

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 OCTOBER 18, 2009 TO INCORPORATE PENSION CONTRIBUTION INCREASES

EFFECTIVE DATE	4-May-08	1-Jul-08	3-May-09	1-Nov-09	1-Jan-10	02-May-10*	1-Jul-10
GENERAL FOREMAN	45.16	45.16	46.65	48.15	46.79	49.09	47.73
FOREMAN	43.16	43.16	44.65	46.15	44.79	47.09	45.73
ASS'T FOREMAN	40.81	40.81	42.30	43.80	42.44	44.74	43.38
JOURNEYMAN RATE	37.66	37.66	39.15	40.65	39.29	41.59	40.23
3RD YR APPRENTICE	33.89	33.89	35.24	36.59	35.22 **	37.29 **	35.94 **
2ND YEAR APPRENTICE	28.25	28.25	29.36	30.49	29.13 **	30.85 **	29.50 **
1ST YEAR APPRENTICE	22.60	22.60	23.49	24.39	23.03 **	24.41 **	23.05 **
HELPER	28.25	28.25	29.36	30.49	29.13 **	30.85 **	29.50 **
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	6.00	6.00	6.00	6.00	7.50	7.50	9.00
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	0.020	0.015	0.015	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	0.49	0.49	0.49	0.49	0.49	0.49	0.49
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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.]

** 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.