

# NMA | WAGE SCHEDULES

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**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**                    *2023-2024*  
**REVISION DATE**                    *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
<b>BASE RATES</b>	<b>JOUR</b>	51.31	50.56	6%4%	2.10	6.65	1.05	0.10	0.10
	<b>FORE</b>	56.81	56.06	6%4%	2.10	6.65	1.05	0.10	0.10
	<b>GEN FORE</b>	58.81	58.06	6%4%	2.10	6.65	1.05	0.10	0.10
<b>APPRENTICE BASE RATES</b>	<b>4th YEAR</b>	47.08	46.40	6%4%	2.10	5.05	1.05	0.10	0.10
	<b>3rd YEAR</b>	41.85	41.25	6%4%	2.10	5.05	1.05	0.10	0.10
	<b>2nd YEAR</b>	36.62	36.09	6%4%	2.10	5.05	1.05	0.10	0.10
	<b>1st YEAR</b>	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**                      2025-2028  
**REVISION DATE**                      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  FORE  GEN FORE			CODE:	D	B	C	B	B	B				
		6%4%	2.75	6.50	1.00	0.10	0.10							
		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  2nd Per-no AIT  1st Per  Trainee			CODE:	D	B	C	B	B	B				
		6%4%	2.75	5.33	1.00	0.10	0.10							
		6%4%	2.75	5.33	1.00	0.10	0.10							
		6%4%	2.75		5.23	0.10	0.10							
		6%4%	2.75		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
- 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.

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

**AREA:**                    **ALBERTA**

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

## PLASTERERS - LOCAL 222

### MAINTENANCE RATES AND BENEFITS

				BENEFITS					
				VAC STAT	HLTH WLFR	PENS	TRNG	AMCC	NMC
				CODE: D	B	C	B	B	B
<b>BASE RATES</b>	<b>JOUR</b>	Fort Mac Area	Outside Fort Mac	6%4%	2.75	6.50	1.00	0.10	0.10
	<b>FORE</b>	47.19	46.44	6%4%	2.75	6.50	1.00	0.10	0.10
<b>APPRENTICE BASE RATES</b>	<b>3rd YEAR</b>	51.69	50.94						
	<b>2nd YEAR</b>								
	<b>1st YEAR</b>								
	<b>Trainee</b>								

- 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**                    *2023-2024*  
**REVISION DATE**                    *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	
<b>BASE RATES</b>	<b>JOUR</b>	55.35	54.60	<b>CODE: D</b>	<b>B</b>	<b>B</b>	<b>B</b>	<b>B</b>	<b>B</b>	
	<b>PUSH</b>	59.35	58.60	6%4%	2.20	6.35	0.60	0.10	0.10	
	<b>FORE</b>	62.35	61.60	6%4%	2.20	6.35	0.60	0.10	0.10	
	<b>GEN FORE</b>	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	
<b>APPRENTICE BASE RATES</b>	<b>4th YEAR</b>	44.28	43.68	<b>CODE: D</b>	<b>B</b>	<b>B</b>	<b>B</b>	<b>B</b>	<b>B</b>	
	<b>3rd YEAR</b>	38.75	38.22	6%4%	2.20	5.08	0.60	0.10	0.10	
	<b>2nd YEAR</b>	33.21	32.76	6%4%	2.20	4.45	0.60	0.10	0.10	
	<b>1st YEAR</b>	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	

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)
- 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**

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. 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							
				VAC STAT	HLTH WLFR	PENS	WOW	TRNG	AMCC	NMC	
<b>BASE RATES</b>	<b>JOUR</b>	51.92	52.67	<b>CODE: D</b>	<b>B</b>	<b>C</b>	<b>B</b>	<b>B</b>	<b>B</b>	<b>B</b>	
	<b>FORE</b>	57.11	57.94	6%4%	2.31	7.00	0.31	0.70	0.10	0.10	
	<b>GEN FORE</b>	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	
<b>APPRENTICE BASE RATES</b>	<b>Uncert JNY</b>	49.32	50.04	<b>CODE: D</b>	<b>B</b>	<b>C</b>	<b>B</b>	<b>B</b>	<b>B</b>	<b>B</b>	
	<b>3rd YEAR</b>	41.54	42.14	6%4%	2.31	6.65	0.31	0.70	0.10	0.10	
	<b>2nd YEAR</b>	33.75	34.24	6%4%	2.31	5.60	0.31	0.70	0.10	0.10	
	<b>1st YEAR</b>	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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**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>BASE RATES</b>	<b>JOUR</b>	48.40	47.65	6%4%	2.50	7.00	0.15	0.40	0.40	0.10	0.10
	<b>PUSH</b>	50.82	50.03	6%4%	2.50	7.00	0.15	0.40	0.40	0.10	0.10
	<b>FORE</b>	53.24	52.42	6%4%	2.50	7.00	0.15	0.40	0.40	0.10	0.10
<b>APPRENTICE BASE RATES</b>	<b>4th YEAR</b>	43.56	42.89	6%4%	2.50	7.00	0.15	0.40	0.40	0.10	0.10
	<b>3rd YEAR</b>	38.72	38.12	6%4%	2.50	7.00	0.15	0.40	0.40	0.10	0.10
	<b>2nd YEAR</b>	33.88	33.36	6%4%	2.50	7.00	0.15	0.40	0.40	0.10	0.10
	<b>1st YEAR</b>	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
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

