

**Guido Venturini**

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**From:** Della Libera Federico  
**Sent:** February 19, 2013 5:53 AM  
**To:** Frank Flanagan  
**Cc:** Improta Carlo; Triassi Emanuele; 'Robbie Tozer'; Venturini Guido; Robasto Maurizio  
**Subject:** R: Muskrat Falls: Labourers unit cost table  
**Attachments:** TR : Project Labrador; Labour rates addendum 8 DRAFT 2.xlsm

Good morning Frank,

I checked the table sent by you and I have the following considerations after a joint discussion with Jean Pierre Samson of Cegerco :

We calculated an estimate of the Option 2 cost for the Labourers Trades as an average cost for the Project with the following notes/assumptions:

**Empoyment insurance**

employment insurance is paid up to a maximum yearly salary of CAD 61.000 USD in 2012 year and the rate is 2,6 %- as all the trades will earn around an average CAD 100,000 per year we consider to apply  $61,000/100000 = 61\%$  of the 2,6% = 1,6% for employment insurance

**WHSCC**

we have information from CEGERCO that in Labrador they are paying 7,91% in their Industrial project "Rio Tinto", need some investigations in the Local Authorities and understand which is the maximum yearly salary on which the rate is to be applied

**Canada Pension Plan** – CPP

Please investigate which is the maximum yearly salary on which the rate is to be applied, and which is the correct rate

I enclose a mail from Cegerco with some information on their labor rates in their actual project in Labrador

Would you please find the above informations and complete the enclosed table for all the other trades keeping as example our calculation for Labourers trades.

Of course we may discuss later via skype all the details in order to agree on the assumptions and calculations

Best regards

Federico Della Libera  
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**Da:** Frank Flanagan [mailto:[fflanagan@greenfield-construction.com](mailto:fflanagan@greenfield-construction.com)]

**Inviato:** venerdì 15 febbraio 2013 00:55

**A:** Della Libera Federico

**Cc:** Improta Carlo; Triassi Emanuele; 'Robbie Tozer'; Bassi Juan Carlos; Venturini Guido; Robasto Maurizio; Matthew Hebert;

'Richard Kerr'; Vivian Luigi; De Persio Dario

**Oggetto:** RE: Muskrat Falls: Labourers unit cost table

Federico,

Please find attached our calculation of labour rates based on the information provided in Addendum No 8 for each of the applicable trades.

The following must be considered when using the data from this table:

- No allowance is included for Height pay;
- No allowance is made for the \$25 meal allowance Item 19.10 a of the collective agreement;
- No allowance is made Holidays (worked) in which is paid an additional straight time rate for hours worked to max 10;
- Consideration must be made for maximum contributions to MERCs.

In order to complete Appendix 2.4 according to Addendum 9, the labour rates must now be inserted. We will also need a percentage allowance for each of the following;

- Small Tools
- Consumables and PPE

Tomorrow we will provide the same calculation for the subsequent years with the Labour rate escalation applied.

Regards,

Frank Flanagan



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**From:** Della Libera Federico [<mailto:F.DellaLibera@Astaldi.com>]

**Sent:** February-14-13 6:56 AM

**To:** Frank Flanagan

**Cc:** Improta Carlo; Triassi Emanuele; Robbie Tozer; Triassi Emanuele; Bassi Juan Carlos; Venturini Guido; Robasto Maurizio

**Subject:** R: Muskrat Falls: Labourers unit cost table

Frank,

we need to calculate first the rates for year 2013, and then to have them updated with the following years, but the base rate we will starting our evaluation are the 2013 rates.

As the escalation in Option 2 is included we will have to prepare the each rate for the 5 following years.

Would you please treat this matter urgently.

Thanks in advance

Best regards

Federico Della Libera

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**Da:** Della Libera Federico

**Inviato:** giovedì 14 febbraio 2013 10:42

**A:** 'Frank Flanagan'

**Cc:** Improta Carlo; Triassi Emanuele; Robbie Tozer; Triassi Emanuele; Bassi Juan Carlos; Venturini Guido; Robasto Maurizio

**Oggetto:** Muskrat Falls: Labourers unit cost table

Good morning,

After revision of Addendum 8 Collective Labour agreement, would you please provide unit cost detailed table for each category included in the following Trades, as highlighted in the enclosed table:

- Ironworkers Local 764
- Labourers Local 1208
- Operating Engineers Local 904
- Teamsters Local 855
- Carpenters Local 579
- Plumbing and Pipe Fitting Local 740

Lower Churchill Project premium to be also included

We will need 2 tables, one for day shift and one for night shift.

As far as height pay we will have to evaluate it according to effective height later on, according to our schedule of work.

