



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*

June 1, 2016

*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 RATES .....4**

**RATES FOR TRADES NOT NEGOTIATED BY CLR-A .....5**

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

**CARPENTERS (PROV.) .....8**

**CEMENT MASONS (PROV.).....10**

**ELEVATOR CONSTRUCTORS (PROV.).....12**

**INSULATORS (PROV.) .....13**

**IRONWORKERS REINFORCING (PROV.) .....15**

**IRONWORKERS STRUCTURAL (PROV.) .....17**

**LABOURERS GENERAL CONSTRUCTION (PROV.).....19**

**LABOURERS REFRACTORY MAINTENANCE (PROV.).....21**

**MECHANICAL (PROV.) .....22**

**MILLWRIGHTS (PROV.) .....30**

**OPERATING ENGINEERS (PROV.).....31**

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

**PLASTERERS (PROV.) .....36**

**REFRIGERATION (PROV.) .....39**

**ROOFERS (PROV.).....40**

**SHEET METAL (PROV.) .....44**

**SHEETERS, DECKERS, CLADDERS (PROV.).....47**

**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 January 1, 2016:**

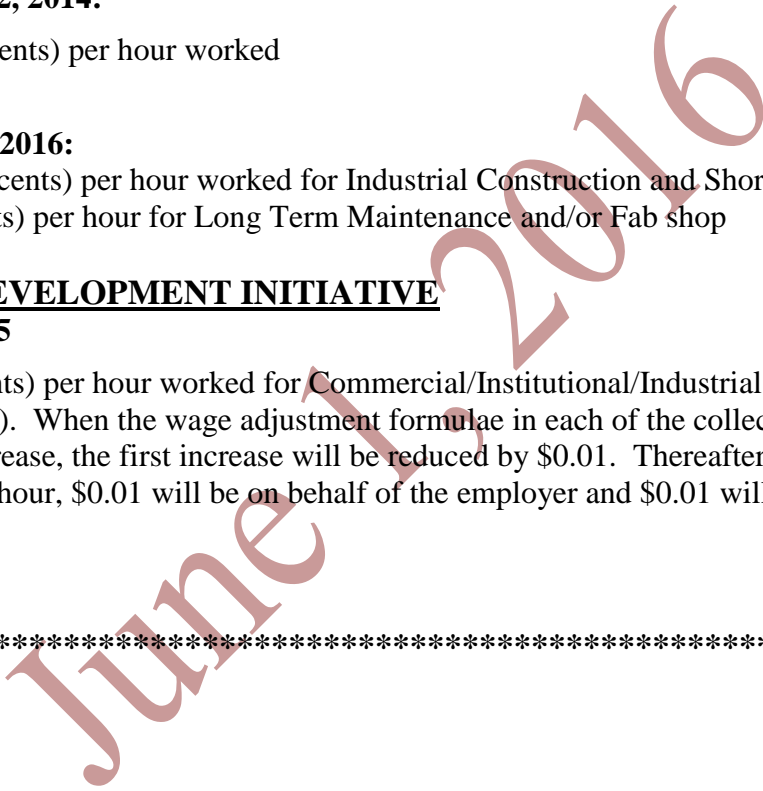
- \$0.12 (twelve cents) per hour worked for Industrial Construction and Short Term Maintenance,
- \$0.06 (six cents) per hour for Long Term Maintenance and/or Fab shop

**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
Forestburg	135.00	Swan Hills	115.00
Fox Creek	150.00	Whitecourt	150.00
Ft. McMurray	195.00		
Grande Cache	150.00		

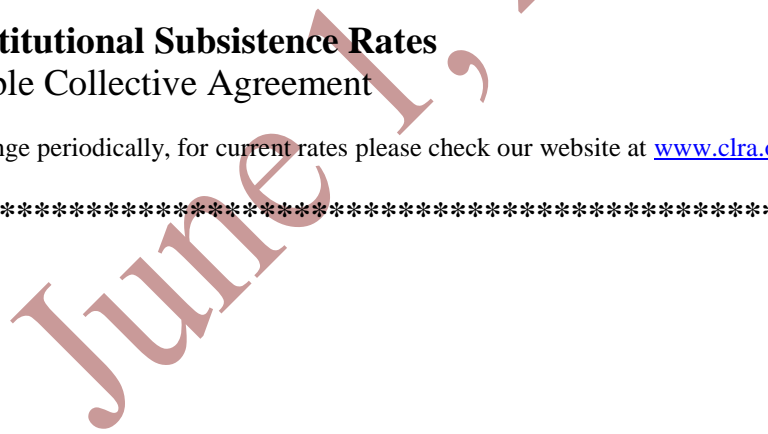
\*\* effective Apr 5, 2015

**Commercial / Institutional Subsistence Rates**

See applicable Collective Agreement

The subsistence rates change periodically, for current rates please check our website at [www.clra.org](http://www.clra.org).

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**RATES FOR TRADES NOT NEGOTIATED BY CLR-A**

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

<b>Trade</b>	<b>Link</b>
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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June 1, 2016

**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>					
<b>3-May-15</b>	54.01	5.40	1.10	5.00	65.51
1-Nov-15			No Adjustment		
1-May-16			No Adjustment		
<b>Foreman (\$4.00)</b>					
<b>3-May-15</b>	52.01	5.20	1.10	5.00	63.31
1-Nov-15			No Adjustment		
1-May-16			No Adjustment		
<b>Journeyman</b>					
<b>3-May-15</b>	48.01	4.80	1.10	5.00	58.91
1-Nov-15			No Adjustment		
1-May-16			No Adjustment		
<b>3<sup>rd</sup> Year Apprentice (90%)</b>					
<b>3-May-15</b>	43.21	4.32	1.10	4.55	53.18
1-Nov-15			No Adjustment		
1-May-16			No Adjustment		
<b>2<sup>nd</sup> Year Apprentice (80%)</b>					
<b>3-May-15</b>	38.41	3.84	1.10	4.10	47.45
1-Nov-15			No Adjustment		
1-May-16			No Adjustment		
<b>1<sup>st</sup> Year Apprentice (60%)</b>					
<b>3-May-15</b>	28.81	2.88	1.10	3.20	35.99
1-Nov-15			No Adjustment		
1-May-16			No Adjustment		

