

SUMMARY OF WAGES IN CONSTRUCTION - ALBERTA 1999 – 2001

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

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
BOILERMAKERS (PROV.) **						
LOCAL UNION #146						
Journeyman						
01.May.99	24.44	2.44	2.25	4.00	0.53	33.66
01.Nov.99	25.08	2.51	2.25	4.00	0.58	34.42
01.May.00	26.45	2.65	2.25	4.00	0.58	35.93
01.Nov.00	26.95	2.70	2.25	4.00	0.58	36.48
3rd Year Apprentice						
01.May.99	22.00	2.20	2.25	4.00	0.53	30.98
01.Nov.99	22.57	2.26	2.25	4.00	0.58	31.66
01.May.00	23.81	2.38	2.25	4.00	0.58	33.02
01.Nov.00	24.26	2.43	2.25	4.00	0.58	33.52
2nd Year Apprentice						
01.May.99	18.33	1.83	2.25	4.00	0.53	26.94
01.Nov.99	18.81	1.88	2.25	4.00	0.58	27.52
01.May.00	19.84	1.98	2.25	4.00	0.58	28.65
01.Nov.00	20.21	2.02	2.25	4.00	0.58	29.06
1st Year Apprentice						
01.May.99	14.66	1.47	2.25	4.00	0.53	22.91
01.Nov.99	15.05	1.51	2.25	4.00	0.58	23.39
01.May.00	15.87	1.59	2.25	4.00	0.58	24.29
01.Nov.00	16.17	1.62	2.25	4.00	0.58	24.62
Helper						
01.May.99	18.33	1.83	2.25	4.00	0.53	26.94
01.Nov.99	18.81	1.88	2.25	4.00	0.58	27.52
01.May.00	19.84	1.98	2.25	4.00	0.58	28.65
01.Nov.00	20.21	2.02	2.25	4.00	0.58	29.06

Asst. Foreman: J + 8% (eight percent)
Foreman: J + 12% (twelve percent)
General Foreman: J + 18% (eighteen percent)

Hours of Work = 8 (eight).

Two Shift Operation: 2nd shift = \$2.25 (two dollars & twenty-five cents), 3rd Shift = \$2.25 (two dollars & twenty-five cents). Overtime see Article 16.01. Transportation Rate = 34¢/km (thirty-four cents), Subsistence Provincial Rate = \$75.00 (seventy-five dollars) per day, see article 20:01 for exceptions.

Other: includes union promotion, educational, national & apprenticeship training funds.

• Administration Fee of 15¢/hour (fifteen cents), as per Collective Agreement, not included in above totals.

➤ Expiration Date April 30, 2001

WAGE SUMMARY 1999-2001.....PAGE 2

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
BRICKLAYERS (PROV.) RED BRICK **						
LOCAL UNION #1						
Journeyman						
07.Jun.99	22.08	2.21	1.00	1.75		27.04
01.Nov.99	22.62	2.27	1.00	1.75		27.64
01.May.00	22.86	2.29	1.24	2.00		28.39
01.Nov.00	23.41	2.34	1.24	2.00		28.99

LOCAL UNION #2						
Journeyman						
07.Jun.99	22.08	2.21	1.00	1.75		27.04
01.Nov.99	22.62	2.27	1.00	1.75		27.64
01.May.00	22.99	2.30	1.10	2.00		28.39
01.Nov.00	23.54	2.35	1.10	2.00		28.99

Probationary Apprentice (less than 120 days exp.): 60% (sixty percent) minimum journeyman wage
Registered Apprentice (minimum 1600 hours): 1st period - 60% (sixty percent) minimum journeyman wage
 2nd period - 80% (eighty percent) minimum journeyman wage
 3rd period - 90% (ninety percent) minimum journeyman wage
Working Foreman: \$2.00/hr (two dollars) above journeyman rate

- Industrial Sites where BTC agreement in effect, rate of \$1.50 (one dollar fifty cents) over net rate will be paid.
 - Industry Advancement Fund Fee of 29¢/hr (twenty-nine cents), as per Collective Agreement, not included in above totals.
- Expiration Date April 30, 2001

**BRICKLAYERS (PROV.) REFRACTORY
 LOCAL UNION #1 & #2**

CONSTRUCTION & MAINTENANCE

LOCAL #1

Journeyman						
01.May.99	27.61	2.76	1.00	1.75		33.12
01.Nov.99	28.29	2.83	1.00	1.75		33.87
01.May.00	29.20	2.92	1.24	2.00		35.36
01.Nov.00	29.69	2.97	1.24	2.00		35.90

Apprentice – 3rd Period						
01.May.99	24.85	2.48	1.00	1.75		30.08
01.Nov.99	25.46	2.55	1.00	1.75		30.76
01.May.00	26.28	2.63	1.24	2.00		32.15
01.Nov.00	26.72	2.67	1.24	2.00		32.63

Apprentice – 2nd Period						
01.May.99	22.09	2.21	1.00	1.75		27.05
01.Nov.99	22.63	2.26	1.00	1.75		27.64
01.May.00	23.36	2.34	1.24	2.00		28.94
01.Nov.00	23.75	2.38	1.24	2.00		29.37

Apprentice – 1st Period						
01.May.99	16.57	1.66	1.00	1.75		20.98
01.Nov.99	16.97	1.70	1.00	1.75		21.42
01.May.00	17.52	1.75	1.24	2.00		22.51

WAGE SUMMARY 1999-2001.....PAGE 3

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
01.Nov.00	17.81	1.78	1.24	2.00		22.83

WAGE SUMMARY 1999-2001.....PAGE 4

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
BRICKLAYERS (PROV.) REFRACTORY...continued...						
LOCAL #2						
Journeyman						
01.May.99	26.93	2.69	1.00	2.50		33.12
01.Nov.99	27.61	2.76	1.00	2.50		33.87
01.May.00	28.87	2.89	1.10	2.50		35.36
01.Nov.00	29.36	2.94	1.10	2.50		35.90
Apprentice – 3rd Period						
01.May.99	24.23	2.42	1.00	2.50		30.15
01.Nov.99	24.85	2.48	1.00	2.50		30.83
01.May.00	25.99	2.60	1.10	2.50		32.19
01.Nov.00	26.43	2.64	1.10	2.50		32.67
Apprentice – 2nd Period						
01.May.99	21.54	2.15	1.00	2.50		27.19
01.Nov.99	22.09	2.21	1.00	2.50		27.80
01.May.00	23.10	2.31	1.10	2.50		29.01
01.Nov.00	23.49	2.35	1.10	2.50		29.44
Apprentice – 1st Period						
01.May.99	16.16	1.62	1.00	2.50		21.28
01.Nov.99	16.57	1.66	1.00	2.50		21.73
01.May.00	17.32	1.73	1.10	2.50		22.65
01.Nov.00	17.62	1.76	1.10	2.50		22.98

- Working Foreman:** \$2.00/hr (two dollars) above regular journeyman rate
Foreman Supervisor (min. of 2 working foreman): \$3.00/hr (three dollars) above regular journeyman rate
- Industrial Stacks, Bleaching Towers, Associated Holding Tanks - over 50' (fifty feet) above solid permanent structure, 1 hr/day (one hour per day) shall be paid and 1 (one) extra hour for each additional 50' (fifty feet). Height pay not applicable to engineering scaffold erected at base of stack or vessel.
 - Employer Bargaining Agent Contribution of 9¢/hr (nine cents) & Joint Employers Safety Program Contribution of 25¢/hr (twenty-five cents), as per Collective Agreement, not included in above totals.
- Expiration Date April 30, 2001

CARPENTERS (PROV.) – Amended May 1, 2000 Letter of Understanding LOCALS 1325, 2103

COMMERCIAL

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
Journeyman						
01.Mar.99	19.285	1.93	1.04	1.25	0.28	23.785
01.May.99	19.74	1.97	1.04	1.55	0.28	24.58
01.Nov.99	20.09	2.01	1.04	1.85	0.28	25.27
01.Jan.00	20.09	2.01	0.00	2.89	0.28	25.27
01.May.00	20.75	2.08	0.00	3.19	0.28	26.30
01.Nov.00	20.95	2.10	0.00	3.47	0.28	26.80
01.Jan.01	20.95	2.10	1.04	2.43	0.28	26.80

WAGE SUMMARY 1999-2001.....PAGE 5

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
CARPENTERS (PROV.)...continued...Amended May 1, 2000 Letter of Understanding						
4th Yr Apprentice						
01.Mar.99	17.36	1.74	1.04	1.25	0.28	21.67
01.May.99	17.77	1.78	1.04	1.55	0.28	22.42
01.Nov.99	18.08	1.81	1.04	1.85	0.28	23.06
01.Jan.00	18.08	1.81	0.00	2.89	0.28	23.06
01.May.00	18.68	1.87	0.00	3.19	0.28	24.02
01.Nov.00	18.86	1.89	0.00	3.47	0.28	24.50
01.Jan.01	18.86	1.89	1.04	2.43	0.28	24.50
3rd Yr Apprentice						
01.Mar.99	15.43	1.54	1.04	1.25	0.28	19.54
01.May.99	15.79	1.58	1.04	1.55	0.28	20.24
01.Nov.99	16.07	1.61	1.04	1.85	0.28	20.85
01.Jan.00	16.07	1.61	0.00	2.89	0.28	20.85
01.May.00	16.60	1.66	0.00	3.19	0.28	21.73
01.Nov.00	16.76	1.68	0.00	3.47	0.28	22.19
01.Jan.01	16.76	1.68	1.04	2.43	0.28	22.19
2nd Yr Apprentice						
01.Mar.99	13.50	1.35	1.04	1.25	0.28	17.42
01.May.99	13.82	1.38	1.04	1.55	0.28	18.07
01.Nov.99	14.06	1.41	1.04	1.85	0.28	18.64
01.Jan.00	14.06	1.41	0.00	2.89	0.28	18.64
01.May.00	14.53	1.45	0.00	3.19	0.28	19.45
01.Nov.00	14.67	1.47	0.00	3.47	0.28	19.89
01.Jan.01	14.67	1.47	1.04	2.43	0.28	19.89
1st Yr Apprentice						
01.Mar.99	11.57	1.16	1.04	1.25	0.28	15.30
01.May.99	11.84	1.18	1.04	1.55	0.28	15.89
01.Nov.99	12.05	1.21	1.04	1.85	0.28	16.43
01.Jan.00	12.05	1.21	0.00	2.89	0.28	16.43
01.May.00	12.45	1.25	0.00	3.19	0.28	17.17
01.Nov.00	12.57	1.26	0.00	3.19	0.28	17.58
01.Jan.01	12.57	1.26	1.04	2.43	0.28	17.58
<u>INDUSTRIAL</u>						
Journeyman						
01.Mar.99	24.755	2.48	1.04	1.25	0.28	29.805
01.May.99	25.55	2.55	1.04	1.55	0.28	30.97
01.Nov.99	25.91	2.59	1.04	1.85	0.28	31.67
01.Jan.00	25.91	2.59	0.00	2.89	0.28	31.67
01.May.00	26.91	2.69	0.00	3.19	0.28	33.07
01.Nov.00	27.11	2.71	0.00	3.47	0.28	33.57
01.Jan.01	27.11	2.71	1.04	2.43	0.28	33.57
4th Yr Apprentice						
01.Mar.99	22.28	2.23	1.04	1.25	0.28	27.08
01.May.99	23.00	2.30	1.04	1.55	0.28	28.17
01.Nov.99	23.32	2.33	1.04	1.85	0.28	28.82
01.Jan.00	23.32	2.33	0.00	2.89	0.28	28.82
01.May.00	24.22	2.42	0.00	3.19	0.28	30.11

WAGE SUMMARY 1999-2001.....PAGE 6

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
01.Nov.00	24.40	2.44	0.00	3.47	0.28	30.59
01.Jan.01	24.40	2.44	1.04	2.43	0.28	30.59

CARPENTERS (PROV.)...continued... Amended May 1, 2000 Letter of Understanding

3rd Yr Apprentice

01.Mar.99	19.81	1.98	1.04	1.25	0.28	24.36
01.May.99	20.44	2.04	1.04	1.55	0.28	25.35
01.Nov.99	20.73	2.07	1.04	1.85	0.28	25.97
01.Jan.00	20.73	2.07	0.00	2.89	0.28	25.97
01.May.00	21.53	2.15	0.00	3.19	0.28	27.15
01.Nov.00	21.69	2.17	0.00	3.47	0.28	27.61
01.Nov.00	21.69	2.17	1.04	2.43	0.28	27.61

2nd Yr Apprentice

01.Mar.99	17.33	1.73	1.04	1.25	0.28	21.63
01.May.99	17.89	1.79	1.04	1.55	0.28	22.55
01.Nov.99	18.14	1.81	1.04	1.85	0.28	23.12
01.Jan.00	18.14	1.81	0.00	2.89	0.28	23.12
01.May.00	18.84	1.88	0.00	3.19	0.28	24.19
01.Nov.00	18.98	1.90	0.00	3.47	0.28	24.63
01.Jan.01	18.98	1.90	1.04	2.43	0.28	24.63

1st Yr Apprentice

01.Mar.99	14.85	1.49	1.04	1.25	0.28	18.91
01.May.99	15.33	1.53	1.04	1.55	0.28	19.73
01.Nov.99	15.55	1.56	1.04	1.85	0.28	20.28
01.Jan.00	15.55	1.56	0.00	2.89	0.28	20.28
01.May.00	16.15	1.62	0.00	3.19	0.28	21.24
01.Nov.00	16.27	1.63	0.00	3.47	0.28	21.65
01.Jan.01	16.27	1.63	1.04	2.43	0.28	21.65

Other: Alberta Training and Apprenticeship Competition Fund.

