



Construction Labour Relations
An Alberta Association

www.clra.org

WAGE SUMMARY

CONSTRUCTION – ALBERTA

2011-2015

Expiration dates noted at end of each section

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

The Wage and Benefit Summary is a document created from the collective agreement provisions for the convenience of and as a service to our contractors. It is, however, the collective agreements, and not the summary, that is binding on employers. Accordingly, any user of the summary accepts any risk for any discrepancy between the summary and the respective collective agreements.

Revised January 16, 2013

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DUES BREAKDOWN

INDUSTRIAL AUDIOMETRIC PROGRAM

➤ NOTE: operating on the sustained reserves, dues collection presently suspended

CEFAP

Effective December 1, 2012:

- 4¢ (four cents) per hour for hourly rated personnel
- \$6.00 (six dollars) per month for salaried personnel
- \$0.50 (50 cents) per month for Retirees

CONSTRUCTION LABOUR RELATIONS

Effective December 1, 2011:

- 8¢ (eight cents) per hour worked

RSAP

Effective December 1, 2011:

- 9¢ (nine cents) per hour worked for Industrial Construction and Short Term Maintenance,
- 4.5¢ (four and a half cents) per hour for Long Term Maintenance and/or Fab shop

ALBERTA PROVINCIAL SUBSISTENCE RATES

Industrial

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

Location	Rate/Day	Location	Rate/Day
Athabasca	140.00	Grande Prairie	130.00
Bonnyville	135.00	Hanna	130.00
Calgary (Boilermakers)	150.00	Hardisty	120.00
Camrose	120.00	Hinton	135.00
Canmore/Exshaw	155.00	Lloydminster	145.00
Caroline	140.00	Peace River	150.00
Cold Lake	135.00	Pincher Creek Waterton	140.00
Drumheller	135.00	Red Deer	135.00
Edson	125.00	Stettler	120.00
Elk Point/Vermilion	150.00	Swan Hills	115.00
Empress	135.00	Wainwright	120.00
Fox Creek	125.00	Whitecourt	130.00
Ft. McMurray	195.00		

Commercial / Institutional Subsistence Rates

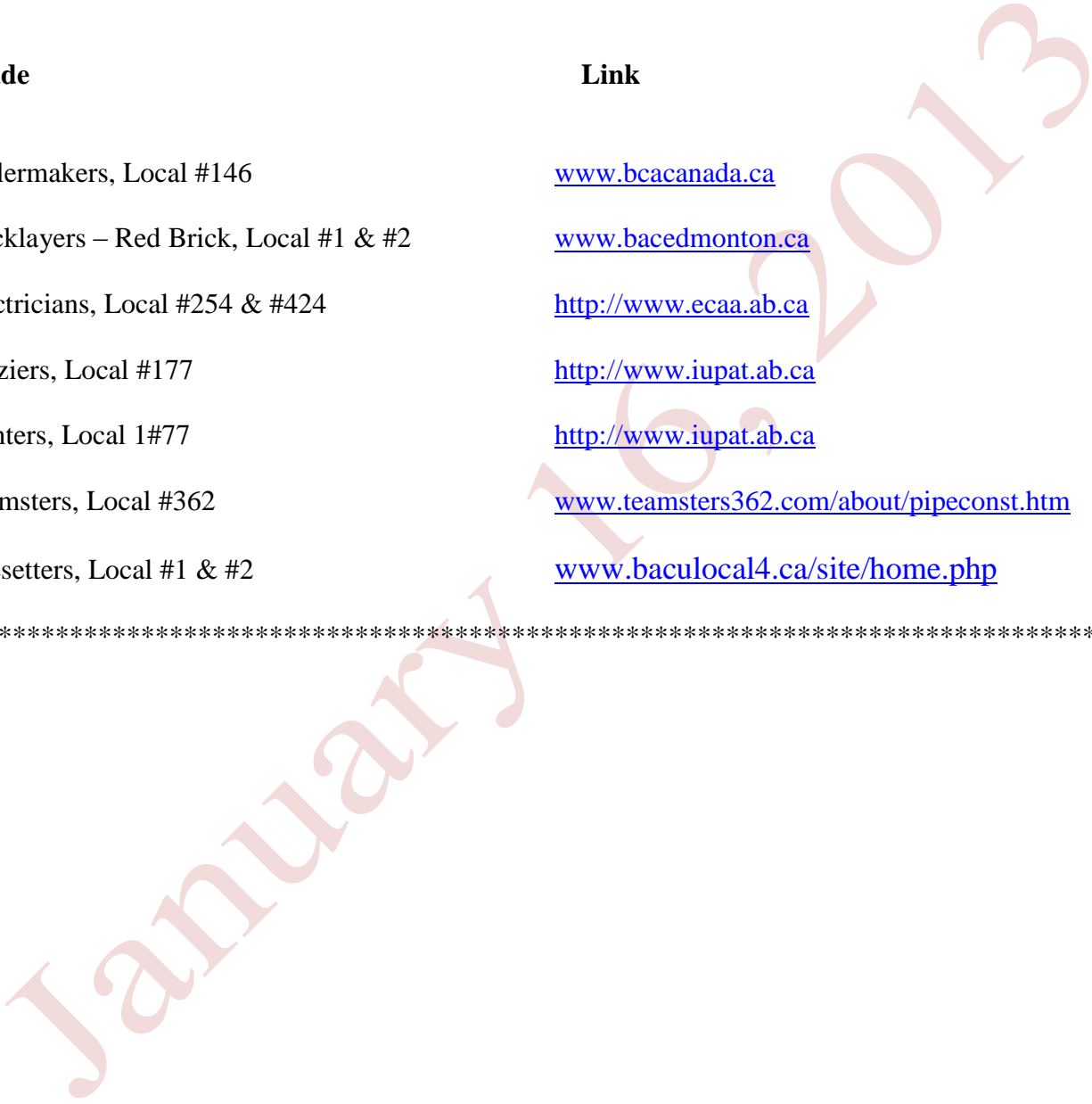
See applicable Collective Agreement

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

RATES FOR TRADES NOT NEGOTIATED BY CLR-A

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

Trade	Link
Boilermakers, Local #146	www.bcacanada.ca
Bricklayers – Red Brick, Local #1 & #2	www.bacedmonton.ca
Electricians, Local #254 & #424	http://www.ecaa.ab.ca
Glaziers, Local #177	http://www.iupat.ab.ca
Painters, Local 1#77	http://www.iupat.ab.ca
Teamsters, Local #362	www.teamsters362.com/about/pipeconst.htm
Tilesetters, Local #1 & #2	www.baculocal4.ca/site/home.php



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

CONSTRUCTION & MAINTENANCE

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

Effective Date	Base Wage	Hol& Vac	H&W	Pension	Total
Foreman (\$5.00)					
01-May-2011	49.39	4.94	1.10	5.00	60.43
06-May-2012	50.13	5.01	1.10	5.00	61.24
04-Nov-2012	50.86	5.09	1.10	5.00	62.05
Working Foreman (\$4.00)					
01-May-2011	48.39	4.84	1.10	5.00	59.33
06-May-2012	49.13	4.91	1.10	5.00	60.14
04-Nov-2012	49.86	4.99	1.10	5.00	60.95
Journeyman					
01-May-2011	44.39	4.44	1.10	5.00	54.93
06-May-2012	45.13	4.51	1.10	5.00	55.74
04-Nov-2012	45.86	4.59	1.10	5.00	56.55
3rd Year Apprentice (90%)					
01-May-2011	39.95	3.99	1.10	5.00	50.04
06-May-2012	40.61	4.06	1.10	5.00	50.77
04-Nov-2012	41.28	4.13	1.10	5.00	51.51
2nd Year Apprentice (80%)					
01-May-2011	35.51	3.55	1.10	5.00	45.16
06-May-2012	36.10	3.61	1.10	5.00	45.81
04-Nov-2012	36.69	3.67	1.10	5.00	46.46
1st Year Apprentice (60%)					
01-May-2011	26.63	2.66	1.10	5.00	35.39
06-May-2012	27.08	2.71	1.10	5.00	35.89
04-Nov-2012	27.52	2.75	1.10	5.00	36.37

**BRICKLAYERS (PROV.) REFRACTORY (cont'd)
LOCAL UNIONS 1 & 2**

CONSTRUCTION & MAINTENANCE

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

Effective Date	Base Wage	Hol& Vac	H&W	Pension	Total
Foreman (\$5.00)					
01-May-2011	49.85	4.99	1.10	4.50	60.44
06-May-2012	50.58	5.06	1.10	4.50	61.24
04-Nov-2012	51.31	5.13	1.10	4.50	62.04
Working Foreman (\$4.00)					
01-May-2011	48.85	4.89	1.10	4.50	59.34
06-May-2012	49.58	4.96	1.10	4.50	60.14
04-Nov-2012	50.31	5.03	1.10	4.50	60.94
Journeyman					
01-May-2011	44.85	4.48	1.10	4.50	54.93
06-May-2012	45.58	4.56	1.10	4.50	55.74
04-Nov-2012	46.31	4.63	1.10	4.50	56.54
3rd Year Apprentice (90%)					
01-May-2011	40.37	4.04	1.10	4.50	50.01
06-May-2012	41.02	4.10	1.10	4.50	50.72
04-Nov-2012	41.68	4.17	1.10	4.50	51.45
2nd Year Apprentice (80%)					
01-May-2011	35.88	3.59	1.10	4.50	45.07
06-May-2012	36.46	3.65	1.10	4.50	45.71
04-Nov-2012	37.05	3.70	1.10	4.50	46.35
1st Year Apprentice (60%)					
01-May-2011	26.91	2.69	1.10	4.50	35.20
06-May-2012	27.35	2.73	1.10	4.50	35.68
04-Nov-2012	27.79	2.78	1.10	4.50	36.17

BRICKLAYERS (PROV.) REFRACTORY (cont'd)
LOCAL UNIONS 1 & 2

Note: For Local 1 Pension contributions \$0.50 of the above noted amounts is remitted to the Bricklayers and Trowel Trades International Pension Fund (refer to Article 10.02 for details)

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

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

➤ **Expiration Date April 30, 2015**

January 16, 2013

CARPENTERS (PROV.)

LOCALS 1325, 2103

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

Effective Date	Base Wage	Hol. & V.P.	H & W	Pension	Training	Total Wage
Journeyman						
01.May.2011	38.63	3.86	1.40	6.60	0.55	51.04
06.May.2012	39.36	3.94	1.40	6.60	0.55	51.85
04.Nov.2012	40.04	4.01	1.40	6.60	0.55	52.60
4th Yr Apprentice						
01.May.2011	34.77	3.48	1.40	6.60	0.55	46.80
06.May.2012	35.42	3.54	1.40	6.60	0.55	47.51
04.Nov.2012	36.04	3.60	1.40	6.60	0.55	48.19
3rd Yr Apprentice						
01.May.2011	30.90	3.09	1.40	6.60	0.55	42.54
06.May.2012	31.49	3.15	1.40	6.60	0.55	43.19
04.Nov. 2012	32.03	3.20	1.40	6.60	0.55	43.78
2nd Yr Apprentice						
01.May.2011	27.04	2.70	1.40	6.60	0.55	38.29
06.May.2012	27.55	2.76	1.40	6.60	0.55	38.86
04.Nov.2012	28.03	2.80	1.40	6.60	0.55	39.38
1st Yr Apprentice						
01.May.2011	23.18	2.32	1.40	6.60	0.55	34.05
06.May.2012	23.62	2.36	1.40	6.60	0.55	34.53
04.Nov.2012	24.02	2.40	1.40	6.60	0.55	34.97

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

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

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

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

Effective Date	Base Rate	Hol & Vac. Pay	H & W Fund	Pens. Fund	Training Fund	Gross Wage
Journeyman						
01.May.2011	34.29	3.43	1.40	3.62	0.10	42.84
06.May.2012	35.26	3.53	1.40	3.62	0.10	43.91
05.May.2013	36.26	3.63	1.40	3.62	0.10	45.01
04.May.2014	37.29	3.73	1.40	3.62	0.10	46.14
4th Yr Apprentice						
01.May.2011	30.86	3.09	1.40	3.62	0.10	39.07
06.May.2012	31.73	3.17	1.40	3.62	0.10	40.02
05.May.2013	32.63	3.26	1.40	3.62	0.10	41.01
04.May.2014	33.56	3.36	1.40	3.62	0.10	42.04
3rd Yr Apprentice						
01.May.2011	27.43	2.74	1.40	3.62	0.10	35.29
06.May.2012	28.21	2.82	1.40	3.62	0.10	36.15
05.May.2013	29.01	2.90	1.40	3.62	0.10	37.03
04.May.2014	29.83	2.98	1.40	3.62	0.10	37.93
2nd Yr Apprentice						
01.May.2011	24.00	2.40	1.40	3.62	0.10	31.52
06.May.2012	24.68	2.47	1.40	3.62	0.10	32.27
05.May.2013	25.38	2.54	1.40	3.62	0.10	33.04
04.May.2014	26.10	2.61	1.40	3.62	0.10	33.83
1st Yr Apprentice						
01.May.2011	20.57	2.06	1.40	3.62	0.10	27.75
06.May.2012	21.16	2.12	1.40	3.62	0.10	28.40
05.May.2013	21.76	2.18	1.40	3.62	0.10	29.06
04.May.2014	22.37	2.24	1.40	3.62	0.10	29.73

