



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
BASE RATES	IOUR FORE	51.31	50.56	CODE: D	B	C	B	B	B
		56.81	56.06	6%4%	2.10	6.65	1.05	0.10	0.10
		58.81	58.06	6%4%	2.10	6.65	1.05	0.10	0.10
	GEN FORE			6%4%	2.10	6.65	1.05	0.10	0.10
APPRENTICE BASE RATES	4th YEAR 3rd YEAR 2nd YEAR 1st YEAR	47.08	46.40	CODE: D	B	C	B	B	B
		41.85	41.25	6%4%	2.10	5.05	1.05	0.10	0.10
		36.62	36.09	6%4%	2.10	5.05	1.05	0.10	0.10
		31.39	30.94	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
 - Construction Employee Family Assistance Program (CEFAP)
 - Case Managed Aftercare (CMAC)
 - Rapid Site Access Program (RSAP)
 - Workforce Development Trust Fund (WFDT)
- Employers are responsible for ensuring all employer contributions required for maintenance activities under this agreement are forwarded to the appropriate organization.
- 100% of Appropriate Benefits**

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

NATIONAL MAINTENANCE COUNCIL FOR CANADA
WAGE & BENEFIT SCHEDULE
Article 12.000

AREA: **ALBERTA**

NMA-AB
REVISION DATE

2025-2028
May 4, 2025

CEMENT MASONS - LOCAL 222

MAINTENANCE RATES AND BENEFITS

		Fort Mac Arae	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
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
REVISION DATE

2025-2028
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
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

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 - Case Managed Aftercare (CMAC)
 - Rapid Site Access Program (RSAP)
 - Workforce Development Trust Fund (WFDT)
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NATIONAL MAINTENANCE COUNCIL FOR CANADA
WAGE & BENEFIT SCHEDULE
Article 12.000

AREA: **ALBERTA**

NMA-AB
REVISION DATE

2023-2024
May 5 2024

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	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	CODE: B	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

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

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

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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

May 18, 2025

INSULATORS - LOCAL 110

MAINTENANCE RATES AND BENEFITS

		Outside Fort Mac	Fort Mac Area	BENEFITS						
BASE RATES	JOUR	51.92	52.67	CODE: D B C B B B B B						
		57.11	57.94	6%4%	2.31	7.00	0.31	0.70	0.10	0.10
APPRENTICE BASE RATES	GEN FORE	64.90	65.84	6%4%	2.31	7.00	0.31	0.70	0.10	0.10
	Uncert JNY	49.32	50.04	CODE: D B C B B B B	6%4%	2.31	6.65	0.31	0.70	0.10
	3rd YEAR	41.54	42.14		6%4%	2.31	5.60	0.31	0.70	0.10
	2nd YEAR	33.75	34.24		6%4%	2.31	4.55	0.31	0.70	0.10
	1st YEAR	25.96	26.34		6%4%	2.31	3.50	0.31	0.70	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	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
BASE RATES	JOUR	52.67	51.92	CODE: D B C B B B B B B							
	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	CODE: D B C B B B B B B							
		39.50	38.94	6%4%	2.50	7.75	0.65	0.15	0.40	0.10	0.10
		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
REVISION DATE

2025-2028
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
BASE RATES	SKILLED	39.78	39.03	CODE: D	B	C	B	B	B
		43.53	42.78	6%4%	2.95	5.65	0.90	0.40	0.10
		45.53	44.78	6%4%	2.95	5.65	0.90	0.40	0.10
APPRENTICE BASE RATES	Trainee 3			CODE: D	B	C	B	B	B
		33.82	33.18	6%4%	2.95	4.80	0.90	0.40	0.10
		29.84	29.27	6%4%	2.95	4.24	0.90	0.40	0.10
		25.86	25.37	6%4%	2.95	3.67	0.90	0.40	0.10

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3 For Certified clasification requirements, reffer 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
BASE RATES	JOUR	53.92	53.17	CODE: D B C B B B					
	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	CODE: D B C B B B	6%4%	3.02	6.00	1.40	0.10
	4th YEAR	48.53	47.85		6%4%	3.02	6.00	1.40	0.10
	3.5 YEAR	45.83	45.19		6%4%	3.02	6.00	1.40	0.10
	3rd YEAR	43.13	42.54		6%4%	3.02	6.00	1.40	0.10
	2.5 YEAR	40.44	39.88		6%4%	3.02	6.00	1.40	0.10
	2nd YEAR	37.74	37.22		6%4%	3.02	6.00	1.40	0.10
	1.5 YEAR	35.05	34.56		6%4%	3.02	6.00	1.40	0.10
	1st YEAR	32.35	31.90		6%4%	3.02	6.00	1.40	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 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	B	B	
BASE RATES										
JOUR	54.37	53.62								
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

