

# ***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*

*The Wage and Benefit Summary is a document created from the collective agreement provisions for the convenience of and as a service to our contractors. It is, however, the collective agreements, and not the summary, that is binding on employers. Accordingly, any user of the summary accepts any risk for any discrepancy between the summary and the respective collective agreements.*

**June 20, 2006**

**SUMMARY OF WAGES IN CONSTRUCTION - ALBERTA 2003 – 2007***(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>						
31.May.04	38.30	3.83	2.25	5.00	0.915	50.295
01.Aug.04	38.30	3.83	2.25	5.00	1.015	50.395
01.Nov.04	38.30	3.83	2.25	5.00	1.01	50.39
02.May.05	38.72	3.87	2.25	5.00	1.05	50.89
31.Oct.05	39.18	3.92	2.25	5.00	1.05	51.40
01.May.06	39.64	3.96	2.25	5.00	1.05	51.90
30.Oct.06	40.32	4.03	2.25	5.00	1.05	52.65
<b>Foreman</b>						
31.May.04	36.30	3.63	2.25	5.00	0.915	48.095
01.Aug.04	36.30	3.63	2.25	5.00	1.015	48.195
01.Nov.04	36.30	3.63	2.25	5.00	1.01	48.19
02.May.05	36.72	3.67	2.25	5.00	1.05	48.69
31.Oct.05	37.18	3.72	2.25	5.00	1.05	49.20
01.May.06	37.64	3.76	2.25	5.00	1.05	49.70
30.Oct.06	38.32	3.83	2.25	5.00	1.05	50.45
<b>Assistant Foreman</b>						
31.May.04	34.95	3.50	2.25	5.00	0.915	46.615
01.Aug.04	34.95	3.50	2.25	5.00	1.015	46.715
01.Nov.04	34.95	3.50	2.25	5.00	1.01	46.71
02.May.05	35.37	3.54	2.25	5.00	1.05	47.21
31.Oct.05	35.83	3.58	2.25	5.00	1.05	47.71
01.May.06	36.29	3.63	2.25	5.00	1.05	48.22
30.Oct.06	36.97	3.70	2.25	5.00	1.05	48.97
<b>Journeyman</b>						
31.May.04	31.80	3.18	2.25	5.00	0.915	43.145
01.Aug.04	31.80	3.18	2.25	5.00	1.015	43.245
01.Nov.04	31.80	3.18	2.25	5.00	1.01	43.24
02.May.05	32.22	3.22	2.25	5.00	1.05	43.74
31.Oct.05	32.68	3.27	2.25	5.00	1.05	44.25
01.May.06	33.14	3.31	2.25	5.00	1.05	44.75
30.Oct.06	33.82	3.38	2.25	5.00	1.05	45.40
<b>3<sup>rd</sup> Yr Apprentice</b>						
31.May.04	28.62	2.86	2.25	5.00	0.915	39.645
01.Aug.04	28.62	2.86	2.25	5.00	1.015	39.745
01.Nov.04	28.62	2.86	2.25	5.00	1.01	39.74
02.May.05	29.00	2.90	2.25	5.00	1.05	40.20
31.Oct.05	29.41	2.94	2.25	5.00	1.05	40.65
01.May.06	29.83	2.98	2.25	5.00	1.05	41.11
30.Oct.06	30.44	3.04	2.25	5.00	1.05	41.78

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

31.May.04	23.85	2.39	2.25	5.00	0.915	34.405
01.Aug.04	23.85	2.39	2.25	5.00	1.015	34.505
01.Nov.04	23.85	2.39	2.25	5.00	1.01	34.50
02.May.05	24.17	2.42	2.25	5.00	1.05	34.89
31.Oct.05	24.51	2.45	2.25	5.00	1.05	35.26
01.May.06	24.86	2.49	2.25	5.00	1.05	35.65
30.Oct.06	25.37	2.54	2.25	5.00	1.05	36.21

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

31.May.04	19.08	1.91	2.25	5.00	0.915	29.155
01.Aug.04	19.08	1.91	2.25	5.00	1.015	29.255
01.Nov.04	19.08	1.91	2.25	5.00	1.01	29.25
02.May.05	19.33	1.93	2.25	5.00	1.05	29.56
31.Oct.05	19.61	1.96	2.25	5.00	1.05	29.87
01.May.06	19.88	1.99	2.25	5.00	1.05	30.17
30.Oct.06	20.29	2.03	2.25	5.00	1.05	30.62

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 (Article 20:01), Provincial Rate = \$85.00/day (eighty five dollars), Fort McMurray Region = \$125.00/day (one hundred & twenty-five dollars) – effective Feb. 6/05 \$135.00/day

**Other:** includes Union Promotion, Educational & National Training, Apprenticeship, CEFAP & Administration.

➤ Expiration Date April 30, 2007

**\*\*\*\*\***  
**BRICKLAYERS (PROV.) RED BRICK \*\***

**LOCAL UNION #1**

**Journeyman**

01.May.03	25.72	2.57	1.00	3.50		32.79
01.Nov.03	26.17	2.62	1.00	3.50		33.29
01.May.04	26.63	2.66	1.00	3.50		33.79
01.Nov.04	27.08	2.71	1.00	3.50		34.29

**LOCAL UNION #2**

**Journeyman**

01.May.03	26.17	2.62	1.00	3.00		32.79
01.Nov.03	26.40	2.64	1.00	3.25		33.29
01.May.04	26.86	2.68	1.00	3.25		33.79
01.Nov.04	27.08	2.71	1.00	3.50		34.29

**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:** \$2.50/hr (two dollars fifty cents) above journeyman rate

• Industrial Sites where BTC agreement in effect, rate of \$2.50 (two dollars fifty cents) over net rate will be paid.

➤ Expiration Date April 30, 2005

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

**CONSTRUCTION**

**LOCAL #1**

**01.May.05**

Foreman (GF)	36.72	3.67	1.05	5.00		46.44
Working Foreman	35.72	3.57	1.05	5.00		45.34
<b>Journeyman</b>	<b>32.72</b>	<b>3.27</b>	<b>1.05</b>	<b>5.00</b>		<b>42.04</b>
Third Year Apprentice	29.45	2.95	1.05	5.00		38.45
Second Year Apprentice	26.18	2.62	1.05	5.00		34.85
First Year Apprentice	19.63	1.96	1.05	5.00		27.64

**30.Oct.05**

Foreman (GF)	37.16	3.72	1.05	5.00		46.93
Working Foreman	36.16	3.62	1.05	5.00		45.83
<b>Journeyman</b>	<b>33.16</b>	<b>3.32</b>	<b>1.05</b>	<b>5.00</b>		<b>42.53</b>
Third Year	29.84	2.98	1.05	5.00		38.87
Second Year	26.53	2.65	1.05	5.00		35.23
First Year	19.90	1.99	1.05	5.00		27.94

**30.Apr.06**

Foreman (GF)	37.56	3.76	1.10	5.00		47.42
Working Foreman	36.56	3.66	1.10	5.00		46.32
<b>Journeyman</b>	<b>33.56</b>	<b>3.36</b>	<b>1.10</b>	<b>5.00</b>		<b>43.02</b>
Third Year	30.20	3.02	1.10	5.00		39.32
Second Year	26.85	2.69	1.10	5.00		35.64
First Year	20.14	2.01	1.10	5.00		28.25

**05.Nov.06**

Foreman (GF)	38.24	3.82	1.10	5.00		48.16
Working Foreman	37.24	3.72	1.10	5.00		47.06
<b>Journeyman</b>	<b>34.24</b>	<b>3.42</b>	<b>1.10</b>	<b>5.00</b>		<b>43.76</b>
Third Year	30.82	3.08	1.10	5.00		40.00
Second Year	27.39	2.74	1.10	5.00		36.23
First Year	20.54	2.05	1.10	5.00		28.69

**LOCAL #2**

**01.May.05**

Foreman (GF)	37.17	3.72	1.05	4.50		46.44
Working Foreman	36.17	3.62	1.05	4.50		45.34
<b>Journeyman</b>	<b>33.17</b>	<b>3.32</b>	<b>1.05</b>	<b>4.50</b>		<b>42.04</b>
Third Year Apprentice	29.85	2.99	1.05	4.50		38.39
Second Year Apprentice	26.54	2.65	1.05	4.50		34.74
First Year Apprentice	19.90	1.99	1.05	4.50		27.44

**30.Oct.05**

Foreman (GF)	37.62	3.76	1.05	4.50		46.93
Working Foreman	36.62	3.66	1.05	4.50		45.83
<b>Journeyman</b>	<b>33.62</b>	<b>3.36</b>	<b>1.05</b>	<b>4.50</b>		<b>42.53</b>
Third Year	30.26	3.03	1.05	4.50		38.84
Second Year	26.90	2.69	1.05	4.50		35.14
First Year	20.17	2.02	1.05	4.50		27.74

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>BRICKLAYERS (PROV.) REFRACTORY...continued...</b>						
<b>30.Apr.06</b>						
Foreman (GF)	38.02	3.80	1.10	4.50		47.42
Working Foreman	37.02	3.70	1.10	4.50		46.32
<b>Journeyman</b>	<b>34.02</b>	<b>3.40</b>	<b>1.10</b>	<b>4.50</b>		<b>43.02</b>
Third Year Apprentice	30.62	3.06	1.10	4.50		39.28
Second Year Apprentice	27.22	2.72	1.10	4.50		35.54
First Year Apprentice	20.41	2.04	1.10	4.50		28.05
<b>05.Nov.06</b>						
Foreman (GF)	38.69	3.87	1.10	4.50		48.16
Working Foreman	37.69	3.77	1.10	4.50		47.06
<b>Journeyman</b>	<b>34.69</b>	<b>3.47</b>	<b>1.10</b>	<b>4.50</b>		<b>43.76</b>
Third Year Apprentice	31.22	3.12	1.10	4.50		39.94
Second Year Apprentice	27.75	2.78	1.10	4.50		36.13
First Year Apprentice	20.81	2.08	1.10	4.50		28.49
<b><u>MAINTENANCE</u></b>						
<b>LOCAL #1</b>						
<b>01.May.05</b>						
Foreman (GF)	37.06	3.71	1.05	5.00		46.82
Working Foreman	36.06	3.61	1.05	5.00		45.72
<b>Journeyman</b>	<b>33.06</b>	<b>3.31</b>	<b>1.05</b>	<b>5.00</b>		<b>42.42</b>
Third Year Apprentice	29.75	2.98	1.05	5.00		38.78
Second Year Apprentice	26.45	2.65	1.05	5.00		35.15
First Year Apprentice	19.84	1.98	1.05	5.00		27.87
<b>30.Oct.05</b>						
Foreman (GF)	37.51	3.75	1.05	5.00		47.31
Working Foreman	36.51	3.65	1.05	5.00		46.21
<b>Journeyman</b>	<b>33.51</b>	<b>3.35</b>	<b>1.05</b>	<b>5.00</b>		<b>42.91</b>
Third Year	30.16	3.02	1.05	5.00		39.23
Second Year	26.81	2.68	1.05	5.00		35.54
First Year	20.11	2.01	1.05	5.00		28.17
<b>30.Apr.06</b>						
Foreman (GF)	37.91	3.79	1.10	5.00		47.80
Working Foreman	36.91	3.69	1.10	5.00		46.70
<b>Journeyman</b>	<b>33.91</b>	<b>3.39</b>	<b>1.10</b>	<b>5.00</b>		<b>43.40</b>
Third Year	30.52	3.05	1.10	5.00		39.67
Second Year	27.13	2.71	1.10	5.00		35.94
First Year	20.35	2.04	1.10	5.00		28.49
<b>05.Nov.06</b>						
Foreman (GF)	38.58	3.86	1.10	5.00		48.54
Working Foreman	37.58	3.76	1.10	5.00		47.44
<b>Journeyman</b>	<b>34.58</b>	<b>3.46</b>	<b>1.10</b>	<b>5.00</b>		<b>44.14</b>
Third Year	31.12	3.11	1.10	5.00		40.33
Second Year	27.66	2.77	1.10	5.00		36.53
First Year	20.75	2.08	1.10	5.00		28.93

**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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**BRICKLAYERS (PROV.) REFRACTORY...continued...**

**LOCAL #2**

**01.May.05**

Foreman (GF)	37.52	3.75	1.05	4.50		46.82
Working Foreman	36.52	3.65	1.05	4.50		45.72
<b>Journeyman</b>	<b>33.52</b>	<b>3.35</b>	<b>1.05</b>	<b>4.50</b>		<b>42.42</b>
Third Year Apprentice	30.17	3.02	1.05	4.50		38.74
Second Year Apprentice	26.82	2.68	1.05	4.50		35.05
First Year Apprentice	20.11	2.01	1.05	4.50		27.67

**30.Oct.05**

Foreman (GF)	37.96	3.80	1.05	4.50		47.31
Working Foreman	36.96	3.70	1.05	4.50		46.21
<b>Journeyman</b>	<b>33.96</b>	<b>3.40</b>	<b>1.05</b>	<b>4.50</b>		<b>42.91</b>
Third Year	30.56	3.06	1.05	4.50		39.17
Second Year	27.17	2.72	1.05	4.50		35.44
First Year	20.38	2.04	1.05	4.50		27.97

**30.Apr.06**

Foreman (GF)	38.36	3.84	1.10	4.50		47.80
Working Foreman	37.36	3.74	1.10	4.50		46.70
<b>Journeyman</b>	<b>34.36</b>	<b>3.44</b>	<b>1.10</b>	<b>4.50</b>		<b>43.40</b>
Third Year	30.92	3.09	1.10	4.50		39.61
Second Year	27.49	2.75	1.10	4.50		35.84
First Year	20.62	2.06	1.10	4.50		28.28

**05.Nov.06**

Foreman (GF)	39.04	3.90	1.10	4.50		48.54
Working Foreman	38.04	3.80	1.10	4.50		47.44
<b>Journeyman</b>	<b>35.04</b>	<b>3.50</b>	<b>1.10</b>	<b>4.50</b>		<b>44.14</b>
Third Year	31.54	3.15	1.10	4.50		40.29
Second Year	28.03	2.80	1.10	4.50		36.43
First Year	21.02	2.10	1.10	4.50		28.72

**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

Note: For Local 1 Pension contributions \$0.50 of the above noted amounts is remitted to the Bricklayers and Trowel Trades International Pension Fund (refer to Article 10.02 of the collective agreement for details). For work in Local 1's jurisdiction, members of Local 1 and out of Province workers will have \$0.05 per hour deducted for Alberta Building Trades dues and \$0.20 per hour deducted for Masonry Training Fund pursuant to clause 19.08 of the collective agreement. Such amounts to be remitted along with other union dues by the 15<sup>th</sup> of the month following.

