

# ICI AGREEMENT WAGE SCHEDULES

## ARTICLE EIGHT - WAGES, BENEFITS & MONETARY CONDITIONS

8.01 Wage Rates and Fringe Benefits shall be in accordance with the following schedules:

### 8.01 (a) Industrial Steam Fitters/Welders Local 488

| Effective Date  | Base Rate      | ISIT Fund     | Vac.Pay & S.H.P. | Health & Welfare | Pension       | Training      | Supp. Ben.    | Total          |
|---|----------------|---------------|------------------|------------------|---------------|---------------|---------------|----------------|
| <b>GENERAL FOREMAN</b>  |                |               |                  |                  |               |               |               |                |
| 03-Nov-13   | \$52.14        | \$0.20        | \$5.21           | \$1.86           | \$6.61        | \$0.60        | \$0.10        | \$66.72        |
| 04-May-14   | \$52.65        | \$0.20        | \$5.27           | \$2.04           | \$6.61        | \$0.60        | \$0.10        | \$67.47        |
| <b>02-Nov-14</b>  | <b>\$53.29</b> | <b>\$0.20</b> | <b>\$5.33</b>    | <b>\$2.04</b>    | <b>\$6.61</b> | <b>\$0.60</b> | <b>\$0.10</b> | <b>\$68.17</b> |
| <b>FOREMAN</b>  |                |               |                  |                  |               |               |               |                |
| 03-Nov-13   | \$50.14        | \$0.20        | \$5.01           | \$1.86           | \$6.61        | \$0.60        | \$0.10        | \$64.52        |
| 04-May-14   | \$50.65        | \$0.20        | \$5.07           | \$2.04           | \$6.61        | \$0.60        | \$0.10        | \$65.27        |
| <b>02-Nov-14</b>  | <b>\$51.29</b> | <b>\$0.20</b> | <b>\$5.13</b>    | <b>\$2.04</b>    | <b>\$6.61</b> | <b>\$0.60</b> | <b>\$0.10</b> | <b>\$65.97</b> |
| <b>UA JOURNEYMAN STEAM FITTER &amp; B PRESSURE WELDERS</b>            |                |               |                  |                  |               |               |               |                |
| 03-Nov-13   | \$44.64        | \$0.20        | \$4.46           | \$1.86           | \$6.61        | \$0.60        | \$0.10        | \$58.47        |
| 04-May-14   | \$45.15        | \$0.20        | \$4.52           | \$2.04           | \$6.61        | \$0.60        | \$0.10        | \$59.22        |
| <b>02-Nov-14</b>  | <b>\$45.79</b> | <b>\$0.20</b> | <b>\$4.58</b>    | <b>\$2.04</b>    | <b>\$6.61</b> | <b>\$0.60</b> | <b>\$0.10</b> | <b>\$59.92</b> |
| <b>ALBERTA JOURNEYMAN STEAM FITTER &amp; JOURNEYMAN WELDERS w/CWB</b> |                |               |                  |                  |               |               |               |                |
| 03-Nov-13   | \$40.16        | \$0.20        | \$4.02           | \$1.86           | \$6.61        | \$0.60        | \$0.10        | \$53.55        |
