

SUMMARY OF WAGES IN CONSTRUCTION

ALBERTA 1997 - 1999 (Some exceptions may apply)

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
BOILERMAKERS (PROV.) **						
LOCAL UNION #146						
Journeyman:						
01.May.97	22.83	2.29	2.25	3.50	0.53	31.40
01.Jan.98	22.83	2.29	2.25	3.50	0.63	31.50
01.May.98	23.29	2.33	2.25	4.00	0.63	32.50
3rd Year:						
01.May.97	20.55	2.06	2.25	3.50	0.53	28.89
01.Jan.98	20.55	2.06	2.25	3.50	0.63	28.99
01.May.98	20.96	2.10	2.25	4.00	0.63	29.94
2nd Year:						
01.May.97	17.12	1.71	2.25	3.50	0.53	25.11
01.Jan.98	17.12	1.71	2.25	3.50	0.63	25.21
01.May.98	17.47	1.75	2.25	4.00	0.63	26.10
1st Year:						
01.May.97	13.70	1.37	2.25	3.50	0.53	21.35
01.Jan.98	13.70	1.37	2.25	3.50	0.63	21.45
01.May.98	13.97	1.40	2.25	4.00	0.63	22.25
Helper:						
01.May.97	17.12	1.71	2.25	3.50	0.53	25.11
01.Jan.98	17.12	1.71	2.25	3.50	0.63	25.21
01.May.98	17.47	1.75	2.25	4.00	0.63	26.10

Asst. Foreman: Journeyman Rate + 8% (eight percent)
Foreman: Journeyman Rate + 12% (twelve percent)
General Foreman: Journeyman Rate + 18% (eighteen percent)

Hours of Work = 8 (eight). Two Shift Operation, 2nd shift = \$2.00 (two dollars). Three Shift Operation, 2nd shift = 7½ (seven & one-half) for 8 (eight) hours, 3rd shift = 7 (seven) for 8 (eight) hours. Overtime normally at double (2X) time, some exception apply, see Article 16.01. Transportation Rate = 30¢/km (thirty cents), Subsistence = \$65.00 (sixty-five dollars) per day.

Other: includes union promotion, educational, national & apprenticeship training funds.

- Administration Fee of 15¢/hour (fifteen cents), as per Collective Agreement, not included in above totals.

BRICKLAYERS (PROV.) RED BRICK **
LOCAL UNION #1 & #2

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
Journeyman						
18.Jun.97	20.88	2.09	1.00	1.00		24.97
01.Nov.97	21.28	2.13	1.00	1.00		25.41
01.May.98	21.68	2.17	1.00	1.00		25.85
01.Nov.98	22.08	2.21	1.00	1.00		26.29

Probationary Apprentice (less than 120 days exp.): 60% (sixty percent) minimum journeyman wage
Registered Apprentice (minimum 1600 hours): 1st period - 60% (sixty percent) minimum journeyman wage
2nd period - 80% (eighty percent) minimum journeyman wage

WAGE SUMMARY 1997-1999.....PAGE 2

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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3rd period - 90% (ninety percent) minimum journeyman wage
\$1.50/hr (one dollar fifty cents) above journeyman rate

Working Foreman:

- Industry Advancement Fund Fee of 29¢/hr (twenty-nine cents), as per Collective Agreement, not included in above totals.

WAGE SUMMARY 1997-1999.....PAGE 3

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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**BRICKLAYERS (PROV.) REFRACTORY
LOCAL UNION #1 & #2**

CONSTRUCTION & MAINTENANCE

Journeyman

08.Jun.97	25.36	2.54	1.00	1.25		30.15
01.Nov.97	25.44	2.54	1.00	1.75		30.73
01.May.98	25.96	2.60	1.00	1.75		31.31
01.Nov.98	26.48	2.65	1.00	1.75		31.88

Probationary Apprentice (less than 120 days exp.):

60% (sixty percent) minimum journeyman wage

Registered Apprentice (minimum 1600 hours):

1st period - 60% (sixty percent) minimum journeyman wage

2nd period - 80% (eighty percent) minimum journeyman wage

3rd period - 90% (ninety percent) minimum journeyman wage

Working Foreman:

\$2.00/hr (two dollars) above regular journeyman rate

Foreman Supervisor (min. of 2 working foreman):

\$3.00/hr (three dollars) above regular journeyman rate

- Industrial Stacks, Bleaching Towers, Associated Holding Tanks - over 50' (fifty feet) above solid permanent structure, 1 hr/day (one hour per day) shall be paid and 1 (one) extra hour for each additional 50' (fifty feet). Height pay not applicable to engineering scaffold erected at base of stack or vessel.
- Employer Bargaining Agent Contribution of 12¢/hr (twelve cents) & Joint Employers Safety Program Contribution before July 97 of 5¢/hr (five cents) and increasing in July 97 to 25¢/hr (twenty-five cents), as per Collective Agreement, not included in above totals.

**CARPENTERS (PROV.)
LOCALS 1325, 2103**

COMMERCIAL

Journeyman

07.July.97	18.93	1.89	0.85	1.10	0.275	23.045
01.May.98	19.075	1.91	1.04	1.25	0.28	23.555
01.Nov.98	19.285	1.93	1.04	1.25	0.28	23.785

4th Yr Apprentice

07.July.97	17.04	1.70	0.85	1.10	0.275	20.965
01.May.98	17.17	1.72	1.04	1.25	0.28	21.46
01.Nov.98	17.36	1.74	1.04	1.25	0.28	21.67

3rd Yr Apprentice

07.July.97	15.14	1.51	0.85	1.10	0.275	18.875
01.May.98	15.26	1.53	1.04	1.25	0.28	19.36
01.Nov.98	15.43	1.54	1.04	1.25	0.28	19.54

2nd Yr Apprentice

07.July.97	13.25	1.33	0.85	1.10	0.275	16.805
01.May.98	13.35	1.34	1.04	1.25	0.28	17.26
01.Nov.98	13.50	1.35	1.04	1.25	0.28	17.42

1st Yr Apprentice

07.July.97	11.36	1.14	0.85	1.10	0.275	14.725
01.May.98	11.45	1.15	1.04	1.25	0.28	15.17
01.Nov.98	11.57	1.16	1.04	1.25	0.28	15.30

WAGE SUMMARY 1997-1999.....PAGE 4

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
CARPENTERS (PROV.)...continued...						
<u>INDUSTRIAL</u>						
Journeyman						
07.July.97	23.97	2.40	0.85	1.10	0.275	28.595
01.May.98	24.35	2.43	1.04	1.25	0.28	29.35
01.Nov.98	24.755	2.48	1.04	1.25	0.28	29.805
4th Yr Apprentice						
07.July.97	21.57	2.16	0.85	1.10	0.275	25.955
01.May.98	21.92	2.19	1.04	1.25	0.28	26.68
01.Nov.98	22.28	2.23	1.04	1.25	0.28	27.08
3rd Yr Apprentice						
07.July.97	19.18	1.92	0.85	1.10	0.275	23.325
01.May.98	19.48	1.95	1.04	1.25	0.28	24.00
01.Nov.98	19.81	1.98	1.04	1.25	0.28	24.36
2nd Yr Apprentice						
07.July.97	16.78	1.68	0.85	1.10	0.275	20.685
01.May.98	17.05	1.70	1.04	1.25	0.28	21.32
01.Nov.98	17.33	1.73	1.04	1.25	0.28	21.63
1st Yr Apprentice						
07.July.97	14.38	1.44	0.85	1.10	0.275	18.045
01.May.98	14.61	1.46	1.04	1.25	0.28	18.64
01.Nov.98	14.85	1.49	1.04	1.25	0.28	18.91

Other: Alberta Training and Apprenticeship Competition Fund.

Foreman: Commercial = journeyman rate + \$1.75 (one dollar seventy-five cents), Industrial = journeyman rate + \$2.50 (two dollars fifty cents)

- Shift Premiums: Commercial = \$0.50/hr (fifty cents) for a "second" shift & \$1.00/hr (one dollar) for a "third" shift, Industrial = \$1.75/hr (one dollar seventy-five cents) for any "second" or "third" shift
- Employers' Organization Dues of 12¢/hr (twelve cents) & Alberta Building Trades Council Check-Off of 5¢/hr (five cents), as per Collective Agreement, not included in above totals.

**CEMENT MASONS (PROV.)
LOCAL UNIONS 2**

COMMERCIAL

Journeyman						
07.July.97	18.00	1.80	0.90	1.50	0.06	22.26
01.May.98	18.40	1.84	0.90	1.50	0.06	22.70
01.Nov.98	18.64	1.86	0.90	1.50	0.06	22.96

WAGE SUMMARY 1997-1999.....PAGE 5

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
CEMENT MASONS (PROV.)...continued...						
3rd Yr Apprentice						
07.July.97	15.30	1.53	0.90	1.50	0.06	19.29
01.May.98	15.64	1.56	0.90	1.50	0.06	19.66
01.Nov.98	15.84	1.58	0.90	1.50	0.06	19.88
2nd Yr Apprentice						
07.July.97	13.50	1.35	0.90	1.50	0.06	17.31
01.May.98	13.80	1.38	0.90	1.50	0.06	17.64
01.Nov.98	13.98	1.40	0.90	1.50	0.06	17.84
1st Yr Apprentice						
07.July.97	11.70	1.17	0.90	1.50	0.06	15.33
01.May.98	11.96	1.20	0.90	1.50	0.06	15.62
01.Nov.98	12.12	1.21	0.90	1.50	0.06	15.79
Trainee						
07.July.97	9.90	0.99	0.90	1.50	0.06	13.35
01.May.98	10.12	1.01	0.90	1.50	0.06	13.59
01.Nov.98	10.25	1.03	0.90	1.50	0.06	13.74

INDUSTRIAL

Journeyman						
07.July.97	23.40	2.34	0.90	1.30	0.06	28.00
01.May.98	24.00	2.40	0.90	1.50	0.06	28.86
01.Nov.98	24.33	2.43	0.90	1.50	0.06	29.22
3rd Yr Apprentice						
07.July.97	19.89	1.99	0.90	1.30	0.06	24.14
01.May.98	20.40	2.04	0.90	1.50	0.06	24.90
01.Nov.98	20.68	2.07	0.90	1.50	0.06	25.21
2nd Yr Apprentice						
07.July.97	17.55	1.76	0.90	1.30	0.06	21.57
01.May.98	18.00	1.80	0.90	1.50	0.06	22.26
01.Nov.98	18.25	1.83	0.90	1.50	0.06	22.54
1st Yr Apprentice						
07.July.97	15.21	1.52	0.90	1.30	0.06	18.99
01.May.98	15.60	1.56	0.90	1.50	0.06	19.62
01.Nov.98	15.81	1.58	0.90	1.50	0.06	19.85
Trainee						
07.July.97	12.87	1.29	0.90	1.30	0.06	16.42
01.May.98	13.20	1.32	0.90	1.50	0.06	16.98
01.Nov.98	13.38	1.34	0.90	1.50	0.06	17.18

Other: Apprenticeship Training Fund and Program

Foreman: Commercial = journeyman rate + \$1.75 (one dollar seventy-five cents), Industrial = journeyman rate + \$2.50 (two dollars fifty cents)

- Shift Premiums: Commercial = \$0.50/hr (fifty cents) for a "second" shift & \$1.00/hr (one dollar) for a "third" shift, Industrial = \$1.75/hr (one dollar seventy-five cents) for any "second" or "third" shift
- Employers' Organization Dues of 12¢/hr (twelve cents) & Alberta Building Trades Council Check-Off of 5¢/hr (five cents), as per Collective Agreement, not included in above totals.

