CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA

CMAW Labour rates for Construction work in Alberta
Valid from August 4, 2024 Through August 2, 2025

	TRADE CLASSIFICATION	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	TOTAL COST
			10%		0.20	2.85	4.09	0.25	0.05	0.29	
	Regular time										
Pipefitter, Ironworker-Structural, Electrician, Instrument Technician											
	General Foreperson	62.69	6.27	**68.96**	0.20	2.85	4.09	0.25	0.05	0.29	**76.69**
	Foreperson	57.67	5.77	**63.44**	0.20	2.85	4.09	0.25	0.05	0.29	**71.17**
	Lead Hand	52.66	5.27	**57.93**	0.20	2.85	4.09	0.25	0.05	0.29	**65.66**
	Journeyperson	50.15	5.02	**55.17**	0.20	2.85	4.09	0.25	0.05	0.29	**62.90**
	Apprentice 1st Year	30.09	3.01	**33.10**	0.20	2.85	4.09	0.25	0.05	0.29	**40.83**
	Apprentice 2nd Year	35.11	3.51	**38.62**	0.20	2.85	4.09	0.25	0.05	0.29	**46.35**
	Apprentice 3rd Year	40.12	4.01	**44.13**	0.20	2.85	4.09	0.25	0.05	0.29	**51.86**
	Apprentice 4th Year	45.14	4.51	**49.65**	0.20	2.85	4.09	0.25	0.05	0.29	**57.38**
Boilermaker, Operator Mobile Crane +250 T											
	General Foreperson	62.69	6.27	**68.96**	0.20	2.85	4.09	0.25	0.05	0.29	**76.69**
	Foreperson	57.67	5.77	**63.44**	0.20	2.85	4.09	0.25	0.05	0.29	**71.17**
	Lead Hand	52.66	5.27	**57.93**	0.20	2.85	4.09	0.25	0.05	0.29	**65.66**
	Journeyperson	50.15	5.02	**55.17**	0.20	2.85	4.09	0.25	0.05	0.29	**62.90**
	Apprentice 1st Year	30.09	3.01	**33.10**	0.20	2.85	4.09	0.25	0.05	0.29	**40.83**
	Apprentice 2nd Year	37.61	3.76	**41.37**	0.20	2.85	4.09	0.25	0.05	0.29	**49.10**
	Apprentice 3rd Year	45.14	4.51	**49.65**	0.20	2.85	4.09	0.25	0.05	0.29	**57.38**
Millwright, Analyzer Tech											
	General Foreperson	63.35	6.34	**69.69**	0.20	2.85	4.09	0.25	0.05	0.29	**77.42**
	Foreperson	58.28	5.83	**64.11**	0.20	2.85	4.09	0.25	0.05	0.29	**71.84**
	Lead Hand	53.21	5.32	**58.53**	0.20	2.85	4.09	0.25	0.05	0.29	**66.26**
	Journeyperson	50.68	5.07	**55.75**	0.20	2.85	4.09	0.25	0.05	0.29	**63.48**
	Apprentice 1st Year (Millwright Only)	30.41	3.04	**33.45**	0.20	2.85	4.09	0.25	0.05	0.29	**41.18**
	Apprentice 2nd Year (Millwright Only)	35.48	3.55	**39.03**	0.20	2.85	4.09	0.25	0.05	0.29	**46.76**
	Apprentice 3rd Year (Millwright Only)	40.54	4.05	**44.59**	0.20	2.85	4.09	0.25	0.05	0.29	**52.32**
	Apprentice 4th Year (Millwright Only)	45.61	4.56	**50.17**	0.20	2.85	4.09	0.25	0.05	0.29	**57.90**
Welder B-Pressure											
	General Foreperson	64.64	6.46	**71.10**	0.20	2.85	4.09	0.25	0.05	0.29	**78.83**
	Foreperson	59.47	5.95	**65.42**	0.20	2.85	4.09	0.25	0.05	0.29	**73.15**
	Lead Hand	54.30	5.43	**59.73**	0.20	2.85	4.09	0.25	0.05	0.29	**67.46**
	Journeyperson	51.71	5.17	**56.88**	0.20	2.85	4.09	0.25	0.05	0.29	**64.61**

Insulator, Scaffolder, Carpenter											
	General Foreperson	61.43	6.14	**67.57**	0.20	2.85	4.09	0.25	0.05	0.29	**75.30**
	Foreperson	56.51	5.65	**62.16**	0.20	2.85	4.09	0.25	0.05	0.29	**69.89**
	Lead Hand	51.60	5.16	**56.76**	0.20	2.85	4.09	0.25	0.05	0.29	**64.49**
	Journeyperson	49.14	4.91	**54.05**	0.20	2.85	4.09	0.25	0.05	0.29	**61.78**
	Apprentice 1st Year	29.48	2.95	**32.43**	0.20	2.85	4.09	0.25	0.05	0.29	**40.16**
	Apprentice 2nd Year	34.40	3.44	**37.84**	0.20	2.85	4.09	0.25	0.05	0.29	**45.57**
	Apprentice 3rd Year	39.31	3.93	**43.24**	0.20	2.85	4.09	0.25	0.05	0.29	**50.97**
	Apprentice 4th Year	44.23	4.42	**48.65**	0.20	2.85	4.09	0.25	0.05	0.29	**56.38**
