

# 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: ALBERTA**

**NMA-AB  
REVISION DATE**

*2023-2024  
May 7, 2023*

**CARPENTERS - LOCAL 1325**

**MAINTENANCE RATES AND BENEFITS**

		Fort Mac Area	Outside Fort Mac	BENEFITS								
				VAC STAT	HLTH WLFR	PENS	TRNG	AMCC	NMC			
<b>BASE RATES</b>	<b>JOUR</b>	45.57	44.82	<b>CODE: D</b>	<b>B</b>	<b>C</b>	<b>B</b>	<b>B</b>	<b>B</b>			
	<b>FORE</b>	50.07	49.32	6%4%	2.10	6.40	1.00	0.10	0.10			
	<b>GEN FORE</b>	52.07	51.32	6%4%	2.10	6.40	1.00	0.10	0.10			
<b>APPRENTICE BASE RATES</b>	<b>4th YEAR</b>	41.91	41.24	<b>CODE: D</b>	<b>B</b>	<b>C</b>	<b>B</b>	<b>B</b>	<b>B</b>			
	<b>3rd YEAR</b>	37.26	36.66	6%4%	2.10	4.80	1.00	0.10	0.10			
	<b>2nd YEAR</b>	32.60	32.07	6%4%	2.10	4.80	1.00	0.10	0.10			
	<b>1st YEAR</b>	27.94	27.49	6%4%	2.10	4.80	1.00	0.10	0.10			

1. Employers will make appropriate contributions to the following funds for those participating trades which have the provision contained within their respective Industrial Construction Reference Agreement:

- Building Trades of Alberta
- Construction Employee Family Assistance Program (CEFAP)
- Case Managed Aftercare (CMAC)
- Rapid Site Access Program (RSAP)
- Workforce Development Trust Fund (WFDT)

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

**3. 100% of Appropriate Benefits**

The Parties agree that the application of the 100% of Appropriate Benefits will be based upon the respective Local Union's Construction Reference Agreement. Benefit contributions based on hours earned in construction will be paid on hours earned in maintenance and contributions based on hours worked in construction will be paid on hours worked in maintenance.

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

**AREA:** ALBERTA

**NMA-AB  
REVISION DATE**

2023-2024  
May 7, 2023

## CEMENT MASONS - LOCAL 222

### MAINTENANCE RATES AND BENEFITS

		Fort Mac Area	Outside Fort Mac	BENEFITS									
				VAC STAT	HLTH WLFR	PENS	TRNG	AMCC	NMC				
<b>BASE RATES</b>	<b>JOUR</b>	43.24	42.49	<b>CODE: D</b>	<b>B</b>	<b>C</b>	<b>B</b>	<b>B</b>	<b>B</b>				
	<b>FORE</b>	47.74	46.99	6%4%	2.50	5.50	1.00	0.10	0.10				
<b>APPRENTICE BASE RATES</b>	<b>2nd Per-AIT</b>	36.75	36.12	<b>CODE: D</b>	<b>B</b>	<b>C</b>	<b>B</b>	<b>B</b>	<b>B</b>				
	<b>2nd Per-no AIT</b>	32.43	31.87	6%4%	2.50	4.35	1.00	0.10	0.10				
	<b>1st Per</b>	28.11	27.62	6%4%	2.50	3.85	1.00	0.10	0.10				
	<b>Trainee</b>	23.78	23.37	6%4%			1.00	0.10	0.10				

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- Construction Employee Family Assistance Program (CEFAP)
- Case Managed Aftercare (CMAC)
- Rapid Site Access Program (RSAP)
- Workforce Development Trust Fund (WFDT)

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3. **100% of Appropriate Benefits**

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

**AREA:** ALBERTA

**NMA-AB** 2023-2024  
**REVISION DATE** May 7, 2023

## PLASTERERS - LOCAL 222

**MAINTENANCE RATES AND BENEFITS**

			BENEFITS										
		Fort Mac Area	Outside Fort Mac	VAC STAT	HLTH WLFR	PENS	TRNG	AMCC	NMC				
				CODE: D	B	C	B	B	B				
<b>BASE RATES</b>	<b>JOUR</b>	43.24	42.49	6%4%	2.50	5.50	1.00	0.10	0.10				
	<b>FORE</b>	47.74	46.99	6%4%	2.50	5.50	1.00	0.10	0.10				
<b>APPRENTICE BASE RATES</b>	<b>3rd YEAR</b>	34.59	33.99	6%4%	2.50	4.10	1.00	0.10	0.10				
	<b>2nd YEAR</b>	30.27	29.74	6%4%	2.50	3.20	1.00	0.10	0.10				
	<b>1st YEAR</b>	25.94	25.49	6%4%	2.50	2.05	1.00	0.10	0.10				
	<b>Trainee</b>	23.78	23.37	6%4%			1.00	0.10	0.10				

