



NORTH WEST REDWATER PARTNERSHIP CONTRACT CHANGE ORDER

CONTRACTOR	CONTRACT NO.	CHANGE ORDER EFFECTIVE DATE
Edmonton Exchanger	C1000776	May 11, June 1

CONTRACT TITLE	CONTRACT CHANGE ORDER NO.
Edmonton Exchanger Refinery Services	8

WORK DESCRIPTION	AMOUNT
<p>This Contract is hereby amended and revised as follows:</p> <p>1. Millwrights: Union benefits changes effective May 11 (base wage rates are unchanged in the new agreement)</p> <p>2. Welders: 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)</p> <p>3. Add BM Journeyman Alloy Welder rates</p> <p>All other rates remain unchanged</p>	

PREVIOUS CONTRACT CHANGE ORDER NUMBERS	THROUGH	CDN\$	
AMOUNT THIS CHANGE ORDER	<input type="checkbox"/> EXTRA <input type="checkbox"/> CREDIT <input type="checkbox"/> ESTIMATE <input type="checkbox"/> FIRM	CDN\$	\$0

PERFORMANCE OF THE WORK STARTS:	CONTRACT COMPLETION DATE:
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EFFECT ON CONTRACT SCHEDULE:	
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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																																				
Vendor Name: Edmonton Exchanger																																				
Rates Effective Date: 1-Jun-25																																				
Rates Expiry Date:																																				
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							
						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	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	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	5.950%	2.296%	0.720%	Enter Below	\$	
Boilermakers	1st Year Apprentice			\$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	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$2.21	\$0.85	\$0.27		\$3.33			
Boilermakers	2nd 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		\$4.15				
Boilermakers	3rd 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		\$4.95				
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		\$4.15				
Boilermakers	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		\$5.54				
Boilermakers	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		\$5.86				
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		\$6.13				
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		\$6.28				
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		\$6.48				
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		\$7.70				
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		\$8.00				
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		\$8.45				
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		\$8.74				
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		\$2.74				
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		\$3.58				
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		\$4.40				
Pipefitters	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		\$4.69				
Pipefitters	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		\$4.96				
Pipefitters	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		\$5.51				
Pipefitters	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		\$5.83				
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		\$6.06				
Pipefitters	Foreman - ICCS			\$99.99	\$62.86	10.00%	\$6.29	\$2.70	\$6.60	\$0.91	\$0.15	\$0.64	\$17.29	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.11	\$1.59	\$0.50		\$6.20				
Pipefitters	General Foreman			\$100.59	\$63.36	10.00%	\$6.34	\$2.70	\$6.60	\$0.91	\$0.15	\$0.64	\$17.34	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.15	\$1.60	\$0.50		\$6.25				
Pipefitters	General Foreman - ICCS			\$102.39	\$64.86	10.00%	\$6.49	\$2.70	\$6.60	\$0.91	\$0.15	\$0.64	\$17.49	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.25	\$1.64	\$0.51		\$6.40				
Pipefitters	Superintendent			\$117.36	\$77.36	10.00%	\$7.74	\$2.70	\$6.60	\$0.91	\$0.15	\$0.64	\$18.74	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.06	\$1.95	\$0.61		\$7.62				
Pipefitters	Senior Superintendent			\$120.97	\$80.36	10.00%	\$8.04	\$2.70	\$6.60	\$0.91	\$0.15	\$0.64	\$19.04	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.26	\$2.03	\$0.64		\$7.93				
Pipefitters	Project Manager			\$126.23	\$84.86	10.00%	\$8.49	\$2.70	\$6.60	\$0.91	\$0.15	\$0.64	\$19.49	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.55	\$2.14	\$0.67		\$8.36				
Pipefitters	Senior Project Manager			\$129.96	\$87.86	10.00%	\$8.79	\$2.70	\$6.60	\$0.91	\$0.15	\$0.64	\$19.79	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.75	\$2.22	\$0.70		\$8.67				
Pipefitters	Site Manager			\$137.14	\$93.86	10.00%	\$9.39	\$2.70	\$6.60	\$0.91	\$0.15	\$0.64	\$20.39	\$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				
Labourers	Trainee 1			\$53.50	\$26.75	10.00%	\$2.68	\$2.75	\$3.51	\$0.75	\$0.15	\$0.63	\$10.47	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$1.75	\$0.68	\$0.21		\$2.64				
Labourers	Trainee 2			\$58.96	\$30.86	10.00%	\$3.09	\$2.75	\$4.05	\$0.75	\$0.15	\$0.63	\$11.42	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$2.02	\$0.78	\$0.24		\$3.04				
Labourers	Trainee 3			\$64.44	\$34.98	10.00%	\$3.50	\$2.75	\$4.59	\$0.75	\$0.15	\$0.63	\$12.37	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$2.29	\$0.88	\$0.28		\$3.45				
Labourers	Journeyman - Uncertified			\$69.19	\$38.27	10.00%	\$3.83	\$2.75	\$5.40	\$0.75	\$0.15	\$0.63	\$13.51	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$2.50	\$0.97	\$0.30		\$3.77				
Labourers	Journeyman Retiree - Uncert			\$69.68	\$43.67	10.00%	\$3.83	\$2.75		\$0.75	\$0.15	\$0.63	\$8.11	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$2.83	\$1.09	\$0.34		\$4.26				
Labourers																																				

