>BRICKLAYERS (PROV.) REFRACTORY LOCAL UNION #1 &amp; #2</b>						
<b><u>CONSTRUCTION</u></b>						
<b>LOCAL #1</b>						
<b>18.May.03</b>						
Journeymen	31.41	3.14	1.00	5.00		40.55
Third Year Apprentice	28.27	2.83	1.00	5.00		37.10
Second Year Apprentice	25.13	2.51	1.00	5.00		33.64
First Year Apprentice	18.85	1.89	1.00	5.00		26.74
<b>16.May.04</b>						
Foreman (GF)	36.32	3.63	1.00	5.00		45.95
Working Foreman	35.32	3.53	1.00	5.00		44.85
Journeyman	32.32	3.23	1.00	5.00		41.55
Third Year	29.09	2.91	1.00	5.00		38.00
Second Year	25.86	2.59	1.00	5.00		34.45
First Year	19.39	1.94	1.00	5.00		27.33
<b>LOCAL #2</b>						
<b>18.May.03</b>						
Journeymen	32.32	3.23	1.00	4.00		40.55
Third Year Apprentice	28.98	2.90	1.00	4.00		36.88
Second Year Apprentice	25.86	2.59	1.00	4.00		33.45
First Year Apprentice	19.39	1.94	1.00	4.00		26.33
<b>16.May.04</b>						
Foreman (GF)	37.00	3.70	1.00	4.25		45.95
Working Foreman	36.00	3.60	1.00	4.25		44.85
Journeyman	33.00	3.30	1.00	4.25		41.55
Third Year	29.70	2.97	1.00	4.25		37.92
Second Year	26.40	2.64	1.00	4.25		34.29
First Year	19.80	1.98	1.00	4.25		27.03

**WAGE SUMMARY 2003-2007.....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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**BRICKLAYERS (PROV.) REFRACTORY...continued...**

**MAINTENANCE**

**LOCAL #1**

**18.May.03**

Journeyman	31.75	3.18	1.00	5.00		40.93
Third Year Apprentice	28.58	2.86	1.00	5.00		37.44
Second Year Apprentice	25.40	2.54	1.00	5.00		33.94
First Year Apprentice	19.05	1.91	1.00	5.00		26.96

**16.May.04**

Foreman (GF)	36.66	3.67	1.00	5.00		46.33
Working Foreman	35.66	3.57	1.00	5.00		45.23
Journeyman	32.66	3.27	1.00	5.00		41.93
Third Year	29.39	2.94	1.00	5.00		38.33
Second Year	26.13	2.61	1.00	5.00		34.74
First Year	19.60	1.96	1.00	5.00		27.56

**LOCAL #2**

**18.May.03**

Journeyman	32.66	3.27	1.00	4.00		40.93
Third Year Apprentice	29.39	2.94	1.00	4.00		37.33
Second Year Apprentice	26.13	2.61	1.00	4.00		33.74
First Year Apprentice	19.60	1.96	1.00	4.00		26.56

**16.May.04**

Foreman (GF)	37.35	3.73	1.00	4.25		46.33
Working Foreman	36.35	3.63	1.00	4.25		45.23
Journeyman	33.35	3.33	1.00	4.25		41.93
Third Year	30.02	3.00	1.00	4.25		38.27
Second Year	26.68	2.67	1.00	4.25		34.60
First Year	20.01	2.00	1.00	4.25		27.26

**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

- Construction Labour Relations dues of 6¢/hr (six cents), Construction Employee Family Assistance Plan (CEFAP) Contribution of 1.5¢/hr (one and one-half cents) & Joint Employers Safety Program Contribution of 40¢/hr (forty cents), as per Collective Agreement, not included in above totals.

➤ Expiration Date April 30, 2005

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**WAGE SUMMARY 2003-2007.....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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**CARPENTERS (PROV.)  
LOCALS 1325, 2103**

**COMMERCIAL**

**Journeyman**

31.May.04	24.66	2.47	1.04	2.80	.01	30.98
02.May.05	24.94	2.49	1.04	2.86	.01	31.34
31.Oct.05	25.22	2.52	1.04	2.91	.01	31.70
01.May.06	25.50	2.55	1.04	2.96	.01	32.06
30.Oct.06	25.90	2.59	1.10	3.00	.01	32.60

**4<sup>th</sup> Yr Apprentice**

31.May.04	22.19	2.22	1.04	2.80	.01	28.26
02.May.05	22.45	2.25	1.04	2.86	.01	28.61
31. Oct 05	22.70	2.27	1.04	2.91	.01	28.93
01.May.06	22.95	2.30	1.04	2.96	.01	29.26
30. Oct 06	23.31	2.33	1.10	3.00	.01	29.75

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

31.May.04	19.73	1.97	1.04	2.80	.01	25.55
02.May.05	19.95	2.00	1.04	2.86	.01	25.86
31. Oct 05	20.18	2.02	1.04	2.91	.01	26.16
01.May.06	20.40	2.04	1.04	2.96	.01	26.45
30.Oct 06	20.72	2.07	1.10	3.00	.01	26.90

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

31.May.04	17.26	1.73	1.04	2.80	.01	22.84
02.May.05	17.46	1.75	1.04	2.86	.01	23.12
31. Oct 05	17.65	1.77	1.04	2.91	.01	23.38
01.May.06	17.85	1.79	1.04	2.96	.01	23.65
30. Oct 06	18.13	1.81	1.10	3.00	.01	24.05

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

31.May.04	14.80	1.48	1.04	2.80	.01	20.13
02.May.05	14.96	1.50	1.04	2.86	.01	20.37
31. Oct 05	15.13	1.51	1.04	2.91	.01	20.60
01.May.06	15.30	1.53	1.04	2.96	.01	20.84
30. Oct 06	15.54	1.55	1.10	3.00	.01	21.20

**INDUSTRIAL**

**Journeyman**

31.May.04	29.78	2.98	1.04	4.87	.28	38.95
02.May.05	29.99	3.00	1.04	5.10	.28	39.41
31. Oct 05	30.20	3.02	1.04	5.33	.28	39.87
01.May.06	30.53	3.05	1.04	5.43	.28	40.33
30. Oct 06	31.04	3.10	1.10	5.47	.30	41.01

**4<sup>th</sup> Yr Apprentice**

31.May.04	26.80	2.68	1.04	4.87	.28	35.67
02.May.05	26.99	2.70	1.04	5.10	.28	36.11
31. Oct 05	27.18	2.72	1.04	5.33	.28	36.55
01.May.06	27.48	2.75	1.04	5.43	.28	36.98
30. Oct 06	27.94	2.79	1.10	5.47	.30	37.60

**WAGE SUMMARY 2003-2007.....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>CARPENTERS (PROV.)...continued...</b>						
<b>3<sup>rd</sup> Yr Apprentice</b>						
31.May.04	23.82	2.38	1.04	4.87	.28	32.39
02.May.05	23.99	2.40	1.04	5.10	.28	32.81
31. Oct 05	24.16	2.42	1.04	5.33	.28	33.23
01.May.06	24.42	2.44	1.04	5.43	.28	33.61
30. Oct 06	24.83	2.48	1.10	5.47	.30	34.18
<b>2<sup>nd</sup> Yr Apprentice</b>						
31.May.04	20.85	2.09	1.04	4.87	.28	29.13
02.May.05	20.99	2.10	1.04	5.10	.28	29.51
31. Oct 05	21.14	2.11	1.04	5.33	.28	29.90
01.May.06	21.37	2.14	1.04	5.43	.28	30.26
30. Oct 06	21.73	2.17	1.10	5.47	.30	30.77
<b>1<sup>st</sup> Yr Apprentice</b>						
31.May.04	17.87	1.79	1.04	4.87	.28	25.85
02.May.05	17.99	1.80	1.04	5.10	.28	26.21
31. Oct 05	18.12	1.81	1.04	5.33	.28	26.58
01.May.06	18.32	1.83	1.04	5.43	.28	26.90
30. Oct 06	18.62	1.86	1.10	5.47	.30	27.35

