

GPMA | WAGE SCHEDULES

***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.*

**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE FOR CANADA
WAGE & BENEFIT SCHEDULE
Article 12.000**

AREA: ALBERTA

GPMA-AB 2023-2024
REVISION DATE May 5, 2024

CARPENTERS - LOCAL 1325

MAINTENANCE RATES AND BENEFITS GUIDELINE

		Outside Fort Mac STM/LTM	Fort Mac - STM/LTM	BENEFITS									
				VAC STAT	HLTH WLFR	PENS	TRNG	AMCC	GPMC				
BASE RATES	JOUR	49.08	49.83	CODE: D	B	C	B	B	B				
	FORE	53.58	54.33	6%4%	2.10	6.40	1.00	0.10	0.10				
	GEN FORE	55.58	56.33	6%4%	2.10	6.40	1.00	0.10	0.10				
APPRENTICE BASE RATES	4th YEAR	45.07	45.74	CODE: D	B	C	B	B	B				
	3rd YEAR	40.06	40.66	6%4%	2.10	4.80	1.00	0.10	0.10				
	2nd YEAR	35.06	35.58	6%4%	2.10	4.80	1.00	0.10	0.10				
	1st YEAR	30.05	30.50	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
- Audiometric Testing
- 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.

**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE FOR CANADA
WAGE & BENEFIT SCHEDULE
Article 12.000**

AREA: ALBERTA

GPMA-AB 2023-2024
REVISION DATE January 7, 2024

CEMENT MASONS - LOCAL 222

MAINTENANCE RATES AND BENEFITS GUIDELINE

		Outside Fort Mac	Fort Mac Area	BENEFITS									
				VAC STAT	HLTH WLFR	PENS	TRNG	AMCC	GPMC				
				CODE: D	B	C	B	B	B				
BASE RATES	JOUR	45.25	46.00	6%4%	2.75	6.00	1.00	0.10	0.10				
	FORE	49.75	50.50	6%4%	2.75	6.00	1.00	0.10	0.10				
APPRENTICE BASE RATES	2nd Per-AIT	38.46	39.10	6%4%	2.75	4.90	1.00	0.10	0.10				
	2nd Per-no AIT	33.94	34.50	6%4%	2.75	4.90	1.00	0.10	0.10				
	1st Per	29.41	29.90	6%4%	2.75	3.85	1.00	0.10	0.10				
	Trainee	24.89	25.30	6%4%			1.00	0.10	0.10				

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3. **100% of Appropriate Benefits**
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**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE FOR CANADA
WAGE & BENEFIT SCHEDULE
Article 12.000**

AREA: ALBERTA

GPMA-AB 2023-2024
REVISION DATE January 7, 2024

PLASTERERS - LOCAL 222

MAINTENANCE RATES AND BENEFITS GUIDELINE

			BENEFITS															
		Outside Fort Mac	Fort Mac Area	VAC STAT	HLTH WLFR	PENS	TRNG	AMCC	GPMC									
													CODE:	D	B	C	B	B
BASE RATES	JOUR	45.25	46.00	6%4%	2.75	6.00	1.00	0.10	0.10									
	FORE	49.75	50.50	6%4%	2.75	6.00	1.00	0.10	0.10									
APPRENTICE BASE RATES	3rd YEAR	36.20	36.80	6%4%	2.75	4.40	1.00	0.10	0.10									
	2nd YEAR	31.68	32.20	6%4%	2.75	3.40	1.00	0.10	0.10									
	1st YEAR	27.15	27.60	6%4%	2.75	2.20	1.00	0.10	0.10									
	Trainee	24.89	25.30	6%4%			1.00	0.10	0.10									

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**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE FOR CANADA
WAGE & BENEFIT SCHEDULE
Article 12.000**

