

CONSTRUCTION LABOUR RELATIONS

-
An Alberta Association

WAGE SUMMARY

CONSTRUCTION – ALBERTA 2011-2015

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 2011-2015

(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.

Refer to Page 2 for DUES breakdown

*Revision 3 - May 26, 2011/Removal of Bricklayers Maintenance
Revision 4 – June 10, 2011/Addition of Bricklayers Maintenance/Plasterers
Revision 5 – June 20, 2011/Addition of Electricians/OE-Crane
Revision 6 – July 22, 2011/Addition of Bricklayers Red Brick*

DUES BREAKDOWN

AUDIOMETRIC PROGRAM

- Audiometric Program (for Industrial Only) operating on the sustained reserves, dues collection presently suspended

CEFAP

NOTE Effective February 1, 2011 CEFAP contributions were increased to:

- 4¢ (four cents) per hour for hourly rated personnel
and
- \$6.00 per month for salaried personnel.

CONSTRUCTION LABOUR RELATIONS

- 6¢ (six cents) per hour worked

RSAP

NOTE Effective February 1, 2011 RSAP contributions were reduced to:

- 8¢ (eight cents) per hour worked for Industrial Construction and Short Term Maintenance,
and
- 4¢ (four cents) per hour for Long Term Maintenance and/or Fab shop

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ALBERTA PROVINCIAL SUBSISTENCE RATES
“INDUSTRIAL ONLY”

Location	Rate per day	Location	Rate per day
Alberta – Wide \$110.00 per day except for the following regions:			
Athabasca	\$120.00	Hanna	\$120.00
Bonnyville	\$135.00	Hardisty	\$120.00
Camrose	\$120.00	Hinton	\$135.00
Canmore/Exshaw	\$155.00	Lloydminster	\$145.00
Cold Lake	\$135.00	Peace River	\$125.00
Drumheller	\$130.00	Pincher Creek Waterton	\$140.00
Edson	\$125.00	Red Deer	\$125.00
Forestburg	\$110.00	Stettler	\$120.00
Fox Creek	\$125.00	Swan Hills	\$115.00
Ft. McMurray	\$195.00	Wainwright	\$120.00
Grande Prairie	\$130.00	Whitecourt	\$130.00

The subsistence rates change periodically check the CLR website to ensure you have current rates. www.clra.org

“Commercial / Institutional Subsistence Rates”
See applicable Collective Agreement

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JULY 22, 2011

BRICKLAYERS (PROV.) REFRACTORY Construction.....

LOCAL UNIONS 1 & 2

Effective Date	Classification	Base Rate	Hol & Vac. Pay	H & W Fund	Pens. Fund	Gross Wage
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Construction

5.01 (a) The minimum wage rate for hours worked within the geographic jurisdiction of Local Union 1 covered by this Agreement shall be:

May 1/11	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

(b) The minimum wage rate for hours worked within the geographic jurisdiction of Local Union 2 covered by this Agreement shall be:

May 1/11	Foreman	49.85	4.99	1.10	4.50	60.44
	Working Foreman	48.85	4.89	1.10	4.50	59.34
	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)

NOTE – SEE LETTER OF UNDERSTANDING RESPECTING POTENTIAL ADJUSTMENT TO THE WAGE SCHEDULE FOR 2012, 2013, and 2014.

Forthwith after the January wage adjustment calculations in each of 2012, 2013 and 2014, representatives of the Parties shall determine whether any adjustments to the Employer Contributions to the benefit plans will be implemented in conjunction with the respective May wage adjustments. Any such adjustments to Employer Contributions shall be funded through the May gross wage and shall be mutually agreed to by the Trade Division and the Union(s).

➤ Expiration Date April 30, 2015

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

Effective Date	Classification	Base Rate	Hol & Vac. Pay	H & W Fund	Pens. Fund	Gross Wage
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Maintenance

5.01 (a) The minimum wage rate for hours worked within the geographic jurisdiction of Local Union 1 covered by this Agreement shall be:

May 1/11	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

(b) The minimum wage rate for hours worked within the geographic jurisdiction of Local Union 2 covered by this Agreement shall be:

May1/11	Foreman	49.85	4.99	1.10	4.50	60.44
	Working Foreman	48.85	4.89	1.10	4.50	59.34
	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)

NOTE – SEE LETTER OF UNDERSTANDING IN THE COLLECTIVE AGREEMENT RESPECTING POTENTIAL ADJUSTMENT TO THE WAGE SCHEDULE FOR 2012, 2013, and 2014.

Forthwith after the January wage adjustment calculations in each of 2012, 2013 and 2014, representatives of the Parties shall determine whether any adjustments to the Employer Contributions to the benefit plans will be implemented in conjunction with the respective May wage adjustments. Any such adjustments to Employer Contributions shall be funded through the May gross wage and shall be mutually agreed to by the Trade Division and the Union(s).

➤ Expiration Date April 30, 2015

****BRICKLAYERS - RED BRICK**...**

5.01 The minimum wage rate, health and welfare pension and holidays and vacation pay for hours worked by Journeymen covered by this Agreement shall be:

<u>Date</u>	<u>Hourly net Rate of pay</u>	<u>Holiday & Vacation</u>	<u>Health & Welfare</u>	<u>Pension.</u>	<u>Hourly Gross Rate of pay</u>
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Proposed rates for Journeyman Bricklayer

Apr130/2011	34.62	3.47	1.10	3.50	42.69
May 6/2012	35.40	3.54	1.10	3.50	43.54
May 5/2013	35.81	3.58	1.10	3.50	43.99
Nov 3/2013	36.22	3.62	1.10	3.50	44.44
May 4/2014	36.67	3.67	1.10	3.50	44.94
Nov 2/2014	37.13	3.71	1.10	3.50	45.44

Rate for First Year Apprentice

Apr130/2011	20.78	2.08	1.10	3.50	27.46
May 6/2012	21.24	2.12	1.10	3.50	27.96
May 5/2013	21.49	2.15	1.10	3.50	28.24
Nov 3/2013	21.73	2.17	1.10	3.50	28.50
May 4 /2014	22.01	2.20	1.10	3.50	28.81
Nov 2 /2014	22.28	2.23	1.10	3.50	29.11

Rate for Second Year Apprentice

Apr130/2011	27.70	2.77	1.10	3.50	35.07
May 6/2012	28.32	2.83	1.10	3.50	35.75
May 5 /2013	28.65	2.87	1.10	3.50	36.12
Nov 3 /2013	28.97	2.90	1.10	3.50	36.47
May 4/2014	29.34	2.93	1.10	3.50	36.87
Nov 2/2014	29.70	2.97	1.10	3.50	37.27

Rate for Third Year Apprentice

Apr130/2011	31.16	3.12	1.10	3.50	38.88
May 6/2012	31.86	3.19	1.10	3.50	39.65
May 5/2013	32.23	3.22	1.10	3.50	40.05
Nov 3/2013	32.59	3.26	1.10	3.50	40.45
May 4/2014	33.01	3.30	1.10	3.50	40.91
Nov 2/2014	33.41	3.34	1.10	3.50	41.35

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).



➤ Expiration Date April 30, 2015

CARPENTERS (PROV.)...

