

# NMA | WAGE SCHEDULES

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***NOTE:** Wage Schedules attached to these collective agreements may not be up to date. Employers are responsible for the accurate and timely management of payroll accounts in accordance with the wage and benefit formulas detailed in their collective agreements.*

**NATIONAL MAINTENANCE COUNCIL FOR CANADA  
WAGE & BENEFIT SCHEDULE  
Article 12.000**

**AREA:** PROVINCIAL, ALBERTA

**NMA-AB** 2020-2022  
**REVISION DATE** January 1, 2020

**CARPENTERS - LOCAL 1325**

**MAINTENANCE RATES AND BENEFITS GUIDELINE**

		Fort Mac - STM	Outside Fort Mac	BENEFITS									
				VAC STAT	HLTH WLFR	PENS	TRNG	CEFAP	NMC				
				CODE: D	B	B	B	B	B				
<b>BASE RATES</b>	JOUR	42.13	41.38	6%4%	1.60	6.60	0.75	0.04	0.10				
	FORE	46.63	45.88	6%4%	1.60	6.60	0.75	0.04	0.10				
	GEN FORE	48.63	47.88	6%4%	1.60	6.60	0.75	0.04	0.10				
<b>APPRENTICE BASE RATES</b>	4th YEAR	37.92	37.24	6%4%	1.60	6.60	0.75	0.04	0.10				
	3rd YEAR	33.70	33.10	6%4%	1.60	6.60	0.75	0.04	0.10				
	2nd YEAR	29.49	28.97	6%4%	1.60	6.60	0.75	0.04	0.10				
	1st YEAR	25.28	24.83	6%4%	1.60	6.60	0.75	0.04	0.10				

- 1) Employer contributions to the Rapid Site Access Program (RSAP) are payable under this Agreement.
- 2) CEFAP contributions are payable under this Agreement.
- 3) Workforce Development Initiatives Trust Fund as of November 4, 2018 has been deducted from the wage increase and will be remitted at the rate of \$0.01 on behalf of the employee. The remaining \$0.01 contribution will continue to be made by the employer.
- 4) ACTIMS remittances have been suspended until further notice.
- 5) Employers are responsible for ensuring all employer contributions required for maintenance activities under this agreement are forwarded to the appropriate organization.

**NATIONAL MAINTENANCE COUNCIL FOR CANADA  
WAGE & BENEFIT SCHEDULE  
Article 12.000**

**AREA:** PROVINCIAL, ALBERTA

**NMA-AB** 2020-2022  
**REVISION DATE** January 1, 2020

**CEMENT MASONS - LOCAL 222**

**MAINTENANCE RATES AND BENEFITS GUIDELINE**

		Fort Mac - STM	Outside Fort Mac	BENEFITS									
				VAC STAT	HLTH WLFR	PENS	TRNG	CEFAP	NMC				
				CODE: D	B	B	C	B	B				
<b>BASE RATES</b>	JOUR	38.75	38.00	6%4%	1.50	5.00	0.60	0.04	0.10				
	FORE	43.25	42.50	6%4%	1.50	5.00	0.60	0.04	0.10				
<b>APPRENTICE BASE RATES</b>	3rd YEAR	32.94	32.30	6%4%	1.50	5.00	0.60	0.04	0.10				
	2nd YEAR	29.06	28.50	6%4%	1.50	4.03	0.60	0.04	0.10				
	1st YEAR	25.19	24.70	6%4%	1.50	4.03	0.60	0.04	0.10				
	Trainee	21.31	20.90	6%4%	1.50		0.60	0.04	0.10				

- 1) Employer contributions to the Rapid Site Access Program (RSAP) are payable under this Agreement.
- 2) CEFAP contributions are payable under this Agreement.
- 3) ACTIMS remittances have been suspended until further notice.
- 4) Employers are responsible for ensuring all employer contributions required for maintenance activities under this agreement are forwarded to the appropriate organization.