Do not hesitate to contact me for any clarification

Best regards

Federico Della Libera  
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**Da:** Frank Flanagan [<mailto:fflanagan@greenfield-construction.com>]

**Inviato:** giovedì 14 febbraio 2013 00:56

**A:** Venturini Guido

**Cc:** Improta Carlo; De Persio Dario; Della Libera Federico; Triassi Emanuele; Matthew Hebert; Robasto Maurizio; Robbie Tozer; Vivian Luigi; [johnf@collavino.com](mailto:johnf@collavino.com)

**Oggetto:** FW: Muskrat Falls Package CH0007 Addendum #9

To all Subcontractors and Suppliers,

Please be advised that Nalcor Energy has issued Addendum No. 9 for the above mentioned project. As noted, the documents listed in the attached letter can now be obtained from the Astaldi FTP site previously provided. The significance of addendum 9 is that it provides 2 options for proposals. 1) Fixed Price (FP) and 2) Fixed Price with a Target Cost of Labour(FPTCL).

**Subcontractors and suppliers are requested to provide a quotation for each of the 2 options.**

Please review the documents and provide revised submissions in conformance with each option as required for your particular scope of work.

Be sure to provide the relevant information with respect to travel, labour etc.

Submission of revised proposals is due no later than **24 February 2013**.

