

Table with columns: Trade or Classification, 2012 Base Hourly Rate, 2013 Wage Increase, 2013 Base Rate, Vacation/Holiday Pay, BURDEN (AM) (Lower Churchill, Health and Welfare, Pension, Provincial Education, Building Fund, Trade Promotion, Trade Improvement, BAC Industry, National Trade, Advancement, Member Development, EAP, Appr. Fund, Admin, Weld Testing, Audio/Metric, Benevolent, Impact, Market Recovery, Member Benefits, Charity Fund, Org Fund, RSP, Rate Sub Fund, Canadian Building Trades, Resource Development, Bursaries, Small Tools, Consumables, Overhead & Profit), DAVISHIFT RATES (El Rates, CPP, WHCC, Payroll Tax, Reg Time, Overtime Rate, etc.), and SECOND SHIFT RATES (Reg Time, Overtime Rate, etc.).



Table with columns for Trade or Classification, 2013 Base Hourly Rate, 2014 Wage Increase, 2014 Base Rate, Vacation/Holiday Pay, and various Burden (AM) categories (Lower Churchill, Health and Welfare, Pension, Provincial Education, etc.), followed by Day Shift Rates (El Rates, CPP, WSCC, Payroll Tax, etc.) and Second Shift Rates (premium 53/5r).



Table with columns: Trade or Classification, 2014 Base Hourly Rate, 2015 Wage Increase, 2015 Base Rate, Vacation/Holiday Pay, Burdens (AM), and Dayshift Rates (2015). Burdens include Lower Churchill, Health and Welfare, Pension, Provincial Education, Building Fund, Trade Promotion, Trade Improvement, SAC Industry Fund, National Training, Advancement, Member Development, EAP, Appr. Fund, Admin, Wild Testing, Audiovisual, Benevolent, Impact, Market Recovery, Member Benefits, Charity Fund, Org Fund, RSP, Rate Stab Fund, Canadian Building Trades Fund, Resource Development, etc. Dayshift Rates include Base Rate, CPP, WHSC, Payroll Tax, Reg Time, Overtime Rate (1.5x), Overtime Rate (2x), Reg Time, Overtime Rate (1.5x), Overtime Rate (2x).

Table with columns: Trade or Classification, 2014 Base Hourly Rate, 2015 Wage Increase, 2015 Base Rate (H), Lower Churchill Premium, Health and Welfare Benefit, Pension Plan, Provincial Education and Training Fund, Building Fund, Trade Promotion Fund, Trade Improvement Fund, BAC Industry Fund, National Training, Advancement Fund, Member Development Fund, EAP, Appr. Fund, Admin, Weld Testing Fund, Audio/Metric Testing, Benevolent Fund, Impact Fund, Market Recovery, Member Benefits, Charity Fund, Oig Fund, RSP, Rate Sub Fund, Canadian Building Trades Fund, Resource Development Council Industry Fund, Burden (sum(M-M)), Small Tools (\$), Consumables and PPE (\$), Overhead & Profit, E Rates, CPP Rates, WHSC Rates, Payroll Tax, Reg Time (sum(K+L+M)\*AQ), Overtime Rate (1.5x), Overtime Rate (2x), Reg Time (sum(K+L+M)\*AQ), Overtime Rate (1.5x), Overtime Rate (2x). Rows include various trades like Operating Engineers, Plumbers and Pipefitters, Sheet Metal Workers, and Teamsters.

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







Table with columns for Trade or Classification, 2016 Base Hourly Rate, 2017 Wage Increase, 2017 Base Rate, Vacation/Holiday Pay, and various Burden (AM) categories (Lower Churchill, Health and Welfare, Pension, Provincial Education, Building Fund, Trade Promotion, Trade Improvement, SIC Industry Fund, National Training, Advancement, Member Development, EAP, Appr. Fund, Admin, Wild Testing, Audiovisual Training, Benevolent Fund, Impact Fund, Market Recovery, Member Benefits, Charity Fund, Org Fund, RSP, Rate Stub Fund, Canadian Building Trades Fund, Resource Development Council Industry Fund, Burden - (AM), Small Tools (S), Consumables and PPE (C), Overhead & Profit, and Dayshift Rates (El Rates, CPP, WSCC, Payroll Tax, Reg Time, Overtime Rate (1.5x), Overtime Rate (2x), Reg Time, Overtime Rate (1.5x), Overtime Rate (2x)).



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\*\*\*Labour agreements are only current to April 30, 2018\*\*\*

Table with columns: Trade or Classification, 2017 Base Hourly Rate, 2018 Wage Increase, 2018 Base Rate, Vacation/Holiday Pay, and various BURDEN (AM) and DAILYSHFT RATES categories. The table lists numerous trades such as Bakermaker, Bricklayer, Carpenter, Electricians, and Insulators, along with their respective rates and benefit components.



