MAINTENANCE AGREEMENT – ALBERTA

BY AND BETWEEN:

CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA

AND:

DURATION: MARCH 30, 2025 TO MARCH 25, 2028

Established in 2004, Construction, Maintenance and Allied Workers Canada's role is to establish and maintain the best possible standards of pay, benefits and working conditions for members; to organize the unorganized; to promote progressive labour and human rights legislation; to cooperate with other unions and organizations to achieve these aims; to encourage social unionism; to promote and champion workers' legitimate struggles; to provide aid and assistance to members so they may share in benefits of collective agreements and favourable employment legislation; and to inform and educate workers on the principles and policies of the organization and the benefits they may achieve through organization and collective bargaining. Construction, Maintenance and Allied Workers Canada has agreements with over 130 contractors and a membership of 7,000.

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Construction Locals

Alberta	403.879.2635	Kitimat/Prince Rupert	250.624.5617
Thompson Okanagan	250.542.8814	Vancouver, Lower Mainland, Fraser Valley & Whistler	604.437.0491
Prince George	250.564.6043		
Vancouver Island & Sunshine Coast	250.287.2422	Castlegar	250.365.2813

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ARTICLE 1 PURPOSE

1.01 The intent and purpose of this Part is to:

a) Set out certain terms and conditions which will apply to the employees or DSPs and the Employer;

b) Mutually recognize the respective rights, responsibilities and functions of the parties to this agreement;

c) Provide and maintain working conditions, hours of work, wage rates, travel allowances, referral provisions and benefits;

d) Establish an equitable system for the promotion, transfer, layoff and recall of employees or DSPs;

e) Establish a just and prompt procedure for the disposition of grievances; and through the full and fair administration of all the provisions contained within this Part, to achieve a relationship among the Union, the Employer, and the employees or DSPs which will be conducive to their mutual well-being.

1.02 Mutual Responsibilities

a) It is in the mutual interest of the Employer and employee, to provide for the maintenance of the projects affected by this agreement to further, to the fullest extent possible, the safety and physical welfare of the employees or DSPs, the economy of maintenance, the quality and quantity of maintenance, and the cleanliness of project worksites and protection of the owner's property.

b) It is recognized by this Agreement to be the duty of the Employer and the Union to cooperate fully for the advancement of said conditions.

c) It is also recognized by this Agreement to be the duty of the Employer to explain fully the terms of this Agreement to all its officers and others engaged in a supervisory capacity and it is recognized to be the duty of the Union to explain fully to its members, its and their responsibilities and obligations under this Agreement.

d) The Employer and the Union recognize their respective obligations and responsibilities to provide a work environment free from discrimination and harassment and agree to abide by the Alberta Human Rights Act.

1.03 Equity Hire

a) The Employer and the Union believe that every person has the right of equal opportunity based upon bona fide qualifications in respect of his or her trade, occupation or employment, or in respect of an intended occupation, employment, advancement or promotion, and the race, religion, colour, age, marital status, sexual orientation, ancestry, place of origin, union membership, or political belief of any person or class or group of persons shall not constitute reasonable cause for harm or punishment.

b) The parties agree to work cooperatively to promote opportunities for local and aboriginal people on all projects.

1.04 The omission of specific mention in this agreement of existing rights and privileges established or recognized by the Employer will not be construed to deprive employees or DSPs or the Union of such rights and privileges. Such rights and privileges may only be amended by mutual agreement.

1.05 Definitions

a) "Code" means the Labour Relations Code, as amended from time to time.

b) "Employee" means a person covered by this Collective Agreement and employed by the Employer.

c) "Employer" means DLI Industrial Construction, and such officers as may from time to time be appointed, or designated, by DLI Industrial Construction.

d) Direct Service Provider (DSP): An independent contractor who provides services to DLI, and is in no way an employee of DLI.

ARTICLE 2 RECOGNITION

2.01 The Employer recognizes the Union as the sole bargaining agent of all employees and/or Direct Service Providers, including Foreperson and general Foreperson, in the bargaining unit, working in the Province of Alberta, as defined in existing ALRB certificates or by voluntary recognition agreement.

Notwithstanding the above bargaining unit description, the Employer and the Union by mutual agreement may add or subtract classifications to this agreement at any time.

The Employer further recognizes the Union as the sole bargaining agent of all other employees or DSPs working in the Province of Alberta as defined in Article 2.02 and/or classified in Schedule "A" attached hereto and made part hereof.

2.02 This Agreement covers all employees or DSPs of the Employer when employed in Maintenance and Turnaround.

2.03 There will be no revision, amendment, or alteration of the bargaining unit as defined in this agreement or of any of the terms and provisions of this Agreement, except by the mutual agreement in writing of the parties. Without limiting the generality of the foregoing, no classification of work or jobs may be removed from the bargaining unit except by mutual agreement in writing of the parties.

2.04 The wage rates and other provisions set out may be amended by mutual agreement for specific projects in order to enable the Employer to compete with non-union or other competition and/or with specific union project agreement rates. Any amendment under these terms will be put in writing and signed by a representative of the Employer and a representative of the Union.

ARTICLE 3 MANAGEMENT'S RIGHTS

3.01 Subject to the terms of this Agreement, the Employer's rights include:

a) The right to maintain order, discipline and efficiency; to make, alter and enforce rules and regulations, policies and practices, to be adhered to by its employees or DSPs ; to discipline and discharge employees or DSPs for just cause;

b) The right to select, hire and direct the working force and employees or DSPs; to transfer, assign, promote, demote, classify, layoff, recall and suspend employees or DSPs; to select and retain employees or DSPs for positions excluded from the bargaining unit;

c) The right to operate and manage the Employer's business in order to satisfy its commitments and responsibilities. The right to determine the kind and location of business to be done by the Employer, the direction of the working forces, the scheduling of work, the number of shifts, the methods, processes and means by which work is to be performed, job content, quality and quantity standards, the right to use improved methods, machinery and equipment, the right to determine the number of employees or DSPs needed by the Employer at any time and generally, the right to manage the business of the Employer, and to plan, direct and control the operations of the Employer, without interference.

d) The right to recognize the qualifications to classify employees that are not part of a Red Seal trade.