Kind regards,

Frank Flanagan



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## CIMFP Exhibit P-03246

Trade or Classification	Base Hourly Rate I	2013 Wage Increase J	Base Rate (+/-) K	Vacation/Holiday Pay (K * Appl. %) See Table Below L	BURDENS (AM)																				Cumulative 13%				DAYSHIFT RATES			SECOND SHIFT RATES (premium \$3/Hr)												
					Lower Churchill Premium M	Health and Welfare Benefit N	Pension Plan O	Provincial Education and Training Fund P	Building Fund Q	Trade Promotion Fund R	Trade Improvement Fund S	BAC Industry Fund T	National Training U	Advancement Fund V	Member Development Fund W	EAP X	Appr. Fund Y	Admin Z	Weld Testing Fund AA	Audio Metric Testing AB	Benevolent Fund AC	Impact Fund AD	Market Recovery AE	Member Benefits AF	Charity Fund AG	Org Fund AH	RSP AI	Rate Stab Fund AJ	Canadian Building Trades Fund AK	Resource Development Council Industry Fund AL	Burdens =sum(M:M:M) AM	Small Tools (5) AN	Consumables and PPE (6) AO	Overhead & Profit AP	El Rates AQ=1.13	CPP Rates	WHSCC Rates	Payroll Tax	Reg Time =sum(K+L+AM)*AQ AU	Overtime Rate (1.5x) ((=SUM(K+L+AM)*1.5+AM)*1.13) AV	Overtime Rate(2x) ((=SUM(K+L+AM)*2+AM)*1.13) AW	Reg Time =sum(K+L+AM+3)*AQ AX	Overtime Rate (1.5x) ((=SUM(K+L+AM+3)*1.5+AM+3)*1.13) AY	Overtime Rate (2x) ((=SUM(K+L+AM+3)*2+AM+3)*1.13) AZ
																													AU	AV	AW	AX	AY	AZ										
Boilermaker - General foreman	34.98	2.00	36.98	4.44	3.50	2.25	7.50	0.33	1.30					0.18					0.22	0.55		0.03	0.12						0.05	0.30	16.33				2.6%	5.0%	3.4%	2.0%	65.26	88.66	112.06	68.65	92.05	115.45
Boilermaker - Foreman	33.88	2.00	35.88	4.31	3.50	2.25	7.50	0.33	1.30					0.18					0.22	0.55		0.03	0.12					0.05	0.30	16.33				2.6%	5.0%	3.4%	2.0%	63.87	86.57	109.28	67.26	89.96	112.67	
Boilermaker - Assistant foreman	32.53	2.00	34.53	4.14	3.50	2.25	7.50	0.33	1.30					0.18					0.22	0.55		0.03	0.12					0.05	0.30	16.33				2.6%	5.0%	3.4%	2.0%	62.16	84.01	105.86	65.55	87.40	109.25	
Boilermaker - Journeyman	30.83	2.00	32.83	3.94	3.50	2.25	7.50	0.33	1.30					0.18					0.22	0.55		0.03	0.12					0.05	0.30	16.33				2.6%	5.0%	3.4%	2.0%	60.01	80.78	101.56	63.40	84.17	104.95	
Boilermaker - Helper	23.12	2.00	25.12	3.01	3.50	2.25	7.50	0.33	1.30					0.18					0.22	0.55		0.03	0.12					0.05	0.30	16.33				2.6%	5.0%	3.4%	2.0%	50.25	66.15	82.04	53.64	69.54	85.43	
Boilermaker - Apprentice - 3rd year	27.75	2.00	29.75	3.57	3.50	2.25	7.50	0.33	1.30					0.18					0.22	0.55		0.03	0.12					0.05	0.30	16.33				2.6%	5.0%	3.4%	2.0%	56.11	74.94	93.76	59.50	78.33	97.15	
Boilermaker - Apprentice - 2nd year	23.12	2.00	25.12	3.01	3.50	2.25	7.50	0.33	1.30					0.18					0.22	0.55		0.03	0.12					0.05	0.30	16.33				2.6%	5.0%	3.4%	2.0%	50.25	66.15	82.04	53.64	69.54	85.43	
Boilermaker - Apprentice - 1st year	18.50	2.00	20.50	2.46	3.50	2.25	7.50	0.33	1.30					0.18					0.22	0.55		0.03	0.12					0.05	0.30	16.33				2.6%	5.0%	3.4%	2.0%	44.40	57.38	70.35	47.79	60.77	73.74	
Bricklayer - General foreman	39.40	2.00	41.40	4.14	3.50	1.90	5.00						1.00	0.50													0.05	0.30	12.25				2.6%	5.0%	3.4%	2.0%	65.31	91.04	116.77	68.70	94.43	120.16		
Bricklayer - Foreman	37.75	2.00	39.75	3.98	3.50	1.90	5.00						1.00	0.50													0.05	0.30	12.25				2.6%	5.0%	3.4%	2.0%	63.26	87.96	112.67	66.65	91.35	116.06		
Bricklayer - Journeyman - Group 2 (1)	32.83	2.00	34.83	3.48	3.50	1.90	5.00						1.00	0.50													0.05	0.30	12.25				2.6%	5.0%	3.4%	2.0%	57.14	78.79	100.43	60.53	82.18	103.82		
Bricklayer - Journeyman - Group 3 (2)	29.42	2.00	31.42	3.14	3.50	1.90	5.00						1.00	0.50													0.05	0.30	12.25				2.6%	5.0%	3.4%	2.0%	52.90	72.43	91.96	56.29	75.82	95.35		
Bricklayer - Journeyman - Group 4 (3)	31.19	2.00	33.19	3.32	3.50	1.90	5.00						1.00	0.50													0.05	0.30	12.25				2.6%	5.0%	3.4%	2.0%	55.10	75.73	96.36	58.49	79.12	99.75		
Bricklayer - Apprentice - 1st 6 months	18.38	2.00	20.38	2.04	3.50	1.90	5.00						1.00	0.50													0.05	0.30	12.25				2.6%	5.0%	3.4%	2.0%	39.18	51.85	64.51	42.57	55.24	67.90		