- 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) changing to 1.0¢/hr (one cent) 01.Nov.2004 & Joint Employers Safety Program Contribution of 40¢/hr (forty cents), as per Collective Agreement, not included in above totals.
- Expiration Date April 30, 2007

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**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>CARPENTERS (PROV.)</b>						
<b>LOCALS 1325, 2103</b>						

**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 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>
<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) changing to 1.0¢/hr (one cent) 01.Nov.2004 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 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> 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	4.00	0.06	23.26
02.May.05	16.86	1.69	0.90	4.00	0.06	23.51
31.Oct.05	17.08	1.71	0.90	4.00	0.06	23.75
01.May.06	17.31	1.73	0.90	4.00	0.06	24.00
30.Oct.06	17.64	1.76	0.90	4.00	0.06	24.36

**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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**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) changing to 1.0¢/hr (one cent) 01.Nov.2004 & 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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**ELECTRICIANS (PROV.) \*\***

**LOCAL 424**

**COMMERCIAL**

**21.Feb.05**

General Foreman	0.98	34.33	3.433	1.52	3.78	0.48	44.52
Foreman	0.91	32.08	3.208	1.52	3.78	0.48	41.98
Sub-Foreman	0.84	29.55	2.955	1.52	3.78	0.48	39.13
*Journeyman	0.80	28.14	2.814	1.52	3.78	0.48	37.53
4 <sup>th</sup> Yr Apprentice	0.64	22.51	2.251	1.52	3.78	0.48	31.18
3 <sup>rd</sup> Yr Apprentice	0.56	19.70	1.97	1.52	3.78	0.48	28.01
2 <sup>nd</sup> Yr Apprentice	0.48	16.88	1.688	1.52	3.78	0.48	24.83
1 <sup>st</sup> Yr Apprentice	0.40	14.07	1.407	1.52	3.78	0.48	21.66

**02.May.05**

General Foreman	0.98	34.54	3.454	1.62	3.93	0.48	45.00
Foreman	0.91	32.27	3.227	1.62	3.93	0.48	42.44
Sub-Foreman	0.84	29.73	2.973	1.62	3.93	0.48	39.57
*Journeyman	0.80	28.31	2.831	1.62	3.93	0.48	37.97
4 <sup>th</sup> Yr Apprentice	0.64	22.65	2.265	1.62	3.93	0.48	31.59
3 <sup>rd</sup> Yr Apprentice	0.56	19.82	1.982	1.62	3.93	0.48	28.39
2 <sup>nd</sup> Yr Apprentice	0.48	16.99	1.699	1.62	3.93	0.48	25.20
1 <sup>st</sup> Yr Apprentice	0.40	14.16	1.416	1.62	3.93	0.48	22.01

**31.Oct.05**

General Foreman	0.98	35.03	3.503	1.62	3.93	0.48	45.54
Foreman	0.91	32.73	3.273	1.62	3.93	0.48	42.94
Sub-Foreman	0.84	30.15	3.015	1.62	3.93	0.48	40.04
*Journeyman	0.80	28.71	2.871	1.62	3.93	0.48	38.41
4 <sup>th</sup> Yr Apprentice	0.64	22.97	2.297	1.62	3.93	0.48	31.94
3 <sup>rd</sup> Yr Apprentice	0.56	20.10	2.01	1.62	3.93	0.48	28.70
2 <sup>nd</sup> Yr Apprentice	0.48	17.23	1.723	1.62	3.93	0.48	25.46
1 <sup>st</sup> Yr Apprentice	0.40	14.36	1.436	1.62	3.93	0.48	22.23

**01.May.06**

General Foreman	0.98	35.23	3.523	1.72	4.08	0.48	46.01
Foreman	0.91	32.92	3.292	1.72	4.08	0.48	43.40
Sub-Foreman	0.84	30.32	3.032	1.72	4.08	0.48	40.47
*Journeyman	0.80	28.88	2.888	1.72	4.08	0.48	38.85
4 <sup>th</sup> Yr Apprentice	0.64	23.10	2.31	1.72	4.08	0.48	32.33
3 <sup>rd</sup> Yr Apprentice	0.56	20.22	2.022	1.72	4.08	0.48	29.08
2 <sup>nd</sup> Yr Apprentice	0.48	17.33	1.733	1.72	4.08	0.48	25.82
1 <sup>st</sup> Yr Apprentice	0.40	14.44	1.444	1.72	4.08	0.48	22.56

**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>
<b>ELECTRICIANS (PROV.) ** ...continued...</b>							
<b>30.Oct.06</b>							
General Foreman	0.98	35.75	3.575	1.72	4.28	0.48	46.79
Foreman	0.91	33.40	3.34	1.72	4.28	0.48	44.13
Sub-Foreman	0.84	30.77	3.077	1.72	4.28	0.48	41.17
*Journeyman	0.80	29.30	2.93	1.72	4.28	0.48	39.51
4 <sup>th</sup> Yr Apprentice	0.64	23.44	2.344	1.72	4.28	0.48	32.90
3 <sup>rd</sup> Yr Apprentice	0.56	20.51	2.051	1.72	4.28	0.48	29.60
2 <sup>nd</sup> Yr Apprentice	0.48	17.58	1.758	1.72	4.28	0.48	26.30
1 <sup>st</sup> Yr Apprentice	0.40	14.65	1.465	1.72	4.28	0.48	23.00

**INDUSTRIAL**

<b>21.Feb.05</b>	<b>MRT Fund</b>						
General Foreman	1.17	40.42	4.042	1.52	3.78	0.48	51.41
Foreman	1.09	37.77	3.777	1.52	3.78	0.48	48.42
Sub-Foreman	1.00	34.79	3.479	1.52	3.78	0.48	45.05
*Journeyman	0.96	33.13	3.313	1.52	3.78	0.48	43.18
4 <sup>th</sup> Yr Apprentice	0.76	26.50	2.65	1.52	3.78	0.48	35.69
3 <sup>rd</sup> Yr Apprentice	0.67	23.19	2.319	1.52	3.78	0.48	31.96
2 <sup>nd</sup> Yr Apprentice	0.57	19.88	1.988	1.52	3.78	0.48	28.22
1 <sup>st</sup> Yr Apprentice	0.48	16.57	1.657	1.52	3.78	0.48	24.49

<b>02.May.05</b>							
General Foreman	1.17	40.70	4.07	1.62	3.93	0.48	51.97
Foreman	1.09	38.03	3.803	1.62	3.93	0.48	48.95
Sub-Foreman	1.00	35.03	3.503	1.62	3.93	0.48	45.56
*Journeyman	0.96	33.36	3.336	1.62	3.93	0.48	43.69
4 <sup>th</sup> Yr Apprentice	0.76	26.69	2.669	1.62	3.93	0.48	36.15
3 <sup>rd</sup> Yr Apprentice	0.67	23.35	2.335	1.62	3.93	0.48	32.39
2 <sup>nd</sup> Yr Apprentice	0.57	20.02	2.002	1.62	3.93	0.48	28.62
1 <sup>st</sup> Yr Apprentice	0.48	16.68	1.668	1.62	3.93	0.48	24.86

<b>31.Oct.05</b>							
General Foreman	1.17	41.27	4.127	1.62	3.93	0.48	52.60
Foreman	1.09	38.57	3.857	1.62	3.93	0.48	49.55
Sub-Foreman	1.00	35.52	3.552	1.62	3.93	0.48	46.10
*Journeyman	0.96	33.83	3.383	1.62	3.93	0.48	44.20
4 <sup>th</sup> Yr Apprentice	0.76	27.06	2.706	1.62	3.93	0.48	36.56
3 <sup>rd</sup> Yr Apprentice	0.67	23.68	2.368	1.62	3.93	0.48	32.75
2 <sup>nd</sup> Yr Apprentice	0.57	20.30	2.03	1.62	3.93	0.48	28.93
1 <sup>st</sup> Yr Apprentice	0.48	16.92	1.692	1.62	3.93	0.48	25.12

<b>01.May.06</b>							
General Foreman	1.17	41.55	4.155	1.72	4.08	0.48	53.16
Foreman	1.09	38.83	3.883	1.72	4.08	0.48	50.08
Sub-Foreman	1.00	35.76	3.576	1.72	4.08	0.48	46.62
*Journeyman	0.96	34.06	3.406	1.72	4.08	0.48	44.71
4 <sup>th</sup> Yr Apprentice	0.76	27.25	2.725	1.72	4.08	0.48	37.02
3 <sup>rd</sup> Yr Apprentice	0.67	23.84	2.384	1.72	4.08	0.48	33.17
2 <sup>nd</sup> Yr Apprentice	0.57	20.44	2.044	1.72	4.08	0.48	29.33
1 <sup>st</sup> Yr Apprentice	0.48	17.03	1.703	1.72	4.08	0.48	25.49

**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>
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**ELECTRICIANS (PROV.) \*\* ...continued...**

**30.Oct.06**

General Foreman	1.17	42.18	4.218	1.72	4.28	0.48	54.05
Foreman	1.09	39.41	3.941	1.72	4.28	0.48	50.92
Sub-Foreman	1.00	36.30	3.63	1.72	4.28	0.48	47.41
*Journeyman	0.96	34.57	3.457	1.72	4.28	0.48	45.47
4 <sup>th</sup> Yr Apprentice	0.76	27.66	2.766	1.72	4.28	0.48	37.67
3 <sup>rd</sup> Yr Apprentice	0.67	24.20	2.42	1.72	4.28	0.48	33.77
2 <sup>nd</sup> Yr Apprentice	0.57	20.74	2.074	1.72	4.28	0.48	29.86
1 <sup>st</sup> Yr Apprentice	0.48	17.29	1.729	1.72	4.28	0.48	25.98

\* Journeyman Includes Electrician (Inside Wireman), Welder, Instrument Mechanic (Instrument Technician), Lineman and Operator (Equipment).

NOT INCLUDED ABOVE:

- Union Dues [Article 4.08]
- Additional Union Dues - \$0.05/hr (five cents) worked [Article 4.08 & 11.04 (c)(i)]
- Additional RRSP - \$1.00/hr (one dollar) worked (General Foreman, Foreman, Sub-Foreman & Journeyman) [Article 11.04(c)(ii)]
- ECAA Industry Fund - 10¢/hr (ten cents) worked, [Appendix 'C']

**Other:** Electrical Education Fund, Insurance Benefit Trust Fund & Tool Allowance

➤ Expiration Date April 30, 2007

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

**Journeyman**

01.Nov.03	20.50	2.05	1.00	2.25	0.22	26.02
01.May.04	21.00	2.10	1.00	2.25	0.22	26.57

**Foreman**

01.Nov.03	22.96	2.30	1.00	2.25	0.22	28.73
01.May.04	23.52	2.35	1.00	2.25	0.22	29.34

**Lead Hand**

01.Nov.03	21.50	2.15	1.00	2.25	0.22	27.12
01.May.04	22.00	2.20	1.00	2.25	0.22	27.67

**Apprenticeship:**  
 1<sup>st</sup> year: 55% (fifty-five percent) of the Journeyman rate  
 2<sup>nd</sup> year: 60% (sixty percent) of the Journeyman rate  
 3<sup>rd</sup> year: 75% (seventy-five percent) of the Journeyman rate  
 4<sup>th</sup> year: 85% (eighty-five percent) of the Journeyman rate

**Other:**

- Includes Joint Trade Committee, the Employers Association, The Alberta Building Trades Council Fund, the IUPAT Joint Apprenticeship Training Fund and The IUPAT Labour Management Cooperation Fund.
- 60¢/hr (sixty cents) additional premium for work performed from suspended devices

➤ Expiration Date April 30, 2005

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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

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

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

**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>
<b>INSULATORS (PROV.)...continued...</b>						
<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
<b>3<sup>rd</sup> Yr Apprentice</b>						
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

**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>
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**INSULATORS (PROV.)...continued...**

**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) changing to 1.0¢/hr (one cent) 01.Nov.2004 as per Collective Agreement, not included in above totals.
- Expiration Date April 30, 2007

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**IRONWORKERS REINFORCING (PROV.)**

**LOCAL UNION #720 & #725**

**COMMERCIAL/INSTITUTIONAL**

**Foreman (110% of Journeyman)**

20.Jun.04	27.12	2.61	1.30	2.75	0.30	34.08
31.Oct.04	27.82	2.67	1.30	2.75	0.30	34.84
02.May.05	27.92	2.69	1.30	3.00	0.30	35.21
31.Oct.05	28.27	2.72	1.30	3.00	0.30	35.59
01.May.06	28.62	2.75	1.30	3.00	0.30	35.97
30.Oct.06	28.98	2.78	1.30	3.00	0.30	36.36

