



Construction Labour Relations  
An Alberta Association  

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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*

JULY 23, 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.*

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**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:**

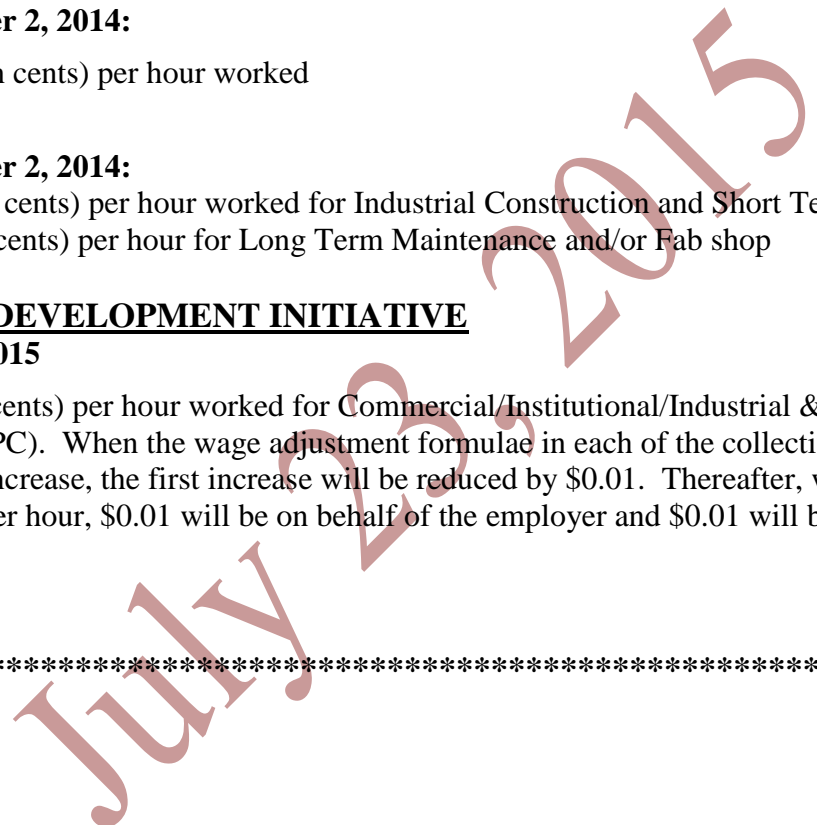
- \$0.08 (eight cents) per hour worked for Industrial Construction and Short Term Maintenance,
- \$0.04 (four cents) per hour for Long Term Maintenance and/or Fab shop

**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.

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ALBERTA PROVINCIAL SUBSISTENCE RATES

**Industrial**

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

<b>Location</b>	<b>Rate/Day</b>	<b>Location</b>	<b>Rate/Day</b>
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](http://www.cbra.org).

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July 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	<a href="http://www.bcacanada.ca">www.bcacanada.ca</a>
Bricklayers – Red Brick, Local #1 & #2	<a href="http://www.bacedmonton.ca">www.bacedmonton.ca</a>
Electricians, Local #254 & #424	<a href="http://www.ecaa.ab.ca">http://www.ecaa.ab.ca</a>
Glaziers, Local #177	<a href="http://www.iupat.ab.ca">http://www.iupat.ab.ca</a>
Painters, Local #177	<a href="http://www.iupat.ab.ca">http://www.iupat.ab.ca</a>
Teamsters, Local #362	<a href="http://www.teamsters362.com/About/Pipeconst.htm">http://www.teamsters362.com/About/Pipeconst.htm</a>
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)

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July 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:

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

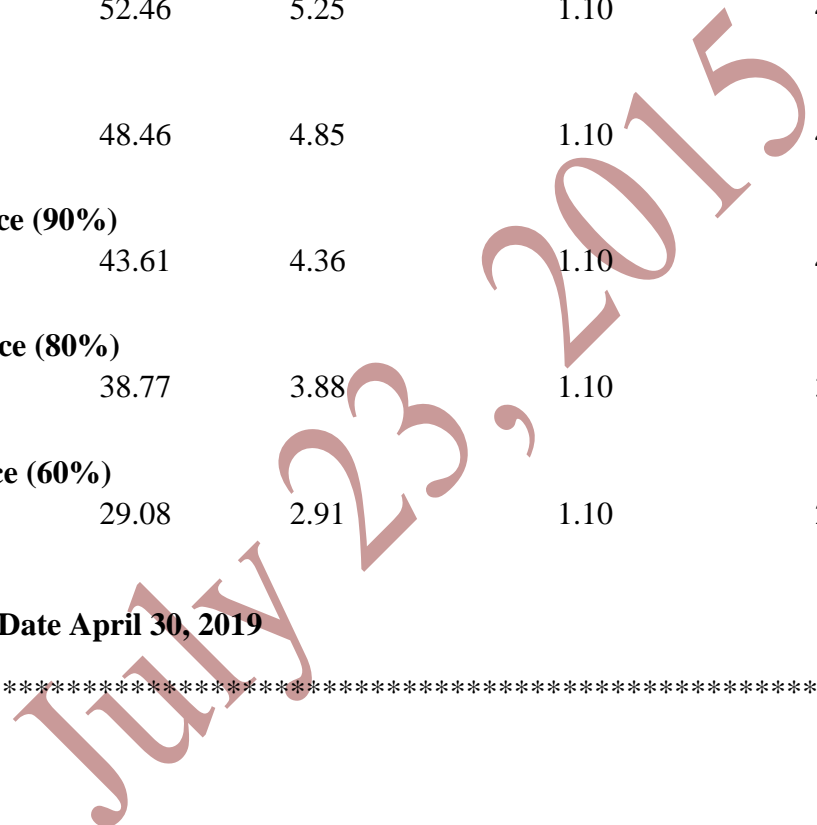
(b) The minimum wage rate for hours worked within the geographic jurisdiction of the Southern members covered by this Agreement shall be:

**Local Union 1 – Southern members**

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

➤ **Expiration Date April 30, 2019**

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**CARPENTERS (PROV.)**

**LOCALS 1325, 2103**

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

<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol &amp; V.P</b>	<b>Health &amp; Wellness</b>	<b>Pension</b>	<b>Training</b>	<b>Total Wage</b>
<b>Journeyman</b>						
7-June-15	41.93	4.19	1.60	6.60	.55	54.87
<b>4<sup>th</sup> Yr Apprentice</b>						
7-June-15	37.74	3.77	1.60	6.60	.55	50.26
<b>3<sup>rd</sup> Yr Apprentice</b>						
7-June-15	33.54	3.35	1.60	6.60	.55	45.64
<b>2<sup>nd</sup> Yr Apprentice</b>						
7-June-15	29.35	2.94	1.60	6.60	.55	41.04
<b>1<sup>st</sup> Yr Apprentice</b>						
7-June-15	25.16	2.52	1.60	6.60	.55	36.43

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

<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol &amp; V.P</b>	<b>Health &amp; Wellness</b>	<b>Pension</b>	<b>Training</b>	<b>Total Wage</b>
<b>Journeyman</b>						
7-June-15	37.29	3.73	1.60	3.62	0.10	46.34
<b>4<sup>th</sup> Yr Apprentice</b>						
7-June-15	33.56	3.36	1.60	3.62	0.10	42.24
<b>3<sup>rd</sup> Yr Apprentice</b>						
7-June-15	29.83	2.98	1.60	3.62	0.10	38.13
<b>2<sup>nd</sup> Yr Apprentice</b>						
7-June-15	26.10	2.61	1.60	3.62	0.10	34.03
<b>1<sup>st</sup> Yr Apprentice</b>						
7-June-15	22.37	2.24	1.60	3.62	0.10	29.93