LOCALS 1325, 2103

INDUSTRIAL WORK - SCHEDULE "A" - (work included within Article 5.02)

Effective Date	Base Rate	Hol & Vac. Pay	H & W Fund	Pens. Fund	Training Fund	Gross Wage
Journeyman						
01.May.11	38.63	3.86	1.40	6.60	.55	51.04
4th Yr Apprentice						
01.May.11	34.77	3.48	1.40	6.60	.55	46.80
3rd Yr Apprentice						
01.May.11	30.90	3.09	1.40	6.60	.55	42.54
2nd Yr Apprentice						
01.May.11	27.04	2.70	1.40	6.60	.55	38.29
1st Yr Apprentice						
01.May.11	23.18	2.32	1.40	6.60	.55	34.05

NOTE – SEE LETTER OF UNDERSTANDING (APPENDIX E) RESPECTING POTENTIAL ADJUSTMENT TO THE WAGE SCHEDULE FOR 2012, 2013, and 2014.

Forthwith after the January wage adjustment calculations in each of 2012, 2013 and 2014, representatives of the Parties shall determine whether any adjustments to the Employer Contributions to the benefit plans will be implemented in conjunction with the respective May wage adjustments. Any such adjustments to Employer Contributions shall be funded through the May gross wage and shall be mutually agreed to by the Trade Division and the Union(s).

CARPENTERS (PROV.)...continued

LOCALS 1325, 2103

NON-INDUSTRIAL WORK - SCHEDULE "B" (work not included within Art. 5.02)

Effective Date	Base Rate	Hol & Vac. Pay	H & W Fund	Pens. Fund	Training Fund	Gross Wage
Journeyman						
01.May.11	34.29	3.43	1.40	3.62	.10	42.84
06.May.12	35.26	3.53	1.40	3.62	.10	43.91
05.May.13	36.26	3.63	1.40	3.62	.10	45.01
04.May.14	37.29	3.73	1.40	3.62	.10	46.14
4th Yr Apprentice						
01.May.11	30.86	3.09	1.40	3.62	.10	39.07
06.May.12	31.73	3.17	1.40	3.62	.10	40.02
05.May.13	32.63	3.26	1.40	3.62	.10	41.01
04.May.14	33.56	3.36	1.40	3.62	.10	42.04
3rd Yr Apprentice						
01.May.11	27.43	2.74	1.40	3.62	.10	35.29
06.May.12	28.21	2.82	1.40	3.62	.10	36.15
05.May.13	29.01	2.90	1.40	3.62	.10	37.03
04.May.14	29.83	2.98	1.40	3.62	.10	37.93
2nd Yr Apprentice						
01.May.11	24.00	2.40	1.40	3.62	.10	31.52
06.May.12	24.68	2.47	1.40	3.62	.10	32.27
05.May.13	25.38	2.54	1.40	3.62	.10	33.04
04.May.14	26.10	2.61	1.40	3.62	.10	33.83
1st Yr Apprentice						
01.May.11	20.57	2.06	1.40	3.62	.10	27.75
06.May.12	21.16	2.12	1.40	3.62	.10	28.40
05.May.13	21.76	2.18	1.40	3.62	.10	29.06
04.May.14	22.37	2.24	1.40	3.62	.10	29.73

> **Expiration Date April 30, 2015**

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

Effective Date	Base Rate	Hol & Vac. Pay	H & W Fund	Pens. Fund	Training Fund	Gross Wage
<u>Schedule "A" For Industrial Work</u>						
Journeyman						
May 1, 2011	39.76	3.98	1.00	5.00	0.35	50.09
3rd Year Apprentice						
May 1, 2011	33.80	3.38	1.00	5.00	0.35	43.53
2nd Year Apprentice						
May 1, 2011	29.82	2.98	1.00	5.00	0.35	39.15
1st Year Apprentice						
May 1, 2011	25.84	2.58	1.00	5.00	0.35	34.77
Trainee						
May 1, 2011	21.87	2.19	1.00	5.00	0.35	30.41

NOTE – SEE LETTER OF UNDERSTANDING IN THE COLLECTIVE AGREEMENT RESPECTING POTENTIAL ADJUSTMENT TO THE WAGE SCHEDULE FOR 2012, 2013, and 2014.

Forthwith after the January wage adjustment calculations in each of 2012, 2013 and 2014, representatives of the Parties shall determine whether any adjustments to the Employer Contributions to the benefit plans will be implemented in conjunction with the respective May wage adjustments. Any such adjustments to Employer Contributions shall be funded through the May gross wage and shall be mutually agreed to by the Trade Division and the Union(s).

Schedule "B" For Non Industrial Work

Journeyman						
May 1, 2011	31.35	3.13	1.00	3.50	0.15	39.13
May 6, 2012	31.78	3.18	1.25	3.75	0.15	40.11
May 5, 2013	32.37	3.24	1.35	4.00	0.15	41.11
May 4, 2014	33.26	3.33	1.40	4.00	0.15	42.14
3rd Year Apprentice (85% of Certified Journeyman Base Wage)						
May 1, 2011	26.65	2.67	1.00	3.50	0.15	33.97
May 6, 2012	27.01	2.70	1.25	3.75	0.15	34.86
May 5, 2013	27.51	2.75	1.35	4.00	0.15	35.76
May 4, 2014	28.27	2.83	1.40	4.00	0.15	36.65
2nd Year Apprentice (75% of Certified Journeyman Base Wage)						
May 1, 2011	23.51	2.35	1.00	3.50	0.15	30.51
May 6, 2012	23.84	2.38	1.25	3.75	0.15	31.37
May 5, 2013	24.28	2.43	1.35	4.00	0.15	32.21
May 4, 2014	24.95	2.49	1.40	4.00	0.15	32.99

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

Effective Date	Base Rate	Hol & Vac. Pay	H & W Fund	Pens. Fund	Training Fund	Gross Wage
1st Year Apprentice (65% of Certified Journeyman Base Wage)						
May 1, 2011	20.38	2.04	1.00	3.50	0.15	27.07
May 6, 2012	20.66	2.07	1.25	3.75	0.15	27.88
May 5, 2013	21.04	2.10	1.35	4.00	0.15	28.64
May 4, 2014	21.62	2.16	1.40	4.00	0.15	29.33
Trainee (55% of Certified Journeyman Base Wage)						
May 1, 2011	17.24	1.72	1.00	3.50	0.15	23.61
May 6, 2012	17.48	1.75	1.25	3.75	0.15	24.38
May 5, 2013	17.80	1.78	1.35	4.00	0.15	25.08
May 4, 2014	18.29	1.83	1.40	4.00	0.15	25.67

➤ Expiration Date April 30 2015

JULY 22, 2015

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ELECTRICIANS...

ARTICLE TEN – INDUSTRIAL WAGES AND BENEFITS SCHEDULES

10.02 EFFECTIVE MAY 01, 2011 STRAIGHT TIME

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	55.43	5.543	1.92	5.50	0.40	0.00	68.79
• ICCS GEN FOREMAN	•125	56.43	5.643	1.92	5.50	0.40	0.00	69.89
FOREMAN	117	51.88	5.188	1.92	5.50	0.40	0.00	64.89
• ICCS FOREMAN	•117	52.88	5.288	1.92	5.50	0.40	0.00	65.99
SUB-FOREMAN	108	47.89	4.789	1.92	5.50	0.40	0.00	60.50
• ICCS SUB-FOREMAN	•108	48.89	4.889	1.92	5.50	0.40	0.00	61.60
* JOURNEYMAN	100	44.34	4.434	1.92	5.50	0.40	0.00	56.59
4 TH YEAR APPRENTICE	80	35.47	3.547	1.92	5.50	0.40	0.00	46.84
3 RD YEAR APPRENTICE	70	31.04	3.104	1.92	5.50	0.40	0.00	41.96
2 ND YEAR APPRENTICE	60	26.60	2.660	1.92	5.50	0.40	0.00	37.08
1 ST YEAR APPRENTICE	50	22.17	2.217	1.92	5.50	0.40	0.00	32.21

