



GPMC

General Presidents' Maintenance Committee for Canada
LEADERS IN UNIONIZED MAINTENANCE

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 *2025-2028*
REVISION DATE *June 8, 2025*

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				
				CODE: D	B	C	B	B	B				
BASE RATES	JOUR	50.56	51.31	6%4%	2.10	6.65	1.05	0.10	0.10				
	FORE	56.06	56.81	6%4%	2.10	6.65	1.05	0.10	0.10				
	GEN FORE	58.06	58.81	6%4%	2.10	6.65	1.05	0.10	0.10				
APPRENTICE BASE RATES	4th YEAR	46.40	47.08	6%4%	2.10	5.05	1.05	0.10	0.10				
	3rd YEAR	41.25	41.85	6%4%	2.10	5.05	1.05	0.10	0.10				
	2nd YEAR	36.09	36.62	6%4%	2.10	5.05	1.05	0.10	0.10				
	1st YEAR	30.94	31.39	6%4%	2.10	5.05	1.05	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.

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

AREA: **ALBERTA**

GPMA-AB *2025-2028*
REVISION DATE *May 4, 2025*

CEMENT MASONS - LOCAL 222

MAINTENANCE RATES AND BENEFITS GUIDELINE

		Outside Fort Mac	Fort Mac Area	BENEFITS									
				VAC STAT	HLTH WLFR	PENS	TRNG	AMCC	GPMC				
BASE RATES	JOUR	46.43	47.18	CODE: D	B	C	B	B	B				
				6%4%	2.75	6.50	1.00	0.10	0.10				
	FORE	50.93	51.68	6%4%	2.75	6.50	1.00	0.10	0.10				
	GEN FORE	52.93	53.68	6%4%	2.75	6.50	1.00	0.10	0.10				
APPRENTICE BASE RATES	2nd Per-AIT	39.47	40.10	CODE: D	B	C	B	B	B				
				6%4%	2.75	5.33	1.00	0.10	0.10				
	2nd Per-no AIT	34.82	35.39	6%4%	2.75	5.33	1.00	0.10	0.10				
	1st Per	30.18	30.67	6%4%	2.75		5.23	0.10	0.10				
	Trainee	25.54	25.95	6%4%	2.75		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 *2025-2028*
REVISION DATE *May 4, 2025*

PLASTERERS - 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	46.44	47.19	6%4%	2.75	6.50	1.00	0.10	0.10	
	FORE	50.94	51.69	6%4%	2.75	6.50	1.00	0.10	0.10	
APPRENTICE BASE RATES	3rd YEAR	37.15	37.74	6%4%	2.75	4.77	1.00	0.10	0.10	
	2nd YEAR	32.51	33.04	6%4%	2.75	3.68	1.00	0.10	0.10	
	1st YEAR	27.86	28.32	6%4%	2.75		3.38	0.10	0.10	
	Trainee	25.54	25.95	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	GPMS				
BASE RATES	JOUR	55.35	54.60	CODE: D	B	B	B	B	B				
	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				
				6%4%	2.20	6.35	0.60	0.10	0.10				
APPRENTICE BASE RATES	4th YEAR	44.28	43.68	CODE: D	B	B	B	B	B				
	3rd YEAR	38.75	38.22	6%4%	2.20	5.08	0.60	0.10	0.10				
	2nd YEAR	33.21	32.76	6%4%	2.20	4.45	0.60	0.10	0.10				
	1st YEAR	27.68	27.30	6%4%	2.20	3.81	0.60	0.10	0.10				
				6%4%	2.20	0.00	0.60	0.10	0.10				

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NOTES:

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

2025-2028
May 18, 2025

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	51.92	52.67	CODE: D	B	C	B	B	B	B
	FORE	57.11	57.94	6%4%	2.31	7.00	0.31	0.70	0.10	0.10
	GEN FORE	64.90	65.84	6%4%	2.31	7.00	0.31	0.70	0.10	0.10
				6%4%	2.31	7.00	0.31	0.70	0.10	0.10
APPRENTICE BASE RATES	Uncert JNY	49.32	50.04	CODE: D	B	C	B	B	B	B
	3rd YEAR	41.54	42.14	6%4%	2.31	6.65	0.31	0.70	0.10	0.10
	2nd YEAR	33.75	34.24	6%4%	2.31	5.60	0.31	0.70	0.10	0.10
	1st YEAR	25.96	26.34	6%4%	2.31	4.55	0.31	0.70	0.10	0.10
				6%4%	2.31	3.50	0.31	0.70	0.10	0.10

