



Construction Labour Relations  
An Alberta Association  

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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.*

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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 (fifty 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

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**ALBERTA PROVINCIAL SUBSISTENCE RATES**

**Industrial**

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

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

**Commercial / Institutional Subsistence Rates**

See applicable Collective Agreement

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

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

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

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

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JULY 15, 2013

**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:

<b>CLASSIFICATION/ EFFECTIVE DATE</b>	<b>NET RATE</b>	<b>VAC &amp; HOL PAY</b>	<b>HEALTH &amp; WELFARE</b>	<b>PENSION</b>	<b>GROSS RATE</b>
<b>Foreman (\$5.00)</b>					
1-May-11	\$49.39	\$4.94	\$1.10	\$5.00	\$60.43
6-May-12	\$50.13	\$5.01	\$1.10	\$5.00	\$61.24
4-Nov-12	\$50.85	\$5.09	\$1.10	\$5.00	\$62.04
5-May-13	\$50.98	\$5.10	\$1.10	\$5.00	\$62.18
<b>Working Foreman (\$4.00)</b>					
1-May-11	\$48.39	\$4.84	\$1.10	\$5.00	\$59.33
6-May-12	\$49.13	\$4.91	\$1.10	\$5.00	\$60.14
4-Nov-12	\$49.85	\$4.99	\$1.10	\$5.00	\$60.94
5-May-13	\$49.98	\$5.00	\$1.10	\$5.00	\$61.08
<b>Journeyman</b>					
1-May-11	\$44.39	\$4.44	\$1.10	\$5.00	\$54.93
6-May-12	\$45.13	\$4.51	\$1.10	\$5.00	\$55.74
4-Nov-12	\$45.85	\$4.59	\$1.10	\$5.00	\$56.54
5-May-13	\$45.98	\$4.60	\$1.10	\$5.00	\$56.68
<b>3<sup>rd</sup> Year Apprentice (90%)</b>					
1-May-11	\$39.95	\$3.99	\$1.10	\$5.00	\$50.04
6-May-12	\$40.61	\$4.06	\$1.10	\$5.00	\$50.77
4-Nov-12	\$41.27	\$4.13	\$1.10	\$5.00	\$51.50
5-May-13	\$41.38	\$4.14	\$1.10	\$5.00	\$51.62
<b>2<sup>nd</sup> Year Apprentice (80%)</b>					
1-May-11	\$35.51	\$3.55	\$1.10	\$5.00	\$45.16
6-May-12	\$36.10	\$3.61	\$1.10	\$5.00	\$45.81
4-Nov-12	\$36.68	\$3.67	\$1.10	\$5.00	\$46.45
5-May-13	\$36.78	\$3.68	\$1.10	\$5.00	\$46.56
<b>1<sup>st</sup> Year Apprentice (60%)</b>					
1-May-11	\$26.63	\$2.66	\$1.10	\$5.00	\$35.39
6-May-12	\$27.08	\$2.71	\$1.10	\$5.00	\$35.89
4-Nov-12	\$27.51	\$2.75	\$1.10	\$5.00	\$36.36
5-May-13	\$27.59	\$2.76	\$1.10	\$5.00	\$36.45

**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:

<b>CLASSIFICATION/ EFFECTIVE DATE</b>	<b>NET RATE</b>	<b>VAC &amp; HOL PAY</b>	<b>HEALTH &amp; WELFARE</b>	<b>PENSION</b>	<b>GROSS RATE</b>
<b>Foreman (\$5.00)</b>					
1-May-11	\$49.85	\$4.99	\$1.10	\$4.50	\$60.44
6-May-12	\$50.58	\$5.06	\$1.10	\$4.50	\$61.24
4-Nov-12	\$51.31	\$5.13	\$1.10	\$4.50	\$62.04
5-May-13	\$51.44	\$5.14	\$1.10	\$4.50	\$62.18
<b>Working Foreman (\$4.00)</b>					
1-May-11	\$48.85	\$4.89	\$1.10	\$4.50	\$59.34
6-May-12	\$49.58	\$4.96	\$1.10	\$4.50	\$60.14
4-Nov-12	\$50.31	\$5.03	\$1.10	\$4.50	\$60.94
5-May-13	\$50.44	\$5.04	\$1.10	\$4.50	\$61.08
<b>Journeyman</b>					
1-May-11	\$44.85	\$4.48	\$1.10	\$4.50	\$54.93
6-May-12	\$45.58	\$4.56	\$1.10	\$4.50	\$55.74
4-Nov-12	\$46.31	\$4.63	\$1.10	\$4.50	\$56.54
5-May-13	\$46.44	\$4.64	\$1.10	\$4.50	\$56.68
<b>3<sup>rd</sup> Year Apprentice (90%)</b>					
1-May-11	\$40.37	\$4.04	\$1.10	\$4.50	\$50.01
6-May-12	\$41.02	\$4.10	\$1.10	\$4.50	\$50.72
4-Nov-12	\$41.68	\$4.17	\$1.10	\$4.50	\$51.45
5-May-13	\$41.80	\$4.18	\$1.10	\$4.50	\$51.58
<b>2<sup>nd</sup> Year Apprentice (80%)</b>					
1-May-11	\$35.88	\$3.59	\$1.10	\$4.50	\$45.07
6-May-12	\$36.46	\$3.65	\$1.10	\$4.50	\$45.71
4-Nov-12	\$37.05	\$3.70	\$1.10	\$4.50	\$46.35
5-May-13	\$37.15	\$3.72	\$1.10	\$4.50	\$46.47
<b>1<sup>st</sup> Year Apprentice (60%)</b>					
1-May-11	\$26.91	\$2.69	\$1.10	\$4.50	\$35.20
6-May-12	\$27.35	\$2.73	\$1.10	\$4.50	\$35.68
4-Nov-12	\$27.79	\$2.78	\$1.10	\$4.50	\$36.17
5-May-13	\$27.86	\$2.79	\$1.10	\$4.50	\$36.25

**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**

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JULY 15, 2013

**CARPENTERS (PROV.)**

**LOCALS 1325, 2103**

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

Effective Date	Base Wage	Hol & V.P	Health & Welfare	Pension	Training	Total Wage
<b>Journeyman</b>						
01 May 2011	38.63	3.86	1.40	6.60	.55	51.04
06 May 2012	39.36	3.94	1.40	6.60	.55	51.85
04 Nov 2012	40.04	4.01	1.40	6.60	.55	52.60
05 May 2013	40.17	4.02	1.40	6.60	.55	52.74
<b>4<sup>th</sup> Yr Apprentice</b>						
01 May 2011	34.77	3.48	1.40	6.60	.55	46.80
06 May 2012	35.42	3.54	1.40	6.60	.55	47.51
04 Nov 2012	36.04	3.60	1.40	6.60	.55	48.19
05 May 2013	36.15	3.62	1.40	6.60	.55	48.32
<b>3<sup>rd</sup> Yr Apprentice</b>						
01 May 2011	30.90	3.09	1.40	6.60	.55	42.54
06 May 2012	31.49	3.15	1.40	6.60	.55	43.19
04 Nov 2012	32.03	3.20	1.40	6.60	.55	43.78
05 May 2013	32.14	3.21	1.40	6.60	.55	43.90
<b>2<sup>nd</sup> Yr Apprentice</b>						
01 May 2011	27.04	2.70	1.40	6.60	.55	38.29
06 May 2012	27.55	2.76	1.40	6.60	.55	38.86
04 Nov 2012	28.03	2.80	1.40	6.60	.55	39.38
05 May 2013	28.12	2.81	1.40	6.60	.55	39.48
<b>1<sup>st</sup> Yr Apprentice</b>						
01 May 2011	23.18	2.32	1.40	6.60	.55	34.05
06 May 2012	23.62	2.36	1.40	6.60	.55	34.53
04 Nov 2012	24.02	2.40	1.40	6.60	.55	34.97
05 May 2013	24.10	2.41	1.40	6.60	.55	35.06

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)**

<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol &amp; V.P</b>	<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Training</b>	<b>Total Wage</b>
<b>Journeyman</b>						
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
<b>4th Yr Apprentice</b>						
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
<b>3rd Yr Apprentice</b>						
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
<b>2nd Yr Apprentice</b>						
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
<b>1st Yr Apprentice</b>						
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**

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

**INDUSTRIAL - Schedule "A"**

<b>Effective Date</b>	<b>Base Wage</b>	<b>Holiday &amp; Vac.Pay</b>	<b>H &amp; W Fund</b>	<b>Pension Fund</b>	<b>Training Fund</b>	<b>Total Wage</b>
<b>Journeyman</b>						
01-May-11	39.76	3.98	1.00	5.00	0.35	50.09
06-May-12	40.04	4.01	1.25	5.25	0.35	50.90
04-Nov-12	40.34	4.04	1.40	5.50	0.35	51.63
05-May-13	40.47	4.05	1.40	5.50	0.35	51.77
<b>3<sup>rd</sup> Yr Apprentice</b>						
01-May-11	33.80	3.38	1.00	5.00	0.35	43.53
06-May-12	34.03	3.40	1.25	5.25	0.35	44.28
04-Nov-12	34.29	3.43	1.40	5.50	0.35	44.97
05-May-13	34.40	3.44	1.40	5.50	0.35	45.09
<b>2<sup>nd</sup> Yr Apprentice</b>						
01-May-11	29.82	2.98	1.00	5.00	0.35	39.15
06-May-12	30.03	3.00	1.25	5.25	0.35	39.88
04-Nov-12	30.26	3.03	1.40	5.50	0.35	40.54
05-May-13	30.35	3.04	1.40	5.50	0.35	40.64
<b>1<sup>st</sup> Yr Apprentice</b>						
01-May-11	25.84	2.58	1.00	5.00	0.35	34.77
06-May-12	26.03	2.60	1.25	5.25	0.35	35.48
04-Nov-12	26.22	2.62	1.40	5.50	0.35	36.09
05-May-13	26.31	2.63	1.40	5.50	0.35	36.19
<b>Trainee</b>						
01-May-11	21.87	2.19	1.00	5.00	0.35	30.41
06-May-12	22.02	2.20	1.25	5.25	0.35	31.07
04-Nov-12	22.19	2.22	1.40	5.50	0.35	31.66
05-May-13	22.26	2.23	1.40	5.50	0.35	31.74

**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"**

<b>Effective Date</b>	<b>Base Wage</b>	<b>Holiday &amp; Vac.Pay</b>	<b>H &amp; W Fund</b>	<b>Pension Fund</b>	<b>Training Fund</b>	<b>Total Wage</b>
<b>Journeyman</b>						
01-May-11	31.35	3.13	1.00	3.50	0.15	39.13
06-May-12	31.78	3.18	1.25	3.75	0.15	40.11
05-May-13	32.37	3.24	1.35	4.00	0.15	41.11
04-May-14	33.26	3.33	1.40	4.00	0.15	42.14
<b>3<sup>rd</sup> Yr Apprentice (85% of Certified Journeyman Base Wage)</b>						
01-May-11	26.65	2.67	1.00	3.50	0.15	33.97
06-May-12	27.01	2.70	1.25	3.75	0.15	34.86
05-May-13	27.51	2.75	1.35	4.00	0.15	35.76
04-May-14	28.27	2.83	1.40	4.00	0.15	36.65
<b>2<sup>nd</sup> Yr Apprentice (75% of Certified Journeyman Base Wage)</b>						
01-May-11	23.51	2.35	1.00	3.50	0.15	30.51
06-May-12	23.84	2.38	1.25	3.75	0.15	31.37
05-May-13	24.28	2.43	1.35	4.00	0.15	32.21
04-May-14	24.95	2.49	1.40	4.00	0.15	32.99
<b>1<sup>st</sup> Yr Apprentice (65% of Certified Journeyman Base Wage)</b>						
01-May-11	20.38	2.04	1.00	3.50	0.15	27.07
06-May-12	20.66	2.07	1.25	3.75	0.15	27.88
05-May-13	21.04	2.10	1.35	4.00	0.15	28.64
04-May-14	21.62	2.16	1.40	4.00	0.15	29.33
<b>Trainee (55% of Certified Journeyman Base Wage)</b>						
01-May-11	17.24	1.72	1.00	3.50	0.15	23.61
06-May-12	17.48	1.75	1.25	3.75	0.15	24.38
05-May-13	17.80	1.78	1.35	4.00	0.15	25.08
04-May-14	18.29	1.83	1.40	4.00	0.15	25.67

➤ **Expiration Date April 30 2015**

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

**CONSTRUCTION AND MAINTENANCE, SERVICE & REPAIR**

<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol &amp; Vac</b>	<b>H &amp; W</b>	<b>Pension</b>	<b>Other</b>	<b>Gross Wage</b>
<b>Established Mechanic</b>						
06-May-2012	48.77	5.36	1.18	2.25	0.25	57.81
<b>Rate Percentage of Established Mechanic (listed above):</b>						
Probationary Helper		50% (fifty percent)				24.39
Helper		55% (fifty-five 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

<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol &amp; Vac</b>	<b>H &amp; W</b>	<b>Pension</b>	<b>Other</b>	<b>Gross Wage</b>
<b>Established Mechanic</b>						
06-May-2013	49.72	5.97	1.18	2.25	0.25	59.37
<b>Rate Percentage of Established Mechanic (listed above):</b>						
Probationary Helper		50% (fifty percent)				24.86
Helper		55% (fifty-five percent)				27.35
Helper 1		70% (seventy percent)				34.80
Helper 2		75% (seventy-five percent)				37.29
Helper 3		80% (eighty percent)				39.78
Mechanic-in-Charge -		112½% (one hundred twelve & one half percent)				55.94
Mechanic-in-Charge -		115% (one hundred fifteen percent)				57.18
Mechanic-in-Charge -		120% (one hundred twenty percent)				59.66
Adjuster		115% (one hundred fifteen percent)				57.18
Local Representative		112½% (one hundred twelve & one half percent)				55.94

**Other:** Education Fund

➤ **Expiration Date April 30, 2015**

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**INSULATORS (PROV.)**

**LOCAL 110**

**INDUSTRIAL**

<b>Effective Date</b>	<b>Base Rate</b>	<b>SH &amp;V</b>	<b>H&amp;W</b>	<b>WC</b>	<b>Pension</b>	<b>PITT</b>	<b>Training</b>	<b>Total</b>
<b>Foreman</b>								
July 31, 2011	46.03	4.60	1.40	0.10	5.00	0.50	0.25	57.88
May 6, 2012	46.03	4.60	1.40	0.10	5.81	0.50	0.25	58.69
Nov. 4, 2012	46.72	4.67	1.40	0.10	5.81	0.50	0.25	59.45
May 5, 2013	46.72	4.67	1.54	0.10	5.81	0.50	0.25	59.59
<b>Journeyman</b>								
July 31, 2011	40.94	4.09	1.40	0.10	5.00	0.50	0.25	52.28
May 6, 2012	40.94	4.09	1.40	0.10	5.81	0.50	0.25	53.09
Nov. 4, 2012	41.63	4.16	1.40	0.10	5.81	0.50	0.25	53.85
May 5, 2013	41.63	4.16	1.54	0.10	5.81	0.50	0.25	53.99
<b>4<sup>th</sup> Year Apprentice – Based on 80% of the Journeyman Rate</b>								
July 31, 2011	32.75	3.26	1.40	0.10	5.00	0.50	0.25	43.26
May 6, 2012	32.75	3.26	1.40	0.10	5.81	0.50	0.25	44.07
Nov 4, 2012	33.30	3.33	1.40	0.10	5.81	0.50	0.25	44.69
May 5, 2013	33.30	3.33	1.54	0.10	5.81	0.50	0.25	44.83
<b>3<sup>rd</sup> Year Apprentice – Based on 70% of the Journeyman Rate</b>								
July 31, 2011	28.66	2.87	1.40	0.10	5.00	0.50	0.25	38.78
May 6, 2012	28.66	2.87	1.40	0.10	5.81	0.50	0.25	39.59
Nov 4, 2012	29.14	2.91	1.40	0.10	5.81	0.50	0.25	40.11
May 5, 2013	29.14	2.91	1.54	0.10	5.81	0.50	0.25	40.25
<b>2<sup>nd</sup> Year Apprentice – Based on 60% of the Journeyman Rate</b>								
July 31, 2011	24.56	2.46	1.40	0.10	5.00	0.50	0.25	34.27
May 6, 2012	24.56	2.46	1.40	0.10	5.81	0.50	0.25	35.08
Nov 4, 2012	24.98	2.50	1.40	0.10	5.81	0.50	0.25	35.54
May 5, 2013	24.98	2.50	1.54	0.10	5.81	0.50	0.25	35.68
<b>1<sup>st</sup> Year Apprentice and Helper – Based on 50% of the Journeyman Rate</b>								
July 31, 2011	20.47	2.05	1.40	0.10	5.00	0.50	0.25	29.77
May 6, 2012	20.47	2.05	1.40	0.10	5.81	0.50	0.25	30.58
Nov 4, 2012	20.82	2.08	1.40	0.10	5.81	0.50	0.25	30.96
May 5, 2013	20.82	2.08	1.54	0.10	5.81	0.50	0.25	31.10

**Industrial Temporary Foreign Workers and Pensioners  
(Refer to Appendix A in this 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.

