

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 May 3, 2026

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	51.53	52.28	CODE: D	B	C	B	B	B				
				6%4%	2.10	6.90	1.05	0.10	0.10				
	FORE	57.03	57.78	6%4%	2.10	6.90	1.05	0.10	0.10				
	GEN FORE	59.03	59.78	6%4%	2.10	6.90	1.05	0.10	0.10				
APPRENTICE BASE RATES	4th YEAR	47.28	47.95	CODE: D	B	C	B	B	B				
				6%4%	2.10	5.30	1.05	0.10	0.10				
	3rd YEAR	42.02	42.63	6%4%	2.10	5.30	1.05	0.10	0.10				
	2nd YEAR	36.77	37.30	6%4%	2.10	5.30	1.05	0.10	0.10				
	1st YEAR	31.52	31.97	6%4%	2.10	5.30	1.05	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
Article 12.000**

AREA: ALBERTA

GPMA-AB 2025-2028
REVISION DATE May 3, 2026

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	47.39	48.14	6%4%	2.80	6.65	1.00	0.10	0.10				
	FORE	51.89	52.64	6%4%	2.80	6.65	1.00	0.10	0.10				
	GEN FORE	53.89	54.64	6%4%	2.80	6.65	1.00	0.10	0.10				
APPRENTICE BASE RATES	2nd Per-AIT	40.28	40.92	6%4%	2.80	5.45	1.00	0.10	0.10				
	2nd Per-no AIT	35.54	36.11	6%4%	2.80	5.45	1.00	0.10	0.10				
	1st Per	30.80	31.29	6%4%	2.80		5.32	0.10	0.10				
	Trainee	26.06	26.48	6%4%	2.80		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 Mar 29 2026

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	56.95	56.20	6%4%	2.55	5.85	0.75	0.10	0.10					
	PUSH	60.95	60.20	6%4%	2.55	5.85	0.75	0.10	0.10					
	FORE	63.95	63.20	6%4%	2.55	5.85	0.75	0.10	0.10					
	GEN FORE	66.95	66.20	6%4%	2.55	5.85	0.75	0.10	0.10					
					6%4%	2.55	5.85	0.75	0.10	0.10				
APPRENTICE BASE RATES	4th YEAR	45.56	44.96	6%4%	2.55	4.68	0.75	0.10	0.10					
	3rd YEAR	39.87	39.34	6%4%	2.55	4.10	0.75	0.10	0.10					
	2nd YEAR	34.17	33.72	6%4%	2.55	3.51	0.75	0.10	0.10					
	1st YEAR	28.48	28.10	6%4%	2.55	0.00	0.75	0.10	0.10					
					6%4%	2.55	0.00	0.75	0.10	0.10				

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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
REVISION DATE**

*2025-2028
May 3, 2026*

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	56.98	57.73	CODE: D	B	B	B	B	B	B			
				6%4%	2.75	5.60	0.35	0.04	0.05	0.10	0.10		
	SR JNY	58.40	59.17	CODE: D	B	B	B	B	B	B			
				6%4%	2.75	5.60	0.35	0.04	0.05	0.10	0.10		
	FORE	62.68	63.50	CODE: D	B	B	B	B	B	B			
				6%4%	2.75	5.60	0.35	0.04	0.05	0.10	0.10		
APPRENTICE BASE RATES	4th YEAR	48.43	49.07	CODE: D	B	B	B	B	B	B			
				6%4%	2.75	4.76	0.35	0.04	0.05	0.10	0.10		
	3rd YEAR	42.74	43.30	CODE: D	B	B	B	B	B	B			
				6%4%	2.75	4.20	0.35	0.04	0.05	0.10	0.10		
	2nd YEAR	34.19	34.64	CODE: D	B	B	B	B	B	B	B		
				6%4%	2.75	3.36	0.35	0.04	0.05	0.10	0.10		
	1st YEAR	28.49	28.87	CODE: D	B	B	B	B	B	B			
				6%4%	2.75	2.80	0.35	0.04	0.05	0.10	0.10		

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WAGE & BENEFIT SCHEDULE
Article 12.000**