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

AREA: **ALBERTA**

GPMA-AB

2025-2028
June 8, 2025

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
				CODE:	D	B	C	B	B	B	B
BASE RATES	JOUR	47.65	48.40	6%4%	2.50	7.00	0.15	0.40	0.40	0.10	0.10
	PUSH	50.03	50.82	6%4%	2.50	7.00	0.15	0.40	0.40	0.10	0.10
	FORE	52.42	53.24	6%4%	2.50	7.00	0.15	0.40	0.40	0.10	0.10
APPRENTICE BASE RATES	4th YEAR	42.89	43.56	6%4%	2.50	7.00	0.15	0.40	0.40	0.10	0.10
	3rd YEAR	38.12	38.72	6%4%	2.50	7.00	0.15	0.40	0.40	0.10	0.10
	2nd YEAR	33.36	33.88	6%4%	2.50	7.00	0.15	0.40	0.40	0.10	0.10
	1st YEAR	28.59	29.04	6%4%	2.50		0.15	0.40	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
REVISION DATE

2025-2028
June 8, 2025

IRONWORKERS (STRUCTURAL) - LOCAL 720 & 725

MAINTENANCE RATES AND BENEFITS GUIDELINE

		Outside Fort Mac STM/LTM	Fort Mac - STM/LTM	BENEFITS							
				VAC STAT	HLTH WLFR	PENS	APPR	IMPACT	TIF	AMCC	GPMC
				CODE: D	B	C	B	B	B	B	B
BASE RATES	JOUR	51.92	52.67	6%4%	2.50	7.75	0.65	0.15	0.40	0.10	0.10
	FORE	57.42	58.17	6%4%	2.50	7.75	0.65	0.15	0.40	0.10	0.10
APPRENTICE BASE RATES	3rd YEAR	46.73	47.40	6%4%	2.50	7.75	0.65	0.15	0.40	0.10	0.10
	2nd YEAR	38.94	39.50	6%4%	2.50	7.75	0.65	0.15	0.40	0.10	0.10
	1st YEAR	33.75	34.24	6%4%	2.50		0.65	0.15	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 *2025-2028*
REVISION DATE *June 8, 2025*

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			
BASE RATES	SKILLED	39.03	39.78	CODE: D	B	C	B	B	B	B			
				6%4%	2.95	5.65	0.90	0.40	0.10	0.10			
	FORE	42.78	43.53	6%4%	2.95	5.65	0.90	0.40	0.10	0.10			
	GEN FORE	44.78	45.53	6%4%	2.95	5.65	0.90	0.40	0.10	0.10			
APPRENTICE BASE RATES				CODE: D	B	C	B	B	B	B			
	Trainee 3	33.18	33.82	6%4%	2.95	4.80	0.90	0.40	0.10	0.10			
	Trainee 2	29.27	29.84	6%4%	2.95	4.24	0.90	0.40	0.10	0.10			
	Trainee 1	25.37	25.86	6%4%	2.95	3.67	0.90	0.40	0.10	0.10			

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3. For Certified classification requirements, refer to the local reference agreement.

4. Labourers Foreperson and General Foreperson rate increases shall be based off the highest classification working under them (including any certified classes).

5 100% of Appropriate Benefits

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

AREA: **ALBERTA**

GPMA-AB *2025-2028*
REVISION DATE *May 11, 2025*

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%	3.02	8.00	1.40	0.10	0.10				
	FORE	58.67	59.42	6%4%	3.02	8.00	1.40	0.10	0.10				
	GEN FORE	60.67	61.42	6%4%	3.02	8.00	1.40	0.10	0.10				
APPRENTICE BASE RATES	4.5 YEAR	50.51	51.22	6%4%	3.02	6.00	1.40	0.10	0.10				
	4th YEAR	47.85	48.53	6%4%	3.02	6.00	1.40	0.10	0.10				
	3.5 YEAR	45.19	45.83	6%4%	3.02	6.00	1.40	0.10	0.10				
	3rd YEAR	42.54	43.13	6%4%	3.02	6.00	1.40	0.10	0.10				
	2.5 YEAR	39.88	40.44	6%4%	3.02	6.00	1.40	0.10	0.10				
	2nd YEAR	37.22	37.74	6%4%	3.02	6.00	1.40	0.10	0.10				
	1.5 YEAR	34.56	35.05	6%4%	3.02	6.00	1.40	0.10	0.10				
	1st YEAR	31.90	32.35	6%4%	3.02	6.00	1.40	0.10	0.10				

