



Construction Labour Relations
An Alberta Association

www.clra.org

WAGE SUMMARY

CONSTRUCTION – ALBERTA

2015-2019

Expiration dates noted at end of each section

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

June 2, 2015

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.

Table Of Contents

DUES BREAKDOWN.....3

ALBERTA PROVINCIAL SUBSISTENCE RATES4

RATES FOR TRADES NOT NEGOTIATED BY CLR-A5

BRICKLAYERS (PROV.) REFRACTORY.....6

CARPENTERS (PROV.)8

CEMENT MASONS (PROV.).....9

ELEVATOR CONSTRUCTORS (PROV.).....10

INSULATORS (PROV.)11

IRONWORKERS REINFORCING (PROV.)12

IRONWORKERS STRUCTURAL (PROV.)14

LABOURERS GENERAL CONSTRUCTION (PROV.).....16

LABOURERS REFRACTORY MAINTENANCE (PROV.).....18

MECHANICAL (PROV.)19

MILLWRIGHTS (PROV.)27

OPERATING ENGINEERS (PROV.).....28

OPERATING ENGINEERS - CRANE (PROV.).....34

PLASTERERS (PROV.)36

REFRIGERATION (PROV.)38

ROOFERS (PROV.).....39

SHEET METAL (PROV.)43

SHEETERS, DECKERS, CLADDERS (PROV.).....44

DUES BREAKDOWN

INDUSTRIAL AUDIOMETRIC PROGRAM

- The “fee holiday” from Audiometric Fee remittances will be continued until May 2014, following which a contribution of \$0.01 per hour will become effective.

CEFAP

Effective November 2, 2014:

- \$0.04 (four cents) per hour for hourly rated personnel
- \$6.00 (six dollars) per month for salaried personnel
- \$0.50 (fifty cents) per month for Retirees

CONSTRUCTION LABOUR RELATIONS

Effective November 2, 2014:

- \$0.07 (seven cents) per hour worked

RSAP

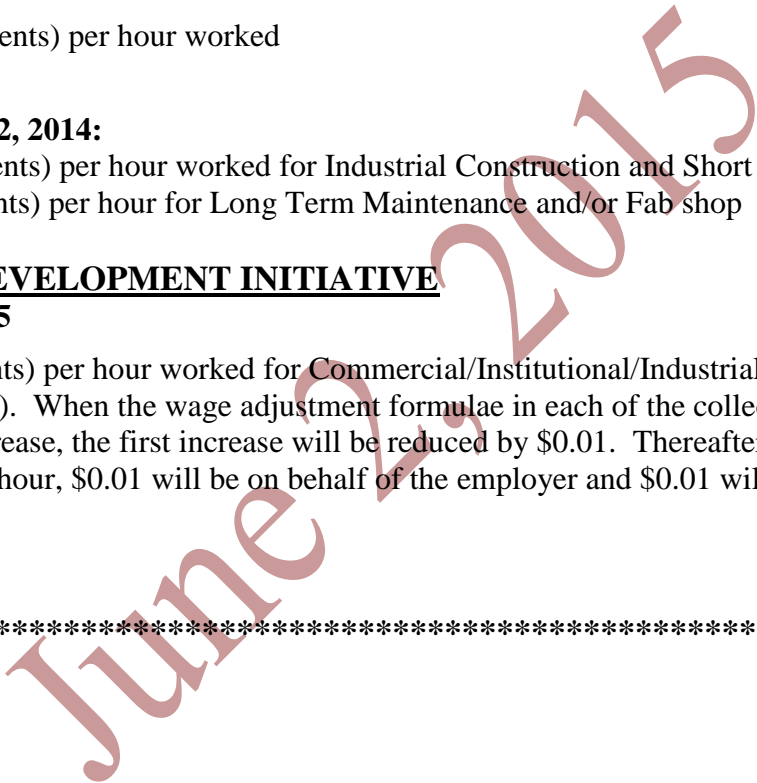
Effective November 2, 2014:

- \$0.08 (eight cents) per hour worked for Industrial Construction and Short Term Maintenance,
- \$0.04 (four cents) per hour for Long Term Maintenance and/or Fab shop

WORKFORCE DEVELOPMENT INITIATIVE

Effective May 1, 2015

- \$0.02 (two cents) per hour worked for Commercial/Institutional/Industrial & Maintenance (i.e. NMA & GPC). When the wage adjustment formulae in each of the collective agreements results in a wage increase, the first increase will be reduced by \$0.01. Thereafter, when employers remit the \$0.02 per hour, \$0.01 will be on behalf of the employer and \$0.01 will be on behalf of the employee.



ALBERTA PROVINCIAL SUBSISTENCE RATES

Industrial

Alberta – Wide \$110.00 per day except for the following regions:

Location	Rate/Day	Location	Rate/Day
Athabasca	150.00	Grande Prairie	150.00
Bonnyville	150.00	Hanna	150.00
Calgary (Boilermakers)	150.00	**Hardisty / Wainwright	155.00
Camrose	120.00	Hinton	150.00
Canmore/Exshaw	155.00	Lloydminster	160.00
Caroline	140.00	Medicine Hat	140.00
Cold Lake	150.00	Peace River	150.00
Drumheller	155.00	Pincher Creek / Waterton	140.00
Edson	125.00	Red Deer	135.00
Elk Point/Vermilion	150.00	Rocky Mountain House	150.00
Empress	135.00	Stettler	120.00
Fox Creek	150.00	Swan Hills	115.00
Ft. McMurray	195.00	Whitecourt	150.00
Grande Cache	150.00		

** effective Apr 5, 2015

Commercial / Institutional Subsistence Rates

See applicable Collective Agreement

The subsistence rates change periodically, for current rates please check our website at www.cbra.org.

June 2, 2015

RATES FOR TRADES NOT NEGOTIATED BY CLR-A

Rates for Trades listed on this page can be found by following the links provided:

Trade	Link
Boilermakers, Local #146	www.bcacanada.ca
Bricklayers – Red Brick, Local #1 & #2	www.bacedmonton.ca
Electricians, Local #254 & #424	http://www.ecaa.ab.ca
Glaziers, Local #177	http://www.iupat.ab.ca
Painters, Local #177	http://www.iupat.ab.ca
Teamsters, Local #362	http://www.teamsters362.com/About/Pipeconst.htm
Tilesetters, Local #1 & #2	Granite, Marble Tile & Terrazzo Union Contractors' Association, Suite 210, 3112 - 11th Street N.E. Calgary, AB, T2E 7J1 (No website available)

June 2015

**BRICKLAYERS (PROV.) REFRACTORY
LOCAL UNION 1**

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

CLASSIFICATION/ EFFECTIVE DATE	NET RATE	VAC & HOL PAY	HEALTH & WELFARE	PENSION	GROSS RATE
General Foreman (\$6.00)					
3-May-15	54.01	5.40	1.10	5.00	65.51
Foreman (\$4.00)					
3-May-15	52.01	5.20	1.10	5.00	63.31
Journeyman					
3-May-15	48.01	4.80	1.10	5.00	58.91
3rd Year Apprentice (90%)					
3-May-15	43.21	4.32	1.10	4.55	53.18
2nd Year Apprentice (80%)					
3-May-15	38.41	3.84	1.10	4.10	47.45
1st Year Apprentice (60%)					
3-May-15	28.81	2.88	1.10	3.20	35.99

Note: For Local 1 – Northern members 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 apprentices, pension contributions are prorated based on the Alberta Pension contribution with the International Pension added to the pro-rated amount.

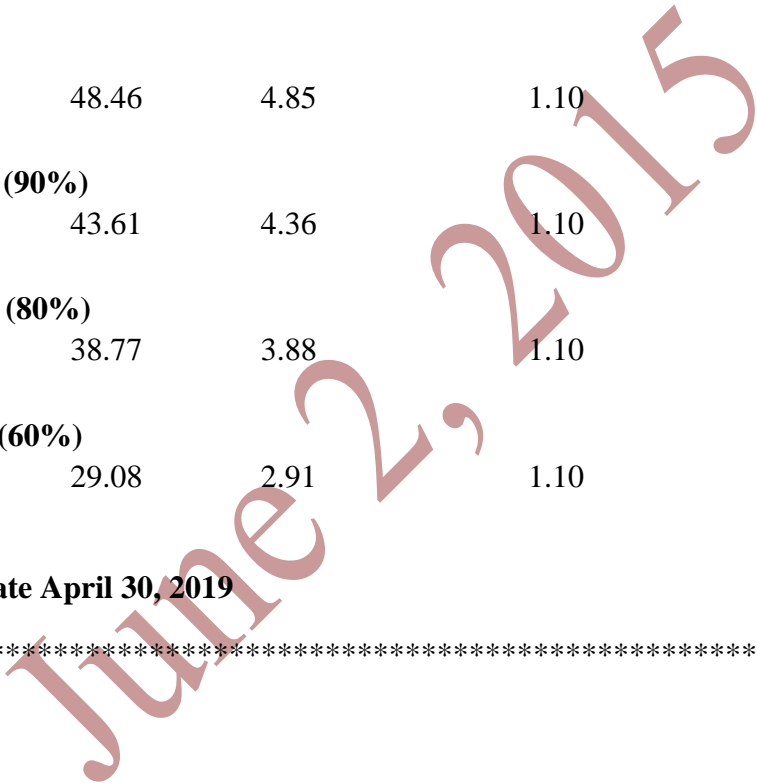
**BRICKLAYERS (PROV.) REFRACTORY (cont'd)
LOCAL UNION 1**

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

Local Union 1 – Southern members

CLASSIFICATION/ EFFECTIVE DATE	NET RATE	VAC & HOL PAY	HEALTH & WELFARE	PENSION	GROSS RATE
General Foreman (\$6.00)					
3-May-15	54.46	5.45	1.10	4.50	65.51
Foreman (\$4.00)					
3-May-15	52.46	5.25	1.10	4.50	63.31
Journeyman					
3-May-15	48.46	4.85	1.10	4.50	58.91
3rd Year Apprentice (90%)					
3-May-15	43.61	4.36	1.10	4.05	53.12
2nd Year Apprentice (80%)					
3-May-15	38.77	3.88	1.10	3.60	47.35
1st Year Apprentice (60%)					
3-May-15	29.08	2.91	1.10	2.70	35.79

➤ **Expiration Date April 30, 2019**



CARPENTERS (PROV.)