| 04-May-14   | \$40.62        | \$0.20        | \$4.06           | \$2.04           | \$6.61        | \$0.60        | \$0.10        | \$54.23        |
| <b>02-Nov-14</b>  | <b>\$41.19</b> | <b>\$0.20</b> | <b>\$4.12</b>    | <b>\$2.04</b>    | <b>\$6.61</b> | <b>\$0.60</b> | <b>\$0.10</b> | <b>\$54.86</b> |
| <b>JOURNEYMAN WELDERS w/o CWB</b>                                     |                |               |                  |                  |               |               |               |                |
| 03-Nov-13   | \$37.91        | \$0.20        | \$3.79           | \$1.86           | \$6.61        | \$0.60        | \$0.10        | \$51.07        |
| 04-May-14   | \$38.35        | \$0.20        | \$3.84           | \$2.04           | \$6.61        | \$0.60        | \$0.10        | \$51.74        |
| <b>02-Nov-14</b>  | <b>\$38.89</b> | <b>\$0.20</b> | <b>\$3.89</b>    | <b>\$2.04</b>    | <b>\$6.61</b> | <b>\$0.60</b> | <b>\$0.10</b> | <b>\$52.33</b> |
| <b>3<sup>RD</sup> YEAR</b>  |                |               |                  |                  |               |               |               |                |
| 03-Nov-13   | \$35.67        | \$0.20        | \$3.57           | \$1.86           | \$6.61        | \$0.60        | \$0.10        | \$48.61        |
| 04-May-14   | \$36.08        | \$0.20        | \$3.61           | \$2.04           | \$6.61        | \$0.60        | \$0.10        | \$49.24        |
| <b>02-Nov-14</b>  | <b>\$36.59</b> | <b>\$0.20</b> | <b>\$3.66</b>    | <b>\$2.04</b>    | <b>\$6.61</b> | <b>\$0.60</b> | <b>\$0.10</b> | <b>\$49.80</b> |
| <b>2<sup>ND</sup> YEAR</b>  |                |               |                  |                  |               |               |               |                |
| 03-Nov-13   | \$28.95        | \$0.20        | \$2.89           | \$1.86           | \$6.61        | \$0.60        | \$0.10        | \$41.22        |
| 04-May-14   | \$29.28        | \$0.20        | \$2.93           | \$2.04           | \$6.61        | \$0.60        | \$0.10        | \$41.76        |
| <b>02-Nov-14</b>  | <b>\$29.69</b> | <b>\$0.20</b> | <b>\$2.97</b>    | <b>\$2.04</b>    | <b>\$6.61</b> | <b>\$0.60</b> | <b>\$0.10</b> | <b>\$42.21</b> |
| <b>1<sup>ST</sup> YEAR</b>  |                |               |                  |                  |               |               |               |                |
| 03-Nov-13   | \$22.22        | \$0.20        | \$2.22           | \$1.86           | \$6.61        | \$0.60        | \$0.10        | \$33.81        |
| 04-May-14   | \$22.48        | \$0.20        | \$2.25           | \$2.04           | \$6.61        | \$0.60        | \$0.10        | \$34.28        |
| <b>02-Nov-14</b>  | <b>\$22.80</b> | <b>\$0.20</b> | <b>\$2.28</b>    | <b>\$2.04</b>    | <b>\$6.61</b> | <b>\$0.60</b> | <b>\$0.10</b> | <b>\$34.63</b> |