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment) Union dues (Article 4.08)
Additional Union Dues - \$0.06/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')
- * Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Article 9.01(f)
RSAP - \$0.08/hour worked (Letter of Understanding Appendix "K")

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10.02 EFFECTIVE MAY 01, 2011 WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	83.15	8.315	2.23	7.15	0.40	2.93	104.18
• ICCS GEN FOREMAN	•125	84.15	8.415	2.23	7.15	0.40	2.93	105.28
FOREMAN	117	77.82	7.782	2.23	7.15	0.40	2.61	97.99
• ICCS FOREMAN	•117	78.82	7.882	2.23	7.15	0.40	2.61	99.09
SUB-FOREMAN	108	71.84	7.184	2.23	7.15	0.40	2.26	91.06
• ICCS SUB-FOREMAN	•108	72.84	7.284	2.23	7.15	0.40	2.26	92.16
* JOURNEYMAN	100	66.51	6.651	2.23	7.15	0.40	1.95	84.89
4 TH YEAR APPRENTICE	80	53.21	5.321	2.23	7.15	0.40	1.17	69.48
3 RD YEAR APPRENTICE	70	46.56	4.656	2.23	7.15	0.40	0.78	61.78
2 ND YEAR APPRENTICE	60	39.90	3.990	2.23	7.15	0.40	0.39	54.06
1 ST YEAR APPRENTICE	50	33.26	3.326	2.23	7.15	0.40	0.00	46.37

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment) Union dues (Article 4.08)
Additional Union Dues - \$0.06/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')
- * Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Article 9.01(f)
RSAP - \$0.08/hour worked (Letter of Understanding Appendix "K")

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****ELECTRICIANS**...(continued)**

ARTICLE TEN – INDUSTRIAL WAGES AND BENEFIT SCHEDULES

**10.02 EFFECTIVE MAY 01, 2011
WHEN OVERTIME IS WORKED AT 2 TIMES THE HOURLY RATE**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	110.86	11.086	2.53	8.80	0.40	5.87	139.55
• ICCS GEN FOREMAN	•125	111.86	11.186	2.53	8.80	0.40	5.87	140.65
FOREMAN	117	103.76	10.376	2.53	8.80	0.40	5.24	131.11
• ICCS FOREMAN	•117	104.76	10.476	2.53	8.80	0.40	5.24	132.21
SUB-FOREMAN	108	95.78	9.578	2.53	8.80	0.40	4.54	121.63
• ICCS SUB-FOREMAN	•108	96.78	9.678	2.53	8.80	0.40	4.54	122.73
* JOURNEYMAN	100	88.68	8.868	2.53	8.80	0.40	3.91	113.19
4TH YEAR APPRENTICE	80	70.94	7.094	2.53	8.80	0.40	2.35	92.11
3RD YEAR APPRENTICE	70	62.08	6.208	2.53	8.80	0.40	1.56	81.58
2ND YEAR APPRENTICE	60	53.20	5.320	2.53	8.80	0.40	.78	71.03
1ST YEAR APPRENTICE	50	44.34	4.434	2.53	8.80	0.40	0.00	60.50

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment) Union dues (Article 4.08)
Additional Union Dues - \$0.06/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')
- Additional Better Supervision, LSE, ICCS Supervisor Premium-\$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Article 9.01(f)
RSAP - \$0.08/hour worked (Letter of Understanding Appendix "K")

APPENDIX "F" RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

**F0.02 EFFECTIVE MAY 01, 2011
STRAIGHT TIME**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	51.46	5.146	1.92	5.50	0.40	0.00	64.43
FOREMAN	117	48.17	4.817	1.92	5.50	0.40	0.00	60.81
SUB-FOREMAN	108	44.46	4.446	1.92	5.50	0.40	0.00	56.73
* JOURNEYMAN	100	41.17	4.117	1.92	5.50	0.40	0.00	53.11
4TH YEAR APPRENTICE	80	32.94	3.294	1.92	5.50	0.40	0.00	44.05
3RD YEAR APPRENTICE	70	28.82	2.882	1.92	5.50	0.40	0.00	39.52
2ND YEAR APPRENTICE	60	24.70	2.470	1.92	5.50	0.40	0.00	34.99
1ST YEAR APPRENTICE	50	20.59	2.059	1.92	5.50	0.40	0.00	30.47

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment) Union dues (Article 4.08)
Additional Union Dues - \$0.06/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')

WAGE SUMMARY 2011 - 2015.....PAGE 13

****ELECTRICIANS**...continued**

ARTICLE TEN – INDUSTRIAL WAGES AND BENEFIT SCHEDULES

APPENDIX "F" RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

**F0.02 EFFECTIVE MAY 01, 2011
WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	77.19	7.719	2.23	7.15	0.40	2.93	97.62
FOREMAN	117	72.26	7.226	2.23	7.15	0.40	2.61	91.88
SUB-FOREMAN	108	66.69	6.669	2.23	7.15	0.40	2.26	85.40
* JOURNEYMAN	100	61.76	6.176	2.23	7.15	0.40	1.95	79.67
4TH YEAR APPRENTICE	80	49.41	4.941	2.23	7.15	0.40	1.17	65.30
3RD YEAR APPRENTICE	70	43.23	4.323	2.23	7.15	0.40	0.78	58.11
2ND YEAR APPRENTICE	60	37.05	3.705	2.23	7.15	0.40	0.39	50.93
1ST YEAR APPRENTICE	50	30.89	3.089	2.23	7.15	0.40	0.00	43.76

* Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
 Union dues (Article 4.08)
 Additional Union Dues - \$0.06/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')

APPENDIX "F" RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

**F0.03 EFFECTIVE TBD
STRAIGHT TIME**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	53.96	5.396	1.92	5.50	0.40	0.00	67.18
FOREMAN	117	50.51	5.051	1.92	5.50	0.40	0.00	63.38
SUB-FOREMAN	108	46.62	4.662	1.92	5.50	0.40	0.00	59.10
* JOURNEYMAN	100	43.17	4.317	1.92	5.50	0.40	0.00	55.31
4TH YEAR APPRENTICE	80	34.54	3.454	1.92	5.50	0.40	0.00	45.81
3RD YEAR APPRENTICE	70	30.22	3.022	1.92	5.50	0.40	0.00	41.06
2ND YEAR APPRENTICE	60	25.90	2.590	1.92	5.50	0.40	0.00	36.31
1ST YEAR APPRENTICE	50	21.59	2.159	1.92	5.50	0.40	0.00	31.57

* Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
 Union dues (Article 4.08)
 Additional Union Dues - \$0.06/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')

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

Effective Date	Base Rate	Hol & Vac. Pay	H & W Fund	Pens. Fund	Training Fund	Gross Wage
Part A – INDUSTRIAL WORK Industrial Terms and Conditions						
Certified Construction Craft Labourer						
May 1, 2011	\$33.70	\$3.37	\$1.60	\$4.25	\$0.45	\$43.37
Uncertified Labourer (93% of Certified Construction Craft Labourer Rate)						
May 1, 2011	31.34	\$3.13	\$1.60	\$4.25	\$0.45	\$40.77
Trainee 3 (85% of Certified Construction Craft Labourer Rate)						
May 1, 2011	28.65	2.87	1.60	4.25	0.45	37.82
Trainee 2 (75% of Certified Construction Craft Labourer Rate)						
May 1, 2011	25.28	2.53	1.60	4.25	0.45	34.11
Trainee 1 (65% of Certified Construction Craft Labourer Rate)						
May 1, 2011	21.91	2.19	1.60	4.25	0.45	30.40

NOTE – SEE LETTER OF UNDERSTANDING (APPENDIX E) RESPECTING POTENTIAL ADJUSTMENT TO THE WAGE SCHEDULE FOR 2012, 2013, and 2014.

