

COLLECTIVE AGREEMENT

BETWEEN

FLINT INDUSTRIAL CONSTRUCTION LTD.

AND



**CONSTRUCTION WORKERS UNION (CLAC),
LOCAL No. 63**

Affiliated with the

Christian Labour Association of Canada

Duration: September ■ 2011 – February 28th, 2014

14273 (01)

INDEX

<u>TOPIC</u>	<u>ARTICLE</u>
Arbitration.....	23
Collective Agreement Amendments.....	26
Warning, Suspension, and Discharge.....	24
Dues and Trust Fund Payments.....	25
Duration.....	27
Education and Training Funds.....	18
Employment Policy and Union Membership.....	6
Grievance Procedure.....	22
Health and Safety Committee.....	15
Health and Welfare Plan.....	16 & Schedule "C"
Holidays and Holiday Pay.....	12
Hours of Work and Overtime.....	9 & Schedule "A"
Layoffs.....	10
Leaves of Absence and Bereavement Pay.....	21
Management's Rights.....	3
Protective Equipment.....	20
Purpose.....	1
Recognition.....	2
Retirement Savings Plan (RSP).....	17
Strikes or Lockouts.....	5
Tools.....	19

Transportation, Travel and Accommodation 13

Union Dues..... 7

Union-Management Committee 14

Union Representation 4

Vacation and Vacation Pay..... 11

Wage and Area Rates of Pay..... 8 & Schedule “A”

COLLECTIVE AGREEMENT

BETWEEN: FLINT INDUSTRIAL CONSTRUCTION LTD.
("the Employer")

-and-

**CONSTRUCTION WORKERS UNION (CLAC),
LOCAL NO. 63**
Affiliated with the
Christian Labour Association of Canada
("the Union")

Duration: September 1, 2011 to February 28th, 2014

ARTICLE 1 - PURPOSE

1.01 It is the intent and purpose of the Employer, the Union and the employees, as parties to this Collective Agreement ("Agreement"), which has been negotiated and entered into in good faith:

- a) To recognize mutually the respective rights, responsibilities and functions of the parties;
- b) To provide and maintain working conditions, hours of work, wage rates, travel allowances, referral provisions and benefits as set forth in this Agreement;
- c) To establish an equitable system for the promotion, discipline, transfer, layoff and recall of employees;

- d) To establish a just and prompt procedure for the disposition of grievances; and
- e) Through the full and fair administration of all the provisions contained within this Agreement, to achieve a relationship among the Union, the Employer, and the employees which will be conducive to their mutual well-being.

1.02 The parties to this Agreement pledge to work towards the greatest possible degree of consultation and cooperation believing that the following concepts provide a fundamental framework for cooperative labour/management relations:

- a) The industrial enterprise is an economically characterized work community of capital-investors and workers under the leadership of a management;
- b) The economic character springs from a continuous striving towards efficient use of scarce resources, energy and environment, and in the adequate development of the employees, research, production and marketing;
- c) The employer, the union and the employees will not discourage cooperation but will stimulate it, recognizing that while leadership without labour can do nothing, labour without management cannot survive.

1.03 The omission of specific mention in this agreement of existing rights and privileges established or recognized by the Employer will not be construed to deprive employees or the Union of such rights and privileges. Such rights and privileges may only be amended by mutual agreement.

- 1.04 Neither the Employer nor the Union shall act in a manner that is arbitrary, that violates applicable human rights legislation, or is in bad faith.
- 1.05 Should any part of this Agreement be declared invalid the remainder of this Agreement will continue in full force and effect.

ARTICLE 2 - RECOGNITION

2.01 The Employer recognizes the Union as the sole bargaining agent of all employees in the bargaining unit working in the Province of Alberta, as defined in the following ALRB certificates:

70 2008 General Construction Structural Ironworkers
71 2008 General Construction Plumbers and Pipefitters
72 2008 General Construction Labourers
73 2008 General Construction Carpenters
74 2008 General Construction Operating Engineers
75 2008 General Construction Electricians
76 2008 General Construction Millwrights
226 2010 General Construction Insulators

The Employer further recognizes the Union as the sole bargaining agent of all other employees in the bargaining unit working in the Province of Alberta, and as defined in Article 2.02 and/or classified in Schedule "A" and/or "B" as appropriate to the work attached hereto and made part hereof.

2.02 This Agreement covers all employees of the Employer when employed in construction as journeyperson Carpenters, Electricians, Gasfitters, Insulators, Instrumentation Technicians, Labourers, Mechanics, Millwrights Equipment Operators, Pipefitters, Plumbers, Reinforcing Ironworkers, Scaffolders, Sheet Metal Mechanics, Steamfitters, Structural Ironworkers, Welders, and their Apprentices and their Foreman, save and except Supervisory, Managerial and Clerical Personnel.

2.03 There will be no revision, amendment, or alteration of the bargaining unit as defined in this agreement or of any of the terms and provisions of this Agreement, except by the mutual agreement in writing of the parties with the exception that the scope of this Agreement will also automatically apply to employees employed in other trades from and after the day that certification is obtained by the Union for that trade from the *Alberta Labour Relations Board*. Without limiting the generality of the foregoing, no classification of work or jobs may be removed from the bargaining unit except by mutual agreement in writing of the parties.

ARTICLE 3 - MANAGEMENT'S RIGHTS

3.01 Subject to the terms of this Agreement, the Employer's rights include:

- a) The right to maintain order, discipline and efficiency; to make, alter and enforce rules and regulations, policies and practices, to be adhered to by its employees; to discipline and discharge employees for just cause;

- b) The right to select, hire and direct the working force and employees; to transfer, assign, promote, demote, classify, layoff, recall and suspend employees; to select and retain employees for positions excluded from the bargaining unit;
- c) The right to operate and manage the Employer's business in order to satisfy its commitments and responsibilities. The right to determine the kind and location of business to be done by the Employer, the direction of the working forces, the scheduling of work, the number of shifts, the methods, processes and means by which work is to be performed, job content, quality and quantity standards, the right to use improved methods, machinery and equipment, the right to determine the number of employees needed by the Employer at any time and generally, the right to manage the business of the Employer, and to plan, direct and control the operations of the Employer, without interference.

3.02 The sole and exclusive jurisdiction over operations, building, machinery, and equipment will be vested in the Employer.

3.03 The Employer may only contract out work where:

- a) It does not possess the necessary facilities or equipment;
- b) It does not have and/or cannot acquire the required employees;
- c) It cannot perform the work in a manner that is competitive in terms of cost, quality and within required time limits.

3.04 The Employer will discuss with the Union, the portion or portions of the project that the Employer wishes to sub-contract and the subcontractors to be hired to do such work.

ARTICLE 4 - UNION REPRESENTATION

4.01 Stewards

For the purpose of representation with the Employer, the Union will function and be recognized as follows:

- a) The Union has the right to select or appoint Union stewards ("Stewards") to assist the employees in presenting any complaints or grievances they have to representatives of the Employer and to enforce and administer this Agreement. In general, the number of Stewards will be determined as follows:
 - i) When there are fifty (50) or less employees - one (1) Steward;
 - ii) Over fifty (50) employees, but less than one hundred (100) - two (2) Stewards;
 - iii) For every hundred (100) employees beyond one hundred (100) - at least one (1) additional Steward. More Stewards may be added by mutual agreement.
- b)
 - i) Stewards will receive the hourly premium as set out in Schedule "A". The Union will advise the Employer in writing the name(s) of the Steward(s).

- ii) Stewards will be laid off or reduced in number in accordance with the completion of the various phases of each project. The Employer will notify the Union prior to layoff of a Steward.
- c) The Union acknowledges that Stewards have regular duties to perform as employees of the Employer and that such employees will not leave their regular duties for the purpose of conducting business in connection with the administration of the Agreement or the investigation or presentation of grievances, without first obtaining the permission of their Foreman or immediate Supervisor. Such permission will not be unreasonably withheld. The Employer will pay Stewards at their regular hourly rate for time spent attending such duties during their working hours.
- d) A Steward will address all new hires during the orientation session for the purpose of introducing themselves and the Union and providing the employees with Union information that pertains to them. A schedule of Union Steward participation will be mutually agreed upon between the Union and the Employer.

4.02 Representatives

- a) Duly appointed Representatives of the Union ("Representatives") are Representatives of the employees in all matters pertaining to this Agreement, particularly for the purpose of processing grievances, negotiating amendments to and renewals of this Agreement and enforcing the employees' collective bargaining rights, as well as any other rights under this Agreement and under the law. Stewards will not act in this capacity. The Union will advise the Employer, in

writing, of the name(s) of its duly appointed Representative(s).

- b) Representatives of the Union will have access to visit project locations during normal working hours subject to the following:

The Representatives will identify themselves to the job Supervisor upon arriving at a job site. Representatives will complete the Flint and client orientation process before they will be granted access to the work areas. This does not preclude a Representative from access to office facilities without orientation when necessary. In no case will such Representative interfere with the progress of work.

4.03 The Employer

The Employer may meet periodically with their employees for the purpose of discussing any matters of mutual interest or concern to the Employer, the Union, and the employees. A Representative may attend such meetings.

4.04 The Union

There will be no Union activity on the Employer's premises during working hours, except that which is necessary for the processing of grievances and the administration and enforcement of this Agreement.

4.05 Negotiating Committee

The Union has the right to appoint a Negotiating Committee. The Committee will consist of up to four **(4)** employees representing the membership at the time of bargaining. Committee members will be paid by the Employer to a maximum of 40 hours per member. Should the Union desire more committee members or should the negotiations go beyond the allocated 40 hours, such additional employees and payments must be agreed upon by the Employer. Employees will be paid at their regular hourly rates for all time spent on negotiating a collective agreement with the Employer whenever this takes place during the regular working hours of the employees concerned.

ARTICLE 5 - STRIKES OR LOCKOUTS

- 5.01 During the term of this Agreement, or while negotiations for a further agreement are being held, the Union will not permit or encourage any strike, slowdown, or any stoppage of work or otherwise restrict or interfere with the Employer's operation through its members.
- 5.02 During the term of this Agreement, or while negotiations for a further agreement are being held, the Employer will not engage in any lockout of its employees or deliberately restrict or reduce the hours of work.

ARTICLE 6 -EMPLOYMENT POLICY AND UNION MEMBERSHIP

- 6.01 The Union and the Employer will cooperate in maintaining a desirable and competent labour force. The Employer will give preference to qualified Union members who are able to meet the requirements of the job. The Employer will submit the names, social insurance numbers and classifications of all requested employees to the Union office in Edmonton for approval by the Union. The Employer will ensure that this is accomplished prior to commencement of employment. If the Union is not able to supply the number of qualified employees required by the Employer, the Employer will be able to hire from outside the Union membership, provided however, that such employees must nevertheless obtain a union dispatch slip and provide it to the Employer before commencing work. The Union agrees to promptly process dispatch slip requests and they will not be unreasonably withheld.
- 6.02 Neither the Employer nor the Union will compel employees to join the Union. Subject to Article 6.01, the Employer will not discriminate against any employee because of Union membership or lack of it, and will inform all new employees of the contractual relationship between the Employer and the Union. Before commencing work, or as soon as reasonably possible after commencing work, new employees will be referred by the Employer to a Union steward or Representative in order to describe the Union's purpose and representation policies to such new employees.
- 6.03 The Union agrees that it will make membership in the Union available to all employees covered by this Agreement subject to the Constitution of the Union and the terms and conditions specified by its applicable policies.

- 6.04 New employees will be hired on a three (3) calendar month probationary period and thereafter will attain regular employment status subject to the availability of work. The parties agree that the discharge or layoff of a probationary employee will not be the subject of a grievance or arbitration.
- 6.05 Probationary employees are covered by the Agreement, excepting those provisions specifically excluding such employees.
- 6.06 An employee laid off and rehired by the Employer will not start a new probationary period but will be given credit for their previous employment, provided the employee returns within six (6) calendar months of the layoff.
- 6.07 Employees laid off for a period longer than six (6) calendar months and rehired by the employer will serve a new probationary period.
- 6.08 An employee who quits or is terminated for just cause and is rehired will serve a new probation period.

ARTICLE 7 - UNION DUES

- 7.01 The Employer agrees to deduct from each employees paycheque the amount equal to Union dues and where applicable an amount equal to Union dues arrears, Administration dues and Permit dues. The total amount deducted will be remitted to the Union Provincial Remittance Processing Centre each month, by the 20th of the month following the deduction, together with an itemized list of the employees for whom the deductions are made and the amount deducted for each. The Union and the employees agree that

the Employer will be saved harmless for all deductions and payments so made.

- 7.02 The Union has a conscientious objection policy for employees who cannot support the Union with their dues for conscientious reasons, as determined by the Union's internal guidelines on what constitutes a conscientious objection.
- 7.03 The Union will promptly notify the Employer, in writing, over the signature of its designated officer, the amount of the deduction to be made by the Employer for Union dues, Administration dues and/or Permit dues and the Employer will have the right to continue to rely on such written notification until it receives other written notification from the Union.
- 7.04 The Employer will provide the Union with all necessary information regarding insurance and benefit plans, job classification changes and terminations. The name, address, date of hire, and classification of new employees will be provided to the Union once monthly.

ARTICLE 8 - WAGE & AREA RATES OF PAY

- 8.01 Wage schedules and other provisions applicable to various job classifications and work descriptions are as set forth in Schedule "A" and/or "B", as appropriate to the work. The Employer and the Union will jointly determine the wage schedule applicable to a project prior to its commencement. If there is a dispute the matter will be settled in accordance with the arbitration procedure set out in Article 23.

8.02 Additional classifications may be established only by mutual agreement between the Employer and the Union during the term of this Agreement, and the rates for same will be subject to negotiations between the Employer and the Union. Any addition under these terms will be put into writing and signed by an authorized representative of the Employer and the Union. If the Union and the Employer are unable to agree upon such wage rates either party may apply directly for arbitration under Article 23.

8.03 Show Up Time

- a) An employee who comes to work without having been notified prior to the start of their regular shift that there is no work available, and who is sent home because of lack of work, will receive a minimum of two (2) hours pay at their prevailing hourly rate. The employee will also receive their full accommodation allowance if and when applicable.
- b) Proper notification in the case of a camp is at breakfast time and notices are posted on the kitchen bulletin board.