# ICI AGREEMENT WAGE SCHEDULES

## 8.01 (b) Industrial Plumbers Local 488

| Effective Date             | Base Rate      | ISIT Fund     | Vac.Pay & S.H.P. | Health & Welfare | Pension       | Training      | Supp. Ben.    | Total          |
|----------------------------|----------------|---------------|------------------|------------------|---------------|---------------|---------------|----------------|
| <b>GENERAL FOREMAN</b>     |                |               |                  |                  |               |               |               |                |
| 03-Nov-13                  | \$52.14        | \$0.20        | \$5.21           | \$1.86           | \$6.61        | \$0.60        | \$0.10        | \$66.72        |
| 04-May-14                  | \$52.65        | \$0.20        | \$5.27           | \$2.04           | \$6.61        | \$0.60        | \$0.10        | \$67.47        |
| <b>02-Nov-14</b>           | <b>\$53.29</b> | <b>\$0.20</b> | <b>\$5.33</b>    | <b>\$2.04</b>    | <b>\$6.61</b> | <b>\$0.60</b> | <b>\$0.10</b> | <b>\$68.17</b> |
| <b>FOREMAN</b>             |                |               |                  |                  |               |               |               |                |
| 03-Nov-13                  | \$50.14        | \$0.20        | \$5.01           | \$1.86           | \$6.61        | \$0.60        | \$0.10        | \$64.52        |
| 04-May-14                  | \$50.65        | \$0.20        | \$5.07           | \$2.04           | \$6.61        | \$0.60        | \$0.10        | \$65.27        |
| <b>02-Nov-14</b>           | <b>\$51.29</b> | <b>\$0.20</b> | <b>\$5.13</b>    | <b>\$2.04</b>    | <b>\$6.61</b> | <b>\$0.60</b> | <b>\$0.10</b> | <b>\$65.97</b> |
| <b>JOURNEYMAN</b>          |                |               |                  |                  |               |               |               |                |
| 03-Nov-13                  | \$44.64        | \$0.20        | \$4.46           | \$1.86           | \$6.61        | \$0.60        | \$0.10        | \$58.47        |
| 04-May-14                  | \$45.15        | \$0.20        | \$4.52           | \$2.04           | \$6.61        | \$0.60        | \$0.10        | \$59.22        |
| <b>02-Nov-14</b>           | <b>\$45.79</b> | <b>\$0.20</b> | <b>\$4.58</b>    | <b>\$2.04</b>    | <b>\$6.61</b> | <b>\$0.60</b> | <b>\$0.10</b> | <b>\$59.92</b> |
| <b>4<sup>TH</sup> YEAR</b> |                |               |                  |                  |               |               |               |                |
| 03-Nov-13                  | \$35.67        | \$0.20        | \$3.57           | \$1.86           | \$6.61        | \$0.60        | \$0.10        | \$48.61        |
| 04-May-14                  | \$36.08        | \$0.20        | \$3.61           | \$2.04           | \$6.61        | \$0.60        | \$0.10        | \$49.24        |
| <b>02-Nov-14</b>           | <b>\$36.59</b> | <b>\$0.20</b> | <b>\$3.66</b>    | <b>\$2.04</b>    | <b>\$6.61</b> | <b>\$0.60</b> | <b>\$0.10</b> | <b>\$49.80</b> |
| <b>3<sup>RD</sup> YEAR</b> |                |               |                  |                  |               |               |               |                |
| 03-Nov-13                  | \$31.19        | \$0.20        | \$3.12           | \$1.86           | \$6.61        | \$0.60        | \$0.10        | \$43.68        |
| 04-May-14                  | \$31.55        | \$0.20        | \$3.16           | \$2.04           | \$6.61        | \$0.60        | \$0.10        | \$44.26        |
| <b>02-Nov-14</b>           | <b>\$31.99</b> | <b>\$0.20</b> | <b>\$3.20</b>    | <b>\$2.04</b>    | <b>\$6.61</b> | <b>\$0.60</b> | <b>\$0.10</b> | <b>\$44.74</b> |
| <b>2<sup>ND</sup> YEAR</b> |                |               |                  |                  |               |               |               |                |
| 03-Nov-13                  | \$26.70        | \$0.20        | \$2.67           | \$1.86           | \$6.61        | \$0.60        | \$0.10        | \$38.74        |
| 04-May-14                  | \$27.01        | \$0.20        | \$2.70           | \$2.04           | \$6.61        | \$0.60        | \$0.10        | \$39.26        |
| <b>02-Nov-14</b>           | <b>\$27.39</b> | <b>\$0.20</b> | <b>\$2.74</b>    | <b>\$2.04</b>    | <b>\$6.61</b> | <b>\$0.60</b> | <b>\$0.10</b> | <b>\$39.68</b> |
| <b>1<sup>ST</sup> YEAR</b> |                |               |                  |                  |               |               |               |                |
| 03-Nov-13                  | \$22.22        | \$0.20        | \$2.22           | \$1.86           | \$6.61        | \$0.60        | \$0.10        | \$33.81        |
| 04-May-14                  | \$22.48        | \$0.20        | \$2.25           | \$2.04           | \$6.61        | \$0.60        | \$0.10        | \$34.28        |
| <b>02-Nov-14</b>           | <b>\$22.80</b> | <b>\$0.20</b> | <b>\$2.28</b>    | <b>\$2.04</b>    | <b>\$6.61</b> | <b>\$0.60</b> | <b>\$0.10</b> | <b>\$34.63</b> |