\*\*\*Labour agreements are only current to April 30, 2018\*\*\*

Table with columns for years 2013-2018 and rows for various trade classifications like Boilermaker, Bricklayer, Carpenter, Electrician, etc. Each cell contains numerical values representing rates.

\*\*\*Labour agreements are only current to April 30, 2018\*\*\*

Table with columns for Year (2013-2018), Trade or Classification, and various Rate categories (Reg Time, Overtime Rate 1.5x, Overtime Rate 2x) under Dayshift and Second Shift. Rows include various worker classifications such as Labourers, Electrical Line Workers, Millwrights, Operating Engineers, Painters and Allied Trades, and Plumbers and Pipefitters.



<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	\$ 36.98	\$ 4.44	\$ 23.84				\$ 65.26			\$ 3.00
Boilermaker - Foreman	\$ 35.88	\$ 4.31	\$ 23.68				\$ 63.87			\$ 3.00
Boilermaker - Assistant foreman	\$ 34.53	\$ 4.14	\$ 23.49				\$ 62.17			\$ 3.00
Boilermaker - Journeyman	\$ 32.83	\$ 3.94	\$ 23.24				\$ 60.01			\$ 3.00
Boilermaker - Helper	\$ 25.12	\$ 3.01	\$ 22.12				\$ 50.26			\$ 3.00
Boilermaker - Apprentice - 3rd year	\$ 29.75	\$ 3.57	\$ 22.79				\$ 56.11			\$ 3.00
Boilermaker - Apprentice - 2nd year	\$ 25.12	\$ 3.01	\$ 22.12				\$ 50.26			\$ 3.00
Boilermaker - Apprentice - 1st year	\$ 20.50	\$ 2.46	\$ 21.44				\$ 44.40			\$ 3.00
Bricklayer - General foreman	\$ 41.40	\$ 4.14	\$ 19.77				\$ 65.31			\$ 3.00
Bricklayer - Foreman	\$ 39.75	\$ 3.98	\$ 19.53				\$ 63.26			\$ 3.00
Bricklayer - Journeyman - Group 2 (1)	\$ 34.83	\$ 3.48	\$ 18.83				\$ 57.15			\$ 3.00
Bricklayer - Journeyman - Group 3 (2)	\$ 31.42	\$ 3.14	\$ 18.34				\$ 52.91			\$ 3.00
Bricklayer - Journeyman - Group 4 (3)	\$ 33.19	\$ 3.32	\$ 18.59				\$ 55.10			\$ 3.00
Bricklayer - Apprentice - 1st 6 months	\$ 20.38	\$ 2.04	\$ 16.76				\$ 39.18			\$ 3.00
Bricklayer - Apprentice - 2nd 6 months	\$ 22.35	\$ 2.24	\$ 17.04				\$ 41.63			\$ 3.00
Bricklayer - Apprentice - 3rd 6 months	\$ 24.32	\$ 2.43	\$ 17.33				\$ 44.09			\$ 3.00
Bricklayer - Apprentice - 4th 6 months	\$ 26.29	\$ 2.63	\$ 17.61				\$ 46.53			\$ 3.00
Bricklayer - Apprentice - 5th 6 months	\$ 28.26	\$ 2.83	\$ 17.89				\$ 48.98			\$ 3.00
Bricklayer - Apprentice - 6th 6 months	\$ 29.91	\$ 2.99	\$ 18.12				\$ 51.03			\$ 3.00
Bricklayer - Apprentice - 7th 6 months	\$ 31.55	\$ 3.16	\$ 18.36				\$ 53.07			\$ 3.00
Bricklayer - Apprentice - 8th 6 months	\$ 33.19	\$ 3.32	\$ 18.59				\$ 55.10			\$ 3.00
Carpenter - General foreman	\$ 38.24	\$ 4.97	\$ 19.82				\$ 63.04			\$ 3.00
Carpenter - Non-working Foreman	\$ 36.73	\$ 4.77	\$ 19.59				\$ 61.10			\$ 3.00
Carpenter - Working Foreman	\$ 35.22	\$ 4.58	\$ 19.37				\$ 59.17			\$ 3.00
Carpenter - Journeyman carpenter welder scaffolder	\$ 32.20	\$ 4.19	\$ 18.93				\$ 55.32			\$ 3.00
Carpenter - Trade Helper	\$ 20.12	\$ 2.62	\$ 17.15				\$ 39.89			\$ 3.00
Carpenter - Apprentice - 1st	\$ 21.63	\$ 2.81	\$ 17.38				\$ 41.83			\$ 3.00
Carpenter - Apprentice - 2nd	\$ 23.14	\$ 3.01	\$ 17.60				\$ 43.75			\$ 3.00
Carpenter - Apprentice - 3rd	\$ 26.16	\$ 3.40	\$ 18.04				\$ 47.61			\$ 3.00
Carpenter - Apprentice - 4th	\$ 29.18	\$ 3.79	\$ 18.48				\$ 51.46			\$ 3.00