WAGE SUMMARY 1997-1999.....PAGE 6

<u>Date</u>		<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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ELECTRICIANS (PROV.) **

COMMERCIAL

LOCAL 254 - 01.May.98

	MRT Fund						
General Foreman	0.53	22.55	2.26	1.22	2.28	0.15	28.99
Foreman	0.50	21.40	2.14	1.22	2.28	0.15	27.69
Sub-Foreman	0.47	20.07	2.01	1.22	2.28	0.15	26.20
Journeyman*	0.45	19.11	1.91	1.22	2.28	0.15	25.12
4 th Yr Apprentice	0.36	15.29	1.53	1.22	2.28	0.15	20.83
3 rd Yr Apprentice	0.32	13.38	1.34	1.22	2.28	0.15	18.69
2 nd Yr Apprentice	0.27	11.47	1.15	1.22	2.28	0.15	16.54
1 st Yr Apprentice	0.23	9.56	0.96	1.22	2.28	0.15	14.40

LOCAL 254 - 01.Nov.98

	MRT Fund						
General Foreman	0.53	23.12	2.31	1.22	2.28	0.20	29.66
Foreman	0.50	21.94	2.19	1.22	2.28	0.20	28.33
Sub-Foreman	0.47	20.57	2.06	1.22	2.28	0.20	26.80
Journeyman*	0.45	19.59	1.96	1.22	2.28	0.20	25.70
4 th Yr Apprentice	0.36	15.67	1.57	1.22	2.28	0.20	21.30
3 rd Yr Apprentice	0.32	13.71	1.37	1.22	2.28	0.20	19.10
2 nd Yr Apprentice	0.27	11.75	1.18	1.22	2.28	0.20	16.90
1 st Yr Apprentice	0.23	9.80	0.98	1.22	2.28	0.20	14.71

LOCAL 424 - 01.May.98

	MRT Fund						
General Foreman	0.94	23.60	2.36	1.22	2.28	0.30	30.70
Foreman	0.90	22.40	2.24	1.22	2.28	0.30	29.34
Sub-Foreman	0.84	21.00	2.10	1.22	2.28	0.30	27.74
Journeyman*	0.80	20.00	2.00	1.22	2.28	0.30	26.60
4 th Yr Apprentice	0.64	16.00	1.60	1.22	2.28	0.30	22.04
3 rd Yr Apprentice	0.56	14.00	1.40	1.22	2.28	0.30	19.76
2 nd Yr Apprentice	0.48	12.00	1.20	1.22	2.28	0.30	17.48
1 st Yr Apprentice	0.40	10.00	1.00	1.22	2.28	0.30	15.20

INDUSTRIAL

LOCAL 254 & 424

01.May.98

	MRT Fund						
General Foreman	1.13	29.75	2.98	1.22	2.28	0.30	37.66
Foreman	1.07	28.24	2.82	1.22	2.28	0.30	35.93
Sub-Foreman	1.00	26.47	2.65	1.22	2.28	0.30	33.92
Journeyman*	0.96	25.21	2.52	1.22	2.28	0.30	32.49
4 th Yr Apprentice	0.76	20.17	2.02	1.22	2.28	0.30	26.75
3 rd Yr Apprentice	0.67	17.65	1.77	1.22	2.28	0.30	23.89
2 nd Yr Apprentice	0.57	15.13	1.51	1.22	2.28	0.30	21.01
1 st Yr Apprentice	0.48	12.61	1.26	1.22	2.28	0.30	18.15

WAGE SUMMARY 1997-1999.....PAGE 7

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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ELECTRICIANS (PROV.) ** ...continued...

* Includes Electrician (Inside Wireman), Welder, Instrument Mechanic (Instrument Technician), Lineman, and Operator (Equipment).

Other: Electrical Education Fund

NOT INCLUDED ABOVE:

- Union Dues [Article 4.08]
- Additional Union Dues - \$0.05/hr (five cents) [Article 4.08 & 11.04 (c)]
- R.R.S.P. - \$1.00/hr (one dollar), General Foreman, Foreman, Sub-Foreman & Journeyman [Article 11.04(c)(ii)]
- ECAA Industry Fund - 12¢/hr (twelve cents), effective December 1, 1997 [Appendix 'C']

ELEVATOR CONSTRUCTORS (PROV.)

Construction and Maintenance, Service & Repair

CALGARY - LOCAL 130

25.Aug.97	26.40	2.64	0.93	2.50	0.085	32.555
01.May.98	27.35	2.735	1.18	2.25	0.085	33.60

EDMONTON - LOCAL 122

25.Aug.97	26.25	2.625	0.93	2.50	0.085	32.39
01.May.98	27.35	2.735	1.18	2.25	0.085	33.60

Rate Percentage of Established Mechanic (listed above):

- Probationary Helper - 55% (fifty-five percent);
- Helper - 60% (sixty percent);
- Helper 1 - 70% (seventy percent);
- Helper 2 - 75% (seventy-five percent);
- Helper 3 - 80% (eighty percent);
- Mechanic-in-Charge - 112½% (one hundred twelve & one half percent) for 3 or more employees;
- Mechanic-in-Charge - 115% (one hundred fifteen percent) for 8 or more employees;
- Mechanic-in-Charge - 120% (one hundred twenty percent) for 15 or more employees;
- Adjuster - 115% (one hundred fifteen percent);
- Local Representative (resident mechanic) - 112½% (one hundred twelve & one half percent)

Other: Education Fund

- Employer Bargaining Agent Contribution of 12¢/hr (twelve cents), as per Collective Agreement, not included in above totals.

**GLAZIERS (PROV.) **
LOCAL UNION #177**

Journeyman:

01.May.95	19.75	1.98	0.75	0.65	0.14	23.20
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Foreman: 12% (twelve percent) above Journeyman rate.

Lead Hand: Minimum of \$1.00 (one dollar) above Journeyman rate.

WAGE SUMMARY 1997-1999.....PAGE 8

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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GLAZIERS (PROV.) **...continued...

PROJECTS UP TO \$20,000.00

01.May.95	16.79	1.68	1.00	1.05	0.14	20.59
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PROJECTS BETWEEN \$20,000.00 UP TO \$250,000.00

01.May.95	17.78	1.78	1.00	1.05	0.14	21.68
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Apprenticeship:

- 1st period: 55% (fifty-five percent) of the Journeyman rate
- 2nd period: 60% (sixty percent) of the Journeyman rate
- 3rd period: 75% (seventy-five percent) of the Journeyman rate
- 4th period: 85% (eighty-five percent) of the Journeyman rate

Other: Includes 4¢ (four cents) Joint Trade Board Employer Contribution + 5¢ (five cents) Building Trades Fund + 5¢ (five cents) Glaziers Employer Association of Alberta. Of the 14¢ (fourteen cents) contributed, 7¢ (seven cents) is Employer contribution and 7¢ (seven cents) is Employee contribution. Only the Employer contribution of 7¢ (seven cents) is included in the Gross Wage. There is a 60¢ (sixty cents) additional premium for work performed from suspended devices. [all amounts are per hour]

**INSULATORS (PROV.)
LOCAL UNION #110**

COMMERCIAL / INSTITUTIONAL

Foreman

12.May.97	18.93	1.89	1.28	1.12	0.05	23.27
01.May.98	19.18	1.92	1.28	1.32	0.10	23.80
01.Nov.98	19.40	1.94	1.28	1.32	0.10	24.04

Journeyman

12.May.97	17.21	1.72	1.28	1.12	0.05	21.38
01.May.98	17.44	1.74	1.28	1.32	0.10	21.88
01.Nov.98	17.64	1.76	1.28	1.32	0.10	22.10

4th Year Apprentice

12.May.97	13.77	1.38	1.28	1.12	0.05	17.60
01.May.98	13.95	1.40	1.28	1.32	0.10	18.05
01.Nov.98	14.11	1.41	1.28	1.32	0.10	18.22

3rd Year Apprentice

12.May.97	12.05	1.21	1.28	1.12	0.05	15.71
01.May.98	12.21	1.22	1.28	1.32	0.10	16.13
01.Nov.98	12.35	1.24	1.28	1.32	0.10	16.29

2nd Year Apprentice

12.May.97	10.33	1.03	1.28	1.12	0.05	13.81
01.May.98	10.46	1.05	1.28	1.32	0.10	14.21
01.Nov.98	10.58	1.06	1.28	1.32	0.10	14.34

1st Year Apprentice

12.May.97	8.61	0.86	1.28	1.12	0.05	11.92
01.May.98	8.72	0.87	1.28	1.32	0.10	12.29
01.Nov.98	8.82	0.88	1.28	1.32	0.10	12.40

WAGE SUMMARY 1997-1999.....PAGE 9

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
INSULATORS (PROV.)...continued...						
<u>INDUSTRIAL</u>						
Foreman						
12.May.97	25.92	2.59	1.28	2.24	0.05	32.08
01.May.98	26.75	2.68	1.28	2.44	0.10	33.25
Journeyman						
12.May.97	23.56	2.36	1.28	2.24	0.05	29.49
01.May.98	24.32	2.43	1.28	2.44	0.10	30.57
4th Year Apprentice						
12.May.97	18.85	1.89	1.28	2.24	0.05	24.31
01.May.98	19.46	1.95	1.28	2.44	0.10	25.23
3rd Year Apprentice						
12.May.97	16.49	1.65	1.28	2.24	0.05	21.71
01.May.98	17.02	1.70	1.28	2.44	0.10	22.54
2nd Year Apprentice						
12.May.97	14.14	1.41	1.28	2.24	0.05	19.12
01.May.98	14.59	1.46	1.28	2.44	0.10	19.87
1st Year Apprentice						
12.May.97	11.78	1.18	1.28	2.24	0.05	16.53
01.May.98	12.16	1.22	1.28	2.44	0.10	17.20

Other: Training Fund

- Insulation Contractors Industry Fund contribution of 10¢/hr (ten cents), and Employers' Organization Dues of 12¢/hr (twelve cents), as per Collective Agreement, not included in above totals.