8.04 Starting Work

An employee who starts work at their scheduled start time and is prevented from completing their normal work day will receive a minimum of four (4) hours pay at their prevailing hourly rate. The employee will also receive their full accommodation allowance if and when applicable.

- 8.05 When there is a temporary shortage of work within a given work day in a specific classification, the Employer may employ the affected employees in another classification at the rate of pay of their usual specified classification provided the employee is qualified to do the required work.
- 8.06 If the shortage of work is for a period longer than the day outlined in Article 8.05 above, the employee may be given the option to work in another classification, for which they are qualified, instead of being laid off. The employee will be paid the rate for the new classification. This will be recorded in writing and signed by the Employer and the employee.
- 8.07 When work is suspended due to reasons beyond the control of the Employer, the Employer, in consultation with the Union, may decide to pay employees for part or all of the suspension period.

ARTICLE 9 - HOURS OF WORK & OVERTIME

- 9.01 The normal work week will consist of forty (40) hours per week.
- 9.02.1 Employees will be paid overtime at the rate of one and one-half (1.5) times the employee's straight time hourly rate of pay for all hours worked in excess of eight (8) hours per day and forty (40) regular hours per week. On any project with an established shift cycle, overtime will be paid when an employee is required to work on any regularly scheduled day off.
- ~~9.02.2~~ When a statutory holiday occurs during the week, overtime will be paid for all hours in excess of thirty-two (32) straight time hours.

9.04 When a scheduled break occurs it will include a Sunday whenever possible.

9.05 The Employer will attempt to distribute overtime work as evenly as possible among employees who normally perform the work and who indicate they wish to work overtime.

9.06 Hours of work and overtime as set out in this article may be modified by mutual agreement between the Employer and the Union for selected contract projects. Such amendments will be noted on the pre-job conference report.

9.07 It is agreed that the provisions of this Article are for the purpose of computing overtime and will not be construed to be a guarantee of or a limitation on the hours of work to be done per day or per week other than those stipulated in Articles 8.03 and 8.04.

9.08 Coffee Breaks and Meal Periods

- a) There will be two (2) paid coffee breaks of fifteen (15) minutes duration on each shift, one in the first half of the shift and one in the second half of the shift.
- b) Employees will be given a meal period of one half (1/2) hour per shift but such period will not be considered as time worked.
- c) Employees shall receive a fifteen (15) minute coffee break at the start of every two (2) hours worked beyond the regular ten (10) hour day. (A coffee break shall not apply to the meal break at twelve (12) hours). Flexibility will be given to the Employer if the additional overtime is estimated to be less than one (1) hour.

- d) If employees are not scheduled, but are required to work beyond twelve (12) hours in a day, the Employer will provide a meal period of one half (1/2) hour and a meal for the employees. Such a period will not be considered as time worked.

9.09 Provided the employee notifies the Employer at the time of hire, the Employer agrees to respect an employee's wishes with regards to not working certain days of the week or certain hours of the day because of religious convictions.

9.10 Sunday will be deemed the first day of the week.

ARTICLE 10 - LAY-OFFS

10.01 The Employer will give the employee and the Steward four (4) hours notice of lay-off. Four (4) hours pay may be given in lieu of notice.

10.02 The Employer will not be required to give notice of lay-off when equipment failure, shortage of material, or other reasons beyond the control of the Employer cause a stoppage of operation.

10.03 The Employer agrees to notify the Union of the names of employees laid off within the pay period of the date during which the lay-off occurred.

ARTICLE 11 - VACATION & VACATION PAY

- 11.01 All employees will be entitled to receive an amount equal to six (6%) percent of their base wage rate for all hours worked as vacation pay.
- 11.02 Vacation Pay will be paid to employees on each paycheque.
- 11.03 The Employer will consider vacations at the times requested considering business requirements.

ARTICLE 12 - HOLIDAYS & HOLIDAY PAY

- 12.01 Employees will be entitled to receive an amount equal to four (4%) percent of their base wage rate for all hours worked in lieu of the following holidays:
- New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day and-Boxing Day.
- 12.02 Employees required to work on one of the above holidays will receive overtime pay for all hours worked in addition to the holiday pay outlined in Article 12.01.
- 12.03 Holiday Pay will be paid to employees on each paycheque.

ARTICLE 13 – TRANSPORTATION, TRAVEL AND ACCOMMODATION

13.01 It is recognized by the Employer and the Union that the purpose of transportation, travel and accommodation allowances as established in this article, is to provide a fair means of compensating employees for additional travel and accommodation expenses they may incur while working on jobsites beyond a reasonable distance from their residence.

13.02 The particulars of transportation, travel, and accommodation allowances and entitlement must be addressed in a Pre-Job Conference Report for each job as required in Article 26.02.

ARTICLE 14 - UNION-MANAGEMENT COMMITTEE

14.01 a) In order to build a cooperative relationship between the Employer, the Union and the employees, Union - Management meetings will be scheduled on each project. The meetings will serve as a forum for discussion and consultation about policies and practices covered by, and not necessarily covered by the Collective Agreement affecting the project. The areas for discussion will include but not be limited to the following:

- i) Safety measures;
- ii) Discipline and discharge policies;
- iii) Training and promotion;
- iv) Hiring policies;
- v) Matters that affect the working conditions of the employees.

- b) The Employer and the Union will each appoint representatives to the Union-Management Committee. Meeting notes will record the business of each meeting, and copies will be distributed as the Committee determines.

14.02 Employees attending the Union-Management meetings during regular working hours, will be entitled to their regular hourly rate of pay. In the event that such meetings are held outside regular working hours, the Employer agrees to pay the employees their wages for time spent attending such meetings.

ARTICLE 15 - HEALTH AND SAFETY COMMITTEE

15.01 a) The Employer agrees to make practicable provisions for the safety and health of its employees during the hours of their employment. Such provisions will be made known to all employees at the time of hire.

b) The Union undertakes to give full support to these objectives by promoting a safety consciousness and a personal sense of responsibility among its membership.

c) It is the intent of the parties to achieve working conditions that are safe and healthy.

15.02 Where necessary, the Employer and the Union agree to form a Health and Safety Task Group to discuss matters concerning the correction of unsafe conditions and practices following a serious accident or incident which could have resulted in a serious accident. This Task Group will meet as soon as possible to review and report to the Union Management Committee and will maintain a record of the

meetings and the matters discussed.

15.03 An employee who is injured on the job during working hours and is required to leave for treatment for such injury will receive payment for the remainder of their shift.

15.04 An employee who is injured on the job and who requires transportation from the work site to a local physician or hospital will receive such transportation provided for by the Employer. Should an employee require hospitalization for a period of more than one (1) week the Employer will provide transportation to an available facility (within Alberta, British Columbia or Saskatchewan) near the employee's home at no cost to the employee.

15.05 Modified Work Programs

- a) If an employee is injured on the job and requires medical attention, the employee may be entitled to Modified Work and will inform the attending Physician of the same.
- b) The Employer will inform the Physician of the types of Modified Work which may be available to the employee and will make the same available to the employee with the Physician's approval.
- c) The Employer will inform the Union of all employees who are assigned to Modified Work and the hours reverted to.

15.06 The parties recognize the need for a safe workplace free of alcohol and drug use, along with employees being fit for duty. To that end, the parties agree that, where it is considered to be appropriate, the Employer may develop a Drug and Alcohol Policy that complies with current legislation.

ARTICLE 16 - HEALTH AND WELFARE PLAN

- 16.01 The Employer agrees to pay the amount as set out in Schedules "A" or "B" for all hours worked for each employee towards the Insurance Plan administered by the CLAC Health and Welfare Trust Fund.
- 16.02 a) Employees are eligible to receive coverage on the first of the month following three hundred and fifty (350) hours worked. It is the responsibility of the employee to complete the enrolment form for the benefit plan, which is a condition of coverage.
- b) It is the responsibility of each employee to be familiar with the specific details of coverage, (outlined in Schedule "C") and eligibility requirements of all benefit plans, and that neither the Union nor the Employer, has any responsibility for ensuring that all requirements for eligibility or conditions of coverage or entitlement of benefits are met by the employee, beyond the obligations specifically stipulated in this Agreement.

Retirement Savings Plan (RSP)

- 17.01a) The Employer agrees to contribute the RSP amount of five percent (5%) for each employee, for each hour worked to the Union Sponsored Group RSP.
- b) Effective September 2nd, 2012 the Employer agrees to contribute the RSP amount of four percent (**4%**) for each employee, for each hour worked to the Union Sponsored RSP. Those employees will also be enrolled in the CLAC Pension Plan as outlined in Article 17.06. Any employee who completes the CLAC Pension Plan Participation Opt

Out Form on file with the Employer may opt out of the Pension Plan. Those employees who opt out of the CLAC Pension plan will receive five percent (5%) for each hour worked from the Employer to the Union Sponsored Group RSP.

- c) An account will be opened in the employee's name as soon as possible following the receipt of one (1) month's contributions and the employee's current address. All monies deposited into an employee's account will remain the property of that employee subject only to the rules governing RSP Plans.

17.02 Employees are responsible for completing an Application for Membership, provided by the RSP Plan, in order to register the RSP contributions remitted by the Employer.

17.03 The Employer's contribution to the Union Sponsored Group RSP will be non-refundable once received by the Union and will vest immediately in the employee on whose behalf the deposit was made, in accordance with the terms of the RSP Plan.

17.04 Withdrawals of funds and payouts from the RSP Plan will be subject to law and the terms of the Plan.

17.05 Employees, on whose behalf contributions and deposits are made, will receive statements from the financial institution which administers the RSP Plan. These statements will be mailed to the employees' last address on record with the Union.

Pension Plan

- 17.06
- a) The Employer agrees to contribute one percent (1%) as set out in Schedule "A" or "B" to the CLAC Pension Plan (the Pension Plan), governed by the CLAC Pension Plan Board of Trustees, for each employee who voluntarily chooses, by completing an authorization form, to contribute two percent (2%), for each hour worked.
 - b) Effective September 2nd, 2012 the Employer will automatically contribute three percent (3%) for each hour worked. Each employee will also contribute two percent (2%) for each hour worked. Any employee who completes the CLAC Pension Plan Participation Opt Out Form on file with the Employer may opt out of the Pension Plan, and thus forgo the Employer's contribution. Opting out of this program will automatically provide the employee with an RSP contribution amount as set out in Article 17.01 a).
 - c) The Pension Plan is a defined contribution, registered pension plan, which is registered with the Canada Revenue Agency and the Financial Services Commission of Ontario under #0398594.
 - d) The Employer will remit the employees' and the Employer's contribution to the Plan subject to the conditions specified in Article 25, together with an itemized list of the employees and the amounts applicable to each.

- e) The Employer and the Union will cooperate in providing the information required to administer the Plan on the employees' behalf. The Plan shall be responsible for informing the employees about the Plan including statements to each employee, showing their account balance, including details of all contributions received, and all earnings/losses allocated.

ARTICLE 18 - EDUCATION AND TRAINING FUNDS

18.01 The Employer agrees to contribute an amount for all hours worked by all employees as defined in Schedule "A" or "B" to the Union Education Fund.

18.02 CLAC Alberta Training Trust Fund

The Employer agrees to contribute an amount as set out in Schedule "A" per hour to the CLAC Alberta Training Trust Fund, for all hours worked by all employees. The use of these funds will be governed by the policies of the Training Trust Fund and its trustees.

ARTICLE 19 - TOOLS

19.01 All tradesmen will supply their own tools common to their trade. Specialty tools will be provided by the Employer.

19.02 The employees will be held responsible for all tools issued to them by the Employer. The Employer will supply adequate security for all tool storage on the site.

19.03 Tool lists, if necessary, will be established by mutual agreement between the Employer and the Union. Such tool lists will form part of this Agreement.

ARTICLE 20 - PROTECTIVE EQUIPMENT

20.01 All employees will wear CSA approved safety hats to be made available by the Employer.

20.02 All employees will wear CSA approved safety boots where required, furnished by the employee.

20.03 The Employer will provide employees with all other safety equipment if and when required. Said equipment will remain the property of the Employer. Any worn out safety equipment will be replaced upon presentation of the worn equipment. The employees will be held responsible for loss or improper maintenance of Employer furnished items. The Employer will provide for the cleaning of Employer supplied fire retardant coveralls.

20.04 Prescription Safety Eyewear

The Employer agrees to reimburse any employee fifty percent (50%) of the cost of prescription safety eyewear up to two hundred dollars (\$200.00) according to the following criteria. The employee must have worked 1200 hours with the Employer for the first reimbursement. For any subsequent reimbursement the employee must have worked an additional 4000 hours from the last time reimbursed.

ARTICLE 21 - LEAVES OF ABSENCE AND BEREAVEMENT PAY

21.01 The Employer may grant leaves of absence without pay, for a time mutually agreed upon between the Employer and the employee, for the following reasons:

- a) Marriage of the employee;
- b) Sickness of the employee or employee's immediate family;
- c) Union activity, other than the establishment of this agreement;
- d) Death of a family member not outlined in Article 21.02
- e) Job related training.
- f) Birth or adoption of the employee's own child;
- g) Other personal reasons as approved by the Employer's senior construction manager or designate.

21.02 An employee will be granted up to three (3) days leave of absence with pay, inclusive of the day of the funeral, at their regular straight time hourly rate, to make arrangement for and to attend the funeral of the employee's immediate family, i.e. spouse including common-law, parent, child, sibling, sibling-in-law, parent-in-law, grandparents, and grandchild. Further time off without pay may be taken by mutual agreement between the employee and the Employer.

In order to qualify for this payment, employees must upon request, provide the employer with proof of funeral. Such proof may include name and phone number of the funeral home, newspaper clippings, etc.

21.03 Following the leave of absence, Employees who fail to report for work as scheduled without giving a justifiable reason will be deemed to have voluntarily quit.

ARTICLE 22 - GRIEVANCE PROCEDURE

22.01 The parties to this Agreement recognize the Stewards and the Representatives specified in Article 4 as the agents through which employees will process their grievances.

