

November 2021

### 13.01 Industrial Terms and Conditions

Gross Rate Adjustment: Certified Labourer GR \$47.23 x .055% = \$0.26 adjustment = GR \$47.49  
Uncertified and Trainee rates adjusted from Certified Labourer gross rate by applicable %.

#### Labourers Wage & Benefit Schedule-Industrial Work

Classification	Modifier	Base	SVP	HW	Pension	Train	Total
Certified Labourer	100%	\$35.83	\$3.58	\$2.37	\$5.06	\$0.65	\$47.49
Uncertified Labourer	93%	\$33.32	\$3.33	\$2.37	\$5.06	\$0.65	\$44.73
Trainee 3	85%	\$30.46	\$3.05	\$2.37	\$4.30	\$0.65	\$40.83
Trainee 2	75%	\$26.87	\$2.69	\$2.37	\$3.80	\$0.65	\$36.38
Trainee 1	65%	\$23.29	\$2.33	\$2.37	\$3.29	\$0.65	\$31.93

#### Pensioners – Labourers Wage & Benefit Schedule-Industrial Work

Classification	Modifier	Base	SVP	HW	Pension	Train	Total
Certified Labourer		\$39.55	\$3.96	\$2.37	\$0.00	\$0.65	\$46.53
Uncertified Labourer		\$37.04	\$3.70	\$2.37	\$0.00	\$0.65	\$43.76

*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 10 day of Nov 2021 and signed on behalf of the parties:

#### For the Association

ORIGINAL SIGNATURE ON FILE

Joe McFadyen  
President  
Construction Labour Relations  
An Alberta Association

#### For the Union

ORIGINAL SIGNATURE ON FILE

John Desfosiers  
Business Manager  
Local 92