**IRONWORKERS REINFORCING (PROV.)
 LOCAL UNION #720 & #725**

COMMERCIAL/INSTITUTIONAL

Journeyman						
01.May.97	18.70	1.79	1.00	1.50	0.20	23.19
02.Nov.97	19.15	1.84	1.00	1.50	0.20	23.69
03.May.98	19.24	1.85	1.15	1.50	0.20	23.94
01.Nov.98	19.70	1.89	1.15	1.50	0.20	24.44
3rd Year Apprentice (90% of Journeyman Rate)						
01.May.97	16.83	1.62	1.00	1.50	0.20	21.15
02.Nov.97	17.24	1.65	1.00	1.50	0.20	21.59
03.May.98	17.32	1.66	1.15	1.50	0.20	21.83
01.Nov.98	17.73	1.70	1.15	1.50	0.20	22.28
2nd Year Apprentice (80% of Journeyman Rate)						
01.May.97	14.96	1.44	1.00	1.50	0.20	19.10
02.Nov.97	15.32	1.47	1.00	1.50	0.20	19.49
03.May.98	15.39	1.48	1.15	1.50	0.20	19.72
01.Nov.98	15.76	1.51	1.15	1.50	0.20	20.12

WAGE SUMMARY 1997-1999.....PAGE 10

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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IRONWORKERS REINFORCING (PROV.)...continued...

1st Year Apprentice	(70% of Journeyman Rate)					
01.May.97	13.09	1.26	1.00	1.50	0.20	17.05
02.Nov.97	13.41	1.29	1.00	1.50	0.20	17.40
03.May.98	13.47	1.29	1.15	1.50	0.20	17.61
01.Nov.98	13.79	1.32	1.15	1.50	0.20	17.96

Probationary Apprentice	(60% of Journeyman Rate)					
01.May.97	11.22	1.08	1.00	1.50	0.20	15.00
02.Nov.97	11.49	1.10	1.00	1.50	0.20	15.29
03.May.98	11.55	1.11	1.15	1.50	0.20	15.51
01.Nov.98	11.82	1.13	1.15	1.50	0.20	15.80

INDUSTRIAL

Journeyman						
01.May.97	21.85	2.10	1.00	1.50	0.20	26.65
02.Nov.97	22.31	2.14	1.00	1.50	0.20	27.15
03.May.98	22.63	2.17	1.15	1.50	0.20	27.65
01.Nov.98	22.86	2.19	1.15	1.50	0.20	27.90

3rd Year Apprentice	(90% of Journeyman Rate)					
01.May.97	19.67	1.89	1.00	1.50	0.20	24.26
02.Nov.97	20.08	1.93	1.00	1.50	0.20	24.71
03.May.98	20.36	1.96	1.15	1.50	0.20	25.17
01.Nov.98	20.57	1.97	1.15	1.50	0.20	25.39

2nd Year Apprentice	(80% of Journeyman Rate)					
01.May.97	17.48	1.68	1.00	1.50	0.20	21.86
02.Nov.97	17.85	1.71	1.00	1.50	0.20	22.26
03.May.98	18.10	1.74	1.15	1.50	0.20	22.69
01.Nov.98	18.28	1.76	1.15	1.50	0.20	22.89

1st Year Apprentice	(70% of Journeyman Rate)					
01.May.97	15.30	1.47	1.00	1.50	0.20	19.47
02.Nov.97	15.62	1.50	1.00	1.50	0.20	19.82
03.May.98	15.84	1.52	1.15	1.50	0.20	20.21
01.Nov.98	16.00	1.54	1.15	1.50	0.20	20.39

Probationary Apprentice	(60% of Journeyman Rate)					
01.May.97	13.11	1.26	1.00	1.50	0.20	17.07
02.Nov.97	13.39	1.28	1.00	1.50	0.20	17.37
03.May.98	13.58	1.30	1.15	1.50	0.20	17.73
01.Nov.98	13.71	1.32	1.15	1.50	0.20	17.88

Foreman (Comm/Instit): \$2.10/hr (two dollars and ten cents) above Journeyman rate.
Foreman (Industrial): \$2.25/hr (two dollars and twenty-five cents) above Journeyman rate.
Lead Hands(C&I): \$1.00/hr (one dollar) above Journeyman rate.

Other: apprenticeship & training fund 15¢/hr (fifteen cents), supervisory training 5¢/hr (five cents)

- Employer Bargaining Agent Contribution of 12¢/hr (twelve cents), as per Collective Agreement, not included in above totals.

WAGE SUMMARY 1997-1999.....PAGE 11

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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WAGE SUMMARY 1997-1999.....PAGE 12

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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**IRONWORKERS STRUCTURAL (PROV.)
LOCAL UNION #720 & #725**

Foreman	(\$3.00 premium on Journeyman Rate)					
01.May.97	26.95	2.70	1.00	1.50	0.20	32.35
03.Aug.97	27.24	2.72	1.00	2.00	0.20	33.16
03.May.98	27.46	2.75	1.15	2.50	0.30	34.16
01.Nov.98	27.69	2.77	1.15	2.50	0.30	34.41

Journeyman						
01.May.97	23.95	2.40	1.00	1.50	0.20	29.05
03.Aug.97	24.24	2.42	1.00	2.00	0.20	29.86
03.May.98	24.46	2.45	1.15	2.50	0.30	30.86
01.Nov.98	24.69	2.47	1.15	2.50	0.30	31.11

3rd Year Apprentice	(87% of Journeyman Rate)					
01.May.97	20.84	2.08	1.00	1.50	0.20	25.62
03.Aug.97	21.09	2.11	1.00	2.00	0.20	26.40
03.May.98	21.28	2.13	1.15	2.50	0.30	27.36
01.Nov.98	21.48	2.15	1.15	2.50	0.30	27.58

2nd Year Apprentice	(73% of Journeyman Rate)					
01.May.97	17.49	1.75	1.00	1.50	0.20	21.94
03.Aug.97	17.69	1.77	1.00	2.00	0.20	22.66
03.May.98	17.86	1.79	1.15	2.50	0.30	23.60
01.Nov.98	18.02	1.80	1.15	2.50	0.30	23.77

1st Year Apprentice - Second Six Months	(55% of Journeyman Rate)					
01.May.97	13.18	1.32	1.00	1.50	0.20	17.20
03.Aug.97	13.33	1.33	1.00	2.00	0.20	17.86
03.May.98	13.46	1.35	1.15	2.50	0.30	18.76
01.Nov.98	13.58	1.36	1.15	2.50	0.30	18.89

1st Year Apprentice - First Six Months	(47% of Journeyman Rate)					
01.May.97	11.26	1.13	1.00	1.50	0.20	15.09
03.Aug.97	11.39	1.14	1.00	2.00	0.20	15.73
03.May.98	11.50	1.15	1.15	2.50	0.30	16.60
01.Nov.98	11.60	1.16	1.15	2.50	0.30	16.71

Other: apprenticeship & training fund - 5¢ (five cents) of this is for supervisory training

- Employer Bargaining Agent Contribution of 12¢/hr (twelve cents), as per Collective Agreement, not included in above totals.

**LABOURERS GENERAL CONSTRUCTION (PROV.)
LOCAL UNION #92 & #1111**

INDUSTRIAL

22.JUN.1997

Class 1	19.55	1.95	1.25	1.30	0.35	24.40
Trainee 3	16.62	1.66	1.25	1.30	0.35	21.18
Trainee 2	14.66	1.47	1.25	1.30	0.35	19.03

WAGE SUMMARY 1997-1999.....PAGE 13

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
Trainee 1	12.71	1.27	1.25	1.30	0.35	16.88

WAGE SUMMARY 1997-1999.....PAGE 14

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
LABOURERS GENERAL CONSTRUCTION (PROV.)...continued...						
01.MAY.98						
Certified	19.96	1.99	1.35	1.50	0.35	25.15
Uncertified	19.55	1.95	1.35	1.50	0.35	24.70
Trainee 3	16.97	1.70	1.35	1.50	0.35	21.87
Trainee 2	14.97	1.50	1.35	1.50	0.35	19.67
Trainee 1	12.97	1.30	1.35	1.50	0.35	17.47

COMMERCIAL

22.JUN.97						
Class 2	14.86	1.49	1.25	0.60	0.10	18.30
Class 1	13.59	1.36	1.25	0.60	0.10	16.90
Trainee 3	11.55	1.16	1.25	0.60	0.10	14.66
Trainee 2	10.19	1.02	1.25	0.60	0.10	13.16
Trainee 1	8.84	0.88	1.25	*0.60	0.10	11.67
01.MAY.98						
Class 2	15.27	1.53	1.35	0.70	0.10	18.95
Certified Class 1	13.86	1.39	1.35	0.70	0.10	17.40
Uncertified Class 1	13.59	1.36	1.35	0.70	0.10	17.10
Trainee 3	11.78	1.18	1.35	0.70	0.10	15.11
Trainee 2	10.40	1.04	1.35	0.70	0.10	13.59
Trainee 1	9.01	0.90	1.35	*0.70	0.10	12.06

*For Trainees in their first 300 hours of employment, the amount designated as Pension Contributions will be submitted by Funds Administrative Services to the Labourers' Training Trust Fund.