# ICI AGREEMENT WAGE SCHEDULES

## 8.01 (c) Commercial & Institutional Local 488

| Effective Date  | Base Rate      | ISIT Fund     | Vac.Pay & S.H.P. | Health & Welfare | Pension       | Training      | Supp. Ben.    | Total          |
|---|----------------|---------------|------------------|------------------|---------------|---------------|---------------|----------------|
| <b>GENERAL FOREMAN</b>  |                |               |                  |                  |               |               |               |                |
| 03-Nov-13   | \$47.64        | \$0.20        | \$4.76           | \$1.86           | \$6.00        | \$0.25        | \$0.10        | \$60.81        |
| 04-May-14   | \$48.15        | \$0.20        | \$4.82           | \$2.04           | \$6.00        | \$0.25        | \$0.10        | \$61.56        |
| <b>02-Nov-14</b>  | <b>\$48.79</b> | <b>\$0.20</b> | <b>\$4.88</b>    | <b>\$2.04</b>    | <b>\$6.00</b> | <b>\$0.25</b> | <b>\$0.10</b> | <b>\$62.26</b> |
| <b>FOREMAN</b>  |                |               |                  |                  |               |               |               |                |
| 03-Nov-13   | \$45.64        | \$0.20        | \$4.56           | \$1.86           | \$6.00        | \$0.25        | \$0.10        | \$58.61        |
| 04-May-14   | \$46.15        | \$0.20        | \$4.62           | \$2.04           | \$6.00        | \$0.25        | \$0.10        | \$59.36        |
| <b>02-Nov-14</b>  | <b>\$46.79</b> | <b>\$0.20</b> | <b>\$4.68</b>    | <b>\$2.04</b>    | <b>\$6.00</b> | <b>\$0.25</b> | <b>\$0.10</b> | <b>\$60.06</b> |
| <b>JOURNEYMAN</b>   |                |               |                  |                  |               |               |               |                |
| 03-Nov-13   | \$41.64        | \$0.20        | \$4.16           | \$1.86           | \$6.00        | \$0.25        | \$0.10        | \$54.21        |
| 04-May-14   | \$42.15        | \$0.20        | \$4.22           | \$2.04           | \$6.00        | \$0.25        | \$0.10        | \$54.96        |
| <b>02-Nov-14</b>  | <b>\$42.79</b> | <b>\$0.20</b> | <b>\$4.28</b>    | <b>\$2.04</b>    | <b>\$6.00</b> | <b>\$0.25</b> | <b>\$0.10</b> | <b>\$55.66</b> |
| <b>4<sup>TH</sup> YEAR PLUMBER / 3<sup>RD</sup> YEAR STEAM FITTER</b> |                |               |                  |                  |               |               |               |                |
| 03-Nov-13   | \$33.27        | \$0.20        | \$3.33           | \$1.86           | \$4.80        | \$0.25        | \$0.10        | \$43.81        |
| 04-May-14   | \$33.68        | \$0.20        | \$3.37           | \$2.04           | \$4.80        | \$0.25        | \$0.10        | \$44.44        |