Straight Time																																				
				Vendor Name: Edmonton Exchanger																																
				Rates Effective Date:																																
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				Union (Yes/No): Yes																																
				Union Name: Varies																																
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				Shift: Night Shift																																
Craft	Classification	Level	Other	Total Charge-Out Rate	Base Rate	Union Assessments										Contractor Overhead & Profit														Government Assessments						
						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	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	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	5.95%	2.30%	0.72%	Enter Below	\$	
Boilermakers	1st Year Apprentice			\$72.29	\$38.19	10.00%	\$3.82	\$3.95	\$7.00	\$1.36	\$0.12	\$0.45	\$16.70	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$2.50	\$0.96	\$0.30		\$3.76			
Boilermakers	2nd Year Apprentice			\$82.39	\$46.61	10.00%	\$4.66	\$3.95	\$7.00	\$1.36	\$0.12	\$0.45	\$17.54	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$3.05	\$1.18	\$0.37		\$4.60			
Boilermakers	3rd Year Apprentice			\$92.49	\$55.04	10.00%	\$5.50	\$3.95	\$7.00	\$1.36	\$0.12	\$0.45	\$18.38	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$3.60	\$1.39	\$0.44		\$5.43			
Boilermakers	Helper			\$82.39	\$46.61	10.00%	\$4.66	\$3.95	\$7.00	\$1.36	\$0.12	\$0.45	\$17.54	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$3.05	\$1.18	\$0.37		\$4.60			
Boilermakers	Journeyman			\$99.22	\$60.65	10.00%	\$6.07	\$3.95	\$7.00	\$1.36	\$0.12	\$0.45	\$18.95	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$3.97	\$1.53	\$0.48		\$5.98			
Boilermakers	Journeyman - Alloy Welder			\$103.11	\$63.90	10.00%	\$6.39	\$3.95	\$7.00	\$1.36	\$0.12	\$0.45	\$19.27	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.18	\$1.61	\$0.51		\$6.30			
Boilermakers	Foreman			\$106.41	\$66.65	10.00%	\$6.67	\$3.95	\$7.00	\$1.36	\$0.12	\$0.45	\$19.55	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.36	\$1.68	\$0.53		\$6.57			
Boilermakers	Foreman ICCS			\$108.21	\$68.15	10.00%	\$6.82	\$3.95	\$7.00	\$1.36	\$0.12	\$0.45	\$19.70	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.46	\$1.72	\$0.54		\$6.72			
Boilermakers	General Foreman			\$108.80	\$68.65	10.00%	\$6.87	\$3.95	\$7.00	\$1.36	\$0.12	\$0.45	\$19.75	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.49	\$1.73	\$0.54		\$6.76			
Boilermakers	General Foreman ICCS			\$110.61	\$70.15	10.00%	\$7.02	\$3.95	\$7.00	\$1.36	\$0.12	\$0.45	\$19.90	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.59	\$1.77	\$0.56		\$6.92			
Boilermakers	Superintendent			\$125.59	\$82.65	10.00%	\$8.27	\$3.95	\$7.00	\$1.36	\$0.12	\$0.45	\$21.15	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.41	\$2.09	\$0.65		\$8.15			
Boilermakers	Senior Superintendent			\$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	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.61	\$2.16	\$0.68		\$8.45			
Boilermakers	Project Manager			\$134.58	\$90.15	10.00%	\$9.02	\$3.95	\$7.00	\$1.36	\$0.12	\$0.45	\$21.90	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.90	\$2.28	\$0.71		\$8.89			
Boilermakers	Senior Project Manager			\$138.18	\$93.15	10.00%	\$9.32	\$3.95	\$7.00	\$1.36	\$0.12	\$0.45	\$22.20	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.10	\$2.35	\$0.74		\$9.19			
Boilermakers	Site Manager			\$145.37	\$99.15	10.00%	\$9.92	\$3.95	\$7.00	\$1.36	\$0.12	\$0.45	\$22.80	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.49	\$2.50	\$0.79		\$9.78			
Pipefitters	1st Year Apprentice			\$60.14	\$32.36	10.00%	\$3.24	\$2.70	\$3.30	\$0.91	\$0.15	\$0.64	\$10.94	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$2.12	\$0.82	\$0.26		\$3.20			
Pipefitters	2nd Year Apprentice			\$71.19	\$40.76	10.00%	\$4.08	\$2.70	\$4.29	\$0.91	\$0.15	\$0.64	\$12.77	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$2.67	\$1.03	\$0.32		\$4.02			
Pipefitters	3rd Year Apprentice			\$82.25	\$49.16	10.00%	\$4.92	\$2.70	\$5.28	\$0.91	\$0.15	\$0.64	\$14.60	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$3.22	\$1.24	\$0.39		\$4.85			
Pipefitters	Journeyman - Without B Ticket			\$86.92	\$51.96	10.00%	\$5.20	\$2.70	\$6.60	\$0.91	\$0.15	\$0.64	\$16.20	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$3.40	\$1.31	\$0.41		\$5.12			
Pipefitters	Journeyman - AB / 4th Year Apprentice			\$90.27	\$54.76	10.00%	\$5.48	\$2.70	\$6.60	\$0.91	\$0.15	\$0.64	\$16.48	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$3.58	\$1.38	\$0.43		\$5.39			
Pipefitters	Journeyman - UA			\$96.99	\$60.36	10.00%	\$6.04	\$2.70	\$6.60	\$0.91	\$0.15	\$0.64	\$17.04	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$3.95	\$1.52	\$0.48		\$5.95			
Pipefitters	Journeyman - Alloy Welder			\$100.88	\$63.61	10.00%	\$6.36	\$2.70	\$6.60	\$0.91	\$0.15	\$0.64	\$17.36	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.16	\$1.61	\$0.50		\$6.27			
Pipefitters	Foreman			\$103.58	\$65.86	10.00%	\$6.59	\$2.70	\$6.60	\$0.91	\$0.15	\$0.64	\$17.59	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.31	\$1.66	\$0.52		\$6.49			
Pipefitters	Foreman - ICCS			\$105.38	\$67.36	10.00%	\$6.74	\$2.70	\$6.60	\$0.91	\$0.15	\$0.64	\$17.74	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.41	\$1.70	\$0.53		\$6.64			
Pipefitters	General Foreman			\$105.98	\$67.86	10.00%	\$6.79	\$2.70	\$6.60	\$0.91	\$0.15	\$0.64	\$17.79	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.44	\$1.71	\$0.54		\$6.69			
Pipefitters	General Foreman - ICCS			\$107.78	\$69.36	10.00%	\$6.94	\$2.70	\$6.60	\$0.91	\$0.15	\$0.64	\$17.94	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.54	\$1.75	\$0.55		\$6.84			