3.02 The sole and exclusive jurisdiction over operations, building, machinery, equipment will be vested in the Employer.

3.03 When practical prior to subcontracting the Employer will discuss with the Union, the portion or portions of the project that the Employer wishes to sub-contract and the sub-contractors to be hired to do such work.

ARTICLE 4 UNION REPRESENTATION

4.01 Job Stewards

For the purpose of representation with the Employer, the Union will function and be recognized as follows:

a) The Union shall notify the Employer of the appointment of all Job Stewards.

b) Job Stewards shall be recognized on all projects and shall not be discriminated against.

c) The Employer shall provide a Job Steward with sufficient time to carry out their duties.

The Job Stewards duties include but are not limited to:

a) Assist in the implementation of the Collective Agreement

b) Representing members in any disciplinary action

c) Inform members of their responsibilities and understand the collective agreement

d) Lead by example

In the event of a camp situation the Job Steward shall be present for:

a) Room inspections

b) Room clean outs in the event of the member not on-site

c) When it is necessary for the Employer to reduce the size of the project crew, preference of continued employment shall be given to Job Stewards and resident members of the project Local. Notwithstanding the foregoing, such preference shall not supersede the right to continued employment which applies to exempt employees or DSPs employed on the project.

d) A Chief Job Steward will be implemented upon mutual agreement of the union and the Employer.

4.02 Representatives

a) Duly appointed Representatives of the Union are representatives of the employees or DSPs in all matters pertaining to this Agreement, particularly for the purpose of processing grievances, negotiating amendments to and renewals of this Agreement and enforcing the employees' or DSPs' collective bargaining rights, as well as any other rights under this Agreement and under the law.

b) Representatives of the Union will have access to visit job sites during normal working hours subject to the following:

   i. The Union Representative will identify themselves to the job supervisor upon arriving at a job site.

   ii. The Union Representative will not interfere with the progress of work.

c) There will be no Union activity on the Employer's premises during working hours, except that which is necessary for the processing of grievances and the administration and enforcement of this Agreement.

4.03 The Employer

The Employer may meet periodically with his employees or DSPs for the purpose of discussing any matters of mutual interest or concern to the Employer, the Union, and the employees or DSPs. A Union representative will be informed in advance of such meetings and may attend such meetings.

4.04 Negotiating Committee

The Union has the right to appoint a Negotiating Committee. employees or DSPs to a maximum of two (2) on the committee will be paid by the Employer to a maximum of 24 hours per employee, at their regular straight-time hourly rates for all time spent on negotiating the collective agreement and wage and benefit reviews with the Employer, whenever this takes place during the regular working hours of the employees or DSPs concerned.

ARTICLE 5 STRIKES OR LOCKOUTS

5.01 During the term of this Agreement, or while negotiations for a further agreement are being held the Union will not permit or encourage any strike, slowdown, or any stoppage of work or otherwise restrict or interfere with the Employer's operation through its members.

5.02 During the term of this Agreement, or while negotiations for a further agreement are being held, the Employer will not engage in any lockout of its employees or DSPs or deliberately restrict or reduce the hours of work.

ARTICLE 6 EMPLOYMENT POLICY AND UNION MEMBERSHIP

6.01

a) The Union and the Employer will cooperate in maintaining a desirable and competent labour force.

b) The Employer shall give preference to qualified Union members who are able to meet the requirements of the job. The Employer shall contact the Union prior to the commencement of work, to determine which members are available for work. The Employer endeavours to work with the Union to maximize the use of current Union members, Foreperson and general Foreperson excepted. This process will be determined and outlined for each project in the Pre-Job conference.

c) The Union and the Employer agree to a local hiring preference. The Union shall inform the Employer of available and qualified local Union members who shall be hired prior to other Union members.

d) If the Union is unable to supply qualified workers, the Employer may hire from outside the Union membership. Such workers shall join the Union within 30 days and remain a member in good standing of the Union as a condition of continuing employment.

6.02 Pre-Job Conference

a) The Employer shall notify the union that a project has been awarded to the Employer following the award. Prior to the start of each project, a pre-job conference shall be held to determine all site-specific issues as outlined in the Agreement. This conference may be conducted via telephone, through a scheduled meeting or by some other practical means as agreed to by the parties.

b) A copy of the pre-job conference report shall be provided to the Employer, the Union and the Job Steward (s). A copy shall also be posted on the bulletin board(s) at the jobsite.

6.03 Subject to Article 6.01, the Employer shall not discriminate against any employee because of Union membership or lack of it, and shall inform all new employees or DSPs of the contractual relationship between the Employer and the Union. Before commencing work, or as soon as reasonably possible after commencing work, new employees or DSPs shall be referred by the Employer to a Union steward or Representative in order to describe the Union's purpose and representation policies to such new employees or DSPs.

6.04 The Union agrees that it shall make membership in the Union available to all employees or DSPs covered by this Agreement on the same terms and conditions as are applicable to other members of the Union.

6.05 New employees or DSPs will be hired on a 90 calendar days probationary period and thereafter will attain regular employment status subject to the availability of work. The parties agree that the discharge or layoff of a probationary employee is at the absolute discretion of the Employer and that it will not be the subject of a grievance or arbitration.

6.06 Probationary employees or DSPs are covered by the Agreement, excepting those provisions which specifically exclude such employees or DSPs.

