


## WAGE RATE TABLES

 <b>CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA</b>												
CMAW Labour Rates for Maintenance <a href="#">Valid from March 1, 2021 to June 30, 2021</a>												
											EMPLOYER CONTRIBUTIONS	
	TRADE CLASSIFICATION	%	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	H&W	PENSION	APPR TRAINING	CMAW MBR ASSIST	ADMIN FUND	TOTAL
				10%		0.15	2.35	2.28	0.15	0.05	0.19	
	<u>Regular time</u>											
	<b>Pipefitter, Millwright, Ironworker-Structural, Electrician, Instrument Technician, Heavy Duty Mechanic, Elevator Constructor, Refrigeration Mechanic</b>											
	General Foreman	125%	51.75	5.18	56.93	0.15	2.35	2.28	0.15	0.05	0.19	62.10
	Foreman	115%	47.61	4.76	52.37	0.15	2.35	2.28	0.15	0.05	0.19	57.54
	Lead Hand	105%	43.47	4.35	47.82	0.15	2.35	2.28	0.15	0.05	0.19	52.99
	Journeyman	100%	41.40	4.14	45.54	0.15	2.35	2.28	0.15	0.05	0.19	50.71
	Apprentice 1st Year	60%	24.84	2.48	27.32	0.15	2.35	2.28	0.15	0.05	0.19	32.49
	Apprentice 2nd Year	70%	28.98	2.90	31.88	0.15	2.35	2.28	0.15	0.05	0.19	37.05
	Apprentice 3rd Year	80%	33.12	3.31	36.43	0.15	2.35	2.28	0.15	0.05	0.19	41.60
	Apprentice 4th Year	90%	37.26	3.73	40.99	0.15	2.35	2.28	0.15	0.05	0.19	46.16
	<b>Welder B-Pressure, Boilermaker, Gas Fitter 1st Class, Plumber, Steam Fitter, Sprinkler Fitter, Operator Mobile Crane 50-249 T</b>											
	General Foreman	125%	51.75	5.18	56.93	0.15	2.35	2.28	0.15	0.05	0.19	62.10
	Foreman	115%	47.61	4.76	52.37	0.15	2.35	2.28	0.15	0.05	0.19	57.54
	Lead Hand	105%	43.47	4.35	47.82	0.15	2.35	2.28	0.15	0.05	0.19	52.99
	Journeyman	100%	41.40	4.14	45.54	0.15	2.35	2.28	0.15	0.05	0.19	50.71
	Apprentice 1st Year	70%	28.98	2.90	31.88	0.15	2.35	2.28	0.15	0.05	0.19	37.05
	Apprentice 2nd Year	80%	33.12	3.31	36.43	0.15	2.35	2.28	0.15	0.05	0.19	41.60
	Apprentice 3rd Year	90%	37.26	3.73	40.99	0.15	2.35	2.28	0.15	0.05	0.19	46.16
	<b>Welder</b>											
	General Foreman	125%	49.41	4.94	54.35	0.15	2.35	2.28	0.15	0.05	0.19	59.52
	Foreman	115%	45.46	4.55	50.01	0.15	2.35	2.28	0.15	0.05	0.19	55.18
	Lead Hand	105%	41.51	4.15	45.66	0.15	2.35	2.28	0.15	0.05	0.19	50.83
	Journeyman	100%	39.53	3.95	43.48	0.15	2.35	2.28	0.15	0.05	0.19	48.65
	<b>Scaffolder</b>											
	General Foreman	125%	45.06	4.51	49.57	0.15	2.35	2.28	0.15	0.05	0.19	54.74
	Foreman	115%	41.46	4.15	45.61	0.15	2.35	2.28	0.15	0.05	0.19	50.78
	Lead Hand	105%	37.85	3.79	41.64	0.15	2.35	2.28	0.15	0.05	0.19	46.81
	Journeyman	100%	36.05	3.61	39.66	0.15	2.35	2.28	0.15	0.05	0.19	44.83
	Apprentice 1st Year	60%	21.63	2.16	23.79	0.15	2.35	2.28	0.15	0.05	0.19	28.96
	Apprentice 2nd Year	70%	25.24	2.52	27.76	0.15	2.35	2.28	0.15	0.05	0.19	32.93
	Apprentice 3rd Year	80%	28.84	2.88	31.72	0.15	2.35	2.28	0.15	0.05	0.19	36.89
	Apprentice 4th Year	90%	32.45	3.25	35.70	0.15	2.35	2.28	0.15	0.05	0.19	40.87

<b>CMAW CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA</b>													
<b>CMAW Labour Rates for Maintenance</b>													
<u>Valid from March 1, 2021 to June 30, 2021</u>													
	TRADE CLASSIFICATION	%	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL	
							H&W	PENSION	APPR TRAINING	CMAW MBR ASSIST	ADMIN FUND		
				10%		0.15	2.35	2.28	0.15	0.05	0.19		
<b>Insulator</b>													
	General Foreman	125%	45.06	4.51	49.57	0.15	2.35	2.28	0.15	0.05	0.19		54.74
	Foreman	115%	41.46	4.15	45.61	0.15	2.35	2.28	0.15	0.05	0.19		50.78
	Lead Hand	105%	37.85	3.79	41.64	0.15	2.35	2.28	0.15	0.05	0.19		46.81
	Journeyman	100%	36.05	3.61	39.66	0.15	2.35	2.28	0.15	0.05	0.19		44.83
	Apprentice 1st Year	60%	21.63	2.16	23.79	0.15	2.35	2.28	0.15	0.05	0.19		28.96
	Apprentice 2nd Year	70%	25.24	2.52	27.76	0.15	2.35	2.28	0.15	0.05	0.19		32.93
	Apprentice 3rd Year	80%	28.84	2.88	31.72	0.15	2.35	2.28	0.15	0.05	0.19		36.89
	Apprentice 4th Year	90%	32.45	3.25	35.70	0.15	2.35	2.28	0.15	0.05	0.19		40.87
<b>Painter, Cement Finisher</b>													
	General Foreman	125%	49.41	4.94	54.35	0.15	2.35	2.28	0.15	0.05	0.19		59.52
	Foreman	115%	45.46	4.55	50.01	0.15	2.35	2.28	0.15	0.05	0.19		55.18
	Lead Hand	105%	41.51	4.15	45.66	0.15	2.35	2.28	0.15	0.05	0.19		50.83
	Journeyman	100%	39.53	3.95	43.48	0.15	2.35	2.28	0.15	0.05	0.19		48.65
	Apprentice 1st Year	70%	27.67	2.77	30.44	0.15	2.35	2.28	0.15	0.05	0.19		35.61
	Apprentice 2nd Year	80%	31.62	3.16	34.78	0.15	2.35	2.28	0.15	0.05	0.19		39.95
	Apprentice 3rd Year	90%	35.58	3.56	39.14	0.15	2.35	2.28	0.15	0.05	0.19		44.31
<b>Carpenter, Mechanic, Reinforcing Ironworker, Roofer, Sheetmetal Worker</b>													
	General Foreman	125%	49.41	4.94	54.35	0.15	2.35	2.28	0.15	0.05	0.19		59.52
	Foreman	115%	45.46	4.55	50.01	0.15	2.35	2.28	0.15	0.05	0.19		55.18
	Lead Hand	105%	41.51	4.15	45.66	0.15	2.35	2.28	0.15	0.05	0.19		50.83
	Journeyman	100%	39.53	3.95	43.48	0.15	2.35	2.28	0.15	0.05	0.19		48.65
	Apprentice 1st Year	60%	23.72	2.37	26.09	0.15	2.35	2.28	0.15	0.05	0.19		31.26
	Apprentice 2nd Year	70%	27.67	2.77	30.44	0.15	2.35	2.28	0.15	0.05	0.19		35.61
	Apprentice 3rd Year	80%	31.62	3.16	34.78	0.15	2.35	2.28	0.15	0.05	0.19		39.95
	Apprentice 4th Year	90%	35.58	3.56	39.14	0.15	2.35	2.28	0.15	0.05	0.19		44.31
<b>Operator Mobile Crane +250 T</b>													
	General Foreman	125%	52.35	5.24	57.59	0.15	2.35	2.28	0.15	0.05	0.19		62.76
	Foreman	115%	48.16	4.82	52.98	0.15	2.35	2.28	0.15	0.05	0.19		58.15
	Lead Hand	105%	43.97	4.40	48.37	0.15	2.35	2.28	0.15	0.05	0.19		53.54
	Journeyman	100%	41.88	4.19	46.07	0.15	2.35	2.28	0.15	0.05	0.19		51.24
	Apprentice 1st Year	70%	29.32	2.93	32.25	0.15	2.35	2.28	0.15	0.05	0.19		37.42
	Apprentice 2nd Year	80%	33.50	3.35	36.85	0.15	2.35	2.28	0.15	0.05	0.19		42.02
	Apprentice 3rd Year	90%	37.69	3.77	41.46	0.15	2.35	2.28	0.15	0.05	0.19		46.63
<b>Rig Welder</b>													
	Welders B Pressure w/Rig		90.83		90.83								90.83
	Welders w/Rig		88.59		88.59								88.59
<b>Labourer</b>													
	Foreman	115%	31.00	3.10	34.10	0.15	2.35	2.28	0.15	0.05	0.19		39.27
	Skilled	100%	26.96	2.70	29.66	0.15	2.35	2.28	0.15	0.05	0.19		34.83
	Intermediate		23.52	2.35	25.87	0.15	2.35	2.28	0.15	0.05	0.19		31.04
	Entry Level		21.13	2.11	23.24	0.15	2.35	2.28	0.15	0.05	0.19		28.41

