

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

## **WAGE SUMMARY**

### **CONSTRUCTION – ALBERTA 2007 – 2011**

*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.*

#### **SUMMARY OF WAGES IN CONSTRUCTION - ALBERTA 2007 – 2011**

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

#### **PLEASE NOTE**

**\*\*\*\*NOTE\*\*\*\*** The header may not align on all of the pages.

**\*\*\*\*NOTE\*\*\*\*** Effective March 1, 2010 CEFAP dues have changed to 2¢/hr (two cents) worked from 1.5¢/hr.

*Revised December 6, 2010  
\*\*\*NOTE\*\*\* CEFAP Changes to 2¢/hr*

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December 6, 2010

**\*\* BOILERMAKERS (PROV.)\*\* ...**

**APPENDIX "A"  
ALBERTA AND NORTHWEST TERRITORIES AND DISTRICT OF MACKENZIE  
WAGE AND BENEFIT SCHEDULE (\$)**

Boilermakers, Welders, Blacksmiths, Fitters, Riggers, General Foreman,  
Foreman, Assistant Foreman, Journeyman, Apprentice, Helper

**REVISED JULY 1, 2010 RE: CEFAP**

EFFECTIVE DATE	1-Nov-09	1-Jan-10	02-MAY-10	1-Jul-10
<b>GENERAL FOREMAN</b>	48.15	46.79	49.09	47.73
<b>FOREMAN</b>	46.15	47.09	45.73	45.73
<b>ASS'T FOREMAN</b>	43.80	42.44	44.74	43.38
<b>JOURNEYMAN RATE</b>	40.65	39.29	41.59	40.23
<b>3RD YR APPRENTICE</b> <sup>(2)</sup>	36.59	35.22	37.29	35.94
<b>2ND YR APPRENTICE</b> <sup>(2)</sup>	30.49	29.13	30.85	29.50
<b>1ST YR APPRENTICE</b> <sup>(2)</sup>	24.39	23.03	24.41	23.05
<b>HELPER</b>	30.49	29.13	30.85	29.50
<b>VACATION PAY</b>	6%	6%	6%	6%
<b>STAT. HOLIDAY PAY</b>	4%	4%	4%	4%
<b>HEALTH &amp; WELFARE</b>	2.25	2.25	2.25	2.25
<b>PENSION</b> <sup>(3)</sup>	6.00	7.50 <sup>(a)</sup>	7.50 <sup>(a)</sup>	9.00 <sup>(b)</sup>
<b>UNION PROMOTION</b>	0.15	0.15	0.15	0.15
<b>EDUCATION TRAINING</b>	0.50	0.50	0.50	0.50
<b>APPRENTICESHIP</b>	0.10	0.10	0.10	0.10
<b>NATIONAL TRAINING</b> <sup>(3)</sup>	0.46	0.46	0.46	0.46
<b>CEFAP</b>	0.015	0.015	0.015	0.015
<b>AUDIOMETRIC TESTING</b>	0.03	0.03	0.03	0.03
<b>ADMINISTRATION</b>	0.12	0.12	0.12	0.12

(1) Pension contribution is comprised of two components, a Basic Pension Deduction and a Special Funding Contribution:

- (a) Includes Special Funding Contribution of \$1.50
- (b) Includes Special Funding Contribution of \$3.00

(2) Rates for First, Second & Third Year Apprentices, and Helper are inclusive of the Collective Agreement Rate plus the "Special Funding Contribution" for the Pension Plan.

(3) Breakdown of National Training Funds follows on Page 2.

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**APPENDIX "A"**

**ALBERTA AND NORTHWEST TERRITORIES AND DISTRICT OF MACKENZIE**

**WAGE AND BENEFIT SCHEDULE (\$)**

Boilermakers, Welders, Blacksmiths, Fitters, Riggers, General Foreman,  
Foreman, Assistant Foreman, Journeyman, Apprentice, Helper

**REVISED JULY 1, 2010 RE: CEFAP**

<b>EFFECTIVE DATE</b>	<b>1-Nov-09</b>	<b>1-Jan-10</b>	<b>02-MAY-10</b>	<b>1-Jul-10</b>
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**HOURS OF WORK** (See Article 14:00)

**SHIFT OPERATIONS**

**TWO SHIFT OPERATION**

<b>2ND SHIFT</b>	3.00	3.00	3.00	3.00
<b>3RD SHIFT</b>	3.00	3.00	3.00	3.00

**OVERTIME** (See Article 16:01)

<b>TRANSPORTATION RATE</b>	0.49	0.49	0.49	0.49
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**SUBSISTANCE** (See Article 20:01)  
As per approved provincial rates

**Summary of Contributions Contained in National Training (NTTF)**

National Training (NTTF)	\$0.05
National Organizing	\$0.04
Health & Safety	\$0.05
Promotion	\$0.03
TFW	\$0.15
RSAP	\$0.10
National Marketing	\$0.04

(2)\*\*\*\*\*

**BRICKLAYERS (PROV.) REFRACTORY  
LOCAL UNIONS 1 & 2**

<b>Effective Classification Date</b>	<b>Net Rate</b>	<b>Vacation &amp; Holiday Pay</b>	<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Gross Rate</b>
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**CONSTRUCTION & MAINTENANCE**

Local Union 1

The minimum wage rate for hours worked by journeymen covered by this Agreement shall be:

July 15, 2007

Foreman	42.19	4.22	1.10	5.00	52.51
Working Foreman	41.19	4.12	1.10	5.00	51.41
Journeyman	37.19	3.72	1.10	5.00	47.01
Third Year	33.47	3.35	1.10	5.00	42.92
Second Year	29.75	2.98	1.10	5.00	38.83
First Year	22.31	2.23	1.10	5.00	30.64

May 4, 2008

Foreman	44.24	4.42	1.10	5.00	54.76
Working Foreman	43.24	4.32	1.10	5.00	53.66
Journeyman	39.24	3.92	1.10	5.00	49.26
Third Year	35.31	3.53	1.10	5.00	44.94
Second Year	31.39	3.14	1.10	5.00	40.63
First Year	23.54	2.35	1.10	5.00	31.99

May 3, 2009

Foreman	47.15	4.71	1.10	5.00	57.96
Working Foreman	46.15	4.61	1.10	5.00	56.86
Journeyman	42.15	4.21	1.10	5.00	52.46
Third Year	37.93	3.79	1.10	5.00	47.82
Second Year	33.72	3.37	1.10	5.00	43.19
First Year	25.29	2.53	1.10	5.00	33.92

May 2, 2010

Foreman	49.39	4.94	1.10	5.00	60.43
Working Foreman	48.39	4.84	1.10	5.00	59.33
Journeyman	44.39	4.44	1.10	5.00	54.93
Third Year	39.95	3.99	1.10	5.00	50.04
Second Year	35.51	3.55	1.10	5.00	45.16
First Year	26.63	2.66	1.10	5.00	35.39

**BRICKLAYERS (PROV.) REFRACTORY...continued...  
LOCAL UNIONS 1 & 2**

<u>Date</u>	<u>Classification</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Gross Wage</u>
<b>CONSTRUCTION &amp; MAINTENANCE</b>						
The minimum wage rate for hours worked within the geographic jurisdiction of Local Union 2 covered by this Agreement shall be:						
Local Union 2						
July 15, 2007						
	Foreman	42.65	4.27	1.10	4.50	52.52
	Working Foreman	41.65	4.17	1.10	4.50	51.42
	Journeyman	37.65	3.76	1.10	4.50	47.01
	Third Year	33.89	3.39	1.10	4.50	42.88
	Second Year	30.12	3.01	1.10	4.50	38.73
	First Year	22.59	2.26	1.10	4.50	30.45
May 4, 2008						
	Foreman	44.69	4.47	1.10	4.50	54.76
	Working Foreman	43.69	4.37	1.10	4.50	53.66
	Journeyman	39.69	3.97	1.10	4.50	49.26
	Third Year	35.72	3.57	1.10	4.50	44.89
	Second Year	31.75	3.18	1.10	4.50	40.53
	First Year	23.81	2.38	1.10	4.50	31.79
May 3, 2009						
	Foreman	47.60	4.76	1.10	4.50	57.96
	Working Foreman	46.60	4.66	1.10	4.50	56.86
	Journeyman	42.60	4.26	1.10	4.50	52.46
	Third Year	38.34	3.83	1.10	4.50	47.77
	Second Year	34.08	3.41	1.10	4.50	43.09
	First Year	25.56	2.56	1.10	4.50	33.72
May 2, 2010						
	Foreman	49.85	4.99	1.10	4.50	60.42
	Working Foreman	48.85	4.89	1.10	4.50	59.32
	Journeyman	44.85	4.48	1.10	4.50	54.93
	Third Year	40.37	4.04	1.10	4.50	50.01
	Second Year	35.88	3.59	1.10	4.50	45.07
	First Year	26.91	2.69	1.10	4.50	35.20

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 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. 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) worked. Effective March 1, 2010 CEFAF contributions have changed to 2¢/hr (two cents) worked, as per Collective Agreement, not included in above totals. Audiometric Program (for Industrial Only) operating on the sustained reserves, dues collection presently suspended.

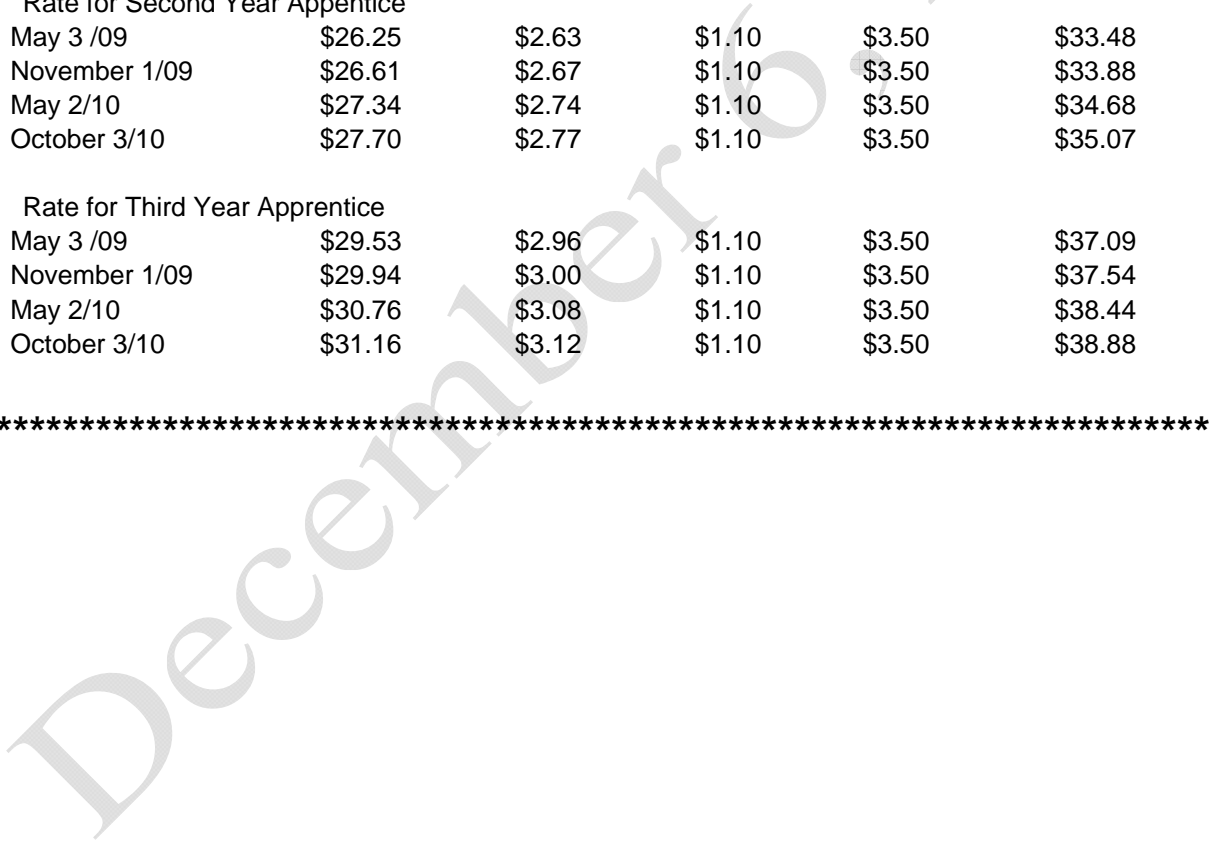
➤ **Expiration Date April 30, 2011**

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**\*\* BRICKLAYERS – RED BRICK\*\*...**

<u>Date</u>	<u>Hourly net Rate of pay</u>	<u>Holiday &amp; Vacation</u>	<u>Health &amp; Welfare</u>	<u>Pension.</u>	<u>Hourly Gross Rate of pay</u>
Rate for Journeyman Bricklayers					
May 3 /09	\$32.81	\$3.28	\$1.10	\$3.50	\$40.69
November 1/09	\$33.26	\$3.33	\$1.10	\$3.50	\$41.19
May 2/10	\$34.17	\$3.42	\$1.10	\$3.50	\$42.19
October 3/10	\$34.62	\$3.47	\$1.10	\$3.50	\$42.69
Rate for First Year Apprentice					
May 3 /09	\$19.69	\$1.97	\$1.10	\$3.50	\$26.26
November 1/09	\$19.96	\$2.00	\$1.10	\$3.50	\$26.56
May 2/10	\$20.51	\$2.06	\$1.10	\$3.50	\$27.17
October 3/10	\$20.78	\$2.08	\$1.10	\$3.50	\$27.46
Rate for Second Year Apprentice					
May 3 /09	\$26.25	\$2.63	\$1.10	\$3.50	\$33.48
November 1/09	\$26.61	\$2.67	\$1.10	\$3.50	\$33.88
May 2/10	\$27.34	\$2.74	\$1.10	\$3.50	\$34.68
October 3/10	\$27.70	\$2.77	\$1.10	\$3.50	\$35.07
Rate for Third Year Apprentice					
May 3 /09	\$29.53	\$2.96	\$1.10	\$3.50	\$37.09
November 1/09	\$29.94	\$3.00	\$1.10	\$3.50	\$37.54
May 2/10	\$30.76	\$3.08	\$1.10	\$3.50	\$38.44
October 3/10	\$31.16	\$3.12	\$1.10	\$3.50	\$38.88

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**WAGE SUMMARY 2007-2011.....PAGE 9**

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

<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol. &amp; V.P.</b>	<b>H &amp; W</b>	<b>Pension</b>	<b>Training</b>	<b>Total Wage</b>
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**WAGE – SCHEDULE “A” FOR INDUSTRIAL WORK**

*Wage Rates And Benefit Contributions (work included within Article 5.02)*

**Journeyman**

04.Nov.07	33.46	3.35	1.10	5.47	.30	43.68
04.May.08	34.67	3.47	1.25	5.88	.50	45.77
03.May.09	35.79	3.58	1.31	6.08	.50	47.26
01.Nov.09	36.92	3.69	1.36	6.28	.50	48.75
02.May.10	38.63	3.86	1.40	6.60	.55	51.04

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

04.Nov.07	30.11	3.01	1.10	5.47	.30	39.99
04.May.08	31.20	3.12	1.25	5.88	.50	41.95
03.May.09	32.21	3.22	1.31	6.08	.50	43.32
01.Nov.09	33.23	3.32	1.36	6.28	.50	44.69
02.May.10	34.77	3.48	1.40	6.60	.55	46.80

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

04.Nov.07	26.77	2.68	1.10	5.47	.30	36.32
04.May.08	27.74	2.77	1.25	5.88	.50	38.14
03.May.09	28.63	2.86	1.31	6.08	.50	39.38
01.Nov.09	29.54	2.95	1.36	6.28	.50	40.63
02.May.10	30.90	3.09	1.40	6.60	.55	42.54

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

04.Nov.07	23.42	2.34	1.10	5.47	.30	32.63
04.May.08	24.27	2.43	1.25	5.88	.50	34.33
03.May.09	25.05	2.51	1.31	6.08	.50	35.45
01.Nov.09	25.84	2.58	1.36	6.28	.50	36.56
02.May.10	27.04	2.70	1.40	6.60	.55	38.29

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

04.Nov.07	20.08	2.01	1.10	5.47	.30	28.96
04.May.08	20.80	2.08	1.25	5.88	.50	30.51
03.May.09	21.47	2.15	1.31	6.08	.50	31.51
01.Nov.09	22.15	2.22	1.36	6.28	.50	32.51
02.May.10	23.18	2.32	1.40	6.60	.55	34.05

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

<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol. &amp; V.P.</b>	<b>H &amp; W</b>	<b>Pension</b>	<b>Training</b>	<b>Total Wage</b>
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**WAGE – SCHEDULE “B” FOR NON-INDUSTRIAL WORK**

*Schedule Of Wage Rates And Benefit Contributions (work not included within Art. 5.02)*

**Journeyman**

November 4, 2007	28.83	2.88	1.10	3.00	.02	35.83
May 4, 2008	30.37	3.04	1.25	3.22	.04	37.92
May 3, 2009	32.28	3.23	1.36	3.44	.07	40.38
May 2, 2010	34.29	3.43	1.40	3.62	.10	42.84

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

November 4, 2007	25.95	2.60	1.10	3.00	.02	32.67
May 4, 2008	27.33	2.73	1.25	3.22	.04	34.57
May 3, 2009	29.05	2.91	1.36	3.44	.07	36.84
May 2, 2010	30.86	3.09	1.40	3.62	.10	39.07

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

November 4, 2007	23.06	2.31	1.10	3.00	.02	29.49
May 4, 2008	24.30	2.43	1.25	3.22	.04	31.24
May 3, 2009	25.82	2.58	1.36	3.44	.07	33.27
May 2, 2010	27.43	2.74	1.40	3.62	.10	35.29

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

November 4, 2007	20.18	2.02	1.10	3.00	.02	26.32
May 4, 2008	21.26	2.13	1.25	3.22	.04	27.90
May 3, 2009	22.60	2.26	1.36	3.44	.07	29.73
May 2, 2010	24.00	2.40	1.40	3.62	.10	31.52

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

November 04, 2007	17.30	1.73	1.10	3.00	.02	23.15
May 4, 2008	18.22	1.82	1.25	3.22	.04	24.55
May 3, 2009	19.37	1.94	1.36	3.44	.07	26.18
May 2, 2010	20.57	2.06	1.40	3.62	.10	27.75

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

**Foreman:**

Industrial work - Carpenter Foreman = the sum of Journeyman + \$4.50 /hr (*four dollars and fifty cents*) /hr  
 Industrial work - Carpenter General Foreman = the sum of Journeyman + \$6.50/hr (*six dollars and fifty cents*)  
 Non-Industrial work - Carpenter Foreman = the sum of Journeyman + \$3.50/hr (*three dollars and fifty cents*)

- Construction Labour Relations dues of 6¢/hr (six cents) worked. Effective March 1, 2010 CEFAP contributions have changed to 2¢/hr (two cents) worked, as per Collective Agreement, not included in above totals.

➤ **Expiration Date April 30, 2011**

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**WAGE SUMMARY 2007-2011.....PAGE 11**

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

<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol. &amp; V.P.</b>	<b>H&amp;W</b>	<b>Pens.</b>	<b>Train.</b>	<b>Total Wage</b>
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**INDUSTRIAL WORK**

**(Schedule Of Wage Rates And Benefit Contributions (Included Within Article 5.02))**

**Journeyman**

May 20, 2007	33.01	3.30	0.90	4.50	0.15	41.86
July 1, 2007	33.88	3.39	0.90	4.50	0.20	42.87
May 4, 2008	35.25	3.52	0.90	5.00	0.25	44.92
May 3, 2009	36.44	3.64	1.00	5.00	0.30	46.38
Nov 1, 2009	37.76	3.78	1.00	5.00	0.30	47.84
May 2, 2010	39.76	3.98	1.00	5.00	0.35	50.09

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

May 20, 2007	28.06	2.81	0.90	4.50	0.15	36.42
July 1, 2007	28.80	2.88	0.90	4.50	0.20	37.28
May 4, 2008	29.96	3.00	0.90	5.00	0.25	39.11
May 3, 2009	30.97	3.10	1.00	5.00	0.30	40.37
Nov 1, 2009	32.10	3.21	1.00	5.00	0.30	41.61
May 2, 2010	33.80	3.38	1.00	5.00	0.35	43.53

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

May 20, 2007	24.76	2.48	0.90	4.50	0.15	32.79
July 1, 2007	25.41	2.54	0.90	4.50	0.20	33.55
May 4, 2008	26.44	2.64	0.90	5.00	0.25	35.23
May 3, 2009	27.33	2.73	1.00	5.00	0.30	36.36
Nov 1, 2009	28.32	2.83	1.00	5.00	0.30	37.45
May 2, 2010	29.82	2.98	1.00	5.00	0.35	39.15

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

May 20, 2007	21.46	2.15	0.90	4.50	0.15	29.16
July 1, 2007	22.02	2.20	0.90	4.50	0.20	29.82
May 4, 2008	22.91	2.29	0.90	5.00	0.25	31.35
May 3, 2009	23.69	2.37	1.00	5.00	0.30	32.36
Nov 1, 2009	24.54	2.45	1.00	5.00	0.30	33.29
May 2, 2010	25.84	2.58	1.00	5.00	0.35	34.77

**Trainee**

May 20, 2007	18.16	1.82	0.90	4.50	0.15	25.53
July 1, 2007	18.63	1.86	0.90	4.50	0.20	26.09
May 4, 2008	19.39	1.94	0.90	5.00	0.25	27.48
May 3, 2009	20.04	2.00	1.00	5.00	0.30	28.34
Nov 1, 2009	20.77	2.08	1.00	5.00	0.30	29.15
May 2, 2010	21.87	2.19	1.00	5.00	0.35	30.41

**CEMENT MASONS (PROV.)...continued...**  
**LOCAL UNION 222**

<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol. &amp; V.P.</b>	<b>H&amp;W</b>	<b>Pens.</b>	<b>Train.</b>	<b>Total Wage</b>
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**NON-INDUSTRIAL WORK**

**Schedule Of Wage Rates And Benefit Contributions (Work Not Included Within Article 5.02)**

**Journeyman**

May 20, 2007	26.35	2.63	0.90	3.50	0.15	33.53
May 4, 2008	27.20	2.72	0.90	3.50	0.15	34.47
November 2, 2008	27.77	2.78	0.90	3.50	0.15	35.10
May 3, 2009	28.95	2.90	1.00	3.50	0.15	36.50
November 1, 2009	29.75	2.98	1.00	3.50	0.15	37.38
May 2, 2010	30.71	3.07	1.00	3.50	0.15	38.43
October 31, 2010	31.35	3.13	1.00	3.50	0.15	39.13

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

May 20, 2007	22.40	2.24	0.90	3.50	0.15	29.19
May 4, 2008	23.12	2.31	0.90	3.50	0.15	29.98
November 2, 2008	23.60	2.36	0.90	3.50	0.15	30.51
May 3, 2009	24.61	2.46	1.00	3.50	0.15	31.72
November 1, 2009	25.29	2.53	1.00	3.50	0.15	32.47
May 2, 2010	26.10	2.61	1.00	3.50	0.15	33.36
October 31, 2010	26.65	2.67	1.00	3.50	0.15	33.97

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

May 20, 2007	19.76	1.98	0.90	3.50	0.15	26.29
May 4, 2008	20.40	2.04	0.90	3.50	0.15	26.99
November 2, 2008	20.83	2.08	0.90	3.50	0.15	27.46
May 3, 2009	21.71	2.17	1.00	3.50	0.15	28.53
November 1, 2009	22.31	2.23	1.00	3.50	0.15	29.19
May 2, 2010	23.03	2.30	1.00	3.50	0.15	29.98
October 31, 2010	23.51	2.35	1.00	3.50	0.15	30.51

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

May 20, 2007	17.13	1.71	0.90	3.50	0.15	23.39
May 4, 2008	17.68	1.77	0.90	3.50	0.15	24.00
November 2, 2008	18.05	1.81	0.90	3.50	0.15	24.41
May 3, 2009	18.82	1.88	1.00	3.50	0.15	25.35
November 1, 2009	19.34	1.93	1.00	3.50	0.15	25.92
May 2, 2010	19.96	2.00	1.00	3.50	0.15	26.61
October 31, 2010	20.38	2.04	1.00	3.50	0.15	27.07

**Trainee**

May 20, 2007	14.49	1.45	0.90	3.50	0.15	20.49
May 4, 2008	14.96	1.50	0.90	3.50	0.15	21.01
November 2, 2008	15.27	1.53	0.90	3.50	0.15	21.35
May 3, 2009	15.92	1.59	1.00	3.50	0.15	22.16
November 1, 2009	16.36	1.64	1.00	3.50	0.15	22.65
May 2, 2010	16.89	1.69	1.00	3.50	0.15	23.23
October 31, 2010	17.24	1.72	1.00	3.50	0.15	23.61

**WAGE SUMMARY 2007-2011.....PAGE 13**

- 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) worked. Effective March 1, 2010 CEFAP contributions have changed to 2¢/hr (two cents) worked, as per Collective Agreement, not included in above totals. Audiometric Program (for Industrial Only) operating on the sustained reserves, dues collection presently suspended. Alberta Building Trades Council Check-Off of 5¢/hr (five cents), as per Collective Agreement, not included in above totals.

➤ Expiration Date April 30, 2011

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December 6, 2010

**WAGE SUMMARY 2007-2011.....PAGE 14**

**\*\*ELECTRICIANS\*\* .....**

**\*\*ELECTRICIANS (PROV.)\*\***

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**ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES**

**10.01 EFFECTIVE AUGUST 12, 2007  
STRAIGHT TIME**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	122	45.16	4.516	1.13	1.77	4.61	0.40	0.00	57.59
FOREMAN	114	42.20	4.220	1.06	1.77	4.61	0.40	0.00	54.26
SUB-FOREMAN	105	38.87	3.887	0.98	1.77	4.61	0.40	0.00	50.52
* JOURNEYMAN	100	37.02	3.702	0.93	1.77	4.61	0.40	0.00	48.43
4TH YEAR APP.	80	29.62	2.962	0.74	1.77	4.61	0.40	0.00	40.10
3RD YEAR APP.	70	25.91	2.591	0.65	1.77	4.61	0.40	0.00	35.93
2ND YEAR APP.	60	22.21	2.221	0.56	1.77	4.61	0.40	0.00	31.77
1ST YEAR APP.	50	18.51	1.851	0.47	1.77	4.61	0.40	0.00	27.61

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

- \* Union dues (Article 4.08)
- \* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))
- \* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- \* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

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**ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES**

**10.01 EFFECTIVE AUGUST 12, 2007  
WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	122	67.74	6.774	1.70	1.77	4.61	0.40	4.14	87.13
FOREMAN	114	63.30	6.330	1.59	1.77	4.61	0.40	3.87	81.87
SUB-FOREMAN	105	58.31	5.831	1.47	1.77	4.61	0.40	3.56	75.95
* JOURNEYMAN	100	55.53	5.553	1.40	1.77	4.61	0.40	3.39	72.65
4TH YEAR APP.	80	44.43	4.443	1.11	1.77	4.61	0.40	2.71	59.47
3RD YEAR APP.	70	38.87	3.887	0.98	1.77	4.61	0.40	2.37	52.89
2ND YEAR APP.	60	33.32	3.332	0.84	1.77	4.61	0.40	2.03	46.30
1ST YEAR APP.	50	27.77	2.777	0.71	1.77	4.61	0.40	1.70	39.74

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

- \* Union dues (Article 4.08)
- \* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))
- \* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- \* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

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# WAGE SUMMARY 2007-2011.....PAGE 15

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

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**ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES**

**10.01 EFFECTIVE AUGUST 12, 2007  
WHEN OVERTIME IS WORKED AT 2 TIMES THE HOURLY RATE**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	122	90.32	9.032	2.26	1.77	4.61	0.40	8.28	116.67
FOREMAN	114	84.40	8.440	2.12	1.77	4.61	0.40	7.73	109.47
SUB-FOREMAN	105	77.74	7.774	1.96	1.77	4.61	0.40	7.12	101.37
* JOURNEYMAN	100	74.04	7.404	1.86	1.77	4.61	0.40	6.78	96.86
4TH YEAR APP.	80	59.24	5.924	1.48	1.77	4.61	0.40	5.42	78.84
3RD YEAR APP.	70	51.82	5.182	1.30	1.77	4.61	0.40	4.75	69.83
2ND YEAR APP.	60	44.42	4.442	1.12	1.77	4.61	0.40	4.07	60.83
1ST YEAR APP.	50	37.02	3.702	0.94	1.77	4.61	0.40	3.39	51.83

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

- \* Union dues (Article 4.08)
- \* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))
- \* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- \* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

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**ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES**

**10.02 EFFECTIVE MAY 04, 2008 REV CPI 2007  
STRAIGHT TIME**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Membership Development Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	48.54	4.854	1.16	1.82	4.89	0.40	0.00	61.66
FOREMAN	117	45.43	4.543	1.09	1.82	4.89	0.40	0.00	58.17
SUB-FOREMAN	108	41.94	4.194	1.00	1.82	4.89	0.40	0.00	54.24
* JOURNEYMAN	100	38.83	3.883	0.93	1.82	4.89	0.40	0.00	50.75
4TH YEAR APP.	80	31.06	3.106	0.74	1.82	4.89	0.40	0.00	42.02
3RD YEAR APP.	70	27.18	2.718	0.65	1.82	4.89	0.40	0.00	37.66
2ND YEAR APP.	60	23.30	2.330	0.56	1.82	4.89	0.40	0.00	33.30
1ST YEAR APP.	50	19.42	1.942	0.47	1.82	4.89	0.40	0.00	28.94

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

- \* Union dues (Article 4.08)
- \* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))
- \* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- \* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

The May 4, 2008 wage schedule as contained in Article 10 represents an increase in the Journeyman total package rate of Five Percent (5.0%) over and above the Journeyman total package rate that was in effect at expiry of the 2005-2007 Collective Agreement, that being Forty Five Dollars and Forty Seven Cents (\$45.47) per hour. Should the "CPI Alberta Rate" plus One Percent (1%) exceed this Five Percent (5.0%) wage increase then the "CPI Alberta Rate", plus One Percent (1%) shall be used to calculate a revised Journeyman total package rate which will then be implemented effective May 4, 2008. **The actual "CPI Alberta Rate" for December-2006 to December 2007 was four point one percent (4.1%) resulting in a revised wage increase of five point one percent (5.1%) effective May 4, 2008. No further revision is required as a result of the "2008 CPI Alberta Rate" adjustment.**

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# WAGE SUMMARY 2007-2011.....PAGE 16

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

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**ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES**