Forthwith after the January wage adjustment calculations in each of 2012, 2013 and 2014, representatives of the Parties shall determine whether any adjustments to the Employer Contributions to the benefit plans will be implemented in conjunction with the respective May wage adjustments. Any such adjustments to Employer Contributions shall be funded through the May gross wage and shall be mutually agreed to by the Trade Division and the Union(s).

Part B – Commercial Work - APPLICABLE TO COMMERCIAL/INSTITUTIONAL WORK

Certified Construction Craft Labourer

Certified Labourer

May 1, 2011	25.22	2.52	1.35	1.80	0.10	30.99
May 6, 2012	25.92	2.59	1.35	1.80	0.10	31.76
May 5, 2013	26.64	2.66	1.35	1.80	0.10	32.55
May 4, 2014	27.37	2.74	1.35	1.80	0.10	33.36

Uncertified Labourer Rate (93% of Certified Labourers Base Rate)

May 1, 2011	23.45	2.35	1.35	1.80	0.10	29.05
May 6, 2012	24.11	2.41	1.35	1.80	0.10	29.77
May 5, 2013	24.78	2.48	1.35	1.80	0.10	30.51
May 4, 2014	25.45	2.55	1.35	1.80	0.10	31.25

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

May 1, 2011	21.44	2.14	1.35	1.80	0.10	26.83
May 6, 2012	22.03	2.20	\$1.35	1.80	0.10	27.48
May 5, 2013	22.64	2.26	\$1.35	1.80	0.10	28.15
May 4, 2014	23.26	2.33	\$1.35	1.80	0.10	28.84

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

Effective Date	Base Rate	Hol & Vac. Pay	H & W Fund	Pens. Fund	Training Fund	Gross Wage
Entry Level 1 (73% of Certified Labourers Base Rate for first 300 hours of employment)						
May 1, 2011	18.41	1.84	1.35	1.80	0.10	23.50
May 6, 2012	18.92	1.89	1.35	1.80	0.10	24.06
May 5, 2013	19.45	1.95	1.35	1.80	0.10	24.65
May 4, 2014	19.98	2.00	1.35	1.80	0.10	25.23
Bricklayer Helper						
May 1, 2011	27.15	2.71	1.35	1.80	0.10	33.11
May 6, 2012	27.90	2.79	1.35	1.80	0.10	33.94
May 5, 2013	28.67	2.87	1.35	1.80	0.10	34.79
May 4, 2014	29.46	2.95	1.35	1.80	0.10	35.66
Bricklayer Helper Entry Level 2 (80% of Bricklayer Helper Rate for 900 hours following completion of Entry Level 1)						
May 1, 2011	21.72	2.17	1.35	1.80	0.10	27.14
May 6, 2012	22.32	2.23	1.35	1.80	0.10	27.80
May 5, 2013	22.94	2.29	1.35	1.80	0.10	28.48
May 4, 2014	23.57	2.36	1.35	1.80	0.10	29.18
Bricklayer Helper Entry Level 1 (74% of Bricklayer Helper Rate for first 300 hours of employment)						
May 1, 2011	20.09	2.01	1.35	1.80	0.10	25.35
May 6, 2012	20.65	2.07	1.35	1.80	0.10	25.97
May 5, 2013	21.22	2.12	1.35	1.80	0.10	26.59
May 4, 2014	21.80	2.18	1.35	1.80	0.10	27.23

* 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.

Before March 1st for each of 2012, 2013 and 2014 wage adjustments, representatives of the Parties shall determine whether any adjustments to the Employer Contributions to the benefit plans will be implemented in conjunction with the respective May wage adjustments. Any such adjustments to Employer Contributions shall be funded through the May gross wage and shall be mutually agreed to by the Trade Division and the Union(s).



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

LOCAL UNIONS 488 & 496

Future Industrial Wages Schedules will be determined as per Article 8.02 of the Mechanical Collective Agreement

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 Local 488

Effective Date	Base Rate	ISIT Fund	Vac.Pay & S.H.P.	Health & Welfare	Pen sion	Training	Supp. Ben.	Gross Wage
GENERAL FOREMAN								
1-May-2011	49.79	0.20	4.98	1.86	6.61	0.60	0.10	64.14
FOREMAN								
1-May-2011	47.79	0.20	4.78	1.86	6.61	0.60	0.10	61.94
UA JOURNEYMAN STEAM FITTER & B PRESSURE WELDERS								
1-May-2011	42.29	0.20	4.23	1.86	6.61	0.60	0.10	55.89
ALBERTA JOURNEYMAN STEAM FITTER & JOURNEYMAN WELDERS w/CWB								
1-May-2011	38.04	0.20	3.80	1.86	6.61	0.60	0.10	51.21
JOURNEYMAN WELDERS w/o CWB								
1-May-2011	35.92	0.20	3.59	1.86	6.61	0.60	0.10	48.88
3RD YEAR								
1-May-2011	33.79	0.20	3.38	1.86	6.61	0.60	0.10	46.54
2ND YEAR								
1-May-2011	27.42	0.20	2.74	1.86	6.61	0.60	0.10	39.53
1ST YEAR								
1-May-2011	21.05	0.20	2.10	1.86	6.61	0.60	0.10	32.52

Note: General Foreman and Foreman premiums \$1.00 higher for qualified Industrial Construction Site Supervisors

Wage Page Clarifications applicable to Local 488 Schedules

- (1) Calculate the 'ISIT' contributions on hours earned
- (2) Monthly Union Dues = 3x column A (maximum Journeyman Rate)
- (3) ABTC dues of 6¢ per hour earned to be deducted from wages and remitted at same time and in same manner as Union dues.
- (4) CLRa dues and CEFAP to be remitted by Employer as per Article 31.01 (a) & (b)
- (5) An Alberta Journeyman is a Journeyman who has completed the standard Alberta 3 year Steam Fitter-Pipe Fitter apprenticeship and off shore Steam Fitter-Pipe Fitters. A UA Journeyman is a Journeyman who has completed a 4 year Steam Fitter-Pipe Fitter apprenticeship or an Alberta Journeyman who has satisfied the additional requirements as stipulated by the Joint Educational Trust Fund Trustees.

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

LOCAL UNIONS 488 & 496

8.01 (b) Industrial Plumbers 488

Effective Date	Base Rate	ISIT Fund	Vac.Pay & S.H.P.	Health & Welfare	Pen sion	Training	Supp. Ben.	Gross Wage
GENERAL FOREMAN								
1-May-2011	49.79	0.20	4.98	1.86	6.61	0.60	0.10	64.14
FOREMAN								
1-May-2011	47.79	0.20	4.78	1.86	6.61	0.60	0.10	61.94
JOURNEYMAN								
1-May-2011	42.29	0.20	4.23	1.86	6.61	0.60	0.10	55.89
4th YEAR								
1-May-2011	33.79	0.20	3.38	1.86	6.61	0.60	0.10	46.54
3RD YEAR								
1-May-2011	29.54	0.20	2.95	1.86	6.61	0.60	0.10	41.86
2ND YEAR								
1-May-2011	25.29	0.20	2.53	1.86	6.61	0.60	0.10	37.19
1ST YEAR								
1-May-2011	21.05	0.20	2.10	1.86	6.61	0.60	0.10	32.52

Note: General Foreman and Foreman premiums \$1.00 higher for qualified Industrial Construction Site Supervisors

Wage Page Clarifications applicable to Local 488 Schedules

- (1) Calculate the 'ISIT' contributions on hours earned
- (2) Monthly Union Dues = 3x column A (maximum Journeyman Rate)
- (3) ABTC dues of 6¢ per hour earned to be deducted from wages and remitted at same time and in same manner as Union dues.
- (4) CLRa dues and CEFAP to be remitted by Employer as per Article 31.01 (a) & (b)
- (5) An Alberta Journeyman is a Journeyman who has completed the standard Alberta 3 year Steam Fitter-Pipe Fitter apprenticeship and off shore Steam Fitter-Pipe Fitters. A UA Journeyman is a Journeyman who has completed a 4 year Steam Fitter-Pipe Fitter apprenticeship or an Alberta Journeyman who has satisfied the additional requirements as stipulated by the Joint Educational Trust Fund Trustees.