1. Employers will make appropriate contributions to the following funds for those participating trades which have the provision contained within their respective Industrial Construction Reference Agreement:

- Building Trades of Alberta
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- Case Managed Aftercare (CMAC)
- Rapid Site Access Program (RSAP)
- Workforce Development Trust Fund (WFDT)

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3. **100% of Appropriate Benefits**

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

**AREA:** ALBERTA

**NMA-AB  
REVISION DATE**

2023-2024  
October 1 2023

**ELECTRICIANS - LOCAL 424**

**MAINTENANCE RATES AND BENEFITS**

		Fort Mac Area	Outside Fort Mac	BENEFITS									
				VAC STAT	HLTH WLFR	PENS	EDUC	AMCC	NMC				
<b>BASE RATES</b>	<b>JOUR</b>	53.22	52.47	<b>CODE: D</b>	<b>B</b>	<b>B</b>	<b>B</b>	<b>B</b>	<b>B</b>				
	<b>PUSH</b>	57.22	56.47	6%4%	2.15	6.35	0.50	0.10	0.10				
	<b>FORE</b>	60.22	59.47	6%4%	2.15	6.35	0.50	0.10	0.10				
	<b>GEN FORE</b>	63.22	62.47	6%4%	2.15	6.35	0.50	0.10	0.10				
					6%4%	2.15	6.35	0.50	0.10	0.10			
<b>APPRENTICE BASE RATES</b>	<b>4th YEAR</b>	42.58	41.98	<b>CODE: D</b>	<b>B</b>	<b>B</b>	<b>B</b>	<b>B</b>	<b>B</b>				
	<b>3rd YEAR</b>	37.25	36.73	6%4%	2.15	5.08	0.50	0.10	0.10				
	<b>2nd YEAR</b>	31.93	31.48	6%4%	2.15	4.45	0.50	0.10	0.10				
	<b>1st YEAR</b>	26.61	26.24	6%4%	2.15	3.81	0.50	0.10	0.10				
					6%4%	2.15	0.00	0.50	0.10	0.10			

- Employers will make appropriate contributions to the following funds for those participating trades which have the provision contained within their respective Industrial Construction Reference Agreement:
  - Building Trades of Alberta
  - Construction Employee Family Assistance Program (CEFAP)
  - Case Managed Aftercare (CMAC)
  - Rapid Site Access Program (RSAP)
  - Workforce Development Trust Fund (WFDT)
  - Electrical Contactors Association of Alberta (ECAA)
- Employers are responsible for ensuring all employer contributions required for maintenance activities under this agreement are forwarded to the appropriate organization.
- 100% of Appropriate Benefits**  
The Parties agree that the application of the 100% of Appropriate Benefits will be based upon the respective Local Union's Construction Reference Agreement. Benefit contributions based on hours earned in construction will be paid on hours earned in maintenance and contributions based on hours worked in construction will be paid on hours worked in maintenance.

**NOTES:**

- Please see reference agreement for additional Health & Welfare payment when applicable.
- Please see reference agreement for additional RRSP payments when applicable.

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

**AREA: ALBERTA**

**NMA-AB**      2023-2024  
November 5, 2023

**INSULATORS - LOCAL 110**

**MAINTENANCE RATES AND BENEFITS**

		Outside Fort Mac	Fort Mac Area	BENEFITS								
				VAC STAT	HLTH WLFR	PENS	WOW	TRNG	AMCC	NMC		
<b>BASE RATES</b>	<b>JOUR</b>	48.65	49.40	<b>CODE: D</b>	<b>B</b>	<b>C</b>	<b>B</b>	<b>B</b>	<b>B</b>	<b>B</b>		
	<b>FORE</b>	53.52	54.34	6%4%	2.21	6.57	0.30	0.55	0.10	0.10		
	<b>GEN FORE</b>	60.81	61.75	6%4%	2.21	6.57	0.30	0.55	0.10	0.10		
<b>APPRENTICE BASE RATES</b>	<b>Uncert JNY</b>	46.22	46.93	<b>CODE: D</b>	<b>B</b>	<b>C</b>	<b>B</b>	<b>B</b>	<b>B</b>	<b>B</b>		
	<b>3rd YEAR</b>	38.92	39.52	6%4%	2.21	5.26	0.30	0.55	0.10	0.10		
	<b>2nd YEAR</b>	31.62	32.11	6%4%	2.21	4.27	0.30	0.55	0.10	0.10		
	<b>1st YEAR</b>	24.33	24.70	6%4%	2.21	3.29	0.30	0.55	0.10	0.10		