**WAGE SUMMARY 2011-2015.....PAGE 14**

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

**COMMERCIAL/INSTITUTIONAL**

<b>Effective Date</b>	<b>Base Rate</b>	<b>SH &amp; V</b>	<b>H&amp;W</b>	<b>WC</b>	<b>Pension</b>	<b>PITT</b>	<b>Training</b>	<b>Total</b>
<b>Foreman</b>								
July 31, 2011	35.02	3.50	1.40	0.10	5.00	0.50	0.25	45.77
May 6, 2012	35.04	3.50	1.40	0.10	5.81	0.50	0.25	46.60
May 5, 2013	35.69	3.57	1.54	0.10	5.81	0.50	0.25	47.46
<b>Journeyman</b>								
July 31, 2011	31.17	3.12	1.40	0.10	5.00	0.50	0.25	41.54
May 6, 2012	31.19	3.12	1.40	0.10	5.81	0.50	0.25	42.37
May 5, 2013	31.84	3.18	1.54	0.10	5.81	0.50	0.25	43.22
<b>4<sup>th</sup> Year Apprentice - Based on 80% of the Journeyman Rate</b>								
July 31, 2011	24.94	2.49	1.40	0.10	5.00	0.50	0.25	34.68
May 6, 2012	24.95	2.50	1.40	0.10	5.81	0.50	0.25	35.51
May 5, 2013	25.47	2.55	1.54	0.10	5.81	0.50	0.25	36.21
<b>3<sup>rd</sup> Year Apprentice - Based on 70% of the Journeyman Rate</b>								
July 31, 2011	21.82	2.18	1.40	0.10	5.00	0.50	0.25	31.25
May 6, 2012	21.83	2.18	1.40	0.10	5.81	0.50	0.25	32.07
May 5, 2013	22.29	2.23	1.54	0.10	5.81	0.50	0.25	32.72
<b>2<sup>nd</sup> Year Apprentice - Based on 60% of the Journeyman Rate</b>								
July 31, 2011	18.70	1.87	1.40	0.10	5.00	0.50	0.25	27.82
May 6, 2012	18.71	1.87	1.40	0.10	5.81	0.50	0.25	28.64
May 5, 2013	19.10	1.91	1.54	0.10	5.81	0.50	0.25	29.21
<b>1<sup>st</sup> Year Apprentice - Based on 50% of the Journeyman Rate</b>								
July 31, 2011	15.58	1.56	1.40	0.10	5.00	0.50	0.25	24.39
May 6, 2012	15.60	1.56	1.40	0.10	5.81	0.50	0.25	25.22
May 5, 2013	15.92	1.59	1.54	0.10	5.81	0.50	0.25	25.71

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

➤ **Expiration Date April 30, 2015**

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

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

<b>EFFECTIVE DATE</b>	<b>WAGE S</b>	<b>VAC. PAY</b>	<b>HOL. PAY</b>	<b>H&amp;W</b>	<b>PENS</b>	<b>TRAINING</b>	<b>GLOVES</b>	<b>TOTAL</b>
<b><u>Industrial Rates</u></b>								
<b>Foreman (110% of Journeyperson)</b>								
Oct. 2/11	40.60	2.44	1.46	1.80	5.25	0.40	0.15	52.10
May 6/12	41.16	2.47	1.48	1.95	5.25	0.50	0.15	52.96
Nov. 4/12	41.42	2.48	1.49	2.05	5.50	0.60	0.15	53.69
May 5/13	41.42	2.48	1.49	2.05	5.64	0.60	0.15	53.83
<b>Leadhand (105% of Journeyperson)</b>								
Oct. 2/11	38.75	2.33	1.40	1.80	5.25	0.40	0.15	50.08
May 6/12	39.29	2.36	1.41	1.95	5.25	0.50	0.15	50.91
Nov. 4/12	39.53	2.37	1.42	2.05	5.50	0.60	0.15	51.62
May 5/13	39.53	2.37	1.42	2.05	5.64	0.60	0.15	51.76
<b>Journeyperson</b>								
Oct. 2/11	36.91	2.21	1.33	1.80	5.25	0.40	0.15	48.05
May 6/12	37.42	2.25	1.35	1.95	5.25	0.50	0.15	48.87
Nov 4/12	37.65	2.26	1.36	2.05	5.50	0.60	0.15	49.57
May 5/13	37.65	2.26	1.36	2.05	5.64	0.60	0.15	49.71
<b>4th Level (90% of Journeyperson from 2250 hours to 3000 hours)</b>								
Oct 2/11	33.22	1.99	1.20	1.80	5.25	0.40	0.15	44.01
May 6/12	33.68	2.02	1.21	1.95	5.25	0.50	0.15	44.76
Nov 4/12	33.89	2.03	1.22	2.05	5.50	0.60	0.15	45.44
May 5/13	33.89	2.03	1.22	2.05	5.64	0.60	0.15	45.58
<b>3rd Level (80% of Journeyperson from 1500 hours to 2250 hours)</b>								
Oct 2/11	29.53	1.77	1.06	1.80	5.25	0.40	0.15	39.96
May 6/12	29.94	1.80	1.08	1.95	5.25	0.50	0.15	40.67
Nov 4/12	30.12	1.81	1.08	2.05	5.50	0.60	0.15	41.31
May 5/13	30.12	1.81	1.08	2.05	5.64	0.60	0.15	41.45
<b>2nd Level (70% of Journeyperson from 750 hours to 1500 hours)</b>								
Oct 2/11	25.83	1.55	0.93	1.80	5.25	0.40	0.15	35.91
May 6/12	26.19	1.57	0.94	1.95	5.25	0.50	0.15	36.55
Nov 4/12	26.36	1.58	0.95	2.05	5.50	0.60	0.15	37.19
May 5/13	26.36	1.58	0.95	2.05	5.64	0.60	0.15	37.33

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

**1st Level (60% of Journeyman for the next 375 hours)**

Oct 2/11	22.14	1.33	0.80	1.80	5.25	0.40	0.15	31.87
May 6/12	22.45	1.35	0.81	1.95	5.25	0.50	0.15	32.46
Nov 4/12	22.59	1.36	0.81	2.05	5.50	0.60	0.15	33.06
May 5/13	22.59	1.36	0.81	2.05	5.64	0.60	0.15	33.20

**1st Level (60% of Journeyman for the first 90 calendar days)**

Oct 2/11	22.14	1.33	0.80	1.80	0.00	0.40	0.15	26.62
May 6/12	22.45	1.35	0.81	1.95	0.00	0.50	0.15	27.21
Nov 4/12	22.59	1.36	0.81	2.05	0.00	0.60	0.15	27.56
May 5/13	22.59	1.36	0.81	2.05	0.00	0.60	0.15	27.56

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

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

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

<b>EFFECTIVE DATE</b>	<b>BASE RATE</b>	<b>V.P</b>	<b>S.H.P.</b>	<b>H&amp;W</b>	<b>PENS</b>	<b>APPR. FUND</b>	<b>TOTAL</b>
<b><u>Industrial Rates</u></b>							
<b>Foreman (\$5.50 over Jmn)</b>							
Oct. 2/11	\$45.56	\$2.73	\$1.82	\$2.25	\$6.25	\$0.60	\$59.21
May 6/12	\$46.07	\$2.76	\$1.84	\$2.40	\$6.25	\$0.70	\$60.02
Nov. 4/12	\$46.37	\$2.78	\$1.85	\$2.50	\$6.50	\$0.80	\$60.80
May 5/13	\$46.37	\$2.78	\$1.85	\$2.50	\$6.64	\$0.80	\$60.94
<b>Journeyman</b>							
Oct. 2/11	\$40.06	\$2.40	\$1.60	\$2.25	\$6.25	\$0.60	\$53.16
May 6/12	\$40.57	\$2.43	\$1.62	\$2.40	\$6.25	\$0.70	\$53.97
Nov. 4/12	\$40.87	\$2.45	\$1.63	\$2.50	\$6.50	\$0.80	\$54.75
May 5/13	\$40.87	\$2.45	\$1.63	\$2.50	\$6.64	\$0.80	\$54.89
<b>Generalist 4th year (90% of Jmn)</b>							
Oct. 2/11	\$36.05	\$2.16	\$1.44	\$2.25	\$6.25	\$0.60	\$48.75
May 6/12	\$36.51	\$2.19	\$1.46	\$2.40	\$6.25	\$0.70	\$49.51
Nov 4/12	\$36.78	\$2.21	\$1.47	\$2.50	\$6.50	\$0.80	\$50.26
May 5/13	\$36.78	\$2.21	\$1.47	\$2.50	\$6.64	\$0.80	\$50.40
<b>3rd Level (80% of Jmn)</b>							
Oct 2/11	\$32.05	\$1.92	\$1.28	\$2.25	\$6.25	\$0.60	\$44.35
May 6/12	\$32.46	\$1.95	\$1.30	\$2.40	\$6.25	\$0.70	\$45.06
Nov 4/12	\$32.70	\$1.96	\$1.31	\$2.50	\$6.50	\$0.80	\$45.77
May 5/13	\$32.70	\$1.96	\$1.31	\$2.50	\$6.64	\$0.80	\$45.91
<b>2nd Level (70% of Jmn)</b>							
Oct 2/11	\$28.04	\$1.68	\$1.12	\$2.25	\$6.25	\$0.60	\$39.94
May 6/12	\$28.40	\$1.70	\$1.14	\$2.40	\$6.25	\$0.70	\$40.59
Nov 4/12	\$28.61	\$1.72	\$1.14	\$2.50	\$6.50	\$0.80	\$41.27
May 5/13	\$28.61	\$1.72	\$1.14	\$2.50	\$6.64	\$0.80	\$41.41
<b>1st Level (60% of Jmn)</b>							
Oct 2/11	\$24.04	\$1.44	\$0.96	\$2.25	\$6.25	\$0.60	\$35.54
May 6/12	\$24.34	\$1.46	\$0.97	\$2.40	\$6.25	\$0.70	\$36.12
Nov 4/12	\$24.52	\$1.47	\$0.98	\$2.50	\$6.50	\$0.80	\$36.77
May 5/13	\$24.52	\$1.47	\$0.98	\$2.50	\$6.64	\$0.80	\$36.91

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

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

<b>EFFECTIVE DATE</b>	<b>BASE RATE</b>	<b>V.P</b>	<b>S.H.P.</b>	<b>H&amp;W</b>	<b>PENS</b>	<b>APPR. FUND</b>	<b>TOTAL</b>
<b>Pre-Apprentice (50% of Jmn)</b>							
Oct 2/11	\$20.03	\$1.20	\$0.80	\$2.25	\$0.00	\$0.60	\$24.88
May 6/12	\$20.29	\$1.22	\$0.81	\$2.40	\$0.00	\$0.70	\$25.42
Nov 4/12	\$20.44	\$1.23	\$0.82	\$2.50	\$0.00	\$0.80	\$25.79
May 5/13	\$20.44	\$1.23	\$0.82	\$2.50	\$0.00	\$0.80	\$25.79
<b>Welder Apprentice Rates:</b> (Journeyman, foreman and Pre-Apprentice rates are the same as Ironworkers rates above)							
<b>3rd Level (90% of Journeyman)</b>							
Oct 2/11	\$36.05	\$2.16	\$1.44	\$2.25	\$6.25	\$0.60	\$48.75
May 6/12	\$36.51	\$2.19	\$1.46	\$2.40	\$6.25	\$0.70	\$49.51
Nov 4/12	\$36.78	\$2.21	\$1.47	\$2.50	\$6.50	\$0.80	\$50.26
May 5/13	\$36.78	\$2.21	\$1.47	\$2.50	\$6.64	\$0.80	\$50.40
<b>2nd Level (75% of Journeyman)</b>							
Oct 2/11	\$30.05	\$1.80	\$1.20	\$2.25	\$6.25	\$0.60	\$42.15
May 6/12	\$30.43	\$1.83	\$1.22	\$2.40	\$6.25	\$0.70	\$42.83
Nov 4/12	\$30.65	\$1.84	\$1.23	\$2.50	\$6.50	\$0.80	\$43.52
May 5/13	\$30.65	\$1.84	\$1.23	\$2.50	\$6.64	\$0.80	\$43.66
<b>1st Level (60% of Journeyman)</b>							
Oct 2/11	\$24.04	\$1.44	\$0.96	\$2.25	\$6.25	\$0.60	\$35.54
May 6/12	\$24.34	\$1.46	\$0.97	\$2.40	\$6.25	\$0.70	\$36.12
Nov 4/12	\$24.52	\$1.47	\$0.98	\$2.50	\$6.50	\$0.80	\$36.77
May 5/13	\$24.52	\$1.47	\$0.98	\$2.50	\$6.64	\$0.80	\$36.91

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

<b>Foreman (4.75 over Journeyman)</b>							
02-Oct-2011	42.31	2.54	1.69	2.25	5.25	0.60	54.64
<b>Journeyman (2.50 less than Industrial Journeyman)</b>							
02-Oct-2011	37.56	2.25	1.50	2.25	5.25	0.60	49.41
<b>Generalist 4th year (90% of Journeyman)</b>							
02-Oct-2011	33.80	2.03	1.35	2.25	5.25	0.60	45.28
<b>3rd Level (80% of Journeyman)</b>							
02-Oct-2011	30.05	1.80	1.20	2.25	5.25	0.60	41.15
<b>2nd Level (70% of Journeyman )</b>							
02-Oct-2011	26.29	1.58	1.05	2.25	5.25	0.60	37.02
<b>1st Level (60% of Journeyman)</b>							
02-Oct-2011	22.54	1.35	0.90	2.25	5.25	0.60	32.89
<b>Pre-Apprentice (50% of Journeyman)</b>							
02-Oct-2011	18.78	1.13	0.75	2.25		0.60	23.51