➤ **Expiration Date April 30, 2015**

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

INDUSTRIAL - Schedule "A"

Effective Date	Base Wage	Hol. & Vac.	H&W Fund	Pens. Fund	Training Fund	Total Wage
Journeyman						
01-May-2011	39.76	3.98	1.00	5.00	0.35	50.09
06-May-2012	40.04	4.01	1.25	5.25	0.35	50.90
04-Nov-2012	40.34	4.04	1.40	5.50	0.35	51.63
3rd Year Apprentice						
01-May-2011	33.80	3.38	1.00	5.00	0.35	43.53
06-May-2012	34.03	3.40	1.25	5.25	0.35	44.28
04-Nov-2012	34.29	3.43	1.40	5.50	0.35	44.97
2nd Year Apprentice						
01-May-2011	29.82	2.98	1.00	5.00	0.35	39.15
06-May-2012	30.03	3.00	1.25	5.25	0.35	39.88
04-Nov-2012	30.26	3.03	1.40	5.50	0.35	40.54
1st Year Apprentice						
01-May-2011	25.84	2.58	1.00	5.00	0.35	34.77
06-May-2012	26.03	2.60	1.25	5.25	0.35	35.48
04-Nov-2012	26.22	2.62	1.40	5.50	0.35	36.09
Trainee						
01-May-2011	21.87	2.19	1.00	5.00	0.35	30.41
06-May-2012	22.02	2.20	1.25	5.25	0.35	31.07
04-Nov-2012	22.19	2.22	1.40	5.50	0.35	31.66

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

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

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

NON-INDUSTRIAL - Schedule "B"

Effective Date	Base Rate	Hol & Vac. Pay	H & W Fund	Pens. Fund	Training Fund	Gross Wage
Journeyman						
01-May-2011	31.35	3.13	1.00	3.50	0.15	39.13
06-May-2012	31.78	3.18	1.25	3.75	0.15	40.11
05-May-2013	32.37	3.24	1.35	4.00	0.15	41.11
04-May-2014	33.26	3.33	1.40	4.00	0.15	42.14
3rd Year Apprentice (85% of Certified Journeyman Base Wage)						
01-May-2011	26.65	2.67	1.00	3.50	0.15	33.97
06-May-2012	27.01	2.70	1.25	3.75	0.15	34.86
06-May-2013	27.51	2.75	1.35	4.00	0.15	35.76
04-May-2014	28.27	2.83	1.40	4.00	0.15	36.65
2nd Year Apprentice (75% of Certified Journeyman Base Wage)						
01-May-2011	23.51	2.35	1.00	3.50	0.15	30.51
06-May-2012	23.84	2.38	1.25	3.75	0.15	31.37
05-May-2013	24.28	2.43	1.35	4.00	0.15	32.21
04-May-2014	24.95	2.49	1.40	4.00	0.15	32.99
1st Year Apprentice (65% of Certified Journeyman Base Wage)						
01-May-2011	20.38	2.04	1.00	3.50	0.15	27.07
06-May-2012	20.66	2.07	1.25	3.75	0.15	27.88
05-May-2013	21.04	2.10	1.35	4.00	0.15	28.64
04-May-2014	21.62	2.16	1.40	4.00	0.15	29.33
Trainee (55% of Certified Journeyman Base Wage)						
May 1, 2011	17.24	1.72	1.00	3.50	0.15	23.61
May 6, 2012	17.48	1.75	1.25	3.75	0.15	24.38
May 5, 2013	17.80	1.78	1.35	4.00	0.15	25.08
May 4, 2014	18.29	1.83	1.40	4.00	0.15	25.67

➤ **Expiration Date April 30 2015**

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

CONSTRUCTION AND MAINTENANCE, SERVICE & REPAIR

Effective Date	Base Wage	Hol & Vac	H & W	Pension	Other	Gross Wage
Established Mechanic 06-May-2012	48.77	5.36	1.18	2.25	0.25	57.81

Rate Percentage of Established Mechanic (listed above):

Probationary Helper	50% (fifty percent)	24.39
Helper	60% (sixty percent)	26.82
Helper 1	70% (seventy percent)	34.14
Helper 2	75% (seventy-five percent)	36.58
Helper 3	80% (eighty percent)	39.02
Mechanic-in-Charge -	112½% (one hundred twelve & one half percent)	54.87
Mechanic-in-Charge -	115% (one hundred fifteen percent)	56.09
Mechanic-in-Charge -	120% (one hundred twenty percent)	58.52
Adjuster	115% (one hundred fifteen percent)	56.09
Local Representative	112½% (one hundred twelve & one half percent)	54.87

Other: Education Fund

➤ **Expiration Date April 30, 2015**

INSULATORS (PROV.)**LOCAL 110****INDUSTRIAL**

Effective Date	Base Rate	SH & V	H&W	WC	Pension	PITT	Training	Total
Foreman								
31-July-2011	46.03	4.60	1.40	0.10	5.00	0.50	0.25	57.88
06-May-2012	46.03	4.60	1.40	0.10	5.81	0.50	0.25	58.69
04-Nov-2012	46.72	4.67	1.40	0.10	5.81	0.50	0.25	59.45
Journeyman								
31-July-2011	40.94	4.09	1.40	0.10	5.00	0.50	0.25	52.28
06-May-2012	40.94	4.09	1.40	0.10	5.81	0.50	0.25	53.09
04-Nov-2012	41.63	4.16	1.40	0.10	5.81	0.50	0.25	53.85
4th Year Apprentice – Based on 80% of the Journeyman Rate								
31-July-2011	32.75	3.26	1.40	0.10	5.00	0.50	0.25	43.26
06-May-2012	32.75	3.26	1.40	0.10	5.81	0.50	0.25	44.07
04-Nov-2012	33.30	3.33	1.40	0.10	5.81	0.50	0.25	44.69
3rd Year Apprentice – Based on 70% of the Journeyman Rate								
31-July-2011	28.66	2.87	1.40	0.10	5.00	0.50	0.25	38.78
06-May-2012	28.66	2.87	1.40	0.10	5.81	0.50	0.25	39.59
04-Nov-2012	29.14	2.91	1.40	0.10	5.81	0.50	0.25	40.11
2nd Year Apprentice – Based on 60% of the Journeyman Rate								
31-July-2011	24.56	2.46	1.40	0.10	5.00	0.50	0.25	34.27
06-May-2012	24.56	2.46	1.40	0.10	5.81	0.50	0.25	35.08
04-Nov-2012	24.98	2.50	1.40	0.10	5.81	0.50	0.25	35.54
1st Year Apprentice and Helper – Based on 50% of the Journeyman Rate								
31-July-2011	20.47	2.05	1.40	0.10	5.00	0.50	0.25	29.77
06-May-2012	20.47	2.05	1.40	0.10	5.81	0.50	0.25	30.58
04-Nov-2012	20.82	2.08	1.40	0.10	5.81	0.50	0.25	30.96

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

Forthwith after wage adjustments are calculated in accordance with the Letter of Understanding respecting Wage Determination, the above schedule shall be updated, by adding to the then base wage 3.64 and adding to the then Holiday and Vacation Pay 0.36.

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

COMMERCIAL/INSTITUTIONAL

Effective Date	Base Rate	SH &V	H&W	WC	Pension	PITT	Training	Total
Foreman								
31-July-2011	35.02	3.50	1.40	0.10	5.00	0.50	0.25	45.77
06-May-2012	35.04	3.50	1.40	0.10	5.81	0.50	0.25	46.60
Journeyman								
31-July-2011	31.17	3.12	1.40	0.10	5.00	0.50	0.25	41.54
06-May-2012	31.19	3.12	1.40	0.10	5.81	0.50	0.25	42.37
4th Year Apprentice - Based on 80% of the Journeyman Rate								
31-July-2011	24.94	2.49	1.40	0.10	5.00	0.50	0.25	34.68
06-May-2012	24.95	2.50	1.40	0.10	5.81	0.50	0.25	35.51
3rd Year Apprentice - Based on 70% of the Journeyman Rate								
31-July-2011	21.82	2.18	1.40	0.10	5.00	0.50	0.25	31.25
06-May-2012	21.83	2.18	1.40	0.10	5.81	0.50	0.25	32.07
2nd Year Apprentice - Based on 60% of the Journeyman Rate								
31-July-2011	18.70	1.87	1.40	0.10	5.00	0.50	0.25	27.82
06-May-2012	18.71	1.87	1.40	0.10	5.81	0.50	0.25	28.64
1st Year Apprentice - Based on 50% of the Journeyman Rate								
31-July-2011	15.58	1.56	1.40	0.10	5.00	0.50	0.25	24.39
06-May-2012	15.60	1.56	1.40	0.10	5.81	0.50	0.25	25.22

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

➤ **Expiration Date April 30, 2015**

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

INDUSTRIAL (for work as defined in Clause 2.03)

Effective Date	Wages	Vac. Pay	Holiday Pay	H &W	Pens.	Training	Gloves	Total
Foreman (110% of Journeyperson)								
02-Oct-2011	40.60	2.44	1.46	1.80	5.25	0.40	0.15	52.10
06-May-2012	41.16	2.47	1.48	1.95	5.25	0.50	0.15	52.96
04-Nov-2012	41.42	2.48	1.49	2.05	5.50	0.60	0.15	53.69
Leadhand (105% of Journeyperson)								
02-Oct-2011	38.75	2.33	1.40	1.80	5.25	0.40	0.15	50.08
06-May-2012	39.29	2.36	1.41	1.95	5.25	0.50	0.15	50.91
04-Nov-2012	39.53	2.37	1.42	2.05	5.50	0.60	0.15	51.62
Journeyperson								
02-Oct-2011	36.91	2.21	1.33	1.80	5.25	0.40	0.15	48.05
06-May-2012	37.42	2.25	1.35	1.95	5.25	0.50	0.15	48.87
04-Nov-2012	37.65	2.26	1.36	2.05	5.50	0.60	0.15	49.57
4th Level (90% of Journeyperson from 2250 hours to 3000 hours)								
02-Oct-2011	33.22	1.99	1.20	1.80	5.25	0.40	0.15	44.01
06-May-2012	33.68	2.02	1.21	1.95	5.25	0.50	0.15	44.76
04-Nov-2012	33.89	2.03	1.22	2.05	5.50	0.60	0.15	45.44
3rd Level (80% of Journeyperson from 1500 hours to 2250 hours)								
02-Oct-2011	29.53	1.77	1.06	1.80	5.25	0.40	0.15	39.96
06-May-2012	29.94	1.80	1.08	1.95	5.25	0.50	0.15	40.67
04-Nov-2012	30.12	1.81	1.08	2.05	5.50	0.60	0.15	41.31
2nd Level (70% of Journeyperson from 750 hours to 1500 hours)								
02-Oct-2011	25.83	1.55	0.93	1.80	5.25	0.40	0.15	35.91
06-May-2012	26.19	1.57	0.94	1.95	5.25	0.50	0.15	36.55
04-Nov-2012	26.36	1.58	0.95	2.05	5.50	0.60	0.15	37.19
1st Level (60% of Journeyperson for the next 375 hours)								
02-Oct-2011	22.14	1.33	0.80	1.80	5.25	0.40	0.15	31.87
06-May-2012	22.45	1.35	0.81	1.95	5.25	0.50	0.15	32.46
04-Nov-2012	22.59	1.36	0.81	2.05	5.50	0.60	0.15	33.06
1st Level (60% of Journeyperson for first 90 calendar days)								
02-Oct-2011	22.14	1.33	0.80	1.80	0.00	0.40	0.15	26.62
06-May-2012	22.45	1.35	0.81	1.95	0.00	0.50	0.15	27.21
04-Nov-2012	22.59	1.36	0.81	2.05	0.00	0.60	0.15	27.56

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

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

Effective Date	Wages	Vac. Pay	Holiday Pay	H & W	Pens.	Training	Gloves	Total
Foreman (110% of Journeyperson)								
02-Oct-2011	38.52	2.31	1.39	1.80	4.50	0.40	0.15	49.07
Leadhand (105% of Journeyperson)								
02-Oct-2011	36.77	2.21	1.32	1.80	4.50	0.40	0.15	47.15
Journeyperson								
02-Oct-2011	35.02	2.10	1.26	1.80	4.50	0.40	0.15	45.23
4th Level (90% of Journeyperson from 2250 hours to 3000 hours)								
02-Oct-2011	31.52	1.89	1.13	1.80	4.50	0.40	0.15	41.39
3rd Level (80% of Journeyperson from 1500 hours to 2250 hours)								
02-Oct-2011	28.01	1.68	1.01	1.80	4.50	0.40	0.15	37.55
2nd Level (70% of Journeyperson from 750 hours to 1500 hours)								
02-Oct-2011	24.51	1.47	0.88	1.80	4.50	0.40	0.15	33.71
1st Level (60% of Journeyperson for next 375 hours)								
02-Oct-2011	21.01	1.26	0.76	1.80	4.50	0.40	0.15	29.68
1st Level (60% of Journeyperson for first ninety (90) calendar days)								
02-Oct-2011	21.01	1.26	0.76	1.80	0.00	0.40	0.15	25.38

NOTE: 2012 Rates unchanged from 02-Oct-2011 rates

➤ **Expiration Date April 30, 2015**

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

INDUSTRIAL (for work on projects as defined in Clause 2.03)