Electricians - IBEW 2330 - General foreman	\$ 40.66	\$ 5.29	\$ 19.92				\$ 65.87			\$ 3.00
Electricians - IBEW 2330 - Non-working Foreman	\$ 38.98	\$ 5.07	\$ 19.68				\$ 63.73			\$ 3.00
Electricians - IBEW 2330 - Working foreman	\$ 37.30	\$ 4.85	\$ 19.43				\$ 61.58			\$ 3.00
Electricians - IBEW 2330 - Apprentice/Journeyman electrician welder/welder	\$ 37.30	\$ 4.85	\$ 19.43				\$ 61.58			\$ 3.00
Electricians - IBEW 2330 - Journeyperson	\$ 35.62	\$ 4.63	\$ 19.18				\$ 59.44			\$ 3.00
Electricians - IBEW 2330 - Apprentice - 1st year	\$ 20.49	\$ 2.66	\$ 16.96				\$ 40.12			\$ 3.00
Electricians - IBEW 2330 - Apprentice - 2nd year	\$ 23.85	\$ 3.10	\$ 17.45				\$ 44.41			\$ 3.00
Electricians - IBEW 2330 - Apprentice - 3rd year	\$ 25.53	\$ 3.32	\$ 17.70				\$ 46.55			\$ 3.00
Electricians - IBEW 2330 - Apprentice - 4th year	\$ 28.90	\$ 3.76	\$ 18.19				\$ 50.85			\$ 3.00
Hotel and Restaurant Employees - Group 1 - Security	\$ 34.97	\$ 4.55	\$ 24.34				\$ 63.86			\$ 3.00
Hotel and Restaurant Employees - Group 2 - Security	\$ 33.43	\$ 4.35	\$ 24.11				\$ 61.89			\$ 3.00
Hotel and Restaurant Employees - Group 3 - Security	\$ 31.94	\$ 4.15	\$ 23.90				\$ 60.00			\$ 3.00
Hotel and Restaurant Employees - Group 1 - Catering/Kitchen	\$ 35.91	\$ 4.67	\$ 24.48				\$ 65.06			\$ 3.00
Hotel and Restaurant Employees - Group 2 - Catering/Kitchen	\$ 32.93	\$ 4.28	\$ 24.04				\$ 61.26			\$ 3.00
Hotel and Restaurant Employees - Group 3 - Catering/Kitchen	\$ 31.94	\$ 4.15	\$ 23.90				\$ 60.00			\$ 3.00
Hotel and Restaurant Employees - Group 4 - Catering/Kitchen	\$ 30.62	\$ 3.98	\$ 23.70				\$ 58.31			\$ 3.00
Hotel and Restaurant Employees - Group 5 - Catering/Kitchen	\$ 30.44	\$ 3.96	\$ 23.68				\$ 58.08			\$ 3.00
Hotel and Restaurant Employees - Group 6 - Catering/Kitchen	\$ 29.93	\$ 3.89	\$ 23.60				\$ 57.43			\$ 3.00
Hotel and Restaurant Employees - Group 7 - Catering/Kitchen	\$ 28.92	\$ 3.76	\$ 23.45				\$ 56.13			\$ 3.00
Insulators - General foreman	\$ 35.28	\$ 4.59	\$ 20.61				\$ 60.48			\$ 3.00
Insulators - Foreman	\$ 34.78	\$ 4.52	\$ 20.54				\$ 59.85			\$ 3.00
Insulators - Lead Hand (Alone)	\$ 33.53	\$ 4.36	\$ 20.36				\$ 58.25			\$ 3.00
Insulators - Lead Hand (Up to 5 Workers)	\$ 34.03	\$ 4.42	\$ 20.43				\$ 58.89			\$ 3.00
Insulators - Journeyman mechanic	\$ 32.78	\$ 4.26	\$ 20.24				\$ 57.29			\$ 3.00
Insulators - Apprentice - 1st year	\$ 20.47	\$ 2.66	\$ 18.44				\$ 41.58			\$ 3.00
Insulators - Apprentice - 2nd year	\$ 22.01	\$ 2.86	\$ 18.66				\$ 43.54			\$ 3.00
Insulators - Apprentice - 3rd year	\$ 25.09	\$ 3.26	\$ 19.12				\$ 47.48			\$ 3.00
Insulators - Apprentice - 4th year	\$ 28.16	\$ 3.66	\$ 19.57				\$ 51.40			\$ 3.00
Ironworkers - Structural - General foreman	\$ 40.93	\$ 5.53	\$ 20.37				\$ 66.83			\$ 3.00
Ironworkers - Structural - Foreman	\$ 39.31	\$ 5.31	\$ 20.13				\$ 64.75			\$ 3.00
Ironworkers - Structural - Connectors	\$ 35.35	\$ 4.77	\$ 19.55				\$ 59.68			\$ 3.00
Ironworkers - Structural - Journeyman	\$ 34.44	\$ 4.65	\$ 19.42				\$ 58.51			\$ 3.00
Ironworkers - Structural - Apprentice - 1st 1,000 hrs	\$ 24.71	\$ 3.34	\$ 17.98				\$ 46.03			\$ 3.00