6.07 Employees or DSPs laid off or re-assigned outside the bargaining unit for a period longer than nine (9) months and recalled by the Employer will serve a new probationary period. An employee who quits or is terminated for just cause and is rehired will serve a new probation period.

ARTICLE 7 UNION DUES

7.01 The Employer will deduct from each employee's pay the amount equal to Union dues and where applicable an amount equal to Union dues arrears. The total amount deducted will be remitted to the Union 30 days following the end of each month together with an itemized list of the employees or DSPs for whom the deductions are made and the amount deducted for each. The Union and the employees or DSPs agree that the Employer will be saved harmless for all deductions and payments so made.

7.02 The Union will promptly notify the Employer, in writing, over the signature of its designated officer, the amount of the deduction to be made by the Employer for regular Union dues, and the Employer will have the right to continue to rely on such written notification until it receives other written notification from the Union.

7.03 The Employer will provide the Union with all necessary information regarding insurance and benefit plans, job classification changes, jobsite locations and terminations. The name, address, date of hire, and classification of new employees or DSPs will be provided to the Union once monthly.

ARTICLE 8 WAGE & AREA RATES OF PAY

8.01 Wage schedules and other provisions applicable to various job classifications and work descriptions are as set forth in Schedule "A" as appropriate to the work.

8.02 Additional classifications may be established only by mutual agreement between the Employer and the Union during the term of this Agreement, and the rates for same will be subject to negotiations between the Employer and the Union. Any addition under these terms will be put into writing and signed by a representative of the Employer and the Union. If the Union and the Employer are unable to agree upon such wage rates either party may apply directly for arbitration under Article 22.

8.03 Show Up Time

a) An employee who comes to work without having been notified that there is no work available, and who is sent home because of lack of work, will receive a minimum of

two (2) hours pay at his prevailing hourly rate. The employee also receive his full accommodation allowance if and when applicable.

b) Proper notification for a camp requires one (1) hour's notice. The Employer will make every effort to inform employees and the Job Steward via email, text, phone or in person.

c) An employee who shows up to be taken for medical assessment/treatment, within 2 hours, will NOT receive show up time. Employees are required to call in sick.

8.04 Starting Work

An employee who starts work and is prevented from completing his normal work day will receive a minimum of four (4) hours pay at his prevailing hourly rate. The employee will also receive his full accommodation allowance if and when applicable. If an employee works past the mid-point of the shift, he will be entitled to a minimum of eight (8) hours pay.

8.05 When there is a temporary shortage of work within a given work day in a specific classification, the Employer may employ the affected employees or DSPs in another classification at the rate of pay of their usual specified classification provided the employee is qualified to do the required work.

8.06 If the shortage of work is for a period longer than the day outlined in Article 8.05 above, the employee may be given the option to work in another classification, for which they are qualified, instead of being laid off. The employee will be paid the rate for the new classification. This will be recorded in writing signed by the Employer, the employee and the job steward.

8.07 All references to base wage rate will be deemed to have additional premiums for general foremen, foremen, lead hands, and stewards.

8.08

a) Any employee who works beyond the mid-shift lunch break, and is sent home by the Employer are entitled to a maximum of eight (8) hours.

b) Employees or DSPs that are awaiting confirmation of D&A results, as a result of an Inconclusive Site test, will receive up to 8 hours ST following a negative test result. Applicable to those who have completed their Probationary period.

c) Employees or DSPs required to ISOLATE/QUARANTINE in camp will receive up to 8 hours ST pay. Applicable to those who have completed their Probationary period. Not applicable for days of illness.

8.09 An employee or DSP who is scheduled to work Night shift and is delayed due to Employer Provided transportation will be entitled to a maximum of 8 hours pay at ST for the hours missed.

8.10 Employees who submit a payroll inquiry, on the approved form, to the Employer within 21 days of the date of the payroll period in question shall receive a response directly to the

employee within 5 business days in writing. The response shall include the answer to the inquiry and if applicable, the date the error will be fixed. Any monies owed will be corrected within the next schedule pay period. Employer is limited to 21 days of correction, should an error be identified in rate, hours, or premiums paid. Employees are responsible to verify their pay stubs and deposits.

Pension or H&W Contributions are subject to 6 Month period due to the complexity.

ARTICLE 9 HOURS OF WORK & OVERTIME

9.01 A normal daily shift of ten (10) hours shall constitute a normal day's work beginning at 7:00 am and ending by 5:30 pm. The normal workweek shall be 40 hours.

Unless otherwise agree to a Pre-Job Conference, the Employer may vary the start/quit times by changing the scheduled starting time up to two hour at his option.

Variances beyond two (2) hour shall be agreed mutually by the Employer and the Business Representative of the Union and the consent to variance will not be unreasonably withheld.

9.02 Starting time shall be at an area designated by the Employer.

9.03 Notwithstanding the normal work week generally consists of 40 straight time hours per week, the Shift Cycles noted below will apply, and overtime will be paid as noted in each shift cycle below. Employees or DSPs will be paid overtime at the rate of one and a half (1.5) times the employee's base wage rate for all overtime hours.
All unscheduled overtime shall be voluntary.

9.04 Shift Cycles

The Employer will define the shift cycle for each project as agreed to in the Pre-Job conference report.

a) Shift Cycle 1 – 4 days of 10 hours, followed by 3 days off
b) Shift Cycle 2 – 5 days of 10 hours, followed by 2 days off
c) Shift Cycle 3 – 8 days of 10 hours, followed by 6 days off
d) Shift Cycle 4 – Day 1 at 6 hours, Day 2-13 at 10 hours, Day 14 at 6 hours
e) Shift Cycle 6 – 14 days of 12 hours, followed by 14 days off
f) Shift Cycle 7 – 12 days of 11.5 hours, plus 2 days of 11 hours, followed by 14 days off
g) Shift Cycle 8 – 6 days of 11.5 hours, plus 1 day of 11 hours, followed by 7 days off
h) Shift Cycle 9 – 7 days of 12 hours, followed by 7 days off

For Shift Cycle 1 regular scheduled cycle shall consist of 40 hours at straight time rate of pay.