➤ **Expiration Date April 30, 2015**

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

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

Effective Date	Base Rate	Holiday & Vacation	Health & Welfare	Pension	Training	Gross Rate
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**Certified Construction Craft Labourer**

May 1, 2011	33.70	3.37	1.60	4.25	0.45	43.37
May 6, 2012	33.70	3.37	1.60	5.06	0.45	44.18
Nov.4, 2012	34.27	3.43	1.60	5.06	0.45	44.81
May 5, 2013	34.27	3.43	1.74	5.06	0.45	44.95

**Uncertified Labourer (93% of Certified Construction Craft Labourer Rate)**

May 1, 2011	31.34	3.13	1.60	4.25	0.45	40.77
May 6, 2012	31.34	3.13	1.60	5.06	0.45	41.58
Nov.4, 2012	31.87	3.19	1.60	5.06	0.45	42.17
May 5, 2013	31.87	3.19	1.74	5.06	0.45	42.31

**Trainee 3 (85% of Certified Construction Craft Labourer Rate)**

May 1, 2011	28.65	2.87	1.60	4.25	0.45	37.82
May 6, 2012	28.65	2.87	1.60	5.06	0.45	38.63
Nov.4, 2012	29.13	2.91	1.60	5.06	0.45	39.15
May 5, 2013	29.13	2.91	1.74	5.06	0.45	39.29

**Trainee 2 (75% of Certified Construction Craft Labourer Rate)**

May 1, 2011	25.28	2.53	1.60	4.25	0.45	34.11
May 6, 2012	25.28	2.53	1.60	5.06	0.45	34.92
Nov.4, 2012	25.70	2.57	1.60	5.06	0.45	35.38
May 5, 2013	25.70	2.57	1.74	5.06	0.45	35.52

**Trainee 1 (65% of Certified Construction Craft Labourer Rate)**

May 1, 2011	21.91	2.19	1.60	4.25	0.45	30.40
May 6, 2012	21.91	2.19	1.60	5.06	0.45	31.21
Nov.4, 2012	22.28	2.23	1.60	5.06	0.45	31.62
May 5, 2013	22.28	2.23	1.74	5.06	0.45	31.76

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	26.55	2.65	1.35	1.80	0.20	32.55
04-May-2014	27.28	2.73	1.35	1.80	0.20	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	24.69	2.47	1.35	1.80	0.20	30.51
04-May-2014	25.37	2.54	1.35	1.80	0.20	31.26

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

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

<b>Effective Date</b>	<b>Base Rate</b>	<b>Holiday &amp; Vacation</b>	<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Training</b>	<b>Gross Rate</b>
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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	22.57	2.26	1.35	1.80	0.20	28.18
04-May-2014	23.19	2.32	1.35	1.80	0.20	28.86

**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	19.38	1.94	1.35	1.80	0.20	24.67
04-May-2014	19.91	1.99	1.35	1.80	0.20	25.25

**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	28.58	2.86	1.35	1.80	0.20	34.79
04-May-2014	29.37	2.94	1.35	1.80	0.20	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	22.86	2.29	1.35	1.80	0.20	28.50
04-May-2014	23.50	2.35	1.35	1.80	0.20	29.20

**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	21.15	2.12	1.35	1.80	0.20	26.62
04-May-2014	21.73	2.17	1.35	1.80	0.20	27.25

\* 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**

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**LABOURERS REFRACTORY MAINTENANCE (PROV.)**

**LOCAL UNIONS 92 & 1111**

<b>Effective Date</b>	<b>Base Rate</b>	<b>Holiday &amp; Vac.</b>	<b>H&amp;W</b>	<b>PENSION</b>	<b>TOTAL</b>	<b>JESP*</b>
<b>Foreman (\$4.00)</b>						
1-May-11	\$38.29	\$3.83	\$1.60	\$4.25	\$47.97	\$0.25
6-May-12	\$38.29	\$3.83	\$1.60	\$5.06	\$48.78	\$0.25
4-Nov-12	\$38.87	\$3.89	\$1.60	\$5.06	\$49.42	\$0.25
5-May-13	\$38.87	\$3.89	\$1.74	\$5.06	\$49.56	\$0.25
<b>Labourer (Refractory)</b>						
1-May-11	\$34.29	\$3.43	\$1.60	\$4.25	\$43.57	\$0.25
6-May-12	\$34.29	\$3.43	\$1.60	\$5.06	\$44.38	\$0.25
4-Nov-12	\$34.87	\$3.49	\$1.60	\$5.06	\$45.02	\$0.25
5-May-13	\$34.87	\$3.49	\$1.74	\$5.06	\$45.16	\$0.25

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

<b>Foreman (\$4.00)</b>						
1-May-11	\$41.43	\$4.14	\$1.60	\$ -	\$47.17	\$0.25
6-May-12	\$42.02	\$4.20	\$1.60	\$ -	\$47.82	\$0.25
4-Nov-12	\$42.60	\$4.26	\$1.60	\$ -	\$48.46	\$0.25
5-May-13	\$42.60	\$4.26	\$1.74	\$ -	\$48.60	\$0.25
<b>Labourer (Refractory)</b>						
1-May-11	\$37.43	\$3.75	\$1.60	\$ -	\$42.78	\$0.25
6-May-12	\$38.02	\$3.80	\$1.60	\$ -	\$43.42	\$0.25
4-Nov-12	\$38.60	\$3.86	\$1.60	\$ -	\$44.06	\$0.25
5-May-13	\$38.60	\$3.86	\$1.74	\$ -	\$44.20	\$0.25

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

➤ **Expiration Date April 30, 2015**

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

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

<b>Effective Date</b>	<b>Base Rate</b>	<b>ISIT Fund</b>	<b>Vac.Pay &amp; S.H.P.</b>	<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Training</b>	<b>Supp. Ben.</b>	<b>Total</b>
<b>General Foreman</b>								
1-May-2011	\$49.79	\$0.20	\$4.98	\$1.86	\$6.61	\$0.60	\$0.10	\$64.14
6-May-2012	\$50.53	\$0.20	\$5.05	\$1.86	\$6.61	\$0.60	\$0.10	\$64.95
4-Nov-2012	\$51.27	\$0.20	\$5.13	\$1.86	\$6.61	\$0.60	\$0.10	\$65.77
5-May-2013	\$51.40	\$0.20	\$5.14	\$1.86	\$6.61	\$0.60	\$0.10	\$65.91
<b>Foreman</b>								
1-May-2011	\$47.79	\$0.20	\$4.78	\$1.86	\$6.61	\$0.60	\$0.10	\$61.94
6-May-2012	\$48.53	\$0.20	\$4.85	\$1.86	\$6.61	\$0.60	\$0.10	\$62.75
4-Nov-2012	\$49.27	\$0.20	\$4.93	\$1.86	\$6.61	\$0.60	\$0.10	\$63.57
5-May-2013	\$49.40	\$0.20	\$4.94	\$1.86	\$6.61	\$0.60	\$0.10	\$63.71
<b>UA Journeyman Steamfitter and Welder with B Pressure</b>								
1-May-2011	\$42.29	\$0.20	\$4.23	\$1.86	\$6.61	\$0.60	\$0.10	\$55.89
6-May-2012	\$43.03	\$0.20	\$4.30	\$1.86	\$6.61	\$0.60	\$0.10	\$56.70
4-Nov-2012	\$43.77	\$0.20	\$4.38	\$1.86	\$6.61	\$0.60	\$0.10	\$57.52
5-May-2013	\$43.90	\$0.20	\$4.39	\$1.86	\$6.61	\$0.60	\$0.10	\$57.66
<b>Alberta Journeyman Steamfitter and Welder with CWB</b>								
1-May-2011	\$38.04	\$0.20	\$3.80	\$1.86	\$6.61	\$0.60	\$0.10	\$51.21
6-May-2012	\$38.70	\$0.20	\$3.87	\$1.86	\$6.61	\$0.60	\$0.10	\$51.94
4-Nov-2012	\$39.38	\$0.20	\$3.94	\$1.86	\$6.61	\$0.60	\$0.10	\$52.69
5-May-2013	\$39.49	\$0.20	\$3.95	\$1.86	\$6.61	\$0.60	\$0.10	\$52.81
<b>Journeyman Welder without CWB</b>								
1-May-2011	\$35.92	\$0.20	\$3.59	\$1.86	\$6.61	\$0.60	\$0.10	\$48.88
6-May-2012	\$36.55	\$0.20	\$3.65	\$1.86	\$6.61	\$0.60	\$0.10	\$49.57
4-Nov-2012	\$37.18	\$0.20	\$3.72	\$1.86	\$6.61	\$0.60	\$0.10	\$50.27
5-May-2013	\$37.29	\$0.20	\$3.73	\$1.86	\$6.61	\$0.60	\$0.10	\$50.39
<b>3rd year apprentice</b>								
1-May-2011	\$33.79	\$0.20	\$3.38	\$1.86	\$6.61	\$0.60	\$0.10	\$46.54
6-May-2012	\$34.38	\$0.20	\$3.44	\$1.86	\$6.61	\$0.60	\$0.10	\$47.19
4-Nov-2012	\$34.98	\$0.20	\$3.50	\$1.86	\$6.61	\$0.60	\$0.10	\$47.85
5-May-2013	\$35.08	\$0.20	\$3.51	\$1.86	\$6.61	\$0.60	\$0.10	\$47.96
<b>2nd year apprentice</b>								
1-May-2011	\$27.42	\$0.20	\$2.74	\$1.86	\$6.61	\$0.60	\$0.10	\$39.53
6-May-2012	\$27.90	\$0.20	\$2.79	\$1.86	\$6.61	\$0.60	\$0.10	\$40.06
4-Nov-2012	\$28.38	\$0.20	\$2.84	\$1.86	\$6.61	\$0.60	\$0.10	\$40.59
5-May-2013	\$28.47	\$0.20	\$2.85	\$1.86	\$6.61	\$0.60	\$0.10	\$40.69
<b>1st year apprentice</b>								
1-May-2011	\$21.05	\$0.20	\$2.10	\$1.86	\$6.61	\$0.60	\$0.10	\$32.52
6-May-2012	\$21.42	\$0.20	\$2.14	\$1.86	\$6.61	\$0.60	\$0.10	\$32.93
4-Nov-2012	\$21.79	\$0.20	\$2.18	\$1.86	\$6.61	\$0.60	\$0.10	\$33.34
5-May-2013	\$21.85	\$0.20	\$2.19	\$1.86	\$6.61	\$0.60	\$0.10	\$33.41

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

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

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

<b>Effective Date</b>	<b>Base Rate</b>	<b>ISIT Fund</b>	<b>Vac.Pay &amp; S.H.P.</b>	<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Training</b>	<b>Supp. Ben.</b>	<b>Total</b>
<b>8.01 (b) Industrial Plumbers Local 488</b>								
<b>Effective Date</b>	<b>Base Rate</b>	<b>ISIT Fund</b>	<b>Vac.Pay &amp; S.H.P.</b>	<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Training</b>	<b>Supp. Ben.</b>	<b>Total</b>
<b>General Foreman</b>								
1-May-2011	\$49.79	\$0.20	\$4.98	\$1.86	\$6.61	\$0.60	\$0.10	\$64.14
6-May-2012	\$50.53	\$0.20	\$5.05	\$1.86	\$6.61	\$0.60	\$0.10	\$64.95
4-Nov-2012	\$51.27	\$0.20	\$5.13	\$1.86	\$6.61	\$0.60	\$0.10	\$65.77
5-May-2013	\$51.40	\$0.20	\$5.14	\$1.86	\$6.61	\$0.60	\$0.10	\$65.91
<b>Foreman</b>								
1-May-2011	\$47.79	\$0.20	\$4.78	\$1.86	\$6.61	\$0.60	\$0.10	\$61.94
6-May-2012	\$48.53	\$0.20	\$4.85	\$1.86	\$6.61	\$0.60	\$0.10	\$62.75
4-Nov-2012	\$49.27	\$0.20	\$4.93	\$1.86	\$6.61	\$0.60	\$0.10	\$63.57
5-May-2013	\$49.40	\$0.20	\$4.94	\$1.86	\$6.61	\$0.60	\$0.10	\$63.71
<b>Journeyman</b>								
1-May-2011	\$42.29	\$0.20	\$4.23	\$1.86	\$6.61	\$0.60	\$0.10	\$55.89
6-May-2012	\$43.03	\$0.20	\$4.30	\$1.86	\$6.61	\$0.60	\$0.10	\$56.70
4-Nov-2012	\$43.77	\$0.20	\$4.38	\$1.86	\$6.61	\$0.60	\$0.10	\$57.52
5-May-2013	\$43.90	\$0.20	\$4.39	\$1.86	\$6.61	\$0.60	\$0.10	\$57.66
<b>4th year apprentice</b>								
1-May-2011	\$33.79	\$0.20	\$3.38	\$1.86	\$6.61	\$0.60	\$0.10	\$46.54
6-May-2012	\$34.38	\$0.20	\$3.44	\$1.86	\$6.61	\$0.60	\$0.10	\$47.19
4-Nov-2012	\$34.98	\$0.20	\$3.50	\$1.86	\$6.61	\$0.60	\$0.10	\$47.85
5-May-2013	\$35.08	\$0.20	\$3.51	\$1.86	\$6.61	\$0.60	\$0.10	\$47.96
<b>3rd year apprentice</b>								
1-May-2011	\$29.54	\$0.20	\$2.95	\$1.86	\$6.61	\$0.60	\$0.10	\$41.86
6-May-2012	\$30.06	\$0.20	\$3.01	\$1.86	\$6.61	\$0.60	\$0.10	\$42.44
4-Nov-2012	\$30.58	\$0.20	\$3.06	\$1.86	\$6.61	\$0.60	\$0.10	\$43.01
5-May-2013	\$30.67	\$0.20	\$3.07	\$1.86	\$6.61	\$0.60	\$0.10	\$43.11
<b>2nd year apprentice</b>								
1-May-2011	\$25.29	\$0.20	\$2.53	\$1.86	\$6.61	\$0.60	\$0.10	\$37.19
6-May-2012	\$25.74	\$0.20	\$2.57	\$1.86	\$6.61	\$0.60	\$0.10	\$37.68
4-Nov-2012	\$26.18	\$0.20	\$2.62	\$1.86	\$6.61	\$0.60	\$0.10	\$38.17
5-May-2013	\$26.26	\$0.20	\$2.63	\$1.86	\$6.61	\$0.60	\$0.10	\$38.26
<b>1st year apprentice</b>								
1-May-2011	\$21.05	\$0.20	\$2.10	\$1.86	\$6.61	\$0.60	\$0.10	\$32.52
6-May-2012	\$21.42	\$0.20	\$2.14	\$1.86	\$6.61	\$0.60	\$0.10	\$32.93
4-Nov-2012	\$21.79	\$0.20	\$2.18	\$1.86	\$6.61	\$0.60	\$0.10	\$33.34
5-May-2013	\$21.85	\$0.20	\$2.19	\$1.86	\$6.61	\$0.60	\$0.10	\$33.41