LOCALS 1325, 2103

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

Effective Date	Base Wage	Hol & V.P	Health & Welfare	Pension	Training	Total Wage
Journeyman						
02 Nov 2014	41.93	4.19	1.60	6.60	.55	54.87
4th Yr Apprentice						
02 Nov 2014	37.74	3.77	1.60	6.60	.55	50.26
3rd Yr Apprentice						
02 Nov 2014	33.54	3.35	1.60	6.60	.55	45.64
2nd Yr Apprentice						
02 Nov 2014	29.35	2.94	1.60	6.60	.55	41.04
1st Yr Apprentice						
02 Nov 2014	25.16	2.52	1.60	6.60	.55	36.43

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

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

Effective Date	Base Wage	Hol & V.P	Health & Welfare	Pension	Training	Total Wage
Journeyman						
04 May 2014	37.29	3.73	1.40	3.62	0.10	46.14
4th Yr Apprentice						
04 May 2014	33.56	3.36	1.40	3.62	0.10	42.04
3rd Yr Apprentice						
04 May 2014	29.83	2.98	1.40	3.62	0.10	37.93
2nd Yr Apprentice						
04 May 2014	26.10	2.61	1.40	3.62	0.10	33.83
1st Yr Apprentice						
04 May 2014	22.37	2.24	1.40	3.62	0.10	29.73

➤ **Expiration Date April 30, 2015**

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

INDUSTRIAL - Schedule "A"

Effective Date	Base Wage	Holiday & Vac.Pay	H & W Fund	Pension Fund	Training Fund	Total Wage
Journeyman						
02-Nov-14	42.06	4.21	1.50	5.75	0.35	53.87
3rd Yr Apprentice						
02-Nov-14	35.75	3.58	1.50	5.75	0.35	46.93
2nd Yr Apprentice						
02-Nov-14	31.55	3.16	1.50	5.75	0.35	42.31
1st Yr Apprentice						
02-Nov-14	27.34	2.73	1.50	5.75	0.35	37.67
Trainee						
02-Nov-14	23.13	2.31	1.50	5.75	0.35	33.04

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

NON-INDUSTRIAL - Schedule "B"

Effective Date	Base Wage	Holiday & Vac.Pay	H & W Fund	Pension Fund	Training Fund	Total Wage
Journeyman						
04-May-14	33.26	3.33	1.40	4.00	0.15	42.14
3rd Yr Apprentice (85% of Certified Journeyman Base Wage)						
04-May-14	28.27	2.83	1.40	4.00	0.15	36.65
2nd Yr Apprentice (75% of Certified Journeyman Base Wage)						
04-May-14	24.95	2.49	1.40	4.00	0.15	32.99
1st Yr Apprentice (65% of Certified Journeyman Base Wage)						
04-May-14	21.62	2.16	1.40	4.00	0.15	29.33
Trainee (55% of Certified Journeyman Base Wage)						
04-May-14	18.29	1.83	1.40	4.00	0.15	25.67

➤ **Expiration Date April 30 2015**

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

CONSTRUCTION AND MAINTENANCE, SERVICE & REPAIR

Effective Date	Base Wage	Hol & Vac	H & W	Pension	Other	Gross Wage
Established Mechanic 01-May-2014	51.04	6.12	1.18	2.25	0.25	60.84

Rate Percentage of Established Mechanic (listed above):

Probationary Helper	50% (fifty percent)	25.52
Helper	55% (fifty-five percent)	28.07
Helper 1	70% (seventy percent)	35.73
Helper 2	75% (seventy-five percent)	38.28
Helper 3	80% (eighty percent)	40.83
Mechanic-in-Charge -	112½% (one hundred twelve & one half percent)	57.42
Mechanic-in-Charge -	115% (one hundred fifteen percent)	58.70
Mechanic-in-Charge -	120% (one hundred twenty percent)	61.25
Adjuster	115% (one hundred fifteen percent)	58.70
Local Representative	112½% (one hundred twelve & one half percent)	57.42

Other: Education Fund

➤ **Expiration Date April 30, 2015**

June 2, 2015

INSULATORS (PROV.)

LOCAL 110

INDUSTRIAL

Effective Date	Base Rate	SH &V	H&W	WC	Pension	PITT	Training	Total
Foreman								
Nov. 2, 2014	47.77	4.78	2.10	0.10	6.25	0.50	0.25	61.75
Journeyman								
Nov. 2, 2014	42.68	4.27	2.10	0.10	6.25	0.50	0.25	56.15
3rd Year Apprentice – Based on 80% of the Journeyman Rate								
Nov. 2, 2014	34.14	3.41	2.10	0.10	6.25	0.50	0.25	46.75
2nd Year Apprentice – Based on 65% of the Journeyman Rate								
Nov. 2, 2014	27.74	2.77	2.10	0.10	6.25	0.50	0.25	39.71
1st Year Apprentice and Helper – Based on 50% of the Journeyman Rate								
Nov. 2, 2014	21.34	2.13	2.10	0.10	3.13	0.50	0.25	29.55

**Industrial Temporary Foreign Workers and Pensioners
(Refer to Appendix A in the Collective Agreement)**

COMMERCIAL/INSTITUTIONAL

Effective Date	Base Rate	SH &V	H&W	WC	Pension	PITT	Training	Total
Foreman								
May 4, 2014	35.78	3.58	1.85	0.10	6.25	0.50	0.25	48.31
Journeyman								
May 4, 2014	31.93	3.19	1.85	0.10	6.25	0.50	0.25	44.07
3rd Year Apprentice - Based on 80% of the Journeyman Rate								
May 4, 2014	25.54	2.55	1.85	0.10	6.25	0.50	0.25	37.04
2nd Year Apprentice - Based on 65% of the Journeyman Rate								
May 4, 2014	20.75	2.08	1.85	0.10	6.25	0.50	0.25	31.78
1st Year Apprentice - Based on 50% of the Journeyman Rate								
May 4, 2014	15.97	1.60	1.85	0.10	3.13	0.50	0.25	23.40

**Commercial/Institutional Temporary Foreign Workers and Pensioners
(Refer to Appendix A in the Collective Agreement)**

➤ **Expiration Date April 30, 2015**

IRONWORKERS REINFORCING (PROV.)

LOCAL UNIONS 720 & 725

INDUSTRIAL (for work as defined in Clause 2.03)

EFFECT DATE	WAGE S	VAC. PAY	HOL. PAY	H&W	PEN S	IMPAC T	TRAININ G	GLOV ES	TOTAL
Foreman (110% of Journeyman)									
May 3/15	43.47	2.61	1.57	2.05	5.64	0.15	0.45	0.15	56.09
Leadhand (105% of Journeyman)									
May 3/15	41.50	2.49	1.49	2.05	5.64	0.15	0.45	0.15	53.92
Journeyman									
May 3/15	39.52	2.37	1.42	2.05	5.64	0.15	0.45	0.15	51.75
4th Level (90% of Journeyman from 2251 hours to 3000 hours)									
May 3/15	35.57	2.13	1.28	2.05	5.64	0.15	0.45	0.15	47.42
3rd Level (80% of Journeyman from 1501 hours to 2250 hours)									
May 3/15	31.62	1.90	1.14	2.05	5.64	0.15	0.45	0.15	43.10
2nd Level (70% of Journeyman from 751 hours to 1500 hours)									
May 3/15	27.66	1.66	1.00	2.05	5.64	0.15	0.45	0.15	38.76
1st Level (60% of Journeyman for the first 750 hours)									
May 3/15	23.71	1.42	0.85	2.05	0.00	0.15	0.45	0.15	28.78

**IRONWORKERS REINFORCING (PROV.) (cont'd)
LOCAL UNIONS 720 & 725**

COMMERCIAL (for work that is not Industrial Work as defined in Clause 2.03)