**Leadhand (105% of Journeyman)**

20.Jun.04	25.89	2.48	1.30	2.75	0.30	32.72
31.Oct.04	26.56	2.55	1.30	2.75	0.30	33.46
02.May.05	26.65	2.56	1.30	3.00	0.30	33.81
31.Oct.05	26.99	2.59	1.30	3.00	0.30	34.18
01.May.06	27.32	2.62	1.30	3.00	0.30	34.54
30.Oct.06	27.66	2.66	1.30	3.00	0.30	34.92

**Journeyman**

20.Jun.04	24.65	2.37	1.30	2.75	0.30	31.37
31.Oct.04	25.29	2.43	1.30	2.75	0.30	32.07
02.May.05	25.38	2.44	1.30	3.00	0.30	32.42
31.Oct.05	25.70	2.47	1.30	3.00	0.30	32.77
01.May.06	26.02	2.50	1.30	3.00	0.30	33.12
30.Oct.06	26.34	2.53	1.30	3.00	0.30	33.47

**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>
<b>IRONWORKERS REINFORCING (PROV.)...continued...</b>						
<b>4<sup>th</sup> Level (90% of Journeyman)</b>						
20.Jun.04	22.19	2.13	1.30	2.75	0.30	28.67
31.Oct.04	22.76	2.19	1.30	2.75	0.30	29.30
02.May.05	22.84	2.19	1.30	3.00	0.30	29.63
31.Oct.05	23.13	2.22	1.30	3.00	0.30	29.95
01.May.06	23.42	2.25	1.30	3.00	0.30	30.27
30.Oct.06	23.71	2.27	1.30	3.00	0.30	30.58
<b>3<sup>rd</sup> Level (80% of Journeyman)</b>						
20.Jun.04	19.72	1.89	1.30	2.75	0.30	25.96
31.Oct.04	20.23	1.94	1.30	2.75	0.30	26.52
02.May.05	20.31	1.95	1.30	3.00	0.30	26.86
31.Oct.05	20.56	1.97	1.30	3.00	0.30	27.13
01.May.06	20.82	2.00	1.30	3.00	0.30	27.42
30.Oct.06	21.07	2.02	1.30	3.00	0.30	27.69
<b>2<sup>nd</sup> Level (70% of Journeyman)</b>						
20.Jun.04	17.26	1.66	1.30	2.75	0.30	23.27
31.Oct.04	17.70	1.70	1.30	2.75	0.30	23.75
02.May.05	17.77	1.71	1.30	3.00	0.30	24.08
31.Oct.05	17.99	1.73	1.30	3.00	0.30	24.32
01.May.06	18.22	1.75	1.30	3.00	0.30	24.57
30.Oct.06	18.44	1.76	1.30	3.00	0.30	24.80
<b>1<sup>st</sup> Level (60% of Journeyman for 8 months)</b>						
20.Jun.04	14.79	1.42	1.30	2.75	0.30	20.56
31.Oct.04	15.18	1.46	1.30	2.75	0.30	20.99
02.May.05	15.23	1.46	1.30	3.00	0.30	21.29
31.Oct.05	15.42	1.49	1.30	3.00	0.30	21.51
01.May.06	15.61	1.50	1.30	3.00	0.30	21.71
30.Oct.06	15.80	1.52	1.30	3.00	0.30	21.92
<b>1<sup>st</sup> Level (60% of Journeyman for first 30 calendar days)</b>						
20.Jun.04	14.79	1.42	0.00	0.00	0.30	16.51
31.Oct.04	15.18	1.46	0.00	0.00	0.30	16.94
02.May.05	15.23	1.46	0.00	0.00	0.30	16.99
31.Oct.05	15.42	1.49	0.00	0.00	0.30	17.21
01.May.06	15.61	1.50	0.00	0.00	0.30	17.41
30.Oct.06	15.80	1.52	0.00	0.00	0.30	17.62
<b><u>INDUSTRIAL</u></b>						
<b>Foreman (110% of Journeyman)</b>						
20.Jun.04	31.82	3.06	1.30	3.25	0.30	39.73
02.May.05	31.99	3.07	1.30	3.50	0.30	40.16
31.Oct.05	32.43	3.12	1.30	3.50	0.30	40.65
01.May.06	32.86	3.15	1.30	3.50	0.30	41.11
30.Oct.05	33.25	3.19	1.30	3.75	0.30	41.79
<b>Leadhand (105% of Journeyman)</b>						
20.Jun.04	30.37	2.91	1.30	3.25	0.30	38.13
02.May.05	30.54	2.93	1.30	3.50	0.30	38.57
31.Oct.05	30.95	2.97	1.30	3.50	0.30	39.02
01.May.06	31.36	3.01	1.30	3.50	0.30	39.47
30.Oct.06	31.74	3.04	1.30	3.75	0.30	40.13

**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>IRONWORKERS REINFORCING (PROV.)...continued...</b>						
<b>Journeyman</b>						
20.Jun.04	28.92	2.78	1.30	3.25	0.30	36.55
02.May.05	29.09	2.79	1.30	3.50	0.30	36.98
31.Oct.05	29.48	2.83	1.30	3.50	0.30	37.41
01.May.06	29.87	2.87	1.30	3.50	0.30	37.84
30.Oct.06	30.22	2.91	1.30	3.75	0.30	38.48
<b>4<sup>th</sup> Level (90% of Journeyman)</b>						
20.Jun.04	26.03	2.50	1.30	3.25	0.30	33.38
02.May.05	26.18	2.51	1.30	3.50	0.30	33.79
31.Oct.05	26.53	2.55	1.30	3.50	0.30	34.18
01.May.06	26.88	2.58	1.30	3.50	0.30	34.56
30.Oct.06	27.20	2.61	1.30	3.75	0.30	35.16
<b>3<sup>rd</sup> Level (80% of Journeyman)</b>						
20.Jun.04	23.14	2.22	1.30	3.25	0.30	30.21
02.May.05	23.27	2.24	1.30	3.50	0.30	30.61
31.Oct.05	23.58	2.26	1.30	3.50	0.30	30.94
01.May.06	23.90	2.29	1.30	3.50	0.30	31.29
30.Oct.06	24.18	2.32	1.30	3.75	0.30	31.85
<b>2<sup>nd</sup> Level (70% of Journeyman)</b>						
20.Jun.04	20.25	1.94	1.30	3.25	0.30	27.04
01.May.05	20.36	1.95	1.30	3.50	0.30	27.41
31.Oct.05	20.63	1.98	1.30	3.50	0.30	27.71
01.May.06	20.91	2.00	1.30	3.50	0.30	28.01
30.Oct.06	21.16	2.03	1.30	3.75	0.30	28.54
<b>1<sup>st</sup> Level (60% of Journeyman for 8 months)</b>						
20.Jun.04	17.35	1.66	1.30	3.25	0.30	23.86
02.May.05	17.45	1.68	1.30	3.50	0.30	24.23
31.Oct.05	17.69	1.70	1.30	3.50	0.30	24.49
01.May.06	17.92	1.73	1.30	3.50	0.30	24.75
30.Oct.06	18.13	1.74	1.30	3.75	0.30	25.22
<b>1<sup>st</sup> Level (60% of Journeyman for first 30 calendar days)</b>						
20.Jun.04	17.35	1.66	0.00	0.00	0.30	19.31
02.May.05	17.45	1.68	0.00	0.00	0.30	19.43
31.Oct.05	17.69	1.70	0.00	0.00	0.30	19.69
01.May.06	17.92	1.73	0.00	0.00	0.30	19.95
30.Oct.06	18.13	1.74	0.00	0.00	0.30	20.17

**Other:** Training Funds

**NOTE:** RRSP Contributions, see 21A.01 in collective agreement

- Construction Labour Relations dues of 6¢/hr (six cents) & Construction Employee Family Assistance Plan (CEFAP) contribution of 1½¢/hr (one and one-half cents) changing to 1.0¢/hr (one cent) 01.Nov.2004 , 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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**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

**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

**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>
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**IRONWORKERS STRUCTURAL (PROV.)...continued...**

**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

**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

**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>
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**IRONWORKERS STRUCTURAL (PROV.)...continued...**

**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) changing to 1.0¢/hr (one cent) 01.Nov.2004 as per Collective Agreement, not included in above totals.

➤ Expiration Date April 30, 2007

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

**COMMERCIAL**

**NOTE:** Commercial Projects bid on prior to the effective date of the Collective Agreement will have the wage and benefit rates grandfathered at the old rates.

**Class 2**

05.Jul.04	18.20	1.82	1.35	1.60	0.10	23.07
02.May.05	18.40	1.84	1.35	1.65	0.10	23.34
31.Oct.05	18.60	1.86	1.35	1.70	0.10	23.61
01.May.06	18.80	1.88	1.35	1.75	0.10	23.88
30.Oct.06	19.13	1.91	1.35	1.80	0.10	24.29

**Certified Labourer – Class 1**

05.Jul.04	16.63	1.66	1.35	1.60	0.10	21.34
02.May.05	16.81	1.68	1.35	1.65	0.10	21.59
31.Oct.05	16.99	1.70	1.35	1.70	0.10	21.84
01.May.06	17.17	1.72	1.35	1.75	0.10	22.09
30.Oct.06	17.46	1.75	1.35	1.80	0.10	22.46

**Uncertified**

05.Jul.04	15.47	1.55	1.35	1.60	0.10	20.07
02.May.05	15.63	1.56	1.35	1.65	0.10	20.29
31.Oct.05	15.80	1.58	1.35	1.70	0.10	20.53
01.May.06	15.97	1.60	1.35	1.75	0.10	20.77
30.Oct.06	16.24	1.62	1.35	1.80	0.10	21.11

**Trainee 3**

05.Jul.04	14.14	1.41	1.35	1.60	0.10	18.60
02.May.05	14.29	1.43	1.35	1.65	0.10	18.82
31.Oct.05	14.44	1.44	1.35	1.70	0.10	19.03
01.May.06	14.59	1.46	1.35	1.75	0.10	19.25
30.Oct.06	14.84	1.48	1.35	1.80	0.10	19.57

**Trainee 2**

05.Jul.04	12.47	1.25	1.35	1.60	0.10	16.77
02.May.05	12.61	1.26	1.35	1.65	0.10	16.97
31.Oct.05	12.74	1.27	1.35	1.70	0.10	17.16
01.May.06	12.88	1.29	1.35	1.75	0.10	17.37
30.Oct.06	13.10	1.31	1.35	1.80	0.10	17.66

**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>LABOURERS GENERAL CONSTRUCTION (PROV.)...continued...</b>						
<b>Trainee 1</b>						
05.Jul.04	10.81	1.08	1.35	1.60	0.10	14.94
02.May.05	10.93	1.09	1.35	1.65	0.10	15.12
31.Oct.05	11.04	1.10	1.35	1.70	0.10	15.29
01.May.06	11.16	1.12	1.35	1.75	0.10	15.48
30.Oct.06	11.35	1.14	1.35	1.80	0.10	15.74

**INDUSTRIAL**

<b>Certified</b>						
05.Jul.04	24.46	2.45	1.60	4.15	0.45	33.11
02.May.05	24.82	2.48	1.60	4.15	0.45	33.50
31.Oct.05	25.17	2.52	1.60	4.15	0.45	33.89
01.May.06	25.53	2.55	1.60	4.15	0.45	34.28
30.Oct.06	25.96	2.60	1.60	4.25	0.45	34.86
<b>Uncertified</b>						
05.Jul.04	22.75	2.27	1.60	4.15	0.45	31.22
02.May.05	23.08	2.31	1.60	4.15	0.45	31.59
31.Oct.05	23.41	2.34	1.60	4.15	0.45	31.95
01.May.06	23.74	2.37	1.60	4.15	0.45	32.31
30.Oct.06	24.14	2.41	1.60	4.25	0.45	32.85
<b>Trainee 3</b>						
05.Jul.04	20.79	2.08	1.60	4.15	0.45	29.07
02.May.05	21.10	2.11	1.60	4.15	0.45	29.41
31.Oct.05	21.39	2.14	1.60	4.15	0.45	29.73
01.May.06	21.70	2.17	1.60	4.15	0.45	30.07
30.Oct.06	22.07	2.21	1.60	4.25	0.45	30.58
<b>Trainee 2</b>						
05.Jul.04	18.35	1.83	1.60	4.15	0.45	26.38
02.May.05	18.62	1.86	1.60	4.15	0.45	26.68
31.Oct.05	18.88	1.89	1.60	4.15	0.45	26.97
01.May.06	19.15	1.91	1.60	4.15	0.45	27.26
30.Oct.06	19.47	1.95	1.60	4.25	0.45	27.72
<b>Trainee 1</b>						
05.Jul.04	15.90	1.59	1.60	4.15	0.45	23.69
02.May.05	16.13	1.61	1.60	4.15	0.45	23.94
31.Oct.05	16.36	1.64	1.60	4.15	0.45	24.20
01.May.06	16.59	1.66	1.60	4.15	0.45	24.45
30.Oct.06	16.87	1.69	1.60	4.25	0.45	24.86

\*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.)