Bricklayer - Apprentice - 2nd 6 months	20.35	2.00	22.35	2.24	3.50	1.90	5.00						1.00	0.50													0.05	0.30	12.25				2.6%	5.0%	3.4%	2.0%	41.63	55.52	69.41	45.02	58.91	72.80		
Bricklayer - Apprentice - 3rd 6 months	22.32	2.00	24.32	2.43	3.50	1.90	5.00						1.00	0.50													0.05	0.30	12.25				2.6%	5.0%	3.4%	2.0%	44.08	59.19	74.31	47.47	62.58	77.70		
Bricklayer - Apprentice - 4th 6 months	24.29	2.00	26.29	2.63	3.50	1.90	5.00						1.00	0.50													0.05	0.30	12.25				2.6%	5.0%	3.4%	2.0%	46.53	62.87	79.20	49.92	66.26	82.59		
Bricklayer - Apprentice - 5th 6 months	26.26	2.00	28.26	2.83	3.50	1.90	5.00						1.00	0.50													0.05	0.30	12.25				2.6%	5.0%	3.4%	2.0%	48.97	66.54	84.10	52.36	69.93	87.49		
Bricklayer - Apprentice - 6th 6 months	27.91	2.00	29.91	2.99	3.50	1.90	5.00						1.00	0.50													0.05	0.30	12.25				2.6%	5.0%	3.4%	2.0%	51.03	69.61	88.20	54.42	73.00	91.59		
Bricklayer - Apprentice - 7th 6 months	29.55	2.00	31.55	3.16	3.50	1.90	5.00						1.00	0.50													0.05	0.30	12.25				2.6%	5.0%	3.4%	2.0%	53.06	72.67	92.28	56.45	76.06	95.67		
Bricklayer - Apprentice - 8th 6 months	31.19	2.00	33.19	3.32	3.50	1.90	5.00						1.00	0.50													0.05	0.30	12.25				2.6%	5.0%	3.4%	2.0%	55.10	75.73	96.36	58.49	79.12	99.75		
Carpenter - General foreman	36.24	2.00	38.24	4.97	3.50	1.78	5.75		0.38																	0.30	0.50	0.05	0.30	12.56				2.6%	5.0%	3.4%	2.0%	63.03	87.44	111.86	66.42	90.83	115.25	
Carpenter - Non-working Foreman	34.73	2.00	36.73	4.77	3.50	1.78	5.75		0.38																	0.30	0.50	0.05	0.30	12.56				2.6%	5.0%	3.4%	2.0%	61.10	84.55	108.00	64.49	87.94	111.39	
Carpenter - Working Foreman	33.22	2.00	35.22	4.58	3.50	1.78	5.75		0.38																	0.30	0.50	0.05	0.30	12.56				2.6%	5.0%	3.4%	2.0%	59.17	81.66	104.14	62.56	85.05	107.53	
Carpenter - Journeyman carpenter welder scaffolder	30.20	2.00	32.20	4.19	3.50	1.78	5.75		0.38																	0.30	0.50	0.05	0.30	12.56				2.6%	5.0%	3.4%	2.0%	55.31	75.87	96.43	58.70	79.26	99.82	
Carpenter - Trade Helper	18.12	2.00	20.12	2.62	3.50	1.78	5.75		0.38																	0.30	0.50	0.05	0.30	12.56				2.6%	5.0%	3.4%	2.0%	39.89	52.73	65.58	43.28	56.12	68.97	
Carpenter - Apprentice - 1st	19.63	2.00	21.63	2.81	3.50	1.78	5.75		0.38																	0.30	0.50	0.05	0.30	12.56				2.6%	5.0%	3.4%	2.0%	41.82	55.63	69.44	45.21	59.02	72.83	
Carpenter - Apprentice - 2nd	21.14	2.00	23.14	3.01	3.50	1.78	5.75		0.38																	0.30	0.50	0.05	0.30	12.56				2.6%	5.0%	3.4%	2.0%	43.75	58.52	73.29	47.14	61.91	76.68	
Carpenter - Apprentice - 3rd	24.16	2.00	26.16	3.40	3.50	1.78	5.75		0.38																	0.30	0.50	0.05	0.30	12.56				2.6%	5.0%	3.4%	2.0%	47.60	64.30	81.01	50.99	67.69	84.40	
Carpenter - Apprentice - 4th	27.18	2.00	29.18	3.79	3.50	1.78	5.75		0.38																	0.30	0.50	0.05	0.30	12.56				2.6%	5.0%	3.4%	2.0%	51.46	70.09	88.72	54.85	73.48	92.11	
Electricians - IBEW 2330 - General foreman	38.66	2.00	40.66	5.29	3.50	2.00	5.95										0.14										0.05	0.30	12.34				2.6%	5.0%	3.4%	2.0%	65.87	91.83	117.79	69.26	95.22	121.18		
Electricians - IBEW 2330 - Non-working Foreman	36.98	2.00	38.98	5.07	3.50	2.00	5.95										0.14										0.05	0.30	12.34				2.6%	5.0%	3.4%	2.0%	63.72	88.61	113.50	67.11	92.00	116.89		
Electricians - IBEW 2330 - Working foreman	35.30	2.00	37.30	4.85	3.50	2.00	5.95										0.14										0.05	0.30	12.34				2.6%	5.0%	3.4%	2.0%	61.58	85.39	109.21	64.97	88.78	112.60		
Electricians - IBEW 2330 - Apprentice/Journeyman elec	35.30	2.00	37.30	4.85	3.50	2.00	5.95										0.14										0.05	0.30	12.34				2.6%	5.0%	3.4%	2.0%	61.58	85.39	109.21	64.97	88.78	112.60		
Electricians - IBEW 2330 - Journeyperson	33.62	2.00	35.62	4.63	3.50	2.00	5.95										0.14										0.05	0.30	12.34				2.6%	5.0%	3.4%	2.0%	59.43	82.17	104.92	62.82	85.56	108.31		
Electricians - IBEW 2330 - Apprentice - 1st year	18.49	2.00	20.49	2.66	3.50	2.00	5.95										0.14										0.05	0.30	12.34				2.6%	5.0%	3.4%	2.0%	40.11	53.19	66.28	43.50	56.58	69.67		
Electricians - IBEW 2330 - Apprentice - 2nd year	21.85	2.00	23.85</																																									