Welder, Painter, Lat. Int. System Mech, Cement Finisher											
	General Foreperson	59.51	5.95	**65.46**	0.20	2.85	4.09	0.25	0.05	0.29	**73.19**
	Foreperson	54.75	5.48	**60.23**	0.20	2.85	4.09	0.25	0.05	0.29	**67.96**
	Lead Hand	49.99	5.00	**54.99**	0.20	2.85	4.09	0.25	0.05	0.29	**62.72**
	Journeyperson	47.61	4.76	**52.37**	0.20	2.85	4.09	0.25	0.05	0.29	**60.10**
	Apprentice 1st Year	28.57	2.86	**31.43**	0.20	2.85	4.09	0.25	0.05	0.29	**39.16**
	Apprentice 2nd Year	35.71	3.57	**39.28**	0.20	2.85	4.09	0.25	0.05	0.29	**47.01**
	Apprentice 3rd Year	42.85	4.29	**47.14**	0.20	2.85	4.09	0.25	0.05	0.29	**54.87**
Mechanic, Elevator Constructor, Roofer, Sheet Metal Worker											
	General Foreperson	59.44	5.94	**65.38**	0.20	2.85	4.09	0.25	0.05	0.29	**73.11**
	Foreperson	54.68	5.47	**60.15**	0.20	2.85	4.09	0.25	0.05	0.29	**67.88**
	Lead Hand	49.93	4.99	**54.92**	0.20	2.85	4.09	0.25	0.05	0.29	**62.65**
	Journeyperson	47.55	4.76	**52.31**	0.20	2.85	4.09	0.25	0.05	0.29	**60.04**
	Apprentice 1st Year	28.53	2.85	**31.38**	0.20	2.85	4.09	0.25	0.05	0.29	**39.11**
	Apprentice 2nd Year	33.29	3.33	**36.62**	0.20	2.85	4.09	0.25	0.05	0.29	**44.35**
	Apprentice 3rd Year	38.04	3.80	**41.84**	0.20	2.85	4.09	0.25	0.05	0.29	**49.57**
	Apprentice 4th Year	42.80	4.28	**47.08**	0.20	2.85	4.09	0.25	0.05	0.29	**54.81**
Plumber, Steam Fitter, Sprinkler Fitter, Refrigeration Mech, Heavy Duty Mechanic											
	General Foreperson	62.05	6.21	**68.26**	0.20	2.85	4.09	0.25	0.05	0.29	**75.99**
	Foreperson	57.09	5.71	**62.80**	0.20	2.85	4.09	0.25	0.05	0.29	**70.53**
	Lead Hand	52.12	5.21	**57.33**	0.20	2.85	4.09	0.25	0.05	0.29	**65.06**
	Journeyperson	49.64	4.96	**54.60**	0.20	2.85	4.09	0.25	0.05	0.29	**62.33**
	Apprentice 1st Year	29.78	2.98	**32.76**	0.20	2.85	4.09	0.25	0.05	0.29	**40.49**
	Apprentice 2nd Year	34.75	3.48	**38.23**	0.20	2.85	4.09	0.25	0.05	0.29	**45.96**
	Apprentice 3rd Year	39.71	3.97	**43.68**	0.20	2.85	4.09	0.25	0.05	0.29	**51.41**
	Apprentice 4th Year	44.68	4.47	**49.15**	0.20	2.85	4.09	0.25	0.05	0.29	**56.88**
Ironworker - Reinforcing											
	General Foreperson	60.13	6.01	**66.14**	0.20	2.85	4.09	0.25	0.05	0.29	**73.87**
	Foreperson	55.32	5.53	**60.85**	0.20	2.85	4.09	0.25	0.05	0.29	**68.58**
	Lead Hand	50.51	5.05	**55.56**	0.20	2.85	4.09	0.25	0.05	0.29	**63.29**
	Journeyperson	48.10	4.81	**52.91**	0.20	2.85	4.09	0.25	0.05	0.29	**60.64**
	Apprentice 1st Year	28.86	2.89	**31.75**	0.20	2.85	4.09	0.25	0.05	0.29	**39.48**
	Apprentice 2nd Year	33.67	3.37	**37.04**	0.20	2.85	4.09	0.25	0.05	0.29	**44.77**
	Apprentice 3rd Year	38.48	3.85	**42.33**	0.20	2.85	4.09	0.25	0.05	0.29	**50.06**
	Apprentice 4th Year	43.29	4.33	**47.62**	0.20	2.85	4.09	0.25	0.05	0.29	**55.35**
Gas Fitter, Operator Mobile Crane 50-249T											
	General Foreperson	62.05	6.21	**68.26**	0.20	2.85	4.09	0.25	0.05	0.29	**75.99**
	Foreperson	57.09	5.71	**62.80**	0.20	2.85	4.09	0.25	0.05	0.29	**70.53**
	Lead Hand	52.12	5.21	**57.33**	0.20	2.85	4.09	0.25	0.05	0.29	**65.06**
	Journeyperson	49.64	4.96	**54.60**	0.20	2.85	4.09	0.25	0.05	0.29	**62.33**
	Apprentice 1st Year	29.78	2.98	**32.76**	0.20	2.85	4.09	0.25	0.05	0.29	**40.49**
	Apprentice 2nd Year	37.23	3.72	**40.95**	0.20	2.85	4.09	0.25	0.05	0.29	**48.68**
	Apprentice 3rd Year	44.68	4.47	**49.15**	0.20	2.85	4.09	0.25	0.05	0.29	**56.88**

Rig Welder											
	Welders B Pressure w/Rig	103.32		**103.32**	0.20	2.85	4.09	0.25	0.05	0.29	**111.05**
