Guido Venturini

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 condiderations 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
Tender Coordinator
Astaldi S.p.A.
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Da: Frank Flanagan [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



T: 506.622.7900 C: 506.627.6451

E: fflanagan@greenfield-construction.com www.greenfield-construction.com

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 *Tender Coordinator Astaldi S.p.A.* via G.V. Bona 65 - 00156 Roma ph.+39 06 41766213 mob.+39 335 5627532 fax +39 06 41766739 f.dellalibera@astaldi.com



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 Tender Coordinator Astaldi S.p.A. via G.V. Bona 65 - 00156 Roma ph.+39 06 41766213 mob.+39 335 5627532 fax +39 06 41766739 f.dellalibera@astaldi.com



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

Oggetto: FW: Muskrat Falls Package CH0007 Addendum #9

To all Subcontractors and Suppliers,

Page 4

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



4001 rue Saint Antoine Ouest, #110, Montreal, Quebec - H4C 1B9 CANADA

Tel: (514) 933 - 5525

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Ironworkers - Rodman (rebar) - Apprentice - 2rd 1,000	28.16	2.00							30.16	3.92		3.5				1.00 0.30			0.03 0.12	0.30	0.27			0.05 0.					2.6% 5.09				91.36		75.49	94.75
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Labourers - Class 1	28.21	2.00			2.50			2.50 34		4.54 39.56 4.55 39.55	+		2.33		0.30		1.00					1.00		0.05 0.		2.00	1.00		1.6% 5.09 1.6% 5.09		2.0% 59.70 2.0% 59.75	81.82 81.89	103.94	63.06	85.18 85.25	106.34
Labourers - Class 2 Labourers - Class 3	28.25	2.00			2.50			2.50 35 2.50 35	.00 35.00	4.56 39.62					0.30		1.00					1.00		0.05 0.		2.00	1.00		1.6% 5.09		2.0% 59.82	82.01	104.19	63.18	85.37	106.59
Labourers - Class 4	28.36	2.00			2.50			2.50 35	.11 35.11	4.56 39.67	7 95,21	8.32 3.5	2.39	5.25	0.30		1.00					1.00		0.05 0.	.30 13.79	2.00	1.00		1.6% 5.09	3.4%	2.0% 59.89	82.10	104.32	63.25	85.46	106.72
Labourers - Class 5	28.41	2.00	2.50	2.00	2.50	2.0	00	2.50 35	.16 35.16	4.57 39.73					0.30		1.00					1.00		0.05 0.		2.00	1.00		1.6% 5.09		2.0% 59.95	82.20	104.45	63.31	85.56	106.84
Labourers - Class 6	28.46	2.00			2.50			2.50 35	.21 35.21 30 35.39	4.58 39.79 4.60 39.99			1		0.30		1.00					1.00		0.05 0.		2.00	1.00		1.6% 5.09 1.6% 5.09		2.0% 60.01 2.0% 60.24	82.29 82.63	104.57	63.37	85.65 85.99	106.97
Labourers - Class 7 Labourers - Class 8	28.64	2.00			2.50			2.50 35 2.50 35	25.46	4.61 40.0	_				0.30		1.00					1.00		0.05 0.		2.00	1.00		1.6% 5.09		2.0% 60.33	82.77	105.21	63.69	86.13	107.60
Labourers - Class 9	29.16	2.00			2.50			2.50 35	.91 35.91	4.67 40.58	8 97,38	7.92 3.5	2.39	5.25	0.30		1.00					1.00		0.05 0.	.30 13.79	2.00	1.00		1.6% 5.09	% 3.4%	2.0% 60.90	83.62	106.35	64.26	86.98	108.73
Labourers - Class 10	29.26	2.00	2.50	2.00	2.50	2.0	00	2.50 36	.01 36.01		9 97,65				0.30		1.00					1.00		0.05 0.		2.00	1.00		1.6% 5.09		2.0% 61.02	83.81	106.60		87.17	108.98
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Labourers - Class 1 - Non-working foreman Labourers - Class 2 - Non-working foreman	29.96 30.00	2.00			2.50			2.50 36 2.50 36	./1	4.78 41.53					0.30		1.00					1.00		0.05 0.		2.00	1.00		1.6% 5.09		2.0% 61.96	85.22	108.47	65.32	88.58	110.73
Labourers - Class 3 - Non-working foreman	30.06	2.00			2.50			2.50 36	25.04	4.79 41.60	0 99,82	8.72 3.5	1		0.30		1.00					1.00		0.05 0.		2.00	1.00		1.6% 5.0%		2.0% 62.04	85.33	108.62	65.40	88.69	110.98
Labourers - Class 4 - Non-working foreman	30.11	2.00			2.50			2.50 36			5 99,96				0.30		1.00					1.00		0.05 0.		2.00	1.00		1.6% 5.09		2.0% 62.10	85.42	108.75	65.46	88.78	111.11
Labourers - Class 5 - Non-working foreman	30.16	2.00			2.50			2.50 36 2.50 36	25.05		1 100,09		2.39		0.30		1.00					1.00		0.05 0.		2.00	1.00		1.6% 5.09 1.6% 5.09		2.0% 62.16 2.0% 62.23	85.52 85.61	108.88	65.52 65.59	88.88 88.97	111.23 111.36
Labourers - Class 6 - Non-working foreman Labourers - Class 7 - Non-working foreman	30.21 30.39	2.00			2.50			2.50 36 2.50 37	.14 37.14		7 100,72				0.30		1.00					1.00		0.05 0.		2.00	1.00		1.6% 5.09		2.0% 62.45	85.96	109.46	65.81	89.32	111.81
Labourers - Class 8 - Non-working foreman	30.46	2.00			2.50		00	2.50 37	.21 37.21	4.84 42.05	5 100,91	3.52 3.5	2.39	5.25	0.30		1.00					1.00		0.05 0.	.30 13.79	2.00	1.00		1.6% 5.09	% 3.4 %	2.0% 62.54	86.09	109.64	65.90	89.45	111.99
Labourers - Class 9 - Non-working foreman	30.91	2.00	2.50	2.00	2.50	2.0	00	2.50 37	.66 37.66		6 102,13				0.30		1.00					1.00		0.05 0.		2.00	1.00		1.6% 5.09		2.0% 63.11	86.94	110.77	66.47	90.30	113.12
Labourers - Class 10 - Non-working foreman	31.01	2.00			2.50			2.50 37	.76 37.76 76 42.76		7 102,40 2 115,96		1		0.30		1.00					1.00		0.05 0.		2.00	1.00		1.6% 5.09 1.6% 5.09		2.0% 63.24 2.0% 69.57	87.13 96.63	111.03 123.68	72.93	90.49	113.37 125.91
Labourers - Class 11 - Non-working foreman Labourers - Class 1 - General foreman	36.01 30.71	2.00			2.50			2.50 42 2.50 37	.70		3 101,59				0.30		1.00					1.00		0.05 0.		2.00	1.00		1.6% 5.09		2.0% 62.86	86.56	110.27	66.22	89.92	112.61
Labourers - Class 2 - General foreman	30.75	2.00			2.50			2.50 37	.50 37.50	4.88 42.38	8 101,70	0.00 3.5	2.39	5.25	0.30		1.00					1.00		0.05 0.	30 13.79	2.00	1.00		1.6% 5.09	6 3.4%	2.0% 62.91	86.64	110.37	66.27	90.00	112.71
Labourers - Class 3 - General foreman	30.81	2.00	2.50	2.00	2.50	2.0	00	2.50 37	.56 37.56		4 101,86				0.30		1.00					1.00		0.05 0.		2.00	1.00		1.6% 5.09		2.0% 62.99	86.75	110.52	66.35	90.11	112.86
Labourers - Class 4 - General foreman	30.86	2.00			2.50			2.50 37	27.66		0 101,99 6 102,13		1		0.30		1.00					1.00		0.05 0.		2.00	1.00		1.6% 5.09 1.6% 5.09		2.0% 63.05 2.0% 63.11	86.85 86.94	110.65	66.41	90.21	112.99
Labourers - Class 5 - General foreman Labourers - Class 6 - General foreman	30.91 30.96	2.00			2.50			2.50 37 2.50 37	.00		1 102,26				0.30		1.00					1.00		0.05 0.		2.00	1.00		1.6% 5.09		2.0% 63.18	87.04	110.90	66.54	90.40	113.24
Labourers - Class 7 - General foreman	31.14	2.00			2.50			2.50 37	27.00	4.93 42.82	2 102,75	7.68 3.50	2.39	5.25	0.30		1.00					1.00		0.05 0.	.30 13.79	2.00	1.00		1.6% 5.0%	6 3.4%	2.0% 63.40	87.38	111.36	66.76	90.74	113.69
Labourers - Class 8 - General foreman	31.21	2.00	2.50	2.00	2.50	2.0	00	2.50 37	.96 37.96		9 102,94				0.30		1.00					1.00		0.05 0.		2.00	1.00		1.6% 5.09		2.0% 63.49	87.51	111.53	66.85	90.87	113.87
Labourers - Class 9 - General foreman	31.66	2.00			2.50			2.50 38	20.54		0 104,16		2.39		0.30		1.00					1.00		0.05 0.		2.00	1.00		1.6% 5.09 1.6% 5.09		2.0% 64.06 2.0% 64.19	88.37 88.56	112.67	67.42	91.73	115.00
Labourers - Class 10 - General foreman Labourers - Class 11 - General foreman	31.76 36.76	2.00			2.50			2.50 38 2.50 43			2 104,43 7 117,99				0.30		1.00					1.00		0.05 0.		2.00	1.00		1.6% 5.09		2.0% 64.19	98.05	112.93 125.58		91.92	115.25
Electrical Line Workers - General Foreman	34.18	2.00		2.00	2.30	2.0	00	2.30 43	36.18	4.70		3.5	1.00	4.55			0.25							0.05 0.	.30 9.65	2.00	1.00		2.6% 5.09	6 3.4%	2.0% 57.11	80.21	103.31	60.50	83.60	106.70
Electrical Line Workers - Non-working foreman	32.18	2.00	1						34.18				1.00				0.25							0.05 0.					2.6% 5.09		2.0% 54.55				79.77	
Electrical Line Workers - Lead linesman	31.66	2.00							33.66 26.83	4.38 3.49		3.5					0.25							0.05 0.					2.6% 5.09 2.6% 5.09		2.0% 53.89		96.87		78.77 65.69	100.26 82.82
Electrical Line Workers - Utility worker Electrical Line Workers - Mechanic	24.83	2.00							30.19	3.49		3.5					0.25							0.05 0.					2.6% 5.09		2.0% 45.17 2.0% 49.46		79.43 88.01		72.12	91.40
Electrical Line Workers - Operator and Driller/blaster	27.52	2.00							29.52	3.84		3.5					0.25							0.05 0.					2.6% 5.09		2.0% 48.60		86.30		70.84	89.69
Electrical Line Workers - Full-time storekeeper	26.78	2.00)						28.78	3.74		3.5					0.25							0.05 0.	.30 9.65				2.6% 5.09		2.0% 47.66		84.41	51.05	69.42	87.80
Electrical Line Workers - Instrumentperson	25.42	2.00							27.42	3.56		3.5					0.25							0.05 0.					2.6% 5.09		2.0% 45.92		80.93		66.82	84.32
Electrical Line Workers - Journeyman linesman or splic	30.98 17.04	2.00							32.98 19.04	4.29 2.48		3.5					0.25							0.05 0.					2.6% 5.09 2.6% 5.09		2.0% 53.02 2.0% 35.22		95.13 59.53		77.47 50.77	98.52 62.92
Electrical Line Workers - Apprentice - 1st year Electrical Line Workers - Apprentice - 2nd year	20.14	2.00							22.14			3.5					0.25							0.05 0.					2.6% 5.09	_	2.0% 39.18		67.45		56.71	70.84
Electrical Line Workers - Apprentice - 3rd year	21.69	2.00							23.69	3.08		3.5	1.00	4.55			0.25							0.05 0.	.30 9.65				2.6% 5.09	6 3.4%	2.0% 41.16	56.28	71.41	44.55	59.67	74.80
Electrical Line Workers - Apprentice - 4th year	24.79	2.00							26.79	3.48		3.5			2.0		0.25						0.20	0.05 0.					2.6% 5.09		2.0% 45.12		79.33		65.61	82.72
Millwrights - General Foreman	38.78 37.17	2.00							40.78 39.17	5.30		3.5	1.70		0.40								0.30 0.50 0.30 0.50	0.05 0.					2.6% 5.09 2.6% 5.09		2.0% 68.09 2.0% 65.71		120.16 115.72		97.52 94.10	123.55
Millwrights - Non-working foreman Millwrights - Working foreman	35.55	2.00							37.55	4.88		3.5			0.40								0.30 0.50	0.05 0.					2.6% 5.09		2.0% 63.31		111.26		90.67	114.65
Millwrights - Journeymen millwright, welder, machinis	32.32	2.00							34.32	4.46		3.5	1.78	6.18	0.40								0.30 0.50	0.05 0.	30 13.01				2.6% 5.09	6 3.4%	2.0% 58.53	80.44	102.35	61.92	83.83	105.74
Millwrights - Apprentice 1	19.39	2.00							21.39	2.78		3.5			0.40								0.30 0.50		30 10.68				2.6% 5.09		2.0% 39.39		66.70		56.43	70.09
Millwrights - Apprentice 2	22.62	2.00							24.62 27.86	3.20		3.5			0.40								0.30 0.50 0.30 0.50	0.05 0.					2.6% 5.09 2.6% 5.09		2.0% 44.17 2.0% 48.96		75.61 84.54		63.28 70.14	79.00 87.93
Millwrights - Apprentice 3 Millwrights - Apprentice 4	25.86 29.09	2.00							31.09	4.04			1.78		0.40								0.30 0.50	0.05 0.					2.6% 5.09		2.0% 48.90		93.44		76.98	96.83
Operating Engineers - Group 1 - JP	32.30	2.00							34.30	4.46		3.5					0.90					0.25 0.20		0.05 0.					2.6% 5.0%	+	2.0% 58.55		102.35		83.84	105.74
Operating Engineers - Group 1 - General Foreman	38.76	2.00		-				-	40.76	5.30		3.5					0.90					0.25 0.20		0.05 0.					2.6% 5.09		2.0% 66.80		118.84		96.21	122.23
Operating Engineers - Group 1 - Non-Working Forema	37.15	2.00)						39.15	5.09		3.5	2.15	5.70			0.90					0.25 0.20	0	0.05 0.	.30 13.05				2.6% 5.09	6 3.4%	2.0% 64.74	89.73	114.72	68.13	93.12	118.11
Operating Engineers - Group 2 - IP	21 20	3.00	<u> </u>						33.30	4.33		3,5	2.15	5.70			0.90					0.25 0.20	0	0.05 0.	.30 13.05				2.6% 5.09	6 3.4%	2.0% 57.27	78.53	99.79	60.66	81.92	103.18
Operating Engineers - Group 2 - JP Operating Engineers - Group 2 - General Foreman	31.30 37.56	2.00							39.56	5.14		3.5					0.90					0.25 0.20		0.05 0.					2.6% 5.09		2.0% 65.27		115.78		93.91	119.17
Operating Engineers - Group 2 - Non-Working Foreman	36.00	2.00							38.00	4.94		3.5	2.15	5.70			0.90					0.25 0.20	0	0.05 0.	30 13.05				2.6% 5.09	6 3.4%	2.0% 63.27	87.53	111.78	66.66	90.92	115.17
Operating Engineers - Group 2 - Working Foreman																																				
Operating Engineers - Group 3 - JP	30.90	2.00)						32.90	4.28	1	3.5	2.15	5./0			0.90					0.25 0.20	U	0.05 0.	.30 13.05				2.6% 5.09	6 3.4%	2.0% 56.76	77.77	98.77	60.15	81.16	102.16

