



IMPORTANT NOTICE

**APPENDIX "A": ALBERTA (LOCAL 146)
REVISED WAGE & BENEFIT SCHEDULE (ATTACHED)
EFFECTIVE MAY 5, 2013**

Effective May 5, 2013, as per Article 23.00 of the Alberta Collective Agreement, **the economic increase shall be \$0.14** (less the adjustments to maintain the current vacation and statutory pay levels). Please find **attached a copy of the revised Wage & Benefit Schedule for Alberta – Appendix "A"**.

Effective May 5, 2013, please note the following:

Transportation Rate:

Increase of **\$0.01 to \$0.51 per kilometre** (reflected on page 2 of the Alberta Wage & Benefit Schedule) per Article 19.01. Given the 2% adjustment to the transportation rate, the following travel allowances will also be adjusted by 2%, effective May 5th, 2013.

Initial and Return Travel Allowances will be increased by 2% (rounded to the nearest dollar) per Article 19.01 (c):

| | |
|---------------|---------------------------------------|
| Up to 200 km: | \$86.00 each way |
| 200 – 300 km: | \$122.00 each way |
| 300 – 375 km: | \$147.00 each way |
| 375 – 475 km: | \$220.00 each way (or airfare) |
| Over 475 km: | \$337.00 each way (or airfare) |

Rotational Leave Allowances will be increased by 2% (rounded to the nearest dollar) per Article 19.05:

| | |
|---------------|-----------------|
| 300 – 475 km: | \$171.00 |
| Over 475 km: | \$306.00 |

**PLEASE ENSURE A COPY OF THIS NOTICE AND THE REVISED WAGE &
BENEFIT SCHEDULE ARE PROVIDED TO YOUR PAYROLL DEPARTMENT**

March 28, 2013

APPENDIX "A"
ALBERTA WAGE & BENEFIT SCHEDULE

Boilermakers, Welders, Blacksmiths, Fitters, Riggers, General Foreman,
Foreman, Assistant Foreman, Journeyman, Apprentice, Helper

(REVISED TO INCORPORATE ECONOMIC INCREASE - EFFECTIVE MAY 5, 2013)

| EFFECTIVE DATE | 01-May-11 | 03-Jul-11 | 06-May-12 | 04-Nov-12 | 05-May-13 |
|---|-----------|-----------|-----------|-----------|-----------|
| GENERAL FOREMAN ⁽⁵⁾ | 47.73 | 47.73 | 48.46 | 49.21 | 49.34 |
| FOREMAN ⁽⁵⁾ | 45.73 | 45.73 | 46.46 | 47.21 | 47.34 |
| ASS'T FOREMAN | 43.38 | 43.38 | 44.11 | 44.86 | 44.99 |
| JOURNEYMAN RATE | 40.23 | 40.23 | 40.96 | 41.71 | 41.84 |
| 3RD YR APPRENTICE ⁽²⁾ | 35.94 | 35.94 | 36.59 | 37.27 | 37.38 |
| 2ND YEAR APPRENTICE ⁽²⁾ | 29.50 | 29.50 | 30.04 | 30.60 | 30.70 |
| 1ST YEAR APPRENTICE ⁽²⁾ | 23.05 | 23.05 | 23.49 | 23.94 | 24.01 |
| HELPER ⁽²⁾ | 29.50 | 29.50 | 30.04 | 30.60 | 30.70 |
| VACATION PAY | 6% | 6% | 6% | 6% | 6% |
| STAT. HOLIDAY PAY | 4% | 4% | 4% | 4% | 4% |
| HEALTH & WELFARE | 2.25 | 2.25 | 2.25 | 2.25 | 2.25 |
| PENSION ⁽¹⁾ | 9.00 | 9.00 | 9.00 | 9.00 | 9.00 |
| UNION PROMOTION | 0.15 | 0.15 | 0.15 | 0.15 | 0.15 |
| EDUCATIONAL TRAINING | 0.50 | 0.50 | 0.50 | 0.50 | 0.50 |
| APPRENTICESHIP | 0.10 | 0.10 | 0.10 | 0.10 | 0.10 |
| NATIONAL TRAINING ⁽³⁾ | 0.21 | 0.21 | 0.26 | 0.26 | 0.26 |
| CEFAP | 0.04 | 0.04 | 0.04 | 0.04 | 0.04 |
| AUDIOMETRIC TESTING⁽⁴⁾ | 0.03 | 0.03 | 0.00 | 0.00 | 0.00 |
| ADMINISTRATION | 0.12 | 0.25 | 0.25 | 0.25 | 0.25 |

*Note: Please contact the BCA or IBB offices for the rates and remittances applicable in Nunavut, Northwest Territories and the District of Mackenzie.

- (1) Pension contribution includes Special Funding Contribution of \$3.00
- (2) Rates for First, Second & Third Year Apprentices, and Helper are inclusive of the Collective Agreement Rate plus the "Special Funding Contribution" for the Pension Plan.
- (3) Breakdown of National Training funds follows on next page.
- (4) Effective May 6, 2012, the Audiometric Testing Fund will be suspended and the \$0.03/hour contribution will be redirected to the National Training Trust Fund (NTTF).
- (5) Effective May 6, 2012, General Foreman & Foreman who hold the Industrial Construction Crew Supervisor (ICCS) designation will be paid an additional premium of \$1.00.

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Foreman, Assistant Foreman, Journeyman, Apprentice, Helper

(REVISED TO INCORPORATE ECONOMIC INCREASE - EFFECTIVE MAY 5, 2013)

| 01-May-11 | 03-Jul-11 | 06-May-12 | 04-Nov-12 | 05-May-13 |
|-----------|-----------|-----------|-----------|-----------|
|-----------|-----------|-----------|-----------|-----------|

HOURS OF WORK (See Article 14.00)

SHIFT OPERATIONS

TWO SHIFT OPERATION

| | | | | | |
|------------------|------|------|------|------|------|
| 2ND SHIFT | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 |
| 3RD SHIFT | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 |

OVERTIME (See Article 16.01)

| | | | | | |
|----------------------------|------|------|------|------|------|
| TRANSPORTATION RATE | 0.49 | 0.49 | 0.50 | 0.50 | 0.51 |
|----------------------------|------|------|------|------|------|

SUBSISTENCE (See Article 20.01)

As per approved provincial rates

Summary of Contributions Contained in National Training (NTTF)

| | |
|---|-----------------------|
| National Training Trust Fund (NTTF) | \$0.10 ⁽¹⁾ |
| National Organizing | \$0.04 |
| Health & Safety | \$0.05 |
| Promotion | \$0.03 |
| National Marketing | \$0.04 |
| Temporary Foreign Worker*/Workforce Planning (\$0.05)** | \$0.00 ⁽²⁾ |
| RSAP (\$0.10)* | \$0.00 |

* Suspended as of January 2, 2011

** The Workforce Planning contribution of \$0.05/hour (that was to be effective May 6, 2012) will **NOT** be implemented at this time.

- (1) Effective May 6, 2012, the Audiometric Testing Fund will be suspended and the \$0.03/hour contribution will be redirected to the National Training Trust Fund (NTTF) along with an additional increase of \$0.02/hour to the NTTF.
- (2) The contribution of \$0.05/hour for Workforce Planning (that was to be effective May 6, 2012) will **NOT** be implemented at this time.