

NMA | 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.*

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

AREA: ALBERTA

**NMA-AB
REVISION DATE**

2023-2024
June 8, 2025

CARPENTERS - LOCAL 1325

MAINTENANCE RATES AND BENEFITS

		Fort Mac Area	Outside Fort Mac	BENEFITS								
				VAC STAT	HLTH WLFR	PENS	TRNG	AMCC	NMC			
				CODE: D	B	C	B	B	B			
BASE RATES	JOUR	51.31	50.56	6%4%	2.10	6.65	1.05	0.10	0.10			
	FORE	56.81	56.06	6%4%	2.10	6.65	1.05	0.10	0.10			
	GEN FORE	58.81	58.06	6%4%	2.10	6.65	1.05	0.10	0.10			
APPRENTICE BASE RATES	4th YEAR	47.08	46.40	6%4%	2.10	5.05	1.05	0.10	0.10			
	3rd YEAR	41.85	41.25	6%4%	2.10	5.05	1.05	0.10	0.10			
	2nd YEAR	36.62	36.09	6%4%	2.10	5.05	1.05	0.10	0.10			
	1st YEAR	31.39	30.94	6%4%	2.10	5.05	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
 - 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**

2025-2028
May 4, 2025

CEMENT MASONS - LOCAL 222

MAINTENANCE RATES AND BENEFITS

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

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

AREA: ALBERTA

NMA-AB 2025-2028
REVISION DATE Mar 29 2026

ELECTRICIANS - LOCAL 424

MAINTENANCE RATES AND BENEFITS

		Fort Mac Area	Outside Fort Mac	BENEFITS						VAC STAT	HLTH WLFR	PENS	EDUC	AMCC	NMC
				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						
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						

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- Building Trades of Alberta
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- Rapid Site Access Program (RSAP)
- Workforce Development Trust Fund (WFDT)
- Electrical Contractors Association of Alberta (ECAA)

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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.

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

AREA:	ALBERTA	NMA-AB 2025-2028
		REVISION DATE May 4, 2025

HVAC & REFRIGERATION - LOCAL 488

MAINTENANCE RATES AND BENEFITS

		Fort Mac Area	Outside Fort Mac	BENEFITS								
				VAC STAT	HLTH WLFR	PENS	EDUC	SUP BNFTS	UA WELLNESS	AMCC	NMC	
BASE RATES	JOUR	56.66	55.91	CODE: D	B	B	B	B	B	B	B	
	FORE	62.33	61.50	6%4%	2.50	5.60	0.35	0.04	0.05	0.10	0.10	
					6%4%	2.50	5.60	0.35	0.04	0.05	0.10	0.10
APPRENTICE BASE RATES	4th YEAR	48.16	47.52	CODE: D	B	B	B	B	B	B	B	
	3rd YEAR	42.50	41.93	6%4%	2.50	4.76	0.35	0.04	0.05	0.10	0.10	
	2nd YEAR	34.00	33.55	6%4%	2.50	4.20	0.35	0.04	0.05	0.10	0.10	
	1st YEAR	28.33	27.96	6%4%	2.50	3.36	0.35	0.04	0.05	0.10	0.10	
					6%4%	2.50	2.80	0.35	0.04	0.05	0.10	0.10

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

AREA: ALBERTA

NMA-AB

2025-2028
May 18, 2025

INSULATORS - LOCAL 110

MAINTENANCE RATES AND BENEFITS

		Outside Fort Mac	Fort Mac Area	BENEFITS								
				VAC STAT	HLTH WLFR	PENS	WOW	TRNG	AMCC	NMC		
				CODE: D	B	C	B	B	B	B		
BASE RATES	JOUR	51.92	52.67	6%4%	2.31	7.00	0.31	0.70	0.10	0.10		
	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		
APPRENTICE BASE RATES	Uncert JNY	49.32	50.04	6%4%	2.31	6.65	0.31	0.70	0.10	0.10		
	3rd YEAR	41.54	42.14	6%4%	2.31	5.60	0.31	0.70	0.10	0.10		
	2nd YEAR	33.75	34.24	6%4%	2.31	4.55	0.31	0.70	0.10	0.10		
	1st YEAR	25.96	26.34	6%4%	2.31	3.50	0.31	0.70	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**