22.02 a) "Grievance" means a complaint or claim concerning improper discipline or discharge, or a dispute with reference to the interpretation, application, administration or alleged violation of this Agreement.

b) A "Group Grievance" is defined as a single grievance, signed by a Steward or a Representative on behalf of a group of employees who have the same complaint. Such grievance must be dealt with at successive stages of the Grievance procedure commencing with Step 1. The grievors will be listed on the grievance form.

c) i) A "Policy Grievance" is defined as one which involves a question relating to the interpretation, application or administration of this Agreement.

ii) A Policy Grievance will be signed by a Steward or a Representative, or in the case of an Employer's

Policy Grievance, by the Employer or their representative.

d) Any grievance referred to above will identify:

- i) The facts giving rise to the grievance;
- ii) The section or sections of this Agreement claimed to be violated;
- iii) The relief requested; and
- iv) Where practical will be signed by the employee or employees involved unless it is a Policy Grievance.

22.03 All the time limits referred to in the grievance procedure herein contained will be deemed to mean "business days". A business day is defined as any day from Monday to Friday, excluding all statutory holidays. If the parties are attempting to resolve the grievance, or an issue that may become a grievance, through discussion, or other forms of communication, the time limits expressed in this Article, will not be deemed to be in effect. However, either party may at any time unilaterally declare that the time limits are in effect. From the date of that unilateral declaration the time limits will come into effect at the last step filed by either party.

22.04 a) The Employer or the Union will not be required to consider or process any grievance which arose out of any action or condition more than five (5) business days after the subject of such grievance occurred. If the action or condition is of a continuing or recurring nature, this limitation period will not begin to run until the action or condition has ceased. The limitation period will not apply to differences arising between the parties hereto relating to the interpretation, application or administration of this Agreement.

- b) If the Employer does consider or process a grievance which has been presented late, the Employer will not be stopped or precluded at any stage from taking the position that the grievance is late and not arbitrable.

22.05 No employee will have a grievance until the employee has discussed the complaint with their management representative. If the employee's management representative does not promptly settle the matter to the employee's satisfaction, an employee's proper grievance may be processed as follows:

Step 1

Subject to the conditions of Article 6.05, if a grievance is to be filed it will, within the five (5) business days referred to in Article 22.04 above, be reduced to writing and will be presented to the designated Employer representative by a Steward or a Representative. The designated Employer representative will notify the Representative of their decision in writing not later than five (5) business days following the day upon which the grievance was received.

Step 2

If the grievance is not settled in Step 1, a Representative will within five (5) business days of the decision under Step 1, or within five (5) business days of the day this decision should have been made, submit a written grievance to the designated Employer Representative. A meeting will be held between the Steward or Representative together with the grievor involved and the designated Employer representative and other representatives of the Employer. This meeting will be held within five (5) business days of the presentation of the written

grievance to the designated Employer representative. The Employer will notify the Steward or Representative of their decision in writing within five (5) business days of such meeting.

Step 3

In the event that the grievance is not settled at Step 2, the party having the grievance may serve the other party with written notice of desire to arbitrate. This notice will be served within five (5) business days of the delivery of the decision or within five (5) business days of the date on which the decision should have been made in Step 2 to the other party having the grievance.

22.06 Union Policy Grievance or Employer Grievance

- a) A Union policy grievance or an Employer grievance may be submitted to the Employer or the Union, as the case may be, in writing, within ten (10) business days of the time circumstances upon which the grievance is based were known or should have been known by the grievor. A meeting between the Employer and the Union will be held within five (5) business days of the presentation of the written grievance and will take place within the framework of Step 2 of Article 22.05 hereof. The Employer or the Union, as the case may be, will give its written decision within five (5) business days after such meeting has been held.
- b) If the decision is unsatisfactory to the grieving party, the grievance may be submitted to arbitration. The decision will be submitted to arbitration within fifteen (15) business days of the delivery of such written decision and the arbitration section of this Agreement will be followed.

ARTICLE 23 - ARBITRATION

- 23.01 If a notice of desire to arbitrate is served, the two parties shall each nominate an arbitrator within seven (7) days of service and notify the other party of the name and address of its nominee. The two arbitrators so appointed shall attempt to select, by agreement, a Chairperson. If they are unable to agree upon a Chairperson within seven (7) days of their appointment, either party may request the Minister of Labour to appoint an impartial Chairperson.
- 23.02 No person may be appointed as Chairperson who has been involved in an attempt to negotiate or settle the grievance.
- 23.03 The decision of a majority is the decision of the Arbitration Board, but if there is no majority the decision of the Chairperson of the Arbitration Board governs.
- 23.04 Notices of desire to arbitrate and of nominations of an arbitrator shall be served personally, by fax, by e-mail or by registered mail. If served by registered mail, the date of mailing shall be deemed to be the date of service.
- 23.05 If a party refuses or neglects to answer a grievance at any stage of the Grievance Procedure, the other party may commence arbitration proceedings and if the party in default refuses or neglects to appoint an arbitrator in accordance with Article 23.01, the party not in default may, upon notice to the party in default, appoint a Single Arbitrator to hear the grievance and their decision shall be final and binding upon both parties.

- 23.06 It is agreed that the Arbitration Board shall have the jurisdiction, power and authority to give relief for default in complying with the time limits set out in Article 22 and 23 where it appears that the default was owing to a reliance upon the words or conduct of the other party.
- 23.07 An employee found to be wrongfully discharged or suspended will be reinstated and with back pay calculated at an hourly rate or average earnings, as applicable, times normal hours, less any monies earned, or by any other arrangement which is just and equitable in the opinion of the Arbitration Board.
- 23.08 Where the Arbitration Board is of the opinion that there is proper cause for disciplining an employee, but considers the penalty imposed too severe in view of the employee's employment record and the circumstance surrounding the discharge or suspension, the Arbitration Board may substitute a penalty which, in its opinion, is just and equitable. This clause shall not apply to the discharge of a probationary employee.
- 23.09 Each of the parties hereto will bear the expenses of the arbitrator appointed by it, and the parties will jointly bear the expense of the Chairperson of the Arbitration Board.
- 23.10 The Board of Arbitration shall not be authorized to make any decisions inconsistent with the provisions of this Agreement, nor to alter, modify or amend any part of this Agreement, nor to adjudicate any matter not specifically assigned to it by the notice to arbitrate specified in Step 3 of Article 22.05 hereof.

23.11.1 If the parties mutually agree, they may substitute a single arbitrator in the place of the Arbitration Board.

ARTICLE 24 -WARNING, SUSPENSION, AND DISCHARGE

24.01 When the attitude or performance of an employee calls for a warning by the Employer, such a warning will be provided in writing by the management representative. The management representative will send a copy of such warning to the Union within one (1) business day.

24.02 In the case of a suspension or discharge, the Union may meet with the Employer within ten (10) business days to attempt to resolve the matter. If the matter is not resolved at this meeting, it may be referred directly to arbitration, bypassing the grievance procedure.

24.03 An employee may be suspended or discharged for proper cause by the Employer. Proper cause may include:

- i) The refusal by an employee to abide by Safety Regulations;
- ii) The use of illegal narcotics or alcohol or reporting for work while under the influence of such substances;
- iii) The refusal by the employee to abide by the requirements of the Employer's clients;
- iv) The refusal by the employee to abide by the requirements of the Employer's rules, regulations, policies and practices.

24.04 A Steward will be present for all disciplinary meetings. When a Steward is not available, the employee may choose another employee to be present.

24.05 An employee will be deemed to have voluntarily quit if they fail to contact the Employer and do not show up for work without the approval of the Employer for three (3) consecutive days.

ARTICLE 25 - DUES & TRUST FUND PAYMENTS

25.01 The parties acknowledge that delinquent payments to the Union for Union dues or for any of the Employer contributions to the Funds established in Articles 16, 17 and 18 will pose a serious threat to the plan participants. Therefore the Trustees of the Funds are empowered to take any action in law necessary to collect all Funds owing, and to impose remedies and damages stipulated by the Trust Agreements. All costs of such collection will be borne by the Employer.

25.02 Contributions will be made to the Union Provincial Remittance Processing Centre pursuant to Article 7, 16, 17 and 18, each month, by the twentieth (20th) of the month following the month of contributions, together with an itemized list of the employees for whom the contributions are made and the amount remitted for each.

25.03 In the event that the Employer fails to make the proper remittance, the Union will notify the Employer of this failure. The Employer will then have two (2) working days to correct this error.

- 25.04 Further to Article 26.03, if the Employer continues to be delinquent in its remittance to the Union as outlined in Articles 7, 16, 17 and 18, the Union or the Trust Funds may impose a penalty of one percent (1%) per month on the amount owing.
- 25.05 If the Employer satisfies all its obligations under Articles 26.02, 26.03 and 26.04, relating to Articles 7, 16, 17 and 18, the Union agrees the Employer will be saved harmless for any claims, relating to the remittances of Union dues, the Health and Welfare plan and the RSP plan, excluding any costs the Employer incurs defending such claims.
- 25.06 The Employer will, and will be deemed to, keep all Union dues deducted and all contributions to the Funds as set out in Articles 16, 17 and 18, separate and apart from its own monies. The Employer will, and will be deemed to, hold the sum in trust on behalf of the employees until the Employer has paid such monies to the applicable Trust Fund or Union Remittance Processing Centre. In the event of the bankruptcy (or any similar event) of the Employer, an amount equal to the amount that is owed to the applicable Trust Fund or Union office for Union dues and contributions that the employees are entitled to, will be deemed to be separate from and form no part of the estate that is in bankruptcy (or any similar event), whether or not that amount has in fact been kept separate and apart from the Employer's own money.

ARTICLE 26 – COLLECTIVE AGREEMENT AMENDMENTS

26.01 The wage rates and other provisions set out in this agreement may be amended by mutual agreement for specific projects to enable the Employer to compete with non-union competition and/or with other specific union project agreement rates. Either party may request that negotiations commence by giving notice in writing. The Employer and the Union agree to have representatives meet for discussions within thirty (30) days of receiving the request from the other party. Any amendment resulting from the discussions under these terms will be put in writing and signed by a representative of the Employer and a representative of the Union.

26.02 Pre-Job Conferences

- a) The Employer will notify the union that a project has been awarded to the Employer following the award. Prior to the start of each project, a pre-job conference will be held to determine all site-specific issues as outlined in the Agreement. This conference may be conducted via telephone, through a scheduled meeting or by some other practical means as agreed to by the parties.
- b) A copy of the pre-job conference report will be provided to the Employer, the Union and the Steward(s).

ARTICLE 27 – DURATION

27.01 This Agreement will be effective on the first (1st) day of September, two thousand and eleven (2011) and will remain in effect until the twenty-eighth (28th) day of February, two thousand and fourteen (2014), and for further periods of one (1) year unless notice will be given by either party of the desire to delete, change, amend or cancel any of the provisions contained herein, within the period from one hundred twenty (120) to sixty (60) days prior to the renewal date. Should neither of the parties give such notice, this Agreement will renew for a period of one (1) year.

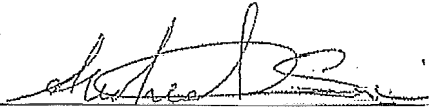
27.02 Should negotiations not be completed prior to the expiration date of this Agreement all negotiated items will be retroactive from the date of signing to the expiration date of the expired Agreement. Until a new agreement has been concluded all provisions in this Agreement will remain in full force and effect.

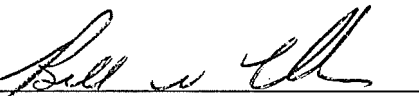
27.03 Before any negotiations have taken place the parties may by mutual agreement accept the provisions of the following:

Should negotiations fail, and the parties have fulfilled all the requirements of the Alberta Labour Relations Code, and no settlement has been agreed to, the parties agree to take all outstanding issues to binding arbitration in lieu of a strike or lockout.

DATED at Ft. McMurray, Alberta, this 8th day of September, 2011.

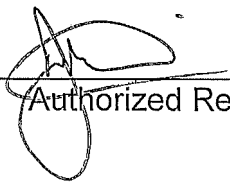
Signed on behalf of
**FLINT INDUSTRIAL
CONSTRUCTION LTD.**

Per 
Authorized Representative

Per 
Authorized Representative
Director

Signed on behalf of
**CONSTRUCTION WORKERS
UNION (CLAC), LOCAL NO. 63**
Affiliated with the
Christian Labour Association of Canada

Per 
Authorized Representative

Per 
Authorized Representative

FICL
Schedule "A-I" WOOD BUFFALO
Classification and Hourly Wages
As of September 1, 2011

Classification	Base Wage	Vac Stat 10%	H &W \$1.43	RSP 5%	Pension 1%*	EF/AF \$0.08	TTF \$0.10	Total
Boom Truck Operator	\$38.16	\$3.82	\$1.43	\$1.91	\$0.38	\$0.08	\$0.10	\$45.88
Carpenter	\$38.16	\$3.82	\$1.43	\$1.91	\$0.38	\$0.08	\$0.10	\$45.88
Crane Operator	\$40.24	\$4.02	\$1.43	\$2.01	\$0.40	\$0.08	\$0.10	\$48.28
Electrician	\$40.24	\$4.02	\$1.43	\$2.01	\$0.40	\$0.08	\$0.10	\$48.28
Equipment Operator #1	\$38.16	\$3.82	\$1.43	\$1.91	\$0.38	\$0.08	\$0.10	\$45.88
Equipment Operator #2	\$34.28	\$3.43	\$1.43	\$1.71	\$0.34	\$0.08	\$0.10	\$41.37
Equipment Operator #3	\$29.81	\$2.98	\$1.43	\$1.49	\$0.30	\$0.08	\$0.10	\$36.19
Gas Fitter	\$40.24	\$4.02	\$1.43	\$2.01	\$0.40	\$0.08	\$0.10	\$48.28
Instrumentation Mechanic	\$40.24	\$4.02	\$1.43	\$2.01	\$0.40	\$0.08	\$0.10	\$48.28
Insulator	\$38.16	\$3.82	\$1.43	\$1.91	\$0.38	\$0.08	\$0.10	\$45.88
Iron Worker	\$40.24	\$4.02	\$1.43	\$2.01	\$0.40	\$0.08	\$0.10	\$48.28
Labourer - Entry Level	\$20.19	\$2.02	\$1.43	\$1.01	\$0.20	\$0.08	\$0.10	\$25.03
Labourer - Intermediate	\$22.53	\$2.25	\$1.43	\$1.13	\$0.23	\$0.08	\$0.10	\$27.75
Labourer - Skilled	\$25.33	\$2.53	\$1.43	\$1.27	\$0.25	\$0.08	\$0.10	\$30.99
Materials Technician	\$38.16	\$3.82	\$1.43	\$1.91	\$0.38	\$0.08	\$0.10	\$45.88
Mechanic	\$38.16	\$3.82	\$1.43	\$1.91	\$0.38	\$0.08	\$0.10	\$45.88
Mechanic Heavy Duty	\$40.24	\$4.02	\$1.43	\$2.01	\$0.40	\$0.08	\$0.10	\$48.28
Millwright	\$40.24	\$4.02	\$1.43	\$2.01	\$0.40	\$0.08	\$0.10	\$48.28
Pipefitter	\$40.24	\$4.02	\$1.43	\$2.01	\$0.40	\$0.08	\$0.10	\$48.28
Plumber	\$40.24	\$4.02	\$1.43	\$2.01	\$0.40	\$0.08	\$0.10	\$48.28
Scaffolder	\$38.16	\$3.82	\$1.43	\$1.91	\$0.38	\$0.08	\$0.10	\$45.88
Steamfitter	\$40.24	\$4.02	\$1.43	\$2.01	\$0.40	\$0.08	\$0.10	\$48.28
Welder'	\$38.16	\$3.82	\$1.43	\$1.91	\$0.38	\$0.08	\$0.10	\$45.88
Welder - B Pressure	\$40.24	\$4.02	\$1.43	\$2.01	\$0.40	\$0.08	\$0.10	\$48.28