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

AREA: **ALBERTA**

GPMA-AB
REVISION DATE

2025-2028
June 22, 2025

OPERATING ENGINEERS - LOCAL 955

MAINTENANCE RATES AND BENEFITS GUIDELINE

		Fort Mac Area	Outside Fort Mac											
				BENEFITS										
				VAC STAT	HLTH WLFR	PENS	TRNG	ADV FUND	AMCC	GPMC				
				CODE:	D	B	C	B	B	B	B			
BASE RATES	JOUR	54.37	53.62		6%4%	2.55	6.50	0.50	0.05	0.10	0.10			
	OPERATING FORE	59.12	58.37		6%4%	2.55	6.50	0.50	0.05	0.10	0.10			
	NON-OPERATING FORE	59.87	59.12		6%4%	2.55	6.50	0.50	0.05	0.10	0.10			
	GEN FORE	61.87	61.12		6%4%	2.55	6.50	0.50	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
REVISION DATE**

**2025-2028
May 4, 2025**

PAINTERS - LOCAL 177

MAINTENANCE RATES AND BENEFITS GUIDELINE

			Fort Mac Area Outside Fort McMurray		BENEFITS								
					VAC STAT	HLTH WLFR	PENS	IDF	ATF	JTB	AMCC	GPMC	
					D	B	B	B	B	B	B	B	
INDUSTRIAL SPRAY AND SANDBLAST	BASE RATES	JOUR	51.83	48.47	CODE:	6%4%	1.75	5.40	0.35		0.65	0.10	0.10
		FM Tier 1	57.01	53.32		6%4%	1.75	5.40	0.35		0.65	0.10	0.10
		FM Tier 2	59.60	55.74		6%4%	1.75	5.40	0.35		0.65	0.10	0.10
		GEN FORE	62.19	58.16		6%4%	1.75	5.40	0.35		0.65	0.10	0.10
	APPRENTICE:												
	Probationary	25.91	24.24		6%4%					0.65	0.10	0.10	
	1st Year	33.69	31.51		6%4%	1.75		0.35	1.50	0.65	0.10	0.10	
	2nd Year	38.87	36.35		6%4%	1.75	4.05	0.35		0.65	0.10	0.10	
	3rd Year	44.05	41.20		6%4%	1.75	4.59	0.35		0.65	0.10	0.10	
INDUSTRIAL BRUSH AND ROLL	BASE RATES	JOUR	49.93	46.68		6%4%	1.75	5.40	0.35		0.65	0.10	0.10
		FM Tier 1	54.92	51.35		6%4%	1.75	5.40	0.35		0.65	0.10	0.10
		FM Tier 2	57.42	53.69		6%4%	1.75	5.40	0.35		0.65	0.10	0.10
		GEN FORE	59.92	56.02		6%4%	1.75	5.40	0.35		0.65	0.10	0.10
	APPRENTICE:												
	Probationary	24.97	23.34		6%4%					0.65	0.10	0.10	
	1st Year	32.46	30.34		6%4%	1.75		0.35	1.50	0.65	0.10	0.10	
	2nd Year	37.45	35.01		6%4%	1.75	4.05	0.35		0.65	0.10	0.10	
	3rd Year	42.44	39.68		6%4%	1.75	4.59	0.35		0.65	0.10	0.10	

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WAGE & BENEFIT SCHEDULE
Article 12.000**