For Shift Cycle 2 and 4 regular scheduled day shall consist of eight (8) hours at straight time rate of pay and two (2) hours at overtime rate of pay.

For Shift Cycle 6 regular scheduled cycle shall consist of 160 hours at straight time rate of pay and eight (8) hours at overtime rate of pay.

For Shift Cycle 7: the regular scheduled cycle shall consist of 160 hours at straight time rate of pay.

For Shift Cycle 8: the regular scheduled cycle shall consist of 80 hours at straight time rate of pay.

For Shift Cycle 9: the regular scheduled cycle shall consist of 80 hours at straight time rate of pay and four (4) hours at overtime rate of pay.

All Shift Cycles are applicable only with Business Unit Manager approval.

9.05 Scheduled breaks will include a Sunday whenever possible.

9.06 The Employer will attempt to distribute unscheduled overtime work as evenly as possible among employees or DSPs who normally perform the work and who indicate they wish to work overtime.

9.07 Any amendments to hours of work and overtime will be noted on the pre-job conference report.

9.08 The provisions of this Article are for the purpose of computing overtime and will not be construed to be a guarantee of or a limitation on the hours of work to be done per day or per week other than as stipulated in Articles 9.01 and 9.03.

9.09 Coffee Breaks and Meal Periods

APPLICABLE FOR A 10-HOUR SHIFT: Please refer to Shift Cycles 1-4, Article 9.04

There will be two (2) coffee breaks of 15 minutes duration on each shift, one (1) in the first half of the shift and one (1) in the second half of the shift which may be combined with the lunch break and split into two (2) half hour breaks.

a) Employees or DSPs will be given an unpaid meal period of 1/2 hour per ten (10) hour shift and such period will not be considered as time worked.

b) Employees or DSPs required to work beyond two (2) hours of unscheduled overtime in a day will be provided with an additional coffee break of 15 minutes.

c) The Employer may decide to provide two 1/2 hour paid breaks in lieu of the 2 break and a lunch period during the regular schedule.

APPLICABLE FOR A 11-11.5 - HOUR SHIFT: Please refer to Shift Cycle 8 Article 9.04

a) There will be two (2) coffee breaks of 15 minutes duration on each shift, one (1) in the first half of the shift and one (1) in the second half of the shift which may be combined with the lunch break and split into two half hour breaks.

b) There will be a paid half hour (1/2) lunch break per 12 hour shift.

c) If employees or DSPs are not scheduled, but are required to work beyond 12 hours in a day, the Employer will provide a meal period of half an hour (1/2) paid at straight-

time and a meal for the employees or DSPs. If the Employer is unable to provide a meal it will pay each employee $25.00 in lieu of the meal.

APPLICABLE FOR A 12-HOUR SHIFT: Please refer to Shift Cycles 6 and 7, Article 9.04

d) There will be two (2) coffee breaks of 15 minutes duration on each shift, one (1) in the first half of the shift and one (1) in the second half of the shift which may be combined with the lunch break and split into two half hour breaks.

e) There will be a paid half hour (1/2) lunch break per 12 hour shift.

f) If employees or DSPs are not scheduled, but are required to work beyond 12 hours in a day, the Employer will provide a meal period of half an hour (1/2) paid at straight-time and a meal for the employees or DSPs. If the Employer is unable to provide a meal it will pay each employee $25.00 in lieu of the meal.

9.10 Provided the employee notifies the Employer at the time of hire the Employer agrees to respect the employee's wishes with regards to not working certain days of the week or certain hours of the day because of religious convictions.

9.11 Shift Premiums

The Employer shall pay a shift premium over and above the otherwise applicable straight time hourly wage rate to any employee who is employed on a night shift. Such shift premium shall be paid in accordance with the following schedule:

Day Shift:	No Shift Premium
Night Shift:	Any shift which commences after 5:30 pm. Overtime on the night shift shall be payable as per the shift cycles in 9.04.

9.12 Night Shift Changeovers

The parties hereby agree that when an employee(s) is required to change from Day shift to Night shift for emergency work or at request of the client, the worker will receive:

Regular Overtime rate plus the night shift premium for all hours worked that first night after having an eight (8) hour rest period. Straight time each night thereafter including the night shift premium.

When the employee(s) is required to return to day shift, the worker will receive:

A paid eight (8) hour rest period to be paid at the applicable daytime rate, employee(s) will then complete the balance of scheduled work hours for that day shift. Efforts will be made to Schedule the changeovers to minimize the impact on employees.

In case of regularly assigned shift cycled where the employee arrives scheduled to be working on nights, only the night shift premium shall apply.

ARTICLE 10 LAY-OFFS

10.01 The Employer will give the employee four (4) hours' notice of layoff.

10.02 The Employer will not be required to give notice of layoff when equipment failure, shortage of material, or other reasons beyond the control of the Employer cause a stoppage of operation.

10.03 The Employer agrees to notify the Union office of the names of employees or DSPs laid off within the pay period of the date during which the layoff occurred, together with the employee's classification and latest available phone number. Employer to make Shop Steward Available during layoffs and terminations.

10.04 Seniority

Employees or DSPs who have worked on Maintenance for a period of two (2) years will be laid off based on seniority. Employees or DSPs must possess the skills and ability for this clause to apply. The Union and the Employer will create an up-to-date list of employees or DSPs who qualify for seniority from time-to-time. Seniority is non transferable and exists only within the Contract. Clause applicable only to members currently employed at the time of signing. New employees after that date are not covered by this article.

