

****Effective: May 3, 2009 / Nov. 1, 2009**

****Revised: April 20, 2009**

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

EFFECTIVE DATE	Aug 12, 2007	Dec 1, 2007	May 4, 2008	July 1, 2008	May 3, 2009	Nov 1, 2009	May 2, 2010*
GENERAL FOREMAN	43.97	43.97	45.16	45.16	46.65	48.15	50.44
FOREMAN	41.97	41.97	43.16	43.16	44.65	46.15	48.44
ASS'T FOREMAN	39.62	39.62	40.81	40.81	42.30	43.80	46.09
JOURNEYMAN RATE	36.47	36.47	37.66	37.66	39.15	40.65	42.94
3RD YR APPRENTICE	32.82	32.82	33.89	33.89	35.24	36.59	38.65
2ND YEAR APPRENTICE	27.35	27.35	28.25	28.25	29.36	30.49	32.21
1ST YEAR APPRENTICE	21.88	21.88	22.60	22.60	23.49	24.39	25.76
HELPER	27.35	27.35	28.25	28.25	29.36	30.49	32.21
VACATION PAY	6%	6%	6%	6%	6%	6%	6%
STAT. HOLIDAY PAY	4%	4%	4%	4%	4%	4%	4%
HEALTH & WELFARE	2.25	2.25	2.25	2.25	2.25	2.25	2.25
PENSION	5.00	5.00	6.00	6.00	6.00	6.00	6.00
UNION PROMOTION	0.15	0.15	0.15	0.15	0.15	0.15	0.15
EDUCATIONAL TRAINING	0.50	0.50	0.50	0.50	0.50	0.50	0.50
APPRENTICESHIP	0.10	0.10	0.10	0.10	0.10	0.10	0.10
NATIONAL TRAINING	0.46	0.46	0.46	0.46	0.46	0.46	0.46
CEFAP	0.025	0.020	0.020	0.015	0.015	0.015	0.015
AUDIOMETRIC TESTING	0.03	0.03	0.03	0.03	0.03	0.03	0.03
ADMINISTRATION	0.12	0.12	0.12	0.12	0.12	0.12	0.12
HOURS OF WORK	(See Article 14:00)						
SHIFT OPERATIONS							
TWO SHIFT OPERATION							
2ND SHIFT	3.00	3.00	3.00	3.00	3.00	3.00	3.00
3RD SHIFT	3.00	3.00	3.00	3.00	3.00	3.00	3.00
OVERTIME	(See Article 16:01)						
TRANSPORTATION RATE	0.47	0.47	0.49	0.49	0.49	0.49	0.49
SUBSISTENCE	(See Article 20:01) As per approved provincial rates						

* Rates are subject to an additional annual adjustment.

[See Page A15 (Page A19 in Collective Agreement Booklet) for further details.]

** April 20, 2009 Revision to Incorporate Split of 2009 Increase