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

**AREA:** ALBERTA

**NMA-AB  
REVISION DATE**

2023-2024  
May 7, 2023

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

**MAINTENANCE RATES AND BENEFITS**

		Fort Mac Area	Outside Fort Mac	BENEFITS									
				VAC STAT	HLTH WLFR	PENS	TRNG	IMPACT	TIF	AMCC	NMC		
				CODE:	D	B	C	B	B	B	B	B	
<b>BASE RATES</b>	JOUR	44.40	43.65	6%3.6%	2.50	6.64	0.30	0.15	0.40	0.10	0.10		
	PUSH	46.62	45.83	6%3.6%	2.50	6.64	0.30	0.15	0.40	0.10	0.10		
	FORE	48.84	48.02	6%3.6%	2.50	6.64	0.30	0.15	0.40	0.10	0.10		
<b>APPRENTICE BASE RATES</b>	4th YEAR	39.96	39.29	6%3.6%	2.50	6.64	0.30	0.15	0.40	0.10	0.10		
	3rd YEAR	35.52	34.92	6%3.6%	2.50	6.64	0.30	0.15	0.40	0.10	0.10		
	2nd YEAR	31.08	30.56	6%3.6%	2.50	6.64	0.30	0.15	0.40	0.10	0.10		
	1st YEAR	26.64	26.19	6%3.6%	2.50		0.30	0.15	0.40	0.10	0.10		

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- Building Trades of Alberta
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**NATIONAL MAINTENANCE COUNCIL FOR CANADA  
WAGE & BENEFIT SCHEDULE  
Article 12.000**

**AREA:** ALBERTA

**NMA-AB  
REVISION DATE**

2023-2024  
May 7, 2023

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

**MAINTENANCE RATES AND BENEFITS**

		Fort Mac Area	Outside Fort Mac	BENEFITS									
				VAC STAT	HLTH WLFR	PENS	APPR	IMPACT	TIF	AMCC	NMC		
				CODE:	D	B	C	B	B	B	B	B	
BASE RATES	JOUR	49.18	48.43	6%4%	2.50	7.25	0.63	0.15	0.40	0.10	0.10		
	FORE	54.68	53.93	6%4%	2.50	7.25	0.63	0.15	0.40	0.10	0.10		
APPRENTICE BASE RATES	4th YEAR	44.26	43.59	6%4%	2.50	7.25	0.63	0.15	0.40	0.10	0.10		
	3rd YEAR	39.34	38.74	6%4%	2.50	7.25	0.63	0.15	0.40	0.10	0.10		
	2nd YEAR	34.43	33.90	6%4%	2.50	7.25	0.63	0.15	0.40	0.10	0.10		
	1st YEAR	29.51	29.06	6%4%	2.50		0.63	0.15	0.40	0.10	0.10		

- Employers will make appropriate contributions to the following funds for those participating trades which have the provision contained within their respective Industrial Construction Reference Agreement:
  - Building Trades of Alberta
  - Construction Employee Family Assistance Program (CEFAP)
  - Case Managed Aftercare (CMAC)
  - Rapid Site Access Program (RSAP)
  - Workforce Development Trust Fund (WFDT)
- Employers are responsible for ensuring all employer contributions required for maintenance activities under this agreement are forwarded to the appropriate organization.
- 100% of Appropriate Benefits**  
The Parties agree that the application of the 100% of Appropriate Benefits will be based upon the respective Local Union's Construction Reference Agreement. Benefit contributions based on hours earned in construction will be paid on hours earned in maintenance and contributions based on hours worked in construction will be paid on hours worked in maintenance.