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

**Foreman:** Commercial = journeyman rate + \$2.50 (two dollars fifty cents), Industrial = journeyman rate + \$3.50 (three dollars fifty cents), General Foreman: journeyman rate + \$5.50 (five dollars fifty cents)

- Shift Premiums: Commercial = \$1.00/hr (one dollar) for a "second" shift or "third" shift, Industrial = \$2.25/hr (two dollars twenty-five cents) for any "second" or "third" shift.
- Construction Labour Relations dues of 6¢/hr (six cents) & Construction Employee Family Assistance Plan (CEFAP) contribution of 1.5¢ (one and one-half cents) as per Collective Agreement, not included in above totals.
- Expiration Date April 30, 2007

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**CEMENT MASONS (PROV.)  
 LOCAL UNIONS 222**

**COMMERCIAL**

**Journeyman**

31.May.04	24.03	2.41	0.90	2.50	0.06	29.90
02.May.05	24.35	2.44	0.90	2.50	0.06	30.25
31.Oct.05	24.67	2.47	0.90	2.50	0.06	30.60
01.May.06	24.99	2.50	0.90	2.50	0.06	30.95
30.Oct.06	25.47	2.55	0.90	2.50	0.06	31.48

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

31.May.04	20.43	2.04	0.90	2.50	0.06	25.93
02.May.05	20.70	2.07	0.90	2.50	0.06	26.23
31.Oct.05	20.97	2.10	0.90	2.50	0.06	26.53
01.May.06	21.24	2.12	0.90	2.50	0.06	26.82
30.Oct.05	21.64	2.16	0.90	2.50	0.06	27.26

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

31.May.04	18.02	1.80	0.90	2.50	0.06	23.28
02.May.05	18.26	1.83	0.90	2.50	0.06	23.55
31.Oct.05	18.50	1.85	0.90	2.50	0.06	23.81
01.May.06	18.74	1.87	0.90	2.50	0.06	24.07
30.Oct.06	19.10	1.91	0.90	2.50	0.06	24.47

**WAGE SUMMARY 2003-2007.....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>
<b>CEMENT MASONS (PROV.)...continued...</b>						
<b>1<sup>st</sup> Yr Apprentice</b>						
31.May.04	15.61	1.56	0.90	2.50	0.06	20.63
02.May.05	15.83	1.58	0.90	2.50	0.06	20.87
31.Oct.05	16.04	1.60	0.90	2.50	0.06	21.10
01.May.06	16.24	1.62	0.90	2.50	0.06	21.32
30.Oct.06	16.56	1.66	0.90	2.50	0.06	21.68
<b>Trainee</b>						
31.May.04	13.22	1.32	0.90	2.50	0.06	18.00
02.May.05	13.39	1.34	0.90	2.50	0.06	18.19
31.Oct.05	13.57	1.36	0.90	2.50	0.06	18.39
01.May.06	13.74	1.37	0.90	2.50	0.06	18.57
30.Oct.06	14.01	1.40	0.90	2.50	0.06	18.87
<b><u>INDUSTRIAL</u></b>						
<b>Journeyman</b>						
31.May.04	30.25	3.02	0.90	4.00	0.06	38.23
02.May.05	30.65	3.07	0.90	4.00	0.06	38.68
31.Oct.05	31.06	3.11	0.90	4.00	0.06	39.13
01.May.06	31.47	3.15	0.90	4.00	0.06	39.58
30.Oct.06	32.08	3.21	0.90	4.00	0.06	40.25
<b>3<sup>rd</sup> Yr Apprentice</b>						
31.May.04	25.71	2.57	0.90	4.00	0.06	33.24
02.May.05	26.05	2.61	0.90	4.00	0.06	33.62
31.Oct.05	26.40	2.64	0.90	4.00	0.06	34.00
01.May.06	26.75	2.68	0.90	4.00	0.06	34.39
30.Oct.06	27.27	2.73	0.90	4.00	0.06	34.96
<b>2<sup>nd</sup> Yr Apprentice</b>						
31.May.04	22.69	2.27	0.90	4.00	0.06	29.92
02.May.05	22.98	2.30	0.90	4.00	0.06	30.24
31.Oct.05	23.30	2.33	0.90	4.00	0.06	30.59
01.May.06	23.60	2.36	0.90	4.00	0.06	30.92
30.Oct.06	24.06	2.41	0.90	4.00	0.06	31.43
<b>1<sup>st</sup> Yr Apprentice</b>						
31.May.04	19.66	1.97	0.90	4.00	0.06	26.59
02.May.05	19.92	1.99	0.90	4.00	0.06	26.87
31.Oct.05	20.19	2.02	0.90	4.00	0.06	27.17
01.May.06	20.46	2.05	0.90	4.00	0.06	27.47
30.Oct.06	20.85	2.09	0.90	4.00	0.06	27.90
<b>Trainee</b>						
31.May.04	16.64	1.66	0.90	3.50	0.06	22.76
02.May.05	16.86	1.69	0.90	3.50	0.06	23.01
31.Oct.05	17.08	1.71	0.90	3.50	0.06	23.25
01.May.06	17.31	1.73	0.90	3.50	0.06	23.50
30.Oct.06	17.64	1.76	0.90	3.50	0.06	23.86

**WAGE SUMMARY 2003-2007.....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>
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**CEMENT MASONS (PROV.)...continued...**

- 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 1.5¢/hr (one and one-half 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, 2007

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

**Construction and Maintenance, Service & Repair**

01.May.03	34.09	3.41	1.18	2.25	0.135	41.065
01.May.04	35.43	3.54	1.18	2.25	0.135	42.535
01.May.05	36.82	3.68	1.18	2.25	0.135	44.065
01.May.06	38.25	3.83	1.18	2.25	0.135	45.645

**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, 2007

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

**COMMERCIAL / INSTITUTIONAL**

**Foreman**

07.Jun.04	24.11	2.41	1.50	3.00	0.70	31.72
02.May.05	24.45	2.45	1.50	3.00	0.70	32.10
31.Oct.05	24.80	2.48	1.50	3.00	0.70	32.48
01.May.06	25.16	2.52	1.50	3.20	0.50	32.88
30.Oct.06	25.67	2.57	1.50	3.20	0.50	33.44

**Journeyman**

07.Jun.04	21.43	2.14	1.50	3.00	0.70	28.77
02.May.05	21.74	2.17	1.50	3.00	0.70	29.11
31.Oct.05	22.05	2.20	1.50	3.00	0.70	29.45
01.May.06	22.36	2.23	1.50	3.20	0.50	29.79
30.Oct.06	22.82	2.28	1.50	3.20	0.50	30.30