AREA: **ALBERTA**

**GPMA-AB
REVISION DATE**

**2025-2028
May 4, 2025**

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	
BASE RATES	JOUR	55.86	56.61	CODE:	D	C	C	C	C	C	B	B	B
	FORE	61.36	62.11	6%4%	2.70	6.60	0.91	0.05	0.15	0.15	0.10	0.10	
	GEN FORE	63.36	64.11	6%4%	2.70	6.60	0.91	0.05	0.15	0.15	0.10	0.10	
				6%4%	2.70	6.60	0.91	0.05	0.15	0.15	0.10	0.10	
APPRENTICE BASE RATES	Welder CWB	50.26	50.93	CODE:	D	C	C	C	C	C	B	B	B
	Welder w/o CWB	47.46	48.10	6%4%	2.70	5.94	0.91	0.05	0.15	0.15	0.10	0.10	
	4th YEAR	50.26	50.93	6%4%	2.70	5.61	0.91	0.05	0.15	0.15	0.10	0.10	
	3rd YEAR	44.66	45.26	6%4%	2.70	5.94	0.91	0.05	0.15	0.15	0.10	0.10	
	2nd YEAR	36.26	36.74	6%4%	2.70	5.28	0.91	0.05	0.15	0.15	0.10	0.10	
	1st YEAR	27.86	28.23	6%4%	2.70	4.29	0.91	0.05	0.15	0.15	0.10	0.10	
				6%4%	2.70	3.30	0.91	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:

- 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.

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
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May 4, 2025

PLUMBERS - 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	55.86	56.61	6%4%	2.70	6.60	0.91	0.05	0.15	0.15	0.10	0.10
	FORE	61.36	62.11	6%4%	2.70	6.60	0.91	0.05	0.15	0.15	0.10	0.10
	GEN FORE	63.36	64.11	6%4%	2.70	6.60	0.91	0.05	0.15	0.15	0.10	0.10
APPRENTICE BASE RATES	4th YEAR	44.66	45.26	6%4%	2.70	5.28	0.91	0.05	0.15	0.15	0.10	0.10
	3rd YEAR	39.06	39.58	6%4%	2.70	4.62	0.91	0.05	0.15	0.15	0.10	0.10
	2nd YEAR	33.46	33.91	6%4%	2.70	3.96	0.91	0.05	0.15	0.15	0.10	0.10
	1st YEAR	27.86	28.23	6%4%	2.70	3.30	0.91	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:

- 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.

NOTES:

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

GENERAL PRESIDENTS' MAINTENANCE COMMITTEE FOR CANADA
WAGE & BENEFIT SCHEDULE
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AREA: **ALBERTA**

GPMA-AB
REVISION DATE

2025-2028
May 4, 2025

PIPEFITTERS - LOCAL 496

MAINTENANCE RATES AND BENEFITS GUIDELINE

		Maintenance Rate										
			BENEFITS									
			VAC STAT	HLTH WLFR	PENS	EDUC	NAT ORG/UANW	SUP BNFTS	M MDF	B & B	AMCC	GPMC
BASE RATES			CODE: D	C	C	C	B	C	C	C	B	B
	JOUR	56.10	6%4%	2.40	6.20	0.60	0.15	0.20	0.60	0.15	0.10	0.10
	FORE	61.60	6%4%	2.40	6.20	0.60	0.15	0.20	0.60	0.15	0.10	0.10
	GEN FORE	63.60	6%4%	2.40	6.20	0.60	0.15	0.20	0.60	0.15	0.10	0.10
APPRENTICE BASE RATES			CODE: D	C	C	C	B	C	C	C	B	B
	4th Year	50.44	6%4%	2.40	6.20	0.60	0.15	0.20	0.60	0.15	0.10	0.10
	3rd YEAR	44.78	6%4%	2.40	6.20	0.60	0.15	0.20	0.60	0.15	0.10	0.10
	2nd YEAR	36.29	6%4%	2.40	6.20	0.60	0.15	0.20	0.60	0.15	0.10	0.10
	1st YEAR	27.80	6%4%	2.40	6.20	0.60	0.15	0.20	0.60	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:
 - 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.