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

**AREA:** ALBERTA

**NMA-AB  
REVISION DATE**

2023-2024  
July 30, 2023

**LABOURERS - LOCAL 92**

**MAINTENANCE RATES AND BENEFITS**

		Fort Mac Area	Outside Fort Mac	BENEFITS									
				VAC STAT	HLTH WLFR	PENS	TRNG	ADVAN. FUND	AMCC	NMC			
				CODE: D	B	C	B	B	B	B			
BASE RATES	JOUR	40.15	39.40	6%4%	2.75	5.40	0.75	0.34	0.10	0.10			
	FORE	43.90	43.15	6%4%	2.75	5.40	0.75	0.34	0.10	0.10			
	GEN FORE	45.90	45.15	6%4%	2.75	5.40	0.75	0.34	0.10	0.10			
APPRENTICE BASE RATES	UNCERTIFIED	37.34	36.64	6%4%	2.75	5.40	0.75	0.34	0.10	0.10			
	Trainee 3	34.13	33.49	6%4%	2.75	4.59	0.75	0.34	0.10	0.10			
	Trainee 2	30.11	29.55	6%4%	2.75	4.05	0.75	0.34	0.10	0.10			
	Trainee 1	26.10	25.61	6%4%	2.75	3.51	0.75	0.34	0.10	0.10			

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  - Building Trades of Alberta
  - Construction Employee Family Assistance Program (CEFAP)
  - Case Managed Aftercare (CMAC)
  - Rapid Site Access Program (RSAP)
  - Workforce Development Trust Fund (WFDT)
- Employers are responsible for ensuring all employer contributions required for maintenance activities under this agreement are forwarded to the appropriate organization.
- Labourers Foreperson and General Foreperson rate increases shall be based off the highest classification working under them.
- 100% of Appropriate Benefits**  
The Parties agree that the application of the 100% of Appropriate Benefits will be based upon the respective Local Union's Construction Reference Agreement. Benefit contributions based on hours earned in construction will be paid on hours earned in maintenance and contributions based on hours worked in construction will be paid on hours worked in maintenance.

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

**AREA:** ALBERTA

**NMA-AB  
REVISION DATE**

2023-2024  
May 7, 2023

**MILLWRIGHTS - LOCAL 1460**

**MAINTENANCE RATES AND BENEFITS**

		Fort Mac Area	Outside Fort Mac	BENEFITS									
				VAC STAT	HLTH WLFR	PENS	TRNG	AMCC	NMC				
<b>BASE RATES</b>	JOUR	51.32	50.57	<b>CODE: D</b>	<b>B</b>	<b>C</b>	<b>B</b>	<b>B</b>	<b>B</b>				
	FORE	56.82	56.07	6%4%	2.56	8.00	1.15	0.10	0.10				
	GEN FORE	58.82	58.07	6%4%	2.56	8.00	1.15	0.10	0.10				
					6%4%	2.56	8.00	1.15	0.10	0.10			
<b>APPRENTICE BASE RATES</b>	4.5 YEAR	48.75	48.04	<b>CODE: D</b>	<b>B</b>	<b>C</b>	<b>B</b>	<b>B</b>	<b>B</b>				
	4th YEAR	46.19	45.51	6%4%	2.56	6.00	1.15	0.10	0.10				
	3.5 YEAR	43.62	42.98	6%4%	2.56	6.00	1.15	0.10	0.10				
	3rd YEAR	41.06	40.46	6%4%	2.56	6.00	1.15	0.10	0.10				
	2.5 YEAR	38.49	37.93	6%4%	2.56	6.00	1.15	0.10	0.10				
	2nd YEAR	35.92	35.40	6%4%	2.56	6.00	1.15	0.10	0.10				
	1.5 YEAR	33.36	32.87	6%4%	2.56	6.00	1.15	0.10	0.10				
	1st YEAR	30.79	30.34	6%4%	2.56	6.00	1.15	0.10	0.10				

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**3. 100% of Appropriate Benefits**

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

**AREA: ALBERTA**

**NMA-AB** 2023-2024  
**REVISION DATE** November 5, 2023

**OPERATING ENGINEERS - LOCAL 955**

**MAINTENANCE RATES AND BENEFITS**

			BENEFITS									
		Fort Mac Area	Outside Fort Mac	VAC STAT	HLTH WLFR	PENS	TRNG	ITEC	AMCC	NMC		
				CODE: D	B	C	B	B	B	B		
<b>BASE RATES</b>	<b>JOUR</b>	50.95	50.20	6%4%	2.50	6.00	0.45	0.05	0.10	0.10		
	<b>OPERATING FORE</b>	55.70	54.95	6%4%	2.50	6.00	0.45	0.05	0.10	0.10		
	<b>NON-OPERATING FORE</b>	56.45	55.70	6%4%	2.50	6.00	0.45	0.05	0.10	0.10		
	<b>GEN FORE</b>	58.45	57.70	6%4%	2.50	6.00	0.45	0.05	0.10	0.10		