**CMAW CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA**

CMAW Labour Rates for Maintenance  
Valid from March 1, 2021 to June 30, 2021

	TRADE CLASSIFICATION	%	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL
							H&W	PENSION	APPR TRAINING	CMAW MBR ASSIST	ADMIN FUND	
				10%		0.15	2.35	2.28	0.15	0.05	0.19	
<b>Equipment Operator (Light)</b>												
	Foreman	115%	37.59	3.76	41.35	0.15	2.35	2.28	0.15	0.05	0.19	46.52
	Equipment Operator (Light)	100%	32.69	3.27	35.96	0.15	2.35	2.28	0.15	0.05	0.19	41.13
<b>Boom Truck Operator</b>												
	Operator - Boom Truck	100%	39.53	3.95	43.48	0.15	2.35	2.28	0.15	0.05	0.19	48.65
	Apprentice 1st Year	70%	27.67	2.77	30.44	0.15	2.35	2.28	0.15	0.05	0.19	35.61
	Apprentice 2nd Year	80%	31.62	3.16	34.78	0.15	2.35	2.28	0.15	0.05	0.19	39.95
<b>Crane Operator</b>												
	Operator Crane - 0-49T	100%	40.81	4.08	44.89	0.15	2.35	2.28	0.15	0.05	0.19	50.06
	Apprentice 1st Year	70%	28.57	2.86	31.43	0.15	2.35	2.28	0.15	0.05	0.19	36.60
	Apprentice 2nd Year	80%	32.65	3.26	35.91	0.15	2.35	2.28	0.15	0.05	0.19	41.08
	Apprentice 3rd Year	90%	36.73	3.67	40.40	0.15	2.35	2.28	0.15	0.05	0.19	45.57
<b>Other</b>												
	Bricklayer - Masonry		39.53	3.95	43.48	0.15	2.35	2.28	0.15	0.05	0.19	48.65
	Bricklayer - Refractory		41.40	4.14	45.54	0.15	2.35	2.28	0.15	0.05	0.19	50.71
	Cladder		39.53	3.95	43.48	0.15	2.35	2.28	0.15	0.05	0.19	48.65
	Decker		39.53	3.95	43.48	0.15	2.35	2.28	0.15	0.05	0.19	48.65
	Operator Equipment - Heavy		39.53	3.95	43.48	0.15	2.35	2.28	0.15	0.05	0.19	48.65
	Plasterer		39.53	3.95	43.48	0.15	2.35	2.28	0.15	0.05	0.19	48.65
	Sheeter		39.53	3.95	43.48	0.15	2.35	2.28	0.15	0.05	0.19	48.65
	Lat. Int System Mech.		39.53	3.95	43.48	0.15	2.35	2.28	0.15	0.05	0.19	48.65
	Truck Driver - Basic		26.38	2.64	29.02	0.15	2.35	2.28	0.15	0.05	0.19	34.19
	Truck Driver - Intermediate		35.53	3.55	39.08	0.15	2.35	2.28	0.15	0.05	0.19	44.25
	Truck Driver - Heavy		39.53	3.95	43.48	0.15	2.35	2.28	0.15	0.05	0.19	48.65
	Analyzer Tech		41.40	4.14	45.54	0.15	2.35	2.28	0.15	0.05	0.19	50.71
	Machinist		41.40	4.14	45.54	0.15	2.35	2.28	0.15	0.05	0.19	50.71
	Material Handler Level One		31.41	3.14	34.55	0.15	2.35	2.28	0.15	0.05	0.19	39.72
	Material Handler Level Two		34.52	3.45	37.97	0.15	2.35	2.28	0.15	0.05	0.19	43.14
	EHT Specialist		47.61	4.76	52.37	0.15	2.35	2.28	0.15	0.05	0.19	57.54
	<b>PREMIUMS</b>											
	Night Shift		4.00		4.00							4.00
	Chief Steward		3.00		3.00							3.00
	Steward		2.00		2.00							2.00
	Construction Safety Officer (ACSA)		1.25		1.25							1.25
	Multi-Skilling		1.00		1.00							1.00
	Alloy Welder		3.00		3.00							3.00
	Leadership for Safety Excellence (LSE)		0.50		0.50							0.50
	First Aid Ticket W/CPR		0.50		0.50							0.50
	Crane - Friction, Brake & Clutch System		0.50		0.50							0.50
	Electrician Splicing Premium		1.00		1.00							1.00

**CMAW CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA**

CMAW Labour rates for Maintenance

Valid from July 1, 2021 to December 31, 2021

	TRADE CLASSIFICATION	%	BASE RATE	VACATION	TOTAL EARNINGS	EMPLOYER CONTRIBUTIONS						TOTAL
						BOOT ALLOWANCE	H&W	PENSION	APPR TRAINING	CMAW MBR ASSIST	ADMIN FUND	
				10%		0.15	2.35	2.28	0.15	0.05	0.19	
	<u>Regular time</u>											
	<b>Pipefitter, Millwright, Ironworker-Structural, Electrician, Instrument Technician, Heavy Duty Mechanic, Elevator Constructor, Refrigeration Mechanic</b>											
	General Foreman	125%	52.06	5.21	57.27	0.15	2.35	2.28	0.15	0.05	0.19	62.44
	Foreman	115%	47.90	4.79	52.69	0.15	2.35	2.28	0.15	0.05	0.19	57.86
	Lead Hand	105%	43.73	4.37	48.10	0.15	2.35	2.28	0.15	0.05	0.19	53.27
	Journeyman	100%	41.65	4.17	45.82	0.15	2.35	2.28	0.15	0.05	0.19	50.99
	Apprentice 1st Year	60%	24.99	2.50	27.49	0.15	2.35	2.28	0.15	0.05	0.19	32.66
	Apprentice 2nd Year	70%	29.16	2.92	32.08	0.15	2.35	2.28	0.15	0.05	0.19	37.25
	Apprentice 3rd Year	80%	33.32	3.33	36.65	0.15	2.35	2.28	0.15	0.05	0.19	41.82
	Apprentice 4th Year	90%	37.49	3.75	41.24	0.15	2.35	2.28	0.15	0.05	0.19	46.41
	<b>Welder B-Pressure, Boilermaker, Gas Fitter 1st Class, Plumber, Steam Fitter, Sprinkler Fitter, Operator Mobile Crane 50-249 T</b>											
	General Foreman	125%	52.06	5.21	57.27	0.15	2.35	2.28	0.15	0.05	0.19	62.44
	Foreman	115%	47.90	4.79	52.69	0.15	2.35	2.28	0.15	0.05	0.19	57.86
	Lead Hand	105%	43.73	4.37	48.10	0.15	2.35	2.28	0.15	0.05	0.19	53.27
	Journeyman	100%	41.65	4.17	45.82	0.15	2.35	2.28	0.15	0.05	0.19	50.99
	Apprentice 1st Year	70%	29.16	2.92	32.08	0.15	2.35	2.28	0.15	0.05	0.19	37.25
	Apprentice 2nd Year	80%	33.32	3.33	36.65	0.15	2.35	2.28	0.15	0.05	0.19	41.82
	Apprentice 3rd Year	90%	37.49	3.75	41.24	0.15	2.35	2.28	0.15	0.05	0.19	46.41
	<b>Welder</b>											
	General Foreman	125%	49.71	4.97	54.68	0.15	2.35	2.28	0.15	0.05	0.19	59.85
	Foreman	115%	45.74	4.57	50.31	0.15	2.35	2.28	0.15	0.05	0.19	55.48
	Lead Hand	105%	41.76	4.18	45.94	0.15	2.35	2.28	0.15	0.05	0.19	51.11
	Journeyman	100%	39.77	3.98	43.75	0.15	2.35	2.28	0.15	0.05	0.19	48.92
	<b>Scaffolder</b>											
	General Foreman	125%	45.34	4.53	49.87	0.15	2.35	2.28	0.15	0.05	0.19	55.04
	Foreman	115%	41.71	4.17	45.88	0.15	2.35	2.28	0.15	0.05	0.19	51.05
	Lead Hand	105%	38.08	3.81	41.89	0.15	2.35	2.28	0.15	0.05	0.19	47.06
	Journeyman	100%	36.27	3.63	39.90	0.15	2.35	2.28	0.15	0.05	0.19	45.07
	Apprentice 1st Year	60%	21.76	2.18	23.94	0.15	2.35	2.28	0.15	0.05	0.19	29.11
	Apprentice 2nd Year	70%	25.39	2.54	27.93	0.15	2.35	2.28	0.15	0.05	0.19	33.10
	Apprentice 3rd Year	80%	29.02	2.90	31.92	0.15	2.35	2.28	0.15	0.05	0.19	37.09
	Apprentice 4th Year	90%	32.64	3.26	35.90	0.15	2.35	2.28	0.15	0.05	0.19	41.07