10.02 EFFECTIVE MAY 04, 2008 REV CPI 2007  
WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Membership Development Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	72.81	7.281	1.74	1.82	4.89	0.40	4.44	93.38
FOREMAN	117	68.15	6.815	1.64	1.82	4.89	0.40	4.16	87.88
SUB-FOREMAN	108	62.91	6.291	1.50	1.82	4.89	0.40	3.84	81.65
* JOURNEYMAN	100	58.25	5.825	1.40	1.82	4.89	0.40	3.56	78.15
4TH YEAR APP.	80	46.59	4.659	1.11	1.82	4.89	0.40	2.84	62.31
3RD YEAR APP.	70	40.77	4.077	0.98	1.82	4.89	0.40	2.49	55.43
2ND YEAR APP.	60	34.95	3.495	0.84	1.82	4.89	0.40	2.13	48.53
1ST YEAR APP.	50	29.13	2.913	0.71	1.82	4.89	0.40	1.78	41.64

- \* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)
- \* Union dues (Article 4.08)
- \* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))
- \* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- \* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

The May 4, 2008 wage schedule as contained in Article 10 represents an increase in the Journeyman total package rate of Five Percent (5.0%) over and above the Journeyman total package rate that was in effect at expiry of the 2005-2007 Collective Agreement, that being Forty Five Dollars and Forty Seven Cents (\$45.47) per hour. Should the "CPI Alberta Rate" plus One Percent (1%) exceed this Five Percent (5.0%) wage increase then the "CPI Alberta Rate", plus One Percent (1%) shall be used to calculate a revised Journeyman total package rate which will then be implemented effective May 4, 2008. **The actual "CPI Alberta Rate" for December-2006 to December 2007 was four point one percent (4.1%) resulting in a revised wage increase of five point one percent (5.1%) effective May 4, 2008. No further revision is required as a result of the "2008 CPI Alberta Rate" adjustment.**

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**ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES**

10.02 EFFECTIVE MAY 04, 2008 REV CPI 2007  
WHEN OVERTIME IS WORKED AT 2 TIMES THE HOURLY RATE

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Membership Development Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	97.08	9.708	2.32	1.82	4.89	0.40	8.89	125.11
FOREMAN	117	90.86	9.086	2.18	1.82	4.89	0.40	8.32	117.56
SUB-FOREMAN	108	83.88	8.388	2.00	1.82	4.89	0.40	7.68	109.06
* JOURNEYMAN	100	77.66	7.766	1.86	1.82	4.89	0.40	7.11	101.51
4TH YEAR APP.	80	62.12	6.212	1.48	1.82	4.89	0.40	5.69	82.61
3RD YEAR APP.	70	54.36	5.436	1.30	1.82	4.89	0.40	4.98	73.19
2ND YEAR APP.	60	46.60	4.660	1.12	1.82	4.89	0.40	4.27	63.76
1ST YEAR APP.	50	38.84	3.884	0.94	1.82	4.89	0.40	3.56	54.33

- \* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)
- \* Union dues (Article 4.08)
- \* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))
- \* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- \* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

The May 4, 2008 wage schedule as contained in Article 10 represents an increase in the Journeyman total package rate of Five Percent (5.0%) over and above the Journeyman total package rate that was in effect at expiry of the 2005-2007 Collective Agreement, that being Forty Five Dollars and Forty Seven Cents (\$45.47) per hour. Should the "CPI Alberta Rate" plus One Percent (1%) exceed this Five Percent (5.0%) wage increase then the "CPI Alberta Rate", plus One Percent (1%) shall be used to calculate a revised Journeyman total package rate which will then be implemented effective May 4, 2008. **The actual "CPI Alberta Rate" for December-2006 to December 2007 was four point one percent (4.1%) resulting in a revised wage increase of five point one percent (5.1%) effective May 4, 2008. No further revision is required as a result of the "2008 CPI Alberta Rate" adjustment.**

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# WAGE SUMMARY 2007-2011.....PAGE 17

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

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**ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES**

10.03 EFFECTIVE MAY 03, 2009 REV CPI 2007/LETTER OF UNDERSTANDING APPENDIX "L"  
STRAIGHT TIME

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Membership Development Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	49.98	4.998	1.16	1.87	5.22	0.40	0.00	63.63
FOREMAN	117	46.78	4.678	1.09	1.87	5.22	0.40	0.00	60.04
SUB-FOREMAN	108	43.18	4.318	1.00	1.87	5.22	0.40	0.00	55.99
* JOURNEYMAN	100	39.98	3.998	0.93	1.87	5.22	0.40	0.00	52.40
4TH YEAR APP.	80	31.98	3.198	0.74	1.87	5.22	0.40	0.00	43.41
3RD YEAR APP.	70	27.99	2.799	0.65	1.87	5.22	0.40	0.00	38.93
2ND YEAR APP.	60	23.99	2.399	0.56	1.87	5.22	0.40	0.00	34.44
1ST YEAR APP.	50	19.99	1.999	0.47	1.87	5.22	0.40	0.00	29.95

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

- \* Union dues (Article 4.08)
- \* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))
- \* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- \* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')
- \* RSAP - \$0.10/hour worked (Letter of Understanding Appendix "K")

The May 3, 2009 wage schedule represents an increase in the Journeyman total package rate of Three and One Quarter Percent (3.25%) over and above the Journeyman total package rate in effect as of May 4, 2008. The May 3, 2009 rate has been revised to show the changes in the May 4, 2008 rate resulting from the "2007 CPI Alberta Rate" adjustment and the Letter of Understanding Appendix "L".

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**ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES**

10.03 EFFECTIVE MAY 03, 2009 REV CPI 2007/LETTER OF UNDERSTANDING APPENDIX "L"  
WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Membership Development Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	74.97	7.497	1.74	1.87	5.22	0.40	4.68	96.38
FOREMAN	117	70.17	7.017	1.64	1.87	5.22	0.40	4.38	90.70
SUB-FOREMAN	108	64.77	6.477	1.50	1.87	5.22	0.40	4.05	84.29
* JOURNEYMAN	100	59.97	5.997	1.40	1.87	5.22	0.40	3.75	78.61
4TH YEAR APP.	80	47.97	4.797	1.11	1.87	5.22	0.40	3.00	64.37
3RD YEAR APP.	70	41.99	4.199	0.98	1.87	5.22	0.40	2.62	57.28
2ND YEAR APP.	60	35.99	3.599	0.84	1.87	5.22	0.40	2.25	50.17
1ST YEAR APP.	50	29.99	2.999	0.71	1.87	5.22	0.40	1.87	43.06

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

- \* Union dues (Article 4.08)
- \* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))
- \* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- \* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')
- \* RSAP - \$0.10/hour worked (Letter of Understanding Appendix "K")

The May 3, 2009 wage schedule represents an increase in the Journeyman total package rate of Three and One Quarter Percent (3.25%) over and above the Journeyman total package rate in effect as of May 4, 2008. The May 3, 2009 rate has been revised to show the changes in the May 4, 2008 rate resulting from the "2007 CPI Alberta Rate" adjustment and the Letter of Understanding Appendix "L".

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**WAGE SUMMARY 2007-2011.....PAGE 18**

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

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**ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES**

**10.03 EFFECTIVE MAY 03, 2009 REV CPI 2007/LETTER OF UNDERSTANDING APPENDIX "L"  
WHEN OVERTIME IS WORKED AT 2 TIMES THE HOURLY RATE**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Membership Development Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	99.96	9.996	2.32	1.87	5.22	0.40	9.36	129.13
FOREMAN	117	93.56	9.356	2.18	1.87	5.22	0.40	8.76	121.35
SUB-FOREMAN	108	86.36	8.636	2.00	1.87	5.22	0.40	8.09	112.58
* JOURNEYMAN	100	79.96	7.996	1.86	1.87	5.22	0.40	7.49	104.80
4TH YEAR APP.	80	63.96	6.396	1.48	1.87	5.22	0.40	5.99	85.32
3RD YEAR APP.	70	55.98	5.598	1.30	1.87	5.22	0.40	5.24	75.61
2ND YEAR APP.	60	47.98	4.798	1.12	1.87	5.22	0.40	4.49	65.88
1ST YEAR APP.	50	39.98	3.998	0.94	1.87	5.22	0.40	3.75	56.16

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

- \* Union dues (Article 4.08)
- \* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))
- \* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- \* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')
- \* RSAP - \$0.10/hour worked (Letter of Understanding Appendix "K")

The May 3, 2009 wage schedule represents an increase in the Journeyman total package rate of Three and One Quarter Percent (3.25%) over and above the Journeyman total package rate in effect as of May 4, 2008. The May 3, 2009 rate has been revised to show the changes in the May 4, 2008 rate resulting from the "2007 CPI Alberta Rate adjustment and the Letter of Understanding Appendix "L".

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**ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES**

**10.04 EFFECTIVE NOVEMBER 01, 2009 REV CPI 2007/LETTER OF UNDERSTANDING APPENDIX "L"  
STRAIGHT TIME**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	51.85	5.185	1.16	1.87	5.22	0.40	0.00	65.69
FOREMAN	117	48.53	4.853	1.09	1.87	5.22	0.40	0.00	61.96
SUB-FOREMAN	108	44.80	4.480	1.00	1.87	5.22	0.40	0.00	57.77
* JOURNEYMAN	100	41.48	4.148	0.93	1.87	5.22	0.40	0.00	54.05
4TH YEAR APP.	80	33.18	3.318	0.74	1.87	5.22	0.40	0.00	44.73
3RD YEAR APP.	70	29.04	2.904	0.65	1.87	5.22	0.40	0.00	40.08
2ND YEAR APP.	60	24.89	2.489	0.56	1.87	5.22	0.40	0.00	35.43
1ST YEAR APP.	50	20.74	2.074	0.47	1.87	5.22	0.40	0.00	30.77

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

- \* Union dues (Article 4.08)
- \* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))
- \* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- \* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')
- \* RSAP - \$0.10/hour worked (Letter of Understanding Appendix "K")

The November 1, 2009 wage schedule represents an increase in the Journeyman total package rate of Three and One Quarter Percent (3.25%) over and above the Journeyman total package rate in effect as of May 4, 2008. The November 1, 2009 rate has been revised to show the changes in the May 4, 2008 rate resulting from the "2007 CPI Alberta Rate" adjustment and the Letter of Understanding Appendix "L".

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

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**ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES**

**10.04 EFFECTIVE NOVEMBER 01, 2009 REV CPI 2007/LETTER OF UNDERSTANDING APPENDIX "L"  
WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	77.78	7.778	1.74	1.87	5.22	0.40	4.68	99.47
FOREMAN	117	72.80	7.280	1.64	1.87	5.22	0.40	4.38	93.59
SUB-FOREMAN	108	67.20	6.720	1.50	1.87	5.22	0.40	4.05	86.96
* JOURNEYMAN	100	62.22	6.222	1.40	1.87	5.22	0.40	3.75	81.08
4TH YEAR APP.	80	49.77	4.977	1.11	1.87	5.22	0.40	3.00	66.35
3RD YEAR APP.	70	43.56	4.356	0.98	1.87	5.22	0.40	2.62	59.01
2ND YEAR APP.	60	37.34	3.734	0.84	1.87	5.22	0.40	2.25	51.65
1ST YEAR APP.	50	31.11	3.111	0.71	1.87	5.22	0.40	1.87	44.29

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

- \* Union dues (Article 4.08)
- \* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))
- \* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- \* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')
- \* RSAP - \$0.10/hour worked (Letter of Understanding Appendix "K")

The November 1, 2009 wage schedule represents an increase in the Journeyman total package rate of Three and One Quarter Percent (3.25%) over and above the Journeyman total package rate in effect as of May 4, 2008. The November 1, 2009 rate has been revised to show the changes in the May 4, 2008 rate resulting from the "2007 CPI Alberta Rate" adjustment and the Letter of Understanding Appendix "L".

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**ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES**

**10.04 EFFECTIVE NOVEMBER 01, 2009 REV CPI 2007/LETTER OF UNDERSTANDING APPENDIX "L"  
WHEN OVERTIME IS WORKED AT 2 TIMES THE HOURLY RATE**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	103.70	10.370	2.32	1.87	5.22	0.40	9.36	133.24
FOREMAN	117	97.06	9.706	2.18	1.87	5.22	0.40	8.76	125.20
SUB-FOREMAN	108	89.60	8.960	2.00	1.87	5.22	0.40	8.09	116.14
* JOURNEYMAN	100	82.96	8.296	1.86	1.87	5.22	0.40	7.49	108.10
4TH YEAR APP.	80	66.36	6.636	1.48	1.87	5.22	0.40	5.99	87.96
3RD YEAR APP.	70	58.08	5.808	1.30	1.87	5.22	0.40	5.24	77.92
2ND YEAR APP.	60	49.78	4.978	1.12	1.87	5.22	0.40	4.49	67.86
1ST YEAR APP.	50	41.48	4.148	0.94	1.87	5.22	0.40	3.75	57.81

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

- \* Union dues (Article 4.08)
- \* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))
- \* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- \* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')
- \* RSAP - \$0.10/hour worked (Letter of Understanding Appendix "K")

The November 1, 2009 wage schedule represents an increase in the Journeyman total package rate of Three and One Quarter Percent (3.25%) over and above the Journeyman total package rate in effect as of May 4, 2008. The November 1, 2009 rate has been revised to show the changes in the May 4, 2008 rate resulting from the "2007 CPI Alberta Rate" adjustment and the Letter of Understanding Appendix "L".

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

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**ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES**

**10.05 EFFECTIVE MAY 02, 2010 REV CPI 2007/LETTER OF UNDERSTANDING APPENDIX "L"  
STRAIGHT TIME**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Membership Development Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	54.36	5.436	1.16	1.92	5.50	0.40	0.00	68.78
FOREMAN	117	50.88	5.088	1.09	1.92	5.50	0.40	0.00	64.88
SUB-FOREMAN	108	46.97	4.697	1.00	1.92	5.50	0.40	0.00	60.49
* JOURNEYMAN	100	43.49	4.349	0.93	1.92	5.50	0.40	0.00	56.59
4 <sup>TH</sup> YEAR APP.	80	34.79	3.479	0.74	1.92	5.50	0.40	0.00	46.83
3 <sup>RD</sup> YEAR APP.	70	30.44	3.044	0.65	1.92	5.50	0.40	0.00	41.95
2 <sup>ND</sup> YEAR APP.	60	26.09	2.609	0.56	1.92	5.50	0.40	0.00	37.08
1 <sup>ST</sup> YEAR APP.	50	21.75	2.175	0.47	1.92	5.50	0.40	0.00	32.22

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

- \* Union dues (Article 4.08)
- \* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))
- \* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- \* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')
- \* RSAP - \$0.10/hour worked (Letter of Understanding Appendix "K")

The May 2, 2010 wage schedule represents an increase in the Journeyman total package rate of Five Percent (5.0%) over and above the Journeyman total package rate in effect as of May 4, 2008. Should the "CPI Alberta Rate" plus One Percent (1%) exceed this Five Percent (5.0%) wage increase then the "CPI Alberta Rate" plus One Percent (1%) shall be used to calculate a revised Journeyman total package rate which will then be implemented effective May 2, 2010. **The May 2, 2010 rate has been revised to show the changes in the May 4, 2008 rate resulting from the "2007 CPI Alberta Rate" adjustment. No further revision is required as a result of the "2008 CPI Alberta Rate" adjustment.**

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**ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES**

**10.05 EFFECTIVE MAY 02, 2010 REV CPI 2007/LETTER OF UNDERSTANDING APPENDIX "L"  
WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Membership Development Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	81.54	8.154	1.74	1.92	5.50	0.40	4.89	104.14
FOREMAN	117	76.32	7.632	1.64	1.92	5.50	0.40	4.58	97.99
SUB-FOREMAN	108	70.46	7.046	1.50	1.92	5.50	0.40	4.22	91.05
* JOURNEYMAN	100	65.24	6.524	1.40	1.92	5.50	0.40	3.91	84.89
4TH YEAR APP.	80	52.19	5.219	1.11	1.92	5.50	0.40	3.13	69.47
3RD YEAR APP.	70	45.66	4.566	0.98	1.92	5.50	0.40	2.74	61.77
2ND YEAR APP.	60	39.14	3.914	0.84	1.92	5.50	0.40	2.35	54.06
1ST YEAR APP.	50	32.63	3.263	0.71	1.92	5.50	0.40	1.96	46.38

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

- \* Union dues (Article 4.08)
- \* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))
- \* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- \* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')
- \* RSAP - \$0.10/hour worked (Letter of Understanding Appendix "K")

The May 2, 2010 wage schedule represents an increase in the Journeyman total package rate of Five Percent (5.0%) over and above the Journeyman total package rate in effect as of May 4, 2008. Should the "CPI Alberta Rate" plus One Percent (1%) exceed this Five Percent (5.0%) wage increase then the "CPI Alberta Rate" plus One Percent (1%) shall be used to calculate a revised Journeyman total package rate which will then be implemented effective May 2, 2010. **The May 2, 2010 rate has been revised to show the changes in the May 4, 2008 rate resulting from the "2007 CPI Alberta Rate" adjustment. No further revision is required as a result of the "2008 CPI Alberta Rate" adjustment.**

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

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**ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES**

**10.05 EFFECTIVE MAY 02, 2010 REV CPI 2007/LETTER OF UNDERSTANDING APPENDIX "L"  
WHEN OVERTIME IS WORKED AT 2 TIMES THE HOURLY RATE**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Membership Development Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	108.72	10.872	2.32	1.92	5.50	0.40	9.78	139.51
FOREMAN	117	101.76	10.176	2.18	1.92	5.50	0.40	9.15	131.09
SUB-FOREMAN	108	93.94	9.394	2.00	1.92	5.50	0.40	8.45	121.60
* JOURNEYMAN	100	86.98	8.698	1.86	1.92	5.50	0.40	7.82	113.18
4TH YEAR APP.	80	69.58	6.958	1.48	1.92	5.50	0.40	6.26	92.10
3RD YEAR APP.	70	60.88	6.088	1.30	1.92	5.50	0.40	5.47	81.56
2ND YEAR APP.	60	52.18	5.218	1.12	1.92	5.50	0.40	4.89	71.03
1ST YEAR APP.	50	43.50	4.350	0.94	1.92	5.50	0.40	3.91	60.52

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

- \* Union dues (Article 4.08)
- \* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))
- \* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- \* ECAA Industry Fund - \$0.10/hour worked (Appendix C)
- \* RSAP - \$0.10/hour worked (Letter of Understanding Appendix "K")

The May 2, 2010 wage schedule represents an increase in the Journeyman total package rate of Five Percent (5.0%) over and above the Journeyman total package rate in effect as of May 4, 2008. Should the "CPI Alberta Rate" plus One Percent (1%) exceed this Five Percent (5.0%) wage increase then the "CPI Alberta Rate" plus One Percent (1%) shall be used to calculate a revised Journeyman total package rate which will then be implemented effective May 2, 2010. **The May 2, 2010 rate has been revised to show the changes in the May 4, 2008 rate resulting from the "2007 CPI Alberta Rate" adjustment. No further revision is required as a result of the "2008 CPI Alberta Rate" adjustment.**

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

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**APPENDIX "F"**

**EFFECTIVE AUGUST 12, 2007  
STRAIGHT TIME**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	122	39.04	3.904	1.13	1.77	4.61	0.40	0.00	50.85
FOREMAN	114	36.48	3.648	1.06	1.77	4.61	0.40	0.00	47.97
SUB-FOREMAN	105	33.60	3.360	0.98	1.77	4.61	0.40	0.00	44.72
* JOURNEYMAN	100	32.00	3.200	0.93	1.77	4.61	0.40	0.00	42.91
4TH YEAR APP.	80	25.60	2.560	0.74	1.77	4.61	0.40	0.00	35.68
3RD YEAR APP.	70	22.40	2.240	0.65	1.77	4.61	0.40	0.00	32.07
2ND YEAR APP.	60	19.20	1.920	0.56	1.77	4.61	0.40	0.00	28.46
1ST YEAR APP.	50	16.00	1.600	0.47	1.77	4.61	0.40	0.00	24.85

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

- \* Union dues (Article 4.08)
- \* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))
- \* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- \* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

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**APPENDIX "F"**

**EFFECTIVE AUGUST 12, 2007  
WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	122	58.56	5.856	1.70	1.77	4.61	0.40	4.14	77.04
FOREMAN	114	54.72	5.472	1.59	1.77	4.61	0.40	3.87	72.43
SUB-FOREMAN	105	50.40	5.040	1.47	1.77	4.61	0.40	3.56	67.25
* JOURNEYMAN	100	48.00	4.800	1.40	1.77	4.61	0.40	3.39	64.37
4TH YEAR APP.	80	38.40	3.840	1.11	1.77	4.61	0.40	2.71	52.84
3RD YEAR APP.	70	33.60	3.360	0.98	1.77	4.61	0.40	2.37	47.09
2ND YEAR APP.	60	28.80	2.880	0.84	1.77	4.61	0.40	2.03	41.33
1ST YEAR APP.	50	24.00	2.400	0.71	1.77	4.61	0.40	1.70	35.59

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

- \* Union dues (Article 4.08)
- \* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))
- \* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- \* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

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**APPENDIX "F"**

**EFFECTIVE MAY 04, 2008  
STRAIGHT TIME**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Membership Development Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	43.04	4.304	1.16	1.82	4.89	0.40	0.00	55.61
FOREMAN	117	40.28	4.028	1.09	1.82	4.89	0.40	0.00	52.51
SUB-FOREMAN	108	37.18	3.718	1.00	1.82	4.89	0.40	0.00	49.01
* JOURNEYMAN	100	34.43	3.443	0.93	1.82	4.89	0.40	0.00	45.91
4 <sup>TH</sup> YEAR APP.	80	27.54	2.754	0.74	1.82	4.89	0.40	0.00	38.14
3 <sup>RD</sup> YEAR APP.	70	24.10	2.410	0.65	1.82	4.89	0.40	0.00	34.27
2 <sup>ND</sup> YEAR APP.	60	20.66	2.066	0.56	1.82	4.89	0.40	0.00	30.40
1 <sup>ST</sup> YEAR APP.	50	17.22	1.722	0.47	1.82	4.89	0.40	0.00	26.52

- \* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)
- \* Union dues (Article 4.08)
- \* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))
- \* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- \* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

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**APPENDIX "F"**

**EFFECTIVE MAY 04, 2008  
WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Membership Development Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	64.56	6.456	1.74	1.82	4.89	0.40	4.44	84.31
FOREMAN	117	60.42	6.042	1.64	1.82	4.89	0.40	4.16	79.37
SUB-FOREMAN	108	55.77	5.577	1.50	1.82	4.89	0.40	3.84	73.80
* JOURNEYMAN	100	51.65	5.165	1.40	1.82	4.89	0.40	3.56	68.89
4 <sup>TH</sup> YEAR APP.	80	41.31	4.131	1.11	1.82	4.89	0.40	2.84	56.50
3 <sup>RD</sup> YEAR APP.	70	36.15	3.615	0.98	1.82	4.89	0.40	2.49	50.35
2 <sup>ND</sup> YEAR APP.	60	30.99	3.099	0.84	1.82	4.89	0.40	2.13	44.17
1 <sup>ST</sup> YEAR APP.	50	25.83	2.583	0.71	1.82	4.89	0.40	1.78	38.01

- \* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)
- \* Union dues (Article 4.08)
- \* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))
- \* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- \* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

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

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**APPENDIX "F"**

**EFFECTIVE NOV 02, 2008  
STRAIGHT TIME**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Membership Development Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	44.18	4.418	1.16	1.82	4.89	0.40	0.00	56.87
FOREMAN	117	41.35	4.135	1.09	1.82	4.89	0.40	0.00	53.69
SUB-FOREMAN	108	38.17	3.817	1.00	1.82	4.89	0.40	0.00	50.10
* JOURNEYMAN	100	35.34	3.534	0.93	1.82	4.89	0.40	0.00	46.91
4TH YEAR APP.	80	28.27	2.827	0.74	1.82	4.89	0.40	0.00	38.95
3RD YEAR APP.	70	24.74	2.474	0.65	1.82	4.89	0.40	0.00	34.97
2ND YEAR APP.	60	21.20	2.120	0.56	1.82	4.89	0.40	0.00	30.99
1ST YEAR APP.	50	17.67	1.767	0.47	1.82	4.89	0.40	0.00	27.02

- \* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)
- \* Union dues (Article 4.08)
- \* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))
- \* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- \* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

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**APPENDIX "F"**

**EFFECTIVE NOV 02, 2008  
WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Membership Development Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	66.27	6.627	1.74	1.82	4.89	0.40	4.44	86.19
FOREMAN	117	62.03	6.203	1.64	1.82	4.89	0.40	4.16	81.14
SUB-FOREMAN	108	57.26	5.726	1.50	1.82	4.89	0.40	3.84	75.44
* JOURNEYMAN	100	53.01	5.301	1.40	1.82	4.89	0.40	3.56	70.38
4TH YEAR APP.	80	42.41	4.241	1.11	1.82	4.89	0.40	2.84	57.71
3RD YEAR APP.	70	37.11	3.711	0.98	1.82	4.89	0.40	2.49	51.40
2ND YEAR APP.	60	31.80	3.180	0.84	1.82	4.89	0.40	2.13	45.06
1ST YEAR APP.	50	26.51	2.651	0.71	1.82	4.89	0.40	1.78	38.76

- \* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)
- \* Union dues (Article 4.08)
- \* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))
- \* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- \* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

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## WAGE SUMMARY 2007-2011.....PAGE 25

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

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**APPENDIX "F"**

**EFFECTIVE MAY 03, 2009  
STRAIGHT TIME**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Membership Development Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	46.01	4.601	1.16	1.87	5.22	0.40	0.00	59.26
FOREMAN	117	43.07	4.307	1.09	1.87	5.22	0.40	0.00	55.96
SUB-FOREMAN	108	39.75	3.975	1.00	1.87	5.22	0.40	0.00	52.22
* JOURNEYMAN	100	36.81	3.681	0.93	1.87	5.22	0.40	0.00	48.91
4TH YEAR APP.	80	29.45	2.945	0.74	1.87	5.22	0.40	0.00	40.63
3RD YEAR APP.	70	25.77	2.577	0.65	1.87	5.22	0.40	0.00	36.43
2ND YEAR APP.	60	22.09	2.209	0.56	1.87	5.22	0.40	0.00	32.35
1ST YEAR APP.	50	18.41	1.841	0.47	1.87	5.22	0.40	0.00	28.21

- \* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)
- \* Union dues (Article 4.08)
- \* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))
- \* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- \* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

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**APPENDIX "F"**

**EFFECTIVE MAY 03, 2009  
WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Membership Development Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	69.02	6.902	1.74	1.87	5.22	0.40	4.68	89.83
FOREMAN	117	64.61	6.461	1.64	1.87	5.22	0.40	4.38	84.58
SUB-FOREMAN	108	59.63	5.963	1.50	1.87	5.22	0.40	4.05	78.63
* JOURNEYMAN	100	55.22	5.522	1.40	1.87	5.22	0.40	3.75	73.38
4TH YEAR APP.	80	44.18	4.418	1.11	1.87	5.22	0.40	3.00	60.20
3RD YEAR APP.	70	38.66	3.866	0.98	1.87	5.22	0.40	2.62	53.62
2ND YEAR APP.	60	33.14	3.314	0.84	1.87	5.22	0.40	2.25	47.03
1ST YEAR APP.	50	27.62	2.762	0.71	1.87	5.22	0.40	1.87	40.45

- \* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)
- \* Union dues (Article 4.08)
- \* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))
- \* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- \* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

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# WAGE SUMMARY 2007-2011.....PAGE 26

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

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**APPENDIX "F"**

**EFFECTIVE NOV 01, 2009  
STRAIGHT TIME**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Membership Development Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	48.29	4.829	1.16	1.87	5.22	0.40	0.00	61.77
FOREMAN	117	45.20	4.520	1.09	1.87	5.22	0.40	0.00	58.30
SUB-FOREMAN	108	41.72	4.172	1.00	1.87	5.22	0.40	0.00	54.38
* JOURNEYMAN	100	38.63	3.863	0.93	1.87	5.22	0.40	0.00	50.91
4TH YEAR APP.	80	30.90	3.090	0.74	1.87	5.22	0.40	0.00	42.22
3RD YEAR APP.	70	27.04	2.704	0.65	1.87	5.22	0.40	0.00	37.88
2ND YEAR APP.	60	23.18	2.318	0.56	1.87	5.22	0.40	0.00	33.55
1ST YEAR APP.	50	19.32	1.932	0.47	1.87	5.22	0.40	0.00	29.21

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

- \* Union dues (Article 4.08)
- \* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))
- \* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- \* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

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**APPENDIX "F"**

**EFFECTIVE NOV 01, 2009  
WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Membership Development Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	72.44	7.244	1.74	1.87	5.22	0.40	4.68	93.59
FOREMAN	117	67.80	6.780	1.64	1.87	5.22	0.40	4.38	88.09
SUB-FOREMAN	108	62.58	6.258	1.50	1.87	5.22	0.40	4.05	81.88
* JOURNEYMAN	100	57.95	5.795	1.40	1.87	5.22	0.40	3.75	76.39
4TH YEAR APP.	80	46.35	4.635	1.11	1.87	5.22	0.40	3.00	62.59
3RD YEAR APP.	70	40.56	4.056	0.98	1.87	5.22	0.40	2.62	55.71
2ND YEAR APP.	60	34.77	3.477	0.84	1.87	5.22	0.40	2.25	48.83
1ST YEAR APP.	50	28.98	2.898	0.71	1.87	5.22	0.40	1.87	41.95

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

- \* Union dues (Article 4.08)
- \* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))
- \* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- \* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

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## WAGE SUMMARY 2007-2011.....PAGE 27

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

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**APPENDIX "F"**

**EFFECTIVE MAY 02, 2010  
STRAIGHT TIME**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Membership Development Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	50.41	5.041	1.16	1.92	5.50	0.40	0.00	64.43
FOREMAN	117	47.19	4.719	1.09	1.92	5.50	0.40	0.00	60.82
SUB-FOREMAN	108	43.56	4.356	1.00	1.92	5.50	0.40	0.00	56.74
* JOURNEYMAN	100	40.33	4.033	0.93	1.92	5.50	0.40	0.00	53.11
4TH YEAR APP.	80	32.26	3.226	0.74	1.92	5.50	0.40	0.00	44.05
3RD YEAR APP.	70	28.23	2.823	0.65	1.92	5.50	0.40	0.00	39.52
2ND YEAR APP.	60	24.20	2.420	0.56	1.92	5.50	0.40	0.00	35.00
1ST YEAR APP.	50	20.17	2.017	0.47	1.92	5.50	0.40	0.00	30.48

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

- \* Union dues (Article 4.08)
- \* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))
- \* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c)(ii)
- \* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