AREA: ALBERTA

GPMA-AB 2023-2024
REVISION DATE May 5 2024

ELECTRICIANS - LOCAL 424

MAINTENANCE RATES AND BENEFITS GUIDELINE

		Fort Mac-STM/LTM	Outside Fort Mac - STM/LTM	BENEFITS									
				VAC STAT	HLTH WLFR	PENS	EDUC	AMCC	GPMC				
				CODE: D	B	B	B	B	B				
BASE RATES	JOUR	55.35	54.60	6%4%	2.20	6.35	0.60	0.10	0.10				
	PUSH	59.35	58.60	6%4%	2.20	6.35	0.60	0.10	0.10				
	FORE	62.35	61.60	6%4%	2.20	6.35	0.60	0.10	0.10				
	GEN FORE	65.35	64.60	6%4%	2.20	6.35	0.60	0.10	0.10				
APPRENTICE BASE RATES	4th YEAR	44.28	43.68	6%4%	2.20	5.08	0.60	0.10	0.10				
	3rd YEAR	38.75	38.22	6%4%	2.20	4.45	0.60	0.10	0.10				
	2nd YEAR	33.21	32.76	6%4%	2.20	3.81	0.60	0.10	0.10				
	1st YEAR	27.68	27.30	6%4%	2.20	0.00	0.60	0.10	0.10				

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3. **100% of Appropriate Benefits**
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NOTES:

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

**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE FOR CANADA
WAGE & BENEFIT SCHEDULE
Article 12.000**

AREA: ALBERTA

GPMA-AB

2023-2024
May 5, 2024

INSULATORS - LOCAL 110

MAINTENANCE RATES AND BENEFITS GUIDELINE

		Outside Fort Mac	Fort Mac Area	BENEFITS								
				VAC STAT	HLTH WLFR	PENS	WOW	TRNG	AMCC	GPMC		
BASE RATES	JOUR	50.35	51.10	CODE: D	B	C	B	B	B	B		
	FORE	55.39	56.21	6%4%	2.21	7.00	0.30	0.55	0.10	0.10		
	GEN FORE	62.94	63.88	6%4%	2.21	7.00	0.30	0.55	0.10	0.10		
APPRENTICE BASE RATES	Uncert JNY	47.83	48.55	CODE: D	B	C	B	B	B	B		
	3rd YEAR	40.28	40.88	6%4%	2.21	6.65	0.30	0.55	0.10	0.10		
	2nd YEAR	32.73	33.22	6%4%	2.21	5.60	0.30	0.55	0.10	0.10		
	1st YEAR	25.18	25.55	6%4%	2.21	4.55	0.30	0.55	0.10	0.10		

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**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE FOR CANADA
WAGE & BENEFIT SCHEDULE
Article 12.000**

AREA: ALBERTA

GPMA-AB

2023-2024
May 5, 2024

IRONWORKERS (REBAR) - LOCAL 720 & 725

MAINTENANCE RATES AND BENEFITS GUIDELINE

		Outside Fort Mac STM/LTM	Fort Mac - STM/LTM	BENEFITS									
				VAC STAT	HLTH WLFR	PENS	IMPACT	Training	TIF	AMCC	GPMC		
BASE RATES	JOUR	46.38	47.13	CODE: D	B	C	B	B	B	B	B		
	PUSH	48.70	49.49	6%3.6%	2.50	6.64	0.15	0.30	0.40	0.10	0.10		
	FORE	51.48	51.84	6%3.6%	2.50	6.64	0.15	0.30	0.40	0.10	0.10		
APPRENTICE BASE RATES	4th YEAR	41.74	42.42	CODE: D	B	C	B	B	B	B	B		
	3rd YEAR	37.10	37.70	6%3.6%	2.50	6.64	0.15	0.30	0.40	0.10	0.10		
	2nd YEAR	32.47	32.99	6%3.6%	2.50	6.64	0.15	0.30	0.40	0.10	0.10		
	1st YEAR	27.83	28.28	6%3.6%	2.50		0.15	0.30	0.40	0.10	0.10		

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**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE FOR CANADA
WAGE & BENEFIT SCHEDULE
Article 12.000**