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

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**                      *2025-2028*  
**REVISION DATE**                      *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				
<b>BASE RATES</b>	<b>JOUR</b>	53.92	53.17	<b>CODE: D</b>	<b>B</b>	<b>C</b>	<b>B</b>	<b>B</b>	<b>B</b>				
	<b>FORE</b>	59.42	58.67	6%4%	3.02	8.00	1.40	0.10	0.10				
	<b>GEN FORE</b>	61.42	60.67	6%4%	3.02	8.00	1.40	0.10	0.10				
				6%4%	3.02	8.00	1.40	0.10	0.10				
<b>APPRENTICE BASE RATES</b>	<b>4.5 YEAR</b>	51.22	50.51	<b>CODE: D</b>	<b>B</b>	<b>C</b>	<b>B</b>	<b>B</b>	<b>B</b>				
	<b>4th YEAR</b>	48.53	47.85	6%4%	3.02	6.00	1.40	0.10	0.10				
	<b>3.5 YEAR</b>	45.83	45.19	6%4%	3.02	6.00	1.40	0.10	0.10				
	<b>3rd YEAR</b>	43.13	42.54	6%4%	3.02	6.00	1.40	0.10	0.10				
	<b>2.5 YEAR</b>	40.44	39.88	6%4%	3.02	6.00	1.40	0.10	0.10				
	<b>2nd YEAR</b>	37.74	37.22	6%4%	3.02	6.00	1.40	0.10	0.10				
	<b>1.5 YEAR</b>	35.05	34.56	6%4%	3.02	6.00	1.40	0.10	0.10				
	<b>1st YEAR</b>	32.35	31.90	6%4%	3.02	6.00	1.40	0.10	0.10				
				6%4%	3.02	6.00	1.40	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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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**                    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
<b>BASE RATES</b>	<b>JOUR</b>	54.37	53.62	6%4%	2.55	6.50	0.50	0.05	0.10	0.10
	<b>OPERATING FORE</b>	59.12	58.37	6%4%	2.55	6.50	0.50	0.05	0.10	0.10
	<b>NON-OPERATING FORE</b>	59.87	59.12	6%4%	2.55	6.50	0.50	0.05	0.10	0.10
	<b>GEN FORE</b>	61.87	61.12	6%4%	2.55	6.50	0.50	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
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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. 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**                      *2025-2028*  
**REVISION DATE**                      *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
INDUSTRIAL SPRAY AND SANDBLAST	BASE RATES	JOUR	51.83	48.47	CODE: D	B	B	B	B	B	B	B
		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	

- 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*

**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
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**  
**WAGE & BENEFIT SCHEDULE**  
**Article 12.000**

**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
- 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**  
**WAGE & BENEFIT SCHEDULE**  
**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
			CODE: D	C	C	C	B	C	C	C	B	B
<b>BASE RATES</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
<b>APPRENTICE BASE RATES</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
- 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**  
**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													
BASE RATES		JOUR	Fort Mac Area	Outside Fort Mac	BENEFITS								
					VAC STAT	HLTH WLFR	PENS	EDUC	SUP BNFTS	UA WELLNESS	AMCC	NMC	
					CODE: D	B	B	B	B	B	B	B	
					6%4%	2.50	5.60	0.35	0.04	0.05	0.10	0.10	
		FORE	62.33	61.50	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	BENEFITS								
					CODE: D	B	B	B	B	B	B	B	
					6%4%	2.50	4.76	0.35	0.04	0.05	0.10	0.10	
					6%4%	2.50	4.20	0.35	0.04	0.05	0.10	0.10	
					6%4%	2.50	3.36	0.35	0.04	0.05	0.10	0.10	
		3rd YEAR	42.50	41.93	6%4%	2.50	2.80	0.35	0.04	0.05	0.10	0.10	
		2nd YEAR	34.00	33.55	6%4%	2.50							
		1st YEAR	28.33	27.96	6%4%	2.50							

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 1, 2025*

**SPRINKLER FITTERS - LOCAL 488**

**MAINTENANCE RATES AND BENEFITS**

BASE RATES	JOUR PUSH FORE		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			
			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			
			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 3rd YEAR 2nd YEAR 1st YEAR (Completed Probation) 1st YEAR (3 Month Probation)				CODE:	D	C	C	C	C	C	C	C	C	B	B	
			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
			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
			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
			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
			24.54	24.17		6%6%	2.70		1.00	0.05	0.10	0.05	0.07	0.10	0.39	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.

**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.

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

**AREA:**                    **ALBERTA**

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

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

- 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*

## TEAMSTERS - LOCAL 362

### MAINTENANCE RATES AND BENEFITS

		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		
<b>BASE RATES</b>	<b>JOUR</b>	49.15	48.40	6%4%	3.30	8.75	0.90	0.10	0.10	0.10	0.10		
	<b>PUSH</b>	53.90	53.15	6%4%	3.30	8.75	0.90	0.10	0.10	0.10	0.10		
	<b>FORE</b>	54.90	54.15	6%4%	3.30	8.75	0.90	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
  - 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