MECHANICAL (PROV)..(Plumbers & Pipefitters)... continued...**LOCAL UNIONS 488 & 496****8.01 (c) Commercial & Institutional Local 488**

Effective Date	Base Rate	ISIT Fund	Vac.Pay & S.H.P.	Health & Welfare	Pen sion	Training	Supp. Ben.	Gross Wage
GENERAL FOREMAN								
01-May-2011	45.29	0.20	4.53	1.86	5.75	0.25	0.10	57.98
FOREMAN								
01-May-2011	43.29	0.20	4.33	1.86	5.75	0.25	0.10	55.78
JOURNEYMAN								
01-May-2011	39.29	0.20	3.93	1.86	5.75	0.25	0.10	51.38
4TH YEAR								
01-May-2011	31.39	0.20	3.14	1.86	4.60	0.25	0.10	41.54
3RD YEAR								
01-May-2011	27.44	0.20	2.74	1.86	4.03	0.25	0.10	36.62
2ND YEAR								
01-May-2011	23.49	0.20	2.35	1.86	3.45	0.25	0.10	31.70
1ST YEAR								
01-May-2011	19.55	0.20	1.95	1.86	2.88	0.25	0.10	26.79

Note: EFFECTIVE May 1, 2012; the Pension contribution for Journeymen will increase to \$6.00 per hour and Apprentice rates will be adjusted accordingly on a prorated basis.

Wage Page Clarifications applicable to Local 488 Schedules

- (1) Calculate the 'ISIT' contributions on hours earned
- (2) Monthly Union Dues = 3x column A (maximum Journeyman Rate)
- (3) ABTC dues of 6¢ per hour earned to be deducted from wages and remitted at same time and in same manner as Union dues.
- (4) CLRa dues and CEFAP to be remitted by Employer as per Article 31.01 (a) & (b)
- (5) An Alberta Journeyman is a Journeyman who has completed the standard Alberta 3 year Steam Fitter-Pipe Fitter apprenticeship and off shore Steam Fitter-Pipe Fitters. A UA Journeyman is a Journeyman who has completed a 4 year Steam Fitter-Pipe Fitter apprenticeship or an Alberta Journeyman who has satisfied the additional requirements as stipulated by the Joint Educational Trust Fund Trustees.

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

LOCAL UNIONS 488 & 496

8.01 (d) Instrument Mechanic (Local 488 Industrial work)

(General Foreman and Foreman rates are as per 488 Industrial Schedule)

Effective Date	Base Rate	ISIT Fund	Vac.Pay & S.H.P.	Health & Welfare	Pen sion	Training	Supp. Ben.	Gross Wage
JOURNEYMAN								
1-May-2011	42.29	0.20	4.23	1.86	6.61	0.60	0.10	55.89
4TH YEAR								
1-May-2011	35.92	0.20	3.59	1.86	6.61	0.60	0.10	48.88
3RD YEAR								
1-May-2011	31.67	0.20	3.17	1.86	6.61	0.60	0.10	44.21
2ND YEAR								
1-May-2011	27.42	0.20	2.74	1.86	6.61	0.60	0.10	39.53
1ST YEAR								
1-May-2011	23.17	0.20	2.32	1.86	6.61	0.60	0.10	34.86

Note: General Foreman and Foreman premiums \$1.00 higher for qualified Industrial Construction Site Supervisors

Wage Page Clarifications applicable to Local 488 Schedules

- (1) Calculate the 'ISIT' contributions on hours earned
- (2) Monthly Union Dues = 3x column A (maximum Journeyman Rate)
- (3) ABTC dues of 6¢ per hour earned to be deducted from wages and remitted at same time and in same manner as Union dues.
- (4) CLRa dues and CEFAP to be remitted by Employer as per Article 31.01 (a) & (b)
- (5) An Alberta Journeyman is a Journeyman who has completed the standard Alberta 3 year Steam Fitter-Pipe Fitter apprenticeship and off shore Steam Fitter-Pipe Fitters. A UA Journeyman is a Journeyman who has completed a 4 year Steam Fitter-Pipe Fitter apprenticeship or an Alberta Journeyman who has satisfied the additional requirements as stipulated by the Joint Educational Trust Fund Trustees.

MECHANICAL (PROV.)..(Plumbers & Pipefitters)... continued...**LOCAL UNIONS 488 & 496****8.01 (e) Industrial Pipefitter / Steamfitter 496**

Effective Date	Base Rate	MMDF Fund	Vac.Pay & S.H.P.	Health & Welfare	Pen sion	Training	Supp. Ben.	Gross Wage
GENERAL FOREMAN								
1-May-2011	51.10	0.50	5.11	1.75	5.20	0.45	0.03	64.14
6-Nov-2011	50.65	0.50	5.07	1.75	5.70	0.45	0.03	64.15
FOREMAN								
1-May-2011	49.10	0.50	4.91	1.75	5.20	0.45	0.03	61.94
6-Nov-2011	48.65	0.50	4.87	1.75	5.70	0.45	0.03	61.95
UA JOURNEYMAN STEAM FITTER & B PRESSURE WELDERS								
1-May-2011	43.60	0.50	4.36	1.75	5.20	0.45	0.03	55.89
6-Nov-2011	43.15	0.50	4.31	1.75	5.70	0.45	0.03	55.89
ALBERTA JOURNEYMAN STEAM FITTER & JOURNEYMAN WELDERS w/CWB								
1-May-2011	39.19	0.50	3.92	1.75	5.20	0.45	0.03	51.04
6-Nov-2011	38.79	0.50	3.88	1.75	5.70	0.45	0.03	51.10
JOURNEYMAN WELDERS w/o CWB								
1-May-2011	36.99	0.50	3.70	1.75	5.20	0.45	0.03	48.62
6-Nov-2011	36.60	0.50	3.66	1.75	5.70	0.45	0.03	48.69
3RD YEAR								
1-May-2011	34.78	0.50	3.48	1.75	5.20	0.45	0.03	46.19
6-Nov-2011	34.42	0.50	3.44	1.75	5.70	0.45	0.03	46.29
2ND YEAR								
1-May-2011	28.17	0.50	2.82	1.75	5.20	0.45	0.03	38.92
6-Nov-2011	27.87	0.50	2.79	1.75	5.70	0.45	0.03	39.09
1ST YEAR								
1-May-2011	21.55	0.50	2.16	1.75	5.20	0.45	0.03	31.64
6-Nov-2011	21.33	0.50	2.13	1.75	5.70	0.45	0.03	31.89

Note : Effective May 6, 2012 pension will increase to \$6.20

Wage Page Clarifications applicable to Local 496 Schedules

- (1) Calculate the MMDF contributions on hours earned
- (2) Monthly Union Dues of \$44.00 per month plus field dues when working of 1.25% of gross
- (3) CLRa dues and CEFAP to be remitted by Employer as per Article 31.01 (a) & (b)
- (4) An Alberta Journeyman is a Journeyman who has completed the standard Alberta 3 year Steam Fitter-Pipe Fitter apprenticeship and off shore Steam Fitter-Pipe Fitters. A UA Journeyman is a Journeyman who has completed a 4 year Steam Fitter-Pipe Fitter apprenticeship or an Alberta Journeyman who has satisfied the additional requirements as stipulated by the Joint Educational Trust Fund Trustees.