AREA: ALBERTA

GPMA-AB 2023-2024
REVISION DATE January 28, 2024

LABOURERS - LOCAL 92

MAINTENANCE RATES AND BENEFITS GUIDELINE

		Outside Fort Mac	Fort Mac Area	BENEFITS										
				VAC STAT	HLTH WLFR	PENS	TRNG	ADVAN. FUND	AMCC	GPMC				
				CODE: D	B	C	B	B	B	B				
BASE RATES	JOUR	41.15	41.90	6%4%	2.75	5.40	0.75	0.34	0.10	0.10				
	FORE	44.90	45.65	6%4%	2.75	5.40	0.75	0.34	0.10	0.10				
	GEN FORE	46.90	47.65	6%4%	2.75	5.40	0.75	0.34	0.10	0.10				
APPRENTICE BASE RATES	UNCERTIFIED	38.27	38.96	6%4%	2.75	5.40	0.75	0.34	0.10	0.10				
	Trainee 3	34.98	35.61	6%4%	2.75	4.59	0.75	0.34	0.10	0.10				
	Trainee 2	30.86	31.42	6%4%	2.75	4.05	0.75	0.34	0.10	0.10				
	Trainee 1	26.75	27.23	6%4%	2.75	3.51	0.75	0.34	0.10	0.10				

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2. Employers are responsible for ensuring all employer contributions required for maintenance activities under this agreement are forwarded to the appropriate organization.
3. Labourers Foreperson and General Foreperson rate increases shall be based off the highest classification working under them.
4. **100% of Appropriate Benefits**

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**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE FOR CANADA
WAGE & BENEFIT SCHEDULE
Article 12.000**

AREA: ALBERTA

**GPMA-AB
REVISION DATE**

2023-2024
May 5, 2024

MILLWRIGHTS - LOCAL 1460

MAINTENANCE RATES AND BENEFITS GUIDELINE

		Outside Fort Mac STM/LTM	Fort Mac - STM/LTM	BENEFITS						VAC STAT	HLTH WLFR	PENS	TRNG	AMCC	GPMC					
				CODE:	D	B	C	B	B											B
BASE RATES	JOUR	53.17	53.92	6%4%	2.56	8.00	1.15	0.10	0.10											
	FORE	58.67	59.42	6%4%	2.56	8.00	1.15	0.10	0.10											
	GEN FORE	60.67	61.42	6%4%	2.56	8.00	1.15	0.10	0.10											
APPRENTICE BASE RATES	4.5 YEAR	50.51	51.22	6%4%	2.56	6.00	1.15	0.10	0.10											
	4th YEAR	47.85	48.53	6%4%	2.56	6.00	1.15	0.10	0.10											
	3.5 YEAR	45.19	45.83	6%4%	2.56	6.00	1.15	0.10	0.10											
	3rd YEAR	42.54	43.13	6%4%	2.56	6.00	1.15	0.10	0.10											
	2.5 YEAR	39.88	40.44	6%4%	2.56	6.00	1.15	0.10	0.10											
	2nd YEAR	37.22	37.74	6%4%	2.56	6.00	1.15	0.10	0.10											
	1.5 YEAR	34.56	35.05	6%4%	2.56	6.00	1.15	0.10	0.10											
	1st YEAR	31.90	32.35	6%4%	2.56	6.00	1.15	0.10	0.10											

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**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE FOR CANADA
WAGE & BENEFIT SCHEDULE
Article 12.000**

AREA: ALBERTA

**GPMA-AB
REVISION DATE**

2023-2024
May 5, 2024

OPERATING ENGINEERS - LOCAL 955

MAINTENANCE RATES AND BENEFITS GUIDELINE

	Fort Mac Area	Outside Fort Mac	BENEFITS											
			VAC STAT	HLTH WLFR	PENS	TRNG	NTF	AMCC	GPMC					
			CODE: D	B	C	B	B	B	B					
BASE RATES														
JOUR	52.63	51.88	6%4%	2.50	6.50	0.45	0.05	0.10	0.10					
OPERATING FORE	57.38	56.63	6%4%	2.50	6.50	0.45	0.05	0.10	0.10					
NON-OPERATING FORE	58.13	57.38	6%4%	2.50	6.50	0.45	0.05	0.10	0.10					
GEN FORE	60.13	59.38	6%4%	2.50	6.50	0.45	0.05	0.10	0.10					

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NOTES:

- 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.
- b. See the Local Construction Agreement for appropriate tonnage premiums to be applied to base rates