10.05 Employees or DSPs are required to take all their belongings with them at the time of termination/layoff when on site. Employees or DSPs who have been laid off while off-site will have their personal belongings shipped to their home address at no cost within four (4) business days. The shipping or tracking number will be provided to the employee or DSP and the union upon request. Employees or DSPs will have 48 hours after confirmation from the employee or DSPs of termination/layoff to provide the Employer with an itemized list, in writing, along with permission to pack up their belongings. In the case that a separate shipment is required for items not included on the initial itemized list, such items will be sent at the cost of the employee, not the Employer.

ARTICLE 11 VACATION & VACATION PAY

11.01 All employees or DSPs will be entitled to receive an amount equal to six percent (6%) of their base wage rate for all scheduled hours worked in vacation pay.

11.02 Vacation Pay will be paid to employees or DSPs on each paycheque.

11.03 The Employer will consider vacations at the times requested considering business requirements. Employees or DSPs will be entitled to 14 days' vacation per year, subject to reasonable notice. Reasonable notice will be considered 45 days. Notwithstanding the above, employees or DSPs are encouraged to give as much notice possible. Although the Employer will make a reasonable effort to accommodate, requested vacation period will be given considering the operations, client's acceptance and seniority.

11.04 Mutual shall be one (1) per year per employee upon client approval – Business Unit Manager – any additional associated costs to be the responsibility of the employees involved and split equally. Mutual must be taken back to back – maximum 14 day shift cycle.

Mutual can be refused by management with reasonable explanation.

Minimum 45 days' notice as per article 11.03.

ARTICLE 12 HOLIDAYS & HOLIDAY PAY

12.01 Employees or DSPs will be entitled to receive an amount equal to four percent (4%) of their base wage rate for all scheduled hours worked in lieu of the following holidays:

New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day.

12.02 Employees or DSPs retain the right to refuse either scheduled or unscheduled work on the Statutory Holidays named in Article 12.01 without penalty. Employer is not responsible for transportation or incurred costs as a result of the refusal.

12.03 Holiday Pay will be paid to employees or DSPs on each paycheque.

12.04 Employees or DSPs will be paid overtime for time spent working on Statutory Holidays. There will be no overtime paid if the Holiday was not worked.

ARTICLE 13 TRANSPORTATION, TRAVEL and ACCOMMODATION

13.01 Preamble

a) It is recognized by the Employer and the Union that the purpose of transportation, travel and accommodation allowances as established in this article; is to provide a fair means of compensating employees or DSPs for additional travel and accommodation expenses they incur while working on jobsites beyond a reasonable distance from their residence.

b) For the purposes of this Agreement, the Employer's base of operations is defined as the centre of Edmonton and Calgary, or the job site. The base of operation will be determined at the pre-job conference.

c) For selected job sites with peculiar geographic circumstances, the Employer and the Union, by mutual agreement may establish alternative or amended policies for transportation, travel and accommodation. Such alternative or amended policies will be established for the duration of the job site and will be put into writing and signed by a representative of the Employer and the Union.

13.02 Local Residents and Travel and Accommodation Zones

The pre-job conference will define all allowances concerning, daily travel, initial/shift Travel allowances, and accommodation allowances where applicable. It will determine who will be considered local residents.

13.03 Travel Time

a) On all projects, regardless of accessibility or isolation, where an employee transports an Employer's vehicle to the job, such employee will be paid their regular rate of pay for actual time traveled. Such employees or DSPs will not receive duplicating travel allowance.

b) On all projects, regardless of accessibility or isolation, where an employee's classification requires the use of their own vehicle in the performance of their duties, such employee will be paid at their regular rate of pay for actual (reasonable) time traveled from the point of hire to the project and return.

13.04 Transfers

Stipulated rates of pay will be paid in all cases of transfers from one project to another.

13.05 Turnarounds

During the course of a project the work schedule may provide for turnaround periods to allow employees or DSPs reasonable time off. This time and cost reimbursement will be subject to agreement by the Employer and Union at the pre-job conference.

13.06 Camp Accommodations/Camp Changes

In order to minimize the disruption of long term maintenance employees or and provide stability, every effort shall be made for employees or DSPs not to move/change rooms and or camps at any time.

The Employer shall work with the logistics service provider to maintain fair and equitable use of shared rooms. To this end, the rotation of rooms will follow the regular shift schedule and the individual working outside their normal shift cycle will be required to relocate rooms.
In the event an employee or DSPs is required to change camps, the change will be made on paid time if possible; otherwise, the employee will be compensated up to two (2) straight time hours.

ARTICLE 14 UNION-MANAGEMENT COMMITTEE

14.01

a) In order to build a cooperative relationship between the Employer, the Union and the employees or DSPs. The Employer and the Union agree to schedule a minimum of two (2) Union-Management meetings per year. Meeting will include Local Business Agent and a minimum of 1 Job steward. If meeting is held on site, On-Duty steward will participate, if held off site, a Off-Duty steward will participate. The meetings will serve as a forum for discussion and consultation about policies and practices covered or not covered by the Collective Agreement. The areas for discussion will include but not be limited to:

b) Hiring policies; ii) discipline and discharge policies; iii) training and promotion; iv) safety measures; v) matters that affect the working conditions of the employees or DSPs.

c) The Employer and the Union will each appoint representatives to the Union-Management Committee. Minutes will record the business of each meeting, and copies will be distributed as the committee determines.

14.02 An employee attending the Union-Management meetings during regular working hours will be entitled to his regular hourly rate of pay.

14.03 In the event that consultation fails to resolve a matter of contention, the Union agrees that the decisive word resides with Management, unless specifically abridged, deleted or modified by this Agreement. The Union reserves the right to refer unresolved matters to the Grievance Procedure.

