WAGE RATE TABLES – WOOD BUFFALO REGION

CMAW Labour rates for Maintenance - Wood Buffalo Region

Valid from March 30, 2025 through to March 28, 2026

	TRADE CLASSIFICATION	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	TOTAL COST
			10%		0.50	2.95	4.65	0.15	0.05	0.19	
	Regular time										
Pipefitter, Ironworker-Structural, Electrician, Heavy Duty Mechanic, Elevator Constructor, Refrigeration Mechanic											
	General Foreman	63.81	6.38	**70.19**	0.50	2.95	4.65	0.15	0.05	0.19	**78.68**
	Foreman	58.71	5.87	**64.58**	0.50	2.95	4.65	0.15	0.05	0.19	**73.07**
	Lead Hand	53.60	5.36	**58.96**	0.50	2.95	4.65	0.15	0.05	0.19	**67.45**
	Journeyman	51.05	5.11	**56.16**	0.50	2.95	4.65	0.15	0.05	0.19	**64.65**
	Apprentice 1st Year	30.63	3.06	**33.69**	0.50	2.95	4.65	0.15	0.05	0.19	**42.18**
	Apprentice 2nd Year	35.74	3.57	**39.31**	0.50	2.95	4.65	0.15	0.05	0.19	**47.80**
	Apprentice 3rd Year	40.84	4.08	**44.92**	0.50	2.95	4.65	0.15	0.05	0.19	**53.41**
	Apprentice 4th Year	45.95	4.60	**50.55**	0.50	2.95	4.65	0.15	0.05	0.19	**59.04**
Millwright, Instrument Technician, Analyzer Technician											
	General Foreman	65.06	6.51	**71.57**	0.50	2.95	4.65	0.15	0.05	0.19	**80.06**
	Foreman	59.86	5.99	**65.85**	0.50	2.95	4.65	0.15	0.05	0.19	**74.34**
	Lead Hand	54.65	5.47	**60.12**	0.50	2.95	4.65	0.15	0.05	0.19	**68.61**
	Journeyman	52.05	5.21	**57.26**	0.50	2.95	4.65	0.15	0.05	0.19	**65.75**
	Apprentice 1st Year	31.23	3.12	**34.35**	0.50	2.95	4.65	0.15	0.05	0.19	**42.84**
	Apprentice 2nd Year	36.44	3.64	**40.08**	0.50	2.95	4.65	0.15	0.05	0.19	**48.57**
	Apprentice 3rd Year	41.64	4.16	**45.80**	0.50	2.95	4.65	0.15	0.05	0.19	**54.29**
	Apprentice 4th Year	46.85	4.69	**51.54**	0.50	2.95	4.65	0.15	0.05	0.19	**60.03**
Welder B-Pressure, Boilermaker, Gas Fitter 1st Class, Plumber, Steam Fitter, Sprinkler Fitter, Operator Mobile Crane 50-249 T											
	General Foreman	63.81	6.38	**70.19**	0.50	2.95	4.65	0.15	0.05	0.19	**78.68**
	Foreman	58.71	5.87	**64.58**	0.50	2.95	4.65	0.15	0.05	0.19	**73.07**
	Lead Hand	53.60	5.36	**58.96**	0.50	2.95	4.65	0.15	0.05	0.19	**67.45**
	Journeyman	51.05	5.11	**56.16**	0.50	2.95	4.65	0.15	0.05	0.19	**64.65**
	Apprentice 1st Year (does not include Welder B Pressure)	35.74	3.57	**39.31**	0.50	2.95	4.65	0.15	0.05	0.19	**47.80**
	Apprentice 2nd Year (does not include Welder B Pressure)	40.84	4.08	**44.92**	0.50	2.95	4.65	0.15	0.05	0.19	**53.41**
	Apprentice 3rd Year (does not include Welder B Pressure)	45.95	4.60	**50.55**	0.50	2.95	4.65	0.15	0.05	0.19	**59.04**

Welder											
	General Foreman	60.91	6.09	**67.00**	0.50	2.95	4.65	0.15	0.05	0.19	**75.49**
	Foreman	56.04	5.60	**61.64**	0.50	2.95	4.65	0.15	0.05	0.19	**70.13**
	Lead Hand	51.17	5.12	**56.29**	0.50	2.95	4.65	0.15	0.05	0.19	**64.78**
	Journeyman	48.73	4.87	**53.60**	0.50	2.95	4.65	0.15	0.05	0.19	**62.09**
	Apprentice 1st Year	34.11	3.41	**37.52**	0.50	2.95	4.65	0.15	0.05	0.19	**46.01**
	Apprentice 2nd Year	38.98	3.90	**42.88**	0.50	2.95	4.65	0.15	0.05	0.19	**51.37**
	Apprentice 3rd Year	43.86	4.39	**48.25**	0.50	2.95	4.65	0.15	0.05	0.19	**56.74**
Scaffolder											
	General Foreman	55.50	5.55	**61.05**	0.50	2.95	4.65	0.15	0.05	0.19	**69.54**
	Foreman	51.06	5.11	**56.17**	0.50	2.95	4.65	0.15	0.05	0.19	**64.66**
	Lead Hand	46.62	4.66	**51.28**	0.50	2.95	4.65	0.15	0.05	0.19	**59.77**
	Journeyman	44.40	4.44	**48.84**	0.50	2.95	4.65	0.15	0.05	0.19	**57.33**
	Apprentice 1st Year	26.64	2.66	**29.30**	0.50	2.95	4.65	0.15	0.05	0.19	**37.79**
	Apprentice 2nd Year	31.08	3.11	**34.19**	0.50	2.95	4.65	0.15	0.05	0.19	**42.68**
	Apprentice 3rd Year	35.52	3.55	**39.07**	0.50	2.95	4.65	0.15	0.05	0.19	**47.56**
	Apprentice 4th Year	39.96	4.00	**43.96**	0.50	2.95	4.65	0.15	0.05	0.19	**52.45**
Insulator											
	General Foreman	55.50	5.55	**61.05**	0.50	2.95	4.65	0.15	0.05	0.19	**69.54**
	Foreman	51.06	5.11	**56.17**	0.50	2.95	4.65	0.15	0.05	0.19	**64.66**
	Lead Hand	46.62	4.66	**51.28**	0.50	2.95	4.65	0.15	0.05	0.19	**59.77**
	Journeyman	44.40	4.44	**48.84**	0.50	2.95	4.65	0.15	0.05	0.19	**57.33**
	Apprentice 1st Year	26.64	2.66	**29.30**	0.50	2.95	4.65	0.15	0.05	0.19	**37.79**
	Apprentice 2nd Year	31.08	3.11	**34.19**	0.50	2.95	4.65	0.15	0.05	0.19	**42.68**
	Apprentice 3rd Year	35.52	3.55	**39.07**	0.50	2.95	4.65	0.15	0.05	0.19	**47.56**
	Apprentice 4th Year	39.96	4.00	**43.96**	0.50	2.95	4.65	0.15	0.05	0.19	**52.45**
Painter, Cement Finisher											
	General Foreman	60.91	6.09	**67.00**	0.50	2.95	4.65	0.15	0.05	0.19	**75.49**
	Foreman	56.04	5.60	**61.64**	0.50	2.95	4.65	0.15	0.05	0.19	**70.13**
	Lead Hand	51.17	5.12	**56.29**	0.50	2.95	4.65	0.15	0.05	0.19	**64.78**
	Journeyman	48.73	4.87	**53.60**	0.50	2.95	4.65	0.15	0.05	0.19	**62.09**
	Apprentice 1st Year	34.11	3.41	**37.52**	0.50	2.95	4.65	0.15	0.05	0.19	**46.01**
	Apprentice 2nd Year	38.98	3.90	**42.88**	0.50	2.95	4.65	0.15	0.05	0.19	**51.37**
	Apprentice 3rd Year	43.86	4.39	**48.25**	0.50	2.95	4.65	0.15	0.05	0.19	**56.74**
Carpenter, Mechanic, Reinforcing Ironworker, Roofer, Sheetmetal Worker											
	General Foreman	60.91	6.09	**67.00**	0.50	2.95	4.65	0.15	0.05	0.19	**75.49**
	Foreman	56.04	5.60	**61.64**	0.50	2.95	4.65	0.15	0.05	0.19	**70.13**
	Lead Hand	51.17	5.12	**56.29**	0.50	2.95	4.65	0.15	0.05	0.19	**64.78**
	Journeyman	48.73	4.87	**53.60**	0.50	2.95	4.65	0.15	0.05	0.19	**62.09**
	Apprentice 1st Year	29.24	2.92	**32.16**	0.50	2.95	4.65	0.15	0.05	0.19	**40.65**
	Apprentice 2nd Year	34.11	3.41	**37.52**	0.50	2.95	4.65	0.15	0.05	0.19	**46.01**
	Apprentice 3rd Year	38.98	3.90	**42.88**	0.50	2.95	4.65	0.15	0.05	0.19	**51.37**
	Apprentice 4th Year	43.86	4.39	**48.25**	0.50	2.95	4.65	0.15	0.05	0.19	**56.74**