| <b>02-Nov-14</b>  | <b>\$34.19</b> | <b>\$0.20</b> | <b>\$3.42</b>    | <b>\$2.04</b>    | <b>\$4.80</b> | <b>\$0.25</b> | <b>\$0.10</b> | <b>\$45.00</b> |
| <b>3<sup>RD</sup> YEAR PLUMBER</b>                                    |                |               |                  |                  |               |               |               |                |
| 03-Nov-13   | \$29.09        | \$0.20        | \$2.91           | \$1.86           | \$4.20        | \$0.25        | \$0.10        | \$38.60        |
| 04-May-14   | \$29.45        | \$0.20        | \$2.95           | \$2.04           | \$4.20        | \$0.25        | \$0.10        | \$39.19        |
| <b>02-Nov-14</b>  | <b>\$29.89</b> | <b>\$0.20</b> | <b>\$2.99</b>    | <b>\$2.04</b>    | <b>\$4.20</b> | <b>\$0.25</b> | <b>\$0.10</b> | <b>\$39.67</b> |
| <b>2<sup>ND</sup> YEAR STEAM FITTER</b>                               |                |               |                  |                  |               |               |               |                |
| 03-Nov-13   | \$27.00        | \$0.20        | \$2.70           | \$1.86           | \$3.90        | \$0.25        | \$0.10        | \$36.01        |
| 04-May-14   | \$27.33        | \$0.20        | \$2.73           | \$2.04           | \$3.90        | \$0.25        | \$0.10        | \$36.55        |
| <b>02-Nov-14</b>  | <b>\$27.74</b> | <b>\$0.20</b> | <b>\$2.77</b>    | <b>\$2.04</b>    | <b>\$3.90</b> | <b>\$0.25</b> | <b>\$0.10</b> | <b>\$37.00</b> |
| <b>2<sup>ND</sup> YEAR PLUMBER</b>                                    |                |               |                  |                  |               |               |               |                |
| 03-Nov-13   | \$24.90        | \$0.20        | \$2.49           | \$1.86           | \$3.60        | \$0.25        | \$0.10        | \$33.40        |
| 04-May-14   | \$25.21        | \$0.20        | \$2.52           | \$2.04           | \$3.60        | \$0.25        | \$0.10        | \$33.92        |
| <b>02-Nov-14</b>  | <b>\$25.59</b> | <b>\$0.20</b> | <b>\$2.56</b>    | <b>\$2.04</b>    | <b>\$3.60</b> | <b>\$0.25</b> | <b>\$0.10</b> | <b>\$34.34</b> |
| <b>1<sup>ST</sup> YEAR PLUMBER &amp; STEAM FITTER</b>                 |                |               |                  |                  |               |               |               |                |
| 03-Nov-13   | \$20.72        | \$0.20        | \$2.07           | \$1.86           | \$3.00        | \$0.25        | \$0.10        | \$28.20        |
| 04-May-14   | \$20.98        | \$0.20        | \$2.10           | \$2.04           | \$3.00        | \$0.25        | \$0.10        | \$28.67        |
| <b>02-Nov-14</b>  | <b>\$21.30</b> | <b>\$0.20</b> | <b>\$2.13</b>    | <b>\$2.04</b>    | <b>\$3.00</b> | <b>\$0.25</b> | <b>\$0.10</b> | <b>\$29.02</b> |