Ironworkers - Structural - Apprentice - 2nd 1,000 hrs	\$ 27.95	\$ 3.77	\$ 18.46			\$ 50.19		\$ 3.00
Ironworkers - Structural - Apprentice - 3rd 1,000 hrs	\$ 31.20	\$ 4.21	\$ 18.94			\$ 54.36		\$ 3.00
Ironworkers - Structural - Apprentice - 4th 1,000 hrs	\$ 32.82	\$ 4.43	\$ 19.18			\$ 56.44		\$ 3.00
Ironworkers - Rodman (rebar) - General foreman	\$ 39.55	\$ 5.34	\$ 20.17			\$ 65.06		\$ 3.00
Ironworkers - Rodman (rebar) - Foreman	\$ 37.98	\$ 5.13	\$ 19.94			\$ 63.05		\$ 3.00
Ironworkers - Rodman (rebar) - Journeyman	\$ 33.29	\$ 4.49	\$ 19.25			\$ 57.04		\$ 3.00
Ironworkers - Rodman (rebar) - Apprentice - 1st 1,000 hrs	\$ 23.90	\$ 3.23	\$ 17.86			\$ 44.99		\$ 3.00
Ironworkers - Rodman (rebar) - Apprentice - 2nd 1,000 hrs	\$ 27.03	\$ 3.65	\$ 18.32			\$ 49.00		\$ 3.00
Ironworkers - Rodman (rebar) - Apprentice - 3rd 1,000 hrs	\$ 30.16	\$ 4.07	\$ 18.78			\$ 53.02		\$ 3.00
Ironworkers - Rodman (rebar) - Apprentice - 4th 1,000 hrs	\$ 31.73	\$ 4.28	\$ 19.02			\$ 55.04		\$ 3.00
Labourers - Class 1	\$ 30.21	\$ 3.93	\$ 20.03			\$ 54.17		\$ 3.00
Labourers - Class 2	\$ 30.25	\$ 3.93	\$ 20.03			\$ 54.22		\$ 3.00
Labourers - Class 3	\$ 30.31	\$ 3.94	\$ 20.04			\$ 54.30		\$ 3.00
Labourers - Class 4	\$ 30.36	\$ 3.95	\$ 20.05			\$ 54.36		\$ 3.00
Labourers - Class 5	\$ 30.41	\$ 3.95	\$ 20.05			\$ 54.42		\$ 3.00
Labourers - Class 6	\$ 30.46	\$ 3.96	\$ 20.06			\$ 54.48		\$ 3.00
Labourers - Class 7	\$ 30.64	\$ 3.98	\$ 20.09			\$ 54.72		\$ 3.00
Labourers - Class 8	\$ 30.71	\$ 3.99	\$ 20.10			\$ 54.81		\$ 3.00
Labourers - Class 9	\$ 31.16	\$ 4.05	\$ 20.17			\$ 55.39		\$ 3.00
Labourers - Class 10	\$ 31.26	\$ 4.06	\$ 20.18			\$ 55.51		\$ 3.00
Labourers - Class 11(Surveyors NEW)	\$ 36.26	\$ 4.71	\$ 20.91			\$ 61.89		\$ 3.00
Labourers - Class 1 - Non-working foreman	\$ 31.96	\$ 4.15	\$ 20.28			\$ 56.40		\$ 3.00
Labourers - Class 2 - Non-working foreman	\$ 32.00	\$ 4.16	\$ 20.29			\$ 56.45		\$ 3.00
Labourers - Class 3 - Non-working foreman	\$ 32.06	\$ 4.17	\$ 20.30			\$ 56.53		\$ 3.00
Labourers - Class 4 - Non-working foreman	\$ 32.11	\$ 4.17	\$ 20.30			\$ 56.59		\$ 3.00
Labourers - Class 5 - Non-working foreman	\$ 32.16	\$ 4.18	\$ 20.31			\$ 56.66		\$ 3.00
Labourers - Class 6 - Non-working foreman	\$ 32.21	\$ 4.19	\$ 20.32			\$ 56.72		\$ 3.00
Labourers - Class 7 - Non-working foreman	\$ 32.39	\$ 4.21	\$ 20.35			\$ 56.96		\$ 3.00
Labourers - Class 8 - Non-working foreman	\$ 32.46	\$ 4.22	\$ 20.36			\$ 57.04		\$ 3.00
Labourers - Class 9 - Non-working foreman	\$ 32.91	\$ 4.28	\$ 20.42			\$ 57.61		\$ 3.00
Labourers - Class 10 - Non-working foreman	\$ 33.01	\$ 4.29	\$ 20.44			\$ 57.75		\$ 3.00
Labourers - Class 11 - Non-working foreman	\$ 38.01	\$ 4.94	\$ 21.17			\$ 64.13		\$ 3.00
Labourers - Class 1 - General foreman	\$ 32.71	\$ 4.25	\$ 20.39			\$ 57.36		\$ 3.00
Labourers - Class 2 - General foreman	\$ 32.75	\$ 4.26	\$ 20.40			\$ 57.41		\$ 3.00
Labourers - Class 3 - General foreman	\$ 32.81	\$ 4.27	\$ 20.41			\$ 57.49		\$ 3.00