Vendor Name:n E Rates Effective Date: ## Rates Expiry Date: 0 Union (Yes/No): Yes Union Name: and Union Number: ultij Shift: y SF																																	
Craft	Classification	C l a s s i f i c a t i o n	C h a r g e - O u r R a t e	B a s e R a t e	Union Assessments							Contractor Overhead & Profit													Government Assessments								
					H o l i d a y & V a c a t i o n	H e a l t h & W e l f a r e	P e n s i o n	T r a i n i n g	R S a p	O t h e r s	T o t a l U N I O N A s s e s s m e n t s	H o l i d a y & V a c a t i o n	H e a l t h & W e l f a r e	P e n s i o n	T r a i n i n g	C o n s u m a b l e s	P P E	T o o l s	T r a n s p o r t a t i o n	C o m m u n i c a t i o n	O f f i c e	D r u g & A l c o h o l	O v e r h e a d & A d m i n	O t h e r	P r o f i t	T o t a l C O N T R A C T O R O v e r h e a d & P r o f i t	C a n a d a P e n s i o n P l a n	E m p l o y m e n t I n s u r a n c e	W o r k e r s C o m p e n s a t i o n B o a r d	O t h e r s	T o t a l G O V E R N M E N T A s s e s s m e n t s		
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	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	5.95%	2.30%	0.72%	Enter Below	\$
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	\$0.00	\$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	\$0.00	\$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	\$0.00	\$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	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.13	\$1.60	\$0.50		\$6.23	
Boilermakers	Journeyman		\$133.84	\$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	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.51	\$2.13	\$0.67		\$8.31	
Boilermakers	Journeyman - Alloy Welding		\$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	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.73	\$2.21	\$0.68		\$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	\$0.00	\$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	\$0.00	\$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	\$0.00	\$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	\$0.00	\$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	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$7.67	\$2.96	\$0.93		\$11.56	
Boilermakers	Senior Superintendent		\$178.78	\$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	\$0.00	\$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	\$0.00	\$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	\$0.00	\$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	\$0.00	\$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	\$0.00	\$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	\$0.00	\$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	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.38	\$1.69	\$0.53		\$6.60	
Pipefitters	Journeyman - Without T		\$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	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.66	\$1.80	\$0.56		\$7.02	
Pipefitters	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	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.93	\$1.90	\$0.60		\$7.43	
Pipefitters	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	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.48	\$2.12	\$0.66		\$8.26	
Pipefitters	Journeyman - Alloy Welding		\$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	\$0.00	\$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	\$0.00	\$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%	\$9.35	\$4.05	\$9.90	\$1.37	\$0.15	\$0.74	\$25.56	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.12	\$2.36	\$0.74		\$9.22	
Pipefitters	General Foreman		\$143.76	\$95.04	10.00%	\$9.50	\$4.05	\$9.90	\$1.37	\$0.15	\$0.74	\$25.71	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.22	\$2.40	\$0.75		\$9.37	
Pipefitters	General Foreman - ICCS		\$145.56	\$96.54	10.00%	\$9.65	\$4.05	\$9.90	\$1.37	\$0.15	\$0.74	\$25.86	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.32	\$2.44	\$0.76		\$9.52	
Pipefitters	Superintendent		\$168.93																														