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**APPENDIX "F"**

**EFFECTIVE MAY 02, 2010  
WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Membership Development Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	75.62	7.562	1.74	1.92	5.50	0.40	4.89	97.63
FOREMAN	117	70.79	7.079	1.64	1.92	5.50	0.40	4.58	91.91
SUB-FOREMAN	108	65.34	6.534	1.50	1.92	5.50	0.40	4.22	85.41
* JOURNEYMAN	100	60.50	6.050	1.40	1.92	5.50	0.40	3.91	79.68
4TH YEAR APP.	80	48.39	4.839	1.11	1.92	5.50	0.40	3.13	65.29
3RD YEAR APP.	70	42.35	4.235	0.98	1.92	5.50	0.40	2.74	58.13
2ND YEAR APP.	60	36.30	3.630	0.84	1.92	5.50	0.40	2.35	50.94
1ST YEAR APP.	50	30.26	3.026	0.71	1.92	5.50	0.40	1.96	43.78

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

- \* Union dues (Article 4.08)
- \* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))
- \* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- \* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

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**WAGE SUMMARY 2007-2011.....PAGE 28**

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

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**APPENDIX "F"**

**EFFECTIVE OCT 31, 2010  
STRAIGHT TIME**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Membership Development Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	52.91	5.291	1.16	1.92	5.50	0.40	0.00	67.18
FOREMAN	117	49.53	4.953	1.09	1.92	5.50	0.40	0.00	63.39
SUB-FOREMAN	108	45.72	4.572	1.00	1.92	5.50	0.40	0.00	59.11
* JOURNEYMAN	100	42.33	4.233	0.93	1.92	5.50	0.40	0.00	55.31
4TH YEAR APP.	80	33.86	3.386	0.74	1.92	5.50	0.40	0.00	45.81
3RD YEAR APP.	70	29.63	2.963	0.65	1.92	5.50	0.40	0.00	41.06
2ND YEAR APP.	60	25.40	2.540	0.56	1.92	5.50	0.40	0.00	36.32
1ST YEAR APP.	50	21.17	2.117	0.47	1.92	5.50	0.40	0.00	31.58

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

- \* Union dues (Article 4.08)
- \* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))
- \* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- \* ECAA Industry Fund - \$0.10/hour worked (Appendix C)

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**APPENDIX "F"**

**EFFECTIVE OCT 31, 2010  
WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Membership Development Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	79.37	7.937	1.74	1.92	5.50	0.40	4.89	101.76
FOREMAN	117	74.30	7.430	1.64	1.92	5.50	0.40	4.58	95.77
SUB-FOREMAN	108	68.58	6.858	1.50	1.92	5.50	0.40	4.22	88.98
* JOURNEYMAN	100	63.50	6.350	1.40	1.92	5.50	0.40	3.91	82.98
4TH YEAR APP.	80	50.79	5.079	1.11	1.92	5.50	0.40	3.13	67.93
3RD YEAR APP.	70	44.45	4.445	0.98	1.92	5.50	0.40	2.74	60.44
2ND YEAR APP.	60	38.10	3.810	0.84	1.92	5.50	0.40	2.35	52.92
1ST YEAR APP.	50	31.76	3.176	0.71	1.92	5.50	0.40	1.96	45.43

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

- \* Union dues (Article 4.08)
- \* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))
- \* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- \* ECAA Industry Fund - \$0.10/hour worked (Appendix C)

69 Rev. 4 – April 17, 2009

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

<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>Construction and Maintenance, Service &amp; Repair</b>						
May 17, 2007	40.85	4.09	1.18	2.25	0.135	48.505
May 1, 2008	43.13	4.31	1.18	2.25	0.135	51.005
May 1, 2009	45.40	4.54	1.18	2.25	0.135	53.505
May 1, 2010	47.58	4.76	1.18	2.25	0.135	55.905

**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, 2011

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December 2011

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

<b>Date</b>	<b>Base Wage</b>	<b>Hol.&amp; Vac.</b>	<b>H&amp;W</b>	<b>Pen.</b>	<b>Other</b>	<b>Gross Wage</b>
<b>Foreman</b>						
May 1, 2007	30.52	3.05	1.25	3.00	0.24	38.06
May 1, 2008	32.76	3.28	1.25	3.00	0.24	40.53
<b>Leadhand</b>						
May 1, 2007	28.25	2.83	1.25	3.00	0.24	35.57
May 1, 2008	30.25	3.03	1.25	3.00	0.24	37.77
<b>Journeyman</b>						
May 1, 2007	27.25	2.73	1.25	3.00	0.24	34.47
01.May.08	29.25	2.93	1.25	3.00	0.24	36.67
<b>4<sup>th</sup> Year Apprentice (85% of Journeyman)</b>						
May 1, 2007	23.16	2.32	1.25	3.00	0.24	29.97
May 1, 2008	24.86	2.49	1.25	3.00	0.24	31.84
<b>3<sup>rd</sup> Year Apprentice (75% of Journeyman)</b>						
May 1, 2007	20.44	2.04	1.25	3.00	0.24	26.97
May 1, 2008	21.94	2.19	1.25	3.00	0.24	28.62
<b>2<sup>nd</sup> Year Apprentice (65% of Journeyman)</b>						
May 1, 2007	17.71	1.77	1.25	3.00	0.24	23.97
May 1, 2008	19.01	1.90	1.25	3.00	0.24	25.40
<b>1<sup>st</sup> Year Apprentice (60% of Journeyman)</b>						
May 1, 2007	16.35	1.64	1.25	3.00	0.24	22.48
May 1, 2008	17.55	1.76	1.25	3.00	0.24	23.80

**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, 2009

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

**9.01 Industrial and Commercial / Institutional Wage Schedule**

<b>EFFECTIVE DATE</b>	<b>BASE RATE</b>	<b>SH&amp;V</b>	<b>H&amp;W</b>	<b>PENS.</b>	<b>PITT</b>	<b>TRAIN</b>	<b>TOTAL</b>
<b>Commercial/Institutional Rates</b>							
<b>Foreman</b>							
July 15, 2007	31.62	3.16	1.50	3.20	0.25	0.25	39.98
May 4, 2008	32.17	3.22	1.50	3.85	0.50	0.25	41.49
May 3, 2009	32.49	3.25	1.50	5.00	0.50	0.25	42.99
November 1, 2009	33.33	3.33	1.50	5.00	0.50	0.25	43.91
May 2, 2010	34.34	3.43	1.50	5.00	0.50	0.25	45.02
October 1, 2010	35.02	3.50	1.50	5.00	0.50	0.25	45.77
<b>Journeyman</b>							
July 15, 2007	27.77	2.78	1.50	3.20	0.25	0.25	35.75
May 4, 2008	28.32	2.83	1.50	3.85	0.50	0.25	37.25
May 3, 2009	28.64	2.86	1.50	5.00	0.50	0.25	38.75
November 1, 2009	29.48	2.95	1.50	5.00	0.50	0.25	39.68
May 2, 2010	30.49	3.05	1.50	5.00	0.50	0.25	40.79
October 1, 2010	31.17	3.12	1.50	5.00	0.50	0.25	41.54
<b>4th Year Apprentice</b> Based on 80% of the Journeyman Rate							
July 15, 2007	22.22	2.22	1.50	3.20	0.25	0.25	29.64
May 4, 2008	22.66	2.27	1.50	3.85	0.50	0.25	31.03
May 3, 2009	22.91	2.29	1.50	5.00	0.50	0.25	32.45
November 1, 2009	23.58	2.36	1.50	5.00	0.50	0.25	33.19
May 2, 2010	24.39	2.44	1.50	5.00	0.50	0.25	34.08
October 1, 2010	24.94	2.49	1.50	5.00	0.50	0.25	34.68
<b>3rd Year Apprentice</b> Based on 70% of the Journeyman Rate							
July 15, 2007	19.44	1.95	1.50	3.20	0.25	0.25	26.59
May 4, 2008	19.82	1.98	1.50	3.85	0.50	0.25	27.90
May 3, 2009	20.05	2.01	1.50	5.00	0.50	0.25	29.31
November 1, 2009	20.64	2.06	1.50	5.00	0.50	0.25	29.95
May 2, 2010	21.34	2.13	1.50	5.00	0.50	0.25	30.72
October 1, 2010	21.82	2.18	1.50	5.00	0.50	0.25	31.25

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

<b>EFFECTIVE DATE</b>	<b>BASE RATE</b>	<b>SH&amp;V</b>	<b>H&amp;W</b>	<b>PENS.</b>	<b>PITT</b>	<b>TRAIN</b>	<b>TOTAL</b>
<b>2nd Year Apprentice</b> Based on 60% of the Journeyman Rate							
July 15, 2007	16.66	1.67	1.50	3.20	0.25	0.25	23.53
May 4, 2008	16.99	1.70	1.50	3.85	0.50	0.25	24.79
May 3, 2009	17.18	1.72	1.50	5.00	0.50	0.25	26.15
November 1, 2009	17.69	1.77	1.50	5.00	0.50	0.25	26.71
May 2, 2010	18.29	1.83	1.50	5.00	0.50	0.25	27.37
October 1, 2010	18.70	1.87	1.50	5.00	0.50	0.25	27.82
<b>1st Year Apprentice and Helper</b> Based on 50% of the Journeyman Rate							
July 15, 2007	13.89	1.39	1.50	3.20	0.25	0.25	20.48
May 4, 2008	14.16	1.42	1.50	3.85	0.50	0.25	21.68
May 3, 2009	14.32	1.43	1.50	5.00	0.50	0.25	23.00
November 1, 2009	14.74	1.47	1.50	5.00	0.50	0.25	23.46
May 2, 2010	15.25	1.53	1.50	5.00	0.50	0.25	24.03
October 1, 2010	15.59	1.56	1.50	5.00	0.50	0.25	24.40
<b>INDUSTRIAL RATES</b>							
The following industrial rates reflect the increase on May 4 <sup>th</sup> , 2008, resulting from the Letter of Understanding regarding the amending agreement on page 89							
<b>Foreman</b>							
Industrial Rates							
July 15, 2007	39.86	3.99	1.50	4.50	0.25	0.25	50.35
May 4, 2008	41.58	4.16	1.50	4.50	0.50	0.25	52.49
May 3, 2009	43.89	4.39	1.50	5.00	0.50	0.25	55.53
May 2, 2010	46.03	4.60	1.50	5.00	0.50	0.25	57.88
<b>Journeyman</b>							
July 15, 2007	34.77	3.48	1.50	4.50	0.25	0.25	44.75
May 4, 2008	36.49	3.65	1.50	4.50	0.50	0.25	46.89
May 3, 2009	38.80	3.89	1.50	5.00	0.50	0.25	49.94
May 2, 2010	40.94	4.09	1.50	5.00	0.50	0.25	52.28
<b>4th Year Apprentice</b> Based on 80% of the Journeyman Rate							
July 15, 2007	27.82	2.78	1.50	4.50	0.25	0.25	37.10
May 4, 2008	29.19	2.92	1.50	4.50	0.50	0.25	38.86
May 3, 2009	31.04	3.10	1.50	5.00	0.50	0.25	41.39
May 2, 2010	32.75	3.26	1.50	5.00	0.50	0.25	43.26



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

<b>EFFECTIVE DATE</b>	<b>BASE RATE</b>	<b>SH&amp;V</b>	<b>H&amp;W</b>	<b>PENS.</b>	<b>PITT</b>	<b>TRAIN</b>	<b>TOTAL</b>
<b>3rd Year Apprentice</b>		Based on 70% of the Journeyman Rate					
July 15, 2007	24.34	2.43	1.50	4.50	0.25	0.25	33.27
May 4, 2008	25.54	2.55	1.50	4.50	0.50	0.25	34.84
May 3, 2009	27.16	2.72	1.50	5.00	0.50	0.25	37.13
May 2, 2010	28.66	2.87	1.50	5.00	0.50	0.25	38.78
<b>2nd Year Apprentice</b>		Based on 60% of the Journeyman Rate					
July 15, 2007	20.86	2.09	1.50	4.50	0.25	0.25	29.45
May 4, 2008	21.89	2.19	1.50	4.50	0.50	0.25	30.83
May 3, 2009	23.28	2.33	1.50	5.00	0.50	0.25	32.86
May 2, 2010	24.56	2.46	1.50	5.00	0.50	0.25	34.27
<b>1st Year Apprentice and Helper</b>		Based on 50% of the Journeyman Rate					
July 15, 2007	17.39	1.74	1.50	4.50	0.25	0.25	25.63
May 4, 2008	18.25	1.83	1.50	4.50	0.50	0.25	26.83
May 3, 2009	19.40	1.94	1.50	5.00	0.50	0.25	28.59
May 2, 2010	20.47	2.05	1.50	5.00	0.50	0.25	29.77

Other: Training Fund & PITT

- Construction Labour Relations dues of 6¢/hr (six cents) worked. Effective March 1, 2010 CEFAP contributions have changed to 2¢/hr (two cents) worked, as per Collective Agreement, not included in above totals. Audiometric Program (for Industrial Only) operating on the sustained reserves, dues collection presently suspended.

➤ Expiration Date April 30, 2011

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**IRONWORKERS REINFORCING (PROV.)...  
Local UNIONS 720 & 725**

<b>Effective Date</b>	<b>Wages</b>	<b>Vac. Pay</b>	<b>Hol. Pay</b>	<b>H &amp;W</b>	<b>Pension</b>	<b>Training</b>	<b>Gloves</b>	<b>Total</b>
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Industrial Rates (for work as defined in Clause 2.03)

**Foreman (110% of Journeyman)**

July 8/07	35.06	2.10	1.26	1.45	4.25	0.35	0.15	44.62
May 4/08	36.52	2.19	1.31	1.45	4.75	0.35	0.15	46.72
May 3/09	37.58	2.25	1.35	1.50	5.00	0.40	0.15	48.23
Nov. 1/09	38.63	2.32	1.39	1.60	5.25	0.40	0.15	49.75
May 2/10	40.60	2.44	1.46	1.80	5.25	0.40	0.15	52.10

**Leadhand (105% of Journeyman)**

July 8/07	33.46	2.01	1.20	1.45	4.25	0.35	0.15	42.87
May 4/08	34.86	2.09	1.25	1.45	4.75	0.35	0.15	44.90
May 3/09	35.87	2.15	1.29	1.50	5.00	0.40	0.15	46.36
Nov. 1/09	36.87	2.21	1.33	1.60	5.25	0.40	0.15	47.82
May 2/10	38.75	2.33	1.40	1.80	5.25	0.40	0.15	50.08

**Journeyman**

July 8/07	31.87	1.91	1.15	1.45	4.25	0.35	0.15	41.13
May 4/08	33.20	1.99	1.20	1.45	4.75	0.35	0.15	43.09
May 3/09	34.16	2.05	1.23	1.50	5.00	0.40	0.15	44.49
Nov. 1/09	35.12	2.11	1.26	1.60	5.25	0.40	0.15	45.89
May 2/10	36.91	2.21	1.33	1.80	5.25	0.40	0.15	48.05

**4th Level (90% of Journeyman from 2250 hours to 3000 hours)**

July 8/07	28.68	1.72	1.03	1.45	4.25	0.35	0.15	37.63
May 4/08	29.88	1.79	1.08	1.45	4.75	0.35	0.15	39.45
May 3/09	30.74	1.84	1.11	1.50	5.00	0.40	0.15	40.74
Nov. 1/09	31.61	1.90	1.14	1.60	5.25	0.40	0.15	42.05
May 2/10	33.22	1.99	1.20	1.80	5.25	0.40	0.15	44.01

**3rd Level (80% of Journeyman from 1500 hours to 2250 hours)**

July 8/07	25.50	1.53	0.92	1.45	4.25	0.35	0.15	34.15
May 4/08	26.56	1.59	0.96	1.45	4.75	0.35	0.15	35.81
May 3/09	27.33	1.64	0.98	1.50	5.00	0.40	0.15	37.00
Nov. 1/09	28.09	1.69	1.01	1.60	5.25	0.40	0.15	38.19
May 2/10	29.53	1.77	1.06	1.80	5.25	0.40	0.15	39.96

**IRONWORKERS REINFORCING (PROV.)... continued**  
**Local UNIONS 720 & 725**

<b>Effective Date</b>	<b>Wages</b>	<b>Vac. Pay</b>	<b>Hol. Pay</b>	<b>H &amp;W</b>	<b>Pension</b>	<b>Training</b>	<b>Gloves</b>	<b>Total</b>
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Industrial Rates (for work as defined in Clause 2.03)

<b>2nd Level</b>	<b>(70% of Journeyman from 750 hours to 1500 hours)</b>							
July 8/07	22.31	1.34	0.80	1.45	4.25	0.35	0.15	30.65
May 4/08	23.24	1.39	0.84	1.45	4.75	0.35	0.15	32.17
May 3/09	23.91	1.43	0.86	1.50	5.00	0.40	0.15	33.25
Nov. 1/09	24.58	1.47	0.88	1.60	5.25	0.40	0.15	34.36
May 2/10	25.83	1.55	0.93	1.80	5.25	0.40	0.15	35.91
<b>1st Level</b>	<b>(60% of Journeyman for 8 months)</b>							
July 8/07	19.12	1.15	0.69	1.45	4.25	0.35	0.15	27.16
May 4/08	19.92	1.20	0.72	1.45	4.75	0.35	0.15	28.54
May 3/09	20.50	1.23	0.74	1.50	5.00	0.40	0.15	29.52
Nov. 1/09	21.07	1.26	0.76	1.60	5.25	0.40	0.15	30.49
May 2/10	22.14	1.33	0.80	1.80	5.25	0.40	0.15	31.87
<b>1st Level</b>	<b>(60% of Journeyman for first 30 calendar days)</b>							
July 8/07	19.12	1.15	0.69	0.00	0.00	0.35	0.15	21.46
May 4/08	19.92	1.20	0.72	0.00	0.00	0.35	0.15	22.34
May 3/09	20.50	1.23	0.74			0.40	0.15	23.02
Nov. 1/09	21.07	1.26	0.76			0.40	0.15	23.64
May 2/10	22.14	1.33	0.80			0.40	0.15	24.82

**IRONWORKERS REINFORCING (PROV.)...continued...**  
**Local UNIONS 720 & 725**

<b>Effective Date</b>	<b>Wages</b>	<b>Vac. Pay</b>	<b>Hol. Pay</b>	<b>H &amp; W</b>	<b>Pension</b>	<b>Training</b>	<b>Gloves</b>	<b>Total</b>
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**Commercial Rates (for work that is not Industrial work as defined in Clause 2.03)**

**Foreman (110% of Journeyman)**

July 8/07	32.98	1.98	1.19	1.45	3.50	0.35	0.15	41.60
May 4/08	34.44	2.07	1.24	1.45	4.00	0.35	0.15	43.70
May 3/09	35.75	2.15	1.29	1.50	4.50	0.40	0.15	45.74
Nov. 1/09	36.55	2.19	1.32	1.60	4.50	0.40	0.15	46.71
May 2/10	38.52	2.31	1.39	1.80	4.50	0.40	0.15	49.07

**Leadhand**

July 8/07	31.48	1.89	1.13	1.45	3.50	0.35	0.15	39.95
May 4/08	32.88	1.97	1.18	1.45	4.00	0.35	0.15	41.98
May 3/09	34.13	2.05	1.23	1.50	4.50	0.40	0.15	43.96
Nov. 1/09	34.89	2.09	1.26	1.60	4.50	0.40	0.15	44.89
May 2/10	36.77	2.21	1.32	1.80	4.50	0.40	0.15	47.15

**Journeyman**

July 8/07	29.98	1.80	1.08	1.45	3.50	0.35	0.15	38.31
May 4/08	31.31	1.88	1.13	1.45	4.00	0.35	0.15	40.27
May 3/09	32.50	1.95	1.17	1.50	4.50	0.40	0.15	42.17
Nov. 1/09	33.23	1.99	1.20	1.60	4.50	0.40	0.15	43.07
May 2/10	35.02	2.10	1.26	1.80	4.50	0.40	0.15	45.23

**4th Level**

July 8/07	26.98	1.62	0.97	1.45	3.50	0.35	0.15	35.02
May 4/08	28.18	1.69	1.01	1.45	4.00	0.35	0.15	36.83
May 3/09	29.25	1.76	1.05	1.50	4.50	0.40	0.15	38.61
Nov. 1/09	29.91	1.79	1.08	1.60	4.50	0.40	0.15	39.43
May 2/10	31.52	1.89	1.13	1.80	4.50	0.40	0.15	41.39

**3rd Level**

July 8/07	23.98	1.44	0.86	1.45	3.50	0.35	0.15	31.73
May 4/08	25.05	1.50	0.90	1.45	4.00	0.35	0.15	33.40
May 3/09	26.00	1.56	0.94	1.50	4.50	0.40	0.15	35.05
Nov. 1/09	26.58	1.60	0.96	1.60	4.50	0.40	0.15	35.79
May 2/10	28.01	1.68	1.01	1.80	4.50	0.40	0.15	37.55

**IRONWORKERS REINFORCING (PROV.)...continued...  
Local UNIONS 720 & 725**

<u>Effective Date</u>	<u>Wages</u>	<u>Vac. Pay</u>	<u>Hol. Pay</u>	<u>H &amp;W</u>	<u>Pension</u>	<u>Training</u>	<u>Gloves</u>	<u>Total</u>
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**Commercial Rates (for work that is not Industrial work as defined in Clause 2.03)..cont'd**

**2nd Level**

July 8/07	20.99	1.26	0.76	1.45	3.50	0.35	0.15	28.46
May 4/08	21.92	1.32	0.79	1.45	4.00	0.35	0.15	29.98
May 3/09	22.75	1.37	0.82	1.50	4.50	0.40	0.15	31.49
Nov. 1/09	23.26	1.40	0.84	1.60	4.50	0.40	0.15	32.15
May 2/10	24.51	1.47	0.88	1.80	4.50	0.40	0.15	33.71

**1st Level**

July 8/07	17.99	1.08	0.65	1.45	3.50	0.35	0.15	25.17
May 4/08	18.79	1.13	0.68	1.45	4.00	0.35	0.15	26.55
May 3/09	19.50	1.17	0.70	1.50	4.50	0.40	0.15	27.92
Nov. 1/09	19.94	1.20	0.72	1.60	4.50	0.40	0.15	28.51
May 2/10	21.01	1.26	0.76	1.80	4.50	0.40	0.15	29.88

**1st Level (1st 30 calendar days)**

July 8/07	17.99	1.08	0.65	0.00	0.00	0.35	0.15	20.22
May 4/08	18.79	1.13	0.68	0.00	0.00	0.35	0.15	21.00
May 3/09	19.50	1.17	0.70	0.00	0.00	0.40	0.15	21.92
Nov. 1/09	19.94	1.20	0.72	0.00	0.00	0.40	0.15	22.41
May 2/10	21.01	1.26	0.76	0.00	0.00	0.40	0.15	23.58

**Ironworker apprentice rates** will be amended to reflect changes to the Apprenticeship Regulations. However instead of two periods of 1500 hours there will be four periods of 750 hours each. New apprentices will start at 60% of the journeyman rate with no Health & Welfare or Pension coverage for the first 30 calendar days after which they will spend the next 625 hours at 60% pay but with full benefits paid. The rate for the four periods will be 60%, 70%, 80%, and 90% of the Journeyman rate. Apprentices must successfully attend school and pass their exam to move to the 80% level.

**NOTE:** RRSP Contributions, see 21A.01 in Collective Agreement

- Construction Labour Relations dues of 6¢/hr (six cents) worked. Effective March 1, 2010 CEFAP contributions have changed to 2¢/hr (two cents) worked, as per Collective Agreement, not included in above totals. Audiometric Program (for Industrial Only) operating on the sustained reserves, dues collection presently suspended.

➤ Expiration Date April 30, 2011

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**IRONWORKERS STRUCTURAL (PROV.)...**  
**Local UNION 720 & 725**

<b>Effective Date</b>	<b>Base Rate</b>	<b>Vac. Pay</b>	<b>S.H.P.</b>	<b>H&amp;W</b>	<b>Pension</b>	<b>Appr. Fund</b>	<b>Total</b>
<b>Industrial Rates</b>							
<b>Foreman</b>							
July 8/07	40.63	2.44	1.63	1.50	4.96	0.40	51.56
May 4/08	41.99	2.52	1.68	1.75	5.39	0.40	53.73
May 3/09	43.03	2.58	1.72	1.85	5.65	0.45	55.28
Nov. 1/09	44.09	2.65	1.76	2.00	5.82	0.50	56.82
May 2/10	45.56	2.73	1.82	2.25	6.25	0.60	59.21
<b>Journeyman</b>							
July 8/07	35.13	2.11	1.40	1.50	4.96	0.40	45.50
May 4/08	36.49	2.19	1.46	1.75	5.39	0.40	47.68
May 3/09	37.53	2.25	1.50	1.85	5.65	0.45	49.23
Nov. 1/09	38.59	2.32	1.54	2.00	5.82	0.50	50.77
May 2/10	40.06	2.40	1.60	2.25	6.25	0.60	53.16
<b>Generalist 4th year</b>							
July 8/07	31.62	1.90	1.26	1.50	4.96	0.40	41.64
May 4/08	32.84	1.97	1.31	1.75	5.39	0.40	43.67
May 3/09	33.77	2.03	1.35	1.85	5.65	0.45	45.10
Nov. 1/09	34.73	2.08	1.39	2.00	5.82	0.50	46.53
May 2/10	36.05	2.16	1.44	2.25	6.25	0.60	48.75
<b>3rd Level</b>							
July 8/07	28.10	1.69	1.12	1.50	4.96	0.40	37.77
May 4/08	29.19	1.75	1.17	1.75	5.39	0.40	39.65
May 3/09	30.02	1.80	1.20	1.85	5.65	0.45	40.97
Nov. 1/09	30.87	1.85	1.23	2.00	5.82	0.50	42.29
May 2/10	32.05	1.92	1.28	2.25	6.25	0.60	44.35
<b>2nd Level</b>							
July 8/07	24.59	1.48	0.98	1.50	4.96	0.40	33.91
May 4/08	25.54	1.53	1.02	1.75	5.39	0.40	35.64
May 3/09	26.27	1.58	1.05	1.85	5.65	0.45	36.85
Nov. 1/09	27.01	1.62	1.08	2.00	5.82	0.50	38.04
May 2/10	28.04	1.68	1.12	2.25	6.25	0.60	39.94

**IRONWORKERS STRUCTURAL (PROV.)...**  
**Local UNION 720 & 725**

<b>Effective Date</b>	<b>Base Rate</b>	<b>Vac. Pay</b>	<b>S.H.P.</b>	<b>H&amp;W</b>	<b>Pension</b>	<b>Appr. Fund</b>	<b>Total</b>
<b>Industrial Rates</b>							
<b>1st Level</b>							
July 8/07	21.08	1.26	0.84	1.50	4.96	0.40	30.04
May 4/08	21.89	1.31	0.88	1.75	5.39	0.40	31.62
May 3/09	22.52	1.35	0.90	1.85	5.65	0.45	32.72
Nov. 1/09	23.15	1.39	0.93	2.00	5.82	0.50	33.80
May 2/10	24.04	1.44	0.96	2.25	6.25	0.60	35.54
		-	-				
<b>Pre-Apprentice</b>							
July 8/07	17.57	1.05	0.70	1.50		0.40	21.22
May 4/08	18.25	1.09	0.73	1.75		0.40	22.21
May 3/09	18.76	1.13	0.75	1.85		0.45	22.94
Nov. 1/09	19.30	1.16	0.77	2.00		0.50	23.73
May 2/10	20.03	1.20	0.80	2.25		0.60	24.88
Pre-Apprentices must be indentured within a maximum of six months from date of hire.							
<b>COMMERCIAL &amp; Institutional Rates</b>							
<b>Foreman</b>							
July 8/07	37.38	2.24	1.50	1.50	4.00	0.40	47.02
May 4/08	38.74	2.32	1.55	1.75	4.40	0.40	49.17
May 3/09	39.78	2.39	1.59	1.85	4.60	0.45	50.66
Nov. 1/09	40.84	2.45	1.63	2.00	4.80	0.50	52.23
May 2/10	42.31	2.54	1.69	2.25	5.25	0.60	54.64
<b>Journeyman</b>							
July 8/07	32.63	1.96	1.31	1.50	4.00	0.40	41.80
May 4/08	33.99	2.04	1.36	1.75	4.40	0.40	43.94
May 3/09	35.03	2.10	1.40	1.85	4.60	0.45	45.43
Nov. 1/09	36.09	2.17	1.44	2.00	4.80	0.50	47.00
May 2/10	37.56	2.25	1.50	2.25	5.25	0.60	49.41
<b>Generalist 4th year (90% of Journeyman)</b>							
July 8/07	29.37	1.76	1.17	1.50	4.00	0.40	41.80
May 4/08	30.59	1.84	1.22	1.75	4.40	0.40	40.20
May 3/09	31.52	1.89	1.26	1.85	4.60	0.45	41.57
Nov. 1/09	32.48	1.95	1.30	2.00	4.80	0.50	43.03
May 2/10	33.80	2.03	1.35	2.25	5.25	0.60	45.28

**IRONWORKERS STRUCTURAL (PROV.)...continued**  
**Local UNION 720 & 725**

<b>Effective Date</b>	<b>Base Rate</b>	<b>Vac. Pay</b>	<b>S.H.P.</b>	<b>H&amp;W</b>	<b>Pension</b>	<b>Appr. Fund</b>	<b>Total</b>
<b>3rd Level (80% of Journeyman)</b>							
July 8/07	26.10	1.57	1.04	1.50	4.00	0.40	41.80
May 4/08	27.19	1.63	1.09	1.75	4.40	0.40	36.46
May 3/09	28.02	1.68	1.12	1.85	4.60	0.45	37.72
Nov. 1/09	28.87	1.73	1.15	2.00	4.80	0.50	39.06
May 2/10	30.05	1.80	1.20	2.25	5.25	0.60	41.15
<b>2nd Level (70% of Journeyman )</b>							
July 8/07	22.84	1.37	0.91	1.50	4.00	0.40	31.02
May 4/08	23.79	1.43	0.95	1.75	4.40	0.40	32.72
May 3/09	24.52	1.47	0.98	1.85	4.60	0.45	33.87
Nov. 1/09	25.26	1.52	1.01	2.00	4.80	0.50	35.09
May 2/10	26.29	1.58	1.05	2.25	5.25	0.60	37.02
<b>1st Level (60% of Journeyman)</b>							
July 8/07	19.58	1.17	0.78	1.50	4.00	0.40	27.43
May 4/08	20.39	1.22	0.82	1.75	4.40	0.40	28.98
May 3/09	21.02	1.26	0.84	1.85	4.60	0.45	30.02
Nov. 1/09	21.65	1.30	0.87	2.00	4.80	0.50	31.12
May 2/10	22.54	1.35	0.90	2.25	5.25	0.60	32.89
<b>Pre-Apprentice 50% *</b>							
July 8/07	16.32	0.98	0.65	1.50		0.40	19.85
May 4/08	17.00	1.02	0.68	1.75		0.40	20.85
May 3/09	17.51	1.05	0.70	1.85		0.45	21.56
Nov. 1/09	18.05	1.08	0.72	2.00		0.50	22.35
May 2/10	18.78	1.13	0.75	2.25		0.60	23.51

Pre-Apprentices must be indentured within a maximum of six months from date of hire.