Labourers - Class 4 - General foreman	\$ 32.86	\$ 4.27	\$ 20.41			\$ 57.55		\$ 3.00
Labourers - Class 5 - General foreman	\$ 32.91	\$ 4.28	\$ 20.42			\$ 57.61		\$ 3.00
Labourers - Class 6 - General foreman	\$ 32.96	\$ 4.28	\$ 20.43			\$ 57.68		\$ 3.00
Labourers - Class 7 - General foreman	\$ 33.14	\$ 4.31	\$ 20.46			\$ 57.91		\$ 3.00
Labourers - Class 8 - General foreman	\$ 33.21	\$ 4.32	\$ 20.47			\$ 58.00		\$ 3.00
Labourers - Class 9 - General foreman	\$ 33.66	\$ 4.38	\$ 20.53			\$ 58.57		\$ 3.00
Labourers - Class 10 - General foreman	\$ 33.76	\$ 4.39	\$ 20.55			\$ 58.70		\$ 3.00
Labourers - Class 11 - General foreman	\$ 38.76	\$ 5.04	\$ 21.28			\$ 65.08		\$ 3.00
Electrical Line Workers - General Foreman	\$ 36.18	\$ 4.70	\$ 16.22			\$ 57.11		\$ 3.00
Electrical Line Workers - Non-working foreman	\$ 34.18	\$ 4.44	\$ 15.93			\$ 54.56		\$ 3.00
Electrical Line Workers - Lead linesman	\$ 33.66	\$ 4.38	\$ 15.85			\$ 53.89		\$ 3.00
Electrical Line Workers - Utility worker	\$ 26.83	\$ 3.49	\$ 14.85			\$ 45.17		\$ 3.00
Electrical Line Workers - Mechanic	\$ 30.19	\$ 3.92	\$ 15.34			\$ 49.46		\$ 3.00
Electrical Line Workers - Operator and Driller/blaster	\$ 29.52	\$ 3.84	\$ 15.25			\$ 48.61		\$ 3.00
Electrical Line Workers - Full-time storekeeper	\$ 28.78	\$ 3.74	\$ 15.14			\$ 47.67		\$ 3.00
Electrical Line Workers - Instrumentperson	\$ 27.42	\$ 3.56	\$ 14.94			\$ 45.93		\$ 3.00
Electrical Line Workers - Journeyman linesman or splicer	\$ 32.98	\$ 4.29	\$ 15.75			\$ 53.02		\$ 3.00
Electrical Line Workers - Apprentice - 1st year	\$ 19.04	\$ 2.48	\$ 13.71			\$ 35.23		\$ 3.00
Electrical Line Workers - Apprentice - 2nd year	\$ 22.14	\$ 2.88	\$ 14.16			\$ 39.18		\$ 3.00
Electrical Line Workers - Apprentice - 3rd year	\$ 23.69	\$ 3.08	\$ 14.39			\$ 41.16		\$ 3.00
Electrical Line Workers - Apprentice - 4th year	\$ 26.79	\$ 3.48	\$ 14.84			\$ 45.12		\$ 3.00
Millwrights - General Foreman	\$ 40.78	\$ 5.30	\$ 22.01			\$ 68.10		\$ 3.00
Millwrights - Non-working foreman	\$ 39.17	\$ 5.09	\$ 21.44			\$ 65.71		\$ 3.00
Millwrights - Working foreman	\$ 37.55	\$ 4.88	\$ 20.88			\$ 63.32		\$ 3.00
Millwrights - Journeymen millwright, welder, machinist	\$ 34.32	\$ 4.46	\$ 19.75			\$ 58.53		\$ 3.00
Millwrights - Apprentice 1	\$ 21.39	\$ 2.78	\$ 15.22			\$ 39.40		\$ 3.00
Millwrights - Apprentice 2	\$ 24.62	\$ 3.20	\$ 16.35			\$ 44.18		\$ 3.00
Millwrights - Apprentice 3	\$ 27.86	\$ 3.62	\$ 17.48			\$ 48.97		\$ 3.00
Millwrights - Apprentice 4	\$ 31.09	\$ 4.04	\$ 18.62			\$ 53.75		\$ 3.00
Operating Engineers - Group 1 - JP	\$ 34.30	\$ 4.46	\$ 19.79			\$ 58.55		\$ 3.00
Operating Engineers - Group 1 - General Foreman	\$ 40.76	\$ 5.30	\$ 20.74			\$ 66.80		\$ 3.00
Operating Engineers - Group 1 - Non-Working Foreman	\$ 39.15	\$ 5.09	\$ 20.50			\$ 64.74		\$ 3.00
Operating Engineers - Group 1 - Working Foreman	\$ -	\$ -	\$ -			\$ -		\$ 3.00
Operating Engineers - Group 2 - JP	\$ 33.30	\$ 4.33	\$ 19.64			\$ 57.27		\$ 3.00

