

****NOTE:** Effective September 1, 2018, the Alberta Regulation 269/2000, Apprenticeship and Industry Training Act for Concrete Finisher Trade Regulations AR 285/93 adjusted the Apprenticeship Program [4(1), (2) & (3)] period from 3 periods to 2 periods.

For the purpose of this Collective Agreement the following process shall be utilized:

- Pre-June 1, 2019, each Apprentice period requires not less than 1,200 hours of on the job training and successful completion of the technical training that is required or approved by the AIT Board.
- June 1, 2019, each Apprentice period requires not less than 1,680 hours of on the job training and successful completion of the technical training that is required or approved by the AIT Board. Please refer to the above noted regulations for full details.

A-4.01 – Industrial

Classification & Effective Date	% of JM	Base Rate	H&V	H&W	Pension	Train	Gross Rate
Journeyman							
May 2, 2021		\$39.03	\$3.90	\$1.75	\$5.00	\$0.60	\$50.28
Nov 24, 2019		\$38.75	\$3.88	\$1.50	\$5.00	\$0.60	\$49.73

Apprentices							
<i>May 2, 2021</i>							
**Second Period upon completion of AIT First Period technical training	80%	\$31.22	\$3.12	\$1.75	\$4.03	\$0.60	\$40.72
**Second Period	75%	\$29.27	\$2.93	\$1.75	\$4.03	\$0.60	\$38.58
First Period	65%	\$25.37	\$2.54	\$1.75	\$4.03	\$0.60	\$34.29
Trainee	55%	\$21.47	\$2.15	\$0.00	\$0.00	\$0.60	\$24.22
<i>June 1, 2019</i>							
**Second Period upon completion of AIT First Period technical training	80%	\$31.00	\$3.10	\$1.50	\$4.03	\$0.60	\$40.23
**Second Period	75%	\$29.06	\$2.91	\$1.50	\$4.03	\$0.60	\$38.10
First Period	65%	\$25.19	\$2.52	\$1.50	\$4.03	\$0.60	\$33.84
Trainee	55%	\$21.31	\$2.13	\$0.00	\$0.00	\$0.60	\$24.04
<i>Pre-June 1, 2019</i>							
**Third Year	85%	\$32.94	\$3.29	\$1.50	\$5.00	\$0.60	\$43.33
Second Year	75%	\$29.06	\$2.91	\$1.50	\$4.03	\$0.60	\$38.10
First Year	65%	\$25.19	\$2.52	\$1.50	\$4.03	\$0.60	\$33.84
Trainee	55%	\$21.31	\$2.13	\$0.00	\$0.00	\$0.60	\$24.04

A-4.02 - Civil Foundation - Industrial Site

Classification & Effective Date	% of JM	Base Rate	H&V	H&W	Pension	Train	Gross Rate
Journeyman							
May 2, 2021		\$34.20	\$3.42	\$1.75	\$4.00	\$0.25	\$43.62
Nov 24, 2019		\$34.00	\$3.40	\$1.50	\$4.00	\$0.25	\$43.15

Apprentices							
<i>May 2, 2021</i>							
**Second Period upon completion of AIT First Period technical training	85%	\$27.36	\$2.74	\$1.75	\$2.80	\$0.25	\$34.90
**Second Period	75%	\$25.65	\$2.57	\$1.75	\$2.80	\$0.25	\$33.02
First Year	65%	\$22.23	\$2.22	\$1.75	\$2.80	\$0.25	\$29.25
Trainee	55%	\$18.81	\$1.88	\$0.00	\$0.00	\$0.25	\$20.94
<i>June 1, 2019</i>							
**Second Period upon completion of AIT First Period technical training	80%	\$27.20	\$2.72	\$1.50	\$2.80	\$0.25	\$34.47
**Second Period	75%	\$25.50	\$2.55	\$1.50	\$2.80	\$0.25	\$32.60
First Period	65%	\$22.10	\$2.21	\$1.50	\$2.80	\$0.25	\$28.86
Trainee	55%	\$18.70	\$1.87	\$0.00	\$0.00	\$0.25	\$20.82
<i>Pre-June 1, 2019</i>							
**Third Year	85%	\$28.90	\$2.89	\$1.50	\$4.00	\$0.25	\$37.54
Second Year	75%	\$25.50	\$2.55	\$1.50	\$2.80	\$0.25	\$32.60
First Year	65%	\$22.10	\$2.21	\$1.50	\$2.80	\$0.25	\$28.86
Trainee	55%	\$18.70	\$1.87	\$0.00	\$0.00	\$0.25	\$20.82