**NATIONAL MAINTENANCE COUNCIL FOR CANADA  
WAGE & BENEFIT SCHEDULE  
Article 12.000**

**AREA:** PROVINCIAL, ALBERTA

**NMA-AB** 2020-2022  
**REVISION DATE** January 1, 2020

**PLASTERERS - LOCAL 222**

**MAINTENANCE RATES AND BENEFITS GUIDELINE**

		Fort Mac - STM	Outside Fort Mac	BENEFITS									
				VAC STAT	HLTH WLFR	PENS	TRNG	CEFAP	NMC				
				CODE: D	B	B	B	B	B				
<b>BASE RATES</b>	JOUR	38.75	38.00	6%4%	1.50	5.00	0.60	0.04	0.10				
	FORE	43.25	42.50	6%4%	1.50	5.00	0.60	0.04	0.10				
<b>APPRENTICE BASE RATES</b>	3rd YEAR	29.06	28.50	6%4%	1.50	3.75	0.60	0.04	0.10				
	2nd YEAR	25.19	24.70	6%4%	1.50	3.25	0.60	0.04	0.10				
	1st YEAR	21.31	20.90	6%4%	1.50	2.00	0.60	0.04	0.10				
	Trainee	20.54	20.14	6%4%	1.50		0.60	0.04	0.10				

- 1) Employer contributions to the Rapid Site Access Program (RSAP) are payable under this Agreement.
- 2) ACTIMS remittances have been suspended until further notice.
- 3) Employers are responsible for ensuring all employer contributions required for maintenance activities under this agreement are forwarded to the appropriate organization.

**NATIONAL MAINTENANCE COUNCIL FOR CANADA  
WAGE & BENEFIT SCHEDULE  
Article 12.000**

**AREA:** PROVINCIAL, ALBERTA

**NMA-AB** 2020-2022  
**REVISION DATE** January 1, 2020

**ELECTRICIANS - LOCAL 424**

**MAINTENANCE RATES AND BENEFITS GUIDELINE**

		Fort Mac - STM	Outside Fort Mac	BENEFITS									
				VAC STAT	HLTH WLFR	PENS	EDUC	NMC					
				CODE: D	C	B	B	B					
<b>BASE RATES</b>	JOUR	47.60	46.85	6%4%	2.00	6.35	0.40	0.10					
	PUSH	52.36	51.54	6%4%	2.00	6.35	0.40	0.10					
	FORE	55.69	54.81	6%4%	2.00	6.35	0.40	0.10					
	GEN FORE	59.50	58.56	6%4%	2.00	6.35	0.40	0.10					
<b>APPRENTICE BASE RATES</b>	4th YEAR	38.08	37.48	6%4%	2.00	6.35	0.40	0.10					
	3rd YEAR	33.32	32.80	6%4%	2.00	6.35	0.40	0.10					
	2nd YEAR	28.56	28.11	6%4%	2.00	3.18	0.40	0.10					
	1st YEAR	23.80	23.43	6%4%	2.00	0.00	0.40	0.10					

- 1) Employer contributions to the Rapid Site Access Program (RSAP) are payable under this Agreement.
- 2) Workforce Development Initiatives Trust Fund contributions are payable under this Agreement.
- 3) ACTIMS remittances have been suspended until further notice.
- 4) Refer to Area Labour Agreement for clarification on H&W remittances.
- 5) Employers are responsible for ensuring all employer contributions required for maintenance activities under this agreement are forwarded to the appropriate organization.

**NOTES:**

A. Please see reference agreement for additional Health & Welfare payment when applicable.

**NATIONAL MAINTENANCE COUNCIL FOR CANADA  
WAGE & BENEFIT SCHEDULE  
Article 12.000**

**AREA:** PROVINCIAL, ALBERTA

**NMA-AB** 2020-2022  
**REVISION DATE** January 1, 2020

**INSULATORS - LOCAL 110**

**MAINTENANCE RATES AND BENEFITS GUIDELINE**

		Fort Mac - STM	Outside Fort Mac	BENEFITS									
				VAC STAT	HLTH WLFR	PENS	WC	TRNG	PITT	CEFAP	NMC		
				CODE: D	B	B	B	B	B	B	B		
<b>BASE RATES</b>	JOUR	42.68	41.93	6%4%	2.21	6.57	0.10	0.25	0.50	0.04	0.10		
	FORE	48.18	47.43	6%4%	2.21	6.57	0.10	0.25	0.50	0.04	0.10		
<b>APPRENTICE BASE RATES</b>	3rd YEAR	34.14	33.54	6%4%	2.21	5.26	0.10	0.25	0.50	0.04	0.10		
	2nd YEAR	27.74	27.25	6%4%	2.21	4.27	0.10	0.25	0.50	0.04	0.10		
	1st YEAR	21.34	20.97	6%4%	2.21	3.29	0.10	0.25	0.50	0.04	0.10		
	Helper	21.34	20.97	6%4%	2.21	6.57	0.10	0.25	0.50	0.04	0.10		