Effective Date	Base Rate	V.P.	S.H.P.	H&W	Pension	Appr. Fund	Total
Foreman (5.50 over Journeyman)							
02-Oct-2011	45.56	2.73	1.82	2.25	6.25	0.60	59.21
06-May-2012	46.07	2.76	1.84	2.40	6.25	0.70	60.02
04-Nov-2012	46.37	2.78	1.85	2.50	6.50	0.80	60.80
Journeyman							
02-Oct-2011	40.06	2.40	1.60	2.25	6.25	0.60	53.16
06-May-2012	40.57	2.43	1.62	2.40	6.25	0.70	53.97
04-Nov-2012	40.87	2.45	1.63	2.50	6.50	0.80	54.75
Generalist 4th year (90% of Journeyman)							
02-Oct-2011	36.05	2.16	1.44	2.25	6.25	0.60	48.75
06-May-2012	36.51	2.19	1.46	2.40	6.25	0.70	49.51
04-Nov-2012	36.78	2.21	1.47	2.50	6.50	0.80	50.26
3rd Level (80% of Journeyman)							
02-Oct-2011	32.05	1.92	1.28	2.25	6.25	0.60	44.35
06-May-2012	32.46	1.95	1.30	2.40	6.25	0.70	45.06
04-Nov-2012	32.70	1.96	1.31	2.50	6.50	0.80	45.77
2nd Level (70% of Journeyman)							
02-Oct-2011	28.04	1.68	1.12	2.25	6.25	0.60	39.94
06-May-2012	28.40	1.70	1.14	2.40	6.25	0.70	40.59
04-Nov-2012	28.61	1.72	1.14	2.50	6.50	0.80	41.27
1st Level (60% of Journeyman)							
02-Oct-2011	24.04	1.44	0.96	2.25	6.25	0.60	35.54
06-May-2012	24.34	1.46	0.97	2.40	6.25	0.70	36.12
04-Nov-2012	24.52	1.47	0.98	2.50	6.50	0.80	36.77
Pre-Apprentice (50% of Journeyman)							
02-Oct-2011	20.03	1.20	0.80	2.25		0.60	24.88
06-May-2012	20.29	1.22	0.81	2.40		0.70	25.42
04-Nov-2012	20.44	1.23	0.82	2.50		0.80	25.79

WAGE SUMMARY 2011-2015.....PAGE 18

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

WELDER APPRENTICE: (Journeyman, Foreman and Pre-Apprentice rates are the same as Ironworkers rates above)

Effective Date	Base Rate	V.P.	S.H.P.	H&W	Pension	Appr. Fund	Total
3rd Level (90% of Journeyman)							
02-Oct-2011	36.05	2.16	1.44	2.25	6.25	0.60	48.75
06-May-2012	36.51	2.19	1.46	2.40	6.25	0.70	49.51
04-Nov-2012	36.78	2.21	1.47	2.50	6.50	0.80	50.26
2nd Level (75% of Journeyman)							
02-Oct-2011	30.05	1.80	1.20	2.25	6.25	0.60	42.15
06-May-2012	30.43	1.83	1.22	2.40	6.25	0.70	42.83
04-Nov-2012	30.65	1.84	1.23	2.50	6.50	0.80	43.52
1st Level (60% of Journeyman)							
02-Oct-2011	24.04	1.44	0.96	2.25	6.25	0.60	35.54
06-May-2012	24.34	1.46	0.97	2.40	6.25	0.70	36.12
04-Nov-2012	24.52	1.47	0.98	2.50	6.50	0.80	36.77
<u>COMMERCIAL & INSTITUTIONAL (2012 Rate unchanged from 02-Oct-12 rates)</u>							
Foreman (4.75 over Journeyman)							
02-Oct-2011	42.31	2.54	1.69	2.25	5.25	0.60	54.64
Journeyman (2.50 less than Industrial Journeyman)							
02-Oct-2011	37.56	2.25	1.50	2.25	5.25	0.60	49.41
Generalist 4th year (90% of Journeyman)							
02-Oct-2011	33.80	2.03	1.35	2.25	5.25	0.60	45.28
3rd Level (80% of Journeyman)							
02-Oct-2011	30.05	1.80	1.20	2.25	5.25	0.60	41.15
2nd Level (70% of Journeyman)							
02-Oct-2011	26.29	1.58	1.05	2.25	5.25	0.60	37.02
1st Level (60% of Journeyman)							
02-Oct-2011	22.54	1.35	0.90	2.25	5.25	0.60	32.89
Pre-Apprentice (50% of Journeyman)							
02-Oct-2011	18.78	1.13	0.75	2.25		0.60	23.51

➤ **Expiration Date April 30, 2015**

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

Part A – INDUSTRIAL WORK - Industrial Terms and Conditions

Effective Date	Base Rate	Holiday & Vacation	Health & Welfare	Pension	Training	Gross Rate
Certified Construction Craft Labourer						
01-May-2011	33.70	3.37	1.60	4.25	0.45	43.37
06-May-2012	33.70	3.37	1.60	5.06	0.45	44.18
04-Nov-2012	34.27	3.43	1.60	5.06	0.45	44.81
Uncertified Labourer (93% of Certified Construction Craft Labourer Rate)						
01-May-2011	31.34	3.13	1.60	4.25	0.45	40.77
06-May-2012	31.34	3.13	1.60	5.06	0.45	41.58
04-Nov-2012	31.87	3.19	1.60	5.06	0.45	42.17
Trainee 3 (85% of Certified Construction Craft Labourer Rate)						
01-May-2011	28.65	2.87	1.60	4.25	0.45	37.82
06-May-2012	28.65	2.87	1.60	5.06	0.45	38.63
04-Nov-2012	29.13	2.91	1.60	5.06	0.45	39.15
Trainee 2 (75% of Certified Construction Craft Labourer Rate)						
01-May-2011	25.28	2.53	1.60	4.25	0.45	34.11
06-May-2012	25.28	2.53	1.60	5.06	0.45	34.92
04-Nov-2012	25.70	2.57	1.60	5.06	0.45	35.38
Trainee 1 (65% of Certified Construction Craft Labourer Rate)						
01-May-2011	21.91	2.19	1.60	4.25	0.45	30.40
06-May-2012	21.91	2.19	1.60	5.06	0.45	31.21
04-Nov-2012	22.28	2.23	1.60	5.06	0.45	31.62

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

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

Certified Construction Craft Labourer						
Certified Labourer						
01-May-2011	25.22	2.52	1.35	1.80	0.10	30.99
06-May-2012	25.92	2.59	1.35	1.80	0.10	31.76
05-May-2013	26.64	2.66	1.35	1.80	0.10	32.55
04-May-2014	27.37	2.74	1.35	1.80	0.10	33.36
Uncertified Labourer Rate (93% of Certified Labourers Base Rate)						
01-May-2011	23.45	2.35	1.35	1.80	0.10	29.05
06-May-2012	24.11	2.41	1.35	1.80	0.10	29.77
05-May-2013	24.78	2.48	1.35	1.80	0.10	30.51
04-May-2014	25.45	2.55	1.35	1.80	0.10	31.25

WAGE SUMMARY 2011-2015.....PAGE 20

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

Effective Date	Base Rate	Holiday & Vacation	Health & Welfare	Pension	Training	Gross Rate
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Entry Level 2 (85% of Certified Labourers Base Rate for 900 hours following completion of Entry Level 1)

01-May-2011	21.44	2.14	1.35	1.80	0.10	26.83
06-May-2012	22.03	2.20	1.35	1.80	0.10	27.48
05-May-2013	22.64	2.26	1.35	1.80	0.10	28.15
04-May-2014	23.26	2.33	1.35	1.80	0.10	28.84

Entry Level 1 (73% of Certified Labourers Base Rate for first 300 hours of employment)

01-May-2011	18.41	1.84	1.35	1.80	0.10	23.50
06-May-2012	18.92	1.89	1.35	1.80	0.10	24.06
05-May-2013	19.45	1.95	1.35	1.80	0.10	24.65
04-May-2014	19.98	2.00	1.35	1.80	0.10	25.23

Bricklayer Helper

01-May-2011	27.15	2.71	1.35	1.80	0.10	33.11
06-May-2012	27.90	2.79	1.35	1.80	0.10	33.94
05-May-2013	28.67	2.87	1.35	1.80	0.10	34.79
04-May-2014	29.46	2.95	1.35	1.80	0.10	35.66

Bricklayer Helper Entry Level 2 (80% of Bricklayer Helper Rate for 900 hours following completion of Entry Level 1)

01-May-2011	21.72	2.17	1.35	1.80	0.10	27.14
06-May-2012	22.32	2.23	1.35	1.80	0.10	27.80
05-May-2013	22.94	2.29	1.35	1.80	0.10	28.48
04-May-2014	23.57	2.36	1.35	1.80	0.10	29.18

Bricklayer Helper Entry Level 1 (74% of Bricklayer Helper Rate for first 300 hours of employment)

01-May-2011	20.09	2.01	1.35	1.80	0.10	25.35
06-May-2012	20.65	2.07	1.35	1.80	0.10	25.97
05-May-2013	21.22	2.12	1.35	1.80	0.10	26.59
04-May-2014	21.80	2.18	1.35	1.80	0.10	27.23

* For Entry Level 1 Labourers and Bricklayer Helpers in their first 300 hours of employment, the amount designated as Pension contribution will be submitted by Funds Administrative Services to the Labourers' Training Trust Fund.

➤ **Expiration Date April 30, 2015**

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

Effective Date	Base Rate	Holiday & Vac.	H&W	Pension	Total	JESP*
Foreman (4.00)						
01-May-2011	38.29	3.83	1.60	4.25	47.97	0.25
06-May-2012	38.29	3.83	1.60	5.06	48.78	0.25
04-Nov-2012	38.87	3.89	1.60	5.06	49.42	0.25
Labourer (Refractory)						
01-May-2011	34.29	3.43	1.60	4.25	43.57	0.25
06-May-2012	34.29	3.43	1.60	5.06	44.38	0.25
04-Nov-2012	34.87	3.49	1.60	5.06	45.02	0.25

For working pensioners as per the Letter of Understanding the following rates will apply

Foreman (4.00)						
01-May-2011	41.43	4.14	1.60	-	47.17	0.25
06-May-2012	42.02	4.20	1.60	-	47.82	0.25
04-Nov-2012	42.60	4.26	1.60	-	48.46	0.25
Labourer (Refractory)						
01-May-2011	37.43	3.75	1.60	-	42.78	0.25
06-May-2012	38.02	3.80	1.60	-	43.42	0.25
04-Nov-2012	38.60	3.86	1.60	-	44.06	0.25

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

➤ **Expiration Date April 30, 2015**

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

8.01 (a) INDUSTRIAL - Local 488

Effective Date	Base Rate	ISIT Fund	Vac.Pay & S.H.P.	Health & Welfare	Pension	Training	Supp. Ben.	Total
General Foreman								
01-May-2011	49.79	0.20	4.98	1.86	6.61	0.60	0.10	64.14
06-May-2012	50.53	0.20	5.05	1.86	6.61	0.60	0.10	64.95
04-Nov-2012	51.27	0.20	5.13	1.86	6.61	0.60	0.10	65.77
Foreman								
01-May-2011	47.79	0.20	4.78	1.86	6.61	0.60	0.10	61.94
06-May-2012	48.53	0.20	4.85	1.86	6.61	0.60	0.10	62.75
04-Nov-2012	49.27	0.20	4.93	1.86	6.61	0.60	0.10	63.57
UA Journeyman Steamfitter and Welder with B Pressure								
01-May-2011	42.29	0.20	4.23	1.86	6.61	0.60	0.10	55.89
06-May-2012	43.03	0.20	4.30	1.86	6.61	0.60	0.10	56.70
04-Nov-2012	43.77	0.20	4.38	1.86	6.61	0.60	0.10	57.52
Alberta Journeyman Steamfitter and Welder with CWB								
01-May-2011	38.04	0.20	3.80	1.86	6.61	0.60	0.10	51.21
06-May-2012	38.70	0.20	3.87	1.86	6.61	0.60	0.10	51.94
04-Nov-2012	39.38	0.20	3.94	1.86	6.61	0.60	0.10	52.69
Journeyman Welder without CWB								
01-May-2011	35.92	0.20	3.59	1.86	6.61	0.60	0.10	48.88
06-May-2012	36.55	0.20	3.65	1.86	6.61	0.60	0.10	49.56
04-Nov-2012	37.18	0.20	3.72	1.86	6.61	0.60	0.10	50.27
3rd year apprentice								
01-May-2011	33.79	0.20	3.38	1.86	6.61	0.60	0.10	46.54
06-May-2012	34.38	0.20	3.44	1.86	6.61	0.60	0.10	47.19
04-Nov-2012	34.98	0.20	3.50	1.86	6.61	0.60	0.10	47.85
2nd year apprentice								
01-May-2011	27.42	0.20	2.74	1.86	6.61	0.60	0.10	39.53
06-May-2012	27.90	0.20	2.79	1.86	6.61	0.60	0.10	40.06
04-Nov-2012	28.38	0.20	2.84	1.86	6.61	0.60	0.10	40.59
1st year apprentice								
01-May-2011	21.05	0.20	2.10	1.86	6.61	0.60	0.10	32.52
06-May-2012	21.42	0.20	2.14	1.86	6.61	0.60	0.10	32.93
04-Nov-2012	21.79	0.20	2.18	1.86	6.61	0.60	0.10	33.34