Operating Engineers - Group 2 - General Foreman	\$ 39.56	\$ 5.14	\$ 20.56			\$ 65.27		\$ 3.00
Operating Engineers - Group 2 - Non-Working Foreman	\$ 38.00	\$ 4.94	\$ 20.33			\$ 63.27		\$ 3.00
Operating Engineers - Group 2 - Working Foreman	\$ -	\$ -	\$ -			\$ -		\$ 3.00
Operating Engineers - Group 3 - JP	\$ 32.90	\$ 4.28	\$ 19.58			\$ 56.76		\$ 3.00
Operating Engineers - Group 3 - General Foreman	\$ 39.08	\$ 5.08	\$ 20.49			\$ 64.66		\$ 3.00
Operating Engineers - Group 3 - Non-Working Foreman	\$ 37.54	\$ 4.88	\$ 20.27			\$ 62.70		\$ 3.00
Operating Engineers - Group 3 - Working Foreman	\$ -	\$ -	\$ -			\$ -		\$ 3.00
Operating Engineers - Group 4 - JP	\$ 31.91	\$ 4.15	\$ 19.44			\$ 55.50		\$ 3.00
Operating Engineers - Group 4 - General Foreman	\$ 37.90	\$ 4.93	\$ 20.32			\$ 63.15		\$ 3.00
Operating Engineers - Group 4 - Non-Working Foreman	\$ 36.40	\$ 4.73	\$ 20.10			\$ 61.24		\$ 3.00
Operating Engineers - Group 4 - Working Foreman	\$ -	\$ -	\$ -			\$ -		\$ 3.00
Operating Engineers - Group 5 - JP	\$ 31.17	\$ 4.05	\$ 19.33			\$ 54.56		\$ 3.00
Operating Engineers - Group 5 - General Foreman	\$ 37.01	\$ 4.81	\$ 20.19			\$ 62.02		\$ 3.00
Operating Engineers - Group 5 - Non-Working Foreman	\$ 35.55	\$ 4.62	\$ 19.97			\$ 60.15		\$ 3.00
Operating Engineers - Group 5 - Working Foreman	\$ -	\$ -	\$ -			\$ -		\$ 3.00
Operating Engineers - 1st period	\$ 20.78	\$ 2.70	\$ 17.80			\$ 41.29		\$ 3.00
Operating Engineers - 2nd period	\$ 22.35	\$ 2.91	\$ 18.03			\$ 43.29		\$ 3.00
Operating Engineers - 3rd period	\$ 23.91	\$ 3.11	\$ 18.26			\$ 45.28		\$ 3.00
Operating Engineers - 4th period	\$ 25.48	\$ 3.31	\$ 18.49			\$ 47.29		\$ 3.00
Operating Engineers - 5th period	\$ 27.04	\$ 3.52	\$ 18.72			\$ 49.28		\$ 3.00
Operating Engineers - 6th period	\$ 30.17	\$ 3.92	\$ 19.18			\$ 53.28		\$ 3.00
Operating Engineers - Clerical - Group 1	\$ 25.06	\$ 3.26	\$ 18.43			\$ 46.75		\$ 3.00
Operating Engineers - Clerical - Group 2	\$ 27.28	\$ 3.55	\$ 18.76			\$ 49.59		\$ 3.00
Operating Engineers - Clerical - Group 3	\$ 28.62	\$ 3.72	\$ 18.96			\$ 51.31		\$ 3.00
Painters and Allied Trades - General foreman	\$ 33.97	\$ 4.42	\$ 19.35			\$ 57.74		\$ 3.00
Painters and Allied Trades - Chargehands and Working Foreman	\$ 32.97	\$ 4.29	\$ 19.20			\$ 56.46		\$ 3.00
Painters and Allied Trades - Non-working Foreman	\$ 33.47	\$ 4.35	\$ 19.27			\$ 57.10		\$ 3.00
Painters and Allied Trades - Group 1	\$ 31.47	\$ 4.09	\$ 18.98			\$ 54.55		\$ 3.00
Painters and Allied Trades - Group 2	\$ 34.47	\$ 4.48	\$ 19.42			\$ 58.38		\$ 3.00
Painters and Allied Trades - Apprentice - 1st year	\$ 19.68	\$ 2.56	\$ 17.25			\$ 39.49		\$ 3.00
Painters and Allied Trades - Apprentice - 2nd year	\$ 24.10	\$ 3.13	\$ 17.90			\$ 45.14		\$ 3.00
Painters and Allied Trades - Apprentice - 3rd year	\$ 28.52	\$ 3.71	\$ 18.55			\$ 50.78		\$ 3.00
Plumbers and pipefitters - General foreman	\$ 44.66	\$ 4.47	\$ 21.00			\$ 70.13		\$ 3.00
Plumbers and pipefitters - Foreman	\$ 42.88	\$ 4.29	\$ 20.75			\$ 67.92		\$ 3.00
Plumbers and pipefitters - Journeyman	\$ 37.55	\$ 3.76	\$ 19.99			\$ 61.30		\$ 3.00
Plumbers and pipefitters - Welding Inspector	\$ 41.11	\$ 4.11	\$ 20.49			\$ 65.72		\$ 3.00
Plumbers and pipefitters - Apprentice - 2nd year	\$ 25.11	\$ 2.51	\$ 18.21			\$ 45.84		\$ 3.00
Plumbers and pipefitters - Apprentice - 3rd year	\$ 28.66	\$ 2.87	\$ 18.71			\$ 50.24		\$ 3.00
Plumbers and pipefitters - Apprentice - 4th year	\$ 32.22	\$ 3.22	\$ 19.22			\$ 54.67		\$ 3.00
Sheet metal workers - General foreman	\$ 34.27	\$ 4.46	\$ 17.75			\$ 56.48		\$ 3.00
Sheet metal workers - Working foreman	\$ 32.27	\$ 4.20	\$ 17.46			\$ 53.93		\$ 3.00
Sheet metal workers - Non-working foreman	\$ 33.27	\$ 4.33	\$ 17.60			\$ 55.20		\$ 3.00
Sheet metal workers - Journeyman	\$ 30.27	\$ 3.94	\$ 17.16			\$ 51.37		\$ 3.00
Sheet metal workers - Welder	\$ 31.27	\$ 4.07	\$ 17.31			\$ 52.65		\$ 3.00
Sheet metal workers - Apprentice - 2nd year	\$ 18.96	\$ 2.46	\$ 15.50			\$ 36.93		\$ 3.00
Sheet metal workers - Apprentice - 3rd year	\$ 23.20	\$ 3.02	\$ 16.13			\$ 42.35		\$ 3.00
Sheet metal workers - Apprentice - 4th year	\$ 26.03	\$ 3.38	\$ 16.54			\$ 45.96		\$ 3.00
Teamsters - Group 1 teamster	\$ 35.20	\$ 4.58	\$ 14.55			\$ 54.33		\$ 3.00
Teamsters - Working foreman Group 1	\$ 36.70	\$ 4.77	\$ 14.78			\$ 56.26		\$ 3.00
Teamsters - Non-working foreman Group 1	\$ 36.70	\$ 4.77	\$ 14.78			\$ 56.26		\$ 3.00
Teamsters - General foreman Group 1	\$ 37.20	\$ 4.84	\$ 14.85			\$ 56.89		\$ 3.00
Teamsters - Group 2 teamster	\$ 36.20	\$ 4.71	\$ 14.70			\$ 55.61		\$ 3.00
Teamsters - Working foreman Group 2	\$ 37.70	\$ 4.90	\$ 14.92			\$ 57.53		\$ 3.00
Teamsters - Non-working foreman Group 2	\$ 37.70	\$ 4.90	\$ 14.92			\$ 57.53		\$ 3.00
Teamsters - General foreman Group 2	\$ 38.20	\$ 4.97	\$ 15.00			\$ 58.17		\$ 3.00
Teamsters - Group 3 teamster	\$ 37.20	\$ 4.84	\$ 14.85			\$ 56.89		\$ 3.00
Teamsters - Working foreman Group 3	\$ 38.70	\$ 5.03	\$ 15.07			\$ 58.81		\$ 3.00
Teamsters - Non-working foreman Group 3	\$ 38.70	\$ 5.03	\$ 15.07			\$ 58.81		\$ 3.00
Teamsters - General foreman Group 3	\$ 39.20	\$ 5.10	\$ 15.14			\$ 59.44		\$ 3.00
Teamsters - Group 4 teamster	\$ 38.20	\$ 4.97	\$ 15.00			\$ 58.17		\$ 3.00
Teamsters - Working foreman Group 4	\$ 39.70	\$ 5.16	\$ 15.22			\$ 60.09		\$ 3.00
Teamsters - Non-working foreman Group 4	\$ 39.70	\$ 5.16	\$ 15.22			\$ 60.09		\$ 3.00
Teamsters - General foreman Group 4	\$ 40.20	\$ 5.23	\$ 15.29			\$ 60.72		\$ 3.00
Teamsters - Group 5 teamster	\$ 39.20	\$ 5.10	\$ 15.14			\$ 59.44		\$ 3.00
Teamsters - Working foreman Group 5	\$ 40.70	\$ 5.29	\$ 15.36			\$ 61.36		\$ 3.00
Teamsters - Non-working foreman Group 5	\$ 40.70	\$ 5.29	\$ 15.36			\$ 61.36		\$ 3.00
Teamsters - General foreman Group 5	\$ 41.20	\$ 5.36	\$ 15.44			\$ 62.00		\$ 3.00
Teamsters - Group 6 teamster	\$ 46.32	\$ 6.02	\$ 16.19			\$ 68.54		\$ 3.00
Teamsters - Working foreman Group 6	\$ 47.82	\$ 6.22	\$ 16.41			\$ 70.45		\$ 3.00