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									Va	cation\			Provincial									П.П.						Cumu	lative 13%			Overtime		e	Overtim	ne Overtime
Trade or	Base Hourly	2013 Wag		Wage 2015 W						base rate one year hours (200 x	Lower Churchill	Health Pe	nsi Education n and	Buildi ng P	Trade Tra	nde BAG	C Nati onal A	dvanc Member	App r. Ad	Weld Aud	lio Benev act	p Mark Mem Char t et ber ity n Reco Benfi Fu very ts d	Org Rat	Building De	resource Bu		Small Consumab Overhead El Rates	СРР		CC Payro	Reg Time	Rate (1.5	v) Rate(2v	Reg Time	e Rate (1.5	5x) Rate (2x)
	Rate	Increase	Incre	ease Increa	se Increase	Increas	e Increase	OPTION 2		e Table vacation 12)	Premium	Velfare Benefit	n and n Training Fund	Fund	n Fund ent F	Fund y Fur	nd Trai ning F	Fund ent Fund	l Fun mir	Fund Testi	ing Fund Fun	n Reco Benfi Fu very ts d	Fun RSP Sta	Trades Fund Ind	Council ustry Fund	ıΜ) ^T	Fools (5) PPE (6) & Profit	Rate	es Rate	s I Tax	AM)*AQ)*1.5+AM 1.13	I) x)*2+AM) 1.13	x AM+3)*A	*1.5+AM+ 1.13	(+L)) ((=SUM(K+L)) +3)x *1.5+AM+3)x 1.13
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Classification	1	J							К	L 2,400		N C) Р	Q	R S	S T		v w	X Y Z	AA AB	AC AD	O AE AF AG		I AK			AN AO AP	_	Q=1.13	_	AU	AV	AW		AY	
Operating Engineers - Group 3 - General Foreman	37.08		.00						39.08	5.08	3.50	2.15 5 2.15 5					0.90					0.25 0.2		0.05	0.30	13.05		5% 5.0 5% 5.0	_	3.4% 2.09	64.65 62.68					
Operating Engineers - Group 3 - Non-Working Foreman	35.54	2	.00						37.54	4.88	3.50	2.15 5	70				0.90					0.25 0.2	:0	0.05	0.30	13.05	2.0	5.0	J76 3	4% 2.0%	02.08	86.64	110.61	66.07	90.03	114.00
Operating Engineers - Group 4 - JP	29.91	2	.00						31.91	4.15	3.50	2.15 5	70				0.90					0.25 0.2	10	0.05	0.30	13.05	2.6	5% 5.0	0% 3	.4% 2.0	6 55.50	75.87	96.24	58.89	79.26	99.63
Operating Engineers - Group 4 - General Foreman	35.89		.00						37.89	4.93	3.50	2.15 5	70				0.90					0.25 0.2	10	0.05	0.30	13.05	2.6	5% 5.0	0% 3	.4% 2.00	63.14	87.33	111.52	66.53	90.72	114.91
Operating Engineers - Group 4 - Non-Working Forema	34.40	2	.00						36.40	4.73	3.50	2.15 5	70				0.90					0.25 0.2	10	0.05	0.30	13.05	2.6	5% 5.0	0% 3	.4% 2.09	61.23	84.46	107.70	64.62	87.85	111.09
Operating Engineers - Group 4 - Working Foreman																														_						
Operating Engineers - Group 5 - JP	29.17		.00						37.00	4.05	3.50	2.15 5 2.15 5					0.90					0.25 0.2		0.05	0.30	13.05		5% 5.0 5% 5.0		_	62.00					
Operating Engineers - Group 5 - General Foreman	35.00 33.55		.00						35.55	4.62	3.50	2.15 5					0.90					0.25 0.2		0.05	0.30	13.05		5% 5.0	_		60.14					
Operating Engineers - Group 5 - Non-Working Foreman	33.55	2	.00																																	
Operating Engineers - 1st period	18.78	2	.00						20.78	2.70	3.50	2.15 5	70				0.90					0.25 0.2	10	0.05	0.30	13.05	2.6	5% 5.0	0% 3	.4% 2.09	41.29	54.55	67.82	44.68	57.94	71.21
Operating Engineers - 2nd period	20.35	2	.00						22.35	2.91	3.50	2.15 5	70				0.90					0.25 0.2		0.05	0.30	13.05	2.6	5% 5.0	0% 3	.4% 2.09	43.29	57.56	71.83	46.68	60.95	75.22
Operating Engineers - 3rd period	21.91	2	.00						23.91	3.11	3.50	2.15 5					0.90					0.25 0.2		0.05	0.30	13.05		5% 5.0	_	_	45.28				63.94	
Operating Engineers - 4th period	23.48		.00						25.48	3.31	3.50	2.15 5 2.15 5					0.90					0.25 0.2		0.05	0.30	13.05	2.6				47.29 49.28	63.55				
Operating Engineers - 5th period	25.04		.00						30.17	3.92	3.50	2.15 5					0.90					0.25 0.2		0.05	0.30	13.05	2.6	_	-		6 49.28 6 53.28	72.54				
Operating Engineers - 6th period Operating Engineers - Clerical - Group 1	28.17		.00						25.06	3.26	3.50	2.15 5					0.90					0.25 0.2		0.05	0.30	13.05		5% 5.0	_		46.75					
Operating Engineers - Clerical - Group 2	25.28		.00						27.28	3.55	3.50	2.15 5	70				0.90					0.25 0.2	10	0.05	0.30	13.05	2.6	5% 5.0	0% 3	.4% 2.0°	49.59	67.00	84.42	52.98	70.39	87.81
Operating Engineers - Clerical - Group 3	26.62	2	.00						28.62	3.72	3.50	2.15 5	70				0.90					0.25 0.2	10	0.05	0.30	13.05	2.6	5% 5.0	0% 3	.4% 2.09	% 51.30	69.57	87.84	54.69	72.96	91.23
Painters and Allied Trades - General foreman	31.97	2	.00						33.97	4.42	3.50	2.05 4					0.65		0.1				0.55 1.0		0.30	12.70	2.6		-		6 57.73	79.42				
Painters and Allied Trades - Chargehands and Working	30.97		.00						32.97	4.29	3.50	2.05 4					0.65		0.1				0.55 1.		0.30	12.70		5% 5.0		_	56.46	77.51				
Painters and Allied Trades - Non-working Foreman	31.47		.00						33.47	4.35	3.50	2.05 4					0.65		0.1				0.55 1.0		0.30	12.70		5% 5.0 5% 5.0	_		% 57.09 % 54.54				81.85 78.02	
Painters and Allied Trades - Group 1 Painters and Allied Trades - Group 2	29.47 32.47		.00						34.47	4.48	3.50	2.05 4					0.65		0.1				0.55 1.0		0.30	12.70		5% 5.0	_		6 58.37	80.38			83.77	
Painters and Allied Trades - Group 2 Painters and Allied Trades - Apprentice - 1st year	17.68		.00						19.68	2.56	3.50	2.05 4	50				0.65		0.1				0.55 1.0	00 0.05	0.30	12.70	2.6	5% 5.0		_	% 39.49	52.05	64.61			
Painters and Allied Trades - Apprentice - 2nd year	22.10		.00						24.10	3.13	3.50	2.05 4	50				0.65		0.1				0.55 1.0	00 0.05	0.30	12.70	2.6	5% 5.0	0% 3	.4% 2.00	45.13	60.52	75.90	48.52	63.91	. 79.29
Painters and Allied Trades - Apprentice - 3rd year	26.52	2	.00						28.52	3.71	3.50	2.05 4					0.65		0.1				0.55 1.0		0.30	12.70		5% 5.0	_		50.77				72.37	
Plumbers and pipefitters - General foreman	42.66	2	.00						44.66	5.81	3.50	2.00 5		0.24			0.64						1.0		0.30	12.93		5% 5.0			71.64	100.16			103.55	
Plumbers and pipefitters - Foreman	40.88		.00						42.88	5.57	3.50	2.00 5		0.24			0.64						1.0		0.30	12.93	2.6	5% 5.0 5% 5.0	_		69.37 62.56	96.75 86.54			100.14 89.93	
Plumbers and pipefitters - Journeyman Plumbers and pipefitters - Welding inspector	35.55 39.11		.00						41.11	5.34	3.50	2.00 5		0.24			0.64						1.0		0.30	12.93	2.6	_	-		67.11	93.36				
Plumbers and pipelitters - Apprentice - 2nd year	23.11		.00						25.11	3.26	3.50	2.00 5		0.24			0.64						1.0		0.30	12.93		5% 5.0		_	46.68	62.71				
Plumbers and pipefitters - Apprentice - 3rd year	26.66		.00						28.66	3.73	3.50	2.00 5	00	0.24	0.20		0.64						1.0	0.05	0.30	12.93	2.6	5% 5.0	0% 3	.4% 2.09	6 51.21	69.51	87.81	54.60	72.90	91.20
Plumbers and pipefitters - Apprentice - 4th year	30.22	2	.00						32.22	4.19	3.50	2.00 5		0.24	0.20		0.64						1.0		0.30	12.93		5% 5.0	_		55.76	76.33			79.72	
Sheet metal workers - General foreman	32.27		.00						34.27	4.46	3.50	1.40 5											1.		0.30	11.25		5.0	-		56.48	78.36			81.75	
Sheet metal workers - Working foreman	30.27		.00						32.27	4.20	3.50	1.40 5 1.40 5											1.0		0.30	11.25		5% 5.0 5% 5.0	_		6 53.92 6 55.20	74.53 76.44				
Sheet metal workers - Non-working foreman Sheet metal workers - Journeyman	31.27 28.27		.00						30.27	3.94	3.50	1.40 5											1.0		0.30	11.25		5% 5.0	-		6 51.37				74.09	
Sheet metal workers - Welder	29.27		.00						31.27	4.07	3.50	1.40 5	00											00 0.05	0.30	11.25	2.6	5% 5.0	0% 3	4% 2.0°	6 52.65	72.61	92.57	56.04	76.00	95.96
Sheet metal workers - Apprentice - 2nd year	16.96		.00						18.96	2.46	3.50	1.40 5	00										1.0	0.05	0.30	11.25	2.6	5% 5.0	0% 3	.4% 2.09	% 36.93	49.03	61.14	40.32	52.42	. 64.53
Sheet metal workers - Apprentice - 3rd year	21.20	2	.00						23.20	3.02	3.50													0.05	0.30	11.25		5% 5.0		_	42.34				60.54	
Sheet metal workers - Apprentice - 4th year	24.03		.00						26.03	3.38	3.50	1.40 5	_	0.25				0.50					1.0		0.30	11.25		5% 5.0	_		45.96				65.96	
Teamsters - Group 1 teamster	33.20		.00						35.20 36.70	4.58	3.50	1.70 ²		0.25				0.50						0.05	0.30	8.30		5% 5.0 5% 5.0	_	_	6 54.33 6 56.25				80.19 83.07	
Teamsters - Working foreman Group 1 Teamsters - Non-working foreman Group 1	34.70 34.70		.00						36.70	4.77	3.50			0.25				0.50						0.05	0.30	8.30		5% 5.0		_	6 56.25				83.07	
Teamsters - General foreman Group 1	35.20		.00						37.20	4.84	3.50	1.70 2	00	0.25				0.50						0.05	0.30	8.30	2.6	5% 5.0	0% 3	.4% 2.09	6 56.88	80.64	104.39	60.27	84.03	107.78
Teamsters - Group 2 teamster	34.20	2	.00						36.20	4.71		1.70 2		0.25				0.50						0.05	0.30	8.30	2.6	5% 5.0	0% 3	.4% 2.09	55.61	78.72	101.83	59.00	82.11	. 105.22
Teamsters - Working foreman Group 2	35.70	2	.00						37.70	4.90		1.70 2		0.25				0.50						0.05	0.30	8.30		5% 5.0	_	_	57.52				84.98	
Teamsters - Non-working foreman Group 2	35.70		.00						37.70	4.90		1.70 2 1.70 2		0.25				0.50						0.05	0.30	8.30 8.30		5% 5.0 5% 5.0	_	_	57.52 58.16				84.98 85.94	
Teamsters - General foreman Group 2	36.20 35.20		.00						37.20	4.84	3.50	1.70 2		0.25				0.50						0.05	0.30	8.30		5% 5.0		_	6 56.88				84.03	
Teamsters - Group 3 teamster Teamsters - Working foreman Group 3	36.70		.00						38.70	5.03		1.70 2	_	0.25				0.50						0.05	0.30	8.30		5% 5.0	_	_	6 58.80				86.90	
Teamsters - Non-working foreman Group 3	36.70		.00						38.70	5.03	3.50	1.70 2	00	0.25				0.50						0.05	0.30	8.30	2.6	5% 5.0	0% 3	.4% 2.0	% 58.80	83.51	108.22	62.19	86.90	111.61
Teamsters - General foreman Group 3	37.20		.00						39.20	5.10	3.50	1.70 2	_	0.25				0.50						0.05	0.30	8.30		5% 5.0	_	_	% 59.44				87.86	
Teamsters - Group 4 teamster	36.20	2	.00						38.20	4.97	3.50			0.25				0.50						0.05	0.30	8.30		5% 5.0		_	58.16				85.94	
Teamsters - Working foreman Group 4	37.70		.00						39.70 39.70	5.16 5.16	3.50 3.50	1.70 2 1.70 2	_	0.25				0.50						0.05	0.30	8.30 8.30		5% 5.0 5% 5.0		_	60.08 60.08				88.81 88.81	
Teamsters - Non-working foreman Group 4	37.70 38.20		.00						40.20	5.16	3.50	1.70 2		0.25				0.50						0.05	0.30	8.30		5% 5.0 5% 5.0			60.08 60.72				89.77	
Teamsters - General foreman Group 4 Teamsters - Group 5 teamster	37.20		.00						39.20	5.10	3.50	1.70 2		0.25				0.50						0.05	0.30	8.30		5% 5.0		_	6 59.44				87.86	
Teamsters - Working foreman Group 5	38.70		.00						40.70	5.29	3.50	1.70 2	_	0.25				0.50						0.05	0.30	8.30	2.6	5% 5.0	0% 3	.4% 2.09	61.35	87.34	113.32	64.74	90.73	116.71
Teamsters - Non-working foreman Group 5	38.70	2	.00						40.70	5.29	3.50	1.70 2		0.25				0.50						0.05	0.30	8.30		5% 5.0		_	61.35				90.73	
Teamsters - General foreman Group 5	39.20	2							41.20	5.36	3.50	1.70 2		0.25				0.50						0.05	0.30	8.30		5% 5.0			61.99				91.69	
Teamsters - Group 6 teamster	44.32								46.32 47.82	6.02		1.70 2		0.25				0.50						0.05	0.30	8.30 8.30		5% 5.0		_	68.53				101.49	
Teamsters - Working foreman Group 6	45.82 45.82		.00						47.82	6.22	3.50	1.70 2 1.70 2	_	0.25				0.50						0.05	0.30	8.30		5% 5.0 5% 5.0		_	70.45 70.45				104.37	
Teamsters - Non-working foreman Group 6 Teamsters - Geberal foreman Group 6	45.82		.00						48.32	6.28	3.50	1.70 2		0.25				0.50						0.05	0.30	8.30		5% 5.0		_	% 71.08				105.32	
- Canadera - General Internal Group 6	40.32	2							103 68	13.48				0.25				0.50						0.05	0.30	1.10	n/a	_		_	118.26					