**IRONWORKERS STRUCTURAL (PROV.)...continued...**  
**Local UNIONS 720 & 725**

<b>Effective Date</b>	<b>Base Rate</b>	<b>V.P.</b>	<b>S.H.P.</b>	<b>H&amp;W</b>	<b>Pens.</b>	<b>Appr. Fund</b>	<b>Total</b>
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**Industrial Welder Apprentice Rates** (Journeyman, foreman and Pre-Apprentice rates are the same as Ironworkers rates above)

**INDUSTRIAL**

**3rd Level (90% of Journeyman)**

July8/07	31.62	1.90	1.26	1.50	4.96	0.40	41.64
May4/08	32.84	1.97	1.31	1.75	5.39	0.40	43.67
May3/09	33.77	2.03	1.35	1.85	5.65	0.45	45.10
Nov.1/09	34.73	2.08	1.39	2.00	5.82	0.50	46.53
May2/10	36.05	2.16	1.44	2.25	6.25	0.60	48.75

**2nd Level (75% of Journeyman)**

July8/07	26.35	1.58	1.05	1.50	4.96	0.40	35.84
May4/08	27.37	1.64	1.09	1.75	5.39	0.40	37.65
May3/09	28.15	1.69	1.13	1.85	5.65	0.45	38.92
Nov.1/09	28.94	1.74	1.16	2.00	5.82	0.50	40.16
May2/10	30.05	1.80	1.20	2.25	6.25	0.60	42.15

**1st Level (60% of Journeyman)**

July8/07	21.08	1.26	0.84	1.50	4.96	0.40	30.04
May4/08	21.89	1.31	0.88	1.75	5.39	0.40	31.62
May3/09	22.52	1.35	0.90	1.85	5.65	0.45	32.72
Nov.1/09	23.15	1.39	0.93	2.00	5.82	0.50	33.79
May2/10	24.04	1.44	0.96	2.25	6.25	0.60	35.54

**IRONWORKERS STRUCTURAL (PROV.)...continued...  
Local UNIONS 720 & 725**

<b>Effective Date</b>	<b>Base Rate</b>	<b>V.P.</b>	<b>S.H.P.</b>	<b>H&amp;W</b>	<b>Pens.</b>	<b>Appr. Fund</b>	<b>Total</b>
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**Commercial Welder Apprentice Rates** (Journeyman, foreman and Pre-Apprentice rates are the same as Ironworkers rates above)

**COMMERCIAL**

**3rd Level (90% of Journeyman)**

July8/07	29.37	1.76	1.17	1.50	4.00	0.40	41.80
May4/08	30.59	1.84	1.22	1.75	4.40	0.40	40.20
May3/09	31.52	1.89	1.26	1.85	4.60	0.45	41.57
Nov.1/09	32.48	1.95	1.30	2.00	4.80	0.50	43.03
May2/10	33.80	2.03	1.35	2.25	5.25	0.60	45.28

**2nd Level (75% of Journeyman)**

July8/07	24.47	1.47	0.98	1.50	4.00	0.40	32.82
May4/08	25.49	1.53	1.02	1.75	4.40	0.40	34.59
May3/09	26.27	1.58	1.05	1.85	4.60	0.45	35.80
Nov.1/09	27.07	1.62	1.08	2.00	4.80	0.50	37.08
May2/10	28.17	1.69	1.13	2.25	5.25	0.60	39.09

**1st Level (60% of Journeyman)**

July8/07	19.58	1.17	0.78	1.50	4.00	0.40	27.43
May4/08	20.39	1.22	0.82	1.75	4.40	0.40	28.98
May3/09	21.02	1.26	0.84	1.85	4.60	0.45	30.02
Nov.1/09	21.65	1.30	0.87	2.00	4.80	0.50	31.12
May2/10	22.54	1.35	0.90	2.25	5.25	0.60	32.89

Pre-Apprentices must be indentured within a maximum of six months from date of hire.

**Commercial Welder Apprentice Rates** (Journeyman, foreman and Pre-Apprentice rates are the same as Ironworkers rates above)

- Construction Labour Relations dues of 6¢/hr (six cents) worked. Effective March 1, 2010 CEFAP contributions have changed to 2¢/hr (two cents) worked, as per Collective Agreement, not included in above totals. Audiometric Program (for Industrial Only) operating on the sustained reserves, dues collection presently suspended.

➤ Expiration Date April 30, 2011

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**LATHERS – INTERIOR SYSTEMS MECHANICS (PROV.)...**  
**Local 1325 and 2103**

**Wage Rates And Benefit Contributions** (work included within Article 5.02)

<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol. &amp; V.P.</b>	<b>H &amp; W</b>	<b>Pension</b>	<b>Total Training</b>	<b>Wage</b>
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**INDUSTRIAL WORK (Schedule "A")**

**Journeyman**

04.Nov.07	33.46	3.35	1.10	5.47	.30	43.68
04.May.08	34.67	3.47	1.25	5.88	.50	45.77
03.May.09	35.79	3.58	1.31	6.08	.50	47.26
01.Nov.09	36.92	3.69	1.36	6.28	.50	48.75
02.May.10	38.63	3.86	1.40	6.60	.55	51.04

**3 rd Yr Apprentice**

04.Nov.07	26.77	2.68	1.10	5.47	.30	36.32
04.May.08	27.74	2.77	1.25	5.88	.50	38.14
03.May.09	28.63	2.86	1.31	6.08	.50	39.38
01.Nov.09	29.54	2.95	1.36	6.28	.50	40.63
02.May.10	30.90	3.09	1.40	6.60	.55	42.54

**2 nd Yr Apprentice**

04.Nov.07	23.42	2.34	1.10	5.47	.30	32.63
04.May.08	24.27	2.43	1.25	5.88	.50	34.33
03.May.09	25.05	2.51	1.31	6.08	.50	35.45
01.Nov.09	25.84	2.58	1.36	6.28	.50	36.56
02.May.10	27.04	2.70	1.40	6.60	.55	38.29

**1 st Yr Apprentice**

04.Nov.07	20.08	2.01	1.10	5.47	.30	28.96
04.May.08	20.80	2.08	1.25	5.88	.50	30.51
03.May.09	21.47	2.15	1.31	6.08	.50	31.51
01.Nov.09	22.15	2.22	1.36	6.28	.50	32.51
02.May.10	23.18	2.32	1.40	6.60	.55	34.05

**LATHERS – INTERIOR SYSTEMS MECHANICS (PROV.)... continued...**  
**Local 1325 and 2103**

**Schedule Of Wage Rates And Benefit Contributions** (work not included within Art. 5.02)

<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol. &amp; V.P.</b>	<b>H &amp; W</b>	<b>Pension</b>	<b>Total Training</b>	<b>Wage</b>
<b>NON-INDUSTRIAL WORK (SCHEDULE "B")</b>						
<b>Journeyman</b>						
November 7, 2007	28.83	2.88	1.10	3.00	.02	35.83
May 4, 2008	30.37	3.04	1.25	3.22	.04	37.92
May 3, 2009	32.28	3.23	1.36	3.44	.07	40.38
May 2, 2010	34.29	3.43	1.40	3.62	.10	42.84
<b>3<sup>rd</sup> Yr Apprentice</b>						
November 7, 2007	23.06	2.31	1.10	3.00	.02	29.49
May 4, 2008	24.30	2.43	1.25	3.22	.04	31.24
May 3, 2009	25.82	2.58	1.36	3.44	.07	33.27
May 2, 2010	27.43	2.74	1.40	3.62	.10	35.29
<b>2<sup>nd</sup> Yr Apprentice</b>						
November 7, 2007	20.18	2.02	1.10	3.00	.02	26.32
May 4, 2008	21.26	2.13	1.25	3.22	.04	27.90
May 3, 2009	22.60	2.26	1.36	3.44	.07	29.73
May 2, 2010	24.00	2.40	1.40	3.62	.10	31.52
<b>1<sup>st</sup> Yr Apprentice</b>						
November 7, 2007	17.30	1.73	1.10	3.00	.02	23.15
May 4, 2008	18.22	1.82	1.25	3.22	.04	24.55
May 3, 2009	19.37	1.94	1.36	3.44	.07	26.18
May 2, 2010	20.57	2.06	1.40	3.62	.10	27.75

- Construction Labour Relations dues of 6¢/hr (six cents) worked. Effective March 1, 2010 CEFAP contributions have changed to 2¢/hr (two cents) worked, as per Collective Agreement, not included in above totals. Audiometric Program (for Industrial Only) operating on the sustained reserves, dues collection presently suspended.

➤ Expiration Date April 30, 2011

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

<b>Date</b>	<b>Base Wage</b>	<b>Hol.&amp; Vac.</b>	<b>H&amp;W</b>	<b>Pen.</b>	<b>Other</b>	<b>Gross Wage</b>
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**COMMERCIAL****Certified Labourer**

September 2, 2007	20.65	2.07	1.35	1.80	0.10	25.97
November 4, 2007	21.17	2.11	1.35	1.80	0.10	26.53
May 4, 2008	22.31	2.23	1.35	1.80	0.10	27.79
May 3, 2009	23.95	2.40	1.35	1.80	0.10	29.60
May 2, 2010	25.22	2.52	1.35	1.80	0.10	30.99

**Uncertified Labourer Rate**

September 2, 2007	19.20	1.92	1.35	1.80	0.10	24.37
November 4, 2007	19.68	1.97	1.35	1.80	0.10	24.90
May 4, 2008	20.75	2.08	1.35	1.80	0.10	26.08
May 3, 2009	22.27	2.23	1.35	1.80	0.10	27.75
May 2, 2010	23.45	2.35	1.35	1.80	0.10	29.05

**Entry Level 2 (85% of Certified Labourer Base Rate for 900 hours following completion of Entry Level 1)**

September 2, 2007	17.50	1.75	1.35	1.80	0.10	22.50
November 4, 2007	17.99	1.80	1.35	1.80	0.10	23.04
May 4, 2008	18.96	1.90	1.35	1.80	0.10	24.11
May 3, 2009	20.36	2.04	1.35	1.80	0.10	25.65
May 2, 2010	21.44	2.14	1.35	1.80	0.10	26.83

**Entry Level 1 (73% of Certified Labourer Base Rate for first 300 hours of employment)**

September 2, 2007	15.00	1.50	1.35	1.80	0.10	19.75
November 4, 2007	15.45	1.55	1.35	1.80	0.10	20.25
May 4, 2008	16.29	1.63	1.35	1.80	0.10	21.17
May 3, 2009	17.48	1.75	1.35	1.80	0.10	22.48
May 2, 2010	18.41	1.84	1.35	1.80	0.10	23.50

**Bricklayer Helper**

September 2, 2007	22.39	2.24	1.35	1.80	0.10	27.88
November 4, 2007	22.95	2.29	1.35	1.80	0.10	28.49
May 4, 2008	24.05	2.40	1.35	1.80	0.10	29.70
May 3, 2009	25.80	2.58	1.35	1.80	0.10	31.63
May 2, 2010	27.15	2.71	1.35	1.80	0.10	33.11

**Bricklayer Helper Entry Level 2 (80% of Bricklayer Helper Rate for 900 hours following completion of Entry Level 1)**

September 2, 2007	18.00	1.80	1.35	1.80	0.10	23.05
November 4, 2007	18.36	1.84	1.35	1.80	0.10	23.45
May 4, 2008	19.24	1.92	1.35	1.80	0.10	24.41
May 3, 2009	20.64	2.06	1.35	1.80	0.10	25.95
May 2, 2010	21.72	2.17	1.35	1.80	0.10	27.14

**Bricklayer Helper Entry Level 1 (74% of Bricklayer Helper Rate for first 300 hours of employment)**

September 2, 2007	16.50	1.65	1.35	1.80	0.10	21.40
November 4, 2007	16.98	1.70	1.35	1.80	0.10	21.93
May 4, 2008	17.80	1.78	1.35	1.80	0.10	22.83
May 3, 2009	19.09	1.91	1.35	1.80	0.10	24.25
May 2, 2010	20.09	2.01	1.35	1.80	0.10	25.35

\* For Entry Level 1 Labourers and Bricklayer Helpers in their first 300 hours of employment, the amount designated as Pension contribution will be submitted by Funds Administrative Services to the Labourers' Training Trust Fund

**LABOURERS GENERAL CONSTRUCTION (PROV.)...continued  
LOCAL UNIONS 92 & 1111**

<b>Date</b>	<b>Base Wage</b>	<b>Hol.&amp; Vac.</b>	<b>H&amp;W</b>	<b>Pen.</b>	<b>Other</b>	<b>Gross Wage</b>
<b>INDUSTRIAL</b>						
<b>Certified Construction Craft Labourer</b>						
August 19, 2007	28.03	2.80	1.60	4.25	0.45	37.13
May 4, 2008	29.64	2.96	1.60	4.25	0.45	38.90
May 3, 2009	30.78	3.08	1.60	4.25	0.45	40.16
November 1, 2009	31.94	3.19	1.60	4.25	0.45	41.43
May 2, 2010	33.70	3.37	1.60	4.25	0.45	43.37
<b>Uncertified Labourer (93% of Certified Construction Craft Labourer Rate)</b>						
August 19, 2007	26.07	2.61	1.60	4.25	0.45	34.98
May 4, 2008	27.57	2.76	1.60	4.25	0.45	36.63
May 3, 2009	28.63	2.86	1.60	4.25	0.45	37.79
November 1, 2009	29.70	2.97	1.60	4.25	0.45	38.97
May 2, 2010	31.34	3.13	1.60	4.25	0.45	40.77
<b>Trainee 3 (85% of Certified Construction Craft Labourer Rate)</b>						
August 19, 2007	23.83	2.38	1.60	4.25	0.45	32.51
May 4, 2008	25.19	2.52	1.60	4.25	0.45	34.01
May 3, 2009	26.16	2.62	1.60	4.25	0.45	35.08
November 1, 2009	27.15	2.72	1.60	4.25	0.45	36.17
May 2, 2010	28.65	2.87	1.60	4.25	0.45	37.82
<b>Trainee 2 (75% of Certified Construction Craft Labourer Rate)</b>						
August 19, 2007	21.02	2.10	1.60	4.25	0.45	29.42
May 4, 2008	22.23	2.22	1.60	4.25	0.45	30.75
May 3, 2009	23.09	2.31	1.60	4.25	0.45	31.70
November 1, 2009	23.96	2.40	1.60	4.25	0.45	32.66
May 2, 2010	25.28	2.53	1.60	4.25	0.45	34.11
<b>Trainee 1 (65% of Certified Construction Craft Labourer Rate)</b>						
August 19, 2007	18.22	1.82	1.60	4.25	0.45	26.34
May 4, 2008	19.27	1.93	1.60	4.25	0.45	27.50
May 3, 2009	20.00	2.00	1.60	4.25	0.45	28.30
November 1, 2009	20.76	2.08	1.60	4.25	0.45	29.14
May 2, 2010	21.91	2.19	1.60	4.25	0.45	30.40

\* 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.

**Labourer Trainee:**  
*(ratio 1 trainee per 3 labourers either certified or non-certified)*  
 1) first 300 hours - 65% (sixty-five percent) of Class 1 rate  
 2) next 1000 hours - 75% (seventy-five percent) of Class 1 rate  
 3) next 1000 hours - 85% (eighty-five percent) of Class 1 rate  
**Labourer Foreman** - not less than 10% (ten percent) over highest classification working under them

- Construction Labour Relations dues of 6¢/hr (six cents) worked. Effective March 1, 2010 CEFAF contributions have changed to 2¢/hr (two cents) worked, as per Collective Agreement, not included in above totals. Audiometric Program (for Industrial Only) operating on the sustained reserves, dues collection presently suspended.

➤ Expiration Date April 30, 2011

**LABOURERS REFRACTORY MAINTENANCE (PROV.)...  
LOCAL UNIONS 92 & 1111**

• Effective Date	Net Rate	Vacation & Health & Hol. Pay	Welfare	Pension	Gross Rate	JESP*
• Sept. 9/07	\$28.58	\$2.86	\$1.60	\$4.25	\$37.29	\$0.25
• May 4/08	\$30.21	\$3.02	\$1.60	\$4.25	\$39.08	\$0.25
• May 3/09	\$32.52	\$3.25	\$1.60	\$4.25	\$41.62	\$0.25
• May 2/10	\$34.29	\$3.43	\$1.60	\$4.25	\$43.57	\$0.25

• **\*Employer Contribution to Joint Employers' Safety Program (JESP)**

- **Inflation Protection – Refer to the Collective Agreement Article Seven – Wages**
- Construction Labour Relations dues of 6¢/hr (six cents) worked Effective March 1, 2010 CEFAP contributions have changed to 2¢/hr (two cents) worked, as per Collective Agreement, not included in above totals. Audiometric Program (for Industrial Only) operating on the sustained reserves, dues collection presently suspended.

➤ Expiration Date April 30, 2011

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December 6, 2010

**MECHANICAL (PROV.)..(Plumbers & Pipefitters)****LOCAL UNIONS 488 & 496****ARTICLE EIGHT - WAGES, BENEFITS & MONETARY CONDITIONS****8.01 Wage Rates and Fringe Benefits shall be in accordance with the following schedules:****8.01 (a) Industrial Pipefitter / Steamfitter Local 488**

<b>Effective Date</b>	<b>Base Rate</b>	<b>ISITF SUPF</b>	<b>Vac.Pay &amp; S.H.P.</b>	<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Supp. Training</b>	<b>Ben.</b>	<b>Total</b>
<b>General Foreman</b>								
May 4/08	\$45.18	\$0.20	\$4.52	\$1.76	\$6.01	\$0.60	\$0.10	\$58.37
May 3/09	\$46.35	\$0.20	\$4.63	\$1.81	\$6.31	\$0.60	\$0.10	60.00
Nov.1/09	\$47.83	\$0.20	\$4.78		\$1.81	\$6.31	\$0.60	\$0.10
May 1/10	\$61.63 \$49.79	\$0.20	\$4.98	\$1.86	\$6.61	\$0.60	\$0.10	\$64.14
<b>Foreman</b>								
May 4/08	\$43.18	\$0.20	\$4.32	\$1.76	\$6.01	\$0.60	\$0.10	\$56.17
May 3/09	\$44.35	\$0.20	\$4.43	\$1.81	\$6.31	\$0.60	\$0.10	\$57.80
Nov. 1/09	\$45.83	\$0.20	\$4.58	\$1.81	\$6.31	\$0.60	\$0.10	\$59.43
May 1/10	\$47.79	\$0.20	\$4.78	\$1.86	\$6.61	\$0.60	\$0.10	\$61.94
<b>Journeyman</b>								
May 4/08	\$37.68	\$0.20	\$3.77	\$1.76	\$6.01	\$0.60	\$0.10	\$50.12
May 3/09	\$38.85	\$0.20	\$3.88	\$1.81	\$6.31	\$0.60	\$0.10	\$51.75
Nov. 1/09	\$40.33	\$0.20	\$4.03	\$1.81	\$6.31	\$0.60	\$0.10	\$53.38
May 1/10	\$42.29	\$0.20	\$4.23	\$1.86	\$6.61	\$0.60	\$0.10	\$55.89
<b>4th Year</b>								
May 4/08	\$30.10	\$0.20	\$3.01	\$1.76	\$6.01	\$0.60	\$0.10	\$41.78
May 3/2009	\$31.04	\$0.20	\$3.10	\$1.81	\$6.31	\$0.60	\$0.10	\$43.16
Nov 1/09	\$32.22	\$0.20	\$3.22	\$1.86	\$6.31	\$0.60	\$0.10	\$44.46
May 2/10	\$33.79	\$0.20	\$3.38	\$1.86	\$6.31	\$0.60	\$0.10	\$46.54
<b>3rd Year 70% to July 1/08 thereafter 80%</b>								
May 4/08	\$26.32	\$0.20	\$2.63	\$1.76	\$6.01	\$0.60	\$0.10	\$37.62
July 1/08	\$30.10	\$0.20	\$3.01	\$1.76	\$6.01	\$0.60	\$0.10	\$41.78
May 3/09	\$31.04	\$0.20	\$3.10	\$1.81	\$6.31	\$0.60	\$0.10	\$43.21
Nov. 1/09	\$32.22	\$0.20	\$3.22	\$1.81	\$6.31	\$0.60	\$0.10	\$44.46
May 1/10	\$33.79	\$0.20	\$3.38	\$1.86	\$6.61	\$0.60	\$0.10	\$46.54
<b>2nd Year 60% to July 1/08 thereafter 65%</b>								
May 4/08	\$22.53	\$0.20	\$2.25	\$1.76	\$6.01	\$0.60	\$0.10	\$33.45
July 1/08	\$24.42	\$0.20	\$2.44	\$1.76	\$6.01	\$0.60	\$0.10	\$35.53
May 3/09	\$25.18	\$0.20	\$2.52	\$1.81	\$6.31	\$0.60	\$0.10	\$36.72
Nov. 1/09	\$26.14	\$0.20	\$2.61	\$1.81	\$6.31	\$0.60	\$0.10	\$37.77
May 1/10	\$27.42	\$0.20	\$2.74	\$1.86	\$6.61	\$0.60	\$0.10	\$39.53
<b>1st Year 50%</b>								
May 4/08	\$18.74	\$0.20	\$1.87	\$1.76	\$6.01	\$0.60	\$0.10	\$29.28
July 1/08	\$18.74	\$0.20	\$1.87	\$1.76	\$6.01	\$0.60	\$0.10	\$29.28
May 3/09	\$19.32	\$0.20	\$1.93	\$1.81	\$6.31	\$0.60	\$0.10	\$30.27
Nov. 1/09	\$20.07	\$0.20	\$2.01	\$1.81	\$6.31	\$0.60	\$0.10	\$31.10
May 1/10	\$21.05	\$0.20	\$2.10	\$1.86	\$6.61	\$0.60	\$0.10	\$32.52



**MECHANICAL (PROV)..(Plumbers & Pipefitters)... continued...**

**LOCAL UNIONS 488 & 496**

**8.01 (b) Industrial Plumbers 488**

<b>Effective Date</b>	<b>Base Rate</b>	<b>ISITF SUPP</b>	<b>Vac.Pay &amp; S.H.P.</b>	<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Supp. Training</b>	<b>Ben.</b>	<b>Total</b>	
<b>General Foreman</b>									
May 4/08	\$45.18	\$0.20	\$4.52	\$1.76	\$6.01	\$0.60	\$0.10	\$58.37	
May 3/09	\$46.35	\$0.20	\$4.63	\$1.81	\$6.31	\$0.60	\$0.10	\$60.00	
Nov.1/09	\$47.83	\$0.20	\$4.78		\$1.81	\$6.31	\$0.60	\$0.10	
May 1/10	\$61.63	\$49.79	\$0.20	\$4.98	\$1.86	\$6.61	\$0.60	\$0.10	\$64.14
<b>Foreman</b>									
May 4/08	\$43.18	\$0.20	\$4.32	\$1.76	\$6.01	\$0.60	\$0.10	\$56.17	
May 3/09	\$44.35	\$0.20	\$4.43	\$1.81	\$6.31	\$0.60	\$0.10	\$57.80	
Nov. 1/09	\$45.83	\$0.20	\$4.58	\$1.81	\$6.31	\$0.60	\$0.10	\$59.43	
May 1/10	\$47.79	\$0.20	\$4.78	\$1.86	\$6.61	\$0.60	\$0.10	\$61.94	
<b>Journeyman</b>									
May 4/08	\$37.68	\$0.20	\$3.77	\$1.76	\$6.01	\$0.60	\$0.10	\$50.12	
May 3/09	\$38.85	\$0.20	\$3.88	\$1.81	\$6.31	\$0.60	\$0.10	\$51.75	
Nov. 1/09	\$40.33	\$0.20	\$4.03	\$1.81	\$6.31	\$0.60	\$0.10	\$53.38	
May 1/10	\$42.29	\$0.20	\$4.23	\$1.86	\$6.61	\$0.60	\$0.10	\$55.89	
<b>4th Year</b>									
May 4/08	\$30.10	\$0.20	\$3.01	\$1.76	\$6.01	\$0.60	\$0.10	\$41.78	
May 3/09	\$31.04	\$0.20	\$3.10	\$1.81	\$6.31	\$0.60	\$0.10	\$43.16	
Nov.1/09	\$32.22	\$0.20	\$3.22	\$1.81	\$6.31	\$0.60	\$0.10	\$44.46	
May 1/10	\$33.79	\$0.20	\$3.38	\$1.86	\$6.61	\$0.60	\$0.10	\$46.54	
<b>3rd Year</b>									
May 4/08	\$26.32	\$0.20	\$2.63	\$1.76	\$6.01	\$0.60	\$0.10	\$37.62	
May 3/09	\$27.13	\$0.20	\$2.71	\$1.81	\$6.31	\$0.60	\$0.10	\$38.86	
Nov.1/09	\$28.17	\$0.20	\$2.82	\$1.81	\$6.31	\$0.60	\$0.10	\$40.01	
May 1/10	\$29.54	\$0.20	\$2.95	\$1.86	\$6.61	\$0.60	\$0.10	\$41.86	
<b>2nd Year</b>									
May 4/08	\$22.53	\$0.20	\$2.25	\$1.76	\$6.01	\$0.60	\$0.10	\$33.45	
May 3/09	\$23.23	\$0.20	\$2.32	\$1.81	\$6.31	\$0.60	\$0.10	\$34.57	
Nov.1/09	\$24.12	\$0.20	\$2.41	\$1.81	\$6.31	\$0.60	\$0.10	\$35.55	
May 1/10	\$25.29	\$0.20	\$2.53	\$1.86	\$6.61	\$0.60	\$0.10	\$37.19	
<b>1st Year</b>									
May 4/08	\$18.74	\$0.20	\$1.87	\$1.76	\$6.01	\$0.60	\$0.10	\$29.28	
May 3/09	\$19.32	\$0.20	\$1.93	\$1.81	\$6.31	\$0.60	\$0.10	\$30.27	
Nov.1/09	\$20.07	\$0.20	\$2.01	\$1.81	\$6.31	\$0.60	\$0.10	\$31.10	
May 1/10	\$21.05	\$0.20	\$2.10	\$1.86	\$6.61	\$0.60	\$0.10	\$32.52	

**MECHANICAL (PROV.)..(Plumbers & Pipefitters)... continued...**

**LOCAL UNIONS 488 & 496**

**8.01 (c) Industrial Pipefitter / Steamfitter 496**

<b>Effective Date</b>	<b>Base Rate</b>	<b>ISITF SUPF</b>	<b>Vac.Pay &amp; S.H.P.</b>	<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Supp. Training</b>	<b>Ben.</b>	<b>Total</b>
<b>General Foreman</b>								
Oct. 1/07	\$44.27	\$0.50	\$4.43	\$1.75	\$4.65	\$0.45	\$0.03	\$56.08
May 4/08	\$46.35	\$0.50	\$4.64	\$1.75	\$4.65	\$0.45	\$0.03	\$58.37
Aug. 10/08	\$45.85	\$0.50	\$4.59	\$1.75	\$5.20	\$0.45	\$0.03	\$58.37
May 3/09	\$47.34	\$0.50	\$4.73	\$1.75	\$5.20	\$0.45	\$0.03	\$60.00
Nov 1/09	\$48.82	\$0.50	\$4.88	\$1.75	\$5.20	\$0.45	\$0.03	\$61.63
May 2/10	\$51.10	\$0.50	\$5.11	\$1.75	\$5.20	\$0.45	\$0.03	\$64.14
<b>Foreman</b>								
Oct. 1/07	\$42.27	\$0.50	\$4.23	\$1.75	\$4.65	\$0.45	\$0.03	\$53.88
May 4/08	\$44.35	\$0.50	\$4.44	\$1.75	\$4.65	\$0.45	\$0.03	\$56.17
Aug. 10/08	\$43.85	\$0.50	\$4.39	\$1.75	\$5.20	\$0.45	\$0.03	\$56.17
May 3/09	\$45.34	\$0.50	\$4.53	\$1.75	\$5.20	\$0.45	\$0.03	\$57.80
Nov 1/09	\$46.82	\$0.50	\$4.68	\$1.75	\$5.20	\$0.45	\$0.03	\$59.43
May 2/10	\$49.10	\$0.50	\$4.91	\$1.75	\$5.20	\$0.45	\$0.03	\$61.94
<b>Journeyman</b>								
Oct. 1/07	\$36.77	\$0.50	\$3.68	\$1.75	\$4.65	\$0.45	\$0.03	\$47.83
May 4/08	\$38.85	\$0.50	\$3.89	\$1.75	\$4.65	\$0.45	\$0.03	\$50.12
Aug. 10/08	\$38.35	\$0.50	\$3.84	\$1.75	\$5.20	\$0.45	\$0.03	\$50.12
May 3/09	\$39.84	\$0.50	\$3.98	\$1.75	\$5.20	\$0.45	\$0.03	\$51.75
Nov 1/09	\$41.32	\$0.50	\$4.13	\$1.75	\$5.20	\$0.45	\$0.03	\$53.38
May 2/10	\$43.60	\$0.50	\$4.36	\$1.75	\$5.20	\$0.45	\$0.03	\$55.89
<b>4th Year 80%</b>								
Oct. 1/07	\$29.32	\$0.50	\$2.93	\$1.75	\$4.65	\$0.45	\$0.03	\$39.63
May 4/08	\$30.98	\$0.50	\$3.10	\$1.75	\$4.65	\$0.45	\$0.03	\$41.46
July 1/08	4th year rate no longer applies to pipefitter/steamfitter.							
May 3/09	\$31.77	\$0.50	\$3.18	\$1.75	\$5.20	\$0.45	\$0.03	\$42.88
Nov 1/09	\$32.96	\$0.50	\$3.30	\$1.75	\$5.20	\$0.45	\$0.03	\$44.19
May 2/10	\$34.78	\$0.50	\$3.48	\$1.75	\$5.20	\$0.45	\$0.03	\$46.19
<b>3rd Year 70% to July 1/08 thereafter 80%</b>								
Oct. 1/07	\$25.59	\$0.50	\$2.56	\$1.75	\$4.65	\$0.45	\$0.03	\$35.53
May 4/08	\$27.05	\$0.50	\$2.70	\$1.75	\$4.65	\$0.45	\$0.03	\$37.13
July 1/08	\$30.98	\$0.50	\$3.10	\$1.75	\$4.65	\$0.45	\$0.03	\$41.46
Aug. 10/08	\$30.58	\$0.50	\$3.06	\$1.75	\$5.20	\$0.45	\$0.03	\$41.57
May 3/09	\$31.77	\$0.50	\$3.18	\$1.75	\$5.20	\$0.45	\$0.03	\$42.88
Nov 1/09	\$32.96	\$0.50	\$3.30	\$1.75	\$5.20	\$0.45	\$0.03	\$44.19
May 2/10	\$34.78	\$0.50	\$3.48	\$1.75	\$5.20	\$0.45	\$0.03	\$46.19
<b>2nd Year 60% to July 1/08 thereafter 65%</b>								
Oct. 1/07	\$21.86	\$0.50	\$2.19	\$1.75	\$4.65	\$0.45	\$0.03	\$31.43
May 4/08	\$23.11	\$0.50	\$2.31	\$1.75	\$4.65	\$0.45	\$0.03	\$32.80
July 1/08	\$25.08	\$0.50	\$2.51	\$1.75	\$4.65	\$0.45	\$0.03	\$34.97
Aug. 10/08	\$24.75	\$0.50	\$2.48	\$1.75	\$5.20	\$0.45	\$0.03	\$35.16
May 3/09	\$25.72	\$0.50	\$2.57	\$1.75	\$5.20	\$0.45	\$0.03	\$36.22
Nov 1/09	\$26.68	\$0.50	\$2.67	\$1.75	\$5.20	\$0.45	\$0.03	\$37.28
May 2/10	\$28.17	\$0.50	\$2.82	\$1.75	\$5.20	\$0.45	\$0.03	\$38.92
<b>1st Year 50%</b>								
Oct. 1/07	\$18.14	\$0.50	\$1.81	\$1.75	\$4.65	\$0.45	\$0.03	\$27.33
May 4/08	\$19.18	\$0.50	\$1.92	\$1.75	\$4.65	\$0.45	\$0.03	\$28.48
July 1/08	No change applicable to 1st year apprentices							
Aug. 10/08	\$18.93	\$0.50	\$1.89	\$1.75	\$5.20	\$0.45	\$0.03	\$28.75
May 3/09	\$19.67	\$0.50	\$1.97	\$1.75	\$5.20	\$0.45	\$0.03	\$29.57
Nov 1/09	\$20.41	\$0.50	\$2.04	\$1.75	\$5.20	\$0.45	\$0.03	\$30.38
May 2/10	\$21.55	\$0.50	\$2.16	\$1.75	\$5.20	\$0.45	\$0.03	\$31.64