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- 2) CEFAP contributions are payable under this Agreement.
- 3) Workforce Development Initiatives Trust Fund contributions are payable under this Agreement.
- 4) ACTIMS remittances have been suspended until further notice.
- 5) Employers are responsible for ensuring all employer contributions required for maintenance activities under this agreement are forwarded to the appropriate organization.

**NATIONAL MAINTENANCE COUNCIL FOR CANADA  
WAGE & BENEFIT SCHEDULE  
Article 12.000**

**AREA:** PROVINCIAL, ALBERTA

**NMA-AB** 2020-2022  
**REVISION DATE** January 1, 2020

**IRONWORKERS (REBAR) - LOCAL 720 & 725**

**MAINTENANCE RATES AND BENEFITS GUIDELINE**

		Fort Mac - STM	Outside Fort Mac	BENEFITS									
				VAC STAT	HLTH WLFR	PENS	APPR	IMPACT	CEFAP	GL	NMC		
				CODE: D	B	B	B	B	B	B	B		
<b>BASE RATES</b>	JOUR	39.52	38.77	6%3.6%	2.05	6.03	0.30	0.30	0.04	0.15	0.10		
	PUSH	41.50	40.71	6%3.6%	2.05	6.03	0.30	0.30	0.04	0.15	0.10		
	FORE	43.47	42.65	6%3.6%	2.05	6.03	0.30	0.30	0.04	0.15	0.10		
<b>APPRENTICE BASE RATES</b>	4th YEAR	35.57	34.89	6%3.6%	2.05	6.03	0.30	0.30	0.04	0.15	0.10		
	3rd YEAR	31.62	31.02	6%3.6%	2.05	6.03	0.30	0.30	0.04	0.15	0.10		
	2nd YEAR	27.66	27.14	6%3.6%	2.05	6.03	0.30	0.30	0.04	0.15	0.10		
	1st YEAR	23.71	23.26	6%3.6%	2.05		0.30	0.30	0.04	0.15	0.10		

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- 5) Employers are responsible for ensuring all employer contributions required for maintenance activities under this agreement are forwarded to the appropriate organization.

**NATIONAL MAINTENANCE COUNCIL FOR CANADA  
WAGE & BENEFIT SCHEDULE  
Article 12.000**

**AREA:** PROVINCIAL, ALBERTA

**NMA-AB** 2020-2022  
**REVISION DATE** January 1, 2020

**IRONWORKERS (STRUCTURAL) - LOCAL 720 & 725**

**MAINTENANCE RATES AND BENEFITS GUIDELINE**

		Fort Mac - STM	Outside Fort Mac	BENEFITS									
				VAC STAT	HLTH WLFR	PENS	APPR	IMPACT	CEFAP	NMC			
				CODE:	D	B	B	B	B	B			
<b>BASE RATES</b>	JOUR	43.25	42.50	6%4%	2.50	6.64	0.50	0.30	0.04	0.10			
	FORE	48.75	48.00	6%4%	2.50	6.64	0.50	0.30	0.04	0.10			
<b>APPRENTICE BASE RATES</b>	4th YEAR	38.93	38.25	6%4%	2.50	6.64	0.50	0.30	0.04	0.10			
	3rd YEAR	34.60	34.00	6%4%	2.50	6.64	0.50	0.30	0.04	0.10			
	2nd YEAR	30.28	29.75	6%4%	2.50	6.64	0.50	0.30	0.04	0.10			
	1st YEAR	25.95	25.50	6%4%	2.50		0.50	0.30	0.04	0.10			

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**NATIONAL MAINTENANCE COUNCIL FOR CANADA  
WAGE & BENEFIT SCHEDULE  
Article 12.000**

