



NORTH WEST REDWATER PARTNERSHIP CONTRACT CHANGE ORDER

CONTRACTOR Edmonton Exchanger	CONTRACT NO. C1000776	CHANGE ORDER EFFECTIVE DATE May 11, June 1	
CONTRACT TITLE Edmonton Exchanger Refinery Services	CONTRACT CHANGE ORDER NO. 8		
WORK DESCRIPTION	AMOUNT		
This Contract is hereby amended and revised as follows: 1. Millwrights: Union benefits changes effective May 11 (base wage rates are unchanged in the new agreement) 2. Biermakers: Wage and benefits changes effective June 1, including night shift premium increase to \$4.50 (aligning with night shift premium for the other unions that was effective January 1) 3. Add BM Journeyman Alloy Welder rates All other rates remain unchanged			
PREVIOUS CONTRACT CHANGE ORDER NUMBERS	THROUGH	CDN\$	\$0
AMOUNT THIS CHANGE ORDER	<input type="checkbox"/> EXTRA <input type="checkbox"/> CREDIT <input type="checkbox"/> ESTIMATE <input type="checkbox"/> FIRM	CDN\$	
PERFORMANCE OF THE WORK STARTS:	CONTRACT COMPLETION DATE:		
EFFECT ON CONTRACT SCHEDULE:			
THE ABOVE NOTED SCOPE CHANGE REPRESENTS ESTIMATED ADJUSTMENT FOR ANY AND ALL AMOUNTS DUE OR TO BECOME DUE TO THE CONTRACTOR FOR THE WORK, INCLUSIVE OF CHANGES REFERRED TO HEREIN. UNLESS OTHERWISE EXPRESSLY PROVIDED HEREIN, THE TIME OF COMPLETION AND ALL OTHER TERMS AND CONDITIONS OF THE CONTRACT REMAIN UNCHANGED.			
NORTH WEST REDWATER PARTNERSHIP		Edmonton Exchanger & Refinery Services Ltd.	
Mike Gonkowicz NWR SCM Lead		Adam Dawe Controller	

RATE COMPONENTS	
Training:	0.27
Consumables:	1.10
PPE:	2.05
Tools:	1.30
Transportation:	
Communication:	
Office:	
Overhead & Admin:	4.90
Profit:	3.80
Overtime Multiplier:	1.50

Straight Time																																	
Employee Information				Payroll Details																													
Employee Type		Classification		Level		Other		Total Charge-Out Rate		Base Rate		Union Assessments						Contractor Overhead & Profit						Government Assessments									
Craft	Classification	Level	Other	Total	Charge	Out	Rate	Holiday & Vacation	Health & Welfare	Pension	Training	RSAP	Others	Total UNION Assessments	Holiday & Vacation	Health & Welfare	Pension	Training	Consumables	PPE	Tools	Transportation	Communication	Office	Drug & Alcohol	Overhead & Admin	Other	Total CONTRACTOR Overhead & Profit	Canada Pension Plan	Employment Insurance	Workers Compensation Board	Others	Total GOVERNMENT
				Enter Below			\$	Enter Below	Enter Below	Enter Below	Enter Below	Enter Below	Enter Below	\$	Enter Below		Enter Below	Enter Below	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	5.950%	2.296%	0.720%	Enter Below	\$
Click HERE for detail	Click HERE for detail	Click HERE for detail	Click HERE for detail	\$66.91	\$33.69	10.00%	\$3.37	\$3.95	\$7.00	\$1.36	\$0.12	\$0.45	\$16.25	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$2.21	\$0.85	\$0.27	\$3.34				
Boilermakers	1st Year Apprentice			\$76.99	\$42.11	10.00%	\$4.21	\$3.95	\$7.00	\$1.36	\$0.12	\$0.45	\$17.09	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$2.76	\$1.06	\$0.33	\$4.11				
Boilermakers	2nd Year Apprentice			\$87.10	\$50.54	10.00%	\$5.05	\$3.95	\$7.00	\$1.36	\$0.12	\$0.45	\$17.93	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$3.31	\$1.28	\$0.40	\$4.91				
Boilermakers	Helper			\$76.99	\$42.11	10.00%	\$4.21	\$3.95	\$7.00	\$1.36	\$0.12	\$0.45	\$17.09	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$2.76	\$1.06	\$0.33	\$4.11				
Boilermakers	J Journeyman			\$93.83	\$56.15	10.00%	\$5.62	\$3.95	\$7.00	\$1.36	\$0.12	\$0.45	\$18.50	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$3.68	\$1.42	\$0.44	\$5.55				
Boilermakers	J Journeyman - Alloy Welder			\$97.72	\$59.40	10.00%	\$5.94	\$3.95	\$7.00	\$1.36	\$0.12	\$0.45	\$18.82	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$3.89	\$1.50	\$0.47	\$5.81				
Boilermakers	Foreman			\$101.02	\$62.15	10.00%	\$6.22	\$3.95	\$7.00	\$1.36	\$0.12	\$0.45	\$19.10	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.07	\$1.57	\$0.49	\$6.11				
Boilermakers	Foreman ICCS			\$102.82	\$63.65	10.00%	\$6.37	\$3.95	\$7.00	\$1.36	\$0.12	\$0.45	\$19.25	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.17	\$1.61	\$0.50	\$6.21				
Boilermakers	General Foreman			\$103.42	\$64.15	10.00%	\$6.42	\$3.95	\$7.00	\$1.36	\$0.12	\$0.45	\$19.30	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.20	\$1.62	\$0.51	\$6.33				
Boilermakers	General Foreman ICCS			\$105.22	\$65.65	10.00%	\$6.57	\$3.95	\$7.00	\$1.36	\$0.12	\$0.45	\$19.45	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.30	\$1.66	\$0.52	\$6.44				
Boilermakers	Superintendent			\$120.19	\$78.15	10.00%	\$7.82	\$3.95	\$7.00	\$1.36	\$0.12	\$0.45	\$20.70	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.11	\$1.97	\$0.62	\$7.77				
Boilermakers	Senior Superintendent			\$123.79	\$81.15	10.00%	\$8.12	\$3.95	\$7.00	\$1.36	\$0.12	\$0.45	\$21.00	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.31	\$2.05	\$0.64	\$8.08				
Boilermakers	Project Manager			\$129.19	\$85.65	10.00%	\$8.57	\$3.95	\$7.00	\$1.36	\$0.12	\$0.45	\$21.45	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.61	\$2.16	\$0.68	\$8.48				
Boilermakers	Senior Project Manager			\$132.78	\$88.65	10.00%	\$8.87	\$3.95	\$7.00	\$1.36	\$0.12	\$0.45	\$21.75	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.80	\$2.24	\$0.70	\$8.78				
Boilermakers	Site Manager			\$139.97	\$94.65	10.00%	\$9.47	\$3.95	\$7.00	\$1.36	\$0.12	\$0.45	\$22.35	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.19	\$2.39	\$0.75	\$9.33				
Pipefitters	1st Year Apprentice			\$54.73	\$27.86	10.00%	\$2.79	\$2.70	\$3.30	\$0.91	\$0.15	\$0.64	\$10.49	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$1.82	\$0.70	\$0.22	\$2.71				
Pipefitters	2nd Year Apprentice			\$65.80	\$36.26	10.00%	\$3.63	\$2.70	\$4.29	\$0.91	\$0.15	\$0.64	\$12.32	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$2.37	\$0.92	\$0.29	\$3.55				
Pipefitters	3rd Year Apprentice			\$76.85	\$44.66	10.00%	\$4.47	\$2.70	\$5.28	\$0.91	\$0.15	\$0.64	\$14.15	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$2.92	\$1.13	\$0.35	\$4.44				
Pipefitters	J Journeyman - Without B Ticket			\$81.54	\$47.46	10.00%	\$4.75	\$2.70	\$6.60	\$0.91	\$0.15	\$0.64	\$15.75	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$3.11	\$1.20	\$0.38	\$4.66				
Pipefitters	J Journeyman - AB / 4th Year Apprentice			\$84.89	\$50.26	10.00%	\$5.03	\$2.70	\$6.60	\$0.91	\$0.15	\$0.64	\$16.03	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$3.29	\$1.27	\$0.40	\$4.91				
Pipefitters	J Journeyman - UA			\$91.60	\$55.86	10.00%	\$5.59	\$2.70	\$6.60	\$0.91	\$0.15	\$0.64	\$16.59	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$3.66	\$1.41	\$0.44	\$5.55				
Pipefitters	J Journeyman - Alloy Welder			\$95.49	\$59.11	10.00%	\$5.91	\$2.70	\$6.60	\$0.91	\$0.15	\$0.64	\$16.91	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$3.87	\$1.49	\$0.47	\$5.81				
Pipefitters	Foreman			\$98.20	\$61.36	10.00%	\$6.14	\$2.70	\$6.60	\$0.91	\$0.15	\$0.64	\$17.14	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.02	\$1.55	\$0.49	\$6.01				
Pipefitters	Foreman - ICCS																																