2025-2028
June 8, 2025

IRONWORKERS (REBAR) - LOCAL 720 & 725

MAINTENANCE RATES AND BENEFITS

		Fort Mac Area	Outside Fort Mac	BENEFITS									
				VAC STAT	HLTH WLFR	PENS	IMPACT	Training	TIF	AMCC	NMC		
				CODE: D	B	C	B	B	B	B	B		
BASE RATES	JOUR	48.40	47.65	6%4%	2.50	7.00	0.15	0.40	0.40	0.10	0.10		
	PUSH	50.82	50.03	6%4%	2.50	7.00	0.15	0.40	0.40	0.10	0.10		
	FORE	53.24	52.42	6%4%	2.50	7.00	0.15	0.40	0.40	0.10	0.10		
APPRENTICE BASE RATES	4th YEAR	43.56	42.89	6%4%	2.50	7.00	0.15	0.40	0.40	0.10	0.10		
	3rd YEAR	38.72	38.12	6%4%	2.50	7.00	0.15	0.40	0.40	0.10	0.10		
	2nd YEAR	33.88	33.36	6%4%	2.50	7.00	0.15	0.40	0.40	0.10	0.10		
	1st YEAR	29.04	28.59	6%4%	2.50		0.15	0.40	0.40	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**

2025-2028
June 8, 2025

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	52.67	51.92	6%4%	2.50	7.75	0.65	0.15	0.40	0.10	0.10		
	FORE	58.17	57.42	6%4%	2.50	7.75	0.65	0.15	0.40	0.10	0.10		
APPRENTICE BASE RATES	3rd YEAR	47.40	46.73	6%4%	2.50	7.75	0.65	0.15	0.40	0.10	0.10		
	2nd YEAR	39.50	38.94	6%4%	2.50	7.75	0.65	0.15	0.40	0.10	0.10		
	1st YEAR	34.24	33.75	6%4%	2.50		0.65	0.15	0.40	0.10	0.10		

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

AREA: **ALBERTA**

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

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	SKILLED	39.78	39.03	6%4%	2.95	5.65	0.90	0.40	0.10	0.10				
	FORE	43.53	42.78	6%4%	2.95	5.65	0.90	0.40	0.10	0.10				
	GEN FORE	45.53	44.78	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	33.82	33.18	6%4%	2.95	4.80	0.90	0.40	0.10	0.10				
	Trainee 2	29.84	29.27	6%4%	2.95	4.24	0.90	0.40	0.10	0.10				
	Trainee 1	25.86	25.37	6%4%	2.95	3.67	0.90	0.40	0.10	0.10				

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3 For Certified clasification requirements, refer to the local refference 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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**NATIONAL MAINTENANCE COUNCIL FOR CANADA
WAGE & BENEFIT SCHEDULE
Article 12.000**

AREA: ALBERTA

**NMA-AB
REVISION DATE**

2025-2028
May 11, 2025

MILLWRIGHTS - LOCAL 1460

MAINTENANCE RATES AND BENEFITS

		Fort Mac Area	Outside Fort Mac	BENEFITS						VAC STAT	HLTH WLFR	PENS	TRNG	AMCC	NMC	
				CODE:	D	B	C	B	B							B
BASE RATES	JOUR	53.92	53.17													
	FORE	59.42	58.67	6%4%	3.02	8.00	1.40	0.10	0.10							
	GEN FORE	61.42	60.67	6%4%	3.02	8.00	1.40	0.10	0.10							
APPRENTICE BASE RATES	4.5 YEAR	51.22	50.51	6%4%	3.02	6.00	1.40	0.10	0.10							
	4th YEAR	48.53	47.85	6%4%	3.02	6.00	1.40	0.10	0.10							
	3.5 YEAR	45.83	45.19	6%4%	3.02	6.00	1.40	0.10	0.10							
	3rd YEAR	43.13	42.54	6%4%	3.02	6.00	1.40	0.10	0.10							
	2.5 YEAR	40.44	39.88	6%4%	3.02	6.00	1.40	0.10	0.10							
	2nd YEAR	37.74	37.22	6%4%	3.02	6.00	1.40	0.10	0.10							
	1st YEAR	32.35	31.90	6%4%	3.02	6.00	1.40	0.10	0.10							

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

AREA: ALBERTA

NMA-AB 2025-2028
REVISION DATE June 22, 2025

OPERATING ENGINEERS - LOCAL 955

MAINTENANCE RATES AND BENEFITS

		Fort Mac Area	Outside Fort Mac	BENEFITS								
				VAC STAT	HLTH WLFR	PENS	TRNG	ADV FUND	AMCC	NMC		
				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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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