	Welders w/Rig	93.78		**93.78**	0.20	2.85	4.09	0.25	0.05	0.29	**101.51**
Labourer											
	Foreperson	39.15	3.91	**43.06**	0.20	2.85	4.09	0.25	0.05	0.29	**50.79**
	Skilled	34.04	3.40	**37.44**	0.20	2.85	4.09	0.25	0.05	0.29	**45.17**
	Intermediate	30.16	3.02	**33.18**	0.20	2.85	4.09	0.25	0.05	0.29	**40.91**
	Entry Level	27.64	2.76	**30.40**	0.20	2.85	4.09	0.25	0.05	0.29	**38.13**
Equipment Operator (Light)											
	Foreperson	46.06	4.61	**50.67**	0.20	2.85	4.09	0.25	0.05	0.29	**58.40**
	Equipment Operator (Light)	40.05	4.01	**44.06**	0.20	2.85	4.09	0.25	0.05	0.29	**51.79**
Boom Truck Operator											
	Operator - Boom Truck	47.55	4.76	**52.31**	0.20	2.85	4.09	0.25	0.05	0.29	**60.04**
	Apprentice 1st Year	38.04	3.80	**41.84**	0.20	2.85	4.09	0.25	0.05	0.29	**49.57**
	Apprentice 2nd Year	42.80	4.28	**47.08**	0.20	2.85	4.09	0.25	0.05	0.29	**54.81**
Crane Operator											
	Operator Crane - 0-49T	48.98	4.90	**53.88**	0.20	2.85	4.09	0.25	0.05	0.29	**61.61**
	Apprentice 1st Year	29.39	2.94	**32.33**	0.20	2.85	4.09	0.25	0.05	0.29	**40.06**
	Apprentice 2nd Year	36.74	3.67	**40.41**	0.20	2.85	4.09	0.25	0.05	0.29	**48.14**
	Apprentice 3rd Year	44.08	4.41	**48.49**	0.20	2.85	4.09	0.25	0.05	0.29	**56.22**
Other											
	Bricklayer - Masonry	47.55	4.76	**52.31**	0.20	2.85	4.09	0.25	0.05	0.29	**60.04**
	Bricklayer - Refractory	49.64	4.96	**54.60**	0.20	2.85	4.09	0.25	0.05	0.29	**62.33**
	Cladder	47.55	4.76	**52.31**	0.20	2.85	4.09	0.25	0.05	0.29	**60.04**
	Decker	47.55	4.76	**52.31**	0.20	2.85	4.09	0.25	0.05	0.29	**60.04**
	Operator Equipment - Heavy	47.55	4.76	**52.31**	0.20	2.85	4.09	0.25	0.05	0.29	**60.04**
	Plasterer	47.55	4.76	**52.31**	0.20	2.85	4.09	0.25	0.05	0.29	**60.04**
	Sheeter	47.55	4.76	**52.31**	0.20	2.85	4.09	0.25	0.05	0.29	**60.04**
	Truck Driver - Basic	33.15	3.32	**36.47**	0.20	2.85	4.09	0.25	0.05	0.29	**44.20**
	Truck Driver - Intermediate	43.20	4.32	**47.52**	0.20	2.85	4.09	0.25	0.05	0.29	**55.25**
	Truck Driver - Heavy	47.54	4.75	**52.29**	0.20	2.85	4.09	0.25	0.05	0.29	**60.02**
	PREMIUMS										
	Night Shift	**4.00**		**4.00**							**4.00**
	Chief Steward	**3.00**		**3.00**							**3.00**
	Steward	**2.00**		**2.00**							**2.00**
	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**

CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA

CMAW Labour rates for Construction work in Alberta
Valid from August 3, 2025 Through August 1, 2026

	TRADE CLASSIFICATION	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	TOTAL COST
			10%		0.20	2.90	4.09	0.25	0.05	0.29	
	Regular time										
Pipefitter, Ironworker-Structural, Electrician, Instrument Technician											
	General Foreperson	64.43	6.44	**70.87**	0.20	2.90	4.09	0.25	0.05	0.29	**78.65**
	Foreperson	59.27	5.93	**65.20**	0.20	2.90	4.09	0.25	0.05	0.29	**72.98**
	Lead Hand	54.12	5.41	**59.53**	0.20	2.90	4.09	0.25	0.05	0.29	**67.31**
	Journeyperson	51.54	5.15	**56.69**	0.20	2.90	4.09	0.25	0.05	0.29	**64.47**
	Apprentice 1st Year	30.92	3.09	**34.01**	0.20	2.90	4.09	0.25	0.05	0.29	**41.79**
	Apprentice 2nd Year	36.08	3.61	**39.69**	0.20	2.90	4.09	0.25	0.05	0.29	**47.47**
	Apprentice 3rd Year	41.23	4.12	**45.35**	0.20	2.90	4.09	0.25	0.05	0.29	**53.13**
	Apprentice 4th Year	46.39	4.64	**51.03**	0.20	2.90	4.09	0.25	0.05	0.29	**58.81**
Boilermaker, Operator Mobile Crane +250 T											
	General Foreperson	64.43	6.44	**70.87**	0.20	2.90	4.09	0.25	0.05	0.29	**78.65**