WAGE SUMMARY 2011-2015.....PAGE 23

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

Effective Date	Base Rate	ISIT Fund	Vac.Pay & S.H.P.	Health & Welfare	Pension	Training	Supp. Ben.	Total
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Note: General Foreman and Foreman premiums 1.00 higher for qualified Industrial Construction Site Supervisors

8.01 (b) INDUSTRIAL - Plumbers Local 488

General Foreman

01-May-2011	49.79	0.20	4.98	1.86	6.61	0.60	0.10	64.14
06-May-2012	50.53	0.20	5.05	1.86	6.61	0.60	0.10	64.95
04-Nov-2012	51.27	0.20	5.13	1.86	6.61	0.60	0.10	65.77

Foreman

01-May-2011	47.79	0.20	4.78	1.86	6.61	0.60	0.10	61.94
06-May-2012	48.53	0.20	4.85	1.86	6.61	0.60	0.10	62.75
04-Nov-2012	49.27	0.20	4.93	1.86	6.61	0.60	0.10	63.57

Journeyman

01-May-2011	42.29	0.20	4.23	1.86	6.61	0.60	0.10	55.89
06-May-2012	43.03	0.20	4.30	1.86	6.61	0.60	0.10	56.70
04-Nov-2012	43.77	0.20	4.38	1.86	6.61	0.60	0.10	57.52

4th year apprentice

01-May-2011	33.79	0.20	3.38	1.86	6.61	0.60	0.10	46.54
06-May-2012	34.38	0.20	3.44	1.86	6.61	0.60	0.10	47.19
04-Nov-2012	34.98	0.20	3.50	1.86	6.61	0.60	0.10	47.85

3rd year apprentice

01-May-2011	29.54	0.20	2.95	1.86	6.61	0.60	0.10	41.86
06-May-2012	30.06	0.20	3.01	1.86	6.61	0.60	0.10	42.44
04-Nov-2012	30.58	0.20	3.06	1.86	6.61	0.60	0.10	43.01

2nd year apprentice

01-May-2011	25.29	0.20	2.53	1.86	6.61	0.60	0.10	37.19
06-May-2012	25.74	0.20	2.57	1.86	6.61	0.60	0.10	37.68
04-Nov-2012	26.18	0.20	2.62	1.86	6.61	0.60	0.10	38.17

1st year apprentice

01-May-2011	21.05	0.20	2.10	1.86	6.61	0.60	0.10	32.52
06-May-2012	21.42	0.20	2.14	1.86	6.61	0.60	0.10	32.93
04-Nov-2012	21.79	0.20	2.18	1.86	6.61	0.60	0.10	33.34

WAGE SUMMARY 2011-2015.....PAGE 24

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

Effective Date	Base Rate	ISIT Fund	Vac.Pay & S.H.P.	Health & Welfare	Pension	Training	Supp. Ben.	Total
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Note: General Foreman and Foreman premiums 1.00 higher for qualified Industrial Construction Site Supervisors

8.01 (c) COMMERCIAL & INSTITUTIONAL - Local 488

General Foreman

01-May-2011	45.29	0.20	4.53	1.86	5.75	0.25	0.10	57.98
06-May-2012	46.03	0.20	4.60	1.86	6.00	0.25	0.10	59.04
04-Nov-2012	46.77	0.20	4.68	1.86	6.00	0.25	0.10	59.86

Foreman

01-May-2011	43.29	0.20	4.33	1.86	5.75	0.25	0.10	55.78
06-May-2012	44.03	0.20	4.40	1.86	6.00	0.25	0.10	56.84
04-Nov-2012	44.77	0.20	4.48	1.86	6.00	0.25	0.10	57.66

Journeyman

01-May-2011	39.29	0.20	3.93	1.86	5.75	0.25	0.10	51.38
06-May-2012	40.03	0.20	4.00	1.86	6.00	0.25	0.10	52.44
04-Nov-2012	40.77	0.20	4.08	1.86	6.00	0.25	0.10	53.26

4th year apprentice plumber & 3rd year apprentice steamfitter

01-May-2011	31.39	0.20	3.14	1.86	4.60	0.25	0.10	41.54
06-May-2012	31.98	0.20	3.20	1.86	4.80	0.25	0.10	42.39
04-Nov-2012	32.58	0.20	3.26	1.86	4.80	0.25	0.10	43.05

3rd year apprentice plumber

01-May-2011	27.44	0.20	2.74	1.86	4.03	0.25	0.10	36.62
06-May-2012	27.96	0.20	2.80	1.86	4.20	0.25	0.10	37.37
04-Nov-2012	28.48	0.20	2.85	1.86	4.20	0.25	0.10	37.94

2nd year apprentice plumber

01-May-2011	23.49	0.20	2.35	1.86	3.45	0.25	0.10	31.70
06-May-2012	23.94	0.20	2.39	1.86	3.60	0.25	0.10	32.34
04-Nov-2012	24.38	0.20	2.44	1.86	3.60	0.25	0.10	32.83

2nd year apprentice steamfitter

01-May-2011	25.47	0.20	2.55	1.86	3.74	0.25	0.10	34.17
06-May-2012	25.95	0.20	2.59	1.86	3.90	0.25	0.10	34.85
04-Nov-2012	26.43	0.20	2.64	1.86	3.90	0.25	0.10	35.38

1st year apprentice plumber & steamfitter

01-May-2011	19.55	0.20	1.95	1.86	2.88	0.25	0.10	26.79
06-May-2012	19.92	0.20	1.99	1.86	3.00	0.25	0.10	27.32
04-Nov-2012	20.29	0.20	2.03	1.86	3.00	0.25	0.10	27.73

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

Effective Date	Base Rate	ISIT Fund	Vac.Pay & S.H.P.	Health & Welfare	Pension	Training	Supp. Ben.	Total
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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.

**8.01 (d) INDUSTRIAL - Instrument Mechanic Local 488
(General Foreman and Foreman rates are as per 488 Industrial Schedule)**

Journeyman Instrument Mechanic

01-May-2011	42.29	0.20	4.23	1.86	6.61	0.60	0.10	55.89
06-May-2012	43.03	0.20	4.30	1.86	6.61	0.60	0.10	56.70
04-Nov-2012	43.77	0.20	4.38	1.86	6.61	0.60	0.10	57.52

4th year apprentice

01-May-2011	35.92	0.20	3.59	1.86	6.61	0.60	0.10	48.88
06-May-2012	36.55	0.20	3.66	1.86	6.61	0.60	0.10	49.58
04-Nov-2012	37.17	0.20	3.72	1.86	6.61	0.60	0.10	50.26

3rd year apprentice

01-May-2011	31.67	0.20	3.17	1.86	6.61	0.60	0.10	44.21
06-May-2012	32.22	0.20	3.22	1.86	6.61	0.60	0.10	44.81
04-Nov-2012	32.78	0.20	3.28	1.86	6.61	0.60	0.10	45.43

2nd year apprentice

01-May-2011	27.42	0.20	2.74	1.86	6.61	0.60	0.10	39.53
06-May-2012	27.90	0.20	2.79	1.86	6.61	0.60	0.10	40.06
04-Nov-2012	28.38	0.20	2.84	1.86	6.61	0.60	0.10	40.59

1st year apprentice

01-May-2011	23.17	0.20	2.32	1.86	6.61	0.60	0.10	34.86
06-May-2012	23.58	0.20	2.36	1.86	6.61	0.60	0.10	35.31
04-Nov-2012	23.98	0.20	2.40	1.86	6.61	0.60	0.10	35.75

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 6¢ per hour earned to be deducted from wages and remitted at same time and in same manner as Union dues
- (5) CLR-A 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.

WAGE SUMMARY 2011-2015.....PAGE 26

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

Effective Date	Base Rate	ISIT Fund	Vac.Pay & S.H.P.	Health & Welfare	Pension	Training	Supp. Ben.	Total
8.01 (f) INDUSTRIAL - Pipefitter / Steamfitter 496								
General Foreman								
01-May-2011	51.10	0.50	5.11	1.75	5.20	0.45	0.03	64.14
06-Nov.-2011	50.64	0.50	5.07	1.75	5.70	0.45	0.03	64.14
06-May-2012	50.93	0.50	5.09	1.75	6.20	0.45	0.03	64.95
04-Nov-2012	51.67	0.50	5.17	1.75	6.20	0.45	0.03	65.77
Foreman								
01-May-2011	49.10	0.50	4.91	1.75	5.20	0.45	0.03	61.94
06-Nov.-2011	48.64	0.50	4.87	1.75	5.70	0.45	0.03	61.94
06-May-2012	48.93	0.50	4.89	1.75	6.20	0.45	0.03	62.75
04-Nov-2012	49.67	0.50	4.97	1.75	6.20	0.45	0.03	63.57
UA Journeyman Steam Fitter& B Pressure Welders								
01-May-2011	43.60	0.50	4.36	1.75	5.20	0.45	0.03	55.89
06-Nov.-2011	43.14	0.50	4.32	1.75	5.70	0.45	0.03	55.89
06-May-2012	43.43	0.50	4.34	1.75	6.20	0.45	0.03	56.70
04-Nov-2012	44.17	0.50	4.42	1.75	6.20	0.45	0.03	57.52
Alberta Journeyman Steam Fitter& Journeyman Werlders w/CWB								
01-May-2011	39.19	0.50	3.92	1.75	5.20	0.45	0.03	51.04
06-Nov.-2011	38.74	0.50	3.87	1.75	5.70	0.45	0.03	51.04
06-May-2012	39.03	0.50	3.90	1.75	6.20	0.45	0.03	51.86
04-Nov-2012	39.71	0.50	3.97	1.75	6.20	0.45	0.03	52.61
Journeyman Welders w/o CWB								
01-May-2011	36.99	0.50	3.70	1.75	5.20	0.45	0.03	48.62
06-Nov.-2011	36.54	0.50	3.65	1.75	5.70	0.45	0.03	48.62
06-May-2012	36.84	0.50	3.68	1.75	6.20	0.45	0.03	49.45
04-Nov-2012	37.47	0.50	3.75	1.75	6.20	0.45	0.03	50.15
3rd year								
01-May-2011	34.78	0.50	3.48	1.75	5.20	0.45	0.03	46.19
06-Nov.-2011	34.33	0.50	3.43	1.75	5.70	0.45	0.03	46.19
06-May-2012	34.64	0.50	3.46	1.75	6.20	0.45	0.03	47.03
04-Nov-2012	35.24	0.50	3.52	1.75	6.20	0.45	0.03	47.69
2nd year								
01-May-2011	28.17	0.50	2.82	1.75	5.20	0.45	0.03	38.92
06-Nov.-2011	27.72	0.50	2.77	1.75	5.70	0.45	0.03	38.92
06-May-2012	28.05	0.50	2.81	1.75	6.20	0.45	0.03	39.79
04-Nov-2012	28.54	0.50	2.85	1.75	6.20	0.45	0.03	40.32

WAGE SUMMARY 2011-2015.....PAGE 27

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

Effective Date	Base Rate	ISIT Fund	Vac.Pay & S.H.P.	Health & Welfare	Pension	Training	Supp. Ben.	Total
1st year								
01-May-2011	21.55	0.50	2.16	1.75	5.20	0.45	0.03	31.64
06-Nov.-2011	21.10	0.50	2.11	1.75	5.70	0.45	0.03	31.64
06-May-2012	21.46	0.50	2.15	1.75	6.20	0.45	0.03	32.54
04-Nov-2012	21.84	0.50	2.18	1.75	6.20	0.45	0.03	32.95

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

8.01 (g) INDUSTRIAL - Plumbers 496

General Foreman

01-May-2011	51.10	0.50	5.11	1.75	5.20	0.45	0.03	64.14
06-Nov.-2011	50.64	0.50	5.07	1.75	5.70	0.45	0.03	64.14
06-May-2012	50.93	0.50	5.09	1.75	6.20	0.45	0.03	64.95
04-Nov-2012	51.67	0.50	5.17	1.75	6.20	0.45	0.03	65.77

Foreman

01-May-2011	49.10	0.50	4.91	1.75	5.20	0.45	0.03	61.94
06-Nov.-2011	48.64	0.50	4.87	1.75	5.70	0.45	0.03	61.94
06-May-2012	48.93	0.50	4.89	1.75	6.20	0.45	0.03	62.75
04-Nov-2012	49.67	0.50	4.97	1.75	6.20	0.45	0.03	63.57

Journeyman

01-May-2011	43.60	0.50	4.36	1.75	5.20	0.45	0.03	55.89
06-Nov.-2011	43.14	0.50	4.32	1.75	5.70	0.45	0.03	55.89
06-May-2012	43.43	0.50	4.34	1.75	6.20	0.45	0.03	56.70
04-Nov-2012	44.17	0.50	4.42	1.75	6.20	0.45	0.03	57.52

4th year

01-May-2011	34.78	0.50	3.48	1.75	5.20	0.45	0.03	46.19
06-Nov.-2011	34.33	0.50	3.43	1.75	5.70	0.45	0.03	46.19
06-May-2012	34.64	0.50	3.46	1.75	6.20	0.45	0.03	47.03
04-Nov-2012	35.24	0.50	3.52	1.75	6.20	0.45	0.03	47.69

