

APPENDIX "A" :  
ALBERTA AND NORTHWEST TERRITORIES  
AND DIST. OF MACKENZIE

**REVISED JULY 1, 2008 RE: CEFAP\*\***

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

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

<b>EFFECTIVE DATE DATE</b>	<b>Aug 12/ 2007</b>	<b>Dec 1/ 2007</b>	<b>May 4/ 2008</b>	<b>July 1/ 2008</b>	<b>May 3/ 2009*</b>	<b>May 2/ 2010*</b>
GENERAL FOREMAN	43.97	43.97	45.16	45.16	48.15	50.44
FOREMAN	41.97	41.97	43.16	43.16	46.15	48.44
ASS'T FOREMAN	39.62	39.62	40.81	40.81	43.80	46.09
JOURNEYMAN RATE	36.47	36.47	37.66	37.66	40.65	42.94
3RD YR. APP RENTICE	32.82	32.82	33.89	33.89	36.59	38.65
2ND YR. APPRENTICE	27.35	27.35	28.25	28.25	30.49	32.21
1ST YR. APPRENTICE	21.88	21.88	22.60	22.60	24.39	25.76
HELPER	27.35	27.35	28.25	28.25	30.49	32.21
VACATION PAY	6%	6%	6%	6%	6%	6%
STAT. HOLIDAY PAY	4%	4%	4%	4%	4%	4%
HEALTH & WELFARE	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
UNION PROMOTION	.15	.15	.15	.15	.15	.15
EDUCATIONAL TRAINING	.50	.50	.50	.50	.50	.50
APPRENTICESHIP	.10	.10	.10	.10	.10	.10
NATIONAL TRAINING	.46	.46	.46	.46	.46	.46
CEFAP	.025	.02	.02	.015**	.015**	.015**
AUDIOMETRIC TESTING	.03	.03	.03	.03	.03	.03
ADMINISTRATION	.12	.12	.12	.12	.12	.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
3RD SHIFT:	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
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.]