Operator Mobile Crane +250 T											
	General Foreman	64.55	6.46	**71.01**	0.50	2.95	4.65	0.15	0.05	0.19	**79.50**
	Foreman	59.39	5.94	**65.33**	0.50	2.95	4.65	0.15	0.05	0.19	**73.82**
	Lead Hand	54.22	5.42	**59.64**	0.50	2.95	4.65	0.15	0.05	0.19	**68.13**
	Journeyman	51.64	5.16	**56.80**	0.50	2.95	4.65	0.15	0.05	0.19	**65.29**
	Apprentice 1st Year	36.15	3.62	**39.77**	0.50	2.95	4.65	0.15	0.05	0.19	**48.26**
	Apprentice 2nd Year	41.31	4.13	**45.44**	0.50	2.95	4.65	0.15	0.05	0.19	**53.93**
	Apprentice 3rd Year	46.48	4.65	**51.13**	0.50	2.95	4.65	0.15	0.05	0.19	**59.62**
Rig Welder											
	Welders B Pressure w/Rig	112.87		**112.87**							**112.87**
	Welders w/Rig	110.08		**110.08**							**110.08**
Labourer											
	Foreman	38.08	3.81	**41.89**	0.50	2.95	4.65	0.15	0.05	0.19	**50.38**
	Skilled	33.11	3.31	**36.42**	0.50	2.95	4.65	0.15	0.05	0.19	**44.91**
	Intermediate	28.83	2.88	**31.71**	0.50	2.95	4.65	0.15	0.05	0.19	**40.20**
	Entry Level	25.86	2.59	**28.45**	0.50	2.95	4.65	0.15	0.05	0.19	**36.94**
Equipment Operator (Light)											
	Foreman	46.26	4.63	**50.89**	0.50	2.95	4.65	0.15	0.05	0.19	**59.38**
	Equipment Operator (Light)	40.23	4.02	**44.25**	0.50	2.95	4.65	0.15	0.05	0.19	**52.74**
Boom Truck Operator											
	Operator - Boom Truck	48.74	4.87	**53.61**	0.50	2.95	4.65	0.15	0.05	0.19	**62.10**
	Apprentice 1st Year	34.12	3.41	**37.53**	0.50	2.95	4.65	0.15	0.05	0.19	**46.02**
	Apprentice 2nd Year	38.99	3.90	**42.89**	0.50	2.95	4.65	0.15	0.05	0.19	**51.38**
Crane Operator											
	Operator Crane - 0-49T	50.32	5.03	**55.35**	0.50	2.95	4.65	0.15	0.05	0.19	**63.84**
	Apprentice 1st Year	35.22	3.52	**38.74**	0.50	2.95	4.65	0.15	0.05	0.19	**47.23**
	Apprentice 2nd Year	40.26	4.03	**44.29**	0.50	2.95	4.65	0.15	0.05	0.19	**52.78**
	Apprentice 3rd Year	45.29	4.53	**49.82**	0.50	2.95	4.65	0.15	0.05	0.19	**58.31**
Other											
	Bricklayer - Masonry	48.74	4.87	**53.61**	0.50	2.95	4.65	0.15	0.05	0.19	**62.10**
	Bricklayer - Refractory	51.05	5.11	**56.16**	0.50	2.95	4.65	0.15	0.05	0.19	**64.65**
	Cladder	48.74	4.87	**53.61**	0.50	2.95	4.65	0.15	0.05	0.19	**62.10**
	Decker	48.74	4.87	**53.61**	0.50	2.95	4.65	0.15	0.05	0.19	**62.10**
	Operator Equipment - Heavy	48.74	4.87	**53.61**	0.50	2.95	4.65	0.15	0.05	0.19	**62.10**
	Plasterer	48.74	4.87	**53.61**	0.50	2.95	4.65	0.15	0.05	0.19	**62.10**
	Sheeter	48.74	4.87	**53.61**	0.50	2.95	4.65	0.15	0.05	0.19	**62.10**
	Lat. Int System Mech.	48.74	4.87	**53.61**	0.50	2.95	4.65	0.15	0.05	0.19	**62.10**
	Truck Driver - Basic	32.40	3.24	**35.64**	0.50	2.95	4.65	0.15	0.05	0.19	**44.13**
	Truck Driver - Intermediate	43.76	4.38	**48.14**	0.50	2.95	4.65	0.15	0.05	0.19	**56.63**
	Truck Driver - Heavy	48.74	4.87	**53.61**	0.50	2.95	4.65	0.15	0.05	0.19	**62.10**
	Machinist	51.05	5.11	**56.16**	0.50	2.95	4.65	0.15	0.05	0.19	**64.65**
	Material Handler Level One	38.65	3.87	**42.52**	0.50	2.95	4.65	0.15	0.05	0.19	**51.01**
	Material Handler Level Two	42.51	4.25	**46.76**	0.50	2.95	4.65	0.15	0.05	0.19	**55.25**
	EHT Specialist	58.77	5.88	**64.65**	0.50	2.95	4.65	0.15	0.05	0.19	**73.14**

CMAW Labour rates for Maintenance - Wood Buffalo Region

Valid from March 29, 2026 through to March 27, 2027

	TRADE CLASSIFICATION	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	TOTAL COST
			10%		0.50	3.00	4.90	0.15	0.05	0.19	
	Regular time										
Pipefitter, Ironworker-Structural, Electrician, Heavy Duty Mechanic, Elevator Constructor, Refrigeration Mechanic											
	General Foreman	65.31	6.53	**71.84**	0.50	3.00	4.90	0.15	0.05	0.19	**80.63**
	Foreman	60.09	6.01	**66.10**	0.50	3.00	4.90	0.15	0.05	0.19	**74.89**
	Lead Hand	54.86	5.49	**60.35**	0.50	3.00	4.90	0.15	0.05	0.19	**69.14**
	Journeyman	52.25	5.23	**57.48**	0.50	3.00	4.90	0.15	0.05	0.19	**66.27**
	Apprentice 1st Year	31.35	3.14	**34.49**	0.50	3.00	4.90	0.15	0.05	0.19	**43.28**
	Apprentice 2nd Year	36.58	3.66	**40.24**	0.50	3.00	4.90	0.15	0.05	0.19	**49.03**
	Apprentice 3rd Year	41.80	4.18	**45.98**	0.50	3.00	4.90	0.15	0.05	0.19	**54.77**
	Apprentice 4th Year	47.03	4.70	**51.73**	0.50	3.00	4.90	0.15	0.05	0.19	**60.52**
Millwright, Instrument Technician, Analyzer Technician											
	General Foreman	66.59	6.66	**73.25**	0.50	3.00	4.90	0.15	0.05	0.19	**82.04**
	Foreman	61.26	6.13	**67.39**	0.50	3.00	4.90	0.15	0.05	0.19	**76.18**
	Lead Hand	55.93	5.59	**61.52**	0.50	3.00	4.90	0.15	0.05	0.19	**70.31**
	Journeyman	53.27	5.33	**58.60**	0.50	3.00	4.90	0.15	0.05	0.19	**67.39**
	Apprentice 1st Year	31.96	3.20	**35.16**	0.50	3.00	4.90	0.15	0.05	0.19	**43.95**
	Apprentice 2nd Year	37.29	3.73	**41.02**	0.50	3.00	4.90	0.15	0.05	0.19	**49.81**
	Apprentice 3rd Year	42.62	4.26	**46.88**	0.50	3.00	4.90	0.15	0.05	0.19	**55.67**
	Apprentice 4th Year	47.94	4.79	**52.73**	0.50	3.00	4.90	0.15	0.05	0.19	**61.52**
Welder B-Pressure, Boilermaker, Gas Fitter 1st Class, Plumber, Steam Fitter, Sprinkler Fitter, Operator Mobile Crane 50-249 T											
	General Foreman	65.31	6.53	**71.84**	0.50	3.00	4.90	0.15	0.05	0.19	**80.63**
	Foreman	60.09	6.01	**66.10**	0.50	3.00	4.90	0.15	0.05	0.19	**74.89**
	Lead Hand	54.86	5.49	**60.35**	0.50	3.00	4.90	0.15	0.05	0.19	**69.14**
	Journeyman	52.25	5.23	**57.48**	0.50	3.00	4.90	0.15	0.05	0.19	**66.27**
	Apprentice 1st Year (does not include Welder B Pressure)	36.58	3.66	**40.24**	0.50	3.00	4.90	0.15	0.05	0.19	**49.03**
	Apprentice 2nd Year (does not include Welder B Pressure)	41.80	4.18	**45.98**	0.50	3.00	4.90	0.15	0.05	0.19	**54.77**
	Apprentice 3rd Year (does not include Welder B Pressure)	47.03	4.70	**51.73**	0.50	3.00	4.90	0.15	0.05	0.19	**60.52**

Welder											
	General Foreman	62.33	6.23	**68.56**	0.50	3.00	4.90	0.15	0.05	0.19	**77.35**
	Foreman	57.34	5.73	**63.07**	0.50	3.00	4.90	0.15	0.05	0.19	**71.86**
	Lead Hand	52.35	5.24	**57.59**	0.50	3.00	4.90	0.15	0.05	0.19	**66.38**
	Journeyman	49.86	4.99	**54.85**	0.50	3.00	4.90	0.15	0.05	0.19	**63.64**
	Apprentice 1st Year	34.90	3.49	**38.39**	0.50	3.00	4.90	0.15	0.05	0.19	**47.18**
	Apprentice 2nd Year	39.89	3.99	**43.88**	0.50	3.00	4.90	0.15	0.05	0.19	**52.67**
	Apprentice 3rd Year	44.87	4.49	**49.36**	0.50	3.00	4.90	0.15	0.05	0.19	**58.15**
Scaffolder											
	General Foreman	56.79	5.68	**62.47**	0.50	3.00	4.90	0.15	0.05	0.19	**71.26**
	Foreman	52.24	5.22	**57.46**	0.50	3.00	4.90	0.15	0.05	0.19	**66.25**
	Lead Hand	47.70	4.77	**52.47**	0.50	3.00	4.90	0.15	0.05	0.19	**61.26**
	Journeyman	45.43	4.54	**49.97**	0.50	3.00	4.90	0.15	0.05	0.19	**58.76**
	Apprentice 1st Year	27.26	2.73	**29.99**	0.50	3.00	4.90	0.15	0.05	0.19	**38.78**
	Apprentice 2nd Year	31.80	3.18	**34.98**	0.50	3.00	4.90	0.15	0.05	0.19	**43.77**
	Apprentice 3rd Year	36.34	3.63	**39.97**	0.50	3.00	4.90	0.15	0.05	0.19	**48.76**
	Apprentice 4th Year	40.89	4.09	**44.98**	0.50	3.00	4.90	0.15	0.05	0.19	**53.77**
Insulator											
	General Foreman	56.79	5.68	**62.47**	0.50	3.00	4.90	0.15	0.05	0.19	**71.26**
	Foreman	52.24	5.22	**57.46**	0.50	3.00	4.90	0.15	0.05	0.19	**66.25**
	Lead Hand	47.70	4.77	**52.47**	0.50	3.00	4.90	0.15	0.05	0.19	**61.26**
	Journeyman	45.43	4.54	**49.97**	0.50	3.00	4.90	0.15	0.05	0.19	**58.76**
	Apprentice 1st Year	27.26	2.73	**29.99**	0.50	3.00	4.90	0.15	0.05	0.19	**38.78**
	Apprentice 2nd Year	31.80	3.18	**34.98**	0.50	3.00	4.90	0.15	0.05	0.19	**43.77**
	Apprentice 3rd Year	36.34	3.63	**39.97**	0.50	3.00	4.90	0.15	0.05	0.19	**48.76**
	Apprentice 4th Year	40.89	4.09	**44.98**	0.50	3.00	4.90	0.15	0.05	0.19	**53.77**
Painter, Cement Finisher											
	General Foreman	62.33	6.23	**68.56**	0.50	3.00	4.90	0.15	0.05	0.19	**77.35**
	Foreman	57.34	5.73	**63.07**	0.50	3.00	4.90	0.15	0.05	0.19	**71.86**
	Lead Hand	52.35	5.24	**57.59**	0.50	3.00	4.90	0.15	0.05	0.19	**66.38**
	Journeyman	49.86	4.99	**54.85**	0.50	3.00	4.90	0.15	0.05	0.19	**63.64**
	Apprentice 1st Year	34.90	3.49	**38.39**	0.50	3.00	4.90	0.15	0.05	0.19	**47.18**
	Apprentice 2nd Year	39.89	3.99	**43.88**	0.50	3.00	4.90	0.15	0.05	0.19	**52.67**
	Apprentice 3rd Year	44.87	4.49	**49.36**	0.50	3.00	4.90	0.15	0.05	0.19	**58.15**
Carpenter, Mechanic, Reinforcing Ironworker, Roofer, Sheetmetal Worker											
	General Foreman	62.33	6.23	**68.56**	0.50	3.00	4.90	0.15	0.05	0.19	**77.35**
	Foreman	57.34	5.73	**63.07**	0.50	3.00	4.90	0.15	0.05	0.19	**71.86**
	Lead Hand	52.35	5.24	**57.59**	0.50	3.00	4.90	0.15	0.05	0.19	**66.38**
	Journeyman	49.86	4.99	**54.85**	0.50	3.00	4.90	0.15	0.05	0.19	**63.64**
	Apprentice 1st Year	29.92	2.99	**32.91**	0.50	3.00	4.90	0.15	0.05	0.19	**41.70**
	Apprentice 2nd Year	34.90	3.49	**38.39**	0.50	3.00	4.90	0.15	0.05	0.19	**47.18**
	Apprentice 3rd Year	39.89	3.99	**43.88**	0.50	3.00	4.90	0.15	0.05	0.19	**52.67**
	Apprentice 4th Year	44.87	4.49	**49.36**	0.50	3.00	4.90	0.15	0.05	0.19	**58.15**