**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.

**WAGE SUMMARY 2015-2019.....PAGE 7**

**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
1-Nov-15			No Adjustment		
1-May-16			No Adjustment		
<b>Foreman (\$4.00)</b>					
3-May-15	52.46	5.25	1.10	4.50	63.31
1-Nov-15			No Adjustment		
1-May-16			No Adjustment		
<b>Journeyman</b>					
3-May-15	48.46	4.85	1.10	4.50	58.91
1-Nov-15			No Adjustment		
1-May-16			No Adjustment		
<b>3<sup>rd</sup> Year Apprentice (90%)</b>					
3-May-15	43.61	4.36	1.10	4.05	53.12
1-Nov-15			No Adjustment		
1-May-16			No Adjustment		
<b>2<sup>nd</sup> Year Apprentice (80%)</b>					
3-May-15	38.77	3.88	1.10	3.60	47.35
1-Nov-15			No Adjustment		
1-May-16			No Adjustment		
<b>1<sup>st</sup> Year Apprentice (60%)</b>					
3-May-15	29.08	2.91	1.10	2.70	35.79
1-Nov-15			No Adjustment		
1-May-16			No Adjustment		

➤ **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
1-Nov-15			No Adjustment			
1-May-16			No Adjustment			
<b>4<sup>th</sup> Yr Apprentice</b>						
7-June-15	37.74	3.77	1.60	6.60	.55	50.26
1-Nov-15			No Adjustment			
1-May-16			No Adjustment			
<b>3<sup>rd</sup> Yr Apprentice</b>						
7-June-15	33.54	3.35	1.60	6.60	.55	45.64
1-Nov-15			No Adjustment			
1-May-16			No Adjustment			
<b>2<sup>nd</sup> Yr Apprentice</b>						
7-June-15	29.35	2.94	1.60	6.60	.55	41.04
1-Nov-15			No Adjustment			
1-May-16			No Adjustment			
<b>1<sup>st</sup> Yr Apprentice</b>						
7-June-15	25.16	2.52	1.60	6.60	.55	36.43
1-Nov-15			No Adjustment			
1-May-16			No Adjustment			



**WAGE SUMMARY 2015-2019.....PAGE 9**

**CARPENTERS (PROV.) (cont'd)  
LOCALS 1325, 2103**

**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
1-May-16			No Adjustment			
<b>4<sup>th</sup> Yr Apprentice</b>						
7-June-15	33.56	3.36	1.60	3.62	0.10	42.24
1-May-16			No Adjustment			
<b>3<sup>rd</sup> Yr Apprentice</b>						
7-June-15	29.83	2.98	1.60	3.62	0.10	38.13
1-May-16			No Adjustment			
<b>2<sup>nd</sup> Yr Apprentice</b>						
7-June-15	26.10	2.61	1.60	3.62	0.10	34.03
1-May-16			No Adjustment			
<b>1<sup>st</sup> Yr Apprentice</b>						
7-June-15	22.37	2.24	1.60	3.62	0.10	29.93
1-May-16			No Adjustment			

➤ **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
01-Nov-15			No adjustment			
01-May-16			No adjustment			
<b>Third Year</b>						
03-May-15	35.75	3.58	1.50	5.75	0.35	46.93
01-Nov-15			No adjustment			
01-May-16			No adjustment			
<b>Second Year</b>						
03-May-15	31.55	3.16	1.50	4.03	0.35	40.59
01-Nov-15			No adjustment			
01-May-16			No adjustment			
<b>First Year</b>						
03-May-15	27.34	2.73	1.50	4.03	0.35	35.95
01-Nov-15			No adjustment			
01-May-16			No adjustment			
<b>Trainee</b>						
03-May-15	23.13	2.31	1.50	4.03	0.35	31.32
01-Nov-15			No adjustment			
01-May-16			No adjustment			

June 1, 2016

**CEMENT MASONS (PROV.) (cont'd)**  
**LOCAL UNION 222**

**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
01-May-16			No adjustment			
<b>Third Year</b>						
03-May-15	28.27	2.83	1.50	4.00	0.15	36.75
01-May-16			No adjustment			
<b>Second Year</b>						
03-May-15	24.95	2.50	1.50	2.80	0.15	31.90
01-May-16			No adjustment			
<b>First Year</b>						
03-May-15	21.62	2.16	1.50	2.80	0.15	28.23
01-May-16			No adjustment			
<b>Trainee</b>						
03-May-15	18.29	1.83	1.50	2.80	0.15	24.57
01-May-16			No adjustment			

