

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 JULY 1, 2010 RE: CEFAP

EFFECTIVE DATE	1-Nov-09	1-Jan-10	02-MAY-10	1-Jul-10
GENERAL FOREMAN	48.15	46.79	49.09	47.73
FOREMAN	46.15	47.09	45.73	45.73
ASS'T FOREMAN	43.80	42.44	44.74	43.38
JOURNEYMAN RATE	40.65	39.29	41.59	40.23
3RD YR APPRENTICE ⁽²⁾	36.59	35.22	37.29	35.94
2ND YR APPRENTICE ⁽²⁾	30.49	29.13	30.85	29.50
1ST YR APPRENTICE ⁽²⁾	24.39	23.03	24.41	23.05
HELPER	30.49	29.13	30.85	29.50
VACATION PAY	6%	6%	6%	6%
STAT. HOLIDAY PAY	4%	4%	4%	4%
HEALTH & WELFARE	2.25	2.25	2.25	2.25
PENSION ⁽³⁾	6.00	7.50 ^(a)	7.50 ^(a)	9.00 ^(b)
UNION PROMOTION	0.15	0.15	0.15	0.15
EDUCATION TRAINING	0.50	0.50	0.50	0.50
APPRENTICESHIP	0.10	0.10	0.10	0.10
NATIONAL TRAINING ⁽³⁾	0.46	0.46	0.46	0.46
CEFAP	0.015	0.015	0.015	0.015
AUDIOMETRIC TESTING	0.03	0.03	0.03	0.03
ADMINISTRATION	0.12	0.12	0.12	0.12

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

(a) Includes Special Funding Contribution of \$1.50

(b) Includes Special Funding Contribution of \$3.00

(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 Page 2.

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HOURS OF WORK	(See Article 14:00)			
SHIFT OPERATIONS				
TWO SHIFT OPERATION				
2ND SHIFT	3.00	3.00	3.00	3.00
3RD SHIFT	3.00	3.00	3.00	3.00
OVERTIME	(See Article 16:01)			
TRANSPORTATION RATE	0.49	0.49	0.49	0.49
SUBSISTANCE	(See Article 20:01) As per approved provincial rates			

Summary of Contributions Contained in National Training (NTTF)

National Training (NTTF)	\$0.05
National Organizing	\$0.04
Health & Safety	\$0.05
Promotion	\$0.03
TFW	\$0.15
RSAP	\$0.10
National Marketing	\$0.04