Operator Mobile Crane +250 T											
	General Foreman	66.05	6.61	**72.66**	0.50	3.00	4.90	0.15	0.05	0.19	**81.45**
	Foreman	60.77	6.08	**66.85**	0.50	3.00	4.90	0.15	0.05	0.19	**75.64**
	Lead Hand	55.48	5.55	**61.03**	0.50	3.00	4.90	0.15	0.05	0.19	**69.82**
	Journeyman	52.84	5.28	**58.12**	0.50	3.00	4.90	0.15	0.05	0.19	**66.91**
	Apprentice 1st Year	36.99	3.70	**40.69**	0.50	3.00	4.90	0.15	0.05	0.19	**49.48**
	Apprentice 2nd Year	42.27	4.23	**46.50**	0.50	3.00	4.90	0.15	0.05	0.19	**55.29**
	Apprentice 3rd Year	47.56	4.76	**52.32**	0.50	3.00	4.90	0.15	0.05	0.19	**61.11**
Rig Welder											
	Welders B Pressure w/Rig	115.69		**115.69**							**115.69**
	Welders w/Rig	112.83		**112.83**							**112.83**
Labourer											
	Foreman	38.93	3.89	**42.82**	0.50	3.00	4.90	0.15	0.05	0.19	**51.61**
	Skilled	33.85	3.39	**37.24**	0.50	3.00	4.90	0.15	0.05	0.19	**46.03**
	Intermediate	29.47	2.95	**32.42**	0.50	3.00	4.90	0.15	0.05	0.19	**41.21**
	Entry Level	26.43	2.64	**29.07**	0.50	3.00	4.90	0.15	0.05	0.19	**37.86**
Equipment Operator (Light)											
	Foreman	47.32	4.73	**52.05**	0.50	3.00	4.90	0.15	0.05	0.19	**60.84**
	Equipment Operator (Light)	41.15	4.12	**45.27**	0.50	3.00	4.90	0.15	0.05	0.19	**54.06**
Boom Truck Operator											
	Operator - Boom Truck	49.87	4.99	**54.86**	0.50	3.00	4.90	0.15	0.05	0.19	**63.65**
	Apprentice 1st Year	34.91	3.49	**38.40**	0.50	3.00	4.90	0.15	0.05	0.19	**47.19**
	Apprentice 2nd Year	39.90	3.99	**43.89**	0.50	3.00	4.90	0.15	0.05	0.19	**52.68**
Crane Operator											
	Operator Crane - 0-49T	51.50	5.15	**56.65**	0.50	3.00	4.90	0.15	0.05	0.19	**65.44**
	Apprentice 1st Year	36.05	3.61	**39.66**	0.50	3.00	4.90	0.15	0.05	0.19	**48.45**
	Apprentice 2nd Year	41.20	4.12	**45.32**	0.50	3.00	4.90	0.15	0.05	0.19	**54.11**
	Apprentice 3rd Year	46.35	4.64	**50.99**	0.50	3.00	4.90	0.15	0.05	0.19	**59.78**
Other											
	Bricklayer - Masonry	49.87	4.99	**54.86**	0.50	3.00	4.90	0.15	0.05	0.19	**63.65**
	Bricklayer - Refractory	52.25	5.23	**57.48**	0.50	3.00	4.90	0.15	0.05	0.19	**66.27**
	Cladder	49.87	4.99	**54.86**	0.50	3.00	4.90	0.15	0.05	0.19	**63.65**
	Decker	49.87	4.99	**54.86**	0.50	3.00	4.90	0.15	0.05	0.19	**63.65**
	Operator Equipment - Heavy	49.87	4.99	**54.86**	0.50	3.00	4.90	0.15	0.05	0.19	**63.65**
	Plasterer	49.87	4.99	**54.86**	0.50	3.00	4.90	0.15	0.05	0.19	**63.65**
	Sheeter	49.87	4.99	**54.86**	0.50	3.00	4.90	0.15	0.05	0.19	**63.65**
	Lat. Int System Mech.	49.87	4.99	**54.86**	0.50	3.00	4.90	0.15	0.05	0.19	**63.65**
	Truck Driver - Basic	33.13	3.31	**36.44**	0.50	3.00	4.90	0.15	0.05	0.19	**45.23**
	Truck Driver - Intermediate	44.78	4.48	**49.26**	0.50	3.00	4.90	0.15	0.05	0.19	**58.05**
	Truck Driver - Heavy	49.87	4.99	**54.86**	0.50	3.00	4.90	0.15	0.05	0.19	**63.65**
	Machinist	52.25	5.23	**57.48**	0.50	3.00	4.90	0.15	0.05	0.19	**66.27**
	Material Handler Level One	39.54	3.95	**43.49**	0.50	3.00	4.90	0.15	0.05	0.19	**52.28**
	Material Handler Level Two	43.49	4.35	**47.84**	0.50	3.00	4.90	0.15	0.05	0.19	**56.63**
	EHT Specialist	60.16	6.02	**66.18**	0.50	3.00	4.90	0.15	0.05	0.19	**74.97**

CMAW Labour rates for Maintenance - Wood Buffalo Region

Valid from March 28, 2027 through to March 25, 2028

	TRADE CLASSIFICATION	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	TOTAL COST
			10%		0.50	3.00	5.10	0.15	0.05	0.19	
	Regular time										
Pipefitter, Ironworker-Structural, Electrician, Heavy Duty Mechanic, Elevator Constructor, Refrigeration Mechanic											
	General Foreman	66.98	6.70	**73.68**	0.50	3.00	5.10	0.15	0.05	0.19	**82.67**
	Foreman	61.62	6.16	**67.78**	0.50	3.00	5.10	0.15	0.05	0.19	**76.77**
	Lead Hand	56.26	5.63	**61.89**	0.50	3.00	5.10	0.15	0.05	0.19	**70.88**
	Journeyman	53.58	5.36	**58.94**	0.50	3.00	5.10	0.15	0.05	0.19	**67.93**
	Apprentice 1st Year	32.15	3.22	**35.37**	0.50	3.00	5.10	0.15	0.05	0.19	**44.36**
	Apprentice 2nd Year	37.51	3.75	**41.26**	0.50	3.00	5.10	0.15	0.05	0.19	**50.25**
	Apprentice 3rd Year	42.86	4.29	**47.15**	0.50	3.00	5.10	0.15	0.05	0.19	**56.14**
	Apprentice 4th Year	48.22	4.82	**53.04**	0.50	3.00	5.10	0.15	0.05	0.19	**62.03**
Millwright, Instrument Technician, Analyzer Technician											
	General Foreman	68.28	6.83	**75.11**	0.50	3.00	5.10	0.15	0.05	0.19	**84.10**
	Foreman	62.81	6.28	**69.09**	0.50	3.00	5.10	0.15	0.05	0.19	**78.08**
	Lead Hand	57.35	5.74	**63.09**	0.50	3.00	5.10	0.15	0.05	0.19	**72.08**
	Journeyman	54.62	5.46	**60.08**	0.50	3.00	5.10	0.15	0.05	0.19	**69.07**
	Apprentice 1st Year	32.77	3.28	**36.05**	0.50	3.00	5.10	0.15	0.05	0.19	**45.04**
	Apprentice 2nd Year	38.23	3.82	**42.05**	0.50	3.00	5.10	0.15	0.05	0.19	**51.04**
	Apprentice 3rd Year	43.70	4.37	**48.07**	0.50	3.00	5.10	0.15	0.05	0.19	**57.06**
	Apprentice 4th Year	49.16	4.92	**54.08**	0.50	3.00	5.10	0.15	0.05	0.19	**63.07**
Welder B-Pressure, Boilermaker, Gas Fitter 1st Class, Plumber, Steam Fitter, Sprinkler Fitter, Operator Mobile Crane 50-249 T											
	General Foreman	66.98	6.70	**73.68**	0.50	3.00	5.10	0.15	0.05	0.19	**82.67**
	Foreman	61.62	6.16	**67.78**	0.50	3.00	5.10	0.15	0.05	0.19	**76.77**
	Lead Hand	56.26	5.63	**61.89**	0.50	3.00	5.10	0.15	0.05	0.19	**70.88**
	Journeyman	53.58	5.36	**58.94**	0.50	3.00	5.10	0.15	0.05	0.19	**67.93**
	Apprentice 1st Year (does not include Welder B Pressure)	37.51	3.75	**41.26**	0.50	3.00	5.10	0.15	0.05	0.19	**50.25**
	Apprentice 2nd Year (does not include Welder B Pressure)	42.86	4.29	**47.15**	0.50	3.00	5.10	0.15	0.05	0.19	**56.14**
	Apprentice 3rd Year (does not include Welder B Pressure)	48.22	4.82	**53.04**	0.50	3.00	5.10	0.15	0.05	0.19	**62.03**