	Foreperson	59.27	5.93	**65.20**	0.20	2.90	4.09	0.25	0.05	0.29	**72.98**
	Lead Hand	54.12	5.41	**59.53**	0.20	2.90	4.09	0.25	0.05	0.29	**67.31**
	Journeyperson	51.54	5.15	**56.69**	0.20	2.90	4.09	0.25	0.05	0.29	**64.47**
	Apprentice 1st Year	30.92	3.09	**34.01**	0.20	2.90	4.09	0.25	0.05	0.29	**41.79**
	Apprentice 2nd Year	38.66	3.87	**42.53**	0.20	2.90	4.09	0.25	0.05	0.29	**50.31**
	Apprentice 3rd Year	46.39	4.64	**51.03**	0.20	2.90	4.09	0.25	0.05	0.29	**58.81**
Millwright, Analyzer Tech											
	General Foreperson	65.10	6.51	**71.61**	0.20	2.90	4.09	0.25	0.05	0.29	**79.39**
	Foreperson	59.89	5.99	**65.88**	0.20	2.90	4.09	0.25	0.05	0.29	**73.66**
	Lead Hand	54.68	5.47	**60.15**	0.20	2.90	4.09	0.25	0.05	0.29	**67.93**
	Journeyperson	52.08	5.21	**57.29**	0.20	2.90	4.09	0.25	0.05	0.29	**65.07**
	Apprentice 1st Year (Millwright Only)	31.25	3.13	**34.38**	0.20	2.90	4.09	0.25	0.05	0.29	**42.16**
	Apprentice 2nd Year (Millwright Only)	36.46	3.65	**40.11**	0.20	2.90	4.09	0.25	0.05	0.29	**47.89**
	Apprentice 3rd Year (Millwright Only)	41.66	4.17	**45.83**	0.20	2.90	4.09	0.25	0.05	0.29	**53.61**
	Apprentice 4th Year (Millwright Only)	46.87	4.69	**51.56**	0.20	2.90	4.09	0.25	0.05	0.29	**59.34**
Welder B-Pressure											
	General Foreperson	66.43	6.64	**73.07**	0.20	2.90	4.09	0.25	0.05	0.29	**80.85**
	Foreperson	61.11	6.11	**67.22**	0.20	2.90	4.09	0.25	0.05	0.29	**75.00**
	Lead Hand	55.80	5.58	**61.38**	0.20	2.90	4.09	0.25	0.05	0.29	**69.16**
	Journeyperson	53.14	5.31	**58.45**	0.20	2.90	4.09	0.25	0.05	0.29	**66.23**

Insulator, Scaffolder, Carpenter											
	General Foreperson	63.11	6.31	**69.42**	0.20	2.90	4.09	0.25	0.05	0.29	**77.20**
	Foreperson	58.06	5.81	**63.87**	0.20	2.90	4.09	0.25	0.05	0.29	**71.65**
	Lead Hand	53.01	5.30	**58.31**	0.20	2.90	4.09	0.25	0.05	0.29	**66.09**
	Journeyperson	50.49	5.05	**55.54**	0.20	2.90	4.09	0.25	0.05	0.29	**63.32**
	Apprentice 1st Year	30.29	3.03	**33.32**	0.20	2.90	4.09	0.25	0.05	0.29	**41.10**
	Apprentice 2nd Year	35.34	3.53	**38.87**	0.20	2.90	4.09	0.25	0.05	0.29	**46.65**
	Apprentice 3rd Year	40.39	4.04	**44.43**	0.20	2.90	4.09	0.25	0.05	0.29	**52.21**
	Apprentice 4th Year	45.44	4.54	**49.98**	0.20	2.90	4.09	0.25	0.05	0.29	**57.76**
Welder, Painter, Lat. Int. System Mech, Cement Finisher											
	General Foreperson	61.16	6.12	**67.28**	0.20	2.90	4.09	0.25	0.05	0.29	**75.06**
	Foreperson	56.27	5.63	**61.90**	0.20	2.90	4.09	0.25	0.05	0.29	**69.68**
	Lead Hand	51.38	5.14	**56.52**	0.20	2.90	4.09	0.25	0.05	0.29	**64.30**
	Journeyperson	48.93	4.89	**53.82**	0.20	2.90	4.09	0.25	0.05	0.29	**61.60**
	Apprentice 1st Year	29.36	2.94	**32.30**	0.20	2.90	4.09	0.25	0.05	0.29	**40.08**
	Apprentice 2nd Year	36.70	3.67	**40.37**	0.20	2.90	4.09	0.25	0.05	0.29	**48.15**
	Apprentice 3rd Year	44.04	4.40	**48.44**	0.20	2.90	4.09	0.25	0.05	0.29	**56.22**
Mechanic, Elevator Constructor, Roofer, Sheet Metal Worker											
	General Foreperson	61.09	6.11	**67.20**	0.20	2.90	4.09	0.25	0.05	0.29	**74.98**
	Foreperson	56.20	5.62	**61.82**	0.20	2.90	4.09	0.25	0.05	0.29	**69.60**
	Lead Hand	51.31	5.13	**56.44**	0.20	2.90	4.09	0.25	0.05	0.29	**64.22**
	Journeyperson	48.87	4.89	**53.76**	0.20	2.90	4.09	0.25	0.05	0.29	**61.54**
	Apprentice 1st Year	29.32	2.93	**32.25**	0.20	2.90	4.09	0.25	0.05	0.29	**40.03**
	Apprentice 2nd Year	34.21	3.42	**37.63**	0.20	2.90	4.09	0.25	0.05	0.29	**45.41**