➤ **Expiration Date April 30, 2019**

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

**INDUSTRIAL - Schedule "A"**

<b>Effective Date</b>	<b>Base Wage</b>	<b>Holiday &amp; Vac.Pay</b>	<b>H &amp; W Fund</b>	<b>Pension Fund</b>	<b>Training Fund</b>	<b>Total Wage</b>
<b>Journeyman</b>						
03-May-15	42.06	4.21	1.50	5.75	0.35	53.87
<b>Third Year</b>						
03-May-15	35.75	3.58	1.50	5.75	0.35	46.93
<b>Second Year</b>						
03-May-15	31.55	3.16	1.50	4.03	0.35	40.59
<b>First Year</b>						
03-May-15	27.34	2.73	1.50	4.03	0.35	35.95
<b>Trainee</b>						
03-May-15	23.13	2.31	1.50	4.03	0.35	31.32

**NON-INDUSTRIAL - Schedule "B"**

<b>Effective Date</b>	<b>Base Wage</b>	<b>Holiday &amp; Vac.Pay</b>	<b>H &amp; W Fund</b>	<b>Pension Fund</b>	<b>Training Fund</b>	<b>Total Wage</b>
<b>Journeyman</b>						
03-May-15	33.26	3.33	1.50	4.00	0.15	42.24
<b>Third Year</b>						
03-May-15	28.27	2.83	1.50	4.00	0.15	36.75
<b>Second Year</b>						
03-May-15	24.95	2.50	1.50	2.80	0.15	31.90
<b>First Year</b>						
03-May-15	21.62	2.16	1.50	2.80	0.15	28.23
<b>Trainee</b>						
03-May-15	18.29	1.83	1.50	2.80	0.15	24.57

➤ **Expiration Date April 30 2019**

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

**CONSTRUCTION AND MAINTENANCE, SERVICE & REPAIR**

<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol &amp; Vac</b>	<b>H &amp; W</b>	<b>Pension</b>	<b>Other</b>	<b>Gross Wage</b>
<b>Established Mechanic</b> 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**

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*July 23, 2015*

**INSULATORS (PROV.)**

**LOCAL 110**

**INDUSTRIAL**

<b>Effective Date</b>	<b>Base Rate</b>	<b>SH &amp;V</b>	<b>H&amp;W</b>	<b>WC</b>	<b>Pension</b>	<b>PITT</b>	<b>Training</b>	<b>Total</b>
<b>Foreman</b>								
May 17, 2015	48.18	4.82	2.10	0.10	6.25	0.50	0.25	62.20
<b>Journeyman</b>								
May 17, 2015	42.68	4.27	2.10	0.10	6.25	0.50	0.25	56.15
<b>Third Year Apprentice – Based on 80% of the Journeyman Rate</b>								
May 17, 2015	34.14	3.41	2.10	0.10	5.00	0.50	0.25	45.50
<b>Second Year Apprentice – Based on 65% of the Journeyman Rate</b>								
May 17, 2015	27.74	2.77	2.10	0.10	4.06	0.50	0.25	37.52
<b>First Year Apprentice – Based on 50% of the Journeyman Rate</b>								
May 17, 2015	21.34	2.13	2.10	0.10	3.13	0.50	0.25	29.55
<b>Helper – Based on 50% of the Journeyman Rate</b>								
May 17, 2015	21.34	2.13	2.10	0.10	6.25	0.50	0.25	32.67
<b>Industrial Temporary Foreign Workers and Pensioners (Refer to Appendix A in this Collective Agreement)</b>								