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																				BURDEN	5 (AM)												Cumula	ative 13%			DAYSHIFT RA	ES	SECOND S	HIFT RATES(pre	emium \$3/Hr)
Trade or	Base Hourly Rate	2013 Wage Increase	2014 Wage Increase	2015 Wage Increase	2016 Wage Increase	2017 Wag Increase		e average rat OPTION 2	Rate App (I+J) See		hours (200		and Wolfard	Pensi Ed on Plan Ti	ovincial lucation Build and ng raining Fund Fund	di Trade Promotio d n Fund	Improvem	Industr onal	ement D	Member Developm E ent Fund	App r. Ad Fun mir d	Weld Audio Testing Metric Fund Testing	Benev olent Fund d	np Mark M ct et I in Reco B I very	Mem Char ber ity ienfi Fun ts d	rg Rate n RSP Stab	Trades	Resource Development Council Industry Fund	Burdens =sum(M: MM)	Small Tools (5)	onsumab les and PPE (6)	everhead & Profit	ates CPP Rates		C Payro		Overtime Rate (1.5x) ((=SUM(K+L)*1.5+AM): 1.13				Overtime Rate (2x))) ((=SUM(K+L) x *1.5+AM+3):
Classification	1	J							к	L	2,4	00 M	N	О	P Q	R	s	T U	v	w	x Y z	AA AB	AC AD	D AE	AF AG A	H AI AJ	AK	AL	AM	AN	AO	AP	AQ	=1.13	<u> </u>	AU	AV	AW	AX	AY	AZ
Teamsters - Group 7 teamster - Tandem tandem Owne	103.75	2.00)			_	•		117.24	15.24					0.2	25			0.50								0.05	0.30	1.10			n,	/a n/a	n/a	n/a	133.59					
Teamsters - Group 4 - 1st level apprentice	25.34	2.00)						27.34	3.55		3.50	0 1.7	0 2.00	0.2	25			0.50								0.05	0.30	8.30				2.6% 5.0	% 3.	4% 2.09	44.29	61.75	79.20	47.68	65.14	82.59
Teamsters - Group 4 - 2nd level apprentice	28.96	2.00	o						30.96	4.02		3.50	0 1.7	0 2.00	0.2	25			0.50								0.05	0.30	8.30				2.6% 5.0	% 3.	4% 2.09	48.92	68.68	88.45	52.31	72.07	91.84
Teamsters - Group 4 - 3rd level apprentice	32.58	2.00	o						34.58	4.50		3.50	0 1.7	0 2.00	0.2	25			0.50								0.05	0.30	8.30				2.6% 5.0	% 3.	4% 2.09	53.54	75.62	97.69	56.93	79.01	101.08
Elevator Constructors - Mechanic	35.99	2.00	o						37.99	4.94		3.50	0 2.8	4.96	0.54												0.05	0.30	12.21				2.6% 5.0	% 3.	4% 2.09	62.31	86.56	110.82	65.70	89.95	114.21
Elevator Constructors - Mechanic in charge (4 or more	40.49	2.00	o						42.49	5.52		3.50	0 2.8	4.96	0.54												0.05	0.30	12.21				2.6% 5.0	% 3.	4% 2.09	68.05	95.18	122.31	71.44	98.57	125.70
Elevator Constructors - Mechanic in charge (30 or mor	41.39	2.00	o						43.39	5.64		3.50	0 2.8	4.96	0.54												0.05	0.30	12.21				2.6% 5.0	% 3.	4% 2.09	69.20	96.90	124.61	72.59	100.29	128.00
Elevator Constructors - Probationary helper I	18.00	2.00	o						20.00	2.60		3.50	0 2.8	4.96	0.54												0.05	0.30	12.21				2.6% 5.0	% 3.	4% 2.09	39.33	52.10	64.87	42.72	55.49	68.26
Elevator Constructors - Probationary helper II	19.79	2.00	o						21.79	2.83		3.50	0 2.8	6 4.96	0.54												0.05	0.30	12.21				2.6% 5.0	% 3.	4% 2.09	41.62	55.53	69.44	45.01	58.92	72.83
Elevator Constructors - Helper I	25.19	2.00)						27.19	3.53		3.50	0 2.8	6 4.96	0.54												0.05	0.30	12.21				2.6% 5.0	% 3.	4% 2.09	48.52	65.88	83.23	51.91	69.27	86.62
Elevator Constructors - Helper II	26.99	2.00)						28.99	3.77		3.50	2.8	6 4.96	0.54												0.05	0.30	12.21				2.6% 5.0	% 3.	4% 2.09	50.81	69.32	87.83	54.20	72.71	91.22
Elevator Constructors - Improver Helper	28.79	2.00)						30.79	4.00		3.50	0 2.8	6 4.96	0.54												0.05	0.30	12.21				2.6% 5.09	% 3.	4% 2.09	53.11	72.77	92.43	56.50	76.16	95.82

As per the addendum 8 trades highlighted in yellow rates have been agreed upon by the unions but not yet ratified.