EFFECT. DATE	WAGE S	VAC. PAY	HOL. PAY	H&W	PENS	IMPAC T	TRAIN .	GLOV ES	TOTA L
Foreman (110% of Journeyperson)									
May 3/15	39.64	2.38	1.43	1.80	4.50	0.15	0.25	0.15	50.30
Leadhand (105% of Journeyperson)									
May 3/15	37.84	2.27	1.36	1.80	4.50	0.15	0.25	0.15	48.32
Journeyperson									
May 3/15	36.04	2.16	1.30	1.80	4.50	0.15	0.25	0.15	46.35
4th Level (90% of Journeyperson from 2251 hours to 3000 hours)									
May 3/15	32.44	1.95	1.17	1.80	4.50	0.15	0.25	0.15	42.41
3rd Level (80% of Journeyperson from 1501 hours to 2250 hours)									
May 3/15	28.83	1.73	1.04	1.80	4.50	0.15	0.25	0.15	38.45
2nd Level (70% of Journeyperson from 751 hours to 1500 hours)									
May 3/15	25.23	1.51	0.91	1.80	4.50	0.15	0.25	0.15	34.50
1st Level (60% of Journeyperson for the first 750 hours)									
May 3/15	21.62	1.30	0.78	1.80	0.00	0.15	0.25	0.15	26.05

➤ **Expiration Date April 30, 2019**

**IRONWORKERS STRUCTURAL (PROV.)
LOCAL UNIONS 720 & 725**

EFFECT. DATE	BASE RATE	V.P	S.H.P.	H&W	PENS	IMPACT	APPR. FUND	TOTAL
Foreman (\$5.50 over Jmn)								
May 3/15	48.35	2.91	1.93	2.50	6.64	0.15	0.65	63.13
Journeyman								
May 3/15	42.85	2.57	1.72	2.50	6.64	0.15	0.65	57.08
Generalist 4th year (90% of Jmn)								
May 3/15	38.57	2.31	1.55	2.50	6.64	0.15	0.65	52.37
3rd Level (80% of Jmn)								
May 3/15	34.28	2.06	1.37	2.50	6.64	0.15	0.65	47.65
2nd Level (70% of Jmn)								
May 3/15	30.00	1.80	1.20	2.50	6.64	0.15	0.65	42.94
1st Level (60% of Jmn) (0 – 1500 hours)								
May 3/15	25.71	1.54	1.03	2.50	0.00	0.15	0.65	31.58
<u>Welder Apprentice Rates:</u> (Journeyman, foreman and Pre-Apprentice rates are the same as Ironworkers rates above)								
3rd Level (90% of Journeyman)								
May 3/15	38.57	2.31	1.55	2.50	6.64	0.15	0.65	52.37
2nd Level (75% of Journeyman)								
May 3/15	32.14	1.93	1.28	2.50	6.64	0.15	0.65	45.29
1st Level (60% of Journeyman)								
May 3/15	25.71	1.54	1.03	2.50	0.00	0.15	0.65	31.58

WAGE SUMMARY 2015-2019.....PAGE 15

**IRONWORKERS STRUCTURAL (PROV)(cont'd)
LOCAL UNIONS 720 & 725**

COMMERCIAL & INSTITUTIONAL (2012 Rate unchanged from 02-Oct-12 rates)

EFFECT. DATE	BASE RATE	V.P	S.H.P.	H&W	PENS	IMPACT	APPR. FUND	TOTAL
Foreman (\$4.75 over Jmn.)								
May 3/15	42.93	2.58	1.72	2.25	5.25	0.15	0.45	55.33
Journeyman (\$2.50 less than industrial Jmn.)								
May 3/15	38.18	2.29	1.53	2.25	5.25	0.15	0.45	50.10
Generalist 4th year (90% of Journeyman)								
May 3/15	34.36	2.06	1.37	2.25	5.25	0.15	0.45	45.89
3rd Level (80% of Journeyman)								
May 3/15	30.54	1.83	1.22	2.25	5.25	0.15	0.45	41.69
2nd Level (70% of Journeyman)								
May 3/15	26.73	1.60	1.07	2.25	5.25	0.15	0.45	37.50
1st Level (60% of Journeyman) (0 - 1500 Hours)								
May 3/15	22.91	1.37	0.92	2.25	0.00	0.15	0.45	28.05

➤ **Expiration Date April 30, 2019**

June 2, 2015

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

Part A – INDUSTRIAL WORK - Industrial Terms and Conditions

Effective Date	Base Rate	Holiday & Vacation	Health & Welfare	Pension	Training	Gross Rate
Certified Construction Craft Labourer						
May 3, 2015	35.74	3.57	2.06	5.06	0.45	46.88
Uncertified Labourer (93% of Certified Construction Craft Labourer Rate)						
May 3, 2015	33.24	3.32	2.06	5.06	0.45	44.13
Trainee 3 (85% of Certified Construction Craft Labourer Rate)						
May 3, 2015	30.38	3.04	2.06	4.30	0.45	40.23
Trainee 2 (75% of Certified Construction Craft Labourer Rate)						
May 3, 2015	26.81	2.68	2.06	3.80	0.45	35.80
Trainee 1 (65% of Certified Construction Craft Labourer Rate)						
May 3, 2015	23.23	2.32	2.06	3.29	0.45	31.35

June 2, 2015

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

Part B – COMMERCIAL (Applicable to Commercial/Institutional work)

Effective Date	Base Rate	Holiday and Vacation	Health and Welfare	Pension	Training	Gross Rate
Certified Labourer						
May 3, 2015	\$27.28	\$2.73	\$1.76	\$1.80	\$0.20	\$33.77
Uncertified Labourer Rate (93% of Certified Labourers Base Rate)						
May 3, 2015	\$25.37	\$2.54	\$1.76	\$1.80	\$0.20	\$31.67
Entry Level 2 (85% of Certified Labourers Base Rate for 900 hours following completion of Entry Level 1)						
May 3, 2015	\$23.19	\$2.32	\$1.76	\$1.53	\$0.20	\$29.00
Entry Level 1 (73% of Certified Labourers Base Rate for first 300 hours of employment)						
May 3, 2015	\$19.91	\$1.99	\$1.76	\$1.31	\$0.20	\$25.17
Bricklayer Helper						
May 3, 2015	\$29.37	\$2.94	\$1.76	\$1.80	\$0.20	\$36.07
Bricklayer Helper Entry Level 2 (80% of Bricklayer Helper Rate for 900 hours following completion of Entry Level 1)						
May 3, 2015	\$23.50	\$2.35	\$1.76	\$1.44	\$0.20	\$29.25
Bricklayer Helper Entry Level 2 (74% of Bricklayer Helper Rate for first 300 hours following completion of Entry Level 1)						
May 3, 2015	\$21.73	\$2.17	\$1.76	\$1.33	\$0.20	\$27.19

➤ **Expiration Date April 30, 2019**

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

Effective Date	Base Rate	Holiday & Vac.	H&W	PENSION	TOTAL	JESP*
Foreman (\$4.00)						
3-May-15	\$40.34	\$4.03	\$2.06	\$5.06	\$51.49	\$0.25
Labourer (Refractory)						
3-May-15	\$36.34	\$3.63	\$2.06	\$5.06	\$47.09	\$0.25
For working pensioners as per the Letter of Understanding the following rates will apply:						
Foreman (\$4.00)						
3-May-15	\$44.06	\$4.41	\$2.06	\$ -	\$50.53	\$0.25
Labourer (Refractory)						
3-May-15	\$40.06	\$4.01	\$2.06	\$ -	\$46.13	\$0.25

***Employer Contribution to Joint Employers' Safety Program**

➤ **Expiration Date April 30, 2019**

June 2, 2015

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

8.01 (a) INDUSTRIAL - Local 488

Effective Date	Base Rate	ISIT Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
GENERAL FOREMAN								
3-May-2015	53.29	0.20	5.33	2.04	6.61	0.60	0.10	68.17
FOREMAN								
3-May-2015	51.29	0.20	5.13	2.04	6.61	0.60	0.10	65.97
UA JOURNEYMAN STEAMFITTER AND B PRESSURE WELDERS								
3-May-2015	45.79	0.20	4.58	2.04	6.61	0.60	0.10	59.92
ALBERTA JOURNEYMAN STEAMFITTER AND WELDER w/CWB								
3-May-2015	41.19	0.20	4.12	2.04	6.61	0.60	0.10	54.86
JOURNEYMAN WELDER w/o CWB								
3-May-2015	38.89	0.20	3.89	2.04	6.61	0.60	0.10	52.33
3RD YEAR APPRENTICE PIPEFITTER, STEAMFITTER & WELDER								
3-May-2015	36.59	0.20	3.66	2.04	5.29	0.60	0.10	48.48
2ND YEAR APPRENTICE PIPEFITTER, STEAMFITTER & WELDER								
3-May-2015	29.69	0.20	2.97	2.04	4.30	0.60	0.10	39.90
1ST YEAR APPRENTICE PIPEFITTER, STEAMFITTER & WELDER								
3-May-2015	22.80	0.20	2.28	2.04	3.31	0.60	0.10	31.33

Note: Foreman and General Foreman who are Industrial Construction Crew Supervisor (ICCS) designated, will be paid additional premiums of one dollar (\$1.00) per hour worked (\$1.50 effective May 1, 2017).