**WAGE SUMMARY 2003-2007.....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>
<b>INSULATORS (PROV.)...continued...</b>						
<b>4<sup>th</sup> Yr Apprentice</b>						
07.Jun.04	17.14	1.71	1.50	3.00	0.70	24.05
02.May.05	17.39	1.74	1.50	3.00	0.70	24.33
31.Oct.05	17.64	1.76	1.50	3.00	0.70	24.60
01.May.06	17.89	1.79	1.50	3.20	0.50	24.88
30.Oct.06	18.26	1.83	1.50	3.20	0.50	25.29
<b>3<sup>rd</sup> Yr Apprentice</b>						
07.Jun.04	15.00	1.50	1.50	3.00	0.70	21.70
02.May.05	15.22	1.52	1.50	3.00	0.70	21.94
31.Oct.05	15.43	1.54	1.50	3.00	0.70	22.17
01.May.06	15.65	1.57	1.50	3.20	0.50	22.42
30.Oct.06	15.97	1.60	1.50	3.20	0.50	22.77
<b>2<sup>nd</sup> Yr Apprentice</b>						
07.Jun.04	12.86	1.29	1.50	3.00	0.70	19.35
02.May.04	13.04	1.30	1.50	3.00	0.70	19.54
31.Oct.05	13.23	1.32	1.50	3.00	0.70	19.75
01.May.06	13.42	1.34	1.50	3.20	0.50	19.96
30.Oct.06	13.69	1.37	1.50	3.20	0.50	20.26
<b>1<sup>st</sup> Yr Apprentice</b>						
07.Jun.04	10.72	1.07	1.50	3.00	0.70	16.99
02.May.05	10.87	1.09	1.50	3.00	0.70	17.16
31.Oct.05	11.03	1.10	1.50	3.00	0.70	17.33
01.May.06	11.18	1.12	1.50	3.20	0.50	17.50
30.Oct.06	11.41	1.14	1.50	3.20	0.50	17.75
<b><u>INDUSTRIAL</u></b>						
<b>Foreman</b>						
07.Jun.04	34.99	3.50	1.50	3.50	0.70	44.19
02.May.05	35.27	3.53	1.50	3.70	0.70	44.70
31.Oct.05	35.74	3.57	1.50	3.70	0.70	45.21
01.May.06	36.24	3.62	1.50	3.90	0.50	45.76
30.Oct.06	36.84	3.68	1.50	4.00	0.50	46.52
<b>Journeyman</b>						
07.Jun.04	31.10	3.11	1.50	3.50	0.70	39.91
02.May.05	31.35	3.13	1.50	3.70	0.70	40.38
31.Oct.05	31.77	3.18	1.50	3.70	0.70	40.85
01.May.06	32.21	3.21	1.50	3.90	0.50	41.32
30.Oct.06	32.75	3.27	1.50	4.00	0.50	42.02
<b>4<sup>th</sup> Yr Apprentice</b>						
07.Jun.04	24.88	2.49	1.50	3.50	0.70	33.07
02.May.05	25.08	2.51	1.50	3.70	0.70	33.49
31.Oct.05	25.42	2.54	1.50	3.70	0.70	33.86
01.May.06	25.77	2.58	1.50	3.90	0.50	34.25
30.Oct.06	26.20	2.62	1.50	4.00	0.50	34.82

**WAGE SUMMARY 2003-2007.....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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**INSULATORS (PROV.)...continued...**

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

07.Jun.04	21.77	2.18	1.50	3.50	0.70	29.65
02.May.05	21.95	2.20	1.50	3.70	0.70	30.05
31.Oct.05	22.24	2.22	1.50	3.70	0.70	30.36
01.May.06	22.55	2.26	1.50	3.90	0.50	30.71
30.Oct.06	22.93	2.29	1.50	4.00	0.50	31.22

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

07.Jun.04	18.66	1.87	1.50	3.50	0.70	26.23
02.May.05	18.81	1.88	1.50	3.70	0.70	26.59
31.Oct.05	19.06	1.91	1.50	3.70	0.70	26.87
01.May.06	19.33	1.93	1.50	3.90	0.50	27.16
30.Oct.06	19.65	1.97	1.50	4.00	0.50	27.62

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

07.Jun.04	15.55	1.56	1.50	3.50	0.70	22.81
02.May.05	15.68	1.57	1.50	3.70	0.70	23.15
31.Oct.06	15.89	1.59	1.50	3.70	0.70	23.38
01.May.06	16.11	1.61	1.50	3.90	0.50	23.62
30.Oct.06	16.38	1.64	1.50	4.00	0.50	24.02

**Other:** Training Fund & MERF

- 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 1.5¢/hr (one and one-half cents) as per Collective Agreement, not included in above totals.
- Expiration Date April 30, 2007

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

**COMMERCIAL**

**03.May.04**

Foreman	33.91	3.39	1.50	4.00	0.40	43.20
Journeyman	30.16	3.02	1.50	4.00	0.40	39.08
4 <sup>th</sup> Period	27.15	2.72	1.50	4.00	0.40	35.77
3 <sup>rd</sup> Period	24.13	2.42	1.50	4.00	0.40	32.45
2 <sup>nd</sup> Period	21.11	2.11	1.50	2.75	0.40	27.87
1 <sup>st</sup> Period	18.10	1.81	1.50	2.75	0.40	24.56
Pre-Apprentice	15.08	1.50	1.50	0.00	0.40	18.48

**INDUSTRIAL**

**Foreman**

03.May.04	35.53	3.55	1.50	4.00	0.40	44.98
02.May.05	35.78	3.58	1.50	4.48	0.40	45.74
31.Oct.05	36.21	3.62	1.50	4.48	0.40	46.21
01.May.06	36.46	3.65	1.50	4.96	0.40	46.97
30.Oct.06	37.10	3.71	1.50	4.96	0.40	47.67

**WAGE SUMMARY 2003-2007.....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>
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**IRONWORKERS STRUCTURAL (PROV.)...continued...**

**Journeyman**

03.May.04	31.53	3.15	1.50	4.00	0.40	40.58
02.May.05	31.53	3.15	1.50	4.48	0.40	41.06
31.Oct.05	31.96	3.20	1.50	4.48	0.40	41.54
01.May.06	31.96	3.20	1.50	4.96	0.40	42.02
30.Oct.06	32.60	3.26	1.50	4.96	0.40	42.72

**4<sup>th</sup> Period – 90 % of Journeyman Rate**

03.May.04	28.37	2.83	1.50	4.00	0.40	37.10
02.May.05	28.38	2.84	1.50	4.48	0.40	37.60
31.Oct.05	28.77	2.88	1.50	4.48	0.40	38.03
01.May.06	28.77	2.88	1.50	4.96	0.40	38.51
30.Oct.06	29.34	2.93	1.50	4.96	0.40	39.13

**3<sup>rd</sup> Period – 80% of Journeyman Rate**

03.May.04	25.22	2.52	1.50	4.00	0.40	33.64
02.May.05	25.22	2.52	1.50	4.48	0.40	34.12
31.Oct.05	25.57	2.55	1.50	4.48	0.40	34.50
01.May.06	25.57	2.55	1.50	4.96	0.40	34.98
30.Oct.06	26.08	2.60	1.50	4.96	0.40	35.54

**2<sup>nd</sup> Period – 70% of Journeyman Rate**

03.May.04	22.07	2.20	1.50	4.00	0.40	30.17
02.May.05	22.07	2.20	1.50	4.48	0.40	30.65
31.Oct.05	22.37	2.23	1.50	4.48	0.40	30.98
01.May.06	22.37	2.23	1.50	4.96	0.40	31.46
30.Oct.06	22.82	2.28	1.50	4.96	0.40	31.96

**1<sup>st</sup> Period – 60% of Journeyman Rate**

03.May.04	18.92	1.89	1.50	4.00	0.40	26.71
02.May.05	18.92	1.90	1.50	4.48	0.40	27.20
31.May.05	19.18	1.92	1.50	4.48	0.40	27.48
01.May.06	19.18	1.92	1.50	4.96	0.40	27.96
30.Oct.06	19.56	1.95	1.50	4.96	0.40	28.37

**Pre-Apprentice – 50% of Journeyman Rate**

03.May.04	15.76	1.58	1.50	0.00	0.40	19.24
02.May.05	15.76	1.58	1.50	0.00	0.40	19.24
31.Oct.05	15.98	1.60	1.50	0.00	0.40	19.48
01.May.06	15.98	1.60	1.50	0.00	0.40	19.48
30.May.06	16.30	1.63	1.50	0.00	0.40	19.83

\*Pre-Apprentice not to exceed 6 (six) months before being indentured.