**WAGE SUMMARY 2003-2007.....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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**LABOURERS GENERAL CONSTRUCTION (PROV.)...continued...**

**Labourer Trainee:** 1) first 300 hours - 65% (sixty-five percent) of Class 1 rate  
*(ratio 1 trainee per 3 labourers either certified or non-certified)* 2) next 1000 hours - 75% (seventy-five percent) of Class 1 rate  
 3) next 1000 hours - 85% (eighty-five percent) of Class 1 rate  
**Labourer 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) & CEFAP contribution of 1½¢/hr (one and one-half cents) changing to 1.0¢/hr (one cent) 01.Nov.2004 as per Collective Agreement, not included in above totals.
- Expiration Date April 30, 2007

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**LABOURERS REFRACTORY - MAINTENANCE & CONSTRUCTION (PROV.)**  
**LOCAL UNION #92 & #1111**

<b>Journeyman</b>						<b>JESP</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
01.May.05	25.36	2.54	1.60	4.15		33.65 0.40
30.Oct.05	25.72	2.57	1.60	4.15		34.04 0.40
30.Apr.06	26.07	2.61	1.60	4.15		34.43 0.40
05.Nov.06	26.51	2.65	1.60	4.25		35.01 0.40

**Labourer 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) changing to 1.0¢/hr (one cent) 01.Nov.2004, as per Collective Agreement, not included in gross wage.

- Expiration Date April 30, 2007

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**LATHERS - INTERIOR SYSTEMS MECHANICS (PROV.)**  
**LOCAL UNION #1325, #2103**

**COMMERCIAL**

**Journeyman**

09.Aug.04	24.66	2.47	1.04	2.80	0.01	30.98
02.May.05	24.94	2.49	1.04	2.86	0.01	31.34
31.Oct.05	25.22	2.52	1.04	2.91	0.01	31.70
01.May.06	25.50	2.55	1.04	2.96	0.01	32.06
30.Oct.06	25.90	2.59	1.10	3.00	0.01	32.60

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

09.Aug.04	19.73	1.97	1.04	2.80	0.01	25.55
02.May.05	19.95	2.00	1.04	2.86	0.01	25.86
31.Oct.05	20.18	2.02	1.04	2.91	0.01	26.16
01.May.06	20.40	2.04	1.04	2.96	0.01	26.45
30.Oct.06	20.72	2.07	1.10	3.00	0.01	26.90

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

09.Aug.04	17.26	1.73	1.04	2.80	0.01	22.84
02.May.05	17.46	1.75	1.04	2.86	0.01	23.12
31.Oct.05	17.65	1.77	1.04	2.91	0.01	23.38
01.May.06	17.85	1.79	1.04	2.96	0.01	23.65
30.Oct.06	18.13	1.81	1.10	3.00	0.01	24.05

**WAGE SUMMARY 2003-2007.....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>
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**LATHERS - INTERIOR SYSTEMS MECHANICS (PROV.)...continued...**

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

09.Aug.04	14.80	1.48	1.04	2.80	0.01	20.13
02.May.05	14.96	1.50	1.04	2.86	0.01	20.37
31.Oct.05	15.13	1.51	1.04	2.91	0.01	20.60
01.May.06	15.30	1.53	1.04	2.96	0.01	20.84
30.Oct.06	15.54	1.55	1.10	3.00	0.01	21.20

**INDUSTRIAL**

**Journeyman**

09.Aug.04	29.78	2.98	1.04	4.87	0.28	38.95
02.May.05	29.99	3.00	1.04	5.10	0.28	39.41
31.Oct.05	30.20	3.02	1.04	5.33	0.28	39.87
01.May.06	30.53	3.05	1.04	5.43	0.28	40.33
30.Oct.06	31.04	3.10	1.10	5.47	0.30	41.01

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

09.Aug.04	23.82	2.38	1.04	4.87	0.28	32.39
02.May.05	23.99	2.40	1.04	5.10	0.28	32.81
31.Oct.05	24.16	2.42	1.04	5.33	0.28	33.23
01.May.06	24.42	2.44	1.04	5.43	0.28	33.61
30.Oct.06	24.83	2.48	1.10	5.47	0.30	34.18

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

09.Aug.04	20.85	2.09	1.04	4.87	0.28	29.13
02.May.05	20.99	2.10	1.04	5.10	0.28	29.51
31.Oct.05	21.14	2.11	1.04	5.33	0.28	29.90
01.May.06	21.37	2.14	1.04	5.43	0.28	30.26
30.Oct.06	21.73	2.17	1.10	5.47	0.30	30.77

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

09.Aug.04	17.87	1.79	1.04	4.87	0.28	25.85
02.May.05	17.99	1.80	1.04	5.10	0.28	26.21
31.Oct.05	18.12	1.81	1.04	5.33	0.28	26.58
01.May.06	18.32	1.83	1.04	5.43	0.28	26.90
30.Oct.06	18.62	1.86	1.10	5.47	0.30	27.35

**Foreman (industrial):** journeyman rate + \$3.50/hr (three dollars fifty cents)  
**Foreman (commercial):** journeyman rate + \$2.50/hr (two dollars fifty cents)

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

- Construction Labour Relations dues of 6¢/hr (six cents) & Construction Employee Family Assistance Plan (CEFAP) contribution 1½¢/hr (one and one-half cents) changing to 1.0¢/hr (one cent) 01.Nov.2004, as per Collective Agreement, not included in above totals.
- Expiration Date April 30, 2007

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

**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	34.36	3.44	1.71	3.96	0.25	44.12
01.May.06	0.20	34.93	3.49	1.71	3.96	0.25	44.54
30.Oct.06	0.20	35.50	3.55	1.71	3.96	0.25	45.17

**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	32.36	3.24	1.71	3.96	0.25	41.92
01.May.06	0.20	32.93	3.29	1.71	3.96	0.25	42.34
30.Oct.06	0.20	33.50	3.35	1.71	3.96	0.25	42.97

**Journeyman**

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	29.36	2.94	1.71	3.96	0.25	38.62
01.May.06	0.20	29.93	2.99	1.71	3.96	0.25	39.04
30.Oct.06	0.20	30.50	3.05	1.71	3.96	0.25	39.67

**4<sup>th</sup> Year (this rate applies to Journeyman Welder without "B" ticket)**

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	23.41	2.34	1.71	3.96	0.25	32.07
01.May.06	0.20	23.90	2.39	1.71	3.96	0.25	32.41
30.Oct.06	0.20	24.36	2.44	1.71	3.96	0.25	32.92

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

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	20.43	2.04	1.71	3.96	0.25	28.79
01.May.06	0.20	20.89	2.09	1.71	3.96	0.25	29.10
30.Oct.06	0.20	21.29	2.13	1.71	3.96	0.25	29.54

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

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	17.46	1.75	1.71	3.96	0.25	25.53
01.May.06	0.20	17.88	1.79	1.71	3.96	0.25	25.79
30.Oct.06	0.20	18.22	1.82	1.71	3.96	0.25	26.16

**WAGE SUMMARY 2003-2007.....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>
<b>MECHANICAL (PROV.) [Plumbers &amp; Pipefitters]...continued...</b>							
<b>MERF</b>							
<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	14.48	1.45	1.71	3.96	0.25	22.25
01.May.06	0.20	14.86	1.49	1.71	3.96	0.25	22.47
30.Oct.06	0.20	15.15	1.51	1.71	3.96	0.25	22.78
<b>LOCAL #496</b>							
<b>General Foreman</b>							
08.Aug.04	0.50	30.00	3.00	1.65	3.49	0.48	39.12
01.Nov.04	0.50	30.36	3.04	1.65	3.49	0.48	39.52
02.May.05	0.50	30.73	3.07	1.65	3.49	0.48	39.92
31.Oct.05	0.50	31.09	3.11	1.65	3.49	0.48	40.32
01.May.06	0.50	31.45	3.15	1.65	3.49	0.48	40.72
30.Oct.06	0.50	31.82	3.18	1.65	3.49	0.48	41.12
<b>Foreman</b>							
08.Aug.04	0.50	27.50	2.75	1.65	3.49	0.48	36.37
01.Nov.04	0.50	27.86	2.79	1.65	3.49	0.48	36.77
02.May.05	0.50	28.23	2.82	1.65	3.49	0.48	37.17
31.Oct.05	0.50	28.59	2.86	1.65	3.49	0.48	37.57
01.May.06	0.50	28.95	2.90	1.65	3.49	0.48	37.97
30.Oct.06	0.50	29.32	2.93	1.65	3.49	0.48	38.37
<b>Journeyman</b>							
08.Aug.04	0.50	25.00	2.50	1.65	3.49	0.48	33.62
01.Nov.04	0.50	25.36	2.54	1.65	3.49	0.48	34.02
02.May.05	0.50	25.73	2.57	1.65	3.49	0.48	34.42
31.Oct.05	0.50	26.09	2.61	1.65	3.49	0.48	34.82
01.May.06	0.50	26.45	2.65	1.65	3.49	0.48	35.22
30.Oct.06	0.50	26.82	2.68	1.65	3.49	0.48	35.62
<b>4<sup>th</sup> Year Apprentice</b>							
08.Aug.04	0.00	20.40	2.04	1.65	2.79	0.33	27.21
01.Nov.04	0.00	20.69	2.07	1.65	2.79	0.33	27.53
02.May.05	0.00	20.98	2.10	1.65	2.79	0.33	27.85
31.Oct.05	0.00	21.27	2.13	1.65	2.79	0.33	28.17
01.May.06	0.00	21.56	2.16	1.65	2.79	0.33	28.49
30.Oct.06	0.00	21.85	2.19	1.65	2.79	0.33	28.81
<b>3<sup>rd</sup> Year Apprentice</b>							
08.Aug.04	0.00	17.85	1.78	1.65	2.44	0.33	24.05
01.Nov.04	0.00	18.10	1.81	1.65	2.44	0.33	24.33
02.May.05	0.00	18.36	1.84	1.65	2.44	0.33	24.62
31.Oct.05	0.00	18.61	1.86	1.65	2.44	0.33	24.89
01.May.06	0.00	18.87	1.89	1.65	2.44	0.33	25.18
30.Oct.06	0.00	19.12	1.91	1.65	2.44	0.33	25.45

**WAGE SUMMARY 2003-2007.....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]...continued...**

**MERF**

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

08.Aug.04	0.00	15.30	1.53	1.65	2.09	0.33	20.90
01.Nov.04	0.00	15.52	1.55	1.65	2.09	0.33	21.14
02.May.05	0.00	15.74	1.57	1.65	2.09	0.33	21.38
30.Oct.05	0.00	15.95	1.60	1.65	2.09	0.33	21.62
01.May.06	0.00	16.17	1.62	1.65	2.09	0.33	21.86
30.Oct.06	0.00	16.39	1.64	1.65	2.09	0.33	22.10

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

08.Aug.04	0.00	12.75	1.27	1.65	1.75	0.33	17.75
01.Nov.04	0.00	12.93	1.29	1.65	1.75	0.33	17.95
02.May.05	0.00	13.11	1.31	1.65	1.75	0.33	18.15
31.Oct.05	0.00	13.29	1.33	1.65	1.75	0.33	18.35
01.May.06	0.00	13.48	1.35	1.65	1.75	0.33	18.56
30.Oct.06	0.00	13.66	1.37	1.65	1.75	0.33	18.76

**INDUSTRIAL**

**LOCAL #488**

**General Foreman**

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

**Foreman**

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

**Journeyman**

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

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

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

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

**MERF**

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

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

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

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

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

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**

08.Aug.04	0.50	38.57	3.86	1.75	4.65	0.48	49.81
02.May.05	0.50	39.03	3.90	1.75	4.65	0.48	50.31
31.Oct.05	0.50	39.48	3.95	1.75	4.65	0.48	50.81
01.May.06	0.50	39.94	3.99	1.75	4.65	0.48	51.31
30.Oct.06	0.50	40.62	4.06	1.75	4.65	0.48	52.06

**Foreman**

08.Aug.04	0.50	36.57	3.66	1.75	4.65	0.48	47.61
02.May.05	0.50	37.03	3.70	1.75	4.65	0.48	48.11
31.Oct.05	0.50	37.48	3.75	1.75	4.65	0.48	48.61
01.May.06	0.50	37.94	3.79	1.75	4.65	0.48	49.11
30.Oct.06	0.50	38.62	3.86	1.75	4.65	0.48	49.86

**Journeyman**

08.Aug.04	0.50	32.07	3.21	1.75	4.65	0.48	42.66
02.May.05	0.50	32.53	3.25	1.75	4.65	0.48	43.16
31.Oct.05	0.50	32.98	3.30	1.75	4.65	0.48	43.66
01.May.06	0.50	33.44	3.34	1.75	4.65	0.48	44.16
30.Oct.06	0.50	34.12	3.41	1.75	4.65	0.48	44.91

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

**MERF**

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

08.Aug.04	0.50	25.56	2.56	1.75	4.65	0.48	35.50
02.May.05	0.50	25.92	2.59	1.75	4.65	0.48	35.89
31.Oct.05	0.50	26.28	2.63	1.75	4.65	0.48	36.29
01.May.06	0.50	26.65	2.67	1.75	4.65	0.48	36.70
30.Oct.06	0.50	27.20	2.72	1.75	4.65	0.48	37.30

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

08.Aug.04	0.50	22.30	2.23	1.75	4.65	0.48	31.91
02.May.05	0.50	22.62	2.26	1.75	4.65	0.48	32.26
31.Oct.05	0.50	22.94	2.29	1.75	4.65	0.48	32.61
01.May.06	0.50	23.26	2.33	1.75	4.65	0.48	32.97
30.Oct.06	0.50	23.73	2.37	1.75	4.65	0.48	33.48

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

08.Aug.04	0.50	19.04	1.90	1.75	4.65	0.48	28.32
02.May.05	0.50	19.32	1.93	1.75	4.65	0.48	28.63
31.Oct.05	0.50	19.59	1.96	1.75	4.65	0.48	28.93
01.May.06	0.50	19.86	1.99	1.75	4.65	0.48	29.23
30.May.06	0.50	20.27	2.03	1.75	4.65	0.48	29.68