3th year

01-May-2011	30.37	0.50	3.04	1.75	5.20	0.45	0.03	41.34
06-Nov.-2011	29.92	0.50	2.99	1.75	5.70	0.45	0.03	41.34
06-May-2012	30.25	0.50	3.02	1.75	6.20	0.45	0.03	42.20
04-Nov-2012	30.77	0.50	3.08	1.75	6.20	0.45	0.03	42.78

2nd year

01-May-2011	25.96	0.50	2.60	1.75	5.20	0.45	0.03	36.49
06-Nov.-2011	25.51	0.50	2.55	1.75	5.70	0.45	0.03	36.49
06-May-2012	26.86	0.50	2.69	1.75	6.20	0.45	0.03	38.48
04-Nov-2012	27.30	0.50	2.73	1.75	6.20	0.45	0.03	38.76

WAGE SUMMARY 2011-2015.....PAGE 28

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

Effective Date	Base Rate	ISIT Fund	Vac.Pay & S.H.P.	Health & Welfare	Pension	Training	Supp. Ben.	Total
1st year								
01-May-2011	21.55	0.50	2.16	1.75	5.20	0.45	0.03	31.64
06-Nov.-2011	21.10	0.50	2.11	1.75	5.70	0.45	0.03	31.64
06-May-2012	21.46	0.50	2.15	1.75	6.20	0.45	0.03	32.54
04-Nov-2012	21.84	0.50	2.18	1.75	6.20	0.45	0.03	32.95

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

8.01 (h) COMMERCIAL & INSTITUTIONAL - Local 496

General Foreman

01-May-2011	40.86	0.50	4.09	1.65	5.04	0.45	0.03	52.62
06-May-2012	41.32	0.50	4.13	1.65	5.04	0.45	0.03	53.12
04-Nov-2012	41.77	0.50	4.18	1.65	5.04	0.45	0.03	53.62

Foreman

01-May-2011	37.86	0.50	3.79	1.65	5.04	0.45	0.03	49.32
06-May-2012	38.32	0.50	3.83	1.65	5.04	0.45	0.03	49.82
04-Nov-2012	38.77	0.50	3.88	1.65	5.04	0.45	0.03	50.32

Journeyman

01-May-2011	34.86	0.50	3.49	1.65	5.04	0.45	0.03	46.02
06-May-2012	35.32	0.50	3.53	1.65	5.04	0.45	0.03	46.52
04-Nov-2012	35.77	0.50	3.58	1.65	5.04	0.45	0.03	47.02

4th year apprentice plumber & 3rd year apprentice steamfitter

01-May-2011	28.29	-	2.83	1.65	4.03	0.30	0.03	37.13
06-May-2012	28.66	-	2.87	1.65	4.03	0.30	0.03	37.54
04-Nov-2012	29.02	-	2.90	1.65	4.03	0.30	0.03	37.93

3rd year apprentice plumber

01-May-2011	24.75	-	2.48	1.65	3.53	0.30	0.03	32.74
06-May-2012	25.07	-	2.51	1.65	3.53	0.30	0.03	33.09
04-Nov-2012	25.39	-	2.54	1.65	3.53	0.30	0.03	33.44

2nd year apprentice plumber

01-May-2011	21.22	-	2.12	1.65	3.02	0.30	0.03	28.34
06-May-2012	21.49	-	2.15	1.65	3.02	0.30	0.03	28.64
04-Nov-2012	21.76	-	2.18	1.65	3.02	0.30	0.03	28.94

2nd year apprentice steamfitter

01-May-2011	22.98	-	2.30	1.65	3.28	0.30	0.03	30.54
06-May-2012	23.28	-	2.33	1.65	3.28	0.30	0.03	30.87
04-Nov-2012	23.58	-	2.36	1.65	3.28	0.30	0.03	31.20

WAGE SUMMARY 2011-2015.....PAGE 29

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

Effective Date	Base Rate	ISIT Fund	Vac.Pay & S.H.P.	Health & Welfare	Pension	Training	Supp. Ben.	Total
1st year apprentice plumber & steamfitter								
1-May-2011	17.68	-	1.77	1.65	2.52	0.30	0.03	23.95
6-May-2012	17.91	-	1.79	1.65	2.52	0.30	0.03	24.20
4-Nov-2012	18.14	-	1.81	1.65	2.52	0.30	0.03	24.45
8.01 (i) INDUSTRIAL - Instrument Mechanic Local 496								
(General Foreman and Foreman rates are as per 496 Industrial Schedule)								
Journeyman								
01-May-2011	43.60	0.50	4.36	1.75	5.20	0.45	0.03	55.89
06-Nov.-2011	43.14	0.50	4.32	1.75	5.70	0.45	0.03	55.89
06-May-2012	43.43	0.50	4.34	1.75	6.20	0.45	0.03	56.70
04-Nov-2012	44.17	0.50	4.42	1.75	6.20	0.45	0.03	57.52
4th year								
01-May-2011	36.99	0.50	3.70	1.75	5.20	0.45	0.03	48.62
06-Nov.-2011	36.54	0.50	3.65	1.75	5.70	0.45	0.03	48.62
06-May-2012	36.84	0.50	3.68	1.75	6.20	0.45	0.03	49.45
04-Nov-2012	37.47	0.50	3.75	1.75	6.20	0.45	0.03	50.15
3rd year								
01-May-2011	32.58	0.50	3.26	1.75	5.20	0.45	0.03	43.77
06-Nov.-2011	32.13	0.50	3.21	1.75	5.70	0.45	0.03	43.77
06-May-2012	32.45	0.50	3.24	1.75	6.20	0.45	0.03	44.62
04-Nov-2012	33.00	0.50	3.30	1.75	6.20	0.45	0.03	45.23
2nd year								
01-May-2011	28.17	0.50	2.82	1.75	5.20	0.45	0.03	38.92
06-Nov.-2011	27.72	0.50	2.77	1.75	5.70	0.45	0.03	38.92
06-May-2012	28.05	0.50	2.81	1.75	6.20	0.45	0.03	39.79
04-Nov-2012	28.54	0.50	2.85	1.75	6.20	0.45	0.03	40.32
1st year								
01-May-2011	23.76	0.50	2.38	1.75	5.20	0.45	0.03	34.07
06-Nov.-2011	23.31	0.50	2.33	1.75	5.70	0.45	0.03	34.07
06-May-2012	23.66	0.50	2.37	1.75	6.20	0.45	0.03	34.96
04-Nov-2012	24.07	0.50	2.41	1.75	6.20	0.45	0.03	35.41

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

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) CLR-A 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) In addition to other changes that may be made to the above wage schedules on May 6, 2012 the pension contribution for Industrial pipefitters/steamfitters, plumbers, and instrument mechanics in Local 496 will increase by 0.50. Such increase will come out of the gross increase as calculated by the formula contained in this agreement.

➤ **Expiration Date April 30, 2015**

January 16, 2015

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

<u>Date</u>	<u>Base Wage</u>	<u>Holiday Pay</u>	<u>Health & Welfare</u>	<u>Training Pension</u>	<u>Total Fund</u>	<u>Package</u>
Journeyman						
May1, 2011	42.38	4.24	2.50	6.50	0.50	56.12
May 6, 2012	43.12	4.31	2.50	6.50	0.50	56.93
Nov.4, 2012	43.86	4.39	2.00	7.00	0.50	57.75

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

Foreman rates will be journeyman rates plus 5.50 per hour.

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

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

3.01 (B) Apprentices

(i) All references to Millwright Apprentices shall be governed by the Regulations of the Alberta Apprenticeship and Industry Training Act, excepting the wage rates, as they affect the trade of Millwrighting.

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

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

Note: AIT = (Alberta) Apprenticeship and Industry Training

➤ **Expiration Date April 30, 2015**

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

Effective Date	Base Rate	Hol & Vac. Pay	H & W Fund	Pens. Fund	Training Fund	Gross Wage
<u>INDUSTRIAL</u>						
Group 1, including 2nd Class Steam Engineer						
01-May-2011	41.69	4.17	2.00	4.50	0.40	52.76
06-May-2012	42.43	4.24	2.00	4.50	0.40	53.57
04-Nov-2012	42.90	4.29	2.00	4.75	0.40	54.34
Group 2, including 3rd Class Steam Engineer						
01-May-2011	39.49	3.95	2.00	4.50	0.40	50.34
06-May-2012	40.18	4.02	2.00	4.50	0.40	51.10
04-Nov-2012	40.61	4.06	2.00	4.75	0.40	51.82
4th Class Steam Engineer						
01-May-2011	38.41	3.84	2.00	4.50	0.40	49.15
06-May-2012	39.09	3.91	2.00	4.50	0.40	49.90
04-Nov-2012	39.50	3.95	2.00	4.75	0.40	50.60
Group 3, including Firefighter						
01-May-2011	37.32	3.73	2.00	4.50	0.40	47.95
06-May-2012	37.98	3.80	2.00	4.50	0.40	48.68
04-Nov-2012	38.37	3.84	2.00	4.75	0.40	49.36
Group 4						
01-May-2011	35.10	3.51	2.00	4.50	0.40	45.51
06-May-2012	35.72	3.57	2.00	4.50	0.40	46.19
04-Nov-2012	36.07	3.61	2.00	4.75	0.40	46.83
Group 5						
01-May-2011	32.85	3.29	2.00	4.50	0.40	43.04
06-May-2012	33.43	3.34	2.00	4.50	0.40	43.67
04-Nov-2012	33.75	3.38	2.00	4.75	0.40	44.28

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

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

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

Effective Date	Base Rate	Hol & Vac. Pay	H & W Fund	Pens. Fund	Training Fund	Gross Wage
<u>COMMERCIAL/INSTITUTIONAL</u>						
Group 1, including 2nd Class Steam Engineer						
01-May-2011	32.51	3.25	1.55	3.50	0.20	41.01
06-May-2012	33.23	3.32	1.55	3.50	0.20	41.80
05-May-2013	33.99	3.40	1.55	3.50	0.20	42.64
04-May-2014	34.75	3.48	1.55	3.50	0.20	43.48
Group 2, including 3rd Class Steam Engineer						
01-May-2011	29.91	2.99	1.55	3.50	0.20	38.15
06-May-2012	30.58	3.06	1.55	3.50	0.20	38.89
05-May-2013	31.29	3.13	1.55	3.50	0.20	39.67
04-May-2014	32.00	3.20	1.55	3.50	0.20	40.45
4th Class Steam Engineer						
01-May-2011	29.07	2.91	1.55	3.50	0.20	37.23
06-May-2012	29.73	2.97	1.55	3.50	0.20	37.95
05-May-2013	30.42	3.04	1.55	3.50	0.20	38.71
04-May-2014	31.11	3.11	1.55	3.50	0.20	39.47
Group 3, including Fireman						
01-May-2011	28.26	2.83	1.55	3.50	0.20	36.34
06-May-2012	28.90	2.89	1.55	3.50	0.20	37.04
05-May-2013	29.57	2.96	1.55	3.50	0.20	37.78
04-May-2014	30.25	3.02	1.55	3.50	0.20	38.52
Group 4						
01-May-2011	26.59	2.66	1.55	3.50	0.20	34.50
06-May-2012	27.20	2.72	1.55	3.50	0.20	35.17
05-May-2013	27.84	2.78	1.55	3.50	0.20	35.87
04-May-2014	28.47	2.85	1.55	3.50	0.20	36.57
Group 5						
01-May-2011	23.78	2.38	1.55	3.50	0.20	31.41
06-May-2012	24.34	2.43	1.55	3.50	0.20	32.02
05-May-2013	24.92	2.49	1.55	3.50	0.20	32.66
04-May-2014	25.50	2.55	1.55	3.50	0.20	33.30
New Hires, 1st 90 days						
01-May-2011	21.26	2.13	1.55	3.50	0.20	28.64
06-May-2012	21.76	2.18	1.55	3.50	0.20	29.19
05-May-2013	22.29	2.23	1.55	3.50	0.20	29.77
04-May-2014	22.82	2.28	1.55	3.50	0.20	30.35

➤ **Expiration Date April 30, 2015**

OPERATING ENGINEERS - CRANE (PROV.)
LOCAL UNION 955

Effective Date	Base Rate	Hol & Vac. Pay	H & W Fund	Pens. Fund	Training Fund	Gross Wage
Conventional Crane - Up to 50 ton capacity						
01-May-2011	40.57	4.22	2.00	5.00	0.50	52.29
06-May-2012	41.30	4.30	2.00	5.00	0.50	53.10
04-Nov-2012	42.01	4.37	2.00	5.00	0.50	53.88
Conventional Crane - 51 to 125 ton capacity						
01-May-2011	42.40	4.41	2.00	5.00	0.50	54.31
06-May-2012	43.13	4.49	2.00	5.00	0.50	55.12
04-Nov-2012	43.87	4.56	2.00	5.00	0.50	55.93
Conventional Crane – 126 to 250 ton capacity						
01-May-2011	43.30	4.50	2.00	5.00	0.50	55.30
06-May-2012	44.03	4.58	2.00	5.00	0.50	56.11
04-Nov-2012	44.77	4.66	2.00	5.00	0.50	56.93
Conventional Crane - 251 to 500 ton capacity						
01-May-2011	46.08	4.79	2.00	5.00	0.50	58.37
06-May-2012	46.81	4.87	2.00	5.00	0.50	59.18
04-Nov-2012	47.60	4.95	2.00	5.00	0.50	60.05
Conventional Crane - 501 ton capacity and over						
01-May-2011	49.45	5.14	2.00	5.00	0.50	62.09
06-May-2012	50.18	5.22	2.00	5.00	0.50	62.90
04-Nov-2012	51.01	5.31	2.00	5.00	0.50	63.82
Hydraulic Crane - up to 25 ton capacity, including Boom Truck Operator						
01-May-2011	38.76	4.03	2.00	5.00	0.50	50.29
06-May-2012	39.49	4.11	2.00	5.00	0.50	51.10
04-Nov-2012	40.17	4.18	2.00	5.00	0.50	51.85
Hydraulic Crane – 26 to 64 ton capacity, including Boom Truck Operator						
01-May-2011	40.57	4.22	2.00	5.00	0.50	52.29
06-May-2012	41.30	4.30	2.00	5.00	0.50	53.10
04-Nov-2012	42.01	4.37	2.00	5.00	0.50	53.88