**NOTE:** EFFECTIVE May 1, 2012; the Pension contribution for Journeymen will increase to \$6.00 per hour and Apprentice rates will be adjusted accordingly on a prorated basis.

# ICI AGREEMENT WAGE SCHEDULES

## Instrument Mechanic

(General Foreman and Foreman rates are as per 488 Industrial Schedule)

| Effective Date             | Base Rate      | ISIT Fund     | Vac.Pay & S.H.P. | Health & Welfare | Pension       | Training      | Supp. Ben.    | Total          |
|----------------------------|----------------|---------------|------------------|------------------|---------------|---------------|---------------|----------------|
| <b>JOURNEYMAN</b>          |                |               |                  |                  |               |               |               |                |
| 03-Nov-13                  | \$44.64        | \$0.20        | \$4.46           | \$1.86           | \$6.61        | \$0.60        | \$0.10        | \$58.47        |
| 04-May-14                  | \$45.15        | \$0.20        | \$4.52           | \$2.04           | \$6.61        | \$0.60        | \$0.10        | \$59.22        |
| <b>02-Nov-14</b>           | <b>\$45.79</b> | <b>\$0.20</b> | <b>\$4.58</b>    | <b>\$2.04</b>    | <b>\$6.61</b> | <b>\$0.60</b> | <b>\$0.10</b> | <b>\$59.92</b> |
| <b>4<sup>TH</sup> YEAR</b> |                |               |                  |                  |               |               |               |                |
| 03-Nov-13                  | \$37.91        | \$0.20        | \$3.79           | \$1.86           | \$6.61        | \$0.60        | \$0.10        | \$51.07        |
| 04-May-14                  | \$38.35        | \$0.20        | \$3.84           | \$2.04           | \$6.61        | \$0.60        | \$0.10        | \$51.74        |
| <b>02-Nov-14</b>           | <b>\$38.89</b> | <b>\$0.20</b> | <b>\$3.89</b>    | <b>\$2.04</b>    | <b>\$6.61</b> | <b>\$0.60</b> | <b>\$0.10</b> | <b>\$52.33</b> |
| <b>3<sup>RD</sup> YEAR</b> |                |               |                  |                  |               |               |               |                |
| 03-Nov-13                  | \$33.43        | \$0.20        | \$3.34           | \$1.86           | \$6.61        | \$0.60        | \$0.10        | \$46.14        |
| 04-May-14                  | \$33.81        | \$0.20        | \$3.38           | \$2.04           | \$6.61        | \$0.60        | \$0.10        | \$46.74        |
| <b>02-Nov-14</b>           | <b>\$34.29</b> | <b>\$0.20</b> | <b>\$3.43</b>    | <b>\$2.04</b>    | <b>\$6.61</b> | <b>\$0.60</b> | <b>\$0.10</b> | <b>\$47.27</b> |
| <b>2<sup>ND</sup> YEAR</b> |                |               |                  |                  |               |               |               |                |
| 03-Nov-13                  | \$28.95        | \$0.20        | \$2.90           | \$1.86           | \$6.61        | \$0.60        | \$0.10        | \$41.22        |
| 04-May-14                  | \$29.28        | \$0.20        | \$2.93           | \$2.04           | \$6.61        | \$0.60        | \$0.10        | \$41.76        |
| <b>02-Nov-14</b>           | <b>\$29.69</b> | <b>\$0.20</b> | <b>\$2.97</b>    | <b>\$2.04</b>    | <b>\$6.61</b> | <b>\$0.60</b> | <b>\$0.10</b> | <b>\$42.21</b> |
| <b>1<sup>ST</sup> YEAR</b> |                |               |                  |                  |               |               |               |                |
| 03-Nov-13                  | \$24.46        | \$0.20        | \$2.45           | \$1.86           | \$6.61        | \$0.60        | \$0.10        | \$36.28        |
| 04-May-14                  | \$24.74        | \$0.20        | \$2.47           | \$2.04           | \$6.61        | \$0.60        | \$0.10        | \$36.76        |
| <b>02-Nov-14</b>           | <b>\$25.10</b> | <b>\$0.20</b> | <b>\$2.51</b>    | <b>\$2.04</b>    | <b>\$6.61</b> | <b>\$0.60</b> | <b>\$0.10</b> | <b>\$37.15</b> |

### 8.01 (e) Wage Page Clarifications applicable to Local 488 Schedules

- 1) Calculate the 'ISIT' contributions on hours earned
- 2) Monthly Union Dues = 3x column A (*maximum Journeyman Rate*)
- 3) ABTC dues of 6¢ per hour earned to be deducted from wages and remitted at same time and in same manner as Union dues.
- 4) **Effective May 6, 2012 Fraternal & Building dues of 6¢ per hour earned to be deducted from wages and remitted at same time and in same manner as Union dues.**
- 5) **Effective November 4, 2012 Fraternal & Building dues of 12¢ per hour earned to be deducted from wages and remitted at same time and in same manner as Union dues.**
- 6) CLRa dues and CEFAP to be remitted by Employer as per Article 31.01 (a) & (b)
- 7) An Alberta Journeyman is a Journeyman who has completed the standard Alberta 3 year Steam Fitter-Pipe Fitter apprenticeship and off shore Steam Fitter-Pipe Fitters A UA Journeyman is a Journeyman who has completed a 4 year Steam Fitter-Pipe Fitter apprenticeship or an Alberta Journeyman who has satisfied the additional requirements as stipulated by the Joint Educational Trust Fund Trustees.