	Apprentice 3rd Year	39.10	3.91	**43.01**	0.20	2.90	4.09	0.25	0.05	0.29	**50.79**
	Apprentice 4th Year	43.98	4.40	**48.38**	0.20	2.90	4.09	0.25	0.05	0.29	**56.16**
Plumber, Steam Fitter, Sprinkler Fitter, Refrigeration Mech, Heavy Duty Mechanic											
	General Foreperson	63.76	6.38	**70.14**	0.20	2.90	4.09	0.25	0.05	0.29	**77.92**
	Foreperson	58.66	5.87	**64.53**	0.20	2.90	4.09	0.25	0.05	0.29	**72.31**
	Lead Hand	53.56	5.36	**58.92**	0.20	2.90	4.09	0.25	0.05	0.29	**66.70**
	Journeyperson	51.01	5.10	**56.11**	0.20	2.90	4.09	0.25	0.05	0.29	**63.89**
	Apprentice 1st Year	30.61	3.06	**33.67**	0.20	2.90	4.09	0.25	0.05	0.29	**41.45**
	Apprentice 2nd Year	35.71	3.57	**39.28**	0.20	2.90	4.09	0.25	0.05	0.29	**47.06**
	Apprentice 3rd Year	40.81	4.08	**44.89**	0.20	2.90	4.09	0.25	0.05	0.29	**52.67**
	Apprentice 4th Year	45.91	4.59	**50.50**	0.20	2.90	4.09	0.25	0.05	0.29	**58.28**
Ironworker - Reinforcing											
	General Foreperson	61.80	6.18	**67.98**	0.20	2.90	4.09	0.25	0.05	0.29	**75.76**
	Foreperson	56.86	5.69	**62.55**	0.20	2.90	4.09	0.25	0.05	0.29	**70.33**
	Lead Hand	51.91	5.19	**57.10**	0.20	2.90	4.09	0.25	0.05	0.29	**64.88**
	Journeyperson	49.44	4.94	**54.38**	0.20	2.90	4.09	0.25	0.05	0.29	**62.16**
	Apprentice 1st Year	29.66	2.97	**32.63**	0.20	2.90	4.09	0.25	0.05	0.29	**40.41**
	Apprentice 2nd Year	34.61	3.46	**38.07**	0.20	2.90	4.09	0.25	0.05	0.29	**45.86**
	Apprentice 3rd Year	39.55	3.96	**43.51**	0.20	2.90	4.09	0.25	0.05	0.29	**51.29**
	Apprentice 4th Year	44.50	4.45	**48.95**	0.20	2.90	4.09	0.25	0.05	0.29	**56.73**
Gas Fitter, Operator Mobile Crane 50-249T											
	General Foreperson	63.76	6.38	**70.14**	0.20	2.90	4.09	0.25	0.05	0.29	**77.92**
	Foreperson	58.66	5.87	**64.53**	0.20	2.90	4.09	0.25	0.05	0.29	**72.31**
	Lead Hand	53.56	5.36	**58.92**	0.20	2.90	4.09	0.25	0.05	0.29	**66.70**
	Journeyperson	51.01	5.10	**56.11**	0.20	2.90	4.09	0.25	0.05	0.29	**63.89**
	Apprentice 1st Year	30.61	3.06	**33.67**	0.20	2.90	4.09	0.25	0.05	0.29	**41.45**
	Apprentice 2nd Year	38.26	3.83	**42.09**	0.20	2.90	4.09	0.25	0.05	0.29	**49.87**
	Apprentice 3rd Year	45.91	4.59	**50.50**	0.20	2.90	4.09	0.25	0.05	0.29	**58.28**

Rig Welder											
	Welders B Pressure w/Rig	106.05		**106.05**	0.20	2.90	4.09	0.25	0.05	0.29	**113.83**
	Welders w/Rig	96.27		**96.27**	0.20	2.90	4.09	0.25	0.05	0.29	**104.05**
Labourer											
	Foreperson	40.27	4.03	**44.30**	0.20	2.90	4.09	0.25	0.05	0.29	**52.08**
	Skilled	35.02	3.50	**38.52**	0.20	2.90	4.09	0.25	0.05	0.29	**46.30**
	Intermediate	31.05	3.11	**34.16**	0.20	2.90	4.09	0.25	0.05	0.29	**41.94**
	Entry Level	28.45	2.85	**31.30**	0.20	2.90	4.09	0.25	0.05	0.29	**39.08**
Equipment Operator (Light)											
	Foreperson	47.36	4.74	**52.10**	0.20	2.90	4.09	0.25	0.05	0.29	**59.88**
	Equipment Operator (Light)	41.18	4.12	**45.30**	0.20	2.90	4.09	0.25	0.05	0.29	**53.08**
Boom Truck Operator											
	Operator - Boom Truck	48.87	4.89	**53.76**	0.20	2.90	4.09	0.25	0.05	0.29	**61.54**
	Apprentice 1st Year	39.10	3.91	**43.01**	0.20	2.90	4.09	0.25	0.05	0.29	**50.79**
	Apprentice 2nd Year	43.98	4.40	**48.38**	0.20	2.90	4.09	0.25	0.05	0.29	**56.16**
Crane Operator											
	Operator Crane - 0-49T	50.34	5.03	**55.37**	0.20	2.90	4.09	0.25	0.05	0.29	**63.15**
	Apprentice 1st Year	30.20	3.02	**33.22**	0.20	2.90	4.09	0.25	0.05	0.29	**41.00**
	Apprentice 2nd Year	37.76	3.78	**41.54**	0.20	2.90	4.09	0.25	0.05	0.29	**49.32**