➤ **Expiration Date April 30, 2019**

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June 1, 2016

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

**CONSTRUCTION AND MAINTENANCE, SERVICE & REPAIR**

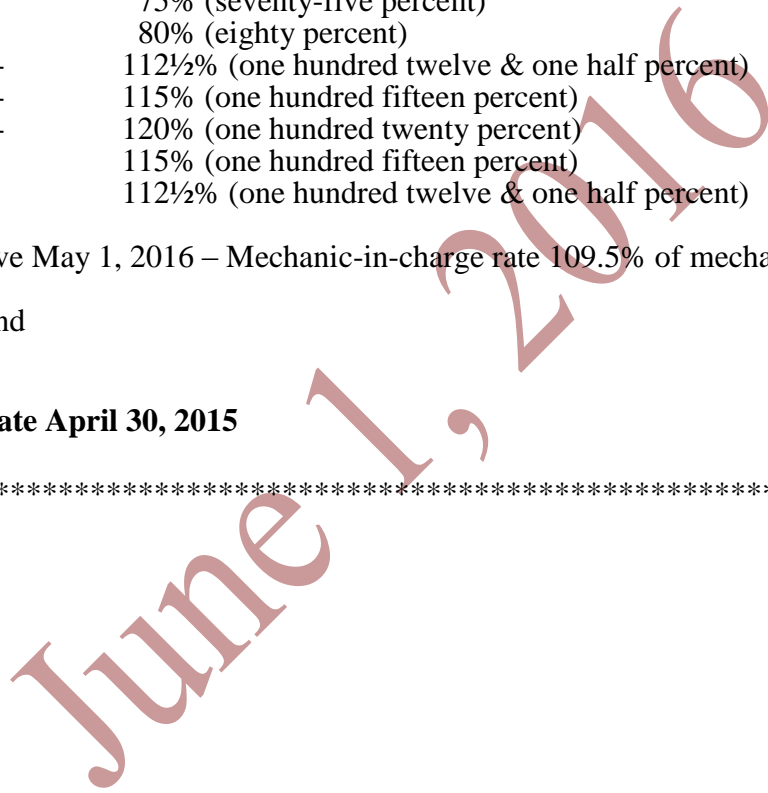
<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol &amp; Vac</b>	<b>H &amp; W</b>	<b>Pension</b>	<b>Other</b>	<b>Gross Wage</b>
<b>Established Mechanic</b> 01-May-2016	52.58	6.31	1.18	2.25	0.31	62.63
<b>Rate Percentage of Established Mechanic (listed above):</b>						
Probationary Helper		50% (fifty percent)				26.29
Helper		55% (fifty-five percent)				28.92
Helper 1		70% (seventy percent)				36.81
Helper 2		75% (seventy-five percent)				39.44
Helper 3		80% (eighty percent)				42.06
Mechanic-in-Charge -		112½% (one hundred twelve & one half percent)				59.15
Mechanic-in-Charge -		115% (one hundred fifteen percent)				60.47
Mechanic-in-Charge -		120% (one hundred twenty percent)				63.10
Adjuster		115% (one hundred fifteen percent)				60.47
Local Representative		112½% (one hundred twelve & one half percent)				59.15

Article 7.03 – Effective May 1, 2016 – Mechanic-in-charge rate 109.5% of mechanic’s rate

**Other:** Education Fund

➤ **Expiration Date April 30, 2015**

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**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
Nov 1, 2015					No Adjustment			
May 1, 2016					No Adjustment			
<b>Journeyman</b>								
May 17, 2015	42.68	4.27	2.10	0.10	6.25	0.50	0.25	56.15
Nov 1, 2015					No Adjustment			
May 1, 2016					No Adjustment			
<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
Nov 1, 2015					No Adjustment			
May 1, 2016					No Adjustment			
<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
Nov 1, 2015					No Adjustment			
May 1, 2016					No Adjustment			
<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
Nov 1, 2015					No Adjustment			
May 1, 2016					No Adjustment			
<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
Nov 1, 2015					No Adjustment			
May 1, 2016					No Adjustment			

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

**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
Nov 1, 2015					No Adjustment			
May 1, 2016					No Adjustment			
<b>Journeyman</b>								
May 17, 2015	31.93	3.19	2.10	0.10	6.25	0.50	0.25	44.32
Nov 1, 2015					No Adjustment			
May 1, 2016					No Adjustment			
<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
Nov 1, 2015					No Adjustment			
May 1, 2016					No Adjustment			
<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
Nov 1, 2015					No Adjustment			
May 1, 2016					No Adjustment			
<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
Nov 1, 2015					No Adjustment			
May 1, 2016					No Adjustment			
<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
Nov 1, 2015					No Adjustment			
May 1, 2016					No Adjustment			

**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
Nov 1/15					No Adjustment				
May 1/16					No Adjustment				
<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
Nov 1/15					No Adjustment				
May 1/16					No Adjustment				
<b>Journeyperson</b>									
May 3/15	39.52	2.37	1.42	2.05	5.64	0.15	0.45	0.15	51.75
Nov 1/15					No Adjustment				
May 1/16					No Adjustment				
<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
Nov 1/15					No Adjustment				
May 1/16					No Adjustment				
<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
Nov 1/15					No Adjustment				
May 1/16					No Adjustment				
<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
Nov 1/15					No Adjustment				
May 1/16					No Adjustment				
<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
Nov 1/15					No Adjustment				
May 1/16					No Adjustment				

**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 Journeyman)</b>									
May 3/15	39.64	2.38	1.43	1.80	4.50	0.15	0.25	0.15	50.30
Nov 1/15				No Adjustment					
May 1/16				No Adjustment					
<b>Leadhand (105% of Journeyman)</b>									
May 3/15	37.84	2.27	1.36	1.80	4.50	0.15	0.25	0.15	48.32
Nov 1/15				No Adjustment					
May 1/16				No Adjustment					
<b>Journeyman</b>									
May 3/15	36.04	2.16	1.30	1.80	4.50	0.15	0.25	0.15	46.35
Nov 1/15				No Adjustment					
May 1/16				No Adjustment					
<b>4<sup>th</sup> Level (90% of Journeyman 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
Nov 1/15				No Adjustment					
May 1/16				No Adjustment					
<b>3<sup>rd</sup> Level (80% of Journeyman 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
Nov 1/15				No Adjustment					
May 1/16				No Adjustment					
<b>2<sup>nd</sup> Level (70% of Journeyman 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
Nov 1/15				No Adjustment					
May 1/16				No Adjustment					
<b>1<sup>st</sup> Level (60% of Journeyman 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
Nov 1/15				No Adjustment					
May 1/16				No Adjustment					

➤ **Expiration Date April 30, 2019**

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**IRONWORKERS STRUCTURAL (PROV.)**