July 22, 2015

**INSULATORS (PROV.) (Cont'd)  
LOCAL 110**

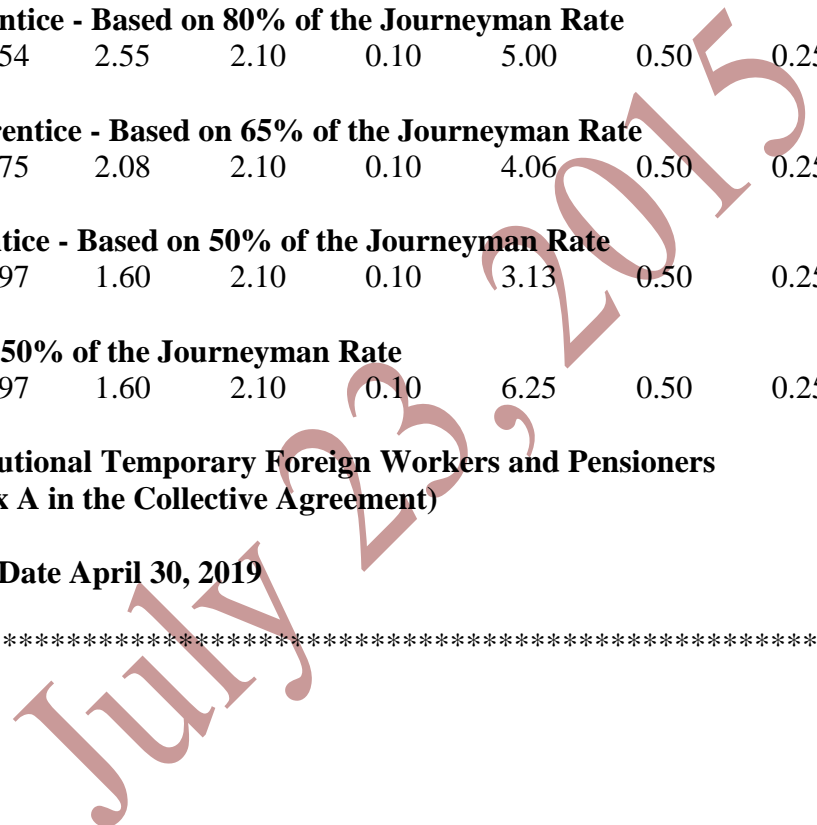
**COMMERCIAL/INSTITUTIONAL**

<b>Effective Date</b>	<b>Base Rate</b>	<b>SH &amp;V</b>	<b>H&amp;W</b>	<b>WC</b>	<b>Pension</b>	<b>PITT</b>	<b>Training</b>	<b>Total</b>
<b>Foreman</b>								
May 17, 2015	35.93	3.59	2.10	0.10	6.25	0.50	0.25	48.75
<b>Journeyman</b>								
May 17, 2015	31.93	3.19	2.10	0.10	6.25	0.50	0.25	44.32
<b>Third Year Apprentice - Based on 80% of the Journeyman Rate</b>								
May 17, 2015	25.54	2.55	2.10	0.10	5.00	0.50	0.25	36.04
<b>Second Year Apprentice - Based on 65% of the Journeyman Rate</b>								
May 17, 2015	20.75	2.08	2.10	0.10	4.06	0.50	0.25	29.84
<b>First Year Apprentice - Based on 50% of the Journeyman Rate</b>								
May 17, 2015	15.97	1.60	2.10	0.10	3.13	0.50	0.25	23.65
<b>Helper - Based on 50% of the Journeyman Rate</b>								
May 17, 2015	15.97	1.60	2.10	0.10	6.25	0.50	0.25	26.77

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

➤ **Expiration Date April 30, 2019**

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**IRONWORKERS REINFORCING (PROV.)**