Vendor Name: Edmonton Exchanger									
Rates Effective Date:		0-Jan-00							
Rates Expiry Date:		0							
Union (Yes/No):		Yes							
Union Name:		Varies							
Union Number:		Varies							
Shift:		Night Shift							

Craft	Classification	Level	Other	Total Charge-Out Rate	Base Rate	Holiday & Vacation	Union Assessments										Contractor Overhead & Profit															Government Assessments				
							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	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	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	5.95%	2.30%	0.72%	Enter Below	\$	
Boilermakers	1st Year Apprentice			\$98.85	\$55.04	10.00%	\$5.50	\$5.93	\$10.50	\$2.04	\$0.12	\$0.65	\$24.74	\$0.00	Enter Below	Enter Below	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$3.60	\$1.39	\$0.44	\$5.43				
Boilermakers	2nd Year Apprentice			\$113.99	\$67.67	10.00%	\$6.77	\$5.93	\$10.50	\$2.04	\$0.12	\$0.65	\$26.00	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.43	\$1.71	\$0.54	\$6.68						
Boilermakers	3rd Year Apprentice			\$129.15	\$80.31	10.00%	\$8.03	\$5.93	\$10.50	\$2.04	\$0.12	\$0.65	\$27.27	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.26	\$2.03	\$0.64	\$7.93						
Boilermakers	Helper			\$113.99	\$67.67	10.00%	\$6.77	\$5.93	\$10.50	\$2.04	\$0.12	\$0.65	\$26.00	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.43	\$1.71	\$0.54	\$6.68						
Boilermakers	Journeyman			\$139.23	\$88.73	10.00%	\$8.87	\$5.93	\$10.50	\$2.04	\$0.12	\$0.65	\$28.11	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.81	\$2.24	\$0.70	\$8.75						
Boilermakers	Journeyman - Alloy Welder			\$143.13	\$91.88	10.00%	\$9.20	\$5.93	\$10.50	\$2.04	\$0.12	\$0.65	\$28.44	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.02	\$2.32	\$0.73	\$9.07						
Boilermakers	Foreman			\$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	\$0.00	\$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	\$0.65	\$29.16	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$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	\$0.65	\$29.31	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$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	\$0.65	\$29.46	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$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	\$0.65	\$31.41	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$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	\$0.65	\$31.86	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$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	\$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	\$0.00	\$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	\$0.65	\$32.98	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$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	\$0.65	\$33.88	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$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	\$46.29	10.00%	\$4.63	\$4.05	\$4.95	\$1.37	\$0.15	\$0.74	\$15.89	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$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	\$6.44	\$1.37	\$0.15	\$0.73	\$18.63	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$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	\$7.92	\$1.37	\$0.15	\$0.74	\$21.38	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$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	\$9.90	\$1.37	\$0.15	\$0.74	\$23.78	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$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	\$9.90	\$1.37	\$0.15	\$0.74	\$24.20	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$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	\$9.90	\$1.37	\$0.15	\$0.74	\$25.04	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$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	\$9.90	\$1.37	\$0.15	\$0.74	\$25.36	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.99	\$2.31	\$0.72	\$9.02						