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

08.Aug.04	0.50	15.79	1.58	1.75	4.65	0.48	24.75
02.May.05	0.50	16.02	1.60	1.75	4.65	0.48	25.00
31.Oct.05	0.50	16.24	1.62	1.75	4.65	0.48	25.24
01.May.06	0.50	16.47	1.65	1.75	4.65	0.48	25.50
30.Oct.06	0.50	16.81	1.68	1.75	4.65	0.48	25.87

**INSTRUMENT MECHANIC RATE – INDUSTRIAL**

**LOCAL #488**

**Journeyman**

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

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

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

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

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

**WAGE SUMMARY 2003-2007.....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>
<b>MECHANICAL (PROV.) [Plumbers &amp; Pipefitters]...continued...</b>							
<b>MERF</b>							
<b>2<sup>nd</sup> Year</b>							
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>							
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
<b>LOCAL #496</b>							
<b>Journeyman</b>							
08.Aug.04	0.50	32.07	3.21	1.75	4.65	0.48	42.66
02.May.05	0.50	32.53	3.25	1.75	4.65	0.48	43.16
31.Oct.05	0.50	32.98	3.30	1.75	4.65	0.48	43.66
01.May.06	0.50	33.44	3.34	1.75	4.65	0.48	44.16
30.Oct.06	0.50	34.12	3.41	1.75	4.65	0.48	44.91
<b>4<sup>th</sup> Year Apprentice</b>							
08.Aug.04	0.50	27.18	2.72	1.75	4.65	0.48	37.28
02.May.05	0.50	27.58	2.76	1.75	4.65	0.48	37.72
31.Oct.05	0.50	27.96	2.80	1.75	4.65	0.48	38.14
01.May.06	0.50	28.35	2.83	1.75	4.65	0.48	38.56
30.Oct.06	0.50	28.93	2.89	1.75	4.65	0.48	39.20
<b>3<sup>rd</sup> Year Apprentice</b>							
08.Aug.04	0.50	23.93	2.39	1.75	4.65	0.48	33.70
02.May.05	0.50	24.27	2.43	1.75	4.65	0.48	34.08
31.Oct.05	0.50	24.61	2.46	1.75	4.65	0.48	34.45
01.May.06	0.50	24.96	2.50	1.75	4.65	0.48	34.84
30.Oct.06	0.50	25.47	2.55	1.75	4.65	0.48	35.40
<b>2<sup>nd</sup> Year Apprentice</b>							
08.Aug.04	0.50	20.67	2.07	1.75	4.65	0.48	30.12
02.May.05	0.50	20.97	2.10	1.75	4.65	0.48	30.45
31.Oct.05	0.50	21.26	2.13	1.75	4.65	0.48	30.77
01.May.06	0.50	21.56	2.16	1.75	4.65	0.48	31.10
30.Oct.06	0.50	22.00	2.20	1.75	4.65	0.48	31.58
<b>1<sup>st</sup> Year Apprentice</b>							
08.Aug.04	0.50	17.41	1.74	1.75	4.65	0.48	26.53
02.May.05	0.50	17.67	1.77	1.75	4.65	0.48	26.82
31.Oct.05	0.50	17.91	1.79	1.75	4.65	0.48	27.08
01.May.06	0.50	18.17	1.82	1.75	4.65	0.48	27.37
30.Oct.06	0.50	18.54	1.85	1.75	4.65	0.48	27.77

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

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) changing to 1.0¢/hr (one cent) 01.Nov.2004 as per Collective Agreement, not included in above totals
- Expiration Date April 30, 2007

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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) changing to 1.0¢/hr (one cent) 01.Nov.2004, 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

**WAGE SUMMARY 2003-2007.....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>OPERATING ENGINEERS (PROV.)...continued...</b>						
<b>4<sup>th</sup> Class Steam Engineer</b>						
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
<b>Group 3, including Fireman</b>						
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
<b>Group 4</b>						
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
<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

**WAGE SUMMARY 2003-2007.....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>
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**OPERATING ENGINEERS (PROV.)...continued...**

**Group 4**

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

**Group 5**

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) changing to 1.0¢/hr (one cent) 01.Nov.2004, as per Collective Agreement, not included in above totals.
- Expiration Date April 30, 2007

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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**

26.May.03	19.57	1.96	0.90	3.00	0.40	25.83
01.Jul.03	19.57	1.96	1.00	3.00	0.40	25.93
01.May.04	19.57	1.96	1.00	3.0	0.40	25.93

**(B) SHOP RATE - SPRAY & SANDBLAST JOURNEYMAN**

26.May.03	21.00	2.10	0.90	2.50	0.40	26.90
01.Jun.03	21.00	2.10	1.00	2.75	0.40	27.25
01.May.04	22.00	2.20	1.00	3.00	0.40	28.60

**(C) INDUSTRIAL - NEW INCLUDING TENDERED SHUTDOWNS AND COMMERCIAL ON NEW INDUSTRIAL SITES AND ALL MAINTENANCE AS DESCRIBED IN ARTICLE 2.10)**

**- BRUSH & ROLL JOURNEYMAN**

26.May.03	28.21	2.82	0.90	3.50	0.40	35.83
01.Jun.03	28.21	2.82	1.00	3.75	0.40	36.18
01.May.04	28.21	2.82	1.00	4.00	0.40	36.43

**- SPRAY & SANDBLAST JOURNEYMAN**

26.May.03	29.62	2.96	0.90	3.50	0.40	37.38
01.Jun.03	29.62	2.96	1.00	3.75	0.40	37.73
01.May.04	29.62	2.96	1.00	4.00	0.40	37.98

- 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, 2005

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**WAGE SUMMARY 2003-2007.....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>
<b>PLASTERERS' (PROV.)**</b>						
<b>LOCAL UNION #222</b>						

**COMMERCIAL**

**Journeyman**

05.Jul.04	23.55	2.35	0.90	2.50	0.35	29.64
02.May.05	23.85	2.39	0.90	2.50	0.35	29.99
31.Oct.05	24.17	2.42	0.90	2.50	0.35	30.34
01.May.06	24.49	2.45	0.90	2.50	0.35	30.69
30.Oct.06	24.96	2.50	0.90	2.50	0.35	31.21

**3rd Yr Apprentice**

05.Jul.04	18.72	1.88	0.90	2.50	0.35	24.35
02.May.05	18.98	1.90	0.90	2.50	0.35	24.62
31.Oct.05	19.24	1.92	0.90	2.50	0.35	24.91
01.May.06	19.49	1.95	0.90	2.50	0.35	25.19
30.Oct.06	19.87	1.99	0.90	2.50	0.35	25.61

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

05.Jul.04	16.25	1.63	0.90	2.50	0.35	21.63
02.May.05	16.48	1.65	0.90	2.50	0.35	21.88
31.Oct.05	16.71	1.67	0.90	2.50	0.35	22.13
01.May.06	16.94	1.69	0.90	2.50	0.35	22.38
30.Oct.06	17.25	1.73	0.90	2.50	0.35	22.73

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

05.Jul.04	13.86	1.40	0.90	2.50	0.35	19.01
02.May.05	14.06	1.41	0.90	2.50	0.35	19.22
31.May.05	14.25	1.43	0.90	2.50	0.35	19.43
01.May.06	14.45	1.45	0.90	2.50	0.35	19.65
30.Oct.06	14.74	1.47	0.90	2.50	0.35	19.96

**Trainee**

05.Jul.04	11.39	1.14	0.90	2.50	0.35	16.28
02.May.05	11.55	1.16	0.90	2.50	0.35	16.46
31.Oct.05	11.72	1.17	0.90	2.50	0.35	16.64
01.May.06	11.88	1.19	0.90	2.50	0.35	16.82
30.Oct.06	12.12	1.21	0.90	2.50	0.35	17.08

**INDUSTRIAL**

**Journeyman**

05.Jul.04	30.47	3.04	0.90	4.00	0.35	38.76
02.May.05	30.87	3.08	0.90	4.00	0.35	39.20
31.Oct.05	31.28	3.13	0.90	4.00	0.35	39.66
01.May.06	31.68	3.17	0.90	4.00	0.35	40.10
30.Oct.06	32.30	3.23	0.90	4.00	0.35	40.78

**WAGE SUMMARY 2003-2007.....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>PLASTERERS' (PROV.)**...continued...</b>						
<b>3<sup>rd</sup> Yr Apprentice</b>						
05.Jul.04	24.98	2.50	0.90	2.88	0.35	31.61
02.May.05	25.31	2.53	0.90	2.88	0.35	31.97
31.Oct.05	25.64	2.56	0.90	2.88	0.35	32.33
01.May.06	25.96	2.60	0.90	2.88	0.35	32.69
30.Oct.06	26.45	2.65	0.90	2.88	0.35	33.24
<b>2<sup>nd</sup> Yr Apprentice</b>						
05.Jul.04	21.81	2.19	0.90	2.84	0.35	28.09
02.May.05	22.11	2.21	0.90	2.84	0.35	28.41
31.Oct.05	22.40	2.24	0.90	2.84	0.35	28.73
01.May.06	22.69	2.27	0.90	2.84	0.35	29.05
30.Oct.06	23.11	2.31	0.90	2.84	0.35	29.51
<b>1<sup>st</sup> Yr Apprentice</b>						
05.Jul.04	18.66	1.87	0.90	2.78	0.35	24.56
02.May.05	18.94	1.90	0.90	2.78	0.35	24.87
31.Oct.05	19.23	1.92	0.90	2.78	0.35	25.17
01.May.06	19.50	1.95	0.90	2.78	0.35	25.48
30.Oct.06	19.93	1.99	0.90	2.78	0.35	25.95
<b>Trainee</b>						
05.Jul.04	15.53	1.56	0.90	2.74	0.35	21.08
02.May.05	15.76	1.58	0.90	2.74	0.35	21.33
31.Oct.05	15.99	1.60	0.90	2.74	0.35	21.58
01.May.06	16.22	1.62	0.90	2.74	0.35	21.83
30.Oct.06	16.55	1.66	0.90	2.74	0.35	22.20
<b><u>SHOP</u></b>						
<b>Journeyman</b>						
05.Jul.04	27.37	2.74	0.90	4.00	0.35	35.36
02.May.05	27.75	2.77	0.90	4.00	0.35	35.76
31.Oct.05	28.11	2.81	0.90	4.00	0.35	36.17
01.May.06	28.48	2.85	0.90	4.00	0.35	36.58
30.Oct.06	29.04	2.90	0.90	4.00	0.35	37.19
<b>3<sup>rd</sup> Yr Apprentice</b>						
05.Jul.04	22.45	2.24	0.90	2.88	0.35	28.82
02.May.05	22.75	2.28	0.90	2.88	0.35	29.16
31.Oct.05	23.06	2.31	0.90	2.88	0.35	29.50
01.May.06	23.37	2.34	0.90	2.88	0.35	29.84
30.Oct.06	23.84	2.38	0.90	2.88	0.35	30.35
<b>2<sup>nd</sup> Yr Apprentice</b>						
05.Jul.04	19.58	1.96	0.90	2.84	0.35	25.63
02.May.05	19.85	1.99	0.90	2.84	0.35	25.93
31.Oct.05	20.13	2.01	0.90	2.84	0.35	26.23
01.May.06	20.40	2.04	0.90	2.84	0.35	26.53
30.Oct.06	20.82	2.08	0.90	2.84	0.35	26.99

**WAGE SUMMARY 2003-2007.....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>
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**PLASTERERS' (PROV.)\*\*.....continued....**

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

05.Jul.04	16.77	1.68	0.90	2.78	0.35	22.48
02.May.05	17.00	1.70	0.90	2.78	0.35	22.73
31.Oct.05	17.23	1.72	0.90	2.78	0.35	22.98
01.May.06	17.45	1.75	0.90	2.78	0.35	23.23
30.Oct.06	17.80	1.78	0.90	2.78	0.35	23.61

**Trainee**

05.Jul.04	13.95	1.40	0.90	2.74	0.35	19.34
02.May.05	14.15	1.42	0.90	2.74	0.35	19.56
31.Oct.05	14.35	1.44	0.90	2.74	0.35	19.78
01.May.06	14.55	1.46	0.90	2.74	0.35	20.00
30.Oct.06	14.85	1.49	0.90	2.74	0.35	20.33

**Commercial Foreman:** journeyman rate + \$2.00/hr (two dollar)

**Industrial 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

➤ Expiration Date April 30, 2007

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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

**WAGE SUMMARY 2003-2007.....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>REFRIGERATION (PROV.)...continued...</b>						
<b>4<sup>th</sup> Year</b>						
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
<b>3<sup>rd</sup> Year</b>						
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
<b>2<sup>nd</sup> Year</b>						
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
<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

**WAGE SUMMARY 2003-2007.....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>REFRIGERATION (PROV.)...continued...</b>						
<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
<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) changing to 1.0¢/hr (one cent) 01.Nov.2004, as per Collective Agreement, not included in above totals.
- Expiration Date April 30, 2007