Overtime																													
Vendor Name: in E: Rates Effective Date: ## Rates Expiry Date: 0 Union (Yes/No): Yes Union Name: ind Union Number: ultip Shift: y S																													
Craft	Classification	L C e t r e e r	Union Assessments								Contractor Overhead & Profit												Government Assessments						
			Holiday & Vacation	Base Rate	Health & Welfare	Pension	Training	R&AP	Others	Total UNION Assessments	Holiday & Vacation	Health & Welfare	Pension	Training	Consumables	PPE	Tools	Transportation	Communication	Office	Drug & Alcohol	Overhead & Admin	Other	Total CONTRACTOR Overhead & Profit	Canada Pension Plan	Employment Insurance	Workers Compensation Board	Others	Total GOVERNMENT Assessments
			Total Charge Out Rate	Enter Below	\$	Enter Below	Enter Below	Enter Below	Enter Below	\$	Enter Below	\$	Enter Below	Enter Below	\$	\$	\$	\$	\$	\$	\$	\$	\$	5.95%	2.30%	0.72%	Enter Below	\$	
Click HERE for detail	Click HERE for detail																												
Boilermakers	1st Year Apprentice		\$93.46	\$50.54	10.00%	\$5.05	\$5.93	\$10.50	\$2.04	\$0.12	\$0.65	\$24.29	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$3.31	\$1.28	\$0.40	\$4.99	
Boilermakers	2nd Year Apprentice		\$108.59	\$63.17	10.00%	\$6.32	\$5.93	\$10.50	\$2.04	\$0.12	\$0.65	\$25.55	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.13	\$1.60	\$0.50	\$6.23	
Boilermakers	3rd Year Apprentice		\$123.74	\$75.81	10.00%	\$7.58	\$5.93	\$10.50	\$2.04	\$0.12	\$0.65	\$26.82	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.96	\$1.91	\$0.60	\$7.47	
Boilermakers	Helper		\$108.59	\$63.17	10.00%	\$6.32	\$5.93	\$10.50	\$2.04	\$0.12	\$0.65	\$25.55	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.13	\$1.60	\$0.50	\$6.23	
Boilermakers	J Journeyman		\$138.84	\$84.23	10.00%	\$8.42	\$5.93	\$10.50	\$2.04	\$0.12	\$0.65	\$27.66	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.51	\$2.13	\$0.67	\$8.31	
Boilermakers	J Journeyman - Alloy Wel		\$137.74	\$87.48	10.00%	\$8.75	\$5.93	\$10.50	\$2.04	\$0.12	\$0.65	\$27.99	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.73	\$2.21	\$0.69	\$8.63	
Boilermakers	Foreman		\$144.62	\$93.23	10.00%	\$9.32	\$5.93	\$10.50	\$2.04	\$0.12	\$0.65	\$28.56	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.10	\$2.35	\$0.74	\$9.19	
Boilermakers	Foreman ICCS		\$146.42	\$94.73	10.00%	\$9.47	\$5.93	\$10.50	\$2.04	\$0.12	\$0.65	\$28.71	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.20	\$2.39	\$0.75	\$9.34	
Boilermakers	General Foreman		\$148.22	\$96.23	10.00%	\$9.62	\$5.93	\$10.50	\$2.04	\$0.12	\$0.65	\$28.86	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.30	\$2.43	\$0.76	\$9.49	
Boilermakers	General Foreman ICCS		\$150.02	\$97.73	10.00%	\$9.77	\$5.93	\$10.50	\$2.04	\$0.12	\$0.65	\$29.01	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.40	\$2.47	\$0.77	\$9.64	
Boilermakers	Superintendent		\$173.39	\$117.23	10.00%	\$11.72	\$5.93	\$10.50	\$2.04	\$0.12	\$0.65	\$30.96	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$7.67	\$2.96	\$0.93	\$11.56	
Boilermakers	Senior Superintendent		\$178.75	\$121.73	10.00%	\$12.17	\$5.93	\$10.50	\$2.04	\$0.12	\$0.65	\$31.41	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$7.97	\$3.07	\$0.96	\$12.00	
Boilermakers	Project Manager		\$186.87	\$128.48	10.00%	\$12.85	\$5.93	\$10.50	\$2.04	\$0.12	\$0.65	\$32.08	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$8.41	\$3.24	\$1.02	\$12.67	
Boilermakers	Senior Project Manager		\$192.26	\$132.98	10.00%	\$13.30	\$5.93	\$10.50	\$2.04	\$0.12	\$0.65	\$32.53	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$8.70	\$3.36	\$1.05	\$13.11	
Boilermakers	Site Manager		\$203.05	\$141.98	10.00%	\$14.20	\$5.93	\$10.50	\$2.04	\$0.12	\$0.65	\$33.43	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$9.29	\$3.59	\$1.12	\$14.00	
Pipefitters	1st Year Apprentice		\$75.00	\$41.79	10.00%	\$4.18	\$4.05	\$4.95	\$1.37	\$0.15	\$0.74	\$15.44	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$2.74	\$1.06	\$0.33	\$4.13	
Pipefitters	2nd Year Apprentice		\$91.57	\$54.39	10.00%	\$5.44	\$4.05	\$6.44	\$1.37	\$0.15	\$0.73	\$18.18	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$3.56	\$1.37	\$0.43	\$5.36	
Pipefitters	3rd Year Apprentice		\$108.16	\$66.99	10.00%	\$6.70	\$4.05	\$7.92	\$1.37	\$0.15	\$0.74	\$20.93	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.38	\$1.69	\$0.53	\$6.60	
Pipefitters	J Journeyman - Without F		\$115.18	\$71.19	10.00%	\$7.12	\$4.05	\$9.90	\$1.37	\$0.15	\$0.74	\$23.33	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.66	\$1.80	\$0.56	\$7.02	
Pipefitters	J Journeyman - AB / 4th Y		\$120.21	\$75.39	10.00%	\$7.54	\$4.05	\$9.90	\$1.37	\$0.15	\$0.74	\$23.75	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.93	\$1.90	\$0.60	\$7.43	
Pipefitters	J Journeyman - UA		\$130.28	\$83.79	10.00%	\$8.38	\$4.05	\$9.90	\$1.37	\$0.15	\$0.74	\$24.59	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.48	\$2.12	\$0.66	\$8.26	
Pipefitters	J Journeyman - Alloy Wel		\$134.18	\$87.04	10.00%	\$8.70	\$4.05	\$9.90	\$1.37	\$0.15	\$0.74	\$24.91	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.70	\$2.20	\$0.69	\$8.59	
Pipefitters	Foreman		\$140.16	\$92.04	10.00%	\$9.20	\$4.05	\$9.90	\$1.37	\$0.15	\$0.74	\$25.41	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.02	\$2.32	\$0.73	\$9.07	
Pipefitters	Foreman - ICCS		\$141.96	\$93.54	10.00%</																								

