

APPENDIX "C"
MANITOBA AND NUNAVUT

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 | 6-Jul-08 | 5-Jul-09 | 1-Jan-10 | 1-Jul-10 |
|-----------------------------|-------------------------------|--------------------------------|-------------------------------|--------------------------------|
| GENERAL FOREMAN | 33.17 | 34.31 | 33.12 | 31.93 |
| FOREMAN | 30.67 | 31.81 | 30.62 | 29.43 |
| ASS'T FOREMAN | 29.67 | 30.81 | 29.62 | 28.43 |
| JOURNEYMAN | 28.17 | 29.31 | 28.12 | 26.93 |
| 3RD YR. APPRENT. | 25.35 | 26.38 | 25.19 ** | 24.00 ** |
| 2ND YR. APPRENT. | 21.13 | 21.98 | 20.79 ** | 19.60 ** |
| 1ST YR. APPRENT. | 16.90 | 17.59 | 16.40 ** | 15.21 ** |
| HELPER | 21.13 | 21.98 | 20.79 ** | 19.60 ** |
| VACATION PAY | 6% | 6% | 6% | 6% |
| STAT. PAY | 4% | 4% | 4% | 4% |
| HEALTH & WELFARE | 2.00 | 2.00 | 2.00 | 2.00 |
| PENSION | 5.00 | 5.25 | 6.56 | 7.87 |
| UNION PROMOTION | 0.10 | 0.10 | 0.10 | 0.10 |
| EDUCATIONAL TRAIN. | 0.20 | 0.20 | 0.20 | 0.20 |
| APPRENTICESHIP | 0.20 | 0.20 | 0.20 | 0.20 |
| NATIONAL TRAINING | 0.21 | 0.21 | 0.21 | 0.21 |
| AUDIOMETRIC TESTING | 0.03 | 0.03 | 0.03 | 0.03 |
| ADMINISTRATION | 0.12 | 0.12 | 0.12 | 0.12 |
| HOURS OF WORK | 8 | 8 (See Article 14:00) | 8 | 8 |
| SHIFT PREMIUM | | | | |
| 2ND SHIFT | \$2.50 | \$2.50 | \$2.50 | \$2.50 |
| 3RD SHIFT | \$2.50 | \$2.50 | \$2.50 | \$2.50 |
| OVERTIME | 2 | 2 | 2 | 2 |
| TRANSPORTATION RATE | \$0.54 | \$0.57 | \$0.60 | \$0.63 |
| SUBSISTENCE | \$95/day See Art. 20:01 | \$100/day See Art. 20:01 | \$95/day See Art. 20:01 | \$100/day See Art. 20:01 |

** 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.