Welder											
	General Foreman	63.91	6.39	**70.30**	0.50	3.00	5.10	0.15	0.05	0.19	**79.29**
	Foreman	58.80	5.88	**64.68**	0.50	3.00	5.10	0.15	0.05	0.19	**73.67**
	Lead Hand	53.69	5.37	**59.06**	0.50	3.00	5.10	0.15	0.05	0.19	**68.05**
	Journeyman	51.13	5.11	**56.24**	0.50	3.00	5.10	0.15	0.05	0.19	**65.23**
	Apprentice 1st Year	35.79	3.58	**39.37**	0.50	3.00	5.10	0.15	0.05	0.19	**48.36**
	Apprentice 2nd Year	40.90	4.09	**44.99**	0.50	3.00	5.10	0.15	0.05	0.19	**53.98**
	Apprentice 3rd Year	46.02	4.60	**50.62**	0.50	3.00	5.10	0.15	0.05	0.19	**59.61**
Scaffolder											
	General Foreman	58.23	5.82	**64.05**	0.50	3.00	5.10	0.15	0.05	0.19	**73.04**
	Foreman	53.57	5.36	**58.93**	0.50	3.00	5.10	0.15	0.05	0.19	**67.92**
	Lead Hand	48.91	4.89	**53.80**	0.50	3.00	5.10	0.15	0.05	0.19	**62.79**
	Journeyman	46.58	4.66	**51.24**	0.50	3.00	5.10	0.15	0.05	0.19	**60.23**
	Apprentice 1st Year	27.95	2.80	**30.75**	0.50	3.00	5.10	0.15	0.05	0.19	**39.74**
	Apprentice 2nd Year	32.61	3.26	**35.87**	0.50	3.00	5.10	0.15	0.05	0.19	**44.86**
	Apprentice 3rd Year	37.26	3.73	**40.99**	0.50	3.00	5.10	0.15	0.05	0.19	**49.98**
	Apprentice 4th Year	41.92	4.19	**46.11**	0.50	3.00	5.10	0.15	0.05	0.19	**55.10**
Insulator											
	General Foreman	58.23	5.82	**64.05**	0.50	3.00	5.10	0.15	0.05	0.19	**73.04**
	Foreman	53.57	5.36	**58.93**	0.50	3.00	5.10	0.15	0.05	0.19	**67.92**
	Lead Hand	48.91	4.89	**53.80**	0.50	3.00	5.10	0.15	0.05	0.19	**62.79**
	Journeyman	46.58	4.66	**51.24**	0.50	3.00	5.10	0.15	0.05	0.19	**60.23**
	Apprentice 1st Year	27.95	2.80	**30.75**	0.50	3.00	5.10	0.15	0.05	0.19	**39.74**
	Apprentice 2nd Year	32.61	3.26	**35.87**	0.50	3.00	5.10	0.15	0.05	0.19	**44.86**
	Apprentice 3rd Year	37.26	3.73	**40.99**	0.50	3.00	5.10	0.15	0.05	0.19	**49.98**
	Apprentice 4th Year	41.92	4.19	**46.11**	0.50	3.00	5.10	0.15	0.05	0.19	**55.10**
Painter, Cement Finisher											
	General Foreman	63.91	6.39	**70.30**	0.50	3.00	5.10	0.15	0.05	0.19	**79.29**
	Foreman	58.80	5.88	**64.68**	0.50	3.00	5.10	0.15	0.05	0.19	**73.67**
	Lead Hand	53.69	5.37	**59.06**	0.50	3.00	5.10	0.15	0.05	0.19	**68.05**
	Journeyman	51.13	5.11	**56.24**	0.50	3.00	5.10	0.15	0.05	0.19	**65.23**
	Apprentice 1st Year	35.79	3.58	**39.37**	0.50	3.00	5.10	0.15	0.05	0.19	**48.36**
	Apprentice 2nd Year	40.90	4.09	**44.99**	0.50	3.00	5.10	0.15	0.05	0.19	**53.98**
	Apprentice 3rd Year	46.02	4.60	**50.62**	0.50	3.00	5.10	0.15	0.05	0.19	**59.61**
Carpenter, Mechanic, Reinforcing Ironworker, Roofer, Sheetmetal Worker											
	General Foreman	63.91	6.39	**70.30**	0.50	3.00	5.10	0.15	0.05	0.19	**79.29**
	Foreman	58.80	5.88	**64.68**	0.50	3.00	5.10	0.15	0.05	0.19	**73.67**
	Lead Hand	53.69	5.37	**59.06**	0.50	3.00	5.10	0.15	0.05	0.19	**68.05**
	Journeyman	51.13	5.11	**56.24**	0.50	3.00	5.10	0.15	0.05	0.19	**65.23**
	Apprentice 1st Year	30.68	3.07	**33.75**	0.50	3.00	5.10	0.15	0.05	0.19	**42.74**
	Apprentice 2nd Year	35.79	3.58	**39.37**	0.50	3.00	5.10	0.15	0.05	0.19	**48.36**
	Apprentice 3rd Year	40.90	4.09	**44.99**	0.50	3.00	5.10	0.15	0.05	0.19	**53.98**
	Apprentice 4th Year	46.02	4.60	**50.62**	0.50	3.00	5.10	0.15	0.05	0.19	**59.61**

Operator Mobile Crane +250 T											
	General Foreman	67.71	6.77	**74.48**	0.50	3.00	5.10	0.15	0.05	0.19	**83.47**
	Foreman	62.30	6.23	**68.53**	0.50	3.00	5.10	0.15	0.05	0.19	**77.52**
	Lead Hand	56.88	5.69	**62.57**	0.50	3.00	5.10	0.15	0.05	0.19	**71.56**
	Journeyman	54.17	5.42	**59.59**	0.50	3.00	5.10	0.15	0.05	0.19	**68.58**
	Apprentice 1st Year	37.92	3.79	**41.71**	0.50	3.00	5.10	0.15	0.05	0.19	**50.70**
	Apprentice 2nd Year	43.34	4.33	**47.67**	0.50	3.00	5.10	0.15	0.05	0.19	**56.66**
	Apprentice 3rd Year	48.75	4.88	**53.63**	0.50	3.00	5.10	0.15	0.05	0.19	**62.62**
Rig Welder											
	Welders B Pressure w/Rig	118.58		**118.58**							**118.58**
	Welders w/Rig	115.65		**115.65**							**115.65**
Labourer											
	Foreman	39.93	3.99	**43.92**	0.50	3.00	5.10	0.15	0.05	0.19	**52.91**
	Skilled	34.72	3.47	**38.19**	0.50	3.00	5.10	0.15	0.05	0.19	**47.18**
	Intermediate	30.23	3.02	**33.25**	0.50	3.00	5.10	0.15	0.05	0.19	**42.24**
	Entry Level	27.11	2.71	**29.82**	0.50	3.00	5.10	0.15	0.05	0.19	**38.81**
Equipment Operator (Light)											
	Foreman	48.53	4.85	**53.38**	0.50	3.00	5.10	0.15	0.05	0.19	**62.37**
	Equipment Operator (Light)	42.20	4.22	**46.42**	0.50	3.00	5.10	0.15	0.05	0.19	**55.41**
Boom Truck Operator											
	Operator - Boom Truck	51.14	5.11	**56.25**	0.50	3.00	5.10	0.15	0.05	0.19	**65.24**
	Apprentice 1st Year	35.80	3.58	**39.38**	0.50	3.00	5.10	0.15	0.05	0.19	**48.37**
	Apprentice 2nd Year	40.91	4.09	**45.00**	0.50	3.00	5.10	0.15	0.05	0.19	**53.99**
Crane Operator											
	Operator Crane - 0-49T	52.81	5.28	**58.09**	0.50	3.00	5.10	0.15	0.05	0.19	**67.08**
	Apprentice 1st Year	36.97	3.70	**40.67**	0.50	3.00	5.10	0.15	0.05	0.19	**49.66**
	Apprentice 2nd Year	42.25	4.22	**46.47**	0.50	3.00	5.10	0.15	0.05	0.19	**55.46**
	Apprentice 3rd Year	47.53	4.75	**52.28**	0.50	3.00	5.10	0.15	0.05	0.19	**61.27**
Other											
	Bricklayer - Masonry	51.14	5.11	**56.25**	0.50	3.00	5.10	0.15	0.05	0.19	**65.24**
	Bricklayer - Refractory	53.58	5.36	**58.94**	0.50	3.00	5.10	0.15	0.05	0.19	**67.93**
	Cladder	51.14	5.11	**56.25**	0.50	3.00	5.10	0.15	0.05	0.19	**65.24**
	Decker	51.14	5.11	**56.25**	0.50	3.00	5.10	0.15	0.05	0.19	**65.24**
	Operator Equipment - Heavy	51.14	5.11	**56.25**	0.50	3.00	5.10	0.15	0.05	0.19	**65.24**
	Plasterer	51.14	5.11	**56.25**	0.50	3.00	5.10	0.15	0.05	0.19	**65.24**
	Sheeter	51.14	5.11	**56.25**	0.50	3.00	5.10	0.15	0.05	0.19	**65.24**
	Lat. Int System Mech.	51.14	5.11	**56.25**	0.50	3.00	5.10	0.15	0.05	0.19	**65.24**
	Truck Driver - Basic	33.97	3.40	**37.37**	0.50	3.00	5.10	0.15	0.05	0.19	**46.36**
	Truck Driver - Intermediate	45.92	4.59	**50.51**	0.50	3.00	5.10	0.15	0.05	0.19	**59.50**
	Truck Driver - Heavy	51.14	5.11	**56.25**	0.50	3.00	5.10	0.15	0.05	0.19	**65.24**
	Machinist	53.58	5.36	**58.94**	0.50	3.00	5.10	0.15	0.05	0.19	**67.93**
	Material Handler Level One	40.54	4.05	**44.59**	0.50	3.00	5.10	0.15	0.05	0.19	**53.58**
	Material Handler Level Two	44.60	4.46	**49.06**	0.50	3.00	5.10	0.15	0.05	0.19	**58.05**
	EHT Specialist	61.68	6.17	**67.85**	0.50	3.00	5.10	0.15	0.05	0.19	**76.84**