Overtime		Union Assessments												Contractor Overhead & Profit												Government Assessments					
Craft	Classification	Level	Other	Total Charge-Out Rate	Base Rate	Holiday & Vacation	Health & Welfare	Pension	Training	RSAP	Others	Total UNION Assessments	Holiday & Vacation	Health & Welfare	Pension	Training	Consumables	PIPE	Tools	Transportation	Communication	Office	Drug & Alcohol	Overhead & Admin	Other	Total CONTRACTOR Overhead & Profit	Canada Pension Plan	Employment Insurance	Workers Compensation Board	Others	Total GOVERNMENT Assessments
Click HERE for detail	Click HERE for detail	Click HERE for detail	Click HERE for detail	\$98.85	\$55.04	10.00%	\$5.50	\$5.93	\$10.50	\$2.04	\$0.12	\$24.74	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$3.60	\$1.39	\$0.44	\$5.43			
Boilermakers	1st Year Apprentice			\$113.99	\$67.67	10.00%	\$6.77	\$5.93	\$10.50	\$2.04	\$0.12	\$26.00	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.43	\$1.71	\$0.54	\$6.68			
Boilermakers	2nd Year Apprentice			\$129.15	\$80.31	10.00%	\$8.03	\$5.93	\$10.50	\$2.04	\$0.12	\$27.27	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.26	\$2.03	\$0.64	\$7.93			
Boilermakers	3rd Year Apprentice			\$113.99	\$67.67	10.00%	\$6.77	\$5.93	\$10.50	\$2.04	\$0.12	\$26.00	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.43	\$1.71	\$0.54	\$6.68			
Boilermakers	Helper			\$139.23	\$88.73	10.00%	\$8.87	\$5.93	\$10.50	\$2.04	\$0.12	\$28.11	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.81	\$2.24	\$0.70	\$8.75			
Boilermakers	Journeyman			\$143.13	\$91.98	10.00%	\$9.30	\$5.93	\$10.50	\$2.04	\$0.12	\$28.44	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.02	\$2.32	\$0.73	\$9.07			
Boilermakers	Foreman - Alloy Welder			\$150.00	\$97.73	10.00%	\$9.77	\$5.93	\$10.50	\$2.04	\$0.12	\$29.01	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.40	\$2.47	\$0.77	\$9.64			
Boilermakers	Foreman ICCS			\$151.82	\$99.23	10.00%	\$9.92	\$5.93	\$10.50	\$2.04	\$0.12	\$29.16	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.49	\$2.51	\$0.79	\$9.79			
Boilermakers	General Foreman			\$153.61	\$100.73	10.00%	\$10.07	\$5.93	\$10.50	\$2.04	\$0.12	\$29.31	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.59	\$2.54	\$0.80	\$9.93			
Boilermakers	General Foreman ICCS			\$155.41	\$102.23	10.00%	\$10.22	\$5.93	\$10.50	\$2.04	\$0.12	\$29.46	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.69	\$2.58	\$0.81	\$10.08			
Boilermakers	Superintendent			\$178.78	\$121.73	10.00%	\$12.17	\$5.93	\$10.50	\$2.04	\$0.12	\$31.41	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$7.97	\$3.07	\$0.96	\$12.00			
Boilermakers	Senior Superintendent			\$184.18	\$126.23	10.00%	\$12.62	\$5.93	\$10.50	\$2.04	\$0.12	\$31.86	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$8.26	\$3.19	\$1.00	\$12.45			
Boilermakers	Project Manager			\$192.26	\$131.98	10.00%	\$13.30	\$5.93	\$10.50	\$2.04	\$0.12	\$32.53	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$8.70	\$3.36	\$1.05	\$13.11			
Boilermakers	Senior Project Manager			\$197.66	\$137.48	10.00%	\$13.75	\$5.93	\$10.50	\$2.04	\$0.12	\$32.98	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$9.00	\$3.47	\$1.09	\$13.56			
Boilermakers	Site Manager			\$208.45	\$146.48	10.00%	\$14.65	\$5.93	\$10.50	\$2.04	\$0.12	\$33.88	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$9.59	\$3.70	\$1.16	\$14.45			
Pipefitters	1st Year Apprentice			\$80.39	\$40.29	10.00%	\$4.63	\$4.05	\$4.95	\$1.37	\$0.15	\$74	\$15.89	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$3.03	\$1.17	\$0.37	\$4.57		
Pipefitters	2nd Year Apprentice			\$96.97	\$58.89	10.00%	\$5.89	\$4.05	\$4.95	\$1.37	\$0.15	\$73	\$18.63	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$3.85	\$1.49	\$0.47	\$5.81		
Pipefitters	3rd Year Apprentice			\$113.57	\$71.49	10.00%	\$7.15	\$4.05	\$4.95	\$1.37	\$0.15	\$73	\$21.38	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.68	\$1.81	\$0.57	\$7.06		
Pipefitters	Journeyman - Without B Ticket			\$120.57	\$75.69	10.00%	\$7.57	\$4.05	\$4.95	\$1.37	\$0.15	\$74	\$23.78	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.95	\$1.91	\$0.60	\$7.46		
Pipefitters	Journeyman - AB / 4th Year Apprentice			\$125.61	\$79.89	10.00%	\$7.99	\$4.05	\$4.95	\$1.37	\$0.15	\$74	\$24.20	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.23	\$2.02	\$0.63	\$7.88		
Pipefitters	Journeyman - UA			\$135.68	\$88.29	10.00%	\$8.83	\$4.05	\$4.95	\$1.37	\$0.15	\$74	\$25.04	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.78	\$2.23	\$0.70	\$8.71		
Pipefitters	Journeyman - Alloy Welder			\$139.56	\$91.54	10.00%	\$9.15	\$4.05	\$4.95	\$1.37	\$0.15	\$74	\$25.36	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.99	\$2.31	\$0.72	\$9.02		
Pipefitters	Foreman			\$145.56	\$96.54	10.00%	\$9.65	\$4.05	\$4.95	\$1.37	\$0.15	\$74	\$25.86	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.32	\$2.44	\$0.76	\$9.52		
Pipefitters	Foreman - ICCS			\$147.37	\$98.04	10.00%	\$9.80	\$4.05	\$4.95	\$1.37	\$0.15	\$74	\$26.01	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.42	\$2.48	\$0.78	\$9.68		
Pipefitters	General Foreman			\$149.15	\$99.54	10.00%	\$9.95	\$4.05	\$4.95	\$1.37	\$0.15	\$74	\$26.16	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.51	\$2.51	\$0.79	\$9.81		
Pipefitters	General Foreman - ICCS			\$150.95	\$101.04	10.00%	\$10.10	\$4.05																							