CMAW Labour rates for Maintenance

[Valid from July 1, 2021 to December 31, 2021](#)

	TRADE CLASSIFICATION	%	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL
							H&W	PENSION	APPR TRAINING	CMAW MBR ASSIST	ADMIN FUND	
				10%		0.15	2.35	2.28	0.15	0.05	0.19	
<b>Insulator</b>												
	General Foreman	125%	45.34	4.53	49.87	0.15	2.35	2.28	0.15	0.05	0.19	55.04
	Foreman	115%	41.71	4.17	45.88	0.15	2.35	2.28	0.15	0.05	0.19	51.05
	Lead Hand	105%	38.08	3.81	41.89	0.15	2.35	2.28	0.15	0.05	0.19	47.06
	Journeyman	100%	36.27	3.63	39.90	0.15	2.35	2.28	0.15	0.05	0.19	45.07
	Apprentice 1st Year	60%	21.76	2.18	23.94	0.15	2.35	2.28	0.15	0.05	0.19	29.11
	Apprentice 2nd Year	70%	25.39	2.54	27.93	0.15	2.35	2.28	0.15	0.05	0.19	33.10
	Apprentice 3rd Year	80%	29.02	2.90	31.92	0.15	2.35	2.28	0.15	0.05	0.19	37.09
	Apprentice 4th Year	90%	32.64	3.26	35.90	0.15	2.35	2.28	0.15	0.05	0.19	41.07
<b>Painter, Cement Finisher</b>												
	General Foreman	125%	49.71	4.97	54.68	0.15	2.35	2.28	0.15	0.05	0.19	59.85
	Foreman	115%	45.74	4.57	50.31	0.15	2.35	2.28	0.15	0.05	0.19	55.48
	Lead Hand	105%	41.76	4.18	45.94	0.15	2.35	2.28	0.15	0.05	0.19	51.11
	Journeyman	100%	39.77	3.98	43.75	0.15	2.35	2.28	0.15	0.05	0.19	48.92
	Apprentice 1st Year	70%	27.84	2.78	30.62	0.15	2.35	2.28	0.15	0.05	0.19	35.79
	Apprentice 2nd Year	80%	31.82	3.18	35.00	0.15	2.35	2.28	0.15	0.05	0.19	40.17
	Apprentice 3rd Year	90%	35.79	3.58	39.37	0.15	2.35	2.28	0.15	0.05	0.19	44.54
<b>Carpenter, Mechanic, Reinforcing Ironworker, Roofer, Sheetmetal Worker</b>												
	General Foreman	125%	49.71	4.97	54.68	0.15	2.35	2.28	0.15	0.05	0.19	59.85
	Foreman	115%	45.74	4.57	50.31	0.15	2.35	2.28	0.15	0.05	0.19	55.48
	Lead Hand	105%	41.76	4.18	45.94	0.15	2.35	2.28	0.15	0.05	0.19	51.11
	Journeyman	100%	39.77	3.98	43.75	0.15	2.35	2.28	0.15	0.05	0.19	48.92
	Apprentice 1st Year	60%	23.86	2.39	26.25	0.15	2.35	2.28	0.15	0.05	0.19	31.42
	Apprentice 2nd Year	70%	27.84	2.78	30.62	0.15	2.35	2.28	0.15	0.05	0.19	35.79
	Apprentice 3rd Year	80%	31.82	3.18	35.00	0.15	2.35	2.28	0.15	0.05	0.19	40.17
	Apprentice 4th Year	90%	35.79	3.58	39.37	0.15	2.35	2.28	0.15	0.05	0.19	44.54
<b>Operator Mobile Crane +250 T</b>												
	General Foreman	125%	52.68	5.27	57.95	0.15	2.35	2.28	0.15	0.05	0.19	63.12
	Foreman	115%	48.46	4.85	53.31	0.15	2.35	2.28	0.15	0.05	0.19	58.48
	Lead Hand	105%	44.25	4.42	48.67	0.15	2.35	2.28	0.15	0.05	0.19	53.84
	Journeyman	100%	42.14	4.21	46.35	0.15	2.35	2.28	0.15	0.05	0.19	51.52
	Apprentice 1st Year	70%	29.50	2.95	32.45	0.15	2.35	2.28	0.15	0.05	0.19	37.62
	Apprentice 2nd Year	80%	33.71	3.37	37.08	0.15	2.35	2.28	0.15	0.05	0.19	42.25
	Apprentice 3rd Year	90%	37.93	3.79	41.72	0.15	2.35	2.28	0.15	0.05	0.19	46.89
<b>Rig Welder</b>												
	Welders B Pressure w/Rig		91.38		91.38							91.38
	Welders w/Rig		89.13		89.13							89.13
<b>Labourer</b>												
	Foreman	115%	31.20	3.12	34.32	0.15	2.35	2.28	0.15	0.05	0.19	39.49
	Skilled	100%	27.13	2.71	29.84	0.15	2.35	2.28	0.15	0.05	0.19	35.01
	Intermediate		23.67	2.37	26.04	0.15	2.35	2.28	0.15	0.05	0.19	31.21
	Entry Level		21.26	2.13	23.39	0.15	2.35	2.28	0.15	0.05	0.19	28.56

	TRADE CLASSIFICATION	%	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL
							H&W	PENSION	APPR TRAINING	CMAW MBR ASSIST	ADMIN FUND	
				10%		0.15	2.35	2.28	0.15	0.05	0.19	
<b>Equipment Operator (Light)</b>												
	Foreman	115%	37.82	3.78	41.60	0.15	2.35	2.28	0.15	0.05	0.19	46.77
	Equipment Operator (Light)	100%	32.89	3.29	36.18	0.15	2.35	2.28	0.15	0.05	0.19	41.35
<b>Boom Truck Operator</b>												
	Operator - Boom Truck	100%	39.77	3.98	43.75	0.15	2.35	2.28	0.15	0.05	0.19	48.92
	Apprentice 1st Year	70%	27.84	2.78	30.62	0.15	2.35	2.28	0.15	0.05	0.19	35.79
	Apprentice 2nd Year	80%	31.82	3.18	35.00	0.15	2.35	2.28	0.15	0.05	0.19	40.17
<b>Crane Operator</b>												
	Operator Crane - 0-49T	100%	41.06	4.11	45.17	0.15	2.35	2.28	0.15	0.05	0.19	50.34
	Apprentice 1st Year	70%	28.74	2.87	31.61	0.15	2.35	2.28	0.15	0.05	0.19	36.78
	Apprentice 2nd Year	80%	32.85	3.28	36.13	0.15	2.35	2.28	0.15	0.05	0.19	41.30
	Apprentice 3rd Year	90%	36.95	3.70	40.65	0.15	2.35	2.28	0.15	0.05	0.19	45.82
<b>Other</b>												
	Bricklayer - Masonry		39.77	3.98	43.75	0.15	2.35	2.28	0.15	0.05	0.19	48.92
	Bricklayer - Refractory		41.65	4.17	45.82	0.15	2.35	2.28	0.15	0.05	0.19	50.99
	Cladder		39.77	3.98	43.75	0.15	2.35	2.28	0.15	0.05	0.19	48.92
	Decker		39.77	3.98	43.75	0.15	2.35	2.28	0.15	0.05	0.19	48.92
	Operator Equipment - Heavy		39.77	3.98	43.75	0.15	2.35	2.28	0.15	0.05	0.19	48.92
	Plasterer		39.77	3.98	43.75	0.15	2.35	2.28	0.15	0.05	0.19	48.92
	Sheeter		39.77	3.98	43.75	0.15	2.35	2.28	0.15	0.05	0.19	48.92
	Lat. Int System Mech.		39.77	3.98	43.75	0.15	2.35	2.28	0.15	0.05	0.19	48.92
	Truck Driver - Basic		26.54	2.65	29.19	0.15	2.35	2.28	0.15	0.05	0.19	34.36
	Truck Driver - Intermediate		35.75	3.58	39.33	0.15	2.35	2.28	0.15	0.05	0.19	44.50
	Truck Driver - Heavy		39.77	3.98	43.75	0.15	2.35	2.28	0.15	0.05	0.19	48.92
	Analyzer Tech		41.65	4.17	45.82	0.15	2.35	2.28	0.15	0.05	0.19	50.99
	Machinist		41.65	4.17	45.82	0.15	2.35	2.28	0.15	0.05	0.19	50.99
	Material Handler Level One		31.60	3.16	34.76	0.15	2.35	2.28	0.15	0.05	0.19	39.93
	Material Handler Level Two		34.73	3.47	38.20	0.15	2.35	2.28	0.15	0.05	0.19	43.37
	EHT Specialist		47.90	4.79	52.69	0.15	2.35	2.28	0.15	0.05	0.19	57.86
<b>PREMIUMS</b>												
	Night Shift		4.00		4.00							4.00
	Chief Steward		3.00		3.00							3.00
	Steward		2.00		2.00							2.00
	Construction Safety Officer (ACSA)		1.25		1.25							1.25
	Multi-Skilling		1.00		1.00							1.00
	Alloy Welder		3.00		3.00							3.00
	Leadership for Safety Excellence (LSE)		0.50		0.50							0.50
	First Aid Ticket W/CPR		0.50		0.50							0.50
	Crane - Friction, Brake & Clutch System		0.50		0.50							0.50
	Electrician Splicing Premium		1.00		1.00							1.00