**LOCAL UNIONS 720 & 725**

**INDUSTRIAL (for work as defined in Clause 2.03)**

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

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

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

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

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

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

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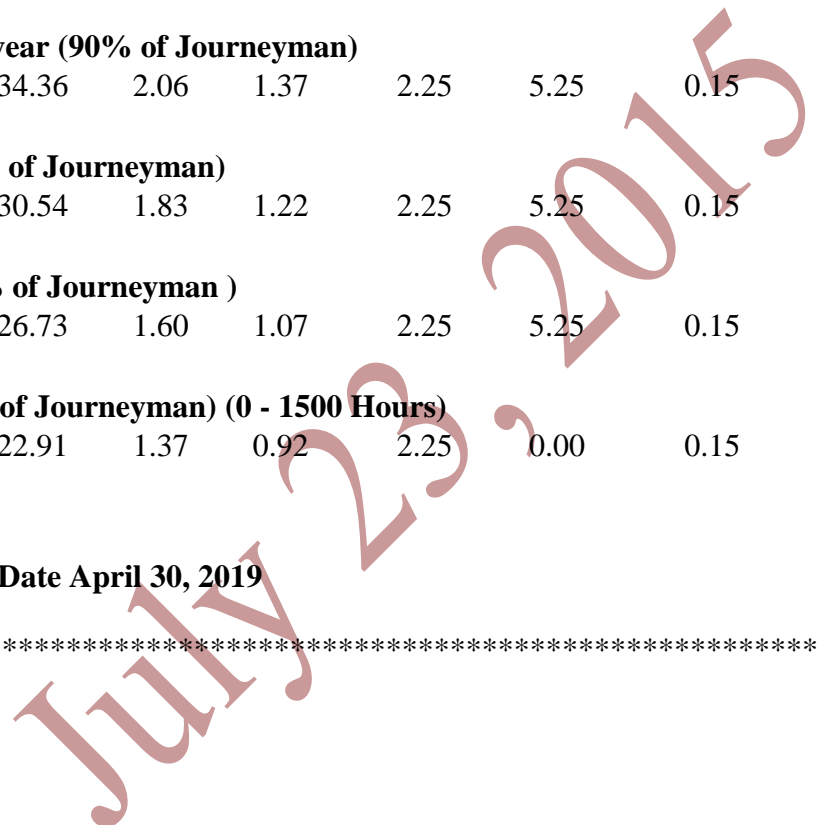
**IRONWORKERS STRUCTURAL (PROV)(cont'd)  
LOCAL UNIONS 720 & 725**

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

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

➤ **Expiration Date April 30, 2019**

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

**Part A – INDUSTRIAL WORK - Industrial Terms and Conditions**

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

July 23, 2015

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

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

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

➤ **Expiration Date April 30, 2019**

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

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

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*July 23, 2015*

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

**8.01 (a) INDUSTRIAL - Local 488**

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

<b>Effective Date</b>	<b>Base Rate</b>	<b>ISIT Fund</b>	<b>V.P. &amp; S.H.P.</b>	<b>H &amp; W</b>	<b>Pension</b>	<b>Training</b>	<b>Supp. Ben.</b>	<b>Total</b>
<b>GENERAL FOREMAN</b>								
3-May-2015	53.29	0.20	5.33	2.04	6.61	0.60	0.10	68.17
<b>FOREMAN</b>								
3-May-2015	51.29	0.20	5.13	2.04	6.61	0.60	0.10	65.97
<b>JOURNEYMAN</b>								
3-May-2015	45.79	0.20	4.58	2.04	6.61	0.60	0.10	59.92
<b>4<sup>TH</sup> YEAR APPRENTICE</b>								
3-May-2015	36.59	0.20	3.66	2.04	5.29	0.60	0.10	48.48
<b>3<sup>RD</sup> YEAR APPRENTICE</b>								
3-May-2015	31.99	0.20	3.20	2.04	4.63	0.60	0.10	42.76
<b>2<sup>ND</sup> YEAR APPRENTICE</b>								
3-May-2015	27.39	0.20	2.74	2.04	3.97	0.60	0.10	37.04
<b>1<sup>ST</sup> YEAR APPRENTICE</b>								
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 22**

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

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

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

<b>Effective Date</b>	<b>Base Rate</b>	<b>ISIT Fund</b>	<b>V.P. &amp; S.H.P.</b>	<b>H &amp; W</b>	<b>Pension</b>	<b>Training</b>	<b>Supp. Ben.</b>	<b>Total</b>
<b>JOURNEYMAN INSTRUMENT MECHANIC</b>								
3-May-2015	45.79	0.20	4.58	2.04	6.61	0.60	0.10	59.92
<b>4<sup>TH</sup> YEAR APPRENTICE</b>								
3-May-2015	38.89	0.20	3.89	2.04	5.62	0.60	0.10	51.34
<b>3<sup>RD</sup> YEAR APPRENTICE</b>								
3-May-2015	34.29	0.20	3.43	2.04	4.96	0.60	0.10	45.62
<b>2<sup>ND</sup> YEAR APPRENTICE</b>								
3-May-2015	29.69	0.20	2.97	2.04	4.30	0.60	0.10	39.90
<b>1<sup>ST</sup> YEAR APPRENTICE</b>								
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 24**