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

Effective Date	Base Rate	Hol & Vac. Pay	H & W Fund	Pens. Fund	Training Fund	Gross Wage
Hydraulic Crane – 65 to 80 ton capacity						
01-May-2011	41.49	4.31	2.00	5.00	0.50	53.30
06-May-2012	42.22	4.39	2.00	5.00	0.50	54.11
04-Nov-2012	42.93	4.47	2.00	5.00	0.50	54.90
Hydraulic Crane – 81 to 150 ton capacity						
01-May-2011	42.40	4.41	2.00	5.00	0.50	54.31
06-May-2012	43.13	4.49	2.00	5.00	0.50	55.12
04-Nov-2012	43.87	4.56	2.00	5.00	0.50	55.93
Hydraulic Crane – 151 to 250 ton capacity						
01-May-2011	43.30	4.50	2.00	5.00	0.50	55.30
06-May-2012	44.03	4.58	2.00	5.00	0.50	56.11
04-Nov-2012	44.77	4.66	2.00	5.00	0.50	56.93
Hydraulic Crane – 251 to 500 ton capacity						
01-May-2011	46.08	4.79	2.00	5.00	0.50	58.37
06-May-2012	46.81	4.87	2.00	5.00	0.50	59.18
04-Nov-2012	47.60	4.95	2.00	5.00	0.50	60.05
Hydraulic Crane – 501 ton capacity and over						
01-May-2011	49.45	5.14	2.00	5.00	0.50	62.09
06-May-2012	50.18	5.22	2.00	5.00	0.50	62.90
04-Nov-2012	51.01	5.31	2.00	5.00	0.50	63.82
Hydraulic Crane – Work out of Yard except Operating						
01-May-2011	38.76	4.03	2.00	5.00	0.50	50.29
06-May-2012	39.49	4.11	2.00	5.00	0.50	51.10
04-Nov-2012	40.17	4.18	2.00	5.00	0.50	51.85
Hydraulic Crane - Work in yard including Operating (This rate only applies to permanent yards). In accordance with June 18, 2007 letter.						
01-May-2011	32.65	3.40	2.00	5.00	0.50	43.55
06-May-2012	33.39	3.47	2.00	5.00	0.50	44.36
04-Nov-2012	33.98	3.53	2.00	5.00	0.50	45.01

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

Effective Date	Base Rate	Hol & Vac. Pay	H & W Fund	Pens. Fund	Training Fund	Gross Wage
Mechanic/Welder – Shop and Field Apprentices to receive percentage wages as set out in Regulations						
01-May-2011	42.40	4.41	2.00	5.00	0.50	54.31
06-May-2012	43.13	4.49	2.00	5.00	0.50	55.12
04-Nov-2012	43.87	4.56	2.00	5.00	0.50	55.93
Truck Drivers/Serviceemen						
01-May-2011	34.21	3.56	2.00	5.00	0.50	45.27
06-May-2012	34.95	3.63	2.00	5.00	0.50	46.08
04-Nov-2012	35.56	3.70	2.00	5.00	0.50	46.76

15.02 Premiums:

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

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

➤ **Expiration Date April 30, 2015**

January 16, 2015

PLASTERERS (PROV.)

LOCAL 222

Effective Date	Base Wage	Hol. & Vac. Pay	H&W Fund	Pen. Fund	Training Fund	Total Wage
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SCHEDULE "A"

INDUSTRIAL

Journeyman

22-May-2011	40.10	4.00	1.00	5.00	0.60	50.70
06-May-2012	40.37	4.04	1.25	5.25	0.60	51.51
04-Nov-2012	40.68	4.07	1.40	5.50	0.60	52.25

3rd Year Apprentice (80% of Journeyman Base Wage)

22-May-2011	32.60	3.26	1.00	3.74	0.60	41.21
06-May-2012	32.78	3.28	1.25	3.94	0.60	41.85
04-Nov-2012	33.00	3.30	1.40	4.14	0.60	42.44

2nd Year Apprentice (70% of Journeyman Base Wage)

22-May-2011	28.45	2.84	1.00	3.55	0.60	36.44
06-May-2012	28.57	2.86	1.25	3.73	0.60	37.01
04-Nov-2012	8.74	2.88	1.40	3.91	0.60	37.53

1st Year Apprentice (60% of Journeyman Base Wage)

22-May-2011	24.47	2.45	1.00	3.38	0.60	31.90
06-May-2012	24.55	2.46	1.25	3.53	0.60	32.39
04-Nov-2012	24.68	2.47	1.40	3.68	0.60	32.83

Trainee (50% of Journeyman Base Wage)

22-May-2011	20.29	2.03	1.00	3.25	0.60	27.17
06-May-2012	20.43	2.05	1.25	3.25	0.60	27.58
04-Nov-2012	20.64	2.06	1.40	3.25	0.60	27.95

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

Effective Date	Base Wage	Hol. & Vac. Pay	H&W Fund	Pen. Fund	Training Fund	Total Wage
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SCHEDULE "B"

COMMERCIAL/INSTITUTIONAL

Journeyman

22-May-2011	29.29	2.93	1.00	3.50	0.35	37.07
06-May-2012	29.68	2.97	1.25	3.75	0.35	38.00
05-May-2013	30.23	3.02	1.35	4.00	0.35	38.95
04-May-2014	31.06	3.12	1.40	4.00	0.35	39.93

3rd Year Apprentice (80% of Journeyman Base Wage)

22-May-2011	23.82	2.38	1.00	2.75	0.35	30.30
06-May-2012	23.95	2.40	1.25	2.90	0.35	30.85
05-May-2013	24.07	2.41	1.35	3.00	0.35	31.18
04-May-2014	24.85	2.48	1.40	3.00	0.35	32.08

2nd Year Apprentice (70% of Journeyman Base Wage)

22-May-2011	20.66	2.07	1.00	2.75	0.35	26.83
06-May-2012	20.78	2.08	1.25	2.90	0.35	27.36
05-May-2013	21.16	2.12	1.35	3.00	0.35	27.98
04-May-2014	21.74	2.17	1.40	3.00	0.35	28.66

1st Year Apprentice (60% of Journeyman Base Wage)

22-May-2011	17.65	1.76	1.00	2.75	0.35	23.51
06-May-2012	17.81	1.78	1.25	2.90	0.35	24.09
05-May-2013	18.14	1.81	1.35	3.00	0.35	24.65
04-May-2014	18.64	1.86	1.40	3.00	0.35	25.25

Trainee (50% of Journeyman Base Wage)

22-May-2011	14.46	1.45	1.00	2.75	0.35	20.01
06-May-2012	14.84	1.48	1.25	2.90	0.35	20.82
05-May-2013	15.12	1.51	1.35	3.00	0.35	21.33
04-May-2014	15.53	1.55	1.40	3.00	0.35	21.83

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

Effective Date	Base Wage	Hol. & Vac. Pay	H&W Fund	Pen. Fund	Training Fund	Total Wage
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SCHEDULE "C"

COMMERCIAL/INSTITUTIONAL SPRAY FIREPROOFING

Nozzelmen 1

May 22, 2011	31.02	3.10	1.00	3.50	0.35	38.97
May 6, 2012	31.67	3.17	1.25	3.50	0.35	39.94
May 5, 2013	32.49	3.25	1.35	3.50	0.35	40.94
May 4, 2014	33.38	3.34	1.40	3.50	0.35	41.97

Nozzelmen 2

May 22, 2011	24.50	2.45	1.00	2.00	0.35	30.30
May 6, 2012	25.02	2.50	1.25	2.00	0.35	31.12
May 5, 2013	25.67	2.57	1.35	2.00	0.35	31.94
May 4, 2014	26.37	2.64	1.40	2.00	0.35	32.76

Nozzelmen 3

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

Mixer 1

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

Mixer 2

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

Helper Level

Helper

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

➤ **Expiration Date April 30, 2015**

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

Effective Date	Base Rate	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Ind. Pro.	Total
Foreman 110%								
06-Nov-2011	48.31	4.83	1.55	4.50	0.35	0.10	0.10	59.74
06-May-2012	48.92	4.89	1.55	4.70	0.35	0.10	0.10	60.61
04-Nov-2012	48.92	4.89	1.65	5.40	0.35	0.10	0.10	61.41
Journeyman								
06-Nov-2011	43.92	4.39	1.55	4.50	0.35	0.10	0.10	54.91
06-May-2012	44.47	4.45	1.55	4.70	0.35	0.10	0.10	55.72
04-Nov-2012	44.47	4.45	1.65	5.40	0.35	0.10	0.10	56.52
4th year apprentice 85%								
06-Nov-2011	37.33	3.73	1.55	4.50	0.35	0.10	0.10	47.66
06-May-2012	37.80	3.78	1.55	4.70	0.35	0.10	0.10	48.38
04-Nov-2012	37.80	3.78	1.65	5.40	0.35	0.10	0.10	49.18
3rd year apprentice 75%								
06-Nov-2011	32.94	3.29	1.55	4.50	0.35	0.10	0.10	42.83
06-May-2012	33.35	3.34	1.55	4.70	0.35	0.10	0.10	43.49
04-Nov-2012	33.35	3.34	1.65	5.40	0.35	0.10	0.10	44.29
2nd year apprentice 60%								
06-Nov-2011	26.35	2.64	1.55	4.50	0.35	0.10	0.10	35.59
06-May-2012	26.68	2.67	1.55	4.70	0.35	0.10	0.10	36.15
04-Nov-2012	26.68	2.67	1.65	5.40	0.35	0.10	0.10	36.95
1st year apprentice 50%								
06-Nov-2011	21.96	2.20	1.55	4.50	0.35	0.10	0.10	30.76
06-May-2012	22.24	2.22	1.55	4.70	0.35	0.10	0.10	31.26
04-Nov-2012	22.24	2.22	1.65	5.40	0.35	0.10	0.10	32.06

- **Expiration Date**
 - **Construction - April 30, 2017**
 - **Maintenance – April 30, 2014**

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

Effective Date	Base Wage	Hol. & Vac.	H & W	Pension	Training	Total
CARPENTER ROOFERS' Local 1325						
<u>INDUSTRIAL (Carpenters Roofers')</u>						
Certified Journeyman						
01-May-2011	37.47	3.75	1.40	2.00	0.30	44.92
06-May-2012	37.75	3.78	1.40	2.50	0.30	45.73
04-Nov-2012	38.35	3.84	1.40	2.50	0.30	46.39
Journeyman						
01-May-2011	36.53	3.65	1.40	2.00	0.30	43.88
06-May-2012	36.81	3.68	1.40	2.50	0.30	44.69
04-Nov-2012	37.39	3.74	1.40	2.50	0.30	45.33
Apprentice 4th Year						
01-May-2011	35.60	3.56	1.40	2.00	0.30	42.86
06-May-2012	35.86	3.59	1.40	2.50	0.30	43.65
04-Nov-2012	36.43	3.64	1.40	2.50	0.30	44.27
Apprentice 3rd Year						
01-May-2011	31.85	3.19	1.40	2.00	0.30	38.74
06-May-2012	32.09	3.21	1.40	2.50	0.30	39.50
04-Nov-2012	32.59	3.26	1.40	2.50	0.30	40.05
Apprentice 2nd Year						
01-May-2011	28.10	2.81	1.40	2.00	0.30	34.61
06-May-2012	28.31	2.83	1.40	2.50	0.30	35.34
04-Nov-2012	28.76	2.88	1.40	2.50	0.30	35.84
Apprentice 1st Year						
01-May-2011	24.36	2.44	1.40	2.00	0.30	30.50
06-May-2012	24.54	2.45	1.40	2.50	0.30	31.19
04-Nov-2012	24.93	2.49	1.40	2.50	0.30	31.62
Truck Driver						
01-May-2011	35.19	3.52	1.40	2.00	0.30	42.41
06-May-2012	35.49	3.55	1.40	2.50	0.30	43.24
04-Nov-2012	36.05	3.61	1.40	2.50	0.30	43.86

