

ENABLED MANUFACTURING SHOP TERMS

- 1) The base rate and pension contributions for all categories of employees will be amended in accordance with the attached wage schedule effective January 1st, 2017 to expire on the termination date of the Collective Agreement (April 30th, 2020). On the first occasion that the average monthly price of West Texas Intermediate Crude equals or exceeds sixty-five US dollars \$65 (USD) per barrel of oil for a period of three consecutive months following the signing of this Letter of Understanding it is agreed that the next scheduled increase in the attached wage schedule will be immediately implemented effective the first Sunday following those three months, and all subsequent scheduled increases will be moved ahead by one calendar year. Should this occur, rates will revert to the May 1st, 2016 rate schedule effective January 5th, 2020.
- 2) All overtime, including statutory holidays, to be paid at the rate of time and one-half (1½ x).
- 3) All benefits except Health & Welfare to be paid on an hours worked basis. Health & Welfare to be paid on hours earned.
- 4) Statutory holidays will be observed on the date on which they fall.
- 5) Wages and benefits shall be paid as per the attached schedule.

ARTICLE 10 - CLASSIFICATIONS AND WAGE RATES

10.01 Wage Rates and Other Monetary Conditions

Effective Date	Base Rate	ISIT Fund	Vac.Pay & S.H.P.	Health & Welfare	Pension	Training	Supp. Ben.	Total
GENERAL FOREMAN								
CURRENT	\$53.29	\$0.20	\$5.33	\$2.04	\$6.61	\$0.60	\$0.10	\$68.17
01-Jan-17	\$48.75	\$0.20	\$4.88	\$2.04	\$5.30	\$0.60	\$0.10	\$61.87
07-Jan-18	\$49.50	\$0.20	\$4.95	\$2.04	\$5.30	\$0.60	\$0.10	\$62.69
06-Jan-19	\$49.95	\$0.20	\$5.00	\$2.04	\$5.61	\$0.60	\$0.10	\$63.50
05-Jan-20	\$50.70	\$0.20	\$5.07	\$2.04	\$5.61	\$0.60	\$0.10	\$64.32
FOREMAN								
CURRENT	\$51.29	\$0.20	\$5.13	\$2.04	\$6.61	\$0.60	\$0.10	\$65.97
01-Jan-17	\$46.75	\$0.20	\$4.68	\$2.04	\$5.30	\$0.60	\$0.10	\$59.67
07-Jan-18	\$47.50	\$0.20	\$4.75	\$2.04	\$5.30	\$0.60	\$0.10	\$60.49
06-Jan-19	\$47.95	\$0.20	\$4.80	\$2.04	\$5.61	\$0.60	\$0.10	\$61.30
05-Jan-20	\$48.70	\$0.20	\$4.87	\$2.04	\$5.61	\$0.60	\$0.10	\$62.12
UA JOURNEYMAN STEAM FITTER & B PRESSURE WELDER								
CURRENT	\$45.79	\$0.20	\$4.58	\$2.04	\$6.61	\$0.60	\$0.10	\$59.92
01-Jan-17	\$41.25	\$0.20	\$4.13	\$2.04	\$5.30	\$0.60	\$0.10	\$53.62
07-Jan-18	\$42.00	\$0.20	\$4.20	\$2.04	\$5.30	\$0.60	\$0.10	\$54.44
06-Jan-19	\$42.45	\$0.20	\$4.25	\$2.04	\$5.61	\$0.60	\$0.10	\$55.25
05-Jan-20	\$43.20	\$0.20	\$4.32	\$2.04	\$5.61	\$0.60	\$0.10	\$56.07
ALBERTA JOURNEYMAN STEAM FITTER; JOURNEYMAN WELDERS w/CWB & 'C' PROVISIONAL WELDER								
CURRENT	\$41.19	\$0.20	\$4.12	\$2.04	\$6.61	\$0.60	\$0.10	\$54.86
01-Jan-17	\$37.11	\$0.20	\$3.71	\$2.04	\$5.30	\$0.60	\$0.10	\$49.06
07-Jan-18	\$37.78	\$0.20	\$3.78	\$2.04	\$5.30	\$0.60	\$0.10	\$49.80
06-Jan-19	\$38.19	\$0.20	\$3.82	\$2.04	\$5.61	\$0.60	\$0.10	\$50.56
05-Jan-20	\$38.86	\$0.20	\$3.89	\$2.04	\$5.61	\$0.60	\$0.10	\$51.30
JOURNEYMAN WELDERS w/o CWB								
CURRENT	\$38.89	\$0.20	\$3.89	\$2.04	\$6.61	\$0.60	\$0.10	\$52.33
01-Jan-17	\$35.03	\$0.20	\$3.50	\$2.04	\$5.30	\$0.60	\$0.10	\$46.77
07-Jan-18	\$35.67	\$0.20	\$3.57	\$2.04	\$5.30	\$0.60	\$0.10	\$47.48
06-Jan-19	\$36.05	\$0.20	\$3.61	\$2.04	\$5.61	\$0.60	\$0.10	\$48.21
05-Jan-20	\$36.69	\$0.20	\$3.67	\$2.04	\$5.61	\$0.60	\$0.10	\$48.91