ARTICLE 15 HEALTH AND SAFETY COMMITTEE

15.01 The Health and Safety Committee is directed to matters concerning the correction of unsafe conditions and practices and the maintenance of the cooperative interest in the safety of the workforce. Minutes will record the business of each meeting, and copies will be distributed as the committee determines.

At its discretion, the Health and Safety Committee will make inspections of all job sites.

15.02 The Employer and the Union will each appoint representatives to the Health and Safety Committee. At least one Union member will be selected to the Health and Safety committee.

15.03

a) The Employer agrees to make practicable provisions for the safety and health of its employees or DSPs on its job sites and shop during the hours of their employment. Such provisions will be made known to all employees or DSPs at the time of hire.

b) The Union undertakes to give full support to these objectives by promoting a safety consciousness and a personal sense of responsibility among its membership.

c) It is the intent of the parties to have working conditions that are not unsafe or unhealthy beyond the minimum hazards inherent to the operation of the process in question.

15.04 An employee who is injured on the job during working hours and is required to leave for treatment for such injury, will receive payment for the remainder of his daily shift.

15.05 An employee who is injured on the job and who requires transportation from the work site to a local physician or hospital will receive such transportation provided for by the Employer. Should an employee require hospitalization for a period of more than one (1) week the Employer will provide transportation to an available facility (within Alberta, British Columbia or Saskatchewan) near the employee's home at no cost to the employee.

15.06 Following a serious accident or an incident which could have resulted in a serious accident the Health and Safety Committee will convene as soon as possible to review the Employers investigation and report to the Union.

15.07 Light Duty Work Programs

a) If an employee is injured on the job and requires medical attention the employee may be entitled to Light Duty Work, and he will inform the attending Physician of the same.

b) The Employer will inform the Physician of the types of light duty work which may be available to the employee and will make the same available to the employee with the Physician's approval.

c) The Employer will inform the Union office of all employees or DSPs who are assigned to light duty work.

ARTICLE 16 HEALTH AND WELFARE FUNDS

16.01 The Employer will pay the amount as set out in Schedule "A" for all scheduled hours worked for each employee towards the Union's Health and Welfare Fund. No amount of these payments will be deducted from an employee's wages. The total amount will be remitted to the Union 30 days following the end of each month together with an itemized list of the employees or DSPs for whom the remittances are made and the amount remitted for each.

16.02 It is the responsibility of each employee to be familiar with the specific details of coverage and eligibility requirements of all benefit plans, and neither the Union nor the Employer have any responsibility for ensuring that all requirements for eligibility or conditions of coverage or entitlement of benefits are met by the employee, beyond the obligations specifically stipulated in this Agreement.

16.03 Penalties for delinquent payment of health and welfare contributions and/or deductions:

a) The Union will notify the Employer in writing 48 hours of any delinquency.

b) Please refer to the Memorandum of Agreement dated March 8, 2017 regarding penalties for unpaid/late remittances.

ARTICLE 17 PENSION PLAN

17.01 The Union will establish a pension plan for the benefit of the employees or DSPs.

17.02 The Employer will make contributions to the pension plan or trust account for the benefit of each employee in the amounts set out in Schedule "A" for all hours worked by the employee.

17.03 At the time the contributions are made, the Employer will provide a list of employees or DSPs for whom the amounts are being remitted, the amounts remitted for each employee, and such other information as the administrator or trustee of the pension plan or trust account may reasonably require. The total amount will be remitted to the Union 30 days

following the end of each month together with an itemized list of the employees or DSPs for whom the remittances are made and the amount remitted for each.

17.04 Penalties for delinquent payment of pension plan contributions and/or deductions:

a) The Union will notify the Employer in writing 48 hours of any delinquency.

b) Please refer to the Memorandum of Agreement dated March 8, 2017 regarding penalties for unpaid/late remittances.

17.05 All employees or DSPs will receive a pension contribution after 90 calendar days. New hires are defined as any individual who has not been employed by DLI under this collective agreement for a period of 60 calendar days prior to their start date.

ARTICLE 18 APPRENTICESHIP AND TRAINING, MEMBER ASSISTANCE AND ADMINISTRATION FUNDS

18.01 The Employer will contribute an amount for all scheduled hours worked by their employees or DSPs as defined in Schedule "A" to the Union's Apprenticeship and Training Fund.

18.02 The Employer will contribute an amount for all scheduled hours worked by their employees or DSPs as defined in Schedule "A" to the Union's Administration Fund. This fund will be used by the Union to fulfill its obligations to employees or DSPs and Employers in respect of this Agreement.

18.03 The total amounts will be remitted to the Union 30 days following the end of each month together with an itemized list of the employees or DSPs for whom the remittances are made and the amount remitted for each.

ARTICLE 19 TOOLS

19.01 All tradesmen will supply their personal tools as per Schedule "B". The Employer will make available secure storage for the members' tools outside of the working hours. The Employer will not be responsible for any lost or broken employees' or DSPs' tools. For damaged or stolen tools fallen under the Employer's responsibility, only formally inventoried tools validated by the Employer upon hiring will be reimbursed or replaced. All Rig Welders will supply their personal tools as per Schedule "C". The Employer will not be responsible for any lost or broken employees' or DSPs' tools. For damaged or stolen tools fallen under the Employer's responsibility, only formally inventoried tools validated by the Employer upon hiring will be reimbursed or replaced.

19.02 The employees or DSPs will be held responsible for all tools issued to them by the Employer. The Employer will supply adequate security for all tool storage on the site.

19.03 Tool lists, if necessary, will be established by mutual agreement between the Employer and the Union. Such tool lists will form part of this Agreement.

19.04 The Employer shall provide suitable clean and enclosed sanitary facilities, and as soon as job conditions permit, chemical or flush toilets, urinals, and washbasins.