**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE FOR CANADA
WAGE & BENEFIT SCHEDULE
Article 12.000**

AREA: ALBERTA

GPMA-AB 2023-2024
REVISION DATE January 1, 2024

PAINTERS - LOCAL 177

MAINTENANCE RATES AND BENEFITS GUIDELINE

			<div style="display: flex; justify-content: space-between; width: 100px;"> Fort Mac Area Outside Fort McMurray </div>		BENEFITS								
					VAC STAT	HLTH WLFR	PENS	IDF	JTB	AMCC	GPMC		
					CODE: D	B	B	B	B	B	B		
INDUSTRIAL SPRAY AND SANDBLAST	BASE RATES	JOUR	49.11	45.19	6%4%	1.50	5.15	0.35		0.65	0.10	0.10	
		PUSH	54.02	49.71	6%4%	1.50	5.15	0.35		0.65	0.10	0.10	
		FORE	56.48	51.97	6%4%	1.50	5.15	0.35		0.65	0.10	0.10	
		GEN FORE	58.93	54.23	6%4%	1.50	5.15	0.35		0.65	0.10	0.10	
	APPRENTICE:												
		<i>Probationary</i>	24.56	22.60	6%4%					0.65	0.10	0.10	
		1st Year	31.92	29.37	6%4%	1.50	3.35	0.35		0.65	0.10	0.10	
		2nd Year	36.83	33.89	6%4%	1.50	3.86	0.35		0.65	0.10	0.10	
		3rd Year	41.74	38.41	6%4%	1.50	4.38	0.35		0.65	0.10	0.10	
	INDUSTRIAL BRUSH AND ROLL	BASE RATES	JOUR	47.32	43.52	6%4%	1.50	5.15	0.35		0.65	0.10	0.10
PUSH			52.05	47.87	6%4%	1.50	5.15	0.35		0.65	0.10	0.10	
FORE			54.42	50.05	6%4%	1.50	5.15	0.35		0.65	0.10	0.10	
GEN FORE			56.78	52.22	6%4%	1.50	5.15	0.35		0.65	0.10	0.10	
APPRENTICE:													
		<i>Probationary</i>	23.66	21.76	6%4%					0.65	0.10	0.10	
		1st Year	30.76	28.29	6%4%	1.50	3.35	0.35		0.65	0.10	0.10	
		2nd Year	35.49	32.64	6%4%	1.50	3.86	0.35		0.65	0.10	0.10	
		3rd Year	40.22	36.99	6%4%	1.50	4.38	0.35		0.65	0.10	0.10	

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**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE FOR CANADA
WAGE & BENEFIT SCHEDULE
Article 12.000**

AREA: ALBERTA

**GPMA-AB
REVISION DATE**

2023-2024
May 5, 2024

PIPEFITTERS - LOCAL 488

MAINTENANCE RATES AND BENEFITS GUIDELINE

		Outside Fort Mac STM/LTM	Fort Mac - STM/LTM	BENEFITS								
				VAC STAT	HLTH WLFR	PENS	EDUC	SUP BNFTS	ISIT	UANW & ORG	AMCC	GPMC
				CODE: D	C	C	C	C	C	B	B	B
BASE RATES	JOUR	54.02	54.77	6%4%	2.70	6.60	0.81	0.05	0.15	0.15	0.10	0.10
	FORE	59.52	60.27	6%4%	2.70	6.60	0.81	0.05	0.15	0.15	0.10	0.10
	GEN FORE	61.52	62.27	6%4%	2.70	6.60	0.81	0.05	0.15	0.15	0.10	0.10
APPRENTICE BASE RATES	Welder CWB	48.60	49.28	6%4%	2.70	5.94	0.81	0.05	0.15	0.15	0.10	0.10
	Welder w/o CWB	45.89	46.53	6%4%	2.70	5.61	0.81	0.05	0.15	0.15	0.10	0.10
	4th YEAR	48.60	49.28	6%4%	2.70	5.94	0.81	0.05	0.15	0.15	0.10	0.10
	3rd YEAR	43.19	43.79	6%4%	2.70	5.28	0.81	0.05	0.15	0.15	0.10	0.10
	2nd YEAR	35.06	35.55	6%4%	2.70	4.29	0.81	0.05	0.15	0.15	0.10	0.10
	1st YEAR	26.94	27.31	6%4%	2.70	3.30	0.81	0.05	0.15	0.15	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:

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NOTES:

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

**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE FOR CANADA
WAGE & BENEFIT SCHEDULE
Article 12.000**

AREA: ALBERTA

**GPMA-AB
REVISION DATE**

2023-2024
May 5, 2024

PLUMBERS - LOCAL 488

MAINTENANCE RATES AND BENEFITS GUIDELINE

		Outside Fort Mac STM/LTM	Fort Mac - STM/LTM	BENEFITS						AMCC	GPMC	
				VAC STAT	HLTH WLFR	PENS	EDUC	SUP BNFTS	ISIT			UANW & ORG
				CODE: D	C	C	C	C	C			B
BASE RATES	JOUR	54.02	54.77	6%4%	2.70	6.60	0.81	0.05	0.15	0.15	0.10	0.10
	FORE	59.52	60.27	6%4%	2.70	6.60	0.81	0.05	0.15	0.15	0.10	0.10
	GEN FORE	61.52	62.27	6%4%	2.70	6.60	0.81	0.05	0.15	0.15	0.10	0.10
APPRENTICE BASE RATES	4th YEAR	43.19	43.79	6%4%	2.70	5.28	0.81	0.05	0.15	0.15	0.10	0.10
	3rd YEAR	37.77	38.29	6%4%	2.70	4.62	0.81	0.05	0.15	0.15	0.10	0.10
	2nd YEAR	32.35	32.80	6%4%	2.70	3.96	0.81	0.05	0.15	0.15	0.10	0.10
	1st YEAR	26.94	27.31	6%4%	2.70	3.30	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
 - Audiometric Testing
 - 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.

NOTES:

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

**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE FOR CANADA
WAGE & BENEFIT SCHEDULE
Article 12.000**

AREA: ALBERTA

**GPMA-AB
REVISION DATE**

*2023-2024
May 1, 2024*

PIPEFITTERS - LOCAL 496

MAINTENANCE RATES AND BENEFITS GUIDELINE

		Maintenance Rate	BENEFITS									
			VAC STAT	HLTH WLFR	PENS	EDUC	NAT ORG/UANW	SUP BNFTS	MIMDF	B&B	AMCC	GPMC
BASE RATES	JOUR	54.67	CODE: D	C	C	C	B	C	C	C	B	B
	FORE	60.17	6%4%	2.00	6.20	0.60	0.15	0.10	0.60	0.10	0.10	0.10
	GEN FORE	62.17	6%4%	2.00	6.20	0.60	0.15	0.10	0.60	0.10	0.10	0.10
APPRENTICE BASE RATES	4th Year	49.15	CODE: D	C	C	C	B	C	C	C	B	B
	3rd YEAR	43.64	6%4%	2.00	6.20	0.60	0.15	0.10	0.60	0.10	0.10	0.10
	2nd YEAR	35.36	6%4%	2.00	6.20	0.60	0.15	0.10	0.60	0.10	0.10	0.10
	1st YEAR	27.09	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:
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 - 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.

NOTES:

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

**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE FOR CANADA
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HVAC & REFRIGERATION - LOCAL 488

MAINTENANCE RATES AND BENEFITS GUIDELINE

		Outside Fort Mac STM/LTM	Fort Mac - STM/LTM	BENEFITS									
				VAC STAT	HLTH WLFR	PENS	EDUC	SUP BNFTS	UA WELLNESS	AMCC	GPMC		
BASE RATES	JOUR	54.04	54.79	CODE: D	B	B	B	B	B	B	B		
	FORE	59.44	60.27	6%4%	2.50	5.60	0.35	0.04	0.05	0.10	0.10		
APPRENTICE BASE RATES	4th YEAR	45.93	46.57	CODE: D	B	B	B	B	B	B	B		
	3rd YEAR	40.53	41.09	6%4%	2.50	4.76	0.35	0.04	0.05	0.10	0.10		
	2nd YEAR	32.42	32.87	6%4%	2.50	3.36	0.35	0.04	0.05	0.10	0.10		
	1st YEAR	27.02	27.40	6%4%	2.50	2.80	0.35	0.04	0.05	0.10	0.10		

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- 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.