Schedule "A-I" WOOD BUFFALO
Apprenticeship Rates
As of September 1, 2011

Classification	Base Wage	Vac Stat 10%	H &W \$1.43	RSP 5%	Pension 1%*	EF/AF \$0.08	TTF \$0.10	Total
Apprentice - Electrician, Ironworker, H.D. Mechanic, Millwright, Pipefitter, Instrumentation Mechanic								
1st year (60%)	\$24.14	\$2.41	\$1.43	\$1.21	\$0.24	\$0.08	\$0.10	\$29.61
2nd year (70%)	\$28.17	\$2.82	\$1.43	\$1.41	\$0.28	\$0.08	\$0.10	\$34.29
3rd year (80%)	\$32.19	\$3.22	\$1.43	\$1.61	\$0.32	\$0.08	\$0.10	\$38.95
4th year (90%)	\$36.22	\$3.62	\$1.43	\$1.81	\$0.36	\$0.08	\$0.10	\$43.62
Apprentice - Ironworker, Pipefitter, Plumber, Steam Fitter, Mobile Crane, Gas Fitter 1st Class								
1st year (70%)	\$28.17	\$2.82	\$1.43	\$1.41	\$0.28	\$0.08	\$0.10	\$34.29
2nd year (80%)	\$32.19	\$3.22	\$1.43	\$1.61	\$0.32	\$0.08	\$0.10	\$38.95
3rd year (90%)	\$36.22	\$3.62	\$1.43	\$1.81	\$0.36	\$0.08	\$0.10	\$43.62
Apprentice - Carpenter, Insulator, Scaffolder, Mechanic								
1st year (60%)	\$22.90	\$2.29	\$1.43	\$1.15	\$0.23	\$0.08	\$0.10	\$28.18
2nd year (70%)	\$26.71	\$2.67	\$1.43	\$1.34	\$0.27	\$0.08	\$0.10	\$32.60
3rd year (80%)	\$30.53	\$3.05	\$1.43	\$1.53	\$0.31	\$0.08	\$0.10	\$37.03
4th year (90%)	\$34.34	\$3.43	\$1.43	\$1.72	\$0.34	\$0.08	\$0.10	\$41.44
Apprentice - Welder, Scaffolder (CLAC SIA Program), Materials Technician								
1st year (70%)	\$26.71	\$2.67	\$1.43	\$1.34	\$0.27	\$0.08	\$0.10	\$32.60
2nd year (80%)	\$30.53	\$3.05	\$1.43	\$1.53	\$0.31	\$0.08	\$0.10	\$37.03
3rd year (90%)	\$34.34	\$3.43	\$1.43	\$1.72	\$0.34	\$0.08	\$0.10	\$41.44
Apprentice - Reinforcing Ironworker								
1st year (70%)	\$28.17	\$2.82	\$1.43	\$1.41	\$0.28	\$0.08	\$0.10	\$34.29
2nd year (90%)	\$36.22	\$3.62	\$1.43	\$1.81	\$0.36	\$0.08	\$0.10	\$43.62

**Schedule "A-I" WOOD BUFFALO
Foreman/Leadhand Wages
As of September 1, 2011**

Classification	Base Wage	Vac Stat 10%	H &W \$1.43	RSP 5%	Pension 1%*	EF/AF \$0.08	TTF \$0.10	Total	
Boom Truck Operator, Carpenter, Equipment Operator, Insulator, Materials Technician, Mechanic, Scaffolder, Welder									
Foreman	\$42.99	\$4.30	\$1.43	\$2.15	\$0.43	\$0.08	\$0.10	\$51.48	
Leadhand	\$40.17	\$4.02	\$1.43	\$2.01	\$0.40	\$0.08	\$0.10	\$48.21	
Crane Operator, Electrician, Gas Fitter, Instrumentation Mechanic, Ironworker, Mechanic Heavy Duty, Millwright, Pipefitter, Plumber, Steamfitter									
Foreman	\$45.07	\$4.51	\$1.43	\$2.25	\$0.45	\$0.08	\$0.10	\$53.89	
Leadhand	\$42.25	\$4.23	\$1.43	\$2.11	\$0.42	\$0.08	\$0.10	\$50.62	
Labourer									
Entry	Foreman	\$25.02	\$2.50	\$1.43	\$1.25	\$0.25	\$0.08	\$0.10	\$30.63
	Leadhand	\$22.20	\$2.22	\$1.43	\$1.11	\$0.22	\$0.08	\$0.10	\$27.36
Intermediate	Foreman	\$27.36	\$2.74	\$1.43	\$1.37	\$0.27	\$0.08	\$0.10	\$33.35
	Leadhand	\$24.54	\$2.45	\$1.43	\$1.23	\$0.25	\$0.08	\$0.10	\$30.08
Skilled	Foreman	\$30.16	\$3.02	\$1.43	\$1.51	\$0.30	\$0.08	\$0.10	\$36.60
	Leadhand	\$27.34	\$2.73	\$1.43	\$1.37	\$0.27	\$0.08	\$0.10	\$33.32
Equipment Operator									
#1	Foreman	\$42.99	\$4.30	\$1.43	\$2.15	\$0.43	\$0.08	\$0.10	\$51.48
	Leadhand	\$40.17	\$4.02	\$1.43	\$2.01	\$0.40	\$0.08	\$0.10	\$48.21
#2	Foreman	\$39.11	\$3.91	\$1.43	\$1.96	\$0.39	\$0.08	\$0.10	\$46.98
	Leadhand	\$36.29	\$3.63	\$1.43	\$1.81	\$0.36	\$0.08	\$0.10	\$43.70
#3	Foreman	\$34.64	\$3.46	\$1.43	\$1.73	\$0.35	\$0.08	\$0.10	\$41.79
	Leadhand	\$31.82	\$3.18	\$1.43	\$1.59	\$0.32	\$0.08	\$0.10	\$38.52

**Schedule "B-1" Direct Service Providers (Subcontractor)
Industrial Construction
As of September 1, 2011**

Classification	Total Rate	Vac Stat	H & W Deduction	RSP Deduction	Education Fund Deduction	Training Fund Deduction	Base Rate
D.S.P. Welder "B" Pressurew/ Rig	\$94.84	N/A	\$1.43	\$2.01	\$0.08	\$0.10	\$91.22
D.S.P. HD Mechanic w/ Rig	\$94.84	N/A	\$1.43	\$2.01	\$0.08	\$0.10	\$91.22
D.S.P. Welder w/ rig	\$90.03	N/A	\$1.43	\$1.91	\$0.08	\$0.10	\$86.51
D.S.P. Electrician	\$54.60	N/A	\$1.43	\$2.01	\$0.08	\$0.10	\$50.98
D.S.P. Ironworker	\$54.60	N/A	\$1.43	\$2.01	\$0.08	\$0.10	\$50.98
D.S.P. Millwright	\$54.60	N/A	\$1.43	\$2.01	\$0.08	\$0.10	\$50.98
D.S.P. Pipefitter	\$54.60	N/A	\$1.43	\$2.01	\$0.08	\$0.10	\$50.98
D.S.P. Instrument Mechanic	\$54.60	N/A	\$1.43	\$2.01	\$0.08	\$0.10	\$50.98
D.S.P Welder "B" Pressure	\$54.60	N/A	\$1.43	\$2.01	\$0.08	\$0.10	\$50.98
D.S.P Welder	\$51.87	N/A	\$1.43	\$1.91	\$0.08	\$0.10	\$48.35

FICL
Schedule "A-I" WOOD BUFFALO
Classification and Hourly Wages
As of September 4, 2011

Classification	Base Wage	Vac Stat 10%	H &W \$1.43	RSP 5%	Pension 1%*	EF/AF \$0.08	TTF \$0.10	Total
Boom Truck Operator	\$38.92	\$3.89	\$1.43	\$1.95	\$0.39	\$0.08	\$0.10	\$46.76
Carpenter	\$38.92	\$3.89	\$1.43	\$1.95	\$0.39	\$0.08	\$0.10	\$46.76
Crane Operator	\$41.04	\$4.10	\$1.43	\$2.05	\$0.41	\$0.08	\$0.10	\$49.21
Electrician	\$41.04	\$4.10	\$1.43	\$2.05	\$0.41	\$0.08	\$0.10	\$49.21
Equipment Operator #1	\$38.92	\$3.89	\$1.43	\$1.95	\$0.39	\$0.08	\$0.10	\$46.76
Equipment Operator #2	\$34.97	\$3.50	\$1.43	\$1.75	\$0.35	\$0.08	\$0.10	\$42.18
Equipment Operator #3	\$30.41	\$3.04	\$1.43	\$1.52	\$0.30	\$0.08	\$0.10	\$36.88
Gas Fitter	\$41.04	\$4.10	\$1.43	\$2.05	\$0.41	\$0.08	\$0.10	\$49.21
Instrumentation Mechanic	\$41.04	\$4.10	\$1.43	\$2.05	\$0.41	\$0.08	\$0.10	\$49.21
Insulator	\$38.92	\$3.89	\$1.43	\$1.95	\$0.39	\$0.08	\$0.10	\$46.76
Iron Worker	\$41.04	\$4.10	\$1.43	\$2.05	\$0.41	\$0.08	\$0.10	\$49.21
Labourer - Entry Level	\$20.59	\$2.06	\$1.43	\$1.03	\$0.21	\$0.08	\$0.10	\$25.50
Labourer - Intermediate	\$22.98	\$2.30	\$1.43	\$1.15	\$0.23	\$0.08	\$0.10	\$28.27
Labourer - Skilled	\$25.84	\$2.58	\$1.43	\$1.29	\$0.26	\$0.08	\$0.10	\$31.58
Materials Technician	\$38.92	\$3.89	\$1.43	\$1.95	\$0.39	\$0.08	\$0.10	\$46.76
Mechanic	\$38.92	\$3.89	\$1.43	\$1.95	\$0.39	\$0.08	\$0.10	\$46.76
Mechanic Heavy Duty	\$41.04	\$4.10	\$1.43	\$2.05	\$0.41	\$0.08	\$0.10	\$49.21
Millwright	\$41.04	\$4.10	\$1.43	\$2.05	\$0.41	\$0.08	\$0.10	\$49.21
Pipefitter	\$41.04	\$4.10	\$1.43	\$2.05	\$0.41	\$0.08	\$0.10	\$49.21
Plumber	\$41.04	\$4.10	\$1.43	\$2.05	\$0.41	\$0.08	\$0.10	\$49.21
Scaffolder	\$38.92	\$3.89	\$1.43	\$1.95	\$0.39	\$0.08	\$0.10	\$46.76
Steamfitter	\$41.04	\$4.10	\$1.43	\$2.05	\$0.41	\$0.08	\$0.10	\$49.21
Welder	\$38.92	\$3.89	\$1.43	\$1.95	\$0.39	\$0.08	\$0.10	\$46.76
Welder - B Pressure	\$41.04	\$4.10	\$1.43	\$2.05	\$0.41	\$0.08	\$0.10	\$49.21

Schedule "A-I" WOOD BUFFALO
Apprenticeship Rates
As of September 4, 2011

Classification	Base Wage	Vac Stat 10%	H &W \$1.43	RSP 5%	Pension 1%*	EF/AF \$0.08	TTF \$0.10	Total
Apprentice - Electrician, Ironworker, H.D. Mechanic								
1st year (60%)	\$24.62	\$2.46	\$1.43	\$1.23	\$0.25	\$0.08	\$0.10	\$30.17
2nd year (70%)	\$28.73	\$2.87	\$1.43	\$1.44	\$0.29	\$0.08	\$0.10	\$34.94
3rd year (80%)	\$32.83	\$3.28	\$1.43	\$1.64	\$0.33	\$0.08	\$0.10	\$39.69
4th year (90%)	\$36.94	\$3.69	\$1.43	\$1.85	\$0.37	\$0.08	\$0.10	\$44.46
Apprentice - Ironworker, Pipefitter, Plumber, Steam								
1st year (70%)	\$28.73	\$2.87	\$1.43	\$1.44	\$0.29	\$0.08	\$0.10	\$34.94
2nd year (80%)	\$32.83	\$3.28	\$1.43	\$1.64	\$0.33	\$0.08	\$0.10	\$39.69
3rd year (90%)	\$36.94	\$3.69	\$1.43	\$1.85	\$0.37	\$0.08	\$0.10	\$44.46
Apprentice - Carpenter, Insulator, Scaffolder, Mechanic								
1st year (60%)	\$23.35	\$2.34	\$1.43	\$1.17	\$0.23	\$0.08	\$0.10	\$28.70
2nd year (70%)	\$27.24	\$2.72	\$1.43	\$1.36	\$0.27	\$0.08	\$0.10	\$33.20
3rd year (80%)	\$31.14	\$3.11	\$1.43	\$1.56	\$0.31	\$0.08	\$0.10	\$37.73
4th year (90%)	\$35.03	\$3.50	\$1.43	\$1.75	\$0.35	\$0.08	\$0.10	\$42.24
Apprentice - Welder, Scaffolder (CLAC SIA Program)								
1st year (70%)	\$27.24	\$2.72	\$1.43	\$1.36	\$0.27	\$0.08	\$0.10	\$33.20
2nd year (80%)	\$31.14	\$3.11	\$1.43	\$1.56	\$0.31	\$0.08	\$0.10	\$37.73
3rd year (90%)	\$35.03	\$3.50	\$1.43	\$1.75	\$0.35	\$0.08	\$0.10	\$42.24
Apprentice - Reinforcing Ironworker								
1st year (70%)	\$28.73	\$2.87	\$1.43	\$1.44	\$0.29	\$0.08	\$0.10	\$34.94
2nd year (90%)	\$36.94	\$3.69	\$1.43	\$1.85	\$0.37	\$0.08	\$0.10	\$44.46