vacation pay table

<b>Unions</b>	<b>Local</b>	<b>Vac / Hol Pay</b>
Boliermakers	203	12%
Bricklayers	1	10%
Electricians	2330	13%
Hotel Workers	779	13%
Ironworkers	764	13.5%
Labourers	1208	13%
Electical Linesmen	1620	13%
Operating Engineers	904	13%
Teamsters	855	13%
Carpenters	579	13%
Millrights	1009	13%
Plumbers / Pipefitters	740	10%
Insulators	137	13%
Painters	1984	13%
Sheetmetal Workers		13%
Elevator Workers	125A	12%

**PERSONNEL RATE SCHEDULE**

Trade or Classification (1)	Base Rate (2)	Vacation Pay (3)	Payroll Allowances and Burdens (4)	Small Tools (5)	Consumables and PPE (6)	Overhead & Profit (7)	Regular Time Rate (8)	Overtime Rate (1.5x)	Overtime Rate (2.0x)	Second and Third Shift Premium
Boilermaker - General foreman		\$ -		2	1					\$ 3.00
Boilermaker - Foreman		\$ -		2	1					\$ 3.00
Boilermaker - Assistant foreman		\$ -		2	1					\$ 3.00
Boilermaker - Journeyman		\$ -		2	1					\$ 3.00
Boilermaker - Helper		\$ -		2	1					\$ 3.00
Boilermaker - Apprentice - 3rd year		\$ -		2	1					\$ 3.00
Boilermaker - Apprentice - 2nd year		\$ -		2	1					\$ 3.00
Boilermaker - Apprentice - 1st year		\$ -		2	1					\$ 3.00
Bricklayer - General foreman		\$ -		2	1					\$ 3.00
Bricklayer - Foreman		\$ -		2	1					\$ 3.00
Bricklayer - Journeyman - Group 2 (1)		\$ -		2	1					\$ 3.00
Bricklayer - Journeyman - Group 3 (2)		\$ -		2	1					\$ 3.00
Bricklayer - Journeyman - Group 4 (3)		\$ -		2	1					\$ 3.00
Bricklayer - Apprentice - 1st 6 months		\$ -		2	1					\$ 3.00
Bricklayer - Apprentice - 2nd 6 months		\$ -		2	1					\$ 3.00
Bricklayer - Apprentice - 3rd 6 months		\$ -		2	1					\$ 3.00
Bricklayer - Apprentice - 4th 6 months		\$ -		2	1					\$ 3.00
Bricklayer - Apprentice - 5th 6 months		\$ -		2	1					\$ 3.00
Bricklayer - Apprentice - 6th 6 months		\$ -		2	1					\$ 3.00
Bricklayer - Apprentice - 7th 6 months		\$ -		2	1					\$ 3.00
Bricklayer - Apprentice - 8th 6 months		\$ -		2	1					\$ 3.00
Refractory - General foreman		\$ -		2	1					\$ 3.00
Refractory - Foreman		\$ -		2	1					\$ 3.00
Refractory - Journeyman - Group 5 (4)		\$ -		2	1					\$ 3.00
Refractory - Journeyman - Group 6 (5)		\$ -		2	1					\$ 3.00
Refractory - Apprentice - 1st 1200 hours		\$ -		2	1					\$ 3.00
Refractory - Apprentice - 2nd 1200 hours		\$ -		2	1					\$ 3.00
Refractory - Apprentice - 3rd 1200 hours		\$ -		2	1					\$ 3.00
Refractory - Apprentice - 4th 1200 hours		\$ -		2	1					\$ 3.00
Carpenter - General foreman		\$ -		2	1					\$ 3.00
Carpenter - Non-working Foreman		\$ -		2	1					\$ 3.00
Carpenter - Working Foreman		\$ -		2	1					\$ 3.00
Carpenter - Journeyman carpenter welder scaffolder		\$ -		2	1					\$ 3.00
Carpenter - Apprentice - 1st (0 hrs, 0 courses)		\$ -		2	1					\$ 3.00
Carpenter - Apprentice - 1st (600 hrs, 9 courses)		\$ -		2	1					\$ 3.00
Carpenter - Apprentice - 1st (1000 hrs, 18 courses)		\$ -		2	1					\$ 3.00
Carpenter - Apprentice - 2nd (1200 hrs)		\$ -		2	1					\$ 3.00
Carpenter - Apprentice - 2nd (2200 hrs)		\$ -		2	1					\$ 3.00
Carpenter - Apprentice - 3rd (3200 hrs)		\$ -		2	1					\$ 3.00
Carpenter - Apprentice - 3rd (4200 hrs)		\$ -		2	1					\$ 3.00
Carpenter - Apprentice - 4th (5200 hrs)		\$ -		2	1					\$ 3.00
Carpenter - Apprentice - 4th (6200 hrs)		\$ -		2	1					\$ 3.00
Electrician - General foreman		\$ -		2	1					\$ 3.00
Electrician - Non-working Foreman		\$ -		2	1					\$ 3.00
Electrician - Apprentice/Journeyman electrician welder/welder		\$ -		2	1					\$ 3.00
Electrician - Journeyperson		\$ -		2	1					\$ 3.00
Electrician - Apprentice - 1st year		\$ -		2	1					\$ 3.00
Electrician - Apprentice - 2nd year		\$ -		2	1					\$ 3.00
Electrician - Apprentice - 3rd year		\$ -		2	1					\$ 3.00
Electrician - Apprentice - 4th year		\$ -		2	1					\$ 3.00
Crew chief security - Crew chief security		\$ -		2	1					\$ 3.00