Pipefitters	Foreman			\$145.36	\$96.54	10.00%	\$9.65	\$4.05	\$9.90	\$1.37	\$0.15	\$0.74	\$25.86	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.52	\$2.44	\$0.76	\$9.52						
Pipefitters	Foreman - ICCS			\$147.37	\$98.04	10.00%	\$9.80	\$4.05	\$9.90	\$1.37	\$0.15	\$0.74	\$26.01	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.62	\$2.48	\$0.78	\$9.68						
Pipefitters	General Foreman			\$149.15	\$99.54	10.00%	\$9.95	\$4.05	\$9.90	\$1.37	\$0.15	\$0.74	\$26.16	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$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	\$9.90	\$1.37	\$0.15	\$0.74	\$26.31	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.61	\$2.55	\$0.80	\$9.96						
Pipefitters	Superintendent			\$174.32	\$120.54	10.00%	\$12.05	\$4.05	\$9.90	\$1.37	\$0.15	\$0.74	\$28.26	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$7.89	\$3.04	\$0.95	\$11.88						
Pipefitters	Senior Superintendent			\$179.72	\$125.04	10.00%	\$12.50	\$4.05	\$9.90	\$1.37	\$0.15	\$0.74	\$28.71	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$8.18	\$3.16	\$0.99	\$12.33						
Pipefitters	Project Manager			\$187.82	\$131.79	10.00%	\$13.18	\$4.05	\$9.90	\$1.37	\$0.15	\$0.74	\$29.39	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$8.63	\$3.33	\$1.04	\$13.00						
Pipefitters	Senior Project Manager			\$193.21	\$136.29	10.00%	\$13.63	\$4.05	\$9.90	\$1.37	\$0.15	\$0.74	\$29.84	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$8.92	\$3.44	\$1.08	\$13.44						
Pipefitters	Site Manager			\$204.00	\$145.29	10.00%	\$14.53	\$4.05	\$9.90	\$1.37	\$0.15	\$0.74	\$30.74	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$9.51	\$3.67	\$1.15	\$14.33						
Labourers	Trainee 1			\$76.68	\$44.63	10.00%	\$4.46	\$2.75	\$5.27	\$0.75	\$0.15	\$0.63	\$14.01	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$2.92	\$1.13	\$0.35	\$4.40						
Labourers	Trainee 2			\$84.87	\$50.79	10.00%	\$5.08	\$2.75	\$6.08	\$0.75	\$0.15	\$0.63	\$15.44	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$3.32	\$1.28	\$0.40	\$5.00						
Labourers	Trainee 3			\$93.10	\$56.97	10.00%	\$5.70	\$2.75	\$6.89	\$0.75	\$0.15	\$0.63	\$16.87	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$3.73	\$1.44	\$0.45	\$5.62						
Labourers	Journeyman - Uncertified			\$100.22	\$61.92	10.00%	\$6.19	\$2.75	\$8.10	\$0.75	\$0.15	\$0.63	\$18.57	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.05	\$1.56	\$0.49	\$6.10						
Labourers	Journeyman Retiree - Uncert			\$106.95	\$70.00	10.00%	\$7.00	\$2.75	\$8.75	\$0.75	\$0.15	\$0.63	\$19.47	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.37	\$1.69	\$0.55	\$6.83						
Labourers	Journeyman - Cert 1			\$105.39	\$66.23	10.00%	\$6.62	\$2.75	\$8.10	\$0.75	\$0.15	\$0.63	\$19.00	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.33	\$1.67	\$0.52	\$6.53						
Labourers	Journeyman Retiree - Cert			\$106.13	\$74.33	10.00%	\$6.62	\$2.75	\$8.00	\$0.75	\$0.15	\$0.63	\$19.90	\$0.00	\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$4.82	\$1.86	\$0.58	\$7.26						
Labourers	Foreman			\$106.96	\$67.53	10.																														