**CMAW CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA**

CMAW Labour rates for Maintenance

Valid from January 1, 2022 to June 30, 2022

	TRADE CLASSIFICATION	%	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL COST
							H&W	PENSION	APPR TRAINING	CMAW MBR ASSIST	ADMIN FUND	
	<b>Regular time</b>			10%		0.15	2.45	2.84	0.15	0.05	0.19	
<b>Pipefitter, Millwright, Ironworker-Structural, Electrician, Instrument Technician, Heavy Duty Mechanic, Elevator Constructor, Refrigeration Mechanic</b>												
	General Foreman	125%	53.75	5.38	59.13	0.15	2.45	2.84	0.15	0.05	0.19	64.96
	Foreman	115%	49.45	4.95	54.40	0.15	2.45	2.84	0.15	0.05	0.19	60.23
	Lead Hand	105%	45.15	4.52	49.67	0.15	2.45	2.84	0.15	0.05	0.19	55.50
	Journeyman	100%	43.00	4.30	47.30	0.15	2.45	2.84	0.15	0.05	0.19	53.13
	Apprentice 1st Year	60%	25.80	2.58	28.38	0.15	2.45	2.84	0.15	0.05	0.19	34.21
	Apprentice 2nd Year	70%	30.10	3.01	33.11	0.15	2.45	2.84	0.15	0.05	0.19	38.94
	Apprentice 3rd Year	80%	34.40	3.44	37.84	0.15	2.45	2.84	0.15	0.05	0.19	43.67
	Apprentice 4th Year	90%	38.70	3.87	42.57	0.15	2.45	2.84	0.15	0.05	0.19	48.40
<b>Welder B-Pressure, Boilermaker, Gas Fitter 1st Class, Plumber, Steam Fitter, Sprinkler Fitter, Operator Mobile Crane 50-249 T</b>												
	General Foreman	125%	53.75	5.38	59.13	0.15	2.45	2.84	0.15	0.05	0.19	64.96
	Foreman	115%	49.45	4.95	54.40	0.15	2.45	2.84	0.15	0.05	0.19	60.23
	Lead Hand	105%	45.15	4.52	49.67	0.15	2.45	2.84	0.15	0.05	0.19	55.50
	Journeyman	100%	43.00	4.30	47.30	0.15	2.45	2.84	0.15	0.05	0.19	53.13
	Apprentice 1st Year	70%	30.10	3.01	33.11	0.15	2.45	2.84	0.15	0.05	0.19	38.94
	Apprentice 2nd Year	80%	34.40	3.44	37.84	0.15	2.45	2.84	0.15	0.05	0.19	43.67
	Apprentice 3rd Year	90%	38.70	3.87	42.57	0.15	2.45	2.84	0.15	0.05	0.19	48.40
<b>Welder</b>												
	General Foreman	125%	51.33	5.13	56.46	0.15	2.45	2.84	0.15	0.05	0.19	62.29
	Foreman	115%	47.22	4.72	51.94	0.15	2.45	2.84	0.15	0.05	0.19	57.77
	Lead Hand	105%	43.11	4.31	47.42	0.15	2.45	2.84	0.15	0.05	0.19	53.25
	Journeyman	100%	41.06	4.11	45.17	0.15	2.45	2.84	0.15	0.05	0.19	51.00
<b>Scaffolder</b>												
	General Foreman	125%	46.81	4.68	51.49	0.15	2.45	2.84	0.15	0.05	0.19	57.32
	Foreman	115%	43.07	4.31	47.38	0.15	2.45	2.84	0.15	0.05	0.19	53.21
	Lead Hand	105%	39.32	3.93	43.25	0.15	2.45	2.84	0.15	0.05	0.19	49.08
	Journeyman	100%	37.45	3.75	41.20	0.15	2.45	2.84	0.15	0.05	0.19	47.03
	Apprentice 1st Year	60%	22.47	2.25	24.72	0.15	2.45	2.84	0.15	0.05	0.19	30.55
	Apprentice 2nd Year	70%	26.22	2.62	28.84	0.15	2.45	2.84	0.15	0.05	0.19	34.67
	Apprentice 3rd Year	80%	29.96	3.00	32.96	0.15	2.45	2.84	0.15	0.05	0.19	38.79
	Apprentice 4th Year	90%	33.71	3.37	37.08	0.15	2.45	2.84	0.15	0.05	0.19	42.91

**CMAW CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA**

CMAW Labour rates for Maintenance

Valid from January 1, 2022 to June 30, 2022

	TRADE CLASSIFICATION	%	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL COST
							H&W	PENSION	APPR TRAINING	CMAW MBR ASSIST	ADMIN FUND	
				10%		0.15	2.45	2.84	0.15	0.05	0.19	
<b>Insulator</b>												
	General Foreman	125%	46.81	4.68	51.49	0.15	2.45	2.84	0.15	0.05	0.19	57.32
	Foreman	115%	43.07	4.31	47.38	0.15	2.45	2.84	0.15	0.05	0.19	53.21
	Lead Hand	105%	39.32	3.93	43.25	0.15	2.45	2.84	0.15	0.05	0.19	49.08
	Journeyman	100%	37.45	3.75	41.20	0.15	2.45	2.84	0.15	0.05	0.19	47.03
	Apprentice 1st Year	60%	22.47	2.25	24.72	0.15	2.45	2.84	0.15	0.05	0.19	30.55
	Apprentice 2nd Year	70%	26.22	2.62	28.84	0.15	2.45	2.84	0.15	0.05	0.19	34.67
	Apprentice 3rd Year	80%	29.96	3.00	32.96	0.15	2.45	2.84	0.15	0.05	0.19	38.79
	Apprentice 4th Year	90%	33.71	3.37	37.08	0.15	2.45	2.84	0.15	0.05	0.19	42.91
<b>Painter, Cement Finisher</b>												
	General Foreman	125%	51.33	5.13	56.46	0.15	2.45	2.84	0.15	0.05	0.19	62.29
	Foreman	115%	47.22	4.72	51.94	0.15	2.45	2.84	0.15	0.05	0.19	57.77
	Lead Hand	105%	43.11	4.31	47.42	0.15	2.45	2.84	0.15	0.05	0.19	53.25
	Journeyman	100%	41.06	4.11	45.17	0.15	2.45	2.84	0.15	0.05	0.19	51.00
	Apprentice 1st Year	70%	28.74	2.87	31.61	0.15	2.45	2.84	0.15	0.05	0.19	37.44
	Apprentice 2nd Year	80%	32.85	3.29	36.14	0.15	2.45	2.84	0.15	0.05	0.19	41.97
	Apprentice 3rd Year	90%	36.95	3.70	40.65	0.15	2.45	2.84	0.15	0.05	0.19	46.48
<b>Carpenter, Mechanic, Reinforcing Ironworker, Roofer, Sheetmetal Worker</b>												
	General Foreman	125%	51.33	5.13	56.46	0.15	2.45	2.84	0.15	0.05	0.19	62.29
	Foreman	115%	47.22	4.72	51.94	0.15	2.45	2.84	0.15	0.05	0.19	57.77
	Lead Hand	105%	43.11	4.31	47.42	0.15	2.45	2.84	0.15	0.05	0.19	53.25
	Journeyman	100%	41.06	4.11	45.17	0.15	2.45	2.84	0.15	0.05	0.19	51.00
	Apprentice 1st Year	60%	24.64	2.46	27.10	0.15	2.45	2.84	0.15	0.05	0.19	32.93
	Apprentice 2nd Year	70%	28.74	2.87	31.61	0.15	2.45	2.84	0.15	0.05	0.19	37.44
	Apprentice 3rd Year	80%	32.85	3.29	36.14	0.15	2.45	2.84	0.15	0.05	0.19	41.97
	Apprentice 4th Year	90%	36.95	3.70	40.65	0.15	2.45	2.84	0.15	0.05	0.19	46.48
<b>Operator Mobile Crane +250 T</b>												
	General Foreman	125%	54.38	5.44	59.82	0.15	2.45	2.84	0.15	0.05	0.19	65.65
	Foreman	115%	50.03	5.00	55.03	0.15	2.45	2.84	0.15	0.05	0.19	60.86
	Lead Hand	105%	45.68	4.57	50.25	0.15	2.45	2.84	0.15	0.05	0.19	56.08
	Journeyman	100%	43.50	4.35	47.85	0.15	2.45	2.84	0.15	0.05	0.19	53.68
	Apprentice 1st Year	70%	30.45	3.05	33.50	0.15	2.45	2.84	0.15	0.05	0.19	39.33
	Apprentice 2nd Year	80%	34.80	3.48	38.28	0.15	2.45	2.84	0.15	0.05	0.19	44.11
	Apprentice 3rd Year	90%	39.15	3.92	43.07	0.15	2.45	2.84	0.15	0.05	0.19	48.90
<b>Rig Welder</b>												
	Welders B Pressure w/Rig		94.34		94.34							94.34
	Welders w/Rig		92.01		92.01							92.01
<b>Labourer</b>												
	Foreman	115%	32.21	3.22	35.43	0.15	2.45	2.84	0.15	0.05	0.19	41.26
	Skilled	100%	28.01	2.80	30.81	0.15	2.45	2.84	0.15	0.05	0.19	36.64
	Intermediate		24.43	2.44	26.87	0.15	2.45	2.84	0.15	0.05	0.19	32.70
	Entry Level		21.95	2.19	24.14	0.15	2.45	2.84	0.15	0.05	0.19	29.97