1. Employers will make appropriate contributions to the following funds for those participating trades which have the provision contained within their respective Industrial Construction Reference Agreement:
  - Building Trades of Alberta
  - Construction Employee Family Assistance Program (CEFAP)
  - Case Managed Aftercare (CMAC)
  - Rapid Site Access Program (RSAP)
  - Workforce Development Trust Fund (WFDT)
  
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**NOTE:**

- a. 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:** ALBERTA

**NMA-AB  
REVISION DATE**

2023-2024  
January 1, 2023

**PAINTERS - LOCAL 177**

**MAINTENANCE RATES AND BENEFITS**

				Fort Mac Area			Outside Fort Mac	BENEFITS							
							CODE:								
							VAC STAT	HLTH WLFR	PENS	APPR	EDUC	JTB	AMCC	GPC	
							D	B	B				B	B	B
<b>INDUSTRIAL SPRAY AND SANDBLAST</b>	<b>BASE RATES</b>	JOUR	2022-01-23	43.95	2018-07-01	41.73	6%4%	1.50	4.40			0.65	0.10	0.10	
		PUSH	2022-01-23	48.19	2018-07-01		6%4%	1.50	4.40			0.65	0.10	0.10	
		FORE	2022-01-23	50.30	2018-07-01	45.90	6%4%	1.50	4.40			0.65	0.10	0.10	
		GEN FORE	2022-01-23	52.42	2018-07-01	50.08	6%4%	1.50	4.40			0.65	0.10	0.10	
	<b>APPRENTICE:</b>														
	1st Year	2022-01-23	29.13	2018-07-01	27.94	6%4%	1.50	4.40			0.65	0.10	0.10		
	2nd Year	2022-01-23	33.36	2018-07-01	31.80	6%4%	1.50	4.40			0.65	0.10	0.10		
	3rd Year	2022-01-23	37.60	2018-07-01	35.73	6%4%	1.50	4.40			0.65	0.10	0.10		
	<b>INDUSTRIAL BRUSH AND ROLL</b>	<b>BASE RATES</b>	JOUR	2022-01-23	42.35	2018-07-01	40.19	6%4%	1.50	4.40			0.65	0.10	0.10
			PUSH	2022-01-23	46.59	2018-07-01		6%4%	1.50	4.40			0.65	0.10	0.10
FORE			2022-01-23	48.70	2018-07-01	44.21	6%4%	1.50	4.40			0.65	0.10	0.10	
GEN FORE			2022-01-23	50.82	2018-07-01	48.23	6%4%	1.50	4.40			0.65	0.10	0.10	
<b>APPRENTICE:</b>															
1st Year		2022-01-23	27.53	2018-07-01	26.12	6%4%	1.50	4.40			0.65	0.10	0.10		
2nd Year		2022-01-23	31.76	2018-07-01	30.14	6%4%	1.50	4.40			0.65	0.10	0.10		
3rd Year		2022-01-23	36.00	2018-07-01	34.16	6%4%	1.50	4.40			0.65	0.10	0.10		

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  - Building Trades of Alberta
  - Construction Employee Family Assistance Program (CEFAP)
  - Case Managed Aftercare (CMAC)
  - Rapid Site Access Program (RSAP)
  - Workforce Development Trust Fund (WFDT)
  
2. Employers are responsible for ensuring all employer contributions required for maintenance activities under this agreement are forwarded to the appropriate organization.
  
3. **100% of Appropriate Benefits**  
 The Parties agree that the application of the 100% of Appropriate Benefits will be based upon the respective Local Union's Construction Reference Agreement. Benefit contributions based on hours earned in construction will be paid on hours earned in maintenance and contributions based on hours worked in construction will be paid on hours worked in maintenance.