Foreman: Commercial = journeyman rate + \$1.75 (one dollar seventy-five cents), Industrial = journeyman rate + \$2.50 (two dollars fifty cents)

- Shift Premiums: Commercial = \$0.50/hr (fifty cents) for a "second" shift & \$1.00/hr (one dollar) for a "third" shift, Industrial = \$1.75/hr (one dollar seventy-five cents) for any "second" or "third" shift
- Employers' Organization Dues of 9¢/hr (nine cents) as per Collective Agreement not included in above totals.
- Expiration Date April 30, 2001

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

COMMERCIAL

Journeyman

01.May.99	19.34	1.93	0.90	1.50	0.06	23.73
01.Nov.99	19.71	1.97	0.90	1.75	0.06	24.39
01.May.00	20.38	2.04	0.90	2.00	0.06	25.38
01.Nov.00	20.82	2.08	0.90	2.00	0.06	25.86

3rd Yr Apprentice

01.May.99	16.44	1.64	0.90	1.50	0.06	20.54
01.Nov.99	16.75	1.68	0.90	1.75	0.06	21.14
01.May.00	17.32	1.73	0.90	2.00	0.06	22.01

WAGE SUMMARY 1999-2001.....PAGE 7

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
01.Nov.00	17.70	1.77	0.90	2.00	0.06	22.43

WAGE SUMMARY 1999-2001.....PAGE 8

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
CEMENT MASONS (PROV.)...continued...						
2nd Yr Apprentice						
01.May.99	14.51	1.45	0.90	1.50	0.06	18.42
01.Nov.99	14.78	1.48	0.90	1.75	0.06	18.97
01.May.00	15.29	1.53	0.90	2.00	0.06	19.78
01.Nov.00	15.62	1.56	0.90	2.00	0.06	20.14
1st Yr Apprentice						
01.May.99	12.57	1.26	0.90	1.50	0.06	16.29
01.Nov.99	12.81	1.28	0.90	1.75	0.06	16.80
01.May.00	13.25	1.33	0.90	2.00	0.06	17.54
01.Nov.00	13.53	1.35	0.90	2.00	0.06	17.84
Trainee						
01.May.99	10.64	1.06	0.90	1.50	0.06	14.16
01.Nov.99	10.84	1.08	0.90	1.75	0.06	14.63
01.May.00	11.21	1.12	0.90	2.00	0.06	15.29
01.Nov.00	11.45	1.15	0.90	2.00	0.06	15.56
<u>INDUSTRIAL</u>						
Journeyman						
01.May.99	24.91	2.49	0.90	2.00	0.06	30.36
01.Nov.99	25.54	2.55	0.90	2.00	0.06	31.05
01.May.00	26.33	2.63	0.90	2.50	0.06	32.42
01.Nov.00	26.78	2.68	0.90	2.50	0.06	32.92
3rd Yr Apprentice						
01.May.99	21.17	2.12	0.90	2.00	0.06	26.25
01.Nov.99	21.71	2.17	0.90	2.00	0.06	26.84
01.May.00	22.38	2.24	0.90	2.50	0.06	28.08
01.Nov.00	22.76	2.28	0.90	2.50	0.06	28.50
2nd Yr Apprentice						
01.May.99	18.68	1.87	0.90	2.00	0.06	23.51
01.Nov.99	19.16	1.92	0.90	2.00	0.06	24.04
01.May.00	19.75	1.98	0.90	2.50	0.06	25.19
01.Nov.00	20.09	2.01	0.90	2.50	0.06	25.56
1st Yr Apprentice						
01.May.99	16.19	1.62	0.90	2.00	0.06	20.77
01.Nov.99	16.60	1.66	0.90	2.00	0.06	21.22
01.May.00	17.11	1.71	0.90	2.50	0.06	22.28
01.Nov.00	17.41	1.74	0.90	2.50	0.06	22.61
Trainee						
01.May.99	13.70	1.37	0.90	2.00	0.06	18.03
01.Nov.99	14.05	1.41	0.90	2.00	0.06	18.42
01.May.00	14.48	1.45	0.90	2.50	0.06	19.39
01.Nov.00	14.73	1.47	0.90	2.50	0.06	19.66

Other: Apprenticeship Training Fund and Program

Foreman: Commercial = journeyman rate + \$1.75 (one dollar seventy-five cents), Industrial = journeyman rate + \$2.50 (two dollars fifty cents)

- Shift Premiums: Commercial = \$0.50/hr (fifty cents) for a "second" shift & \$1.00/hr (one dollar) for a "third" shift, Industrial = \$1.75/hr (one dollar seventy-five cents) for any "second" or "third" shift

WAGE SUMMARY 1999-2001.....PAGE 9

<u>Date</u>		<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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CEMENT MASONS (PROV.)...continued...

- Employers' Organization Dues of 9¢/hr (nine cents) & Alberta Building Trades Council Check-Off of 5¢/hr (five cents), as per Collective Agreement, not included in above totals.
- Expiration Date April 30, 2001

**ELECTRICIANS (PROV.) **
LOCAL 254 & 424**

COMMERCIAL

01.May.99	MRT Fund						
General Foreman	0.98	25.03	2.50	1.27	2.28	0.35	32.41
Foreman	0.90	22.98	2.30	1.27	2.28	0.35	30.08
Sub-Foreman	0.84	21.55	2.16	1.27	2.28	0.35	28.45
Journeyman*	0.80	20.52	2.05	1.27	2.28	0.35	27.27
4 th Yr Apprentice	0.64	16.42	1.64	1.27	2.28	0.35	22.60
3 rd Yr Apprentice	0.56	14.36	1.44	1.27	2.28	0.35	20.26
2 nd Yr Apprentice	0.48	12.31	1.23	1.27	2.28	0.35	17.92
1 st Yr Apprentice	0.40	10.26	1.03	1.27	2.28	0.35	15.59

01.Nov.99	MRT Fund						
General Foreman	0.98	25.77	2.58	1.27	2.28	0.35	33.23
Foreman	0.90	23.65	2.37	1.27	2.28	0.35	30.82
Sub-Foreman	0.84	22.18	2.22	1.27	2.28	0.35	29.14
Journeyman*	0.80	21.12	2.11	1.27	2.28	0.35	27.93
4 th Yr Apprentice	0.64	16.90	1.69	1.27	2.28	0.35	23.13
3 rd Yr Apprentice	0.56	14.78	1.48	1.27	2.28	0.35	20.72
2 nd Yr Apprentice	0.48	12.67	1.27	1.27	2.28	0.35	18.32
1 st Yr Apprentice	0.40	10.56	1.06	1.27	2.28	0.35	15.92

01.May.00	MRT Fund						
General Foreman	0.98	26.38	2.64	1.37	2.28	0.40	34.05
Foreman	0.90	24.21	2.42	1.37	2.28	0.40	31.58
Sub-Foreman	0.84	22.70	2.27	1.37	2.28	0.40	29.86
Journeyman*	0.80	21.62	2.16	1.37	2.28	0.40	28.63
4 th Yr Apprentice	0.64	17.30	1.73	1.37	2.28	0.40	23.72
3 rd Yr Apprentice	0.56	15.13	1.51	1.37	2.28	0.40	21.25
2 nd Yr Apprentice	0.48	12.97	1.30	1.37	2.28	0.40	18.80
1 st Yr Apprentice	0.40	10.81	1.08	1.37	2.28	0.40	16.34

INDUSTRIAL

01.May.99	MRT Fund						
General Foreman	1.17	32.05	3.21	1.27	2.28	0.35	40.33
Foreman	1.07	29.42	2.94	1.27	2.28	0.35	37.33
Sub-Foreman	1.00	27.58	2.76	1.27	2.28	0.35	35.24
Journeyman*	0.96	26.27	2.63	1.27	2.28	0.35	33.76
4 th Yr Apprentice	0.76	21.02	2.10	1.27	2.28	0.35	27.78
3 rd Yr Apprentice	0.67	18.39	1.84	1.27	2.28	0.35	24.80
2 nd Yr Apprentice	0.57	15.76	1.58	1.27	2.28	0.35	21.81
1 st Yr Apprentice	0.48	13.14	1.31	1.27	2.28	0.35	18.83

WAGE SUMMARY 1999-2001.....PAGE 10

<u>Date</u>		<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
01.Nov.99		MRT Fund					
General Foreman	1.17	32.89	3.29	1.27	2.28	0.35	41.25
Foreman	1.07	30.20	3.02	1.27	2.28	0.35	38.19
Sub-Foreman	1.00	28.31	2.83	1.27	2.28	0.35	36.04
Journeyman*	0.96	26.96	2.70	1.27	2.28	0.35	34.52
4 th Yr Apprentice	0.76	21.57	2.16	1.27	2.28	0.35	28.39
3 rd Yr Apprentice	0.67	18.87	1.89	1.27	2.28	0.35	25.33
2 nd Yr Apprentice	0.57	16.18	1.62	1.27	2.28	0.35	22.27
1 st Yr Apprentice	0.48	13.48	1.35	1.27	2.28	0.35	19.21

01.May.00		MRT Fund					
General Foreman	1.17	34.42	3.44	1.37	2.28	0.40	43.08
Foreman	1.07	31.60	3.16	1.37	2.28	0.40	39.88
Sub-Foreman	1.00	29.62	2.96	1.37	2.28	0.40	37.63
Journeyman*	0.96	28.21	2.82	1.37	2.28	0.40	36.04
4 th Yr Apprentice	0.76	22.57	2.26	1.37	2.28	0.40	29.64
3 rd Yr Apprentice	0.67	19.75	1.98	1.37	2.28	0.40	26.45
2 nd Yr Apprentice	0.57	16.93	1.69	1.37	2.28	0.40	23.24
1 st Yr Apprentice	0.48	14.11	1.41	1.37	2.28	0.40	20.05

01.Nov.00		MRT Fund					
General Foreman	1.17	35.03	3.50	1.37	2.28	0.40	43.75
Foreman	1.07	32.16	3.22	1.37	2.28	0.40	40.50
Sub-Foreman	1.00	30.15	3.02	1.37	2.28	0.40	38.22
Journeyman*	0.96	28.71	2.87	1.37	2.28	0.40	36.59
4 th Yr Apprentice	0.76	22.97	2.30	1.37	2.28	0.40	30.08
3 rd Yr Apprentice	0.67	20.10	2.01	1.37	2.28	0.40	26.83
2 nd Yr Apprentice	0.57	17.23	1.72	1.37	2.28	0.40	23.57
1 st Yr Apprentice	0.48	14.36	1.44	1.37	2.28	0.40	20.33

- *Includes Electrician (Inside Wireman), Welder, Instrument Mechanic (Instrument Technician), Lineman, and Operator (Equipment).*

NOT INCLUDED ABOVE:

- Union Dues [Article 4.08]
- Additional Union Dues - \$0.05/hr (five cents) [Article 4.08 & 11.04 (c)]
- Additional RRSP - \$1.00/hr (one dollar), General Foreman, Foreman, Sub-Foreman & Journeyman [Article 11.04(c)(ii)]
- Contractor RRSP Paid on Overtime: May-99 \$1.95 on 1½X, \$3.90 on 2X, May-00 \$2.03 on 1½X, \$4.05 on 2X, Apprentice & Foreman amountts pro-rated on Journeyman rate
- ECAA Industry Fund - 9¢/hr (nine cents), effective December 1, 1997 [Appendix 'C']

Other: Electrical Education Fund
 > Expiration Date April 30, 2001

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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ELEVATOR CONSTRUCTORS (PROV.)

Construction and Maintenance, Service & Repair

LOCAL 122 & 130

01.Jun.99	28.44	2.84	2.25	1.18	0.085	34.795
01.May.00	29.89	2.99	2.25	1.18	0.085	36.395
01.May.01	31.35	3.13	2.25	1.18	0.085	37.995
01.May.02	32.80	3.28	2.25	1.18	0.085	39.595

Rate Percentage of Established Mechanic (listed above):

- Probationary Helper - 55% (fifty-five percent);
- Helper - 60% (sixty percent);
- Helper 1 - 70% (seventy percent);
- Helper 2 - 75% (seventy-five percent);
- Helper 3 - 80% (eighty percent);
- Mechanic-in-Charge - 112½% (one hundred twelve & one half percent) for 3 or more employees;
- Mechanic-in-Charge - 115% (one hundred fifteen percent) for 8 or more employees;
- Mechanic-in-Charge - 120% (one hundred twenty percent) for 15 or more employees;
- Adjuster - 115% (one hundred fifteen percent);
- Local Representative (resident mechanic) - 112½% (one hundred twelve & one half percent)

Other: Education Fund

- Employer Bargaining Agent Contribution of 9¢/hr (nine cents), as per Collective Agreement, not included in above totals.
- Expiration Date April 30, 2003

GLAZIERS (PROV.) **

LOCAL UNION #177

Journeyman:

01.May.97	19.75	1.98	0.75	0.65	0.14	23.20
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Foreman: 12% (twelve percent) above Journeyman rate.

Lead Hand: Minimum of \$1.00 (one dollar) above Journeyman rate.

PROJECTS UP TO \$20,000.00

01.May.97	16.79	1.68	1.00	1.05	0.14	20.59
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PROJECTS BETWEEN \$20,000.00 UP TO \$250,000.00

01.May.97	17.78	1.78	1.00	1.05	0.14	21.68
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Apprenticeship:

- 1st period: 55% (fifty-five percent) of the Journeyman rate
- 2nd period: 60% (sixty percent) of the Journeyman rate
- 3rd period: 75% (seventy-five percent) of the Journeyman rate
- 4th period: 85% (eighty-five percent) of the Journeyman rate

Other: Includes 4¢ (four cents) Joint Trade Board Employer Contribution + 5¢ (five cents) Building Trades Fund + 5¢ (five cents) Glaziers Employer Association of Alberta. Of the 14¢ (fourteen cents) contributed, 7¢ (seven cents) is Employer contribution and 7¢ (seven cents) is Employee contribution. Only the Employer contribution of 7¢ (seven cents) is included in the Gross Wage. There is a 60¢ (sixty cents) additional premium for work performed from suspended devices. [all amounts are per hour]

- Expiration Date April 30, 1999

WAGE SUMMARY 1999-2001.....PAGE 12

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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WAGE SUMMARY 1999-2001.....PAGE 13

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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**INSULATORS (PROV.)
LOCAL UNION #110**

COMMERCIAL / INSTITUTIONAL

Foreman

01.May.99	19.02	1.90	1.28	2.44	0.10	24.74
01.Nov. 99	19.18	1.92	1.28	2.81	0.20	25.39
01.May.00	20.13	2.01	1.28	2.81	0.20	26.43
01.Nov.99	20.06	2.01	1.38	3.23	0.20	26.88

Journeyman

01.May.99	17.29	1.73	1.28	2.44	0.10	22.84
01.Nov.99	17.44	1.74	1.28	2.81	0.20	23.47
01.May.00	18.30	1.83	1.28	2.81	0.20	24.42
01.Nov.00	18.24	1.83	1.38	3.23	0.20	24.88

4th Year Apprentice

01.May.99	13.83	1.38	1.28	2.44	0.10	19.03
01.Nov.99	13.95	1.39	1.28	2.81	0.20	19.63
01.May.00	14.64	1.46	1.28	2.81	0.20	20.39
01.Nov.00	14.59	1.46	1.38	3.23	0.20	20.86