**AREA:** PROVINCIAL, ALBERTA

**NMA-AB** 2020-2022  
**REVISION DATE** January 1, 2020

**LABOURERS - LOCAL 92 & 1111**

**MAINTENANCE RATES AND BENEFITS GUIDELINE**

				BENEFITS										
				VAC STAT	HLTH WLFR	PENS	TRNG	CEFAP	NMC					
				CODE: D	B	B	B	B	B					
<b>BASE RATES</b>	<b>JOUR</b>		Fort Mac - STM	Outside Fort Mac										
	<b>FORE</b>		36.05	35.30										
	<b>GEN FORE</b>		39.80	39.05										
<b>APPRENTICE BASE RATES</b>	<b>UNCERTIFIED</b>		41.80	41.05										
	<b>Trainee 3</b>		33.53	32.83										
	<b>Trainee 2</b>		30.64	30.00										
	<b>Trainee 1</b>		27.04	26.48										
	<b>Trainee 1</b>		23.43	22.95										

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- 5) Employers are responsible for ensuring all employer contributions required for maintenance activities under this agreement are forwarded to the appropriate organization.

**NATIONAL MAINTENANCE COUNCIL FOR CANADA  
WAGE & BENEFIT SCHEDULE  
Article 12.000**

**AREA:** PROVINCIAL, ALBERTA

**NMA-AB** 2020-2022  
**REVISION DATE** January 1, 2020

**MILLWRIGHTS - LOCAL 1460**

**MAINTENANCE RATES AND BENEFITS GUIDELINE**

		Fort Mac - STM	Outside Fort Mac	BENEFITS									
				VAC STAT	HLTH WLFR	PENS	TRNG	CEFAP	NMC				
				CODE:	D	B	B	B	B				
<b>BASE RATES</b>	JOUR	45.50	44.75	6%4%	2.71	7.25	0.60	0.04	0.10				
	FORE	51.00	50.25	6%4%	2.71	7.25	0.60	0.04	0.10				
	GEN FORE	53.00	52.25	6%4%	2.71	7.25	0.60	0.04	0.10				
<b>APPRENTICE BASE RATES</b>	4.5 YEAR	43.23	42.51	6%4%	2.71	5.44	0.60	0.04	0.10				
	4th YEAR	40.95	40.28	6%4%	2.71	5.44	0.60	0.04	0.10				
	3.5 YEAR	38.68	38.04	6%4%	2.71	5.44	0.60	0.04	0.10				
	3rd YEAR	36.40	35.80	6%4%	2.71	5.44	0.60	0.04	0.10				
	2.5 YEAR	34.13	33.56	6%4%	2.71	5.44	0.60	0.04	0.10				
	2nd YEAR	31.85	31.33	6%4%	2.71	5.44	0.60	0.04	0.10				
	1.5 YEAR	29.58	29.09	6%4%	2.71	5.44	0.60	0.04	0.10				
1st YEAR	27.30	26.85	6%4%	2.71	5.44	0.60	0.04	0.10					

- 1) Employer contributions to the Rapid Site Access Program (RSAP) are payable under this Agreement.
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**NATIONAL MAINTENANCE COUNCIL FOR CANADA  
WAGE & BENEFIT SCHEDULE  
Article 12.000**

**AREA: PROVINCIAL, ALBERTA**

**NMA-AB** 2020-2022  
**REVISION DATE** January 1, 2020

**OPERATING ENGINEERS - LOCAL 955**

**MAINTENANCE RATES AND BENEFITS GUIDELINE**

		Fort Mac - STM	Outside Fort Mac	BENEFITS									
				VAC STAT	HLTH WLFR	PENS	TRNG	CEFAP	NMC				
				CODE: D	B	B	B	B	B				
<b>BASE RATES</b>	<b>JOUR</b>	45.17	44.42	6%4%	2.00	5.00	0.40	0.04	0.10				
	<b>OPERATING FORE</b>	49.92	49.17	6%4%	2.00	5.00	0.40	0.04	0.10				
	<b>NON-OPERATING FORE</b>	50.67	49.92	6%4%	2.00	5.00	0.40	0.04	0.10				
	<b>GEN FORE</b>	52.67	51.92	6%4%	2.00	5.00	0.40	0.04	0.10				

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- 2) CEFAP contributions are payable under this Agreement.
- 3) Workforce Development Initiatives Trust Fund contributions are payable under this Agreement.
- 4) ACTIMS remittances have been suspended until further notice.
- 5) Employers are responsible for ensuring all employer contributions required for maintenance activities under this agreement are forwarded to the appropriate organization.