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

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

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

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

<b>Effective Date</b>	<b>Base Rate</b>	<b>ISIT Fund</b>	<b>Vac.Pay &amp; S.H.P.</b>	<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Training</b>	<b>Supp. Ben.</b>	<b>Total</b>
<b>General Foreman</b>								
1-May-2011	\$45.29	\$0.20	\$4.53	\$1.86	\$5.75	\$0.25	\$0.10	\$57.98
6-May-2012	\$46.03	\$0.20	\$4.60	\$1.86	\$6.00	\$0.25	\$0.10	\$59.04
4-Nov-2012	\$46.77	\$0.20	\$4.68	\$1.86	\$6.00	\$0.25	\$0.10	\$59.86
5-May-2013	\$46.90	\$0.20	\$4.69	\$1.86	\$6.00	\$0.25	\$0.10	\$60.00
<b>Foreman</b>								
1-May-2011	\$43.29	\$0.20	\$4.33	\$1.86	\$5.75	\$0.25	\$0.10	\$55.78
6-May-2012	\$44.03	\$0.20	\$4.40	\$1.86	\$6.00	\$0.25	\$0.10	\$56.84
4-Nov-2012	\$44.77	\$0.20	\$4.48	\$1.86	\$6.00	\$0.25	\$0.10	\$57.66
5-May-2013	\$44.90	\$0.20	\$4.49	\$1.86	\$6.00	\$0.25	\$0.10	\$57.80
<b>Journeyman</b>								
1-May-2011	\$39.29	\$0.20	\$3.93	\$1.86	\$5.75	\$0.25	\$0.10	\$51.38
6-May-2012	\$40.03	\$0.20	\$4.00	\$1.86	\$6.00	\$0.25	\$0.10	\$52.44
4-Nov-2012	\$40.77	\$0.20	\$4.08	\$1.86	\$6.00	\$0.25	\$0.10	\$53.26
5-May-2013	\$40.90	\$0.20	\$4.09	\$1.86	\$6.00	\$0.25	\$0.10	\$53.40
<b>4th year apprentice plumber &amp; 3rd year apprentice steamfitter</b>								
1-May-2011	\$31.39	\$0.20	\$3.14	\$1.86	\$4.60	\$0.25	\$0.10	\$41.54
6-May-2012	\$31.98	\$0.20	\$3.20	\$1.86	\$4.80	\$0.25	\$0.10	\$42.39
4-Nov-2012	\$32.58	\$0.20	\$3.26	\$1.86	\$4.80	\$0.25	\$0.10	\$43.05
5-May-2013	\$32.68	\$0.20	\$3.27	\$1.86	\$4.80	\$0.25	\$0.10	\$43.16
<b>3rd year apprentice plumber</b>								
1-May-2011	\$27.44	\$0.20	\$2.74	\$1.86	\$4.03	\$0.25	\$0.10	\$36.62
6-May-2012	\$27.96	\$0.20	\$2.80	\$1.86	\$4.20	\$0.25	\$0.10	\$37.37
4-Nov-2012	\$28.48	\$0.20	\$2.85	\$1.86	\$4.20	\$0.25	\$0.10	\$37.94
5-May-2013	\$28.57	\$0.20	\$2.86	\$1.86	\$4.20	\$0.25	\$0.10	\$38.04
<b>2nd year apprentice steamfitter</b>								
1-May-2011	\$25.47	\$0.20	\$2.55	\$1.86	\$3.74	\$0.25	\$0.10	\$34.17
6-May-2012	\$25.95	\$0.20	\$2.59	\$1.86	\$3.90	\$0.25	\$0.10	\$34.85
4-Nov-2012	\$26.43	\$0.20	\$2.64	\$1.86	\$3.90	\$0.25	\$0.10	\$35.38
5-May-2013	\$26.52	\$0.20	\$2.65	\$1.86	\$3.90	\$0.25	\$0.10	\$35.48
<b>2nd year apprentice plumber</b>								
1-May-2011	\$23.49	\$0.20	\$2.35	\$1.86	\$3.45	\$0.25	\$0.10	\$31.70
6-May-2012	\$23.94	\$0.20	\$2.39	\$1.86	\$3.60	\$0.25	\$0.10	\$32.34
4-Nov-2012	\$24.38	\$0.20	\$2.44	\$1.86	\$3.60	\$0.25	\$0.10	\$32.83
5-May-2013	\$24.46	\$0.20	\$2.45	\$1.86	\$3.60	\$0.25	\$0.10	\$32.92
<b>1st year apprentice plumber &amp; steamfitter</b>								
1-May-2011	\$19.55	\$0.20	\$1.95	\$1.86	\$2.88	\$0.25	\$0.10	\$26.79
6-May-2012	\$19.92	\$0.20	\$1.99	\$1.86	\$3.00	\$0.25	\$0.10	\$27.32
4-Nov-2012	\$20.29	\$0.20	\$2.03	\$1.86	\$3.00	\$0.25	\$0.10	\$27.73
5-May-2013	\$20.35	\$0.20	\$2.04	\$1.86	\$3.00	\$0.25	\$0.10	\$27.80

**NOTE:** EFFECTIVE May 1, 2012; the Pension contribution for Journeymen will increase to \$6.00 per hour and Apprentice rates will be adjusted accordingly on a prorated basis.



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

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

<b>Effective Date</b>	<b>Base Rate</b>	<b>ISIT Fund</b>	<b>Vac.Pay &amp; S.H.P.</b>	<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Training</b>	<b>Supp. Ben.</b>	<b>Total</b>
<b>Journeyman Instrument Mechanic</b>								
1-May-2011	\$42.29	\$0.20	\$4.23	\$1.86	\$6.61	\$0.60	\$0.10	\$55.89
6-May-2012	\$43.03	\$0.20	\$4.30	\$1.86	\$6.61	\$0.60	\$0.10	\$56.70
4-Nov-2012	\$43.77	\$0.20	\$4.38	\$1.86	\$6.61	\$0.60	\$0.10	\$57.52
5-May-2013	\$43.90	\$0.20	\$4.39	\$1.86	\$6.61	\$0.60	\$0.10	\$57.66
<b>4th year apprentice</b>								
1-May-2011	\$35.92	\$0.20	\$3.59	\$1.86	\$6.61	\$0.60	\$0.10	\$48.88
6-May-2012	\$36.55	\$0.20	\$3.66	\$1.86	\$6.61	\$0.60	\$0.10	\$49.58
4-Nov-2012	\$37.17	\$0.20	\$3.72	\$1.86	\$6.61	\$0.60	\$0.10	\$50.26
5-May-2013	\$37.29	\$0.20	\$3.73	\$1.86	\$6.61	\$0.60	\$0.10	\$50.39
<b>3rd year apprentice</b>								
1-May-2011	\$31.67	\$0.20	\$3.17	\$1.86	\$6.61	\$0.60	\$0.10	\$44.21
6-May-2012	\$32.22	\$0.20	\$3.22	\$1.86	\$6.61	\$0.60	\$0.10	\$44.81
4-Nov-2012	\$32.78	\$0.20	\$3.28	\$1.86	\$6.61	\$0.60	\$0.10	\$45.43
5-May-2013	\$32.88	\$0.20	\$3.29	\$1.86	\$6.61	\$0.60	\$0.10	\$45.54
<b>2nd year apprentice</b>								
1-May-2011	\$27.42	\$0.20	\$2.74	\$1.86	\$6.61	\$0.60	\$0.10	\$39.53
6-May-2012	\$27.90	\$0.20	\$2.79	\$1.86	\$6.61	\$0.60	\$0.10	\$40.06
4-Nov-2012	\$28.38	\$0.20	\$2.84	\$1.86	\$6.61	\$0.60	\$0.10	\$40.59
5-May-2013	\$28.47	\$0.20	\$2.85	\$1.86	\$6.61	\$0.60	\$0.10	\$40.69
<b>1st year apprentice</b>								
1-May-2011	\$23.17	\$0.20	\$2.32	\$1.86	\$6.61	\$0.60	\$0.10	\$34.86
6-May-2012	\$23.58	\$0.20	\$2.36	\$1.86	\$6.61	\$0.60	\$0.10	\$35.31
4-Nov-2012	\$23.98	\$0.20	\$2.40	\$1.86	\$6.61	\$0.60	\$0.10	\$35.75
5-May-2013	\$24.06	\$0.20	\$2.41	\$1.86	\$6.61	\$0.60	\$0.10	\$35.84

**8.01 (e) Wage Page Clarifications applicable to Local 488 Schedules**

- (1) Calculate the 'ISIT' contributions on hours earned
- (2) Monthly Union Dues = 3x column A (maximum Journeyman Rate)
- (3) ABTC dues of 6¢ per hour earned to be deducted from wages and remitted at same time and in same manner as Union dues.
- (4) Fraternal and Building Fund dues of 12¢ per hour earned to be deducted from wages and remitted at same time and in same manner as Union dues
- (5) CLRa dues and CEFAP to be remitted by Employer as per Article 31.01 (a) & (b)
- (6) An Alberta Journeyman is a Journeyman who has completed the standard Alberta 3 year Steam Fitter-Pipe Fitter apprenticeship and off shore Steam Fitter-Pipe Fitters. A UA Journeyman is a Journeyman who has completed a 4 year Steam Fitter-Pipe Fitter apprenticeship or an Alberta Journeyman who has satisfied the additional requirements as stipulated by the Joint Educational Trust Fund Trustees.

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

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

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

<b>Effective Date</b>	<b>Base Rate</b>	<b>MMDF Fund</b>	<b>Vac.Pay &amp; S.H.P.</b>	<b>Health &amp; Welfare Pension</b>	<b>Training</b>	<b>Supp. Ben.</b>	<b>Total</b>	
<b>GENERAL FOREMAN</b>								
1-May-2011	\$51.10	\$0.50	\$5.11	\$1.75	\$5.20	\$0.45	\$0.03	\$64.14
6-Nov.-2011	\$50.64	\$0.50	\$5.07	\$1.75	\$5.70	\$0.45	\$0.03	\$64.14
6-May-12	\$50.93	\$0.50	\$5.09	\$1.75	\$6.20	\$0.45	\$0.03	\$64.95
4-Nov-12	\$51.67	\$0.50	\$5.17	\$1.75	\$6.20	\$0.45	\$0.03	\$65.77
5-May-13	\$51.80	\$0.50	\$5.18	\$1.75	\$6.20	\$0.45	\$0.03	\$65.91
<b>FOREMAN</b>								
1-May-2011	\$49.10	\$0.50	\$4.91	\$1.75	\$5.20	\$0.45	\$0.03	\$61.94
6-Nov.-2011	\$48.64	\$0.50	\$4.87	\$1.75	\$5.70	\$0.45	\$0.03	\$61.94
6-May-2012	\$48.93	\$0.50	\$4.89	\$1.75	\$6.20	\$0.45	\$0.03	\$62.75
4-Nov-2012	\$49.67	\$0.50	\$4.97	\$1.75	\$6.20	\$0.45	\$0.03	\$63.57
5-May-2013	\$49.80	\$0.50	\$4.98	\$1.75	\$6.20	\$0.45	\$0.03	\$63.71
<b>UA JOURNEYMAN STEAM FITTER &amp; B PRESSURE WELDERS</b>								
1-May-2011	\$43.60	\$0.50	\$4.36	\$1.75	\$5.20	\$0.45	\$0.03	\$55.89
6-Nov.-2011	\$43.14	\$0.50	\$4.32	\$1.75	\$5.70	\$0.45	\$0.03	\$55.89
6-May-2012	\$43.43	\$0.50	\$4.34	\$1.75	\$6.20	\$0.45	\$0.03	\$56.70
4-Nov-2012	\$44.17	\$0.50	\$4.42	\$1.75	\$6.20	\$0.45	\$0.03	\$57.52
5-May-2013	\$44.30	\$0.50	\$4.43	\$1.75	\$6.20	\$0.45	\$0.03	\$57.66
<b>ALBERTA JOURNEYMAN STEAM FITTER &amp; JOURNEYMAN WELDERS w/CWB</b>								
1-May-2011	\$39.19	\$0.50	\$3.92	\$1.75	\$5.20	\$0.45	\$0.03	\$51.04
6-Nov.-2011	\$38.74	\$0.50	\$3.87	\$1.75	\$5.70	\$0.45	\$0.03	\$51.04
6-May-2012	\$39.03	\$0.50	\$3.90	\$1.75	\$6.20	\$0.45	\$0.03	\$51.86
4-Nov-2012	\$39.71	\$0.50	\$3.97	\$1.75	\$6.20	\$0.45	\$0.03	\$52.61
5-May-2013	\$39.82	\$0.50	\$3.98	\$1.75	\$6.20	\$0.45	\$0.03	\$52.73
<b>JOURNEYMAN WELDERS w/o CWB</b>								
1-May-2011	\$36.99	\$0.50	\$3.70	\$1.75	\$5.20	\$0.45	\$0.03	\$48.62
6-Nov.-2011	\$36.54	\$0.50	\$3.65	\$1.75	\$5.70	\$0.45	\$0.03	\$48.62
6-May-2012	\$36.84	\$0.50	\$3.68	\$1.75	\$6.20	\$0.45	\$0.03	\$49.45
4-Nov-2012	\$37.47	\$0.50	\$3.75	\$1.75	\$6.20	\$0.45	\$0.03	\$50.15
5-May-2013	\$37.58	\$0.50	\$3.76	\$1.75	\$6.20	\$0.45	\$0.03	\$50.27
<b>3<sup>RD</sup> YEAR</b>								
1-May-2011	\$34.78	\$0.50	\$3.48	\$1.75	\$5.20	\$0.45	\$0.03	\$46.19
6-Nov.-2011	\$34.33	\$0.50	\$3.43	\$1.75	\$5.70	\$0.45	\$0.03	\$46.19
6-May-2012	\$34.64	\$0.50	\$3.46	\$1.75	\$6.20	\$0.45	\$0.03	\$47.03
4-Nov-2012	\$35.24	\$0.50	\$3.52	\$1.75	\$6.20	\$0.45	\$0.03	\$47.69
5-May-2013	\$35.34	\$0.50	\$3.53	\$1.75	\$6.20	\$0.45	\$0.03	\$47.80

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

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

**8.01 (f) Industrial Pipefitter / Steamfitter 496 (cont'd)**

<b>Effective Date</b>	<b>Base Rate</b>	<b>MMDF Fund</b>	<b>Vac.Pay &amp; S.H.P.</b>	<b>Health &amp; Welfare Pension</b>	<b>Training</b>	<b>Supp. Ben.</b>	<b>Total</b>	
<b>2<sup>ND</sup> YEAR</b>								
1-May-2011	\$28.17	\$0.50	\$2.82	\$1.75	\$5.20	\$0.45	\$0.03	\$38.92
6-Nov.-2011	\$27.72	\$0.50	\$2.77	\$1.75	\$5.70	\$0.45	\$0.03	\$38.92
6-May-2012	\$28.05	\$0.50	\$2.81	\$1.75	\$6.20	\$0.45	\$0.03	\$39.79
4-Nov-2012	\$28.54	\$0.50	\$2.85	\$1.75	\$6.20	\$0.45	\$0.03	\$40.32
5-May-2013	\$28.62	\$0.50	\$2.86	\$1.75	\$6.20	\$0.45	\$0.03	\$40.41
<b>1<sup>ST</sup> YEAR</b>								
1-May-2011	\$21.55	\$0.50	\$2.16	\$1.75	\$5.20	\$0.45	\$0.03	\$31.64
6-Nov.-2011	\$21.10	\$0.50	\$2.11	\$1.75	\$5.70	\$0.45	\$0.03	\$31.64
6-May-2012	\$21.46	\$0.50	\$2.15	\$1.75	\$6.20	\$0.45	\$0.03	\$32.54
4-Nov-2012	\$21.84	\$0.50	\$2.18	\$1.75	\$6.20	\$0.45	\$0.03	\$32.95
5-May-2013	\$21.90	\$0.50	\$2.19	\$1.75	\$6.20	\$0.45	\$0.03	\$33.02