3rd Year Apprentice

01.May.99	12.10	1.21	1.28	2.44	0.10	17.13
01.Nov.99	12.21	1.22	1.28	2.81	0.20	17.72
01.May.00	12.81	1.28	1.28	2.81	0.20	18.38
01.Nov.00	12.77	1.28	1.38	3.23	0.20	18.86

2nd Year Apprentice

01.May.99	10.37	1.04	1.28	2.44	0.10	15.23
01.Nov.99	10.46	1.05	1.28	2.81	0.20	15.80
01.May.00	10.98	1.10	1.28	2.81	0.20	16.37
01.Nov.00	10.94	1.09	1.38	3.23	0.20	16.84

1st Year Apprentice

01.May.99	8.65	0.87	1.28	2.44	0.10	13.34
01.Nov.99	8.72	0.87	1.28	2.81	0.20	13.88
01.May.00	9.15	0.92	1.28	2.81	0.20	14.36
01.Nov.00	9.12	0.91	1.38	3.23	0.20	14.84

INDUSTRIAL

MERF

Foreman

01.May.99		27.94	2.79	1.28	2.44	0.10	34.55
01.Nov.99	0.25	27.94	2.79	1.28	2.81	0.20	35.27
01.May.00	0.25	29.37	2.94	1.28	2.81	0.20	36.85
01.Nov.00	0.25	29.37	2.94	1.38	3.23	0.20	37.37

Journeyman

01.May.99		25.40	2.54	1.28	2.44	0.10	31.76
01.Nov.99	0.25	25.40	2.54	1.28	2.81	0.20	32.48
01.May.00	0.25	26.70	2.67	1.28	2.81	0.20	33.91
01.Nov.00	0.25	26.70	2.67	1.38	3.23	0.20	34.43

WAGE SUMMARY 1999-2001.....PAGE 14

<u>Date</u>		<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
INSULATORS (PROV.)...continued...							
4th Year Apprentice (80% of Journeyman)							
01.May.99		20.32	2.03	1.28	2.44	0.10	26.17
01.Nov.99	0.25	20.32	2.03	1.28	2.81	0.20	26.89
01.May.00	0.25	21.36	2.14	1.28	2.81	0.20	28.04
01.Nov.00	0.25	21.36	2.14	1.38	3.23	0.20	28.56
3rd Year Apprentice (70% of Journeyman)							
01.May.99		17.78	1.78	1.28	2.44	0.10	23.38
01.Nov.99	0.25	17.78	1.78	1.28	2.81	0.20	24.10
01.May.00	0.25	18.69	1.87	1.28	2.81	0.20	25.10
01.Nov.00	0.25	18.69	1.87	1.38	3.23	0.20	25.62
2nd Year Apprentice (60% of Journeyman)							
01.May.99		15.24	1.52	1.28	2.44	0.10	20.58
01.Nov.99	0.25	15.24	1.52	1.28	2.81	0.20	21.30
01.May.00	0.25	16.02	1.60	1.28	2.81	0.20	22.16
01.Nov.00	0.25	16.02	1.60	1.38	3.23	0.20	22.68
1st Year Apprentice (50% of Journeyman)							
01.May.99		12.70	1.27	1.28	2.44	0.10	17.79
01.Nov.99	0.25	12.70	1.27	1.28	2.81	0.20	18.51
01.May.00	0.25	13.35	1.34	1.28	2.81	0.20	19.23
01.Nov.00	0.25	13.35	1.34	1.38	3.23	0.20	19.75

Other: Training Fund

- Insulation Contractors Industry Fund contribution of 10¢/hr (ten cents), and Employers' Organization Dues of 9¢/hr (nine cents), as per Collective Agreement, not included in above totals.
- Expiration Date April 30, 2001

**IRONWORKERS REINFORCING (PROV.)
 LOCAL UNION #720 & #725**

COMMERCIAL/INSTITUTIONAL

Journeyman							
02.May.99		20.15	1.94	1.15	1.50	0.20	24.94
31.Oct.99		20.39	1.95	1.15	1.75	0.20	25.44
30.Apr.00		20.61	1.98	1.15	2.00	0.20	25.94
05.Nov.00		21.07	2.02	1.15	2.00	0.20	26.44
30.Apr.01		21.53	2.06	1.15	2.00	0.20	26.94
3rd Year Apprentice (90% of Journeyman Rate)							
02.May.99		18.14	1.74	1.15	1.50	0.20	22.73
31.Oct.99		18.34	1.76	1.15	1.75	0.20	23.20
30.Apr.00		18.55	1.78	1.15	2.00	0.20	23.68
05.Nov.00		18.96	1.82	1.15	2.00	0.20	24.13
30.Apr.01		19.37	1.86	1.15	2.00	0.20	24.58
2nd Year Apprentice (80% of Journeyman Rate)							
02.May.99		16.12	1.55	1.15	1.50	0.20	20.52
31.Oct.99		16.31	1.57	1.15	1.75	0.20	20.98
30.Apr.00		16.49	1.58	1.15	2.00	0.20	21.42
05.Nov.00		16.85	1.62	1.15	2.00	0.20	21.82
30.Apr.01		17.22	1.65	1.15	2.00	0.20	22.22

IRONWORKERS REINFORCING (PROV.)...continued...

WAGE SUMMARY 1999-2001.....PAGE 15

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
1st Year Apprentice (70% of Journeyman Rate)						
02.May.99	14.11	1.36	1.15	1.50	0.20	18.32
31.Oct.99	14.27	1.35	1.15	1.75	0.20	18.72
30.Apr.00	14.43	1.39	1.15	2.00	0.20	19.17
05.Nov.00	14.75	1.35	1.15	2.00	0.20	19.45
30.Apr.01	15.07	1.36	1.15	2.00	0.20	19.78

Probationary Apprentice (60% of Journeyman Rate)						
02.May.99	12.09	1.17	1.15	1.50	0.20	16.11
31.Oct.99	12.23	1.17	1.15	1.75	0.20	16.50
30.Apr.00	12.37	1.19	1.15	2.00	0.20	16.91
05.Nov.00	12.64	1.22	1.15	2.00	0.20	17.21
30.Apr.01	12.91	1.23	1.15	2.00	0.20	17.49

INDUSTRIAL

Journeyman						
02.May.99	23.39	2.24	1.15	2.00	0.20	28.98
31.Oct.99	23.99	2.30	1.15	2.00	0.20	29.64
30.Apr.00	24.73	2.37	1.15	2.50	0.20	30.95
05.Nov.00	25.15	2.42	1.15	2.50	0.20	31.42

3rd Year Apprentice (90% of Journeyman Rate)						
02.May.99	21.05	2.02	1.15	2.00	0.20	26.42
31.Oct.99	21.59	2.03	1.15	2.00	0.20	26.97
30.Apr.00	22.25	2.14	1.15	2.50	0.20	28.24
05.Nov.00	22.64	2.18	1.15	2.50	0.20	28.67

2nd Year Apprentice (80% of Journeyman Rate)						
02.May.99	18.71	1.79	1.15	2.00	0.20	23.85
31.Oct.99	19.19	1.84	1.15	2.00	0.20	24.38
30.Apr.00	19.78	1.90	1.15	2.50	0.20	25.53
05.Nov.00	20.12	1.93	1.15	2.50	0.20	25.90

1st Year Apprentice (70% of Journeyman Rate)						
02.May.99	16.37	1.57	1.15	2.00	0.20	21.29
31.Oct.99	16.79	1.61	1.15	2.00	0.20	21.75
30.Apr.00	17.31	1.66	1.15	2.50	0.20	22.82
05.Nov.00	17.61	1.69	1.15	2.50	0.20	23.15

Probationary Apprentice (60% of Journeyman Rate)						
02.May.99	14.03	1.35	1.15	2.00	0.20	18.73
31.Oct.99	14.39	1.38	1.15	2.00	0.20	19.12
30.Apr.00	14.84	1.42	1.15	2.50	0.20	20.11
05.Nov.00	15.09	1.45	1.15	2.50	0.20	20.39

Foreman (Comm/Instit): \$2.10/hr (two dollars and ten cents) above Journeyman rate.
Foreman (Industrial): \$2.25/hr (two dollars and twenty-five cents) above Journeyman rate.
Lead Hands(C&I): \$1.00/hr (one dollar) above Journeyman rate.

Other: apprenticeship & training fund 15¢/hr (fifteen cents), supervisory training 5¢/hr (five cents)

- Employer Bargaining Agent Contribution of 9¢/hr (nine cents), as per Collective Agreement, not included in above totals.
- Expiration Date April 30, 2001

IRONWORKERS STRUCTURAL (PROV.)

WAGE SUMMARY 1999-2001.....PAGE 16

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
LOCAL UNION #720 & #725						
Foreman (\$3.00 premium on Journeyman Rate)						
02.May.99	28.79	2.88	1.15	2.50	0.30	35.62
31.Oct.99	29.05	2.90	1.15	2.95	0.30	36.35
30.Apr.00	29.73	2.97	1.30	3.50	0.30	37.80
05.Nov.00	30.12	3.01	1.30	3.50	0.40	38.33
Journeyman						
02.May.99	25.79	2.58	1.15	2.50	0.30	32.32
31.Oct.99	26.05	2.60	1.15	2.95	0.30	33.05
30.Apr.00	26.73	2.67	1.30	3.50	0.30	34.50
05.Nov.00	27.12	2.71	1.30	3.50	0.40	35.03
3rd Year Apprentice (87% of Journeyman Rate)						
02.May.99	22.44	2.24	1.15	2.50	0.30	28.63
31.Oct.99	22.66	2.27	1.15	2.95	0.30	29.33
30.Apr.00	23.25	2.33	1.30	3.50	0.30	30.68
05.Nov.00	23.59	2.36	1.30	3.50	0.40	31.15
2nd Year Apprentice (73% of Journeyman Rate)						
02.May.99	18.83	1.88	1.15	2.50	0.30	24.66
31.Oct.99	19.01	1.90	1.15	2.95	0.30	25.31
30.Apr.00	19.51	1.95	1.30	3.50	0.30	26.56
05.Nov.00	19.80	1.98	1.30	3.50	0.40	26.98
1st Year Apprentice - Second Six Months (55% of Journeyman Rate)						
02.May.99	14.19	1.42	1.15	2.50	0.30	19.56
31.Oct.99	14.33	1.43	1.15	2.95	0.30	20.16
30.Apr.00	14.70	1.47	1.30	3.50	0.30	21.27
05.Nov.00	14.92	1.49	1.30	3.50	0.40	21.61
1st Year Apprentice - First Six Months (47% of Journeyman Rate)						
02.May.99	12.12	1.21	1.15	2.50	0.30	17.28
31.Oct.99	12.24	1.22	1.15	2.95	0.30	17.86
30.Apr.00	12.56	1.26	1.30	3.50	0.30	18.92
05.Nov.00	12.75	1.27	1.30	3.50	0.40	19.22

Other: apprenticeship & training fund - 5¢ (five cents) of this is for supervisory training

- Employer Bargaining Agent Contribution of 9¢/hr (nine cents), as per Collective Agreement, not included in above totals.
- Expiration Date April 30, 2001

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

COMMERCIAL

Class 2

01.May.98	15.27	1.53	1.35	0.70	0.10	18.95
30.May.99	15.73	1.57	1.35	0.70	0.10	19.45
01.May.00	16.18	1.62	1.35	0.70	0.10	19.95

WAGE SUMMARY 1999-2001.....PAGE 17

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
LABOURERS GENERAL CONSTRUCTION (PROV.)...continued...						
Certified Class 1						
01.May.98	13.86	1.39	1.35	0.70	0.10	17.40
30.May.99	14.32	1.43	1.35	0.70	0.10	17.90
01.May.00	14.77	1.48	1.35	0.70	0.10	18.40
Uncertified Class 1						
01.May.98	13.59	1.36	1.35	0.70	0.10	17.10
30.May.99	13.82	1.38	1.35	0.70	0.10	17.35
01.May.00	14.03	1.40	1.35	0.70	0.10	17.58
Trainee 3						
01.May.98	11.78	1.18	1.35	0.70	0.10	15.11
30.May.99	12.17	1.22	1.35	0.70	0.10	15.54
01.May.00	12.55	1.26	1.35	0.70	0.10	15.96
Trainee 2						
01.May.98	10.40	1.04	1.35	0.70	0.10	13.59
30.May.99	10.74	1.07	1.35	0.70	0.10	13.96
01.May.00	11.08	1.11	1.35	0.70	0.10	14.34
Trainee 1						
01.May.98	9.01	0.90	1.35	0.70	0.10	12.06
30.May.99	9.31	0.93	1.35	0.70	0.10	12.39
01.May.00	9.60	0.96	1.35	0.70	0.10	12.71
<u>INDUSTRIAL</u>						
Certified						
01.May.98	19.96	1.99	1.35	1.50	0.35	25.15
30.May.99	20.84	2.09	1.35	1.50	0.35	26.13
01.Nov.99	20.84	2.09	1.35	2.09	0.35	26.72
01.May.00	21.92	2.19	1.35	2.09	0.35	27.90
01.Nov.00	21.92	2.19	1.35	2.52	0.35	28.33
Uncertified						
01.May.98	19.55	1.95	1.35	1.50	0.35	24.70
30.May.99	20.10	2.01	1.35	1.50	0.35	25.31
01.Nov.99	20.10	2.01	1.35	2.09	0.35	25.90
01.May.00	20.82	2.08	1.35	2.09	0.35	26.69
01.Nov.00	20.82	2.08	1.35	2.52	0.35	27.12
Trainee 3						
01.May.98	16.97	1.70	1.35	1.50	0.35	21.87
30.May.99	17.71	1.77	1.35	1.50	0.35	22.68
01.Nov.99	17.71	1.77	1.35	2.09	0.35	23.27
01.May.00	18.63	1.86	1.35	2.09	0.35	24.28
01.Nov.00	18.63	1.86	1.35	2.52	0.35	24.71
Trainee 2						
01.May.98	14.97	1.50	1.35	1.50	0.35	19.67
30.May.99	15.63	1.56	1.35	1.50	0.35	20.39
01.Nov.99	15.63	1.56	1.35	2.09	0.35	20.98
01.May.00	16.44	1.64	1.35	2.09	0.35	21.87
01.Nov.00	16.44	1.64	1.35	2.52	0.35	22.30

WAGE SUMMARY 1999-2001.....PAGE 18

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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LABOURERS GENERAL CONSTRUCTION (PROV.)...continued...