19.05 Where no running tap water is available, fresh cool drinking water in approved sanitary containers shall be provided. Individual paper cups will be provided.

19.06 Upon request, the Employer will provide an employee a T2200 for a "tradespersons tool tax deduction". Requests to be submitted once per year in writing to HR@dcmgroup.ca. The deadline for the request is April 1; any requests submitted after that will be dismissed.

ARTICLE 20 PROTECTIVE EQUIPMENT

20.01 All employees or DSPs will wear safety hats to be made available by the Employer.

20.02

a) All employees or DSPs will wear safety boots furnished by the employee. Boots are required to have internal metatarsal protection. Employees or DSPs are entitled to a boot allowance as defined in the Wage Schedule. New employees have until the end of their probationary period to have boots with the internal metatarsal guards. Up to that point (90 calendar days), external are acceptable.

b) Employees or DSPs will have until the end of their probation period to have "internal metatarsal" protection. External metatarsals are required at all times as a minimum.

20.03 The Employer will furnish employees or DSP with safety equipment (including gloves, safety glasses and fire retardant coveralls if required) and rain gear if and when required. Said equipment will remain the property of the Employer. Any worn out safety equipment will be replaced upon presentation of the worn equipment. The employees or DSP will be held responsible for loss or improper maintenance of Employer furnished items. The Employer will provide for the cleaning of the fire retardant coveralls.

20.04 Prescription Safety Eyewear

The Employer agrees to reimburse any Employee 50% of the cost of prescription safety glasses (contact lenses are not eligible) up to $350.00 according to the following criteria:

a) The employee must provide a copy of the prescription and receipt for the glasses.

b) The employee must have worked 1200 hours with the Employer for the first reimbursement.

c) For any subsequent reimbursement the employee must have worked an additional 4000 hours from the last time reimbursed.

ARTICLE 21 LEAVES OF ABSENCE AND BEREAVEMENT PAY

21.01 The Employer may grant leaves of absence without pay, for a time mutually agreed upon between the Employer and the employee, for the following reasons:

a) Marriage of the employee;

b) Sickness of the employee or employee's immediate family;

c) Union activity at other than this establishment;

d) Death of a family member not outlined in Article 21.02;

e) Disappearance of a child, of a parent, an adoptive parent, a foster parent or a guardian;

f) For a citizenship ceremony; provided the employee gives the Employer as much notice as reasonable and practicable in the circumstances.

21.02 An employee will be granted up to a three (3) day leave of absence with pay, at his regular straight time hourly rate, to make arrangements for and to attend the funeral of the employee's spouse, common law spouse, child, parents, parents in law, brother, brother in law, sister, sister in law, grandchildren or grandparents. Such pay will be for time actually taken away from the jobsite. Further time may be granted by mutual agreement between the Employer and the employee. To receive such pay the employee must return to work unless notified during the leave of a layoff.

21.03 Employees or DSPs working in remote areas shall be eligible for a leave of absence for authentic compassionate reasons. Such leave will be by mutual agreement between the employee and the Employer, whereupon the member will receive his return fare if work is available.

21.04 Following a leave of absence employees or DSPs who fail to report back for work as scheduled without giving a justifiable reason will be deemed to have voluntarily quit.

ARTICLE 22 GRIEVANCE PROCEDURE

22.01 Preamble

It is mutually desired and intended by the Union and the Employer that any dispute or complaint arising out of the interpretation of this agreement will be communicated by the employee to their supervisor in order to provide an opportunity for discussion and timely resolution, prior to the issue becoming a grievance. If an employee is not satisfied with the resolution offered by their immediate supervisor, they may then initiate a grievance.

22.02 “Grievance” means any difference by the persons bound by this Agreement regarding the interpretation, application, operation, or any alleged violation of the Agreement, including discharge for cause alleged to be unjust by the Union; "Party" means one of the parties to this Agreement. Discharge shall not include layoff of employees or DSPs for reason of project efficiency or reduction of forces on suspension or completion of work.

22.03 No grievance will be entertained by either party, or an arbitrator, unless instituted by the aggrieved party within 15 working days of its occurrence. Grievance arises out of an alleged unjust discharge, in which case, it must be instituted within 15 calendar day of its occurrence. An occurrence shall be each day an alleged violation continues.

(Grievances that pertain to wage/monetary claims must be filed within six (6) months from the date of occurrence.)

22.04 The job steward or business agent shall first discuss the grievance with the Superintendent. Any potential resolution shall be approved by the Union Business Agent, Project Manager, and VP of Operations.

22.05 Failing settlement within ten (10) calendar days of a grievance, the particulars thereof, shall be set out in writing by either party, and shall be delivered to the other party. They shall confer upon the matter forthwith, and if they agree, their decision shall be final.

22.06 If the grievance is not settled, pursuant to the above paragraphs within ten (10) calendar days or such longer time as the parties agree to, then it shall be referred to a single Arbitrator.

22.07 The party desiring arbitration shall notify the other party of name(s) of proposed single Arbitrator(s), in writing, and supply the particulars of the grievance in dispute.

22.08 The party receiving the notice shall either agree with a proposed single Arbitrator or propose other names(s) for a single Arbitrator, within five (5) calendar days.

22.09 If the parties are unable to mutually agree to select a person to act as sole Arbitrator within a further five (5) calendar days of receiving the other name(s) either party may apply to the Director of Mediation Services to appoint a sole Arbitrator.

22.10 The sole Arbitrator shall hear the parties, establish whether the grievance is properly before them, determine if the matter is arbitrable, settle the terms of question to be arbitrated, and make its award within five (5) days of appointment of the sole Arbitrator, except when the time is extended by agreement of the parties. The sole Arbitrator shall deliver its award in writing to each of the parties, and the award of the sole Arbitrator shall be final and binding on the parties and shall be carried out forthwith.