**WELDERS – COMMERCIAL**

**03.May.04**

Journeyman	30.16	3.02	1.50	4.00	0.40	39.08
3 <sup>rd</sup> Year	27.15	2.72	1.50	4.00	0.40	35.77
2 <sup>nd</sup> Year	22.62	2.26	1.50	4.00	0.40	30.78
1 <sup>st</sup> Year	18.10	1.81	1.50	2.75	0.40	24.56

**WAGE SUMMARY 2003-2007.....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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**IRONWORKERS STRUCTURAL (PROV.)...continued...**

**WELDERS - INDUSTRIAL**

**Foreman**

03.May.04	35.53	3.55	1.50	4.00	0.40	44.98
02.May.05	35.78	3.58	1.50	4.48	0.40	45.74
31.Oct.05	36.21	3.62	1.50	4.48	0.40	46.21
01.May.06	36.46	3.65	1.50	4.96	0.40	46.97
30.Oct.06	37.10	3.71	1.50	4.96	0.40	47.67

**Journeyman**

03.May.04	31.53	3.15	1.50	4.00	0.40	40.58
02.May.05	31.53	3.15	1.50	4.48	0.40	41.06
31.Oct.05	31.96	3.20	1.50	4.48	0.40	41.54
01.May.06	31.96	3.20	1.50	4.96	0.40	42.02
30.Oct.06	32.60	3.26	1.50	4.96	0.40	42.72

**3<sup>rd</sup> Year – 90% of Journeyman Rate**

03.May.04	28.37	2.83	1.50	4.00	0.40	37.10
02.May.05	28.38	2.84	1.50	4.48	0.40	37.60
31.Oct.05	28.77	2.88	1.50	4.48	0.40	38.03
01.May.06	28.77	2.88	1.50	4.96	0.40	38.51
30.Oct.06	29.34	2.93	1.50	4.96	0.40	39.13

**2<sup>nd</sup> Year – 75% of Journeyman Rate**

03.May.04	23.65	2.37	1.50	4.00	0.40	31.92
02.May.05	23.65	2.37	1.50	4.48	0.40	32.40
31.Oct.05	23.97	2.40	1.50	4.48	0.40	32.75
01.May.06	23.97	2.40	1.50	4.96	0.40	33.23
30.Oct.06	24.45	2.45	1.50	4.96	0.40	33.76

**1<sup>st</sup> Year – 60% of Journeyman Rate**

03.May.04	18.92	1.89	1.50	4.00	0.40	26.71
02.May.05	18.92	1.90	1.50	4.48	0.40	27.20
31.May.05	19.18	1.92	1.50	4.48	0.40	27.48
01.May.06	19.18	1.92	1.50	4.96	0.40	27.96
30.Oct.06	19.56	1.95	1.50	4.96	0.40	28.37

**Pre-Apprentice – 50% of Journeyman Rate**

03.May.04	15.76	1.58	1.50	0.00	0.40	19.24
02.May.05	15.76	1.58	1.50	0.00	0.40	19.24
31.Oct.05	15.98	1.60	1.50	0.00	0.40	19.48
01.May.06	15.98	1.60	1.50	0.00	0.40	19.48
30.May.06	16.30	1.63	1.50	0.00	0.40	19.83

\*Pre-Apprentice not to exceed 6 (six) months before being indentured.

**Other:** apprenticeship training fund

**\*\*NOTE:** Construction Labour Relations dues of 6¢/hr (six cents) & Construction Employee Family Assistance Plan (CEFAP) contribution of 1.5¢/hr (one and one-half cents) as per Collective Agreement, not included in above totals.

➤ Expiration Date April 30, 2007

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**WAGE SUMMARY 2003-2007.....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>	<u>JESP</u>
<b>LABOURERS REFRACTORY - MAINTENANCE &amp; CONSTRUCTION (PROV.)</b>							
<b>LOCAL UNION #92 &amp; #1111</b>							
<b>Journeyman</b>							
06.July.03	24.52	2.45	1.60	3.90		32.47	0.40
16.May.04	25.24	2.52	1.60	3.90		33.26	0.40

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

**JESP:** Joint Employers' Safety Program

**NOTE:** Construction Labour Relations dues of 6¢/hr (six cents), Construction Employee Family Assistance Plan (CEFAP) Contribution of 1.5¢/hr (one and one-half cents), as per Collective Agreement, not included in gross wage.

➤ Expiration Date April 30, 2005

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**MECHANICAL (PROV.) [Plumbers & Pipefitters]**

**COMMERCIAL & INSTITUTIONAL**

**LOCAL #488**

**MERF**

**General Foreman**

03.May.04	0.40	31.37	3.14	1.71	3.96	0.20	40.78
01.Nov.04	0.40	31.83	3.18	1.71	3.96	0.20	41.28
02.May.05	0.40	32.21	3.22	1.71	3.96	0.20	41.70
31.Oct.05	0.40	32.55	3.25	1.71	3.96	0.25	42.12
01.May.06	0.20	33.11	3.31	1.71	3.96	0.25	42.54
30.Oct.06	0.20	33.68	3.37	1.71	3.96	0.25	43.17

**Foreman**

03.May.04	0.40	29.37	2.94	1.71	3.96	0.20	38.58
01.Nov.04	0.40	29.83	2.98	1.71	3.96	0.20	39.08
02.May.05	0.40	30.21	3.02	1.71	3.96	0.20	39.50
31.Oct.05	0.40	30.55	3.05	1.71	3.96	0.25	39.92
01.May.06	0.20	31.11	3.11	1.71	3.96	0.25	40.34
30.Oct.06	0.20	31.68	3.17	1.71	3.96	0.25	40.97

**Journeyman**

Current Rate	0.40	25.74	2.57	1.71	3.96	0.15	34.53
03.May.04	0.40	26.37	2.64	1.71	3.96	0.20	35.28
01.Nov.04	0.40	26.83	2.68	1.71	3.96	0.20	35.78
02.May.05	0.40	27.21	2.72	1.71	3.96	0.20	36.20
31.Oct.05	0.40	27.55	2.75	1.71	3.96	0.25	36.62
01.May.06	0.20	28.11	2.81	1.71	3.96	0.25	37.04
30.Oct.06	0.20	28.68	2.87	1.71	3.96	0.25	37.67