**NOTES:**

Rate displayed is Group 1 Rate. For other classifications the maintenance rate calculation is to be applied to the Journeyman Base Rate in the Local Construction Agreement.  
See the Local Construction Agreement for appropriate tonnage premiums to be applied to base rates

**NATIONAL MAINTENANCE COUNCIL FOR CANADA  
WAGE & BENEFIT SCHEDULE  
Article 12.000**

**AREA:** PROVINCIAL, ALBERTA

**NMA-AB  
REVISION DATE**

2020-2022  
January 1, 2020

**PAINTERS - LOCAL 177**

**MAINTENANCE RATES AND BENEFITS GUIDELINE**

					Fort Mac - STM		Outside Fort Mac	BENEFITS												
								VAC STAT	HLTH WLFR	PENS	APPR	EDUC	JTB	CEFAP	GPC					
																CODE: D	B	B		
INDUSTRIAL SPRAY AND SANDBLAST	BASE RATES	JOUR	11/4/2018		43.74	7/1/2018	41.73													
		PUSH	11/4/2018		47.94	7/1/2018														
		FORE	11/4/2018		50.04	7/1/2018	45.90													
		GEN FORE	11/4/2018		52.14	7/1/2018	50.08													
	APPRENTICE:																			
		1st Year	11/4/2018		28.99	7/1/2018	27.94													
		2nd Year	11/4/2018		33.20	7/1/2018	31.80													
		3rd Year	11/4/2018		37.41	7/1/2018	35.73													
	INDUSTRIAL BRUSH AND ROLL	BASE RATES	JOUR	11/4/2018		42.12	7/1/2018	40.19												
			PUSH	11/4/2018		46.34	7/1/2018													
FORE			11/4/2018		48.44	7/1/2018	44.21													
GEN FORE			11/4/2018		50.55	7/1/2018	48.23													
APPRENTICE:																				
		1st Year	11/4/2018		27.38	7/1/2018	26.12													
		2nd Year	11/4/2018		31.59	7/1/2018	30.14													
		3rd Year	11/4/2018		35.80	7/1/2018	34.16													

- 1) Workforce Development Initiatives Trust Fund contributions are payable under this Agreement.
- 2) ACTIMS remittances have been suspended until further notice.
- 3) Employers are responsible for ensuring all employer contributions required for maintenance activities under this agreement are forwarded to the appropriate organization.

**NOTES:**

**A. All projects bid prior to June 1, 2018 will be paid at the Ft. McMurray rate.**

**NATIONAL MAINTENANCE COUNCIL FOR CANADA  
WAGE & BENEFIT SCHEDULE  
Article 12.000**

**AREA:** PROVINCIAL, ALBERTA

**NMA-AB** 2020-2022  
**REVISION DATE** January 1, 2020

**PIPEFITTERS - LOCAL 488**

**MAINTENANCE RATES AND BENEFITS GUIDELINE**

		Fort Mac - LTM	Fort Mac - STM	Outside Fort Mac	BENEFITS									
					VAC STAT	HLTH WLFR	PENS	EDUC	UA CTF	SUP BNFTS	ISIT	CEFAP	NMC	
					CODE: D	C	B	B	B	B	B	B	B	B
<b>BASE RATES</b>	JOUR	45.45	46.20	45.45	6%4%	2.04	6.61	0.50	0.10	0.10	0.20	0.04	0.10	
	FORE	50.95	51.70	50.95	6%4%	2.04	6.61	0.50	0.10	0.10	0.20	0.04	0.10	
	GEN FORE	52.95	53.70	52.95	6%4%	2.04	6.61	0.50	0.10	0.10	0.20	0.04	0.10	
<b>APPRENTICE BASE RATES</b>	Welder CWB	40.89	41.56	40.89	6%4%	2.04	6.61	0.50	0.10	0.10	0.20	0.04	0.10	
	Welder w/o CWB	38.60	39.24	38.60	6%4%	2.04	6.61	0.50	0.10	0.10	0.20	0.04	0.10	
	4th YEAR	40.89	41.56	40.89	6%4%	2.04	6.61	0.50	0.10	0.10	0.20	0.04	0.10	
	3rd YEAR	36.32	36.92	36.32	6%4%	2.04	5.29	0.50	0.10	0.10	0.20	0.04	0.10	
	2nd YEAR	29.47	29.96	29.47	6%4%	2.04	4.30	0.50	0.10	0.10	0.20	0.04	0.10	
	1st YEAR	22.63	23.00	22.63	6%4%	2.04	3.31	0.50	0.10	0.10	0.20	0.04	0.10	