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

LOCAL UNIONS 488 & 496

8.01 (f) Industrial Plumbers Local 496

Effective Date	Base Rate	MMDF Fund	Vac.Pay & S.H.P.	Health & Welfare	Pen sion	Training	Supp. Ben.	Gross Wage
GENERAL FOREMAN								
1-May-2011	51.10	0.50	5.11	1.75	5.20	0.45	0.03	64.14
6-Nov-2011	50.65	0.50	5.07	1.75	5.70	0.45	0.03	64.15
FOREMAN								
1-May-2011	49.10	0.50	4.91	1.75	5.20	0.45	0.03	61.94
6-Nov-2011	48.65	0.50	4.87	1.75	5.70	0.45	0.03	61.95
JOURNEYMAN								
1-May-2011	43.60	0.50	4.36	1.75	5.20	0.45	0.03	55.89
6-Nov-2011	43.15	0.50	4.31	1.75	5.70	0.45	0.03	55.89
4th YEAR								
1-May-2011	34.78	0.50	3.48	1.75	5.20	0.45	0.03	46.19
6-Nov-2011	34.42	0.50	3.44	1.75	5.70	0.45	0.03	46.29
3RD YEAR								
1-May-2011	30.37	0.50	3.04	1.75	5.20	0.45	0.03	41.34
6-Nov-2011	30.05	0.50	3.01	1.75	5.70	0.45	0.03	41.49
2ND YEAR								
1-May-2011	25.96	0.50	2.60	1.75	5.20	0.45	0.03	36.49
6-Nov-2011	25.69	0.50	2.57	1.75	5.70	0.45	0.03	36.69
1ST YEAR								
1-May-2011	21.55	0.50	2.16	1.75	5.20	0.45	0.03	31.64
6-Nov-2011	21.33	0.50	2.13	1.75	5.70	0.45	0.03	31.89

Note: General Foreman and Foreman premiums \$1.00 higher for qualified Industrial Construction Site Supervisors

Note : Effective May 6, 2012 pension will increase to \$6.20

Wage Page Clarifications applicable to Local 496 Schedules

- (1) Calculate the MMDF contributions on hours earned
- (2) Monthly Union Dues of \$44.00 per month plus field dues when working of 1.25% of gross
- (3) CLRa dues and CEFAP to be remitted by Employer as per Article 31.01 (a) & (b)
- (4) An Alberta Journeyman is a Journeyman who has completed the standard Alberta 3 year Steam Fitter-Pipe Fitter apprenticeship and off shore Steam Fitter-Pipe Fitters. A UA Journeyman is a Journeyman who has completed a 4 year Steam Fitter-Pipe Fitter apprenticeship or an Alberta Journeyman who has satisfied the additional requirements as stipulated by the Joint Educational Trust Fund Trustees.

MECHANICAL (PROV.)..(Plumbers & Pipefitters)... continued...**LOCAL UNIONS 488 & 496****8.01 (g) Commercial & Institutional Local 496**

Effective Date	Base Rate	M MDF Fund	Vac.Pay & S.H.P.	Health & Welfare	Pen sion	Training	Supp. Ben.	Gross Wage
GENERAL FOREMAN								
1-May-2011	40.86	0.50	4.09	1.65	5.04	0.45	0.03	52.62
FOREMAN								
1-May-2011	37.86	0.50	3.79	1.65	5.04	0.45	0.03	49.32
JOURNEYMAN								
1-May-2011	34.86	0.50	3.49	1.65	5.04	0.45	0.03	46.02
4th YEAR PLUMBER & 3RD YEAR PIPEFITTER/STEAMFITTER								
1-May-2011	28.29	0.00	2.83	1.65	4.03	0.30	0.03	37.13
3RD YEAR PLUMBER								
1-May-2011	24.75	0.00	2.48	1.65	3.53	0.30	0.03	32.74
2ND YEAR PLUMBER								
1-May-2011	21.22	0.00	2.12	1.65	3.02	0.30	0.03	28.34
2ND YEAR PIPEFITTER/STEAMFITTER								
1-May-2011	22.98	0.00	2.30	1.65	3.28	0.30	0.03	30.54
1ST YEAR PLUMBER, PIPEFITTER/STEAMFITTER								
1-May-2011	17.68	0.00	1.77	1.65	2.52	0.30	0.03	23.95

Future wage schedules for Local 496 Commercial & Institutional work will be determined by Clause 8.03 of the Collective Agreement

Wage Page Clarifications applicable to Local 496 Schedules

- (1) Calculate the MMDF contributions on hours earned
- (2) Monthly Union Dues of \$44.00 per month plus field dues when working of 1.25% of gross
- (3) CLRa dues and CEFAP to be remitted by Employer as per Article 31.01 (a) & (b)
- (4) An Alberta Journeyman is a Journeyman who has completed the standard Alberta 3 year Steam Fitter-Pipe Fitter apprenticeship and off shore Steam Fitter-Pipe Fitters. A UA Journeyman is a Journeyman who has completed a 4 year Steam Fitter-Pipe Fitter apprenticeship or an Alberta Journeyman who has satisfied the additional requirements as stipulated by the Joint Educational Trust Fund Trustees.

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

**8.01 (h) Instrument Mechanic (Local 496 Industrial work)
(General Foreman and Foreman rates are as per 496 Industrial Schedule)**

Effective Date	Base Rate	MMDF Fund	Vac.Pay & S.H.P.	Health & Welfare	Pen sion	Training	Supp. Ben.	Gross Wage
JOURNEYMAN								
1-May-2011	43.60	0.50	4.36	1.75	5.20	0..45	0.03	55.89
6-Nov-2011	43.15	0.50	4.31	1.75	5.70	0.45	0.03	55.89
4TH YEAR								
1-May-2011	36.99	0.50	3.70	1.75	5.20	0.45	0.03	48.62
6-Nov-2011	36.60	0.50	3.66	1.75	5.70	0.45	0.03	48.69
3RD YEAR								
1-May-2011	32.58	0.50	3.26	1.75	5.20	0.45	0.03	43.77
6-Nov-2011	32.24	0.50	3.22	1.75	5.70	0.45	0.03	43.89
2ND YEAR								
1-May-2011	28.17	0.50	2.82	1.75	5.20	0.45	0.03	38.92
6-Nov-2011	27.87	0.50	2.79	1.75	5.70	0.45	0.03	39.09
1ST YEAR								
1-May-2011	23.76	0.50	2.38	1.75	5.20	0.45	0.03	34.07
6-Nov-2011	23.51	0.50	2.35	1.75	5.70	0.45	0.03	34.29

Note : Effective May 6, 2012 pension will increase to \$6.20

Wage Page Clarifications applicable to Local 496 Schedules

- (1) Calculate the MMDF contributions on hours earned
- (2) Monthly Union Dues of \$44.00 per month plus field dues when working of 1.25% of gross
- (3) CLRa dues and CEFAP to be remitted by Employer as per Article 31.01 (a) & (b)
- (4) An Alberta Journeyman is a Journeyman who has completed the standard Alberta 3 year Steam Fitter-Pipe Fitter apprenticeship and off shore Steam Fitter-Pipe Fitters. A UA Journeyman is a Journeyman who has completed a 4 year Steam Fitter-Pipe Fitter apprenticeship or an Alberta Journeyman who has satisfied the additional requirements as stipulated by the Joint Educational Trust Fund Trustees.