	Apprentice 3rd Year	45.31	4.53	**49.84**	0.20	2.90	4.09	0.25	0.05	0.29	**57.62**
Other											
	Bricklayer - Masonry	48.87	4.89	**53.76**	0.20	2.90	4.09	0.25	0.05	0.29	**61.54**
	Bricklayer - Refractory	51.01	5.10	**56.11**	0.20	2.90	4.09	0.25	0.05	0.29	**63.89**
	Cladder	48.87	4.89	**53.76**	0.20	2.90	4.09	0.25	0.05	0.29	**61.54**
	Decker	48.87	4.89	**53.76**	0.20	2.90	4.09	0.25	0.05	0.29	**61.54**
	Operator Equipment - Heavy	48.87	4.89	**53.76**	0.20	2.90	4.09	0.25	0.05	0.29	**61.54**
	Plasterer	48.87	4.89	**53.76**	0.20	2.90	4.09	0.25	0.05	0.29	**61.54**
	Sheeter	48.87	4.89	**53.76**	0.20	2.90	4.09	0.25	0.05	0.29	**61.54**
	Truck Driver - Basic	34.12	3.41	**37.53**	0.20	2.90	4.09	0.25	0.05	0.29	**45.31**
	Truck Driver - Intermediate	44.41	4.44	**48.85**	0.20	2.90	4.09	0.25	0.05	0.29	**56.63**
	Truck Driver - Heavy	48.85	4.89	**53.74**	0.20	2.90	4.09	0.25	0.05	0.29	**61.52**
	PREMIUMS										
	Night Shift	**4.00**		**4.00**							**4.00**
	Chief Steward	**3.00**		**3.00**							**3.00**
	Steward	**2.00**		**2.00**							**2.00**
	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**

CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA

CMAW Labour rates for Construction work in Alberta
Valid from August 2, 2026 Through July 31, 2027

	TRADE CLASSIFICATION	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	TOTAL COST
			10%		0.20	3.00	4.09	0.25	0.05	0.29	
	Regular time										
Pipefitter, Ironworker-Structural, Electrician, Instrument Technician											
	General Foreperson	65.78	6.58	**72.36**	0.20	3.00	4.09	0.25	0.05	0.29	**80.24**
	Foreperson	60.51	6.05	**66.56**	0.20	3.00	4.09	0.25	0.05	0.29	**74.44**
	Lead Hand	55.25	5.53	**60.78**	0.20	3.00	4.09	0.25	0.05	0.29	**68.66**
	Journeyperson	52.62	5.26	**57.88**	0.20	3.00	4.09	0.25	0.05	0.29	**65.76**
	Apprentice 1st Year	31.57	3.16	**34.73**	0.20	3.00	4.09	0.25	0.05	0.29	**42.61**
	Apprentice 2nd Year	36.83	3.68	**40.51**	0.20	3.00	4.09	0.25	0.05	0.29	**48.39**
	Apprentice 3rd Year	42.10	4.21	**46.31**	0.20	3.00	4.09	0.25	0.05	0.29	**54.19**
	Apprentice 4th Year	47.36	4.74	**52.10**	0.20	3.00	4.09	0.25	0.05	0.29	**59.98**
Boilermaker, Operator Mobile Crane +250 T											
	General Foreperson	65.78	6.58	**72.36**	0.20	3.00	4.09	0.25	0.05	0.29	**80.24**
	Foreperson	60.51	6.05	**66.56**	0.20	3.00	4.09	0.25	0.05	0.29	**74.44**
	Lead Hand	55.25	5.53	**60.78**	0.20	3.00	4.09	0.25	0.05	0.29	**68.66**
	Journeyperson	52.62	5.26	**57.88**	0.20	3.00	4.09	0.25	0.05	0.29	**65.76**
	Apprentice 1st Year	31.57	3.16	**34.73**	0.20	3.00	4.09	0.25	0.05	0.29	**42.61**
	Apprentice 2nd Year	39.47	3.95	**43.42**	0.20	3.00	4.09	0.25	0.05	0.29	**51.30**
	Apprentice 3rd Year	47.36	4.74	**52.10**	0.20	3.00	4.09	0.25	0.05	0.29	**59.98**
Millwright, Analyzer Tech											
	General Foreperson	66.46	6.65	**73.11**	0.20	3.00	4.09	0.25	0.05	0.29	**80.99**
	Foreperson	61.14	6.11	**67.25**	0.20	3.00	4.09	0.25	0.05	0.29	**75.13**
	Lead Hand	55.82	5.58	**61.40**	0.20	3.00	4.09	0.25	0.05	0.29	**69.28**
	Journeyperson	53.17	5.32	**58.49**	0.20	3.00	4.09	0.25	0.05	0.29	**66.37**
	Apprentice 1st Year (Millwright Only)	31.90	3.19	**35.09**	0.20	3.00	4.09	0.25	0.05	0.29	**42.97**
	Apprentice 2nd Year (Millwright Only)	37.22	3.72	**40.94**	0.20	3.00	4.09	0.25	0.05	0.29	**48.82**
	Apprentice 3rd Year (Millwright Only)	42.54	4.25	**46.79**	0.20	3.00	4.09	0.25	0.05	0.29	**54.67**