**4<sup>th</sup> Year**

03.May.04	0.40	21.02	2.10	1.71	3.96	0.20	29.39
01.Nov.04	0.40	21.38	2.14	1.71	3.96	0.20	29.79
02.May.05	0.40	21.69	2.17	1.71	3.96	0.20	30.13
31.Oct.05	0.40	21.96	2.20	1.71	3.96	0.25	30.48
01.May.06	0.20	22.45	2.25	1.71	3.96	0.25	30.82
30.Oct.06	0.20	22.91	2.29	1.71	3.96	0.25	31.32

**WAGE SUMMARY 2003-2007.....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>
<b>MECHANICAL (PROV.) [Plumbers &amp; Pipefitters]...continued...</b>							
<b>MERF</b>							
<b>3<sup>rd</sup> Year</b>							
03.May.04	0.40	18.34	1.83	1.71	3.96	0.20	26.44
01.Nov.04	0.40	18.66	1.87	1.71	3.96	0.20	26.80
02.May.05	0.40	18.93	1.89	1.71	3.96	0.20	27.09
31.Oct.05	0.40	19.16	1.92	1.71	3.96	0.25	27.40
01.May.06	0.20	19.62	1.96	1.71	3.96	0.25	27.70
30.Oct.06	0.20	20.02	2.00	1.71	3.96	0.25	28.14
<b>2<sup>nd</sup> Year</b>							
03.May.04	0.40	15.66	1.57	1.71	3.96	0.20	23.50
01.Nov.04	0.40	15.94	1.59	1.71	3.96	0.20	23.80
02.May.05	0.40	16.17	1.62	1.71	3.96	0.20	24.06
31.Oct.05	0.40	16.37	1.64	1.71	3.96	0.25	24.33
01.May.06	0.20	16.79	1.68	1.71	3.96	0.25	24.59
30.Oct.06	0.20	17.13	1.71	1.71	3.96	0.25	24.96
<b>1<sup>st</sup> Year</b>							
03.May.04	0.40	12.99	1.30	1.71	3.96	0.20	20.56
01.Nov.04	0.40	13.21	1.32	1.71	3.96	0.20	20.80
02.May.05	0.40	13.41	1.34	1.71	3.96	0.20	21.02
31.Oct.05	0.40	13.57	1.36	1.71	3.96	0.25	21.25
01.May.06	0.20	13.96	1.40	1.71	3.96	0.25	21.48
30.Oct.06	0.20	14.24	1.42	1.71	3.96	0.25	21.78

**LOCAL #496**

<b>General Foreman</b>							
01.Nov.02	0.50	29.45	2.95	1.65	3.49	0.48	38.52
<b>Foreman</b>							
01.Nov.02	0.50	27.45	2.75	1.65	3.49	0.48	36.32
<b>Journeyman</b>							
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>							
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>							
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>							
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>							
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

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

**WAGE SUMMARY 2003-2007.....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>
<b>MECHANICAL (PROV.) [Plumbers &amp; Pipefitters]...continued...</b>							
<b><u>INDUSTRIAL</u></b>							
	<b>MERF</b>						
<b>LOCAL #488</b>							
<b>General Foreman</b>							
Current Rate	0.40	37.04	3.70	1.71	4.96	0.50	48.31
03.May.04	0.40	38.13	3.81	1.71	5.21	0.55	49.81
02.May.05	0.40	38.58	3.86	1.71	5.21	0.55	50.31
31.Oct.05	0.40	38.99	3.90	1.71	5.21	0.60	50.81
01.May.06	0.20	39.45	3.94	1.71	5.41	0.60	51.31
30.Oct.06	0.20	40.13	4.01	1.71	5.41	0.60	52.06
<b>Foreman</b>							
Current Rate	0.40	35.04	3.50	1.71	4.96	0.50	46.11
03.May.04	0.40	36.13	3.61	1.71	5.21	0.55	47.61
02.May.05	0.40	36.58	3.66	1.71	5.21	0.55	48.11
31.Oct.05	0.40	36.99	3.70	1.71	5.21	0.60	48.61
01.May.06	0.20	37.45	3.74	1.71	5.41	0.60	49.11
30.Oct.06	0.20	38.13	3.81	1.71	5.41	0.60	49.86
<b>Journeyman</b>							
Current Rate	0.40	30.54	3.05	1.71	4.96	0.50	41.16
03.May.04	0.40	31.63	3.16	1.71	5.21	0.55	42.66
02.May.05	0.40	32.08	3.21	1.71	5.21	0.55	43.16
31.Oct.05	0.40	32.49	3.25	1.71	5.21	0.60	43.66
01.May.06	0.20	32.95	3.29	1.71	5.41	0.60	44.16
30.Oct.06	0.20	33.63	3.36	1.71	5.41	0.60	44.91
<b>4<sup>th</sup> Year (This rate also applies to Journeyman Welders without "B" Ticket)</b>							
Current Rate	0.40	24.35	2.43	1.71	4.96	0.50	34.35
03.May.04	0.40	25.22	2.52	1.71	5.21	0.55	35.61
02.May.05	0.40	25.59	2.56	1.71	5.21	0.55	36.02
31.Oct.05	0.40	25.91	2.59	1.71	5.21	0.60	36.42
01.May.06	0.20	26.32	2.63	1.71	5.41	0.60	36.87
30.Oct.06	0.20	26.86	2.69	1.71	5.41	0.60	37.47
<b>3<sup>rd</sup> Year</b>							
Current Rate	0.40	21.25	2.13	1.71	4.96	0.50	30.95
03.May.04	0.40	22.02	2.20	1.71	5.21	0.55	32.09
02.May.05	0.40	22.34	2.23	1.71	5.21	0.55	32.44
31.Oct.05	0.40	22.62	2.26	1.71	5.21	0.60	32.80
01.May.06	0.20	23.00	2.30	1.71	5.41	0.60	33.22
30.Oct.06	0.20	23.48	2.35	1.71	5.41	0.60	33.75
<b>2<sup>nd</sup> Year</b>							
Current Rate	0.40	18.16	1.82	1.71	4.96	0.50	27.55
03.May.04	0.40	18.82	1.88	1.71	5.21	0.55	28.57
02.May.05	0.40	19.09	1.91	1.71	5.21	0.55	28.87
31.Oct.05	0.40	19.33	1.93	1.71	5.21	0.60	29.18
01.May/06	0.20	19.69	1.97	1.71	5.41	0.60	29.58
30.Oct.06	0.20	20.10	2.01	1.71	5.41	0.60	30.03

**WAGE SUMMARY 2003-2007.....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>
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**MECHANICAL (PROV.) [Plumbers & Pipefitters]...continued...**

**MERF**

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

Current Rate	0.40	15.07	1.51	1.71	4.96	0.50	24.15
03.May.04	0.40	15.61	1.56	1.71	5.21	0.55	25.04
02.May.05	0.40	15.84	1.58	1.71	5.21	0.55	25.29
31.Oct.05	0.40	16.05	1.60	1.71	5.21	0.60	25.57
01.May.06	0.20	16.37	1.64	1.71	5.41	0.60	25.93
30.Oct.06	0.20	16.71	1.67	1.71	5.41	0.60	26.30

**Metal Trades Journeyman**

03.May.04	0.40	20.42	2.04	1.71	5.21	0.55	30.33
02.May.05	0.40	20.71	2.07	1.71	5.21	0.55	30.65
31.Oct.05	0.40	20.98	2.10	1.71	5.21	0.60	31.00
01.May.06	0.20	21.34	2.13	1.71	5.41	0.60	31.39
30.Oct.06	0.20	21.79	2.18	1.71	5.41	0.60	31.89