NOTE** Wage & Benefit Determination See Mechanical Collective Agreement Article 8.02

➤ **Expiration Date April 30, 2015**

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

Effective Date	Base Rate	Hol & Vacation	Health & Welfare	Pension	Training Fund	Gross Wage
3.01 (A)	The minimum hourly wage rate for a Millwright Journeyman shall be as follows:					
May 1, 2011	42.38	4.24	2.50	6.50	0.50	56.12

NOTE – SEE LETTER OF UNDERSTANDING (APPENDIX B) RESPECTING POTENTIAL ADJUSTMENT TO THE WAGE SCHEDULE FOR 2012, 2013, and 2014.

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

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

Effective May 5th, 2013, a supervisor (Foreman and General Foreman) shall be paid an additional one dollar (\$1.00) per hour if that person has achieved the Industrial Construction Crew Supervisor designation from Alberta Apprenticeship and Industry Training.

3.01 (B) 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:

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

Note: AIT = (Alberta) Apprenticeship and Industry Training

➤ **Expiration Date April 30, 2015**

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

Effective Date	Base Rate	Hol & Vac. Pay	H & W Fund	Pens. Fund	Training Fund	Gross Wage
<u>INDUSTRIAL</u>						
Group 1, including 2nd Class Steam Engineer						
May 1, 2011	41.69	4.17	2.00	4.50	0.40	52.76
Group 2, including 3rd Class Steam Engineer						
May 1, 2011	39.49	3.95	2.00	4.50	0.40	50.34
4th Class Steam Engineer						
May 1, 2011	38.41	3.84	2.00	4.50	0.40	49.15
Group 3, including Fireman						
May 1, 2011	37.32	3.73	2.00	4.50	0.40	47.95
Group 4						
May 1, 2011	35.10	3.51	2.00	4.50	0.40	45.51
Group 5						
May 1, 2011	32.85	3.29	2.00	4.50	0.40	43.04

NOTE – SEE LETTER OF UNDERSTANDING IN THE COLLECTIVE AGREEMENT RESPECTING POTENTIAL ADJUSTMENT TO THE WAGE SCHEDULE FOR 2012, 2013, and 2014.

Forthwith after the January wage adjustment calculations in each of 2012, 2013 and 2014, representatives of the Parties shall determine whether any adjustments to the Employer Contributions to the benefit plans will be implemented in conjunction with the respective May wage adjustments. Any such adjustments to Employer Contributions shall be funded through the May gross wage and shall be mutually agreed to by the Trade Division and the Union(s).

COMMERCIAL/INSTITUTIONAL

Group 1, including 2nd Class Steam Engineer						
May 1, 2011	32.51	3.25	1.55	3.50	0.20	41.01
May 6, 2012	33.23	3.32	1.55	3.50	0.20	41.80
May 5, 2013	33.99	3.40	1.55	3.50	0.20	42.64
May 4, 2014	34.75	3.48	1.55	3.50	0.20	43.48

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

Effective Date	Base Rate	Hol & Vac. Pay	H & W Fund	Pens. Fund	Training Fund	Gross Wage
Group 2, including 3rd Class Steam Engineer						
May 1, 2011	29.91	2.99	1.55	3.50	0.20	38.15
May 6, 2012	30.58	3.06	1.55	3.50	0.20	38.89
May 5, 2013	31.29	3.13	1.55	3.50	0.20	39.67
May 4, 2014	32.00	3.20	1.55	3.50	0.20	40.45
4th Class Steam Engineer						
May 1, 2011	29.07	2.91	1.55	3.50	0.20	37.23
May 6, 2012	29.73	2.97	1.55	3.50	0.20	37.95
May 5, 2013	30.42	3.04	1.55	3.50	0.20	38.71
May 4, 2014	31.11	3.11	1.55	3.50	0.20	39.47
Group 3, including Fireman						
May 1, 2011	28.26	2.83	1.55	3.50	0.20	36.34
May 6, 2012	28.90	2.89	1.55	3.50	0.20	37.04
May 5, 2013	29.57	2.96	1.55	3.50	0.20	37.78
May 4, 2014	30.25	3.02	1.55	3.50	0.20	38.52
Group 4						
May 1, 2011	26.59	2.66	1.55	3.50	0.20	34.50
May 6, 2012	27.20	2.72	1.55	3.50	0.20	35.17
May 5, 2013	27.84	2.78	1.55	3.50	0.20	35.87
May 4, 2014	28.47	2.85	1.55	3.50	0.20	36.57
Group 5						
May 1, 2011	23.78	2.38	1.55	3.50	0.20	31.41
May 6, 2012	24.34	2.43	1.55	3.50	0.20	32.02
May 5, 2013	24.92	2.49	1.55	3.50	0.20	32.66
May 4, 2014	25.50	2.55	1.55	3.50	0.20	33.30
New Hires, 1st 90 days						
May 1, 2011	21.26	2.13	1.55	3.50	0.20	28.64
May 6, 2012	21.76	2.18	1.55	3.50	0.20	29.19
May 5, 2013	22.29	2.23	1.55	3.50	0.20	29.77
May 4, 2014	22.82	2.28	1.55	3.50	0.20	30.35

15.09 Notwithstanding the foregoing, a crane operator engaged in the erection of steel or pre-cast concrete bridges shall, to the extent he is affected by this Agreement, be paid in accordance with the schedule for "industrial work".

➤ Expiration Date April 30, 2015

OPERATING ENGINEERS - CRANE (PROV.)...
LOCAL UNION 955

Conventional Crane - Up to 50 ton capacity						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	40.57	4.22	2.00	5.00	0.50	52.29

Conventional Crane - 51 to 125 ton capacity						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	42.40	4.41	2.00	5.00	0.50	54.31

Conventional Crane - 126 to 250 ton capacity						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	43.30	4.50	2.00	5.00	0.50	55.30

Conventional Crane - 251 to 500 ton capacity						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	46.08	4.79	2.00	5.00	0.50	58.37

Conventional Crane - 501 ton capacity and over						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	49.45	5.14	2.00	5.00	0.50	62.09

Hydraulic Crane - up to 25 ton capacity, including Boom Truck Operator						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	38.76	4.03	2.00	5.00	0.50	50.29

Hydraulic Crane - 26 to 64 ton capacity, including Boom Truck Operator						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	40.57	4.22	2.00	5.00	0.50	52.29

Hydraulic Crane - 65 to 80 ton capacity						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	41.49	4.31	2.00	5.00	0.50	53.30

Hydraulic Crane - 81 to 150 ton capacity						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	42.40	4.41	2.00	5.00	0.50	54.31

Hydraulic Crane - 151 to 250 ton capacity						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	43.30	4.50	2.00	5.00	0.50	55.30

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

Hydraulic Crane – 251 to 500 ton capacity						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	46.08	4.79	2.00	5.00	0.50	58.37

Hydraulic Crane – 501 ton capacity and over						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	49.45	5.14	2.00	5.00	0.50	62.09

Hydraulic Crane – Work out of Yard except Operating						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	38.76	4.03	2.00	5.00	0.50	50.29

Hydraulic Crane - Work in yard including Operating (This rate only applies to permanent yards). In accordance with June 18, 2007 letter.						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	32.65	3.40	2.00	5.00	0.50	43.55

Mechanic/Welder – Shop and Field Apprentices to receive percentage wages as set out in Regulations						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	42.40	4.41	2.00	5.00	0.50	54.31

Truck Drivers/Service Technicians						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	34.21	3.56	2.00	5.00	0.50	45.27

15.02 Premiums:

Premiums to be applied to wage base rates for the operator for operating equipment with attachments are as follows:

- \$2.25 per hour for the principle operator: twin ring, transi-lift, strand jack, RMS lifting system, and jacking system with a capacity in excess of 450 tons.
- \$1.25 per hour for: ringer, max-er, super lift, sky horse, ring horse, tower and/or luffing jib.