**MECHANICAL (PROV.) (cont'd)
(Plumbers & Pipefitters)
LOCAL UNIONS 488 & 496**

8.01 (b) Industrial Plumbers Local 488

Effective Date	Base Rate	ISIT Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
GENERAL FOREMAN								
3-May-2015	53.29	0.20	5.33	2.04	6.61	0.60	0.10	68.17
FOREMAN								
3-May-2015	51.29	0.20	5.13	2.04	6.61	0.60	0.10	65.97
JOURNEYMAN								
3-May-2015	45.79	0.20	4.58	2.04	6.61	0.60	0.10	59.92
4TH YEAR APPRENTICE								
3-May-2015	36.59	0.20	3.66	2.04	5.29	0.60	0.10	48.48
3RD YEAR APPRENTICE								
3-May-2015	31.99	0.20	3.20	2.04	4.63	0.60	0.10	42.76
2ND YEAR APPRENTICE								
3-May-2015	27.39	0.20	2.74	2.04	3.97	0.60	0.10	37.04
1ST YEAR APPRENTICE								
3-May-2015	22.80	0.20	2.28	2.04	3.31	0.60	0.10	31.33

Note: Foreman and General Foreman who are Industrial Construction Crew Supervisor (ICCS) designated, will be paid additional premiums of one dollar (\$1.00) per hour worked (\$1.50 effective May 1, 2017).

WAGE SUMMARY 2015-2019.....PAGE 21

**MECHANICAL (PROV.)(cont'd)
(Plumbers & Pipefitters)
LOCAL UNIONS 488 & 496**

8.01 (c) Commercial & Institutional Local 488

Effective Date	Base Rate	ISIT Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
GENERAL FOREMAN								
3-May-2015	48.79	0.20	4.88	2.04	6.00	0.25	0.10	62.26
FOREMAN								
3-May-2015	46.79	0.20	4.68	2.04	6.00	0.25	0.10	60.06
JOURNEYMAN								
3-May-2015	42.79	0.20	4.28	2.04	6.00	0.25	0.10	55.66
4TH YEAR APPRENTICE PLUMBER & 3RD YEAR APPRENTICE STEAMFITTER & 3RD YEAR WELDER								
3-May-2015	34.19	0.20	3.42	2.04	4.80	0.25	0.10	45.00
3RD YEAR APPRENTICE PLUMBER								
3-May-2015	29.89	0.20	2.99	2.04	4.20	0.25	0.10	39.67
2ND YEAR APPRENTICE STEAMFITTER & 2ND YEAR WELDER								
3-May-2015	27.74	0.20	2.77	2.04	3.90	0.25	0.10	37.00
2ND YEAR APPRENTICE PLUMBER								
3-May-2015	25.59	0.20	2.56	2.04	3.60	0.25	0.10	34.34
1ST YEAR APPRENTICE PLUMBER & STEAMFITTER & WELDER								
3-May-2015	21.30	0.20	2.13	2.04	3.00	0.25	0.10	29.02

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.

**MECHANICAL (PROV.)(cont'd)
(Plumbers & Pipefitters)
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	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
JOURNEYMAN INSTRUMENT MECHANIC								
3-May-2015	45.79	0.20	4.58	2.04	6.61	0.60	0.10	59.92
4TH YEAR APPRENTICE								
3-May-2015	38.89	0.20	3.89	2.04	5.62	0.60	0.10	51.34
3RD YEAR APPRENTICE								
3-May-2015	34.29	0.20	3.43	2.04	4.96	0.60	0.10	45.62
2ND YEAR APPRENTICE								
3-May-2015	29.69	0.20	2.97	2.04	4.30	0.60	0.10	39.90
1ST YEAR APPRENTICE								
3-May-2015	25.09	0.20	2.51	2.04	3.64	0.60	0.10	34.18

- 8.01 (e) 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) Fraternal and Building Fund dues of 12¢ per hour earned to be deducted from wages and remitted at same time and in same manner as Union dues
 - (5) CLRa dues and CEFAP to be remitted by Employer as per Article 31.01 (a) & (b)
 - (6) 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.
 - (7) Foreman and General Foreman who are Industrial Construction Crew Supervisor (ICCS) designated, will be paid additional premiums of one dollar (\$1.00) per hour worked (\$1.50 effective May 1, 2017).

WAGE SUMMARY 2015-2019.....PAGE 23

**MECHANICAL (PROV.)(cont'd)
(Plumbers & Pipefitters)
LOCAL UNIONS 488 & 496**

8.01 (f) Industrial Pipefitter / Steamfitter 496

Effective Date	Base Rate	MMDF Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
GENERAL FOREMAN								
3-May-2015	53.76	0.60	5.38	1.75	6.20	0.45	0.03	68.17
FOREMAN								
3-May-2015	51.76	0.60	5.18	1.75	6.20	0.45	0.03	65.97
UA JOURNEYMAN STEAM FITTER & B PRESSURE WELDERS								
3-May-2015	46.26	0.60	4.63	1.75	6.20	0.45	0.03	59.92
ALBERTA JOURNEYMAN STEAM FITTER & JOURNEYMAN WELDERS w/CWB								
3-May-2015	41.57	0.60	4.16	1.75	6.20	0.45	0.03	54.76
JOURNEYMAN WELDERS w/o CWB								
3-May-2015	39.23	0.60	3.92	1.75	6.20	0.45	0.03	52.18
3RD YEAR PIPEFITTER, STEAMFITTER & WELDER								
3-May-2015	36.89	0.60	3.69	1.75	6.20	0.45	0.03	49.61
2ND YEAR PIPEFITTER, STEAMFITTER & WELDER								
3-May-2015	29.86	0.60	2.99	1.75	6.20	0.45	0.03	41.88
1ST YEAR PIPEFITTER, STEAMFITTER & WELDER								
3-May-2015	22.83	0.60	2.28	1.75	6.20	0.45	0.03	34.14

Note: Foreman and General Foreman who are Industrial Construction Crew Supervisor (ICCS) designated, will be paid additional premiums of one dollar (\$1.00) per hour worked (\$1.50 effective May 1, 2017).

WAGE SUMMARY 2015-2019.....PAGE 24

**MECHANICAL (PROV.)(cont'd)
(Plumbers & Pipefitters)
LOCAL UNIONS 488 & 496**

8.01 (g) Industrial Plumbers Local 496 (cont'd)

Effective Date	Base Rate	MMDF Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
GENERAL FOREMAN								
3-May-2015	53.76	0.60	5.38	1.75	6.20	0.45	0.03	68.17
FOREMAN								
3-May-2015	51.76	0.60	5.18	1.75	6.20	0.45	0.03	65.97
JOURNEYMAN								
3-May-2015	46.26	0.60	4.63	1.75	6.20	0.45	0.03	59.92
4th YEAR								
3-May-2015	36.89	0.60	3.69	1.75	6.20	0.45	0.03	49.61
3RD YEAR								
3-May-2015	32.20	0.60	3.22	1.75	6.20	0.45	0.03	44.45
2ND YEAR								
3-May-2015	27.52	0.60	2.75	1.75	6.20	0.45	0.03	39.30
1ST YEAR								
3-May-2015	22.83	0.60	2.28	1.75	6.20	0.45	0.03	34.14

Note: Foreman and General Foreman who are Industrial Construction Crew Supervisor (ICCS) designated, will be paid additional premiums of one dollar (\$1.00) per hour worked (\$1.50 effective May 1, 2017).

WAGE SUMMARY 2015-2019.....PAGE 25

**MECHANICAL (PROV.)(cont'd)
(Plumbers & Pipefitters)
LOCAL UNIONS 488 & 496**

8.01 (h) Commercial & Institutional Local 496

Effective Date	Base Rate	MMDF Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
GENERAL FOREMAN								
3-May-2015	43.67	0.60	4.37	1.65	5.04	0.45	0.03	55.81
FOREMAN								
3-May-2015	40.67	0.60	4.07	1.65	5.04	0.45	0.03	52.51
JOURNEYMAN								
3-May-2015	37.67	0.60	3.77	1.65	5.04	0.45	0.03	49.21
4TH YEAR APPRENTICE PLUMBER & 3RD YEAR APPRENTICE STEAMFITTER & 3RD YEAR WELDER								
3-May-2015	30.52	0.60	3.05	1.65	4.03	0.30	0.03	39.68
3RD YEAR APPRENTICE PLUMBER								
3-May-2015	26.69	0.60	2.67	1.65	3.53	0.30	0.03	34.97
2ND YEAR APPRENTICE PLUMBER								
3-May-2015	22.86	0.60	2.29	1.65	3.02	0.30	0.03	30.25
2ND YEAR APPRENTICE STEAMFITTER & WELDER								
3-May-2015	24.78	0.60	2.48	1.65	3.28	0.30	0.03	32.62
1ST YEAR APPRENTICE PLUMBER & STEAMFITTER & WELDER								
3-May-2015	19.04	0.60	1.90	1.65	2.52	0.30	0.03	25.54

**MECHANICAL (PROV.)(cont'd)
(Plumbers & Pipefitters)
LOCAL UNIONS 488 & 496**

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

Effective Date	Base Rate	MMDF Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
JOURNEYMAN								
3-May-2015	46.26	0.60	4.63	1.75	6.20	0.45	0.03	59.92
4TH YEAR								
3-May-2015	39.23	0.60	3.92	1.75	6.20	0.45	0.03	52.18
3RD YEAR								
3-May-2015	34.55	0.60	3.46	1.75	6.20	0.45	0.03	47.04
2ND YEAR								
3-May-2015	29.86	0.60	2.99	1.75	6.20	0.45	0.03	41.88
1ST YEAR								
3-May-2015	25.17	0.60	2.52	1.75	6.20	0.45	0.03	36.72

8.01 (j) 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.
- (5) Foreman and General Foreman who are Industrial Construction Crew Supervisor (ICCS) designated, will be paid additional premiums of one dollar (\$1.00) per hour worked (\$1.50 effective May 1, 2017)..

