

**APPENDIX "A"**

**ALBERTA AND NORTHWEST TERRITORIES AND DISTRICT OF MACKENZIE**

**WAGE AND BENEFIT SCHEDULE (\$)**

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

**REVISED JULY 1, 2010 RE: CEFAP**

| <b>EFFECTIVE DATE</b>                     | <b>1-Nov-09</b> | <b>1-Jan-10</b>     | <b>02-May-10</b>    | <b>1-Jul-10</b>     |
|---|-----------------|---------------------|---------------------|---------------------|
| <b>GENERAL FOREMAN</b>                    | 48.15           | 46.79               | 49.09               | 47.73               |
| <b>FOREMAN</b>                            | 46.15           | 44.79               | 47.09               | 45.73               |
| <b>ASS'T FOREMAN</b>                      | 43.80           | 42.44               | 44.74               | 43.38               |
| <b>JOURNEYMAN RATE</b>                    | 40.65           | 39.29               | 41.59               | 40.23               |
| <b>3RD YR APPRENTICE <sup>(2)</sup></b>   | 36.59           | 35.22               | 37.29               | 35.94               |
| <b>2ND YEAR APPRENTICE <sup>(2)</sup></b> | 30.49           | 29.13               | 30.85               | 29.50               |
| <b>1ST YEAR APPRENTICE <sup>(2)</sup></b> | 24.39           | 23.03               | 24.41               | 23.05               |
| <b>HELPER</b>                             | 30.49           | 29.13               | 30.85               | 29.50               |
| <b>VACATION PAY</b>                       | 6%              | 6%                  | 6%                  | 6%                  |
| <b>STAT. HOLIDAY PAY</b>                  | 4%              | 4%                  | 4%                  | 4%                  |
| <b>HEALTH &amp; WELFARE</b>               | 2.25            | 2.25                | 2.25                | 2.25                |
| <b>PENSION <sup>(1)</sup></b>             | 6.00            | 7.50 <sup>(a)</sup> | 7.50 <sup>(a)</sup> | 9.00 <sup>(b)</sup> |
| <b>UNION PROMOTION</b>                    | 0.15            | 0.15                | 0.15                | 0.15                |
| <b>EDUCATIONAL TRAINING</b>               | 0.50            | 0.50                | 0.50                | 0.50                |
| <b>APPRENTICESHIP</b>                     | 0.10            | 0.10                | 0.10                | 0.10                |
| <b>NATIONAL TRAINING <sup>(3)</sup></b>   | 0.46            | 0.46                | 0.46                | 0.46                |
| <b>CEFAP</b>                              | 0.015           | 0.015               | 0.015               | 0.02                |
| <b>AUDIOMETRIC TESTING</b>                | 0.03            | 0.03                | 0.03                | 0.03                |
| <b>ADMINISTRATION</b>                     | 0.12            | 0.12                | 0.12                | 0.12                |

(1) Pension contribution is comprised of two components, a Basic Pension Deduction and a Special Funding Contribution:

- (a) Includes Special Funding Contribution of \$1.50
- (b) 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 Page 2.

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|-----------------|-----------------|------------------|-----------------|
|-----------------|-----------------|------------------|-----------------|

**HOURS OF WORK**

(See Article 14.00)

**SHIFT OPERATIONS**

**TWO SHIFT OPERATION**

**2ND SHIFT**

3.00

3.00

3.00

3.00

**3RD SHIFT**

3.00

3.00

3.00

3.00

**OVERTIME**

(See Article 16.01)

**TRANSPORTATION RATE**

0.49

0.49

0.49

0.49

**SUBSISTENCE**

(See Article 20.01)

As per approved provincial rates

**Summary of Contributions Contained in National Training (NTTF)**

|                          |        |
|--------------------------|--------|
| National Training (NTTF) | \$0.05 |
| National Organizing      | \$0.04 |
| Health & Safety          | \$0.05 |
| Promotion                | \$0.03 |
| TFW                      | \$0.15 |
| RSAP                     | \$0.10 |
| National Marketing       | \$0.04 |