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**WAGE SUMMARY 2003-2007.....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>ROOFERS</b>						
<b>Carpenters Local #1325</b>						
<b><u>COMMERCIAL/INSTITUTIONAL</u></b>						
<b>Certified Journeyman</b>						
11.Oct.04	23.35	2.34	1.04	0.50	0.01	27.24
02.May.05	23.77	2.38	1.04	0.50	0.01	27.70
31.Oct.05	24.19	2.42	1.04	0.50	0.01	28.16
01.May.06	24.61	2.46	1.04	0.50	0.01	28.62
30.Oct.06	25.12	2.51	1.10	0.50	0.01	29.24
<b>Journeyman</b>						
11.Oct.04	22.78	2.28	1.04	0.50	0.01	26.61
02.May.05	23.18	2.32	1.04	0.50	0.01	27.05
31.Oct.05	23.59	2.36	1.04	0.50	0.01	27.50
01.May.06	24.00	2.40	1.04	0.50	0.01	27.95
30.Oct.06	24.50	2.45	1.10	0.50	0.01	28.56
<b>4<sup>th</sup> Yr Apprentice</b>						
11.Oct.04	22.19	2.22	1.04	0.50	0.01	25.96
02.May.05	22.60	2.26	1.04	0.50	0.01	26.41
31.Oct.05	23.00	2.30	1.04	0.50	0.01	26.85
01.May.06	23.40	2.34	1.04	0.50	0.01	27.29
30.Oct.06	23.88	2.39	1.10	0.50	0.01	27.88
<b>3<sup>rd</sup> Yr Apprentice</b>						
11.Oct.04	19.88	1.99	1.04	0.50	0.01	23.42
02.May.05	20.25	2.03	1.04	0.50	0.01	23.83
31.Oct.05	20.61	2.06	1.04	0.50	0.01	24.22
01.May.06	20.96	2.10	1.04	0.50	0.01	24.61
30.Oct.06	21.40	2.14	1.10	0.50	0.01	25.15
<b>2<sup>nd</sup> Yr Apprentice</b>						
11.Oct.04	17.56	1.76	1.04	0.50	0.01	20.87
02.May.05	17.90	1.79	1.04	0.50	0.01	21.24
31.Oct.05	18.23	1.82	1.04	0.50	0.01	21.60
01.May.06	18.54	1.85	1.04	0.50	0.01	21.94
30.Oct.06	18.92	1.89	1.10	0.50	0.01	22.42
<b>1<sup>st</sup> Yr Apprentice</b>						
11.Oct.04	15.24	1.53	1.04	0.50	0.01	18.32
02.May.05	15.55	1.56	1.04	0.50	0.01	18.66
31.Oct.05	15.84	1.58	1.04	0.50	0.01	18.97
01.May.06	16.11	1.61	1.04	0.50	0.01	19.27
30.Oct.06	16.44	1.64	1.10	0.50	0.01	19.69
<b>Pre-Apprentice – after 710 hours worked</b>						
11.Oct.04	12.93	1.29	1.04	0.50	0.01	15.77
02.May.05	13.20	1.32	1.04	0.50	0.01	16.07
31.Oct.05	13.44	1.35	1.04	0.50	0.01	16.34
01.May.06	13.68	1.37	1.04	0.50	0.01	16.60
30.Oct.06	13.95	1.40	1.10	0.50	0.01	16.96

**WAGE SUMMARY 2003-2007.....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>
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**ROOFERS, Carpenters Local #1325...contied....**

**Roofer Helper – after 710 hours worked**

11.Oct.04	11.77	1.18	1.04	0.50	0.01	14.50
02.May.05	12.04	1.20	1.04	0.50	0.01	14.79
31.Oct.05	12.25	1.23	1.04	0.50	0.01	15.03
01.May.06	12.46	1.25	1.04	0.50	0.01	15.26
30.Oct.06	12.72	1.27	1.10	0.50	0.01	15.60

**Pre-Apprentice – first 710 hours worked**

11.Oct.04	12.93	1.29				14.22
02.May.05	13.20	1.32				14.52
31.Oct.05	13.45	1.35				14.80
01.May.06	13.68	1.37				15.05
30.Oct.06	13.95	1.40				15.35

**Roofer Helper – first 710 hours worked**

11.Oct.04	11.77	1.18				12.95
02.May.05	12.04	1.20				13.24
31.Oct.05	12.25	1.23				13.48
01.May.06	12.46	1.25				13.71
30.Oct.06	12.72	1.27				13.99

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

**INDUSTRIAL**

**Certified Journeyman**

11.Oct.04	29.54	2.95	1.04	0.50	0.28	34.31
02.May.05	29.69	2.97	1.04	0.73	0.28	34.71
31.Oct.05	29.85	2.98	1.04	0.96	0.28	35.11
01.May.06	30.12	3.01	1.04	1.06	0.28	35.51
30.Oct.06	30.55	3.05	1.10	1.10	0.30	36.10

**Journeyman**

11.Oct.04	28.80	2.88	1.04	0.50	0.28	33.50
02.May.05	28.95	2.90	1.04	0.73	0.28	33.90
13.Oct.05	29.10	2.91	1.04	0.96	0.28	34.29
01.May.06	29.37	2.94	1.04	1.06	0.28	34.69
30.Oct.06	29.79	2.98	1.10	1.10	0.30	35.27

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

11.Oct.04	28.06	2.81	1.04	0.50	0.28	32.69
02.May.05	28.21	2.82	1.04	0.73	0.28	33.08
31.Oct.05	28.36	2.84	1.04	0.96	0.28	33.48
01.May.06	28.61	2.86	1.04	1.06	0.28	33.85
30.Oct.06	29.02	2.90	1.10	1.10	0.30	34.42

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

11.Oct.04	25.11	2.51	1.04	0.50	0.28	29.44
02.May.05	25.24	2.52	1.04	0.73	0.28	29.81
31.Oct.05	25.37	2.54	1.04	0.96	0.28	30.19
01.May.06	25.60	2.56	1.04	1.06	0.28	30.54
30.Oct.06	25.97	2.60	1.10	1.10	0.30	31.07

**WAGE SUMMARY 2003-2007.....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>ROOFERS, Carpenters Local #1325...continued....</b>						
<b>2<sup>nd</sup> Yr Apprentice</b>						
11.Oct.04	22.16	2.22	1.04	0.50	0.28	26.20
02.May.05	22.27	2.23	1.04	0.73	0.28	26.55
31.Oct.05	22.39	2.24	1.04	0.96	0.28	26.91
01.May.06	22.59	2.26	1.04	1.06	0.28	27.23
30.Oct.06	22.91	2.29	1.10	1.10	0.30	27.70
<b>1<sup>st</sup> Yr Apprentice</b>						
11.Oct.04	19.20	1.92	1.04	0.50	0.28	22.94
02.May.05	19.30	1.93	1.04	0.73	0.28	23.28
31.Oct.05	19.40	1.94	1.04	0.96	0.28	23.62
01.May.06	19.58	1.96	1.04	1.06	0.28	23.92
30.Oct.06	19.86	1.99	1.10	1.10	0.30	24.35
<b>Pre-Apprentice – after 710 hours worked</b>						
11.Oct.04	16.33	1.63	1.04	0.50	0.28	19.78
02.May.05	16.33	1.63	1.04	0.73	0.28	20.01
31.Oct.05	16.42	1.64	1.04	0.96	0.28	20.34
01.May.06	16.57	1.66	1.04	1.06	0.28	20.61
30.Oct.06	16.80	1.68	1.10	1.10	0.30	20.98
<b>Roofer Helper – after 710 hours worked</b>						
11.Oct.04	14.77	1.48	1.04	0.50	0.28	18.07
02.May.05	14.85	1.48	1.04	0.73	0.28	18.38
31.Oct.05	14.93	1.49	1.04	0.96	0.28	18.70
01.May.06	15.06	1.51	1.04	1.06	0.28	18.95
30.Oct.06	15.28	1.53	1.10	1.10	0.30	19.31
<b>Truck Driver</b>						
11.Oct.04	27.77	2.78	1.04	0.50	0.28	32.37
02.May.05	27.90	2.80	1.04	0.73	0.28	32.75
31.Oct.05	28.15	2.82	1.04	0.96	0.28	33.25
01.May.06	28.31	2.83	1.04	1.06	0.28	33.52
30.Oct.06	28.73	2.87	1.10	1.10	0.30	34.10
<b>Pre-Apprentice – first 710 hours worked</b>						
11.Oct.04	16.25	1.63				17.88
02.May.05	16.33	1.63				17.96
31.Oct.05	16.42	1.64				18.06
01.May.06	16.57	1.66				18.23
30.Oct.06	16.80	1.68				18.48
<b>Roofer Helper – first 710 hours worked</b>						
11.Oct.04	14.77	1.48				16.25
02.May.05	14.85	1.48				16.33
31.Oct.05	14.93	1.49				16.42
01.May.06	15.06	1.51				16.57
30.Oct.06	15.28	1.53				16.81

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

- Construction Labour Relations dues of 6¢/hr (six cents) & Construction Employee Family Assistance Plan (CEFAP) contribution of 1.0¢/hr (one cent), as per Collective Agreement, not included in above totals.

➤ Expiration Date April 30, 2007

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**WAGE SUMMARY 2003-2007.....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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**ROOFERS (PROV.)  
Sheet Metal Local #8**

**COMMERCIAL/INSTITUTIONAL**

**Journeyman**

11.Oct.04	23.16	2.32	1.00	0.68	0.08	27.24
02.May.05	23.49	2.35	1.00	0.70	0.16	27.70
31.Oct.05	23.86	2.39	1.05	0.70	0.16	28.16
01.May.06	24.28	2.43	1.05	0.70	0.16	28.62
30.Oct.06	24.80	2.48	1.10	0.70	0.16	29.24

**Journeyman**

11.Oct.04	22.59	2.26	1.00	0.68	0.08	26.61
02.May.05	22.90	2.29	1.00	0.70	0.16	27.05
31.Oct.05	23.26	2.33	1.05	0.70	0.16	27.50
01.May.06	23.67	2.37	1.05	0.70	0.16	27.95
30.Oct.06	24.18	2.42	1.10	0.70	0.16	28.56

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

11.Oct.04	22.00	2.20	1.00	0.68	0.08	25.96
02.May.05	22.32	2.23	1.00	0.70	0.16	26.41
31.Oct.05	22.67	2.27	1.05	0.70	0.16	26.85
01.May.06	23.07	2.31	1.05	0.70	0.16	27.29
30.Oct.06	23.56	2.36	1.10	0.70	0.16	27.88

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

11.Oct.04	19.69	1.97	1.00	0.68	0.08	23.42
02.May.05	19.97	2.00	1.00	0.70	0.16	23.83
31.Oct.05	20.28	2.03	1.05	0.70	0.16	24.22
01.May.06	20.64	2.06	1.05	0.70	0.16	24.61
30.Oct.06	21.08	2.11	1.10	0.70	0.16	25.15

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

11.Oct.04	17.37	1.74	1.00	0.68	0.08	20.87
02.May.05	17.62	1.76	1.00	0.70	0.16	21.24
31.Oct.05	17.90	1.79	1.05	0.70	0.16	21.60
01.May.06	18.21	1.82	1.05	0.70	0.16	21.94
30.Oct.06	18.60	1.86	1.10	0.70	0.16	22.42

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

11.Oct.04	15.05	1.51	1.00	0.68	0.08	18.32
02.May.05	15.27	1.53	1.00	0.70	0.16	18.66
32.Oct.05	15.51	1.55	1.05	0.70	0.16	18.97
01.May.06	15.78	1.58	1.05	0.70	0.16	19.27
30.Oct.06	16.12	1.61	1.10	0.70	0.16	19.69

**Pre-Apprentice – after 710 hours worked**

11.Oct.04	12.74	1.27	1.00	0.68	0.08	15.77
02.May.05	12.92	1.29	1.00	0.70	0.16	16.07
31.Oct.05	13.12	1.31	1.05	0.70	0.16	16.34
01.May.06	13.35	1.34	1.05	0.70	0.16	16.60
30.Oct.06	13.64	1.36	1.10	0.70	0.16	16.96

**WAGE SUMMARY 2003-2007.....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>
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**ROOFERS, Sheet Metal Local #8...continued....**

**Roofer Helper – after 710 hours worked**

11.Oct.04	11.58	1.16	1.00	0.68	0.08	14.50
02.May.05	11.75	1.18	1.00	0.70	0.16	14.79
31.Oct.05	11.93	1.19	1.05	0.70	0.16	15.03
01.May.06	12.14	1.21	1.05	0.70	0.16	15.26
31.Oct.06	12.40	1.24	1.10	0.70	0.16	15.60

**Pre-Apprentice – first 710 hours worked**

11.Oct.04	12.74	1.27				14.01
02.May.05	12.92	1.29				14.21
31.Oct.05	13.12	1.31				14.43
01.May.06	13.35	1.34				14.69
30.Oct.06	13.64	1.36				15.00

**Roofer Helper – first 710 hours worked**

11.Oct.04	11.58	1.16				12.74
02.May.05	11.75	1.18				12.93
31.Oct.05	11.93	1.19				13.12
01.May.06	12.14	1.21				13.35
30.Oct.06	12.40	1.24				13.64

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

**Note:** *Should the Union be successful in organizing three major non-union roofing contractors based in Edmonton, an additional 85¢ (eighty-five cent) increase will be applied to the Pensions of each respective Union 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, 2005. Should the number of major contractors certified fall below three (due to such things as a revocation of certification(s)) the 85¢ (eighty-five cent) will cease to be payable..*

**INDUSTRIAL**

**Certified Journeyman**

11.Oct.04	29.59	2.96	1.00	0.68	0.08	34.31
02.May.05	29.86	2.99	1.00	0.70	0.16	34.71
31.Oct.05	30.18	3.02	1.05	0.70	0.16	35.11
01.May.06	30.54	3.06	1.05	0.70	0.16	35.51
30.Oct.06	31.04	3.10	1.10	0.70	0.16	36.10

**Journeyman**

11.Oct.04	28.85	2.89	1.00	0.68	0.08	33.50
02.May.05	29.13	2.91	1.00	0.70	0.16	33.90
31.Oct.05	29.44	2.94	1.05	0.70	0.16	34.29
01.May.06	29.80	2.98	1.05	0.70	0.16	34.69
30.Oct.06	30.28	3.03	1.10	0.70	0.16	35.27