**MECHANICAL (PROV.)..(Plumbers & Pipefitters)... continued...****LOCAL UNIONS 488 & 496****8.01 (d) Industrial Plumbers 496**

<b>Effective Date</b>	<b>Base Rate</b>	<b>ISITF SUPF</b>	<b>Vac.Pay &amp; S.H.P.</b>	<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Supp. Training</b>	<b>Ben.</b>	<b>Total</b>
<b>General Foreman</b>								
Oct. 1/07	\$44.27	\$0.50	\$4.43	\$1.75	\$4.65	\$0.45	\$0.03	\$56.08
May 4/08	\$46.35	\$0.50	\$4.64	\$1.75	\$4.65	\$0.45	\$0.03	\$58.37
Aug 3/08	\$45.85	\$0.50	\$4.59	\$1.75	\$5.20	\$0.45	\$0.03	\$58.37
May 3/09	\$47.34	\$0.50	\$4.73	\$1.75	\$5.20	\$0.45	\$0.03	\$60.00
Nov 1/09	\$48.82	\$0.50	\$4.88	\$1.75	\$5.20	\$0.45	\$0.03	\$61.63
May 2/10	\$51.10	\$0.50	\$5.11	\$1.75	\$5.20	\$0.45	\$0.03	\$64.14
<b>Foreman</b>								
Oct. 1/07	\$42.27	\$0.50	\$4.23	\$1.75	\$4.65	\$0.45	\$0.03	\$53.88
May 4/08	\$44.35	\$0.50	\$4.44	\$1.75	\$4.65	\$0.45	\$0.03	\$56.17
Aug 3/08	\$43.85	\$0.50	\$4.39	\$1.75	\$5.20	\$0.45	\$0.03	\$56.17
May 3/09	\$45.34	\$0.50	\$4.53	\$1.75	\$5.20	\$0.45	\$0.03	\$57.80
Nov 1/09	\$46.82	\$0.50	\$4.68	\$1.75	\$5.20	\$0.45	\$0.03	\$59.43
May 2/10	\$49.10	\$0.50	\$4.91	\$1.75	\$5.20	\$0.45	\$0.03	\$61.94
<b>Journeyman</b>								
Oct. 1/07	\$36.77	\$0.50	\$3.68	\$1.75	\$4.65	\$0.45	\$0.03	\$47.83
May 4/08	\$38.85	\$0.50	\$3.89	\$1.75	\$4.65	\$0.45	\$0.03	\$50.12
Aug 3/08	\$38.35	\$0.50	\$3.84	\$1.75	\$5.20	\$0.45	\$0.03	\$50.12
May 3/09	\$39.84	\$0.50	\$3.98	\$1.75	\$5.20	\$0.45	\$0.03	\$51.75
Nov 1/09	\$41.32	\$0.50	\$4.13	\$1.75	\$5.20	\$0.45	\$0.03	\$53.38
May 2/10	\$43.60	\$0.50	\$4.36	\$1.75	\$5.20	\$0.45	\$0.03	\$55.89
<b>4th year</b>								
Oct. 1/07	\$29.32	\$0.50	\$2.93	\$1.75	\$4.65	\$0.45	\$0.03	\$39.63
May 4/08	\$30.98	\$0.50	\$3.10	\$1.75	\$4.65	\$0.45	\$0.03	\$41.46
Aug 3/08	\$30.58	\$0.50	\$3.06	\$1.75	\$5.20	\$0.45	\$0.03	\$41.57
May 3/09	\$31.77	\$0.50	\$3.18	\$1.75	\$5.20	\$0.45	\$0.03	\$42.88
Nov 1/09	\$32.96	\$0.50	\$3.30	\$1.75	\$5.20	\$0.45	\$0.03	\$44.19
May 2/10	\$34.78	\$0.50	\$3.48	\$1.75	\$5.20	\$0.45	\$0.03	\$46.19
<b>3rd Year</b>								
Oct. 1/07	\$25.59	\$0.50	\$2.56	\$1.75	\$4.65	\$0.45	\$0.03	\$35.53
May 4/08	\$27.05	\$0.50	\$2.70	\$1.75	\$4.65	\$0.45	\$0.03	\$37.13
Aug 3/08	\$26.70	\$0.50	\$2.67	\$1.75	\$5.20	\$0.45	\$0.03	\$37.30
May 3/09	\$27.74	\$0.50	\$2.77	\$1.75	\$5.20	\$0.45	\$0.03	\$38.44
Nov 1/09	\$28.77	\$0.50	\$2.88	\$1.75	\$5.20	\$0.45	\$0.03	\$39.58
May 2/10	\$30.37	\$0.50	\$3.04	\$1.75	\$5.20	\$0.45	\$0.03	\$41.34
<b>2nd Year</b>								
Oct. 1/07	\$21.86	\$0.50	\$2.19	\$1.75	\$4.65	\$0.45	\$0.03	\$31.43
May 4/08	\$23.11	\$0.50	\$2.31	\$1.75	\$4.65	\$0.45	\$0.03	\$32.80
Aug 3/08	\$22.81	\$0.50	\$2.28	\$1.75	\$5.20	\$0.45	\$0.03	\$33.02
May 3/09	\$23.70	\$0.50	\$2.37	\$1.75	\$5.20	\$0.45	\$0.03	\$34.00
Nov 1/09	\$24.59	\$0.50	\$2.46	\$1.75	\$5.20	\$0.45	\$0.03	\$34.98
May 2/10	\$25.96	\$0.50	\$2.60	\$1.75	\$5.20	\$0.45	\$0.03	\$36.49
<b>1st Year</b>								
Oct. 1/07	\$18.14	\$0.50	\$1.81	\$1.75	\$4.65	\$0.45	\$0.03	\$27.33
May 4/08	\$19.18	\$0.50	\$1.92	\$1.75	\$4.65	\$0.45	\$0.03	\$28.48
Aug 3/08	\$18.93	\$0.50	\$1.89	\$1.75	\$5.20	\$0.45	\$0.03	\$28.75
May 3/09	\$19.67	\$0.50	\$1.97	\$1.75	\$5.20	\$0.45	\$0.03	\$29.57
Nov 1/09	\$20.41	\$0.50	\$2.04	\$1.75	\$5.20	\$0.45	\$0.03	\$30.38
May 2/10	\$21.55	\$0.50	\$2.16	\$1.75	\$5.20	\$0.45	\$0.03	\$31.64

**MECHANICAL (PROV.)..(Plumbers & Pipefitters)... continued...**

**LOCAL UNIONS 488 & 496**

**8.01 (e) Commercial & Institutional Local 488**

<b>Effective Date</b>	<b>Base Rate</b>	<b>ISITF SUPF</b>	<b>Vac.Pay &amp; S.H.P.</b>	<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Supp. Training</b>	<b>Ben.</b>	<b>Total</b>
<b>General Foreman</b>								
May 4/08	\$40.68	\$0.20	\$4.07		\$1.76	\$4.56	\$0.25	\$0.10
	\$51.62							
May 3/09	\$41.85	\$0.20	\$4.19	\$1.81	\$4.86	\$0.25	\$0.10	\$53.26
Nov 1/09	\$43.33	\$0.20	\$4.33	\$1.81	\$4.86	\$0.25	\$0.10	\$54.88
May 2/10	\$45.29	\$0.20	\$4.53		\$1.86	\$5.16	\$0.25	\$0.10
	\$57.39							
<b>Foreman</b>								
May 4/08	\$38.68	\$0.20	\$3.87		\$1.76	\$4.56	\$0.25	\$0.10
	\$49.42							
May 3/09	\$39.85	\$0.20	\$3.99	\$1.81	\$4.86	\$0.25	\$0.10	\$51.06
Nov 1/09	\$41.33	\$0.20	\$4.13	\$1.81	\$4.86	\$0.25	\$0.10	\$52.68
May 2/10	\$43.29	\$0.20	\$4.33		\$1.86	\$5.16	\$0.25	\$0.10
	\$55.19							
<b>Journeyman</b>								
May 4/08	\$34.68	\$0.20	\$3.47		\$1.76	\$4.56	\$0.25	\$0.10
	\$45.02							
May 3/09	\$35.85	\$0.20	\$3.59	\$1.81	\$4.86	\$0.25	\$0.10	\$46.66
Nov 1/09	\$37.33	\$0.20	\$3.73	\$1.81	\$4.86	\$0.25	\$0.10	\$48.28
May 2/10	\$39.29	\$0.20	\$3.93		\$1.86	\$5.16	\$0.25	\$0.10
	\$50.79							
<b>4th Year (As of July 1/08 this rate also applies to 3<sup>rd</sup> year pipefitter / steamfitter)</b>								
May 4/08	\$27.70	\$0.20	\$2.77		\$1.76	\$4.56	\$0.25	\$0.10
	\$37.34							
May 3/09	\$28.64	\$0.20	\$2.86	\$1.81	\$4.86	\$0.25	\$0.10	\$38.72
Nov 1/09	\$29.82	\$0.20	\$2.98	\$1.81	\$4.86	\$0.25	\$0.10	\$40.02
May 2/10	\$31.39	\$0.20	\$3.14	\$1.86	\$5.16	\$0.25	\$0.10	\$42.10
<b>3rd Year (This rate applies to 3rd year pipefitter/steamfitter only up to July 1/08)</b>								
May 4/08	\$24.22	\$0.20	\$2.42	\$1.76	\$4.56	\$0.25	\$0.10	\$33.51
May 3/09	\$25.04	\$0.20	\$2.50	\$1.81	\$4.86	\$0.25	\$0.10	\$34.76
Nov 1/09	\$26.07	\$0.20	\$2.61	\$1.81	\$4.86	\$0.25	\$0.10	\$35.90
May 2/10	\$27.44	\$0.20	\$2.74	\$1.86	\$5.16	\$0.25	\$0.10	\$37.75
<b>2nd Year Plumbers</b>								
May 4/08	\$20.73	\$0.20	\$2.07	\$1.76	\$4.56	\$0.25	\$0.10	\$29.67
May 3/09	\$21.43	\$0.20	\$2.14	\$1.81	\$4.86	\$0.25	\$0.10	\$30.79
Nov 1/09	\$22.32	\$0.20	\$2.23	\$1.81	\$4.86	\$0.25	\$0.10	\$31.77
May 2/10	\$23.49	\$0.20	\$2.35	\$1.86	\$5.16	\$0.25	\$0.10	\$33.41
<b>2nd Year Pipefitter / Steamfitter</b>								
May 4/08	\$20.73	\$0.20	\$2.07	\$1.76	\$4.56	\$0.25	\$0.10	\$29.67
July 1/08	\$22.47	\$0.20	\$2.25	\$1.76	\$4.56	\$0.25	\$0.10	\$31.59
May 3/09	\$23.23	\$0.20	\$2.32	\$1.81	\$4.86	\$0.25	\$0.10	\$32.77
Nov 1/09	\$24.19	\$0.20	\$2.42	\$1.81	\$4.86	\$0.25	\$0.10	\$33.83
May 2/10	\$25.47	\$0.20	\$2.55	\$1.86	\$5.16	\$0.25	\$0.10	\$35.59
<b>1st Year Plumber, Pipefitter / Steamfitter</b>								
May 4/08	\$17.24	\$0.20	\$1.72	\$1.76	\$4.56	\$0.25	\$0.10	\$25.83
May 3/09	\$17.83	\$0.20	\$1.78	\$1.81	\$4.86	\$0.25	\$0.10	\$26.83
Nov 1/09	\$18.57	\$0.20	\$1.86	\$1.81	\$4.86	\$0.25	\$0.10	\$27.64
May 2/10	\$19.55	\$0.20	\$1.95	\$1.86	\$5.16	\$0.25	\$0.10	\$29.07

**MECHANICAL (PROV.)..(Plumbers & Pipefitters)... continued...**

**LOCAL UNIONS 488 & 496**

**8.01 (f) Commercial & Institutional Local 496**

<b>Effective Date</b>	<b>Base Rate</b>	<b>ISITF SUPP</b>	<b>Vac.Pay &amp; S.H.P.</b>	<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Supp. Training</b>	<b>Ben.</b>	<b>Total</b>
<b>General Foreman</b>								
Oct. 1/07	\$37.50	\$0.50	\$3.75	\$1.65	\$3.49	\$0.45	\$0.03	\$47.37
Oct. 28/07	\$37.50	\$0.50	\$3.75	\$1.65	\$4.04	\$0.45	\$0.03	\$47.92
May 4/08	\$38.50	\$0.50	\$3.85	\$1.65	\$4.04	\$0.45	\$0.03	\$49.02
Nov. 2/08	\$39.50	\$0.50	\$3.95	\$1.65	\$4.04	\$0.45	\$0.03	\$50.12
May 3/09	\$39.95	\$0.50	\$4.00	\$1.65	\$4.29	\$0.45	\$0.03	\$50.87
Nov 1/09	\$40.41	\$0.50	\$4.04	\$1.65	\$4.54	\$0.45	\$0.03	\$51.62
May 2/10	\$40.86	\$0.50	\$4.09	\$1.65	\$4.79	\$0.45	\$0.03	\$52.37
Oct 31/10	\$41.32	\$0.50	\$4.13	\$1.65	\$5.04	\$0.45	\$0.03	\$53.12
<b>Foreman</b>								
Oct. 1/07	\$34.50	\$0.50	\$3.45	\$1.65	\$3.49	\$0.45	\$0.03	\$44.07
Oct. 28/07	\$34.50	\$0.50	\$3.45	\$1.65	\$4.04	\$0.45	\$0.03	\$44.62
May 4/08	\$35.50	\$0.50	\$3.55	\$1.65	\$4.04	\$0.45	\$0.03	\$45.72
Nov. 2/08	\$36.50	\$0.50	\$3.65	\$1.65	\$4.04	\$0.45	\$0.03	\$46.82
May 3/09	\$36.95	\$0.50	\$3.70	\$1.65	\$4.29	\$0.45	\$0.03	\$47.57
Nov 1/09	\$37.41	\$0.50	\$3.74	\$1.65	\$4.54	\$0.45	\$0.03	\$48.32
May 2/10	\$37.86	\$0.50	\$3.79	\$1.65	\$4.79	\$0.45	\$0.03	\$49.07
Oct 31/10	\$38.32	\$0.50	\$3.83	\$1.65	\$5.04	\$0.45	\$0.03	\$49.82
<b>Journeyman</b>								
Oct. 1/07	\$31.50	\$0.50	\$3.15	\$1.65	\$3.49	\$0.45	\$0.03	\$40.77
Oct. 28/07	\$31.50	\$0.50	\$3.15	\$1.65	\$4.04	\$0.45	\$0.03	\$41.32
May 4/08	\$32.50	\$0.50	\$3.25	\$1.65	\$4.04	\$0.45	\$0.03	\$42.42
Nov. 2/08	\$33.50	\$0.50	\$3.35	\$1.65	\$4.04	\$0.45	\$0.03	\$43.52
May 3/09	\$33.95	\$0.50	\$3.40	\$1.65	\$4.29	\$0.45	\$0.03	\$44.27
Nov 1/09	\$34.41	\$0.50	\$3.44	\$1.65	\$4.54	\$0.45	\$0.03	\$45.02
May 2/10	\$34.86	\$0.50	\$3.49	\$1.65	\$4.79	\$0.45	\$0.03	\$45.77
Oct 31/10	\$35.32	\$0.50	\$3.53	\$1.65	\$5.04	\$0.45	\$0.03	\$46.52
<b>4th Year (As of July 1/08 this rate also applies to 3<sup>rd</sup> year pipefitter / steamfitter)</b>								
Oct. 1/07	\$25.60	\$0.00	\$2.56	\$1.65	\$2.79	\$0.30	\$0.03	\$32.93
Oct. 28/07	\$25.60	\$0.00	\$2.56	\$1.65	\$3.23	\$0.30	\$0.03	\$33.37
May 4/08	\$26.40	\$0.00	\$2.64	\$1.65	\$3.23	\$0.30	\$0.03	\$34.25
Nov. 2/08	\$27.20	\$0.00	\$2.72	\$1.65	\$3.23	\$0.30	\$0.03	\$35.13
May 3/09	\$27.56	\$0.00	\$2.76	\$1.65	\$3.43	\$0.30	\$0.03	\$35.73
Nov 1/09	\$27.93	\$0.00	\$2.79	\$1.65	\$3.63	\$0.30	\$0.03	\$36.33
May 2/10	\$28.29	\$0.00	\$2.83	\$1.65	\$3.83	\$0.30	\$0.03	\$36.93
Oct 31/10	\$28.66	\$0.00	\$2.87	\$1.65	\$4.03	\$0.30	\$0.03	\$37.54
<b>3rd Year (This rate applies to 3<sup>rd</sup> year pipefitter/steamfitter only up to July 1/08)</b>								
Oct. 1/07	\$22.40	\$0.00	\$2.24	\$1.65	\$2.44	\$0.30	\$0.03	\$29.06
Oct. 28/07	\$22.40	\$0.00	\$2.24	\$1.65	\$2.83	\$0.30	\$0.03	\$29.45
May 4/08	\$23.10	\$0.00	\$2.31	\$1.65	\$2.83	\$0.30	\$0.03	\$30.22
Nov. 2/08	\$23.80	\$0.00	\$2.38	\$1.65	\$2.83	\$0.30	\$0.03	\$30.99
May 3/09	\$24.12	\$0.00	\$2.41	\$1.65	\$3.00	\$0.30	\$0.03	\$31.51
Nov 1/09	\$24.44	\$0.00	\$2.44	\$1.65	\$3.18	\$0.30	\$0.03	\$32.04
May 2/10	\$24.75	\$0.00	\$2.48	\$1.65	\$3.35	\$0.30	\$0.03	\$32.56
Oct 31/10	\$25.07	\$0.00	\$2.51	\$1.65	\$3.53	\$0.30	\$0.03	\$33.09

**MECHANICAL (PROV)..(Plumbers & Pipefitters)... continued...**

**LOCAL UNIONS 488 & 496**

<b>Effective Date</b>	<b>Base Rate</b>	<b>ISITF SUPF</b>	<b>Vac.Pay &amp; S.H.P.</b>	<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Supp. Training</b>	<b>Ben.</b>	<b>Total</b>
<b>2nd Year Plumbers</b>								
Oct. 1/07	\$19.20	\$0.00	\$1.92	\$1.65	\$2.09	\$0.30	\$0.03	\$25.19
Oct. 28/07	\$19.20	\$0.00	\$1.92	\$1.65	\$2.42	\$0.30	\$0.03	\$25.52
May 4/08	\$19.80	\$0.00	\$1.98	\$1.65	\$2.42	\$0.30	\$0.03	\$26.18
Nov. 2/08	\$20.40	\$0.00	\$2.04	\$1.65	\$2.42	\$0.30	\$0.03	\$26.84
May 3/09	\$20.67	\$0.00	\$2.07	\$1.65	\$2.57	\$0.30	\$0.03	\$27.29
Nov 1/09	\$20.95	\$0.00	\$2.09	\$1.65	\$2.72	\$0.30	\$0.03	\$27.74
May 2/10	\$21.22	\$0.00	\$2.12	\$1.65	\$2.87	\$0.30	\$0.03	\$28.19
Oct 31/10	\$21.49	\$0.00	\$2.15	\$1.65	\$3.02	\$0.30	\$0.03	\$28.64
<b>2nd Year Pipefitter / Steamfitter</b>								
Oct. 1/07	\$19.20	\$0.00	\$1.92	\$1.65	\$2.09	\$0.30	\$0.03	\$25.19
Oct. 28/07	\$19.20	\$0.00	\$1.92	\$1.65	\$2.42	\$0.30	\$0.03	\$25.52
May 4/08	\$19.80	\$0.00	\$1.98	\$1.65	\$2.42	\$0.30	\$0.03	\$26.18
July 1/08	\$21.45	\$0.00	\$2.15	\$1.65	\$2.63	\$0.30	\$0.03	\$28.21
Nov. 2/08	\$22.10	\$0.00	\$2.21	\$1.65	\$2.63	\$0.30	\$0.03	\$28.92
May 3/09	\$22.39	\$0.00	\$2.24	\$1.65	\$2.79	\$0.30	\$0.03	\$29.40
Nov 1/09	\$22.69	\$0.00	\$2.27	\$1.65	\$2.95	\$0.30	\$0.03	\$29.89
May 2/10	\$22.98	\$0.00	\$2.30	\$1.65	\$3.11	\$0.30	\$0.03	\$30.37
Oct 31/10	\$23.28	\$0.00	\$2.33	\$1.65	\$3.28	\$0.30	\$0.03	\$30.87
<b>1st Year Plumber, Pipefitter / Steamfitter</b>								
Oct. 1/07	\$16.00	\$0.00	\$1.60	\$1.65	\$1.75	\$0.30	\$0.03	\$21.33
Oct. 28/07	\$16.00	\$0.00	\$1.60	\$1.65	\$2.02	\$0.30	\$0.03	\$21.60
May 4/08	\$16.50	\$0.00	\$1.65	\$1.65	\$2.02	\$0.30	\$0.03	\$22.15
Nov. 2/08	\$17.00	\$0.00	\$1.70	\$1.65	\$2.02	\$0.30	\$0.03	\$22.70
May 3/09	\$17.23	\$0.00	\$1.72	\$1.65	\$2.15	\$0.30	\$0.03	\$23.08
Nov 1/09	\$17.46	\$0.00	\$1.75	\$1.65	\$2.27	\$0.30	\$0.03	\$23.46
May 2/10	\$17.68	\$0.00	\$1.77	\$1.65	\$2.40	\$0.30	\$0.03	\$23.83
Oct 31/10	\$17.91	\$0.00	\$1.79	\$1.65	\$2.52	\$0.30	\$0.03	\$24.20

When bidding commercial work subsequent to Nov. 1/09 please contact CLR-A regarding enabled rates.

**MECHANICAL (PROV)..(Plumbers & Pipefitters)... continued...  
LOCAL UNIONS 488 & 496**

**8.01 (g) Instrument Mechanic (Local 488 Industrial work)**

(Foreman, General Foreman and Journeyman rates are as per 488 Industrial schedule)

<b>Effective Date</b>	<b>Base Rate</b>	<b>ISITF SUPF</b>	<b>Vac.Pay &amp; S.H.P.</b>	<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Supp. Training</b>	<b>Ben.</b>	<b>Total</b>
<b>Journeyman</b>								
May 4, 2008	\$37.68	\$0.20	\$3.77	\$1.76	\$6.01	\$0.60	\$0.10	\$50.12
May 3, 2009	\$38.85	\$0.20	\$3.88	\$1.81	\$6.31	\$0.60	\$0.10	\$51.75
Nov 1, 2009	\$40.33	\$0.20	\$4.03	\$1.81	\$6.31	\$0.60	\$0.10	\$53.38
May 2, 2010	\$42.29	\$0.20	\$4.23	\$1.86	\$6.61	\$0.60	\$0.10	\$55.89
<b>4th Year</b>								
May 4, 2008	\$32.00	\$0.20	\$3.20	\$1.76	\$6.01	\$0.60	\$0.10	\$43.87
May 3, 2009	\$32.99	\$0.20	\$3.30	\$1.81	\$6.31	\$0.60	\$0.10	\$45.31
Nov 1, 2009	\$34.25	\$0.20	\$3.42	\$1.81	\$6.31	\$0.60	\$0.10	\$46.69
May 2, 2010	\$35.92	\$0.20	\$3.59	\$1.86	\$6.61	\$0.60	\$0.10	\$48.88
<b>3rd Year</b>								
May 4, 2008	\$28.21	\$0.20	\$2.82	\$1.76	\$6.01	\$0.60	\$0.10	\$39.70
May 3, 2009	\$29.09	\$0.20	\$2.91	\$1.81	\$6.31	\$0.60	\$0.10	\$41.02
Nov 1, 2009	\$30.20	\$0.20	\$3.02	\$1.81	\$6.31	\$0.60	\$0.10	\$42.24
May 2, 2010	\$31.67	\$0.20	\$3.17	\$1.86	\$6.61	\$0.60	\$0.10	\$44.21
<b>2nd Year</b>								
May 4, 2008	\$24.42	\$0.20	\$2.44	\$1.76	\$6.01	\$0.60	\$0.10	\$35.53
May 3, 2009	\$25.18	\$0.20	\$2.52	\$1.81	\$6.31	\$0.60	\$0.10	\$36.72
Nov 1, 2009	\$26.14	\$0.20	\$2.61	\$1.81	\$6.31	\$0.60	\$0.10	\$37.77
May 2, 2010	\$27.42	\$0.20	\$2.74	\$1.86	\$6.61	\$0.60	\$0.10	\$39.53
<b>1st Year</b>								
May 4, 2008	\$20.63	\$0.20	\$2.06	\$1.76	\$6.01	\$0.60	\$0.10	\$31.36
May 3, 2009	\$21.28	\$0.20	\$2.13	\$1.81	\$6.31	\$0.60	\$0.10	\$32.43
May 3, 2009	\$22.09	\$0.20	\$2.21	\$1.81	\$6.31	\$0.60	\$0.10	\$33.32
May 2, 2010	\$23.17	\$0.20	\$2.32	\$1.86	\$6.61	\$0.60	\$0.10	\$34.86

**MECHANICAL (PROV.)..(Plumbers & Pipefitters)... continued...**  
**LOCAL UNIONS 488 & 496**

**8.01 (h) Instrument Mechanic (Local 496 Industrial work)**

(Foreman, General Foreman and Journeyman rates are as per 496 Industrial schedule)

<b>Effective Date</b>	<b>Base Rate</b>	<b>ISITF SUPF</b>	<b>Vac.Pay &amp; S.H.P.</b>	<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Supp. Training</b>	<b>Ben.</b>	<b>Total</b>
<b>Journeyman</b>								
Oct. 1/07	\$36.77	\$0.50	\$3.68	\$1.75	\$4.65	\$0.45	\$0.03	\$47.83
May 4/08	\$38.85	\$0.50	\$3.89	\$1.75	\$4.65	\$0.45	\$0.03	\$50.12
Aug 3/08	\$38.35	\$0.50	\$3.84	\$1.75	\$5.20	\$0.45	\$0.03	\$50.12
May 3/09	\$39.84	\$0.50	\$3.98	\$1.75	\$5.20	\$0.45	\$0.03	\$51.75
Nov 1/09	\$41.32	\$0.50	\$4.13	\$1.75	\$5.20	\$0.45	\$0.03	\$53.38
May 2/10	\$43.60	\$0.50	\$4.36	\$1.75	\$5.20	\$0.45	\$0.03	\$55.89
<b>4th Year</b>								
Oct. 1/07	\$31.18	\$0.50	\$3.12	\$1.75	\$4.65	\$0.45	\$0.03	\$41.68
May 4/08	\$32.95	\$0.50	\$3.29	\$1.75	\$4.65	\$0.45	\$0.03	\$43.62
Aug 3/08	\$32.52	\$0.50	\$3.26	\$1.75	\$5.20	\$0.45	\$0.03	\$43.71
May 3/09	\$33.79	\$0.50	\$3.38	\$1.75	\$5.20	\$0.45	\$0.03	\$45.10
Nov 1/09	\$35.05	\$0.50	\$3.50	\$1.75	\$5.20	\$0.45	\$0.03	\$46.48
May 2/10	\$36.99	\$0.50	\$3.70	\$1.75	\$5.20	\$0.45	\$0.03	\$48.62
<b>3rd Year</b>								
Oct. 1/07	\$27.45	\$0.50	\$2.75	\$1.75	\$4.65	\$0.45	\$0.03	\$37.58
May 4/08	\$29.01	\$0.50	\$2.90	\$1.75	\$4.65	\$0.45	\$0.03	\$39.29
Aug 3/08	\$28.64	\$0.50	\$2.86	\$1.75	\$5.20	\$0.45	\$0.03	\$39.43
May 3/09	\$29.76	\$0.50	\$2.98	\$1.75	\$5.20	\$0.45	\$0.03	\$40.67
Nov 1/09	\$30.87	\$0.50	\$3.09	\$1.75	\$5.20	\$0.45	\$0.03	\$41.89
May 2/10	\$32.58	\$0.50	\$3.26	\$1.75	\$5.20	\$0.45	\$0.03	\$43.77
<b>2nd Year</b>								
Oct. 1/07	\$23.73	\$0.50	\$2.37	\$1.75	\$4.65	\$0.45	\$0.03	\$33.48
May 4/08	\$25.08	\$0.50	\$2.51	\$1.75	\$4.65	\$0.45	\$0.03	\$34.97
Aug 3/08	\$24.75	\$0.50	\$2.48	\$1.75	\$5.20	\$0.45	\$0.03	\$35.16
May 3/09	\$25.72	\$0.50	\$2.57	\$1.75	\$5.20	\$0.45	\$0.03	\$36.22
Nov 1/09	\$26.68	\$0.50	\$2.67	\$1.75	\$5.20	\$0.45	\$0.03	\$37.28
May 2/10	\$28.17	\$0.50	\$2.82	\$1.75	\$5.20	\$0.45	\$0.03	\$38.92
<b>1st Year</b>								
Oct. 1/07	\$20.00	\$0.50	\$2.00	\$1.75	\$4.65	\$0.45	\$0.03	\$29.38
May 4/08	\$21.14	\$0.50	\$2.11	\$1.75	\$4.65	\$0.45	\$0.03	\$30.64
Aug 3/08	\$20.87	\$0.50	\$2.09	\$1.75	\$5.20	\$0.45	\$0.03	\$30.89
May 3/09	\$21.69	\$0.50	\$2.17	\$1.75	\$5.20	\$0.45	\$0.03	\$31.79
Nov 1/09	\$22.50	\$0.50	\$2.25	\$1.75	\$5.20	\$0.45	\$0.03	\$32.68
May 2/10	\$23.76	\$0.50	\$2.38	\$1.75	\$5.20	\$0.45	\$0.03	\$34.07