**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE FOR CANADA
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2023-2024
May 1, 2024

SPRINKLER FITTERS - LOCAL 488

MAINTENANCE RATES AND BENEFITS GUIDELINE

		Outside Fort Mac STM/LTM	Fort Mac - STM/LTM	BENEFITS											
				VAC STAT	HLTH WLFR	PENS	ISIT	EPT TRNG	EPT TUITION	SBTF	UA/PAC ADMIN	UA NAT. ORG	CASA TRNG	AMCC	GP/MC
BASE RATES	JOUR	47.36	48.11	CODE: D	C	C	C	C	C	C	C	C	C	B	B
	PUSH	52.10	52.92	6%6%	2.40	8.05	1.00	0.02	0.09	0.04	0.06	0.10	0.39	0.10	0.10
	FORE	53.99	54.84	6%6%	2.40	8.05	1.00	0.02	0.09	0.04	0.06	0.10	0.39	0.10	0.10
					6%6%	2.40	8.05	1.00	0.02	0.09	0.04	0.06	0.10	0.39	0.10
APPRENTICE BASE RATES	4th YEAR	37.89	38.49	CODE: D	C	C	C	C	C	C	C	C	C	B	B
	3rd YEAR	33.15	33.68	6%6%	2.40	8.05	1.00	0.02	0.09	0.04	0.06	0.10	0.39	0.10	0.10
	2nd YEAR	28.42	28.86	6%6%	2.40	8.05	1.00	0.02	0.09	0.04	0.06	0.10	0.39	0.10	0.10
	1st YEAR (Completed Probation)	23.68	24.05	6%6%	2.40	8.05	1.00	0.02	0.09	0.04	0.06	0.10	0.39	0.10	0.10
	1st YEAR (3 Month Probation)	23.68	24.05	6%6%	2.40		1.00	0.02	0.09	0.04	0.06	0.10	0.39	0.10	0.10
					6%6%	2.40		1.00	0.02	0.09	0.04	0.06	0.10	0.39	0.10

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- 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.

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.

**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE FOR CANADA
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SHEET METAL WORKERS - LOCAL 8

MAINTENANCE RATES AND BENEFITS GUIDELINE

		Outside Fort Mac STM/LTM	Fort Mac - STM/LTM	BENEFITS									
				VAC STAT	HLTH WLFR	PENS	BENEV	TRNG	AMCC	GPMC			
				CODE: D	B	C	B	B	B	B			
BASE RATES	JOUR	53.74	54.49	6%4%	2.00	5.75	0.15	0.30	0.10	0.10			
	FORE	57.99	58.74	6%4%	2.00	5.75	0.15	0.30	0.10	0.10			
	GEN FORE	58.99	59.74	6%4%	2.00	5.75	0.15	0.30	0.10	0.10			
APPRENTICE BASE RATES	4th YEAR	45.68	46.31	6%4%	2.00	5.75	0.15	0.30	0.10	0.10			
	3rd YEAR	40.31	40.86	6%4%	2.00	5.75	0.15	0.30	0.10	0.10			
	2nd YEAR	34.93	35.41	6%4%	2.00	5.75	0.15	0.30	0.10	0.10			
	1st YEAR	26.87	27.24	6%4%	2.00		0.15	0.30	0.10	0.10			
	Probation	21.50	21.79	6%4%	2.00		0.15	0.30	0.10	0.10			

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3. 100% of Appropriate Benefits

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*2023-2024
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TEAMSTERS - LOCAL 362												
MAINTENANCE RATES AND BENEFITS GUIDELINE												
		Outside Fort Mac STM/LTM	Fort Mac STM/LTM	BENEFITS								
				VAC STAT	HLTH WLFR	PENS	TRNG	ADV	AMCC	GPMC		
				CODE: D	B	C	B	B	B	B		
BASE RATES	JOUR	47.08	47.83									
	PUSH	51.83	52.58	6%4%	3.30	8.50	0.80	0.05	0.10	0.10		
	FORE	52.83	53.58	6%4%	3.30	8.50	0.80	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 based from the Local Construction Agreement