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

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

<b>Effective Date</b>	<b>Base Rate</b>	<b>MMDF Fund</b>	<b>V.P. &amp; S.H.P.</b>	<b>H &amp; W</b>	<b>Pension</b>	<b>Training</b>	<b>Supp. Ben.</b>	<b>Total</b>
<b>GENERAL FOREMAN</b>								
3-May-2015	53.76	0.60	5.38	1.75	6.20	0.45	0.03	68.17
<b>FOREMAN</b>								
3-May-2015	51.76	0.60	5.18	1.75	6.20	0.45	0.03	65.97
<b>UA JOURNEYMAN STEAM FITTER &amp; B PRESSURE WELDERS</b>								
3-May-2015	46.26	0.60	4.63	1.75	6.20	0.45	0.03	59.92
<b>ALBERTA JOURNEYMAN STEAM FITTER &amp; JOURNEYMAN WELDERS w/CWB</b>								
3-May-2015	41.57	0.60	4.16	1.75	6.20	0.45	0.03	54.76
<b>JOURNEYMAN WELDERS w/o CWB</b>								
3-May-2015	39.23	0.60	3.92	1.75	6.20	0.45	0.03	52.18
<b>3<sup>RD</sup> YEAR PIPEFITTER, STEAMFITTER &amp; WELDER</b>								
3-May-2015	36.89	0.60	3.69	1.75	6.20	0.45	0.03	49.61
<b>2<sup>ND</sup> YEAR PIPEFITTER, STEAMFITTER &amp; WELDER</b>								
3-May-2015	29.86	0.60	2.99	1.75	6.20	0.45	0.03	41.88
<b>1<sup>ST</sup> YEAR PIPEFITTER, STEAMFITTER &amp; WELDER</b>								
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 (g) Industrial Plumbers Local 496 (cont'd)**

<b>Effective Date</b>	<b>Base Rate</b>	<b>MMDF Fund</b>	<b>V.P. &amp; S.H.P.</b>	<b>H &amp; W</b>	<b>Pension</b>	<b>Training</b>	<b>Supp. Ben.</b>	<b>Total</b>
<b>GENERAL FOREMAN</b>								
3-May-2015	53.76	0.60	5.38	1.75	6.20	0.45	0.03	68.17
<b>FOREMAN</b>								
3-May-2015	51.76	0.60	5.18	1.75	6.20	0.45	0.03	65.97
<b>JOURNEYMAN</b>								
3-May-2015	46.26	0.60	4.63	1.75	6.20	0.45	0.03	59.92
<b>4th YEAR</b>								
3-May-2015	36.89	0.60	3.69	1.75	6.20	0.45	0.03	49.61
<b>3<sup>RD</sup> YEAR</b>								
3-May-2015	32.20	0.60	3.22	1.75	6.20	0.45	0.03	44.45
<b>2<sup>ND</sup> YEAR</b>								
3-May-2015	27.52	0.60	2.75	1.75	6.20	0.45	0.03	39.30
<b>1<sup>ST</sup> YEAR</b>								
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 26**

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

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

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

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

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**MILLWRIGHTS (PROV.)**

**LOCAL UNION 1460**

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

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 <sup>st</sup> year	60%
After six months served and completed as a first year apprentice as well as achieving 50% of the 1 <sup>st</sup> year hours required by AIT	65%
2 <sup>nd</sup> 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 <sup>nd</sup> year hours required by AIT	75%
3 <sup>rd</sup> 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 <sup>rd</sup> year hours required by AIT	85%
4 <sup>th</sup> 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 <sup>th</sup> year hours required by AIT	95%