Trainee 1

01.May.98	12.97	1.30	1.35	1.50	0.35	17.47
30.May.99	13.55	1.36	1.35	1.50	0.35	18.11
01.Nov.99	13.55	1.36	1.35	2.09	0.35	18.70
01.May.00	14.25	1.43	1.35	2.09	0.35	19.47
01.Nov.00	14.25	1.43	1.35	2.52	0.35	19.90

*For Trainees in their first 300 hours of employment, the amount designated as Pension Contributions will be submitted by Funds Administrative Services to the Labourers' Training Trust Fund.

Class 2 - bricklayer helper grade one, formsetter, concrete labourer grade one

Class 1 - all other categories of labourers except trainees

For description of Classes refer to Collective Agreement.

Labourer Trainee:
(ratio 1 trainee per 3 labourers either certified or non-certified)

- 1) first 300 hours - 65% (sixty-five percent) of Class 1 rate
- 2) next 1000 hours - 75% (seventy-five percent) of Class 1 rate
- 3) next 1000 hours - 85% (eighty-five percent) of Class 1 rate

Labour Foreman - not less than 10% (ten percent) over highest classification working under them

Other: Training Fund

- Employer Bargaining Agent Contribution of 9¢/hr (nine cents), as per Collective Agreement, not included in above totals.
- Expiration Date April 30, 2001

LABOURERS REFRACTORY - MAINTENANCE & CONSTRUCTION (PROV.)
LOCAL UNION #92 & #1111

Journeyman

							NOTE
31.May.99	21.30	2.13	1.35	1.50	0.25	26.53	0.37
01.Nov.99	21.30	2.13	1.35	2.10	0.25	27.13	0.52
01.May.00	22.38	2.24	1.35	2.10	0.25	28.32	0.52
01.Nov.00	22.38	2.24	1.35	2.53	0.25	28.75	0.52

Labour Foreman shall receive not less that \$2.00/hr (two dollars) over and above the highest classification under them.

Other: Training Fund

NOTE: Employer Bargaining Agent Contribution of 9¢/hr (nine cents), & Joint Employers Safety Program Contribution before Nov 99 of 25¢/hr (twenty-five cents), increasing in Nov 99 to 40¢/hr (forty cents), as per Collective Agreement, not included in gross wage.

- Expiration Date April 30, 2001

LATHERS - INTERIOR SYSTEMS MECHANICS (PROV.)
LOCAL UNION #1325, #2103

INDUSTRIAL

Journeyman

13.Dec.99	25.91	2.59	1.04	1.85	0.28	31.67
01.May.00	26.91	2.69	1.04	2.15	0.28	33.07
01.Nov.00	27.11	2.71	1.04	2.43	0.28	33.57

4th Year Apprentice

13.Dec.99	23.32	2.33	1.04	1.85	0.28	28.82
01.May.00	24.22	2.42	1.04	2.15	0.28	30.11
01.Nov.00	24.40	2.44	1.04	2.43	0.28	30.59

WAGE SUMMARY 1999-2001.....PAGE 19

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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LATHERS - INTERIOR SYSTEMS MECHANICS (PROV.) ...continued...

3rd Year Apprentice

13.Dec.99	20.73	2.07	1.04	1.85	0.28	25.97
01.May.00	21.53	2.15	1.04	2.15	0.28	27.15
01.Nov.00	21.69	2.17	1.04	2.43	0.28	27.61

2nd Year Apprentice

13.Dec.99	18.14	1.81	1.04	1.85	0.28	23.12
01.May.00	18.84	1.88	1.04	2.15	0.28	24.19
01.Nov.00	18.98	1.90	1.04	2.43	0.28	24.63

1st Year Apprentice

13.Dec.99	15.55	1.56	1.04	1.85	0.28	20.28
01.May.00	16.15	1.62	1.04	2.15	0.28	21.24
01.Nov.00	16.27	1.63	1.04	2.43	0.28	21.65

COMMERCIAL

Journeyman

13.Dec.99	20.09	2.01	1.04	1.85	0.28	25.27
01.May.00	20.75	2.08	1.04	2.15	0.28	26.30
01.Nov.00	20.95	2.10	1.04	2.43	0.28	26.80

4th Year Apprentice

13.Dec.99	18.08	1.81	1.04	1.85	0.28	23.06
01.May.00	18.68	1.87	1.04	2.15	0.28	24.02
01.Nov.00	18.86	1.89	1.04	2.43	0.28	24.50

3rd Year Apprentice

13.Dec.99	16.07	1.61	1.04	1.85	0.28	20.85
01.May.00	16.60	1.66	1.04	2.15	0.28	21.73
01.Nov.00	16.76	1.68	1.04	2.43	0.28	22.19

2nd Year Apprentice

13.Dec.99	14.06	1.41	1.04	1.85	0.28	18.64
01.May.00	14.53	1.45	1.04	2.15	0.28	19.45
01.Nov.00	14.67	1.47	1.04	2.43	0.28	19.89

1st Year Apprentice

13.Dec.99	12.05	1.21	1.04	1.85	0.28	16.43
01.May.00	12.45	1.25	1.04	2.15	0.28	17.17
01.Nov.00	12.57	1.26	1.04	2.43	0.28	17.58

Foreman (industrial): journeyman rate + \$2.50/hr (two dollars and fifty cents)
Foreman (commercial): journeyman rate + \$1.75/hr (one dollar and seventy-five cents)

Other: Alberta Training and Apprenticeship Competition Fund

- Employer Bargaining Agent Contribution of 9¢/hr (nine cents), as per Collective Agreement, not included in above totals.
- Expiration Date April 30, 2001

WAGE SUMMARY 1999-2001.....PAGE 20

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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MILLWRIGHTS (PROV.)

LOCAL UNION #1460

Journeyman

01.May.99	27.00	2.70	1.05	2.74	0.06	33.55
01.Nov.99	27.40	2.74	1.26	2.83	0.08	34.31
01.May.00	28.50	2.85	1.30	3.09	0.08	35.82
01.Nov. 00	28.65	2.87	1.59	3.18	0.08	36.37

Foreman: journeyman rate + \$3.00/hr (three dollars)
General Foreman journeyman rate + \$5.50/hr (five dollars and fifty cents)

Apprentices: (paid on a percentage of the basic Journeyman rate as follows)

1 st year	60% (sixty percent)
after 6 (six) months served and completed	65% (sixty-five percent)
2 nd year (following successful completion of exam)	70% (seventy percent)
after 6 (six) months served and completed	75% (seventy-five percent)
3 rd year (following successful completion of exam)	80% (eighty percent)
after 6 (six) months served and completed	85% (eighty-five percent)
4 th year (following successful completion of exam)	90% (ninety percent)
after 6 (six) months served and completed	95% (ninety-five percent)

Other: Training Fund

- Employer Bargaining Agent Contribution of 9¢/hr (nine cents), as per Collective Agreement, not included in above totals.
- Expiration Date April 30, 2001

OPERATING ENGINEERS (PROV.)

LOCAL UNION #955

COMMERCIAL / INSTITUTIONAL

Group 1

05.May.97	20.07	2.01	1.05	1.10	0.10	24.33
01.May.98	20.39	2.04	1.10	1.10	0.10	24.73
01.Nov.98	20.48	2.05	1.10	1.20	0.10	24.93
01.May.99	20.93	2.09	1.15	1.50	0.10	25.77
01.Nov.99	21.35	2.13	1.15	1.70	0.15	26.48
01.May.00	21.87	2.19	1.20	2.10	0.20	27.56
01.Nov.00	22.25	2.23	1.20	2.20	0.20	28.08

Group 2

05.May.97	18.53	1.85	1.05	1.10	0.10	22.63
01.May.98	18.82	1.88	1.10	1.10	0.10	23.00
01.Nov.98	18.91	1.89	1.10	1.20	0.10	23.20
01.May.99	19.30	1.93	1.15	1.50	0.10	23.98
01.Nov.99	19.67	1.97	1.15	1.70	0.15	24.64
01.May.00	20.13	2.01	1.20	2.10	0.20	25.64
01.Nov.00	20.48	2.05	1.20	2.20	0.20	26.13

Group 3

05.May.97	17.53	1.75	1.05	1.10	0.10	21.53
01.May.98	17.81	1.78	1.10	1.10	0.10	21.89
01.Nov.98	17.89	1.79	1.10	1.20	0.10	22.08
01.May.99	18.24	1.83	1.15	1.50	0.10	22.82
01.Nov.99	18.59	1.86	1.15	1.70	0.15	23.45
01.May.00	19.01	1.90	1.20	2.10	0.20	24.41
01.Nov.00	19.34	1.93	1.20	2.20	0.20	24.87

WAGE SUMMARY 1999-2001.....PAGE 21

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
OPERATING ENGINEERS (PROV.)...continued...						
Group 4						
05.May.97	16.55	1.66	1.05	1.10	0.10	20.46
01.May.98	16.80	1.68	1.10	1.10	0.10	20.78
01.Nov.98	16.88	1.69	1.10	1.20	0.10	20.97
01.May.99	17.20	1.72	1.15	1.50	0.10	21.67
01.Nov.99	17.52	1.75	1.15	1.70	0.15	22.27
01.May.00	17.89	1.79	1.20	2.10	0.20	23.18
01.Nov.00	18.20	1.82	1.20	2.20	0.20	23.62
Group 5						
05.May.97	15.55	1.56	1.05	1.10	0.10	19.36
01.May.98	15.79	1.58	1.10	1.10	0.10	19.67
01.Nov.98	15.86	1.59	1.10	1.20	0.10	19.85
01.May.99	16.15	1.62	1.15	1.50	0.10	20.52
01.Nov.99	16.44	1.64	1.15	1.70	0.15	21.08
01.May.00	16.76	1.68	1.20	2.10	0.20	21.94
01.Nov.00	17.05	1.71	1.20	2.20	0.20	22.36
<u>COMMERCIAL / INSTITUTIONAL STEAM ENGINEERS</u>						
2nd Class						
05.May.97	20.07	2.01	1.05	1.10	0.10	24.33
01.May.98	20.39	2.04	1.10	1.10	0.10	24.73
01.Nov.98	20.48	2.05	1.10	1.20	0.10	24.93
01.May.99	20.93	2.09	1.15	1.50	0.10	25.77
01.Nov.99	21.35	2.13	1.15	1.70	0.15	26.48
01.May.00	21.87	2.19	1.20	2.10	0.20	27.56
01.Nov.00	22.25	2.23	1.20	2.20	0.20	28.08
3rd Class						
05.May.97	18.53	1.85	1.05	1.10	0.10	22.63
01.May.98	18.82	1.88	1.10	1.10	0.10	23.00
01.Nov.98	18.91	1.89	1.10	1.20	0.10	23.20
01.May.99	19.30	1.93	1.15	1.50	0.10	23.98
01.Nov.99	19.67	1.97	1.15	1.70	0.15	24.64
01.May.00	20.13	2.01	1.20	2.10	0.20	25.64
01.Nov.00	20.48	2.05	1.20	2.20	0.20	26.13
4th Class						
05.May.97	18.03	1.80	1.05	1.10	0.10	22.08
01.May.98	18.32	1.83	1.10	1.10	0.10	22.45
01.Nov.98	18.40	1.84	1.10	1.20	0.10	22.64
01.May.99	18.77	1.88	1.15	1.50	0.10	23.40
01.Nov.99	19.14	1.91	1.15	1.70	0.15	24.05
01.May.00	19.56	1.96	1.20	2.10	0.20	25.02
01.Nov.00	19.91	1.99	1.20	2.20	0.20	25.50
Fireman						
05.May.97	17.53	1.75	1.05	1.10	0.10	21.53
01.May.98	17.81	1.78	1.10	1.10	0.10	21.89
01.Nov.98	17.89	1.79	1.10	1.20	0.10	22.08
01.May.99	18.25	1.82	1.15	1.50	0.10	22.82
01.Nov.99	18.59	1.86	1.15	1.70	0.15	23.45
01.May.00	19.01	1.90	1.20	2.10	0.20	24.41

WAGE SUMMARY 1999-2001.....PAGE 22

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
01.Nov.00	19.34	1.93	1.20	2.20	0.20	24.87

WAGE SUMMARY 1999-2001.....PAGE 23

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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OPERATING ENGINEERS (PROV.)...continued...

INDUSTRIAL

Group 1

05.May.97	23.56	2.36	1.10	2.50	0.10	29.62
01.May.98	24.42	2.44	1.15	2.75	0.10	30.86
01.May.99	25.10	2.51	1.20	3.15	0.10	32.06
01.Nov.99	25.63	2.56	1.20	3.25	0.15	32.79
01.May.00	26.48	2.65	1.25	3.65	0.20	34.23
01.Nov.00	26.86	2.69	1.25	3.75	0.20	34.75

Group 2

05.May.97	22.32	2.23	1.10	2.50	0.10	28.25
01.May.98	23.14	2.31	1.15	2.75	0.10	29.45
01.May.99	23.77	2.38	1.20	3.15	0.10	30.60
01.Nov.99	24.26	2.43	1.20	3.25	0.15	31.29
01.May.00	25.06	2.51	1.25	3.65	0.20	32.67
01.Nov.00	25.43	2.54	1.25	3.75	0.20	33.17

Group 3

05.May.97	21.08	2.11	1.10	2.50	0.10	26.89
01.May.98	21.85	2.19	1.15	2.75	0.10	28.04
01.May.99	22.44	2.24	1.20	3.15	0.10	29.13
01.Nov.99	22.90	2.29	1.20	3.25	0.15	29.79
01.May.00	23.64	2.36	1.25	3.65	0.20	31.10
01.Nov.00	23.98	2.40	1.25	3.75	0.20	31.58

Group 4

05.May.97	19.84	1.98	1.10	2.50	0.10	25.52
01.May.98	20.56	2.06	1.15	2.75	0.10	26.62
01.May.99	21.10	2.11	1.20	3.15	0.10	27.66
01.Nov.99	21.53	2.15	1.20	3.25	0.15	28.28
01.May.00	22.21	2.22	1.25	3.65	0.20	29.53
01.Nov.00	22.53	2.25	1.25	3.75	0.20	29.98

Group 5

05.May.97	18.59	1.86	1.10	2.50	0.10	24.15
01.May.98	19.25	1.93	1.15	2.75	0.10	25.18
01.May.99	19.74	1.97	1.20	3.15	0.10	26.16
01.Nov.99	20.14	2.01	1.20	3.25	0.15	26.75
01.May.00	20.75	2.08	1.25	3.65	0.20	27.93
01.Nov.00	21.05	2.11	1.25	3.75	0.20	28.36

INDUSTRIAL STEAM ENGINEERS

2nd Class

05.May.97	23.56	2.36	1.10	2.50	0.10	29.62
01.May.98	24.42	2.44	1.15	2.75	0.10	30.86
01.May.99	25.10	2.51	1.20	3.15	0.10	32.06
01.Nov.99	25.63	2.56	1.20	3.25	0.15	32.79
01.May.00	26.48	2.65	1.25	3.65	0.20	34.23
01.Nov.00	26.86	2.69	1.25	3.75	0.20	34.75

WAGE SUMMARY 1999-2001.....PAGE 24

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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OPERATING ENGINEERS (PROV.)...continued...

