

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
GENERAL FOREMAN								
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
02-Nov-14	\$53.29	\$0.20	\$5.33	\$2.04	\$6.61	\$0.60	\$0.10	\$68.17
FOREMAN								
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
02-Nov-14	\$51.29	\$0.20	\$5.13	\$2.04	\$6.61	\$0.60	\$0.10	\$65.97
UA JOURNEYMAN STEAM FITTER & B PRESSURE WELDERS								
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
02-Nov-14	\$45.79	\$0.20	\$4.58	\$2.04	\$6.61	\$0.60	\$0.10	\$59.92
ALBERTA JOURNEYMAN STEAM FITTER & JOURNEYMAN WELDERS w/CWB								
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
02-Nov-14	\$41.19	\$0.20	\$4.12	\$2.04	\$6.61	\$0.60	\$0.10	\$54.86
JOURNEYMAN WELDERS w/o CWB								
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
02-Nov-14	\$38.89	\$0.20	\$3.89	\$2.04	\$6.61	\$0.60	\$0.10	\$52.33
3RD YEAR								
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
02-Nov-14	\$36.59	\$0.20	\$3.66	\$2.04	\$6.61	\$0.60	\$0.10	\$49.80
2ND YEAR								
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
02-Nov-14	\$29.69	\$0.20	\$2.97	\$2.04	\$6.61	\$0.60	\$0.10	\$42.21
1ST YEAR								
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
02-Nov-14	\$22.80	\$0.20	\$2.28	\$2.04	\$6.61	\$0.60	\$0.10	\$34.63

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
GENERAL FOREMAN								
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
02-Nov-14	\$53.29	\$0.20	\$5.33	\$2.04	\$6.61	\$0.60	\$0.10	\$68.17
FOREMAN								
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
02-Nov-14	\$51.29	\$0.20	\$5.13	\$2.04	\$6.61	\$0.60	\$0.10	\$65.97
JOURNEYMAN								
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
02-Nov-14	\$45.79	\$0.20	\$4.58	\$2.04	\$6.61	\$0.60	\$0.10	\$59.92
4TH YEAR								
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
02-Nov-14	\$36.59	\$0.20	\$3.66	\$2.04	\$6.61	\$0.60	\$0.10	\$49.80
3RD YEAR								
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
02-Nov-14	\$31.99	\$0.20	\$3.20	\$2.04	\$6.61	\$0.60	\$0.10	\$44.74
2ND YEAR								
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
02-Nov-14	\$27.39	\$0.20	\$2.74	\$2.04	\$6.61	\$0.60	\$0.10	\$39.68
1ST YEAR								
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
02-Nov-14	\$22.80	\$0.20	\$2.28	\$2.04	\$6.61	\$0.60	\$0.10	\$34.63

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
GENERAL FOREMAN								
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
02-Nov-14	\$48.79	\$0.20	\$4.88	\$2.04	\$6.00	\$0.25	\$0.10	\$62.26
FOREMAN								
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
02-Nov-14	\$46.79	\$0.20	\$4.68	\$2.04	\$6.00	\$0.25	\$0.10	\$60.06
JOURNEYMAN								
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
02-Nov-14	\$42.79	\$0.20	\$4.28	\$2.04	\$6.00	\$0.25	\$0.10	\$55.66
4TH YEAR PLUMBER / 3RD YEAR STEAM FITTER								
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
02-Nov-14	\$34.19	\$0.20	\$3.42	\$2.04	\$4.80	\$0.25	\$0.10	\$45.00
3RD YEAR PLUMBER								
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
02-Nov-14	\$29.89	\$0.20	\$2.99	\$2.04	\$4.20	\$0.25	\$0.10	\$39.67
2ND YEAR STEAM FITTER								
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
02-Nov-14	\$27.74	\$0.20	\$2.77	\$2.04	\$3.90	\$0.25	\$0.10	\$37.00
2ND YEAR PLUMBER								
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
02-Nov-14	\$25.59	\$0.20	\$2.56	\$2.04	\$3.60	\$0.25	\$0.10	\$34.34
1ST YEAR PLUMBER & STEAM FITTER								
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
02-Nov-14	\$21.30	\$0.20	\$2.13	\$2.04	\$3.00	\$0.25	\$0.10	\$29.02

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
JOURNEYMAN								
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
02-Nov-14	\$45.79	\$0.20	\$4.58	\$2.04	\$6.61	\$0.60	\$0.10	\$59.92
4TH YEAR								
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
02-Nov-14	\$38.89	\$0.20	\$3.89	\$2.04	\$6.61	\$0.60	\$0.10	\$52.33
3RD YEAR								
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
02-Nov-14	\$34.29	\$0.20	\$3.43	\$2.04	\$6.61	\$0.60	\$0.10	\$47.27
2ND YEAR								
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
02-Nov-14	\$29.69	\$0.20	\$2.97	\$2.04	\$6.61	\$0.60	\$0.10	\$42.21
1ST YEAR								
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
02-Nov-14	\$25.10	\$0.20	\$2.51	\$2.04	\$6.61	\$0.60	\$0.10	\$37.15

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.