AREA: ALBERTA

GPMA-AB

2025-2028
May 3, 2026

INSULATORS - LOCAL 110

MAINTENANCE RATES AND BENEFITS GUIDELINE

		Outside Fort Mac	Fort Mac Area	BENEFITS								
				VAC STAT	HLTH WLFR	PENS	WOW	TRNG	AMCC	GPMC		
				CODE: D	B	C	B	B	B	B		
BASE RATES	JOUR	52.74	53.49	6%4%	2.41	7.25	0.32	0.80	0.10	0.10		
	FORE	58.01	58.84	6%4%	2.41	7.25	0.32	0.80	0.10	0.10		
	GEN FORE	65.93	66.86	6%4%	2.41	7.25	0.32	0.80	0.10	0.10		
APPRENTICE BASE RATES	Uncert JNY	50.10	50.82	6%4%	2.41	6.89	0.32	0.80	0.10	0.10		
	4th YEAR	47.47	48.14	6%4%	2.41	6.53	0.32	0.80	0.10	0.10		
	3rd YEAR	42.19	42.80	6%4%	2.41	5.80	0.32	0.80	0.10	0.10		
	2nd YEAR	34.28	34.77	6%4%	2.41	4.71	0.32	0.80	0.10	0.10		
	1st YEAR	26.37	26.75	6%4%	2.41	3.63	0.32	0.80	0.10	0.10		

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WAGE & BENEFIT SCHEDULE
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AREA: ALBERTA

GPMA-AB

2025-2028
May 3, 2026

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	48.53	49.28	CODE: D	B	C	B	B	B	B	B		
	PUSH	50.96	51.74	6%4%	2.50	7.25	0.15	0.40	0.45	0.10	0.10		
	FORE	53.38	54.21	6%4%	2.50	7.25	0.15	0.40	0.45	0.10	0.10		
APPRENTICE BASE RATES	4th YEAR	43.68	44.35	CODE: D	B	C	B	B	B	B	B		
	3rd YEAR	38.82	39.42	6%4%	2.50	7.25	0.15	0.40	0.45	0.10	0.10		
	2nd YEAR	33.97	34.50	6%4%	2.50	7.25	0.15	0.40	0.45	0.10	0.10		
	1st YEAR	29.12	29.57	6%4%	2.50		0.15	0.40	0.45	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
May 3, 2026*

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	53.05	53.80	6%4%	2.50	7.75	0.75	0.15	0.45	0.10	0.10		
	FORE	58.55	59.30	6%4%	2.50	7.75	0.75	0.15	0.45	0.10	0.10		
APPRENTICE BASE RATES	3rd YEAR	47.75	48.42	6%4%	2.50	7.75	0.75	0.15	0.45	0.10	0.10		
	2nd YEAR	39.79	40.35	6%4%	2.50	7.75	0.75	0.15	0.45	0.10	0.10		
	1st YEAR	34.48	34.97	6%4%	2.50		0.75	0.15	0.45	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 3, 2026

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	SKILLED	39.89	40.64								6%4%	3.00	5.70	0.90	0.43	0.10	0.10
	FORE	43.64	44.39								6%4%	3.00	5.70	0.90	0.43	0.10	0.10
	GEN FORE	45.64	46.39								6%4%	3.00	5.70	0.90	0.43	0.10	0.10
												6%4%	3.00	5.70	0.90	0.43	0.10
APPRENTICE BASE RATES											CODE: D	B	C	B	B	B	B
	Trainee 3	33.91	34.54								6%4%	3.00	4.85	0.90	0.43	0.10	0.10
	Trainee 2	29.92	30.47								6%4%	3.00	4.28	0.90	0.43	0.10	0.10
	Trainee 1	25.93	26.41								6%4%	3.00	3.71	0.90	0.43	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).
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**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE FOR CANADA
WAGE & BENEFIT SCHEDULE
Article 12.000**

AREA: ALBERTA

**GPMA-AB
REVISION DATE**

2025-2028
May 3, 2026

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	54.47	55.22	6%4%	3.02	8.00	1.40	0.10	0.10						
	FORE	59.97	60.72	6%4%	3.02	8.00	1.40	0.10	0.10						
	GEN FORE	61.97	62.72	6%4%	3.02	8.00	1.40	0.10	0.10						
APPRENTICE BASE RATES	4.5 YEAR	51.75	52.46	6%4%	3.02	6.00	1.40	0.10	0.10						
	4th YEAR	49.02	49.70	6%4%	3.02	6.00	1.40	0.10	0.10						
	3.5 YEAR	46.30	46.94	6%4%	3.02	6.00	1.40	0.10	0.10						
	3rd YEAR	43.58	44.18	6%4%	3.02	6.00	1.40	0.10	0.10						
	2.5 YEAR	40.85	41.42	6%4%	3.02	6.00	1.40	0.10	0.10						
	2nd YEAR	38.13	38.65	6%4%	3.02	6.00	1.40	0.10	0.10						
	1.5 YEAR	35.41	35.89	6%4%	3.02	6.00	1.40	0.10	0.10						
	1st YEAR	32.68	33.14	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
May 3/2026*