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

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

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

**8.01 (g) Industrial Plumbers Local 496**

<b>Effective Date</b>	<b>Base Rate</b>	<b>MMDF Fund</b>	<b>Vac.Pay &amp; S.H.P.</b>	<b>Health &amp; Welfare Pension</b>	<b>Training</b>	<b>Supp. Ben.</b>	<b>Total</b>	
<b>GENERAL FOREMAN</b>								
1-May-2011	\$51.10	\$0.50	\$5.11	\$1.75	\$5.20	\$0.45	\$0.03	\$64.14
6-Nov.-2011	\$50.64	\$0.50	\$5.07	\$1.75	\$5.70	\$0.45	\$0.03	\$64.14
6-May-2012	\$50.93	\$0.50	\$5.09	\$1.75	\$6.20	\$0.45	\$0.03	\$64.95
4-Nov-2012	\$51.67	\$0.50	\$5.17	\$1.75	\$6.20	\$0.45	\$0.03	\$65.77
5-May-2013	\$51.80	\$0.50	\$5.18	\$1.75	\$6.20	\$0.45	\$0.03	\$65.91
<b>FOREMAN</b>								
1-May-2011	\$49.10	\$0.50	\$4.91	\$1.75	\$5.20	\$0.45	\$0.03	\$61.94
6-Nov.-2011	\$48.64	\$0.50	\$4.87	\$1.75	\$5.70	\$0.45	\$0.03	\$61.94
6-May-2012	\$48.93	\$0.50	\$4.89	\$1.75	\$6.20	\$0.45	\$0.03	\$62.75
4-Nov-2012	\$49.67	\$0.50	\$4.97	\$1.75	\$6.20	\$0.45	\$0.03	\$63.57
5-May-2013	\$49.80	\$0.50	\$4.98	\$1.75	\$6.20	\$0.45	\$0.03	\$63.71
<b>JOURNEYMAN</b>								
1-May-2011	\$43.60	\$0.50	\$4.36	\$1.75	\$5.20	\$0.45	\$0.03	\$55.89
6-Nov.-2011	\$43.14	\$0.50	\$4.32	\$1.75	\$5.70	\$0.45	\$0.03	\$55.89
6-May-2012	\$43.43	\$0.50	\$4.34	\$1.75	\$6.20	\$0.45	\$0.03	\$56.70
4-Nov-2012	\$44.17	\$0.50	\$4.42	\$1.75	\$6.20	\$0.45	\$0.03	\$57.52
5-May-2013	\$44.30	\$0.50	\$4.43	\$1.75	\$6.20	\$0.45	\$0.03	\$57.66
<b>4th YEAR</b>								
1-May-2011	\$34.78	\$0.50	\$3.48	\$1.75	\$5.20	\$0.45	\$0.03	\$46.19
6-Nov.-2011	\$34.33	\$0.50	\$3.43	\$1.75	\$5.70	\$0.45	\$0.03	\$46.19
6-May-2012	\$34.64	\$0.50	\$3.46	\$1.75	\$6.20	\$0.45	\$0.03	\$47.03
4-Nov-2012	\$35.24	\$0.50	\$3.52	\$1.75	\$6.20	\$0.45	\$0.03	\$47.69
5-May-2013	\$35.34	\$0.50	\$3.53	\$1.75	\$6.20	\$0.45	\$0.03	\$47.80
<b>3<sup>RD</sup> YEAR</b>								
1-May-2011	\$30.37	\$0.50	\$3.04	\$1.75	\$5.20	\$0.45	\$0.03	\$41.34
6-Nov.-2011	\$29.92	\$0.50	\$2.99	\$1.75	\$5.70	\$0.45	\$0.03	\$41.34
6-May-2012	\$30.25	\$0.50	\$3.02	\$1.75	\$6.20	\$0.45	\$0.03	\$42.20
4-Nov-2012	\$30.77	\$0.50	\$3.08	\$1.75	\$6.20	\$0.45	\$0.03	\$42.78
5-May-2013	\$30.86	\$0.50	\$3.09	\$1.75	\$6.20	\$0.45	\$0.03	\$42.88
<b>2<sup>ND</sup> YEAR</b>								
1-May-2011	\$25.96	\$0.50	\$2.60	\$1.75	\$5.20	\$0.45	\$0.03	\$36.49
6-Nov.-2011	\$25.51	\$0.50	\$2.55	\$1.75	\$5.70	\$0.45	\$0.03	\$36.49
6-May-2012	\$25.86	\$0.50	\$2.59	\$1.75	\$6.20	\$0.45	\$0.03	\$37.38
4-Nov-2012	\$26.30	\$0.50	\$2.63	\$1.75	\$6.20	\$0.45	\$0.03	\$37.86
5-May-2013	\$26.38	\$0.50	\$2.64	\$1.75	\$6.20	\$0.45	\$0.03	\$37.95

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

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

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

<b>Effective Date</b>	<b>Base Rate</b>	<b>MMDF Fund</b>	<b>Vac.Pay &amp; S.H.P.</b>	<b>Health &amp; Welfare Pension</b>	<b>Training</b>	<b>Supp. Ben.</b>	<b>Total</b>	
<b>1<sup>ST</sup> YEAR</b>								
1-May-2011	\$21.55	\$0.50	\$2.16	\$1.75	\$5.20	\$0.45	\$0.03	\$31.64
6-Nov.-2011	\$21.10	\$0.50	\$2.11	\$1.75	\$5.70	\$0.45	\$0.03	\$31.64
6-May-2012	\$21.46	\$0.50	\$2.15	\$1.75	\$6.20	\$0.45	\$0.03	\$32.54
4-Nov-2012	\$21.84	\$0.50	\$2.18	\$1.75	\$6.20	\$0.45	\$0.03	\$32.95
5-May-2013	\$21.90	\$0.50	\$2.19	\$1.75	\$6.20	\$0.45	\$0.03	\$33.02

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

**WAGE SUMMARY 2011-2015.....PAGE 30**

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

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

<b>Effective Date</b>	<b>Base Rate</b>	<b>MMDF Fund</b>	<b>Vac.Pay &amp; S.H.P.</b>	<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Training</b>	<b>Supp. Ben.</b>	<b>Total</b>
<b>General Foreman</b>								
1-May-2011	\$40.86	\$0.50	\$4.09	\$1.65	\$5.04	\$0.45	\$0.03	\$52.62
6-May-2012	\$41.32	\$0.50	\$4.13	\$1.65	\$5.04	\$0.45	\$0.03	\$53.12
4-Nov-2012	\$41.77	\$0.50	\$4.18	\$1.65	\$5.04	\$0.45	\$0.03	\$53.62
5-May-2013	\$42.02	\$0.50	\$4.20	\$1.65	\$5.04	\$0.45	\$0.03	\$53.89
<b>Foreman</b>								
1-May-2011	\$37.86	\$0.50	\$3.79	\$1.65	\$5.04	\$0.45	\$0.03	\$49.32
6-May-2012	\$38.32	\$0.50	\$3.83	\$1.65	\$5.04	\$0.45	\$0.03	\$49.82
4-Nov-2012	\$38.77	\$0.50	\$3.88	\$1.65	\$5.04	\$0.45	\$0.03	\$50.32
5-May-2013	\$39.02	\$0.50	\$3.90	\$1.65	\$5.04	\$0.45	\$0.03	\$50.59
<b>Journeyman</b>								
1-May-2011	\$34.86	\$0.50	\$3.49	\$1.65	\$5.04	\$0.45	\$0.03	\$46.02
6-May-2012	\$35.32	\$0.50	\$3.53	\$1.65	\$5.04	\$0.45	\$0.03	\$46.52
4-Nov-2012	\$35.77	\$0.50	\$3.58	\$1.65	\$5.04	\$0.45	\$0.03	\$47.02
5-May-2013	\$36.02	\$0.50	\$3.60	\$1.65	\$5.04	\$0.45	\$0.03	\$47.29
<b>4th year apprentice plumber &amp; 3rd year apprentice steamfitter</b>								
1-May-2011	\$28.29	\$-	\$2.83	\$1.65	\$4.03	\$0.30	\$0.03	\$37.13
6-May-2012	\$28.66	\$-	\$2.87	\$1.65	\$4.03	\$0.30	\$0.03	\$37.54
4-Nov-2012	\$29.02	\$-	\$2.90	\$1.65	\$4.03	\$0.30	\$0.03	\$37.93
5-May-2013	\$29.22	\$-	\$2.92	\$1.65	\$4.03	\$0.30	\$0.03	\$38.15
<b>3rd year apprentice plumber</b>								
1-May-2011	\$24.75	\$-	\$2.48	\$1.65	\$3.53	\$0.30	\$0.03	\$32.74
6-May-2012	\$25.07	\$-	\$2.51	\$1.65	\$3.53	\$0.30	\$0.03	\$33.09
4-Nov-2012	\$25.39	\$-	\$2.54	\$1.65	\$3.53	\$0.30	\$0.03	\$33.44
5-May-2013	\$25.56	\$-	\$2.56	\$1.65	\$3.53	\$0.30	\$0.03	\$33.63
<b>2nd year apprentice plumber</b>								
1-May-2011	\$21.22	\$-	\$2.12	\$1.65	\$3.02	\$0.30	\$0.03	\$28.34
6-May-2012	\$21.49	\$-	\$2.15	\$1.65	\$3.02	\$0.30	\$0.03	\$28.64
4-Nov-2012	\$21.76	\$-	\$2.18	\$1.65	\$3.02	\$0.30	\$0.03	\$28.94
5-May-2013	\$21.91	\$-	\$2.19	\$1.65	\$3.02	\$0.30	\$0.03	\$29.10
<b>2nd year apprentice steamfitter</b>								
1-May-2011	\$22.98	\$-	\$2.30	\$1.65	\$3.28	\$0.30	\$0.03	\$30.54
6-May-2012	\$23.28	\$-	\$2.33	\$1.65	\$3.28	\$0.30	\$0.03	\$30.87
4-Nov-2012	\$23.58	\$-	\$2.36	\$1.65	\$3.28	\$0.30	\$0.03	\$31.20
5-May-2013	\$23.74	\$-	\$2.37	\$1.65	\$3.28	\$0.30	\$0.03	\$31.37
<b>1st year apprentice plumber &amp; steamfitter</b>								
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
5-May-2013	\$18.26	\$-	\$1.83	\$1.65	\$2.52	\$0.30	\$0.03	\$24.59

**MECHANICAL (PROV.)..(Plumbers & Pipefitters) (cont'd)**

**LOCAL UNIONS 488 & 496**

**8.01 (i) Instrument Mechanic (Local 496 Industrial work)**

**(General Foreman and Foreman rates are as per 496 Industrial Schedule)**

<b>Effective Date</b>	<b>Base Rate</b>	<b>MMDF Fund</b>	<b>Vac.Pay &amp; S.H.P.</b>	<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Training</b>	<b>Supp. Ben.</b>	<b>Total</b>
<b>JOURNEYMAN</b>								
1-May-2011	\$43.60	\$0.50	\$4.36	\$1.75	\$5.20	\$0.45	\$0.03	\$55.89
6-Nov.-2011	\$43.14	\$0.50	\$4.32	\$1.75	\$5.70	\$0.45	\$0.03	\$55.89
6-May-2012	\$43.43	\$0.50	\$4.34	\$1.75	\$6.20	\$0.45	\$0.03	\$56.70
4-Nov-2012	\$44.17	\$0.50	\$4.42	\$1.75	\$6.20	\$0.45	\$0.03	\$57.52
5-May-2013	\$44.30	\$0.50	\$4.43	\$1.75	\$6.20	\$0.45	\$0.03	\$57.66
<b>4<sup>TH</sup> YEAR</b>								
1-May-2011	\$36.99	\$0.50	\$3.70	\$1.75	\$5.20	\$0.45	\$0.03	\$48.62
6-Nov.-2011	\$36.54	\$0.50	\$3.65	\$1.75	\$5.70	\$0.45	\$0.03	\$48.62
6-May-2012	\$36.84	\$0.50	\$3.68	\$1.75	\$6.20	\$0.45	\$0.03	\$49.45
4-Nov-2012	\$37.47	\$0.50	\$3.75	\$1.75	\$6.20	\$0.45	\$0.03	\$50.15
5 May-2013	\$37.58	\$0.50	\$3.76	\$1.75	\$6.20	\$0.45	\$0.03	\$50.27
<b>3<sup>RD</sup> YEAR</b>								
1-May-2011	\$32.58	\$0.50	\$3.26	\$1.75	\$5.20	\$0.45	\$0.03	\$43.77
6-Nov.-2011	\$32.13	\$0.50	\$3.21	\$1.75	\$5.70	\$0.45	\$0.03	\$43.77
6-May-2012	\$32.45	\$0.50	\$3.24	\$1.75	\$6.20	\$0.45	\$0.03	\$44.62
4-Nov-2012	\$33.00	\$0.50	\$3.30	\$1.75	\$6.20	\$0.45	\$0.03	\$45.23
5-May-2013	\$33.10	\$0.50	\$3.31	\$1.75	\$6.20	\$0.45	\$0.03	\$45.34
<b>2<sup>ND</sup> YEAR</b>								
1-May-2011	\$28.17	\$0.50	\$2.82	\$1.75	\$5.20	\$0.45	\$0.03	\$38.92
6-Nov.-2011	\$27.72	\$0.50	\$2.77	\$1.75	\$5.70	\$0.45	\$0.03	\$38.92
6-May-2012	\$28.05	\$0.50	\$2.81	\$1.75	\$6.20	\$0.45	\$0.03	\$39.79
4-Nov-2012	\$28.54	\$0.50	\$2.85	\$1.75	\$6.20	\$0.45	\$0.03	\$40.32
5-May-2013	\$28.62	\$0.50	\$2.86	\$1.75	\$6.20	\$0.45	\$0.03	\$40.41
<b>1<sup>ST</sup> YEAR</b>								
1-May-2011	\$23.76	\$0.50	\$2.38	\$1.75	\$5.20	\$0.45	\$0.03	\$34.07
6-Nov.-2011	\$23.31	\$0.50	\$2.33	\$1.75	\$5.70	\$0.45	\$0.03	\$34.07
6-May-2012	\$23.66	\$0.50	\$2.37	\$1.75	\$6.20	\$0.45	\$0.03	\$34.96
4-Nov-2012	\$24.07	\$0.50	\$2.41	\$1.75	\$6.20	\$0.45	\$0.03	\$35.41
5-May-2013	\$24.14	\$0.50	\$2.41	\$1.75	\$6.20	\$0.45	\$0.03	\$35.48

**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**

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

<b>Effective Date</b>	<b>Base Wage</b>	<b>Holiday Pay</b>	<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Training Fund</b>	<b>Total Package</b>
<b>Journeyman</b>						
<b>May 1-2011</b>	42.38	4.24	2.50	6.50	0.50	56.12
<b>May 6, 2012</b>	43.12	4.31	2.50	6.50	0.50	56.93
<b>Nov 4, 2012</b>	43.86	4.39	2.00	7.00	0.50	57.75
<b>May 5, 2013</b>	43.99	4.40	2.00	7.00	0.50	57.89