<b>CMAW CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA</b>													
<b>CMAW Labour rates for Maintenance</b>													
<a href="#">Valid from January 1, 2022 to June 30, 2022</a>													
EMPLOYER CONTRIBUTIONS													
	TRADE CLASSIFICATION	%	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	H&W	PENSION	APPR TRAINING	CMAW MBR ASSIST	ADMIN FUND	TOTAL COST	
				10%		0.15	2.45	2.84	0.15	0.05	0.19		
<b>Equipment Operator (Light)</b>													
	Foreman	115%	39.05	3.91	42.96	0.15	2.45	2.84	0.15	0.05	0.19	48.79	
	Equipment Operator (Light)	100%	33.96	3.40	37.36	0.15	2.45	2.84	0.15	0.05	0.19	43.19	
<b>Boom Truck Operator</b>													
	Operator - Boom Truck	100%	41.06	4.11	45.17	0.15	2.45	2.84	0.15	0.05	0.19	51.00	
	Apprentice 1st Year	70%	28.74	2.87	31.61	0.15	2.45	2.84	0.15	0.05	0.19	37.44	
	Apprentice 2nd Year	80%	32.85	3.28	36.13	0.15	2.45	2.84	0.15	0.05	0.19	41.96	
<b>Crane Operator</b>													
	Operator Crane - 0-49T	100%	42.39	4.24	46.63	0.15	2.45	2.84	0.15	0.05	0.19	52.46	
	Apprentice 1st Year	70%	29.67	2.97	32.64	0.15	2.45	2.84	0.15	0.05	0.19	38.47	
	Apprentice 2nd Year	80%	33.91	3.39	37.30	0.15	2.45	2.84	0.15	0.05	0.19	43.13	
	Apprentice 3rd Year	90%	38.15	3.82	41.97	0.15	2.45	2.84	0.15	0.05	0.19	47.80	
<b>Other</b>													
	Bricklayer - Masonry		41.06	4.11	45.17	0.15	2.45	2.84	0.15	0.05	0.19	51.00	
	Bricklayer - Refractory		43.00	4.30	47.30	0.15	2.45	2.84	0.15	0.05	0.19	53.13	
	Cladder		41.06	4.11	45.17	0.15	2.45	2.84	0.15	0.05	0.19	51.00	
	Decker		41.06	4.11	45.17	0.15	2.45	2.84	0.15	0.05	0.19	51.00	
	Operator Equipment - Heavy		41.06	4.11	45.17	0.15	2.45	2.84	0.15	0.05	0.19	51.00	
	Plasterer		41.06	4.11	45.17	0.15	2.45	2.84	0.15	0.05	0.19	51.00	
	Sheeter		41.06	4.11	45.17	0.15	2.45	2.84	0.15	0.05	0.19	51.00	
	Lat. Int System Mech.		41.06	4.11	45.17	0.15	2.45	2.84	0.15	0.05	0.19	51.00	
	Truck Driver - Basic		27.40	2.74	30.14	0.15	2.45	2.84	0.15	0.05	0.19	35.97	
	Truck Driver - Intermediate		36.91	3.69	40.60	0.15	2.45	2.84	0.15	0.05	0.19	46.43	
	Truck Driver - Heavy		41.06	4.11	45.17	0.15	2.45	2.84	0.15	0.05	0.19	51.00	
	Analyzer Tech		43.00	4.30	47.30	0.15	2.45	2.84	0.15	0.05	0.19	53.13	
	Machinist		43.00	4.30	47.30	0.15	2.45	2.84	0.15	0.05	0.19	53.13	
	Material Handler Level One		32.63	3.26	35.89	0.15	2.45	2.84	0.15	0.05	0.19	41.72	
	Material Handler Level Two		35.86	3.59	39.45	0.15	2.45	2.84	0.15	0.05	0.19	45.28	
	EHT Specialist		49.45	4.95	54.40	0.15	2.45	2.84	0.15	0.05	0.19	60.23	
<b>PREMIUMS</b>													
	Night Shift		4.00		4.00							4.00	
	Chief Steward		3.00		3.00							3.00	
	Steward		2.00		2.00							2.00	
	Construction Safety Officer (ACSA)		1.25		1.25							1.25	
	Multi-Skilling		1.00		1.00							1.00	
	Alloy Welder		3.00		3.00							3.00	
	Leadership for Safety Excellence (LSE)		0.50		0.50							0.50	
	First Aid Ticket W/CPR		0.50		0.50							0.50	
	Crane - Friction, Brake & Clutch System		0.50		0.50							0.50	
	Electrician Splicing Premium		1.00		1.00							1.00	