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Trade or Ba				Vacation\																														emium \$3/Hr)
Trade or Bi				Holiday	\	He	alth	Provincial				Nati		App			Imp I	Mark Mem	Char _		Canadian	Resource								Overtime	Overtime		Overtime	Overtime
	ase Hourly Rate	2013 Wage Increase	Rate	Pay (K * Appl. %)	Churc	chill Wel	nd Pensi on	Education Build		mproveme I	BAC ondustr	onal Advanc ement [Member Developme EAP	r. Adm Fun in	Testing	Audio Be Metric ol	lent act	et ber Reco Benfi	ity Fun R	RSP Stak	Building I	Development Council	Burdens =sum(M:M	Small Tools (5)	es and PPE	Overhead & Profit		WHSCC Payres Rates I Ta	=sum(K+L		Rate(2x) ((=SUM(K+L)		Rate (1.5x) ((=SUM(K+L))	
			(I+J)	See Table Below	Premi		nefit Plan	Training Fun Fund	d n Fund	nt Fund	Fund	ing Fund	nt Fund	d	Fund 1	resting Fu		very ts		Fund	Fund I	Industry Fund	M)	100.0 (0)	(6)				AM)*AQ)*1.5+AM) x 1.13)*2+AM) x 1.13	AM+3)*AQ	*1.5+AM+3)x 1.13	1.13 *1.5+AM+3)x
Classification				Delow	м		N O	P Q		s	_		w	V 7	AA	AB A	AC AD	AE AF	AG AH	AI AJ	J AK		AM	AN	40	AP		=1.13	AU	AV	AW	AX	AY	AZ
Classification	24.00	,	25.00							3	-	0 0		0 22 0 55				AE AF	AG AH	AI AJ		AL 0.20			AO	AP								
Boilermaker - General foreman	34.98	2.00		3 4.44 3 4.31			2.25 7.50 2.25 7.50	0.33 1.3				0.18		0.22 0.55		0.03					0.05	0.30	16.33	-			2.6% 5.0	3.4% 2.0 3.4% 2.0	0% 65.26 0% 63.87	88.66 86.57	112.06	68.65 67.26	92.05 89.96	115.45
Boilermaker - Foreman	33.88 32.53	2.00		3 4.14			2.25 7.50	0.33 1.3				0.18		0.22 0.55		0.03					0.05	0.30	16.33	-			2.6% 5.0			84.01	105.86	65.55	87.40	109.25
Boilermaker - Assistant foreman Boilermaker - Journeyman	30.83	2.00					2.25 7.50	0.33 1.3				0.18		0.22 0.55		0.03					0.05	0.30	16.33	1			2.6% 5.0		0% 60.01	80.78	101.56	63.40	84.17	104.95
Boilermaker - Helper	23.12	2.00	0 25.12	3.01	1 3	3.50	2.25 7.50	0.33 1.3	30		(0.18		0.22 0.55		0.03	0.12				0.05	0.30	16.33	3			2.6% 5.0	3.4% 2.0	0% 50.25	66.15	82.04	53.64	69.54	85.43
Boilermaker - Apprentice - 3rd year	27.75	2.00	0 29.75	3.57	7 3	3.50	2.25 7.50	0.33 1.3	30		(0.18		0.22 0.55		0.03	0.12				0.05	0.30	16.33	3			2.6% 5.0	3.4% 2.0	0% 56.11	74.94	93.76	59.50	78.33	97.15
Boilermaker - Apprentice - 2nd year	23.12	2.00	0 25.12	3.01	1 3	3.50	2.25 7.50	0.33 1.3	30		(0.18		0.22 0.55		0.03	0.12				0.05	0.30	16.33	3			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	0 20.50	2.46	6 3	3.50	2.25 7.50	0.33 1.3	30		(0.18		0.22 0.55		0.03	0.12				0.05	0.30	16.33	3			2.6% 5.0	3.4% 2.0	0% 44.40	57.38	70.35	47.79	60.77	73.74
Bricklayer - General foreman	39.40	2.00	_				1.90 5.00				1.00										0.05	0.30	12.25	-			2.6% 5.0			91.04	116.77	68.70	94.43	120.16
Bricklayer - Foreman	37.75	2.00		3.98			1.90 5.00				1.00										0.05	0.30	12.25					3.4% 2.0		87.96	112.67	66.65	91.35	116.06
Bricklayer - Journeyman - Group 2 (1)	32.83	2.00	_				1.90 5.00				1.00 (0.05	0.30	12.25	1			2.6% 5.0			78.79	100.43	60.53	82.18	103.82
Bricklayer - Journeyman - Group 3 (2)	29.42 31.19	2.00		3.14			1.90 5.00 1.90 5.00				1.00 (0.05	0.30	12.25	1			2.6% 5.0 2.6% 5.0		0% 55.10	72.43 75.73	91.96 96.36	56.29 58.49	75.82 79.12	95.35 99.75
Bricklayer - Journeyman - Group 4 (3)	18.38	2.00		3.52			1.90 5.00				1.00										0.05	0.30	12.25				2.6% 5.0)% 39.18	51.85	64.51	42.57	55.24	67.90
Bricklayer - Apprentice - 1st 6 months Bricklayer - Apprentice - 2nd 6 months	20.35	2.00		5 2.24			1.90 5.00				1.00										0.05	0.30	12.25	-			2.6% 5.0		0% 41.63	55.52	69.41	45.02	58.91	72.80
Bricklayer - Apprentice - 2nd 6 months	22.32	2.00		2.43	3 3	3.50	1.90 5.00				1.00	0.50									0.05	0.30	12.25	5			2.6% 5.0	3.4% 2.0	0% 44.08	59.19	74.31	47.47	62.58	77.70
Bricklayer - Apprentice - 4th 6 months	24.29	2.00	0 26.29	2.63	3 3	3.50	1.90 5.00				1.00	0.50									0.05	0.30	12.25	5			2.6% 5.0	3.4% 2.0	0% 46.53	62.87	79.20	49.92	66.26	82.59
Bricklayer - Apprentice - 5th 6 months	26.26	2.00	0 28.26	2.83	3 3	3.50	1.90 5.00				1.00	0.50									0.05	0.30	12.25	5			2.6% 5.0	3.4% 2.0	0% 48.97	66.54	84.10	52.36	69.93	87.49
Bricklayer - Apprentice - 6th 6 months	27.91	2.00	0 29.91	2.99	9 3	3.50	1.90 5.00				1.00	0.50									0.05	0.30	12.25	5			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	0 31.55	3.16	6 3	3.50	1.90 5.00				1.00	0.50									0.05	0.30	12.25	5			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	_	3.32			1.90 5.00				1.00	0.50									0.05	0.30	12.25	1			2.6% 5.0		55.10	75.73	96.36	58.49	79.12	99.75
Carpenter - General foreman	36.24	2.00	_	4.97			1.78 5.75	0.3											0.30	0.5		0.30	12.56				2.6% 5.0		0% 63.03	87.44	111.86	66.42	90.83	115.25
Carpenter - Non-working Foreman	34.73 33.22	2.00		4.77			1.78 5.75 1.78 5.75	0.3											0.30	0.5		0.30	12.56	1			2.6% 5.0			84.55	108.00	64.49	87.94	111.39
Carpenter - Working Foreman	30.20	2.00		4.58			1.78 5.75	0.3											0.30	0.5		0.30	12.56	-			2.6% 5.0 2.6% 5.0)% 55.31	81.66 75.87	104.14 96.43	62.56 58.70	85.05 79.26	99.82
Carpenter - Journeyman carpenter welder scaffolder	18.12	2.00		2 2.62			1.78 5.75	0.3											0.30	0.5		0.30	12.56	1			2.6% 5.0		0% 39.89	52.73	65.58	43.28	56.12	68.97
Carpenter - Apprentice - 1st	19.63	2.00	21.63	3 2.81			1.78 5.75	0.3											0.30	0.5		0.30	12.56	-			2.6% 5.0		0% 41.82	55.63	69.44	45.21	59.02	72.83
Carpenter - Apprentice - 1st Carpenter - Apprentice - 2nd	21.14	2.00	0 23.14	3.01	1 3	3.50	1.78 5.75	0.3	38										0.30	0.5	50 0.05	0.30	12.56	5			2.6% 5.0	3.4% 2.0	0% 43.75	58.52	73.29	47.14	61.91	76.68
Carpenter - Apprentice - 3rd	24.16	2.00	0 26.16	3.40	0 3	3.50	1.78 5.75	0.3	38										0.30	0.5	50 0.05	0.30	12.56	5			2.6% 5.0	3.4% 2.0	0% 47.60	64.30	81.01	50.99	67.69	84.40
Carpenter - Apprentice - 4th	27.18	2.00	0 29.18	3.79	9 3	3.50	1.78 5.75	0.3	38										0.30	0.5	50 0.05	0.30	12.56	5			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	9 3	3.50	2.00 5.95			0.14			0.40								0.05	0.30	12.34	1			2.6% 5.0	3.4% 2.0	0% 65.87	91.83	117.79	69.26	95.22	121.18
Electricians - IBEW 2330 - Non-working Foreman	36.98	2.00	0 38.98	5.07	7 3	3.50	2.00 5.95			0.14			0.40								0.05	0.30	12.34	1			2.6% 5.0	3.4% 2.0	0% 63.72	88.61	113.50	67.11	92.00	116.89
Electricians - IBEW 2330 - Working foreman	35.30	2.00	-	-			2.00 5.95			0.14			0.40								0.05	0.30	12.34	1				3.4% 2.0		85.39	109.21	64.97	88.78	112.60
Electricians - IBEW 2330 - Apprentice/Journeyman elec	35.30	2.00	-	-			2.00 5.95			0.14			0.40								0.05	0.30	12.34	1				3.4% 2.0		85.39	109.21	64.97	88.78	112.60
Electricians - IBEW 2330 - Journeyperson	33.62	2.00	20.40				2.00 5.95			0.14			0.40								0.05	0.30	12.34	1				3.4% 2.0		82.17	104.92	62.82	85.56	108.31
Electricians - IBEW 2330 - Apprentice - 1st year	18.49	2.00	22.05	1			2.00 5.95 2.00 5.95			0.14			0.40								0.05	0.30	12.34	-				3.4% 2.0 3.4% 2.0		53.19 59.63	74.86	43.50 47.79	56.58 63.02	69.67 78.25
Electricians - IBEW 2330 - Apprentice - 2nd year	21.85	2.00	25.52	3.32			2.00 5.95			0.14			0.40								0.05	0.30	12.34	-				3.4% 2.0 3.4% 2.0		62.85	79.15	49.94	66.24	82.54
Electricians - IBEW 2330 - Apprentice - 3rd year Electricians - IBEW 2330 - Apprentice - 4th year	23.53 26.90	2.00		1			2.00 5.95			0.14			0.40								0.05	0.30	12.34	1				3.4% 2.0		69.30	87.75	54.24	72.69	91.14
Hotel and Restaurant Employees - Group 1 - Security	32.97	2.00	24.07	4.55			3.00 7.50	2.6	54												0.05	0.30	16.99	-			2.6% 5.0			86.18	108.51	67.25	89.57	111.90
Hotel and Restaurant Employees - Group 2 - Security	31.43	2.00	22.42	4.35	5 3		3.00 7.50	2.6	54												0.05	0.30	16.99	9			2.6% 5.0	3.4% 2.0	0% 61.89	83.23	104.58	65.28	86.62	107.97
Hotel and Restaurant Employees - Group 3 - Security	29.94	2.00	21.04	4.15	5 3	3.50	3.00 7.50	2.6	54												0.05	0.30	16.99	Э			2.6% 5.0	3.4% 2.0	59.99	80.38	100.77	63.38	83.77	104.16
Hotel and Restaurant Employees - Group 1 - Catering/K	33.91	2.00	0 35.91	4.67	7 3	3.50	3.00 7.50	2.6	54												0.05	0.30	16.99	9			2.6% 5.0	3.4% 2.0	0% 65.06	87.98	110.91	68.45	91.37	114.30
Hotel and Restaurant Employees - Group 2 - Catering/K	30.93	2.00	0 32.93	4.28	8 3	3.50	3.00 7.50	2.6	54												0.05	0.30	16.99	9			2.6% 5.0	3.4% 2.0	0% 61.25	82.28	103.30	64.64	85.67	106.69
Hotel and Restaurant Employees - Group 3 - Catering/K	29.94	2.00					3.00 7.50	2.6													0.05	0.30	16.99	-				3.4% 2.0		80.38	100.77	63.38	83.77	104.16
Hotel and Restaurant Employees - Group 4 - Catering/K	28.62	2.00					3.00 7.50	2.6													0.05	0.30	16.99	-				3.4% 2.0		77.85	97.40	61.69	81.24	100.79
Hotel and Restaurant Employees - Group 5 - Catering/K	28.44	2.00	20.02	1			3.00 7.50	2.6													0.05	0.30	16.99	-			2.6% 5.0			77.51	96.94	61.46	80.90	100.33
Hotel and Restaurant Employees - Group 6 - Catering/K	27.93	2.00	20.02	1			3.00 7.50 3.00 7.50	2.6													0.05	0.30	16.99	-				3.4% 2.0 3.4% 2.0		76.53 74.60	95.64 93.06	60.81 59.52	79.92 77.99	99.03 96.45
Hotel and Restaurant Employees - Group 7 - Catering/K	26.92	2.00	25.20				2.05 5.00					0.15		0.05					1	1.50 1.0		0.30	13.65	1				3.4% 2.0 3.4% 2.0		83.00	105.53	63.87	86.39	108.92
Insulators - General foreman Insulators - Foreman	33.28 32.78	2.00	24.70	4.53			2.05 5.00	0.0				0.15		0.05						1.50 1.0		0.30	13.65	-				3.4% 2.0 3.4% 2.0		82.05	103.33	63.23	85.44	107.64
Insulators - Foreman Insulators - Lead Hand (Alone)	31.53	2.00	0 33.53	4.36			2.05 5.00	0.0				0.15		0.05						1.50 1.0		0.30	13.65	-			2.6% 5.0			79.65	101.06	61.63	83.04	104.45
Insulators - Lead Hand (Up to 5 Workers)	32.03	2.00	0 34.03	3 4.42	2 3	3.50	2.05 5.00	0.0	05		(0.15		0.05					1	1.50 1.0	00 0.05	0.30	13.65	5			2.6% 5.0	3.4% 2.0		80.61	102.34	62.27	84.00	105.73
Insulators - Journeyman mechanic	30.78	2.00	0 32.78	4.26	6 3	3.50	2.05 5.00	0.0	05		(0.15		0.05					1	1.50 1.0	00 0.05	0.30	13.65	5			2.6% 5.0	3.4% 2.0	0% 57.29	78.21	99.14	60.68	81.60	102.53

