

Insulators
November 2021 Wage Adjustment

ARTICLE 9.00 - WAGES

Gross Rate Adjustment: Journeyman Gross Rate x 0.055%.

Other classification rates adjusted from Journeyman gross rate by the applicable %.

For allocation the full increase was distributed to the Base Rate and Holiday & Vacation Pay.

INDUSTRIAL INSULATOR

EFFECTIVE RATE	BASE RATE	H&V	H&W	WC	PENS	PITT	TRAIN	GROSS WAGE
Foreman (\$5.50 over the Journeyman rate)								
28-Nov-21	48.46	4.85	2.21	0.10	6.57	0.50	0.25	62.94
Journeyman								
28-Nov-21	42.96	4.30	2.21	0.10	6.57	0.50	0.25	56.89
Third Year Apprentice – Based on 80% of the Journeyman Rate								
28-Nov-21	34.36	3.44	2.21	0.10	5.26	0.50	0.25	46.12
Second Year Apprentice – Based on 65% of the Journeyman Rate								
28-Nov-21	27.92	2.79	2.21	0.10	4.27	0.50	0.25	38.04
First Year Apprentice – Based on 50% of the Journeyman Rate								
28-Nov-21	21.48	2.15	2.21	0.10	3.29	0.50	0.25	29.98
Helper – Based on 50% of the Journeyman Rate								
28-Nov-21	21.48	2.15	2.21	0.10	6.57	0.50	0.25	33.26

INDUSTRIAL - PENSIONER/TFW

EFFECTIVE RATE	BASE RATE	H&V	H&W	WC	PENS	PITT	TRAIN	GROSS WAGE
Foreman (\$5.50 over the Journeyman rate)								
28-Nov-21	53.24	5.32	2.21	0.10	0.00	0.50	0.25	61.62
Journeyman								
28-Nov-21	47.75	4.77	2.21	0.10	0.00	0.50	0.25	55.58
Third Year Apprentice – Based on 80% of the Journeyman Rate								
28-Nov-21	38.20	3.82	2.21	0.10	0.00	0.50	0.25	45.08
Second Year Apprentice – Based on 65% of the Journeyman Rate								
28-Nov-21	31.04	3.10	2.21	0.10	0.00	0.50	0.25	37.20
First Year Apprentice – Based on 50% of the Journeyman Rate								
28-Nov-21	23.87	2.39	2.21	0.10	0.00	0.50	0.25	29.32
Helper – Based on 55% of the Journeyman Rate								
28-Nov-21	26.28	2.63	2.21	0.10	0.00	0.50	0.25	31.97

COMMERCIAL INSULATOR

EFFECTIVE RATE	BASE RATE	H&V	H&W	WC	PENS	PITT	TRAIN	GROSS WAGE
Foreman (\$4.00 over the Journeyperson rate)								
28-Nov-21	36.60	3.65	2.10	0.10	6.25	0.50	0.25	49.45
Journeyperson								
28-Nov-21	32.60	3.26	2.10	0.10	6.25	0.50	0.25	45.06
Third Year Apprentice – Based on 80% of the Journeyman Rate								
28-Nov-21	26.09	2.61	2.10	0.10	5.00	0.50	0.25	36.65
Second Year Apprentice – Based on 65% of the Journeyman Rate								
28-Nov-21	21.19	2.12	2.10	0.10	4.06	0.50	0.25	30.32
First Year Apprentice – Based on 50% of the Journeyman Rate								
28-Nov-21	16.31	1.63	2.10	0.10	3.13	0.50	0.25	24.02
Helper – Based on 50% of the Journeyman Rate								
28-Nov-21	16.32	1.63	2.10	0.10	6.25	0.50	0.25	27.15

COMMERCIAL - PENSIONER/TFW

EFFECTIVE RATE	BASE RATE	H&V	H&W	WC	PENS	PITT	TRAIN	GROSS WAGE
Foreman (\$4.00 over the Journeyperson rate)								
28-Nov-21	41.15	4.11	2.10	0.10	0.00	0.50	0.25	48.21
Journeyperson								
28-Nov-21	37.15	3.71	2.10	0.10	0.00	0.50	0.25	43.81
Third Year Apprentice – Based on 80% of the Journeyman Rate								
28-Nov-21	29.72	2.97	2.10	0.10	0.00	0.50	0.25	35.64
Second Year Apprentice – Based on 65% of the Journeyman Rate								
28-Nov-21	24.15	2.41	2.10	0.10	0.00	0.50	0.25	29.51
First Year Apprentice – Based on 50% of the Journeyman Rate								
28-Nov-21	18.58	1.85	2.10	0.10	0.00	0.50	0.25	23.38
Helper – Based on 55% of the Journeyman Rate								
28-Nov-21	20.87	2.09	2.10	0.10	0.00	0.50	0.25	25.91

This Wage and Benefit schedule will be effective on November 28, 2021, as agreed to by the parties below, if all Parties to the Letter of Understanding “Wage Adjustment November 2021” (LoU) have agreed to the terms and conditions and signed the (LoU).

All of which is agreed to this _____ day of November 2021 and signed on behalf of the parties:

For the Association**For the Union**

ORIGINAL SIGNATURE ON FILE

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Joe McFadyen, President
Construction Labour Relations -
An Alberta Association

Kevin Lecht, Business Manager, International Association of Heat
and Frost Insulators and Allied Workers, Local Union 110
Edmonton and Calgary