- 1) Employer contributions to the Rapid Site Access Program (RSAP) are payable under this Agreement.
- 2) CEFAP contributions are payable under this Agreement.
- 3) Workforce Development Initiatives Trust Fund contributions are payable under this Agreement.
- 4) ACTIMS remittances have been suspended until further notice.
- 5) Rates shown are for U.A. Journeyman Steam Fitter & B Pressure Welder. See local agreement for other classifications.
- 6) Employers are responsible for ensuring all employer contributions required for maintenance activities under this agreement are forwarded to the appropriate organization.

**NOTES:**

A. See local agreements for other classifications, Instrument Mechanic, Refrigeration, etc.

**NATIONAL MAINTENANCE COUNCIL FOR CANADA  
WAGE & BENEFIT SCHEDULE  
Article 12.000**

**AREA:** PROVINCIAL, ALBERTA

**NMA-AB** 2020-2022  
**REVISION DATE** March 31, 2020

**PLUMBERS - LOCAL 488**

**MAINTENANCE RATES AND BENEFITS GUIDELINE**

		Fort Mac - STM	Outside Fort Mac	BENEFITS								
				VAC STAT	HLTH WLFR	PENS	EDUC	UA CTF	SUP BNFTS	ISIT	CEFAP	NMC
				CODE: D	C	B	B	B	B	B	B	B
<b>BASE RATES</b>	JOUR	46.20	45.45	6%4%	2.04	6.61	0.50	0.10	0.10	0.20	0.04	0.10
	FORE	51.70	50.95	6%4%	2.04	6.61	0.50	0.10	0.10	0.20	0.04	0.10
	GEN FORE	53.70	52.95	6%4%	2.04	6.61	0.50	0.10	0.10	0.20	0.04	0.10
<b>APPRENTICE BASE RATES</b>	4th YEAR	36.92	36.32	6%4%	2.04	5.29	0.50	0.10	0.10	0.20	0.04	0.10
	3rd YEAR	32.28	31.76	6%4%	2.04	4.63	0.50	0.10	0.10	0.20	0.04	0.10
	2nd YEAR	27.64	27.19	6%4%	2.04	3.97	0.50	0.10	0.10	0.20	0.04	0.10
	1st YEAR	23.00	22.63	6%4%	2.04	3.31	0.50	0.10	0.10	0.20	0.04	0.10

- 1) Employer contributions to the Rapid Site Access Program (RSAP) are payable under this Agreement.
- 2) CEFAP contributions are payable under this Agreement.
- 3) Workforce Development Initiatives Trust Fund contributions are payable under this Agreement.
- 4) ACTIMS remittances have been suspended until further notice.
- 5) Employers are responsible for ensuring all employer contributions required for maintenance activities under this agreement are forwarded to the appropriate organization.