WAGE RATE TABLES – NON-WOOD BUFFALO REGION

CMAW Labour rates for Maintenance Non Wood Buffalo Region

Valid from March 23, 2025 to March 28, 2026

	TRADE CLASSIFICATION	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	TOTAL COST
			10%		0.39	2.80	4.19	0.15	0.05	0.19	
	Regular time										
Pipefitter, Ironworker-Structural, Electrician, Heavy Duty Mechanic, Elevator Constructor, Refrigeration Mechanic											
	General Foreman	62.50	6.25	**68.75**	0.39	2.80	4.19	0.15	0.05	0.19	**76.52**
	Foreman	57.50	5.75	**63.25**	0.39	2.80	4.19	0.15	0.05	0.19	**71.02**
	Lead Hand	52.50	5.25	**57.75**	0.39	2.80	4.19	0.15	0.05	0.19	**65.52**
	Journeyman	50.00	5.00	**55.00**	0.39	2.80	4.19	0.15	0.05	0.19	**62.77**
	Apprentice 1st Year	30.00	3.00	**33.00**	0.39	2.80	4.19	0.15	0.05	0.19	**40.77**
	Apprentice 2nd Year	35.00	3.50	**38.50**	0.39	2.80	4.19	0.15	0.05	0.19	**46.27**
	Apprentice 3rd Year	40.00	4.00	**44.00**	0.39	2.80	4.19	0.15	0.05	0.19	**51.77**
	Apprentice 4th Year	45.00	4.50	**49.50**	0.39	2.80	4.19	0.15	0.05	0.19	**57.27**
Millwright,Instrument Technician, Analyzer Technician											
	General Foreman	63.75	6.38	**70.13**	0.39	2.80	4.19	0.15	0.05	0.19	**77.90**
	Foreman	58.65	5.87	**64.52**	0.39	2.80	4.19	0.15	0.05	0.19	**72.29**
	Lead Hand	53.55	5.36	**58.91**	0.39	2.80	4.19	0.15	0.05	0.19	**66.68**
	Journeyman	51.00	5.10	**56.10**	0.39	2.80	4.19	0.15	0.05	0.19	**63.87**
	Apprentice 1st Year	30.60	3.06	**33.66**	0.39	2.80	4.19	0.15	0.05	0.19	**41.43**
	Apprentice 2nd Year	35.70	3.57	**39.27**	0.39	2.80	4.19	0.15	0.05	0.19	**47.04**
	Apprentice 3rd Year	40.80	4.08	**44.88**	0.39	2.80	4.19	0.15	0.05	0.19	**52.65**
	Apprentice 4th Year	45.90	4.59	**50.49**	0.39	2.80	4.19	0.15	0.05	0.19	**58.26**
Welder B-Pressure, Boilermaker, Gas Fitter 1st Class, Plumber, Steam Fitter, Sprinkler Fitter, Operator Mobile Crane 50-249 T											
	General Foreman	62.50	6.25	**68.75**	0.39	2.80	4.19	0.15	0.05	0.19	**76.52**
	Foreman	57.50	5.75	**63.25**	0.39	2.80	4.19	0.15	0.05	0.19	**71.02**
	Lead Hand	52.50	5.25	**57.75**	0.39	2.80	4.19	0.15	0.05	0.19	**65.52**
	Journeyman	50.00	5.00	**55.00**	0.39	2.80	4.19	0.15	0.05	0.19	**62.77**
	Apprentice 1st Year (does not include Welder B Pressure)	35.00	3.50	**38.50**	0.39	2.80	4.19	0.15	0.05	0.19	**46.27**
	Apprentice 2nd Year (does not include Welder B Pressure)	40.00	4.00	**44.00**	0.39	2.80	4.19	0.15	0.05	0.19	**51.77**
	Apprentice 3rd Year (does not include Welder B Pressure)	45.00	4.50	**49.50**	0.39	2.80	4.19	0.15	0.05	0.19	**57.27**

Welder											
	General Foreman	59.68	5.97	**65.65**	0.39	2.80	4.19	0.15	0.05	0.19	**73.42**
	Foreman	54.90	5.49	**60.39**	0.39	2.80	4.19	0.15	0.05	0.19	**68.16**
	Lead Hand	50.13	5.01	**55.14**	0.39	2.80	4.19	0.15	0.05	0.19	**62.91**
	Journeyman	47.74	4.77	**52.51**	0.39	2.80	4.19	0.15	0.05	0.19	**60.28**
	Apprentice 1st Year	33.42	3.34	**36.76**	0.39	2.80	4.19	0.15	0.05	0.19	**44.53**
	Apprentice 2nd Year	38.19	3.82	**42.01**	0.39	2.80	4.19	0.15	0.05	0.19	**49.78**
	Apprentice 3rd Year	42.97	4.30	**47.27**	0.39	2.80	4.19	0.15	0.05	0.19	**55.04**
Scaffolder											
	General Foreman	54.43	5.44	**59.87**	0.39	2.80	4.19	0.15	0.05	0.19	**67.64**
	Foreman	50.07	5.01	**55.08**	0.39	2.80	4.19	0.15	0.05	0.19	**62.85**
	Lead Hand	45.72	4.57	**50.29**	0.39	2.80	4.19	0.15	0.05	0.19	**58.06**
	Journeyman	43.54	4.35	**47.89**	0.39	2.80	4.19	0.15	0.05	0.19	**55.66**
	Apprentice 1st Year	26.12	2.61	**28.73**	0.39	2.80	4.19	0.15	0.05	0.19	**36.50**
	Apprentice 2nd Year	30.48	3.05	**33.53**	0.39	2.80	4.19	0.15	0.05	0.19	**41.30**
	Apprentice 3rd Year	34.83	3.48	**38.31**	0.39	2.80	4.19	0.15	0.05	0.19	**46.08**
	Apprentice 4th Year	39.19	3.92	**43.11**	0.39	2.80	4.19	0.15	0.05	0.19	**50.88**
Insulator											
	General Foreman	54.43	5.44	**59.87**	0.39	2.80	4.19	0.15	0.05	0.19	**67.64**
	Foreman	50.07	5.01	**55.08**	0.39	2.80	4.19	0.15	0.05	0.19	**62.85**
	Lead Hand	45.72	4.57	**50.29**	0.39	2.80	4.19	0.15	0.05	0.19	**58.06**
	Journeyman	43.54	4.35	**47.89**	0.39	2.80	4.19	0.15	0.05	0.19	**55.66**
	Apprentice 1st Year	26.12	2.61	**28.73**	0.39	2.80	4.19	0.15	0.05	0.19	**36.50**
	Apprentice 2nd Year	30.48	3.05	**33.53**	0.39	2.80	4.19	0.15	0.05	0.19	**41.30**
	Apprentice 3rd Year	34.83	3.48	**38.31**	0.39	2.80	4.19	0.15	0.05	0.19	**46.08**
	Apprentice 4th Year	39.19	3.92	**43.11**	0.39	2.80	4.19	0.15	0.05	0.19	**50.88**
Painter, Cement Finisher											
	General Foreman	59.68	5.97	**65.65**	0.39	2.80	4.19	0.15	0.05	0.19	**73.42**
	Foreman	54.90	5.49	**60.39**	0.39	2.80	4.19	0.15	0.05	0.19	**68.16**
	Lead Hand	50.13	5.01	**55.14**	0.39	2.80	4.19	0.15	0.05	0.19	**62.91**
	Journeyman	47.74	4.77	**52.51**	0.39	2.80	4.19	0.15	0.05	0.19	**60.28**
	Apprentice 1st Year	33.42	3.34	**36.76**	0.39	2.80	4.19	0.15	0.05	0.19	**44.53**
	Apprentice 2nd Year	38.19	3.82	**42.01**	0.39	2.80	4.19	0.15	0.05	0.19	**49.78**
	Apprentice 3rd Year	42.97	4.30	**47.27**	0.39	2.80	4.19	0.15	0.05	0.19	**55.04**
Carpenter, Mechanic, Reinforcing Ironworker, Roofer, Sheetmetal Worker											
	General Foreman	59.68	5.97	**65.65**	0.39	2.80	4.19	0.15	0.05	0.19	**73.42**
	Foreman	54.90	5.49	**60.39**	0.39	2.80	4.19	0.15	0.05	0.19	**68.16**
	Lead Hand	50.13	5.01	**55.14**	0.39	2.80	4.19	0.15	0.05	0.19	**62.91**
	Journeyman	47.74	4.77	**52.51**	0.39	2.80	4.19	0.15	0.05	0.19	**60.28**
	Apprentice 1st Year	28.64	2.86	**31.50**	0.39	2.80	4.19	0.15	0.05	0.19	**39.27**
	Apprentice 2nd Year	33.42	3.34	**36.76**	0.39	2.80	4.19	0.15	0.05	0.19	**44.53**
	Apprentice 3rd Year	38.19	3.82	**42.01**	0.39	2.80	4.19	0.15	0.05	0.19	**49.78**
	Apprentice 4th Year	42.97	4.30	**47.27**	0.39	2.80	4.19	0.15	0.05	0.19	**55.04**