**MECHANICAL (PROV)..(Plumbers & Pipefitters)... continued...**

**LOCAL UNIONS 488 & 496**

**8.01 (i) Industrial Welders 488**

<b>Effective Date</b>	<b>Base Rate</b>	<b>ISITF SUPF</b>	<b>Vac.Pay &amp; S.H.P.</b>	<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Supp. Training</b>	<b>Ben.</b>	<b>Total</b>
<b>B Pressure Welder Same Rate As Journeyman Pipefitter</b>								
Aug. 10/08	\$37.68	\$0.20	\$3.77	\$1.76	\$6.01	\$0.60	\$0.10	\$50.12
May 3/09	\$38.85	\$0.20	\$3.88	\$1.81	\$6.31	\$0.60	\$0.10	\$51.75
Nov 1/09	\$40.33	\$0.20	\$4.03	\$1.81	\$6.31	\$0.60	\$0.10	\$53.38
May 2/10	\$42.29	\$0.20	\$4.23	\$1.86	\$6.61	\$0.60	\$0.10	\$55.89
<b>Journeyman Welder Without "B" Pressure; (85% of Jmn. P/F)</b>								
Aug. 10/08	\$32.00	\$0.20	\$3.20	\$1.76	\$6.01	\$0.60	\$0.10	\$43.87
May 3/09	\$32.99	\$0.20	\$3.30	\$1.81	\$6.31	\$0.60	\$0.10	\$45.31
Nov 1/09	\$34.25	\$0.20	\$3.43	\$1.81	\$6.31	\$0.60	\$0.10	\$46.70
May 2/10	\$35.92	\$0.20	\$3.59	\$1.86	\$6.61	\$0.60	\$0.10	\$48.88
<b>3rd Year Apprentice (80% of Jmn. P/F - 94% of Jmn Welder)</b>								
Aug. 10/08	\$30.10	\$0.20	\$3.01	\$1.76	\$6.01	\$0.60	\$0.10	\$41.78
May 3/09	\$31.04	\$0.20	\$3.10	\$1.81	\$6.31	\$0.60	\$0.10	\$43.16
Nov 1/09	\$32.22	\$0.20	\$3.22	\$1.81	\$6.31	\$0.60	\$0.10	\$44.46
May 2/10	\$33.79	\$0.20	\$3.38	\$1.86	\$6.61	\$0.60	\$0.10	\$46.54
<b>2nd Year Apprentice (65% of Jmn. P/F - 76% of Jmn. Welder)</b>								
Aug. 10/08	\$24.42	\$0.20	\$2.44	\$1.76	\$6.01	\$0.60	\$0.10	\$35.53
May 3/09	\$25.18	\$0.20	\$2.52	\$1.81	\$6.31	\$0.60	\$0.10	\$36.72
Nov 1/09	\$26.14	\$0.20	\$2.61	\$1.81	\$6.31	\$0.60	\$0.10	\$37.77
May 2/10	\$27.42	\$0.20	\$2.74	\$1.86	\$6.61	\$0.60	\$0.10	\$39.53
<b>1st Year Apprentice (50% of Jmn. P/F - 58.6% of Jmn. Welder)</b>								
Aug. 10/08	\$18.74	\$0.20	\$1.87	\$1.76	\$6.01	\$0.60	\$0.10	\$29.28
May 3/09	\$19.32	\$0.20	\$1.93	\$1.81	\$6.31	\$0.60	\$0.10	\$30.27
Nov 1/09	\$20.07	\$0.20	\$2.01	\$1.81	\$6.31	\$0.60	\$0.10	\$31.10
May 2/10	\$21.05	\$0.20	\$2.10	\$1.86	\$6.61	\$0.60	\$0.10	\$32.52

**MECHANICAL (PROV.)..(Plumbers & Pipefitters)... continued...**

**LOCAL UNIONS 488 & 496**

**8.01 (j) Industrial Welders 496**

<b>Effective Date</b>	<b>Base Rate</b>	<b>ISITF SUPF</b>	<b>Vac.Pay &amp; S.H.P.</b>	<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Supp. Training</b>	<b>Ben.</b>	<b>Total</b>
<b>B Pressure Welder Same rate as Journeyman Pipefitter</b>								
Aug. 10/08	\$38.35	\$0.50	\$3.84	\$1.75	\$5.20	\$0.45	\$0.03	\$50.12
May 3/09	\$39.84	\$0.50	\$3.98	\$1.75	\$5.20	\$0.45	\$0.03	\$51.75
Nov 1/09	\$41.32	\$0.50	\$4.13	\$1.75	\$5.20	\$0.45	\$0.03	\$53.38
May 2/10	\$43.60	\$0.50	\$4.36	\$1.75	\$5.20	\$0.45	\$0.03	\$55.89
<b>Journeyman Welder Without "B" Pressure; (85% of Jmn. P/F)</b>								
Aug. 10/08	\$32.52	\$0.50	\$3.25	\$1.75	\$5.20	\$0.45	\$0.03	\$43.70
May 3/09	\$33.79	\$0.50	\$3.38	\$1.75	\$5.20	\$0.45	\$0.03	\$45.10
Nov 1/09	\$35.05	\$0.50	\$3.50	\$1.75	\$5.20	\$0.45	\$0.03	\$46.48
May 2/10	\$36.99	\$0.50	\$3.70	\$1.75	\$5.20	\$0.45	\$0.03	\$48.62
<b>3rd Year Apprentice (80% Of Jmn. P/F - 94% Of Jmn Welder)</b>								
Aug. 10/08	\$30.58	\$0.50	\$3.06	\$1.75	\$5.20	\$0.45	\$0.03	\$41.57
May 3/09	\$31.77	\$0.50	\$3.18	\$1.75	\$5.20	\$0.45	\$0.03	\$42.88
Nov 1/09	\$32.96	\$0.50	\$3.30	\$1.75	\$5.20	\$0.45	\$0.03	\$44.19
May 2/10	\$34.78	\$0.50	\$3.48	\$1.75	\$5.20	\$0.45	\$0.03	\$46.19
<b>2nd Year Apprentice (65% of Jmn. P/F - 76% of Jmn. Welder)</b>								
Aug. 10/08	\$24.75	\$0.50	\$2.48	\$1.75	\$5.20	\$0.45	\$0.03	\$35.16
May 3/09	\$25.72	\$0.50	\$2.57	\$1.75	\$5.20	\$0.45	\$0.03	\$36.22
Nov 1/09	\$26.68	\$0.50	\$2.67	\$1.75	\$5.20	\$0.45	\$0.03	\$37.28
May 2/10	\$28.17	\$0.50	\$2.82	\$1.75	\$5.20	\$0.45	\$0.03	\$38.92
<b>1st Year Apprentice (50% of Jmn. P/F - 58.6% of Jmn. Welder)</b>								
Aug. 10/08	\$18.93	\$0.50	\$1.89	\$1.75	\$5.20	\$0.45	\$0.03	\$28.75
May 3/09	\$19.67	\$0.50	\$1.97	\$1.75	\$5.20	\$0.45	\$0.03	\$29.57
Nov 1/09	\$20.41	\$0.50	\$2.04	\$1.75	\$5.20	\$0.45	\$0.03	\$30.38
May 2/10	\$21.55	\$0.50	\$2.16	\$1.75	\$5.20	\$0.45	\$0.03	\$31.64

**For all Schedules:**

- (1) Calculate the "ISIT/SUPF" for Local 488 or MMDF for Local 496 contributions on hours earned.
- (2) Local 488 - Monthly Union dues = 3 x base rate (Maximum is Journeyman rate)
- (3) Local 496 - Monthly union dues of \$44.00 /per month, plus field dues (when working) of 1.25% of gross
- (4) ABTC dues of 5¢ (five cents) per hour earned to be deducted from wages and remitted at same time and in same manner as Union dues
- (5) CLR-A dues of 6¢ (six cents) per hour worked to be remitted by Employer as per Art. 31.03 (a)
- (6) CEFAP contributions of 1.5¢ (one and one-half cents) per hour worked to be remitted by Employer as per 31.03 (b) – this amount will increase to 2¢ (two cents) per hour worked on March 1, 2010

➤ Expiration Date April 30, 2011

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**MILLWRIGHTS (PROV.)...  
LOCAL UNION 1460**

<u>Date</u>	<u>Wage</u>	<u>Holiday Pay</u>	<u>Health &amp; Welfare</u>	<u>Pension</u>	<u>Training Fund</u>	<u>Total Package</u>
August 12, 2007	\$36.01	\$3.60	\$2.26	\$5.75	\$0.41	\$48.03
May 4, 2008	\$38.10	\$3.81	\$2.26	\$5.75	\$0.41	\$50.33
May 3, 2009	\$39.10	\$3.91	\$2.38	\$6.13	\$0.45	\$51.97
Nov. 1, 2009	\$40.10	\$4.01	\$2.50	\$6.50	\$0.49	\$53.60
May 2, 2010	\$42.38	\$4.24	\$2.50	\$6.50	\$0.50	\$56.12

NOTE – see letter of understanding (appendix c) respecting potential adjustment to the wage schedule for may 4, 2008 and/or may 3, 2009, and/or may 2, 2010.

Foreman rates will be journeyman rates plus \$5.50 per hour.  
General Foreman rates will be journeyman rates plus \$7.50/hour.

**Apprentices**

**(i)** All references to Millwright Apprentices shall be governed by the Regulations of the Alberta Apprenticeship and Industry Training Act, excepting the wage rates, as they affect the trade of Millwrighting.

**(ii)** Apprentice Millwrights shall be paid on a percentage of the basic Journeyman rate as follows:

<b>1st year</b>	60%
after six months served and completed as well as achieving 50% of the 1 <sup>st</sup> year hours required by AIT	65%
<b>2nd year</b> (following successful completion of exam)	70%
after six months served and completed as well as achieving 50% of the 2 <sup>nd</sup> year hours required by AIT	75%
<b>3rd year</b> (following successful completion of exam)	80%
after six months served and completed as well as achieving 50% of the 3 <sup>rd</sup> year hours required by AIT	85%
<b>4th year</b> (following successful completion of exam)	90%
after six months served and completed as well as achieving 50% of the 4 <sup>th</sup> year hours required by AIT	95%

Note: AIT = (Alberta) Apprenticeship and Industry Training

**(iii)** The apprentice's next period increase will become effective on the first pay period following the date the apprentice presents to his Employer the letter received from AIT notifying them of successful completion of a term unless the apprentice's anniversary date has not been reached. In that case the increase will become effective on the first pay period following the anniversary date. An apprentice will receive his increase to journeyman rate on the first pay period following the date his ticket becomes effective.

**Other: Training Fund**

- Construction Labour Relations dues of 6¢/hr (six cents) worked. Effective March 1, 2010 CEFAP contributions have changed to 2¢/hr (two cents) worked, as per Collective Agreement, not included in above totals. Audiometric Program (for Industrial Only) operating on the sustained reserves, dues collection presently suspended.

➤ **Expiration Date April 30, 2011**

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

<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>COMMERCIAL / INSTITUTIONAL</b>						
<b>Group 1, including 2<sup>nd</sup> Class Steam Engineer</b>						
May 27, 2007	27.57	2.76	1.45	3.00	0.20	34.98
October 28, 2007	29.30	2.93	1.45	3.00	0.20	36.88
May 4, 2008	31.20	3.12	1.45	3.00	0.20	38.97
November 2, 2008	31.79	3.18	1.45	3.00	0.20	39.62
<b>Group 2, including 3<sup>rd</sup> Class Steam Engineer</b>						
May 27, 2007	25.35	2.54	1.45	3.00	0.20	32.54
October 28, 2007	26.98	2.70	1.45	3.00	0.20	34.33
May 4, 2008	28.73	2.87	1.45	3.00	0.20	36.25
November 2, 2008	29.28	2.93	1.45	3.00	0.20	36.86
<b>4<sup>th</sup> Class Steam Engineer</b>						
May 27, 2007	24.65	2.46	1.45	3.00	0.20	29.42
October 28, 2007	26.22	2.62	1.45	3.00	0.20	33.49
May 4, 2008	27.94	2.79	1.45	3.00	0.20	35.38
November 2, 2008	28.47	2.85	1.45	3.00	0.20	35.97
<b>Group 3, including Fireman</b>						
May 27, 2007	23.95	2.40	1.45	3.00	0.20	31.00
October 28, 2007	25.49	2.55	1.45	3.00	0.20	32.69
May 4, 2008	27.16	2.72	1.45	3.00	0.20	34.53
November 2, 2008	27.69	2.77	1.45	3.00	0.20	35.11
<b>Group 4</b>						
May 27, 2007	22.52	2.25	1.45	3.00	0.20	29.43
October 28, 2007	23.99	2.40	1.45	3.00	0.20	31.04
May 4, 2008	25.58	2.56	1.45	3.00	0.20	32.79
November 2, 2008	26.07	2.61	1.45	3.00	0.20	33.33
<b>Group 5</b>						
May 27, 2007	20.13	2.01	1.45	3.00	0.20	26.79
October 28, 2007	21.45	2.15	1.45	3.00	0.20	28.25
May 4, 2008	22.90	2.29	1.45	3.00	0.20	29.84
November 2, 2008	23.36	2.34	1.45	3.00	0.20	30.35
<b>New Hires, 1<sup>st</sup> 90 days</b>						
May 27, 2007	17.98	1.80	1.45	3.00	0.20	24.43
October 28, 2007	19.19	1.92	1.45	3.00	0.20	25.76
May 4, 2008	20.50	2.05	1.45	3.00	0.20	27.20
November 2, 2008	20.93	2.09	1.45	3.00	0.20	27.67

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

**INDUSTRIAL**

<b>Date</b>	<b>Base Wage</b>	<b>Hol.&amp; Vac.</b>	<b>H&amp;W</b>	<b>Pen.</b>	<b>Training</b>	<b>Gross Wage</b>
<b>Group 1, including 2<sup>nd</sup> Class Steam Engineer</b>						
May 27, 2007	33.81	3.38	2.00	4.50	0.40	44.09
July 1, 2007	34.77	3.48	2.00	4.50	0.40	45.15
May 4, 2008	36.70	3.67	2.00	4.50	0.40	47.27
June 1, 2008	36.74	3.67	2.00	4.50	0.40	47.31
May 3, 2009	38.14	3.81	2.00	4.50	0.40	48.85
Nov 1, 2009	39.54	3.95	2.00	4.50	0.40	50.39
May 2, 2010	41.69	4.17	2.00	4.50	0.40	52.76
<b>Group 2, including 3<sup>rd</sup> Class Steam Engineer</b>						
May 27, 2007	31.98	3.20	2.00	4.50	0.40	42.08
July 1, 2007	32.90	3.29	2.00	4.50	0.40	43.09
May 4, 2008	34.73	3.47	2.00	4.50	0.40	45.10
June 1, 2008	34.77	3.48	2.00	4.50	0.40	45.15
May 3, 2009	36.11	3.61	2.00	4.50	0.40	46.62
Nov 1, 2009	37.44	3.74	2.00	4.50	0.40	48.08
May 2, 2010	39.49	3.95	2.00	4.50	0.40	50.34
<b>4<sup>th</sup> Class Steam Engineer</b>						
May 27, 2007	31.07	3.11	2.00	4.50	0.40	41.08
July 1, 2007	31.97	3.20	2.00	4.50	0.40	42.07
May 4, 2008	33.77	3.38	2.00	4.50	0.40	44.05
June 1, 2008	33.80	3.38	2.00	4.50	0.40	44.08
May 3, 2009	35.11	3.51	2.00	4.50	0.40	45.52
Nov 1, 2009	36.41	3.64	2.00	4.50	0.40	46.95
May 2, 2010	38.41	3.84	2.00	4.50	0.40	49.15
<b>Group 3, including Fireman</b>						
May 27, 2007	30.15	3.02	2.00	4.50	0.40	40.07
July 1, 2007	31.03	3.10	2.00	4.50	0.40	41.03
May 4, 2008	32.78	3.28	2.00	4.50	0.40	42.96
June 1, 2008	32.82	3.28	2.00	4.50	0.40	43.00
May 3, 2009	34.10	3.41	2.00	4.50	0.40	44.41
Nov 1, 2009	35.37	3.53	2.00	4.50	0.40	45.80
May 2, 2010	37.32	3.73	2.00	4.50	0.40	47.95
<b>Group 4</b>						
May 27, 2007	28.31	2.83	2.00	4.50	0.40	38.04
July 1, 2007	29.14	2.91	2.00	4.50	0.40	38.95
May 4, 2008	30.80	3.08	2.00	4.50	0.40	40.78
June 1, 2008	30.84	3.08	2.00	4.50	0.40	40.82
May 3, 2009	32.04	3.20	2.00	4.50	0.40	42.14
Nov 1, 2009	33.25	3.32	2.00	4.50	0.40	43.47
May 2, 2010	35.10	3.51	2.00	4.50	0.40	45.51

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

<b>Date</b>	<b>Base Wage</b>	<b>Hol.&amp; Vac.</b>	<b>H&amp;W</b>	<b>Pen.</b>	<b>Training</b>	<b>Gross Wage</b>
<b>Group 5</b>						
May 27, 2007	26.44	2.64	2.00	4.50	0.40	35.98
July 1, 2007	27.22	2.72	2.00	4.50	0.40	36.84
May 4, 2008	28.79	2.88	2.00	4.50	0.40	38.57
June 1, 2008	28.82	2.88	2.00	4.50	0.40	38.60
May 3, 2009	29.96	3.00	2.00	4.50	0.40	39.86
Nov 1, 2009	31.10	3.11	2.00	4.50	0.40	41.11
May 2, 2010	32.85	3.29	2.00	4.50	0.40	43.04

During the term of the Agreement, the Parties may meet to review the Employer contributions to the Health and Welfare Trust Fund Plan. In the event the Parties agree on a required increase of the Employer contributions, the amount of the increase shall be funded from the existing gross wage. The wage schedules shall be adjusted accordingly.

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

- Construction Labour Relations dues of 6¢/hr (six cents) worked. Effective March 1, 2010 CEFAP contributions have changed to 2¢/hr (two cents) worked, as per Collective Agreement, not included in above totals. Audiometric Program (for Industrial & Commercial) operating on the sustained reserves, dues collection presently suspended.

➤ Expiration Date April 30, 2011

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December 2010

**\*\* OPERATIVE PLASTERERS' AND CEMENT MASONS' (Prov.)\*\* ....**  
**Edmonton . Local 222 . Calgary**

**SCHEDULE A**

**SCHEDULE OF WAGE RATES AND BENEFIT CONTRIBUTIONS FOR**  
**"INDUSTRIAL" WORK (WORK INCLUDED WITHIN ARTICLE 5.02)**

**RATE SCHEDULE - INDUSTRIAL**

<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol. &amp; Vac. Pay</b>	<b>H&amp;W Fund</b>	<b>Pen. Fund</b>	<b>Training Fund</b>	<b>Total Wage</b>
<b>Journeyman</b>						
Aug 19, 2007	33.89	3.39	0.90	4.75	0.50	43.43
May 4, 2008	35.43	3.54	0.90	5.00	0.60	45.47
May 3, 2009	37.08	3.71	0.90	5.00	0.60	47.29
Nov 1, 2009	38.03	3.80	1.00	5.00	0.60	48.43
May 1, 2010	39.27	3.92	1.00	5.00	0.60	49.79
Oct 31, 2010	40.10	4.00	1.00	5.00	0.60	50.70
<b>3<sup>rd</sup> Year App.</b>						
Aug 19, 2007	27.65	2.77	0.90	3.54	0.50	35.36
May 4, 2008	28.88	2.89	0.90	3.74	0.60	37.01
May 3, 2009	30.21	3.02	0.90	3.74	0.60	38.47
Nov 1, 2009	30.95	3.10	1.00	3.74	0.60	39.39
May 1, 2010	31.94	3.19	1.00	3.74	0.60	40.48
Oct 31, 2010	32.60	3.26	1.00	3.74	0.60	41.21
<b>2<sup>nd</sup> Year App.</b>						
Aug 19, 2007	24.17	2.42	0.90	3.37	0.50	31.36
May 4, 2008	25.21	2.52	0.90	3.55	0.60	32.78
May 3, 2009	26.36	2.64	0.90	3.55	0.60	34.05
Nov 1, 2009	27.00	2.70	1.00	3.55	0.60	34.85
May 1, 2010	27.86	2.79	1.00	3.55	0.60	35.80
Oct 31, 2010	28.45	2.84	1.00	3.55	0.60	36.44
<b>1<sup>st</sup> Year App.</b>						
Aug 19, 2007	20.83	2.08	0.90	3.23	0.50	27.54
May 4, 2008	21.72	2.17	0.90	3.38	0.60	28.77
May 3, 2009	22.71	2.27	0.90	3.38	0.60	29.86
Nov 1, 2009	23.24	2.32	1.00	3.38	0.60	30.54
May 1, 2010	23.97	2.40	1.00	3.38	0.60	31.35
Oct 31, 2010	24.47	2.45	1.00	3.38	0.60	31.90
<b>Trainee</b>						
Aug 19, 2007	17.28	1.73	0.90	3.12	0.50	23.53
May 4, 2008	18.00	1.80	0.90	3.25	0.60	24.55
May 3, 2009	18.83	1.88	0.90	3.25	0.60	25.46
Nov 1, 2009	19.25	1.93	1.00	3.25	0.60	26.03
May 1, 2010	19.87	1.99	1.00	3.25	0.60	26.71
Oct 31, 2010	20.29	2.03	1.00	3.25	0.60	27.17

**\*\*OPERATIVE PLASTERERS' AND CEMENT MASONS' (Prov.)\*\*.... Continued \*\***  
**Edmonton . Local 222 . Calgary**

**SCHEDULE B**

**SCHEDULE OF WAGE RATES AND BENEFIT CONTRIBUTIONS FOR**  
**"COMMERCIAL" WORK (WORK INCLUDED WITHIN ARTICLE 5.02)**

**RATE SCHEDULE – COMMERCIAL**

<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol. &amp; Vac. Pay</b>	<b>H&amp;W Fund</b>	<b>Pen. Fund</b>	<b>Training Fund</b>	<b>Total Wage</b>
<b>Journeyman</b>						
Aug 19, 2007	25.93	2.59	0.90	3.00	0.35	32.77
May 4, 2008	26.83	2.68	0.90	3.25	0.35	34.01
May 3, 2009	27.53	2.75	0.90	3.50	0.35	35.03
Nov 1, 2009	28.05	2.81	1.00	3.50	0.35	35.71
May 1, 2010	28.67	2.87	1.00	3.50	0.35	36.39
Oct 31, 2010	29.29	2.93	1.00	3.50	0.35	37.07
<b>3<sup>rd</sup> Year App.</b>						
Aug 19, 2007	20.78	2.08	0.90	2.75	0.35	26.86
May 4, 2008	21.69	2.17	0.90	2.75	0.35	27.86
May 3, 2009	22.44	2.24	0.90	2.75	0.35	28.68
Nov 1, 2009	22.84	2.28	1.00	2.75	0.35	29.22
May 1, 2010	23.33	2.33	1.00	2.75	0.35	29.76
Oct 31, 2010	23.82	2.38	1.00	2.75	0.35	30.30
<b>2<sup>nd</sup> Year App.</b>						
Aug 19, 2007	18.02	1.80	0.90	2.75	0.35	23.82
May 4, 2008	18.80	1.88	0.90	2.75	0.35	24.68
May 3, 2009	19.45	1.94	0.90	2.75	0.35	25.39
Nov 1, 2009	19.79	1.98	1.00	2.75	0.35	25.87
May 1, 2010	20.23	2.02	1.00	2.75	0.35	26.35
Oct 31, 2010	20.66	2.07	1.00	2.75	0.35	26.83
<b>1st Year App.</b>						
Aug 19, 2007	15.39	1.54	0.90	2.75	0.35	20.93
May 4, 2008	16.06	1.61	0.90	2.75	0.35	21.67
May 3, 2009	16.62	1.66	0.90	2.75	0.35	22.28
Nov 1, 2009	16.90	1.69	1.00	2.75	0.35	22.69
May 1, 2010	17.27	1.73	1.00	2.75	0.35	23.10
Oct 31, 2010	17.65	1.76	1.00	2.75	0.35	23.51
<b>Trainee</b>						
Aug 19, 2007	12.60	1.26	0.90	0.75	0.35	17.86
May 4, 2008	13.16	1.32	0.90	2.75	0.35	18.48
May 3, 2009	13.63	1.36	0.90	2.75	0.35	18.99
Nov 1, 2009	13.84	1.39	1.00	2.75	0.35	19.33
May 1, 2010	14.15	1.42	1.00	2.75	0.35	19.67
Oct 31, 2010	14.46	1.45	1.00	2.75	0.35	20.01



**\*\*OPERATIVE PLASTERERS' AND CEMENT MASONS' (Prov.)\*\*.....continued  
Edmonton . Local 222 . Calgary**

**SCHEDULE "C" – SHOP RATES**

<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol. &amp; Vac. Pay</b>	<b>H&amp;W Fund</b>	<b>Pen. Fund</b>	<b>Training Fund</b>	<b>Total Wage</b>
Current	29.04	2.90	0.90	4.00	0.35	37.19
<b>Journeyman</b>	(1.46)	(0.15)		(0.75)	(0.15)	(2.51)
Aug 19, 2007	30.50	3.05	0.90	4.75	0.50	39.70
May 4, 2008	31.89	3.19	0.90	5.00	0.60	41.58
May 3, 2009	33.37	3.33	0.90	5.00	0.60	43.20
Nov 1, 2009	34.23	3.42	1.00	5.00	0.60	44.25
May 1, 2010	35.34	3.53	1.00	5.00	0.60	45.47
Oct 31, 2010	36.09	3.61	1.00	5.00	0.60	46.30
Current	23.84	2.38	0.90	2.88	0.35	30.35
	(1.04)	(0.11)		(0.66)	(0.15)	(1.96)
<b>3<sup>rd</sup> Year</b>						
Aug 19, 2007	24.88	2.49	0.90	3.54	0.50	32.31
<b>Apprentice</b>						
May 4, 2008	25.98	2.60	0.90	3.74	0.60	33.82
May 3, 2009	27.18	2.72	0.90	3.74	0.60	35.14
Nov 1, 2009	27.85	2.79	1.00	3.74	0.60	35.98
May 1, 2010	28.74	2.87	1.00	3.74	0.60	36.95
Oct 31, 2010	29.33	2.93	1.00	3.74	0.60	37.60
Current	20.82	2.08	0.90	2.84	0.35	26.99
	(0.93)	(0.10)		(0.53)	(0.15)	(1.71)
<b>2<sup>nd</sup> Year</b>						
Aug 19, 2007	21.75	2.18	0.90	3.37	0.50	28.70
<b>Apprentice</b>						
May 4, 2008	22.69	2.27	0.90	3.55	0.60	30.01
May 3, 2009	23.72	2.37	0.90	3.55	0.60	31.14
Nov 1, 2009	24.30	2.43	1.00	3.55	0.60	31.88
May 1, 2010	25.07	2.51	1.00	3.55	0.60	32.73
Oct 31, 2010	25.61	2.56	1.00	3.55	0.60	33.32
Current	17.80	1.78	0.90	2.78	0.35	23.61
	(0.94)	(0.09)		(0.45)	(0.15)	(1.63)
<b>1<sup>st</sup> Year</b>						
Aug 19, 2007	18.74	1.87	0.90	3.23	0.50	25.24
<b>Apprentice</b>						
May 4, 2008	19.55	1.96	0.90	3.38	0.60	26.39
May 3, 2009	20.44	2.04	0.90	3.38	0.60	27.36
Nov 1, 2009	20.92	2.09	1.00	3.38	0.60	27.99
May 1, 2010	21.57	2.16	1.00	3.38	0.60	28.71
Oct 31, 2010	22.02	2.20	1.00	3.38	0.60	29.20
Current	14.85	1.49	0.90	2.74	0.35	20.33
	(0.70)	(0.07)		(0.48)	(0.15)	(1.29)
<b>Trainee</b>						
Aug 19, 2007	15.55	1.55	0.90	3.12	0.50	21.62
May 4, 2008	16.20	1.62	0.90	3.25	0.60	22.57
May 3, 2009	16.95	1.70	0.90	3.25	0.60	23.40
Nov 1, 2009	17.32	1.73	1.00	3.25	0.60	23.90
May 1, 2010	17.88	1.79	1.00	3.25	0.60	24.52
Oct 31, 2010	18.26	1.83	1.00	3.25	0.60	24.94

➤ Expiration Date April 30, 2011

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**\*\*PAINTER\*\* .....**

**LOCAL UNION 177** (rates are provincial unless indicated otherwise)

**NOTE: The PAINTERS wages have been deferred until Dec. 31, 2009 as per International Union of Painters & Allied Trades Local 177**

**COMMERCIAL - renovations & repaints, institutional renovations & repaints & residential**

**BRUSH & ROLL - JOURNEYPERSON**

May 20, 2007	21.83	2.18	1.25	3.00	0.45	28.71
May 1, 2008	23.07	2.31	1.25	3.00	0.45	30.08
May 1, 2009	24.31	2.43	1.25	3.00	0.45	31.44
May 1, 2010	25.55	2.56	1.25	3.00	0.45	32.81