Schedule "A-1" WOOD BUFFALO
Foreman/Leadhand Wages
As of September 4, 2011

Classification	Base Wage	Vac Stat 10%	H & W \$1.43	RSP 5%	Pension 1%*	EF/AF \$0.08	TTF \$0.10	Total	
Boom Truck Operator, Carpenter, Equipment Operator, Insulator, Materials Technician, Mechanic, Scaffolder, Welder									
Foreman	\$44.26	\$4.43	\$1.43	\$2.21	\$0.44	\$0.08	\$0.10	\$52.95	
Leadhand	\$40.97	\$4.10	\$1.43	\$2.05	\$0.41	\$0.08	\$0.10	\$49.14	
Crane Operator, Electrician, Gas Fitter, Instrumentation Mechanic, Ironworker, Mechanic Heavy Duty, Millwright, Pipefitter, Plumber, Steamfitter									
Foreman	\$46.38	\$4.64	\$1.43	\$2.32	\$0.46	\$0.08	\$0.10	\$55.41	
Leadhand	\$43.09	\$4.31	\$1.43	\$2.15	\$0.43	\$0.08	\$0.10	\$51.59	
Labourer									
Entry	Foreman	\$25.93	\$2.59	\$1.43	\$1.30	\$0.26	\$0.08	\$0.10	\$31.69
	Leadhand	\$22.64	\$2.26	\$1.43	\$1.13	\$0.23	\$0.08	\$0.10	\$27.87
Intermediate									
	Foreman	\$28.32	\$2.83	\$1.43	\$1.42	\$0.28	\$0.08	\$0.10	\$34.46
	Leadhand	\$25.03	\$2.50	\$1.43	\$1.25	\$0.25	\$0.08	\$0.10	\$30.64
Skilled									
	Foreman	\$31.18	\$3.12	\$1.43	\$1.56	\$0.31	\$0.08	\$0.10	\$37.78
	Leadhand	\$27.89	\$2.79	\$1.43	\$1.39	\$0.28	\$0.08	\$0.10	\$33.96
Equipment Operator									
#1	Foreman	\$44.26	\$4.43	\$1.43	\$2.21	\$0.44	\$0.08	\$0.10	\$52.95
	Leadhand	\$40.97	\$4.10	\$1.43	\$2.05	\$0.41	\$0.08	\$0.10	\$49.14
#2	Foreman	\$40.31	\$4.03	\$1.43	\$2.02	\$0.40	\$0.08	\$0.10	\$48.37
	Leadhand	\$37.02	\$3.70	\$1.43	\$1.85	\$0.37	\$0.08	\$0.10	\$44.55
#3	Foreman	\$35.75	\$3.58	\$1.43	\$1.79	\$0.36	\$0.08	\$0.10	\$43.09
	Leadhand	\$32.46	\$3.25	\$1.43	\$1.62	\$0.32	\$0.08	\$0.10	\$39.26

Schedule "B-1" Direct Service Providers (Subcontractor)
Industrial Construction
As of September 4, 2011

Classification	Total Rate	Vac Stat	H & W Deduction	RSP Deduction	Education Fund Deduction	Training Fund Deduction	Base Rate
D.S.P. Welder "B" Pressurew/ Rig	\$96.70	N/A	\$1.43	\$2.05	\$0.08	\$0.10	\$93.04
D.S.P. HD Mechanicw/ Rig	\$96.70	N/A	\$1.43	\$2.05	\$0.08	\$0.10	\$93.04
D.S.P. Welder w/ rig	\$91.79	N/A	\$1.43	\$1.95	\$0.08	\$0.10	\$88.23
D.S.P. Foreman	\$62.69	N/A	\$1.43	\$2.32	\$0.08	\$0.10	\$58.76
D.S.P. Leadhand	\$58.36	N/A	\$1.43	\$2.15	\$0.08	\$0.10	\$54.60
D.S.P. Electrician	\$55.66	N/A	\$1.43	\$2.05	\$0.08	\$0.10	\$52.00
D.S.P. Ironworker	\$55.66	N/A	\$1.43	\$2.05	\$0.08	\$0.10	\$52.00
D.S.P. Millwright	\$55.66	N/A	\$1.43	\$2.05	\$0.08	\$0.10	\$52.00
D.S.P. Pipefitter	\$55.66	N/A	\$1.43	\$2.05	\$0.08	\$0.10	\$52.00
D.S.P. Instrument Mechanic	\$55.66	N/A	\$1.43	\$2.05	\$0.08	\$0.10	\$52.00
D.S.P Welder "B" Pressure	\$55.66	N/A	\$1.43	\$2.05	\$0.08	\$0.10	\$52.00
D.S.P Welder	\$52.87	N/A	\$1.43	\$1.95	\$0.08	\$0.10	\$49.31
D.S.P Welder Foreman	\$59.54	N/A	\$1.43	\$2.21	\$0.08	\$0.10	\$55.72
D.S.P Welder Leadhand	\$55.44	N/A	\$1.43	\$2.05	\$0.08	\$0.10	\$51.78

FICL
Schedule "A-1" WOOD BUFFALO
Classification and Hourly Wages
As of March 4, 2012

Classification	Base Wage	Vac Stat 10%	H &W \$1.43	RSP 5%	Pension 1%*	EF/AF \$0.08	TTF \$0.10	Total
Boom Truck Operator	\$39.50	\$3.95	\$1.43	\$1.98	\$0.40	\$0.08	\$0.10	\$47.44
Carpenter	\$39.50	\$3.95	\$1.43	\$1.98	\$0.40	\$0.08	\$0.10	\$47.44
Crane Operator	\$41.66	\$4.17	\$1.43	\$2.08	\$0.42	\$0.08	\$0.10	\$49.94
Electrician	\$41.66	\$4.17	\$1.43	\$2.08	\$0.42	\$0.08	\$0.10	\$49.94
Equipment Operator #1	\$39.50	\$3.95	\$1.43	\$1.98	\$0.40	\$0.08	\$0.10	\$47.44
Equipment Operator #2	\$35.49	\$3.55	\$1.43	\$1.77	\$0.35	\$0.08	\$0.10	\$42.77
Equipment Operator #3	\$30.87	\$3.09	\$1.43	\$1.54	\$0.31	\$0.08	\$0.10	\$37.42
Gas Fitter	\$41.66	\$4.17	\$1.43	\$2.08	\$0.42	\$0.08	\$0.10	\$49.94
Instrumentation Mechanic	\$41.66	\$4.17	\$1.43	\$2.08	\$0.42	\$0.08	\$0.10	\$49.94
Insulator	\$39.50	\$3.95	\$1.43	\$1.98	\$0.40	\$0.08	\$0.10	\$47.44
Iron Worker	\$41.66	\$4.17	\$1.43	\$2.08	\$0.42	\$0.08	\$0.10	\$49.94
Labourer - Entry Level	\$20.90	\$2.09	\$1.43	\$1.05	\$0.21	\$0.08	\$0.10	\$25.86
Labourer - Intermediate	\$23.32	\$2.33	\$1.43	\$1.17	\$0.23	\$0.08	\$0.10	\$28.66
Labourer - Skilled	\$26.23	\$2.62	\$1.43	\$1.31	\$0.26	\$0.08	\$0.10	\$32.03
Materials Technician	\$39.50	\$3.95	\$1.43	\$1.98	\$0.40	\$0.08	\$0.10	\$47.44
Mechanic	\$39.50	\$3.95	\$1.43	\$1.98	\$0.40	\$0.08	\$0.10	\$47.44
Mechanic Heavy Duty	\$41.66	\$4.17	\$1.43	\$2.08	\$0.42	\$0.08	\$0.10	\$49.94
Millwright	\$41.66	\$4.17	\$1.43	\$2.08	\$0.42	\$0.08	\$0.10	\$49.94
Pipefitter	\$41.66	\$4.17	\$1.43	\$2.08	\$0.42	\$0.08	\$0.10	\$49.94
Plumber	\$41.66	\$4.17	\$1.43	\$2.08	\$0.42	\$0.08	\$0.10	\$49.94
Scaffolder	\$39.50	\$3.95	\$1.43	\$1.98	\$0.40	\$0.08	\$0.10	\$47.44
Steamfitter	\$41.66	\$4.17	\$1.43	\$2.08	\$0.42	\$0.08	\$0.10	\$49.94
Welder	\$39.50	\$3.95	\$1.43	\$1.98	\$0.40	\$0.08	\$0.10	\$47.44
Welder - B Pressure	\$41.66	\$4.17	\$1.43	\$2.08	\$0.42	\$0.08	\$0.10	\$49.94

Schedule "A-1" WOOD BUFFALO
Apprenticeship Rates
As of March 4, 2012

Classification	Base Wage	Vac Stat 10%	H &W \$1.43	RSP 5%	Pension 1%*	EF/AF \$0.08	TTF \$0.10	Total
Apprentice - Electrician, Ironworker, H.D. Mechanic, Millwright, Pipefitter, Instrumentation Mechanic								
1st year (60%)	\$25.00	\$2.50	\$1.43	\$1.25	\$0.25	\$0.08	\$0.10	\$30.61
2nd year (70%)	\$29.16	\$2.92	\$1.43	\$1.46	\$0.29	\$0.08	\$0.10	\$35.44
3rd year (80%)	\$33.33	\$3.33	\$1.43	\$1.67	\$0.33	\$0.08	\$0.10	\$40.27
4th year (90%)	\$37.49	\$3.75	\$1.43	\$1.87	\$0.37	\$0.08	\$0.10	\$45.09
Apprentice - Ironworker, Pipefitter, Plumber, Steam Fitter, Mobile Crane, Gas Fitter 1st Class								
1st year (70%)	\$29.16	\$2.92	\$1.43	\$1.46	\$0.29	\$0.08	\$0.10	\$35.44
2nd year (80%)	\$33.33	\$3.33	\$1.43	\$1.67	\$0.33	\$0.08	\$0.10	\$40.27
3rd year (90%)	\$37.49	\$3.75	\$1.43	\$1.87	\$0.37	\$0.08	\$0.10	\$45.09
Apprentice - Carpenter, Insulator, Scaffolder, Mechanic								
1st year (60%)	\$23.70	\$2.37	\$1.43	\$1.19	\$0.24	\$0.08	\$0.10	\$29.11
2nd year (70%)	\$27.65	\$2.77	\$1.43	\$1.38	\$0.28	\$0.08	\$0.10	\$33.69
3rd year (80%)	\$31.60	\$3.16	\$1.43	\$1.58	\$0.32	\$0.08	\$0.10	\$38.27
4th year (90%)	\$35.55	\$3.56	\$1.43	\$1.78	\$0.36	\$0.08	\$0.10	\$42.86
Apprentice - Welder, Scaffolder (CLAC SIA Program), Materials Technician								
1st year (70%)	\$27.65	\$2.77	\$1.43	\$1.38	\$0.28	\$0.08	\$0.10	\$33.69
2nd year (80%)	\$31.60	\$3.16	\$1.43	\$1.58	\$0.32	\$0.08	\$0.10	\$38.27
3rd year (90%)	\$35.55	\$3.56	\$1.43	\$1.78	\$0.36	\$0.08	\$0.10	\$42.86
Apprentice - Reinforcing Ironworker								
1st year (70%)	\$29.16	\$2.92	\$1.43	\$1.46	\$0.29	\$0.08	\$0.10	\$35.44
2nd year (90%)	\$37.49	\$3.75	\$1.43	\$1.87	\$0.37	\$0.08	\$0.10	\$45.09

**Schedule "A-1" WOOD BUFFALO
Foreman/Leadhand Wages
As of March 4, 2012**

Classification	Base Wage	Vac Stat 10%	H & W \$1.43	RSP 5%	Pension 1%*	EF/AF \$0.08	TTF \$0.10	Total
Boom Truck Operator, Carpenter, Equipment Operator, Millwright, Pipefitter, Plumber, Steamfitter								
Foreman	\$44.92	\$4.49	\$1.43	\$2.25	\$0.45	\$0.08	\$0.10	\$53.72
Leadhand	\$41.58	\$4.16	\$1.43	\$2.08	\$0.42	\$0.08	\$0.10	\$49.85
Crane Operator, Electrician, Gas Fitter, Instrumentation Mechanic, Ironworker, Mechanic Heavy Duty, Scaffolder, Welder								
Foreman	\$47.08	\$4.71	\$1.43	\$2.35	\$0.47	\$0.08	\$0.10	\$56.22
Leadhand	\$43.74	\$4.37	\$1.43	\$2.19	\$0.44	\$0.08	\$0.10	\$52.35
Labourer								
Entry								
Foreman	\$26.32	\$2.63	\$1.43	\$1.32	\$0.26	\$0.08	\$0.10	\$32.14
Leadhand	\$22.98	\$2.30	\$1.43	\$1.15	\$0.23	\$0.08	\$0.10	\$28.27
Intermediate								
Foreman	\$28.74	\$2.87	\$1.43	\$1.44	\$0.29	\$0.08	\$0.10	\$34.95
Leadhand	\$25.40	\$2.54	\$1.43	\$1.27	\$0.25	\$0.08	\$0.10	\$31.07
Skilled								
Foreman	\$31.65	\$3.17	\$1.43	\$1.58	\$0.32	\$0.08	\$0.10	\$38.33
Leadhand	\$28.31	\$2.83	\$1.43	\$1.42	\$0.28	\$0.08	\$0.10	\$34.45
Equipment Operator								
#1								
Foreman	\$44.92	\$4.49	\$1.43	\$2.25	\$0.45	\$0.08	\$0.10	\$53.72
Leadhand	\$41.58	\$4.16	\$1.43	\$2.08	\$0.42	\$0.08	\$0.10	\$49.85
#2								
Foreman	\$40.91	\$4.09	\$1.43	\$2.05	\$0.41	\$0.08	\$0.10	\$49.07
Leadhand	\$37.57	\$3.76	\$1.43	\$1.88	\$0.38	\$0.08	\$0.10	\$45.20
#3								
Foreman	\$36.29	\$3.63	\$1.43	\$1.81	\$0.36	\$0.08	\$0.10	\$43.70
Leadhand	\$32.95	\$3.30	\$1.43	\$1.65	\$0.33	\$0.08	\$0.10	\$39.84