Assistant crew chief security - Assistant crew chief security	\$ -	2	1			\$ 3.00
Chef - Group 1 - Chef	\$ -	2	1			\$ 3.00
1st cook - Group 2	\$ -	2	1			\$ 3.00
Hotel Employees and Restaurant Employees - Group 3 - Group 3 (6)	\$ -	2	1			\$ 3.00
2nd cook, bartender and service attendant - Group 4	\$ -	2	1			\$ 3.00
3rd cook - Group 5	\$ -	2	1			\$ 3.00
Hotel Employees and Restaurant Employees - Group 6 - Group 6 (7)	\$ -	2	1			\$ 3.00
Hotel Employees and Restaurant Employees - Group 7 - Group 7 (8)	\$ -	2	1			\$ 3.00
Insulators - General foreman	\$ -	2	1			\$ 3.00
Insulators - Foreman	\$ -	2	1			\$ 3.00
Insulators - Working Foreman	\$ -	2	1			\$ 3.00
Insulators - Journeyman mechanic	\$ -	2	1			\$ 3.00
Insulators - Apprentice - 1st year	\$ -	2	1			\$ 3.00
Insulators - Apprentice - 2nd year	\$ -	2	1			\$ 3.00
Insulators - Apprentice - 3rd year	\$ -	2	1			\$ 3.00
Insulators - Apprentice - 4th year	\$ -	2	1			\$ 3.00
Ironworkers - Structural - General foreman	\$ -	2	1			\$ 3.00
Ironworkers - Structural - Foreman	\$ -	2	1			\$ 3.00
Ironworkers - Structural - Connectors	\$ -	2	1			\$ 3.00
Ironworkers - Structural - Journeyman	\$ -	2	1			\$ 3.00
Ironworkers - Structural - Apprentice - 1st 1,000 hrs	\$ -	2	1			\$ 3.00
Ironworkers - Structural - Apprentice - 2nd 1,000 hrs	\$ -	2	1			\$ 3.00
Ironworkers - Structural - Apprentice - 3rd 1,000 hrs	\$ -	2	1			\$ 3.00
Ironworkers - Structural - Apprentice - 4th 1,000 hrs	\$ -	2	1			\$ 3.00
Ironworkers - Rodman (rebar) - General foreman	\$ -	2	1			\$ 3.00
Ironworkers - Rodman (rebar) - Foreman	\$ -	2	1			\$ 3.00
Ironworkers - Rodman (rebar) - Journeyman	\$ -	2	1			\$ 3.00
Ironworkers - Rodman (rebar) - Apprentice - 1st 1,000 hrs	\$ -	2	1			\$ 3.00
Ironworkers - Rodman (rebar) - Apprentice - 2nd 1,000 hrs	\$ -	2	1			\$ 3.00
Ironworkers - Rodman (rebar) - Apprentice - 3rd 1,000 hrs	\$ -	2	1			\$ 3.00
Ironworkers - Rodman (rebar) - Apprentice - 4th 1,000 hrs	\$ -	2	1			\$ 3.00
Labourers - Class 1	\$ -	2	1			\$ 3.00
Labourers - Class 2	\$ -	2	1			\$ 3.00
Labourers - Class 3	\$ -	2	1			\$ 3.00
Labourers - Class 4	\$ -	2	1			\$ 3.00
Labourers - Class 5	\$ -	2	1			\$ 3.00
Labourers - Class 6	\$ -	2	1			\$ 3.00
Labourers - Class 7	\$ -	2	1			\$ 3.00
Labourers - Class 8	\$ -	2	1			\$ 3.00
Labourers - Class 9	\$ -	2	1			\$ 3.00
Labourers - Class 10	\$ -	2	1			\$ 3.00
Labourers - Class 11	\$ -	2	1			\$ 3.00
Labourers - Class 12 (Surveyors)	\$ -	2	1			\$ 3.00
Labourers - Class 1 - Non-working foreman	\$ -	2	1			\$ 3.00
Labourers - Class 2 - Non-working foreman	\$ -	2	1			\$ 3.00
Labourers - Class 3 - Non-working foreman	\$ -	2	1			\$ 3.00
Labourers - Class 4 - Non-working foreman	\$ -	2	1			\$ 3.00
Labourers - Class 5 - Non-working foreman	\$ -	2	1			\$ 3.00
Labourers - Class 6 - Non-working foreman	\$ -	2	1			\$ 3.00
Labourers - Class 7 - Non-working foreman	\$ -	2	1			\$ 3.00
Labourers - Class 8 - Non-working foreman	\$ -	2	1			\$ 3.00
Labourers - Class 9 - Non-working foreman	\$ -	2	1			\$ 3.00
Labourers - Class 10 - Non-working foreman	\$ -	2	1			\$ 3.00
Labourers - Class 11 - Non-working foreman	\$ -	2	1			\$ 3.00
Labourers - Class 12 - Non-working foreman	\$ -	2	1			\$ 3.00
Labourers - Class 1 - General foreman	\$ -	2	1			\$ 3.00
Labourers - Class 2 - General foreman	\$ -	2	1			\$ 3.00