B-4.01 - Non-Industrial & Civil Foundation Non-Industrial Site

Classification & Effective Date	% of JM	Base Rate	H&V	H&W	Pension	Train	Gross Rate
Journeyman							
May 2, 2021		\$33.75	\$3.38	\$1.75	\$4.00	\$0.25	\$43.13
Nov 24, 2019		\$33.55	\$3.36	\$1.50	\$4.00	\$0.25	\$42.66

Apprentices							
<i>May 2, 2021</i>							
**Second Period upon completion of AIT First Period technical training	80%	\$27.00	\$2.70	\$1.75	\$2.80	\$0.25	\$34.50
**Second Period	75%	\$25.31	\$2.53	\$1.75	\$2.80	\$0.25	\$32.64
First Period	65%	\$21.94	\$2.19	\$1.75	\$2.80	\$0.25	\$28.93
Trainee	55%	\$18.56	\$1.86	\$0.00	\$0.00	\$0.25	\$20.67
<i>June 1, 2019</i>							
**Second Period upon completion of AIT First Period technical training	80%	\$26.84	\$2.68	\$1.50	\$2.80	\$0.25	\$34.07
**Second Period	75%	\$25.16	\$2.52	\$1.50	\$2.80	\$0.25	\$32.23
First Period	65%	\$21.81	\$2.18	\$1.50	\$2.80	\$0.25	\$28.54
Trainee	55%	\$18.45	\$1.85	\$0.00	\$0.00	\$0.25	\$20.55
<i>Pre-June 1, 2019</i>							
**Third Year	85%	\$28.52	\$2.85	\$1.50	\$4.00	\$0.25	\$37.12
Second Year	75%	\$25.16	\$2.52	\$1.50	\$2.80	\$0.25	\$32.23
First Year	65%	\$21.81	\$2.18	\$1.50	\$2.80	\$0.25	\$28.54
Trainee	55%	\$18.45	\$1.85	\$0.00	\$0.00	\$0.25	\$20.55

Letter of Understanding #B-1 – Restoration Work

(a) May 1, 2019 to April 30th, 2020

Restoration Work	% of JM	Base Rate	H&V	H&W	Pension	Train	Gross Rate
Journeyman		\$33.49	\$3.35	\$1.50	\$2.50	\$0.15	\$40.99
Third Year	85%	\$28.46	\$2.85	\$1.50	\$2.50	\$0.15	\$35.46
Second Year	75%	\$25.12	\$2.51	\$1.50	\$2.50	\$0.15	\$31.78
First Year	65%	\$21.77	\$2.18	\$1.50	\$2.50	\$0.15	\$28.10
Trainee	55%	\$18.42	\$1.84	\$1.50	\$2.50	\$0.15	\$24.41

(b) May 1, 2020 to April 30th, 2021

Restoration Work	% of JM	Base Rate	H&V	H&W	Pension	Train	Gross Rate
Journeyman		\$33.71	\$3.37	\$1.50	\$2.50	\$0.15	\$41.23
Third Year	85%	\$28.66	\$2.87	\$1.50	\$2.50	\$0.15	\$35.68
Second Year	75%	\$25.29	\$2.53	\$1.50	\$2.50	\$0.15	\$31.97
First Year	65%	\$21.91	\$2.19	\$1.50	\$2.50	\$0.15	\$28.25
Trainee	55%	\$18.54	\$1.85	\$1.50	\$2.50	\$0.15	\$24.54

(c) May 1, 2021 to April 30th, 2022 (Amended April 21st, 2021)

Restoration Work	% of JM	Base Rate	H&V	H&W	Pension	Train	Gross Rate
Journeyman		\$33.71	\$3.37	\$1.75	\$2.50	\$0.25	\$41.58
Second Period - AIT	80%	\$26.97	\$2.70	\$1.75	\$2.50	\$0.25	\$34.17
Second Period - No AIT	75%	\$25.28	\$2.53	\$1.75	\$2.50	\$0.25	\$32.31
First Period	65%	\$21.91	\$2.19	\$1.75	\$2.50	\$0.25	\$28.60
Trainee (500 Hours)	55%	\$18.54	\$1.85	\$0.00	\$0.00	\$0.25	\$20.64

(d) May 1, 2022 to April 30th, 2023 (Amended April 21st, 2021)

Wages rates will be as those listed in **Clause B-4.01**.