OPERATING ENGINEERS - LOCAL 955

MAINTENANCE RATES AND BENEFITS GUIDELINE

		Fort Mac Area	Outside Fort Mac	BENEFITS							CODE:	D	B	C	B	B	B	B
				VAC STAT	HLTH WLFR	PENS	TRNG	ADV FUND	AMCC	GPMC								
BASE RATES	JOUR	55.59	54.84															
	OPERATING FORE	60.34	59.59	6%4%	2.55	6.50	0.55	0.05	0.10	0.10								
	NON-OPERATING FORE	61.09	60.34	6%4%	2.55	6.50	0.55	0.05	0.10	0.10								
	GEN FORE	63.09	62.34	6%4%	2.55	6.50	0.55	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 3, 2026

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		
													CODE:	D
INDUSTRIAL SPRAY AND SANDBLAST	BASE RATES	JOUR	52.61	49.20		6%4%	2.00	5.40	0.35		0.65	0.10	0.10	
		FM Tier 1	57.87	54.12		6%4%	2.00	5.40	0.35		0.65	0.10	0.10	
		FM Tier 2	60.51	56.58		6%4%	2.00	5.40	0.35		0.65	0.10	0.10	
		GEN FORE	63.14	59.04		6%4%	2.00	5.40	0.35		0.65	0.10	0.10	
	APPRENTICE:													
		<i>Probationary</i>	26.31	24.60		6%4%					0.65	0.10	0.10	
		1st Year	34.20	31.98		6%4%	2.00		0.35	1.50	0.65	0.10	0.10	
		2nd Year	39.46	36.90		6%4%	2.00	4.05	0.35		0.65	0.10	0.10	
		3rd Year	44.72	41.82		6%4%	2.00	4.59	0.35		0.65	0.10	0.10	
	INDUSTRIAL BRUSH AND ROLL	BASE RATES	JOUR	50.68	47.39		6%4%	2.00	5.40	0.35		0.65	0.10	0.10
FM Tier 1			55.75	52.13		6%4%	2.00	5.40	0.35		0.65	0.10	0.10	
FM Tier 2			58.28	54.50		6%4%	2.00	5.40	0.35		0.65	0.10	0.10	
GEN FORE			60.82	56.87		6%4%	2.00	5.40	0.35		0.65	0.10	0.10	
APPRENTICE:														
		<i>Probationary</i>	25.34	23.69		6%4%					0.65	0.10	0.10	
		1st Year	32.94	30.80		6%4%	2.00		0.35	1.50	0.65	0.10	0.10	
		2nd Year	38.01	35.54		6%4%	2.00	4.05	0.35		0.65	0.10	0.10	
		3rd Year	43.08	40.28		6%4%	2.00	4.59	0.35		0.65	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
REVISION DATE**

2025-2028
May 3, 2026

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	56.96	57.71	6%4%	2.95	6.60	0.91	0.05	0.15	0.15	0.10	0.10
	FORE	62.46	63.21	6%4%	2.95	6.60	0.91	0.05	0.15	0.15	0.10	0.10
	GEN FORE	64.46	65.21	6%4%	2.95	6.60	0.91	0.05	0.15	0.15	0.10	0.10
APPRENTICE BASE RATES	Welder CWB	51.25	51.92	6%4%	2.95	5.94	0.91	0.05	0.15	0.15	0.10	0.10
	Welder w/o CWB	48.39	49.03	6%4%	2.95	5.61	0.91	0.05	0.15	0.15	0.10	0.10
	4th YEAR	51.25	51.92	6%4%	2.95	5.94	0.91	0.05	0.15	0.15	0.10	0.10
	3rd YEAR	45.54	46.14	6%4%	2.95	5.28	0.91	0.05	0.15	0.15	0.10	0.10
	2nd YEAR	36.97	37.46	6%4%	2.95	4.29	0.91	0.05	0.15	0.15	0.10	0.10
	1st YEAR	28.41	28.78	6%4%	2.95	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
REVISION DATE**

*2025-2028
May 3, 2026*

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	57.09	CODE: D	C	C	C	B	C	C	C	B	B
	FORE	62.59	6%4%	2.40	6.50	0.64	0.15	0.20	0.60	0.17	0.10	0.10
	GEN FORE	64.59	6%4%	2.40	6.50	0.64	0.15	0.20	0.60	0.17	0.10	0.10
APPRENTICE BASE RATES	4th Year	51.33	CODE: D	C	C	C	B	C	C	C	B	B
	3rd YEAR	45.57	6%4%	2.40	6.50	0.64	0.15	0.20	0.60	0.17	0.10	0.10
	2nd YEAR	36.93	6%4%	2.40	6.50	0.64	0.15	0.20	0.60	0.17	0.10	0.10
	1st YEAR	28.30	6%4%	2.40	6.50	0.64	0.15	0.20	0.60	0.17	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 2025-2028
REVISION DATE May 3, 2026

