

November 2021

Article 8 Wages, Benefits & Monetary Conditions

Gross Rate Adjustment: Journeyman Steamfitter, Welder, Plumber, & Journeyman Instrument Mechanic Gross Rate \$60.37 x .055% = \$0.33 adjustment = Gross Rate \$60.70

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

For calculation of the apprentice base rate, JM base rate plus \$0.50 of MMDF multiplied by apprentice %, minus \$0.50 to establish apprentice base rate.

Industrial 496

Industrial Schedule

Classification	Modifier	BASE	SVP	MMDF	HW	PENSION	TRAIN	SUPP	UANW	GROSS
General Foreman (\$7.50)	\$7.50	\$54.40	\$5.44	\$0.60	\$1.70	\$6.20	\$0.50	\$0.06	\$0.05	\$68.95
Foreman (\$5.50)	\$5.50	\$52.40	\$5.24	\$0.60	\$1.70	\$6.20	\$0.50	\$0.06	\$0.05	\$66.75
Journeyman SF & B Pressure Welders & Plumber	100%	\$46.90	\$4.69	\$0.60	\$1.70	\$6.20	\$0.50	\$0.06	\$0.05	\$60.70
Welder w/CWB & 4 th Yr. Appt. SF	90%	\$42.16	\$4.22	\$0.60	\$1.70	\$6.20	\$0.50	\$0.06	\$0.05	\$55.49
JM Welder w/o CWB	85%	\$39.79	\$3.98	\$0.60	\$1.70	\$6.20	\$0.50	\$0.06	\$0.05	\$52.88
3 rd Yr. Appt. SF-PF & Welder & 4 th Yr. Appt. Plumber	80%	\$37.42	\$3.74	\$0.60	\$1.70	\$6.20	\$0.50	\$0.06	\$0.05	\$50.27
3 rd Yr. Appt. Plumber	70%	\$32.68	\$3.26	\$0.60	\$1.70	\$6.20	\$0.50	\$0.06	\$0.05	\$45.05
2 nd Appt SF-PF & Welder	65%	\$30.31	\$3.03	\$0.60	\$1.70	\$6.20	\$0.50	\$0.06	\$0.05	\$42.45
2 nd Yr. Appt. Plumber	60%	\$27.94	\$2.79	\$0.60	\$1.70	\$6.20	\$0.50	\$0.06	\$0.05	\$39.84
1 st Yr. Appt. SF-PF & Welder & Plumber	50%	\$23.20	\$2.32	\$0.60	\$1.70	\$6.20	\$0.50	\$0.06	\$0.05	\$34.63

Instrument Mechanic

Instrument Mechanic

Classification	Modifier	Base	SVP	MMDF	HW	Pension	Train	Supp	UANW	Gross
Gen. Foreman	\$7.50	\$54.40	\$5.44	\$0.60	\$1.70	\$6.20	\$0.50	\$0.06	\$0.05	\$68.95
Foreman	\$5.50	\$52.40	\$5.24	\$0.60	\$1.70	\$6.20	\$0.50	\$0.06	\$0.05	\$66.75
JM Instrument Mechanic	100%	\$46.90	\$4.69	\$0.60	\$1.70	\$6.20	\$0.50	\$0.06	\$0.05	\$60.70
4th Yr. Appt.	85%	\$39.79	\$3.98	\$0.60	\$1.70	\$6.20	\$0.50	\$0.06	\$0.05	\$52.88
3 rd Yr. Appt.	75%	\$35.05	\$3.51	\$0.60	\$1.70	\$6.20	\$0.50	\$0.06	\$0.05	\$47.67
2 nd Yr. Appt.	65%	\$30.31	\$3.03	\$0.60	\$1.70	\$6.20	\$0.50	\$0.06	\$0.05	\$42.45
1 st Yr. Appt.	55%	\$25.57	\$2.56	\$0.60	\$1.70	\$6.20	\$0.50	\$0.06	\$0.05	\$37.24

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 November 2021 and signed on behalf of the parties:

For the Association

For the Union

ORIGINAL SIGNATURE ON FILE

Joe McFadyen
President
Construction Labour Relations
An Alberta Association

ORIGINAL SIGNATURE ON FILE

Trevor Robertson
Business Manager
Local 496