3rd Class

05.May.97	22.32	2.23	1.10	2.50	0.10	28.25
01.May.98	23.14	2.31	1.15	2.75	0.10	29.45
01.May.99	23.77	2.38	1.20	3.15	0.10	30.60
01.Nov.99	24.26	2.43	1.20	3.25	0.15	31.29
01.May.00	25.06	2.51	1.25	3.65	0.20	32.67
01.Nov.00	25.43	2.54	1.25	3.75	0.20	33.17

4th Class

05.May.97	21.71	2.17	1.10	2.50	0.10	27.58
01.May.98	22.50	2.25	1.15	2.75	0.10	28.75
01.May.99	23.11	2.31	1.20	3.15	0.10	29.87
01.Nov.99	23.59	2.36	1.20	3.25	0.15	30.55
01.May.00	24.35	2.44	1.25	3.65	0.20	31.89
01.Nov.00	24.71	2.47	1.25	3.75	0.20	32.38

Fireman

05.May.97	21.08	2.11	1.10	2.50	0.10	26.89
01.May.98	21.85	2.19	1.15	2.75	0.10	28.04
01.May.99	22.44	2.24	1.20	3.15	0.10	29.13
01.Nov.99	22.90	2.29	1.20	3.25	0.15	29.79
01.May.00	23.64	2.36	1.25	3.65	0.20	31.10
01.Nov.00	23.98	2.40	1.25	3.75	0.20	31.58

- Working Foreman:** \$2.00/hr (two dollars) premium
- Non-working Foreman:** \$2.50/hr (two dollar and fifty cent) premium
- General Foreman:** \$5.00.hr (five dollar) premium

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

- Construction Labour Relations Dues of 9¢/hr (nine cents), as per Collective Agreement, not included in above totals.
- Expiration Date April 30, 2001

PAINTERS (RATES ARE PROVINCIAL UNLESS INDICATED OTHERWISE)
 LOCAL UNION #177**

**(A&B) COMMERCIAL – NEW, RENOVATIONS & REPAIRS, INSTITUTIONAL RENOVATIONS & REPAIR & RESIDENTIAL
 - BRUSH & ROLL**

01.May.99	18.29	1.83	0.75	2.00	0.05	22.92
01.May.00	18.93	1.89	0.75	2.50	0.05	24.12

- SPRAY & SANDBLAST

01.May.99	19.49	1.95	0.75	2.00	0.05	24.24
01.May.00	20.21	2.02	0.75	2.50	0.05	25.53

(C) SHOP RATE

- SPRAY & SANDBLAST

01.May.99	16.88	1.69	0.75	2.00	0.05	21.37
01.May.00	17.44	1.74	0.75	2.50	0.05	22.48

WAGE SUMMARY 1999-2001.....PAGE 25

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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PAINTERS (RATES ARE PROVINCIAL UNLESS INDICATED OTHERWISE)...continued...**

**(D) INDUSTRIAL - NEW (ALSO INCLUDING TENDERED SHUTDOWNS AND COMMERCIAL ON NEW INDUSTRIAL SITE)
- BRUSH & ROLL**

01.May.99	25.25	2.53	0.75	2.00	0.05	30.58
01.May.00	26.33	2.63	0.75	2.50	0.05	32.26

- SPRAY & SANDBLAST

01.May.99	26.45	2.65	0.75	2.00	0.05	31.90
01.May.00	27.60	2.76	0.75	2.50	0.05	33.66

(E) INDUSTRIAL MAINTENANCE

- BRUSH & ROLL

01.May.99	24.51	2.45	0.75	2.00	0.05	29.76
01.May.00	25.54	2.55	0.75	2.50	0.05	31.39

- SPRAY & SANDBLAST

01.May.99	25.68	2.57	0.75	2.00	0.05	31.05
01.May.00	26.79	2.68	0.75	2.50	0.05	32.77

Charge-Hand: journeyman rate + \$1.00/hr (one dollar)
 Foreman: journeyman rate + \$2.00/hr (two dollar)
 3rd Year Apprentice: 85% (eighty-five percent) of journeyman rate
 2nd Year Apprentice: 70% (seventy percent) of journeyman rate
 1st Year Apprentice: 50% (fifty percent) of journeyman rate

Other: 5¢/hr (five cents) Alberta Joint Trade Board Employer Contribution
H&W: 5¢/hr (five cents) I.B.P.A.T. Building Trades Council Fund-Article 20 & 5¢/hr (five cents) Alberta Joint Trade Board-Article 13, employee contribution included
 ➤ Expiration Date April 30, 2001

PLASTERERS' (PROV.)
LOCAL UNION #222**

COMMERCIAL

Journeyman

01.May.99	20.17	2.02	0.90	2.00	0.25	25.34
01.May.00	21.10	2.11	0.90	2.50	0.25	26.86

Foreman: journeyman rate + \$1.00/hr (one dollar)
 • Premium for swing stage and bosun chair shall be 50¢/hr (fifty cents)

INDUSTRIAL

Journeyman

01.May.99	25.78	2.58	0.90	2.00	0.25	31.51
01.May.00	27.04	2.71	0.90	2.50	0.25	33.40

Foreman: journeyman rate + 10% (ten percent) premium
 • Premium for swing stage, bosun chair and "free-walking" shall be \$1.00/hr (one dollar)
 • Alberta Building Trades Council Check-off = 5¢/hr (five cents), included in above totals

SPRAY-FIRE/SOUND PROOFING - COMMERCIAL

Journeyman

07.July.97	18.50	1.85	0.90	1.40	n/a	22.65
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WAGE SUMMARY 1999-2001.....PAGE 26

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
01.May.98	19.00	1.90	0.90	1.50	n/a	23.30

WAGE SUMMARY 1999-2001.....PAGE 27

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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PLASTERERS' (PROV.)...continued...**

Apprentices - [all rates of pay to be brought to the nearest 5¢ (five cents)]:
 3rd Year: 80% (eighty percent) of journeyman rate
 2nd Year: 70% (seventy percent) of journeyman rate
 1st Year: 60% (sixty percent) of journeyman rate
 Trainee: 50% (fifty percent) of journeyman rate

➤ Expiration Date April 30, 2001

MECHANICAL (PROV.) [Plumbers & Pipefitters]

COMMERCIAL & INSTITUTIONAL

LOCAL #488	MERF						
General Foreman							
01.May.99	0.40	24.14	2.41	1.36	2.81	0.38	31.50
01.Nov.99	0.40	24.14	2.41	1.36	3.56	0.38	32.25
01.May.00	0.40	25.16	2.52	1.36	3.56	0.38	33.38
01.Nov.00	0.40	25.16	2.53	1.46	3.96	0.43	33.93
Foreman							
01.May.99	0.40	22.14	2.21	1.36	2.81	0.38	29.30
01.Nov.99	0.40	22.14	2.21	1.36	3.56	0.38	30.05
01.May.00	0.40	23.16	2.32	1.36	3.56	0.38	31.18
01.Nov.00	0.40	23.16	2.33	1.46	3.96	0.43	31.73
Journeyman							
01.May.99	0.40	20.14	2.01	1.36	2.81	0.38	27.10
01.Nov.99	0.40	20.14	2.01	1.36	3.56	0.38	27.85
01.May.00	0.40	21.16	2.12	1.36	3.56	0.38	28.98
01.Nov.00	0.40	21.16	2.13	1.46	3.96	0.43	29.53
4th Year Apprentice							
01.May.99	0.40	16.03	1.60	1.36	2.81	0.38	22.58
01.Nov.99	0.40	16.03	1.60	1.36	3.56	0.38	23.33
01.May.00	0.40	16.85	1.68	1.36	3.56	0.38	24.23
01.Nov.00	0.40	16.85	1.70	1.46	3.96	0.43	24.76
3rd Year Apprentice							
01.May.99	0.40	13.98	1.40	1.36	2.81	0.38	20.33
01.Nov.99	0.40	13.98	1.40	1.36	3.56	0.38	21.08
01.May.00	0.40	14.69	1.47	1.36	3.56	0.38	21.86
01.Nov.00	0.40	14.69	1.47	1.46	3.96	0.43	22.41
2nd Year Apprentice							
01.May.99	0.40	11.92	1.19	1.36	2.81	0.38	18.06
01.Nov.99	0.40	11.92	1.19	1.36	3.56	0.38	18.81
01.May.00	0.40	12.54	1.25	1.36	3.56	0.38	19.49
01.Nov.00	0.40	12.54	1.25	1.46	3.96	0.43	20.04
1st Year Apprentice							
01.May.99	0.40	9.87	0.99	1.36	2.81	0.38	15.81
01.Nov.99	0.40	9.87	0.99	1.36	3.56	0.38	16.56
01.May.00	0.40	10.38	1.04	1.36	3.56	0.38	17.12
01.Nov.00	0.40	10.38	1.04	1.46	3.96	0.43	17.67

WAGE SUMMARY 1999-2001.....PAGE 28

<u>Date</u>		<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
MECHANICAL (PROV.) [Plumbers & Pipefitters]...continued...							
LOCAL #496							
MERF							
General Foreman							
01.May.99	0.50	24.72	2.47	1.25	1.86	0.23	31.03
01.Nov.99	0.50	24.72	2.47	1.65	1.95	0.48	31.77
01.May.00	0.50	25.73	2.57	1.65	1.95	0.48	32.88
01.Nov.00	0.50	25.73	2.57	1.65	2.49	0.48	33.42
Foreman							
01.May.99	0.50	22.72	2.27	1.25	1.86	0.23	28.83
01.Nov.99	0.50	22.72	2.27	1.65	1.95	0.48	29.57
01.May.00	0.50	23.73	2.37	1.65	1.95	0.48	30.68
01.Nov.00	0.50	23.73	2.37	1.65	2.49	0.48	31.22
Journeyman							
01.May.99	0.50	20.72	2.07	1.25	1.86	0.23	26.63
01.Nov.99	0.50	20.72	2.07	1.65	1.95	0.48	27.37
01.May.00	0.50	21.73	2.17	1.65	1.95	0.48	28.48
01.Nov.00	0.50	21.73	2.17	1.65	2.49	0.48	29.02
4th Year Apprentice							
01.May.99	0.50	16.48	1.65	1.25	1.86	0.23	21.97
01.Nov.99	0.50	16.48	1.65	1.65	1.95	0.48	22.71
01.May.00	0.50	17.28	1.73	1.65	1.95	0.48	23.59
01.Nov.00	0.50	17.28	1.73	1.65	2.49	0.48	24.13
3rd Year Apprentice							
01.May.99	0.50	14.35	1.44	1.25	1.86	0.23	19.63
01.Nov.99	0.50	14.35	1.44	1.65	1.95	0.48	20.37
01.May.00	0.50	15.06	1.51	1.65	1.95	0.48	21.15
01.Nov.00	0.50	15.06	1.51	1.65	2.49	0.48	21.69
2nd Year Apprentice							
01.May.99	0.50	12.23	1.22	1.25	1.86	0.23	17.29
01.Nov.99	0.50	12.23	1.22	1.65	1.95	0.48	18.03
01.May.00	0.50	12.84	1.28	1.65	1.95	0.48	18.70
01.Nov.00	0.50	12.84	1.28	1.65	2.49	0.48	19.24
1st Year - Indentured Apprentice in the employ of the employer on April 1/97							
01.May.99	0.50	10.11	1.01	1.25	^	0.23	13.10
01.Nov.99	0.50	10.11	1.01	1.65	^	0.48	13.75
01.May.00	0.50	10.62	1.06	1.65	^	0.48	14.31
01.Nov.00	0.50	10.62	1.06	1.65	^	0.48	14.31
Probationary Apprentice - 40% for 500 hours							
01.May.99	-	8.49	0.85	-	^	-	9.34
01.Nov.99	-	8.49	0.85	-	^	-	9.34
01.May.00	-	8.89	0.89	-	^	-	9.78
01.Nov.00	-	8.89	0.89	-	^	-	9.78
1st Year - Hour 501 through Hour 1500							
01.May.99	0.50	10.11	1.01	1.25	^	0.23	13.10
01.Nov.99	0.50	10.11	1.01	1.65	^	0.48	13.75
01.May.00	0.50	10.62	1.06	1.65	^	0.48	14.31
01.Nov.00	0.50	10.62	1.06	1.65	^	0.48	14.31

WAGE SUMMARY 1999-2001.....PAGE 29

<u>Date</u>		<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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^Pension contributions implemented after apprentice has worked in excess of 1500 hours.
MECHANICAL (PROV.) [Plumbers & Pipefitters]...continued...