**LOCAL UNIONS 720 & 725**

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

<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
Nov 1/15				No Adjustment				
May 1/16				No Adjustment				
<b>Journeyman</b>								
May 3/15	42.85	2.57	1.72	2.50	6.64	0.15	0.65	57.08
Nov 1/15				No Adjustment				
May 1/16				No Adjustment				
<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
Nov 1/15				No Adjustment				
May 1/16				No Adjustment				
<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
Nov 1/15				No Adjustment				
May 1/16				No Adjustment				
<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
Nov 1/15				No Adjustment				
May 1/16				No Adjustment				
<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
Nov 1/15				No Adjustment				
May 1/16				No Adjustment				
<b><u>Welder Apprentices 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
Nov 1/15				No Adjustment				
May 1/16				No Adjustment				
<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
Nov 1/15				No Adjustment				

**WAGE SUMMARY 2015-2019.....PAGE 18**

<b>May 1/16</b>	No Adjustment							
<b>1<sup>st</sup> Level (60% of Journeyman)</b>								
<b>May 3/15</b>	25.71	1.54	1.03	2.50	0.00	0.15	0.65	31.58
<b>Nov 1/15</b>	No Adjustment							
<b>May 1/16</b>	No Adjustment							

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

**COMMERCIAL & INSTITUTIONAL**

<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>								
<b>May 3/15</b>	42.93	2.58	1.72	2.25	5.25	0.15	0.45	55.33
<b>Nov 1/15</b>	43.16	2.59	1.73	2.25	5.25	0.15	0.45	55.58
<b>May 1/16</b>	No Adjustment							
<b>Journeyman</b>								
<b>May 3/15</b>	38.18	2.29	1.53	2.25	5.25	0.15	0.45	50.10
<b>Nov 1/15</b>	38.41	2.30	1.54	2.25	5.25	0.15	0.45	50.35
<b>May 1/16</b>	No Adjustment							
<b>Generalist 4th year (90% of Journeyman)</b>								
<b>May 3/15</b>	34.36	2.06	1.37	2.25	5.25	0.15	0.45	45.89
<b>Nov 1/15</b>	34.57	2.07	1.38	2.25	5.25	0.15	0.45	46.12
<b>May 1/16</b>	No Adjustment							
<b>3rd Level (80% of Journeyman)</b>								
<b>May 3/15</b>	30.54	1.83	1.22	2.25	5.25	0.15	0.45	41.69
<b>Nov 1/15</b>	30.73	1.84	1.23	2.25	5.25	0.15	0.45	41.90
<b>May 1/16</b>	No Adjustment							
<b>2nd Level (70% of Journeyman )</b>								
<b>May 3/15</b>	26.73	1.60	1.07	2.25	5.25	0.15	0.45	37.50
<b>Nov 1/15</b>	26.89	1.61	1.08	2.25	5.25	0.15	0.45	37.68
<b>May 1/16</b>	No Adjustment							
<b>1st Level (60% of Journeyman) (0 - 1500 Hours)</b>								
<b>May 3/15</b>	22.91	1.37	0.92	2.25	0.00	0.15	0.45	28.05
<b>Nov 1/15</b>	23.05	1.38	0.92	2.25		0.15	0.45	28.20
<b>May 1/16</b>	No Adjustment							

➤ **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**

Effective Date	Base Rate	Holiday & Vacation	Health & Welfare	Pension	Training	Gross Rate
<b>Certified Construction Craft Labourer</b>						
May 3, 2015	35.74	3.57	2.06	5.06	0.45	46.88
Nov 1, 2015			No Adjustment			
May 1, 2016			No Adjustment			
<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
Nov 1, 2015			No Adjustment			
May 1, 2016			No Adjustment			
<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
Nov 1, 2015			No Adjustment			
May 1, 2016			No Adjustment			
<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
Nov 1, 2015			No Adjustment			
May 1, 2016			No Adjustment			
<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
Nov 1, 2015			No Adjustment			
May 1, 2016			No Adjustment			

**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>						
<b>May 3, 2015</b>	\$27.28	\$2.73	\$1.76	\$1.80	\$0.20	\$33.77
<b>May 1,2016</b>			No Adjustment			
<b>Uncertified Labourer Rate (93% of Certified Labourers Base Rate)</b>						
<b>May 3, 2015</b>	\$25.37	\$2.54	\$1.76	\$1.80	\$0.20	\$31.67
<b>May 1,2016</b>			No Adjustment			
<b>Entry Level 2 (85% of Certified Labourers Base Rate for 900 hours following completion of Entry Level 1)</b>						
<b>May 3, 2015</b>	\$23.19	\$2.32	\$1.76	\$1.53	\$0.20	\$29.00
<b>May 1,2016</b>			No Adjustment			
<b>Entry Level 1 (73% of Certified Labourers Base Rate for first 300 hours of employment)</b>						
<b>May 3, 2015</b>	\$19.91	\$1.99	\$1.76	\$1.31	\$0.20	\$25.17
<b>May 1,2016</b>			No Adjustment			
<b>Bricklayer Helper</b>						
<b>May 3, 2015</b>	\$29.37	\$2.94	\$1.76	\$1.80	\$0.20	\$36.07
<b>May 1,2016</b>			No Adjustment			
<b>Bricklayer Helper Entry Level 2 (80% of Bricklayer Helper Rate for 900 hours following completion of Entry Level 1)</b>						
<b>May 3, 2015</b>	\$23.50	\$2.35	\$1.76	\$1.44	\$0.20	\$29.25
<b>May 1,2016</b>			No Adjustment			
<b>Bricklayer Helper Entry Level 2 (74% of Bricklayer Helper Rate for first 300 hours following completion of Entry Level 1)</b>						
<b>May 3, 2015</b>	\$21.73	\$2.17	\$1.76	\$1.33	\$0.20	\$27.19
<b>May 1,2016</b>			No Adjustment			

➤ **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
1-Nov-15			No Adjustment			
1-May-16			No Adjustment			
<b>Labourer (Refractory)</b>						
3-May-15	\$36.34	\$3.63	\$2.06	\$5.06	\$47.09	\$0.25
1-Nov-15			No Adjustment			
1-May-16			No Adjustment			
<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
1-Nov-15			No Adjustment			
1-May-16			No Adjustment			
<b>Labourer (Refractory)</b>						
3-May-15	\$40.06	\$4.01	\$2.06	\$ -	\$46.13	\$0.25
1-Nov-15			No Adjustment			
1-May-16			No Adjustment			