Class 2 - bricklayer helper grade one, formsetter, concrete labourer grade one
Class 1 - all other categories of labourers except trainees

Labourer Trainee:
(ratio 1 trainee per 2 labourers)

- 1) first 300 hours - 65% (sixty-five percent) of Class 1 rate
- 2) next 1000 hours - 75% (seventy-five percent) of Class 1 rate
- 3) next 1000 hours - 85% (eighty-five percent) of Class 1 rate

Labour Foreman - not less than 10% (ten percent) over highest classification working under them

Other: Training Fund

For description of Classes refer to Collective Agreement.

- Employer Bargaining Agent Contribution of 12¢/hr (twelve cents), as per Collective Agreement, not included in above totals.

**LABOURERS REFRACTORY - MAINTENANCE & CONSTRUCTION (PROV.)
 LOCAL UNION #92 & #1111**

							<u>NOTE</u>
Journeyman							
22.Jun.97	19.99	2.00	1.25	1.30	0.25	24.79	0.17
01.Jul.97	19.99	2.00	1.25	1.30	0.25	24.79	0.37
01.May.98	20.39	2.04	1.35	1.50	0.25	25.53	0.37

Labour Foreman shall receive not less that \$2.00/hr (two dollars) over and above the highest classification under them.

Other: Training Fund

NOTE: Employer Bargaining Agent Contribution of 12¢/hr (twelve cents), & Joint Employers Safety Program Contribution before July 97 of 5¢/hr (five cents), increasing in July 97 to 25¢/hr (twenty-five cents), as per Collective Agreement, not included in gross wage.

WAGE SUMMARY 1997-1999.....PAGE 15

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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WAGE SUMMARY 1997-1999.....PAGE 16

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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LATHERS - INTERIOR SYSTEMS MECHANICS (PROV.)

INDUSTRIAL

LOCAL UNION #846, #1322, #1569, #2103, #2410

Journeyman						
01.May.94	23.47	2.35	0.75	1.00	n/a	27.57

LOCAL UNION #1325

Journeyman						
01.May.94	23.38	2.35	0.75	1.00	0.10	27.58

NON-INDUSTRIAL

LOCAL UNION #846, #1322, #1569, #2103, #2410

19.July.93	18.97	1.90	0.75	1.00	n/a	22.62
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LOCAL UNION #1325

Journeyman						
19.July.93	18.88	1.89	0.75	1.00	0.10	22.62

Foreman (non-industrial): journeyman rate + \$1.25/hr (one dollar and twenty-five cents)

Foreman (industrial): journeyman rate + \$1.50/hr (one dollar and fifty cents)

Other: Apprenticeship Fund

- Employer Bargaining Agent Contribution of 12¢/hr (twelve cents), as per Collective Agreement, not included in above totals.

MILLWRIGHTS (PROV.)

LOCAL UNION #1460 - EDMONTON

[Applicable for all Millwrights employed pursuant to the terms of the collective agreement unless as specified below]

Journeyman						
01.May.97	25.10	2.51	0.99	2.39	0.05	31.04
01.May.98	25.91	2.59	0.99	2.74	0.06	32.29

LOCAL UNION #1975 - CALGARY

[NOTE: ONLY applies to members, as of August 1, 1997, of the former Local 1975 (Calgary) including Apprentice Millwrights who will be paid the applicable percentage of basic journeyman rate as specified below]

Journeyman						
01.May.97	24.55	2.455	1.09	2.745	0.20	31.04
01.Nov.97	24.78	2.48	0.99	2.74	0.05	31.04
01.May.98	25.91	2.59	0.99	2.74	0.06	32.29

Foreman: journeyman rate + \$3.00/hr (three dollars)

General Foreman journeyman rate + \$5.50/hr (five dollars and fifty cents)

WAGE SUMMARY 1997-1999.....PAGE 17

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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MILLWRIGHTS (PROV.)...continued...

Apprentices: (paid on a percentage of the basic Journeyman rate as follows)

1 ST year	60% (sixty percent)
after 6 (six) months served and completed	65% (sixty-five percent)
2 nd year (following successful completion of exam)	70% (seventy percent)
after 6 (six) months served and completed	75% (seventy-five percent)
3 rd year (following successful completion of exam)	80% (eighty percent)
after 6 (six) months served and completed	85% (eighty-five percent)
4 th year (following successful completion of exam)	90% (ninety percent)
after 6 (six) months served and completed	95% (ninety-five percent)

Other: Training Fund

- Employer Bargaining Agent Contribution of 12¢/hr (twelve cents), as per Collective Agreement, not included in above totals.

**OPERATING ENGINEERS (PROV.)
LOCAL UNION #955**

COMMERCIAL / INSTITUTIONAL

Group 1

05.May.97	20.07	2.01	1.05	1.10	0.10	24.33
01.May.98	20.39	2.04	1.10	1.10	0.10	24.73
01.Nov.98	20.48	2.05	1.10	1.20	0.10	24.93

Group 2

05.May.97	18.53	1.85	1.05	1.10	0.10	22.63
01.May.98	18.82	1.88	1.10	1.10	0.10	23.00
01.Nov.98	18.91	1.89	1.10	1.20	0.10	23.20

Group 3

05.May.97	17.53	1.75	1.05	1.10	0.10	21.53
01.May.98	17.81	1.78	1.10	1.10	0.10	21.89
01.Nov.98	17.89	1.79	1.10	1.20	0.10	22.08

Group 4

05.May.97	16.55	1.66	1.05	1.10	0.10	20.46
01.May.98	16.80	1.68	1.10	1.10	0.10	20.78
01.Nov.98	16.88	1.69	1.10	1.20	0.10	20.97

Group 5

05.May.97	15.55	1.56	1.05	1.10	0.10	19.36
01.May.98	15.79	1.58	1.10	1.10	0.10	19.67
01.Nov.98	15.86	1.59	1.10	1.20	0.10	19.85

WAGE SUMMARY 1997-1999.....PAGE 18

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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OPERATING ENGINEERS (PROV.)...continued...

COMMERCIAL / INSTITUTIONAL STEAM ENGINEERS**2nd Class**

05.May.97	20.07	2.01	1.05	1.10	0.10	24.33
01.May.98	20.39	2.04	1.10	1.10	0.10	24.73
01.Nov.98	20.48	2.05	1.10	1.20	0.10	24.93

3rd Class

05.May.97	18.53	1.85	1.05	1.10	0.10	22.63
01.May.98	18.82	1.88	1.10	1.10	0.10	23.00
01.Nov.98	18.91	1.89	1.10	1.20	0.10	23.20

4th Class

05.May.97	18.03	1.80	1.05	1.10	0.10	22.08
01.May.98	18.32	1.83	1.10	1.10	0.10	22.45
01.Nov.98	18.40	1.84	1.10	1.20	0.10	22.64

Fireman

05.May.97	17.53	1.75	1.05	1.10	0.10	21.53
01.May.98	17.81	1.78	1.10	1.10	0.10	21.89
01.Nov.98	17.89	1.79	1.10	1.20	0.10	22.08

INDUSTRIAL**Group 1**

05.May.97	23.56	2.36	1.10	2.50	0.10	29.62
01.May.98	24.42	2.44	1.15	2.75	0.10	30.86

Group 2

05.May.97	22.32	2.23	1.10	2.50	0.10	28.25
01.May.98	23.14	2.31	1.15	2.75	0.10	29.45

Group 3

05.May.97	21.08	2.11	1.10	2.50	0.10	26.89
01.May.98	21.85	2.19	1.15	2.75	0.10	28.04

Group 4

05.May.97	19.84	1.98	1.10	2.50	0.10	25.52
01.May.98	20.56	2.06	1.15	2.75	0.10	26.62

Group 5

05.May.97	18.59	1.86	1.10	2.50	0.10	24.15
01.May.98	19.25	1.93	1.15	2.75	0.10	25.18

INDUSTRIAL STEAM ENGINEERS**2nd Class**

05.May.97	23.56	2.36	1.10	2.50	0.10	29.62
01.May.98	24.42	2.44	1.15	2.75	0.10	30.86

WAGE SUMMARY 1997-1999.....PAGE 19

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
OPERATING ENGINEERS (PROV.)...continued...						
3rd Class						
05.May.97	22.32	2.23	1.10	2.50	0.10	28.25
01.May.98	23.14	2.31	1.15	2.75	0.10	29.45
4th Class						
05.May.97	21.71	2.17	1.10	2.50	0.10	27.58
01.May.98	22.50	2.25	1.15	2.75	0.10	28.75
Fireman						
05.May.97	21.08	2.11	1.10	2.50	0.10	26.89
01.May.98	21.85	2.19	1.15	2.75	0.10	28.04

Working Foreman: \$2.00/hr (two dollars) premium
Non-working Foreman: \$2.50/hr (two dollar and fifty cent) premium
General Foreman: \$5.00.hr (five dollar) premium

Other: Training Fund

For description of Classes & Groups refer to Collective Agreement.

- Construction Labour Relations Dues of 12¢/hr (twelve cents), as per Collective Agreement, not included in above totals.