**SPRAY & SANDBLAST - JOURNEYPERSON**

May 20, 2007	23.33	2.33	1.25	3.00	0.45	30.36
May 1, 2008	24.57	2.46	1.25	3.00	0.45	31.73
May 1, 2009	25.81	2.58	1.25	3.00	0.45	33.09
May 1, 2010	27.05	2.71	1.25	3.00	0.45	34.46

**SPRAY & SANDBLAST SHOP RATE – JOURNEYPERSON**

May 20, 2007	27.22	2.72	1.25	3.00	0.50	34.69
May 1, 2008	29.36	2.94	1.25	3.00	0.55	37.10
May 1, 2009	31.50	3.15	1.25	3.00	0.60	39.50
May 1, 2010	32.97	3.30	1.25	3.00	0.65	41.17

**INDUSTRIAL - New Including Tendered Shutdowns And Commercial On New Industrial Sites And All Maintenance As Described In Article 2.10)**

**BRUSH & ROLL - JOURNEYPERSON**

May 20, 2007	32.65	3.27	1.25	4.00	0.50	41.67
May 1, 2008	34.39	3.44	1.25	4.00	0.55	43.63
May 1, 2009	36.93	3.69	1.25	4.00	0.60	46.47
May 1, 2010	38.87	3.89	1.25	4.00	0.65	48.66

**SPRAY & SANDBLAST - JOURNEYPERSON**

May 20, 2007	34.25	3.43	1.25	4.00	0.50	43.43
May 1, 2008	35.99	3.60	1.25	4.00	0.55	45.39
01.May.09	38.53	3.85	1.25	4.00	0.60	48.23
May 1, 2010	40.47	4.05	1.25	4.00	0.65	50.42

General Foreman:120% (one hundred and twenty percent) of journeyperson rate

Foreman: 110% (one hundred and ten percent) of journeyperson rate

3<sup>rd</sup> Yr Apprentice: 85% (eighty-five percent) of journeyperson rate

2<sup>nd</sup> Yr Apprentice: 70% (seventy percent) of journeyperson rate

1<sup>st</sup> Yr Apprentice: 55% (fifty five percent) of journeyperson rate

**NOTE: Effective June 1, 2003 – Indentured 1<sup>st</sup> and 2<sup>nd</sup> Year Apprentices: \$1.50 to be deducted from their Pension Plan Contribution and added to their Base Wage/Vacation package. Effective May 1, 2004 their Pension Plan contribution is \$1.50.**

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

➤ Expiration Date April 30, 2011

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**WAGE SUMMARY 2007-2011.....PAGE 67**

**REFRIGERATION (PROV.)...  
LOCAL UNION 488**

<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>EFFECTIVE DATE</b>	<b>BASE WAGE</b>	<b>V.P. &amp; S.H.P.</b>	<b>H. &amp; W.</b>	<b>PENS.</b>	<b>EDUC. SUPP. BEN.</b>	<b>IND. PRO.</b>	<b>TOTAL</b>	
<b>CONSTRUCTION</b>								
<b>Foreman</b>								
01-May-2007	\$40.30	\$4.03	\$1.45	\$3.70	\$0.30	\$0.03	\$0.10	\$49.91
04-May-2008	\$42.65	\$4.27	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$53.15
01-May-2009	\$43.87	\$4.39	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$54.49
01-Nov.-2009	\$45.12	\$4.51	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$55.86
02-May-2010	\$45.61	\$4.56	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$56.40
31-Oct.-2010	\$46.71	\$4.67	\$1.55	\$4.50	\$0.35	\$0.10	\$0.10	\$57.98
<b>Journeyman</b>								
01-May-2007	\$36.64	\$3.66	\$1.45	\$3.70	\$0.30	\$0.03	\$0.10	\$45.88
04-May-2008	\$38.77	\$3.88	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$48.88
01-May-2009	\$39.88	\$3.99	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$50.10
01-Nov.-2009	\$41.02	\$4.10	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$51.35
02-May-2010	\$41.46	\$4.15	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$51.84
31-Oct.-2010	\$42.46	\$4.25	\$1.55	\$4.50	\$0.35	\$0.10	\$0.10	\$53.31
<b>4 th year</b>								
01-May-2007	\$31.14	\$3.11	\$1.45	\$3.70	\$0.30	\$0.03	\$0.10	\$39.83
04-May-2008	\$32.95	\$3.30	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$42.48
01-May-2009	\$33.90	\$3.39	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$43.52
01-Nov.-2009	\$34.87	\$3.49	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$44.59
02-May-2010	\$35.24	\$3.52	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$44.99
31-Oct.-2010	\$36.09	\$3.61	\$1.55	\$4.50	\$0.35	\$0.03	\$0.10	\$46.30
<b>3 rd year:</b>								
01-May-2007	\$27.48	\$2.75	\$1.45	\$3.70	\$0.30	\$0.03	\$0.10	\$35.81
04-May-2008	\$29.08	\$2.91	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$38.22
01-May-2009	\$29.91	\$2.99	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$39.13
01-Nov.-2009	\$30.77	\$3.08	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$40.08
02-May-2010	\$31.10	\$3.11	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$40.44
31-Oct.-2010	\$31.85	\$3.19	\$1.55	\$4.50	\$0.35	\$0.010	\$0.10	\$41.64
<b>2<sup>nd</sup> year:</b>								
01-May-2007	\$21.98	\$2.20	\$1.45	\$3.70	\$0.30	\$0.03	\$0.10	\$29.76
04-May-2008	\$23.26	\$2.33	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$31.82
01-May-2009	\$23.93	\$2.39	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$32.55
01-Nov.-2009	\$24.61	\$2.46	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$33.30
02-May-2010	\$24.88	\$2.49	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$33.60
31-Oct.-2010	\$25.48	\$2.55	\$1.55	\$4.50	\$0.35	\$0.10	\$0.10	\$34.63

**REFRIGERATION (PROV.) ...continued...  
LOCAL UNION 488**

**1<sup>st</sup> year**

01-May-2007	\$18.32	\$1.83	\$1.45	\$3.70	\$0.30	\$0.03	\$0.10	\$25.73
04-May-2008	\$19.39	\$1.94	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$27.56
01-May-2009	\$19.94	\$1.99	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$28.16
01-Nov.-2009	\$20.51	\$2.05	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$28.79
02-May-2010	\$20.73	\$2.07	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$29.03
31-Oct.-2010	\$21.23	\$2.12	\$1.55	\$4.50	\$0.35	\$0.10	\$0.10	\$29.95

**MAINTENANCE/SERVICE/REPAIR** (Applicable to 9 companies as noted on the Agreement)

EFFECTIVE DATE	BASE WAGE	V.P. & S.H.P.	H. & W.	PENS.	EDUC.	SUPP. BEN.	IND. PRO.	TOTAL
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**Foreman**

01-May-2007	\$40.30	\$4.03	\$1.45	\$3.70	\$0.30	\$0.03	\$0.10	\$49.91
04-May-2008	\$42.65	\$4.27	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$53.15
01-May-2009	\$43.87	\$4.39	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$54.49
01-Nov.-2009	\$45.12	\$4.51	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$55.86
02-May-2010	\$45.61	\$4.56	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$56.40
31-Oct.-2010	\$46.71	\$4.67	\$1.55	\$4.50	\$0.35	\$0.10	\$0.10	\$57.98

**Journeyman**

01-May-2007	\$36.64	\$3.66	\$1.45	\$3.70	\$0.30	\$0.03	\$0.10	\$45.88
04-May-2008	\$38.77	\$3.88	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$48.88
01-May-2009	\$39.88	\$3.99	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$50.10
01-Nov.-2009	\$41.02	\$4.10	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$51.35
02-May-2010	\$41.46	\$4.15	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$51.84
31-Oct.-2010	\$42.46	\$4.25	\$1.55	\$4.50	\$0.35	\$0.10	\$0.10	\$53.31

**4<sup>th</sup> year**

01-May-2007	\$31.14	\$3.11	\$1.45	\$3.70	\$0.30	\$0.03	\$0.10	\$39.83
04-May-2008	\$32.95	\$3.30	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$42.48
01-May-2009	\$33.90	\$3.39	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$43.52
01-Nov.-2009	\$34.87	\$3.49	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$44.59
02-May-2010	\$35.24	\$3.52	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$44.99
31-Oct.-2010	\$36.09	\$3.61	\$1.55	\$4.50	\$0.35	\$0.10	\$0.10	\$46.30

**3<sup>rd</sup> year**

01-May-2007	\$27.48	\$2.75	\$1.45	\$3.70	\$0.30	\$0.03	\$0.10	\$35.81
04-May-2008	\$29.08	\$2.91	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$38.22
01-May-2009	\$29.91	\$2.99	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$39.13
01-Nov.-2009	\$30.77	\$3.08	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$40.08
02-May-2010	\$31.10	\$3.11	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$40.44
31-Oct.-2010	\$31.85	\$3.19	\$1.55	\$4.50	\$0.35	\$0.10	\$0.10	\$41.64

**REFRIGERATION (PROV.) ...continued...  
LOCAL UNION 488**

EFFECTIVE DATE	BASE WAGE	V.P. & S.H.P.	H. & W.	PENS.	EDUC.	SUPP. BEN.	IND. PRO.	TOTAL
<b>2<sup>nd</sup> year</b>								
01-May-2007	\$21.98	\$2.20	\$1.45	\$3.70	\$0.30	\$0.03	\$0.10	\$29.76
04-May-2008	\$23.26	\$2.33	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$31.82
01-May-2009	\$23.93	\$2.39	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$32.55
01-Nov.-2009	\$24.61	\$2.46	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$33.30
02-May-2010	\$24.88	\$2.49	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$33.60
31-Oct.-2010	\$25.48	\$2.55	\$1.55	\$4.50	\$0.35	\$0.10	\$0.10	\$34.63
<b>1<sup>st</sup> year:</b>								
01-May-2007	\$18.32	\$1.83	\$1.45	\$3.70	\$0.30	\$0.03	\$0.10	\$25.73
04-May-2008	\$19.39	\$1.94	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$27.56
01-May-2009	\$19.94	\$1.99	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$28.16
01-Nov.-2009	\$20.51	\$2.05	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$28.79
02-May-2010	\$20.73	\$2.07	\$1.55	\$4.20	\$0.35	\$0.03	\$0.10	\$29.03
31-Oct.-2010	\$21.23	\$2.12	\$1.55	\$4.50	\$0.35	\$0.10	\$0.10	\$29.95

- Construction Labour Relations dues of 6¢/hr (six cents) worked Effective March 1, 2010 CEFAP contributions have changed to 2¢/hr (two cents) worked, as per Collective Agreement, not included in above totals.

➤ Expiration Date April 30, 2011

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December 2010

**ROOFERS (PROV.)****LOCAL UNION 1325 - (Carpenter) Roofers**

<b>Date</b>	<b>Base Wage</b>	<b>Hol.&amp; Vac.</b>	<b>H&amp;W</b>	<b>Pen.</b>	<b>Other</b>	<b>Gross Wage</b>
<b>Carpenter Roofers' Industrial</b>						
<b>Certified Journeyman</b>						
28-Oct-07	32.68	3.27	1.10	1.10	0.30	38.45
04-May-08 *	33.85	3.39	1.25	1.50	0.30	40.29
03-May-09 **	34.76	3.48	1.31	1.75	0.30	41.60
01-Nov-09	35.91	3.59	1.36	1.75	0.30	42.91
02-May-10	37.47	3.75	1.40	2.00	0.30	44.92
<b>Journeyman</b>						
28-Oct-07	31.86	3.19	1.10	1.10	0.30	37.55
04-May-08	33.01	3.30	1.25	1.50	0.30	39.36
03-May-09	33.90	3.39	1.31	1.75	0.30	40.65
01-Nov-09	35.01	3.50	1.36	1.75	0.30	41.92
02-May-10	36.53	3.65	1.40	2.00	0.30	43.88
<b>Apprentice 4<sup>th</sup> Year</b>						
28-Oct-07	31.05	3.11	1.10	1.10	0.30	36.66
04-May-08	32.16	3.22	1.25	1.50	0.30	38.43
03-May-09	33.03	3.30	1.31	1.75	0.30	39.69
01-Nov-09	34.11	3.41	1.36	1.75	0.30	40.93
02-May-10	35.60	3.56	1.40	2.00	0.30	42.86
<b>Apprentice 3rd Year</b>						
28-Oct-07	27.78	2.78	1.10	1.10	0.30	33.06
04-May-08	28.77	2.88	1.25	1.50	0.30	34.70
03-May-09	29.55	2.96	1.31	1.75	0.30	35.87
01-Nov-09	30.52	3.05	1.36	1.75	0.30	36.98
02-May-10	31.85	3.19	1.40	2.00	0.30	38.74
<b>Apprentice 2nd Year</b>						
28-Oct-07	24.51	2.45	1.10	1.10	0.30	29.46
04-May-08	25.39	2.54	1.25	1.50	0.30	30.98
03-May-09	26.07	2.61	1.31	1.75	0.30	32.04
01-Nov-09	26.93	2.69	1.36	1.75	0.30	33.03
02-May-10	28.10	2.81	1.40	2.00	0.30	34.61
<b>Apprentice 1st Year</b>						
28-Oct-07	21.24	2.12	1.10	1.10	0.30	25.86
04-May-08	22.00	2.20	1.25	1.50	0.30	27.25
03-May-09	22.59	2.26	1.31	1.75	0.30	28.21
01-Nov-09	23.34	2.33	1.36	1.75	0.30	29.08
02-May-10	24.36	2.44	1.40	2.00	0.30	30.50

**ROOFERS (PROV.) ...continued...**  
**LOCAL UNION 1325 - (Carpenter) Roofers**

<b>Date</b>	<b>Base Wage</b>	<b>Hol.&amp; Vac.</b>	<b>H&amp;W</b>	<b>Pen.</b>	<b>Other</b>	<b>Gross Wage</b>
<b>Carpenter Roofers' Industrial</b>						
<b>Pre Apprentice Rates and Benefits - apply after 710 hours worked</b>						
28-Oct-07	17.97	1.80	1.10	1.10	0.30	22.27
04-May-08	18.62	1.86	1.25	1.50	0.30	23.53
03-May-09	19.11	1.91	1.31	1.75	0.30	24.38
01-Nov-09	19.75	1.98	1.36	1.75	0.30	25.14
02-May-10	20.61	2.06	1.40	2.00	0.30	26.37
<b>Roofing Helper Rates and Benefits - apply after 710 hours worked</b>						
28-Oct-07	16.34	1.63	1.10	1.10	0.30	20.47
04-May-08	16.93	1.69	1.25	1.50	0.30	21.67
03-May-09	17.38	1.74	1.31	1.75	0.30	22.48
01-Nov-09	17.96	1.80	1.36	1.75	0.30	23.17
02-May-10	18.74	1.87	1.40	2.00	0.30	24.31
<b>Truck Driver</b>						
28-Oct-07	30.72	3.07	1.10	1.10	0.30	36.29
04-May-08	31.93	3.19	1.10	1.50	0.30	38.02
03-May-09	32.66	3.27	1.31	1.75	0.30	39.29
01-Nov-09	33.72	3.37	1.36	1.75	0.30	40.50
02-May-10	35.19	3.52	1.40	2.00	0.30	42.41
<b>Pre Apprentice - First 710 hours Worked</b>						
28-Oct-07	17.97	1.80				19.77
04-May-08	18.62	1.86				20.48
03-May-09	19.11	1.91				21.01
01-Nov-09	19.75	1.98				21.73
02-May-10	20.61	2.06				22.67
<b>Roofing Helper - First 710 Hours Worked</b>						
28-Oct-07	16.34	1.63				17.97
04-May-08	16.93	1.69				18.62
03-May-09	17.38	1.74				19.12
01-Nov-09	17.96	1.80				19.76
02-May-10	18.74	1.87				20.61

**ROOFERS (PROV.) ...continued...**  
**LOCAL UNION 8 - (Sheet Metal) Roofers**

<b>Date</b>	<b>Base Wage</b>	<b>Hol.&amp; Vac.</b>	<b>H&amp;W</b>	<b>Pen.</b>	<b>Other</b>	<b>Gross Wage</b>
<b>SHEET METAL Roofers' Industrial</b>						
<b>Certified Journeyman</b>						
28-Oct-07	32.86	3.29	1.10	1.00	0.20	38.45
04-May-08	33.95	3.39	1.20	1.50	0.25	40.29
03-May-09 **	34.82	3.48	1.30	1.75	0.25	41.60
01-Nov-09	36.01	3.60	1.30	1.75	0.25	42.91
02-May-10	37.47	3.75	1.40	2.00	0.30	44.92
<b>Journeyman</b>						
28-Oct-07	32.05	3.20	1.10	1.00	0.20	37.55
04-May-08	33.10	3.31	1.20	1.50	0.25	39.36
03-May-09	33.95	3.40	1.30	1.75	0.25	40.65
01-Nov-09	35.11	3.51	1.30	1.75	0.25	41.92
02-May-10	36.53	3.65	1.40	2.00	0.30	43.88
<b>App – 4<sup>th</sup> Year</b>						
28-Oct-07	31.24	3.12	1.10	1.00	0.20	36.66
04-May-08	32.25	3.23	1.20	1.50	0.25	38.43
03-May-09	33.08	3.31	1.30	1.75	0.25	39.69
01-Nov-09	34.21	3.42	1.30	1.75	0.25	40.93
02-May-10	35.60	3.56	1.40	2.00	0.30	42.86
<b>App – 3<sup>rd</sup> Year</b>						
28-Oct-07	27.97	2.79	1.10	1.00	0.20	33.06
04-May-08	28.87	2.88	1.20	1.50	0.25	34.70
03-May-09	29.61	2.96	1.30	1.75	0.25	35.87
01-Nov-09	30.62	3.06	1.30	1.75	0.25	36.98
02-May-10	31.85	3.19	1.40	2.00	0.30	38.74
<b>App – 2<sup>nd</sup> Year</b>						
28-Oct-07	24.69	2.47	1.10	1.00	0.20	29.46
04-May-08	25.48	2.55	1.20	1.50	0.25	30.98
03-May-09	26.13	2.61	1.30	1.75	0.25	32.04
01-Nov-09	27.03	2.70	1.30	1.75	0.25	33.03
02-May-10	28.10	2.81	1.40	2.00	0.30	34.61
<b>App – 1<sup>st</sup> Year</b>						
28-Oct-07	21.42	2.14	1.10	1.00	0.20	25.86
04-May-08	22.09	2.21	1.20	1.50	0.25	27.25
03-May-09	22.65	2.26	1.30	1.75	0.25	28.21
01-Nov-09	23.44	2.34	1.30	1.75	0.25	29.08
02-May-10	24.36	2.44	1.40	2.00	0.30	30.50



**ROOFERS (PROV.) ...continued...**  
**LOCAL UNION 8 - (Sheet Metal) Roofers**

<b>Date</b>	<b>Base Wage</b>	<b>Hol.&amp; Vac.</b>	<b>H&amp;W</b>	<b>Pen.</b>	<b>Other</b>	<b>Gross Wage</b>
<b>SHEET METAL Roofers' Industrial</b>						
<b>Pre-App after 710 hours</b>						
28-Oct-07	18.15	1.82	1.10	1.00	0.20	22.27
04-May-08	18.71	1.87	1.20	1.50	0.25	23.53
03-May-09	19.16	1.92	1.30	1.75	0.25	24.38
01-Nov-09	19.85	1.99	1.30	1.75	0.25	25.14
02-May-10	20.61	2.06	1.40	2.00	0.30	26.37
<b>Roofing Helper after 710 hours</b>						
28-Oct-07	16.52	1.65	1.10	1.00	0.20	20.47
04-May-08	17.02	1.70	1.20	1.50	0.25	21.67
03-May-09	17.44	1.74	1.30	1.75	0.25	22.48
01-Nov-09	18.07	1.80	1.30	1.75	0.25	23.17
02-May-10	18.74	1.87	1.40	2.00	0.30	24.31
<b>Truck Driver</b>						
28-Oct-07	30.90	3.09	1.10	1.00	0.20	36.29
04-May-08	31.88	3.19	1.20	1.50	0.25	38.02
03-May-09	32.72	3.27	1.30	1.75	0.25	39.29
01-Nov-09	33.82	3.38	1.30	1.75	0.25	40.50
02-May-10	35.19	3.52	1.40	2.00	0.30	42.41
<b>Pre-App – First 710 hours</b>						
28-Oct-07	18.15	1.82				19.97
04-May-08	18.71	1.87				20.58
03-May-09	19.16	1.92				21.08
01-Nov-09	19.85	1.98				21.83
02-May-10	20.61	2.06				22.67
<b>Roofing Helper – First 710 hours</b>						
28-Oct-07	16.52	1.65				18.17
04-May-08	17.02	1.70				18.72
03-May-09	17.44	1.74				19.18
01-Nov-09	18.07	1.81				19.88
02-May-10	18.74	1.87				20.61

**ROOFERS (PROV.) ...continued...**  
**LOCAL UNION 1325 - (Carpenter) Roofers**

<b>Date</b>	<b>Base Wage</b>	<b>Hol.&amp; Vac.</b>	<b>H&amp;W</b>	<b>Pen.</b>	<b>Other</b>	<b>Gross Wage</b>
<b>Carpenter Roofers' Commercial Certified Journeyman</b>						
28-Oct-07	29.21	2.92	1.10	1.00	0.01	34.24
04-May-08 *	30.95	3.09	1.25	1.50	0.01	36.80
03-May-09	33.00	3.30	1.36	1.75	0.01	39.42
02-May-10	34.65	3.47	1.40	2.00	0.01	41.53
<b>Journeyman</b>						
28-Oct-07	28.48	2.85	1.10	1.00	0.01	33.44
04-May-08	30.18	3.02	1.25	1.50	0.01	35.96
03-May-09	32.18	3.22	1.36	1.75	0.01	38.52
02-May-10	33.79	3.38	1.40	2.00	0.01	40.58
<b>Apprentice 4th Year</b>						
28-Oct-07	27.76	2.78	1.10	1.00	0.01	32.65
04-May-08	29.40	2.94	1.25	1.50	0.01	35.10
03-May-09	31.36	3.14	1.36	1.75	0.01	37.62
02-May-10	32.94	3.29	1.40	2.00	0.01	39.64
<b>Apprentice 3rd Year</b>						
28-Oct-07	24.85	2.49	1.10	1.00	0.01	29.45
04-May-08	26.33	2.63	1.25	1.50	0.01	31.72
03-May-09	28.07	2.81	1.36	1.75	0.01	34.00
02-May-10	29.49	2.95	1.40	2.00	0.01	35.85
<b>Apprentice 2nd Year</b>						
28-Oct-07	21.95	2.20	1.10	1.00	0.01	26.26
04-May-08	23.25	2.33	1.25	1.50	0.01	28.34
03-May-09	24.79	2.48	1.36	1.75	0.01	30.39
02-May-10	26.05	2.61	1.40	2.00	0.01	32.07
<b>Apprentice 1st Year</b>						
28-Oct-07	19.05	1.91	1.10	1.00	0.01	23.07
04-May-08	20.17	2.02	1.25	1.50	0.01	24.95
03-May-09	21.52	2.15	1.36	1.75	0.01	26.79
02-May-10	22.62	2.26	1.40	2.00	0.01	28.29
<b>Pre Apprentice Rates and Benefits - apply after 710 hours worked</b>						
28-Oct-07	16.14	1.62	1.10	1.00	0.01	19.87
04-May-08	17.09	1.71	1.25	1.50	0.01	21.56
03-May-09	18.23	1.82	1.36	1.75	0.01	23.17
02-May-10	19.17	1.92	1.40	2.00	0.01	24.50

**ROOFERS (PROV.) ...continued...**  
**LOCAL UNION 1325 - (Carpenter) Roofers**

<b>Date</b>	<b>Base Wage</b>	<b>Hol.&amp; Vac.</b>	<b>H&amp;W</b>	<b>Pen.</b>	<b>Other</b>	<b>Gross Wage</b>
<b>Carpenter Roofers' Commercial</b>						
<b>Rofer Helper Rates and Benefits - apply after 710 hours worked</b>						
28-Oct-07	14.69	1.47	1.10	1.00	0.01	18.27
04-May-08	15.56	1.56	1.25	1.50	0.01	19.88
03-May-09	16.58	1.66	1.36	1.75	0.01	21.36
02-May-10	17.46	1.75	1.40	2.00	0.01	22.62
<b>Pre Apprentice - First 710 hours Worked</b>						
28-Oct-07	16.14	1.61				17.75
04-May-08	17.09	1.70				18.79
03-May-09	18.23	1.82				20.05
02-May-10	19.17	1.92				21.09
<b>Rofer Helper - First 710 Hours Worked</b>						
28-Oct-07	14.69	1.47				16.16
04-May-08	15.56	1.56				17.12
03-May-09	16.58	1.66				18.24
02-May-10	17.46	1.75				19.21

December

**ROOFERS (PROV.) ...continued...**  
**LOCAL UNION 8 - (Sheet Metal) Roofers**

<b>Date</b>	<b>Base Wage</b>	<b>Hol.&amp; Vac.</b>	<b>H&amp;W</b>	<b>Pen.</b>	<b>Other</b>	<b>Gross Wage</b>
<b>SHEET METAL Roofers' Commercial</b>						
<b>Certified Journeyman</b>						
28-Oct-07	29.04	2.90	1.10	1.00	0.20	34.24
04-May-08	30.77	3.08	1.20	1.50	0.25	36.80
03-May-09	32.84	3.28	1.30	1.75	0.25	39.42
02-May-10	34.39	3.44	1.40	2.00	0.30	41.53
<b>Journeyman</b>						
28-Oct-07	28.31	2.83	1.10	1.00	0.20	33.44
04-May-08	30.01	3.00	1.20	1.50	0.25	35.96
03-May-09	32.02	3.20	1.30	1.75	0.25	38.52
02-May-10	33.53	3.35	1.40	2.00	0.30	40.58
<b>App – 4<sup>th</sup> Year</b>						
28-Oct-07	27.59	2.76	1.10	1.00	0.20	32.65
04-May-08	29.23	2.92	1.20	1.50	0.25	35.10
03-May-09	31.20	3.12	1.30	1.75	0.25	37.62
02-May-10	32.67	3.27	1.40	2.00	0.30	39.64
<b>App – 3<sup>rd</sup> Year</b>						
28-Oct-07	24.68	2.47	1.10	1.00	0.20	29.45
04-May-08	26.15	2.62	1.20	1.50	0.25	31.72
03-May-09	27.91	2.79	1.30	1.75	0.25	34.00
02-May-10	29.23	2.92	1.40	2.00	0.30	35.85
<b>App – 2<sup>nd</sup> Year</b>						
28-Oct-07	21.78	2.18	1.10	1.00	0.20	26.26
04-May-08	23.08	2.31	1.20	1.50	0.25	28.34
03-May-09	24.63	2.46	1.30	1.75	0.25	30.39
02-May-10	25.79	2.58	1.40	2.00	0.30	32.07
<b>App – 1<sup>st</sup> Year</b>						
28-Oct-07	18.88	1.89	1.10	1.00	0.20	23.07
04-May-08	20.00	2.00	1.20	1.50	0.25	24.95
03-May-09	21.35	2.14	1.30	1.75	0.25	26.79
02-May-10	22.35	2.24	1.40	2.00	0.30	28.29
<b>Pre-App after 710 hours</b>						
28-Oct-07	15.97	1.60	1.10	1.00	0.20	19.87
04-May-08	16.92	1.69	1.20	1.50	0.25	21.56
03-May-09	18.06	1.81	1.30	1.75	0.25	23.17
02-May-10	18.91	1.89	1.40	2.00	0.30	24.50
<b>Roof Helper after 710 hours</b>						
28-Oct-07	14.52	1.45	1.10	1.00	0.20	18.27
04-May-08	15.39	1.54	1.20	1.50	0.25	19.88
03-May-09	16.42	1.64	1.30	1.75	0.25	21.36
02-May-10	17.20	1.72	1.40	2.00	0.30	22.62

**ROOFERS (PROV.) ...continued...**  
**LOCAL UNION 8 - (Sheet Metal) Roofers**

<b>Date</b>	<b>Base Wage</b>	<b>Hol.&amp; Vac.</b>	<b>H&amp;W</b>	<b>Pen.</b>	<b>Other</b>	<b>Gross Wage</b>
<b>SHEET METAL Roofers' Commercial</b>						
<b>Pre-App – First 710 hours</b>						
28-Oct-07	15.97	1.60				17.57
04-May-08	16.92	1.69				18.61
03-May-09	18.06	1.81				19.87
02-May-10	18.91	1.89				20.80
<b>Roofing Helper – First 710 hours</b>						
28-Oct-07	14.52	1.45				15.97
04-May-08	15.39	1.54				16.93
03-May-09	16.42	1.64				18.06
02-May-10	17.20	1.72				18.92

• Construction Labour Relations dues of 6¢/hr (six cents) worked. Effective March 1, 2010 CEFAP contributions have changed to 2¢/hr (two cents) worked, as per Collective Agreement, not included in above totals.