Operator Mobile Crane +250 T											
	General Foreman	63.21	6.32	**69.53**	0.39	2.80	4.19	0.15	0.05	0.19	**77.30**
	Foreman	58.16	5.82	**63.98**	0.39	2.80	4.19	0.15	0.05	0.19	**71.75**
	Lead Hand	53.10	5.31	**58.41**	0.39	2.80	4.19	0.15	0.05	0.19	**66.18**
	Journeyman	50.57	5.06	**55.63**	0.39	2.80	4.19	0.15	0.05	0.19	**63.40**
	Apprentice 1st Year	35.40	3.54	**38.94**	0.39	2.80	4.19	0.15	0.05	0.19	**46.71**
	Apprentice 2nd Year	40.46	4.05	**44.51**	0.39	2.80	4.19	0.15	0.05	0.19	**52.28**
	Apprentice 3rd Year	45.51	4.55	**50.06**	0.39	2.80	4.19	0.15	0.05	0.19	**57.83**
Rig Welder											
	Welders B Pressure w/Rig	109.58		**109.58**							**109.58**
	Welders w/Rig	106.87		**106.87**							**106.87**
Labourer											
	Foreman	37.46	3.75	**41.21**	0.39	2.80	4.19	0.15	0.05	0.19	**48.98**
	Skilled	32.57	3.26	**35.83**	0.39	2.80	4.19	0.15	0.05	0.19	**43.60**
	Intermediate	28.42	2.84	**31.26**	0.39	2.80	4.19	0.15	0.05	0.19	**39.03**
	Entry Level	25.54	2.55	**28.09**	0.39	2.80	4.19	0.15	0.05	0.19	**35.86**
Equipment Operator (Light)											
	Foreman	45.40	4.54	**49.94**	0.39	2.80	4.19	0.15	0.05	0.19	**57.71**
	Equipment Operator (Light)	39.48	3.95	**43.43**	0.39	2.80	4.19	0.15	0.05	0.19	**51.20**
Boom Truck Operator											
	Operator - Boom Truck	47.75	4.78	**52.53**	0.39	2.80	4.19	0.15	0.05	0.19	**60.30**
	Apprentice 1st Year	33.43	3.34	**36.77**	0.39	2.80	4.19	0.15	0.05	0.19	**44.54**
	Apprentice 2nd Year	38.20	3.82	**42.02**	0.39	2.80	4.19	0.15	0.05	0.19	**49.79**
Crane Operator											
	Operator Crane - 0-49T	49.28	4.93	**54.21**	0.39	2.80	4.19	0.15	0.05	0.19	**61.98**
	Apprentice 1st Year	34.50	3.45	**37.95**	0.39	2.80	4.19	0.15	0.05	0.19	**45.72**
	Apprentice 2nd Year	39.42	3.94	**43.36**	0.39	2.80	4.19	0.15	0.05	0.19	**51.13**
	Apprentice 3rd Year	44.35	4.44	**48.79**	0.39	2.80	4.19	0.15	0.05	0.19	**56.56**
Other											
	Bricklayer - Masonry	47.75	4.78	**52.53**	0.39	2.80	4.19	0.15	0.05	0.19	**60.30**
	Bricklayer - Refractory	50.00	5.00	**55.00**	0.39	2.80	4.19	0.15	0.05	0.19	**62.77**
	Cladder	47.75	4.78	**52.53**	0.39	2.80	4.19	0.15	0.05	0.19	**60.30**
	Decker	47.75	4.78	**52.53**	0.39	2.80	4.19	0.15	0.05	0.19	**60.30**
	Operator Equipment - Heavy	47.75	4.78	**52.53**	0.39	2.80	4.19	0.15	0.05	0.19	**60.30**
	Plasterer	47.75	4.78	**52.53**	0.39	2.80	4.19	0.15	0.05	0.19	**60.30**
	Sheeter	47.75	4.78	**52.53**	0.39	2.80	4.19	0.15	0.05	0.19	**60.30**
	Lat. Int System Mech.	47.75	4.78	**52.53**	0.39	2.80	4.19	0.15	0.05	0.19	**60.30**
	Truck Driver - Basic	31.88	3.19	**35.07**	0.39	2.80	4.19	0.15	0.05	0.19	**42.84**
	Truck Driver - Intermediate	42.92	4.29	**47.21**	0.39	2.80	4.19	0.15	0.05	0.19	**54.98**
	Truck Driver - Heavy	47.75	4.78	**52.53**	0.39	2.80	4.19	0.15	0.05	0.19	**60.30**
	Analyzer Tech	50.00	5.00	**55.00**	0.39	2.80	4.19	0.15	0.05	0.19	**62.77**
	Machinist	50.00	5.00	**55.00**	0.39	2.80	4.19	0.15	0.05	0.19	**62.77**
	Material Handler Level One	37.95	3.80	**41.75**	0.39	2.80	4.19	0.15	0.05	0.19	**49.52**
	Material Handler Level Two	41.70	4.17	**45.87**	0.39	2.80	4.19	0.15	0.05	0.19	**53.64**
	EHT Specialist	57.49	5.75	**63.24**	0.39	2.80	4.19	0.15	0.05	0.19	**71.01**

CMAW Labour rates for Maintenance Non Wood Buffalo Region

Valid from March 29, 2026 to March 27, 2027

	TRADE CLASSIFICATION	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	TOTAL COST
			10%		0.50	2.95	4.65	0.15	0.05	0.19	
	Regular time										
Pipefitter, Ironworker-Structural, Electrician, Heavy Duty Mechanic, Elevator Constructor, Refrigeration Mechanic											
	General Foreman	63.58	6.36	**69.94**	0.50	2.95	4.65	0.15	0.05	0.19	**78.43**
	Foreman	58.49	5.85	**64.34**	0.50	2.95	4.65	0.15	0.05	0.19	**72.83**
	Lead Hand	53.40	5.34	**58.74**	0.50	2.95	4.65	0.15	0.05	0.19	**67.23**
	Journeyman	50.86	5.09	**55.95**	0.50	2.95	4.65	0.15	0.05	0.19	**64.44**
	Apprentice 1st Year	30.52	3.05	**33.57**	0.50	2.95	4.65	0.15	0.05	0.19	**42.06**
	Apprentice 2nd Year	35.60	3.56	**39.16**	0.50	2.95	4.65	0.15	0.05	0.19	**47.65**
	Apprentice 3rd Year	40.69	4.07	**44.76**	0.50	2.95	4.65	0.15	0.05	0.19	**53.25**
	Apprentice 4th Year	45.77	4.58	**50.35**	0.50	2.95	4.65	0.15	0.05	0.19	**58.84**
Millwright, Instrument Technician, Analyzer Technician											
	General Foreman	65.89	6.59	**72.48**	0.50	2.95	4.65	0.15	0.05	0.19	**80.97**
	Foreman	60.62	6.06	**66.68**	0.50	2.95	4.65	0.15	0.05	0.19	**75.17**
	Lead Hand	55.35	5.53	**60.88**	0.50	2.95	4.65	0.15	0.05	0.19	**69.37**
	Journeyman	52.71	5.27	**57.98**	0.50	2.95	4.65	0.15	0.05	0.19	**66.47**
	Apprentice 1st Year	31.63	3.16	**34.79**	0.50	2.95	4.65	0.15	0.05	0.19	**43.28**
	Apprentice 2nd Year	36.90	3.69	**40.59**	0.50	2.95	4.65	0.15	0.05	0.19	**49.08**
	Apprentice 3rd Year	42.17	4.22	**46.39**	0.50	2.95	4.65	0.15	0.05	0.19	**54.88**
	Apprentice 4th Year	47.44	4.74	**52.18**	0.50	2.95	4.65	0.15	0.05	0.19	**60.67**
Welder B-Pressure, Boilermaker, Gas Fitter 1st Class, Plumber, Steam Fitter, Sprinkler Fitter, Operator Mobile Crane 50-249 T											
	General Foreman	63.58	6.36	**69.94**	0.50	2.95	4.65	0.15	0.05	0.19	**78.43**
	Foreman	58.49	5.85	**64.34**	0.50	2.95	4.65	0.15	0.05	0.19	**72.83**
	Lead Hand	53.40	5.34	**58.74**	0.50	2.95	4.65	0.15	0.05	0.19	**67.23**
	Journeyman	50.86	5.09	**55.95**	0.50	2.95	4.65	0.15	0.05	0.19	**64.44**
	Apprentice 1st Year (does not include Welder B Pressure)	35.60	3.56	**39.16**	0.50	2.95	4.65	0.15	0.05	0.19	**47.65**
	Apprentice 2nd Year (does not include Welder B Pressure)	40.69	4.07	**44.76**	0.50	2.95	4.65	0.15	0.05	0.19	**53.25**
	Apprentice 3rd Year (does not include Welder B Pressure)	45.77	4.58	**50.35**	0.50	2.95	4.65	0.15	0.05	0.19	**58.84**

Welder											
	General Foreman	60.56	6.06	**66.62**	0.50	2.95	4.65	0.15	0.05	0.19	**75.11**
	Foreman	55.72	5.57	**61.29**	0.50	2.95	4.65	0.15	0.05	0.19	**69.78**
	Lead Hand	50.87	5.09	**55.96**	0.50	2.95	4.65	0.15	0.05	0.19	**64.45**
	Journeyman	48.45	4.85	**53.30**	0.50	2.95	4.65	0.15	0.05	0.19	**61.79**
	Apprentice 1st Year	33.92	3.39	**37.31**	0.50	2.95	4.65	0.15	0.05	0.19	**45.80**
	Apprentice 2nd Year	38.76	3.88	**42.64**	0.50	2.95	4.65	0.15	0.05	0.19	**51.13**
	Apprentice 3rd Year	43.61	4.36	**47.97**	0.50	2.95	4.65	0.15	0.05	0.19	**56.46**
Scaffolder											
	General Foreman	55.18	5.52	**60.70**	0.50	2.95	4.65	0.15	0.05	0.19	**69.19**
	Foreman	50.76	5.08	**55.84**	0.50	2.95	4.65	0.15	0.05	0.19	**64.33**
	Lead Hand	46.35	4.63	**50.98**	0.50	2.95	4.65	0.15	0.05	0.19	**59.47**
	Journeyman	44.14	4.41	**48.55**	0.50	2.95	4.65	0.15	0.05	0.19	**57.04**
	Apprentice 1st Year	26.48	2.65	**29.13**	0.50	2.95	4.65	0.15	0.05	0.19	**37.62**
	Apprentice 2nd Year	30.90	3.09	**33.99**	0.50	2.95	4.65	0.15	0.05	0.19	**42.48**
	Apprentice 3rd Year	35.31	3.53	**38.84**	0.50	2.95	4.65	0.15	0.05	0.19	**47.33**
	Apprentice 4th Year	39.73	3.97	**43.70**	0.50	2.95	4.65	0.15	0.05	0.19	**52.19**
Insulator											
	General Foreman	55.18	5.52	**60.70**	0.50	2.95	4.65	0.15	0.05	0.19	**69.19**
	Foreman	50.76	5.08	**55.84**	0.50	2.95	4.65	0.15	0.05	0.19	**64.33**
	Lead Hand	46.35	4.63	**50.98**	0.50	2.95	4.65	0.15	0.05	0.19	**59.47**
	Journeyman	44.14	4.41	**48.55**	0.50	2.95	4.65	0.15	0.05	0.19	**57.04**
	Apprentice 1st Year	26.48	2.65	**29.13**	0.50	2.95	4.65	0.15	0.05	0.19	**37.62**
	Apprentice 2nd Year	30.90	3.09	**33.99**	0.50	2.95	4.65	0.15	0.05	0.19	**42.48**
	Apprentice 3rd Year	35.31	3.53	**38.84**	0.50	2.95	4.65	0.15	0.05	0.19	**47.33**
	Apprentice 4th Year	39.73	3.97	**43.70**	0.50	2.95	4.65	0.15	0.05	0.19	**52.19**
Painter, Cement Finisher											
	General Foreman	60.56	6.06	**66.62**	0.50	2.95	4.65	0.15	0.05	0.19	**75.11**
	Foreman	55.72	5.57	**61.29**	0.50	2.95	4.65	0.15	0.05	0.19	**69.78**
	Lead Hand	50.87	5.09	**55.96**	0.50	2.95	4.65	0.15	0.05	0.19	**64.45**
	Journeyman	48.45	4.85	**53.30**	0.50	2.95	4.65	0.15	0.05	0.19	**61.79**
	Apprentice 1st Year	33.92	3.39	**37.31**	0.50	2.95	4.65	0.15	0.05	0.19	**45.80**
	Apprentice 2nd Year	38.76	3.88	**42.64**	0.50	2.95	4.65	0.15	0.05	0.19	**51.13**
	Apprentice 3rd Year	43.61	4.36	**47.97**	0.50	2.95	4.65	0.15	0.05	0.19	**56.46**
Carpenter, Mechanic, Reinforcing Ironworker, Roofer, Sheetmetal Worker											
	General Foreman	60.56	6.06	**66.62**	0.50	2.95	4.65	0.15	0.05	0.19	**75.11**
	Foreman	55.72	5.57	**61.29**	0.50	2.95	4.65	0.15	0.05	0.19	**69.78**
	Lead Hand	50.87	5.09	**55.96**	0.50	2.95	4.65	0.15	0.05	0.19	**64.45**
	Journeyman	48.45	4.85	**53.30**	0.50	2.95	4.65	0.15	0.05	0.19	**61.79**
	Apprentice 1st Year	29.07	2.91	**31.98**	0.50	2.95	4.65	0.15	0.05	0.19	**40.47**
	Apprentice 2nd Year	33.92	3.39	**37.31**	0.50	2.95	4.65	0.15	0.05	0.19	**45.80**
	Apprentice 3rd Year	38.76	3.88	**42.64**	0.50	2.95	4.65	0.15	0.05	0.19	**51.13**
	Apprentice 4th Year	43.61	4.36	**47.97**	0.50	2.95	4.65	0.15	0.05	0.19	**56.46**