**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 5<sup>th</sup>, 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 1<sup>st</sup> 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 2<sup>nd</sup> 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 3<sup>rd</sup> 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 4<sup>th</sup> year hours required by AIT 95%

Note: AIT = (Alberta) Apprenticeship and Industry Training

➤ **Expiration Date April 30, 2015**

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

<b>Effective Date</b>	<b>Base Rate</b>	<b>Hol &amp; Vac. Pay</b>	<b>H &amp; W Fund</b>	<b>Pens. Fund</b>	<b>Training Fund</b>	<b>Gross Wage</b>
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**INDUSTRIAL****Group 1, including 2<sup>nd</sup> Class Steam Engineer**

May 1, 2011	41.69	4.17	2.00	4.50	0.40	52.76
May 6, 2012	42.43	4.24	2.00	4.50	0.40	53.57
Nov 4, 2012	42.90	4.29	2.00	4.75	0.40	54.34
May 5, 2013	42.94	4.29	2.00	4.85	0.40	54.48

**Group 2, including 3<sup>rd</sup> Class Steam Engineer**

May 1, 2011	39.49	3.95	2.00	4.50	0.40	50.34
May 6, 2012	40.18	4.02	2.00	4.50	0.40	51.10
Nov 4, 2012	40.61	4.06	2.00	4.75	0.40	51.82
May 5, 2013	40.64	4.06	2.00	4.85	0.40	51.95

**4<sup>th</sup> Class Steam Engineer**

May 1, 2011	38.41	3.84	2.00	4.50	0.40	49.15
May 6, 2012	39.09	3.91	2.00	4.50	0.40	49.90
Nov 4, 2012	39.50	3.95	2.00	4.75	0.40	50.60
May 5, 2013	39.53	3.95	2.00	4.85	0.40	50.73

**Group 3, including Firefighter**

May 1, 2011	37.32	3.73	2.00	4.50	0.40	47.95
May 6, 2012	37.98	3.80	2.00	4.50	0.40	48.68
Nov 4, 2012	38.37	3.84	2.00	4.75	0.40	49.36
May 5, 2013	38.40	3.84	2.00	4.85	0.40	49.49

**Group 4**

May 1, 2011	35.10	3.51	2.00	4.50	0.40	45.51
May 6, 2012	35.72	3.57	2.00	4.50	0.40	46.19
Nov 4, 2012	36.07	3.61	2.00	4.75	0.40	46.83
May 5, 2013	36.09	3.61	2.00	4.85	0.40	46.95

**Group 5**

May 1, 2011	32.85	3.29	2.00	4.50	0.40	43.04
May 6, 2012	33.43	3.34	2.00	4.50	0.40	43.67
Nov 4, 2012	33.75	3.38	2.00	4.75	0.40	44.28
May 5, 2013	33.76	3.38	2.00	4.85	0.40	44.39

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**

<b>Effective Date</b>	<b>Base Rate</b>	<b>Hol &amp; Vac. Pay</b>	<b>H &amp; W Fund</b>	<b>Pens. Fund</b>	<b>Training Fund</b>	<b>Gross Wage</b>
<b><u>COMMERCIAL/INSTITUTIONAL</u></b>						
<b>Group 1, including 2<sup>nd</sup> Class Steam Engineer</b>						
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
<b>Group 2, including 3<sup>rd</sup> Class Steam Engineer</b>						
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
<b>4<sup>th</sup> Class Steam Engineer</b>						
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
<b>Group 3, including Fireman</b>						
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
<b>Group 4</b>						
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
<b>Group 5</b>						
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
<b>New Hires, 1<sup>st</sup> 90 days</b>						
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**

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

<b>Effective Date</b>	<b>Base Rate</b>	<b>Hol &amp; Vac. Pay</b>	<b>H &amp; W Fund</b>	<b>Pens. Fund</b>	<b>Training Fund</b>	<b>Gross Wage</b>
<b>Conventional Crane - Up to 50 ton capacity</b>						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	40.57	4.22	2.00	5.00	0.50	52.29
May 6, 2012	41.30	4.30	2.00	5.00	0.50	53.10
Nov 4, 2012	42.01	4.37	2.00	5.00	0.50	53.88
May 5, 2013	42.14	4.38	2.00	5.00	0.50	54.02
<b>Conventional Crane - 51 to 125 ton capacity</b>						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	42.40	4.41	2.00	5.00	0.50	54.31
May 6, 2012	43.13	4.49	2.00	5.00	0.50	55.12
Nov 4, 2012	43.87	4.56	2.00	5.00	0.50	55.93
May 5, 2013	43.99	4.58	2.00	5.00	0.50	56.07
<b>Conventional Crane - 126 to 250 ton capacity</b>						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	43.30	4.50	2.00	5.00	0.50	55.30
May 6, 2012	44.03	4.58	2.00	5.00	0.50	56.11
Nov 4, 2012	44.77	4.66	2.00	5.00	0.50	56.93
May 5, 2013	44.90	4.67	2.00	5.00	0.50	57.07
<b>Conventional Crane - 251 to 500 ton capacity</b>						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	46.08	4.79	2.00	5.00	0.50	58.37
May 6, 2012	46.81	4.87	2.00	5.00	0.50	59.18
Nov 4, 2012	47.60	4.95	2.00	5.00	0.50	60.05
May 5, 2013	47.73	4.96	2.00	5.00	0.50	60.19
<b>Conventional Crane - 501 ton capacity and over</b>						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	49.45	5.14	2.00	5.00	0.50	62.09
May 6, 2012	50.18	5.22	2.00	5.00	0.50	62.90
Nov 4, 2012	51.01	5.31	2.00	5.00	0.50	63.82
May 5, 2013	51.14	5.32	2.00	5.00	0.50	63.96
<b>Hydraulic Crane - up to 25 ton capacity, including Boom Truck Operator</b>						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	38.76	4.03	2.00	5.00	0.50	50.29
May 6, 2012	39.49	4.11	2.00	5.00	0.50	51.10
Nov 4, 2012	40.17	4.18	2.00	5.00	0.50	51.85
May 5, 2013	40.30	4.19	2.00	5.00	0.50	51.99

**WAGE SUMMARY 2011-2015.....PAGE 35**

**Hydraulic Crane – 26 to 64 ton capacity, including Boom Truck Operator**

	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	40.57	4.22	2.00	5.00	0.50	52.29
May 6, 2012	41.30	4.30	2.00	5.00	0.50	53.10
Nov 4, 2012	42.01	4.37	2.00	5.00	0.50	53.88
May 5, 2013	42.14	4.38	2.00	5.00	0.50	54.02

**Hydraulic Crane – 65 to 80 ton capacity**

	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	41.49	4.31	2.00	5.00	0.50	53.30
May 6, 2012	42.22	4.39	2.00	5.00	0.50	54.11
Nov 4, 2012	42.93	4.47	2.00	5.00	0.50	54.90
May 5, 2013	43.06	4.48	2.00	5.00	0.50	55.04

**Hydraulic Crane – 81 to 150 ton capacity**

	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	42.40	4.41	2.00	5.00	0.50	54.31
May 6, 2012	43.13	4.49	2.00	5.00	0.50	55.12
Nov 4, 2012	43.87	4.56	2.00	5.00	0.50	55.93
May 5, 2013	43.99	4.58	2.00	5.00	0.50	56.07

**Hydraulic Crane – 151 to 250 ton capacity**

	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	43.30	4.50	2.00	5.00	0.50	55.30
May 6, 2012	44.03	4.58	2.00	5.00	0.50	56.11
Nov 4, 2012	44.77	4.66	2.00	5.00	0.50	56.93
May 5, 2013	44.90	4.67	2.00	5.00	0.50	57.07

**Hydraulic Crane – 251 to 500 ton capacity**

	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	46.08	4.79	2.00	5.00	0.50	58.37
May 6, 2012	46.81	4.87	2.00	5.00	0.50	59.18
Nov 4, 2012	47.60	4.95	2.00	5.00	0.50	60.05
May 5, 2013	47.73	4.96	2.00	5.00	0.50	60.19

**Hydraulic Crane – 501 ton capacity and over**

	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	49.45	5.14	2.00	5.00	0.50	62.09
May 6, 2012	50.18	5.22	2.00	5.00	0.50	62.90
Nov 4, 2012	51.01	5.31	2.00	5.00	0.50	63.82
May 5, 2013	51.14	5.32	2.00	5.00	0.50	63.96

**Hydraulic Crane – Work out of Yard except Operating**

	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	38.76	4.03	2.00	5.00	0.50	50.29
May 6, 2012	39.49	4.11	2.00	5.00	0.50	51.10
Nov 4, 2012	40.17	4.18	2.00	5.00	0.50	51.85
May 5, 2013	40.30	4.19	2.00	5.00	0.50	51.99

**WAGE SUMMARY 2011-2015.....PAGE 36**

**Hydraulic Crane - Work in yard including Operating (This rate only applies to permanent yards). In accordance with June 18, 2007 letter.**

	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	32.65	3.40	2.00	5.00	0.50	43.55
May 6, 2012	33.39	3.47	2.00	5.00	0.50	44.36
Nov 4, 2012	33.98	3.53	2.00	5.00	0.50	45.01
May 5, 2013	34.10	3.55	2.00	5.00	0.50	45.15

**Mechanic/Welder – Shop and Field Apprentices to receive percentage wages as set out in Regulations**

	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	42.40	4.41	2.00	5.00	0.50	54.31
May 6, 2012	43.13	4.49	2.00	5.00	0.50	55.12
Nov 4, 2012	43.87	4.56	2.00	5.00	0.50	55.93
May 5, 2013	43.99	4.58	2.00	5.00	0.50	56.07

**Truck Drivers/Servicemen**

	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	34.21	3.56	2.00	5.00	0.50	45.27
May 5, 2012	34.95	3.63	2.00	5.00	0.50	46.08
Nov 4, 2012	35.56	3.70	2.00	5.00	0.50	46.76
May 5, 2013	35.69	3.71	2.00	5.00	0.50	46.90

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**

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**PLASTERERS (PROV.)**

**LOCAL 222**

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

<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol &amp; Vac.Pay</b>	<b>H &amp; W Fund</b>	<b>Pen. Fund</b>	<b>Training Fund</b>	<b>Total Wage</b>
<b>Journeyman</b>						
May 22-2011	40.10	4.00	1.00	5.00	0.60	50.70
May 6-2012	40.37	4.04	1.25	5.25	0.60	51.51
Nov 4-2012	40.68	4.07	1.40	5.50	0.60	52.25
May 5-2013	40.81	4.08	1.40	5.50	0.60	52.39
<b>3<sup>rd</sup> Year Apprentice (80% of Journeyman Base Wage)</b>						
May 22-2011	32.60	3.26	1.00	3.74	0.60	41.21
May 6-2012	32.78	3.28	1.25	3.94	0.60	41.85
Nov 4-2012	33.00	3.30	1.40	4.14	0.60	42.44
May 5-2013	33.10	3.31	1.40	4.14	0.60	42.55
<b>2<sup>nd</sup> Year Apprentice (70% of Journeyman Base Wage)</b>						
May 22-2011	28.45	2.84	1.00	3.55	0.60	36.44
May 6-2012	28.57	2.86	1.25	3.73	0.60	37.01
Nov 4-2012	28.74	2.88	1.40	3.91	0.60	37.53
May 5-2013	28.84	2.88	1.40	3.91	0.60	37.63
<b>1st Year Apprentice (60% of Journeyman Base Wage)</b>						
May 22-2011	24.47	2.45	1.00	3.38	0.60	31.90
May 6-2012	24.55	2.46	1.25	3.53	0.60	32.39
Nov 4-2012	24.68	2.47	1.40	3.68	0.60	32.83
May 5-2013	24.75	2.48	1.40	3.68	0.60	32.91
<b>Trainee (50% of Journeyman Base Wage)</b>						
May 22-2011	20.29	2.03	1.00	3.25	0.60	27.17
May 6-2012	20.43	2.05	1.25	3.25	0.60	27.58
Nov 4-2012	20.64	2.06	1.40	3.25	0.60	27.95
May 5-2013	20.70	2.07	1.40	3.25	0.60	28.02

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

**SCHEDULE "B"**

**COMMERCIAL/INSTITUTIONAL**

<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol &amp; Vac.Pay</b>	<b>H &amp; W Fund</b>	<b>Pen. Fund</b>	<b>Training Fund</b>	<b>Total Wage</b>
<b>Journeyman</b>						
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
<b>3<sup>rd</sup> Year Apprentice (80% of Journeyman Base Wage)</b>						
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
<b>2<sup>nd</sup> Year Apprentice (70% of Journeyman Base Wage)</b>						
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
<b>1st Year Apprentice (60% of Journeyman Base Wage)</b>						
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
<b>Trainee (50% of Journeyman Base Wage)</b>						
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**

**SCHEDULE "C"**

**COMMERCIAL/INSTITUTIONAL SPRAY FIREPROOFING**

<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol &amp; Vac.Pay</b>	<b>H &amp; W Fund</b>	<b>Pen. Fund</b>	<b>Training Fund</b>	<b>Total Wage</b>
<b>Nozzelmen 1</b>						
22-May-2011	31.02	3.10	1.00	3.50	0.35	38.97
06-May-2012	31.67	3.17	1.25	3.50	0.35	39.94
05-May-2013	32.49	3.25	1.35	3.50	0.35	40.94
04-May-2014	33.38	3.34	1.40	3.50	0.35	41.97
<b>Nozzelmen 2</b>						
22-May-2011	24.50	2.45	1.00	2.00	0.35	30.30
06-May-2012	25.02	2.50	1.25	2.00	0.35	31.12
05-May-2013	25.67	2.57	1.35	2.00	0.35	31.94
04-May-2014	26.37	2.64	1.40	2.00	0.35	32.76
<b>Nozzelmen 3</b>						
22-May-2011	21.57	2.16	1.00	1.75	0.35	26.83
06-May-2012	22.17	2.22	1.25	1.75	0.35	27.74
05-May-2013	22.74	2.27	1.35	1.75	0.35	28.46
04-May-2014	23.37	2.34	1.40	1.75	0.35	29.21
<b>Mixer 1</b>						
22-May-2011	18.78	1.88	1.00	1.50	0.35	23.51
06-May-2012	19.09	1.91	1.25	1.50	0.35	24.10
05-May-2013	19.54	1.96	1.35	1.50	0.35	24.70
04-May-2014	20.05	2.02	1.40	1.50	0.35	25.32
<b>Mixer 2</b>						
22-May-2011	17.00	1.70	1.00	1.40	0.35	21.45
06-May-2012	17.28	1.73	1.25	1.40	0.35	22.01
05-May-2013	17.69	1.77	1.35	1.40	0.35	22.56
04-May-2014	18.15	1.81	1.40	1.40	0.35	23.11
<b>Helper Level Helper</b>						
22-May-2011	14.50	1.45	1.00	0.25	0.10	17.30
06-May-2012	14.66	1.47	1.25	0.25	0.10	17.73
05-May-2013	14.98	1.50	1.35	0.25	0.10	18.18
04-May-2014	15.34	1.54	1.40	0.25	0.10	18.63

➤ **Expiration Date April 30, 2015**

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**REFRIGERATION (PROV.) CONSTRUCTION /  
MAINTENANCE/SERVICE/REPAIR  
LOCAL 488**