PAINTERS (RATES ARE PROVINCIAL UNLESS INDICATED OTHERWISE)
 LOCAL UNION #583 & #1016**

(A) COMMERCIAL NEW

- BRUSH & ROLL

21.Jul.97	17.33	1.73	0.77	1.45	0.05	21.33
01.May.98	17.33	1.73	0.77	2.00	0.05	21.88

- SPRAY & SANDBLAST

21.Jul.97	18.46	1.85	0.77	1.45	0.05	22.58
01.May.98	18.46	1.85	0.77	2.00	0.05	23.13

(B) COMMERCIAL - RENOVATIONS & REPAIRS, INSTITUTIONAL RENOVATIONS & REPAIR & RESIDENTIAL

- BRUSH & ROLL

21.Jul.97	17.33	1.73	0.77	1.45	0.05	21.33
01.May.98	17.33	1.73	0.77	2.00	0.05	21.88

- SPRAY & SANDBLAST

21.Jul.97	18.46	1.85	0.77	1.45	0.05	22.58
01.May.98	18.46	1.85	0.77	2.00	0.05	23.13

(C) SHOP RATE

- SPRAY & SANDBLAST

21.Jul.97	16.00	1.60	0.77	1.45	0.05	19.87
01.May.98	16.00	1.60	0.77	2.00	0.05	20.42

(D) INDUSTRIAL - NEW (ALSO INCLUDING TENDERED SHUTDOWNS AND COMMERCIAL ON NEW INDUSTRIAL SITE)

- BRUSH & ROLL

21.Jul.97	23.30	2.33	0.77	1.45	0.05	27.90
01.May.98	23.90	2.39	0.77	2.00	0.05	29.11

WAGE SUMMARY 1997-1999.....PAGE 20

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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PAINTERS (RATES ARE PROVINCIAL UNLESS INDICATED OTHERWISE) ..continued..**

- SPRAY & SANDBLAST

21.Jul.97	24.43	2.44	0.77	1.45	0.05	29.14
01.May.98	25.03	2.50	0.77	2.00	0.05	30.35

(E) INDUSTRIAL MAINTENANCE

- BRUSH & ROLL

21.Jul.97	22.60	2.26	0.77	1.45	0.05	27.13
01.May.98	23.20	2.32	0.77	2.00	0.05	28.34

- SPRAY & SANDBLAST

21.Jul.97	23.70	2.37	0.77	1.45	0.05	28.34
01.May.98	24.30	2.43	0.77	2.00	0.05	29.55

Charge-Hand:	journeyman rate + 75¢/hr (seventy five cents)					
Foreman:	journeyman rate + \$1.50/hr (one dollar and fifty cents)					
3 rd Year Apprentice:	85% (eighty-five percent) of journeyman rate					
2 nd Year Apprentice:	70% (seventy percent) of journeyman rate					
1 st Year Apprentice:	50% (fifty percent) of journeyman rate					

Other: 5¢/hr (five cents) Alberta Joint Trade Board Employer Contribution

H&W: 5¢/hr (five cents) I.B.P.A.T. Building Trades Council Fund-Article 20 & 5¢/hr (five cents) Alberta Joint Trade Board-Article 13, employee contribution included

PLASTERERS' (PROV.)
LOCAL UNION #222**

COMMERCIAL

Journeyman

07.July.97	19.00	1.90	0.90	1.40	n/a	22.95
01.May.98	19.50	1.95	0.90	1.50	n/a	23.60

Foreman: journeyman rate + \$1.00/hr (one dollar)

- Premium for swing stage and bosun chair shall be 50¢/hr (fifty cents)

INDUSTRIAL

Journeyman

07.July.97	23.68	2.37	0.90	1.50	n/a	28.45
01.May.98	24.78	2.48	0.90	1.50	n/a	29.66

Foreman: journeyman rate + 10% (ten percent) premium

- Premium for swing stage, bosun chair and "free-walking" shall be \$1.00/hr (one dollar)
- Alberta Building Trades Council Check-off = 5¢/hr (five cents), included in above totals

WAGE SUMMARY 1997-1999.....PAGE 21

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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PLASTERERS' (PROV.) ...continued....**

SPRAY-FIRE/SOUND PROOFING - COMMERCIAL

Journeyman

07.July.97	18.50	1.85	0.90	1.40	n/a	22.65
01.May.98	19.00	1.90	0.90	1.50	n/a	23.30

Apprentices - [all rates of pay to be brought to the nearest 5¢ (five cents)]:

- 3rd Year: 80% (eighty percent) of journeyman rate
- 2nd Year: 70% (seventy percent) of journeyman rate
- 1st Year: 60% (sixty percent) of journeyman rate
- Trainee: 50% (fifty percent) of journeyman rate

MECHANICAL (PROV.) [Plumbers & Pipefitters]

COMMERCIAL & INSTITUTIONAL

LOCAL #488

MERF

General Foreman

03.Mar.97	0.40	22.56	2.26	1.21	2.81	0.38	29.62
01.May.97	0.40	23.02	2.30	1.21	2.81	0.38	30.12
01.May.98	0.40	23.47	2.35	1.21	2.81	0.38	30.62

Foreman

03.Mar.97	0.40	20.56	2.06	1.21	2.81	0.38	27.42
01.May.97	0.40	21.02	2.10	1.21	2.81	0.38	27.92
01.May.98	0.40	21.47	2.15	1.21	2.81	0.38	28.42

Journeyman

03.Mar.97	0.40	18.56	1.86	1.21	2.81	0.38	25.22
01.May.97	0.40	19.02	1.90	1.21	2.81	0.38	25.72
01.May.98	0.40	19.47	1.95	1.21	2.81	0.38	26.22

4th Year

03.Mar.97	0.40	14.77	1.48	1.21	2.81	0.38	21.04
01.May.97	0.40	15.14	1.51	1.21	2.81	0.38	21.45
01.May.98	0.40	15.50	1.55	1.21	2.81	0.38	21.85

3rd Year

03.Mar.97	0.40	12.87	1.29	1.21	2.81	0.38	18.96
01.May.97	0.40	13.19	1.32	1.21	2.81	0.38	19.31
01.May.98	0.40	13.51	1.35	1.21	2.81	0.38	19.66

2nd Year

03.Mar.97	0.40	10.98	1.10	1.21	2.81	0.38	16.87
01.May.97	0.40	11.25	1.13	1.21	2.81	0.38	17.18
01.May.98	0.40	11.52	1.15	1.21	2.81	0.38	17.47

1st Year

03.Mar.97	0.40	9.08	0.91	1.21	2.81	0.38	14.79
01.May.97	0.40	9.31	0.93	1.21	2.81	0.38	15.04
01.May.98	0.40	9.54	0.95	1.21	2.81	0.38	15.29

Other Local 488: Supplementary Benefit Fund of 3¢ (three cents) & Joint Educational Trust Fund of 35¢ (thirty-five cents)

WAGE SUMMARY 1997-1999.....PAGE 22

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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NOTE: ABTC dues of 5¢/hr (five cents) earned to be deducted from employee wage & remitted with union dues.

WAGE SUMMARY 1997-1999.....PAGE 23

<u>Date</u>		<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
MECHANICAL (PROV.) [Plumbers & Pipefitters]...continued...							
LOCAL #496							
	MERF						
General Foreman							
07.Apr.97	0.50	23.30	2.33	1.25	1.55	0.23	29.16
01.Sept.97	0.50	23.75	2.38	1.25	1.55	0.23	29.66
01.May.98	0.50	23.93	2.39	1.25	1.86	0.23	30.16
Foreman							
07.Apr.97	0.50	21.30	2.13	1.25	1.55	0.23	26.96
01.Sept.97	0.50	21.75	2.18	1.25	1.55	0.23	27.46
01.May.98	0.50	21.93	2.19	1.25	1.86	0.23	27.96
Journeyman							
07.Apr.97	0.50	19.30	1.93	1.25	1.55	0.23	24.76
01.Sept.97	0.50	19.75	1.98	1.25	1.55	0.23	25.26
01.May.98	0.50	19.93	1.99	1.25	1.86	0.23	25.76
4th Year							
07.Apr.97	0.50	15.34	1.53	1.25	1.55	0.23	20.40
01.Sept.97	0.50	15.70	1.57	1.25	1.55	0.23	20.80
01.May.98	0.50	15.84	1.58	1.25	1.86	0.23	21.27
3rd Year							
07.Apr.97	0.50	13.36	1.34	1.25	1.55	0.23	18.23
01.Sept.97	0.50	13.68	1.37	1.25	1.55	0.23	18.57
01.May.98	0.50	13.80	1.38	1.25	1.86	0.23	19.02
2nd Year							
07.Apr.97	0.50	11.38	1.14	1.25	1.55	0.23	16.05
01.Sept.97	0.50	11.65	1.17	1.25	1.55	0.23	16.35
01.May.98	0.50	11.76	1.18	1.25	1.86	0.23	16.77
1st Year - Indentured Apprentice in the employ of the employer on April 1/97							
07.Apr.97	0.50	9.40	0.94	1.25	1.55	0.23	13.87
01.Sept.97	0.50	9.63	0.96	1.25	1.55	0.23	14.12
01.May.98	0.50	9.72	0.97	1.25	0.00	0.23	12.67
Probationary Apprentice - 40% for 500 hours							
07.Apr.97	0.00	7.92	0.79	0.00	0.00	0.00	8.71
01.Sept.97	0.00	8.10	0.81	0.00	0.00	0.00	8.91
01.May.98	0.00	8.17	0.82	0.00	0.00	0.00	8.99
1st Year - Hour 501 through Hour 1500							
07.Apr.97	0.50	9.40	0.94	1.25	0.00	0.23	12.32
01.Sept.97	0.50	9.63	0.96	1.25	0.00	0.23	12.57
01.May.98	0.50	9.72	0.97	1.25	0.00	0.23	12.67

Other Local 496: Supplementary Benefit Fund of 3¢ (three cents) & Joint Educational Trust Fund of 20¢ (twenty cents)
 NOTE: ABTC dues of 5¢/hr (five cents) worked to be deducted from employee wage & remitted with union dues.

WAGE SUMMARY 1997-1999.....PAGE 24

<u>Date</u>		<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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MECHANICAL (PROV.) [Plumbers & Pipefitters]...continued...

INDUSTRIAL

LOCAL #488

MERF

General Foreman

03.Mar.97	0.40	28.77	2.88	1.21	2.81	0.38	36.45
01.May.97	0.40	29.23	2.92	1.21	2.81	0.38	36.95
01.May.98	0.40	30.36	3.04	1.21	2.81	0.38	38.20

Foreman

03.Mar.97	0.40	26.27	2.63	1.21	2.81	0.38	33.70
01.May.97	0.40	26.73	2.67	1.21	2.81	0.38	34.20
01.May.98	0.40	27.86	2.79	1.21	2.81	0.38	35.45

Journeyman

03.Mar.97	0.40	23.27	2.33	1.21	2.81	0.38	30.40
01.May.97	0.40	23.73	2.37	1.21	2.81	0.38	30.90
01.May.98	0.40	24.86	2.49	1.21	2.81	0.38	32.15

4th Year

03.Mar.97	0.40	18.54	1.85	1.21	2.81	0.38	25.19
01.May.97	0.40	18.90	1.89	1.21	2.81	0.38	25.59
01.May.98	0.40	19.81	1.98	1.21	2.81	0.38	26.59

3rd Year

03.Mar.97	0.40	16.17	1.62	1.21	2.81	0.38	22.59
01.May.97	0.40	16.49	1.65	1.21	2.81	0.38	22.94
01.May.98	0.40	17.28	1.73	1.21	2.81	0.38	23.81

2nd Year

03.Mar.97	0.40	13.80	1.38	1.21	2.81	0.38	19.98
01.May.97	0.40	14.08	1.41	1.21	2.81	0.38	20.29
01.May.98	0.40	14.76	1.48	1.21	2.81	0.38	21.03

1st Year

03.Mar.97	0.40	11.44	1.14	1.21	2.81	0.38	17.38
01.May.97	0.40	11.67	1.17	1.21	2.81	0.38	17.63
01.May.98	0.40	12.23	1.22	1.21	2.81	0.38	18.25

Other Local 488: Supplementary Benefit Fund of 3¢ (three cents) & Joint Educational Trust Fund of 35¢ (thirty-five cents)

NOTE: ABTC dues of 5¢/hr (five cents) earned to be deducted from employee wage & remitted with union dues.