**Schedule "B-1" Direct Service Providers (Subcontractor)
Industrial Construction
As of March 4, 2012**

Classification	Total Rate	Vac Stat	H & W Deduction	RSP Deduction	Education Fund Deduction	Training Fund Deduction	Base Rate
D.S.P. Welder "B" Pressurew/ Rig	\$98.13	N/A	\$1.43	\$2.08	\$0.08	\$0.10	\$94.44
D.S.P. HD Mechanic w/ Rig	\$98.13	N/A	\$1.43	\$2.08	\$0.08	\$0.10	\$94.44
D.S.P. Welder w/ rig	\$93.14	N/A	\$1.43	\$1.98	\$0.08	\$0.10	\$89.55
D.S.P. Foreman	\$63.61	N/A	\$1.43	\$2.35	\$0.08	\$0.10	\$59.65
D.S.P. Leadhand	\$59.22	N/A	\$1.43	\$2.19	\$0.08	\$0.10	\$55.42
D.S.P. Electrician	\$56.47	N/A	\$1.43	\$2.08	\$0.08	\$0.10	\$52.78
D.S.P. Ironworker	\$56.47	N/A	\$1.43	\$2.08	\$0.08	\$0.10	\$52.78
D.S.P. Millwright	\$56.47	N/A	\$1.43	\$2.08	\$0.08	\$0.10	\$52.78
D.S.P. Pipefitter	\$56.47	N/A	\$1.43	\$2.08	\$0.08	\$0.10	\$52.78
D.S.P. Instrument Mechanic	\$56.47	N/A	\$1.43	\$2.08	\$0.08	\$0.10	\$52.78
D.S.P Welder "B" Pressure	\$56.47	N/A	\$1.43	\$2.08	\$0.08	\$0.10	\$52.78
D.S.P Welder	\$53.64	N/A	\$1.43	\$1.98	\$0.08	\$0.10	\$50.05
D.S.P Welder Foreman	\$60.42	N/A	\$1.43	\$2.25	\$0.08	\$0.10	\$56.56
D.S.P Welder Leadhand	\$56.24	N/A	\$1.43	\$2.08	\$0.08	\$0.10	\$52.55

FICL
Schedule "A-I" ALBERTA
Classification and Hourly Wages
As of September 1, 2011

Classification	Base Wage	Vac Stat 10%	H &W \$1.43	RSP 5%	Pension 1%*	EF/AF \$0.08	TTF \$0.10	Total Total
Boom Truck Operator	\$36.58	\$3.66	\$1.43	\$1.83	\$0.37	\$0.08	\$0.10	\$44.04
Carpenter	\$36.58	\$3.66	\$1.43	\$1.83	\$0.37	\$0.08	\$0.10	\$44.04
Crane Operator	\$38.51	\$3.85	\$1.43	\$1.93	\$0.39	\$0.08	\$0.10	\$46.28
Electrician	\$38.51	\$3.85	\$1.43	\$1.93	\$0.39	\$0.08	\$0.10	\$46.28
Equipment Operator #1	\$36.58	\$3.66	\$1.43	\$1.83	\$0.37	\$0.08	\$0.10	\$44.04
Equipment Operator #2	\$32.73	\$3.27	\$1.43	\$1.64	\$0.33	\$0.08	\$0.10	\$39.90
Equipment Operator #3	\$28.88	\$2.89	\$1.43	\$1.44	\$0.29	\$0.08	\$0.10	\$35.11
Gas Fitter	\$38.51	\$3.85	\$1.43	\$1.93	\$0.39	\$0.08	\$0.10	\$46.28
Instrumentation Mechanic	\$38.51	\$3.85	\$1.43	\$1.93	\$0.39	\$0.08	\$0.10	\$46.28
Insulator	\$36.58	\$3.66	\$1.43	\$1.83	\$0.37	\$0.08	\$0.10	\$44.04
Iron Worker	\$38.51	\$3.85	\$1.43	\$1.93	\$0.39	\$0.08	\$0.10	\$46.28
Labourer- Entry Level	\$19.26	\$1.93	\$1.43	\$0.96	\$0.19	\$0.08	\$0.10	\$24.15
Labourer- Intermediate	\$22.14	\$2.21	\$1.43	\$1.11	\$0.22	\$0.08	\$0.10	\$27.51
Labourer- Skilled	\$25.03	\$2.50	\$1.43	\$1.25	\$0.25	\$0.08	\$0.10	\$30.89
Materials Technician	\$36.58	\$3.66	\$1.43	\$1.83	\$0.37	\$0.08	\$0.10	\$44.04
Mechanic	\$36.58	\$3.66	\$1.43	\$1.83	\$0.37	\$0.08	\$0.10	\$44.04
Mechanic Heavy Duty	\$38.51	\$3.85	\$1.43	\$1.93	\$0.39	\$0.08	\$0.10	\$46.28
Millwright	\$38.51	\$3.85	\$1.43	\$1.93	\$0.39	\$0.08	\$0.10	\$46.28
Pipefitter	\$38.51	\$3.85	\$1.43	\$1.93	\$0.39	\$0.08	\$0.10	\$46.28
Plumber	\$38.51	\$3.85	\$1.43	\$1.93	\$0.39	\$0.08	\$0.10	\$46.28
Scaffolder	\$36.58	\$3.66	\$1.43	\$1.83	\$0.37	\$0.08	\$0.10	\$44.04
Steamfitter	\$38.51	\$3.85	\$1.43	\$1.93	\$0.39	\$0.08	\$0.10	\$46.28
Welder	\$36.58	\$3.66	\$1.43	\$1.83	\$0.37	\$0.08	\$0.10	\$44.04
Welder - B Pressure	\$38.51	\$3.85	\$1.43	\$1.93	\$0.39	\$0.08	\$0.10	\$46.28

Schedule "A-I" ALBERTA
Apprenticeship Rates
As of September 1, 2011

Classification	Base Wage	Vac Stat 10%	H &W \$1.43	RSP 5%	Pension 1%*	EF/AF \$0.08	TTF \$0.10	Total Total
Apprentice - Electrician, Ironworker, H.D. Mechanic, Millwright, Pipefitter, Instrumentation Mechanic								
1st year (60%)	\$23.11	\$2.31	\$1.43	\$1.16	\$0.23	\$0.08	\$0.10	\$28.41
2nd year (70%)	\$26.96	\$2.70	\$1.43	\$1.35	\$0.27	\$0.08	\$0.10	\$33.16
3rd year (80%)	\$30.81	\$3.08	\$1.43	\$1.54	\$0.31	\$0.08	\$0.10	\$37.35
4th year (90%)	\$34.66	\$3.47	\$1.43	\$1.73	\$0.35	\$0.08	\$0.10	\$42.17
Apprentice - Ironworker, Pipefitter, Plumber, Steam Fitter, Mobile Crane, Gas Fitter 1st Class								
1st year (70%)	\$26.96	\$2.70	\$1.43	\$1.35	\$0.27	\$0.08	\$0.10	\$33.16
2nd year (80%)	\$30.81	\$3.08	\$1.43	\$1.54	\$0.31	\$0.08	\$0.10	\$37.35
3rd year (90%)	\$34.66	\$3.47	\$1.43	\$1.73	\$0.35	\$0.08	\$0.10	\$42.17
Apprentice - Carpenter, Insulator, Scaffolder, Mechanic								
1st year (60%)	\$21.95	\$2.19	\$1.43	\$1.10	\$0.22	\$0.08	\$0.10	\$27.30
2nd year (70%)	\$25.61	\$2.56	\$1.43	\$1.28	\$0.26	\$0.08	\$0.10	\$31.31
3rd year (80%)	\$29.26	\$2.93	\$1.43	\$1.46	\$0.29	\$0.08	\$0.10	\$35.55
4th year (90%)	\$32.92	\$3.29	\$1.43	\$1.65	\$0.33	\$0.08	\$0.10	\$39.80
Apprentice - Welder, Scaffolder (CLAC SIA Program), Materials Technician								
1st year (70%)	\$25.61	\$2.56	\$1.43	\$1.28	\$0.26	\$0.08	\$0.10	\$31.31
2nd year (80%)	\$29.26	\$2.93	\$1.43	\$1.46	\$0.29	\$0.08	\$0.10	\$35.56
3rd year (90%)	\$32.92	\$3.29	\$1.43	\$1.65	\$0.33	\$0.08	\$0.10	\$39.80
Apprentice - Reinforcing Ironworker								
1st year (70%)	\$26.96	\$2.70	\$1.43	\$1.35	\$0.27	\$0.08	\$0.10	\$33.16
2nd year (90%)	\$34.66	\$3.47	\$1.43	\$1.73	\$0.35	\$0.08	\$0.10	\$42.17

**Schedule "A-1" ALBERTA
Foreman/Leadhand Wages
As of September 1, 2011**

Classification	Base Wage	Vac Stat 10%	H & W \$1.43	RSP 5%	Pension 1%*	EF/AF \$0.08	TTF \$0.10	Total	
Boom Truck Operator, Carpenter, Equipment Operator, Insulator, Materials Technician, Mechanic, Scaffolder, Welder									
Foreman	\$41.20	\$4.12	\$1.43	\$2.06	\$0.41	\$0.08	\$0.10	\$49.81	
Leadhand	\$38.51	\$3.85	\$1.43	\$1.93	\$0.39	\$0.08	\$0.10	\$46.66	
Crane Operator, Electrician, Gas Fitter, Instrumentation Mechanic, ironworker, Mechanic Heavy Duty, Millwright, Pipefitter, Plumber, Steamfitter									
Foreman	\$43.13	\$4.31	\$1.43	\$2.16	\$0.43	\$0.08	\$0.10	\$51.64	
Leadhand	\$40.44	\$4.04	\$1.43	\$2.02	\$0.40	\$0.08	\$0.10	\$48.52	
Labourer									
Entry	Foreman	\$23.88	\$2.39	\$1.43	\$1.19	\$0.24	\$0.08	\$0.10	\$29.56
	Leadhand	\$21.19	\$2.12	\$1.43	\$1.06	\$0.21	\$0.08	\$0.10	\$26.19
Intermediate	Foreman	\$26.76	\$2.68	\$1.43	\$1.34	\$0.27	\$0.08	\$0.10	\$32.65
	Leadhand	\$24.07	\$2.41	\$1.43	\$1.20	\$0.24	\$0.08	\$0.10	\$29.76
Skilled	Foreman	\$29.65	\$2.97	\$1.43	\$1.48	\$0.30	\$0.08	\$0.10	\$36.31
	Leadhand	\$26.96	\$2.70	\$1.43	\$1.35	\$0.27	\$0.08	\$0.10	\$33.16
Equipment Operator									
#1	Foreman	\$41.20	\$4.12	\$1.43	\$2.06	\$0.41	\$0.08	\$0.10	\$49.40
	Leadhand	\$38.51	\$3.85	\$1.43	\$1.93	\$0.39	\$0.08	\$0.10	\$46.28
#2	Foreman	\$37.35	\$3.74	\$1.43	\$1.87	\$0.37	\$0.08	\$0.10	\$44.94
	Leadhand	\$34.66	\$3.47	\$1.43	\$1.73	\$0.35	\$0.08	\$0.10	\$41.81
#3	Foreman	\$33.50	\$3.35	\$1.43	\$1.68	\$0.34	\$0.08	\$0.10	\$40.47
	Leadhand	\$30.81	\$3.08	\$1.43	\$1.54	\$0.31	\$0.08	\$0.10	\$37.34

**Schedule "B-1" Direct Service Providers (Subcontractor)
Industrial Construction
As of September 1, 2011**

Classification	Total Rate	Vac Stat	H & W Deduction	RSP Deduction	Education Fund Deduction	Training Fund Deduction	Base Rate
D.S.P. Welder "B" Pressurew/ Rig	\$90.45	N/A	\$1.43	\$1.54	\$0.08	\$0.10	\$87.30
D.S.P. HD Mechanicw/ Rig	\$90.45	N/A	\$1.43	\$1.54	\$0.08	\$0.10	\$87.30
D.S.P. Welder w/ rig	\$86.00	N/A	\$1.43	\$1.46	\$0.08	\$0.10	\$82.93
D.S.P. Electrician	\$51.94	N/A	\$1.43	\$1.54	\$0.08	\$0.10	\$48.79
D.S.P. Ironworker	\$51.94	N/A	\$1.43	\$1.54	\$0.08	\$0.10	\$48.79
D.S.P. Millwright	\$51.94	N/A	\$1.43	\$1.54	\$0.08	\$0.10	\$48.79
D.S.P. Pipefitter	\$51.94	N/A	\$1.43	\$1.54	\$0.08	\$0.10	\$48.79
D.S.P. Instrument Mechanic	\$51.94	N/A	\$1.43	\$1.54	\$0.08	\$0.10	\$48.79
D.S.P Welder "B" Pressure	\$51.94	N/A	\$1.43	\$1.54	\$0.08	\$0.10	\$48.79
D.S.P Welder	\$49.42	N/A	\$1.43	\$1.46	\$0.08	\$0.10	\$46.35

FICL
Schedule "A-2" ALBERTA
Classification and Hourly Wages
As of September 4, 2011