Doubletime																																							
Vendor Name: Edmonton Exchanger				Rates Effective Date: 1-Jun-25				Rates Expiry Date: 0				Union (Yes/No): Yes				Union Name: BM and MW				Union Number: Multiple				Shift: Day Shift															
Craft	Classification	Level	Other	Total Charge-Out Rate	Base Rate	Union Assessments						Contractor Overhead & Profit														Government Assessments													
Craft		Classification		Level		Other		Total Charge-Out Rate		Base Rate		Holiday & Vacation		Health & Welfare	Pension	Training	RSAP	Others		Total UNION Assessments	Holiday & Vacation		Health & Welfare	Pension	Training	Consumables	PPE	Tools	Transportation	Communication	Office	Drug & Alcohol	Overhead & Admin	Other	Total CONTRACTOR Overhead & Profit	Canada Pension Plan	Employment Insurance	Workers Compensation Board	Total GOVERNMENT Assessments
Click HERE for detail	Click HERE for detail	Click HERE for detail	Click HERE for detail	Enter Below	\$	Enter Below	Enter Below	Enter Below	Enter Below	Enter Below	Enter Below	Enter Below	Enter Below	Enter Below	Enter Below	Enter Below	Enter Below	Enter Below	Enter Below	\$	Enter Below	Enter Below	Enter Below	Enter Below	Enter Below	Enter Below	Enter Below	Enter Below	Enter Below	Enter Below	Enter Below	Enter Below	\$	5.95%	2.30%	0.72%	\$		
Boilermakers	1st Year Apprentice			\$119.99	\$67.38	10.00%	\$6.74	\$7.90	\$14.00	\$2.72	\$0.12	\$0.85	\$32.33	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.41	\$1.70	\$0.53	\$6.64								
Boilermakers	2nd Year Apprentice			\$140.18	\$84.22	10.00%	\$8.42	\$7.90	\$14.00	\$2.72	\$0.12	\$0.85	\$34.01	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.51	\$2.13	\$0.67	\$8.31								
Boilermakers	3rd Year Apprentice			\$160.39	\$101.08	10.00%	\$10.11	\$7.90	\$14.00	\$2.72	\$0.12	\$0.85	\$35.70	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.62	\$2.55	\$0.80	\$9.97								
Boilermakers	Helper			\$140.18	\$84.22	10.00%	\$8.42	\$7.90	\$14.00	\$2.72	\$0.12	\$0.85	\$34.01	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.51	\$2.13	\$0.67	\$8.31								
Boilermakers	Journeyman			\$173.84	\$112.30	10.00%	\$11.23	\$7.90	\$14.00	\$2.72	\$0.12	\$0.85	\$36.82	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$7.35	\$2.84	\$0.89	\$11.08								
Boilermakers	J journeyman - Alloy Welder			\$177.74	\$115.55	10.00%	\$11.56	\$7.90	\$14.00	\$2.72	\$0.12	\$0.85	\$37.15	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$7.56	\$2.92	\$0.92	\$11.40								
Boilermakers	Foreman			\$188.22	\$124.30	10.00%	\$12.43	\$7.90	\$14.00	\$2.72	\$0.12	\$0.85	\$38.02	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$8.14	\$3.14	\$0.98	\$12.26								
Boilermakers	Foreman ICCS			\$190.02	\$125.80	10.00%	\$12.58	\$7.90	\$14.00	\$2.72	\$0.12	\$0.85	\$38.17	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$8.23	\$3.18	\$1.00	\$12.41								
Boilermakers	General Foreman			\$193.02	\$128.30	10.00%	\$12.83	\$7.90	\$14.00	\$2.72	\$0.12	\$0.85	\$38.42	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$8.40	\$3.24	\$1.02	\$12.66								
Boilermakers	General Foreman ICCS			\$194.82	\$129.80	10.00%	\$12.98	\$7.90	\$14.00	\$2.72	\$0.12	\$0.85	\$38.57	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$8.50	\$3.28	\$1.03	\$12.83								
Boilermakers	Superintendent			\$226.58	\$156.30	10.00%	\$15.63	\$7.90	\$14.00	\$2.72	\$0.12	\$0.85	\$41.22	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$10.23	\$3.95	\$1.24	\$15.42								
Boilermakers	Senior Superintendent			\$233.77	\$162.30	10.00%	\$16.23	\$7.90	\$14.00	\$2.72	\$0.12	\$0.85	\$41.82	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$10.62	\$4.10	\$1.29	\$16.01								
Boilermakers	Project Manager			\$244.56	\$171.30	10.00%	\$17.13	\$7.90	\$14.00	\$2.72	\$0.12	\$0.85	\$42.72	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$11.21	\$4.33	\$1.36	\$16.90								
Boilermakers	Senior Project Manager			\$251.74	\$177.30	10.00%	\$17.73	\$7.90	\$14.00	\$2.72	\$0.12	\$0.85	\$43.32	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$11.60	\$4.48	\$1.40	\$17.48								
Boilermakers	Site Manager			\$266.13	\$189.30	10.00%	\$18.93	\$7.90	\$14.00	\$2.72	\$0.12	\$0.85	\$44.52	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$12.39	\$4.78	\$1.50	\$18.67								
Pipefitters	1st Year Apprentice			\$95.24	\$55.72	10.00%	\$5.57	\$5.40	\$6.60	\$1.82	\$0.15	\$0.84	\$20.38	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$3.65	\$1.41	\$0.44	\$5.50								
Pipefitters	2nd Year Apprentice			\$117.35	\$72.52	10.00%	\$7.25	\$5.40	\$8.58	\$1.82	\$0.15	\$0.84	\$24.04	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.75	\$1.83	\$0.57	\$7.15								
Pipefitters	3rd Year Apprentice			\$139.48	\$89.32	10.00%	\$8.93	\$5.40	\$10.56	\$1.82	\$0.15	\$0.84	\$27.70	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.85	\$2.26	\$0.71	\$8.82								
Pipefitters	J Journeyman - Without B Ticket			\$148.82	\$94.92	10.00%	\$9.49	\$5.40	\$13.20	\$1.82	\$0.15	\$0.84	\$30.90	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.21	\$2.40	\$0.75	\$9.36								
Pipefitters	J Journeyman - AB / 4th Year Apprentice			\$155.54	\$100.52	10.00%	\$10.05	\$5.40	\$13.20	\$1.82	\$0.15	\$0.84	\$31.46	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.58	\$2.54	\$0.80	\$9.92								
Pipefitters	J Journeyman - UA			\$168.95	\$111.72	10.00%	\$11.17	\$5.40	\$13.20	\$1.82	\$0.15	\$0.84	\$32.58	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$7.31	\$2.82	\$0.88	\$11.01								
Pipefitters	J Journeyman - Alloy Welder			\$172.85	\$114.97	10.00%	\$11.50	\$5.40	\$13.20	\$1.82	\$0.15	\$0.84	\$32.91	\$0.00			\$0.27	\$1.10	\$2.05																				