												BURDENS (AM)													C	umulative :	13%		DAYSHIFT RA	TES	SECOND S	HIFT RATES(pre	emium \$3/Hr)
			Vacation	1\			Provincial																						Overtime			Overtime	Overtime
Trade or	Base Hourly	2013 Wage Rat	Pav (K *	Lo Chu	ower a	ealth ind Pen		Buildi Trade ng Promotio	Trade	BAC or	ati nal ement	r. /	Weld	Audio Ben Metric ole	nt act	Mark Mem (et ber Reco Benfi	ity Org	RSP Stal		Resource Development	Burdens sum(M:N	Small	Consumabl es and PPE	Overhead	El Rates	CPP W	/HSCC Pay	rol Reg Tim		Rate(2x)	Reg Time =sum(K+L+	Rate (1.5x) ((=SUM(K+L))	Rate (2x) ((=SUM(K+L
Haue of	Rate	Increase (I+J	Anni %i	Prer	mium We	elfare nefit	Training	Fund n Fund		y Fund in	ain ng Advand ement Fund			Testing Fur		Reco Benfi very ts		Fun	Trades Fund	Council Industry Fund	M)	Tools (5)	(6)	& Profit	Einates	Rates R	Rates I Ta)*1.5+AM)	x)*2+AM) x		*1.5+AM+3)x	*1.5+AM+3)
			Below				Fund													,									1.13	1.13		1.13	1.13
Classification	1	Ј К	L	-	м	N O	Р	Q R	s	тι	υ V	w x Y	Z AA	AB AG	C AD	AE AF	AG AH	AI AJ	AK	AL	AM	AN	AO	AP		AQ=1.13	:	AU	AV	AW	AX	AY	AZ
Insulators - Apprentice - 1st year	18.47	2.00 20.	.47 2.6	56	3.50	2.05 5.0	0	0.05		0.	.15	0.05						1.50 1.0	0.05	0.30	13.6	5			2.6%	5.0%	3.4% 2.	0% 41.57	54.64	67.71	44.96	58.03	71.10
Insulators - Apprentice - 2nd year	20.01	2.00 22	.01 2.8	86	3.50	2.05 5.0	0	0.05		0.	.15	0.05						1.50 1.0	0.05	0.30	13.6	5			2.6%	5.0%	3.4% 2.	0% 43.53	57.59	71.64	46.92	60.98	75.03
Insulators - Apprentice - 3rd year	23.09	2.00 25	.09 3.2	26	3.50	2.05 5.0	0	0.05		0.	.15	0.05						1.50 1.0	0.05	0.30	13.65	5			2.6%	5.0%	3.4% 2.	0% 47.47	63.49	79.50	50.86	66.88	82.89
Insulators - Apprentice - 4th year	26.16	2.00 28	.16 3.6	66		2.05 5.0		0.05		0.	.15	0.05						1.50 1.0	0.05	0.30	13.65	5			2.6%	5.0%	3.4% 2.	0% 51.39	69.37	87.34	54.78	72.76	90.73
Ironworkers - Structural - General foreman	38.93	2.00 40.	.93 5.5	53	3.50	1.81 5.0	0	1.00	0.30			0.03 0.12	0.30		0.27				0.05	0.30	12.68	3			2.6%	5.0%	3.4% 2.	0% 66.83	93.08	119.32	70.22	96.47	122.71
Ironworkers - Structural - Foreman	37.31	2.00 39	.31 5.3	31		1.81 5.0		1.00	0.30			0.03 0.12	0.30		0.27				0.05		12.68	3			2.6%	5.0%	3.4% 2.	0% 64.75	89.96	115.17	68.14	93.35	118.56
Ironworkers - Structural - Connectors	33.35	2.00 35	-			1.81 5.0		1.00				0.03 0.12	0.30		0.27				0.05		12.68	-			2.6%		3.4% 2.		82.34	105.01	63.06	85.73	108.40
Ironworkers - Structural - Journeyman	32.44	2.00 34			3.50	1.81 5.0		1.00				0.03 0.12	0.30		0.27				0.05		12.68	-			2.6%		3.4% 2.		80.59	102.68	61.89	83.98	106.07
Ironworkers - Structural - Apprentice - 1st 1,000 hrs	22.71	2.00 24				1.81 5.0		1.00				0.03 0.12	0.30		0.27				0.05		12.68	-			2.6%		3.4% 2.		61.87	77.72	49.42	65.26	81.11
Ironworkers - Structural - Apprentice - 2nd 1,000 hrs	25.95	2.00 27			3.50	1.81 5.0		1.00				0.03 0.12	0.30		0.27				0.05		12.68				2.6%			0% 50.18	68.10	86.03	53.57	71.49	89.42
Ironworkers - Structural - Apprentice - 3rd 1,000 hrs	29.20	2.00 31			3.50	1.81 5.0		1.00				0.03 0.12	0.30		0.27				0.05		12.68	-			2.6%			0% 54.35	74.36	94.36	57.74	77.75	97.75
Ironworkers - Structural - Apprentice - 4th 1,000 hrs	30.82	2.00 32			3.50	1.81 5.0 1.81 5.0		1.00				0.03 0.12	0.30		0.27				0.05		12.68	-			2.6%			0% 56.43 0% 65.06	77.47 90.42	98.52 115.78	59.82 68.45	80.86 93.81	101.91
Ironworkers - Rodman (rebar) - General foreman	37.55	2.00 37				1.81 5.0		1.00				0.03 0.12	0.30		0.27				0.05		12.68		+		2.6%			0% 63.04	87.40	111.76	66.43	90.79	115.15
Ironworkers - Rodman (rebar) - Foreman	35.98 31.29	2.00 37			3.50	1.81 5.0		1.00				0.03 0.12	0.30		0.27				0.05		12.68							0% 57.03	78.38	99.73	60.42	81.77	103.12
Ironworkers - Rodman (rebar) - Journeyman Ironworkers - Rodman (rebar) - Apprentice - 1st 1,000 l	31.29 21.90	2.00 23.				1.81 5.0		1.00				0.03 0.12	0.30		0.27				0.05		12.68	-						0% 44.99	60.31	75.64	48.38	63.70	79.03
Ironworkers - Rodman (rebar) - Apprentice - 1st 1,000 r Ironworkers - Rodman (rebar) - Apprentice - 2nd 1,000	25.03	2.00			3.50	1.81 5.0		1.00				0.03 0.12	0.30		0.27				0.05		12.68	-						0% 49.00	66.33	83.67	52.39	69.72	87.06
Ironworkers - Rodman (rebar) - Apprentice - 3rd 1,000	28.16	2.00 30.	.16 4.0	07	3.50	1.81 5.0	0	1.00	0.30			0.03 0.12	0.30		0.27				0.05	0.30	12.68	3			2.6%	5.0%	3.4% 2.	0% 53.02	72.36	91.70	56.41	75.75	95.09
Ironworkers - Rodman (rebar) - Apprentice - 4th 1,000	29.73	2.00 31	.73 4.2	28	3.50	1.81 5.0	0	1.00	0.30			0.03 0.12	0.30		0.27				0.05	0.30	12.68	3			2.6%	5.0%	3.4% 2.	0% 55.03	75.38	95.72	58.42	78.77	99.11
Labourers - Class 1	28.21	2.00 30.	.21 3.9	93	3.50	2.39 5.2	5	0.30		1.	.00					1.00			0.05	0.30	13.79	9			2.6%	5.0%	3.4% 2.	0% 54.16	73.45	92.74	57.55	76.84	96.13
Labourers - Class 2	28.25	2.00 30.	.25 3.9	93		2.39 5.2		0.30		1.	.00					1.00			0.05	0.30	13.79	Э			2.6%	5.0%	3.4% 2.	0% 54.21	73.53	92.84	57.60	76.92	96.23
Labourers - Class 3	28.31	2.00 30.	.31 3.9	94	3.50	2.39 5.2	.5	0.30		1.	.00					1.00			0.05	0.30	13.79	9			2.6%	5.0%	3.4% 2.	0% 54.29	73.64	92.99	57.68	77.03	96.38
Labourers - Class 4	28.36	2.00 30.	.36 3.9	95	3.50	2.39 5.2	5	0.30		1.	.00					1.00			0.05	0.30	13.79	9			2.6%	5.0%	3.4% 2.	0% 54.35	73.74	93.12	57.74	77.13	96.51
Labourers - Class 5	28.41	2.00 30	.41 3.9	95	3.50	2.39 5.2	5	0.30		1.	.00					1.00			0.05	0.30	13.79	Э			2.6%	5.0%	3.4% 2.	0% 54.42	73.83	93.25	57.81	77.22	96.64
Labourers - Class 6	28.46	2.00 30.	.46 3.9	96	3.50	2.39 5.2	5	0.30		1.	.00					1.00			0.05	0.30	13.79	e			2.6%	5.0%	3.4% 2.	0% 54.48	73.93	93.38	57.87	77.32	96.77
Labourers - Class 7	28.64	2.00 30		98		2.39 5.2		0.30			.00					1.00			0.05		13.79	9			2.6%	5.0%	3.4% 2.	0% 54.71	74.27	93.84	58.10	77.66	97.23
Labourers - Class 8	28.71	2.00 30				2.39 5.2		0.30			.00					1.00			0.05		13.79	-			2.6%		3.4% 2.		74.41	94.01	58.19	77.80	97.40
Labourers - Class 9	29.16	2.00 31				2.39 5.2		0.30			.00					1.00			0.05		13.79	-			2.6%			0% 55.38	75.27	95.16	58.77	78.66	98.55
Labourers - Class 10	29.26	2.00 31				2.39 5.2		0.30			.00					1.00			0.05		13.79	-			2.6%			0% 55.50	75.46	95.42	58.89	78.85	98.81
Labourers - Class 11(Surveyors NEW)	34.26	2.00 36.				2.39 5.2 2.39 5.2		0.30			.00					1.00			0.05		13.79	-			2.6%		3.4% 2. 3.4% 2.	0% 61.89 0% 56.40	76.80	97.21	65.28 59.79	88.43 80.19	111.58
Labourers - Class 1 - Non-working foreman	29.96	2.00	-			2.39 5.2		0.30			.00					1.00			0.05		13.79	-						0% 56.45	76.88	97.21	59.84	80.19	100.00
Labourers - Class 2 - Non-working foreman	30.00	2.00				2.39 5.2		0.30			.00					1.00			0.05		13.79	+					3.4% 2.		76.99	97.46	59.92	80.38	100.85
Labourers - Class 3 - Non-working foreman Labourers - Class 4 - Non-working foreman	30.06 30.11	2.00 32	_			2.39 5.2		0.30			.00					1.00			0.05		13.79							0% 56.59	77.09	97.59	59.98	80.48	100.98
Labourers - Class 4 - Non-working foreman Labourers - Class 5 - Non-working foreman	30.11	2.00 32	_			2.39 5.2		0.30			.00					1.00			0.05		13.79	+			2.6%			0% 56.65	77.19	97.72	60.04	80.58	101.11
Labourers - Class 5 - Non-working foreman	30.16	2.00	_	19		2.39 5.2		0.30			.00					1.00			0.05		13.79	+			2.6%			0% 56.72	77.28	97.85	60.11	80.67	101.24
Labourers - Class 7 - Non-working foreman	30.39	2.00 32	.39 4.2	21	3.50	2.39 5.2	.5	0.30		1.	.00					1.00			0.05	0.30	13.79	9			2.6%	5.0%	3.4% 2.	0% 56.95	77.63	98.31	60.34	81.02	101.70
Labourers - Class 8 - Non-working foreman	30.46	2.00 32	.46 4.2	22	3.50	2.39 5.2	.5	0.30		1.	.00					1.00			0.05	0.30	13.79	9			2.6%	5.0%	3.4% 2.	0% 57.04	77.76	98.48	60.43	81.15	101.87
Labourers - Class 9 - Non-working foreman	30.91	2.00 32	.91 4.2	28	3.50	2.39 5.2	.5	0.30		1.	.00					1.00			0.05	0.30	13.79	Э			2.6%	5.0%	3.4% 2.	0% 57.61	78.62	99.63	61.00	82.01	103.02
Labourers - Class 10 - Non-working foreman	31.01	2.00 33.	.01 4.2	29	3.50	2.39 5.2	5	0.30		1.	.00					1.00			0.05	0.30	13.79	9			2.6%	5.0%	3.4% 2.	0% 57.74	78.81	99.89	61.13	82.20	103.28
Labourers - Class 11 - Non-working foreman	36.01	2.00 38	.01 4.9	94	3.50	2.39 5.2	.5	0.30		1.	.00					1.00			0.05	0.30	13.79	9			2.6%	5.0%	3.4% 2.	0% 64.12	88.39	112.66	67.51	91.78	116.05
Labourers - Class 1 - General foreman	30.71	2.00 32	.71 4.2	25	3.50	2.39 5.2	5	0.30		1.	.00					1.00			0.05	0.30	13.79	Э			2.6%	5.0%	3.4% 2.	0% 57.36	78.24	99.12	60.75	81.63	102.51
Labourers - Class 2 - General foreman	30.75	2.00 32		26		2.39 5.2		0.30			.00					1.00			0.05		13.79	Э			2.6%	5.0%	3.4% 2.	0% 57.41	78.32	99.22	60.80	81.71	102.61
Labourers - Class 3 - General foreman	30.81	2.00 32				2.39 5.2		0.30			.00					1.00			0.05		13.79	-						0% 57.48	78.43	99.38	60.87	81.82	102.77
Labourers - Class 4 - General foreman	30.86	2.00 32				2.39 5.2		0.30			.00					1.00			0.05		13.79	+	-				3.4% 2.		78.53	99.51	60.94	81.92	102.90
Labourers - Class 5 - General foreman	30.91	2.00 32				2.39 5.2		0.30			.00					1.00			0.05		13.79	+			2.6%		3.4% 2.		78.62	99.63	61.00	82.01	103.02
Labourers - Class 6 - General foreman	30.96	2.00 32				2.39 5.2		0.30			.00					1.00			0.05		13.79							0% 57.67	78.72	99.76	61.06	82.11	103.15
Labourers - Class 7 - General foreman	31.14	2.00 33	_			2.39 5.2 2.39 5.2		0.30			.00					1.00			0.05		13.79		-		2.6%			0% 57.90 0% 57.99	79.06 79.20	100.22	61.29 61.38	82.45 82.59	103.61
Labourers - Class 8 - General foreman	31.21	2.00 33				2.39 5.2		0.30			.00					1.00			0.05		13.79							0% 57.99 0% 58.57	80.06	100.40	61.38	82.59	103.79
Labourers - Class 9 - General foreman	31.66	2.00				2.39 5.2		0.30			.00					1.00			0.05		13.79	-						0% 58.70	80.25	101.80	62.09	83.64	104.94
Labourers - Class 10 - General foreman	31.76	2.00 33.				2.39 5.2		0.30			.00					1.00			0.05		13.79						3.4% 2.		89.83	114.57	68.47	93.22	117.96
Labourers - Class 11 - General foreman Electrical Line Workers - General Foreman	36.76 34.18	2.00 36				1.00 4.5					.25								0.05		9.65	-						0% 57.11	80.21	103.31	60.50	83.60	106.70
		2.00			3.50	1.00 4.5					.25								0.05		9.65	-					3.4% 2.		76.38	98.20	57.94	79.77	101.59
Electrical Line Workers - Non-working foreman	32.18	2.00	.10 4.4	***	3.30	1.00 4.5				0.	.23								0.05	0.50	9.03	1	1		2.0%	J.U/0	J.470 Z.	34.55	70.38	30.20	37.94	73.77	101.