2025-2028
 May 4, 2025

PAINTERS - LOCAL 177

MAINTENANCE RATES AND BENEFITS GUIDELINE

				BENEFITS								
				VAC STAT	HLTH WLFR	PENS	IDF	ATF	JTB	AMCC	NMC	
		Fort Mac Area										
		Outside Fort McMurray										
				CODE:	D	B	B	B	B	B	B	B
INDUSTRIAL SPRAY AND SANDBLAST	BASE RATES	JOUR	51.83	48.47	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
	<i>APPRENTICE:</i>											
	<i>Probationary</i>		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
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
<i>APPRENTICE:</i>												
<i>Probationary</i>		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

**NMA-AB
REVISION DATE**

2025-2028
May 4, 2025

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

NOTE:

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

**NATIONAL MAINTENANCE COUNCIL FOR CANADA
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Article 12.000**

AREA: ALBERTA

**NMA-AB
REVISION DATE**

2025-2028
May 4, 2025

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
BASE RATES	JOUR	56.10	CODE: D	C	C	C	B	C	C	C	B	B
	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	4th YEAR	50.44	CODE: D	C	C	C	B	C	C	C	B	B
	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

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- 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.

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**NMA-AB
REVISION DATE**

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May 4, 2025

PLASTERERS - LOCAL 222

MAINTENANCE RATES AND BENEFITS

		Fort Mac Area	Outside Fort Mac	BENEFITS									
				VAC STAT	HLTH WLFR	PENS	TRNG	AMCC	NMC				
BASE RATES	JOUR	47.19	46.44	CODE: D	B	C	B	B	B				
	FORE	51.69	50.94	6%4%	2.75	6.50	1.00	0.10	0.10				
				6%4%	2.75	6.50	1.00	0.10	0.10				
APPRENTICE BASE RATES	3rd YEAR	37.74	37.15	CODE: D	B	C	B	B	B				
	2nd YEAR	33.04	32.51	6%4%	2.75	4.77	1.00	0.10	0.10				
	1st YEAR	28.32	27.86	6%4%	2.75	3.68	1.00	0.10	0.10				
	Trainee	25.95	25.54	6%4%			3.38	0.10	0.10				
				6%4%			1.00	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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 - 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.

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AREA: ALBERTA

NMA-AB 2025-2028
REVISION DATE May 4, 2025

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

NOTE:

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

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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				
BASE RATES	JOUR	55.51	54.76	CODE: D	B	C	B	B	B	B				
	FORE	59.76	59.01	6%4%	2.40	6.18	0.18	0.36	0.10	0.10				
	GEN FORE			6%4%	2.40	6.18	0.18	0.36	0.10	0.10				
			61.76	61.01	6%4%	2.40	6.18	0.18	0.36	0.10	0.10			
APPRENTICE BASE RATES	4th YEAR	47.18	46.55	CODE: D	B	C	B	B	B	B				
	3rd YEAR	41.63	41.07	6%4%	2.40	6.18	0.18	0.36	0.10	0.10				
	2nd YEAR	36.08	35.59	6%4%	2.40	6.18	0.18	0.36	0.10	0.10				
	1st YEAR	27.75	27.38	6%4%	2.40		0.18	0.36	0.10	0.10				
	Probation				6%4%	2.40		0.18	0.36	0.10	0.10			
			24.98	24.64	6%4%	2.40		0.18	0.36	0.10	0.10			

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3. 100% of Appropriate Benefits

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AREA: ALBERTA

**NMA-AB
REVISION DATE**

2025-2028
May 1, 2025

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	49.08	48.33	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	53.99	53.16	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	55.95	55.10	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	4th YEAR	39.26	38.66	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	34.36	33.83	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	29.45	29.00	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)	24.54	24.17	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)	24.54	24.17	6%6%	2.70	8.20	1.00	0.05	0.10	0.05	0.07	0.10	0.39	0.10	0.10

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NOTES:

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

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TEAMSTERS - LOCAL 362

MAINTENANCE RATES AND BENEFITS

BASE RATES		Fort Mac Area	Outside Fort Mac	BENEFITS									
				VAC STAT	HLTH WLFR	PENS	TRNG	ADV	TCDNTF	AMCC	NMC		
				CODE: D	B	C	B	B	C	B	B		
JOUR		49.15	48.40	6%4%	3.30	8.75	0.90	0.10	0.10	0.10	0.10		
PUSH		53.90	53.15	6%4%	3.30	8.75	0.90	0.10	0.10	0.10	0.10		
FORE		54.90	54.15	6%4%	3.30	8.75	0.90	0.10	0.10	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