Labourers - Class 3 - General foreman		\$ -	2	1			\$ 3.00
Labourers - Class 4 - General foreman		\$ -	2	1			\$ 3.00
Labourers - Class 5 - General foreman		\$ -	2	1			\$ 3.00
Labourers - Class 6 - General foreman		\$ -	2	1			\$ 3.00
Labourers - Class 7 - General foreman		\$ -	2	1			\$ 3.00
Labourers - Class 8 - General foreman		\$ -	2	1			\$ 3.00
Labourers - Class 9 - General foreman		\$ -	2	1			\$ 3.00
Labourers - Class 10 - General foreman		\$ -	2	1			\$ 3.00
Labourers - Class 11 - General foreman		\$ -	2	1			\$ 3.00
Labourers - Class 12 - General foreman		\$ -	2	1			\$ 3.00
Electrical Line Workers - General Foreman		\$ -	2	1			\$ 3.00
Electrical Line Workers - Non-working foreman		\$ -	2	1			\$ 3.00
Electrical Line Workers - Lead linesman		\$ -	2	1			\$ 3.00
Electrical Line Workers - Utility worker		\$ -	2	1			\$ 3.00
Electrical Line Workers - Journeyman linesman or splicer		\$ -	2	1			\$ 3.00
Electrical Line Workers - Apprentice - 1st year		\$ -	2	1			\$ 3.00
Electrical Line Workers - Apprentice - 2nd year		\$ -	2	1			\$ 3.00
Electrical Line Workers - Apprentice - 3rd year		\$ -	2	1			\$ 3.00
Electrical Line Workers - Apprentice - 4th year		\$ -	2	1			\$ 3.00
Millwrights - General Foreman		\$ -	2	1			\$ 3.00
Millwrights - Non-working foreman		\$ -	2	1			\$ 3.00
Millwrights - Working foreman		\$ -	2	1			\$ 3.00
Millwrights - Journeymen millwright, welder, machinist		\$ -	2	1			\$ 3.00
Millwrights - Apprentice 0-1000 hrs		\$ -	2	1			\$ 3.00
Millwrights - Apprentice 1001-2000 hrs		\$ -	2	1			\$ 3.00
Millwrights - Apprentice 2001-3000 hrs		\$ -	2	1			\$ 3.00
Millwrights - Apprentice 3001-4000 hrs		\$ -	2	1			\$ 3.00
Millwrights - Apprentice 4001-5000 hrs		\$ -	2	1			\$ 3.00
Millwrights - Apprentice 5001-6000 hrs		\$ -	2	1			\$ 3.00
Millwrights - Apprentice 6001-7000 hrs		\$ -	2	1			\$ 3.00
Millwrights - Apprentice 7001-8000 hrs		\$ -	2	1			\$ 3.00
Operating Engineers - Group 1 - JP		\$ -	2	1			\$ 3.00
Operating Engineers - Group 1 - General Foreman		\$ -	2	1			\$ 3.00
Operating Engineers - Group 1 - Non-Working Foreman		\$ -	2	1			\$ 3.00
Operating Engineers - Group 2 - JP		\$ -	2	1			\$ 3.00
Operating Engineers - Group 2 - General Foreman		\$ -	2	1			\$ 3.00
Operating Engineers - Group 2 - Non-Working Foreman		\$ -	2	1			\$ 3.00
Operating Engineers - Group 3 - JP		\$ -	2	1			\$ 3.00
Operating Engineers - Group 3 - General Foreman		\$ -	2	1			\$ 3.00
Operating Engineers - Group 3 - Non-Working Foreman		\$ -	2	1			\$ 3.00
Operating Engineers - Group 4 - JP		\$ -	2	1			\$ 3.00
Operating Engineers - Group 4 - General Foreman		\$ -	2	1			\$ 3.00
Operating Engineers - Group 4 - Non-Working Foreman		\$ -	2	1			\$ 3.00
Operating Engineers - Group 5 - JP		\$ -	2	1			\$ 3.00
Operating Engineers - Group 5 - General Foreman		\$ -	2	1			\$ 3.00
Operating Engineers - Group 5 - Non-Working Foreman		\$ -	2	1			\$ 3.00
Operating Engineers - 1st period		\$ -	2	1			\$ 3.00
Operating Engineers - 2nd period		\$ -	2	1			\$ 3.00
Operating Engineers - 3rd period		\$ -	2	1			\$ 3.00
Operating Engineers - 4th period		\$ -	2	1			\$ 3.00
Operating Engineers - 5th period		\$ -	2	1			\$ 3.00
Operating Engineers - 6th period		\$ -	2	1			\$ 3.00
Operating Engineers - Clerical - Group 1		\$ -	2	1			\$ 3.00
Operating Engineers - Clerical - Group 2		\$ -	2	1			\$ 3.00
Operating Engineers - Clerical - Group 3		\$ -	2	1			\$ 3.00
Painters and Allied Trades - General foreman		\$ -	2	1			\$ 3.00
Painters and Allied Trades - Non-working Foreman		\$ -	2	1			\$ 3.00