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

➤ **Expiration Date April 30, 2019**

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**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
1-Nov-2015				No Increase				
1-May-2016				No Increase				
<b>FOREMAN</b>								
3-May-2015	51.29	0.20	5.13	2.04	6.61	0.60	0.10	65.97
1-Nov-2015				No Increase				
1-May-2016				No Increase				
<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
1-Nov-2015				No Increase				
1-May-2016				No Increase				
<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
1-Nov-2015				No Increase				
1-May-2016				No Increase				
<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
1-Nov-2015				No Increase				
1-May-2016				No Increase				
<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
1-Nov-2015				No Increase				
1-May-2016				No Increase				
<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
1-Nov-2015				No Increase				
1-May-2016				No Increase				
<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
1-Nov-2015				No Increase				
1-May-2016				No Increase				

**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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<b>FOREMAN</b>								
3-May-2015	51.29	0.20	5.13	2.04	6.61	0.60	0.10	65.97
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<b>JOURNEYMAN</b>								
3-May-2015	45.79	0.20	4.58	2.04	6.61	0.60	0.10	59.92
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				

**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 (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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<b>FOREMAN</b>								
3-May-2015	46.79	0.20	4.68	2.04	6.00	0.25	0.10	60.06
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<b>JOURNEYMAN</b>								
3-May-2015	42.79	0.20	4.28	2.04	6.00	0.25	0.10	55.66
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				

**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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				

- 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 26**

**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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<b>FOREMAN</b>								
3-May-2015	51.76	0.60	5.18	1.75	6.20	0.45	0.03	65.97
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				

**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 27**

**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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<b>FOREMAN</b>								
3-May-2015	51.76	0.60	5.18	1.75	6.20	0.45	0.03	65.97
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<b>JOURNEYMAN</b>								
3-May-2015	46.26	0.60	4.63	1.75	6.20	0.45	0.03	59.92
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<b>4th YEAR</b>								
3-May-2015	36.89	0.60	3.69	1.75	6.20	0.45	0.03	49.61
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				

**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 (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
1-Nov-2015	43.99	0.60	4.40	1.65	5.04	0.45	0.03	56.16
1-May-2016				No Adjustment				
<b>FOREMAN</b>								
3-May-2015	40.67	0.60	4.07	1.65	5.04	0.45	0.03	52.51
1-Nov-2015	40.99	0.60	4.10	1.65	5.04	0.45	0.03	52.86
1-May-2016				No Adjustment				
<b>JOURNEYMAN</b>								
3-May-2015	37.67	0.60	3.77	1.65	5.04	0.45	0.03	49.21
1-Nov-2015	37.99	0.60	3.80	1.65	5.04	0.45	0.03	49.56
1-May-2016				No Adjustment				
<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	0.10	3.05	1.65	4.03	0.30	0.03	39.68
1-Nov-2015	30.79	0.10	3.08	1.65	4.03	0.30	0.03	39.98
1-May-2016				No Adjustment				
<b>3<sup>RD</sup> YEAR APPRENTICE PLUMBER</b>								
3-May-2015	26.69	0.10	2.67	1.65	3.53	0.30	0.03	34.97
1-Nov-2015	26.94	0.10	2.69	1.65	3.53	0.30	0.03	35.24
1-May-2016				No Adjustment				
<b>2<sup>ND</sup> YEAR APPRENTICE PLUMBER</b>								
3-May-2015	22.86	0.10	2.29	1.65	3.02	0.30	0.03	30.25
1-Nov-2015	23.09	0.10	2.31	1.65	3.02	0.30	0.03	30.50
1-May-2016				No Adjustment				
<b>2<sup>ND</sup> YEAR APPRENTICE STEAMFITTER &amp; WELDER</b>								
3-May-2015	24.78	0.10	2.48	1.65	3.28	0.30	0.03	32.62
1-Nov-2015	25.02	0.10	2.50	1.65	3.28	0.30	0.03	32.88
1-May-2016				No Adjustment				
<b>1<sup>ST</sup> YEAR APPRENTICE PLUMBER &amp; STEAMFITTER &amp; WELDER</b>								
3-May-2015	19.04	0.10	1.90	1.65	2.52	0.30	0.03	25.54
1-Nov-2015	19.25	0.10	1.92	1.65	2.52	0.30	0.03	25.77
1-May-2016				No Adjustment				

\* \$0.50 of this amount is MMDF while \$0.10 is Industry Advancement. Only the MMDF portion is added to the Journeyman base rate to calculate apprentice rates

**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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				
<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
1-Nov-2015				No Adjustment				
1-May-2016				No Adjustment				

**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>						
May 3, 2015	45.50	4.55	2.25	7.25	0.60	60.15
Nov 1, 2015			No Adjustment			
May 1, 2016			No Adjustment			

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 32****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 33****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
891-900	56.33	5.63	2.00	5.00	0.40	69.36

**WAGE SUMMARY 2015-2019.....PAGE 34****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
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

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

**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
<b>Group 5</b>						
Effective Date Through April 30 <sup>th</sup> , 2017	25.50	2.55	1.55	3.50	0.20	33.30

**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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June 1, 2016

**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
Nov.1, 2015			No Adjustment			
May 1, 2016			No Adjustment			
<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
Nov.1, 2015			No Adjustment			
May 1, 2016			No Adjustment			
<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
Nov.1, 2015			No Adjustment			
May 1, 2016			No Adjustment			
<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
Nov.1, 2015			No Adjustment			
May 1, 2016			No Adjustment			
<b>Trainee (50% of Journeyman Base Wage)</b>						
May 3 2015	21.59	2.16	1.50	3.25	0.60	29.10
Nov.1, 2015			No Adjustment			
May 1, 2016			No Adjustment			