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	47.39	48.14	6%4%	2.80	6.65	1.00	0.10	0.10								
	FORE	51.89	52.64	6%4%	2.80	6.65	1.00	0.10	0.10								
APPRENTICE BASE RATES	3rd YEAR	37.91	38.52	6%4%	2.80	4.85	1.00	0.10	0.10								
	2nd YEAR	33.17	33.70	6%4%	2.80	3.79	1.00	0.10	0.10								
	1st YEAR	28.43	28.88	6%4%	2.80		3.46	0.10	0.10								
	Trainee	26.06	26.47	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
- 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
REVISION DATE**

2025-2028
May 3, 2026

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			B
BASE RATES	JOUR	56.96	57.71	6%4%	2.95	6.60	0.91	0.05	0.15	0.15	0.10	0.10
	FORE	62.46	63.21	6%4%	2.95	6.60	0.91	0.05	0.15	0.15	0.10	0.10
	GEN FORE	64.46	65.21	6%4%	2.95	6.60	0.91	0.05	0.15	0.15	0.10	0.10
APPRENTICE BASE RATES	4th YEAR	45.54	46.14	6%4%	2.95	5.28	0.91	0.05	0.15	0.15	0.10	0.10
	3rd YEAR	39.83	40.35	6%4%	2.95	4.62	0.91	0.05	0.15	0.15	0.10	0.10
	2nd YEAR	34.12	34.57	6%4%	2.95	3.96	0.91	0.05	0.15	0.15	0.10	0.10
	1st YEAR	28.41	28.78	6%4%	2.95	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
REVISION DATE**

2025-2028
May 3, 2026

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	55.50	56.25	6%4%	2.45	6.49	0.29	0.48	0.10	0.10			
	FORE	59.75	60.50	6%4%	2.45	6.49	0.29	0.48	0.10	0.10			
	GEN FORE	61.75	62.50	6%4%	2.45	6.49	0.29	0.48	0.10	0.10			
APPRENTICE BASE RATES	4th YEAR	47.18	47.82	6%4%	2.45	6.49	0.29	0.48	0.10	0.10			
	3rd YEAR	41.63	42.19	6%4%	2.45	6.49	0.29	0.48	0.10	0.10			
	2nd YEAR	36.08	36.57	6%4%	2.45	6.49	0.29	0.48	0.10	0.10			
	1st YEAR	27.75	28.13	6%4%	2.45		0.29	0.48	0.10	0.10			
	Probation	24.98	25.31	6%4%	2.45		0.29	0.48	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
REVISION DATE**

*2025-2028
May 1, 2026*

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	GPMC
BASE RATES	JOUR	49.80	50.55	CODE: D	C	C	C	C	C	C	C	C	C	B	B
	PUSH	54.78	55.60	6%6%	2.95	8.35	1.00	0.05	0.10	0.05	0.07	0.10	0.39	0.10	0.10
	FORE	56.77	57.62	6%6%	2.95	8.35	1.00	0.05	0.10	0.05	0.07	0.10	0.39	0.10	0.10
					6%6%	2.95	8.35	1.00	0.05	0.10	0.05	0.07	0.10	0.39	0.10
APPRENTICE BASE RATES	4th YEAR	39.84	40.44	CODE: D	C	C	C	C	C	C	C	C	C	B	B
	3rd YEAR	34.86	35.38	6%6%	2.95	8.35	1.00	0.05	0.10	0.05	0.07	0.10	0.39	0.10	0.10
	2nd YEAR	29.88	30.33	6%6%	2.95	8.35	1.00	0.05	0.10	0.05	0.07	0.10	0.39	0.10	0.10
	1st YEAR (Completed Probation)	24.90	25.27	6%6%	2.95	8.35	1.00	0.05	0.10	0.05	0.07	0.10	0.39	0.10	0.10
	1st YEAR (3 Month Probation)	24.90	25.27	6%6%	2.95	8.35	1.00	0.05	0.10	0.05	0.07	0.10	0.39	0.10	0.10
					6%6%	2.95	8.35	1.00	0.05	0.10	0.05	0.07	0.10	0.39	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 (WFDI)

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
WAGE & BENEFIT SCHEDULE
Article 12.000**

AREA: ALBERTA

**GPMA-AB
REVISION DATE**

*2025-2028
May 3, 2026*

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	TCDNTF	AMCC	AMCC		
		CODE: D	B	C	B	B	C	B	B		
BASE RATES	JOUR	49.31	50.06	6%4%	3.30	9.00	1.00	0.10	0.10	0.10	0.10
	PUSH	54.06	54.81	6%4%	3.30	9.00	1.00	0.10	0.10	0.10	0.10
	FORE	55.06	55.81	6%4%	3.30	9.00	1.00	0.10	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
- 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