Doubletime		Union Assessments																		Contractor Overhead & Profit										Government Assessments							
Craft	Classification	Level	Other	Total Charge-Out Rate	Base Rate	Holiday & Vacation		Health & Welfare		Pension	Training	Contractor RSP	Others		Total UNION Assessments	Holiday & Vacation		Health & Welfare		Pension	Training	Consumables	PPE	Tools	Transportation	Communication	Office	Drug & Alcohol	Overhead & Admin	Other	Profit	Total CONTRACTOR Overhead & Profit	Canada Pension Plan	Employment Insurance	Workers Compensation Board	Others	Total GOVERNMENT Assessments
Click HERE for detail	Click HERE for detail	Click HERE for detail	Click HERE for detail	Enter Below	\$	Enter Below	Enter Below	Enter Below	Enter Below	Enter Below	Enter Below	Enter Below	Enter Below	\$	Enter Below	\$	Enter Below	Enter Below	Enter Below	Enter Below	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	5.95%	2.30%	0.72%	Enter Below	\$		
Boilermakers	1st Year Apprentice			\$125.39	\$71.88	10.00%	\$7.19	\$7.90	\$14.00	\$2.72	\$0.12		\$0.85	\$32.78		\$0.00		\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.70	\$1.82	\$0.57		\$7.09				
Boilermakers	2nd Year Apprentice			\$145.57	\$88.72	10.00%	\$8.87	\$7.90	\$14.00	\$2.72	\$0.12		\$0.85	\$34.46		\$0.00		\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.81	\$2.24	\$0.70		\$8.75				
Boilermakers	3rd Year Apprentice			\$165.79	\$105.58	10.00%	\$10.56	\$7.90	\$14.00	\$2.72	\$0.12		\$0.85	\$36.15		\$0.00		\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.91	\$2.67	\$0.84		\$10.42				
Boilermakers	Helper			\$145.57	\$88.72	10.00%	\$8.87	\$7.90	\$14.00	\$2.72	\$0.12		\$0.85	\$34.46		\$0.00		\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.81	\$2.24	\$0.70		\$8.75				
Boilermakers	J Journeyman			\$179.23	\$116.80	10.00%	\$11.68	\$7.90	\$14.00	\$2.72	\$0.12		\$0.85	\$37.27		\$0.00		\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$7.64	\$2.95	\$0.93		\$11.52				
Boilermakers	J Journeyman - Alloy Welder			\$181.13	\$120.05	10.00%	\$12.01	\$7.90	\$14.00	\$2.72	\$0.12		\$0.85	\$37.60		\$0.00		\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$7.86	\$3.03	\$0.95		\$11.84				
Boilermakers	Foreman			\$193.61	\$128.80	10.00%	\$12.88	\$7.90	\$14.00	\$2.72	\$0.12		\$0.85	\$38.47		\$0.00		\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$8.43	\$3.25	\$1.02		\$12.70				
Boilermakers	Foreman ICCS			\$195.41	\$130.30	10.00%	\$13.03	\$7.90	\$14.00	\$2.72	\$0.12		\$0.85	\$38.62		\$0.00		\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$8.53	\$3.29	\$1.03		\$12.85				
Boilermakers	General Foreman			\$198.40	\$132.80	10.00%	\$13.28	\$7.90	\$14.00	\$2.72	\$0.12		\$0.85	\$38.87		\$0.00		\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$8.69	\$3.35	\$1.05		\$13.09				
Boilermakers	General Foreman ICCS			\$202.20	\$134.30	10.00%	\$13.43	\$7.90	\$14.00	\$2.72	\$0.12		\$0.85	\$39.02		\$0.00		\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$8.79	\$3.39	\$1.06		\$13.24				
Boilermakers	Superintendent			\$231.96	\$160.80	10.00%	\$16.08	\$7.90	\$14.00	\$2.72	\$0.12		\$0.85	\$41.67		\$0.00		\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$10.52	\$4.06	\$1.27		\$15.85				
Boilermakers	Senior Superintendent			\$239.16	\$166.80	10.00%	\$16.68	\$7.90	\$14.00	\$2.72	\$0.12		\$0.85	\$42.27		\$0.00		\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$10.92	\$4.21	\$1.32		\$16.45				
Boilermakers	Project Manager	I		\$249.95	\$175.80	10.00%	\$17.58	\$7.90	\$14.00	\$2.72	\$0.12		\$0.85	\$43.17		\$0.00		\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$11.51	\$4.44	\$1.39		\$17.34				
Boilermakers	Senior Project Manager			\$257.14	\$181.80	10.00%	\$18.18	\$7.90	\$14.00	\$2.72	\$0.12		\$0.85	\$43.77		\$0.00		\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$11.90	\$4.59	\$1.44		\$17.93				
Boilermakers	Site Manager			\$271.51	\$193.80	10.00%	\$19.38	\$7.90	\$14.00	\$2.72	\$0.12		\$0.85	\$44.97		\$0.00		\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$12.68	\$4.89	\$1.53		\$19.10				
Pipefitters	1st Year Apprentice			\$100.63	\$60.22	10.00%	\$6.02	\$5.40	\$6.00	\$1.82	\$0.15		\$0.84	\$20.83		\$0.00		\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$3.94	\$1.52	\$0.48		\$5.94				
Pipefitters	2nd Year Apprentice			\$122.75	\$77.02	10.00%	\$7.70	\$5.40	\$8.58	\$1.82	\$0.15		\$0.84	\$24.49		\$0.00		\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.04	\$1.95	\$0.61		\$7.60				
Pipefitters	3rd Year Apprentice			\$144.86	\$93.82	10.00%	\$9.38	\$5.40	\$10.56	\$1.82	\$0.15		\$0.84	\$28.15		\$0.00		\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.14	\$2.37	\$0.74		\$9.25				
Pipefitters	J Journeyman - Without B Ticket			\$154.42	\$99.42	10.00%	\$9.94	\$5.40	\$13.20	\$1.82	\$0.15		\$0.84	\$31.35		\$0.00		\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.51	\$2.51	\$0.79		\$9.81				
Pipefitters	J Journeyman - AB / 4th Year Apprentice			\$160.92	\$105.02	10.00%	\$10.50	\$5.40	\$13.20	\$1.82	\$0.15		\$0.84	\$31.91		\$0.00		\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.87	\$2.65	\$0.83		\$10.35				
Pipefitters	J Journeyman - UA			\$174.46	\$116.22	10.00%	\$11.62	\$5.40	\$13.20	\$1.82	\$0.15		\$0.84	\$33.03		\$0.00		\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$7.61	\$2.94	\$0.92		\$11.47				