➤ **Expiration Date April 30, 2019**

MILLWRIGHTS (PROV.)

LOCAL UNION 1460

Effective Date	Base Wage	Holiday Pay	Health & Welfare	Pension	Training Fund	Total Package
Journeyman						
May 3, 2015	45.50	4.55	2.25	7.25	0.60	60.15

NOTE: SEE LETTER OF UNDERSTANDING (APPENDIX A) RESPECTING POTENTIAL ADJUSTMENT TO THE WAGE SCHEDULE FOR 2015, 2016, 2017 and 2018.

All pension contributions remitted for apprentices shall be at 75% of the amount specified in this article.

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

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

A supervisor (Foreman and General Foreman) shall be paid an additional one dollar (\$1.00) per hour and effective May 7, 2017 shall be paid one dollar and fifty cents (\$1.50) per hour if that person has achieved the Industrial Construction Crew Supervisor designation from Alberta Apprenticeship and Industry Training. This premium shall apply to all hours worked and shall not be pyramided.

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 Millwright trade.
- (ii) Apprentice Millwrights shall be paid on a percentage of the basic Journeyman rate as follows:

1 st year	60%
After six months served and completed as a first year apprentice as well as achieving 50% of the 1 st year hours required by AIT	65%
2 nd year (following successful completion of exam)	70%
After six months served and completed as a second year apprentice as well as achieving 50% of the 2 nd year hours required by AIT	75%
3 rd year (following successful completion of exam)	80%
After six months served and completed as a third year apprentice as well as achieving 50% of the 3 rd year hours required by AIT	85%
4 th year (following successful completion of exam)	90%
After six months served and completed as a fourth year apprentice 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, 2019**

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

	Base	Hol. & Vacation	Health & Wellness	Pension	Training	Gross
Crane Operators in Group 1:						
Tonnage						
<35 ton	44.78	4.48	2.00	5.00	0.40	56.66
35-65	45.03	4.50	2.00	5.00	0.40	56.93
66-75	45.23	4.52	2.00	5.00	0.40	57.15
76-85	45.43	4.54	2.00	5.00	0.40	57.37
86-95	45.63	4.56	2.00	5.00	0.40	57.59
96-105	45.83	4.58	2.00	5.00	0.40	57.81
106-115	46.03	4.60	2.00	5.00	0.40	58.03
116-125	46.23	4.62	2.00	5.00	0.40	58.25
126-135	46.43	4.64	2.00	5.00	0.40	58.47
136-145	46.63	4.66	2.00	5.00	0.40	58.69
146-155	46.83	4.68	2.00	5.00	0.40	58.91
156-165	47.03	4.70	2.00	5.00	0.40	59.13
166-175	47.23	4.72	2.00	5.00	0.40	59.35
176-185	47.43	4.74	2.00	5.00	0.40	59.57
186-195	47.63	4.76	2.00	5.00	0.40	59.79
196-205	47.83	4.78	2.00	5.00	0.40	60.01
206-215	48.03	4.80	2.00	5.00	0.40	60.23
216-225	48.23	4.82	2.00	5.00	0.40	60.45
226-235	48.43	4.84	2.00	5.00	0.40	60.67
236-245	48.63	4.86	2.00	5.00	0.40	60.89
246-255	48.83	4.88	2.00	5.00	0.40	61.11
256-265	49.03	4.90	2.00	5.00	0.40	61.33
266-275	49.23	4.92	2.00	5.00	0.40	61.55
276-285	49.43	4.94	2.00	5.00	0.40	61.77
286-295	49.63	4.96	2.00	5.00	0.40	61.99
296-305	49.83	4.98	2.00	5.00	0.40	62.21

WAGE SUMMARY 2015-2019.....PAGE 29

**OPERATING ENGINEERS (PROV.) (cont'd)
LOCAL UNION 955**

	Base	Hol. & Vacation	Health & Wellness	Pension	Training	Gross
306-315	50.03	5.00	2.00	5.00	0.40	62.43
316-325	50.23	5.02	2.00	5.00	0.40	62.65
326-335	50.43	5.04	2.00	5.00	0.40	62.87
336-345	50.63	5.06	2.00	5.00	0.40	63.09
346-355	50.83	5.08	2.00	5.00	0.40	63.31
356-365	51.03	5.10	2.00	5.00	0.40	63.53
366-375	51.23	5.12	2.00	5.00	0.40	63.75
376-385	51.43	5.14	2.00	5.00	0.40	63.97
386-395	51.63	5.16	2.00	5.00	0.40	64.19
396-400	51.83	5.18	2.00	5.00	0.40	64.41
401-410	51.93	5.19	2.00	5.00	0.40	64.42
411-420	52.03	5.20	2.00	5.00	0.40	64.63
421-430	52.13	5.21	2.00	5.00	0.40	64.74
431-440	52.23	5.22	2.00	5.00	0.40	64.85
441-450	52.33	5.23	2.00	5.00	0.40	64.96
451-460	52.43	5.24	2.00	5.00	0.40	65.07
461-470	52.53	5.25	2.00	5.00	0.40	65.18
471-480	52.63	5.26	2.00	5.00	0.40	65.29
481-490	52.73	5.27	2.00	5.00	0.40	65.40
491-500	52.83	5.28	2.00	5.00	0.40	65.51
501-510	52.93	5.29	2.00	5.00	0.40	65.62
511-520	53.03	5.30	2.00	5.00	0.40	65.73
521-530	53.13	5.31	2.00	5.00	0.40	65.84
531-540	53.23	5.32	2.00	5.00	0.40	65.95
541-550	53.33	5.33	2.00	5.00	0.40	66.06
551-560	53.43	5.34	2.00	5.00	0.40	66.17
561-570	53.53	5.35	2.00	5.00	0.40	66.28
571-580	53.63	5.36	2.00	5.00	0.40	66.39
581-590	53.73	5.37	2.00	5.00	0.40	66.50
591-600	53.83	5.38	2.00	5.00	0.40	66.61

OPERATING ENGINEERS (PROV.) (cont'd)

WAGE SUMMARY 2015-2019.....PAGE 30**LOCAL UNION 955**

	Base	Hol. & Vacation	Health & Wellness	Pension	Training	Gross
601-610	53.93	5.39	2.00	5.00	0.40	66.72
611-620	54.03	5.40	2.00	5.00	0.40	66.83
621-630	54.13	5.41	2.00	5.00	0.40	66.94
631-640	54.23	5.42	2.00	5.00	0.40	67.05
641-650	54.33	5.43	2.00	5.00	0.40	67.16
651-660	54.43	5.44	2.00	5.00	0.40	67.27
661-670	54.53	5.45	2.00	5.00	0.40	67.38
671-680	54.63	5.46	2.00	5.00	0.40	67.49
681-690	54.73	5.47	2.00	5.00	0.40	67.60
691-700	54.83	5.48	2.00	5.00	0.40	67.71
701-710	54.93	5.49	2.00	5.00	0.40	67.82
711-720	55.03	5.50	2.00	5.00	0.40	67.93
721-730	55.13	5.51	2.00	5.00	0.40	68.04
731-740	55.23	5.52	2.00	5.00	0.40	68.15
741-750	55.33	5.53	2.00	5.00	0.40	68.26
751-760	55.43	5.54	2.00	5.00	0.40	68.37
761-770	55.53	5.55	2.00	5.00	0.40	68.48
771-780	55.63	5.56	2.00	5.00	0.40	68.59
781-790	55.73	5.57	2.00	5.00	0.40	68.70
791-800	55.83	5.58	2.00	5.00	0.40	68.81
801-810	55.88	5.59	2.00	5.00	0.40	68.87
811-820	55.93	5.59	2.00	5.00	0.40	68.92
821-830	55.98	5.60	2.00	5.00	0.40	68.98
831-840	56.03	5.60	2.00	5.00	0.40	69.03
841-850	56.08	5.61	2.00	5.00	0.40	69.09
851-860	56.13	5.61	2.00	5.00	0.40	69.14
861-870	56.18	5.62	2.00	5.00	0.40	69.20
871-880	56.23	5.62	2.00	5.00	0.40	69.25
881-890	56.28	5.63	2.00	5.00	0.40	69.31
891-900	56.33	5.63	2.00	5.00	0.40	69.36