NOTES:

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

GENERAL PRESIDENTS' MAINTENANCE COMMITTEE FOR CANADA
WAGE & BENEFIT SCHEDULE
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GPMA-AB
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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
				CODE: D	B	B	B	B	B	B	B
BASE RATES	JOUR	55.91	56.66	6%4%	2.50	5.60	0.35	0.04	0.05	0.10	0.10
	FORE	61.50	62.33	6%4%	2.50	5.60	0.35	0.04	0.05	0.10	0.10
APPRENTICE BASE RATES	4th YEAR	47.52	48.16	6%4%	2.50	4.76	0.35	0.04	0.05	0.10	0.10
	3rd YEAR	41.93	42.50	6%4%	2.50	4.20	0.35	0.04	0.05	0.10	0.10
	2nd YEAR	33.55	34.00	6%4%	2.50	3.36	0.35	0.04	0.05	0.10	0.10
	1st YEAR	27.96	28.33	6%4%	2.50	2.80	0.35	0.04	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
- 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
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AREA: **ALBERTA**

GPMA-AB
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2025-2028
May 1, 2025

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	LOCAL TRNG	LOCAL TUITION	SBTF	UA/PAC ADMIN	UA NAT. ORG	CASA TRNG	AMCC	GPMP	
BASE RATES				CODE:	D	C	C	C	C	C	C	C	C	B	B	
	JOUR	48.33	49.08		6%6%	2.70	8.20	1.00	0.05	0.10	0.05	0.07	0.10	0.39	0.10	0.10
	PUSH	53.16	53.99		6%6%	2.70	8.20	1.00	0.05	0.10	0.05	0.07	0.10	0.39	0.10	0.10
	FORE	55.10	55.95		6%6%	2.70	8.20	1.00	0.05	0.10	0.05	0.07	0.10	0.39	0.10	0.10
APPRENTICE BASE RATES				CODE:	D	C	C	C	C	C	C	C	C	B	B	
	4th YEAR	38.66	39.26		6%6%	2.70	8.20	1.00	0.05	0.10	0.05	0.07	0.10	0.39	0.10	0.10
	3rd YEAR	33.83	34.36		6%6%	2.70	8.20	1.00	0.05	0.10	0.05	0.07	0.10	0.39	0.10	0.10
	2nd YEAR	29.00	29.45		6%6%	2.70	8.20	1.00	0.05	0.10	0.05	0.07	0.10	0.39	0.10	0.10
	1st YEAR (Completed Probation)	24.17	24.54		6%6%	2.70	8.20	1.00	0.05	0.10	0.05	0.07	0.10	0.39	0.10	0.10
	1st YEAR (3 Month Probation)	24.17	24.54		6%6%	2.70		1.00	0.05	0.10	0.05	0.07	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:
 - 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 (WFDI)
- 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:

- 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.

GENERAL PRESIDENTS' MAINTENANCE COMMITTEE FOR CANADA
WAGE & BENEFIT SCHEDULE
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AREA: **ALBERTA**

GPMA-AB
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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	GPMS
				CODE: D	B	C	B	B	B	B
BASE RATES	JOUR	54.76	55.51	6%4%	2.40	6.18	0.18	0.36	0.10	0.10
	FORE	59.01	59.76	6%4%	2.40	6.18	0.18	0.36	0.10	0.10
	GEN FORE	61.01	61.76	6%4%	2.40	6.18	0.18	0.36	0.10	0.10
APPRENTICE BASE RATES	4th YEAR	46.55	47.18	6%4%	2.40	6.18	0.18	0.36	0.10	0.10
	3rd YEAR	41.07	41.63	6%4%	2.40	6.18	0.18	0.36	0.10	0.10
	2nd YEAR	35.59	36.08	6%4%	2.40	6.18	0.18	0.36	0.10	0.10
	1st YEAR	27.38	27.75	6%4%	2.40		0.18	0.36	0.10	0.10
	Probation	24.64	24.98	6%4%	2.40		0.18	0.36	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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- Audiometric Testing
- Construction Employee Family Assistance Program (CEFAP)
- Case Managed Aftercare (CMAC)
- Rapid Site Access Program (RSAP)
- Workforce Development Trust Fund (WFDFT)

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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TEAMSTERS - LOCAL 362										
MAINTENANCE RATES AND BENEFITS GUIDELINE										
BASE RATES		Outside Fort Mac STM/LTM	Fort Mac STM/LTM	BENEFITS						
				VAC STAT	HLTH WLFR	PENS	TRNG	ADV	TCDNTF	AMCC
				CODE: D	B	C	B	B	C	B
				6%4%	3.30	8.75	0.90	0.10	0.10	0.10
	JOUR	48.40	49.15							
	PUSH	53.15	53.90							
	FORE	54.15	54.90							

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.

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