LOCAL #496

MERF

General Foreman

07.Apr.97	0.50	29.72	2.97	1.35	1.68	0.23	36.45
01.May.97	0.50	30.17	3.02	1.35	1.68	0.23	36.95
01.May.98	0.50	31.02	3.10	1.35	2.00	0.23	38.20

Foreman

07.Apr.97	0.50	27.22	2.72	1.35	1.68	0.23	33.70
01.May.97	0.50	27.67	2.77	1.35	1.68	0.23	34.20

WAGE SUMMARY 1997-1999.....PAGE 25

<u>Date</u>		<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
01.May.98	0.50	28.52	2.85	1.35	2.00	0.23	35.45
MECHANICAL (PROV.) [Plumbers & Pipefitters]...continued...							
MERF							
Journeyman							
07.Apr.97	0.50	24.22	2.42	1.35	1.68	0.23	30.40
01.May.97	0.50	24.67	2.47	1.35	1.68	0.23	30.90
01.May.98	0.50	25.52	2.55	1.35	2.00	0.23	32.15
4th Year							
07.Apr.97	0.50	19.28	1.93	1.35	1.68	0.23	24.96
01.May.97	0.50	19.64	1.96	1.35	1.68	0.23	25.36
01.May.98	0.50	20.32	2.03	1.35	2.00	0.23	26.43
3rd Year							
07.Apr.97	0.50	16.80	1.68	1.35	1.68	0.23	22.24
01.May.97	0.50	17.12	1.71	1.35	1.68	0.23	22.59
01.May.98	0.50	17.71	1.77	1.35	2.00	0.23	23.57
2nd Year							
07.Apr.97	0.50	14.33	1.43	1.35	1.68	0.23	19.53
01.May.97	0.50	14.60	1.46	1.35	1.68	0.23	19.82
01.May.98	0.50	15.11	1.51	1.35	2.00	0.23	20.70
1st Year							
07.Apr.97	0.50	11.86	1.19	1.35	1.68	0.23	16.81
01.May.97	0.50	12.09	1.21	1.35	1.68	0.23	17.06
01.May.98	0.50	12.51	1.25	1.35	2.00	0.23	17.84

Other Local 496: Supplementary Benefit Fund of 3¢ (three cents) & Joint Educational Trust Fund of 20¢ (twenty cents)
 NOTE: ABTC dues of 5¢/hr (five cents) worked to be deducted from employee wage & remitted with union dues.

- Calculate the MERF deductions on hours earned. Employer Association Funds (remitted to Construction Labour Relations) of 12¢/hr (twelve cents), as per Collective Agreement, not included in above totals. Expiration term to April 30, 1999.

REFRIGERATION (PROV.)

CONSTRUCTION

MERF							
Foreman							
15.Sep.97	0.50	25.65	2.57	1.00	1.45	0.13	31.30
01.May.98	0.50	26.79	2.68	1.05	1.45	0.13	32.60
01.Apr.99	-.	27.47	2.75	1.05	1.45	0.13	32.85
Journeyman							
15.Sep.97	0.50	23.65	2.37	1.00	1.45	0.13	29.10
01.May.98	0.50	24.79	2.48	1.05	1.45	0.13	30.40
01.Apr.99	-.	25.47	2.55	1.05	1.45	0.13	30.65
4th Year							
15.Sep.97	0.43	20.11	2.01	1.00	1.45	0.13	25.13
01.May.98	0.43	21.07	2.11	1.05	1.45	0.13	26.24
01.Apr.99	-.	21.65	2.17	1.05	1.45	0.13	26.45

WAGE SUMMARY 1997-1999.....PAGE 26

<u>Date</u>		<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
REFRIGERATION (PROV.)...continued...							
MERF							
3rd Year							
15.Sep.97	0.38	17.74	1.77	1.00	1.45	0.13	22.47
01.May.98	0.38	18.59	1.86	1.05	1.45	0.13	23.46
01.Apr.99	-.-	19.10	1.91	1.05	1.45	0.13	23.64
2nd Year							
15.Sep.97	0.30	14.19	1.42	1.00	1.45	0.13	18.49
01.May.98	0.30	14.87	1.49	1.05	1.45	0.13	19.29
01.Apr.99	-.-	15.28	1.53	1.05	1.45	0.13	19.44
1st Year							
15.Sep.97	0.25	11.83	1.18	1.00	1.45	0.13	15.84
01.May.98	0.25	12.40	1.24	1.05	1.45	0.13	16.52
01.Apr.99	-.-	12.74	1.27	1.05	1.45	0.13	16.64
<u>MAINTENANCE/SERVICE/REPAIR</u>							
MERF							
Foreman							
01.May.97	0.50	25.65	2.57	1.00	1.45	0.13	31.30
01.May.98	0.50	26.79	2.68	1.05	1.45	0.13	32.60
01.Apr.99	-.-	27.47	2.75	1.05	1.45	0.13	32.85
Journeyman							
01.May.97	0.50	23.65	2.37	1.00	1.45	0.13	29.10
01.May.98	0.50	24.79	2.48	1.05	1.45	0.13	30.40
01.Apr.99	-.-	25.47	2.55	1.05	1.45	0.13	30.65
4th Year							
01.May.97	0.43	20.11	2.01	1.00	1.45	0.13	25.13
01.May.98	0.43	21.07	2.11	1.05	1.45	0.13	26.24
01.Apr.99	-.-	21.65	2.17	1.05	1.45	0.13	26.45
3rd Year							
01.May.97	0.38	17.74	1.77	1.00	1.45	0.13	22.47
01.May.98	0.38	18.59	1.86	1.05	1.45	0.13	23.46
01.Apr.99	-.-	19.10	1.91	1.05	1.45	0.13	23.64
2nd Year							
01.May.97	0.30	14.19	1.42	1.00	1.45	0.13	18.49
01.May.98	0.30	14.87	1.49	1.05	1.45	0.13	19.29
01.Apr.99	-.-	15.28	1.53	1.05	1.45	0.13	19.44
1st Year							
01.May.97	0.25	11.83	1.18	1.00	1.45	0.13	15.84
01.May.98	0.25	12.40	1.24	1.05	1.45	0.13	16.52
01.Apr.99	-.-	12.74	1.27	1.05	1.45	0.13	16.64

Other: Supplementary Benefit Fund of 3¢/hr (three cents) & Joint Educational Trust Fund of 10¢/hr (ten cents)

- Compulsory Government Pension Plan shall be in addition to the rates shown above.
- Employer Association Funds (remitted to Construction Labour Relations) of 12¢/hr (twelve cents), as per Collective Agreement, not included in above totals.

WAGE SUMMARY 1997-1999.....PAGE 27

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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ROOFERS (PROV.)

COMMERCIAL

(For Local 92 this applies North of Township 36)

01.JUNE.95						
Local 8	18.50	1.78	0.90	0.10		21.28
Local 92	18.50	1.78	0.90	0.60		21.28

ROOFERS (PROV.)...continued...

01. MAY.96						
Local 8	18.50	1.78	1.00	0.10		21.38
Local 92	18.50	1.78	1.00	0.60		21.38

Apprentice: Completed two years of apprenticeship - 90% (ninety percent) of journeyman rate
 Completed one year of apprenticeship - 80% (eighty percent) of journeyman rate
 Up to one year of apprenticeship - \$12.00/hr (twelve dollars) plus benefits
 Applicant apprentice 2nd six months - \$11.10 (eleven dollars & ten cents) plus benefits
 Applicant apprentice 1st six months - \$9.25/hr (nine dollars & twenty-five cents) no H&W or Pension

(For Local 92 this applies South of Township 37)

01.JUNE.95						
Local 92	18.50	1.78	0.90	0.00		20.34

Health & Welfare: 58¢/hr (fifty-eight cents) from employee, 12¢/hr (twelve cents) from employer, 20¢/hr (twenty cents) paid by employee in lieu of working dues

- Pension contributions voluntary by employee - [minimum of \$0.60 (sixty cents) to maximum of \$1.30 (one dollar & thirty cents)]

INDUSTRIAL

01.JUNE.95						
Local 8	20.76	2.08	0.80	1.00		24.64
Local 92	20.47	2.05	0.90	1.70		24.62

01.MAY.96						
Local 8	20.76	2.08	0.80	1.00		24.64
Local 92	20.47	2.05	1.00	1.60		24.62

Apprentice: 70% (seventy percent), 80% (eighty percent), and 90% (ninety percent) of journeyman rate for 1st, 2nd , and 3rd year respectively

Truck Driver: \$18.97 (eighteen dollars & ninety seven cents) plus benefits

Foreman: \$2.00 (two dollars) above journeyman rate increasing to \$2.50 (two dollars & fifty cents) when supervising 4 (four) or more workers

Pension Note:

For Local Union 92 members 50¢ (fifty cents) of the total Pension contribution specified above shall be deducted from the Employee's Base Wage. The remaining amount is an Employer contribution. The combined total of Employer and Employee contributions shall be contributed to an RRSP on the employee's behalf.

For Local Union 8 members the Pension contributions will be comprised solely of a 10¢ (ten cents) Employer contribution on the Employee's behalf to the Union Pension fund. The RRSP contribution will not apply.

WAGE SUMMARY 1997-1999.....PAGE 28

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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• CLR-A Employer Association Dues of 12¢/hr (twelve cents), as per Collective Agreement, not included in above totals.