OPERATING ENGINEERS (PROV.) (cont'd)
LOCAL UNION 955

WAGE SUMMARY 2015-2019.....PAGE 31

	Base	Hol. & Vacation	Health & Wellness	Pension	Training	Gross
901-910	56.38	5.64	2.00	5.00	0.40	69.42
911-920	56.43	5.64	2.00	5.00	0.40	69.47
921-930	56.48	5.65	2.00	5.00	0.40	69.53
931-940	56.53	5.65	2.00	5.00	0.40	69.58
941-950	56.58	5.66	2.00	5.00	0.40	69.64
951-960	56.63	5.66	2.00	5.00	0.40	69.69
961-970	56.68	5.67	2.00	5.00	0.40	69.75
971-980	56.73	5.67	2.00	5.00	0.40	69.80
981-990	56.78	5.68	2.00	5.00	0.40	69.86
991-1000	56.83	5.68	2.00	5.00	0.40	69.91
1001-1010	56.88	5.69	2.00	5.00	0.40	69.97
1011-1020	56.93	5.69	2.00	5.00	0.40	70.02
1021-1030	56.98	5.70	2.00	5.00	0.40	70.08
1031-1040	57.03	5.70	2.00	5.00	0.40	70.13
1041-1050	57.08	5.71	2.00	5.00	0.40	70.19
1051-1060	57.13	5.71	2.00	5.00	0.40	70.24
1061-1070	57.18	5.72	2.00	5.00	0.40	70.30
1071-1080	57.23	5.72	2.00	5.00	0.40	70.35
1081-1090	57.28	5.73	2.00	5.00	0.40	70.41
1091-1100	57.33	5.73	2.00	5.00	0.40	70.46
1101-1110	57.38	5.74	2.00	5.00	0.40	70.50
1111-1120	57.43	5.74	2.00	5.00	0.40	70.57
1121-1130	57.48	5.75	2.00	5.00	0.40	70.63
1131-1140	57.53	5.75	2.00	5.00	0.40	70.68
1141-1150	57.58	5.76	2.00	5.00	0.40	70.74
1151-1160	57.63	5.76	2.00	5.00	0.40	70.79
1161-1170	57.68	5.77	2.00	5.00	0.40	70.85
1171-1180	57.73	5.77	2.00	5.00	0.40	70.90
1181-1190	57.78	5.78	2.00	5.00	0.40	70.96
1191-1200 and over	57.83	5.78	2.00	5.00	0.40	71.01

OPERATING ENGINEERS (PROV.) (cont'd)
LOCAL UNION 955

WAGE SUMMARY 2015-2019.....PAGE 32

Group 1, including 2nd Class Steam Engineer

Effective Date	44.78	4.48	2.00	5.00	0.40	56.66
----------------	-------	------	------	------	------	-------

Group 2, including 3rd Class Steam Engineer

Effective Date	42.38	4.24	2.00	5.00	0.40	54.02
----------------	-------	------	------	------	------	-------

4th Class Steam Engineer

Effective Date	41.22	4.12	2.00	5.00	0.40	52.74
----------------	-------	------	------	------	------	-------

Group 3, including Firefighter

Effective Date	40.04	4.00	2.00	5.00	0.40	51.44
----------------	-------	------	------	------	------	-------

Group 4

Effective Date	37.62	3.76	2.00	5.00	0.40	48.78
----------------	-------	------	------	------	------	-------

Group 5

Effective Date	35.19	3.52	2.00	5.00	0.40	46.11
----------------	-------	------	------	------	------	-------

15.08 Schedule of Wage Rates; COMMERCIAL/INSTITUTIONAL

	Base	Hol. & Vacation	Health & Wellness	Pension	Training	Gross
Group 1, including 2nd Class Steam Engineer						
Effective Date	34.75	3.48	1.55	3.50	0.20	43.48
Group 2, including 3rd Class Steam Engineer						
Effective Date	32.00	3.20	1.55	3.50	0.20	40.45
4th Class Steam Engineer						
Effective Date	31.11	3.11	1.55	3.50	0.20	39.47
Group 3, including Firefighter						
Effective Date	30.25	3.02	1.55	3.50	0.20	38.52
Group 4						
Effective Date	28.47	2.85	1.55	3.50	0.20	36.57
Group 5						
Effective Date Through April 30 th , 2017	25.50	2.55	1.55	3.50	0.20	33.30

**OPERATING ENGINEERS (PROV.) (cont'd)
LOCAL UNION 955**

New Hires,1st 90 days

Effective Date 22.82 2.28 1.55 3.50 0.20 30.35

Group 5 New Hires in the Piling Industry, 1st 200 days

Effective Date 22.82 2.28 1.55 0.00 0.20 26.85

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, 2019**

June 2, 2015

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

Conventional Crane - Up to 50 ton capacity						
	Base	Holiday Pay	H&W	Pension	Training	Gross
Effective Date	43.87	4.56	2.00	5.25	0.50	56.18
Conventional Crane - 51 to 125 ton capacity						
	Base	Holiday Pay	H&W	Pension	Training	Gross
Effective Date	45.77	4.76	2.00	5.25	0.50	58.28
Conventional Crane - 126 to 250 ton capacity						
	Base	Holiday Pay	H&W	Pension	Training	Gross
Effective Date	46.70	4.86	2.00	5.25	0.50	59.31
Conventional Crane - 251 to 500 ton capacity						
	Base	Holiday Pay	H&W	Pension	Training	Gross
Effective Date	49.60	5.16	2.00	5.25	0.50	62.51
Conventional Crane - 501 to 800 ton capacity						
	Base	Holiday Pay	H&W	Pension	Training	Gross
Effective Date	53.11	5.52	2.00	5.25	0.50	66.38
Conventional Crane - 801 to 1200 ton capacity						
	Base	Holiday Pay	H&W	Pension	Training	Gross
Effective Date	56.73	5.90	2.00	5.25	0.50	70.38
Conventional Crane - 1201 ton capacity and over						
	Base	Holiday Pay	H&W	Pension	Training	Gross
Effective Date	57.83	6.01	2.00	5.25	0.50	71.59
Hydraulic Crane - up to 25 ton capacity, including Boom Truck Operator						
	Base	Holiday Pay	H&W	Pension	Training	Gross
Effective Date	41.98	4.37	2.00	5.25	0.50	54.10
Hydraulic Crane - 26 to 64 ton capacity, including Boom Truck Operator						
	Base	Holiday Pay	H&W	Pension	Training	Gross
Effective Date	43.87	4.56	2.00	5.25	0.50	56.18
Hydraulic Crane - 65 to 80 ton capacity						
	Base	Holiday Pay	H&W	Pension	Training	Gross
Effective Date	44.82	4.66	2.00	5.25	0.50	57.23
Hydraulic Crane - 81 to 150 ton capacity						
	Base	Holiday Pay	H&W	Pension	Training	Gross
Effective Date	45.77	4.76	2.00	5.25	0.50	58.28
Hydraulic Crane - 151 to 250 ton capacity						
	Base	Holiday Pay	H&W	Pension	Training	Gross
Effective Date	46.70	4.86	2.00	5.25	0.50	59.31
OPERATING ENGINEERS - CRANE (PROV.) (cont'd) LOCAL UNION 955						
Hydraulic Crane - 251 to 500 ton capacity						

WAGE SUMMARY 2015-2019.....PAGE 35

	Base	Holiday Pay	H&W	Pension	Training	Gross
Effective Date	49.60	5.16	2.00	5.25	0.50	62.51
Hydraulic Crane - 501 to 800 ton capacity						
	Base	Holiday Pay	H&W	Pension	Training	Gross
Effective Date	53.11	5.52	2.00	5.25	0.50	66.38
Hydraulic Crane - 801 to 1200 ton capacity						
	Base	Holiday Pay	H&W	Pension	Training	Gross
Effective Date	56.73	5.90	2.00	5.25	0.50	70.38
Hydraulic Crane - 1201 ton capacity and over						
	Base	Holiday Pay	H&W	Pension	Training	Gross
Effective Date	57.83	6.01	2.00	5.25	0.50	71.59
Hydraulic Crane - Work out of Yard except Operating						
	Base	Holiday Pay	H&W	Pension	Training	Gross
Effective Date	41.98	4.37	2.00	5.25	0.50	54.10
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
Effective Date	35.63	3.70	2.00	5.25	0.50	47.08
Mechanic/Welder - Shop and Field Apprentices to receive percentage wages as set out in Regulations						
	Base	Holiday Pay	H&W	Pension	Training	Gross
Effective Date	45.77	4.76	2.00	5.25	0.50	58.28
Truck Drivers/Service men						
	Base	Holiday Pay	H&W	Pension	Training	Gross
Effective Date	37.25	3.87	2.00	5.25	0.50	48.87

15:02 Premiums:

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

- Two dollars and twenty-five cents (\$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.
- One dollar and twenty-five cents (\$1.25) per hour for: ringer, max-er, super lift, sky horse, ring horse, tower and/or luffing jib.