**NOTES:**

A. See local agreements for other classifications, Instrument Mechanic, Refrigeration, etc.

**NATIONAL MAINTENANCE COUNCIL FOR CANADA  
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Article 12.000**

**AREA:** PROVINCIAL, ALBERTA

**NMA-AB** 2020-2022  
**REVISION DATE** January 1, 2020

**PIPEFITTERS - LOCAL 496**

**MAINTENANCE RATES AND BENEFITS GUIDELINE**

		Maintenance Rate	BENEFITS								
			VAC STAT	HLTH WLFR	PENS	EDUC	UA CTF	SUP BNFTS	MMDF	CEFAP	NMC
<b>BASE RATES</b>	<b>JOUR</b>	46.15	<b>D</b>	<b>C</b>	<b>B</b>	<b>B</b>	<b>B</b>	<b>B</b>	<b>B</b>	<b>B</b>	
	<b>FORE</b>	51.65	6%4%	1.50	6.20	0.35	0.10	0.03	0.60	0.04	0.10
	<b>GEN FORE</b>	53.65	6%4%	1.50	6.20	0.35	0.10	0.03	0.60	0.04	0.10
<b>APPRENTICE BASE RATES</b>	<b>4th YEAR</b>	41.48	<b>D</b>	<b>C</b>	<b>B</b>	<b>B</b>	<b>B</b>	<b>B</b>	<b>B</b>	<b>B</b>	
	<b>3rd YEAR</b>	36.80	6%4%	1.50	6.20	0.35	0.10	0.03	0.60	0.04	0.10
	<b>2nd YEAR</b>	29.79	6%4%	1.50	6.20	0.35	0.10	0.03	0.60	0.04	0.10
	<b>1st YEAR</b>	22.78	6%4%	1.50	6.20	0.35	0.10	0.03	0.60	0.04	0.10

- 1) Employer contributions to the Rapid Site Access Program (RSAP) are payable under this Agreement.
- 2) CEFAP contributions are payable under this Agreement.
- 3) Workforce Development Initiatives Trust Fund contributions are payable under this Agreement.
- 4) ACTIMS remittances have been suspended until further notice.
- 5) Rates shown are for U.A. Journeyman Steam Fitter & B Pressure Welder. See local agreement for other classifications.
- 6) There is a \$ 0.60 Employee Contribution to the benefit plan required under the collective agreement.
- 7) Employers are responsible for ensuring all employer contributions required for maintenance activities under this agreement are forwarded to the appropriate organization.

**NOTES:**

- A. See local agreements for other classifications, Instrument Mechanic, Refrigeration, etc.

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**AREA:** PROVINCIAL, ALBERTA

**NMA-AB** 2020-2022  
**REVISION DATE** January 1, 2020

**HVAC & REFRIGERATION - LOCAL 488**

**MAINTENANCE RATES AND BENEFITS GUIDELINE**

		Fort Mac - STM	Outside Fort Mac	BENEFITS										
<b>BASE RATES</b>	<b>JOUR</b>	48.95	48.20	<b>CODE:</b>	<b>D</b>	<b>B</b>	<b>B</b>	<b>B</b>	<b>B</b>	<b>B</b>				
	<b>FORE</b>	53.85	53.02		6%4%	2.05	5.60	0.35	0.10	0.10				
<b>APPRENTICE BASE RATES</b>	<b>4th YEAR</b>	41.61	40.97	<b>CODE:</b>	<b>D</b>	<b>B</b>	<b>B</b>	<b>B</b>	<b>B</b>	<b>B</b>				
	<b>3rd YEAR</b>	36.71	36.15		6%4%	2.05	4.20	0.35	0.10	0.10				
	<b>2nd YEAR</b>	29.37	28.92		6%4%	2.05	3.36	0.35	0.10	0.10				
	<b>1st YEAR</b>	24.48	24.10		6%4%	2.05	2.80	0.35	0.10	0.10				

- 1) CEFAP contributions are payable under this Agreement.
- 2) Workforce Development Initiatives Trust Fund contributions are payable under this Agreement.
- 3) ACTIMS remittances have been suspended until further notice.
- 4) Employers are responsible for ensuring all employer contributions required for maintenance activities under this agreement are forwarded to the appropriate organization.



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**SPRINKLER FITTERS - LOCAL 488**