Teamsters - Non-working foreman Group 6	\$ 47.82	\$ 6.22	\$ 16.41			\$ 70.45		\$ 3.00
Teamsters - Geberal foreman Group 6	\$ 48.32	\$ 6.28	\$ 16.48			\$ 71.09		\$ 3.00
Teamsters - Group 7 teamster - Tandem Owner/Opeator	\$ 97.25	\$ 12.64	\$ 1.10			\$ 111.00		\$ 3.00
Teamsters - Group 7 teamster - Tandem tandem Owner/Opeator	\$ 109.25	\$ 14.20	\$ 1.10			\$ 124.56		\$ 3.00
Teamsters - Group 4 - 1st level apprentice	\$ 27.34	\$ 3.55	\$ 13.40			\$ 44.30		\$ 3.00
Teamsters - Group 4 - 2nd level apprentice	\$ 30.96	\$ 4.02	\$ 13.93			\$ 48.92		\$ 3.00
Teamsters - Group 4 - 3rd level apprentice	\$ 34.58	\$ 4.50	\$ 14.46			\$ 53.54		\$ 3.00
Elevator Constructors - Mechanic	\$ 37.99	\$ 4.56	\$ 19.33			\$ 61.88		\$ 3.00
Elevator Constructors - Mechanic in charge (4 or more)	\$ 42.49	\$ 5.10	\$ 19.99			\$ 67.58		\$ 3.00
Elevator Constructors - Mechanic in charge (30 or more)	\$ 43.39	\$ 5.21	\$ 20.12			\$ 68.72		\$ 3.00
Elevator Constructors - Probationary helper I	\$ 20.00	\$ 2.40	\$ 16.71			\$ 39.11		\$ 3.00
Elevator Constructors - Probationary helper II	\$ 21.79	\$ 2.61	\$ 16.97			\$ 41.37		\$ 3.00
Elevator Constructors - Helper I	\$ 27.19	\$ 3.26	\$ 17.76			\$ 48.21		\$ 3.00
Elevator Constructors - Helper II	\$ 28.99	\$ 3.48	\$ 18.02			\$ 50.49		\$ 3.00
Elevator Constructors - Improver Helper	\$ 30.79	\$ 3.69	\$ 18.28			\$ 52.76		\$ 3.00