10.01 Wage Rates and Other Monetary Conditions *continued...*

Effective Date	Base Rate	ISIT Fund	Vac.Pay & S.H.P.	Health & Welfare	Pension	Training	Supp. Ben.	Total
3RD YEAR APPRENTICE								
CURRENT	\$36.59	\$0.20	\$3.66	\$2.04	\$5.29	\$0.60	\$0.10	\$48.48
01-Jan-17	\$32.96	\$0.20	\$3.30	\$2.04	\$4.24	\$0.60	\$0.10	\$43.44
07-Jan-18	\$33.56	\$0.20	\$3.36	\$2.04	\$4.24	\$0.60	\$0.10	\$44.10
06-Jan-19	\$33.92	\$0.20	\$3.39	\$2.04	\$4.49	\$0.60	\$0.10	\$44.74
05-Jan-20	\$34.52	\$0.20	\$3.45	\$2.04	\$4.49	\$0.60	\$0.10	\$45.40
2ND YEAR APPRENTICE & METAL TRADES WORKER (after 1000 Hours Probation)								
CURRENT	\$29.69	\$0.20	\$2.97	\$2.04	\$4.30	\$0.60	\$0.10	\$39.90
01-Jan-17	\$26.74	\$0.20	\$2.67	\$2.04	\$3.45	\$0.60	\$0.10	\$35.80
07-Jan-18	\$27.23	\$0.20	\$2.72	\$2.04	\$3.45	\$0.60	\$0.10	\$36.34
06-Jan-19	\$27.52	\$0.20	\$2.75	\$2.04	\$3.65	\$0.60	\$0.10	\$36.86
05-Jan-20	\$28.01	\$0.20	\$2.80	\$2.04	\$3.65	\$0.60	\$0.10	\$37.40
1ST YEAR APPRENTICE & METAL TRADES WORKER (up to 1000 Hours Probation)								
CURRENT	\$22.80	\$0.20	\$2.28	\$2.04	\$3.31	\$0.60	\$0.10	\$31.33
01-Jan-17	\$20.53	\$0.20	\$2.05	\$2.04	\$2.65	\$0.60	\$0.10	\$28.17
07-Jan-18	\$20.90	\$0.20	\$2.09	\$2.04	\$2.65	\$0.60	\$0.10	\$28.58
06-Jan-19	\$21.13	\$0.20	\$2.11	\$2.04	\$2.81	\$0.60	\$0.10	\$28.99
05-Jan-20	\$21.50	\$0.20	\$2.15	\$2.04	\$2.81	\$0.60	\$0.10	\$29.40

- 1) Calculate the 'ISIT' contributions on hours worked
- 2) Monthly Union Dues = 3x column A (*maximum Journeyman Rate*)
- 3) BTA dues of 6¢ per hour earned to be deducted from wages and remitted at same time and in same manner as Union dues.
- 4) 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.