	Apprentice 4th Year (Millwright Only)	47.85	4.79	**52.64**	0.20	3.00	4.09	0.25	0.05	0.29	**60.52**
Welder B-Pressure											
	General Foreperson	67.80	6.78	**74.58**	0.20	3.00	4.09	0.25	0.05	0.29	**82.46**
	Foreperson	62.38	6.24	**68.62**	0.20	3.00	4.09	0.25	0.05	0.29	**76.50**
	Lead Hand	56.95	5.70	**62.65**	0.20	3.00	4.09	0.25	0.05	0.29	**70.53**
	Journeyperson	54.24	5.42	**59.66**	0.20	3.00	4.09	0.25	0.05	0.29	**67.54**

Insulator, Scaffolder, Carpenter											
	General Foreperson	64.44	6.44	**70.88**	0.20	3.00	4.09	0.25	0.05	0.29	**78.76**
	Foreperson	59.28	5.93	**65.21**	0.20	3.00	4.09	0.25	0.05	0.29	**73.09**
	Lead Hand	54.13	5.41	**59.54**	0.20	3.00	4.09	0.25	0.05	0.29	**67.42**
	Journeyperson	51.55	5.16	**56.71**	0.20	3.00	4.09	0.25	0.05	0.29	**64.59**
	Apprentice 1st Year	30.93	3.09	**34.02**	0.20	3.00	4.09	0.25	0.05	0.29	**41.90**
	Apprentice 2nd Year	36.09	3.61	**39.70**	0.20	3.00	4.09	0.25	0.05	0.29	**47.58**
	Apprentice 3rd Year	41.24	4.12	**45.36**	0.20	3.00	4.09	0.25	0.05	0.29	**53.24**
	Apprentice 4th Year	46.40	4.64	**51.04**	0.20	3.00	4.09	0.25	0.05	0.29	**58.92**
Welder, Painter, Lat. Int. System Mech, Cement Finisher											
	General Foreperson	62.44	6.24	**68.68**	0.20	3.00	4.09	0.25	0.05	0.29	**76.56**
	Foreperson	57.44	5.74	**63.18**	0.20	3.00	4.09	0.25	0.05	0.29	**71.06**
	Lead Hand	52.45	5.24	**57.69**	0.20	3.00	4.09	0.25	0.05	0.29	**65.57**
	Journeyperson	49.95	5.00	**54.95**	0.20	3.00	4.09	0.25	0.05	0.29	**62.83**
	Apprentice 1st Year	29.97	3.00	**32.97**	0.20	3.00	4.09	0.25	0.05	0.29	**40.85**
	Apprentice 2nd Year	37.46	3.75	**41.21**	0.20	3.00	4.09	0.25	0.05	0.29	**49.09**
	Apprentice 3rd Year	44.96	4.50	**49.46**	0.20	3.00	4.09	0.25	0.05	0.29	**57.34**
Mechanic, Elevator Constructor, Roofer, Sheet Metal Worker											
	General Foreperson	62.38	6.24	**68.62**	0.20	3.00	4.09	0.25	0.05	0.29	**76.50**
	Foreperson	57.39	5.74	**63.13**	0.20	3.00	4.09	0.25	0.05	0.29	**71.01**
	Lead Hand	52.40	5.24	**57.64**	0.20	3.00	4.09	0.25	0.05	0.29	**65.52**
	Journeyperson	49.90	4.99	**54.89**	0.20	3.00	4.09	0.25	0.05	0.29	**62.77**
	Apprentice 1st Year	29.94	2.99	**32.93**	0.20	3.00	4.09	0.25	0.05	0.29	**40.81**
	Apprentice 2nd Year	34.93	3.49	**38.42**	0.20	3.00	4.09	0.25	0.05	0.29	**46.30**
	Apprentice 3rd Year	39.92	3.99	**43.91**	0.20	3.00	4.09	0.25	0.05	0.29	**51.79**
	Apprentice 4th Year	44.91	4.49	**49.40**	0.20	3.00	4.09	0.25	0.05	0.29	**57.28**
Plumber, Steam Fitter, Sprinkler Fitter, Refrigeration Mech, Heavy Duty Mechanic											
	General Foreperson	65.10	6.51	**71.61**	0.20	3.00	4.09	0.25	0.05	0.29	**79.49**
	Foreperson	59.89	5.99	**65.88**	0.20	3.00	4.09	0.25	0.05	0.29	**73.76**
	Lead Hand	54.68	5.47	**60.15**	0.20	3.00	4.09	0.25	0.05	0.29	**68.03**
	Journeyperson	52.08	5.21	**57.29**	0.20	3.00	4.09	0.25	0.05	0.29	**65.17**
	Apprentice 1st Year	31.25	3.13	**34.38**	0.20	3.00	4.09	0.25	0.05	0.29	**42.26**
	Apprentice 2nd Year	36.46	3.65	**40.11**	0.20	3.00	4.09	0.25	0.05	0.29	**47.99**
	Apprentice 3rd Year	41.66	4.17	**45.83**	0.20	3.00	4.09	0.25	0.05	0.29	**53.71**
	Apprentice 4th Year	46.87	4.69	**51.56**	0.20	3.00	4.09	0.25	0.05	0.29	**59.44**
Ironworker - Reinforcing											
	General Foreperson	63.09	6.31	**69.40**	0.20	3.00	4.09	0.25	0.05	0.29	**77.28**
	Foreperson	58.04	5.80	**63.84**	0.20	3.00	4.09	0.25	0.05	0.29	**71.72**
	Lead Hand	52.99	5.30	**58.29**	0.20	3.00	4.09	0.25	0.05	0.29	**66.17**