WAGE SUMMARY 2011-2015.....PAGE 42

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

Effective Date	Base Wage	Hol. & Vac.	H & W	Pension	Training	Total
Pre Apprentices Rates and Benefits - apply after 710 hours worked						
01-May-2011	20.61	2.06	1.40	2.00	0.30	26.37
06-May-2012	20.76	2.08	1.40	2.50	0.30	27.04
04-Nov-2012	21.09	2.11	1.40	2.50	0.30	27.40
Rofer Helper Rates and Benefits - apply after 710 hours worked						
01-May-2011	18.74	1.87	1.40	2.00	0.30	24.31
06-May-2012	18.88	1.89	1.40	2.50	0.30	24.97
04-Nov-2012	19.18	1.92	1.40	2.50	0.30	25.30
Pre Apprentices – During First 710 hours worked						
01-May-2011	20.61	2.06	0.00	0.00	0.00	22.67
06-May-2012	20.76	2.08	0.00	0.00	0.00	22.84
04-Nov-2012	21.09	2.11	0.00	0.00	0.00	23.20
Rofer Helper – During First 710 hours worked						
01-May-2011	18.74	1.87	0.00	0.00	0.00	20.61
06-May-2012	18.88	1.89	0.00	0.00	0.00	20.77
04-Nov-2012	19.18	1.92	0.00	0.00	0.00	21.10

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

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

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

COMMERCIAL (Carpenter Roofers')

Certified Journeyman						
01-May-2011	34.65	3.47	1.40	2.00	0.01	41.53
06-May-2012	35.15	3.52	1.40	2.50	0.00	42.57
05-May-2013	35.66	3.57	1.40	3.00	0.00	43.63
04-May-2014	36.20	3.62	1.40	3.50	0.00	44.72
Journeyman						
01-May-2011	33.79	3.38	1.40	2.00	0.01	40.58
06-May-2012	34.27	3.43	1.40	2.50	0.00	41.60
05-May-2013	34.78	3.48	1.40	3.00	0.00	42.66
04-May-2014	35.30	3.53	1.40	3.50	0.00	43.73

WAGE SUMMARY 2011-2015.....PAGE 43

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

Effective Date	Base Wage	Hol. & Vac.	H & W	Pension	Training	Total
Apprentice 4th Year						
01-May-2011	32.94	3.29	1.40	2.00	0.01	39.64
06-May-2012	33.39	3.34	1.40	2.50	0.00	40.63
05-May-2013	33.88	3.39	1.40	3.00	0.00	41.67
04-May-2014	34.39	3.44	1.40	3.50	0.00	42.73
Apprentice 3rd Year						
01-May-2011	29.49	2.95	1.40	2.00	0.01	35.85
06-May-2012	29.88	2.99	1.40	2.50	0.00	36.77
05-May-2013	30.31	3.03	1.40	3.00	0.00	37.74
04-May-2014	30.77	3.08	1.40	3.50	0.00	38.75
Apprentice 2nd Year						
01-May-2011	26.05	2.61	1.40	2.00	0.01	32.07
06-May-2012	26.36	2.64	1.40	2.50	0.00	32.90
05-May-2013	26.75	2.68	1.40	3.00	0.00	33.83
04-May-2014	27.15	2.72	1.40	3.50	0.00	34.77
Apprentice 1st Year						
01-May-2011	22.62	2.26	1.40	2.00	0.01	28.29
06-May-2012	22.85	2.29	1.40	2.50	0.00	29.04
05-May-2013	23.18	2.32	1.40	3.00	0.00	29.90
04-May-2014	23.53	2.35	1.40	3.50	0.00	30.78
Pre Apprentice Rates and Benefits - apply after 710 hours worked						
01-May-2011	19.17	1.92	1.40	2.00	0.01	24.50
06-May-2012	19.33	1.93	1.40	2.50	0.00	25.16
05-May-2013	19.61	1.96	1.40	3.00	0.00	25.97
04-May-2014	19.91	1.99	1.40	3.50	0.00	26.80
Roofer Helper Rates and Benefits - apply after 710 hours worked						
01-May-2011	17.46	1.75	1.40	2.00	0.01	22.62
06-May-2012	17.58	1.76	1.40	2.50	0.00	23.24
05-May-2013	17.83	1.78	1.40	3.00	0.00	24.01
04-May-2014	18.10	1.81	1.40	3.50	0.00	24.81
Pre Apprentice - First 710 hours Worked						
01-May-2011	19.17	1.92	0.00	0.00	0.00	21.09
06-May-2012	19.33	1.93	0.00	0.00	0.00	21.26
05-May-2013	19.61	1.96	0.00	0.00	0.00	21.57
04-May-2014	19.91	1.99	0.00	0.00	0.00	21.90

WAGE SUMMARY 2011-2015.....PAGE 44

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

Effective Date	Base Wage	Hol. & Vac.	H & W	Pension	Training	Total
Roof Helper - First 710 Hours Worked						
01-May-11	17.46	1.75	0.00	0.00	0.00	19.21
06-May-12	17.58	1.76	0.00	0.00	0.00	19.34
05-May-13	17.83	1.78	0.00	0.00	0.00	19.61
04-May-14	18.10	1.81	0.00	0.00	0.00	19.91

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

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

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

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SHEET METAL ROOFERS' Local 8

INDUSTRIAL (Sheet Metal Roofers')

Certified Journeyman

01-May-2011	37.47	3.75	1.40	2.00	0.30	44.92
06-May-2012	37.94	3.79	1.40	2.30	0.30	45.73
04-Nov-2012	38.54	3.85	1.40	2.30	0.30	46.39

Journeyman

01-May-2011	36.53	3.65	1.40	2.00	0.30	43.88
06-May-2012	36.99	3.70	1.40	2.30	0.30	44.69
04-Nov-2012	37.58	3.76	1.40	2.30	0.30	45.34

Apprentice 4th Year

01-May-2011	35.60	3.56	1.40	2.00	0.30	42.86
06-May-2012	36.04	3.60	1.40	2.30	0.30	43.64
04-Nov-2012	36.61	3.66	1.40	2.30	0.30	44.27

Apprentice 3rd Year

01-May-2011	31.85	3.19	1.40	2.00	0.30	38.74
06-May-2012	32.25	3.23	1.40	2.30	0.30	39.48
04-Nov-2012	32.76	3.28	1.40	2.30	0.30	40.04

Apprentice 2nd Year

01-May-11	28.10	2.81	1.40	2.00	0.30	34.61
06-May-12	28.46	2.85	1.40	2.30	0.30	35.31
04-Nov-12	28.91	2.89	1.40	2.30	0.30	35.80

WAGE SUMMARY 2011-2015.....PAGE 45

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

Effective Date	Base Wage	Hol. & Vac.	H & W	Pension	Training	Total
Apprentice 1st Year						
01-May-11	24.36	2.44	1.40	2.00	0.30	30.50
06-May-12	24.66	2.47	1.40	2.30	0.30	31.13
04-Nov-12	25.05	2.51	1.40	2.30	0.30	31.56
Truck Driver						
01-May-11	35.19	3.52	1.40	2.00	0.30	42.41
06-May-12	35.66	3.57	1.40	2.30	0.30	43.23
04-Nov-12	36.23	3.62	1.40	2.30	0.30	43.85
Pre Apprentice Rates and Benefits - apply after 710 hours worked						
01-May-11	20.61	2.06	1.40	2.00	0.30	26.37
06-May-12	20.87	2.09	1.40	2.30	0.30	26.96
04-Nov-12	21.20	2.12	1.40	2.30	0.30	27.32
Rofer Helper Rates and Benefits - apply after 710 hours worked						
01-May-11	18.74	1.87	1.40	2.00	0.30	24.31
06-May-12	18.97	1.90	1.40	2.30	0.30	24.87
04-Nov-12	19.27	1.93	1.40	2.30	0.30	25.20
Pre Apprentice – During First 710 hours worked						
01-May-11	20.61	2.06	0.00	0.00	0.00	22.67
06-May-12	20.87	2.09	0.00	0.00	0.00	22.96
04-Nov-12	21.20	2.12	0.00	0.00	0.00	23.32
Rofer Helper – During First 710 hours worked						
01-May-11	18.74	1.87	0.00	0.00	0.00	20.61
06-May-12	18.97	1.90	0.00	0.00	0.00	20.87
04-Nov-12	19.27	1.93	0.00	0.00	0.00	21.20

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

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

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

WAGE SUMMARY 2011-2015.....PAGE 46

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

Effective Date	Base Wage	Hol. & Vac.	H & W	Pension	Training	Total
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COMMERCIAL (Sheet Metal Roofers)

Certified Journeyman

01-May-2011	34.39	3.44	1.40	2.00	0.30	41.53
06-May-2012	34.97	3.50	1.50	2.30	0.30	42.57
05-May-2013	35.57	3.56	1.60	2.60	0.30	43.63
04-May-2014	36.15	3.62	1.65	3.00	0.30	44.72

Journeyman

01-May-2011	33.53	3.35	1.40	2.00	0.30	40.58
06-May-2012	34.09	3.41	1.50	2.30	0.30	41.60
05-May-2013	34.69	3.47	1.60	2.60	0.30	42.66
04-May-2014	35.25	3.53	1.65	3.00	0.30	43.73

App – 4th Year

01-May-2011	32.67	3.27	1.40	2.00	0.30	39.64
06-May-2012	33.21	3.32	1.50	2.30	0.30	40.63
05-May-2013	33.79	3.38	1.60	2.60	0.30	41.67
04-May-2014	34.34	3.44	1.65	3.00	0.30	42.73

App – 3rd Year

01-May-2011	29.23	2.92	1.40	2.00	0.30	35.85
06-May-2012	29.70	2.97	1.50	2.30	0.30	36.77
05-May-2013	30.22	3.02	1.60	2.60	0.30	37.74
04-May-2014	30.73	3.07	1.65	3.00	0.30	38.75

App – 2nd Year

01-May-2011	25.79	2.58	1.40	2.00	0.30	32.07
06-May-2012	26.18	2.62	1.50	2.30	0.30	32.90
05-May-2013	26.66	2.67	1.60	2.60	0.30	33.83
04-May-2014	27.11	2.71	1.65	3.00	0.30	34.77

App – 1st Year

01-May-2011	22.35	2.24	1.40	2.00	0.30	28.29
06-May-2012	22.67	2.27	1.50	2.30	0.30	29.04
05-May-2013	23.09	2.31	1.60	2.60	0.30	29.90
04-May-2014	23.48	2.35	1.65	3.00	0.30	30.78

Pre-App after 710 hours

01-May-2011	18.91	1.89	1.40	2.00	0.30	24.50
06-May-2012	19.14	1.92	1.50	2.30	0.30	25.16
05-May-2013	19.52	1.95	1.60	2.60	0.30	25.97
04-May-2014	19.86	1.99	1.65	3.00	0.30	26.80

WAGE SUMMARY 2011-2015.....PAGE 47

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

Effective Date	Base Wage	Hol. & Vac.	H & W	Pension	Training	Total
Roofer Helper after 710 hours						
01-May-2011	17.20	1.72	1.40	2.00	0.30	22.62
06-May-2012	17.40	1.74	1.50	2.30	0.30	23.24
05-May-2013	17.74	1.77	1.60	2.60	0.30	24.01
04-May-2014	18.05	1.81	1.65	3.00	0.30	24.81
Pre-App – First 710 hours						
01-May-2011	18.91	1.89	0.00	0.00	0.00	20.80
06-May-2012	19.14	1.92	0.00	0.00	0.00	21.06
05-May-2013	19.52	1.95	0.00	0.00	0.00	21.47
04-May-2014	19.86	1.99	0.00	0.00	0.00	21.85
Roofer Helper – First 710 hours						
01-May-2011	17.20	1.72	0.00	0.00	0.00	18.92
06-May-2012	17.40	1.74	0.00	0.00	0.00	19.14
05-May-2013	17.74	1.77	0.00	0.00	0.00	19.51
04-May-2014	18.05	1.81	0.00	0.00	0.00	19.86

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

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

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

➤ **Expiration Date April 30, 2015**

SHEET METAL (PROV.)