													RURT	ENS (AM)									1				(Cumulative 13%			DAYSHIFT RAT	FS	SECONDS	HIFT RATES(pre	amium \$3/Hr\
			\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	Vacation\			Provincial						BONE	LIVS (AWI)														Lamadative 1970			Overtime	Overtime	32001103	Overtime	Overtime
	Base Hourly	2013 Wage	Base	Holiday Pay (K *	Lower	Health and Pen	si Education		Trade	Trade	BAC	Nati onal Advan		App r.	Adm Weld		Benev	Imp Mark M	ity 0	rg	Rate Building	Resource Development	Burdens	Small	Consumabl	Overhead	FI D. L.	CPP WHSC	C Payrol	Reg Time	Rate (1.5x)	Rate(2x)	Reg Time	Rate (1.5x)	Rate (2x)
Trade or	Rate	Increase		Appl. %) See Table	Churchill Premium	Welfare Benefit	n Training		n Fund	mproveme nt Fund	Industr y Fund	rain Fund		Fun	in Fund	Metric Testing	Towns of 1	Fun Reco B	enti Fun		Stab Trades Fund	Council Industry Fund	=sum(M:N M)	Tools (5)	es and PPE (6)	& Profit	El Rates	Rates Rates)*1.5+AM) x			((=SUM(K+L)) *1.5+AM+3)x	
				Below		Jenene	Fund					5						,			1 4.1.4	usu y r unu									1.13	1.13		1.13	1.13
Classification	1	J	к	L	М	N O	Р	Q	R	s	т	U V	w	X Y	Z AA	AB	AC .	AD AE	AF AG A	н аі	AJ AK	AL	AM	AN	AO	AP		AQ=1.13		AU	AV	AW	AX	AY	AZ
Electrical Line Workers - Lead linesman	31.66	2.00	33.66	4.38	3.50	1.00 4.5	55					0.25									0.05	0.30	9.65	5			2.69	6 5.0% 3.4	% 2.0%	6 53.89	75.38	96.87	57.28	78.77	100.26
Electrical Line Workers - Utility worker	24.83	2.00	26.83	3.49	3.50	1.00 4.5	55					0.25									0.05	0.30	9.65	5			2.6%	% 5.0% 3.4	% 2.0%	45.17	62.30	79.43	48.56	65.69	82.82
Electrical Line Workers - Mechanic	28.19	2.00	30.19	3.92	3.50	1.00 4.5	55					0.25									0.05	0.30	9.65	5			2.69	% 5.0% 3.4	% 2.0%	49.46	68.73	88.01	52.85	72.12	91.40
Electrical Line Workers - Operator and Driller/blaster	27.52	2.00	29.52	3.84	3.50	1.00 4.5	55					0.25									0.05	0.30	9.65	5			2.69	6 5.0% 3.4	% 2.0%	48.60	67.45	86.30	51.99	70.84	89.69
Electrical Line Workers - Full-time storekeeper	26.78	2.00	+ +	3.74	3.50	1.00 4.5	55					0.25									0.05		9.65	i i			2.69	6 5.0% 3.4	% 2.0%	47.66	66.03	84.41	51.05	69.42	87.80
Electrical Line Workers - Instrumentperson	25.42	2.00		3.56								0.25									0.05									45.92	63.43	80.93	49.31	66.82	84.32
Electrical Line Workers - Journeyman linesman or splice	30.98	2.00		4.29							-	0.25									0.05									53.02	74.08	95.13	56.41	77.47	98.52
Electrical Line Workers - Apprentice - 1st year	17.04		22.44	2.48								0.25									0.05								% 2.0%		47.38	59.53	38.61	50.77	62.92
Electrical Line Workers - Apprentice - 2nd year	20.14		22.00	3.08								0.25									0.05						2.69				53.32 56.28	67.45 71.41	42.57 44.55	59.67	70.84
Electrical Line Workers - Apprentice - 3rd year	21.69	2.00	26.70	3.48								0.25									0.05			2			2.69				62.22	79.33	48.51	65.61	82.72
Electrical Line Workers - Apprentice - 4th year	24.79	2.00	40.70	5.30				0.40				5.25							0	30	0.50 0.05			,			2.69				94.13	120.16	71.48	97.52	123.55
Millwrights - General Foreman	38.78 37.17	2.00	39.17	5.09				0.40												30	0.50 0.05			3			2.69				90.71	115.72	69.10	94.10	119.11
Millwrights - Non-working foreman Millwrights - Working foreman	35.55	2.00	27.55	4.88				0.40												30	0.50 0.05			9			2.69				87.28	111.26	66.70	90.67	114.65
Millwrights - Journeymen millwright, welder, machinist	35.55 t 32.32		24.22	4.46				0.40												30	0.50 0.05			L			2.69				80.44	102.35	61.92	83.83	105.74
Millwrights - Apprentice 1	19.39		21 20	2.78	3.50	1.78 3.8	35	0.40											0.	30	0.50 0.05	0.30	10.68	3			2.69	% 5.0% 3.4	% 2.0%	% 39.39	53.04	66.70	42.78	56.43	70.09
Millwrights - Apprentice 2	22.62		24.62	3.20	3.50	1.78 4.4	13	0.40											0.	30	0.50 0.05	0.30	11.26	5			2.69	% 5.0% 3.4	% 2.0%	% 44.17	59.89	75.61	47.56	63.28	79.00
Millwrights - Apprentice 3	25.86	2.00	27.86	3.62	3.50	1.78 5.0	01	0.40											0.	30	0.50 0.05	0.30	11.84	1			2.69	% 5.0% 3.4	% 2.0%	48.96	66.75	84.54	52.35	70.14	87.93
Millwrights - Apprentice 4	29.09	2.00	31.09	4.04	3.50	1.78 5.6	50	0.40											0.	30	0.50 0.05	0.30	12.43	3			2.69	% 5.0% 3.4	% 2.0%	% 53.75	73.59	93.44	57.14	76.98	96.83
Operating Engineers - Group 1 - JP	32.30	2.00	34.30	4.46	3.50	2.15 5.7	70					0.90							0.25 0.20		0.05	0.30	13.05	5			2.69	% 5.0% 3.4	% 2.0%	6 58.55	80.45	102.35	61.94	83.84	105.74
Operating Engineers - Group 1 - General Foreman	38.76	2.00	40.76	5.30	3.50	2.15 5.7	70					0.90							0.25 0.20		0.05	0.30	13.05	5			2.69	% 5.0% 3.4	% 2.0%	66.80	92.82	118.84	70.19	96.21	122.23
Operating Engineers - Group 1 - Non-Working Foreman	37.15	2.00	39.15	5.09	3.50	2.15 5.7	70					0.90							0.25 0.20		0.05	0.30	13.05	5			2.69	6 5.0% 3.4	% 2.0%	64.74	89.73	114.72	68.13	93.12	118.11
Operating Engineers—Group 1—Working Foreman																																			4
Operating Engineers - Group 2 - JP	31.30	2.00	33.30	4.33								0.90							0.25 0.20		0.05			5			2.69	% 5.0% 3.4	% 2.0%	57.27	78.53	99.79	60.66	81.92	103.18
Operating Engineers - Group 2 - General Foreman	37.56	2.00	1	5.14								0.90							0.25 0.20		0.05			5				6 5.0% 3.4			90.52	115.78	68.66	93.91	119.17
Operating Engineers - Group 2 - Non-Working Foreman	36.00	2.00	38.00	4.94	3.50	2.15 5.7	70					0.90							0.25 0.20		0.05	0.30	13.05	5			2.69	6 5.0% 3.4	% 2.0%	63.27	87.53	111.78	66.66	90.92	115.17
Operating Engineers - Group 2 - Working Foreman			22.00	4.20	2.50	245 5	70					0.00							25 0 20		0.05	. 0.20	42.0				2.00	v 5 000 3 4	2.00	56.76	77.77	00.77	60.45	04.46	102.16
Operating Engineers - Group 3 - JP	30.90	2.00	32.90	4.28 5.08								0.90							0.25 0.20		0.05						2.69	6 5.0% 3.4 6 5.0% 3.4		64.65 64.65	77.77 89.60	98.77 114.55	68.04	81.16 92.99	102.16
Operating Engineers - Group 3 - General Foreman	37.08	2.00	27.54	4.88								0.90							0.25 0.20		0.05							% 5.0% 3.4 % 5.0% 3.4			86.64	110.61	66.07	90.03	114.00
Operating Engineers - Group 3 - Non-Working Foreman	n 35.54	2.00	0 37.54	4.00	3.30	2.13 3.1						0.50							5.25 0.20		0.03	0.50	15.05				2.07	3.070 3.4	70 2.070	02.00	50.04	110.01	00.07	30.03	114.00
Operating Engineers Group 4 ID	29.91	2.00	31.91	4.15	3.50	2.15 5.7	70					0.90							0.25 0.20		0.05	0.30	13.05	5			2.69	% 5.0% 3.4	% 2.0%	6 55.50	75.87	96.24	58.89	79.26	99.63
Operating Engineers - Group 4 - JP Operating Engineers - Group 4 - General Foreman	35.89			4.93								0.90							0.25 0.20		0.05			5				% 5.0% 3.4			87.33	111.52	66.53	90.72	114.91
Operating Engineers - Group 4 - Non-Working Foreman				4.73	3.50	2.15 5.7	70					0.90							0.25 0.20		0.05	0.30	13.05	5			2.69	% 5.0% 3.4	% 2.0%	6 61.23	84.46	107.70	64.62	87.85	111.09
Operating Engineers - Group 4 - Working Foreman																																			
Operating Engineers - Group 5 - JP	29.17	2.00	31.17	4.05	3.50	2.15 5.7	70					0.90							0.25 0.20		0.05	0.30	13.05	5			2.69	% 5.0% 3.4	% 2.0%	% 54.55	74.45	94.35	57.94	77.84	97.74
Operating Engineers - Group 5 - General Foreman	35.00		07.00	4.81	3.50	2.15 5.7	70					0.90							0.25 0.20		0.05	0.30	13.05	5			2.6%	% 5.0% 3.4	% 2.0%	62.00	85.63	109.25	65.39	89.02	112.64
Operating Engineers - Group 5 - Non-Working Foreman	n 33.55	2.00	35.55	4.62	3.50	2.15 5.7	70					0.90							0.25 0.20		0.05	0.30	13.05	5			2.69	% 5.0% 3.4	% 2.0%	60.14	82.83	105.53	63.53	86.22	108.92
Operating Engineers - Group 5 - Working Foreman																																			4
Operating Engineers - 1st period	18.78	2.00	+ +	2.70								0.90							0.25 0.20		0.05							6 5.0% 3.4			54.55	67.82	44.68	57.94	71.21
Operating Engineers - 2nd period	20.35	2.00	+ +	2.91								0.90							0.25 0.20		0.05									43.29	57.56	71.83	46.68	60.95	75.22
Operating Engineers - 3rd period	21.91	2.00	+ +	3.11								0.90							0.25 0.20		0.05									45.28	60.55	75.81	48.67	63.94	79.20
Operating Engineers - 4th period	23.48		27.04	3.31								0.90							0.25 0.20		0.05								_	47.29	63.55	79.82	50.68	66.94	83.21
Operating Engineers - 5th period	25.04		20.47	3.52								0.90							0.25 0.20		0.05									49.28	66.54	83.81	52.67	69.93	87.20
Operating Engineers - 6th period	28.17		25.06	3.92								0.90							0.25 0.20		0.05								_	% 53.28 % 46.75	72.54	91.80	56.67	75.93	95.19
Operating Engineers - Clerical - Group 1	23.06		27.22	3.26								0.90							0.25 0.20		0.05								% 2.0% % 2.0%	% 46.75 % 49.59	62.75 67.00	78.75 84.42	50.14 52.98	70.39	82.14 87.81
Operating Engineers - Clerical - Group 2	25.28		28.62	3.72								0.90							0.25 0.20		0.05								_	% 49.59 % 51.30	69.57	87.84	54.69	72.96	91.23
Operating Engineers - Clerical - Group 3	26.62		33.97	4.42								0.65			0.10					55	1.00 0.05								_	% 57.73	79.42	101.11	61.12	82.81	104.50
Painters and Allied Trades - General foreman Painters and Allied Trades - Chargehands and Working	31.97 30.97		22.07	4.29								0.65			0.10					55	1.00 0.05								_	6 56.46	77.51	98.55	59.85	80.90	101.94
Painters and Allied Trades - Chargenands and Working Painters and Allied Trades - Non-working Foreman	30.97		22.47	4.35								0.65			0.10					55	1.00 0.05							% 5.0% 3.4°	_		78.46	99.83	60.48	81.85	103.22
Painters and Allied Trades - Group 1	29.47		21.47	4.09								0.65			0.10					55	1.00 0.05							% 5.0% 3.4	_		74.63	94.72	57.93	78.02	98.11
Painters and Allied Trades - Group 2	32.47		04.45	4.48	3.50	2.05 4.5	50					0.65			0.10				0.	55	1.00 0.05	0.30	12.70				2.69	% 5.0% 3.4	% 2.0%	6 58.37	80.38	102.39	61.76	83.77	105.78
Painters and Allied Trades - Apprentice - 1st year	17.68		10.50	2.56	3.50	2.05 4.5	50					0.65			0.10				0.	55	1.00 0.05	0.30	12.70	D			2.69	6 5.0% 3.4	% 2.0%	6 39.49	52.05	64.61	42.88	55.44	68.00