**SHEET METAL (PROV.)
LOCAL #8**

COMMERCIAL & INSTITUTIONAL

Foreman A

01.Nov.97	21.88	2.19	0.80	1.50	0.06	26.43
01.May.98	22.00	2.20	0.85	1.50	0.13	26.68
01.Nov.98	22.82	2.28	0.85	1.50	0.13	27.58

Foreman B

01.Nov.97	20.88	2.09	0.80	1.50	0.06	25.33
01.May.98	21.00	2.10	0.85	1.50	0.13	25.58
01.Nov.98	21.82	2.18	0.85	1.50	0.13	26.48

Journeyman

01.Nov.97	19.88	1.99	0.80	1.50	0.06	24.23
01.May.98	20.00	2.00	0.85	1.50	0.13	24.48
01.Nov.98	20.82	2.08	0.85	1.50	0.13	25.38

4th Year

01.Nov.97	16.90	1.69	0.80	1.50	0.06	20.95
01.May.98	17.00	1.70	0.85	1.50	0.13	21.18
01.Nov.98	17.70	1.77	0.85	1.50	0.13	21.95

3rd Year

01.Nov.97	14.91	1.49	0.80	1.50	0.06	18.76
01.May.98	15.00	1.50	0.85	1.50	0.13	18.98
01.Nov.98	15.62	1.56	0.85	1.50	0.13	19.66

2nd Year

01.Nov.97	12.92	1.29	0.80	1.50	0.06	16.57
01.May.98	13.00	1.30	0.85	1.50	0.13	16.78
01.Nov.98	13.53	1.35	0.85	1.50	0.13	17.37

1st Year

01.Nov.97	9.94	0.99	0.80	0.00	0.06	11.79
01.May.98	10.00	1.00	0.85	0.00	0.13	11.98
01.Nov.98	10.41	1.04	0.85	0.00	0.13	12.43

Probationary

01.Nov.97	7.95	0.80	0.80	0.00	0.06	9.61
01.May.98	8.00	0.80	0.85	0.00	0.13	9.78
01.Nov.98	8.33	0.83	0.85	0.00	0.13	10.14

WELDERS COMMERCIAL

Journeyman

01.Nov.97	19.88	1.99	0.80	1.50	0.06	24.23
01.May.98	20.00	2.00	0.85	1.50	0.13	24.48
01.Nov.98	20.82	2.08	0.85	1.50	0.13	25.38

WAGE SUMMARY 1997-1999.....PAGE 29

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
3rd Year						
01.Nov.97	17.89	1.79	0.80	1.50	0.06	22.04
01.May.98	18.00	1.80	0.85	1.50	0.13	22.28
01.Nov.98	18.74	1.87	0.85	1.50	0.13	23.09

WAGE SUMMARY 1997-1999.....PAGE 30

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
SHEET METAL (PROV.)...continued...						
2nd Year						
01.Nov.97	14.91	1.49	0.80	1.50	0.06	18.76
01.May.98	15.00	1.50	0.85	1.50	0.13	18.98
01.Nov.98	15.62	1.56	0.85	1.50	0.13	19.66
1st Year						
01.Nov.97	11.93	1.19	0.80	0.00	0.06	13.98
01.May.98	12.00	1.20	0.85	0.00	0.13	14.18
01.Nov.98	12.49	1.25	0.85	0.00	0.13	14.72
<u>INDUSTRIAL</u>						
Foreman A						
MYDOR	28.33	2.83	0.80	1.00	0.06	33.02
01.Nov.97	28.33	2.83	0.80	1.50	0.06	33.52
01.May.98	28.35	2.84	0.85	1.50	0.13	33.67
01.Nov.98	29.41	2.94	0.85	1.50	0.13	34.83
Foreman B						
MFDOR	27.33	2.73	0.80	1.00	0.06	31.92
01.Nov.97	27.33	2.73	0.80	1.50	0.06	32.42
01.May.98	27.35	2.74	0.85	1.50	0.13	32.57
01.Nov.98	28.41	2.84	0.85	1.50	0.13	33.73
Journeyman						
MFDOR	25.33	2.53	0.80	1.00	0.06	29.72
01.Nov.97	25.33	2.53	0.80	1.50	0.06	30.22
01.May.98	25.35	2.54	0.85	1.50	0.13	30.37
01.Nov.98	26.41	2.64	0.85	1.50	0.13	31.53
4th Year						
MFDOR	21.53	2.15	0.80	1.00	0.06	25.54
01.Nov.97	21.53	2.15	0.80	1.50	0.06	26.04
01.May.98	21.55	2.15	0.85	1.50	0.13	26.18
01.Nov.98	22.45	2.24	0.85	1.50	0.13	27.17
3rd Year						
MFDOR	19.00	1.90	0.80	1.00	0.06	22.76
01.Nov.97	19.00	1.90	0.80	1.50	0.06	23.26
01.May.98	19.01	1.90	0.85	1.50	0.13	23.39
01.Nov.98	19.81	1.98	0.85	1.50	0.13	24.27
2nd Year						
MFDOR	16.46	1.65	0.80	1.00	0.06	19.97
01.Nov.97	16.46	1.65	0.80	1.50	0.06	20.47
01.May.98	16.48	1.65	0.85	1.50	0.13	20.61
01.Nov.98	17.17	1.72	0.85	1.50	0.13	21.36
1st Year						
MFDOR	12.67	1.27	0.80	0.00	0.06	14.79
01.Nov.97	12.67	1.27	0.80	0.00	0.06	14.79
01.May.98	12.68	1.27	0.85	0.00	0.13	14.92

WAGE SUMMARY 1997-1999.....PAGE 31

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
01.Nov.98	13.21	1.32	0.85	0.00	0.13	15.51

WAGE SUMMARY 1997-1999.....PAGE 32

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
SHEET METAL (PROV.)...continued...						
Probationary						
MFDOR	10.13	1.01	0.80	0.00	0.06	12.01
01.Nov.97	10.13	1.01	0.80	0.00	0.06	12.01
01.May.98	10.14	1.01	0.85	0.00	0.13	12.13
01.Nov.98	10.56	1.06	0.85	0.00	0.13	12.60

WELDERS INDUSTRIAL

Journeyman						
MFDOR	24.87	2.49	0.80	1.00	0.06	29.22
01.Nov.97	24.87	2.49	0.80	1.50	0.06	29.72
01.May.98	25.35	2.54	0.85	1.50	0.13	30.37
01.Nov.98	26.41	2.64	0.85	1.50	0.13	31.53
3rd Year						
MFDOR	22.38	2.24	0.80	1.00	0.06	26.48
01.Nov.97	22.38	2.24	0.80	1.50	0.06	26.98
01.May.98	22.82	2.28	0.85	1.50	0.13	27.58
01.Nov.98	23.77	2.38	0.85	1.50	0.13	28.63
2nd Year						
MFDOR	18.65	1.87	0.80	1.00	0.06	22.38
01.Nov.97	18.65	1.87	0.80	1.50	0.06	22.88
01.May.98	19.01	1.90	0.85	1.50	0.13	23.39
01.Nov.98	19.81	1.98	0.85	1.50	0.13	24.27
1st Year						
MFDOR	14.92	1.49	0.80	0.00	0.06	17.27
01.Nov.97	14.92	1.49	0.80	0.00	0.06	17.27
01.May.98	15.21	1.52	0.85	0.00	0.13	17.71
01.Nov.98	15.85	1.58	0.85	0.00	0.13	18.41

Other: Benevolent Fund

- Employer Only: CLR-A DUES of 12¢/hr (twelve cents), and EASMAC or CASMA DUES of 15¢/hr (fifteen cents), as per Collective Agreement, not included in above totals.

**SHEETERS, DECKERS & CLADDERS (PROV.)
LOCAL #8**

COMMERCIAL

Foreman A						
Expired	21.97	2.20	0.80	1.00	0.06	26.02
01.Nov.97	21.47	2.15	0.80	1.50	0.06	25.98
01.May.98	21.60	2.16	0.85	1.50	0.13	26.24
01.Nov.98	22.50	2.25	0.85	1.50	0.13	27.22
Foreman B						
Expired	21.17	2.12	0.80	1.00	0.06	25.15
01.Nov.97	20.69	2.07	0.80	1.50	0.06	25.12
01.May.98	20.82	2.08	0.85	1.50	0.13	25.38

WAGE SUMMARY 1997-1999.....PAGE 33

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
01.Nov.98	21.68	2.17	0.85	1.50	0.13	26.32

WAGE SUMMARY 1997-1999.....PAGE 34

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
SHEETERS, DECKERS & CLADDERS (PROV.)...continued...						
Journeyman						
Expired	19.97	2.00	0.80	1.00	0.06	23.83
01.Nov.97	19.52	1.95	0.80	1.50	0.06	23.83
01.May.98	19.64	1.96	0.85	1.50	0.13	24.08
01.Nov.98	20.45	2.05	0.85	1.50	0.13	24.98
3rd Year						
Expired	16.97	1.70	0.80	1.00	0.06	20.53
01.Nov.97	16.59	1.66	0.80	1.50	0.06	20.61
01.May.98	16.69	1.67	0.85	1.50	0.13	20.84
01.Nov.98	17.38	1.74	0.85	1.50	0.13	21.60
2nd Year						
Expired	14.98	1.50	0.80	1.00	0.06	18.34
01.Nov.97	14.64	1.46	0.80	1.50	0.06	18.46
01.May.98	14.73	1.47	0.85	1.50	0.13	18.68
01.Nov.98	15.34	1.53	0.85	1.50	0.13	19.35
1st Year						
Expired	12.98	1.30	0.80	1.00	0.06	16.14
01.Nov.97	12.69	1.27	0.80	1.50	0.06	16.32
01.May.98	12.77	1.28	0.85	1.50	0.13	16.52
01.Nov.98	13.29	1.33	0.85	1.50	0.13	17.10
Probationary						
Expired	9.99	1.00	0.80	1.00	0.06	12.84
01.Nov.97	9.76	0.98	0.80	0.00	0.06	11.60
01.May.98	9.82	0.98	0.85	0.00	0.13	11.78
01.Nov.98	10.23	1.02	0.85	0.00	0.13	12.23
<u>INDUSTRIAL</u>						
Foreman A						
Expired	25.96	2.60	0.80	1.00	0.06	30.42
MFDOR	26.46	2.65	0.80	1.00	0.06	30.96
01.Nov.97	26.46	2.65	0.80	1.50	0.06	31.46
01.May.98	26.48	2.65	0.85	1.50	0.13	31.60
01.Nov.98	27.65	2.77	0.85	1.50	0.13	32.90
Foreman B						
Expired	25.02	2.50	0.80	1.00	0.06	29.38
MFDOR	25.49	2.55	0.80	1.00	0.06	29.90
01.Nov.97	25.49	2.55	0.80	1.50	0.06	30.40
01.May.98	25.51	2.55	0.85	1.50	0.13	30.55
01.Nov.98	26.65	2.66	0.85	1.50	0.13	31.79
Journeyman						
Expired	23.60	2.36	0.80	1.00	0.06	27.82
MFDOR	24.05	2.41	0.80	1.00	0.06	28.32
01.Nov.97	24.05	2.41	0.80	1.50	0.06	28.82
01.May.98	24.07	2.41	0.85	1.50	0.13	28.96
01.Nov.98	25.14	2.51	0.85	1.50	0.13	30.13