LOCAL UNION 8

Effective Date	Base Wage	Hol & Vac.	H&W	Pension	Training	Benev.	Total
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INDUSTRIAL

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

Foreman with crew of more than 10

01-May-2011	47.21	4.72	1.50	5.00	0.30	0.09	58.82
06-May-2012	47.76	4.78	1.55	5.15	0.30	0.09	59.63
04-Nov-2012	48.48	4.85	1.55	5.15	0.30	0.09	60.42

Foreman with ICCS with crew of more than 10

01-May-2011	47.21	4.72	1.50	5.00	0.30	0.09	58.82
06-May-2012	48.01	4.80	1.55	5.15	0.30	0.09	59.90
04-Nov-2012	48.73	4.87	1.55	5.15	0.30	0.09	60.69

Foreman with crew of up to and including 10

01-May-2011	46.21	4.62	1.50	5.00	0.30	0.09	57.72
06-May-2012	46.76	4.68	1.55	5.15	0.30	0.09	58.53
04-Nov-2012	47.48	4.75	1.55	5.15	0.30	0.09	59.32

Foreman with crew of up to and including 10 with ICCS

01-May-2011	46.21	4.62	1.50	5.00	0.30	0.09	57.72
06-May-2012	47.01	4.70	1.55	5.15	0.30	0.09	58.80
04-Nov-2012	47.73	4.77	1.55	5.15	0.30	0.09	59.59

Journeyman

01-May-2011	42.71	4.27	1.50	5.00	0.30	0.09	53.87
06-May-2012	43.26	4.33	1.55	5.15	0.30	0.09	54.68
04-Nov-2012	43.98	4.40	1.55	5.15	0.30	0.09	55.47

4th Year Apprentice

01-May-2011	36.30	3.63	1.50	5.00	0.30	0.09	46.82
06-May-2012	36.77	3.68	1.55	5.15	0.30	0.09	47.54
04-Nov-2012	37.38	3.74	1.55	5.15	0.30	0.09	48.21

3rd Year Apprentice

01-May-2011	32.03	3.20	1.50	5.00	0.30	0.09	42.12
06-May-2012	32.45	3.25	1.55	5.15	0.30	0.09	42.79
04-Nov-2012	32.99	3.30	1.55	5.15	0.30	0.09	43.38

WAGE SUMMARY 2011-2015.....PAGE 49

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

Effective Date	Base Wage	Hol & Vac.	H&W	Pension	Training	Benev.	Total
2nd Year Apprentice							
01-May-2011	27.76	2.78	1.50	5.00	0.30	0.09	37.43
06-May-2012	28.12	2.81	1.55	5.15	0.30	0.09	38.02
04-Nov-2012	28.59	2.86	1.55	5.15	0.30	0.09	38.54
1st Year Apprentice							
01-May-2011	21.36	2.14	1.50	5.00	0.30	0.09	30.39
06-May-2012	21.63	2.16	1.55	5.15	0.30	0.09	30.88
04-Nov-2012	21.99	2.20	1.55	5.15	0.30	0.09	31.28
Probationary							
01-May-2011	17.08	1.71	1.50	0.00	0.30	0.09	20.68
06-May-2012	17.30	1.73	1.55	0.00	0.30	0.09	20.97
04-Nov-2012	17.59	1.76	1.55	0.00	0.30	0.09	21.29
<u>INDUSTRIAL Welders</u>							
Journeyman							
01-May-2011	42.71	4.27	1.50	5.00	0.30	0.09	53.87
06-May-2012	43.26	4.33	1.55	5.15	0.30	0.09	54.68
04-Nov-2012	43.98	4.40	1.55	5.15	0.30	0.09	55.47
3rd Year Apprentice							
01-May-2011	38.44	3.84	1.50	5.00	0.30	0.09	49.17
06-May-2012	38.93	3.89	1.55	5.15	0.30	0.09	49.91
04-Nov-2012	39.58	3.96	1.55	5.15	0.30	0.09	50.63
2nd Year Apprentice							
01-May-2011	32.03	3.20	1.50	5.00	0.30	0.09	42.12
06-May-2012	32.45	3.25	1.55	5.15	0.30	0.09	42.79
04-Nov-2012	32.99	3.30	1.55	5.15	0.30	0.09	43.38
1st Year Apprentice							
01-May-2011	25.63	2.56	1.50	5.00	0.30	0.09	35.08
06-May-2012	25.96	2.60	1.55	5.15	0.30	0.09	35.65
04-Nov-2012	26.39	2.64	1.55	5.15	0.30	0.09	36.12

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

Effective Date	Base Wage	Hol & Vac.	H&W	Pension	Training	Benev.	Total
<u>COMMERCIAL & INSTUTIONAL</u>							
Foreman A							
01-May-2011	38.07	3.81	1.50	4.00	0.30	0.09	47.77
06-May-2012	38.89	3.89	1.55	4.15	0.30	0.09	48.87
05-May-2013	39.74	3.97	1.60	4.30	0.30	0.09	50.00
04-May-2014	40.76	4.08	1.65	4.50	0.30	0.09	51.38
Foreman A with ICCS							
01-May-2011	38.07	3.81	1.50	4.00	0.30	0.09	47.77
06-May-2012	39.14	3.91	1.55	4.15	0.30	0.09	49.14
05-May-2013	40.24	4.02	1.60	4.30	0.30	0.09	50.55
04-May-2014	41.51	4.15	1.65	4.50	0.30	0.09	52.20
Foreman B							
01-May-2011	37.07	3.71	1.50	4.00	0.30	0.09	46.67
06-May-2012	37.89	3.79	1.55	4.15	0.30	0.09	47.77
05-May-2013	38.74	3.87	1.60	4.30	0.30	0.09	48.90
04-May-2014	39.76	3.98	1.65	4.50	0.30	0.09	50.28
Foreman B with ICCS							
01-May-2011	37.07	3.71	1.50	4.00	0.30	0.09	46.67
06-May-2012	38.14	3.81	1.55	4.15	0.30	0.09	48.04
05-May-2013	39.24	3.92	1.60	4.30	0.30	0.09	49.45
04-May-2014	40.51	4.05	1.65	4.50	0.30	0.09	51.10
Journeyman							
01-May-2011	34.57	3.46	1.50	4.00	0.30	0.09	43.92
06-May-2012	35.39	3.54	1.55	4.15	0.30	0.09	45.02
05-May-2013	36.24	3.62	1.60	4.30	0.30	0.09	46.15
04-May-2014	37.26	3.73	1.65	4.50	0.30	0.09	47.53

WAGE SUMMARY 2011-2015.....PAGE 51

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

Effective Date	Base Wage	Hol & Vac.	H&W	Pension	Training	Benev.	Total
4th Year Apprentice							
01-May-2011	29.38	2.94	1.50	4.00	0.30	0.09	38.21
06-May-2012	30.08	3.01	1.55	4.15	0.30	0.09	39.18
05-May-2013	30.80	3.08	1.60	4.30	0.30	0.09	40.17
04-May-2014	31.67	3.17	1.65	4.50	0.30	0.09	41.38
3rd Year Apprentice							
01-May-2011	25.93	2.59	1.50	4.00	0.30	0.09	34.41
06-May-2012	26.54	2.65	1.55	4.15	0.30	0.09	35.28
05-May-2013	27.18	2.72	1.60	4.30	0.30	0.09	36.19
04-May-2014	27.95	2.80	1.65	4.50	0.30	0.09	37.29
2nd Year Apprentice							
01-May-2011	22.47	2.25	1.50	4.00	0.30	0.09	30.61
06-May-2012	23.00	2.30	1.55	4.15	0.30	0.09	31.39
05-May-2013	23.56	2.36	1.60	4.30	0.30	0.09	32.21
04-May-2014	24.22	2.42	1.65	4.50	0.30	0.09	33.18
1st Year Apprentice							
01-May-2011	17.29	1.73	1.50	*	0.30	0.09	20.91
06-May-2012	17.70	1.77	1.55	*	0.30	0.09	21.41
05-May-2013	18.12	1.81	1.60	*	0.30	0.09	21.92
04-May-2014	18.63	1.86	1.65	*	0.30	0.09	22.53
Probationary							
01-May-2011	13.83	1.38	1.50	*	0.30	0.09	17.10
06-May-2012	14.16	1.42	1.55	*	0.30	0.09	17.52
05-May-2013	14.50	1.45	1.60	*	0.30	0.09	17.94
04-May-2014	14.90	1.49	1.65	*	0.30	0.09	18.43

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

Effective Date	Base Wage	Hol & Vac.	H&W	Pension	Training	Benev.	Total
<u>COMMERCIAL - Welders</u>							
Journeyman							
01-May-2011	34.57	3.46	1.50	4.00	0.30	0.09	43.92
06-May-2012	35.39	3.54	1.55	4.15	0.30	0.09	45.02
05-May-2013	36.24	3.62	1.60	4.30	0.30	0.09	46.15
04-May-2014	37.26	3.73	1.65	4.50	0.30	0.09	47.53
3rd Year Apprentice							
01-May-2011	31.11	3.11	1.50	4.00	0.30	0.09	40.11
06-May-2012	31.85	3.19	1.55	4.15	0.30	0.09	41.13
05-May-2013	32.62	3.26	1.60	4.30	0.30	0.09	42.17
04-May-2014	33.53	3.35	1.65	4.50	0.30	0.09	43.42
2nd Year Apprentice							
01-May-2011	25.93	2.59	1.50	4.00	0.30	0.09	34.41
06-May-2012	26.54	2.65	1.55	4.15	0.30	0.09	35.28
05-May-2013	27.18	2.72	1.60	4.30	0.30	0.09	36.19
04-May-2014	27.95	2.80	1.65	4.50	0.30	0.09	37.29
1st Year Apprentice							
01-May-2011	20.74	2.07	1.50	*	0.30	0.09	24.70
06-May-2012	21.23	2.12	1.55	*	0.30	0.09	25.29
05-May-2013	21.74	2.17	1.60	*	0.30	0.09	25.90
04-May-2014	22.36	2.24	1.65	*	0.30	0.09	26.64

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

➤ **Expiration Date April 30, 2015**

SHEETERS, DECKERS, CLADDERS (PROV.)

LOCAL UNION 8

INDUSTRIAL

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

Effective Date	Base Wage	Hol & Vac.	H&W	Pension	Training	Benev.	Total
General Foreman (115%)							
01-May-2011	46.75	4.68	1.50	5.00	0.30	0.09	58.32
06-May-2012	47.38	4.74	1.55	5.15	0.30	0.09	59.21
04-Nov-2012	48.17	4.82	1.55	5.15	0.30	0.09	60.08
Foreman (110%)							
01-May-2011	44.72	4.47	1.50	5.00	0.30	0.09	56.08
06-May-2012	45.32	4.53	1.55	5.15	0.30	0.09	56.94
04-Nov-2012	46.08	4.61	1.55	5.15	0.30	0.09	57.78
Journeyman							
01-May-2011	40.65	4.06	1.50	5.00	0.30	0.09	51.60
06-May-2012	41.20	4.12	1.55	5.15	0.30	0.09	52.41
04-Nov-2012	41.89	4.19	1.55	5.15	0.30	0.09	53.17
3rd Year Apprentice (85%)							
01-May-2011	34.55	3.46	1.50	5.00	0.30	0.09	44.90
06-May-2012	35.02	3.50	1.55	5.15	0.30	0.09	45.61
04-Nov-2012	35.61	3.56	1.55	5.15	0.30	0.09	46.26
2nd Year Apprentice (75%)							
01-May-2011	30.49	3.05	1.50	5.00	0.30	0.09	40.43
06-May-2012	30.90	3.09	1.55	5.15	0.30	0.09	41.08
04-Nov-2012	31.42	3.14	1.55	5.15	0.30	0.09	41.65
1st Year Apprentice (65%)							
01-May-2011	26.42	2.64	1.50	5.00	0.30	0.09	35.95
06-May-2012	26.78	2.68	1.55	5.15	0.30	0.09	36.55
04-Nov-2012	27.23	2.72	1.55	5.15	0.30	0.09	37.04
Probationary (55%)							
01-May-2011	22.36	2.24	1.50	0.00	0.30	0.09	26.49
06-May-2012	22.66	2.27	1.55	0.00	0.30	0.09	26.87
04-Nov-2012	23.04	2.30	1.55	0.00	0.30	0.09	27.28

SHEETERS, DECKERS, CLADDERS (PROV.) (cont'd)

LOCAL UNION 8

Effective Date	Base Wage	Hol & Vac.	H&W	Pension	Training	Benev.	Total
Foreman A							
01-May-2011	39.03	3.90	1.50	4.00	0.30	0.09	48.82
06-May-2012	39.95	4.00	1.55	4.15	0.30	0.09	50.04
05-May-2013	40.89	4.09	1.60	4.30	0.30	0.09	51.27
04-May-2014	42.06	4.21	1.65	4.50	0.30	0.09	52.81
Foreman B							
01-May-2011	37.33	3.73	1.50	4.00	0.30	0.09	46.95
06-May-2012	38.21	3.82	1.55	4.15	0.30	0.09	48.12
05-May-2013	39.12	3.91	1.60	4.30	0.30	0.09	49.32
04-May-2014	40.23	4.02	1.65	4.50	0.30	0.09	50.79
Journeyman							
01-May-2011	33.94	3.39	1.50	4.00	0.30	0.09	43.22
06-May-2012	34.74	3.47	1.55	4.15	0.30	0.09	44.30
05-May-2013	35.56	3.56	1.60	4.30	0.30	0.09	45.41
04-May-2014	36.57	3.66	1.65	4.50	0.30	0.09	46.77
3rd Year Apprentice							
01-May-2011	28.84	2.88	1.50	4.00	0.30	0.09	37.61
06-May-2012	29.53	2.95	1.55	4.15	0.30	0.09	38.57
05-May-2013	30.23	3.02	1.60	4.30	0.30	0.09	39.54
04-May-2014	31.08	3.11	1.65	4.50	0.30	0.09	40.73
2nd Year Apprentice							
01-May-2011	25.46	2.55	1.50	4.00	0.30	0.09	33.90
06-May-2012	26.06	2.61	1.55	4.15	0.30	0.09	34.76
05-May-2013	26.67	2.67	1.60	4.30	0.30	0.09	35.63
04-May-2014	27.43	2.74	1.65	4.50	0.30	0.09	36.71
1st Year Apprentice							
01-May-2011	22.06	2.21	1.50	4.00	0.30	0.09	30.16
06-May-2012	22.58	2.26	1.55	4.15	0.30	0.09	30.93
05-May-2013	23.11	2.31	1.60	4.30	0.30	0.09	31.71
04-May-2014	23.77	2.38	1.65	4.50	0.30	0.09	32.69

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

Effective Date	Base Wage	Hol & Vac.	H&W	Pension	Training	Benev.	Total
Probationary							
01-May-2011	18.67	1.87	1.50		0.30	0.09	22.43
06-May-2012	19.11	1.91	1.55		0.30	0.09	22.96
05-May-2013	19.56	1.96	1.60		0.30	0.09	23.51
04-May-2014	20.11	2.01	1.65		0.30	0.09	24.16

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

➤ **Expiration Date April 30, 2015**

January 16, 2013