			i									DUID	DENS (AM)															umulative 13%		r	DAYSHIFT RATI	EC	SECONDS	HIFT RATES(prei	mium ¢2/Url
			Vacation\		T	Duning	ial					BUKL	DENS (AIVI)															umulative 13%				Overtime	SECOND S		
	Base Hourly	2013 Wage Base	Pav (K *	Lower	and	ensi Educat		Trade		BAC Na	Advanc	Member	Ap	op We	eld Audio	Benev In	mp Mark M	lem Char	Org	Rate R	anadian Building	Resource Development	Burdens	Small	Consumab	Overhead		CPP WHSCC	Pavrol	Reg Time	Overtime Rate (1.5x)	Rate(2x)	Reg Time	Overtime Rate (1.5x)	Overtime Rate (2x)
Trade or	Rate	Increase Rate	Appl. %)	Churchi Premiu	III Molfaro	on and Plan Trainii			Improveme In nt Fund	read Tra	ement Fund	nt Fund	e EAP Fu	in in Test	ting Metric nd Testing	olent Fund	un Reco B	enfi Fun	un RSP	Stab	Trades	Council Industry Fund	sum(M:M M)	Tools (5)	es and PPI (6)	& Profit	El Rates	Rates Rates		=sum(K+L+ AM)*AQ	((=SUM(K+L))*1.5+AM) x	((=SUM(K+L))*2+AM) x		((=SUM(K+L)) *1.5+AM+3)x	
			Below		Delient	Fund				"'	15						u very	is u			runu	maustry runu									1.13	1.13		1.13	1.13
Classification	1	Ј К	L	м	N	O P	Q	R	s	T U	ν	w	X Y	ZA	A AB	AC A	AD AE	AF AG	ан аі	AJ	AK	AL	AM	AN	AO	AP		AQ=1.13		AU	AV	AW	AX	AY	AZ
Painters and Allied Trades - Apprentice - 2nd year	22.10	2.00 24.1	10 3.13	3.5	50 2.05	4.50				0.	.65			0.10					0.55	1.00	0.05	0.30	12.70				2.6%	5.0% 3.4%	6 2.0%	45.13	60.52	75.90	48.52	63.91	79.29
Painters and Allied Trades - Apprentice - 3rd year	26.52	2.00 28.5	3.71	3.5	50 2.05	4.50				0.	.65			0.10					0.55	1.00	0.05	0.30	12.70				2.6%	5.0% 3.4%	6 2.0%	50.77	68.98	87.19	54.16	72.37	90.58
Plumbers and pipefitters - General foreman	42.66	2.00 44.6	66 4.47	3.5	2.00	5.00	0.24	0.20		0.	.64									1.00	0.05	0.30	12.93				2.6%	5.0% 3.4%	6 2.0%	70.13	97.88	125.64	73.52	101.27	129.03
Plumbers and pipefitters - Foreman	40.88	2.00 42.8	38 4.29	3.5	50 2.00	5.00	0.24	0.20		0.	.64									1.00	0.05	0.30	12.93				2.6%	5.0% 3.4%	6 2.0%	67.92	94.57	121.22	71.31	97.96	124.61
Plumbers and pipefitters - Journeyman	35.55	2.00 37.5	3.76	3.5	50 2.00	5.00	0.24	0.20			.64									1.00	0.05	0.30	12.93				2.6%	5.0% 3.4%	6 2.0%	61.29	84.63	107.97	64.68	88.02	111.36
Plumbers and pipefitters - Welding inspector	39.11	2.00 41.1					0.24				.64									1.00	0.05	0.30	12.93				2.6%		6 2.0%		91.27	116.82	69.11	94.66	120.21
Plumbers and pipefitters - Apprentice - 2nd year	23.11	2.00 25.1					0.24				.64									1.00	0.05	0.30	12.93 12.93				2.6%		6 2.0%		61.43	77.04 85.86	49.22 53.63	64.82 71.44	80.43 89.25
Plumbers and pipefitters - Apprentice - 3rd year	26.66	2.00					0.24				.64									1.00	0.05	0.30	12.93				2.6%		6 2.0% 6 2.0%		74.69	94.71	58.06	78.08	98.10
Plumbers and pipefitters - Apprentice - 4th year	30.22	2.00 32.2					0.24	0.20		0.	.04									1.00	0.05	0.30	11.25						6 2.0%		78.36	100.24	59.87	81.75	103.63
Sheet metal workers - General foreman Sheet metal workers - Working foreman	32.27 30.27	2.00	-																	1.00	0.05	0.30	11.25				2.6%			53.92	74.53	95.13	57.31	77.92	98.52
Sheet metal workers - Non-working foreman	31.27	2.00 33.2																		1.00	0.05	0.30	11.25				2.6%			55.20	76.44	97.68	58.59	79.83	101.07
Sheet metal workers - Journeyman	28.27	2.00 30.2	27 3.94	3.5	50 1.40	5.00														1.00	0.05	0.30	11.25				2.6%	5.0% 3.4%	6 2.0%	51.37	70.70	90.02	54.76	74.09	93.41
Sheet metal workers - Welder	29.27	2.00 31.2	27 4.07	3.5	50 1.40	5.00														1.00	0.05	0.30	11.25				2.6%	5.0% 3.4%	6 2.0%	52.65	72.61	92.57	56.04	76.00	95.96
Sheet metal workers - Apprentice - 2nd year	16.96	2.00 18.9	2.46	3.5	50 1.40	5.00														1.00	0.05	0.30	11.25				2.6%	5.0% 3.4%	6 2.0%	36.93	49.03	61.14	40.32	52.42	64.53
Sheet metal workers - Apprentice - 3rd year	21.20	2.00 23.2		3.5																1.00	0.05	0.30	11.25				2.6%	5.0% 3.4%	6 2.0%	42.34	57.15	71.97	45.73	60.54	75.36
Sheet metal workers - Apprentice - 4th year	24.03	2.00 26.0																		1.00	0.05	0.30	11.25				2.6%		6 2.0%		62.57	79.19	49.35	65.96	82.58
Teamsters - Group 1 teamster	33.20	2.00 35.2			1.70		0.25				0.50										0.05	0.30	8.30				2.6%			54.33	76.80	99.28	57.72	80.19	102.67
Teamsters - Working foreman Group 1	34.70	2.00 36.7					0.25				0.50										0.05		8.30 8.30				2.6%			56.25 56.25	79.68 79.68	103.11	59.64 59.64	83.07 83.07	106.50
Teamsters - Non-working foreman Group 1	34.70	2.00					0.25				0.50										0.05		8.30				2.6%			56.88	80.64	103.11	60.27	84.03	100.30
Teamsters - General foreman Group 1 Teamsters - Group 2 teamster	35.20 34.20	2.00 37.2					0.25				0.50										0.05		8.30				2.6%			55.61	78.72	101.83	59.00	82.11	105.22
Teamsters - Working foreman Group 2	35.70	2.00					0.25				0.50										0.05		8.30				2.6%			57.52	81.59	105.66	60.91	84.98	109.05
Teamsters - Non-working foreman Group 2	35.70	2.00 37.7	70 4.90	3.5	50 1.70	2.00	0.25				0.50	D									0.05	0.30	8.30				2.6%	5.0% 3.4%	6 2.0%	57.52	81.59	105.66	60.91	84.98	109.05
Teamsters - General foreman Group 2	36.20	2.00 38.2	20 4.97	3.5	50 1.70	2.00	0.25				0.50	D									0.05	0.30	8.30				2.6%	5.0% 3.4%	6 2.0%	58.16	82.55	106.94	61.55	85.94	110.33
Teamsters - Group 3 teamster	35.20	2.00 37.2	20 4.84	3.5	1.70	2.00	0.25				0.50	D									0.05	0.30	8.30				2.6%	5.0% 3.4%	6 2.0%	56.88	80.64	104.39	60.27	84.03	107.78
Teamsters - Working foreman Group 3	36.70	2.00 38.7	70 5.03	3.5	50 1.70	2.00	0.25				0.50	D									0.05	0.30	8.30				2.6%	5.0% 3.4%	6 2.0%	58.80	83.51	108.22	62.19	86.90	111.61
Teamsters - Non-working foreman Group 3	36.70	2.00 38.7	70 5.03	3.5	50 1.70	2.00	0.25				0.50										0.05	0.30	8.30				2.6%	5.0% 3.4%	6 2.0%	58.80	83.51	108.22	62.19	86.90	111.61
Teamsters - General foreman Group 3	37.20	2.00 39.2					0.25				0.50										0.05	0.30	8.30				2.6%				84.47	109.49	62.83	87.86	112.88
Teamsters - Group 4 teamster	36.20	2.00 38.2	_				0.25				0.50										0.05	0.30	8.30 8.30				2.6%		6 2.0%		82.55 85.42	106.94 110.77	63.47	85.94	110.33
Teamsters - Working foreman Group 4	37.70	2.00 39.7					0.25				0.50										0.05		8.30				2.6%		6 2.0%		85.42	110.77	63.47	88.81 88.81	114.16
Teamsters - Non-working foreman Group 4	37.70 38.20	2.00					0.25				0.50										0.05		8.30				2.6%				86.38	112.05	64.11	89.77	115.44
Teamsters - General foreman Group 4 Teamsters - Group 5 teamster	37.20	2.00 40.2					0.25				0.50										0.05		8.30					5.0% 3.4%			84.47	109.49	62.83	87.86	112.88
Teamsters - Working foreman Group 5	38.70	2.00 40.7	70 5.29	3.5	50 1.70	2.00	0.25				0.50	D									0.05	0.30	8.30				2.6%	5.0% 3.4%	6 2.0%	61.35	87.34	113.32	64.74	90.73	116.71
Teamsters - Non-working foreman Group 5	38.70	2.00 40.7	70 5.29	3.5	50 1.70	2.00	0.25				0.50										0.05	0.30	8.30				2.6%	5.0% 3.4%	6 2.0%	61.35	87.34	113.32	64.74	90.73	116.71
Teamsters - General foreman Group 5	39.20	2.00 41.2	20 5.36	3.5	50 1.70	2.00	0.25				0.50	D									0.05	0.30	8.30				2.6%	5.0% 3.4%	6 2.0%	61.99	88.30	114.60	65.38	91.69	117.99
Teamsters - Group 6 teamster	44.32	2.00 46.3	6.02	3.5	50 1.70	2.00	0.25				0.50										0.05	0.30	8.30				2.6%	5.0% 3.4%	6 2.0%	68.53	98.10	127.68	71.92	101.49	131.07
Teamsters - Working foreman Group 6	45.82	2.00 47.8					0.25				0.50										0.05		8.30				2.6%			70.45	100.98	131.51	73.84	104.37	134.90
Teamsters - Non-working foreman Group 6	45.82	2.00 47.8					0.25				0.50										0.05	0.30	8.30				2.6%			70.45	100.98	131.51	73.84	104.37	134.90
Teamsters - Geberal foreman Group 6	46.32	2.00 48.3	_	3.5	50 1.70	2.00	0.25				0.50										0.05	0.30	8.30				2.6%			71.08	101.93	132.78	74.47	105.32	136.17
Teamsters - Group 7 teamster - Tandem Owner/Opeato	91.75	2.00 103.6					0.25				0.50										0.05	0.30	1.10				n/a n/a	n/a n/a n/a n/a	n/a n/a	104.78					
Teamsters - Group 7 teamster - Tandem tandem Owne	103.75	2.00 27.3		3.5	50 1.70	2.00	0.25				0.50										0.05	0.30	8.30				2.6%		6 2.0%		61.75	79.20	47.68	65.14	82.59
Teamsters - Group 4 - 1st level apprentice Teamsters - Group 4 - 2nd level apprentice	25.34 28.96	2.00 27.3					0.25				0.50										0.05		8.30				2.6%			48.92	68.68	88.45	52.31	72.07	91.84
Teamsters - Group 4 - 2nd level apprentice	32.58	2.00 34.5					0.25				0.50										0.05		8.30					5.0% 3.4%			75.62	97.69	56.93	79.01	101.08
Elevator Constructors - Mechanic	35.99	2.00 37.9	99 4.56	3.5	50 2.86	4.96	0.54														0.05	0.30	12.21				2.6%			61.88	85.92	109.96	65.27	89.31	113.35
Elevator Constructors - Mechanic in charge (4 or more)	40.49	2.00 42.4	19 5.10	3.5	50 2.86	4.96).54														0.05	0.30	12.21				2.6%	5.0% 3.4%	6 2.0%	67.57	94.46	121.35	70.96	97.85	124.74
Elevator Constructors - Mechanic in charge (30 or more	41.39	2.00 43.3	5.21	3.5	50 2.86	4.96).54														0.05	0.30	12.21				2.6%	5.0% 3.4%	6 2.0%	68.71	96.17	123.63	72.10	99.56	127.02
Elevator Constructors - Probationary helper I	18.00	2.00 20.0	2.40	3.5	2.86	4.96	0.54														0.05	0.30	12.21				2.6%	5.0% 3.4%	6 2.0%	39.11	51.76	64.42	42.50	55.15	67.81
Elevator Constructors - Probationary helper II	19.79	2.00 21.7).54														0.05	0.30	12.21				2.6%		6 2.0%		55.16	68.95	44.76	58.55	72.34
Elevator Constructors - Helper I	25.19	2.00 27.1).54														0.05	0.30	12.21				2.6%				65.41	82.62	51.60	68.80	86.01
Elevator Constructors - Helper II	26.99	2.00 28.9					0.54														0.05		12.21				2.6%		6 2.0%		68.83	87.18	53.88	72.22	90.57
Elevator Constructors - Improver Helper	28.79	2.00 30.7	79 3.69	3.5	2.86	4.96	0.54														0.05	0.30	12.21		1		2.6%	5.0% 3.4%	6 2.0%	52.76	72.25	91.73	56.15	75.64	95.12