**LOCAL #496**

**General Foreman**

01.Nov.02	0.50	37.21	3.72	1.75	4.65	0.48	48.31
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**Foreman**

01.Nov.02	0.50	35.21	3.52	1.75	4.65	0.48	46.11
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**Journeyman**

01.Nov.02	0.50	30.71	3.07	1.75	4.65	0.48	41.16
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**4<sup>th</sup> Year Apprentice (This rate also applies to Journeyman Welders without a "B" Ticket)**

01.Nov.02	0.50	24.47	2.45	1.75	4.65	0.48	34.30
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**3<sup>rd</sup> Year Apprentice**

01.Nov.02	0.50	21.34	2.13	1.75	4.65	0.48	30.85
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**2<sup>nd</sup> Year Apprentice**

01.Nov.02	0.50	18.22	1.82	1.75	4.65	0.48	27.42
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**1<sup>st</sup> Year Apprentice**

01.Nov.02	0.50	15.10	1.51	1.75	4.65	0.48	23.99
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**LOCAL #488**

**INSTRUMENT MECHANIC RATE – INDUSTRIAL**

**Journeyman**

Current Rate	0.40	30.54	3.05	1.71	4.96	0.50	41.16
03.May.04	0.40	31.63	3.16	1.71	5.21	0.55	42.66
02.May.05	0.40	32.08	3.21	1.71	5.21	0.55	43.16
31.Oct.05	0.40	32.49	3.25	1.71	5.21	0.60	43.66
01.May.06	0.20	32.95	3.29	1.71	5.41	0.60	44.16
30.Oct.06	0.20	33.63	3.36	1.71	5.41	0.60	44.91

**WAGE SUMMARY 2003-2007.....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>
<b>MECHANICAL (PROV.) [Plumbers &amp; Pipefitters]...continued...</b>							
	<b>MERF</b>						
<b>4<sup>th</sup> Year</b>							
Current Rate	0.40	25.89	2.59	1.71	4.96	0.50	36.05
03.May.04	0.40	26.82	2.68	1.71	5.21	0.55	37.37
02.May.05	0.40	27.21	2.72	1.71	5.21	0.55	37.80
31.Oct.05	0.40	27.56	2.76	1.71	5.21	0.60	38.24
01.May.06	0.20	27.97	2.80	1.71	5.41	0.60	38.69
30.Oct.06	0.20	28.55	2.86	1.71	5.41	0.60	39.33
<b>3<sup>rd</sup> Year</b>							
Current Rate	0.40	22.80	2.28	1.71	4.96	0.50	32.65
03.May.04	0.40	23.62	2.36	1.71	5.21	0.55	33.85
02.May.05	0.40	23.96	2.40	1.71	5.21	0.55	34.23
31.Oct.05	0.40	24.27	2.43	1.71	5.21	0.60	34.62
01.May/06	0.20	24.66	2.47	1.71	5.41	0.60	35.05
30.Oct.06	0.20	25.17	2.52	1.71	5.41	0.60	35.61
<b>2<sup>nd</sup> Year</b>							
Current Rate	0.40	19.71	1.97	1.71	4.96	0.50	29.25
03.May.04	0.40	20.42	2.04	1.71	5.21	0.55	30.33
02.May.05	0.40	20.71	2.07	1.71	5.21	0.55	30.65
31.Oct.05	0.40	20.98	2.10	1.71	5.21	0.60	31.00
01.May.06	0.20	21.34	2.13	1.71	5.41	0.60	31.39
30.Oct.06	0.20	21.79	2.18	1.71	5.41	0.60	31.89
<b>1<sup>st</sup> Year</b>							
Current Rate	0.40	16.61	1.66	1.71	4.96	0.50	25.84
03.May.04	0.40	17.22	1.72	1.71	5.21	0.55	26.81
02.May.05	0.40	17.47	1.75	1.71	5.21	0.55	27.09
31.Oct.05	0.40	17.69	1.77	1.71	5.21	0.60	27.38
01.May.06	0.20	18.03	1.80	1.71	5.41	0.60	27.75
30.Oct.06	0.20	18.40	1.84	1.71	5.41	0.60	28.16

**UNTIL LOCAL 496 IS PREPARED TO RATIFY A MEMORANDUM OF AGREEMENT THE OLD AGREEMENT REMAINS IN EFFECT WITH CHANGES TO LOCAL #488 ONLY AS NOTED ABOVE**

Other please refer to agreement for breakdown.

**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 1.5¢/hr (one & one-half 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, 2007

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**WAGE SUMMARY 2003-2007.....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>
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**MILLWRIGHTS (PROV.)  
LOCAL UNION #1460**

**Journeyman**

30.May.04	32.75	3.28	2.09	4.55	0.18	42.85
02.May.05	33.05	3.31	2.26	4.55	0.18	43.35
31.Oct.05	33.05	3.31	2.26	5.05	0.18	43.85
01.May.06	33.51	3.35	2.26	5.05	0.18	44.35
30.Oct.06	34.19	3.42	2.26	5.05	0.18	45.10

**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 1.5¢/hr (one and one-half cents), as per Collective Agreement, not included in above totals.

➤ Expiration Date April 30, 2007

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**OPERATING ENGINEERS (PROV.)  
LOCAL UNION #955**

**COMMERCIAL / INSTITUTIONAL**

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

24.May.04	24.43	2.44	1.25	3.00	0.20	31.32
02.May.05	24.91	2.49	1.35	3.00	0.20	31.95
01.May.06	25.39	2.54	1.45	3.00	0.20	32.58

**Group 2, including 3<sup>rd</sup> Class Steam Engineer**

24.May.04	22.45	2.25	1.25	3.00	0.20	29.15
02.May.05	22.89	2.29	1.35	3.00	0.20	29.73
01.May.06	23.33	2.33	1.45	3.00	0.20	30.31

**4<sup>th</sup> Class Steam Engineer**

24.May.04	21.81	2.18	1.25	3.00	0.20	28.44
02.May.05	22.24	2.22	1.35	3.00	0.20	29.01
01.May.06	22.66	2.27	1.45	3.00	0.20	29.58

**Group 3, including Fireman**

24.May.04	21.18	2.12	1.25	3.00	0.20	27.75
02.May.05	21.60	2.16	1.35	3.00	0.20	28.31
01.May.06	22.02	2.20	1.45	3.00	0.20	28.87

**Group 4**

24.May.04	19.91	1.99	1.25	3.00	0.20	26.35
02.May.05	20.30	2.03	1.35	3.00	0.20	26.88
01.May.06	20.69	2.07	1.45	3.00	0.20	27.41

**WAGE SUMMARY 2003-2007.....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>
<b>OPERATING ENGINEERS (PROV.)...continued...</b>						
<b>Group 5</b>						
24.May.04	18.64	1.86	1.25	3.00	0.20	24.95
New Hires, 1 <sup>st</sup> 90 days	16.64	1.66	1.25	3.00	0.20	22.75

**INDUSTRIAL**

<b>Group 1, including 2<sup>nd</sup> Class Steam Engineer</b>						
24.May.04	30.70	3.07	1.70	4.50	0.30	40.27
02.May.05	30.99	3.10	1.80	4.50	0.35	40.74
31.Oct.05	31.33	3.13	1.90	4.50	0.35	41.21
01.May.06	31.62	3.16	2.00	4.50	0.40	41.68
30.Oct.06	32.26	3.23	2.00	4.50	0.40	42.39