Operator Mobile Crane +250 T											
	General Foreman	64.20	6.42	**70.62**	0.50	2.95	4.65	0.15	0.05	0.19	**79.11**
	Foreman	59.06	5.91	**64.97**	0.50	2.95	4.65	0.15	0.05	0.19	**73.46**
	Lead Hand	53.93	5.39	**59.32**	0.50	2.95	4.65	0.15	0.05	0.19	**67.81**
	Journeyman	51.36	5.14	**56.50**	0.50	2.95	4.65	0.15	0.05	0.19	**64.99**
	Apprentice 1st Year	35.95	3.60	**39.55**	0.50	2.95	4.65	0.15	0.05	0.19	**48.04**
	Apprentice 2nd Year	41.09	4.11	**45.20**	0.50	2.95	4.65	0.15	0.05	0.19	**53.69**
	Apprentice 3rd Year	46.22	4.62	**50.84**	0.50	2.95	4.65	0.15	0.05	0.19	**59.33**
Rig Welder											
	Welders B Pressure w/Rig	112.32		**112.32**							**112.32**
	Welders w/Rig	109.54		**109.54**							**109.54**
Labourer											
	Foreman	37.85	3.78	**41.63**	0.50	2.95	4.65	0.15	0.05	0.19	**50.12**
	Skilled	32.91	3.29	**36.20**	0.50	2.95	4.65	0.15	0.05	0.19	**44.69**
	Intermediate	28.65	2.87	**31.52**	0.50	2.95	4.65	0.15	0.05	0.19	**40.01**
	Entry Level	25.70	2.57	**28.27**	0.50	2.95	4.65	0.15	0.05	0.19	**36.76**
Equipment Operator (Light)											
	Foreman	45.99	4.60	**50.59**	0.50	2.95	4.65	0.15	0.05	0.19	**59.08**
	Equipment Operator (Light)	39.99	4.00	**43.99**	0.50	2.95	4.65	0.15	0.05	0.19	**52.48**
Boom Truck Operator											
	Operator - Boom Truck	48.47	4.85	**53.32**	0.50	2.95	4.65	0.15	0.05	0.19	**61.81**
	Apprentice 1st Year	33.93	3.39	**37.32**	0.50	2.95	4.65	0.15	0.05	0.19	**45.81**
	Apprentice 2nd Year	38.78	3.88	**42.66**	0.50	2.95	4.65	0.15	0.05	0.19	**51.15**
Crane Operator											
	Operator Crane - 0-49T	50.04	5.00	**55.04**	0.50	2.95	4.65	0.15	0.05	0.19	**63.53**
	Apprentice 1st Year	35.03	3.50	**38.53**	0.50	2.95	4.65	0.15	0.05	0.19	**47.02**
	Apprentice 2nd Year	40.03	4.00	**44.03**	0.50	2.95	4.65	0.15	0.05	0.19	**52.52**
	Apprentice 3rd Year	45.04	4.50	**49.54**	0.50	2.95	4.65	0.15	0.05	0.19	**58.03**
Other											
	Bricklayer - Masonry	48.47	4.85	**53.32**	0.50	2.95	4.65	0.15	0.05	0.19	**61.81**
	Bricklayer - Refractory	50.77	5.08	**55.85**	0.50	2.95	4.65	0.15	0.05	0.19	**64.34**
	Cladder	48.47	4.85	**53.32**	0.50	2.95	4.65	0.15	0.05	0.19	**61.81**
	Decker	48.47	4.85	**53.32**	0.50	2.95	4.65	0.15	0.05	0.19	**61.81**
	Operator Equipment - Heavy	48.47	4.85	**53.32**	0.50	2.95	4.65	0.15	0.05	0.19	**61.81**
	Plasterer	48.47	4.85	**53.32**	0.50	2.95	4.65	0.15	0.05	0.19	**61.81**
	Sheeter	48.47	4.85	**53.32**	0.50	2.95	4.65	0.15	0.05	0.19	**61.81**
	Lat. Int System Mech.	48.47	4.85	**53.32**	0.50	2.95	4.65	0.15	0.05	0.19	**61.81**
	Truck Driver - Basic	32.20	3.22	**35.42**	0.50	2.95	4.65	0.15	0.05	0.19	**43.91**
	Truck Driver - Intermediate	43.51	4.35	**47.86**	0.50	2.95	4.65	0.15	0.05	0.19	**56.35**
	Truck Driver - Heavy	48.47	4.85	**53.32**	0.50	2.95	4.65	0.15	0.05	0.19	**61.81**
	Machinist	50.77	5.08	**55.85**	0.50	2.95	4.65	0.15	0.05	0.19	**64.34**
	Material Handler Level One	38.43	3.84	**42.27**	0.50	2.95	4.65	0.15	0.05	0.19	**50.76**
	Material Handler Level Two	42.26	4.23	**46.49**	0.50	2.95	4.65	0.15	0.05	0.19	**54.98**
	EHT Specialist	58.45	5.85	**64.30**	0.50	2.95	4.65	0.15	0.05	0.19	**72.79**

CMAW Labour rates for Maintenance Non Wood Buffalo Region

Valid from March 28, 2027 to March 25, 2028

	TRADE CLASSIFICATION	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	TOTAL COST
			10%		0.50	3.00	4.75	0.15	0.05	0.19	
	Regular time										
Pipefitter, Ironworker-Structural, Electrician, Heavy Duty Mechanic, Elevator Constructor, Refrigeration Mechanic											
	General Foreman	65.24	6.52	**71.76**	0.50	3.00	4.75	0.15	0.05	0.19	**80.40**
	Foreman	60.02	6.00	**66.02**	0.50	3.00	4.75	0.15	0.05	0.19	**74.66**
	Lead Hand	54.80	5.48	**60.28**	0.50	3.00	4.75	0.15	0.05	0.19	**68.92**
	Journeyman	52.19	5.22	**57.41**	0.50	3.00	4.75	0.15	0.05	0.19	**66.05**
	Apprentice 1st Year	31.31	3.13	**34.44**	0.50	3.00	4.75	0.15	0.05	0.19	**43.08**
	Apprentice 2nd Year	36.53	3.65	**40.18**	0.50	3.00	4.75	0.15	0.05	0.19	**48.82**
	Apprentice 3rd Year	41.75	4.18	**45.93**	0.50	3.00	4.75	0.15	0.05	0.19	**54.57**
	Apprentice 4th Year	46.97	4.70	**51.67**	0.50	3.00	4.75	0.15	0.05	0.19	**60.31**
Millwright, Instrument Technician, Analyzer Technician											
	General Foreman	68.74	6.87	**75.61**	0.50	3.00	4.75	0.15	0.05	0.19	**84.25**
	Foreman	63.24	6.32	**69.56**	0.50	3.00	4.75	0.15	0.05	0.19	**78.20**
	Lead Hand	57.74	5.77	**63.51**	0.50	3.00	4.75	0.15	0.05	0.19	**72.15**
	Journeyman	54.99	5.50	**60.49**	0.50	3.00	4.75	0.15	0.05	0.19	**69.13**
	Apprentice 1st Year	32.99	3.30	**36.29**	0.50	3.00	4.75	0.15	0.05	0.19	**44.93**
	Apprentice 2nd Year	38.49	3.85	**42.34**	0.50	3.00	4.75	0.15	0.05	0.19	**50.98**
	Apprentice 3rd Year	43.99	4.40	**48.39**	0.50	3.00	4.75	0.15	0.05	0.19	**57.03**
	Apprentice 4th Year	49.49	4.95	**54.44**	0.50	3.00	4.75	0.15	0.05	0.19	**63.08**
Welder B-Pressure, Boilermaker, Gas Fitter 1st Class, Plumber, Steam Fitter, Sprinkler Fitter, Operator Mobile Crane 50-249 T											
	General Foreman	65.24	6.52	**71.76**	0.50	3.00	4.75	0.15	0.05	0.19	**80.40**
	Foreman	60.02	6.00	**66.02**	0.50	3.00	4.75	0.15	0.05	0.19	**74.66**
	Lead Hand	54.80	5.48	**60.28**	0.50	3.00	4.75	0.15	0.05	0.19	**68.92**
	Journeyman	52.19	5.22	**57.41**	0.50	3.00	4.75	0.15	0.05	0.19	**66.05**
	Apprentice 1st Year (does not include Welder B Pressure)	36.53	3.65	**40.18**	0.50	3.00	4.75	0.15	0.05	0.19	**48.82**
	Apprentice 2nd Year (does not include Welder B Pressure)	41.75	4.18	**45.93**	0.50	3.00	4.75	0.15	0.05	0.19	**54.57**
	Apprentice 3rd Year (does not include Welder B Pressure)	46.97	4.70	**51.67**	0.50	3.00	4.75	0.15	0.05	0.19	**60.31**