INDUSTRIAL

<u>Date</u>		<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>	
LOCAL #488								
General Foreman								
01.May.99	MERF	0.40	31.36	3.14	1.36	2.81	0.38	39.45
01.Nov.99		0.40	31.36	3.14	1.36	3.56	0.38	40.20
01.May.00		0.40	32.73	3.27	1.36	3.56	0.38	41.70
01.Nov.00		0.40	32.73	3.29	1.46	3.96	0.43	42.25
Foreman								
01.May.99		0.40	28.86	2.89	1.36	2.81	0.38	36.70
01.Nov.99		0.40	28.86	2.89	1.36	3.56	0.38	37.45
01.May.00		0.40	30.23	3.02	1.36	3.56	0.38	38.95
01.Nov.00		0.40	30.23	3.04	1.46	3.96	0.43	39.50
Journeyman								
01.May.99		0.40	25.86	2.59	1.36	2.81	0.38	33.40
01.Nov.99		0.40	25.86	2.59	1.36	3.56	0.38	34.15
01.May.00		0.40	27.23	2.72	1.36	3.56	0.38	35.65
01.Nov.00		0.40	27.23	2.74	1.46	3.96	0.43	36.20
4th Year Apprentice								
01.May.99		0.40	20.61	2.06	1.36	2.81	0.38	27.62
01.Nov.99		0.40	20.61	2.06	1.36	3.56	0.38	28.37
01.May.00		0.40	21.70	2.17	1.36	3.56	0.38	29.57
01.Nov.00		0.40	21.70	2.18	1.46	3.96	0.43	30.09
3rd Year Apprentice								
01.May.99		0.40	17.98	1.80	1.36	2.81	0.38	24.73
01.Nov.99		0.40	17.98	1.80	1.36	3.56	0.38	25.48
01.May.00		0.40	18.94	1.89	1.36	3.56	0.38	26.53
01.Nov.00		0.40	18.94	1.90	1.46	3.96	0.43	27.03
2nd Year Apprentice								
01.May.99		0.40	15.36	1.54	1.36	2.81	0.38	21.85
01.Nov.99		0.40	15.36	1.54	1.36	3.56	0.38	22.60
01.May.00		0.40	16.18	1.62	1.36	3.56	0.38	23.50
01.Nov.00		0.40	16.18	1.63	1.46	3.96	0.43	23.99
1st Year Apprentice								
01.May.99		0.40	12.73	1.27	1.36	2.81	0.38	18.95
01.Nov.99		0.40	12.73	1.27	1.36	3.56	0.38	19.70
01.May.00		0.40	13.42	1.34	1.36	3.56	0.38	20.46
01.Nov.00		0.40	13.42	1.35	1.46	3.96	0.43	20.93
LOCAL #496								
General Foreman								
01.May.99		0.50	32.15	3.22	1.35	2.00	0.23	39.45
01.Nov.99		0.50	32.15	3.22	1.75	2.10	0.48	40.20
01.May.00		0.50	33.52	3.35	1.75	2.10	0.48	41.70
01.Nov.00		0.50	33.52	3.35	1.75	2.65	0.48	42.25

WAGE SUMMARY 1999-2001.....PAGE 30

<u>Date</u>		<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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MECHANICAL (PROV.) [Plumbers & Pipefitters]...continued...

LOCAL #496

MERF

Foreman

01.May.99	0.50	29.65	2.97	1.35	2.00	0.23	36.70
01.Nov.99	0.50	29.65	2.97	1.75	2.10	0.48	37.45
01.May.00	0.50	31.02	3.10	1.75	2.10	0.48	38.95
01.Nov.00	0.50	31.02	3.10	1.75	2.65	0.48	39.50

Journeyman

01.May.99	0.50	26.65	2.67	1.35	2.00	0.23	33.40
01.Nov.99	0.50	26.65	2.67	1.75	2.10	0.48	34.15
01.May.00	0.50	28.02	2.80	1.75	2.10	0.48	35.65
01.Nov.00	0.50	28.02	2.80	1.75	2.65	0.48	36.20

4th Year Apprentice

01.May.99	0.50	21.22	2.12	1.35	2.00	0.23	27.42
01.Nov.99	0.50	21.22	2.12	1.75	2.10	0.48	28.17
01.May.00	0.50	22.32	2.23	1.75	2.10	0.48	29.38
01.Nov.00	0.50	22.32	2.23	1.75	2.65	0.48	29.93

3rd Year Apprentice

01.May.99	0.50	18.51	1.85	1.35	2.00	0.23	24.44
01.Nov.99	0.50	18.51	1.85	1.75	2.10	0.48	25.19
01.May.00	0.50	19.46	1.95	1.75	2.10	0.48	26.24
01.Nov.00	0.50	19.46	1.95	1.75	2.65	0.48	26.79

2nd Year Apprentice

01.May.99	0.50	15.79	1.58	1.35	2.00	0.23	21.45
01.Nov.99	0.50	15.79	1.58	1.75	2.10	0.48	22.20
01.May.00	0.50	16.61	1.66	1.75	2.10	0.48	23.10
01.Nov.00	0.50	16.61	1.66	1.75	2.65	0.48	23.65

1st Year Apprentice

01.May.99	0.50	13.08	1.31	1.35	2.00	0.23	18.47
01.Nov.99	0.50	13.08	1.31	1.75	2.10	0.48	19.22
01.May.00	0.50	13.76	1.38	1.75	2.10	0.48	19.97
01.Nov.00	0.50	13.76	1.38	1.75	2.65	0.48	20.52

Other Local 488: Supplementary Benefit Fund of 3¢ (three cents) & Joint Educational Trust Fund May/99 to May/00 of 35¢ (thirty-five cents), Nov/00 40¢ (forty cents)
 Local 496: Supplementary Benefit Fund of 3¢ (three cents) & Joint Educational Trust Fund May/99 20¢ (twenty cents), Nov/99 45¢ (forty-five cents)

NOTES:

- Local 488: ABTC dues of 5¢ (five cents) per hour earned to be deducted from employee wage & remitted with union dues.
 - Local 496: ABTC dues of 5¢ (five cents) per hour worked to be deducted from employee wage & remitted with union dues.
 - Calculate the MERF deductions on hours earned.
 - Employer Association Funds (remitted to Construction Labour Relations) of 9¢/hr (nine cents)
 - MCA dues per hours worked: 10¢/hr (ten cents) for Commercial/Institutional, 3¢ (three cents) for Industrial, as per Art. 31.03.
- Expiration Date April 30, 2001

WAGE SUMMARY 1999-2001.....PAGE 31

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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**REFRIGERATION (PROV.)
LOCAL UNION #488**

CONSTRUCTION

Foreman

01.May.99	28.27	2.83	1.05	1.60	0.13	33.88
01.Nov.99	29.07	2.91	1.05	1.60	0.13	34.76
01.May.00	29.92	2.99	1.15	1.60	0.13	35.79
01.Nov.00	30.76	3.08	1.15	1.60	0.13	36.72

Journeyman

01.May.99	26.27	2.63	1.05	1.60	0.13	31.68
01.Nov.99	27.07	2.71	1.05	1.60	0.13	32.56
01.May.00	27.92	2.79	1.15	1.60	0.13	33.59
01.Nov.00	28.76	2.88	1.15	1.60	0.13	34.52

4th Year Apprentice

01.May.99	22.33	2.23	1.05	1.60	0.13	27.34
01.Nov.99	23.01	2.30	1.05	1.60	0.13	28.09
01.May.00	23.73	2.37	1.15	1.60	0.13	28.98
01.Nov.00	24.45	2.45	1.15	1.60	0.13	29.78

3rd Year Apprentice

01.May.99	19.70	1.97	1.05	1.60	0.13	24.45
01.Nov.99	20.30	2.03	1.05	1.60	0.13	25.11
01.May.00	20.94	2.09	1.15	1.60	0.13	25.91
01.Nov.00	21.57	2.16	1.15	1.60	0.13	26.61

2nd Year Apprentice

01.May.99	15.76	1.58	1.05	1.60	0.13	20.12
01.Nov.99	16.24	1.62	1.05	1.60	0.13	20.64
01.May.00	16.75	1.68	1.15	1.60	0.13	21.31
01.Nov.00	17.26	1.73	1.15	1.60	0.13	21.87

1st Year Apprentice

01.May.99	13.14	1.31	1.05	1.60	0.13	17.23
01.Nov.99	13.54	1.35	1.05	1.60	0.13	17.67
01.May.00	13.96	1.40	1.15	1.60	0.13	18.24
01.Nov.00	14.38	1.44	1.15	1.60	0.13	18.70

MAINTENANCE/SERVICE/REPAIR

Foreman

01.May.99	28.27	2.83	1.05	1.60	0.13	33.88
01.Nov.99	29.07	2.91	1.05	1.60	0.13	34.76
01.May.00	29.92	2.99	1.15	1.60	0.13	35.79
01.Nov.00	30.76	3.08	1.15	1.60	0.13	36.72

Journeyman

01.May.99	26.27	2.63	1.05	1.60	0.13	31.68
01.Nov.99	27.07	2.71	1.05	1.60	0.13	32.56
01.May.00	27.92	2.79	1.15	1.60	0.13	33.59
01.Nov.00	28.76	2.88	1.15	1.60	0.13	34.52

WAGE SUMMARY 1999-2001.....PAGE 32

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
REFRIGERATION (PROV.)...continued...						
4th Year Apprentice						
01.May.99	22.33	2.23	1.05	1.60	0.13	27.34
01.Nov.99	23.01	2.30	1.05	1.60	0.13	28.09
01.May.00	23.73	2.37	1.15	1.60	0.13	28.98
01.Nov.00	24.45	2.45	1.15	1.60	0.13	29.78
3rd Year Apprentice						
01.May.99	19.70	1.97	1.05	1.60	0.13	24.45
01.Nov.99	20.30	2.03	1.05	1.60	0.13	25.11
01.May.00	20.94	2.09	1.15	1.60	0.13	25.91
01.Nov.00	21.57	2.16	1.15	1.60	0.13	26.61
2nd Year Apprentice						
01.May.99	15.76	1.58	1.05	1.60	0.13	20.12
01.Nov.99	16.24	1.62	1.05	1.60	0.13	20.64
01.May.00	16.75	1.68	1.15	1.60	0.13	21.31
01.Nov.00	17.26	1.73	1.15	1.60	0.13	21.87
1st Year Apprentice						
01.May.99	13.14	1.31	1.05	1.60	0.13	17.23
01.Nov.99	13.54	1.35	1.05	1.60	0.13	17.67
01.May.00	13.96	1.40	1.15	1.60	0.13	18.24
01.Nov.00	14.38	1.44	1.15	1.60	0.13	18.70

Other: Supplementary Benefit Fund of 3¢/hr (three cents) & Joint Educational Trust Fund of 10¢/hr (ten cents)

- Compulsory Government Pension Plan shall be in addition to the rates shown above.
- Employer Association Funds (remitted to Construction Labour Relations) of 9¢/hr (nine cents), as per Collective Agreement, not included in above totals.
- Expiration Date April 30, 2001

**ROOFERS
Carpenters Local #1325**

COMMERCIAL

Foreman

08.Nov.98	21.79	2.09	1.04			24.92
01.Feb.99	22.11	2.12	1.04			25.27
01.July.99	22.56	2.17	1.04			25.77
01.May.00	23.02	2.21	1.04			26.27
01.Nov.00	23.43	2.25	1.04			26.77

Journeyman

08.Nov.98	19.29	1.85	1.04			22.18
01.Feb.99	19.61	1.88	1.04			22.53
01.July.99	20.06	1.93	1.04			23.03
01.May.00	20.52	1.97	1.04			23.53
01.Nov.00	20.98	2.01	1.04			24.03

WAGE SUMMARY 1999-2001.....PAGE 33

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
ROOFERS (Carpenters Local 1325)...continued...						
Apprentice (completed 2 yrs – 90%)						
08.Nov.98	17.36	1.67	1.04			20.07
01.Feb.99	17.65	1.69	1.04			20.38
01.July.99	18.06	1.73	1.04			20.83
01.May.00	18.47	1.77	1.04			21.28
01.Nov.00	18.88	1.81	1.04			21.73
Apprentice (completed 1 yr – 80%)						
08.Nov.98	15.43	1.48	1.04			17.95
01.Feb.99	15.69	1.51	1.04			18.23
01.July.99	16.05	1.54	1.04			18.63
01.May.00	16.42	1.58	1.04			19.03
01.Nov.00	16.78	1.61	1.04			19.43
Indentured Apprentice						
08.Nov.98	12.54	1.20	1.04			14.78
01.Feb.99	12.74	1.22	1.04			15.01
01.July.99	13.04	1.25	1.04			15.33
01.May.00	13.34	1.28	1.04			15.66
01.Nov.00	13.63	1.31	1.04			15.98
Apprentice (2nd six months)						
08.Nov.98	11.57	1.11	1.04			13.72
01.Feb.99	11.76	1.13	1.04			13.93
01.July.99	12.04	1.16	1.04			14.23
01.May.00	12.31	1.118	1.04			14.53
01.Nov.00	12.59	1.21	1.04			14.83
Apprentice (1st six months)						
08.Nov.98	9.64	0.93	0.00			10.57
01.Feb.99	9.80	0.94	0.00			10.75
01.July.99	10.03	0.96	0.00			11.00
01.May.00	10.26	0.98	0.00			11.25
01.Nov.00	10.49	1.01	0.00			11.50
<u>INDUSTRIAL</u>						
Journeyman						
08.Nov.98	22.80	2.28	1.04			26.12
01.May.99	23.73	2.37	1.04			27.14
01.Nov.99	24.28	2.43	1.04			27.75
01.May.00	25.39	2.54	1.04			28.97
01.Nov.00	25.79	2.58	1.04			29.41
Apprentice (completed 2 yrs. – 90%)						
08.Nov.98	20.52	2.05	1.04			23.61
01.May.99	21.35	2.14	1.04			24.53
01.Nov.99	21.85	2.19	1.04			25.08
01.May.00	22.85	2.29	1.04			26.18
01.Nov.00	23.21	2.32	1.04			26.57

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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ROOFERS (Carpenters Local 1325) ...continued...

Apprentice (completed 1 yr. – 80%)

08.Nov.98	18.24	1.82	1.04			21.10
01.May.99	18.98	1.90	1.04			24.53
01.Nov.99	19.43	1.94	1.04			22.41
01.May.00	20.31	2.03	1.04			23.38
01.Nov.00	20.63	2.06	1.04			23.74

Applicant Apprentice (70%)

08.Nov.98	15.96	1.60	1.04			18.60
01.May.99	16.61	1.66	1.04			19.31
01.Nov.99	17.00	1.70	1.04			19.74
01.May.00	17.77	1.78	1.04			20.59
01.Nov.00	18.05	1.81	1.04			20.90

Truck Driver

08.Nov.98	21.30	2.13	1.04			24.47
01.May.99	22.23	2.22	1.04			25.49
01.Nov.99	22.78	2.28	1.04			26.10
01.May.00	23.89	2.39	1.04			27.32
01.Nov.00	24.29	2.43	1.04			27.76

Industrial Foreman: \$2.50 (two dollars & fifty cents) above journeyman rate increasing to \$3.00 (three dollars) when supervising 4 (four) or more employees.

Note:

Should the Union be successful in organizing the non-union roofing contractors based in Edmonton who were previously union contractors during the term of the 1993 to 1995 Registered Provincial Agreement for General Construction Roofing, an additional 50¢ (fifty cent) increase will be applied to the Journeyman gross rate effective on the date of the next scheduled increase subsequent to the date the last of the above noted contractors is certified or voluntarily recognizes the Union, however it may not take effect prior to the scheduled increase on July 1, 1999.