**WAGE SUMMARY 2015-2019.....PAGE 37**

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

**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
Nov.1, 2015			No Adjustment			
May 1, 2016			No Adjustment			
<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
Nov.1, 2015			No Adjustment			
May 1, 2016			No Adjustment			
<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
Nov.1, 2015			No Adjustment			
May 1, 2016			No Adjustment			
<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
Nov.1, 2015			No Adjustment			
May 1, 2016			No Adjustment			
<b>Trainee (50% of Journeyman Base Wage)</b>						
May 3, 2015	\$15.53	\$1.55	\$1.40	\$3.00	\$0.35	\$21.83
Nov.1, 2015			No Adjustment			
May 1, 2016			No Adjustment			



**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
Nov.1, 2015			No Adjustment			
May 1, 2016			No Adjustment			
<b>Nozzelmen 2</b>						
May 3, 2015	\$26.37	\$2.64	\$1.40	\$2.00	\$0.35	\$32.76
Nov.1, 2015			No Adjustment			
May 1, 2016			No Adjustment			
<b>Nozzelmen 3</b>						
May 3, 2015	\$23.37	\$2.34	\$1.40	\$1.75	\$0.35	\$29.21
Nov.1, 2015			No Adjustment			
May 1, 2016			No Adjustment			
<b>Mixer 1</b>						
May 3, 2015	\$20.05	\$2.02	\$1.40	\$1.50	\$0.35	\$25.32
Nov.1, 2015			No Adjustment			
May 1, 2016			No Adjustment			
<b>Mixer 2</b>						
May 3, 2015	\$18.15	\$1.81	\$1.40	\$1.40	\$0.35	\$23.11
Nov.1, 2015			No Adjustment			
May 1, 2016			No Adjustment			
<b>Helper</b>						
May 3, 2015	\$15.34	\$1.54	\$1.40	\$0.25	\$0.10	\$18.63
Nov.1, 2015			No Adjustment			
May 1, 2016			No Adjustment			

➤ **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 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
1-May-16	53.85	5.39	2.05	5.60	0.35	0.10	0.10	67.44
<b>Journeyman 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
1-May-16	48.95	4.89	2.05	5.60	0.35	0.10	0.10	62.04
<b>4<sup>th</sup> year apprentice 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
1-May-16	41.61	4.16	2.05	4.76	0.35	0.10	0.10	53.13
<b>3<sup>rd</sup> year apprentice 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
1-May-16	36.71	3.67	2.05	4.20	0.35	0.10	0.10	47.18
<b>2<sup>nd</sup> year apprentice 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
1-May-16	29.37	2.94	2.05	3.36	0.35	0.10	0.10	38.27
<b>1<sup>st</sup> year apprentice 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
1-May-16	24.48	2.45	2.05	2.80	0.35	0.10	0.10	32.33

➤ **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>						
24-May-15	40.09	4.01	1.60	2.80	0.00	48.50
1-Nov-15			No Adjustment			
1-May-16			No Adjustment			
<b>Journeyman</b>						
24-May-15	39.09	3.91	1.60	2.80	0.00	47.40
1-Nov-15			No Adjustment			
1-May-16			No Adjustment			
<b>Fourth Year Apprentice</b>						
24-May-15	38.09	3.81	1.60	2.80	0.00	46.30
1-Nov-15			No Adjustment			
1-May-16			No Adjustment			
<b>Third Year Apprentice</b>						
24-May-15	34.08	3.41	1.60	2.80	0.00	41.89
1-Nov-15			No Adjustment			
1-May-16			No Adjustment			
<b>Second Year Apprentice</b>						
24-May-15	30.07	3.01	1.60	2.80	0.00	37.48
1-Nov-15			No Adjustment			
1-May-16			No Adjustment			
<b>First Year Apprentice</b>						
24-May-15	26.06	2.61	1.60	2.80	0.00	33.07
1-Nov-15			No Adjustment			
1-May-16			No Adjustment			
<b>Truck Driver</b>						
24-May-15	37.68	3.77	1.60	2.80	0.00	45.85
1-Nov-15			No Adjustment			
1-May-16			No Adjustment			
<b>Pre Apprentice Rates and Benefits - apply after 400 hours worked</b>						
24-May-15	22.05	2.21	1.60	2.80	0.00	28.66
1-Nov-15			No Adjustment			
1-May-16			No Adjustment			
<b>Roof Helper Rates and Benefits - apply after 400 hours worked</b>						
24-May-15	20.05	2.01	1.60	2.80	0.00	26.46
1-Nov-15			No Adjustment			
1-May-16			No Adjustment			
<b>Pre Apprentice – During First 400 hours worked</b>						
24-May-15	22.05	2.21	0.00	0.00	0.00	24.26
1-Nov-15			No Adjustment			
1-May-16			No Adjustment			
<b>Roof Helper – During First 400 hours worked</b>						
24-May-15	20.05	2.01	0.00	0.00	0.00	22.06
1-Nov-15			No Adjustment			
1-May-16			No Adjustment			

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

**Note** - Pre Apprentices and Roofer Helpers are not eligible for benefits for the first 400 hours worked in either or both classifications combined. After the first 400 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 4 or more Employees.**