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															BURD	ENS (AM)																Cumulativ	e 13%		DAYSH	HIFT RATES	5	SECOND S	HIFT RATES(pr	remium \$3/Hr)
Trade or	Base Hourly Rate	2013 Wage Increase	Base Rate (I+J)	Vacation\ Holiday Pay (K * Appl. %) See Table Below	Lower Churchill Premium	Health and Welfare Benefit	Pensi on Plan	Provincial Education and Training Fund	Buildi ng F	Trade Promotio n Fund	Trade Improvem nt Fund	BAC e Industr y Fund	Nati onal Train ing	dvanc ment D Fund	Member Developme nt Fund	EAP r. Fui	Adm in	Weld A Testing N Fund T	udio Be letric ol esting Fu	enev Im lent Fu und d	np Mark ct et un Reco d very	Mem Char ber ity Senfi Fun ts d	r Org Fun R	Rate SSP Stab Fund	Canadian Building Trades Fund	Resource Developmer Council Industry Fun	Burdens =sum(M:N M)	Small Tools (5)	Consumab es and PPE (6)	Overhead & Profit	El Rates	CPP Rates	WHSCC Payr Rates I Ta	Reg Ti =sum(k AM)*/	Ove me Rate (+L+ ((=SL AQ)*1.5	ertime e (1.5x) UM(K+L) ((5+AM) x	Overtime Rate(2x) (=SUM(K+L))*2+AM) x 1.13	Reg Time =sum(K+L+ AM+3)*AQ	Overtime Rate (1.5x) ((=SUM(K+L) *1.5+AM+3): 1.13	Overtime Rate (2x))) ((=SUM(K+L)) x *1.5+AM+3)x 1.13
Classification	ı	J	К	L	М	N	О	Р	Q	R	S	т	U	v	w	х	z	AA	АВ	AC AI	D AE	AF AG	АН	AI AJ	AK	AL	AM	AN	АО	AP		AQ=1.	13	AU		AV	AW	AX	AY	AZ

As per the addendum 8 trades highlighted in yellow rates have been agreed upon by the unions but not yet ratified.

vacation pay table

Unions	Local	Vac / Hol Pay
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%

5/3/2019 CIMFP Exhibit P-03246

PERSONNEL RATE SCHEDULE

Trade or	Base Rate (2)	Vacation Pay	Payroll Allowances	Small Tools (5)		Overhead & Profit	Regular Time Rate	Overtime	Overtime	Second and Third
Classification (1)	` ,	(3)	and Burdens (4)	, ,	PPE (6)	(7)	(8)	Rate (1.5x)	Rate (2.0x)	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		۶		2	1					\$ 3.00
Bricklayer - Foreman		٠ -		2	1	•				\$ 3.00
Bricklayer - Journeyman - Group 2 (1)		- -		2	1	•				\$ 3.00
		\$ -		2	1	•				\$ 3.00
Bricklayer - Journeyman - Group 3 (2)		\$ -		2	1					_
Bricklayer - Journeyman - Group 4 (3)		\$ -		2	1					\$ 3.00
Bricklayer - Apprentice - 1st 6 months		\$ -	ļ	2	1	1				\$ 3.00
Bricklayer - Apprentice - 2nd 6 months		Ş -		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)		٠ د _		2	1					\$ 3.00
Carpenter - Apprentice - 1st (1000 hrs, 18 courses)		٠ د _		2	1					\$ 3.00
		- د		2	1	•				\$ 3.00
Carpenter - Apprentice - 2nd (1200 hrs) Carpenter - Apprentice - 2nd (2200 hrs)		٠ -		2	1	•				
		\$ -		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		Ş -		2	1					\$ 3.00
Electrician - Non-working Foreman		Ş -		2	1				ļ	\$ 3.00
Electrician - Apprentice/Journeyman electrician welder/welder		\$ -		2	1					\$ 3.00
Electrician - Journeyperson		\$ -		2	1					\$ 3.00
Electrician - Apprentice - 1st year		\$ -	ļ	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
1	1 T	1	-1	-1	l l	ī	i	1 *	

Habaurara Class 2 Canaval favornan	lė	1	1 1	1	1	T		ć 2.00
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	Ş -		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	\$ -	1	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	٠		2	1				\$ 3.00
Millwrights - Apprentice 6001-7000 hrs	٠		2	1				\$ 3.00
Millwrights - Apprentice 7001-8000 hrs	٠		2	1				\$ 3.00
Operating Engineers - Group 1 - JP	- د		2	1				\$ 3.00
Operating Engineers - Group 1 - JP Operating Engineers - Group 1 - General Foreman	γ - -		2	1				\$ 3.00
	γ - -		2	1				\$ 3.00
Operating Engineers - Group 1 - Non-Working Foreman	\$ -		2	1				
Operating Engineers - Group 2 - JP	\$ -		2	1				\$ 3.00
Operating Engineers - Group 2 - General Foreman	\$ -		2	1				φ 5.00
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	Ş -		2	1				\$ 3.00
Operating Engineers - Group 3 - Non-Working Foreman	\$ -		2	1				\$ 3.00
Operating Engineers - Group 4 - JP	\$ -	1	2	1	1	1		\$ 3.00
Operating Engineers - Group 4 - General Foreman	\$ -		2	1	1	1		\$ 3.00
Operating Engineers - Group 4 - Non-Working Foreman	\$ -		2	1	<u> </u>	1		\$ 3.00
Operating Engineers - Group 5 - JP	\$ -		2	1	<u> </u>	1		\$ 3.00
Operating Engineers - Group 5 - General Foreman	\$ -		2	1	1			\$ 3.00
Operating Engineers - Group 5 - Non-Working Foreman	\$ -		2	1	1	1		\$ 3.00
Operating Engineers - 1st period	\$ -		2	1	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	- 1 :	+	-	.1	1	1	†	\$ 3.00

Painter/glazier - Group 1		Ś -	1	T -) 1	I		\$ 3.0
Drywall taper, spray painter, sand blaster, vinyl hanger, fireproofer - Group 2		\$ -		2	1			\$ 3.0
		т.		4	1			
Painters and Allied Trades - Apprentice - 1st year		\$ -			1			\$ 3.0
Painters and Allied Trades - Apprentice - 2nd year		\$ -			1			\$ 3.0
Painters and Allied Trades - Apprentice - 3rd year		\$ -		2				\$ 3.0
Plumbers and pipefitters - General foreman		\$ -		2				\$ 3.0
Plumbers and pipefitters - Foreman		\$ -		4	1			\$ 3.0
Plumbers and pipefitters - Journeyman		\$ -		2	2 1			\$ 3.0
Plumbers and pipefitters - Welding inspector		\$ -		2	2 1			\$ 3.0
Plumbers and pipefitters - Apprentice - 2nd year		\$ -		2	2 1			\$ 3.0
Plumbers and pipefitters - Apprentice - 3rd year		\$ -		2	2 1			\$ 3.0
Plumbers and pipefitters - Apprentice - 4th year		\$ -		2	2 1			\$ 3.0
Sheet metal workers - General foreman		\$ -		2	2 1			\$ 3.0
Sheet metal workers - Working foreman		\$ -		2	2 1			\$ 3.0
Sheet metal workers - Non-working foreman		\$ -		2	2 1			\$ 3.0
Sheet metal workers - Journeyman		\$ -		2	2 1			\$ 3.0
Sheet metal workers - Apprentice - 2nd year		\$ -		2	2 1			\$ 3.0
Sheet metal workers - Apprentice - 3rd year		\$ -		2	2 1			\$ 3.0
Sheet metal workers - Apprentice - 4th year		\$ -		2	2 1			\$ 3.0
Teamsters - Group 1 teamster		\$ -		2	2			\$ 3.0
Teamsters - Working foreman Group 1		\$ -		2	2			\$ 3.0
Teamsters - Non-working foreman Group 1		\$ -		2	2 1			\$ 3.0
Teamsters - General foreman Group 1		\$ -		2	2 1			\$ 3.0
Teamsters - Dispatcher Group 1		\$ -		2	2			\$ 3.0
Teamsters - Group 2 teamster		\$ -		2	2			\$ 3.0
Teamsters - Working foreman Group 2		\$ -		2	2 1			\$ 3.0
Teamsters - Non-working foreman Group 2		\$ -		2	2 1			\$ 3.0
Teamsters - General foreman Group 2		\$ -		2	2			\$ 3.0
Teamsters - Dispatcher Group 2		\$ -		2	2 1			\$ 3.0
Teamsters - Group 3 teamster		\$ -		2	2 1			\$ 3.0
Teamsters - Working foreman Group 3		\$ -		2	2 1			\$ 3.0
Teamsters - Non-working foreman Group 3		\$ -		2	2 1			\$ 3.0
Teamsters - General foreman Group 3		\$ -		2	2 1			\$ 3.0
Teamsters - Dispatcher Group 3		\$ -		2	2 1			\$ 3.0
Teamsters - Group 4 teamster		\$ -		2	2 1			\$ 3.0
Teamsters - Working foreman Group 4		\$ -		2	2 1			\$ 3.0
Teamsters - Non-working foreman Group 4		\$ -		2	2 1			\$ 3.0
Teamsters - General foreman Group 4		\$ -		2	2 1			\$ 3.0
Teamsters - Dispatcher Group 4		\$ -		2	2 1			\$ 3.0
Teamsters - Group 5 teamster		\$ -		2	2 1			\$ 3.0
Teamsters - Working foreman Group 5		\$ -		2	1			\$ 3.0
Teamsters - Non-working foreman Group 5		\$ -	<u> </u>	2	1			\$ 3.0
Teamsters - General foreman Group 5		\$ -	<u> </u>	2	1			\$ 3.0
Teamsters - Dispatcher Group 5		\$ -		2	1			\$ 3.0
Teamsters Dispatcher Group 3	1	<u> </u>	<u> </u>	1	·I -	1	l	3.0

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