➤ **Expiration Date April 30, 2019**

**PLASTERERS (PROV.)
LOCAL 222**

SCHEDULE "A" - INDUSTRIAL WORK

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

Effective Date	Base Wage	Hol & Vac.Pay	H & W Fund	Pen. Fund	Training Fund	Total Wage
Journeyman						
May 3 2015	42.42	4.24	1.50	5.75	0.60	54.51
Third Year Apprentice (80% of Journeyman Base Wage)						
May 3 2015	34.36	3.44	1.50	4.34	0.60	44.24
Second Year Apprentice (70% of Journeyman Base Wage)						
May 3 2015	29.94	2.99	1.50	4.09	0.60	39.12
First Year Apprentice (60% of Journeyman Base Wage)						
May 3 2015	25.68	2.57	1.50	3.83	0.60	34.18
Trainee (50% of Journeyman Base Wage)						
May 3 2015	21.59	2.16	1.50	3.25	0.60	29.10

SCHEDULE "B" - COMMERCIAL/INSTITUTIONAL TROWEL APPLIED PLASTERING

**SCHEDULE OF WAGE RATES AND BENEFIT CONTRIBUTIONS
(WORK INCLUDED WITHIN ADDEDUM II)**

Effective Date	Base Wage	Hol & Vac.Pay	H & W Fund	Pen. Fund	Training Fund	Total Wage
Journeyman						
May 3, 2015	\$31.06	\$3.12	\$1.40	\$4.00	\$0.35	\$39.93
Third Year Apprentice (80% of Journeyman Base Wage)						
May 3, 2015	\$24.85	\$2.48	\$1.40	\$3.00	\$0.35	\$32.08
Second Year Apprentice (70% of Journeyman Base Wage)						
May 3, 2015	\$21.74	\$2.17	\$1.40	\$3.00	\$0.35	\$28.66
First Year Apprentice (60% of Journeyman Base Wage)						
May 3, 2015	\$18.64	\$1.86	\$1.40	\$3.00	\$0.35	\$25.25
Trainee (50% of Journeyman Base Wage)						
May 3, 2015	\$15.53	\$1.55	\$1.40	\$3.00	\$0.35	\$21.83

SCHEDULE "C" - COMMERCIAL/INSTITUTIONAL SPRAY FIREPROOFING

SCHEDULE OF WAGE RATES AND BENEFIT CONTRIBUTIONS
(WORK INCLUDED WITHIN ADDENDUM III)

Effective Date	Base Wage	Hol & Vac.Pay	H & W Fund	Pen. Fund	Training Fund	Total Wage
Nozzelmen 1 May 3, 2015	\$33.38	\$3.34	\$1.40	\$3.50	\$0.35	\$41.97
Nozzelmen 2 May 3, 2015	\$26.37	\$2.64	\$1.40	\$2.00	\$0.35	\$32.76
Nozzelmen 3 May 3, 2015	\$23.37	\$2.34	\$1.40	\$1.75	\$0.35	\$29.21
Mixer 1 May 3, 2015	\$20.05	\$2.02	\$1.40	\$1.50	\$0.35	\$25.32
Mixer 2 May 3, 2015	\$18.15	\$1.81	\$1.40	\$1.40	\$0.35	\$23.11
Helper May 3, 2015	\$15.34	\$1.54	\$1.40	\$0.25	\$0.10	\$18.63

➤ Expiration Date April 30, 2019

June 2, 2015

**REFRIGERATION (PROV.)
CONSTRUCTION / MAINTENANCE/SERVICE/REPAIR
LOCAL 488
(APPLICABLE TO 9 COMPANIES AS NOTED ON THE AGREEMENT)**

Effective Date	Base Rate	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Ind. Pro.	Total
Foreman	110%							
4-May-14	50.61	5.06	1.85	5.40	0.35	0.10	0.10	63.47
2-Nov-14	51.27	5.13	1.85	5.60	0.35	0.10	0.10	64.40
3-May-15	52.13	5.21	2.05	5.60	0.35	0.10	0.10	65.54
1-Nov-15	53.20	5.32	2.05	5.60	0.35	0.10	0.10	66.72
Journeyman	100%							
4-May-14	46.01	4.60	1.85	5.40	0.35	0.10	0.10	58.41
2-Nov-14	46.61	4.66	1.85	5.60	0.35	0.10	0.10	59.27
3-May-15	47.39	4.74	2.05	5.60	0.35	0.10	0.10	60.33
1-Nov-15	48.36	4.84	2.05	5.60	0.35	0.10	0.10	61.40
4th year apprentice	85%							
4-May-14	39.11	3.91	1.85	4.59	0.35	0.10	0.10	50.01
2-Nov-14	39.62	3.96	1.85	4.76	0.35	0.10	0.10	50.74
3-May-15	40.28	4.03	2.05	4.76	0.35	0.10	0.10	51.67
1-Nov-15	41.11	4.11	2.05	4.76	0.35	0.10	0.10	52.58
3rd year apprentice	75%							
4-May-14	34.51	3.45	1.85	4.05	0.35	0.10	0.10	44.41
2-Nov-14	34.96	3.50	1.85	4.20	0.35	0.10	0.10	45.06
3-May-15	35.54	3.55	2.05	4.20	0.35	0.10	0.10	45.89
1-Nov-15	36.27	3.63	2.05	4.20	0.35	0.10	0.10	46.70
2nd year apprentice	60%							
4-May-14	27.61	2.76	1.85	3.24	0.35	0.10	0.10	36.01
2-Nov-14	27.97	2.80	1.85	3.36	0.35	0.10	0.10	36.53
3-May-15	28.43	2.84	2.05	3.36	0.35	0.10	0.10	37.23
1-Nov-15	29.02	2.90	2.05	3.36	0.35	0.10	0.10	37.88
1st year apprentice	50%							
4-May-14	23.01	2.30	1.85	2.70	0.35	0.10	0.10	30.41
2-Nov-14	23.31	2.33	1.85	2.80	0.35	0.10	0.10	30.84
3-May-15	23.70	2.37	2.05	2.80	0.35	0.10	0.10	31.47
1-Nov-15	24.18	2.42	2.05	2.80	0.35	0.10	0.10	32.00

- **Expiration Date**
 - **Construction - April 30, 2017**
 - **Maintenance – April 30, 2018**

**ROOFERS (PROV.)
LOCAL UNION 1325 & 8**

Carpenter Roofers' Industrial Wage Schedule

	BASE	H&V	H&W	PENSION	TRAINING	TOTAL
Certified Journeyman						
02-Nov-14	40.09	4.01	1.60	2.50	0.30	48.50
Journeyman						
02-Nov-14	39.09	3.91	1.60	2.50	0.30	47.40
Apprentice 4th Year						
02-Nov-14	38.09	3.81	1.60	2.50	0.30	46.30
Apprentice 3rd Year						
02-Nov-14	34.08	3.41	1.60	2.50	0.30	41.89
Apprentice 2nd Year						
02-Nov-14	30.07	3.01	1.60	2.50	0.30	37.48
Apprentice 1st Year						
02-Nov-14	26.06	2.61	1.60	2.50	0.30	33.07
Truck Driver						
02-Nov-14	37.68	3.77	1.60	2.50	0.30	45.85
Pre Apprentice Rates and Benefits - apply after 710 hours worked						
02-Nov-14	22.05	2.21	1.60	2.50	0.30	28.66
Roofer Helper Rates and Benefits - apply after 710 hours worked						
02-Nov-14	20.05	2.01	1.60	2.50	0.30	26.46
Pre Apprentice – During First 710 hours worked						
02-Nov-14	22.05	2.21	0.00	0.00	0.00	24.26
Roofer Helper – During First 710 hours worked						
02-Nov-14	20.05	2.01	0.00	0.00	0.00	22.06

Note - Pre Apprentices and Roofer Helpers are not eligible for benefits for the first 710 hours worked in either or both classifications combined. After the first 710 hours worked they shall be eligible for the noted contributions.

Hours worked in the Roofing Trade not covered by this Collective Agreement shall be recognized by the Employer if such experience is satisfactory to the Employer

The industrial Foreman rate will be 4.50 above the Certified Journeyman rate. This rate will increase to 5.00 above the Certified Journeyman rate when supervising four (4) or more employees.

**ROOFERS (PROV.) (cont'd)
LOCAL UNION 1325 & 8**

COMMERCIAL (Carpenter Roofers')

Effective Date	Base Wage	Hol. & Vac.	H & W	Pension	Training	Total
Certified Journeyman						
04-May-2014	36.20	3.62	1.40	3.50	0.00	44.72
Journeyman						
04-May-2014	35.30	3.53	1.40	3.50	0.00	43.73
Apprentice 4th Year						
04-May-2014	34.39	3.44	1.40	3.50	0.00	42.73
Apprentice 3rd Year						
04-May-2014	30.77	3.08	1.40	3.50	0.00	38.75
Apprentice 2nd Year						
04-May-2014	27.15	2.72	1.40	3.50	0.00	34.77
Apprentice 1st Year						
04-May-2014	23.53	2.35	1.40	3.50	0.00	30.78
Pre Apprentice Rates and Benefits - apply after 710 hours worked						
04-May-2014	19.91	1.99	1.40	3.50	0.00	26.80
Roofer Helper Rates and Benefits - apply after 710 hours worked						
04-May-2014	18.10	1.81	1.40	3.50	0.00	24.81
Pre Apprentice - First 710 hours Worked						
04-May-2014	19.91	1.99	0.00	0.00	0.00	21.90
Roofer Helper - First 710 Hours Worked						
04-May-14	18.10	1.81	0.00	0.00	0.00	19.91

Note – Pre Apprentices and Roofer Helpers are not eligible for benefits for the first 710 hours worked in either or both classifications combined. After the first 710 hours worked they shall be eligible for the noted contributions.

Hours worked in the Roofing Trade not covered by this Collective Agreement shall be recognized by the Employer if such experience is satisfactory to the Employer.

The Commercial / Institutional Foreman rate will be 4.00 above the Certified Journeyman rate.