=15\*0.13+(15\*20\*6/4680) Franks OT Formula

Part 1  
 Appendix A2.4  
 Personnel Rate Schedule  
 Package Number: CH0007

**NOTES**

- Column 1: Trades and specialities required for the execution of the Work.
- Column 2: Base rate is per the Project Labour Agreement.
- Column 3: Vacation pay includes vacations, statutory holidays, sick and other leave with pay.
- Column 4: Payroll allowances and burdens includes, but not limited to, unemployment insurance, workers' compensation, payroll tax, and other taxes and insurance measured by payroll, established employee benefits such as pension, health, and life insurance, bonus programs, fringe benefits, indemnity funds, training, and all other contributions or premiums as per the Project Labour Agreement or government regulations, as applicable.
- Column 5: Small Tools includes all tools with a replacement value of less than two thousand (\$2,000.00) Canadian Dollars. Refer to Attachment 1, Item 3 for a typical listing of these types of small tools. Such items shall be furnished by the Contractor complete with all accessories and expendable operating parts and shall be maintained in good condition including the replacement of parts as may be necessary.
- Column 6: Consumables whether recoverable or non-recoverable (refer Attachment 1, Item 2) and Personal Protective Equipment (refer Attachment 1, Item 1).
- Column 7: Overhead and Profit includes, but not limited to, all home/corporate office expenses, administration (Health and Safety Supervisors, Planners, Project Controls, Estimators, etc.) and supervision (Project Manager, Superintendent) costs.
- Column 8: The Regular Time rate includes the total of columns 2 to 7.

Overtime rates (1.5x and 2.0x) include the regular time rate plus the overtime premium as per the Project Labour Agreement. Only the costs relative to those benefits and/or burdens that specifically apply when additional hours are worked shall be added. Other benefits, burdens and overhead will not be reimbursed since the full costs to the Contractor for these items has already been compensated in the regular time rate.

Second and Third Shift Premium is the incremental charge applied to the Regular Time Rate and Overtime Rates for second and third shift personnel.