Classification	Base Wage	Vac Stat 10%	H & W \$1.43	RSP 5%	Pension 1%*	EF/AF \$0.08	TTF \$0.10	Total
Boom Truck Operator	\$37.31	\$3.73	\$1.43	\$1.87	\$0.37	\$0.08	\$0.10	\$44.89
Carpenter	\$37.31	\$3.73	\$1.43	\$1.87	\$0.37	\$0.08	\$0.10	\$44.89
Crane Operator	\$39.28	\$3.93	\$1.43	\$1.96	\$0.39	\$0.08	\$0.10	\$47.17
Electrician	\$39.28	\$3.93	\$1.43	\$1.96	\$0.39	\$0.08	\$0.10	\$47.17
Equipment Operator #1	\$37.31	\$3.73	\$1.43	\$1.87	\$0.37	\$0.08	\$0.10	\$44.89
Equipment Operator #2	\$33.38	\$3.34	\$1.43	\$1.67	\$0.33	\$0.08	\$0.10	\$40.33
Equipment Operator #3	\$29.46	\$2.95	\$1.43	\$1.47	\$0.29	\$0.08	\$0.10	\$35.78
Gas Fitter	\$39.28	\$3.93	\$1.43	\$1.96	\$0.39	\$0.08	\$0.10	\$47.17
Instrumentation Mechanic	\$39.28	\$3.93	\$1.43	\$1.96	\$0.39	\$0.08	\$0.10	\$47.17
Insulator	\$37.31	\$3.73	\$1.43	\$1.87	\$0.37	\$0.08	\$0.10	\$44.89
Iron Worker	\$39.28	\$3.93	\$1.43	\$1.96	\$0.39	\$0.08	\$0.10	\$47.17
Labourer- Entry Level	\$19.65	\$1.97	\$1.43	\$0.98	\$0.20	\$0.08	\$0.10	\$24.40
Labourer- Intermediate	\$22.58	\$2.26	\$1.43	\$1.13	\$0.23	\$0.08	\$0.10	\$27.80
Labourer- Skilled	\$25.53	\$2.55	\$1.43	\$1.28	\$0.26	\$0.08	\$0.10	\$31.22
Materials Technician	\$37.31	\$3.73	\$1.43	\$1.87	\$0.37	\$0.08	\$0.10	\$44.89
Mechanic	\$37.31	\$3.73	\$1.43	\$1.87	\$0.37	\$0.08	\$0.10	\$44.89
Mechanic Heavy Duty	\$39.28	\$3.93	\$1.43	\$1.96	\$0.39	\$0.08	\$0.10	\$47.17
Millwright	\$39.28	\$3.93	\$1.43	\$1.96	\$0.39	\$0.08	\$0.10	\$47.17
Pipefitter	\$39.28	\$3.93	\$1.43	\$1.96	\$0.39	\$0.08	\$0.10	\$47.17
Plumber	\$39.28	\$3.93	\$1.43	\$1.96	\$0.39	\$0.08	\$0.10	\$47.17
Scaffolder	\$37.31	\$3.73	\$1.43	\$1.87	\$0.37	\$0.08	\$0.10	\$44.89
Steamfitter	\$39.28	\$3.93	\$1.43	\$1.96	\$0.39	\$0.08	\$0.10	\$47.17
Welder	\$37.31	\$3.73	\$1.43	\$1.87	\$0.37	\$0.08	\$0.10	\$44.89
Welder - B Pressure	\$39.28	\$3.93	\$1.43	\$1.96	\$0.39	\$0.08	\$0.10	\$47.17

Schedule "A-2" ALBERTA
Apprenticeship Rates
As of September 4, 2011

Classification	Base Wage	Vac Stat 10%	H & W \$1.43	RSP 5%	Pension 1%*	EF/AF \$0.08	TTF \$0.10	Total
Apprentice - Electrician, Ironworker, H.D. Mechanic, Millwright, Pipefitter, Instrumentation Mechanic								
1st year (60%)	\$23.57	\$2.36	\$1.43	\$1.18	\$0.24	\$0.08	\$0.10	\$28.95
2nd year (70%)	\$27.50	\$2.75	\$1.43	\$1.38	\$0.28	\$0.08	\$0.10	\$33.51
3rd year (80%)	\$31.42	\$3.14	\$1.43	\$1.57	\$0.31	\$0.08	\$0.10	\$38.06
4th year (90%)	\$35.35	\$3.54	\$1.43	\$1.77	\$0.35	\$0.08	\$0.10	\$42.62
Apprentice - Ironworker, Pipefitter, Plumber, Steam Fitter, Mobile Crane, Gas Fitter 1st Class								
1st year (70%)	\$27.50	\$2.75	\$1.43	\$1.38	\$0.28	\$0.08	\$0.10	\$33.51
2nd year (80%)	\$31.42	\$3.14	\$1.43	\$1.57	\$0.31	\$0.08	\$0.10	\$38.06
3rd year (90%)	\$35.35	\$3.54	\$1.43	\$1.77	\$0.35	\$0.08	\$0.10	\$42.62
Apprentice - Carpenter, Insulator, Scaffolder, Mechanic								
1st year (60%)	\$22.39	\$2.24	\$1.43	\$1.12	\$0.22	\$0.08	\$0.10	\$27.58
2nd year (70%)	\$26.12	\$2.61	\$1.43	\$1.31	\$0.26	\$0.08	\$0.10	\$31.91
3rd year (80%)	\$29.85	\$2.99	\$1.43	\$1.49	\$0.30	\$0.08	\$0.10	\$36.24
4th year (90%)	\$33.58	\$3.36	\$1.43	\$1.68	\$0.34	\$0.08	\$0.10	\$40.56
Apprentice - Welder, Scaffolder (CLAC SIA Program), Materials Technician								
1st year (70%)	\$26.12	\$2.61	\$1.43	\$1.31	\$0.26	\$0.08	\$0.10	\$31.91
2nd year (80%)	\$29.85	\$2.99	\$1.43	\$1.49	\$0.30	\$0.08	\$0.10	\$36.24
3rd year (90%)	\$33.58	\$3.36	\$1.43	\$1.68	\$0.34	\$0.08	\$0.10	\$40.56
Apprentice - Reinforcing Ironworker								
1st year (70%)	\$27.50	\$2.75	\$1.43	\$1.38	\$0.28	\$0.08	\$0.10	\$33.51

2nd year (90%) \$35.35 \$3.54 | \$1.43 \$1.77 \$0.35 \$0.08 \$0.10 | \$42.62

Schedule "A-2" ALBERTA
Foreman/Leadhand Wages
As of September 4, 2011

Classification	Base Wage	Vac Stat 10%	H & W \$1.43	RSP 5%	Pension 1%*	EF/AF \$0.08	TTF \$0.10	Total
Boom Truck Operator, Carpenter, Equipment Operator, Insulator, Materials Technician, Mechanic, Scaffolder, Welder								
Foreman	\$42.42	\$4.24	\$1.43	\$2.12	\$0.42	\$0.08	\$0.10	\$50.82
Leadhand	\$39.18	\$3.92	\$1.43	\$1.96	\$0.39	\$0.08	\$0.10	\$47.06
Crane Operator, Electrician, Gas Fitter, Instrumentation Mechanic, Ironworker, Mechanic Heavy Duty, Millwright, Pipefitter, Plumber, Steamfitter								
Foreman	\$44.39	\$4.44	\$1.43	\$2.22	\$0.44	\$0.08	\$0.10	\$53.10
Leadhand	\$41.24	\$4.12	\$1.43	\$2.06	\$0.41	\$0.08	\$0.10	\$49.45
Labourer								
Entry Foreman	\$24.76	\$2.48	\$1.43	\$1.24	\$0.25	\$0.08	\$0.10	\$30.33
Leadhand	\$21.61	\$2.16	\$1.43	\$1.08	\$0.22	\$0.08	\$0.10	\$26.68
Intermediate								
Foreman	\$27.69	\$2.77	\$1.43	\$1.38	\$0.28	\$0.08	\$0.10	\$33.73
Leadhand	\$24.54	\$2.45	\$1.43	\$1.23	\$0.25	\$0.08	\$0.10	\$30.08
Skilled								
Foreman	\$30.64	\$3.06	\$1.43	\$1.53	\$0.31	\$0.08	\$0.10	\$37.15
Leadhand	\$27.49	\$2.75	\$1.43	\$1.37	\$0.27	\$0.08	\$0.10	\$33.50
Equipment Operator								
#1 Foreman	\$42.42	\$4.24	\$1.43	\$2.12	\$0.42	\$0.08	\$0.10	\$50.81
Leadhand	\$39.27	\$3.93	\$1.43	\$1.96	\$0.39	\$0.08	\$0.10	\$47.16
#2 Foreman	\$38.49	\$3.85	\$1.43	\$1.92	\$0.38	\$0.08	\$0.10	\$46.26
Leadhand	\$35.34	\$3.53	\$1.43	\$1.77	\$0.35	\$0.08	\$0.10	\$42.60
#3 Foreman	\$34.57	\$3.46	\$1.43	\$1.73	\$0.35	\$0.08	\$0.10	\$41.71
Leadhand	\$31.42	\$3.14	\$1.43	\$1.57	\$0.31	\$0.08	\$0.10	\$38.06

Schedule "B-2" Direct Service Providers (Subcontractor)
Industrial Construction
As of September 4, 2011

Classification	Total Rate	Vac Stat	H & W Deduction	RSP Deduction	Education Fund Deduction	Training Fund Deduction	Base Rate
D.S.P. Welder "B" Pressure/ Rig	\$92.62	N/A	\$1.43	\$1.96	\$0.08	\$0.10	\$89.05
D.S.P. HD Mechanic/ Rig	\$92.62	N/A	\$1.43	\$1.96	\$0.08	\$0.10	\$89.05
D.S.P. Welder w/ rig	\$88.06	N/A	\$1.43	\$1.87	\$0.08	\$0.10	\$84.58
D.S.P. Foreman	\$60.07	N/A	\$1.43	\$2.22	\$0.08	\$0.10	\$56.24
D.S.P. Leadhand	\$55.92	N/A	\$1.43	\$2.06	\$0.08	\$0.10	\$52.25
D.S.P. Electrician	\$53.34	N/A	\$1.43	\$1.96	\$0.08	\$0.10	\$49.77
D.S.P. Ironworker	\$53.34	N/A	\$1.43	\$1.96	\$0.08	\$0.10	\$49.77
D.S.P. Millwright	\$53.34	N/A	\$1.43	\$1.96	\$0.08	\$0.10	\$49.77
D.S.P. Pipefitter	\$53.34	N/A	\$1.43	\$1.96	\$0.08	\$0.10	\$49.77
D.S.P. Instrument Mechanic	\$53.34	N/A	\$1.43	\$1.96	\$0.08	\$0.10	\$49.77
D.S.P. Welder "B" Pressure	\$53.34	N/A	\$1.43	\$1.96	\$0.08	\$0.10	\$49.77
D.S.P. Welder	\$50.75	N/A	\$1.43	\$1.87	\$0.08	\$0.10	\$47.27
D.S.P. Welder Foreman	\$57.15	N/A	\$1.43	\$2.12	\$0.08	\$0.10	\$53.42
D.S.P. Welder Leadhand	\$53.20	N/A	\$1.43	\$1.96	\$0.08	\$0.10	\$49.63

Schedule "A" Notes:

1. RSP and Pension

RSP contributions subject to Article 17.01.

Pension contributions subject to Article 17.06.

2 a. Premiums (added to employee's base wage rate)

Leadhand	5% (of compulsory trade Journeyman rate)
Foreman	12% (of compulsory trade Journeyman rate)
	13% (effective September 4, 2011)
Night Shift	\$2.25/hr (majority of shift hours between 17:00 and 8:00 hours)
Dual Ticket	\$1.00/hr (2 Alberta or Red Seal JM tickets in applicable trades)
Alloy Premium	\$5.00/hr (for hours worked using specialty alloys)

b. Steward Premiums as of September 1, 2011

Steward	\$.50/hr
Steward w/ Tool Box 1	\$.75/hr
Steward w/ Tool Box 2	\$ 1.00/hr
Steward w/ Tool Box 3	\$ 1.25/hr
Chief Steward w/ Tool Box 1	\$ 1.50/hr
Chief Steward w/ Tool Box 2	\$ 1.75/hr
Chief Steward w/ Tool Box 3	\$ 2.00/hr

c. Steward Premiums as of September 4, 2011

Steward	\$1.00/hr
Stewardw/ Tool Box 1	\$1.00/hr
Stewardw/ Tool Box 2	\$1.00/hr
Stewardw/ Tool Box 3	\$1.50/hr
Chief Stewardw/ Tool Box 1	\$2.25/hr
Chief Stewardw/ Tool Box 2	\$2.25/hr
Chief Stewardw/ Tool Box 3	\$3.00/hr

d. Crane \$0.20 per 10 tonnes over 66 tonnes

3. A certified trades person assigned warehouse duties will retain their craft classification and rate.
4. The alloy premium applies to those welders qualified to weld stainless, chrome, and titanium.

Terms for
Subcontractors

1. Rate schedules and other provisions applicable to various Subcontractor classifications and work descriptions are as set forth in Schedule "B" which forms part of this agreement.
2. Additional Subcontractor classifications may be established only by mutual agreement between the Employer and the Union during the term of this agreement, and rates for same will be subject to negotiations between the Employer and the Union.
3. The provisions outlined in Articles 9, 11, and 12 do not apply to the Sub-contractor.
4. All Subcontractors are required to remit to the Union, such dues and contractual fees as prescribed by the Union and as outlined in Article 7. The Employer agrees to deduct such dues from the Subcontractor invoice and remit to the Union on their behalf.
5. The Employer agrees to deduct from the Subcontractor Invoice the rates for RSP, Pension Health and Welfare, Education Fund and Training Fund as outlined in Schedule "B". Such deductions will be submitted to the Union in accordance with Articles 16, 17, 18 and 26. Those subcontractors who contribute two percent (2%) of the hourly base wage rate equivalent to the CLAC Pension Plan will also receive one percent (1%) of the hourly base wage rate equivalent from the Employer. The two percent (2%) contribution from the subcontractor will be deducted from the base rate that is set out in Schedule B.

Other:

1. The Parties commit to a review of Health and Welfare, Training Trust Fund, and Education Fund monies prior to November 1st of each year. If the Parties cannot agree, the matter may be referred to arbitration as per Article 23.
2. The Parties commit to wage reopens the month prior to the effective dates of September 1, 2012, March 1, 2013 and September 1, 2013, to review and evaluate the then current economic climate. The Parties will discuss matters pertaining to the base wage rate, and will seek agreement on the appropriateness of further wage adjustments. If the Parties cannot agree, the matter may be referred to arbitration as per Article 23.