NATIONAL MAINTENANCE COUNCIL FOR CANADA
WAGE & BENEFIT SCHEDULE
Article 12.000

AREA: **ALBERTA**

NMA-AB
REVISION DATE

2025-2028
May 11, 2025

MILLWRIGHTS - LOCAL 1460

MAINTENANCE RATES AND BENEFITS

	JOUR	Fort Mac Area	Outside Fort Mac	BENEFITS					
				VAC STAT	HLTH WLFR	PENS	TRNG	AMCC	NMC
BASE RATES	FORE	53.92	53.17	CODE: D	B	C	B	B	B
	GEN FORE	59.42	58.67	6%4%	3.02	8.00	1.40	0.10	0.10
		61.42	60.67	6%4%	3.02	8.00	1.40	0.10	0.10
APPRENTICE BASE RATES	4.5 YEAR	51.22	50.51	CODE: D	B	C	B	B	B
	4th YEAR	48.53	47.85	6%4%	3.02	6.00	1.40	0.10	0.10
	3.5 YEAR	45.83	45.19	6%4%	3.02	6.00	1.40	0.10	0.10
	3rd YEAR	43.13	42.54	6%4%	3.02	6.00	1.40	0.10	0.10
	2.5 YEAR	40.44	39.88	6%4%	3.02	6.00	1.40	0.10	0.10
	2nd YEAR	37.74	37.22	6%4%	3.02	6.00	1.40	0.10	0.10
	1.5 YEAR	35.05	34.56	6%4%	3.02	6.00	1.40	0.10	0.10
	1st YEAR	32.35	31.90	6%4%	3.02	6.00	1.40	0.10	0.10

1. Employers will make appropriate contributions to the following funds for those participating trades which have the provision contained within their respective Industrial Construction Reference Agreement:

- Building Trades of Alberta
- Construction Employee Family Assistance Program (CEFAP)
- Case Managed Aftercare (CMAC)
- Rapid Site Access Program (RSAP)
- Workforce Development Trust Fund (WFDT)

2. Employers are responsible for ensuring all employer contributions required for maintenance activities under this agreement are forwarded to the appropriate organization.

3. 100% of Appropriate Benefits

The Parties agree that the application of the 100% of Appropriate Benefits will be based upon the respective Local Union's Construction Reference Agreement. Benefit contributions based on hours earned in construction will be paid on hours earned in maintenance and contributions based on hours worked in construction will be paid on hours worked in maintenance.

INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS, LOCAL LODGE 146

MAINTENANCE AGREEMENT
WAGE AND BENEFIT SCHEDULE

(REVISED FOR SETTLEMENT - EFFECTIVE JUNE 1, 2025)

FORT MCMURRAY - MAINTENANCE												Employer Contributions (Outside the Total Wage Package)									
												(A)	(B)	(A)	(B)	(A)	(B)	(A)	(B)	(A)	(B)
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	(A)	(A)	(A)	(A)	(A)	Total Wage Package	BCABEAP	National Training (3)	RSAP	Administration (4)	Job Ready Dispatch Program (5)	Educational Training (5)	Workforce Development Trust (6)	Total Cost	Workforce Development Trust (6)		
General Foreperson (1) (JP + \$8.00)	June 1, 2025	64.90	3.89	2.60	3.95	7.00	0.15	0.60	0.15	0.27	83.51	0.04	0.04	0.12	0.25	0.05	-	84.26	0.01		
	May 3, 2026	66.85	4.01	2.67	4.05	7.00	0.15	0.60	0.15	0.27	85.75	0.04	0.04	0.12	0.25	0.05	-	86.50	0.01		
	May 6, 2027	68.15	4.09	2.73	4.15	7.00	0.15	0.60	0.15	0.27	87.29	0.04	0.04	0.12	0.25	0.05	-	88.04	0.01		
	May 7, 2028	69.58	4.17	2.78	4.15	7.00	0.15	0.60	0.15	0.27	88.85	0.04	0.04	0.12	0.25	0.05	-	89.60	0.01		
Foreperson (1) (JP + \$6.00)	June 1, 2025	62.90	3.77	2.52	3.95	7.00	0.15	0.60	0.15	0.27	81.31	0.04	0.04	0.12	0.25	0.05	-	82.06	0.01		
	May 3, 2026	64.85	3.89	2.59	4.05	7.00	0.15	0.60	0.15	0.27	83.55	0.04	0.04	0.12	0.25	0.05	-	84.30	0.01		
	May 6, 2027	66.15	3.97	2.65	4.15	7.00	0.15	0.60	0.15	0.27	85.09	0.04	0.04	0.12	0.25	0.05	-	85.84	0.01		
	May 7, 2028	67.58	4.05	2.70	4.15	7.00	0.15	0.60	0.15	0.27	86.65	0.04	0.04	0.12	0.25	0.05	-	87.40	0.01		
Assistant Foreperson (JP + \$3.15)	June 1, 2025	60.05	3.60	2.40	3.95	7.00	0.15	0.60	0.15	0.27	78.17	0.04	0.04	0.12	0.25	0.05	-	78.92	0.01		
	May 3, 2026	62.00	3.72	2.48	4.05	7.00	0.15	0.60	0.15	0.27	80.42	0.04	0.04	0.12	0.25	0.05	-	81.17	0.01		
	May 6, 2027	63.30	3.80	2.53	4.15	7.00	0.15	0.60	0.15	0.27	81.95	0.04	0.04	0.12	0.25	0.05	-	82.70	0.01		
	May 7, 2028	64.73	3.88	2.59	4.15	7.00	0.15	0.60	0.15	0.27	83.52	0.04	0.04	0.12	0.25	0.05	-	84.27	0.01		
Journeyperson	June 1, 2025	56.90	3.41	2.28	3.95	7.00	0.15	0.60	0.15	0.27	74.71	0.04	0.04	0.12	0.25	0.05	-	75.46	0.01		
	May 3, 2026	58.85	3.53	2.35	4.05	7.00	0.15	0.60	0.15	0.27	76.95	0.04	0.04	0.12	0.25	0.05	-	77.70	0.01		
	May 6, 2027	60.15	3.61	2.41	4.15	7.00	0.15	0.60	0.15	0.27	78.49	0.04	0.04	0.12	0.25	0.05	-	79.24	0.01		
	May 7, 2028	61.58	3.69	2.46	4.15	7.00	0.15	0.60	0.15	0.27	80.05	0.04	0.04	0.12	0.25	0.05	-	80.80	0.01		
3rd Year Apprentice (90%)	June 1, 2025	51.21	3.07	2.05	3.95	7.00	0.15	0.60	0.15	0.27	68.45	0.04	0.04	0.12	0.25	0.05	-	69.20	0.01		
	May 3, 2026	52.97	3.18	2.12	4.05	7.00	0.15	0.60	0.15	0.27	70.49	0.04	0.04	0.12	0.25	0.05	-	71.24	0.01		
	May 6, 2027	54.14	3.25	2.17	4.15	7.00	0.15	0.60	0.15	0.27	71.88	0.04	0.04	0.12	0.25	0.05	-	72.63	0.01		
	May 7, 2028	55.42	3.33	2.22	4.15	7.00	0.15	0.60	0.15	0.27	73.29	0.04	0.04	0.12	0.25	0.05	-	74.04	0.01		
2nd Year Apprentice (75%)	June 1, 2025	42.68	2.56	1.71	3.95	7.00	0.15	0.60	0.15	0.27	59.07	0.04	0.04	0.12	0.25	0.05	-	59.82	0.01		
	May 3, 2026	44.14	2.65	1.77	4.05	7.00	0.15	0.60	0.15	0.27	60.78	0.04	0.04	0.12	0.25	0.05	-	61.53	0.01		
	May 6, 2027	45.11	2.71	1.80	4.15	7.00	0.15	0.60	0.15	0.27	61.94	0.04	0.04	0.12	0.25	0.05	-	62.69	0.01		
	May 7, 2028	46.19	2.77	1.85	4.15	7.00	0.15	0.60	0.15	0.27	63.13	0.04	0.04	0.12	0.25	0.05	-	63.88	0.01		
1st Year Apprentice (60%)	June 1, 2025	34.14	2.05	1.37	3.95	7.00	0.15	0.60	0.15	0.27	49.68	0.04	0.04	0.12	0.25	0.05	-	50.43	0.01		
	May 3, 2026	35.31	2.12	1.41	4.05	7.00	0.15	0.60	0.15	0.27	51.06	0.04	0.04	0.12	0.25	0.05	-	51.81	0.01		
	May 6, 2027	36.09	2.17	1.44	4.15	7.00	0.15	0.60	0.15	0.27	52.02	0.04	0.04	0.12	0.25	0.05	-	52.77	0.01		
	May 7, 2028	36.95	2.22	1.48	4.15	7.00	0.15	0.60	0.15	0.27	52.97	0.04	0.04	0.12	0.25	0.05	-	53.72	0.01		
Helper (75%)	June 1, 2025	42.68	2.56	1.71	3.95	7.00	0.15	0.60	0.15	0.27	59.07	0.04	0.04	0.12	0.25	0.05	-	59.82	0.01		
	May 3, 2026	44.14	2.65	1.77	4.05	7.00	0.15	0.60	0.15	0.27	60.78	0.04	0.04	0.12	0.25	0.05	-	61.53	0.01		
	May 6, 2027	45.11	2.71	1.80	4.15	7.00	0.15	0.60	0.15	0.27	61.94	0.04	0.04	0.12	0.25	0.05	-	62.69	0.01		
	May 7, 2028	46.19	2.77	1.85	4.15	7.00	0.15	0.60	0.15	0.27	63.13	0.04	0.04	0.12	0.25	0.05	-	63.88	0.01		

INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS, LOCAL LODGE 146

MAINTENANCE AGREEMENT
WAGE AND BENEFIT SCHEDULE

(REVISED FOR SETTLEMENT - EFFECTIVE JUNE 1, 2025)

OUTSIDE FORT MCMURRAY - MAINTENANCE												Employer Contributions (Outside the Total Wage Package)									
												(A)	(B)	(A)	(B)	(A)	(B)	(A)	(B)	(A)	(B)
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	(A) Health Plan	(A) Pension	(A) Union Promotion	(A) Educational Training (2)	(A) Apprenticeship (2)	(A) National Training (3)	Total Wage Package	BCABEAP	National Training (3)	RSAP	Administration (4)	Job Ready Dispatch Program (5)	Educational Training (5)	Workforce Development Trust (6)	Total Cost	Workforce Development Trust (6)	
General Foreperson (1) (JP + \$8.00)	June 1, 2025 May 3, 2026 May 6, 2027 May 7, 2028	64.15 66.10 67.40 68.83	3.85 3.97 4.04 4.13	2.57 2.64 2.70 2.75	3.95 4.05 4.15 4.15	7.00 7.00 7.00 7.00	0.15 0.15 0.15 0.15	0.60 0.60 0.60 0.60	0.15 0.15 0.15 0.15	0.27 0.27 0.27 0.27	82.69 84.93 86.46 88.03	0.04 0.04 0.04 0.04	0.04 0.04 0.04 0.04	0.12 0.12 0.12 0.12	0.25 0.25 0.25 0.25	0.25 0.25 0.25 0.25	0.05 0.05 0.05 0.05	-	83.44 85.68 87.21 88.78	0.01 0.01 0.01 0.01	
Foreperson (1) (JP + \$6.00)	June 1, 2025 May 3, 2026 May 6, 2027 May 7, 2028	62.15 64.10 65.40 66.83	3.73 3.85 3.92 4.01	2.49 2.56 2.62 2.67	3.95 4.05 4.15 4.15	7.00 7.00 7.00 7.00	0.15 0.15 0.15 0.15	0.60 0.60 0.60 0.60	0.15 0.15 0.15 0.15	0.27 0.27 0.27 0.27	80.49 82.73 84.26 85.83	0.04 0.04 0.04 0.04	0.04 0.04 0.04 0.04	0.12 0.12 0.12 0.12	0.25 0.25 0.25 0.25	0.25 0.25 0.25 0.25	0.05 0.05 0.05 0.05	-	81.24 83.48 85.01 86.58	0.01 0.01 0.01 0.01	
Assistant Foreperson (JP + \$3.15)	June 1, 2025 May 3, 2026 May 6, 2027 May 7, 2028	59.30 61.25 62.55 63.98	3.56 3.68 3.75 3.84	2.37 2.45 2.50 2.56	3.95 4.05 4.15 4.15	7.00 7.00 7.00 7.00	0.15 0.15 0.15 0.15	0.60 0.60 0.60 0.60	0.15 0.15 0.15 0.15	0.27 0.27 0.27 0.27	77.35 79.60 81.12 82.70	0.04 0.04 0.04 0.04	0.04 0.04 0.04 0.04	0.12 0.12 0.12 0.12	0.25 0.25 0.25 0.25	0.25 0.25 0.25 0.25	0.05 0.05 0.05 0.05	-	78.10 80.35 81.87 83.45	0.01 0.01 0.01 0.01	
Journeyperson	June 1, 2025 May 3, 2026 May 6, 2027 May 7, 2028	56.15 58.10 59.40 60.83	3.37 3.49 3.56 3.65	2.25 2.32 2.38 2.43	3.95 4.05 4.15 4.15	7.00 7.00 7.00 7.00	0.15 0.15 0.15 0.15	0.60 0.60 0.60 0.60	0.15 0.15 0.15 0.15	0.27 0.27 0.27 0.27	73.89 76.13 77.66 79.23	0.04 0.04 0.04 0.04	0.04 0.04 0.04 0.04	0.12 0.12 0.12 0.12	0.25 0.25 0.25 0.25	0.25 0.25 0.25 0.25	0.05 0.05 0.05 0.05	-	74.64 76.88 78.41 79.98	0.01 0.01 0.01 0.01	
3rd Year Apprentice (90%)	June 1, 2025 May 3, 2026 May 6, 2027 May 7, 2028	50.54 52.29 53.46 54.75	3.03 3.14 3.21 3.29	2.02 2.09 2.14 2.19	3.95 4.05 4.15 4.15	7.00 7.00 7.00 7.00	0.15 0.15 0.15 0.15	0.60 0.60 0.60 0.60	0.15 0.15 0.15 0.15	0.27 0.27 0.27 0.27	67.71 69.74 71.13 72.55	0.04 0.04 0.04 0.04	0.04 0.04 0.04 0.04	0.12 0.12 0.12 0.12	0.25 0.25 0.25 0.25	0.25 0.25 0.25 0.25	0.05 0.05 0.05 0.05	-	68.46 70.49 71.88 73.30	0.01 0.01 0.01 0.01	
2nd Year Apprentice (75%)	June 1, 2025 May 3, 2026 May 6, 2027 May 7, 2028	42.11 43.58 44.55 45.62	2.53 2.61 2.67 2.74	1.68 1.74 1.78 1.82	3.95 4.05 4.15 4.15	7.00 7.00 7.00 7.00	0.15 0.15 0.15 0.15	0.60 0.60 0.60 0.60	0.15 0.15 0.15 0.15	0.27 0.27 0.27 0.27	58.44 60.15 61.32 62.50	0.04 0.04 0.04 0.04	0.04 0.04 0.04 0.04	0.12 0.12 0.12 0.12	0.25 0.25 0.25 0.25	0.25 0.25 0.25 0.25	0.05 0.05 0.05 0.05	-	59.19 60.90 62.07 63.25	0.01 0.01 0.01 0.01	
1st Year Apprentice (60%)	June 1, 2025 May 3, 2026 May 6, 2027 May 7, 2028	33.69 34.86 35.64 36.50	2.02 2.09 2.14 2.19	1.35 1.39 1.43 1.46	3.95 4.05 4.15 4.15	7.00 7.00 7.00 7.00	0.15 0.15 0.15 0.15	0.60 0.60 0.60 0.60	0.15 0.15 0.15 0.15	0.27 0.27 0.27 0.27	49.18 50.56 51.53 52.47	0.04 0.04 0.04 0.04	0.04 0.04 0.04 0.04	0.12 0.12 0.12 0.12	0.25 0.25 0.25 0.25	0.25 0.25 0.25 0.25	0.05 0.05 0.05 0.05	-	49.93 51.31 52.28 53.22	0.01 0.01 0.01 0.01	