Welder											
	General Foreman	62.15	6.22	**68.37**	0.50	3.00	4.75	0.15	0.05	0.19	**77.01**
	Foreman	57.18	5.72	**62.90**	0.50	3.00	4.75	0.15	0.05	0.19	**71.54**
	Lead Hand	52.21	5.22	**57.43**	0.50	3.00	4.75	0.15	0.05	0.19	**66.07**
	Journeyman	49.72	4.97	**54.69**	0.50	3.00	4.75	0.15	0.05	0.19	**63.33**
	Apprentice 1st Year	34.80	3.48	**38.28**	0.50	3.00	4.75	0.15	0.05	0.19	**46.92**
	Apprentice 2nd Year	39.78	3.98	**43.76**	0.50	3.00	4.75	0.15	0.05	0.19	**52.40**
	Apprentice 3rd Year	44.75	4.48	**49.23**	0.50	3.00	4.75	0.15	0.05	0.19	**57.87**
Scaffolder											
	General Foreman	56.63	5.66	**62.29**	0.50	3.00	4.75	0.15	0.05	0.19	**70.93**
	Foreman	52.10	5.21	**57.31**	0.50	3.00	4.75	0.15	0.05	0.19	**65.95**
	Lead Hand	47.57	4.76	**52.33**	0.50	3.00	4.75	0.15	0.05	0.19	**60.97**
	Journeyman	45.30	4.53	**49.83**	0.50	3.00	4.75	0.15	0.05	0.19	**58.47**
	Apprentice 1st Year	27.18	2.72	**29.90**	0.50	3.00	4.75	0.15	0.05	0.19	**38.54**
	Apprentice 2nd Year	31.71	3.17	**34.88**	0.50	3.00	4.75	0.15	0.05	0.19	**43.52**
	Apprentice 3rd Year	36.24	3.62	**39.86**	0.50	3.00	4.75	0.15	0.05	0.19	**48.50**
	Apprentice 4th Year	40.77	4.08	**44.85**	0.50	3.00	4.75	0.15	0.05	0.19	**53.49**
Insulator											
	General Foreman	56.63	5.66	**62.29**	0.50	3.00	4.75	0.15	0.05	0.19	**70.93**
	Foreman	52.10	5.21	**57.31**	0.50	3.00	4.75	0.15	0.05	0.19	**65.95**
	Lead Hand	47.57	4.76	**52.33**	0.50	3.00	4.75	0.15	0.05	0.19	**60.97**
	Journeyman	45.30	4.53	**49.83**	0.50	3.00	4.75	0.15	0.05	0.19	**58.47**
	Apprentice 1st Year	27.18	2.72	**29.90**	0.50	3.00	4.75	0.15	0.05	0.19	**38.54**
	Apprentice 2nd Year	31.71	3.17	**34.88**	0.50	3.00	4.75	0.15	0.05	0.19	**43.52**
	Apprentice 3rd Year	36.24	3.62	**39.86**	0.50	3.00	4.75	0.15	0.05	0.19	**48.50**
	Apprentice 4th Year	40.77	4.08	**44.85**	0.50	3.00	4.75	0.15	0.05	0.19	**53.49**
Painter, Cement Finisher											
	General Foreman	62.15	6.22	**68.37**	0.50	3.00	4.75	0.15	0.05	0.19	**77.01**
	Foreman	57.18	5.72	**62.90**	0.50	3.00	4.75	0.15	0.05	0.19	**71.54**
	Lead Hand	52.21	5.22	**57.43**	0.50	3.00	4.75	0.15	0.05	0.19	**66.07**
	Journeyman	49.72	4.97	**54.69**	0.50	3.00	4.75	0.15	0.05	0.19	**63.33**
	Apprentice 1st Year	34.80	3.48	**38.28**	0.50	3.00	4.75	0.15	0.05	0.19	**46.92**
	Apprentice 2nd Year	39.78	3.98	**43.76**	0.50	3.00	4.75	0.15	0.05	0.19	**52.40**
	Apprentice 3rd Year	44.75	4.48	**49.23**	0.50	3.00	4.75	0.15	0.05	0.19	**57.87**
Carpenter, Mechanic, Reinforcing Ironworker, Roofer, Sheetmetal Worker											
	General Foreman	62.15	6.22	**68.37**	0.50	3.00	4.75	0.15	0.05	0.19	**77.01**
	Foreman	57.18	5.72	**62.90**	0.50	3.00	4.75	0.15	0.05	0.19	**71.54**
	Lead Hand	52.21	5.22	**57.43**	0.50	3.00	4.75	0.15	0.05	0.19	**66.07**
	Journeyman	49.72	4.97	**54.69**	0.50	3.00	4.75	0.15	0.05	0.19	**63.33**
	Apprentice 1st Year	29.83	2.98	**32.81**	0.50	3.00	4.75	0.15	0.05	0.19	**41.45**
	Apprentice 2nd Year	34.80	3.48	**38.28**	0.50	3.00	4.75	0.15	0.05	0.19	**46.92**
	Apprentice 3rd Year	39.78	3.98	**43.76**	0.50	3.00	4.75	0.15	0.05	0.19	**52.40**
	Apprentice 4th Year	44.75	4.48	**49.23**	0.50	3.00	4.75	0.15	0.05	0.19	**57.87**

Operator Mobile Crane +250 T											
	General Foreman	65.88	6.59	**72.47**	0.50	3.00	4.75	0.15	0.05	0.19	**81.11**
	Foreman	60.61	6.06	**66.67**	0.50	3.00	4.75	0.15	0.05	0.19	**75.31**
	Lead Hand	55.34	5.53	**60.87**	0.50	3.00	4.75	0.15	0.05	0.19	**69.51**
	Journeyman	52.70	5.27	**57.97**	0.50	3.00	4.75	0.15	0.05	0.19	**66.61**
	Apprentice 1st Year	36.89	3.69	**40.58**	0.50	3.00	4.75	0.15	0.05	0.19	**49.22**
	Apprentice 2nd Year	42.16	4.22	**46.38**	0.50	3.00	4.75	0.15	0.05	0.19	**55.02**
	Apprentice 3rd Year	47.43	4.74	**52.17**	0.50	3.00	4.75	0.15	0.05	0.19	**60.81**
Rig Welder											
	Welders B Pressure w/Rig	115.13		**115.13**							**115.13**
	Welders w/Rig	112.28		**112.28**							**112.28**
Labourer											
	Foreman	38.86	3.89	**42.75**	0.50	3.00	4.75	0.15	0.05	0.19	**51.39**
	Skilled	33.79	3.38	**37.17**	0.50	3.00	4.75	0.15	0.05	0.19	**45.81**
	Intermediate	29.43	2.94	**32.37**	0.50	3.00	4.75	0.15	0.05	0.19	**41.01**
	Entry Level	26.40	2.64	**29.04**	0.50	3.00	4.75	0.15	0.05	0.19	**37.68**
Equipment Operator (Light)											
	Foreman	47.20	4.72	**51.92**	0.50	3.00	4.75	0.15	0.05	0.19	**60.56**
	Equipment Operator (Light)	41.04	4.10	**45.14**	0.50	3.00	4.75	0.15	0.05	0.19	**53.78**
Boom Truck Operator											
	Operator - Boom Truck	49.74	4.97	**54.71**	0.50	3.00	4.75	0.15	0.05	0.19	**63.35**
	Apprentice 1st Year	34.82	3.48	**38.30**	0.50	3.00	4.75	0.15	0.05	0.19	**46.94**
	Apprentice 2nd Year	39.79	3.98	**43.77**	0.50	3.00	4.75	0.15	0.05	0.19	**52.41**
Crane Operator											
	Operator Crane - 0-49T	51.34	5.13	**56.47**	0.50	3.00	4.75	0.15	0.05	0.19	**65.11**
	Apprentice 1st Year	35.94	3.59	**39.53**	0.50	3.00	4.75	0.15	0.05	0.19	**48.17**
	Apprentice 2nd Year	41.07	4.11	**45.18**	0.50	3.00	4.75	0.15	0.05	0.19	**53.82**
	Apprentice 3rd Year	46.21	4.62	**50.83**	0.50	3.00	4.75	0.15	0.05	0.19	**59.47**
Other											
	Bricklayer - Masonry	49.74	4.97	**54.71**	0.50	3.00	4.75	0.15	0.05	0.19	**63.35**
	Bricklayer - Refractory	52.10	5.21	**57.31**	0.50	3.00	4.75	0.15	0.05	0.19	**65.95**
	Cladder	49.74	4.97	**54.71**	0.50	3.00	4.75	0.15	0.05	0.19	**63.35**
	Decker	49.74	4.97	**54.71**	0.50	3.00	4.75	0.15	0.05	0.19	**63.35**
	Operator Equipment - Heavy	49.74	4.97	**54.71**	0.50	3.00	4.75	0.15	0.05	0.19	**63.35**
	Plasterer	49.74	4.97	**54.71**	0.50	3.00	4.75	0.15	0.05	0.19	**63.35**
	Sheeter	49.74	4.97	**54.71**	0.50	3.00	4.75	0.15	0.05	0.19	**63.35**
	Lat. Int System Mech.	49.74	4.97	**54.71**	0.50	3.00	4.75	0.15	0.05	0.19	**63.35**
	Truck Driver - Basic	33.06	3.31	**36.37**	0.50	3.00	4.75	0.15	0.05	0.19	**45.01**
	Truck Driver - Intermediate	44.65	4.47	**49.12**	0.50	3.00	4.75	0.15	0.05	0.19	**57.76**
	Truck Driver - Heavy	49.74	4.97	**54.71**	0.50	3.00	4.75	0.15	0.05	0.19	**63.35**
	Machinist	52.10	5.21	**57.31**	0.50	3.00	4.75	0.15	0.05	0.19	**65.95**
	Material Handler Level One	39.44	3.94	**43.38**	0.50	3.00	4.75	0.15	0.05	0.19	**52.02**
	Material Handler Level Two	43.37	4.34	**47.71**	0.50	3.00	4.75	0.15	0.05	0.19	**56.35**
	EHT Specialist	59.97	6.00	**65.97**	0.50	3.00	4.75	0.15	0.05	0.19	**74.61**