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

**AREA:** ALBERTA

**NMA-AB  
REVISION DATE**

2023-2024  
May 7, 2023

**PIPEFITTERS - LOCAL 488**

**MAINTENANCE RATES AND BENEFITS**

		Fort Mac Area	Outside Fort Mac	BENEFITS								
				VAC STAT	HLTH WLFR	PENS	EDUC	SUP BNFTS	ISIT	UANW & ORG	AMCC	NMC
				CODE: D	C	C	C	C	C	B	B	B
<b>BASE RATES</b>	JOUR	52.54	51.79	6%4%	2.70	6.60	0.81	0.05	0.15	0.15	0.10	0.10
	FORE	58.04	57.29	6%4%	2.70	6.60	0.81	0.05	0.15	0.15	0.10	0.10
	GEN FORE	60.04	59.29	6%4%	2.70	6.60	0.81	0.05	0.15	0.15	0.10	0.10
<b>APPRENTICE BASE RATES</b>	Welder CWB	47.27	46.60	6%4%	2.70	5.94	0.81	0.05	0.15	0.15	0.10	0.10
	Welder w/o CWB	44.64	44.00	6%4%	2.70	5.61	0.81	0.05	0.15	0.15	0.10	0.10
	4th YEAR	47.27	46.60	6%4%	2.70	5.94	0.81	0.05	0.15	0.15	0.10	0.10
	3rd YEAR	42.00	41.40	6%4%	2.70	5.28	0.81	0.05	0.15	0.15	0.10	0.10
	2nd YEAR	34.10	33.61	6%4%	2.70	4.29	0.81	0.05	0.15	0.15	0.10	0.10
	1st YEAR	26.20	25.82	6%4%	2.70	3.30	0.81	0.05	0.15	0.15	0.10	0.10

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  - Building Trades of Alberta
  - Construction Employee Family Assistance Program (CEFAP)
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3. **100% of Appropriate Benefits**  
 The Parties agree that the application of the 100% of Appropriate Benefits will be based upon the respective Local Union’s Construction Reference Agreement. Benefit contributions based on hours earned in construction will be paid on hours earned in maintenance and contributions based on hours worked in construction will be paid on hours worked in maintenance.

**NOTE:**

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

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

**AREA:** ALBERTA

**NMA-AB** 2023-2024  
**REVISION DATE** May 7, 2023

**PLUMBERS - LOCAL 488**

**MAINTENANCE RATES AND BENEFITS**

		Fort Mac Area	Outside Fort Mac	BENEFITS						AMCC	NMC	
				VAC STAT	HLTH WLFR	PENS	EDUC	SUP BNFTS	ISIT			UANW & ORG
<b>BASE RATES</b>	<b>JOUR</b>	52.54	51.79	<b>CODE: D</b>	<b>C</b>	<b>C</b>	<b>C</b>	<b>C</b>	<b>C</b>	<b>B</b>	<b>B</b>	<b>B</b>
	<b>FORE</b>	58.04	57.29	6%4%	2.70	6.60	0.81	0.05	0.15	0.15	0.10	0.10
	<b>GEN FORE</b>	60.04	59.29	6%4%	2.70	6.60	0.81	0.05	0.15	0.15	0.10	0.10
<b>APPRENTICE BASE RATES</b>	<b>4th YEAR</b>	42.00	41.40	<b>CODE: D</b>	<b>C</b>	<b>C</b>	<b>C</b>	<b>C</b>	<b>C</b>	<b>B</b>	<b>B</b>	<b>B</b>
	<b>3rd YEAR</b>	36.73	36.21	6%4%	2.70	5.61	0.81	0.05	0.15	0.15	0.10	0.10
	<b>2nd YEAR</b>	31.46	31.01	6%4%	2.70	4.95	0.81	0.05	0.15	0.15	0.10	0.10
	<b>1st YEAR</b>	26.20	25.82	6%4%	2.70	4.29	0.81	0.05	0.15	0.15	0.10	0.10

- Employers will make appropriate contributions to the following funds for those participating trades which have the provision contained within their respective Industrial Construction Reference Agreement:
  - Building Trades of Alberta
  - Construction Employee Family Assistance Program (CEFAP)
  - Case Managed Aftercare (CMAC)
  - Rapid Site Access Program (RSAP)
  - Workforce Development Trust Fund (WFDT)
- Employers are responsible for ensuring all employer contributions required for maintenance activities under this agreement are forwarded to the appropriate organization.
- 100% of Appropriate Benefits**  
The Parties agree that the application of the 100% of Appropriate Benefits will be based upon the respective Local Union's Construction Reference Agreement. Benefit contributions based on hours earned in construction will be paid on hours earned in maintenance and contributions based on hours worked in construction will be paid on hours worked in maintenance.