Helper (75%)	June 1, 2025 May 3, 2026 May 6, 2027 May 7, 2028	42.11 43.58 44.55 45.62	2.53 2.61 2.67 2.74	1.68 1.74 1.78 1.82	3.95 4.05 4.15 4.15	7.00 7.00 7.00 7.00	0.15 0.15 0.15 0.15	0.60 0.60 0.60 0.60	0.15 0.15 0.15 0.15	0.27 0.27 0.27 0.27	58.44 60.15 61.32 62.50	0.04 0.04 0.04 0.04	0.04 0.04 0.04 0.04	0.12 0.12 0.12 0.12	0.25 0.25 0.25 0.25	0.25 0.25 0.25 0.25	0.05 0.05 0.05 0.05	-	59.19 60.90 62.07 63.25	0.01 0.01 0.01 0.01	

Refer to Footnotes on page 2

(A) = Based on Hours Earned
(B) = Based on Hours Worked

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INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS, LOCAL LODGE 146

MAINTENANCE AGREEMENT
WAGE AND BENEFIT SCHEDULE

(REVISED FOR SETTLEMENT - EFFECTIVE JUNE 1, 2025)

	June 1, 2025
Effective Date	
Hours of Work	(See Article 11.01)
Shift Operations	
Two Shift Opern. 2nd Shift 3rd Shift	\$4.50 \$4.50
Overtime	(See Article 13.00)
Transportation Rate	\$ 0.69
Subsistence	(See Article 16.01) As per approved provincial rates

Summary of Contributions contained in National Training (NTTF)	
National Training (NTTF)	\$0.10*
(*\$0.04 of the above \$0.10 National Training (NTTF) total is outside the Total Wage Package as to not skew the relativity with other Alberta trades.)	
IBB/Union Funds	
National Organizing	\$0.04
Health & Safety	\$0.10
Union Promotion	\$0.03
National Marketing	\$0.04

FOOTNOTES:

(1) Effective May 6, 2012, General Foreperson & Foreperson who hold the Industrial Construction Crew Supervisor (ICCS) designation will be paid an additional premium of \$1.00 (\$1.50 effective May 2017).

(2) Effective September 6, 2020, the employers will cease to remit the former NMA admin fund and redistribute that amount as five cents (0.05) to the Education Training Trust Fund and five cents (0.05) to the Apprenticeship Training Trust Fund.

(3) See above for breakdown of National Training.

(4) The Employer will contribute \$0.05 per hour paid to the BCA to provide for a Resource Manager/Workforce Planning. Effective May 6, 2012, this \$0.05 from the Employer will be suspended until further notice.

(5) The Area Labour Agreement was enabled effective January 1, 2017 to include a \$0.05 per hour employer contribution for the Job Ready Dispatch Program. Effective September 4, 2022, the employer contribution to the Job Ready Dispatch Program will increase to \$0.15 per hour earned. Effective May 7, 2023, the employer contribution to the Job Ready Dispatch Program will increase to \$0.20 per hour earned. Effective May 5, 2024, the employer contribution to the Job Ready Dispatch Program will increase to \$0.25 per hour earned. The Job Ready Dispatch Program contribution will be remitted to IBB Local Lodge 146. **Effective June 1, 2025, the employer will contribute \$0.05 to the Educational Training Fund.**

(6) Effective May 3, 2015, the Employer will contribute \$0.02 per hour worked to the Workforce Development Trust (WDT) Initiatives until such time as the wage adjustment formula results in a wage increase or as agreed to by the Alberta Employer's Coordinating Committee. Thereafter, \$0.01 per hour worked will be remitted on behalf of the Employer and \$0.01 per hour worked will be remitted on behalf of the employee. Effective May 3, 2015, the BCA of Alberta has contributed \$0.02/hour worked to the WDT on behalf of the Employers. Effective November 4, 2018, as a result of the wage increase, \$0.01 has been deducted from the increase and will be remitted on behalf of the Employee for the Workforce Development Trust (per hour worked). The remaining \$0.01/hour worked contribution will continue to be made by the BCA of Alberta to the WDT until further notice.