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	Profit	Total CONTRACTOR Overhead & Profit	Canada Pension Plan	Employment Insurance	Workers Compensation Board	Others	Total GOVERNMENT Assessments																			
													Enter Below	\$																				Enter Below	Enter Below	Enter Below	Enter Below	Enter Below	\$	Enter Below	Enter Below	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Click HERE for detail	Click HERE for detail	Click HERE for detail	Click HERE for detail										Enter Below	\$	Enter Below	Enter Below	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	5.95%	2.30%	0.72%	Enter Below	\$																			
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	\$0.00	\$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	\$0.00	\$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	\$0.00	\$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	\$0.00	\$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	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$7.35	\$2.84	\$0.89		\$11.08																			
Boilermakers	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	\$0.00	\$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	\$0.00	\$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	\$0.00	\$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	\$0.00	\$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	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$8.50	\$3.28	\$1.03		\$12.81																			
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	\$0.00	\$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	\$0.00	\$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	\$0.00	\$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	\$0.00	\$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	\$0.00	\$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	\$0.00	\$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	\$0.00	\$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	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$5.85	\$2.26	\$0.71		\$8.82																			
Pipefitters	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	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.21	\$2.40	\$0.75		\$9.36																			
Pipefitters	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	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$6.58	\$2.54	\$0.80		\$9.92																			
Pipefitters	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	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$7.31	\$2.82	\$0.88		\$11.01																			
Pipefitters	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	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$7.52	\$2.90	\$0.91		\$11.33																			
Pipefitters	Foreman			\$182.14	\$122.72	10.00%	\$12.27	\$5.40	\$13.20	\$1.82	\$0.15	\$0.84	\$33.68	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$8.03	\$3.10	\$0.97		\$12.10																			
Pipefitters	Foreman - ICCS			\$183.94	\$124.22	10.00%	\$12.42	\$5.40	\$13.20	\$1.82	\$0.15	\$0.84	\$33.83	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$8.13	\$3.14	\$0.98		\$12.25																			
Pipefitters	General Foreman			\$186.93	\$126.72	10.00%	\$12.67	\$5.40	\$13.20	\$1.82	\$0.15	\$0.84	\$34.08	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$8.29	\$3.20	\$1.00		\$12.49																			
Pipefitters	General Foreman - ICCS			\$188.74	\$128.22	10.00%	\$12.82	\$5.40	\$13.20	\$1.82	\$0.15	\$0.84	\$34.23	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$8.39	\$3.24	\$1.02		\$12.65																			
Pipefitters	Superintendent			\$220.51	\$154.72	10.00%	\$15.47	\$5.40	\$13.20	\$1.82	\$0.15	\$0.84	\$36.88	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$10.13	\$3.91	\$1.23		\$15.27																			
Pipefitters	Senior Superintendent			\$227.69	\$160.72	10.00%	\$16.07	\$5.40	\$13.20	\$1.82	\$0.15	\$0.84	\$37.48	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$10.52	\$4.06	\$1.27		\$15.85																			
Pipefitters	Project Manager			\$238.48	\$169.72	10.00%	\$16.97	\$5.40	\$13.20	\$1.82	\$0.15	\$0.84	\$38.38	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$11.11	\$4.29	\$1.34		\$16.74																			
Pipefitters	Senior Project Manager			\$245.67	\$175.72	10.00%	\$17.57	\$5.40	\$13.20	\$1.82	\$0.15	\$0.84	\$38.98	\$0.00			\$0.27	\$1.10	\$2.05	\$1.30	\$0.00	\$0.00	\$0.00	\$0.22	\$4.90	\$0.00	\$3.80	\$13.64	\$11.50	\$4.44	\$1.39		\$17.33																			
Pipefitters	Site Manager			\$260.06	\$187.72	10.00%	\$18.77	\$5.40	\$13.20	\$1.82	\$0.15	\$0.84	\$40.18	\$0.00			\$																																			

Doubletime	Vendor Name: Edmonton Exchanger	Rates Effective Date: 0-Jan-00	Rates Expiry Date: 0	Union (Yes/No): Yes	Union Name: Varies	Union Number: Varies	Shift: Night Shift																																																																																																																																																																																																																																																																																																																																																																							
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NATIONAL MAINTENANCE COUNCIL FOR CANADA
WAGE & BENEFIT SCHEDULE
Article 12.000