Note: AIT = (Alberta) Apprenticeship and Industry Training

➤ **Expiration Date April 30, 2019**

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

	Base	Hol. & Vacation	Health & Wellness	Pension	Training	Gross
<b>Crane Operators in Group 1:</b>						
<b>Tonnage</b>						
<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 30**

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

	<b>Base</b>	<b>Hol. &amp; Vacation</b>	<b>Health &amp; Wellness</b>	<b>Pension</b>	<b>Training</b>	<b>Gross</b>
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

**WAGE SUMMARY 2015-2019.....PAGE 31****OPERATING ENGINEERS (PROV.) (cont'd)  
LOCAL UNION 955**

	<b>Base</b>	<b>Hol. &amp; Vacation</b>	<b>Health &amp; Wellness</b>	<b>Pension</b>	<b>Training</b>	<b>Gross</b>
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

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

891-900	56.33	5.63	2.00	5.00	0.40	69.36
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**OPERATING ENGINEERS (PROV.) (cont'd)  
LOCAL UNION 955**

	<b>Base</b>	<b>Hol. &amp; Vacation</b>	<b>Health &amp; Wellness</b>	<b>Pension</b>	<b>Training</b>	<b>Gross</b>
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



**WAGE SUMMARY 2015-2019.....PAGE 33**

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**

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

Effective Date	44.78	4.48	2.00	5.00	0.40	56.66
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**Group 2, including 3<sup>rd</sup> Class Steam Engineer**

Effective Date	42.38	4.24	2.00	5.00	0.40	54.02
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**4<sup>th</sup> Class Steam Engineer**

Effective Date	41.22	4.12	2.00	5.00	0.40	52.74
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**Group 3, including Firefighter**

Effective Date	40.04	4.00	2.00	5.00	0.40	51.44
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**Group 4**

Effective Date	37.62	3.76	2.00	5.00	0.40	48.78
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**Group 5**

Effective Date	35.19	3.52	2.00	5.00	0.40	46.11
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**15.08 Schedule of Wage Rates; COMMERCIAL/INSTITUTIONAL**

	<b>Base</b>	<b>Hol. &amp; Vacation</b>	<b>Health &amp; Wellness</b>	<b>Pension</b>	<b>Training</b>	<b>Gross</b>
<b>Group 1, including 2<sup>nd</sup> Class Steam Engineer</b>						
Effective Date	34.75	3.48	1.55	3.50	0.20	43.48
<b>Group 2, including 3<sup>rd</sup> Class Steam Engineer</b>						
Effective Date	32.00	3.20	1.55	3.50	0.20	40.45
<b>4<sup>th</sup> Class Steam Engineer</b>						
Effective Date	31.11	3.11	1.55	3.50	0.20	39.47
<b>Group 3, including Firefighter</b>						
Effective Date	30.25	3.02	1.55	3.50	0.20	38.52
<b>Group 4</b>						
Effective Date	28.47	2.85	1.55	3.50	0.20	36.57

**Group 5**

Effective Date Through April 30<sup>th</sup>, 2017  
25.50

2.55

1.55

3.50

0.20

33.30

July 23, 2015

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

**New Hires, 1<sup>st</sup> 90 days**

Effective Date	22.82	2.28	1.55	3.50	0.20	30.35
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**Group 5 New Hires in the Piling Industry, 1<sup>st</sup> 200 days**

Effective Date	22.82	2.28	1.55	0.00	0.20	26.85
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**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**