<b>Group 2, including 3<sup>rd</sup> Class Steam Engineer</b>						
24.May.04	29.03	2.90	1.70	4.50	0.30	38.44
02.May.05	29.31	2.93	1.80	4.50	0.35	38.89
31.Oct.05	29.63	2.96	1.90	4.50	0.35	39.34
01.May.06	29.90	2.99	2.00	4.50	0.40	39.79
30.Oct.06	30.51	3.05	2.00	4.50	0.40	40.46

<b>4<sup>th</sup> Class Steam Engineer</b>						
24.May.04	28.20	2.82	1.70	4.50	0.30	37.52
02.May.05	28.46	2.85	1.80	4.50	0.35	37.96
31.Oct.05	28.77	2.88	1.90	4.50	0.35	38.40
01.May.06	29.04	2.90	2.00	4.50	0.40	38.84
30.Oct.06	29.63	2.96	2.00	4.50	0.40	39.50

<b>Group 3, including Fireman</b>						
24.May.04	27.37	2.74	1.70	4.50	0.30	36.60
02.May.05	27.62	2.76	1.80	4.50	0.35	37.03
31.Oct.05	27.92	2.79	1.90	4.50	0.35	37.46
01.May.06	28.18	2.82	2.00	4.50	0.40	37.89
30.Oct.06	28.76	2.88	2.00	4.50	0.40	38.53

<b>Group 4</b>						
24.May.04	25.68	2.57	1.70	4.50	0.30	34.75
02.May.05	25.91	2.59	1.80	4.50	0.35	35.15
31.Oct.05	26.19	2.62	1.90	4.50	0.35	35.56
01.May.06	26.43	2.64	2.00	4.50	0.40	35.97
30.Oct.06	26.98	2.70	2.00	4.50	0.40	36.58

<b>Group 5</b>						
24.May.04	23.95	2.40	1.70	4.50	0.30	32.85
02.May.05	24.17	2.42	1.80	4.50	0.35	33.24
31.Oct.05	24.44	2.44	1.90	4.50	0.35	33.63
01.May.06	24.65	2.47	2.00	4.50	0.40	34.02
30.Oct.06	25.18	2.52	2.00	4.50	0.40	34.60

**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 1.5¢/hr (one and one-half cents), as per Collective Agreement, not included in above totals.
- Expiration Date April 30, 2007

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**WAGE SUMMARY 2003-2007.....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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**REFRIGERATION (PROV.)  
LOCAL UNION #488**

**CONSTRUCTION**

**Foreman**

17.Nov.03	34.59	3.46	1.20	2.60	0.23	42.08
01.May.04	34.91	3.49	1.25	2.65	0.28	42.58
01.Nov.04	35.32	3.53	1.25	2.65	0.33	43.08
01.May.05	35.68	3.57	1.30	2.70	0.33	43.58
01.Nov.05	36.09	3.61	1.30	2.70	0.38	44.08
01.May.06	36.50	3.65	1.35	2.70	0.38	44.58
01.Nov.06	36.95	3.70	1.35	2.70	0.38	45.08

**Journeyman**

17.Nov.03	32.59	3.26	1.20	2.60	0.23	39.88
01.May.04	32.91	3.29	1.25	2.65	0.28	40.38
01.Nov.04	33.32	3.33	1.25	2.65	0.33	40.88
01.May.05	33.68	3.37	1.30	2.70	0.33	41.38
01.Nov.05	34.09	3.41	1.30	2.70	0.38	41.88
01.May.06	34.50	3.45	1.35	2.70	0.38	42.38
01.Nov.06	34.95	3.50	1.35	2.70	0.38	42.88

**4<sup>th</sup> Year**

17.Nov.03	27.70	2.77	1.20	2.60	0.23	34.50
01.May.04	27.97	2.80	1.25	2.65	0.28	34.95
01.Nov.04	28.32	2.83	1.25	2.65	0.33	35.38
01.May.05	28.63	2.86	1.30	2.70	0.33	35.82
01.Nov.05	28.98	2.90	1.30	2.70	0.38	36.26
01.May.06	29.33	2.93	1.35	2.70	0.38	36.69
01.Nov.06	29.71	2.97	1.35	2.70	0.38	37.11

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

17.Nov.03	24.44	2.44	1.20	2.60	0.23	30.91
01.May.04	24.68	2.47	1.25	2.65	0.28	31.33
01.Nov.04	24.99	2.50	1.25	2.65	0.33	31.72
01.May.05	25.26	2.53	1.30	2.70	0.33	32.12
01.Nov.05	25.57	2.56	1.30	2.70	0.38	32.51
01.May.06	25.88	2.59	1.35	2.70	0.38	32.90
01.Nov.06	26.21	2.62	1.35	2.70	0.38	33.26

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

17.Nov.03	19.55	1.96	1.20	2.60	0.23	25.54
01.May.04	19.75	1.98	1.25	2.65	0.28	25.91
01.Nov.04	19.99	2.00	1.25	2.65	0.33	26.22
01.May.05	20.21	2.02	1.30	2.70	0.33	26.56
01.Nov.05	20.45	2.05	1.30	2.70	0.38	26.88
01.May.06	20.70	2.07	1.35	2.70	0.38	27.20
01.Nov.06	20.97	2.10	1.35	2.70	0.38	27.50

**WAGE SUMMARY 2003-2007.....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>
REFRIGERATION (PROV.)...continued...						
<b>1<sup>st</sup> Year</b>						
17.Nov.03	16.30	1.63	1.20	2.60	0.23	21.96
01.May.04	16.46	1.65	1.25	2.65	0.28	22.29
01.Nov.04	16.66	1.67	1.25	2.65	0.33	22.56
01.May.05	16.84	1.68	1.30	2.70	0.33	22.85
01.Nov.05	17.05	1.71	1.30	2.70	0.38	23.14
01.May.06	17.25	1.73	1.35	2.70	0.38	23.41
01.Nov.06	17.48	1.75	1.35	2.70	0.38	23.66

**MAINTENANCE/SERVICE/REPAIR**

<b>Foreman</b>						
01.May.03	34.14	3.41	1.20	2.60	0.23	41.58
01.Nov.03	34.59	3.46	1.20	2.60	0.23	42.08
01.May.04	34.91	3.49	1.25	2.65	0.28	42.58
01.Nov.04	35.32	3.53	1.25	2.65	0.33	43.08
01.May.05	35.68	3.57	1.30	2.70	0.33	43.58
01.Nov.05	36.09	3.61	1.30	2.70	0.38	44.08
01.May.06	36.50	3.65	1.35	2.70	0.38	44.58
01.Nov.06	36.95	3.70	1.35	2.70	0.38	45.08

<b>Journeyman</b>						
01.May.03	32.14	3.21	1.20	2.60	0.23	39.38
01.Nov.03	32.59	3.26	1.20	2.60	0.23	39.88
01.May.04	32.91	3.29	1.25	2.65	0.28	40.38
01.Nov.04	33.32	3.33	1.25	2.65	0.33	40.88
01.May.05	33.68	3.37	1.30	2.70	0.33	41.38
01.Nov.05	34.09	3.41	1.30	2.70	0.38	41.88
01.May.06	34.50	3.45	1.35	2.70	0.38	42.38
01.Nov.06	34.95	3.50	1.35	2.70	0.38	42.88