**CMAW CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA**

CMAW Labour rates for Maintenance

Valid from July 1, 2022 to December 31, 2022

TRADE CLASSIFICATION	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS						TOTAL
					H&W	PENSION	APPR TRAINING	CMAW MBR ASSIST	ADMIN FUND		
<b>Regular time</b>		10%		0.20	2.45	3.34	0.20	0.05	0.19		
<b>Pipefitter, Millwright, Ironworker-Structural, Electrician, Instrument Technician, Heavy Duty Mechanic, Elevator Constructor, Refrigeration Mechanic</b>											
General Foreman	125%	54.69	5.47	60.16	0.20	2.45	3.34	0.20	0.05	0.19	66.59
Foreman	115%	50.31	5.03	55.34	0.20	2.45	3.34	0.20	0.05	0.19	61.77
Lead Hand	105%	45.94	4.59	50.53	0.20	2.45	3.34	0.20	0.05	0.19	56.96
Journeyman	100%	43.75	4.38	48.13	0.20	2.45	3.34	0.20	0.05	0.19	54.56
Apprentice 1st Year	60%	26.25	2.63	28.88	0.20	2.45	3.34	0.20	0.05	0.19	35.31
Apprentice 2nd Year	70%	30.63	3.06	33.69	0.20	2.45	3.34	0.20	0.05	0.19	40.12
Apprentice 3rd Year	80%	35.00	3.50	38.50	0.20	2.45	3.34	0.20	0.05	0.19	44.93
Apprentice 4th Year	90%	39.38	3.94	43.32	0.20	2.45	3.34	0.20	0.05	0.19	49.75
<b>Welder B-Pressure, Boilermaker, Gas Fitter 1st Class, Plumber, Steam Fitter, Sprinkler Fitter, Operator Mobile Crane 50-249 T</b>											
General Foreman	125%	54.69	5.47	60.16	0.20	2.45	3.34	0.20	0.05	0.19	66.59
Foreman	115%	50.31	5.03	55.34	0.20	2.45	3.34	0.20	0.05	0.19	61.77
Lead Hand	105%	45.94	4.59	50.53	0.20	2.45	3.34	0.20	0.05	0.19	56.96
Journeyman	100%	43.75	4.38	48.13	0.20	2.45	3.34	0.20	0.05	0.19	54.56
Apprentice 1st Year	70%	30.63	3.06	33.69	0.20	2.45	3.34	0.20	0.05	0.19	40.12
Apprentice 2nd Year	80%	35.00	3.50	38.50	0.20	2.45	3.34	0.20	0.05	0.19	44.93
Apprentice 3rd Year	90%	39.38	3.94	43.32	0.20	2.45	3.34	0.20	0.05	0.19	49.75
<b>Welder</b>											
General Foreman	125%	52.23	5.22	57.45	0.20	2.45	3.34	0.20	0.05	0.19	63.88
Foreman	115%	48.05	4.80	52.85	0.20	2.45	3.34	0.20	0.05	0.19	59.28
Lead Hand	105%	43.87	4.39	48.26	0.20	2.45	3.34	0.20	0.05	0.19	54.69
Journeyman	100%	41.78	4.18	45.96	0.20	2.45	3.34	0.20	0.05	0.19	52.39
<b>Scaffolder</b>											
General Foreman	125%	47.63	4.76	52.39	0.20	2.45	3.34	0.20	0.05	0.19	58.82
Foreman	115%	43.82	4.38	48.20	0.20	2.45	3.34	0.20	0.05	0.19	54.63
Lead Hand	105%	40.01	4.00	44.01	0.20	2.45	3.34	0.20	0.05	0.19	50.44
Journeyman	100%	38.10	3.81	41.91	0.20	2.45	3.34	0.20	0.05	0.19	48.34
Apprentice 1st Year	60%	22.86	2.29	25.15	0.20	2.45	3.34	0.20	0.05	0.19	31.58
Apprentice 2nd Year	70%	26.67	2.67	29.34	0.20	2.45	3.34	0.20	0.05	0.19	35.77
Apprentice 3rd Year	80%	30.48	3.05	33.53	0.20	2.45	3.34	0.20	0.05	0.19	39.96
Apprentice 4th Year	90%	34.29	3.43	37.72	0.20	2.45	3.34	0.20	0.05	0.19	44.15

CMAW/DLI MAINTENANCE AGREEMENT ALBERTA

MARCH 1, 2021 TO FEBRUARY 29, 2024

<b>CMAW CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA</b>													
<b>CMAW Labour rates for Maintenance</b>													
<u>Valid from July 1, 2022 to December 31, 2022</u>													
	TRADE CLASSIFICATION		BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL	
							H&W	PENSION	APPR TRAINING	CMAW MBR ASSIST	ADMIN FUND		
				10%		0.20	2.45	3.34	0.20	0.05	0.19		
<b>Insulator</b>													
	General Foreman	125%	47.63	4.76	52.39	0.20	2.45	3.34	0.20	0.05	0.19	58.82	
	Foreman	115%	43.82	4.38	48.20	0.20	2.45	3.34	0.20	0.05	0.19	54.63	
	Lead Hand	105%	40.01	4.00	44.01	0.20	2.45	3.34	0.20	0.05	0.19	50.44	
	Journeyman	100%	38.10	3.81	41.91	0.20	2.45	3.34	0.20	0.05	0.19	48.34	
	Apprentice 1st Year	60%	22.86	2.29	25.15	0.20	2.45	3.34	0.20	0.05	0.19	31.58	
	Apprentice 2nd Year	70%	26.67	2.67	29.34	0.20	2.45	3.34	0.20	0.05	0.19	35.77	
	Apprentice 3rd Year	80%	30.48	3.05	33.53	0.20	2.45	3.34	0.20	0.05	0.19	39.96	
	Apprentice 4th Year	90%	34.29	3.43	37.72	0.20	2.45	3.34	0.20	0.05	0.19	44.15	
<b>Painter, Cement Finisher</b>													
	General Foreman	125%	52.23	5.22	57.45	0.20	2.45	3.34	0.20	0.05	0.19	63.88	
	Foreman	115%	48.05	4.80	52.85	0.20	2.45	3.34	0.20	0.05	0.19	59.28	
	Lead Hand	105%	43.87	4.39	48.26	0.20	2.45	3.34	0.20	0.05	0.19	54.69	
	Journeyman	100%	41.78	4.18	45.96	0.20	2.45	3.34	0.20	0.05	0.19	52.39	
	Apprentice 1st Year	70%	29.25	2.93	32.18	0.20	2.45	3.34	0.20	0.05	0.19	38.61	
	Apprentice 2nd Year	80%	33.42	3.34	36.76	0.20	2.45	3.34	0.20	0.05	0.19	43.19	
	Apprentice 3rd Year	90%	37.60	3.76	41.36	0.20	2.45	3.34	0.20	0.05	0.19	47.79	
<b>Carpenter, Mechanic, Reinforcing Ironworker, Roofer, Sheetmetal Worker</b>													
	General Foreman	125%	52.23	5.22	57.45	0.20	2.45	3.34	0.20	0.05	0.19	63.88	
	Foreman	115%	48.05	4.80	52.85	0.20	2.45	3.34	0.20	0.05	0.19	59.28	
	Lead Hand	105%	43.87	4.39	48.26	0.20	2.45	3.34	0.20	0.05	0.19	54.69	
	Journeyman	100%	41.78	4.18	45.96	0.20	2.45	3.34	0.20	0.05	0.19	52.39	
	Apprentice 1st Year	60%	25.07	2.51	27.58	0.20	2.45	3.34	0.20	0.05	0.19	34.01	
	Apprentice 2nd Year	70%	29.25	2.93	32.18	0.20	2.45	3.34	0.20	0.05	0.19	38.61	
	Apprentice 3rd Year	80%	33.42	3.34	36.76	0.20	2.45	3.34	0.20	0.05	0.19	43.19	
	Apprentice 4th Year	90%	37.60	3.76	41.36	0.20	2.45	3.34	0.20	0.05	0.19	47.79	
<b>Operator Mobile Crane +250 T</b>													
	General Foreman	125%	55.33	5.53	60.86	0.20	2.45	3.34	0.20	0.05	0.19	67.29	
	Foreman	115%	50.90	5.09	55.99	0.20	2.45	3.34	0.20	0.05	0.19	62.42	
	Lead Hand	105%	46.47	4.65	51.12	0.20	2.45	3.34	0.20	0.05	0.19	57.55	
	Journeyman	100%	44.26	4.43	48.69	0.20	2.45	3.34	0.20	0.05	0.19	55.12	
	Apprentice 1st Year	70%	30.98	3.10	34.08	0.20	2.45	3.34	0.20	0.05	0.19	40.51	
	Apprentice 2nd Year	80%	35.41	3.54	38.95	0.20	2.45	3.34	0.20	0.05	0.19	45.38	
	Apprentice 3rd Year	90%	39.83	3.98	43.81	0.20	2.45	3.34	0.20	0.05	0.19	50.24	
<b>Rig Welder</b>													
	Welders B Pressure w/Rig		95.98		95.98							95.98	
	Welders w/Rig		93.62		93.62							93.62	
<b>Labourer</b>													
	Foreman	115%	32.76	3.28	36.04	0.20	2.45	3.34	0.20	0.05	0.19	42.47	
	Skilled	100%	28.49	2.85	31.34	0.20	2.45	3.34	0.20	0.05	0.19	37.77	
	Intermediate		24.85	2.49	27.34	0.20	2.45	3.34	0.20	0.05	0.19	33.77	
	Entry Level		22.33	2.23	24.56	0.20	2.45	3.34	0.20	0.05	0.19	30.99	