- CLR-A Employer Association Dues of 9¢/hr (nine cents), as per Collective Agreement, not included in above totals.
- Expiration Date April 30, 2001

**ROOFERS (PROV.)
Sheet Metal Local #8**

COMMERCIAL/INSTITUTIONAL

Journeyman

01.May.99	19.48	1.95	0.85	0.18	0.07	22.53
01.Nov.99	19.93	1.99	0.85	0.18	0.08	23.03
01.May.00	20.38	2.04	0.85	0.18	0.08	23.53
01.Nov.00	20.84	2.08	0.85	0.18	0.08	24.03

Uncertified Journeyman

01.May.99	18.51	1.85	0.85	0.18	0.07	21.46
01.Nov.99	18.93	1.89	0.85	0.18	0.08	21.93
01.May.00	19.36	1.94	0.85	0.18	0.08	22.41
01.Nov.00	19.80	1.98	0.85	0.18	0.08	22.89

WAGE SUMMARY 1999-2001.....PAGE 35

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
ROOFERS (PROV.) (Sheet Metal Local 8) ...continued...						
Completed 2nd Year Apprentice						
01.May.99	17.53	1.75	0.85	0.18	0.07	20.38
01.Nov.99	17.94	1.79	0.85	0.18	0.08	20.84
01.May.00	18.34	1.83	0.85	0.18	0.08	21.28
01.Nov.00	18.76	1.88	0.85	0.18	0.08	21.75
Completed 1st Year Apprentice						
01.May.99	15.58	1.56	0.85	0.18	0.07	18.24
01.Nov.99	15.94	1.59	0.85	0.18	0.08	18.64
01.May.00	16.30	1.63	0.85	0.18	0.08	19.04
01.Nov.00	16.67	1.67	0.85	0.18	0.08	19.45
Applicant Apprentice 2nd 6 months						
01.May.99	13.64	1.36	0.85	0.18	0.07	16.10
01.Nov.99	13.95	1.40	0.85	0.18	0.08	16.46
01.May.00	14.27	1.43	0.85	0.18	0.08	16.81
01.Nov.00	14.59	1.46	0.85	0.18	0.08	17.16
Applicant Apprentice 1st 6 months						
01.May.99	11.69	1.17	0.00	0.00	0.00	12.86
01.Nov.99	11.96	1.20	0.00	0.00	0.00	13.16
01.May.00	12.23	1.22	0.00	0.00	0.00	13.45
01.Nov.00	12.50	1.25	0.00	0.00	0.00	13.75
Commercial Foreman: \$2.50 (two dollars & fifty cents) above journeyman rate.						
<u>INDUSTRIAL</u>						
Journeyman						
01.May.99	23.67	2.37	0.85	0.18	0.07	27.14
01.Nov.99	24.22	2.42	0.85	0.18	0.08	27.75
01.May.00	25.33	2.53	0.85	0.18	0.08	28.97
01.Nov.00	25.73	2.57	0.85	0.18	0.08	29.41
Uncertified Journeyman						
01.May.99	22.49	2.25	0.85	0.18	0.07	25.84
01.Nov.99	23.01	2.30	0.85	0.18	0.08	26.42
01.May.00	24.06	2.41	0.85	0.18	0.08	27.58
01.Nov.00	24.44	2.44	0.85	0.18	0.08	27.99
Completed 2nd Year Apprentice						
01.May.99	21.30	2.13	0.85	0.18	0.07	24.53
01.Nov.99	21.80	2.18	0.85	0.18	0.08	25.09
01.May.00	22.80	2.28	0.85	0.18	0.08	26.19
01.Nov.00	23.16	2.32	0.85	0.18	0.08	26.59
Completed 1st Apprentice						
01.May.99	18.94	1.89	0.85	0.18	0.07	21.93
01.Nov.99	19.38	1.94	0.85	0.18	0.08	22.43
01.May.00	20.26	2.03	0.85	0.18	0.08	23.40

WAGE SUMMARY 1999-2001.....PAGE 36

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
01.Nov.00	20.58	2.06	0.85	0.18	0.08	23.75

ROOFERS (PROV.) (Sheet Metal Local 8) ...continued...

Applicant Apprentice 2nd 6 months

01.May.99	16.57	1.66	0.85	0.18	0.07	19.33
01.Nov.99	18.41	1.84	0.85	0.18	0.08	21.36
01.May.00	19.25	1.93	0.85	0.18	0.08	22.29
01.Nov.00	19.55	1.96	0.85	0.18	0.08	22.62

Applicant Apprentice 1st 6 months

01.May.99	14.20	1.42	0.00	0.00	0.00	15.62
01.Nov.99	17.44	1.74	0.00	0.00	0.00	19.18
01.May.00	18.24	1.82	0.00	0.00	0.00	20.06
01.Nov.00	18.53	1.85	0.00	0.00	0.00	20.38

Industrial Foreman: \$2.50 (two dollars & fifty cents) above journeyman rate increasing to \$3.00 (three dollars) when supervising 4 (four) or more employees.

Other: Benevolent Fund

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

COMMERCIAL & INSTITUTIONAL

Foreman A

01.May.99	23.59	2.36	0.85	1.50	0.13	28.43
01.Nov.99	23.80	2.38	0.85	2.00	0.14	29.17
01.May.00	24.78	2.48	0.85	2.00	0.14	30.25
01.Nov.00	25.27	2.53	0.85	2.00	0.14	30.79

Foreman B

01.May.99	22.59	2.26	0.85	1.50	0.13	27.33
01.Nov.99	22.80	2.28	0.85	2.00	0.14	28.07
01.May.00	23.78	2.38	0.85	2.00	0.14	29.15
01.Nov.00	24.27	2.43	0.85	2.00	0.14	29.69

Journeyman

01.May.99	21.59	2.16	0.85	1.50	0.13	26.23
01.Nov.99	21.80	2.18	0.85	2.00	0.14	26.97
01.May.00	22.78	2.28	0.85	2.00	0.14	28.05
01.Nov.00	23.27	2.33	0.85	2.00	0.14	28.59

4th Year Apprentice

01.May.99	18.35	1.84	0.85	1.50	0.13	22.67
01.Nov.99	18.53	1.85	0.85	2.00	0.14	23.37
01.May.00	19.36	1.94	0.85	2.00	0.14	24.29
01.Nov.00	19.78	1.98	0.85	2.00	0.14	24.75

3rd Year Apprentice

01.May.99	16.19	1.62	0.85	1.50	0.13	20.29
01.Nov.99	16.35	1.64	0.85	2.00	0.14	20.98
01.May.00	17.09	1.71	0.85	2.00	0.14	21.79

WAGE SUMMARY 1999-2001.....PAGE 37

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
01.Nov.00	17.45	1.75	0.85	2.00	0.14	22.19

WAGE SUMMARY 1999-2001.....PAGE 38

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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2nd Year Apprentice

01.May.99	14.03	1.40	0.85	1.50	0.13	17.91
01.Nov.99	14.17	1.42	0.85	2.00	0.14	18.58
01.May.00	14.81	1.48	0.85	2.00	0.14	19.28
01.Nov.00	15.13	1.51	0.85	2.00	0.14	19.63

1st Year Apprentice

01.May.99	10.80	1.08	0.85	0.00	0.13	12.86
01.Nov.99	10.90	1.09	0.85	0.00	0.14	12.98
01.May.00	11.39	1.14	0.85	0.00	0.14	13.52
01.Nov.00	11.64	1.16	0.85	0.00	0.14	13.79

Probationary Apprentice

01.May.99	8.64	0.86	0.85	0.00	0.13	10.48
01.Nov.99	8.72	0.87	0.85	0.00	0.14	10.58
01.May.00	9.11	0.91	0.85	0.00	0.14	11.01
01.Nov.00	9.31	0.93	0.85	0.00	0.14	11.23

WELDERS COMMERCIAL**Journeyman**

01.May.99	21.59	2.16	0.85	1.50	0.13	26.23
01.Nov.99	21.80	2.18	0.85	2.00	0.14	26.97
01.May.00	22.78	2.28	0.85	2.00	0.14	28.05
01.Nov.00	23.27	2.33	0.85	2.00	0.14	28.59

3rd Year Apprentice

01.May.99	19.43	1.94	0.85	1.50	0.13	23.85
01.Nov.99	19.62	1.96	0.85	2.00	0.14	24.57
01.May.00	20.50	2.05	0.85	2.00	0.14	25.54
01.Nov.00	20.94	2.09	0.85	2.00	0.14	26.02

2nd Year Apprentice

01.May.99	16.19	1.62	0.85	1.50	0.13	20.29
01.Nov.99	16.35	1.64	0.85	2.00	0.14	20.98
01.May.00	17.09	1.71	0.85	2.00	0.14	21.79
01.Nov.00	17.45	1.75	0.85	2.00	0.14	22.19

1st Year Apprentice

01.May.99	12.95	1.30	0.85	0.00	0.13	15.23
01.Nov.99	13.08	1.31	0.85	0.00	0.14	15.38
01.May.00	13.67	1.37	0.85	0.00	0.14	16.03
01.Nov.00	13.96	1.40	0.85	0.00	0.14	16.35

INDUSTRIAL**Foreman A**

01.May.99	30.53	3.05	0.85	1.50	0.13	36.06
01.Nov.99	30.74	3.07	0.85	2.00	0.14	36.80
01.May.00	32.08	3.21	0.85	2.00	0.14	38.28
01.Nov.00	32.08	3.21	0.85	2.54	0.14	38.82

WAGE SUMMARY 1999-2001.....PAGE 39

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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SHEET METAL (PROV.)...continued...

Foreman B

01.May.99	29.53	2.95	0.85	1.50	0.13	34.96
01.Nov.99	29.74	2.97	0.85	2.00	0.14	35.70
01.May.00	31.08	3.11	0.85	2.00	0.14	37.18
01.Nov.00	31.08	3.11	0.85	2.54	0.14	37.72

Journeyman

01.May.99	27.53	2.75	0.85	1.50	0.13	32.76
01.Nov.99	27.74	2.77	0.85	2.00	0.14	33.50
01.May.00	29.08	2.91	0.85	2.00	0.14	34.98
01.Nov.00	29.08	2.91	0.85	2.54	0.14	35.52

4th Year Apprentice

01.May.99	23.40	2.34	0.85	1.50	0.13	28.22
01.Nov.99	23.58	2.36	0.85	2.00	0.14	28.93
01.May.00	24.72	2.47	0.85	2.00	0.14	30.18
01.Nov.00	24.72	2.47	0.85	2.54	0.14	30.72

3rd Year Apprentice

01.May.99	20.65	2.07	0.85	1.50	0.13	25.20
01.Nov.99	20.81	2.08	0.85	2.00	0.14	25.88
01.May.00	21.81	2.18	0.85	2.00	0.14	26.98
01.Nov.00	21.81	2.18	0.85	2.54	0.14	27.52

2nd Year Apprentice

01.May.99	17.89	1.79	0.85	1.50	0.13	22.16
01.Nov.99	18.03	1.80	0.85	2.00	0.14	22.82
01.May.00	18.90	1.89	0.85	2.00	0.14	23.78
01.Nov.00	18.90	1.89	0.85	2.54	0.14	24.32

1st Year Apprentice

01.May.99	13.77	1.38	0.85	0.00	0.13	16.13
01.Nov.99	13.87	1.39	0.85	0.00	0.14	16.25
01.May.00	14.54	1.45	0.85	0.00	0.14	16.98
01.Nov.00	14.54	1.45	0.85	0.00	0.14	16.98

Probationary Apprentice

01.May.99	11.01	1.10	0.85	0.00	0.13	13.09
01.Nov.99	11.10	1.11	0.85	0.00	0.14	13.20
01.May.00	11.63	1.16	0.85	0.00	0.14	13.78
01.Nov.00	11.63	1.16	0.85	0.00	0.14	13.78

WELDERS INDUSTRIAL

Journeyman

01.May.99	27.53	2.75	0.85	1.50	0.13	32.76
01.Nov.99	27.74	2.77	0.85	2.00	0.14	33.50
01.May.00	29.08	2.91	0.85	2.00	0.14	34.98
01.Nov.00	29.08	2.91	0.85	2.54	0.14	35.52

WAGE SUMMARY 1999-2001.....PAGE 40

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
SHEET METAL (PROV.)...continued...						
3rd Year Apprentice						
01.May.99	24.78	2.48	0.85	1.50	0.13	29.74
01.Nov.99	24.97	2.50	0.85	2.00	0.14	30.46
01.May.00	26.17	2.62	0.85	2.00	0.14	31.78
01.Nov.00	26.17	2.62	0.85	2.54	0.14	32.32
2nd Year Apprentice						
01.May.99	20.65	2.07	0.85	1.50	0.13	25.20
01.Nov.99	20.81	2.08	0.85	2.00	0.14	25.88
01.May.00	21.81	2.18	0.85	2.00	0.14	26.98
01.Nov.00	21.81	2.18	0.85	2.54	0.14	27.52
1st Year Apprentice						
01.May.99	16.52	1.65	0.85	0.00	0.13	19.15
01.Nov.99	16.64	1.66	0.85	0.00	0.14	19.29
01.May.00	17.45	1.75	0.85	0.00	0.14	20.19
01.Nov.00	17.45	1.75	0.85	0.00	0.14	20.19

Other: Benevolent Fund

- Employer Only: CLR-A DUES of 9¢/hr (nine cents), as per Collective Agreement, not included in above totals.
- Expiration Date April 30, 2001

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

COMMERCIAL

Foreman A

01.May.99	23.34	2.33	0.85	1.50	0.13	28.15
01.Nov.99	23.54	2.35	0.85	2.00	0.14	28.88
01.May.00	24.62	2.46	0.85	2.00	0.14	30.07
01.Nov.00	25.15	2.52	0.85	2.00	0.14	30.66

Foreman B

01.May.99	22.49	2.25	0.85	1.50	0.13	27.22
01.Nov.99	22.68	2.27	0.85	2.00	0.14	27.94
01.May.00	23.72	2.37	0.85	2.00	0.14	29.08
01.Nov.00	24.23	2.42	0.85	2.00	0.14	29.64

Journeyman

01.May.99	21.22	2.12	0.85	1.50	0.13	25.82
01.Nov.99	21.40	2.14	0.85	2.00	0.14	26.53
01.May.00	22.38	2.24	0.85	2.00	0.14	27.61
01.Nov.00	22.86	3.30	0.85	2.00	0.14	28.15

3rd Year Apprentice

01.May.99	18.04	1.80	0.85	1.50	0.13	22.32
01.Nov.99	18.19	1.82	0.85	2.00	0.14	23.00
01.May.00	19.02	1.90	0.85	2.00	0.14	23.91
01.Nov.00	19.43	1.94	0.85	2.00	0.14	24.36