<b>4<sup>th</sup> Year</b>						
01.May.03	27.32	2.73	1.20	2.60	0.23	34.08
01.Nov.03	27.70	2.77	1.20	2.60	0.23	34.50
01.May.04	27.97	2.80	1.25	2.65	0.28	34.95
01.Nov.04	28.32	2.83	1.25	2.65	0.33	35.38
01.May.05	28.63	2.86	1.30	2.70	0.33	35.82
01.Nov.05	28.98	2.90	1.30	2.70	0.38	36.26
01.May.06	29.33	2.93	1.35	2.70	0.38	36.69
01.Nov.06	29.71	2.97	1.35	2.70	0.38	37.11

<b>3<sup>rd</sup> Year</b>						
01.May.03	24.11	2.41	1.20	2.60	0.23	30.55
01.Nov.03	24.44	2.44	1.20	2.60	0.23	30.91
01.May.04	24.68	2.47	1.25	2.65	0.28	31.33
01.Nov.04	24.99	2.50	1.25	2.65	0.33	31.72
01.May.05	25.26	2.53	1.30	2.70	0.33	32.12
01.Nov.05	25.57	2.56	1.30	2.70	0.38	32.51
01.May.06	25.88	2.59	1.35	2.70	0.38	32.90
01.Nov.06	26.21	2.62	1.35	2.70	0.38	33.26

**WAGE SUMMARY 2003-2007.....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>
<b>REFRIGERATION (PROV.)...continued...</b>						
<b>2<sup>nd</sup> Year</b>						
01.May.03	19.28	1.93	1.20	2.60	0.23	25.24
01.Nov.03	19.55	1.96	1.20	2.60	0.23	25.54
01.May.04	19.75	1.98	1.25	2.65	0.28	25.91
01.Nov.04	19.99	2.00	1.25	2.65	0.33	26.22
01.May.05	20.21	2.02	1.30	2.70	0.33	26.56
01.Nov.05	20.45	2.05	1.30	2.70	0.38	26.88
01.May.06	20.70	2.07	1.35	2.70	0.38	27.20
01.Nov.06	20.97	2.10	1.35	2.70	0.38	27.50
<b>1<sup>st</sup> Year</b>						
01.May.03	16.07	1.61	1.20	2.60	0.23	21.71
01.Nov.03	16.30	1.63	1.20	2.60	0.23	21.96
01.May.04	16.46	1.65	1.25	2.65	0.28	22.29
01.Nov.04	16.66	1.67	1.25	2.65	0.33	22.56
01.May.05	16.84	1.68	1.30	2.70	0.33	22.85
01.Nov.05	17.05	1.71	1.30	2.70	0.38	23.14
01.May.06	17.25	1.73	1.35	2.70	0.38	23.41
01.Nov.06	17.48	1.75	1.35	2.70	0.38	23.66

**Other:** Supplementary Benefit Fund of 3¢/hr (three cents) / Joint Educational Trust Fund of 10¢/hr (ten cents) from May 1, 2003 to April 30, 2004, 15¢/hr (fifteen cents) from May 1, 2004 to October 31, 2004, 20¢/hr (twenty cents) from Nov. 1, 2004 to Oct. 31, 2005, 25¢/hr (twenty-five cents) for duration of agreement / 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 1.5¢/hr (one and one-half cents), as per Collective Agreement, not included in above totals.
- Expiration Date April 30, 2007

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**TILESETTERS CONSTRUCTION (PROV.)\*\*  
LOCAL #1 & #4**

						<b>IAF</b>
<b>JOURNEYMAN</b>						
19.May.03	25.41	2.54	1.45	1.50	30.90	0.10
01.Nov.03	25.91	2.59	1.45	1.50	31.45	0.10
01.May.04	26.31	2.63	1.55	1.50	31.99	0.10
01.Nov.04	26.71	2.67	1.55	1.50	32.43	0.10
<b>APPRENTICES</b>						
<b>1<sup>ST</sup> Period 2100 hours (60%)</b>						
19.May.03	15.26	1.53	1.45	1.50	19.74	0.10
01.Nov.03	15.55	1.56	1.45	1.50	20.06	0.10
01.May.04	15.79	1.58	1.55	1.50	20.42	0.10
01.Nov.04	16.03	1.60	1.55	1.50	20.68	0.10
<b>2<sup>nd</sup> Period 2100 hours (70%)</b>						
19.May.03	17.79	1.78	1.45	1.50	22.52	0.10
01.Nov.03	18.14	1.81	1.45	1.50	22.90	0.10
01.May.04	18.42	1.84	1.55	1.50	23.31	0.10
01.Nov.04	18.70	1.87	1.55	1.50	23.62	0.10

**WAGE SUMMARY 2003-2007.....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>TILESETTERS CONSTRUCTION (PROV.)** ..continued...</b>						
<b>3<sup>rd</sup> Period 2100 Hours (80%)</b>						
19.May.03	20.33	2.03	1.45	1.50		25.31 0.10
01.Nov.03	20.73	2.07	1.45	1.50		25.75 0.10
01.May.04	21.05	2.11	1.55	1.50		26.21 0.10
01.Nov.04	21.37	2.14	1.55	1.50		26.56 0.10
<b>Sub-Journeyman Helper One – One year at this rate only</b>						
19.May.03	10.25	1.03	1.45	1.50		14.23 0.10
01.Nov.03	10.50	1.05	1.45	1.50		14.50 0.10
01.May.04	10.75	1.08	1.55	1.50		14.88 0.10
01.Nov.04	11.00	1.10	1.55	1.50		15.15 0.10
<b>Sub-Journeyman Helper Two – 1<sup>st</sup> Period, 800 Hours</b>						
19.May.03	11.85	1.19	1.45	1.50		15.99 0.10
01.Nov.03	12.10	1.21	1.45	1.50		16.26 0.10
01.May.04	12.35	1.24	1.55	1.50		16.64 0.10
01.Nov.04	12.60	1.26	1.55	1.50		16.91 0.10
<b>2<sup>nd</sup> Period, 800 Hours</b>						
19.May.03	12.65	1.27	1.45	1.50		16.87 0.10
01.Nov.03	12.90	1.29	1.45	1.50		17.14 0.10
01.May.04	13.15	1.32	1.55	1.50		17.52 0.10
01.Nov.04	13.40	1.34	1.55	1.50		17.79 0.10
<b>3<sup>rd</sup> Period, 800 Hours</b>						
19.May.03	14.65	1.47	1.45	1.50		19.07 0.10
01.Nov.03	14.90	1.49	1.45	1.50		19.34 0.10
01.May.04	15.15	1.52	1.55	1.50		19.72 0.10
01.Nov.04	15.40	1.54	1.55	1.50		19.99 0.10
<b>THEREAFTER</b>						
19.May.03	17.05	1.71	1.45	1.50		21.71 0.10
01.Nov.03	17.30	1.73	1.45	1.50		21.98 0.10
01.May.04	17.55	1.76	1.55	1.50		22.36 0.10
01.Nov.04	17.80	1.78	1.55	1.50		22.63 0.10

**NOTE: Local Union reserves the right to take 0.05 cents per hour out of the May 1<sup>st</sup>, 2004 or Nov. 1<sup>st</sup>, 2004 net increase for all categories to add to the H&W fund. One (1) month's advance notice must be given to the contractors before any change becomes effective.**

**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  
 > Expiration Date April 30, 2005  
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# ***CONSTRUCTION LABOUR RELATIONS - An Alberta Association***

## **WAGE SUMMARY**

### **CONSTRUCTION – ALBERTA 2003 – 2007**

*Some exceptions may apply;*

*Expiration dates noted at end of each section*

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

**June 10, 2004**