	Journeyperson	50.47	5.05	**55.52**	0.20	3.00	4.09	0.25	0.05	0.29	**63.40**
	Apprentice 1st Year	30.28	3.03	**33.31**	0.20	3.00	4.09	0.25	0.05	0.29	**41.19**
	Apprentice 2nd Year	35.33	3.53	**38.86**	0.20	3.00	4.09	0.25	0.05	0.29	**46.74**
	Apprentice 3rd Year	40.38	4.04	**44.42**	0.20	3.00	4.09	0.25	0.05	0.29	**52.30**
	Apprentice 4th Year	45.42	4.54	**49.96**	0.20	3.00	4.09	0.25	0.05	0.29	**57.84**
Gas Fitter, Operator Mobile Crane 50-249T											
	General Foreperson	65.10	6.51	**71.61**	0.20	3.00	4.09	0.25	0.05	0.29	**79.49**
	Foreperson	59.89	5.99	**65.88**	0.20	3.00	4.09	0.25	0.05	0.29	**73.76**
	Lead Hand	54.68	5.47	**60.15**	0.20	3.00	4.09	0.25	0.05	0.29	**68.03**
	Journeyperson	52.08	5.21	**57.29**	0.20	3.00	4.09	0.25	0.05	0.29	**65.17**
	Apprentice 1st Year	31.25	3.13	**34.38**	0.20	3.00	4.09	0.25	0.05	0.29	**42.26**
	Apprentice 2nd Year	39.06	3.91	**42.97**	0.20	3.00	4.09	0.25	0.05	0.29	**50.85**
	Apprentice 3rd Year	46.87	4.69	**51.56**	0.20	3.00	4.09	0.25	0.05	0.29	**59.44**

Rig Welder											
	Welders B Pressure w/Rig	108.23		**108.23**	0.20	3.00	4.09	0.25	0.05	0.29	**116.11**
	Welders w/Rig	98.25		**98.25**	0.20	3.00	4.09	0.25	0.05	0.29	**106.13**
Labourer											
	Foreperson	41.14	4.11	**45.25**	0.20	3.00	4.09	0.25	0.05	0.29	**53.13**
	Skilled	35.77	3.58	**39.35**	0.20	3.00	4.09	0.25	0.05	0.29	**47.23**
	Intermediate	31.73	3.17	**34.90**	0.20	3.00	4.09	0.25	0.05	0.29	**42.78**
	Entry Level	29.07	2.91	**31.98**	0.20	3.00	4.09	0.25	0.05	0.29	**39.86**
Equipment Operator (Light)											
	Foreperson	48.36	4.84	**53.20**	0.20	3.00	4.09	0.25	0.05	0.29	**61.08**
	Equipment Operator (Light)	42.05	4.21	**46.26**	0.20	3.00	4.09	0.25	0.05	0.29	**54.14**
Boom Truck Operator											
	Operator - Boom Truck	49.90	4.99	**54.89**	0.20	3.00	4.09	0.25	0.05	0.29	**62.77**
	Apprentice 1st Year	39.92	3.99	**43.91**	0.20	3.00	4.09	0.25	0.05	0.29	**51.79**
	Apprentice 2nd Year	44.91	4.49	**49.40**	0.20	3.00	4.09	0.25	0.05	0.29	**57.28**
Crane Operator											
	Operator Crane - 0-49T	51.39	5.14	**56.53**	0.20	3.00	4.09	0.25	0.05	0.29	**64.41**
	Apprentice 1st Year	30.83	3.08	**33.91**	0.20	3.00	4.09	0.25	0.05	0.29	**41.79**
	Apprentice 2nd Year	38.54	3.85	**42.39**	0.20	3.00	4.09	0.25	0.05	0.29	**50.27**
	Apprentice 3rd Year	46.25	4.63	**50.88**	0.20	3.00	4.09	0.25	0.05	0.29	**58.76**
Other											
	Bricklayer - Masonry	49.90	4.99	**54.89**	0.20	3.00	4.09	0.25	0.05	0.29	**62.77**
	Bricklayer - Refractory	52.08	5.21	**57.29**	0.20	3.00	4.09	0.25	0.05	0.29	**65.17**
	Cladder	49.90	4.99	**54.89**	0.20	3.00	4.09	0.25	0.05	0.29	**62.77**
	Decker	49.90	4.99	**54.89**	0.20	3.00	4.09	0.25	0.05	0.29	**62.77**
	Operator Equipment - Heavy	49.90	4.99	**54.89**	0.20	3.00	4.09	0.25	0.05	0.29	**62.77**
	Plasterer	49.90	4.99	**54.89**	0.20	3.00	4.09	0.25	0.05	0.29	**62.77**
	Sheeter	49.90	4.99	**54.89**	0.20	3.00	4.09	0.25	0.05	0.29	**62.77**
	Truck Driver - Basic	34.85	3.49	**38.34**	0.20	3.00	4.09	0.25	0.05	0.29	**46.22**
	Truck Driver - Intermediate	45.34	4.53	**49.87**	0.20	3.00	4.09	0.25	0.05	0.29	**57.75**
	Truck Driver - Heavy	49.88	4.99	**54.87**	0.20	3.00	4.09	0.25	0.05	0.29	**62.75**
	PREMIUMS										
	Night Shift	**4.00**		**4.00**							**4.00**
	Chief Steward	**3.00**		**3.00**							**3.00**
	Steward	**2.00**		**2.00**							**2.00**
	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**