

**APPENDIX "A" : NEWFOUNDLAND & LABRADOR
WAGE AND BENEFIT SCHEDULE**

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

| EFFECTIVE DATE | 04-Jul-10 | 03-Jul-11 | 04-Aug-11 | 06-May-12 | 05-May-13 |
|-----------------------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| GENERAL FOREMAN | 28.46 | 28.46 | 33.24 | 34.98 | 36.72 |
| FOREMAN | 27.36 | 27.36 | 32.14 | 33.88 | 35.62 |
| ASS'T FOREMAN | 26.01 | 26.01 | 30.79 | 32.53 | 34.27 |
| JOURNEYMAN | 24.81 | 24.81 | 29.09 | 30.83 | 32.57 |
| 3RD YR. APPRENT. ⁽²⁾ | 22.11 | 22.11 | 26.18 | 27.75 | 29.31 |
| 2ND YR. APPRENT. ⁽²⁾ | 18.05 | 18.05 | 21.82 | 23.12 | 24.43 |
| 1ST YR. APPRENT. ⁽²⁾ | 13.99 | 13.99 | 17.45 | 18.50 | 19.54 |
| HELPER ⁽²⁾ | 18.05 | 18.05 | 21.82 | 23.12 | 24.43 |
| VACATION PAY | 8% | 8% | 8% | 8% | 8% |
| STAT. PAY | 4% | 4% | 4% | 4% | 4% |
| HEALTH & WELFARE | 2.25 | 2.25 | 2.25 | 2.25 | 2.25 |
| PENSION ⁽¹⁾ | 7.50 ^(a) | 7.50 ^(a) | 7.50 ^(a) | 7.50 ^(a) | 7.50 ^(a) |
| JOB PROMOTION | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 |
| EDUCATIONAL TRAIN. | 0.23 | 0.23 | 0.30 | 0.33 | 0.36 |
| APPRENTICESHIP | 0.16 | 0.16 | 0.20 | 0.22 | 0.24 |
| ADMINISTRATION | 0.45 | 0.55 | 0.55 | 0.55 | 0.55 |
| NATIONAL TRAINING ⁽³⁾ | 0.18 | 0.18 | 0.18 | 0.18 | 0.18 |
| BLD. TRADES CONTR. | 0.20 | 0.20 | 0.30 | 0.30 | 0.30 |
| AUDIOMETRIC TESTING | 0.03 | 0.03 | 0.03 | 0.03 | 0.03 |
| *BENEVOLENT FUND | 0.12 | 0.12 | 0.12 | 0.12 | 0.12 |
| HOURS OF WORK | 8 | 8 | 8 | 8 | 8 |
| SHIFT PREMIUM | | | | | |
| 2ND SHIFT | 1 1/5 | 1 1/5 | 1 1/5 | 1 1/5 | 1 1/5 |
| 3RD SHIFT | 1 1/5 | 1 1/5 | 1 1/5 | 1 1/5 | 1 1/5 |
| OVERTIME | 2 | 2 | 2 | 2 | 2 |
| SUBSISTENCE | \$63/CAL DAY | \$63/CAL DAY | \$68/CAL DAY | \$73/CAL DAY | \$78/CAL DAY |

* Benevolent Fund to be remitted directly to the Union.

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

(a) Includes Special Funding Contribution of \$2.50

(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.

Summary of Contributions contained in National Training (NTTF)

| | |
|--------------------------|--------|
| National Training (NTTF) | \$0.05 |
| National Organizing | \$0.04 |
| Promotion | \$0.03 |
| National Marketing | \$0.04 |
| Leap Fund | \$0.02 |