**(APPLICABLE TO 9 COMPANIES AS NOTED ON THE AGREEMENT)**

<b>Effective Date</b>	<b>Base Rate</b>	<b>V.P. &amp; S.H.P.</b>	<b>H &amp; W</b>	<b>Pension</b>	<b>Training</b>	<b>Supp. Ben.</b>	<b>Ind. Pro.</b>	<b>Total</b>
<b>Foreman</b>		<b>110%</b>						
6-Nov-11	\$ 48.31	\$ 4.83	\$ 1.55	\$ 4.50	\$ 0.35	\$ 0.10	\$ 0.10	\$ 59.74
6-May-12	\$ 48.92	\$ 4.89	\$ 1.55	\$ 4.70	\$ 0.35	\$ 0.10	\$ 0.10	\$ 60.61
4-Nov-12	\$ 48.92	\$ 4.89	\$ 1.65	\$ 5.40	\$ 0.35	\$ 0.10	\$ 0.10	\$ 61.41
5-May-13	\$ 49.49	\$ 4.95	\$ 1.65	\$ 5.40	\$ 0.35	\$ 0.10	\$ 0.10	\$ 62.04
<b>Journeyman</b>								
6-Nov-11	\$ 43.92	\$ 4.39	\$ 1.55	\$ 4.50	\$ 0.35	\$ 0.10	\$ 0.10	\$ 54.91
6-May-12	\$ 44.47	\$ 4.45	\$ 1.55	\$ 4.70	\$ 0.35	\$ 0.10	\$ 0.10	\$ 55.72
4-Nov-12	\$ 44.47	\$ 4.45	\$ 1.65	\$ 5.40	\$ 0.35	\$ 0.10	\$ 0.10	\$ 56.52
5-May-13	\$ 44.99	\$ 4.50	\$ 1.65	\$ 5.40	\$ 0.35	\$ 0.10	\$ 0.10	\$ 57.09
<b>4th year apprentice</b>		<b>85%</b>						
6-Nov-11	\$ 37.33	\$ 3.73	\$ 1.55	\$ 4.50	\$ 0.35	\$ 0.10	\$ 0.10	\$ 47.66
6-May-12	\$ 37.80	\$ 3.78	\$ 1.55	\$ 4.70	\$ 0.35	\$ 0.10	\$ 0.10	\$ 48.38
4-Nov-12	\$ 37.80	\$ 3.78	\$ 1.65	\$ 5.40	\$ 0.35	\$ 0.10	\$ 0.10	\$ 49.18
5-May-13	\$ 38.24	\$ 3.82	\$ 1.65	\$ 5.40	\$ 0.35	\$ 0.10	\$ 0.10	\$ 49.66
<b>3rd year apprentice</b>		<b>75%</b>						
6-Nov-11	\$ 32.94	\$ 3.29	\$ 1.55	\$ 4.50	\$ 0.35	\$ 0.10	\$ 0.10	\$ 42.83
6-May-12	\$ 33.35	\$ 3.34	\$ 1.55	\$ 4.70	\$ 0.35	\$ 0.10	\$ 0.10	\$ 43.49
4-Nov-12	\$ 33.35	\$ 3.34	\$ 1.65	\$ 5.40	\$ 0.35	\$ 0.10	\$ 0.10	\$ 44.29
5-May-13	\$ 33.74	\$ 3.37	\$ 1.65	\$ 5.40	\$ 0.35	\$ 0.10	\$ 0.10	\$ 44.71
<b>2nd year apprentice</b>		<b>60%</b>						
6-Nov-11	\$ 26.35	\$ 2.64	\$ 1.55	\$ 4.50	\$ 0.35	\$ 0.10	\$ 0.10	\$ 35.59
6-May-12	\$ 26.68	\$ 2.67	\$ 1.55	\$ 4.70	\$ 0.35	\$ 0.10	\$ 0.10	\$ 36.15
4-Nov-12	\$ 26.68	\$ 2.67	\$ 1.65	\$ 5.40	\$ 0.35	\$ 0.10	\$ 0.10	\$ 36.95
5-May-13	\$ 26.99	\$ 2.70	\$ 1.65	\$ 5.40	\$ 0.35	\$ 0.10	\$ 0.10	\$ 37.29
<b>1st year apprentice</b>		<b>50%</b>						
6-Nov-11	\$ 21.96	\$ 2.20	\$ 1.55	\$ 4.50	\$ 0.35	\$ 0.10	\$ 0.10	\$ 30.76
6-May-12	\$ 22.24	\$ 2.22	\$ 1.55	\$ 4.70	\$ 0.35	\$ 0.10	\$ 0.10	\$ 31.26
4-Nov-12	\$ 22.24	\$ 2.22	\$ 1.65	\$ 5.40	\$ 0.35	\$ 0.10	\$ 0.10	\$ 32.06
5-May-13	\$ 22.49	\$ 2.25	\$ 1.65	\$ 5.40	\$ 0.35	\$ 0.10	\$ 0.10	\$ 32.34

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

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**WAGE SUMMARY 2011-2015.....PAGE 41**

ROOFERS (PROV.)  
 LOCAL UNION 1325 & 8

**Carpenter Roofers' Industrial Wage Schedule  
 EFFECTIVE**

<b>DATE</b>	<b>BASE</b>	<b>H&amp;V</b>	<b>H&amp;W</b>	<b>PENSION</b>	<b>TRAINING</b>	<b>TOTAL</b>
<b>Certified Journeyman</b>						
01-May-11	\$37.47	\$3.75	\$1.40	\$2.00	\$0.30	\$44.92
06-May-12	\$37.75	\$3.78	\$1.40	\$2.50	\$0.30	\$45.73
04-Nov-12	\$38.35	\$3.84	\$1.40	\$2.50	\$0.30	\$46.39
05-May-13	\$38.48	\$3.85	\$1.40	\$2.50	\$0.30	\$46.53
<b>Journeyman</b>						
01-May-11	\$36.53	\$3.65	\$1.40	\$2.00	\$0.30	\$43.88
06-May-12	\$36.81	\$3.68	\$1.40	\$2.50	\$0.30	\$44.69
04-Nov-12	\$37.39	\$3.74	\$1.40	\$2.50	\$0.30	\$45.33
05-May-13	\$37.52	\$3.75	\$1.40	\$2.50	\$0.30	\$45.47
<b>Apprentice 4<sup>th</sup> Year</b>						
01-May-11	\$35.60	\$3.56	\$1.40	\$2.00	\$0.30	\$42.86
06-May-12	\$35.86	\$3.59	\$1.40	\$2.50	\$0.30	\$43.65
04-Nov-12	\$36.43	\$3.64	\$1.40	\$2.50	\$0.30	\$44.27
05-May-13	\$36.56	\$3.66	\$1.40	\$2.50	\$0.30	\$44.42
<b>Apprentice 3<sup>rd</sup> Year</b>						
01-May-11	\$31.85	\$3.19	\$1.40	\$2.00	\$0.30	\$38.74
06-May-12	\$32.09	\$3.21	\$1.40	\$2.50	\$0.30	\$39.50
04-Nov-12	\$32.59	\$3.26	\$1.40	\$2.50	\$0.30	\$40.05
05-May-13	\$32.71	\$3.27	\$1.40	\$2.50	\$0.30	\$40.18
<b>Apprentice 2<sup>nd</sup> Year</b>						
01-May-11	\$28.10	\$2.81	\$1.40	\$2.00	\$0.30	\$34.61
06-May-12	\$28.31	\$2.83	\$1.40	\$2.50	\$0.30	\$35.34
04-Nov-12	\$28.76	\$2.88	\$1.40	\$2.50	\$0.30	\$35.84
05-May-13	\$28.86	\$2.89	\$1.40	\$2.50	\$0.30	\$35.95
<b>Apprentice 1<sup>st</sup> Year</b>						
01-May-11	\$24.36	\$2.44	\$1.40	\$2.00	\$0.30	\$30.50
06-May-12	\$24.54	\$2.45	\$1.40	\$2.50	\$0.30	\$31.19
04-Nov-12	\$24.93	\$2.49	\$1.40	\$2.50	\$0.30	\$31.62
05-May-13	\$25.01	\$2.50	\$1.40	\$2.50	\$0.30	\$31.71

**CARPENTER – ROOFERS’ (cont’d)**  
**Carpenter – Roofers Industrial Wage Schedules (cont’d)**

**Truck Driver**

01-May-11	\$35.19	\$3.52	\$1.40	\$2.00	\$0.30	\$42.41
06-May-12	\$35.49	\$3.55	\$1.40	\$2.50	\$0.30	\$43.24
04-Nov-12	\$36.05	\$3.61	\$1.40	\$2.50	\$0.30	\$43.86
05-May-13	\$36.17	\$3.62	\$1.40	\$2.50	\$0.30	\$43.99

**Pre Apprentices 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	\$20.76	\$2.08	\$1.40	\$2.50	\$0.30	\$27.04
04-Nov-12	\$21.09	\$2.11	\$1.40	\$2.50	\$0.30	\$27.40
05-May-13	\$21.16	\$2.12	\$1.40	\$2.50	\$0.30	\$27.48

**Roofer 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	\$18.88	\$1.89	\$1.40	\$2.50	\$0.30	\$24.97
04-Nov-12	\$19.18	\$1.92	\$1.40	\$2.50	\$0.30	\$25.30
05-May-13	\$19.24	\$1.92	\$1.40	\$2.50	\$0.30	\$25.36

**Pre Apprentices – During First 710 hours worked**

01-May-11	\$20.61	\$2.06	\$0.00	\$0.00	\$0.00	\$22.67
06-May-12	\$20.76	\$2.08	\$0.00	\$0.00	\$0.00	\$22.84
04-Nov-12	\$21.09	\$2.11	\$0.00	\$0.00	\$0.00	\$23.20
05-May-13	\$21.16	\$2.12	\$0.00	\$0.00	\$0.00	\$23.28

**Roofer Helper – During First 710 hours worked**

01-May-11	\$18.74	\$1.87	\$0.00	\$0.00	\$0.00	\$20.61
06-May-12	\$18.88	\$1.89	\$0.00	\$0.00	\$0.00	\$20.77
04-Nov-12	\$19.18	\$1.92	\$0.00	\$0.00	\$0.00	\$21.10
05-May-13	\$19.24	\$1.92	\$0.00	\$0.00	\$0.00	\$21.16

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

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

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

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

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

<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol. &amp; Vac.</b>	<b>H &amp; W</b>	<b>Pension</b>	<b>Training</b>	<b>Total</b>
<b>Certified Journeyman</b>						
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
<b>Journeyman</b>						
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
<b>Apprentice 4th Year</b>						
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
<b>Apprentice 3rd Year</b>						
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
<b>Apprentice 2nd Year</b>						
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
<b>Apprentice 1st Year</b>						
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
<b>Pre Apprentice Rates and Benefits - apply after 710 hours worked</b>						
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

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

<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol. &amp; Vac.</b>	<b>H &amp; W</b>	<b>Pension</b>	<b>Training</b>	<b>Total</b>
<b>Roofing Helper Rates and Benefits - apply after 710 hours worked</b>						
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
<b>Pre Apprentice - First 710 hours Worked</b>						
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
<b>Roofing Helper - First 710 Hours Worked</b>						
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 Roofing 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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JULY 2015

**SHEET METAL ROOFERS' Local 8**

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

**SHEET METAL ROOFERS'**

**Sheet Metal Roofers' Industrial Wage Schedule**

<b>Certified Journeyman</b>	<b>BASE</b>	<b>H&amp;V</b>	<b>H&amp;W</b>	<b>PENSION</b>	<b>TRAINING</b>	<b>TOTAL</b>
01-May-11	\$37.47	\$3.75	\$1.40	\$2.00	\$0.30	\$44.92
06-May-12	\$37.94	\$3.79	\$1.40	\$2.30	\$0.30	\$45.73
04-Nov-12	\$38.54	\$3.85	\$1.40	\$2.30	\$0.30	\$46.39
05-May-13	\$38.57	\$3.86	\$1.50	\$2.30	\$0.30	\$46.53
<b>Journeyman</b>						
01-May-11	\$36.53	\$3.65	\$1.40	\$2.00	\$0.30	\$43.88
06-May-12	\$36.99	\$3.70	\$1.40	\$2.30	\$0.30	\$44.69
04-Nov-12	\$37.58	\$3.76	\$1.40	\$2.30	\$0.30	\$45.34
05-May-13	\$37.61	\$3.76	\$1.50	\$2.30	\$0.30	\$45.47
<b>Apprentice 4th Year</b>						
01-May-11	\$35.60	\$3.56	\$1.40	\$2.00	\$0.30	\$42.86
06-May-12	\$36.04	\$3.60	\$1.40	\$2.30	\$0.30	\$43.64
04-Nov-12	\$36.61	\$3.66	\$1.40	\$2.30	\$0.30	\$44.27
05-May-13	\$36.64	\$3.66	\$1.50	\$2.30	\$0.30	\$44.40
<b>Apprentice 3rd Year</b>						
01-May-11	\$31.85	\$3.19	\$1.40	\$2.00	\$0.30	\$38.74
06-May-12	\$32.25	\$3.23	\$1.40	\$2.30	\$0.30	\$39.48
04-Nov-12	\$32.76	\$3.28	\$1.40	\$2.30	\$0.30	\$40.04
05-May-13	\$32.78	\$3.28	\$1.50	\$2.30	\$0.30	\$40.16
<b>Apprentice 2nd Year</b>						
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
05-May-13	\$28.93	\$2.89	\$1.50	\$2.30	\$0.30	\$35.92
<b>Apprentice 1st Year</b>						
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
05-May-13	\$25.07	\$2.51	\$1.50	\$2.30	\$0.30	\$31.68
<b>Truck Driver</b>						
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
05-May-13	\$36.26	\$3.63	\$1.50	\$2.30	\$0.30	\$43.62

**SHEET METAL – ROOFERS’ (cont’d)**

**Sheet Metal – Roofers Industrial Wage Schedules (cont’d)**

**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
05-May-13	\$21.21	\$2.12	\$1.50	\$2.30	\$0.30	\$27.43

**Roofer 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
05-May-13	\$19.29	\$1.93	\$1.50	\$2.30	\$0.30	\$25.32

**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
05-May-13	\$21.21	\$2.12	\$0.00	\$0.00	\$0.00	\$23.33

**Roofer 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
05-May-13	\$19.29	\$1.93	\$0.00	\$0.00	\$0.00	\$21.22

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

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

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

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

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

<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol. &amp; Vac.</b>	<b>H &amp; W</b>	<b>Pension</b>	<b>Training</b>	<b>Total</b>
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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 – 4<sup>th</sup> 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 – 3<sup>rd</sup> 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 – 2<sup>nd</sup> 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 – 1<sup>st</sup> 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 48**

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

<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol. &amp; Vac.</b>	<b>H &amp; W</b>	<b>Pension</b>	<b>Training</b>	<b>Total</b>
<b>Rofer Helper after 710 hours</b>						
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
<b>Pre-App – First 710 hours</b>						
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
<b>Rofer Helper – First 710 hours</b>						
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 Rofer Helpers are not eligible for benefits for the first 710 hours worked in either or both classifications combined. After the first 710 hours worked they shall be eligible for the noted contributions.