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

11.Oct.04	28.12	2.81	1.00	0.68	0.08	32.69
02.May.05	28.38	2.84	1.00	0.70	0.16	33.08
31.Oct.05	28.70	2.87	1.05	0.70	0.16	33.48
01.May.06	29.04	2.90	1.05	0.70	0.16	33.85
30.Oct.06	29.51	2.95	1.10	0.70	0.16	34.42

**WAGE SUMMARY 2003-2007.....PAGE 43**

<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, Sheet Metal Local #8...continued....</b>						
<b>3<sup>rd</sup> Yr Apprentice (85%)</b>						
11.Oct.04	25.16	2.52	1.00	0.68	0.08	29.44
02.May.05	25.41	2.54	1.00	0.70	0.16	29.81
31.Oct.05	25.71	2.57	1.05	0.70	0.16	30.19
01.May.06	26.03	2.60	1.05	0.70	0.16	30.54
30.Oct.06	26.46	2.65	1.10	0.70	0.16	31.07
<b>2<sup>nd</sup> Yr Apprentice (75%)</b>						
11.Oct.04	22.22	2.22	1.00	0.68	0.08	26.20
02.May.05	22.45	2.24	1.00	0.70	0.16	26.55
31.Oct.05	22.73	2.27	1.05	0.70	0.16	26.91
01.May.06	23.02	2.30	1.05	0.70	0.16	27.23
30.Oct.06	23.40	2.34	1.10	0.70	0.16	27.70
<b>1<sup>st</sup> Yr Apprentice (65%)</b>						
11.Oct.04	19.25	1.93	1.00	0.68	0.08	22.94
02.May.05	19.47	1.95	1.00	0.70	0.16	23.28
31.Oct.05	19.74	1.97	1.05	0.70	0.16	23.62
01.May.06	20.01	2.00	1.05	0.70	0.16	23.92
30.Oct.06	20.35	2.04	1.10	0.70	0.16	24.35
<b>Pre-Apprentice – after 710 hours</b>						
11.Oct.04	16.38	1.64	1.00	0.68	0.08	19.78
02.May.05	16.50	1.65	1.00	0.70	0.16	20.01
31.Oct.05	16.75	1.68	1.05	0.70	0.16	20.34
01.May.06	17.00	1.70	1.05	0.70	0.16	20.61
30.Oct.06	17.29	1.73	1.10	0.70	0.16	20.98
<b>Roofer Helper – after 710 hours worked</b>						
11.Oct.04	14.83	1.48	1.00	0.68	0.08	18.07
02.May.05	15.02	1.50	1.00	0.70	0.16	18.38
31.Oct.05	15.26	1.53	1.05	0.70	0.16	18.70
01.May.06	15.49	1.55	1.05	0.70	0.16	18.95
30.Oct.06	15.77	1.58	1.10	0.70	0.16	19.31
<b>Truck Driver</b>						
11.Oct.04	27.83	2.78	1.00	0.68	0.08	32.37
02.May.05	28.08	2.81	1.00	0.70	0.16	32.75
31.Oct.05	28.49	2.85	1.05	0.70	0.16	33.25
01.May.06	28.74	2.87	1.05	0.70	0.16	33.52
30.Oct.06	29.22	2.92	1.10	0.70	0.16	34.10
<b>Pre-Apprentice – first 710 hours worked</b>						
11.Oct.04	16.25	1.63				17.88
02.May.05	16.33	1.63				17.96
31.Oct.05	16.42	1.64				18.06
01.May.06	16.57	1.66				18.23
30.Oct.06	16.80	1.68				18.48

**WAGE SUMMARY 2003-2007.....PAGE 44**

<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, Sheet Metal Local #8...continued....</b>						
<b>Roofer Helper – first 710 hours worked</b>						
11.Oct.04	14.83	1.48				16.31
02.May.05	15.02	1.50				16.52
31.Oct.05	15.26	1.53				16.79
01.May.06	15.49	1.55				17.04
30.Oct.06	15.77	1.58				17.35

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

**Other:** Benevolent Fund

- Construction Labour Relations dues of 6¢/hr (six cents) & Construction Employee Family Assistance Plan (CEFAP) contribution of 1.0¢/hr (one cent), as per Collective Agreement, not included in above totals.
- Expiration Date April 30, 2007

**SHEET METAL (PROV.)  
LOCAL #8**

**COMMERCIAL & INSTITUTIONAL**

**Foreman A**

05.Jul.04	27.94	2.79	1.00	2.50	0.16	34.39
31.Oct.04	28.44	2.84	1.05	2.65	0.16	35.14
30.Oct.06	28.94	2.89	1.10	2.80	0.16	35.89

**Foreman B**

05.Jul.04	26.94	2.69	1.00	2.50	0.16	33.29
31.Oct.05	27.44	2.74	1.05	2.65	0.16	34.04
30.Oct.06	27.94	2.79	1.10	2.80	0.16	34.79

**Journeyman**

05.Jul.04	25.44	2.55	1.00	2.50	0.16	31.65
31.Oct.05	25.94	2.60	1.05	2.65	0.16	32.40
30.Oct.06	26.44	2.65	1.10	2.80	0.16	33.15

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

05.Jul.04	21.62	2.16	1.00	2.50	0.16	27.44
31.Oct.04	22.05	2.21	1.05	2.65	0.16	28.12
30.Oct.06	22.47	2.25	1.10	2.80	0.16	28.78

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

05.Jul.04	19.08	1.91	1.00	2.50	0.16	24.65
31.Oct.05	19.46	1.95	1.05	2.65	0.16	25.27
30.Oct.06	19.83	1.98	1.10	2.80	0.16	25.87

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

05.Jul.04	16.54	1.65	1.00	2.50	0.16	21.85
31.Oct.05	16.86	1.69	1.05	2.65	0.16	22.41
30.Oct.06	17.19	1.72	1.10	2.80	0.16	22.97

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

05.Jul.04	12.72	1.27	1.00	0.00*	0.16	15.15
31.Oct.05	12.97	1.30	1.05	0.00*	0.16	15.48
30.Oct.06	13.22	1.32	1.10	0.00*	0.16	15.80

**WAGE SUMMARY 2003-2007.....PAGE 45**

<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>Probationary Apprentice</b>						
05.Jul.04	10.18	1.02	1.00	0.00*	0.16	12.36
31.Oct.05	10.37	1.04	1.05	0.00*	0.16	12.62
30.Oct.06	10.58	1.06	1.10	0.00*	0.16	12.90
<b><u>Welders</u></b>						
<b>Journeyman</b>						
05.Jul.04	25.44	2.55	1.00	2.50	0.16	31.65
31.Oct.05	25.94	2.60	1.05	2.65	0.16	32.40
30.Oct.06	26.44	2.65	1.10	2.80	0.16	33.15
<b>3<sup>rd</sup> Yr Apprentice</b>						
05.Jul.04	22.90	2.29	1.00	2.50	0.16	28.85
31.Oct.05	23.35	2.34	1.05	2.65	0.16	29.55
30.Oct.06	23.80	2.38	1.10	2.80	0.16	30.24
<b>2<sup>nd</sup> Yr Apprentice</b>						
05.Jul.04	19.08	1.91	1.00	2.50	0.16	24.65
31.Oct.05	19.46	1.95	1.05	2.65	0.16	25.27
30.Oct.06	19.83	1.98	1.10	2.80	0.16	25.87
<b>1<sup>st</sup> Yr Apprentice</b>						
05.Jul.04	15.26	1.53	1.00	0.00	0.16	17.95
31.Oct.05	15.56	1.56	1.05	0.00	0.16	18.33
30.Oct.06	15.86	1.59	1.10	0.00	0.16	18.71
<b><u>INDUSTRIAL</u></b>						
<b>Foreman A</b>						
05.Jul.04	36.62	3.66	1.00	3.54	0.16	44.98
02.May.05	37.05	3.71	1.00	3.54	0.16	45.46
31.Oct.05	37.24	3.72	1.05	3.77	0.16	45.94
01.May.06	37.67	3.77	1.05	3.77	0.16	46.42
30.Oct.06	38.07	3.81	1.10	4.00	0.16	47.14
<b>Foreman B</b>						
05.Jul.04	35.62	3.56	1.00	3.54	0.16	43.88
02.May.05	36.05	3.61	1.00	3.54	0.16	44.36
31.Oct.05	36.24	3.62	1.05	3.77	0.16	44.84
01.May.06	36.67	3.67	1.05	3.77	0.16	45.32
30.Oct.06	37.05	3.71	1.10	4.00	0.16	46.02
<b>Journeyman</b>						
05.Jul.04	33.12	3.31	1.00	3.54	0.16	41.13
02.May.05	33.55	3.36	1.00	3.54	0.16	41.61
31.Oct.05	33.74	3.37	1.05	3.77	0.16	42.09
01.May.06	34.17	3.42	1.05	3.77	0.16	42.57
30.Oct.06	34.57	3.46	1.10	4.00	0.16	43.29

**WAGE SUMMARY 2003-2007.....PAGE 46**

<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>4<sup>th</sup> Yr Apprentice</b>						
05.Jul.04	28.15	2.82	1.00	3.54	0.16	35.67
02.May.05	28.52	2.85	1.00	3.54	0.16	36.07
31.Oct.05	28.68	2.87	1.05	3.77	0.16	36.53
01.May.06	29.04	2.90	1.05	3.77	0.16	36.92
30.Oct.06	29.38	2.93	1.10	4.00	0.16	37.58
<b>3<sup>rd</sup> Yr Apprentice</b>						
05.Jul.04	24.84	2.48	1.00	3.54	0.16	32.02
02.May.05	25.16	2.52	1.00	3.54	0.16	32.38
31.Oct.05	25.31	2.53	1.05	3.77	0.16	32.82
01.May.06	25.63	2.56	1.05	3.77	0.16	33.17
30.Oct.06	25.93	2.59	1.10	4.00	0.16	33.78
<b>2<sup>nd</sup> Yr Apprentice</b>						
05.Jul.04	21.53	2.15	1.00	3.54	0.16	28.38
02.May.05	21.81	2.18	1.00	3.54	0.16	28.69
31.Oct.05	21.93	2.19	1.05	3.77	0.16	29.10
01.May.06	22.21	2.22	1.05	3.77	0.16	29.41
30.Oct.06	22.47	2.25	1.10	4.00	0.16	29.98
<b>1<sup>st</sup> Yr Apprentice</b>						
05.Jul.04	16.56	1.66	1.00	3.54	0.16	22.92
02.May.05	16.78	1.68	1.00	3.54	0.16	23.16
31.Oct.05	16.87	1.69	1.05	3.77	0.16	23.54
01.May.06	17.09	1.71	1.05	3.77	0.16	23.78
30.Oct.06	17.29	1.73	1.10	4.00	0.16	24.28
<b>Probationary Apprentice</b>						
05.Jul.04	13.25	1.33	1.00	0.00	0.16	15.74
02.May.05	13.42	1.34	1.00	0.00	0.16	15.92
31.Oct.05	13.50	1.35	1.05	0.00	0.16	16.06
01.May.06	13.67	1.37	1.05	0.00	0.16	16.25
30.Oct.06	13.82	1.38	1.10	0.00	0.16	16.46
<b><u>Welders</u></b>						
<b>Journeyman</b>						
05.Jul.04	33.12	3.31	1.00	3.54	0.16	41.13
02.May.05	33.55	3.36	1.00	3.54	0.16	41.61
31.Oct.05	33.74	3.37	1.05	3.77	0.16	42.09
01.May.06	34.17	3.42	1.05	3.77	0.16	42.57
30.Oct.06	34.57	3.46	1.10	4.00	0.16	43.29
<b>3<sup>rd</sup> Yr Apprentice</b>						
05.Jul.04	29.81	2.98	1.00	3.54	0.16	37.49
02.May.05	30.20	3.02	1.00	3.54	0.16	37.92
31.Oct.05	30.37	3.04	1.05	3.77	0.16	38.39
01.May.06	30.75	3.08	1.05	3.77	0.16	38.81
30.Oct.06	31.11	3.11	1.10	4.00	0.16	39.48

**WAGE SUMMARY 2003-2007.....PAGE 47**

<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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**SHEET METAL (PROV.)...continued...**

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

05.Jul.04	24.84	2.48	1.00	3.54	0.16	32.02
02.May.05	25.16	2.52	1.00	3.54	0.16	32.38
31.Oct.05	25.31	2.53	1.05	3.77	0.16	32.82
01.May.06	25.63	2.56	1.05	3.77	0.16	33.17
30.Oct.06	25.93	2.59	1.10	4.00	0.16	33.78

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

05.Jul.04	19.87	1.99	1.00	0.00	0.16	23.02
02.May.05	20.13	2.01	1.00	0.00	0.16	23.30
31.Oct.05	20.24	2.02	1.05	0.00	0.16	23.47
01.May.06	20.50	2.05	1.05	0.00	0.16	23.76
30.Oct.06	20.74	2.07	1.10	0.00	0.16	24.07

**NOTE: Pension contributions may apply, see ARTICLE 14.02 (b)(#5)**

**Other:** Benevolent Fund

- Construction Labour Relations dues of 6¢/hr (six cents) & Construction Employee Family Assistance Plan (CEFAP) contribution of 1½¢/hr (one and one-half cents) changing to 1.0¢/hr (one cent) 01.Nov.2004, as per Collective Agreement, not included in above totals.
- Expiration Date April 30, 2007

**SHEETERS, DECKERS & CLADDERS (PROV.)  
LOCAL #8**

**COMMERCIAL**

**Foreman A**

05.Jul.04	28.13	2.81	1.00	2.50	0.16	34.60
31.Oct.05	28.68	2.87	1.05	2.65	0.16	35.41
30.Oct.06	29.21	2.92	1.10	2.80	0.16	36.19