CMAW Labour rates for Maintenance

Valid from July 1, 2022 to December 31, 2022

TRADE CLASSIFICATION	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	H&W	EMPLOYER CONTRIBUTIONS					TOTAL
						PENSION	APPR TRAINING	CMAW MBR ASSIST	ADMIN FUND		
		10%		0.20	2.45	3.34	0.20	0.05	0.19		
<b>Equipment Operator (Light)</b>											
Foreman	115%	39.73	3.97	43.70	0.20	2.45	3.34	0.20	0.05	0.19	50.13
Equipment Operator (Light)	100%	34.55	3.46	38.01	0.20	2.45	3.34	0.20	0.05	0.19	44.44
<b>Boom Truck Operator</b>											
Operator - Boom Truck	100%	41.78	4.18	45.96	0.20	2.45	3.34	0.20	0.05	0.19	52.39
Apprentice 1st Year	70%	29.25	2.92	32.17	0.20	2.45	3.34	0.20	0.05	0.19	38.60
Apprentice 2nd Year	80%	33.42	3.34	36.76	0.20	2.45	3.34	0.20	0.05	0.19	43.19
<b>Crane Operator</b>											
Operator Crane - 0-49T	100%	43.13	4.31	47.44	0.20	2.45	3.34	0.20	0.05	0.19	53.87
Apprentice 1st Year	70%	30.19	3.02	33.21	0.20	2.45	3.34	0.20	0.05	0.19	39.64
Apprentice 2nd Year	80%	34.50	3.45	37.95	0.20	2.45	3.34	0.20	0.05	0.19	44.38
Apprentice 3rd Year	90%	38.82	3.88	42.70	0.20	2.45	3.34	0.20	0.05	0.19	49.13
<b>Other</b>											
Bricklayer - Masonry		41.78	4.18	45.96	0.20	2.45	3.34	0.20	0.05	0.19	52.39
Bricklayer - Refractory		43.75	4.38	48.13	0.20	2.45	3.34	0.20	0.05	0.19	54.56
Cladder		41.78	4.18	45.96	0.20	2.45	3.34	0.20	0.05	0.19	52.39
Decker		41.78	4.18	45.96	0.20	2.45	3.34	0.20	0.05	0.19	52.39
Operator Equipment - Heavy		41.78	4.18	45.96	0.20	2.45	3.34	0.20	0.05	0.19	52.39
Plasterer		41.78	4.18	45.96	0.20	2.45	3.34	0.20	0.05	0.19	52.39
Sheeter		41.78	4.18	45.96	0.20	2.45	3.34	0.20	0.05	0.19	52.39
Lat. Int System Mech.		41.78	4.18	45.96	0.20	2.45	3.34	0.20	0.05	0.19	52.39
Truck Driver - Basic		27.88	2.79	30.67	0.20	2.45	3.34	0.20	0.05	0.19	37.10
Truck Driver - Intermediate		37.55	3.76	41.31	0.20	2.45	3.34	0.20	0.05	0.19	47.74
Truck Driver - Heavy		41.78	4.18	45.96	0.20	2.45	3.34	0.20	0.05	0.19	52.39
Analyzer Tech		43.75	4.38	48.13	0.20	2.45	3.34	0.20	0.05	0.19	54.56
Machinist		43.75	4.38	48.13	0.20	2.45	3.34	0.20	0.05	0.19	54.56
Material Handler Level One		33.19	3.32	36.51	0.20	2.45	3.34	0.20	0.05	0.19	42.94
Material Handler Level Two		36.48	3.65	40.13	0.20	2.45	3.34	0.20	0.05	0.19	46.56
EHT Specialist		50.31	5.03	55.34	0.20	2.45	3.34	0.20	0.05	0.19	61.77
<b>PREMIUMS</b>											
Night Shift		4.00		4.00							4.00
Chief Steward		3.00		3.00							3.00
Steward		2.00		2.00							2.00
Construction Safety Officer (ACSA)		1.25		1.25							1.25
Multi-Skilling		1.00		1.00							1.00
Alloy Welder		3.00		3.00							3.00
Leadership for Safety Excellence (LSE)		0.50		0.50							0.50
First Aid Ticket W/CPR		0.50		0.50							0.50
Crane - Friction, Brake & Clutch System		0.50		0.50							0.50
Electrician Splicing Premium		1.00		1.00							1.00


**CMAW CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA**

CMAW Labour rates for Maintenance

Valid from January 1, 2023 to December 31, 2023

TRADE CLASSIFICATION	%	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	H&W	EMPLOYER CONTRIBUTIONS					TOTAL
							PENSION	APPR TRAINING	CMAW MBR ASSIST	ADMIN FUND		
<u>Regular time</u>			10%		0.20	2.45	3.84	0.20	0.05	0.19		
<b>Pipefitter, Millwright, Ironworker-Structural, Electrician, Instrument Technician, Heavy Duty Mechanic, Elevator Constructor, Refrigeration Mechanic</b>												
General Foreman	125%	55.31	5.53	60.84	0.20	2.45	3.84	0.20	0.05	0.19	67.77	
Foreman	115%	50.89	5.09	55.98	0.20	2.45	3.84	0.20	0.05	0.19	62.91	
Lead Hand	105%	46.46	4.65	51.11	0.20	2.45	3.84	0.20	0.05	0.19	58.04	
Journeyman	100%	44.25	4.43	48.68	0.20	2.45	3.84	0.20	0.05	0.19	55.61	
Apprentice 1st Year	60%	26.55	2.66	29.21	0.20	2.45	3.84	0.20	0.05	0.19	36.14	
Apprentice 2nd Year	70%	30.98	3.10	34.08	0.20	2.45	3.84	0.20	0.05	0.19	41.01	
Apprentice 3rd Year	80%	35.40	3.54	38.94	0.20	2.45	3.84	0.20	0.05	0.19	45.87	
Apprentice 4th Year	90%	39.83	3.98	43.81	0.20	2.45	3.84	0.20	0.05	0.19	50.74	
<b>Welder B-Pressure, Boilermaker, Gas Fitter 1st Class, Plumber, Steam Fitter, Sprinkler Fitter, Operator Mobile Crane 50-249 T</b>												
General Foreman	125%	55.31	5.53	60.84	0.20	2.45	3.84	0.20	0.05	0.19	67.77	
Foreman	115%	50.89	5.09	55.98	0.20	2.45	3.84	0.20	0.05	0.19	62.91	
Lead Hand	105%	46.46	4.65	51.11	0.20	2.45	3.84	0.20	0.05	0.19	58.04	
Journeyman	100%	44.25	4.43	48.68	0.20	2.45	3.84	0.20	0.05	0.19	55.61	
Apprentice 1st Year	70%	30.98	3.10	34.08	0.20	2.45	3.84	0.20	0.05	0.19	41.01	
Apprentice 2nd Year	80%	35.40	3.54	38.94	0.20	2.45	3.84	0.20	0.05	0.19	45.87	
Apprentice 3rd Year	90%	39.83	3.98	43.81	0.20	2.45	3.84	0.20	0.05	0.19	50.74	
<b>Welder</b>												
General Foreman	125%	52.81	5.28	58.09	0.20	2.45	3.84	0.20	0.05	0.19	65.02	
Foreman	115%	48.59	4.86	53.45	0.20	2.45	3.84	0.20	0.05	0.19	60.38	
Lead Hand	105%	44.36	4.44	48.80	0.20	2.45	3.84	0.20	0.05	0.19	55.73	
Journeyman	100%	42.25	4.23	46.48	0.20	2.45	3.84	0.20	0.05	0.19	53.41	
<b>Scaffolder</b>												
General Foreman	125%	48.16	4.82	52.98	0.20	2.45	3.84	0.20	0.05	0.19	59.91	
Foreman	115%	44.31	4.43	48.74	0.20	2.45	3.84	0.20	0.05	0.19	55.67	
Lead Hand	105%	40.46	4.05	44.51	0.20	2.45	3.84	0.20	0.05	0.19	51.44	
Journeyman	100%	38.53	3.85	42.38	0.20	2.45	3.84	0.20	0.05	0.19	49.31	
Apprentice 1st Year	60%	23.12	2.31	25.43	0.20	2.45	3.84	0.20	0.05	0.19	32.36	
Apprentice 2nd Year	70%	26.97	2.70	29.67	0.20	2.45	3.84	0.20	0.05	0.19	36.60	
Apprentice 3rd Year	80%	30.82	3.08	33.90	0.20	2.45	3.84	0.20	0.05	0.19	40.83	
Apprentice 4th Year	90%	34.68	3.47	38.15	0.20	2.45	3.84	0.20	0.05	0.19	45.08	