WAGE SUMMARY 1999-2001.....PAGE 41

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
SHEETERS, DECKERS & CLADDERS (PROV.)...continued...						
2nd Year Apprentice						
01.May.99	15.92	1.59	0.85	1.50	0.13	19.99
01.Nov.99	16.05	1.61	0.85	2.00	0.14	20.65
01.May.00	16.79	1.68	0.85	2.00	0.14	21.46
01.Nov.00	17.15	1.72	0.85	2.00	0.14	21.86
1st Year Apprentice						
01.May.99	13.79	1.38	0.85	1.50	0.13	17.65
01.Nov.99	13.91	1.39	0.85	2.00	0.14	18.29
01.May.00	14.55	1.46	0.85	2.00	0.14	19.00
01.Nov.00	14.86	1.49	0.85	2.00	0.14	19.34
Probationary Apprentice						
01.May.99	10.61	1.06	0.85	0.00	0.13	12.65
01.Nov.99	10.70	1.07	0.85	0.00	0.14	12.76
01.May.00	11.19	1.12	0.85	0.00	0.14	13.30
01.Nov.00	11.43	1.14	0.85	0.00	0.14	13.56
<u>INDUSTRIAL</u>						
Foreman A						
01.May.99	28.83	2.88	0.85	1.50	0.13	34.19
01.Nov.99	29.00	2.90	0.85	2.00	0.14	34.89
01.May.00	30.44	3.04	0.85	2.00	0.14	36.47
01.Nov.00	30.44	3.04	0.85	2.54	0.14	37.01
Foreman B						
01.May.99	27.78	2.78	0.85	1.50	0.13	33.04
01.Nov.99	27.94	2.79	0.85	2.00	0.14	33.72
01.May.00	29.33	2.93	0.85	2.00	0.14	35.25
01.Nov.00	29.33	2.93	0.85	2.54	0.14	35.79
Journeyman						
01.May.99	26.21	2.62	0.85	1.50	0.13	31.31
01.Nov.99	26.36	2.64	0.85	2.00	0.14	31.99
01.May.00	27.67	2.77	0.85	2.00	0.14	33.43
01.Nov.00	27.67	2.77	0.85	2.54	0.14	33.97
3rd Year Apprentice						
01.May.99	22.28	2.23	0.85	1.50	0.13	26.99
01.Nov.99	22.41	2.24	0.85	2.00	0.14	27.64
01.May.00	23.52	2.35	0.85	2.00	0.14	28.86
01.Nov.00	23.52	2.35	0.85	2.54	0.14	29.40
2nd Year Apprentice						
01.May.99	19.66	1.97	0.85	1.50	0.13	24.11
01.Nov.99	19.77	1.98	0.85	2.00	0.14	24.74
01.May.00	20.75	2.08	0.85	2.00	0.14	25.82
01.Nov.00	20.75	2.08	0.85	2.54	0.14	26.36

WAGE SUMMARY 1999-2001.....PAGE 42

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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SHEETERS, DECKERS & CLADDERS (PROV.)...continued...

1st Year Apprentice

01.May.99	17.04	1.70	0.85	1.50	0.13	21.22
01.Nov.99	17.13	1.71	0.85	2.00	0.14	21.83
01.May.00	17.99	1.80	0.85	2.00	0.14	22.78
01.Nov.00	17.99	1.80	0.85	2.54	0.14	23.32

Probationary Apprentice

01.May.99	13.11	1.31	0.85	0.00	0.13	15.40
01.Nov.99	13.18	1.32	0.85	0.00	0.14	15.49
01.May.00	13.84	1.38	0.85	0.00	0.14	16.21
01.Nov.00	13.84	1.38	0.85	0.00	0.14	16.21

Other: Benevolent Fund

- Employer Only: CLR-A DUES of 9¢/hr (nine cents), and EASMAC or CASMA DUES of 15¢/hr (fifteen cents), as per Collective Agreement, not included in above totals.
- Expiration Date April 30, 2001

SPRINKLERFITTERS (NATIONAL) **

LOCAL UNIONS #488 & #496

Local #488

Foreman

01.May.99	29.89	2.99	1.51	2.75	1.93	39.07
01.May.00	31.60	3.16	1.61	3.00	1.93	41.30

Journeyman

01.May.99	26.22	2.62	1.51	2.75	1.93	35.03
01.May.00	27.72	2.77	1.61	3.00	1.93	37.03

4th Year Apprentice

01.May.99	20.98	2.10	1.51	2.75	1.93	29.27
01.May.00	22.18	2.22	1.61	3.00	1.93	30.94

3rd Year Apprentice

01.May.99	18.35	1.83	1.51	2.75	1.93	26.37
01.May.00	19.40	1.94	1.61	3.00	1.93	27.88

2nd Year Apprentice

01.May.99	15.73	1.57	1.51	2.75	1.93	23.49
01.May.00	16.63	1.66	1.61	3.00	1.93	24.83

1st Year Apprentice

01.May.99	13.11	1.31	1.51	2.75	1.93	20.61
01.May.00	13.86	1.39	1.61	3.00	1.93	21.79

Probationary Apprentice

01.May.99	11.80	1.18	1.51	-	1.93	16.42
01.May.00	12.47	1.25	1.61	-	1.93	17.26

WAGE SUMMARY 1999-2001.....PAGE 43

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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SPRINKLERFITTERS (NATIONAL) **...continued

Local #496

Journeyman

01.May.99	27.20	2.72	1.20	2.50	1.43	35.05
01.May.00	29.02	2.90	1.20	2.50	1.43	37.05

4th Year Apprentice

01.May.99	21.76	2.18	1.20	2.50	1.38	29.02
01.May.00	23.22	2.32	1.20	2.50	1.38	30.62

3rd Year Apprentice

01.May.99	19.04	1.90	1.20	2.50	1.18	25.82
01.May.00	20.31	2.03	1.20	2.50	1.18	27.22

2nd Year Apprentice

01.May.99	16.32	1.63	1.20	2.50	1.18	22.83
01.May.00	17.41	1.74	1.20	2.50	1.18	24.03

1st Year Apprentice

01.May.99	13.60	1.36	1.20	2.50	1.18	19.84
01.May.00	14.51	1.45	1.20	2.50	1.18	20.84

Probationary Apprentice

01.May.99	12.24	1.22	1.20	-	1.18	15.84
01.May.00	13.06	1.31	1.20	-	1.18	16.75

Other: Building Trades 5¢/hr (five cents), Joint Training & Apprenticeship Fund 10¢/hr (ten cents), Supplementary Benefit Trust Fund 3¢/hr (three cents) & Market Enhancement Trust Fund (Stabilization).

➤ Expiration Date April 30, 2000

TEAMSTERS (PROV.) **

LOCAL 362

Fuel truck, concrete transit mix or other specialized concrete hauling equipment, nodwell drivers, low beds, all types of semi-trailers and dump trucks over 12 cubic yards and up to 35 tons rated capacity and water pulls

01.May.99	24.60	2.46	1.55	2.00	0.25	30.86
01.Nov.99	25.24	2.52	1.55	2.00	0.25	31.56
01.May.00	26.01	2.60	1.65	2.40	0.30	32.96
01.Nov.00	26.46	2.65	1.65	2.40	0.30	33.46

All vehicles 35 tons rated capacity and over and utility drivers (Class 1 license)

01.May.99	24.70	2.47	1.55	2.00	0.25	30.97
01.Nov.99	25.34	2.53	1.55	2.00	0.25	31.67
01.May.00	26.11	2.61	1.65	2.40	0.30	33.07
01.Nov.00	26.56	2.66	1.65	2.40	0.30	33.57

WAGE SUMMARY 1999-2001.....PAGE 44

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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TEAMSTERS (PROV.) **...continued...

Dump trucks over 8 cubic yards & up to 12 cubic yards tandem axle, water trucks, flat decks with or without winches or A-frame. Hiab over 80,000 GVW and similar equipment

01.May.99	24.55	2.45	1.55	2.00	0.25	30.80
01.Nov.99	25.19	2.52	1.55	2.00	0.25	31.51
01.May.00	25.96	2.60	1.65	2.40	0.30	32.91
01.Nov.00	26.41	2.64	1.65	2.40	0.30	33.40

Dump trucks up to and including 8 cubic yards, forklifts, single axle water trucks, man-haul, crummie, bus or other type of equipment requiring Class 2 license, single axle, flat decks with or without winches or A-frames, and fuel truck helper. Hiab under 80,000 GVW and similar equipment

01.May.99	24.40	2.44	1.55	2.00	0.25	30.64
01.Nov.99	25.04	2.50	1.55	2.00	0.25	31.34
01.May.00	25.81	2.58	1.65	2.40	0.30	32.74
01.Nov.00	26.26	2.63	1.65	2.40	0.30	33.24

Pick-up trucks and farm tractors

01.May.99	24.09	2.41	1.55	2.00	0.25	30.30
01.Nov.99	24.73	2.47	1.55	2.00	0.25	31.00
01.May.00	25.50	2.55	1.65	2.40	0.30	32.40
01.Nov.00	25.95	2.60	1.65	2.40	0.30	32.90

Class II Warehouseman, one having a high degree of knowledge of special materials, i.e. instruments and components, piping and electrical, tools, etc.

01.May.99	24.96	2.50	1.55	2.00	0.25	31.26
01.Nov.99	25.60	2.56	1.55	2.00	0.25	31.96
01.May.00	26.37	2.64	1.65	2.40	0.30	33.36
01.Nov.00	26.82	2.68	1.65	2.40	0.30	33.85

Class III Warehouseman

01.May.99	24.35	2.43	1.55	2.00	0.25	30.58
01.Nov.99	24.99	2.50	1.55	2.00	0.25	31.29
01.May.00	25.76	2.58	1.65	2.40	0.30	32.69
01.Nov.00	26.21	2.62	1.65	2.40	0.30	33.18

Class IV Warehouseman

01.May.99	21.18	2.12	1.55	2.00	0.25	27.10
01.Nov.99	21.82	2.18	1.55	2.00	0.25	27.80
01.May.00	22.59	2.26	1.65	2.40	0.30	29.20
01.Nov.00	23.04	2.30	1.65	2.40	0.30	29.69

General Foreman:

rate to be negotiated

Class 1 General Foreman:

rate to be negotiated

Foreman:

\$1.75/hr (one dollar & seventy-five cents) premium

Working Foreman:

\$1.25/hr (one dollar & twenty-five cents) premium

Class I Working Foreman:

\$1.75/hr (one dollar & seventy-five cents) premium

Class I General Foreman:

rate to be negotiated

WAGE SUMMARY 1999-2001.....PAGE 45

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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TEAMSTERS (PROV.) **...continued...

Other: Training Fund

- Association Fund contribution of 5¢/hr worked (five cents) & Alberta Building Trades Council Check-off of 5¢/hr worked (five cents), not included in above totals.
- Working Dues of 24¢/hr (twenty-four cents), effective 01.May.99, and 26¢/hr (twenty-six cents), effective 01.May.00, shall be deducted from each Employee covered by this Agreement for each hour for which wages are payable hereunder and remitted to the Union (not included above)
- Expiration Date April 30, 2001

TILESETTERS CONSTRUCTION (PROV.)**

LOCAL #1 & #4

						IAF
Journeyman						
15.May.99	21.75	2.18	1.20	1.35	26.48	0.10
01.Nov.99	22.50	2.25	1.20	1.35	27.30	0.10
01.May.00	23.00	2.30	1.20	1.35	27.85	0.10

Apprentices

1st Period 2100 hours (60%)

15.May.99	13.05	1.31	1.20	1.35	16.91	0.10
01.Nov.99	13.50	1.35	1.20	1.35	17.40	0.10
01.May.00	13.80	1.38	1.20	1.35	17.73	0.10

2nd Period 2100 hours (70%)

15.May.99	15.26	1.52	1.20	1.35	19.30	0.10
01.Nov.99	15.75	1.58	1.20	1.35	19.88	0.10
01.May.00	16.10	1.61	1.20	1.35	20.26	0.10

3rd Period 2100 hours (80%)

15.May.99	17.40	1.74	1.20	1.35	21.69	0.10
01.Nov.99	18.00	1.80	1.20	1.35	22.35	0.10
01.May.00	18.40	1.84	1.20	1.35	22.79	0.10

Sub Journeyman (Helper)

1st Period, 800 Hours

15.May.99	11.20	1.12	1.20	1.35	14.87	0.10
01.Nov.99	11.40	1.14	1.20	1.35	15.09	0.10
01.May.00	11.60	1.16	1.20	1.35	15.31	0.10
01.Nov.00	11.80	1.18	1.20	1.35	15.53	0.10

2nd Period, 800 Hours

15.May.99	12.20	1.22	1.20	1.35	15.97	0.10
01.Nov.99	12.40	1.24	1.20	1.35	16.19	0.10
01.May.00	12.60	1.26	1.20	1.35	16.41	0.10
01.Nov.00	12.80	1.28	1.20	1.35	16.63	0.10

3rd Period, 800 Hours

15.May.99	14.20	1.42	1.20	1.35	18.17	0.10
01.Nov.99	14.40	1.44	1.20	1.35	18.39	0.10
01.May.00	14.60	1.46	1.20	1.35	18.61	0.10
01.Nov.00	14.80	1.48	1.20	1.35	18.83	0.10

WAGE SUMMARY 1999-2001.....PAGE 46

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>	
TILESETTERS CONSTRUCTION (PROV.)**...continued...							
Thereafter							
15.May.99	16.20	1.62	1.20	1.35		20.37	0.10
01.Nov.99	16.40	1.64	1.20	1.35		20.59	0.10
01.May.00	16.60	1.66	1.20	1.35		20.81	0.10
01.Nov.00	16.80	1.68	1.20	1.35		21.03	0.10

Foreman: shall receive \$2.00/hr (two dollars) over the journeyman rate

Height Pay - employee shall be paid 50¢ (fifty cents) per hour above basic wage rate on tubular scaffold in excess of 50' (fifty feet) above the ground or solid existing structure (defined as any surface projecting a minimum of 15' [fifteen feet] from the vertical wall under construction). Employees shall be paid 50¢ (fifty cents) per hour above regular wage rate for working on swing stages of any length. This amount paid from the first lift.

IAF: Industry Advancement Fund (Association Dues) not included in above totals

➤ Expiration Date April 30, 2001

CONSTRUCTION LABOUR RELATIONS - An Alberta Association

WAGE SUMMARY

CONSTRUCTION - ALBERTA 1999 – 2001

Some exceptions may apply;

TRADE DIVISION NOTED IN BOLD – SETTLED & RATIFIED

TRADE DIVISION NOTED IN REGULAR PRINT – SETTLEMENT OUTSTANDING

Expiration dates noted at end of each section

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

Research Services

April 17, 2000