WAGE SUMMARY 2015-2019.....PAGE 41

ROOFERS (PROV.) (cont'd)
LOCAL UNION 1325 & 8

Sheet Metal Roofers' Industrial Wage Schedule

Certified Journeyman	BASE	H&V	H&W	PENSION	TRAINING	TOTAL
02-Nov-14	40.09	4.01	1.60	2.50	0.30	48.50
Journeyman						
02-Nov-14	39.09	3.91	1.60	2.50	0.30	47.40
Apprentice 4th Year						
02-Nov-14	38.09	3.81	1.60	2.50	0.30	46.30
Apprentice 3rd Year						
02-Nov-14	34.08	3.41	1.60	2.50	0.30	41.89
Apprentice 2nd Year						
02-Nov-14	30.07	3.01	1.60	2.50	0.30	37.48
Apprentice 1st Year						
02-Nov-14	26.06	2.61	1.60	2.50	0.30	33.07
Truck Driver						
02-Nov-14	37.68	3.77	1.60	2.50	0.30	45.85
Pre Apprentices Rates and Benefits – apply after 710 hours worked						
02-Nov-14	22.05	2.21	1.60	2.50	0.30	28.66
Roofer Helper Rates and Benefits – apply after 710 hours worked						
02-Nov-14	20.05	2.01	1.60	2.50	0.30	26.46
Pre Apprentices – During First 710 hours worked						
02-Nov-14	22.05	2.21	0.00	0.00	0.00	24.26
Roofer Helper – During First 710 hours worked						
02-Nov-14	20.05	2.01	0.00	0.00	0.00	22.06

Note - Pre Apprentices and Roofer Helpers are not eligible for benefits for the first 710 hours worked in either or both classifications combined. After the first 710 hours worked they shall be eligible for the noted contributions.

Hours worked in the Roofing Trade not covered by this Collective Agreement shall be recognized by the Employer if such experience is satisfactory to the Employer.

The Industrial Foreman rate will be 4.50 above the Certified Journeyman rate. This rate will increase to 5.00 above the Certified Journeyman rate when supervising four or more employees.

WAGE SUMMARY 2015-2019.....PAGE 42

**ROOFERS (PROV.) (cont'd)
LOCAL UNION 1325 & 8**

Effective Date	Base Wage	Hol. & Vac.	H & W	Pension	Training	Total
<u>COMMERCIAL (Sheet Metal Roofers)</u>						
Certified Journeyman						
04-May-2014	36.15	3.62	1.65	3.00	0.30	44.72
Journeyman						
04-May-2014	35.25	3.53	1.65	3.00	0.30	43.73
App – 4th Year						
04-May-2014	34.34	3.44	1.65	3.00	0.30	42.73
App – 3rd Year						
04-May-2014	30.73	3.07	1.65	3.00	0.30	38.75
App – 2nd Year						
04-May-2014	27.11	2.71	1.65	3.00	0.30	34.77
App – 1st Year						
04-May-2014	23.48	2.35	1.65	3.00	0.30	30.78
Pre-App after 710 hours						
04-May-2014	19.86	1.99	1.65	3.00	0.30	26.80
Rofer Helper after 710 hours						
04-May-2014	18.05	1.81	1.65	3.00	0.30	24.81
Pre-App – First 710 hours						
04-May-2014	19.86	1.99	0.00	0.00	0.00	21.85
Rofer Helper – First 710 hours						
04-May-2014	18.05	1.81	0.00	0.00	0.00	19.86

Note – Pre Apprentices and Rofer Helpers are not eligible for benefits for the first 710 hours worked in either or both classifications combined. After the first 710 hours worked they shall be eligible for the noted contributions.

Hours worked in the Roofing Trade not covered by this Collective Agreement shall be recognized by the Employer if such experience is satisfactory to the Employer.

The Commercial / Institutional Foreman rate will be 4.00 above the Certified Journeyman rate.

➤ **Expiration Date April 30, 2015**

SHEET METAL (PROV.)

LOCAL UNION 8

INDUSTRIAL

NOTE: please also see Letter of Understanding entitled “Wage Determination – Industrial.”

	BASE	HOL& VAC	H&W	PENSION	TRAINING	BENEV.	TOTAL
General Foreman							
3-May-15	50.71	5.07	1.65	5.50	0.30	0.09	63.32
Foreman							
3-May-15	49.71	4.97	1.65	5.50	0.30	0.09	62.22
Journeyman							
3-May-15	45.71	4.57	1.65	5.50	0.30	0.09	57.82
Fourth Year Apprentice							
3-May-15	38.85	3.89	1.65	5.50	0.30	0.09	50.28
Third Year Apprentice							
3-May-15	34.28	3.43	1.65	5.50	0.30	0.09	45.25
Second Year Apprentice							
3-May-15	29.71	2.97	1.65	5.50	0.30	0.09	40.22
First Year Apprentice							
3-May-15	22.86	2.29	1.65	*	0.30	0.09	27.19
Probationary							
3-May-15	18.28	1.83	1.65	*	0.30	0.09	22.15
<u>Welders</u>							
Journeyman							
3-May-15	45.71	4.57	1.65	5.50	0.30	0.09	57.82
Third Year Apprentice							
3-May-15	41.14	4.11	1.65	5.50	0.30	0.09	52.79
Second Year Apprentice							
3-May-15	34.28	3.43	1.65	5.50	0.30	0.09	45.25
First Year Apprentice							
3-May-15	27.43	2.74	1.65	*	0.30	0.09	32.21

SHEET METAL (PROV.) (cont'd)

LOCAL UNION 8

COMMERCIAL & INSTUTIONAL

Effective **Base** **Hol &**

WAGE SUMMARY 2015-2019.....PAGE 44

Date	Wage	Vac.	H&W	Pension	Training	Benev.	Total
Foreman A							
3-May-15	41.26	4.13	1.65	4.50	0.30	0.09	51.93
Foreman B							
3-May-15	40.26	4.03	1.65	4.50	0.30	0.09	50.83
Journeyman							
3-May-15	37.26	3.73	1.65	4.50	0.30	0.09	47.53
Fourth Year Apprentice							
3-May-15	31.67	3.17	1.65	4.50	0.30	0.09	41.38
Third Year Apprentice							
3-May-15	27.95	2.80	1.65	4.50	0.30	0.09	37.29
Second Year Apprentice							
3-May-15	24.22	2.42	1.65	4.50	0.30	0.09	33.18
First Year Apprentice							
3-May-15	18.63	1.86	1.65	*	0.30	0.09	22.53
Probationary							
3-May-15	14.90	1.49	1.65	*	0.30	0.09	18.43
<u>Welders</u>							
Journeyman							
3-May-15	37.26	3.73	1.65	4.50	0.30	0.09	47.53
Third Year Apprentice							
3-May-15	33.53	3.35	1.65	4.50	0.30	0.09	43.42
Second Year Apprentice							
3-May-15	27.95	2.80	1.65	4.50	0.30	0.09	37.29
First Year Apprentice							
3-May-15	22.36	2.24	1.65	*	0.30	0.09	26.64

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

➤ **Expiration Date April 30, 2019**

SHEETERS, DECKERS, CLADDERS (PROV.)

LOCAL UNION 8

INDUSTRIAL

	BASE	HOL& VAC	H&W	PENSION	TRAINING	BENEV.	TOTAL
General Foreman							
3-May-15	50.30	5.03	1.65	5.50	0.30	0.09	62.87

WAGE SUMMARY 2015-2019.....PAGE 45

Foreman							
3-May-15	48.05	4.81	1.65	5.50	0.30	0.09	60.40
Journeyman							
3-May-15	43.55	4.36	1.65	5.50	0.30	0.09	55.45
Third Year Apprentice							
3-May-15	37.02	3.70	1.65	5.50	0.30	0.09	48.26
Second Year Apprentice							
3-May-15	32.66	3.27	1.65	5.50	0.30	0.09	43.47
First Year Apprentice							
3-May-15	28.31	2.83	1.65	*	0.30	0.09	33.18
Probationary							
3-May-15	23.95	2.40	1.65	*	0.30	0.09	28.39

NOTE: please also see Letter of Understanding entitled "Wage Determination – Industrial."

June 2, 2015

**SHEETERS, DECKERS, CLADDERS (PROV.) (cont'd)
LOCAL UNION 8**

COMMERCIAL

	BASE	HOL& VAC	H&W	PENSION	TRAINING	BENEV.	TOTAL
Foreman A							
3-May-15	43.32	4.33	1.65	4.50	0.30	0.09	54.19
Foreman B							
3-May-15	41.07	4.11	1.65	4.50	0.30	0.09	51.72
Journeyman							
3-May-15	36.57	3.66	1.65	4.50	0.30	0.09	46.77
3rd Year Apprentice							
3-May-15	31.08	3.11	1.65	4.50	0.30	0.09	40.73
Second Year Apprentice							
3-May-15	27.43	2.74	1.65	4.50	0.30	0.09	36.71
First Year Apprentice							
3-May-15	23.77	2.38	1.65	*	0.30	0.09	28.19
Probationary							
3-May-15	20.11	2.01	1.65	*	0.30	0.09	24.16

First year apprentices will begin to receive pension contributions after they have worked 1425 hours. (Refer to Article 14.02(b)(5).

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

➤ **Expiration Date April 30, 2019**