**CARPENTER ROOFERS' COMMERCIAL/INSTITUTIONAL 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>						
24-May-15	36.20	3.62	1.60	3.50	0.00	44.92
1-May-16	No Adjustment					
<b>Journeyman</b>						
24-May-15	35.30	3.53	1.60	3.50	0.00	43.93
1-May-16	No Adjustment					
<b>Fourth Year Apprentice</b>						
24-May-15	34.39	3.44	1.60	3.50	0.00	42.93
1-May-16	No Adjustment					
<b>Third Year Apprentice</b>						
24-May-15	30.77	3.08	1.60	3.50	0.00	38.95
1-May-16	No Adjustment					
<b>Second Year Apprentice</b>						
24-May-15	27.15	2.72	1.60	3.50	0.00	34.97
1-May-16	No Adjustment					
<b>First Year Apprentice</b>						
24-May-15	23.53	2.35	1.60	3.50	0.00	30.98
1-May-16	No Adjustment					
<b>Pre Apprentices Rates and Benefits - apply after 400 hours worked</b>						
24-May-15	19.91	1.99	1.60	3.50	0.00	27.00
1-May-16	No Adjustment					
<b>Roofer Helper Rates and Benefits - apply after 400 hours worked</b>						
24-May-15	18.10	1.81	1.60	3.50	0.00	25.01
1-May-16	No Adjustment					
<b>Pre Apprentice - First 400 hours Worked</b>						
24-May-15	19.91	1.99	0.00	0.00	0.00	21.90
1-May-16	No Adjustment					
<b>Roofer Helper - First 400 Hours Worked</b>						
24-May-15	18.10	1.81	0.00	0.00	0.00	19.91
1-May-16	No Adjustment					

**Note** - Pre Apprentices and Roofer Helpers are not eligible for benefits for the first 400 hours worked in either or both classifications combined. After the first 400 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 42**

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

**SHEET METAL 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>						
24-May-15	40.09	4.01	1.60	2.50	0.30	48.50
1-Nov-15				No Adjustment		
1-May-16				No Adjustment		
<b>Journeyman</b>						
24-May-15	39.09	3.91	1.60	2.50	0.30	47.40
1-Nov-15				No Adjustment		
1-May-16				No Adjustment		
<b>Fourth Year Apprentice</b>						
24-May-15	38.09	3.81	1.60	2.50	0.30	46.30
1-Nov-15				No Adjustment		
1-May-16				No Adjustment		
<b>Third Year Apprentice</b>						
24-May-15	34.08	3.41	1.60	2.50	0.30	41.89
1-Nov-15				No Adjustment		
1-May-16				No Adjustment		
<b>Second Year Apprentice</b>						
24-Nov-14	30.07	3.01	1.60	2.50	0.30	37.48
1-Nov-15				No Adjustment		
1-May-16				No Adjustment		
<b>First Year Apprentice</b>						
24-May-15	26.06	2.61	1.60	2.50	0.30	33.07
1-Nov-15				No Adjustment		
1-May-16				No Adjustment		
<b>Truck Driver</b>						
24-May-15	37.68	3.77	1.60	2.50	0.30	45.85
1-Nov-15				No Adjustment		
1-May-16				No Adjustment		
<b>Pre Apprentice Rates and Benefits - apply after 400 hours worked</b>						
24-May-15	22.05	2.21	1.60	2.50	0.30	28.66
1-Nov-15				No Adjustment		
1-May-16				No Adjustment		
<b>Roofer Helper Rates and Benefits - apply after 400 hours worked</b>						
24-May-15	20.05	2.01	1.60	2.50	0.30	26.46
1-Nov-15				No Adjustment		
1-May-16				No Adjustment		
<b>Pre Apprentice – During First 400 hours worked</b>						
24-May-15	22.05	2.21	0.00	0.00	0.00	24.26
1-Nov-15				No Adjustment		
1-May-16				No Adjustment		
<b>Roofer Helper – During First 400 hours worked</b>						
24-May-15	20.05	2.01	0.00	0.00	0.00	22.06
1-Nov-15				No Adjustment		
1-May-16				No Adjustment		

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

**Note** - Pre Apprentices and Roofer Helpers are not eligible for benefits for the first 400 hours worked in either or both classifications combined. After the first 400 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.**

**SHEET METAL ROOFERS' COMMERCIAL/INSTITUTIONAL 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>						
24-May-15	36.34	3.63	1.65	3.00	0.30	44.92
1-May-16			No Adjustment			
<b>Journeyman</b>						
24-May-15	35.44	3.54	1.65	3.00	0.30	43.93
1-May-16			No Adjustment			
<b>Fourth Year Apprentice</b>						
24-May-15	34.53	3.45	1.65	3.00	0.30	42.93
1-May-16			No Adjustment			
<b>Third Year Apprentice</b>						
24-May-15	30.91	3.09	1.65	3.00	0.30	38.95
1-May-16			No Adjustment			
<b>Second Year Apprentice</b>						
24-May-15	27.29	2.73	1.65	3.00	0.30	34.97
1-May-16			No Adjustment			
<b>First Year Apprentice</b>						
24-May-15	23.67	2.36	1.65	3.00	0.30	30.98
1-May-16			No Adjustment			
<b>Pre-Apprentice after 400 hours</b>						
24-May-15	20.05	2.00	1.65	3.00	0.30	27.00
1-May-16			No Adjustment			
<b>Roofer Helper after 400 hours</b>						
24-May-15	18.24	1.82	1.65	3.00	0.30	25.01
1-May-16			No Adjustment			
<b>Pre-Apprentice – First 400 hours</b>						
24-May-15	19.86	1.99	0.00	0.00	0.00	21.85
1-May-16			No Adjustment			
<b>Roofer Helper – First 400 hours</b>						
24-May-15	18.05	1.81	0.00	0.00	0.00	19.86
1-May-16			No Adjustment			

**Note** - Pre Apprentices and Roofer Helpers are not eligible for benefits for the first 400 hours worked in either or both classifications combined. After the first 400 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, 2019**