**Foreman B**

05.Jul.04	27.13	2.71	1.00	2.50	0.16	33.50
31.Oct.05	27.65	2.77	1.05	2.65	0.16	34.28
30.Oct.06	28.17	2.82	1.10	2.80	0.16	35.05

**Journeyman**

05.Jul.04	25.00	2.50	1.00	2.50	0.16	31.16
31.Oct.05	25.48	2.55	1.05	2.65	0.16	31.89
30.Oct.06	25.96	2.60	1.10	2.80	0.16	32.62

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

05.Jul.04	21.25	2.13	1.00	2.50	0.16	27.04
31.Oct.05	21.66	2.17	1.05	2.65	0.16	27.69
30.Oct.06	22.07	2.21	1.10	2.80	0.16	28.34

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

05.Jul.04	18.75	1.88	1.00	2.50	0.16	24.29
31.Oct.05	19.11	1.91	1.05	2.65	0.16	24.88
30.Oct.06	19.47	1.95	1.10	2.80	0.16	25.48

**WAGE SUMMARY 2003-2007.....PAGE 48**

<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>1<sup>st</sup> Yr Apprentice</b>						
05.Jul.04	16.25	1.63	1.00	2.50	0.16	21.54
31.Oct.05	16.56	1.66	1.05	2.65	0.16	22.08
30.Oct.06	16.87	1.69	1.10	2.80	0.16	22.62
<b>Probabtinary Apprentice</b>						
05.Jul.04	12.50	1.25	1.00	0.25*	0.16	15.16
31.Oct.05	12.74	1.27	1.05	0.25*	0.16	15.47
30.Oct.06	12.98	1.30	1.10	0.25*	0.16	15.79
<b><u>INDUSTRIAL</u></b>						
<b>Foreman A</b>						
05.Jul.04	35.02	3.50	1.00	4.00	0.16	43.68
02.May.05	35.49	3.55	1.00	4.00	0.16	44.20
31.Oct.05	35.65	3.57	1.05	4.25	0.16	44.68
01.May.06	36.12	3.61	1.05	4.25	0.16	45.19
30.Oct.06	36.52	3.65	1.10	4.50	0.16	45.93
<b>Foreman B</b>						
05.Jul.04	33.78	3.38	1.00	4.00	0.16	42.32
02.May.05	34.23	3.42	1.00	4.00	0.16	42.81
31.Oct.05	34.38	3.44	1.05	4.25	0.16	43.28
01.May.06	34.84	3.48	1.05	4.25	0.16	43.78
30.Oct.06	35.22	3.52	1.10	4.50	0.16	44.50
<b>Journeyman</b>						
05.Jul.04	31.13	3.11	1.00	4.00	0.16	39.40
02.May.05	31.55	3.15	1.00	4.00	0.16	39.86
31.Oct.05	31.69	3.17	1.05	4.25	0.16	40.32
01.May.06	32.11	3.21	1.05	4.25	0.16	40.78
30.Oct.06	32.46	3.25	1.10	4.50	0.16	41.47
<b>3<sup>rd</sup> Yr Apprentice</b>						
05.Jul.04	26.46	2.65	1.00	4.00	0.16	34.27
02.May.05	26.82	2.68	1.00	4.00	0.16	34.66
31.Oct.05	26.94	2.69	1.05	4.25	0.16	35.09
01.May.06	27.29	2.73	1.05	4.25	0.16	35.48
30.Oct.06	27.59	2.76	1.10	4.50	0.16	36.11
<b>2<sup>nd</sup> Yr Apprentice</b>						
05.Jul.04	23.35	2.34	1.00	4.00	0.16	30.85
02.May.05	23.66	2.37	1.00	4.00	0.16	31.19
31.Oct.05	23.77	2.38	1.05	4.25	0.16	31.61
01.May.06	24.08	2.41	1.05	4.25	0.16	31.95
30.Oct.06	24.35	2.44	1.10	4.50	0.16	32.55
<b>1<sup>st</sup> Yr Apprentice</b>						
05.Jul.04	20.23	2.02	1.00	4.00	0.16	27.41
02.May.05	20.51	2.05	1.00	4.00	0.16	27.72
31.Oct.05	20.60	2.06	1.05	4.25	0.16	28.12
01.May.06	20.87	2.09	1.05	4.25	0.16	28.42
30.Oct.06	21.10	2.11	1.10	4.50	0.16	28.97

**WAGE SUMMARY 2003-2007.....PAGE 49**

<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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**SHEETERS, DECKERS & CLADDERS (PROV.)...continued...**

**Probationary Apprentice**

05.Jul.04	15.57	1.56	1.00	0.25	0.16	18.54
02.May.05	15.78	1.58	1.00	0.25	0.16	18.77
31.Oct.05	15.85	1.59	1.05	0.25	0.16	18.90
01.May.06	16.06	1.61	1.05	0.25	0.16	19.13
30.Oct.06	16.23	1.62	1.10	0.25	0.16	19.36

**Other:** Benevolent Fund

- Construction Labour Relations dues of 6¢/hr (six cents) & Construction Employee Family Assistance Plan (CEFAP) contribution of 1½¢/hr (one and one-half cents) changing to 1.0¢/hr (one cent) 01.Nov.2004, as per Collective Agreement, not included in above totals.
- Expiration Date April 30, 2007

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**TEAMSTERS (PROV.) \*\*  
LOCAL 362**

**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.**

07.Jun.04	29.19	2.92	1.75	4.60	0.40	38.86
02.May.05	29.47	2.95	1.80	4.70	0.40	39.32
31.Oct.05	29.80	2.98	1.80	4.80	0.40	39.78
01.May.06	30.13	3.01	1.85	4.80	0.45	40.24
30.Oct.06	30.56	3.06	1.85	5.00	0.45	40.92

**All vehicles 35 tons rated capacity and over and utility drivers (Class 1 license).**

07.Jun.04	29.31	2.93	1.75	4.60	0.40	38.99
02.May.05	29.59	2.96	1.80	4.70	0.40	39.45
31.Oct.05	29.92	2.99	1.80	4.80	0.40	39.91
01.May.06	30.25	3.03	1.85	4.80	0.45	40.38
30.Oct.06	30.70	3.07	1.85	5.00	0.45	41.07

**Dump trucks over 8 cubic yards & up to 12 cubic yards tandem axle, water trucks, flat decks with or without winches or A-frame and vacuum truck. Boomtruck over 80,000 GVW and similar equipment.**

07.Jun.04	29.14	2.91	1.75	4.60	0.40	38.80
02.May.05	29.41	2.94	1.80	4.70	0.40	39.25
31.Oct.05	29.73	2.97	1.80	4.80	0.40	39.70
01.May.06	30.05	3.01	1.85	4.80	0.45	40.16
30.Oct.06	30.48	3.05	1.85	5.00	0.45	40.83

**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. Boomtruck under 80,000 GVW and similar equipment.**

07.Jun.04	28.96	2.90	1.75	4.60	0.40	38.61
02.May.05	29.24	2.92	1.80	4.70	0.40	39.06
31.Oct.05	29.55	2.96	1.80	4.80	0.40	39.51
01.May.06	29.87	2.99	1.85	4.80	0.45	39.96
30.Oct.06	30.31	3.03	1.85	5.00	0.45	40.64

**WAGE SUMMARY 2003-2007.....PAGE 50**

<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...**

**Pick-up trucks and farm tractors**

07.Jun.04	28.60	2.86	1.75	4.60	0.40	38.21
02.May.05	28.87	2.89	1.80	4.70	0.40	38.66
31.Oct.05	29.19	2.92	1.80	4.80	0.40	39.11
01.May.06	29.51	2.95	1.85	4.80	0.45	39.56
30.Oct.06	29.94	2.99	1.85	5.00	0.45	40.23

**Class II Warehouseman, one having a high degree of knowledge of special materials, i.e. instruments and components, piping and electrical, tools, etc.**

07.Jun.04	29.60	2.96	1.75	4.60	0.40	39.31
02.May.05	29.88	2.99	1.80	4.70	0.40	39.77
31.Oct.05	30.21	3.02	1.80	4.80	0.40	40.23
01.May.06	30.54	3.05	1.85	4.80	0.45	40.69
30.Oct.06	30.98	3.10	1.85	5.00	0.45	41.38

**Class III Warehouseman**

07.Jun.04	28.90	2.89	1.75	4.60	0.40	38.54
02.May.05	29.17	2.92	1.80	4.70	0.40	38.99
31.Oct.05	29.49	2.95	1.80	4.80	0.40	39.44
01.May.06	29.81	2.98	1.85	4.80	0.45	39.89
30.Oct.06	30.24	3.02	1.85	5.00	0.45	40.56

**Class IV Warehouseman**

07.Jun.04	25.21	2.52	1.75	4.60	0.40	34.48
02.May.05	25.44	2.54	1.80	4.70	0.40	34.88
31.Oct.05	25.71	2.57	1.80	4.80	0.40	35.28
01.May.06	25.98	2.60	1.85	4.80	0.45	35.68
30.Oct.06	26.35	2.64	1.85	5.00	0.45	36.29

**Class I Warehouseman: Refer to Article 9.108, page 12 of agreement**

**Foreman Premiums: Refer to Article 9.400, page 12 & 13 of agreement**

**Other:** Training Fund: 07.Jun.04 - 30¢/hr (thirty cents) 01.May.06 – 35¢/hr (thirty-five cents), Advancement Fund: 5¢/hr (five cents), Association Fund: 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 40¢/hr (forty cents) effective 01.May.02, 42¢/hr (forty-two cents) effective 02.May.05, 44¢/hr (forty-four cents) effective 01.May.06, 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, 2007

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

**JOURNEYMAN**

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
01.May.05	27.03	2.70	1.55	1.50		32.78	0.10
01.Jul.05	27.03	2.70	1.60	1.60		32.93	0.10
01.Nov.05	27.51	2.75	1.60	1.60		33.46	0.10
01.May.06	27.87	2.79	1.65	1.65		33.96	0.10
01.Nov.06	28.33	2.83	1.65	1.65		34.46	0.10

**IAF**

**WAGE SUMMARY 2003-2007.....PAGE 51**

<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>IAF</u>
<b>TILESETTERS CONSTRUCTION (PROV.)** ..continued...</b>							
<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
01.May.05	16.22	1.62	1.55	1.50		20.89	0.10
01.Jul.05	16.22	1.62	1.60	1.60		21.04	0.10
01.Nov.05	16.51	1.65	1.60	1.60		21.36	0.10
01.May.06	16.72	1.67	1.65	1.65		21.69	0.10
01.Nov.06	17.00	1.70	1.65	1.65		22.00	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
01.May.05	18.92	1.89	1.55	1.50		23.86	0.10
01.Jul.05	18.92	1.89	1.60	1.60		24.01	0.10
01.Nov.05	19.26	1.93	1.60	1.60		24.39	0.10
01.May.06	19.51	1.95	1.65	1.65		24.76	0.10
01.Nov.06	19.83	1.98	1.65	1.65		25.11	0.10
<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
01.May.05	21.62	2.16	1.55	1.50		26.83	0.10
01.Jul.05	21.62	2.16	1.60	1.60		26.98	0.10
01.Nov.05	22.00	2.20	1.60	1.60		27.40	0.10
01.May.06	22.30	2.23	1.65	1.65		27.83	0.10
01.Nov.06	22.66	2.27	1.65	1.65		28.23	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
01.May.05	11.09	1.11	1.55	1.50		15.25	0.10
01.Jul.05	11.09	1.11	1.60	1.60		15.40	0.10
01.Nov.05	11.32	1.13	1.60	1.60		15.65	0.10
01.May.06	11.45	1.15	1.65	1.65		15.90	0.10
01.Nov.06	11.68	1.17	1.65	1.65		16.15	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
01.May.05	12.69	1.27	1.55	1.50		17.01	0.10
01.Jul.05	12.69	1.27	1.60	1.60		17.16	0.10
01.Nov.05	12.92	1.29	1.60	1.60		17.41	0.10
01.May.06	13.05	1.31	1.65	1.65		17.66	0.10
01.Nov.06	13.28	1.33	1.65	1.65		17.91	0.10

**WAGE SUMMARY 2003-2007.....PAGE 52**

<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>IAF</u>
<b>TILESETTERS CONSTRUCTION (PROV.)** ..continued...</b>							
<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
01.May.05	13.49	1.35	1.55	1.50		17.89	0.10
01.Jul.05	13.49	1.35	1.60	1.60		18.04	0.10
01.Nov.05	13.72	1.37	1.60	1.60		18.29	0.10
01.May.06	13.85	1.39	1.65	1.65		18.54	0.10
01.Nov.06	14.08	1.41	1.65	1.65		18.79	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
01.May.05	15.49	1.55	1.55	1.50		20.09	0.10
01.Jul.05	15.49	1.55	1.60	1.60		20.24	0.10
01.Nov.05	15.72	1.57	1.60	1.60		20.49	0.10
01.May.06	15.85	1.59	1.65	1.65		20.74	0.10
01.Nov.06	16.08	1.61	1.65	1.65		20.99	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
01.May.05	17.89	1.79	1.55	1.50		22.73	0.10
01.Jul.05	17.89	1.79	1.60	1.60		22.88	0.10
01.Nov.05	18.12	1.81	1.60	1.60		23.13	0.10
01.May.06	18.25	1.83	1.65	1.65		23.38	0.10
01.Nov.06	18.48	1.85	1.65	1.65		23.63	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

➤ Expiration Date April 30, 2007

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**ALBERTA PROVINCIAL SUBSISTENCE RATES**

Provincial Rate \$ 85.00/day  
 Fort McMurray Region \$125.00/day

**Effective 06.Feb.2005**  
 Fort McMurray Region \$135.00/day

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