FICL
Schedule "A-3" ALBERTA
Classification and Hourly Wages
As of March 4, 2012

Classification	Base Wage	Vac Stat 10%	H &W \$1.43	RSP 5%	Pension 1%*	EF/AF \$0.08	TTF \$0.10	Total
Boom Truck Operator	\$37.87	\$3.79	\$1.43	\$1.89	\$0.38	\$0.08	\$0.10	\$45.54
Carpenter	\$37.87	\$3.79	\$1.43	\$1.89	\$0.38	\$0.08	\$0.10	\$45.54
Crane Operator	\$39.87	\$3.99	\$1.43	\$1.99	\$0.40	\$0.08	\$0.10	\$47.86
Electrician	\$39.87	\$3.99	\$1.43	\$1.99	\$0.40	\$0.08	\$0.10	\$47.86
Equipment Operator#1	\$37.87	\$3.79	\$1.43	\$1.89	\$0.38	\$0.08	\$0.10	\$45.54
Equipment Operator#2	\$33.88	\$3.39	\$1.43	\$1.69	\$0.34	\$0.08	\$0.10	\$40.91
Equipment Operator#3	\$29.90	\$2.99	\$1.43	\$1.50	\$0.30	\$0.08	\$0.10	\$36.29
Gas Fitter	\$39.87	\$3.99	\$1.43	\$1.99	\$0.40	\$0.08	\$0.10	\$47.86
Instrumentation Mechanic	\$39.87	\$3.99	\$1.43	\$1.99	\$0.40	\$0.08	\$0.10	\$47.86
Insulator	\$37.87	\$3.79	\$1.43	\$1.89	\$0.38	\$0.08	\$0.10	\$45.54
Iron Worker	\$39.87	\$3.99	\$1.43	\$1.99	\$0.40	\$0.08	\$0.10	\$47.86
Labourer- Entry Level	\$19.94	\$1.99	\$1.43	\$1.00	\$0.20	\$0.08	\$0.10	\$24.74
Labourer- Intermediate	\$22.92	\$2.29	\$1.43	\$1.15	\$0.23	\$0.08	\$0.10	\$28.20
Labourer- Skilled	\$25.91	\$2.59	\$1.43	\$1.30	\$0.26	\$0.08	\$0.10	\$31.67
Materials Technician	\$37.87	\$3.79	\$1.43	\$1.89	\$0.38	\$0.08	\$0.10	\$45.54
Mechanic	\$37.87	\$3.79	\$1.43	\$1.89	\$0.38	\$0.08	\$0.10	\$45.54
Mechanic Heavy Duty	\$39.87	\$3.99	\$1.43	\$1.99	\$0.40	\$0.08	\$0.10	\$47.86
Millwright	\$39.87	\$3.99	\$1.43	\$1.99	\$0.40	\$0.08	\$0.10	\$47.86
Pipefitter	\$39.87	\$3.99	\$1.43	\$1.99	\$0.40	\$0.08	\$0.10	\$47.86
Plumber	\$39.87	\$3.99	\$1.43	\$1.99	\$0.40	\$0.08	\$0.10	\$47.86
Scaffolder	\$37.87	\$3.79	\$1.43	\$1.89	\$0.38	\$0.08	\$0.10	\$45.54
Steamfitter	\$39.87	\$3.99	\$1.43	\$1.99	\$0.40	\$0.08	\$0.10	\$47.86
Welder	\$37.87	\$3.79	\$1.43	\$1.89	\$0.38	\$0.08	\$0.10	\$45.54
Welder - B Pressure	\$39.87	\$3.99	\$1.43	\$1.99	\$0.40	\$0.08	\$0.10	\$47.86

Schedule "A-3" ALBERTA
Apprenticeship Rates
As of March 4, 2012

Classification	Base Wage	Vac Stat 10%	H &W \$1.43	RSP 5%	Pension 1%*	EF/AF \$0.08	TTF \$0.10	Total
Apprentice - Electrician, Ironworker, H.D. Mechanic, Millwright, Pipefitter, Instrumentation Mechanic								
1st year (60%)	\$23.92	\$2.39	\$1.43	\$1.20	\$0.24	\$0.08	\$0.10	\$29.36
2nd year (70%)	\$27.91	\$2.79	\$1.43	\$1.40	\$0.28	\$0.08	\$0.10	\$33.99
3rd year (80%)	\$31.90	\$3.19	\$1.43	\$1.60	\$0.32	\$0.08	\$0.10	\$38.61
4th year (90%)	\$35.88	\$3.59	\$1.43	\$1.79	\$0.36	\$0.08	\$0.10	\$43.23
Apprentice - Ironworker, Pipefitter, Plumber, Steam Fitter, Mobile Crane, Gas Fitter 1st Class								
1st year (70%)	\$27.91	\$2.79	\$1.43	\$1.40	\$0.28	\$0.08	\$0.10	\$33.99
2nd year (80%)	\$31.90	\$3.19	\$1.43	\$1.60	\$0.32	\$0.08	\$0.10	\$38.61
3rd year (90%)	\$35.88	\$3.59	\$1.43	\$1.79	\$0.36	\$0.08	\$0.10	\$43.23
Apprentice - Carpenter, Insulator, Scaffolder, Mechanic								
1st year (60%)	\$22.72	\$2.27	\$1.43	\$1.14	\$0.23	\$0.08	\$0.10	\$27.97
2nd year (70%)	\$26.51	\$2.65	\$1.43	\$1.33	\$0.27	\$0.08	\$0.10	\$32.36
3rd year (80%)	\$30.30	\$3.03	\$1.43	\$1.52	\$0.30	\$0.08	\$0.10	\$36.76
4th year (90%)	\$34.08	\$3.41	\$1.43	\$1.70	\$0.34	\$0.08	\$0.10	\$41.14
Apprentice - Welder, Scaffolder (CLAC SIA Program), Materials Technician								
1st year (70%)	\$26.51	\$2.65	\$1.43	\$1.33	\$0.27	\$0.08	\$0.10	\$32.36
2nd year (80%)	\$30.30	\$3.03	\$1.43	\$1.52	\$0.30	\$0.08	\$0.10	\$36.76
3rd year (90%)	\$34.08	\$3.41	\$1.43	\$1.70	\$0.34	\$0.08	\$0.10	\$41.14
Apprentice - Reinforcing Ironworker								
1st year (70%)	\$27.91	\$2.79	\$1.43	\$1.40	\$0.28	\$0.08	\$0.10	\$33.99

2nd year (90%) \$35.88 \$3.59 | \$1.43 \$1.79 \$0.36 \$0.08 \$0.10 | \$43.23

Schedule "A-3" ALBERTA
Foreman/Leadhand Wages
As of March 4, 2012

Classification	Base Wage	Vac Stat 10%	H & W \$1.43	RSP 5%	Pension 1%*	EF/AF \$0.08	TTF \$0.10	Total
Boom Truck Operator, Carpenter, Equipment Operator, Insulator, Materials Technician, Mechanic, Scaffolder, Welder								
Foreman	\$43.05	\$4.31	\$1.43	\$2.15	\$0.43	\$0.08	\$0.10	\$51.55
Leadhand	\$39.86	\$3.99	\$1.43	\$1.99	\$0.40	\$0.08	\$0.10	\$47.85
Crane Operator, Electrician, Gas Fitter, Instrumentation Mechanic, Ironworker, Mechanic Heavy Duty, Millwright, Pipefitter, Plumber, Steamfitter								
Foreman	\$45.05	\$4.51	\$1.43	\$2.25	\$0.45	\$0.08	\$0.10	\$53.87
Leadhand	\$41.86	\$4.19	\$1.43	\$2.09	\$0.42	\$0.08	\$0.10	\$50.17
Labourer								
Entry								
Foreman	\$25.12	\$2.51	\$1.43	\$1.26	\$0.25	\$0.08	\$0.10	\$30.75
Leadhand	\$21.93	\$2.19	\$1.43	\$1.10	\$0.22	\$0.08	\$0.10	\$27.05
Intermediate								
Foreman	\$28.10	\$2.81	\$1.43	\$1.41	\$0.28	\$0.08	\$0.10	\$34.21
Leadhand	\$24.91	\$2.49	\$1.43	\$1.25	\$0.25	\$0.08	\$0.10	\$30.51
Skilled								
Foreman	\$31.09	\$3.11	\$1.43	\$1.55	\$0.31	\$0.08	\$0.10	\$37.67
Leadhand	\$27.90	\$2.79	\$1.43	\$1.40	\$0.28	\$0.08	\$0.10	\$33.97
Equipment Operator								
#1								
Foreman	\$43.05	\$4.31	\$1.43	\$2.15	\$0.43	\$0.08	\$0.10	\$51.55
Leadhand	\$39.86	\$3.99	\$1.43	\$1.99	\$0.40	\$0.08	\$0.10	\$47.85
#2								
Foreman	\$39.06	\$3.91	\$1.43	\$1.95	\$0.39	\$0.08	\$0.10	\$46.92
Leadhand	\$35.87	\$3.59	\$1.43	\$1.79	\$0.36	\$0.08	\$0.10	\$43.22
#3								
Foreman	\$35.08	\$3.51	\$1.43	\$1.75	\$0.35	\$0.08	\$0.10	\$42.30
Leadhand	\$31.89	\$3.19	\$1.43	\$1.59	\$0.32	\$0.08	\$0.10	\$38.60

Schedule "B-3" Direct Service Providers (Subcontractor)
Industrial Construction
As of March 4, 2012

Classification	Total Rate	Vac Stat	H & W Deduction	RSP Deduction	Education Fund Deduction	Training Fund Deduction	Base Rate
D.S.P. Welder "B" Pressure w/ Rig	\$93.99	N/A	\$1.43	\$1.99	\$0.08	\$0.10	\$90.39
D.S.P. HD Mechanic w/ Rig	\$93.99	N/A	\$1.43	\$1.99	\$0.08	\$0.10	\$90.39
D.S.P. Welder w/ rig	\$89.35	N/A	\$1.43	\$1.89	\$0.08	\$0.10	\$85.85
D.S.P. Foreman	\$60.94	N/A	\$1.43	\$2.25	\$0.08	\$0.10	\$57.08
D.S.P. Leadhand	\$56.74	N/A	\$1.43	\$2.09	\$0.08	\$0.10	\$53.04
D.S.P. Electrician	\$54.12	N/A	\$1.43	\$1.99	\$0.08	\$0.10	\$50.52
D.S.P. Ironworker	\$54.12	N/A	\$1.43	\$1.99	\$0.08	\$0.10	\$50.52
D.S.P. Millwright	\$54.12	N/A	\$1.43	\$1.99	\$0.08	\$0.10	\$50.52
D.S.P. Pipefitter	\$54.12	N/A	\$1.43	\$1.99	\$0.08	\$0.10	\$50.52
D.S.P. Instrument Mechanic	\$54.12	N/A	\$1.43	\$1.99	\$0.08	\$0.10	\$50.52
D.S.P. Welder "B" Pressure	\$54.12	N/A	\$1.43	\$1.99	\$0.08	\$0.10	\$50.52
D.S.P. Welder	\$51.48	N/A	\$1.43	\$1.89	\$0.08	\$0.10	\$47.98
D.S.P. Welder Foreman	\$57.98	N/A	\$1.43	\$2.15	\$0.08	\$0.10	\$54.22
D.S.P. Welder Leadhand	\$53.98	N/A	\$1.43	\$1.99	\$0.08	\$0.10	\$50.38

OUTLINE OF INSURANCE PLAN COVERAGE FOR GOLD PLUS

(This schedule does not form part of the collective agreement. It is for information only).

- \$60,000.00 life insurance per employee;
- \$60,000.00 A.D.&D. per employee;
- dental plan at the latest fee schedule available;
 - Basic services: 100% up to \$2,000 per person annual
 - Comprehensive: 50% up to \$2,000 per person annual
 - Orthodontic: 50% up to \$3,000 lifetime maximum per child under 19
- prescription drug plan for employee and family at 80% up to \$2,000 per person annually (or the provincial pharmacare cap, if applicable) and 100% thereafter;
- optical insurance for employee and family;
 - under 21: \$300 per year
 - over 21: \$300 every two years
- extended health coverage for employee and family;
- semi-private hospital coverage with no deductible for employee and family;
- short term disability insurance with sixty percent (60%) weekly basic earnings to a maximum of four hundred and sixty eight dollars (\$468.00) per week. Weekly benefits, payable after the first (1st) day of accident or hospitalization, and the fourteenth (14th) day of illness for a maximum of one hundred nineteen (119) days (1/14/119).

- long term disability insurance with sixty percent (60%) of earnings, maximum of \$2,000.00 per month, per employee, payable after one hundred nineteen (119) days until age 65 (119/65).
- Emergency Travel Assistance
- EFAP (Employee and Family Assistance Program)

BENEFITS INFORMATION

CLAC WESTERN BENEFIT OFFICE www.clac.ca	1-888-600-2522
GREAT WEST LIFE (RSP) www.grsaccess.com	1-800-724-3402
SUN LIFE www.sunlife.ca/member	1-800-661-7334
CERIDIAN LIFEWORKS (EFAP) www.lifeworks.com	1-866-714-3129

FLINT INDUSTRIAL CONSTRUCTION LTD.

700-300 5th Ave SW

Calgary, AB T2P 3C4

Telephone: (403) 218-7100

Fax: (403) 265-4737

CHRISTIAN LABOUR ASSOCIATION OF CANADA

14920 118th Avenue

Edmonton, Alberta T5V 1B8

Telephone: (780) 454-6181

Fax: (780) 451-3976

e-mail: edmonton@clac.ca

CHRISTIAN LABOUR ASSOCIATION OF CANADA

#232, 2333 - 18 Avenue, NE

Calgary, AB T2E 8T6

Telephone: (403) 686-0288

Fax: (403) 686-0357

e-mail: calgary@clac.ca

CHRISTIAN LABOUR ASSOCIATION OF CANADA

8219 Fraser Ave, Unit A

Fort McMurray, AB T9H 0A2

Telephone: (780) 792-5292

Fax: (780) 791-9711

e-mail: fortmcmurray@clac.ca

Web Page: www.clac.ca