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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
1-Nov-15				No Adjustment			
1-May-16				No Adjustment			
<b>Foreman</b>							
3-May-15	49.71	4.97	1.65	5.50	0.30	0.09	62.22
1-Nov-15				No Adjustment			
1-May-16				No Adjustment			
<b>Journeyman</b>							
3-May-15	45.71	4.57	1.65	5.50	0.30	0.09	57.82
1-Nov-15				No Adjustment			
1-May-16				No Adjustment			
<b>Fourth Year Apprentice</b>							
3-May-15	38.85	3.89	1.65	5.50	0.30	0.09	50.28
1-Nov-15				No Adjustment			
1-May-16				No Adjustment			
<b>Third Year Apprentice</b>							
3-May-15	34.28	3.43	1.65	5.50	0.30	0.09	45.25
1-Nov-15				No Adjustment			
1-May-16				No Adjustment			
<b>Second Year Apprentice</b>							
3-May-15	29.71	2.97	1.65	5.50	0.30	0.09	40.22
1-Nov-15				No Adjustment			
1-May-16				No Adjustment			
<b>First Year Apprentice</b>							
3-May-15	22.86	2.29	1.65	*	0.30	0.09	27.19
1-Nov-15				No Adjustment			
1-May-16				No Adjustment			
<b>Probationary</b>							
3-May-15	18.28	1.83	1.65	*	0.30	0.09	22.15
1-Nov-15				No Adjustment			
1-May-16				No Adjustment			

**SHEET METAL (PROV.) (cont'd)  
LOCAL UNION 8**

**Welders**

**Journeyman**

3-May-15	45.71	4.57	1.65	5.50	0.30	0.09	57.82
1-Nov-15				No Adjustment			
1-May-16				No Adjustment			

**Third Year Apprentice**

3-May-15	41.14	4.11	1.65	5.50	0.30	0.09	52.79
1-Nov-15				No Adjustment			
1-May-16				No Adjustment			

**Second Year Apprentice**

3-May-15	34.28	3.43	1.65	5.50	0.30	0.09	45.25
1-Nov-15				No Adjustment			
1-May-16				No Adjustment			

**First Year Apprentice**

3-May-15	27.43	2.74	1.65	*	0.30	0.09	32.21
1-Nov-15				No Adjustment			
1-May-16				No Adjustment			

*June 1, 2016*



**SHEET METAL (PROV.) (cont'd)  
LOCAL UNION 8**

**COMMERCIAL & INSTUTIONAL**

	<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	41.26	4.13	1.65	4.50	0.30	0.09	51.93
1-May-16				No Adjustment			
<b>Foreman B</b>							
3-May-15	40.26	4.03	1.65	4.50	0.30	0.09	50.83
1-May-16				No Adjustment			
<b>Journeyman</b>							
3-May-15	37.26	3.73	1.65	4.50	0.30	0.09	47.53
1-May-16				No Adjustment			
<b>Fourth Year Apprentice</b>							
3-May-15	31.67	3.17	1.65	4.50	0.30	0.09	41.38
1-May-16				No Adjustment			
<b>Third Year Apprentice</b>							
3-May-15	27.95	2.80	1.65	4.50	0.30	0.09	37.29
1-May-16				No Adjustment			
<b>Second Year Apprentice</b>							
3-May-15	24.22	2.42	1.65	4.50	0.30	0.09	33.18
1-May-16				No Adjustment			
<b>First Year Apprentice</b>							
3-May-15	18.63	1.86	1.65	*	0.30	0.09	22.53
1-May-16				No Adjustment			
<b>Probationary</b>							
3-May-15	14.90	1.49	1.65	*	0.30	0.09	18.43
1-May-16				No Adjustment			
<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
1-May-16				No Adjustment			
<b>Third Year Apprentice</b>							
3-May-15	33.53	3.35	1.65	4.50	0.30	0.09	43.42
1-May-16				No Adjustment			
<b>Second Year Apprentice</b>							
3-May-15	27.95	2.80	1.65	4.50	0.30	0.09	37.29
1-May-16				No Adjustment			
<b>First Year Apprentice</b>							
3-May-15	22.36	2.24	1.65	*	0.30	0.09	26.64
1-May-16				No Adjustment			

\* 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
<b>General Foreman</b>							
3-May-15	50.30	5.03	1.65	5.50	0.30	0.09	62.87
1-Nov-15				No Adjustment			
1-May-16				No Adjustment			
<b>Foreman</b>							
3-May-15	48.05	4.81	1.65	5.50	0.30	0.09	60.40
1-Nov-15				No Adjustment			
1-May-16				No Adjustment			
<b>Journeyman</b>							
3-May-15	43.55	4.36	1.65	5.50	0.30	0.09	55.45
1-Nov-15				No Adjustment			
1-May-16				No Adjustment			
<b>Third Year Apprentice</b>							
3-May-15	37.02	3.70	1.65	5.50	0.30	0.09	48.26
1-Nov-15				No Adjustment			
1-May-16				No Adjustment			
<b>Second Year Apprentice</b>							
3-May-15	32.66	3.27	1.65	5.50	0.30	0.09	43.47
1-Nov-15				No Adjustment			
1-May-16				No Adjustment			
<b>First Year Apprentice</b>							
3-May-15	28.31	2.83	1.65	*	0.30	0.09	33.18
1-Nov-15				No Adjustment			
1-May-16				No Adjustment			
<b>Probationary</b>							
3-May-15	23.95	2.40	1.65	*	0.30	0.09	28.39
1-Nov-15				No Adjustment			
1-May-16				No Adjustment			

**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
1-May-16				No Adjustment			
<b>Foreman B</b>							
3-May-15	41.07	4.11	1.65	4.50	0.30	0.09	51.72
1-May-16				No Adjustment			
<b>Journeyman</b>							
3-May-15	36.57	3.66	1.65	4.50	0.30	0.09	46.77
1-May-16				No Adjustment			
<b>3rd Year Apprentice</b>							
3-May-15	31.08	3.11	1.65	4.50	0.30	0.09	40.73
1-May-16				No Adjustment			
<b>Second Year Apprentice</b>							
3-May-15	27.43	2.74	1.65	4.50	0.30	0.09	36.71
1-May-16				No Adjustment			
<b>First Year Apprentice</b>							
3-May-15	23.77	2.38	1.65	*	0.30	0.09	28.19
1-May-16				No Adjustment			
<b>Probationary</b>							
3-May-15	20.11	2.01	1.65	*	0.30	0.09	24.16
1-May-16				No Adjustment			

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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