**NOTE:**

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

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

**AREA:** ALBERTA

**NMA-AB  
REVISION DATE**

2023-2024  
May 1, 2023

**PIPEFITTERS - LOCAL 496**

**MAINTENANCE RATES AND BENEFITS**

		Maintenance Rate	BENEFITS									
			VAC STAT	HLTH WLFR	PENS	EDUC	NAT ORG/UANW	SUP BNFTS	MMDF	B&B	AMCC	NMC
<b>BASE RATES</b>	<b>JOUR</b>	52.43	<b>CODE: D</b>	<b>C</b>	<b>C</b>	<b>C</b>	<b>B</b>	<b>C</b>	<b>C</b>	<b>C</b>	<b>B</b>	<b>B</b>
	<b>FORE</b>	57.93	6%4%	2.00	6.20	0.60	0.15	0.10	0.60	0.10	0.10	0.10
	<b>GEN FORE</b>	59.93	6%4%	2.00	6.20	0.60	0.15	0.10	0.60	0.10	0.10	0.10
<b>APPRENTICE BASE RATES</b>	<b>4th YEAR</b>	47.14	<b>CODE: D</b>	<b>C</b>	<b>C</b>	<b>C</b>	<b>B</b>	<b>C</b>	<b>C</b>	<b>C</b>	<b>B</b>	<b>B</b>
	<b>3rd YEAR</b>	41.84	6%4%	2.00	6.20	0.60	0.15	0.10	0.60	0.10	0.10	0.10
	<b>2nd YEAR</b>	33.90	6%4%	2.00	6.20	0.60	0.15	0.10	0.60	0.10	0.10	0.10
	<b>1st YEAR</b>	25.97	6%4%	2.00	6.20	0.60	0.15	0.10	0.60	0.10	0.10	0.10

1. Employers will make appropriate contributions to the following funds for those participating trades which have the provision contained within their respective Industrial Construction Reference Agreement:

- Building Trades of Alberta
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- Case Managed Aftercare (CMAC)
- Rapid Site Access Program (RSAP)
- Workforce Development Trust Fund (WFDT)

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

**3. 100% of Appropriate Benefits**

The Parties agree that the application of the 100% of Appropriate Benefits will be based upon the respective Local Union's Construction Reference Agreement. Benefit contributions based on hours earned in construction will be paid on hours earned in maintenance and contributions based on hours worked in construction will be paid on hours worked in maintenance.

**NOTE:**

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

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

<b>AREA:</b>		<b>ALBERTA</b>			<b>NMA-AB</b>		<i>2023-2024</i>				
					<b>REVISION DATE</b>		<i>May 7, 2023</i>				
<b>HVAC &amp; REFRIGERATION - LOCAL 488</b>											
<b>MAINTENANCE RATES AND BENEFITS</b>											
			Fort Mac Area	Outside Fort Mac	<b>BENEFITS</b>						
					VAC STAT	HLTH WLFR	PENS	EDUC	SUP BNFTS	AMCC	NMC
<b>BASE RATES</b>	<b>JOUR</b>		52.72	51.97	<b>CODE: D</b>	<b>B</b>	<b>B</b>	<b>B</b>	<b>B</b>	<b>B</b>	<b>B</b>
	<b>FORE</b>		57.99	57.17	6%4%	2.50	5.60	0.35	0.04	0.10	0.10
<b>APPRENTICE BASE RATES</b>	<b>4th YEAR</b>		44.81	44.17	<b>CODE: D</b>	<b>B</b>	<b>B</b>	<b>B</b>	<b>B</b>	<b>B</b>	<b>B</b>
	<b>3rd YEAR</b>		39.54	38.98	6%4%	2.50	4.76	0.35	0.04	0.10	0.10
	<b>2nd YEAR</b>		31.63	31.18	6%4%	2.50	4.20	0.35	0.04	0.10	0.10
	<b>1st YEAR</b>		26.36	25.99	6%4%	2.50	3.36	0.35	0.04	0.10	0.10
						6%4%	2.50	2.80	0.35	0.04	0.10