			Fort Mac Area	Outside Fort McMurray	BENEFITS							
					VAC STAT	HLTH WLFR	PENS	IDF	ATF	JTB	AMCC	NMC
		CODE:	D	B	B	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>											
		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
	<i>APPRENTICE:</i>											
		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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NATIONAL MAINTENANCE COUNCIL FOR CANADA
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
BASE RATES	JOUR	56.61	55.86	CODE: D	C	C	C	C	C	B	B	B
	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	CODE: D	C	C	C	C	C	B	B	B
	Welder w/o CWB	48.10	47.46	6%4%	2.70	5.94	0.91	0.05	0.15	0.15	0.10	0.10
	4th YEAR	50.93	50.26	6%4%	2.70	5.61	0.91	0.05	0.15	0.15	0.10	0.10
	3rd YEAR	45.26	44.66	6%4%	2.70	5.94	0.91	0.05	0.15	0.15	0.10	0.10
	2nd YEAR	36.74	36.26	6%4%	2.70	5.28	0.91	0.05	0.15	0.15	0.10	0.10
	1st YEAR	28.23	27.86	6%4%	2.70	4.29	0.91	0.05	0.15	0.15	0.10	0.10

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NOTE:

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

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WAGE & BENEFIT SCHEDULE
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AREA: **ALBERTA**

NMA-AB
REVISION DATE

2025-2028
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
BASE RATES	JOUR	56.61	55.86	CODE: D	C	C	C	C	C	B	B	B
	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	CODE: D	C	C	C	C	C	B	B	B
	3rd YEAR	39.58	39.06	6%4%	2.70	5.28	0.91	0.05	0.15	0.15	0.10	0.10
	2nd YEAR	33.91	33.46	6%4%	2.70	4.62	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

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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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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
	GEN FORE	63.60		6%4%	2.40	6.20	0.60	0.15	0.20	0.60	0.15	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
	2nd YEAR	36.29		6%4%	2.40	6.20	0.60	0.15	0.20	0.60	0.15	0.10
	1st YEAR	27.80		6%4%	2.40	6.20	0.60	0.15	0.20	0.60	0.15	0.10

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3. **100% of Appropriate Benefits**

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NOTE:

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

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			REVISION DATE	May 4, 2025		
HVAC & REFRIGERATION - LOCAL 488						
MAINTENANCE RATES AND BENEFITS						
		Fort Mac Area	Outside Fort Mac			
BASE RATES	JOUR	56.66	55.91	BENEFITS		
		62.33	61.50	CODE: D B B B B B B B B		
APPRENTICE BASE RATES	4th YEAR	48.16	47.52	CODE: D B B B B B B B B		
		42.50	41.93	6%4% 2.50 5.60 0.35 0.04 0.05 0.10 0.10		
		34.00	33.55	6%4% 2.50 4.76 0.35 0.04 0.05 0.10 0.10		
		28.33	27.96	6%4% 2.50 4.20 0.35 0.04 0.05 0.10 0.10		

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- 100% of Appropriate Benefits**

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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			
				6%6%	2.70	8.20	1.00	0.05	0.10	0.05	0.07	0.10	0.39	0.10	0.10			
				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	CODE: D	C	C	C	C	C	C	C	C	C	B	B			
				6%6%	2.70	8.20	1.00	0.05	0.10	0.05	0.07	0.10	0.39	0.10	0.10			
				6%6%	2.70	8.20	1.00	0.05	0.10	0.05	0.07	0.10	0.39	0.10	0.10			
				6%6%	2.70	8.20	1.00	0.05	0.10	0.05	0.07	0.10	0.39	0.10	0.10			
				6%6%	2.70	8.20	1.00	0.05	0.10	0.05	0.07	0.10	0.39	0.10	0.10			
				6%6%	2.70	8.20	1.00	0.05	0.10	0.05	0.07	0.10	0.39	0.10	0.10			
				6%6%	2.70	8.20	1.00	0.05	0.10	0.05	0.07	0.10	0.39	0.10	0.10			

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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. **100% of Appropriate Benefits**

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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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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	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	6%4%	2.40	6.18	0.18	0.36	0.10
	3rd YEAR	41.63	41.07							
	2nd YEAR	36.08	35.59							
	1st YEAR	27.75	27.38							
	Probation	24.98	24.64							

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TEAMSTERS - LOCAL 362

MAINTENANCE RATES AND BENEFITS

		Fort Mac Area	Outside Fort Mac	BENEFITS							
				VAC STAT	HLTH WLFR	PENS	TRNG	ADV	TCDNTF	AMCC	NMC
BASE RATES	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:

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