WAGE SUMMARY 1997-1999.....PAGE 35

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
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WAGE SUMMARY 1997-1999.....PAGE 36

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
SHEETERS, DECKERS & CLADDERS (PROV.)...continued...						
3rd Year						
Expired	20.06	2.01	0.80	1.00	0.06	23.93
MFDOR	20.44	2.04	0.80	1.00	0.06	24.35
01.Nov.97	20.44	2.04	0.80	1.50	0.06	24.85
01.May.98	20.46	2.05	0.85	1.50	0.13	24.99
01.Nov.98	21.37	2.14	0.85	1.50	0.13	25.99
2nd Year						
Expired	17.70	1.77	0.80	1.00	0.06	21.33
MFDOR	18.04	1.80	0.80	1.00	0.06	21.70
01.Nov.97	18.04	1.80	0.80	1.50	0.06	22.20
01.May.98	18.05	1.81	0.85	1.50	0.13	22.34
01.Nov.98	18.86	1.89	0.85	1.50	0.13	23.22
1st Year						
Expired	15.34	1.53	0.80	1.00	0.06	18.73
MFDOR	15.63	1.56	0.80	1.00	0.06	19.06
01.Nov.97	15.63	1.56	0.80	1.50	0.06	19.56
01.May.98	15.65	1.56	0.85	1.50	0.13	19.69
01.Nov.98	16.34	1.63	0.85	1.50	0.13	20.45
Probationary						
Expired	11.80	1.18	0.80	1.00	0.06	14.84
MFDOR	12.03	1.20	0.80	0.00	0.06	14.09
01.Nov.97	12.03	1.20	0.80	0.00	0.06	14.09
01.May.98	12.04	1.20	0.85	0.00	0.13	14.22
01.Nov.98	12.57	1.26	0.85	0.00	0.13	14.81

Other: Benevolent Fund

- Employer Only: CLR-A DUES of 12¢/hr (twelve cents), and EASMAC or CASMA DUES of 15¢/hr (fifteen cents), as per Collective Agreement, not included in above totals.

SPRINKLERFITTERS (NATIONAL) **

01.May.94

Journeyman

Local 488	23.41	2.34	0.95	2.55	1.33	30.58
Local 496	23.43	2.34	0.95	2.55	1.33	30.60

Apprentices (% of journeyman rate):

1 st six months:	40% (forty percent)
2 nd six months:	50% (fifty percent)
1 st Year:	60% (sixty percent)
2 nd Year:	70% (seventy percent)
3 rd Year:	80% (eighty percent)
4 th Year:	90% (ninety percent)

Pension: Employer Contribution of \$2.50/hr (two dollars & fifty cents), Employee Contribution of 5¢/hr (five cents)

WAGE SUMMARY 1997-1999.....PAGE 37

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
Other: Labour Service Fee of 4¢/hr (four cents), Association Industry Fund contribution of 21¢/hr (twenty-one cents), Joint Training & Apprenticeship Fund 5¢/hr (five cents), Supplementary Benefit Fund 3¢/hr (three cents), payable to Canadian Automatic Sprinkler Association. MERF \$1.00/hr (one dollar).						

TEAMSTERS (PROV.) **

LOCAL 362

Fuel truck, concrete transit mix or other specialized concrete hauling equipment, nodwell drivers, low beds, all types of semi-trailers and dump trucks over 12 cubic yards and up to 35 tons rated capacity and water pulls

28.Jul.97	22.98	2.30	1.45	1.50	0.25	28.48
01.May.98	23.71	2.37	1.55	1.60	0.25	29.48
01.Nov.98	23.90	2.39	1.55	1.60	0.25	29.69

All vehicles 35 tons rated capacity and over and utility drivers (Class 1 license)

28.Jul.97	23.08	2.31	1.45	1.50	0.25	28.59
01.May.98	23.81	2.38	1.55	1.60	0.25	29.59
01.Nov.98	24.00	2.40	1.55	1.60	0.25	29.80

Dump trucks over 8 cubic yards & up to 12 cubic yards tandem axle, water trucks, flat decks with or without winches or A-frame. Hiab over 80,000 GVW and similar equipment

28.Jul.97	22.93	2.29	1.45	1.50	0.25	28.42
01.May.98	23.66	2.37	1.55	1.60	0.25	29.43
01.Nov.98	23.85	2.38	1.55	1.60	0.25	28.63

Dump trucks up to and including 8 cubic yards, forklifts, single axle water trucks, man-haul, crummie, bus or other type of equipment requiring Class 2 license, single axle, flat decks with or without winches or A-frames, and fuel truck helper. Hiab over 80,000 GVW and similar equipment

28.Jul.97	22.78	2.28	1.45	1.50	0.25	28.26
01.May.98	23.51	2.35	1.55	1.60	0.25	29.26
01.Nov.98	23.70	2.37	1.55	1.60	0.25	29.47

Pick-up trucks and farm tractors

28.Jul.97	22.47	2.25	1.45	1.50	0.25	27.92
01.May.98	23.20	2.32	1.55	1.60	0.25	28.92
01.Nov.98	23.39	2.34	1.55	1.60	0.25	29.13

Class II Warehouseman, one having a high degree of knowledge of special materials, i.e. instruments and components, piping and electrical, tools, etc.

28.Jul.97	23.34	2.33	1.45	1.50	0.25	28.87
01.May.98	24.07	2.41	1.55	1.60	0.25	29.88
01.Nov.98	24.26	2.43	1.55	1.60	0.25	30.09

Class III Warehouseman

28.Jul.97	22.73	2.27	1.45	1.50	0.25	28.20
01.May.98	23.46	2.35	1.55	1.60	0.25	29.21
01.Nov.98	23.65	2.36	1.55	1.60	0.25	29.41

WAGE SUMMARY 1997-1999.....PAGE 38

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>
TEAMSTERS (PROV.) ** ...continued...						
Class IV Warehouseman						
28.Jul.97	19.56	1.96	1.45	1.50	0.25	24.72
01.May.98	20.29	2.03	1.55	1.60	0.25	25.72
01.Nov.98	20.48	2.05	1.55	1.60	0.25	25.93

General Foreman: rates negotiable
Foreman: \$1.75/hr (one dollar & seventy-five cents) premium
Working Foreman: \$1.25/hr (one dollar & twenty-five cents) premium
Class I Working Foreman: \$1.75/hr (one dollar & seventy-five cents) premium
Class I General Foreman: rates negotiable

Other: Training Fund

- Association Fund contribution of 2¢/hr (two cents) & Alberta Building Trades Council Check-off of 5¢/hr (five cents), not included in above totals.
- Working Dues of 22¢/hr (twenty-two cents) shall be deducted from each Employee covered by this Agreement for each hour for which wages are payable hereunder and remitted to the Union (not included above)

TILESETTERS CONSTRUCTION (PROV.)**

						IAF
Journeyman						
20.May.97	20.25	2.03	0.90	1.35	24.53	0.10
01.Nov.97	20.50	2.05	0.90	1.35	24.80	0.10
01.May.98	20.75	2.08	0.90	1.35	25.08	0.10
01.Nov.98	21.00	2.10	0.90	1.35	25.35	0.10
Apprentices						
First 2100 hours						
20.May.97	13.00	1.30	0.90	1.35	16.55	0.10
01.Nov.97	13.00	1.30	0.90	1.35	16.55	0.10
01.May.98	13.00	1.30	0.90	1.35	16.55	0.10
01.Nov.98	13.00	1.30	0.90	1.35	16.55	0.10
Second 2100 hours						
20.May.97	15.00	1.50	0.90	1.35	18.75	0.10
01.Nov.97	15.00	1.50	0.90	1.35	18.75	0.10
01.May.98	15.00	1.50	0.90	1.35	18.75	0.10
01.Nov.98	15.00	1.50	0.90	1.35	18.75	0.10
Third 2100 hours						
20.May.97	17.00	1.70	0.90	1.35	20.95	0.10
01.Nov.97	17.00	1.70	0.90	1.35	20.95	0.10
01.May.98	17.00	1.70	0.90	1.35	20.95	0.10
01.Nov.98	17.00	1.70	0.90	1.35	20.95	0.10

WAGE SUMMARY 1997-1999.....PAGE 39

<u>Date</u>	<u>Base Wage</u>	<u>Hol.& Vac.</u>	<u>H&W</u>	<u>Pen.</u>	<u>Other</u>	<u>Gross Wage</u>	
TILESETTERS CONSTRUCTION (PROV.)** ...continued...							IAF
Sub Journeyman/Improver Helper							
20.May.97							
1st - 800 hours	10.00	1.00	0.90	1.35		13.25	0.10
2nd - 800 hours	12.00	1.20	0.90	1.35		15.45	0.10
3rd - 800 hours	14.00	1.40	0.90	1.35		17.65	0.10
Thereafter:							
20.May.97	16.00	1.60	0.90	1.35		19.85	0.10

Foreman: shall receive \$2.00/hr (two dollars) over the journeyman rate

Height Pay - employee shall be paid 50¢ (fifty cents) per hour above basic wage rate on tubular scaffold in excess of 50' (fifty feet) above the ground or solid existing structure. Employees shall be paid 50¢ (fifty cents) per hour above regular wage rate for working on swing stages of any length (this amount paid from the first lift)

***CONSTRUCTION LABOUR RELATIONS -
An Alberta Association***

WAGE SUMMARY

For Agreements Expiring in 1999
(some expiration exceptions will apply)

*Trade Divisions denoted as ** are negotiated outside of CLR-A*

Research Services

August 4th, 1998