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

**AREA:** ALBERTA

**NMA-AB  
REVISION DATE**

2023-2024  
May 1, 2023

**SPRINKLER FITTERS - LOCAL 488**

**MAINTENANCE RATES AND BENEFITS**

		Fort Mac Area	Outside Fort Mac	BENEFITS											
				VAC STAT	HLTH WLFR	PENS	ISIT	EPT TRNG	EPT TUITION	SBTF	UA/PAC ADMIN	UA NAT ORG	CASA TRNG	AMCC	NMC
				CODE: D	C	C	C	C	C	C	C	C	C	B	B
BASE RATES	JOUR	46.90	46.15	6%6%	2.40	7.80	1.00	0.02	0.09	0.04	0.06	0.10	0.39	0.10	0.10
	PUSH	51.59	50.77	6%6%	2.40	7.80	1.00	0.02	0.09	0.04	0.06	0.10	0.39	0.10	0.10
	FORE	53.47	52.61	6%6%	2.40	7.80	1.00	0.02	0.09	0.04	0.06	0.10	0.39	0.10	0.10
APPRENTICE BASE RATES	4th YEAR	37.52	36.92	6%6%	2.40	7.80	1.00	0.02	0.09	0.04	0.06	0.10	0.39	0.10	0.10
	3rd YEAR	32.83	32.31	6%6%	2.40	7.80	1.00	0.02	0.09	0.04	0.06	0.10	0.39	0.10	0.10
	2nd YEAR	28.14	27.69	6%6%	2.40	7.80	1.00	0.02	0.09	0.04	0.06	0.10	0.39	0.10	0.10
	1st YEAR (Completed Probation)	23.45	23.08	6%6%	2.40	7.80	1.00	0.02	0.09	0.04	0.06	0.10	0.39	0.10	0.10
	1st YEAR (3 Month Probation)	23.45	23.08	6%6%	2.40	7.80	1.00	0.02	0.09	0.04	0.06	0.10	0.39	0.10	0.10

- Employers will make appropriate contributions to the following funds for those participating trades which have the provision contained within their respective Industrial Construction Reference Agreement:
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  - Rapid Site Access Program (RSAP)
  - Workforce Development Trust Fund (WFDT)
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- 100% of Appropriate Benefits**  
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**NOTES:**

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

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

**AREA: ALBERTA**

**NMA-AB  
REVISION DATE**

*2023-2024  
June 4, 2023*

**SHEET METAL WORKERS - LOCAL 8**

**MAINTENANCE RATES AND BENEFITS**

		Fort Mac - STM	Outside Fort Mac	BENEFITS								
				VAC STAT	HLTH WLFR	PENS	BENEV	TRNG	AMCC	NMC		
				CODE:	D	B	C	B	B	B	B	
<b>BASE RATES</b>	JOUR	50.21	49.46	6%4%	2.00	5.50	0.15	0.30	0.10	0.10		
	FORE	54.46	53.71	6%4%	2.00	5.50	0.15	0.30	0.10	0.10		
	GEN FORE	55.46	54.71	6%4%	2.00	5.50	0.15	0.30	0.10	0.10		
<b>APPRENTICE BASE RATES</b>	4th YEAR	42.68	42.04	6%4%	2.00	5.50	0.15	0.30	0.10	0.10		
	3rd YEAR	37.65	37.10	6%4%	2.00	5.50	0.15	0.30	0.10	0.10		
	2nd YEAR	32.63	32.15	6%4%	2.00	5.50	0.15	0.30	0.10	0.10		
	1st YEAR	25.10	24.73	6%4%	2.00		0.15	0.30	0.10	0.10		
	Probation	20.08	19.78	6%4%	2.00		0.15	0.30	0.10	0.10		
					6%4%	2.00		0.15	0.30	0.10	0.10	

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

**AREA:** ALBERTA

**NMA-AB  
REVISION DATE**

2023-2024  
April 30, 2023

**TEAMSTERS - LOCAL 362**

**MAINTENANCE RATES AND BENEFITS**

		Fort Mac Area	Outside Fort Mac	BENEFITS										
				VAC STAT	HLTH WLFR	PENS	TRNG	ADV	AMCC	NMC				
				D	B	C	B	B	B	B				
<b>BASE RATES</b>	<b>JOUR</b>	46.26	45.51	<b>CODE:</b>	6%4%	3.20	8.15	0.70	0.05	0.10	0.10			
	<b>PUSH</b>	51.01	50.26		6%4%	3.20	8.15	0.70	0.05	0.10	0.10			
	<b>FORE</b>	52.01	51.26		6%4%	3.20	8.15	0.70	0.05	0.10	0.10			

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**NOTES:**

- a. Utility Driver rate noted above - Classification 1
- b. See Local Agreement for other classifications as required. The maintenance rate calculation is to be in the Local Construction Agreement