Painter/glazier - Group 1	\$ -	2	1			\$ 3.00
Drywall taper, spray painter, sand blaster, vinyl hanger, fireproofers - Group 2	\$ -	2	1			\$ 3.00
Painters and Allied Trades - Apprentice - 1st year	\$ -	2	1			\$ 3.00
Painters and Allied Trades - Apprentice - 2nd year	\$ -	2	1			\$ 3.00
Painters and Allied Trades - Apprentice - 3rd year	\$ -	2	1			\$ 3.00
Plumbers and pipefitters - General foreman	\$ -	2	1			\$ 3.00
Plumbers and pipefitters - Foreman	\$ -	2	1			\$ 3.00
Plumbers and pipefitters - Journeyman	\$ -	2	1			\$ 3.00
Plumbers and pipefitters - Welding inspector	\$ -	2	1			\$ 3.00
Plumbers and pipefitters - Apprentice - 2nd year	\$ -	2	1			\$ 3.00
Plumbers and pipefitters - Apprentice - 3rd year	\$ -	2	1			\$ 3.00
Plumbers and pipefitters - Apprentice - 4th year	\$ -	2	1			\$ 3.00
Sheet metal workers - General foreman	\$ -	2	1			\$ 3.00
Sheet metal workers - Working foreman	\$ -	2	1			\$ 3.00
Sheet metal workers - Non-working foreman	\$ -	2	1			\$ 3.00
Sheet metal workers - Journeyman	\$ -	2	1			\$ 3.00
Sheet metal workers - Apprentice - 2nd year	\$ -	2	1			\$ 3.00
Sheet metal workers - Apprentice - 3rd year	\$ -	2	1			\$ 3.00
Sheet metal workers - Apprentice - 4th year	\$ -	2	1			\$ 3.00
Teamsters - Group 1 teamster	\$ -	2	1			\$ 3.00
Teamsters - Working foreman Group 1	\$ -	2	1			\$ 3.00
Teamsters - Non-working foreman Group 1	\$ -	2	1			\$ 3.00
Teamsters - General foreman Group 1	\$ -	2	1			\$ 3.00
Teamsters - Dispatcher Group 1	\$ -	2	1			\$ 3.00
Teamsters - Group 2 teamster	\$ -	2	1			\$ 3.00
Teamsters - Working foreman Group 2	\$ -	2	1			\$ 3.00
Teamsters - Non-working foreman Group 2	\$ -	2	1			\$ 3.00
Teamsters - General foreman Group 2	\$ -	2	1			\$ 3.00
Teamsters - Dispatcher Group 2	\$ -	2	1			\$ 3.00
Teamsters - Group 3 teamster	\$ -	2	1			\$ 3.00
Teamsters - Working foreman Group 3	\$ -	2	1			\$ 3.00
Teamsters - Non-working foreman Group 3	\$ -	2	1			\$ 3.00
Teamsters - General foreman Group 3	\$ -	2	1			\$ 3.00
Teamsters - Dispatcher Group 3	\$ -	2	1			\$ 3.00
Teamsters - Group 4 teamster	\$ -	2	1			\$ 3.00
Teamsters - Working foreman Group 4	\$ -	2	1			\$ 3.00
Teamsters - Non-working foreman Group 4	\$ -	2	1			\$ 3.00
Teamsters - General foreman Group 4	\$ -	2	1			\$ 3.00
Teamsters - Dispatcher Group 4	\$ -	2	1			\$ 3.00
Teamsters - Group 5 teamster	\$ -	2	1			\$ 3.00
Teamsters - Working foreman Group 5	\$ -	2	1			\$ 3.00
Teamsters - Non-working foreman Group 5	\$ -	2	1			\$ 3.00
Teamsters - General foreman Group 5	\$ -	2	1			\$ 3.00
Teamsters - Dispatcher Group 5	\$ -	2	1			\$ 3.00

Base rates are derived from the individual CLRA collective agreements as of 1 May 2012.

Vacation pay is 13% + 6 of 12 Stat Holidays / year at double time