AREA: **ALBERTA**

NMA-AB *2025-2028*
REVISION DATE *May 11, 2025*

MILLWRIGHTS - LOCAL 1460

MAINTENANCE RATES AND BENEFITS

		Fort Mac Area	Outside Fort Mac	BENEFITS					
				VAC STAT	HLTH WLFR	PENS	TRNG	AMCC	NMC
BASE RATES	JOUR	53.92	53.17	CODE: D	B	C	B	B	B
	FORE	59.42	58.67	6%4%	3.02	8.00	1.40	0.10	0.10
	GEN FORE	61.42	60.67	6%4%	3.02	8.00	1.40	0.10	0.10
				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)	(A)	(A)	(A)	(A)	(A)		(B)	(A)	(B)	(A)	(A)	(A)	(B)		(B)		
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	Health Plan	Pension	Union Promotion	Educational Training (2)	Apprenticeship (2)	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	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	0.25	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	0.25	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	0.25	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	0.25	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	0.25	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	0.25	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	0.25	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	0.25	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	0.25	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	0.25	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	0.25	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	0.25	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	0.25	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	0.25	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	0.25	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	0.25	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	0.25	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	0.25	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	0.25	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	0.25	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	0.25	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	0.25	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	0.25	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	0.25	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	0.25	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	0.25	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	0.25	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	0.25	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	0.25	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	0.25	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	0.25	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	0.25	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)	(A)	(A)	(A)	(A)	(A)		(B)	(A)	(B)	(A)	(A)	(A)	(B)		(B)		
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	Health Plan	Pension	Union Promotion	Educational Training (2)	Apprenticeship (2)	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	64.15	3.85	2.57	3.95	7.00	0.15	0.60	0.15	0.27	82.69	0.04	0.04	0.12	0.25	0.25	0.05	-	83.44	0.01		
	May 3, 2026	66.10	3.97	2.64	4.05	7.00	0.15	0.60	0.15	0.27	84.93	0.04	0.04	0.12	0.25	0.25	0.05	-	85.68	0.01		
	May 6, 2027	67.40	4.04	2.70	4.15	7.00	0.15	0.60	0.15	0.27	86.46	0.04	0.04	0.12	0.25	0.25	0.05	-	87.21	0.01		
	May 7, 2028	68.83	4.13	2.75	4.15	7.00	0.15	0.60	0.15	0.27	88.03	0.04	0.04	0.12	0.25	0.25	0.05	-	88.78	0.01		
Foreperson (1) (JP + \$6.00)	June 1, 2025	62.15	3.73	2.49	3.95	7.00	0.15	0.60	0.15	0.27	80.49	0.04	0.04	0.12	0.25	0.25	0.05	-	81.24	0.01		