➤ Expiration Date April 30, 2015

**PLASTERERS (PROV.)...
SCHEDULE "A"**

**SCHEDULE OF WAGE RATES AND BENEFIT CONTRIBUTIONS FOR
INDUSTRIAL WORK (WORK INCLUDED WITHIN ADDENDUM I)**

RATE SCHEDULE - INDUSTRIAL

Effective Date	Base Wage	Hol. & Vac. Pay	H&W Fund	Pen. Fund	Training Fund	Total Wage
Journeyman						
May 22, 2011	40.10	4.00	1.00	5.00	0.60	50.70
3rd Year Apprentice (80% of Journeyman Base Wage)						
May 22, 2011	32.60	3.26	1.00	3.74	0.60	41.21
2nd Year Apprentice (70% of Journeyman Base Wage)						
May 22, 2011	28.45	2.84	1.00	3.55	0.60	36.44
1st Year Apprentice (60% of Journeyman Base Wage)						
May 22, 2011	24.47	2.45	1.00	3.38	0.60	31.90
Trainee (50% of Journeyman Base Wage)						
May 22, 2011	20.29	2.03	1.00	3.25	0.60	27.17

**PLASTERERS (PROV.)...
SCHEDULE "B"**

**SCHEDULE OF WAGE RATES AND BENEFIT CONTRIBUTIONS FOR
COMMERCIAL/INSTITUTIONAL PLASTERING WORK (WORK INCLUDED WITHIN
ADDEDUM II)**

RATE SCHEDULE – COMMERCIAL/INSTITUTIONAL PLASTERING

Effective Date	Base Wage	Hol. & Vac. Pay	H&W Fund	Pen. Fund	Training Fund	Total Wage
Journeyman						
May 22, 2011	29.29	2.93	1.00	3.50	0.35	37.07
May 6, 2012	29.68	2.97	1.25	3.75	0.35	38.00
May 5, 2013	30.23	3.02	1.35	4.00	0.35	38.95
May 4, 2014	31.06	3.12	1.40	4.00	0.35	39.93
3rd Year Apprentice (80% of Journeyman Base Wage)						
May 22, 2011	23.82	2.38	1.00	2.75	0.35	30.30
May 6, 2012	23.95	2.40	1.25	2.90	0.35	30.85
May 5, 2013	24.07	2.41	1.35	3.00	0.35	31.18
May 4, 2014	24.85	2.48	1.40	3.00	0.35	32.08

**PLASTERERS (PROV.)...
SCHEDULE "B" – cont'd**

Effective Date	Base Wage	Hol. & Vac. Pay	H&W Fund	Pen. Fund	Training Fund	Total Wage
2nd Year Apprentice (70% of Journeyman Base Wage)						
May 22, 2011	20.66	2.07	1.00	2.75	0.35	26.83
May 6, 2012	20.78	2.08	1.25	2.90	0.35	27.36
May 5, 2013	21.16	2.12	1.35	3.00	0.35	27.98
May 4, 2014	21.74	2.17	1.40	3.00	0.35	28.66
1st Year Apprentice (60% of Journeyman Base Wage)						
May 22, 2011	17.65	1.76	1.00	2.75	0.35	23.51
May 6, 2012	17.81	1.78	1.25	2.90	0.35	24.09
May 5, 2013	18.14	1.81	1.35	3.00	0.35	24.65
May 4, 2014	18.64	1.86	1.40	3.00	0.35	25.25
Trainee (50% of Journeyman Base Wage)						
May 22, 2011	14.46	1.45	1.00	2.75	0.35	20.01
May 6, 2012	14.84	1.48	1.25	2.90	0.35	20.82
May 5, 2013	15.12	1.51	1.35	3.00	0.35	21.33
May 4, 2014	15.53	1.55	1.40	3.00	0.35	21.83

**PLASTERERS (PROV.)...
SCHEDULE "C"**

**SCHEDULE OF WAGE RATES AND BENEFIT CONTRIBUTIONS FOR
COMMERCIAL/INSTITUTIONAL SPRAY FIREPROOFING WORK (WORK INCLUDED
WITHIN ADDENDUM III)**

RATE SCHEDULE – COMMERCIAL/INSTITUTIONAL SPRAY FIREPROOFING

Effective Date	Base Wage	Hol. & Vac. Pay	H&W Fund	Pen. Fund	Training Fund	Total Wage
Nozzelmen Levels						
Nozzelmen 1						
May 22, 2011	31.02	3.10	1.00	3.50	0.35	38.97
May 6, 2012	31.67	3.17	1.25	3.50	0.35	39.94
May 5, 2013	32.49	3.25	1.35	3.50	0.35	40.94
May 4, 2014	33.38	3.34	1.40	3.50	0.35	41.97
Nozzelmen 2						
May 22, 2011	24.50	2.45	1.00	2.00	0.35	30.30
May 6, 2012	25.02	2.50	1.25	2.00	0.35	31.12
May 5, 2013	25.67	2.57	1.35	2.00	0.35	31.94

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May 4, 2014	26.37	2.64	1.40	2.00	0.35	32.76
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**PLASTERERS (PROV.)...
SCHEDULE "C" – cont'd**

Effective Date	Base Wage	Hol. & Vac. Pay	H&W Fund	Pen. Fund	Training Fund	Total Wage
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Nozzelmen Levels

Nozzelmen 3						
May 22, 2011	21.57	2.16	1.00	1.75	0.35	26.83
May 6, 2012	22.17	2.22	1.25	1.75	0.35	27.74
May 5, 2013	22.74	2.27	1.35	1.75	0.35	28.46
May 4, 2014	23.37	2.34	1.40	1.75	0.35	29.21

Mixer Levels

Mixer 1

May 22, 2011	18.78	1.88	1.00	1.50	0.35	23.51
May 6, 2012	19.09	1.91	1.25	1.50	0.35	24.10
May 5, 2013	19.54	1.96	1.35	1.50	0.35	24.70
May 4, 2014	20.05	2.02	1.40	1.50	0.35	25.32

Mixer 2

May 22, 2011	17.00	1.70	1.00	1.40	0.35	21.45
May 6, 2012	17.28	1.73	1.25	1.40	0.35	22.01
May 5, 2013	17.69	1.77	1.35	1.40	0.35	22.56
May 4, 2014	18.15	1.81	1.40	1.40	0.35	23.11

Helper Level

Helper

May 22, 2011	14.50	1.45	1.00	0.25	0.10	17.30
May 6, 2012	14.66	1.47	1.25	0.25	0.10	17.73
May 5, 2013	14.98	1.50	1.35	0.25	0.10	18.18
May 4, 2014	15.34	1.54	1.40	0.25	0.10	18.63

Expiration Date April 30, 2015