**MAINTENANCE RATES AND BENEFITS GUIDELINE**

		Fort Mac - STM	Outside Fort Mac	BENEFITS											
				VAC STAT	HLTH WLFR	PENS	ISIT	EPT TRNG	EPT TUITION	SBTF	UA ADMIN	UA PAC	CASA TRNG	H2H	NMC
				CODE: D	C	B	B	B	B	B	B	B	B	B	B
<b>BASE RATES</b>	JOUR	44.98	44.23	6%4%	2.04	7.30	1.75	0.02	0.09	0.10	0.05	0.01	0.39	0.01	0.10
	PUSH	49.48	48.65	6%4%	2.04	7.30	1.75	0.02	0.09	0.10	0.05	0.01	0.39	0.01	0.10
	FORE	51.28	50.42	6%4%	2.04	7.30	1.75	0.02	0.09	0.10	0.05	0.01	0.39	0.01	0.10
<b>APPRENTICE BASE RATES</b>	4th YEAR	35.98	35.38	6%4%	2.04	7.30	1.75	0.02	0.09	0.10	0.05	0.01	0.39	.01	0.10
	3rd YEAR	31.49	30.96	6%4%	2.04	7.30	1.75	0.02	0.09	0.10	0.05	0.01	0.39	0.01	0.10
	2nd YEAR	26.99	26.54	6%4%	2.04	7.30	1.75	0.02	0.09	0.10	0.05	0.01	0.39	0.01	0.10
	1st YEAR (Completed Probation)	22.49	22.12	6%4%	2.04	7.30	1.75	0.02	0.09	0.10	0.05	0.01	0.39	0.01	0.10
	1st YEAR (3 Month Probation)	22.49	22.12	6%4%	2.04		1.75	0.02	0.09	0.10	0.05	0.01	0.39	0.01	0.10

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- 3) Workforce Development Initiatives Trust Fund contributions are payable under this Agreement.
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**NOTES:**

- A. Sprinkler Fitter Pension - remit to Global not EPI.
  - i. Additional \$0.05 cents contribution paid/deducted from the Employee into Pension.
  - ii. Check with local union for other Employee deductions (Building Trades, Fraternal & Building)
- B. ISIT Fund - remit to Sprinkler ISIT fund.

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**REVISION DATE** January 1, 2020

**SHEET METAL WORKERS - LOCAL 8**

**MAINTENANCE RATES AND BENEFITS GUIDELINE**

		Fort Mac - STM	Outside Fort Mac	BENEFITS								
				VAC STAT	HLTH WLFR	PENS	BENEV	TRNG	CEFAP	NMC		
				CODE: D	B	B	B	B	B	B		
<b>BASE RATES</b>	JOUR	46.11	45.36	6%4%	1.65	5.50	0.09	0.30	0.04	0.10		
	FORE	50.36	49.61	6%4%	1.65	5.50	0.09	0.30	0.04	0.10		
	GEN FORE	51.36	50.61	6%4%	1.65	5.50	0.09	0.30	0.04	0.10		
<b>APPRENTICE BASE RATES</b>	4th YEAR	39.19	38.56	6%4%	1.65	5.50	0.09	0.30	0.04	0.10		
	3rd YEAR	34.58	34.02	6%4%	1.65	5.50	0.09	0.30	0.04	0.10		
	2nd YEAR	29.97	29.48	6%4%	1.65	5.50	0.09	0.30	0.04	0.10		
	1st YEAR	23.06	22.68	6%4%	1.65		0.09	0.30	0.04	0.10		
	Probation	18.44	18.14	6%4%	1.65		0.09	0.30	0.04	0.10		

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- 3) Workforce Development Initiatives Trust Fund contributions are payable under this Agreement.
- 4) ACTIMS remittances have been suspended until further notice.
- 5) Employers are responsible for ensuring all employer contributions required for maintenance activities under this agreement are forwarded to the appropriate organization.

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**AREA:** PROVINCIAL, ALBERTA

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**TEAMSTERS - LOCAL 362**

**MAINTENANCE RATES AND BENEFITS GUIDELINE**

		Fort Mac - STM	Outside Fort Mac	BENEFITS									
				VAC STAT	HLTH WLFR	PENS	TRNG	ADV	WFDV	NMC			
				CODE: D	B	B	B	B	B	B			
<b>BASE RATES</b>	<b>JOUR</b>	39.96	39.21	6%4%	2.90	6.90	0.40	0.05	0.01	0.10			
	<b>PUSH</b>	44.71	43.96	6%4%	2.90	6.90	0.40	0.05	0.01	0.10			
	<b>FORE</b>	45.71	44.96	6%4%	2.90	6.90	0.40	0.05	0.01	0.10			

- 1) Workforce Development Initiatives Trust Fund contributions are payable under this Agreement.
- 2) ACTIMS remittances have been suspended until further notice.
- 3) Employers are responsible for ensuring all employer contributions required for maintenance activities under this agreement are forwarded to the appropriate organization.

**NOTES:**

- A. Pick up truck rate noted above - Group 5
- B. See Local Agreement for other classifications as required. The maintenance rate calculation is to be in the Local Construction Agreement