	May 3, 2026	64.10	3.85	2.56	4.05	7.00	0.15	0.60	0.15	0.27	82.73	0.04	0.04	0.12	0.25	0.25	0.05	-	83.48	0.01		
	May 6, 2027	65.40	3.92	2.62	4.15	7.00	0.15	0.60	0.15	0.27	84.26	0.04	0.04	0.12	0.25	0.25	0.05	-	85.01	0.01		
	May 7, 2028	66.83	4.01	2.67	4.15	7.00	0.15	0.60	0.15	0.27	85.83	0.04	0.04	0.12	0.25	0.25	0.05	-	86.58	0.01		
Assistant Foreperson (JP + \$3.15)	June 1, 2025	59.30	3.56	2.37	3.95	7.00	0.15	0.60	0.15	0.27	77.35	0.04	0.04	0.12	0.25	0.25	0.05	-	78.10	0.01		
	May 3, 2026	61.25	3.68	2.45	4.05	7.00	0.15	0.60	0.15	0.27	79.60	0.04	0.04	0.12	0.25	0.25	0.05	-	80.35	0.01		
	May 6, 2027	62.55	3.75	2.50	4.15	7.00	0.15	0.60	0.15	0.27	81.12	0.04	0.04	0.12	0.25	0.25	0.05	-	81.87	0.01		
	May 7, 2028	63.98	3.84	2.56	4.15	7.00	0.15	0.60	0.15	0.27	82.70	0.04	0.04	0.12	0.25	0.25	0.05	-	83.45	0.01		
Journeyperson	June 1, 2025	56.15	3.37	2.25	3.95	7.00	0.15	0.60	0.15	0.27	73.89	0.04	0.04	0.12	0.25	0.25	0.05	-	74.64	0.01		
	May 3, 2026	58.10	3.49	2.32	4.05	7.00	0.15	0.60	0.15	0.27	76.13	0.04	0.04	0.12	0.25	0.25	0.05	-	76.88	0.01		
	May 6, 2027	59.40	3.56	2.38	4.15	7.00	0.15	0.60	0.15	0.27	77.66	0.04	0.04	0.12	0.25	0.25	0.05	-	78.41	0.01		
	May 7, 2028	60.83	3.65	2.43	4.15	7.00	0.15	0.60	0.15	0.27	79.23	0.04	0.04	0.12	0.25	0.25	0.05	-	79.98	0.01		
3rd Year Apprentice (90%)	June 1, 2025	50.54	3.03	2.02	3.95	7.00	0.15	0.60	0.15	0.27	67.71	0.04	0.04	0.12	0.25	0.25	0.05	-	68.46	0.01		
	May 3, 2026	52.29	3.14	2.09	4.05	7.00	0.15	0.60	0.15	0.27	69.74	0.04	0.04	0.12	0.25	0.25	0.05	-	70.49	0.01		
	May 6, 2027	53.46	3.21	2.14	4.15	7.00	0.15	0.60	0.15	0.27	71.13	0.04	0.04	0.12	0.25	0.25	0.05	-	71.88	0.01		
	May 7, 2028	54.75	3.29	2.19	4.15	7.00	0.15	0.60	0.15	0.27	72.55	0.04	0.04	0.12	0.25	0.25	0.05	-	73.30	0.01		
2nd Year Apprentice (75%)	June 1, 2025	42.11	2.53	1.68	3.95	7.00	0.15	0.60	0.15	0.27	58.44	0.04	0.04	0.12	0.25	0.25	0.05	-	59.19	0.01		
	May 3, 2026	43.58	2.61	1.74	4.05	7.00	0.15	0.60	0.15	0.27	60.15	0.04	0.04	0.12	0.25	0.25	0.05	-	60.90	0.01		
	May 6, 2027	44.55	2.67	1.78	4.15	7.00	0.15	0.60	0.15	0.27	61.32	0.04	0.04	0.12	0.25	0.25	0.05	-	62.07	0.01		
	May 7, 2028	45.62	2.74	1.82	4.15	7.00	0.15	0.60	0.15	0.27	62.50	0.04	0.04	0.12	0.25	0.25	0.05	-	63.25	0.01		
1st Year Apprentice (60%)	June 1, 2025	33.69	2.02	1.35	3.95	7.00	0.15	0.60	0.15	0.27	49.18	0.04	0.04	0.12	0.25	0.25	0.05	-	49.93	0.01		
	May 3, 2026	34.86	2.09	1.39	4.05	7.00	0.15	0.60	0.15	0.27	50.56	0.04	0.04	0.12	0.25	0.25	0.05	-	51.31	0.01		
	May 6, 2027	35.64	2.14	1.43	4.15	7.00	0.15	0.60	0.15	0.27	51.53	0.04	0.04	0.12	0.25	0.25	0.05	-	52.28	0.01		
	May 7, 2028	36.50	2.19	1.46	4.15	7.00	0.15	0.60	0.15	0.27	52.47	0.04	0.04	0.12	0.25	0.25	0.05	-	53.22	0.01		
Helper (75%)	June 1, 2025	42.11	2.53	1.68	3.95	7.00	0.15	0.60	0.15	0.27	58.44	0.04	0.04	0.12	0.25	0.25	0.05	-	59.19	0.01		
	May 3, 2026	43.58	2.61	1.74	4.05	7.00	0.15	0.60	0.15	0.27	60.15	0.04	0.04	0.12	0.25	0.25	0.05	-	60.90	0.01		
	May 6, 2027	44.55	2.67	1.78	4.15	7.00	0.15	0.60	0.15	0.27	61.32	0.04	0.04	0.12	0.25	0.25	0.05	-	62.07	0.01		
	May 7, 2028	45.62	2.74	1.82	4.15	7.00	0.15	0.60	0.15	0.27	62.50	0.04	0.04	0.12	0.25	0.25	0.05	-	63.25	0.01		

Refer to Footnotes on page 2

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

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 Opertn.	
2nd Shift	\$4.50
3rd Shift	\$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.