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

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

➤ **Expiration Date April 30, 2015**

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**SHEET METAL (PROV.)**

**LOCAL UNION 8**

**INDUSTRIAL**

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

	<b>BASE</b>	<b>HOL&amp; VAC</b>	<b>H&amp;W</b>	<b>PENSION</b>	<b>TRAINING</b>	<b>BENEV.</b>	<b>TOTAL</b>
<b>Foreman with crew of more than 10</b>							
<b>1-May-11</b>	\$47.21	\$4.72	\$1.50	\$5.00	\$0.30	\$0.09	\$58.82
<b>6-May-12</b>	\$47.76	\$4.78	\$1.55	\$5.15	\$0.30	\$0.09	\$59.63
<b>4-Nov-12</b>	\$48.48	\$4.85	\$1.55	\$5.15	\$0.30	\$0.09	\$60.42
<b>5-May-13</b>	\$48.43	\$4.84	\$1.60	\$5.30	\$0.30	\$0.09	\$60.56
<b>Foreman with ICCS with crew of more than 10</b>							
<b>1-May-11</b>	\$47.21	\$4.72	\$1.50	\$5.00	\$0.30	\$0.09	\$58.82
<b>6-May-12</b>	\$48.01	\$4.80	\$1.55	\$5.15	\$0.30	\$0.09	\$59.90
<b>4-Nov-12</b>	\$48.73	\$4.87	\$1.55	\$5.15	\$0.30	\$0.09	\$60.69
<b>5-May-13</b>	\$48.93	\$4.89	\$1.60	\$5.30	\$0.30	\$0.09	\$61.11
<b>Foreman with crew of up to and including 10</b>							
<b>1-May-11</b>	\$46.21	\$4.62	\$1.50	\$5.00	\$0.30	\$0.09	\$57.72
<b>6-May-12</b>	\$46.76	\$4.68	\$1.55	\$5.15	\$0.30	\$0.09	\$58.53
<b>4-Nov-12</b>	\$47.48	\$4.75	\$1.55	\$5.15	\$0.30	\$0.09	\$59.32
<b>5-May-13</b>	\$47.43	\$4.74	\$1.60	\$5.30	\$0.30	\$0.09	\$59.46
<b>Foreman with crew of up to and including 10 with ICCS</b>							
<b>1-May-11</b>	\$46.21	\$4.62	\$1.50	\$5.00	\$0.30	\$0.09	\$57.72
<b>6-May-12</b>	\$47.01	\$4.70	\$1.55	\$5.15	\$0.30	\$0.09	\$58.80
<b>4-Nov-12</b>	\$47.73	\$4.77	\$1.55	\$5.15	\$0.30	\$0.09	\$59.59
<b>5-May-13</b>	\$47.93	\$4.79	\$1.60	\$5.30	\$0.30	\$0.09	\$60.01
<b>Journeyman</b>							
<b>1-May-11</b>	\$42.71	\$4.27	\$1.50	\$5.00	\$0.30	\$0.09	\$53.87
<b>6-May-12</b>	\$43.26	\$4.33	\$1.55	\$5.15	\$0.30	\$0.09	\$54.68
<b>4-Nov-12</b>	\$43.98	\$4.40	\$1.55	\$5.15	\$0.30	\$0.09	\$55.47
<b>5-May-13</b>	\$43.93	\$4.39	\$1.60	\$5.30	\$0.30	\$0.09	\$55.61
<b>4<sup>th</sup> Year Apprentice</b>							
<b>1-May-11</b>	\$36.30	\$3.63	\$1.50	\$5.00	\$0.30	\$0.09	\$46.82
<b>6-May-12</b>	\$36.77	\$3.68	\$1.55	\$5.15	\$0.30	\$0.09	\$47.54
<b>4-Nov-12</b>	\$37.38	\$3.74	\$1.55	\$5.15	\$0.30	\$0.09	\$48.21
<b>5-May-13</b>	\$37.34	\$3.73	\$1.60	\$5.30	\$0.30	\$0.09	\$48.36

WAGE SUMMARY 2011-2015.....PAGE 50

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

	BASE	HOL& VAC	H&W	PENSION	TRAINING	BENEV.	TOTAL
<b>3<sup>rd</sup> Year Apprentice</b>							
1-May-11	\$32.03	\$3.20	\$1.50	\$5.00	\$0.30	\$0.09	\$42.12
6-May-12	\$32.45	\$3.25	\$1.55	\$5.15	\$0.30	\$0.09	\$42.79
4-Nov-12	\$32.99	\$3.30	\$1.55	\$5.15	\$0.30	\$0.09	\$43.38
5-May-13	\$32.95	\$3.30	\$1.60	\$5.30	\$0.30	\$0.09	\$43.54
<b>2<sup>nd</sup> Year Apprentice</b>							
1-May-11	\$27.76	\$2.78	\$1.50	\$5.00	\$0.30	\$0.09	\$37.43
6-May-12	\$28.12	\$2.81	\$1.55	\$5.15	\$0.30	\$0.09	\$38.02
4-Nov-12	\$28.59	\$2.86	\$1.55	\$5.15	\$0.30	\$0.09	\$38.54
5-May-13	\$28.55	\$2.86	\$1.60	\$5.30	\$0.30	\$0.09	\$38.70
<b>1<sup>st</sup> Year Apprentice</b>							
1-May-11	\$21.36	\$2.14	\$1.50	\$5.00	\$0.30	\$0.09	\$30.39
6-May-12	\$21.63	\$2.16	\$1.55	\$5.15	\$0.30	\$0.09	\$30.88
4-Nov-12	\$21.99	\$2.20	\$1.55	\$5.15	\$0.30	\$0.09	\$31.28
5-May-13	\$21.97	\$2.20	\$1.60	\$5.30	\$0.30	\$0.09	\$31.46
<b>Probationary</b>							
1-May-11	\$17.08	\$1.71	\$1.50	\$0.00	\$0.30	\$0.09	\$20.68
6-May-12	\$17.30	\$1.73	\$1.55	\$0.00	\$0.30	\$0.09	\$20.97
4-Nov-12	\$17.59	\$1.76	\$1.55	\$0.00	\$0.30	\$0.09	\$21.29
5-May-13	\$17.57	\$1.76	\$1.60	\$0.00	\$0.30	\$0.09	\$21.32
<b>Welders – Industrial</b>							
<b>Journeyman</b>							
1-May-11	\$42.71	\$4.27	\$1.50	\$5.00	\$0.30	\$0.09	\$53.87
6-May-12	\$43.26	\$4.33	\$1.55	\$5.15	\$0.30	\$0.09	\$54.68
4-Nov-12	\$43.98	\$4.40	\$1.55	\$5.15	\$0.30	\$0.09	\$55.47
5-May-13	\$43.93	\$4.39	\$1.60	\$5.30	\$0.30	\$0.09	\$55.61
<b>3<sup>rd</sup> Year Apprentice</b>							
1-May-11	\$38.44	\$3.84	\$1.50	\$5.00	\$0.30	\$0.09	\$49.17
6-May-12	\$38.93	\$3.89	\$1.55	\$5.15	\$0.30	\$0.09	\$49.91
4-Nov-12	\$39.58	\$3.96	\$1.55	\$5.15	\$0.30	\$0.09	\$50.63
5-May-13	\$39.54	\$3.95	\$1.60	\$5.30	\$0.30	\$0.09	\$50.78

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

	<b>BASE</b>	<b>HOL&amp; VAC</b>	<b>H&amp;W</b>	<b>PENSION</b>	<b>TRAINING</b>	<b>BENEV.</b>	<b>TOTAL</b>
<b>2<sup>nd</sup> Year Apprentice</b>							
<b>1-May-11</b>	\$32.03	\$3.20	\$1.50	\$5.00	\$0.30	\$0.09	\$42.12
<b>6-May-12</b>	\$32.45	\$3.25	\$1.55	\$5.15	\$0.30	\$0.09	\$42.79
<b>4-Nov-12</b>	\$32.99	\$3.30	\$1.55	\$5.15	\$0.30	\$0.09	\$43.38
<b>5-May-13</b>	\$32.95	\$3.30	\$1.60	\$5.30	\$0.30	\$0.09	\$43.54
<b>1<sup>st</sup> Year Apprentice</b>							
<b>1-May-11</b>	\$25.63	\$2.56	\$1.50	\$5.00	\$0.30	\$0.09	\$35.08
<b>6-May-12</b>	\$25.96	\$2.60	\$1.55	\$5.15	\$0.30	\$0.09	\$35.65
<b>4-Nov-12</b>	\$26.39	\$2.64	\$1.55	\$5.15	\$0.30	\$0.09	\$36.12
<b>5-May-13</b>	\$26.36	\$2.64	\$1.60	\$5.30	\$0.30	\$0.09	\$36.29
<b>5-May-13</b>	tbd	tbd	\$1.60	\$5.30	\$0.30	\$0.09	tbd

JULY 15, 2013

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

<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol &amp; Vac.</b>	<b>H&amp;W</b>	<b>Pension</b>	<b>Training</b>	<b>Benev.</b>	<b>Total</b>
<b><u>COMMERCIAL &amp; INSTUTIONAL</u></b>							
<b>Foreman A</b>							
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
<b>Foreman A with ICCS</b>							
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
<b>Foreman B</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
<b>Foreman B with ICCS</b>							
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
<b>Journeyman</b>							
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 53**

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

<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol &amp; Vac.</b>	<b>H&amp;W</b>	<b>Pension</b>	<b>Training</b>	<b>Benev.</b>	<b>Total</b>
<b>4th Year Apprentice</b>							
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
<b>3rd Year Apprentice</b>							
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
<b>2nd Year Apprentice</b>							
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
<b>1st Year Apprentice</b>							
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
<b>Probationary</b>							
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**

<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol &amp; Vac.</b>	<b>H&amp;W</b>	<b>Pension</b>	<b>Training</b>	<b>Benev.</b>	<b>Total</b>
<b><u>COMMERCIAL - Welders</u></b>							
<b>Journeyman</b>							
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
<b>3rd Year Apprentice</b>							
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
<b>2nd Year Apprentice</b>							
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
<b>1st Year Apprentice</b>							
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**

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

**LOCAL UNION 8**

**INDUSTRIAL**

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

	<b>BASE</b>	<b>HOL&amp; VAC</b>	<b>H&amp;W</b>	<b>PENSION</b>	<b>TRAINING</b>	<b>BENEV.</b>	<b>TOTAL</b>
<b>General Foreman</b>							
<b>(115%)</b>							
<b>1-May-11</b>	<b>\$46.75</b>	<b>\$4.68</b>	<b>\$1.50</b>	<b>\$5.00</b>	<b>\$0.30</b>	<b>\$0.09</b>	<b>\$58.32</b>
6-May-12	\$47.38	\$4.74	\$1.55	\$5.15	\$0.30	\$0.09	\$59.21
4-Nov-12	\$48.17	\$4.82	\$1.55	\$5.15	\$0.30	\$0.09	\$60.08
5-May-13	\$48.12	\$4.81	\$1.60	\$5.30	\$0.30	\$0.09	\$60.22
<b>Foreman</b>							
<b>(110%)</b>							
<b>1-May-11</b>	<b>\$44.72</b>	<b>\$4.47</b>	<b>\$1.50</b>	<b>\$5.00</b>	<b>\$0.30</b>	<b>\$0.09</b>	<b>\$56.08</b>
6-May-12	\$45.32	\$4.53	\$1.55	\$5.15	\$0.30	\$0.09	\$56.94
4-Nov-12	\$46.08	\$4.61	\$1.55	\$5.15	\$0.30	\$0.09	\$57.78
5-May-13	\$46.02	\$4.60	\$1.60	\$5.30	\$0.30	\$0.09	\$57.91
<b>Journeyman</b>							
<b>1-May-11</b>	<b>\$40.65</b>	<b>\$4.06</b>	<b>\$1.50</b>	<b>\$5.00</b>	<b>\$0.30</b>	<b>\$0.09</b>	<b>\$51.60</b>
6-May-12	\$41.20	\$4.12	\$1.55	\$5.15	\$0.30	\$0.09	\$52.41
4-Nov-12	\$41.89	\$4.19	\$1.55	\$5.15	\$0.30	\$0.09	\$53.17
5-May-13	\$41.84	\$4.18	\$1.60	\$5.30	\$0.30	\$0.09	\$53.31
<b>3<sup>rd</sup> Year Apprentice (85%)</b>							
<b>1-May-11</b>	<b>\$34.55</b>	<b>\$3.46</b>	<b>\$1.50</b>	<b>\$5.00</b>	<b>\$0.30</b>	<b>\$0.09</b>	<b>\$44.90</b>
6-May-12	\$35.02	\$3.50	\$1.55	\$5.15	\$0.30	\$0.09	\$45.61
4-Nov-12	\$35.61	\$3.56	\$1.55	\$5.15	\$0.30	\$0.09	\$46.26
5-May-13	\$35.56	\$3.56	\$1.60	\$5.30	\$0.30	\$0.09	\$46.41
<b>2<sup>nd</sup> Year Apprentice (75%)</b>							
<b>1-May-11</b>	<b>\$30.49</b>	<b>\$3.05</b>	<b>\$1.50</b>	<b>\$5.00</b>	<b>\$0.30</b>	<b>\$0.09</b>	<b>\$40.43</b>
6-May-12	\$30.90	\$3.09	\$1.55	\$5.15	\$0.30	\$0.09	\$41.08
4-Nov-12	\$31.42	\$3.14	\$1.55	\$5.15	\$0.30	\$0.09	\$41.65
5-May-13	\$31.38	\$3.14	\$1.60	\$5.30	\$0.30	\$0.09	\$41.81
<b>1<sup>st</sup> Year Apprentice (65%)</b>							
<b>1-May-11</b>	<b>\$26.42</b>	<b>\$2.64</b>	<b>\$1.50</b>	<b>\$5.00</b>	<b>\$0.30</b>	<b>\$0.09</b>	<b>\$35.95</b>
6-May-12	\$26.78	\$2.68	\$1.55	\$5.15	\$0.30	\$0.09	\$36.55
4-Nov-12	\$27.23	\$2.72	\$1.55	\$5.15	\$0.30	\$0.09	\$37.04
5-May-13	\$27.20	\$2.72	\$1.60	\$5.30	\$0.30	\$0.09	\$37.21
<b>Probationary (55%)</b>							
<b>1-May-11</b>	<b>\$22.36</b>	<b>\$2.24</b>	<b>\$1.50</b>	<b>\$0.00</b>	<b>\$0.30</b>	<b>\$0.09</b>	<b>\$26.49</b>
6-May-12	\$22.66	\$2.27	\$1.55	\$0.00	\$0.30	\$0.09	\$26.87
4-Nov-12	\$23.04	\$2.30	\$1.55	\$0.00	\$0.30	\$0.09	\$27.28
5-May-13	\$23.01	\$2.30	\$1.60	\$0.00	\$0.30	\$0.09	\$27.30



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

**COMMERCIAL**

<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol &amp; Vac.</b>	<b>H&amp;W</b>	<b>Pension</b>	<b>Training</b>	<b>Benev.</b>	<b>Total</b>
<b>Foreman A</b>							
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
<b>Foreman B</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
<b>Journeyman</b>							
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
<b>3rd Year Apprentice</b>							
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
<b>2nd Year Apprentice</b>							
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
<b>1st Year Apprentice</b>							
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**

<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol &amp; Vac.</b>	<b>H&amp;W</b>	<b>Pension</b>	<b>Training</b>	<b>Benev.</b>	<b>Total</b>
<b>Probationary</b>							
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**

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JULY 15, 2013