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July 23, 2015

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

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

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

<b>OPERATING ENGINEERS - CRANE (PROV.) (cont'd)</b>						
<b>LOCAL UNION 955</b>						
<b>Hydraulic Crane - 251 to 500 ton capacity</b>						
	Base	Holiday Pay	H&W	Pension	Training	Gross
Effective Date	49.60	5.16	2.00	5.25	0.50	62.51
<b>Hydraulic Crane - 501 to 800 ton capacity</b>						
	Base	Holiday Pay	H&W	Pension	Training	Gross
Effective Date	53.11	5.52	2.00	5.25	0.50	66.38
<b>Hydraulic Crane - 801 to 1200 ton capacity</b>						
	Base	Holiday Pay	H&W	Pension	Training	Gross
Effective Date	56.73	5.90	2.00	5.25	0.50	70.38
<b>Hydraulic Crane - 1201 ton capacity and over</b>						
	Base	Holiday Pay	H&W	Pension	Training	Gross
Effective Date	57.83	6.01	2.00	5.25	0.50	71.59
<b>Hydraulic Crane - Work out of Yard except Operating</b>						
	Base	Holiday Pay	H&W	Pension	Training	Gross
Effective Date	41.98	4.37	2.00	5.25	0.50	54.10
<b>Hydraulic Crane - Work in yard including Operating (This rate only applies to permanent yards). In accordance with June 18, 2007 letter.</b>						
	Base	Holiday Pay	H&W	Pension	Training	Gross
Effective Date	35.63	3.70	2.00	5.25	0.50	47.08
<b>Mechanic/Welder - Shop and Field Apprentices to receive percentage wages as set out in Regulations</b>						
	Base	Holiday Pay	H&W	Pension	Training	Gross
Effective Date	45.77	4.76	2.00	5.25	0.50	58.28
<b>Truck Drivers/Service men</b>						
	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**

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**PLASTERERS (PROV.)  
LOCAL 222**

**SCHEDULE "A" - INDUSTRIAL WORK**

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

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

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

**PLASTERERS (PROV.) (cont'd)  
LOCAL 222**

**SCHEDULE "C" - COMMERCIAL/INSTITUTIONAL SPRAY FIREPROOFING**

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

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

➤ **Expiration Date April 30, 2019**

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

<b>Effective Date</b>	<b>Base Rate</b>	<b>V.P. &amp; S.H.P.</b>	<b>H &amp; W</b>	<b>Pension</b>	<b>Training</b>	<b>Supp. Ben.</b>	<b>Ind. Pro.</b>	<b>Total</b>
<b>Foreman</b>	<b>110%</b>							
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
<b>Journeyman</b>	<b>100%</b>							
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
<b>4th year apprentice</b>	<b>85%</b>							
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
<b>3rd year apprentice</b>	<b>75%</b>							
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
<b>2nd year apprentice</b>	<b>60%</b>							
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
<b>1st year apprentice</b>	<b>50%</b>							
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**

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

**Carpenter Roofers' Industrial Wage Schedule**

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

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

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

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

**Sheet Metal Roofers' Industrial Wage Schedule**

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

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

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

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**SHEET METAL (PROV.)**

**LOCAL UNION 8**

**INDUSTRIAL**

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

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

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

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

➤ **Expiration Date April 30, 2019**

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

**LOCAL UNION 8**

**INDUSTRIAL**

	<b>BASE</b>	<b>HOL&amp; VAC</b>	<b>H&amp;W</b>	<b>PENSION</b>	<b>TRAINING</b>	<b>BENEV.</b>	<b>TOTAL</b>
<b>General Foreman</b>							
3-May-15	50.30	5.03	1.65	5.50	0.30	0.09	62.87
<b>Foreman</b>							
3-May-15	48.05	4.81	1.65	5.50	0.30	0.09	60.40
<b>Journeyman</b>							
3-May-15	43.55	4.36	1.65	5.50	0.30	0.09	55.45
<b>Third Year Apprentice</b>							
3-May-15	37.02	3.70	1.65	5.50	0.30	0.09	48.26
<b>Second Year Apprentice</b>							
3-May-15	32.66	3.27	1.65	5.50	0.30	0.09	43.47
<b>First Year Apprentice</b>							
3-May-15	28.31	2.83	1.65	*	0.30	0.09	33.18
<b>Probationary</b>							
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.”**

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

**COMMERCIAL**

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

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