➤ Expiration Date April 30, 2011

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December 6, 2010

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

<b>Date</b>	<b>Base Wage</b>	<b>Hol.&amp; Vac.</b>	<b>H&amp;W</b>	<b>Pen.</b>	<b>Other</b>	<b>Gross Wage</b>
<b>COMMERCIAL &amp; INSTITUTIONAL</b>						
<b>Foreman A</b>						
July 2, 2007	34.00	3.40	1.10	2.93	0.16	41.59
October 28, 2007	34.00	3.40	1.20	3.20	0.29	42.09
May 4, 2008	34.84	3.48	1.30	3.45	0.34	43.41
May 4, 2009	35.43	3.54	1.30	3.70	0.34	44.31
November 9, 2009	36.15	3.62	1.40	3.70	0.34	45.21
May 2, 2010	36.75	3.68	1.40	4.00	0.39	46.22
October 31, 2010	37.57	3.76	1.50	4.00	0.39	47.22
<b>Foreman B</b>						
July 2, 2007	33.00	3.30	1.10	2.93	0.16	40.49
October 28, 2007	33.00	3.30	1.20	3.20	0.29	42.09
May 4, 2008	33.84	3.38	1.30	3.45	0.34	42.31
May 4, 2009	34.93	3.49	1.30	3.70	0.34	43.76
November 9, 2009	35.65	3.57	1.40	3.70	0.34	44.66
May 2, 2010	36.25	3.63	1.40	4.00	0.39	45.67
October 31, 2010	37.07	3.71	1.50	4.00	0.39	46.67
<b>Journeyman</b>						
July 2, 2007	31.00	3.10	1.10	2.93	0.16	38.29
October 28, 2007	31.00	3.10	1.20	3.20	0.29	38.79
May 4, 2008	31.84	3.18	1.30	3.45	0.34	40.11
May 4, 2009	32.43	3.24	1.30	3.70	0.34	41.01
November 9, 2009	33.15	3.32	1.40	3.70	0.34	41.91
May 2, 2010	33.75	3.38	1.40	4.00	0.39	42.92
October 31, 2010	34.57	3.46	1.50	4.00	0.39	43.92
<b>4<sup>th</sup> Yr Apprentice</b>						
July 2, 2007	26.35	2.64	1.10	2.93	0.16	33.18
October 28, 2007	26.35	2.64	1.20	3.20	0.29	33.68
May 4, 2008	27.06	2.71	1.30	3.45	0.34	34.86
May 4, 2009	27.57	2.76	1.30	3.70	0.34	35.67
November 9, 2009	28.18	2.82	1.40	3.70	0.34	36.44
May 2, 2010	28.69	2.87	1.40	4.00	0.39	37.35
October 31, 2010	29.38	2.94	1.50	4.00	0.39	38.21
<b>3<sup>rd</sup> Yr Apprentice</b>						
July 2, 2007	23.25	2.33	1.10	2.93	0.16	29.77
October 28, 2007	23.25	2.33	1.20	3.20	0.29	30.27
May 4, 2008	23.88	2.39	1.30	3.45	0.34	31.36
May 4, 2009	24.32	2.43	1.30	3.70	0.34	32.09
November 9, 2009	24.86	2.49	1.40	3.70	0.34	32.79
May 2, 2010	25.31	2.53	1.40	4.00	0.39	33.63
October 31, 2010	25.93	2.59	1.50	4.00	0.39	34.41

**SHEET METAL (PROV.) ...continued...  
LOCAL UNION 8**

<b>Date</b>	<b>Base Wage</b>	<b>Hol.&amp; Vac.</b>	<b>H&amp;W</b>	<b>Pen.</b>	<b>Other</b>	<b>Gross Wage</b>
<b>2<sup>nd</sup> Yr Apprentice</b>						
July 2, 2007	20.15	2.02	1.10	2.93	0.16	26.36
October 28, 2007	20.15	2.02	1.20	3.20	0.29	26.86
May 4, 2008	20.70	2.07	1.30	3.45	0.34	27.86
May 4, 2009	21.08	2.11	1.30	3.70	0.34	28.53
November 9, 2009	21.55	2.16	1.40	3.70	0.34	29.15
May 2, 2010	21.94	2.19	1.40	4.00	0.39	29.92
October 31, 2010	22.47	2.25	1.50	4.00	0.39	30.61
<b>1<sup>st</sup> Yr Apprentice</b>						
July 2, 2007	15.50	1.55	1.10		0.16	18.31
October 28, 2007	15.50	1.55	1.20		0.29	18.54
May 4, 2008	15.92	1.59	1.30		0.34	19.15
May 4, 2009	16.22	1.62	1.30		0.34	19.48
November 9, 2009	16.58	1.66	1.40		0.34	19.98
May 2, 2010	16.88	1.69	1.40		0.39	20.36
October 31, 2010	17.29	1.73	1.50		0.39	20.91
<b>Probationary Apprentice</b>						
July 2, 2007	12.40	1.24	1.10		0.16	14.90
October 28, 2007	12.40	1.24	1.20		0.29	15.13
May 4, 2008	12.74	1.27	1.30		0.34	15.65
May 4, 2009	12.97	1.30	1.30		0.34	15.91
November 9, 2009	13.26	1.33	1.40		0.34	16.33
May 2, 2010	13.50	1.35	1.40		0.39	16.64
October 31, 2010	13.83	1.38	1.50		0.39	17.10
<b>WELDERS</b>						
<b>Journeyman</b>						
July 2, 2007	31.00	3.10	1.10	2.93	0.16	38.29
October 28, 2007	31.00	3.10	1.20	3.20	0.29	38.79
May 4, 2008	31.84	3.18	1.30	3.45	0.34	40.11
May 4, 2009	32.43	3.24	1.30	3.70	0.34	41.01
November 9, 2009	33.15	3.32	1.40	3.70	0.34	41.91
May 2, 2010	33.75	3.38	1.40	4.00	0.39	42.92
October 31, 2010	34.57	3.46	1.50	4.00	0.39	43.92
<b>3<sup>rd</sup> Yr Apprentice</b>						
July 2, 2007	27.90	2.79	1.10	2.93	0.16	34.88
October 28, 2007	27.90	2.79	1.20	3.20	0.29	35.38
May 4, 2008	28.66	2.87	1.30	3.45	0.34	36.62
May 4, 2009	29.19	2.92	1.30	3.70	0.34	37.45
November 9, 2009	29.84	2.98	1.40	3.70	0.34	38.26
May 2, 2010	30.38	3.04	1.40	4.00	0.39	39.21
October 31, 2010	31.11	3.11	1.50	4.00	0.39	40.11

SHEET METAL (PROV.)...continued...  
LOCAL UNION 8

Date	Base Wage	Hol.& Vac.	H&W	Pen.	Other	Gross Wage
<b>2<sup>nd</sup> Yr Apprentice</b>						
July 2, 2007	23.25	2.33	1.10	2.93	0.16	29.77
October 28, 2007	23.25	2.33	1.20	3.20	0.29	30.27
May 4, 2008	23.88	2.39	1.30	3.45	0.34	31.36
May 4, 2009	24.32	2.43	1.30	3.70	0.34	32.09
November 9, 2009	24.86	2.49	1.40	3.70	0.34	32.79
May 2, 2010	25.31	2.53	1.40	4.00	0.39	33.63
October 31, 2010	25.93	2.59	1.50	4.00	0.39	34.41
<b>1<sup>st</sup> Yr Apprentice</b>						
July 2, 2007	18.60	1.86	1.10		0.16	21.72
October 28, 2007	18.60	1.86	1.20		0.29	21.95
May 4, 2008	19.10	1.91	1.30		0.34	22.65
May 4, 2009	19.46	1.95	1.30		0.34	23.05
November 9, 2009	19.89	1.99	1.40		0.34	23.62
May 2, 2010	20.25	2.03	1.40		0.39	24.07
October 31, 2010	20.74	2.07	1.50		0.39	24.70

**INDUSTRIAL**

Date	Base Wage	Hol.& Vac.	H&W	Pen.	Train.	Supp.	Gross Wage
<b>Foreman A -</b>							
Effective Date	41.19	4.12	1.20	4.25	0.20	0.09	51.05
4-May-08	42.83	4.28	1.30	4.50	0.25	0.09	53.25
4-May-09	44.04	4.40	1.30	4.75	0.25	0.09	54.83
1-Nov-09	45.37	4.54	1.40	4.75	0.25	0.09	56.40
2-May-10	47.21	4.72	1.50	5.00	0.30	0.09	58.82
<b>Foreman B -</b>							
Effective Date	40.19	4.02	1.20	4.25	0.20	0.09	49.95
4-May-08	41.83	4.18	1.30	4.50	0.25	0.09	52.15
4-May-09	43.04	4.30	1.30	4.75	0.25	0.09	53.73
1-Nov-09	44.37	4.44	1.40	4.75	0.25	0.09	55.30
2-May-10	46.21	4.62	1.50	5.00	0.30	0.09	57.72
<b>Journeyman</b>							
Effective Date	36.69	3.67	1.20	4.25	0.20	0.09	46.10
4-May-08	38.33	3.84	1.30	4.50	0.25	0.09	48.31
4-May-09	39.54	3.95	1.30	4.75	0.25	0.09	49.88
1-Nov-09	40.87	4.09	1.40	4.75	0.25	0.09	51.45
2-May-10	42.71	4.27	1.50	5.00	0.30	0.09	53.87



**SHEET METAL (PROV.)...continued...**  
**LOCAL UNION 8**

<b>Date</b>	<b>Base Wage</b>	<b>Hol.&amp; Vac.</b>	<b>H&amp;W</b>	<b>Pen.</b>	<b>Train.</b>	<b>Supp.</b>	<b>Gross Wage</b>
<b>4th Level - 85%</b>							
Effective Date	31.19	3.12	1.20	4.25	0.20	0.09	40.05
4-May-08	32.58	3.26	1.30	4.50	0.25	0.09	41.98
4-May-09	33.61	3.36	1.30	4.75	0.25	0.09	43.36
1-Nov-09	34.74	3.47	1.40	4.75	0.25	0.09	44.70
2-May-10	36.30	3.63	1.50	5.00	0.30	0.09	46.82
<b>3rd Level - 75%</b>							
Effective Date	27.52	2.75	1.20	4.25	0.20	0.09	36.01
4-May-08	28.75	2.88	1.30	4.50	0.25	0.09	37.77
4-May-09	29.65	2.97	1.30	4.75	0.25	0.09	39.01
1-Nov-09	30.65	3.07	1.40	4.75	0.25	0.09	40.21
2-May-10	32.03	3.20	1.50	5.00	0.30	0.09	42.12
<b>2nd Level - 65%</b>							
Effective Date	23.85	2.39	1.20	4.25	0.20	0.09	31.98
4-May-08	24.91	2.49	1.30	4.50	0.25	0.09	33.54
4-May-09	25.70	2.57	1.30	4.75	0.25	0.09	34.66
1-Nov-09	26.57	2.66	1.40	4.75	0.25	0.09	35.72
2-May-10	27.76	2.78	1.50	5.00	0.30	0.09	37.43
<b>1st Level- 50%</b>							
Effective Date	18.35	1.84	1.20	4.25	0.20	0.09	25.93
4-May-08	19.17	1.92	1.30	4.50	0.25	0.09	27.23
4-May-09	19.77	1.98	1.30	4.75	0.25	0.09	28.14
1-Nov-09	20.44	2.04	1.40	4.75	0.25	0.09	28.97
2-May-10	21.36	2.14	1.50	5.00	0.30	0.09	30.39
<b>Probationary Apprentice - 40%</b>							
Effective Date	14.68	1.47	1.20	-	0.20	0.09	17.64
4-May-08	15.33	1.53	1.30	-	0.25	0.09	18.50
4-May-09	15.82	1.58	1.30	-	0.25	0.09	19.04
1-Nov-09	16.35	1.64	1.40	-	0.25	0.09	19.73
2-May-10	17.08	1.71	1.50	-	0.30	0.09	20.68

**SHEET METAL (PROV.)...continued...  
LOCAL UNION 8**

<b>Date</b>	<b>Base Wage</b>	<b>Hol.&amp; Vac.</b>	<b>H&amp;W</b>	<b>Pen.</b>	<b>Train.</b>	<b>Supp.</b>	<b>Gross Wage</b>
<b>Welders Industrial Journeyman - 100%</b>							
Effective Date	36.69	3.67	1.20	4.25	0.20	0.09	46.10
4-May-08	38.33	3.83	1.30	4.50	0.25	0.09	48.31
4-May-09	39.54	3.95	1.30	4.75	0.25	0.09	49.88
1-Nov-09	40.87	4.09	1.40	4.75	0.25	0.09	51.45
2-May-10	42.71	4.27	1.50	5.00	0.30	0.09	53.87
<b>Welders 3rd Year Apprentice - 90%</b>							
Effective Date	33.02	3.30	1.20	4.25	0.20	0.09	42.06
4-May-08	34.50	3.45	1.30	4.50	0.25	0.09	44.09
4-May-09	35.59	3.56	1.30	4.75	0.25	0.09	45.54
1-Nov-09	36.78	3.68	1.40	4.75	0.25	0.09	46.95
2-May-10	38.44	3.84	1.50	5.00	0.30	0.09	49.17
<b>Welders 2nd Year Apprentice - 75%</b>							
Effective Date	27.52	2.75	1.20	4.25	0.20	0.09	36.01
4-May-08	28.75	2.88	1.30	4.50	0.25	0.09	37.77
4-May-09	29.66	2.97	1.30	4.75	0.25	0.09	39.02
1-Nov-09	30.65	3.07	1.40	4.75	0.25	0.09	40.21
2-May-10	32.03	3.20	1.50	5.00	0.30	0.09	42.12
<b>Welders 1st Year Apprentice - 60%</b>							
Effective Date	22.01	2.20	1.20	4.25	0.20	0.09	29.95
4-May-08	23.00	2.30	1.30	4.50	0.25	0.09	31.44
4-May-09	23.72	2.37	1.30	4.75	0.25	0.09	32.48
1-Nov-09	24.52	2.45	1.40	4.75	0.25	0.09	33.46
2-May-10	25.63	2.56	1.50	5.00	0.30	0.09	35.08

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

**Other:** Benevolent Fund

- Construction Labour Relations dues of 6¢/hr (six cents) worked. Effective March 1, 2010 CEFAP contributions have changed to 2¢/hr (two cents) worked, as per Collective Agreement, as per Collective Agreement, not included in above totals. Audiometric Program (for Industrial Only) operating on the sustained reserves, dues collection presently suspended.

➤ Expiration Date April 30, 2011

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

<b>Date</b>	<b>Base Wage</b>	<b>Hol.&amp; Vac.</b>	<b>H&amp;W</b>	<b>Pen.</b>	<b>Training</b>	<b>Supp.</b>	<b>Gross Wage</b>
<b>COMMERCIAL &amp; INSTITUTIONAL</b>							
<b>General Foreman</b>							
July 2, 2007	35.02	3.50	1.10	2.93	0.07	0.09	42.71
October 28, 2007	35.02	3.50	1.20	3.20	0.20	0.09	43.21
May 4, 2008	35.94	3.60	1.30	3.45	0.25	0.09	44.63
May 4, 2009	36.72	3.67	1.30	3.70	0.25	0.09	45.73
November 1, 2009	37.43	3.74	1.40	3.70	0.25	0.09	46.61
May 2, 2010	38.10	3.81	1.40	4.00	0.30	0.09	47.70
October 31, 2010	39.03	3.90	1.50	4.00	0.30	0.09	48.82
<b>Foreman</b>							
July 2, 2007	33.50	3.35	1.10	2.93	0.07	0.09	41.04
October 28, 2007	33.50	3.35	1.20	3.20	0.20	0.09	41.54
May 4, 2008	34.38	3.44	1.30	3.45	0.25	0.09	42.91
May 4, 2009	35.12	3.51	1.30	3.70	0.25	0.09	43.97
November 1, 2009	35.81	3.58	1.40	3.70	0.25	0.09	44.83
May 2, 2010	36.44	3.64	1.40	4.00	0.30	0.09	45.87
October 31, 2010	37.33	3.73	1.50	4.00	0.30	0.09	46.95
<b>Journeyman</b>							
July 2, 2007	30.45	3.05	1.10	2.93	0.07	0.09	37.69
October 28, 2007	30.45	3.05	1.20	3.20	0.20	0.09	38.19
May 4, 2008	31.25	3.13	1.30	3.45	0.25	0.09	39.47
May 4, 2009	31.93	3.19	1.30	3.70	0.25	0.09	40.46
November 1, 2009	32.55	3.26	1.40	3.70	0.25	0.09	41.25
May 2, 2010	33.13	3.31	1.40	4.00	0.30	0.09	42.23
October 31, 2010	33.94	3.39	1.50	4.00	0.30	0.09	43.22
<b>3<sup>rd</sup> Year Apprentice</b>							
July 2, 2007	25.88	2.59	1.10	2.93	0.07	0.09	32.66
October 28, 2007	25.88	2.59	1.20	3.20	0.20	0.09	33.16
May 4, 2008	26.56	2.66	1.30	3.45	0.25	0.09	34.31
May 4, 2009	27.14	2.71	1.30	3.70	0.25	0.09	35.19
November 1, 2009	27.67	2.77	1.40	3.70	0.25	0.09	35.88
May 2, 2010	28.16	2.82	1.40	4.00	0.30	0.09	36.77
October 31, 2010	28.84	2.88	1.50	4.00	0.30	0.09	37.61

SHEETERS, DECKERS & CLADDERS (PROV.) ...continued...  
LOCAL UNION 8

Date	Base Wage	Hol.& Vac.	H&W	Pen.	Training	Supp.	Gross Wage
<b>2<sup>nd</sup> Year Apprentice</b>							
July 2, 2007	22.84	2.28	1.10	2.93	0.07	0.09	29.31
October 28, 2007	22.84	2.28	1.20	3.20	0.20	0.09	29.81
May 4, 2008	23.44	2.34	1.30	3.45	0.25	0.09	30.87
May 4, 2009	23.95	2.40	1.30	3.70	0.25	0.09	31.69
November 1, 2009	24.41	2.44	1.40	3.70	0.25	0.09	32.29
May 2, 2010	24.85	2.48	1.40	4.00	0.30	0.09	33.12
October 31, 2010	25.46	2.55	1.50	4.00	0.30	0.09	33.90
<b>1<sup>st</sup> Year Apprentice</b>							
July 2, 2007	19.79	1.98	1.10	2.93	0.07	0.09	25.96
October 28, 2007	19.79	1.98	1.20	3.20	0.20	0.09	26.46
May 4, 2008	20.31	2.03	1.30	3.45	0.25	0.09	27.43
May 4, 2009	20.75	2.08	1.30	3.70	0.25	0.09	28.17
November 1, 2009	21.16	2.12	1.40	3.70	0.25	0.09	28.72
May 2, 2010	21.53	2.15	1.40	4.00	0.30	0.09	29.47
October 31, 2010	22.06	2.21	1.50	4.00	0.30	0.09	30.16
<b>Probationary Employee</b>							
July 2, 2007	16.75	1.68	1.10		0.07	0.09	19.69
October 28, 2007	16.75	1.68	1.20		0.20	0.09	19.92
May 4, 2008	17.19	1.72	1.30		0.25	0.09	20.55
May 4, 2009	17.56	1.76	1.30		0.25	0.09	20.96
November 1, 2009	17.90	1.79	1.40		0.25	0.09	21.43
May 2, 2010	18.22	1.82	1.40		0.30	0.09	21.83
October 31, 2010	18.67	1.87	1.50		0.30	0.09	22.43

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

<b>Date</b>	<b>Base Wage</b>	<b>Hol.&amp; Vac.</b>	<b>H&amp;W</b>	<b>Pen.</b>	<b>Training</b>	<b>Supp.</b>	<b>Gross Wage</b>
<b>Industrial Rates</b>							
<b>General Foreman - 115%</b>							
Effective Date	39.92	3.99	1.20	4.50	0.20	0.09	49.90
4-May-08	41.76	4.18	1.30	4.70	0.25	0.09	52.28
4-May-09	43.11	4.31	1.30	4.90	0.25	0.09	53.96
1-Nov-09	44.59	4.46	1.40	4.90	0.25	0.09	55.69
2-May-10	46.75	4.68	1.50	5.00	0.30	0.09	58.32
<b>Foreman - 110%</b>							
Effective Date	38.18	3.82	1.20	4.50	0.20	0.09	47.99
4-May-08	39.94	3.99	1.30	4.70	0.25	0.09	50.27
4-May-09	41.24	4.12	1.30	4.90	0.25	0.09	51.90
1-Nov-09	42.65	4.27	1.40	4.90	0.25	0.09	53.56
2-May-10	44.72	4.47	1.50	5.00	0.30	0.09	56.08
<b>Journeyman</b>							
Effective Date	34.71	3.47	1.20	4.50	0.20	0.09	44.17
4-May-08	36.31	3.63	1.30	4.70	0.25	0.09	46.28
4-May-09	37.49	3.75	1.30	4.90	0.25	0.09	47.78
1-Nov-09	38.77	3.88	1.40	4.90	0.25	0.09	49.29
2-May-10	40.65	4.06	1.50	5.00	0.30	0.09	51.60
<b>3rd Year - 85%</b>							
Effective Date	29.50	2.95	1.20	4.50	0.20	0.09	38.44
4-May-08	30.86	3.09	1.30	4.70	0.25	0.09	40.29
4-May-09	31.87	3.19	1.30	4.90	0.25	0.09	41.60
1-Nov-09	32.95	3.30	1.40	4.90	0.25	0.09	42.89
2-May-10	34.55	3.46	1.50	5.00	0.30	0.09	44.90
<b>2nd Year - 75%</b>							
Effective Date	26.03	2.60	1.20	4.50	0.20	0.09	34.62
4-May-08	27.23	2.72	1.30	4.70	0.25	0.09	36.29
4-May-09	28.12	2.81	1.30	4.90	0.25	0.09	37.47
1-Nov-09	29.08	2.91	1.40	4.90	0.25	0.09	38.63
2-May-10	30.49	3.05	1.50	5.00	0.30	0.09	40.43
<b>1st Year - 65%</b>							
Effective Date	22.56	2.26	1.20	4.50	0.20	0.09	30.81
4-May-08	23.60	2.36	1.30	4.70	0.25	0.09	32.30
4-May-09	24.37	2.44	1.30	4.90	0.25	0.09	33.35
1-Nov-09	25.20	2.52	1.40	4.90	0.25	0.09	34.36
2-May-10	26.42	2.64	1.50	5.00	0.30	0.09	35.95

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

<u>Date</u>	<u>Base Wage</u>	<u>Hol.&amp; Vac.</u>	<u>H&amp;W</u>	<u>Pen.</u>	<u>Training</u>	<u>Supp.</u>	<u>Gross Wage</u>
<b>Probationary Employee - 55%</b>							
Effective Date	19.09	1.91	1.20	-	0.20	0.09	22.49
4-May-08	19.97	2.00	1.30	-	0.25	0.09	23.61
4-May-09	20.62	2.06	1.30	-	0.25	0.09	24.32
1-Nov-09	21.32	2.13	1.40	-	0.25	0.09	25.19
2-May-10	22.36	2.24	1.50	-	0.30	0.09	26.49

\* Note: Probationary Apprentices (Commercial & Industrial) shall not receive the Pension contributions.

- Construction Labour Relations dues of 6¢/hr (six cents) worked. Effective March 1, 2010 CEFAP contributions have changed to 2¢/hr (two cents) worked, as per Collective Agreement, not included in above totals. Audiometric Program (for Industrial Only) operating on the sustained reserves, dues collection presently suspended.
- Expiration Date April 30, 2011

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December 6, 2010

**\*\*Teamsters (Prov.)\*\*.....**

1. Article 9.000 – Wage Scales, shall be amended as follows and take effect on May 4, 2008. **(Note: These are the base rates)**

9.101	Ratification	\$32.66
	May 4, 2008	\$34.19
	May 3, 2009	\$36.61
	May 2, 2010	\$39.36
9.102	Ratification	\$32.80
	May 4, 2008	\$34.34
	May 3, 2009	\$36.77
	May 2, 2010	\$38.54
9.103	Ratification	\$32.57
	May 4, 2008	\$34.10
	May 3, 2009	\$36.52
	May 2, 2010	\$38.27
9.104	Ratification	\$32.39
	May 4, 2008	\$33.91
	May 3, 2009	\$36.31
	May 2, 2010	\$38.05
9.105	Ratification	\$31.99
	May 4, 2008	\$33.49
	May 3, 2009	\$35.86
	May 2, 2010	\$37.58
9.106	Ratification	\$33.11
	May 4, 2008	\$34.66
	May 3, 2009	\$37.12
	May 2, 2010	\$38.90
9.107	Ratification	\$32.31
	May 4, 2008	\$33.83
	May 3, 2009	\$36.23
	May 2, 2010	\$37.96
9.108	Ratification	\$28.16
	May 4, 2008	\$29.48
	May 3, 2009	\$31.60
	May 2, 2010	\$66.13

May 2, 2010 the gross rate was increased by 5% of the gross rate in effect on May 4, 2008.

**NOTE :** Association Fund Contributions are to remitted by the employer as per Article 16.500. These remittances are per hour earned.

➤ Expiration Date April 30, 2011

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December 6, 2010



**WAGE SUMMARY 2007-2011.....PAGE 89**

**\*\*Tilersetters...(Prov)\*\***

**JOURNEYMAN**

Date	Net	Stat & Holiday	H&W	PEN	GROSS	IAF
01-May-07	\$ 29.04	\$ 2.90	\$ 1.70	\$ 1.70	\$ 35.34	\$ 0.10
01-Nov-07	\$ 29.75	\$ 2.98	\$ 1.70	\$ 1.70	\$ 36.13	\$ 0.10
01-May-08	\$ 30.50	\$ 3.05	\$ 1.70	\$ 1.70	\$ 36.95	\$ 0.10
01-Nov-08	\$ 31.25	\$ 3.12	\$ 1.70	\$ 1.70	\$ 37.77	\$ 0.10
01-May-09	\$ 31.79	\$ 3.18	\$ 1.70	\$ 1.70	\$ 38.37	\$ 0.10
01-Nov-09	\$ 32.34	\$ 3.23	\$ 1.70	\$ 1.70	\$ 38.97	\$ 0.10
01-May-10	\$ 32.90	\$ 3.29	\$ 1.70	\$ 1.70	\$ 39.59	\$ 0.10
01-Nov-10	\$ 33.66	\$ 3.35	\$ 1.70	\$ 1.70	\$ 40.41	\$ 0.10

**APPRENTICES**

1st Period	2100 Hours	60%
2nd Period	2100 Hours	70%
3rd Period	2100 Hours	80%

**TILESETTER HELPER 1                      1 Year at this rate only**

Date	Net	Stat & Holiday	H&W	PEN	GROSS	IAF
01-May-07	\$ 15.00	\$ 1.50	\$ 1.70	\$ 1.70	\$ 19.90	\$ 0.10
01-May-08	\$ 15.23	\$ 1.52	\$ 1.70	\$ 1.70	\$ 20.15	\$ 0.10
01-Nov-08	\$ 15.45	\$ 1.55	\$ 1.70	\$ 1.70	\$ 20.40	\$ 0.10
01-May-09	\$ 15.69	\$ 1.57	\$ 1.70	\$ 1.70	\$ 20.65	\$ 0.10
01-Nov-09	\$ 15.92	\$ 1.59	\$ 1.70	\$ 1.70	\$ 20.91	\$ 0.10
01-May-10	\$ 16.16	\$ 1.62	\$ 1.70	\$ 1.70	\$ 21.18	\$ 0.10
01-Nov-10	\$ 16.40	\$ 1.64	\$ 1.70	\$ 1.70	\$ 21.44	\$ 0.10

**TILESETTER HELPER 2 (FIRST 800 HOURS)**

Date	Net	Stat & Holiday	H&W	PEN	GROSS	IAF
01-May-07	\$ 16.00	\$ 1.60	\$ 1.70	\$ 1.70	\$ 21.00	\$ 0.10
01-Nov-07	\$ 16.48	\$ 1.65	\$ 1.70	\$ 1.70	\$ 21.53	\$ 0.10
01-May-08	\$ 16.73	\$ 1.67	\$ 1.70	\$ 1.70	\$ 21.80	\$ 0.10
01-Nov-08	\$ 16.98	\$ 1.70	\$ 1.70	\$ 1.70	\$ 22.08	\$ 0.10
01-May-09	\$ 17.23	\$ 1.72	\$ 1.70	\$ 1.70	\$ 22.36	\$ 0.10
01-Nov-09	\$ 17.49	\$ 1.75	\$ 1.70	\$ 1.70	\$ 22.64	\$ 0.10
01-May-10	\$ 17.75	\$ 1.78	\$ 1.70	\$ 1.70	\$ 22.93	\$ 0.10
01-Nov-10	\$ 18.02	\$ 1.80	\$ 1.70	\$ 1.70	\$ 23.22	\$ 0.10

**TILESETTER HELPER 2 (NEXT 800 HOURS)**

Date	Net	Stat & Holiday	H&W	PEN	GROSS	IAF
01-May-07	\$ 17.50	\$ 1.75	\$ 1.70	\$ 1.70	\$ 22.65	\$ 0.10
01-Nov-07	\$ 18.03	\$ 1.80	\$ 1.70	\$ 1.70	\$ 23.23	\$ 0.10
01-May-08	\$ 18.30	\$ 1.83	\$ 1.70	\$ 1.70	\$ 23.52	\$ 0.10
01-Nov-08	\$ 18.57	\$ 1.86	\$ 1.70	\$ 1.70	\$ 23.83	\$ 0.10
01-May-09	\$ 18.85	\$ 1.88	\$ 1.70	\$ 1.70	\$ 24.13	\$ 0.10
01-Nov-09	\$ 19.13	\$ 1.91	\$ 1.70	\$ 1.70	\$ 24.44	\$ 0.10
01-May-10	\$ 19.42	\$ 1.94	\$ 1.70	\$ 1.70	\$ 24.76	\$ 0.10
01-Nov-10	\$ 19.71	\$ 1.97	\$ 1.70	\$ 1.70	\$ 25.08	\$ 0.10

**TILESETTER HELPER 3 (FIRST 800 HOURS)**

Date	Net	Stat & Holiday	H&W	PEN	GROSS	IAF
01-May-07	\$ 18.50	\$ 1.85	\$ 1.70	\$ 1.70	\$ 23.75	\$ 0.10
01-Nov-07	\$ 19.06	\$ 1.91	\$ 1.70	\$ 1.70	\$ 24.36	\$ 0.10
01-May-08	\$ 19.34	\$ 1.93	\$ 1.70	\$ 1.70	\$ 24.67	\$ 0.10
01-Nov-08	\$ 19.63	\$ 1.96	\$ 1.70	\$ 1.70	\$ 24.99	\$ 0.10
01-May-09	\$ 19.93	\$ 1.99	\$ 1.70	\$ 1.70	\$ 25.32	\$ 0.10
01-Nov-09	\$ 20.22	\$ 2.02	\$ 1.70	\$ 1.70	\$ 25.65	\$ 0.10
01-May-10	\$ 20.53	\$ 2.05	\$ 1.70	\$ 1.70	\$ 25.98	\$ 0.10
01-Nov-10	\$ 20.84	\$ 2.08	\$ 1.70	\$ 1.70	\$ 26.32	\$ 0.10

**ALBERTA PROVINCIAL SUBSISTENCE RATES**

**ALBERTA PROVINCIAL SUBSISTENCE RATES**

<b>AREA</b>	<b>(rate per day)</b>
Alberta-Wide	\$100.00
Athabasca	\$120.00
Bonnyville	\$135.00
Camrose	\$120.00
Canmore/Exshaw	\$155.00
Cold Lake	\$135.00
Drumheller	\$130.00
Edson	\$125.00
Forestburg	\$110.00
Fox Creek	\$125.00
Ft. McMurray	\$195.00
Grande Prairie	\$130.00
Hanna	\$120.00
Hardisty	\$120.00
Hinton	\$135.00
Lloydminster	\$145.00
Peace River	\$125.00
Pincher Creek/Waterton	\$140.00
Red Deer	\$125.00
Stettler	\$120.00
Swan Hills	\$115.00
Wainwright	\$120.00
Whitecourt	\$130.00

The subsistence rates change periodically check the CLR website to ensure you have current rates. [www.clra.org](http://www.clra.org)