<b>CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA</b>														
<b>CMAW Labour rates for Maintenance</b>														
<u>Valid from January 1, 2023 to December 31, 2023</u>														
												<b>EMPLOYER CONTRIBUTIONS</b>		
	TRADE CLASSIFICATION	%	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	H&W	PENSION	APPR TRAINING	CMAW MBR ASSIST	ADMIN FUND	TOTAL		
				10%		0.20	2.45	3.84	0.20	0.05	0.19			
<b>Insulator</b>														
	General Foreman	125%	48.16	4.82	52.98	0.20	2.45	3.84	0.20	0.05	0.19	59.91		
	Foreman	115%	44.31	4.43	48.74	0.20	2.45	3.84	0.20	0.05	0.19	55.67		
	Lead Hand	105%	40.46	4.05	44.51	0.20	2.45	3.84	0.20	0.05	0.19	51.44		
	Journeyman	100%	38.53	3.85	42.38	0.20	2.45	3.84	0.20	0.05	0.19	49.31		
	Apprentice 1st Year	60%	23.12	2.31	25.43	0.20	2.45	3.84	0.20	0.05	0.19	32.36		
	Apprentice 2nd Year	70%	26.97	2.70	29.67	0.20	2.45	3.84	0.20	0.05	0.19	36.60		
	Apprentice 3rd Year	80%	30.82	3.08	33.90	0.20	2.45	3.84	0.20	0.05	0.19	40.83		
	Apprentice 4th Year	90%	34.68	3.47	38.15	0.20	2.45	3.84	0.20	0.05	0.19	45.08		
<b>Painter, Cement Finisher</b>														
	General Foreman	125%	52.81	5.28	58.09	0.20	2.45	3.84	0.20	0.05	0.19	65.02		
	Foreman	115%	48.59	4.86	53.45	0.20	2.45	3.84	0.20	0.05	0.19	60.38		
	Lead Hand	105%	44.36	4.44	48.80	0.20	2.45	3.84	0.20	0.05	0.19	55.73		
	Journeyman	100%	42.25	4.23	46.48	0.20	2.45	3.84	0.20	0.05	0.19	53.41		
	Apprentice 1st Year	70%	29.58	2.96	32.54	0.20	2.45	3.84	0.20	0.05	0.19	39.47		
	Apprentice 2nd Year	80%	33.80	3.38	37.18	0.20	2.45	3.84	0.20	0.05	0.19	44.11		
	Apprentice 3rd Year	90%	38.03	3.80	41.83	0.20	2.45	3.84	0.20	0.05	0.19	48.76		
<b>Carpenter, Mechanic, Reinforcing Ironworker, Roofer, Sheetmetal Worker</b>														
	General Foreman	125%	52.81	5.28	58.09	0.20	2.45	3.84	0.20	0.05	0.19	65.02		
	Foreman	115%	48.59	4.86	53.45	0.20	2.45	3.84	0.20	0.05	0.19	60.38		
	Lead Hand	105%	44.36	4.44	48.80	0.20	2.45	3.84	0.20	0.05	0.19	55.73		
	Journeyman	100%	42.25	4.23	46.48	0.20	2.45	3.84	0.20	0.05	0.19	53.41		
	Apprentice 1st Year	60%	25.35	2.54	27.89	0.20	2.45	3.84	0.20	0.05	0.19	34.82		
	Apprentice 2nd Year	70%	29.58	2.96	32.54	0.20	2.45	3.84	0.20	0.05	0.19	39.47		
	Apprentice 3rd Year	80%	33.80	3.38	37.18	0.20	2.45	3.84	0.20	0.05	0.19	44.11		
	Apprentice 4th Year	90%	38.03	3.80	41.83	0.20	2.45	3.84	0.20	0.05	0.19	48.76		
<b>Operator Mobile Crane +250 T</b>														
	General Foreman	125%	55.95	5.60	61.55	0.20	2.45	3.84	0.20	0.05	0.19	68.48		
	Foreman	115%	51.47	5.15	56.62	0.20	2.45	3.84	0.20	0.05	0.19	63.55		
	Lead Hand	105%	47.00	4.70	51.70	0.20	2.45	3.84	0.20	0.05	0.19	58.63		
	Journeyman	100%	44.76	4.48	49.24	0.20	2.45	3.84	0.20	0.05	0.19	56.17		
	Apprentice 1st Year	70%	31.33	3.13	34.46	0.20	2.45	3.84	0.20	0.05	0.19	41.39		
	Apprentice 2nd Year	80%	35.81	3.58	39.39	0.20	2.45	3.84	0.20	0.05	0.19	46.32		
	Apprentice 3rd Year	90%	40.28	4.03	44.31	0.20	2.45	3.84	0.20	0.05	0.19	51.24		
<b>Rig Welder</b>														
	Welders B Pressure w/Rig		97.08		97.08							97.08		
	Welders w/Rig		94.68		94.68							94.68		
<b>Labourer</b>														
	Foreman	115%	33.14	3.31	36.45	0.20	2.45	3.84	0.20	0.05	0.19	43.38		
	Skilled	100%	28.82	2.88	31.70	0.20	2.45	3.84	0.20	0.05	0.19	38.63		
	Intermediate		25.14	2.51	27.65	0.20	2.45	3.84	0.20	0.05	0.19	34.58		
	Entry Level		22.58	2.26	24.84	0.20	2.45	3.84	0.20	0.05	0.19	31.77		

 <b>CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA</b>													
CMAW Labour rates for Maintenance													
Valid from January 1, 2023 to December 31, 2023													
											EMPLOYER CONTRIBUTIONS		
TRADE CLASSIFICATION	%	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	H&W	PENSION	APPR TRAINING	CMAW MBR ASSIST	ADMIN FUND	TOTAL		
			10%		0.20	2.45	3.84	0.20	0.05	0.19			
<b>Equipment Operator (Light)</b>													
Foreman	115%	40.18	4.02	44.20	0.20	2.45	3.84	0.20	0.05	0.19	51.13		
Equipment Operator (Light)	100%	34.94	3.49	38.43	0.20	2.45	3.84	0.20	0.05	0.19	45.36		
<b>Boom Truck Operator</b>													
Operator - Boom Truck	100%	42.25	4.23	46.48	0.20	2.45	3.84	0.20	0.05	0.19	53.41		
Apprentice 1st Year	70%	29.58	2.96	32.54	0.20	2.45	3.84	0.20	0.05	0.19	39.47		
Apprentice 2nd Year	80%	33.80	3.38	37.18	0.20	2.45	3.84	0.20	0.05	0.19	44.11		
<b>Crane Operator</b>													
Operator Crane - 0-49T	100%	43.62	4.36	47.98	0.20	2.45	3.84	0.20	0.05	0.19	54.91		
Apprentice 1st Year	70%	30.53	3.05	33.58	0.20	2.45	3.84	0.20	0.05	0.19	40.51		
Apprentice 2nd Year	80%	34.90	3.49	38.39	0.20	2.45	3.84	0.20	0.05	0.19	45.32		
Apprentice 3rd Year	90%	39.26	3.93	43.19	0.20	2.45	3.84	0.20	0.05	0.19	50.12		
<b>Other</b>													
Bricklayer - Masonry		42.25	4.23	46.48	0.20	2.45	3.84	0.20	0.05	0.19	53.41		
Bricklayer - Refractory		44.25	4.43	48.68	0.20	2.45	3.84	0.20	0.05	0.19	55.61		
Cladder		42.25	4.23	46.48	0.20	2.45	3.84	0.20	0.05	0.19	53.41		
Decker		42.25	4.23	46.48	0.20	2.45	3.84	0.20	0.05	0.19	53.41		
Operator Equipment - Heavy		42.25	4.23	46.48	0.20	2.45	3.84	0.20	0.05	0.19	53.41		
Plasterer		42.25	4.23	46.48	0.20	2.45	3.84	0.20	0.05	0.19	53.41		
Sheeter		42.25	4.23	46.48	0.20	2.45	3.84	0.20	0.05	0.19	53.41		
Lat. Int System Mech.		42.25	4.23	46.48	0.20	2.45	3.84	0.20	0.05	0.19	53.41		
Truck Driver - Basic		28.20	2.82	31.02	0.20	2.45	3.84	0.20	0.05	0.19	37.95		
Truck Driver - Intermediate		37.98	3.80	41.78	0.20	2.45	3.84	0.20	0.05	0.19	48.71		
Truck Driver - Heavy		42.25	4.23	46.48	0.20	2.45	3.84	0.20	0.05	0.19	53.41		
Analyzer Tech		44.25	4.43	48.68	0.20	2.45	3.84	0.20	0.05	0.19	55.61		
Machinist		44.25	4.43	48.68	0.20	2.45	3.84	0.20	0.05	0.19	55.61		
Material Handler Level One		33.57	3.36	36.93	0.20	2.45	3.84	0.20	0.05	0.19	43.86		
Material Handler Level Two		36.90	3.69	40.59	0.20	2.45	3.84	0.20	0.05	0.19	47.52		
EHT Specialist		50.89	5.09	55.98	0.20	2.45	3.84	0.20	0.05	0.19	62.91		
<b>PREMIUMS</b>													
Night Shift		4.00		4.00							4.00		
Chief Steward		3.00		3.00							3.00		
Steward		2.00		2.00							2.00		
Construction Safety Officer (ACSA)		1.25		1.25							1.25		
Multi-Skilling		1.00		1.00							1.00		
Alloy Welder		3.00		3.00							3.00		
Leadership for Safety Excellence (LSE)		0.50		0.50							0.50		
First Aid Ticket W/CPR		0.50		0.50							0.50		
Crane - Friction, Brake & Clutch System		0.50		0.50							0.50		
Electrician Splicing Premium		1.00		1.00							1.00		