22.11 The parties shall pay their own costs and expenses of arbitration plus one half of the remuneration, expenses and disbursements of the sole Arbitrator.

22.12 Alternative Methods of Resolution

Notwithstanding any/all contrary provisions of Article 22, the parties reserve the right to mutually agree on an alternative grievance resolution process (including but not limited to referring the matter to mediation-arbitration), in which case the associated fees and expenses of such alternative process shall be borne equally by the parties to the grievance.

22.13 Union Representative

It is understood that in all discussions concerning grievances, any Union Representative may accompany the Union in their meeting and the Union Representative may call upon members of the Union or any other employee to accompany them in their meetings with Employer's officials.

ARTICLE 23 DISCIPLINARY ACTION

23.01 An employee may be suspended without pay or discharged for proper cause by the Employer. Proper cause may include**,** but is not limited to:

a) The refusal by an employee to abide by Safety Regulations;

b) The use of illegal narcotics or alcohol or reporting for work while under the influence of such substances;

c) The refusal by the employee to abide by the requirements of the Employer's clients;

d) The refusal by the employee to abide by the lawful requirements of the Employer's rules, regulations, policies and practices.

e) The refusal to abide by the CMAW Constitution and Bylaws.

23.02 It is agreed that documented verbal and written notices/warnings will remain in an employee's file for a maximum of two (2) years, provided there are no similar occurrences during the period.

23.03 In the event of a suspension of 2 or more days in a fly-in/out camp. An employee or DSPs must be given the "option" to be returned to their home hub via owner-supplied transportation as available or serve the suspension in camp. This may result in additional days off, as the Employer will not provide return transportation until their next scheduled rotation. This is to be in writing and signed by the employee or DSPs, the union, and the employer for each instance.

ARTICLE 24 APPRENTICES

24.01 All references to Apprentices shall be governed by the Regulations and of the Apprenticeship Act excepting wage rates as they affect the respective trade.

24.02 Apprentices shall be paid on a percentage of the basic journeyperson rate as follows:

Four Year Schedule:	First Year	60%
	Second Year	70%
	Third Year	80%
	Fourth Year	90%
Three Year Schedule:	First Year	70%
	Second Year	80%
	Third Year	90%
Two year Schedule:	First Year	80%
	Second Year	90%

24.03 All apprentices employed under the terms of the agreement shall be members in good standing of the union.

24.04 The maximum ratio of apprentices to journeyperson on the job will be three (3) apprentices to one (1) journeyperson, unless otherwise required by government legislation.

24.05 All apprentices shall work with the tools of the trade and shall be under the supervision of a journeyperson.

24.06 The training of apprentices requires that apprentices regularly attend training programmes for their occupation as prescribed by the "Alberta Industry and Apprenticeship Act."

Apprentices who fail to advance to the next level of their apprenticeship for a period of two years or have their apprentice contract cancelled may be subject to immediate termination by the Employer. The Employer will permit each apprentice to attend regular training programmes as prescribed by the "Alberta Industry and Apprenticeship Act". It is the intention of the Employer to re-employ apprentices following a period of vocational training if and when work is available.

24.07 All apprentices returning from school will be a rehire (not a new hire). Apprentices will retain their rate as per the wage schedule for their level in their trade. Probationary period will not apply to returning member. Applicable ONLY if the Apprentice returns directly to DLI upon completion of block release training. Any interruption in continuity of employment (working for another Employer) will result in the Apprentice being considered a new hire.

24.08 Apprentices cannot be appointed Foreperson.

ARTICLE 25 GENDER CLAUSE

25.01 Where the masculine gender is used in this Agreement it will be considered to include all genders.

ARTICLE 26 DURATION

26.01 This Agreement will be effective from March 30, 2025, to March 25, 2028, and for further periods of one (1) year unless notice is given by either party of the desire to delete, change, amend, or cancel any of the provisions contained herein within the period from 120 to 60 days prior to the renewal date. Should neither of the parties give such notice, this Agreement will renew for a period of one (1) year.

26.02 Should negotiations not be completed prior to the expiration date of this Agreement, all negotiated items will be effective from the date of signing. Until a new agreement has been concluded all provisions in this Collective Agreement will remain in full force and effect.

26.03 Before any negotiations have taken place the parties may by mutual agreement accept the provisions of the following:

Should negotiations fail, and the parties have fulfilled all the requirements of the Alberta Labour Relations Code, and no settlement has been agreed to, the parties agree to take all outstanding issues to binding arbitration in lieu of a strike or lockout.

26.04 It is not the intent of either party hereto to violate any laws or rulings or regulations of any governmental authority or agency having jurisdiction of the subject matter of this Agreement and the parties hereto agree that, in the event any provisions of this Agreement are held or constituted to be void as being in contravention of any such laws, rulings or regulations, nevertheless, the remainder of the Agreement shall remain in full force and effect and the parties shall immediately meet to negotiate new provisions to replace those held to be void.

ARTICLE 27 DIRECT SERVICE PROVIDERS (DSP)

a) The Employer agrees they may engage in the use of DSPs. The Employer agrees that all terms and conditions of the collective agreement will apply to all DSPs.

b) DSP rates shall include the following:

    a) Holiday pay

    b) Vacation Pay

    c) Canada Pension Plan

    d) Employment Insurance

    e) Workers Compensation Board

    DSPs are entitled to overtime and other premiums in accordance with the collective agreement.

c) The Employer shall remit, directly to the union, field dues, H&W, and pension contributions for the hours worked for each DSP.

d) The Employer reserves the right to cease or recover the payment of Employment Insurance (EI), Canada Pension Plan (CPP) premiums being paid in excess of maximum insurable set by the Government of Canada or any related government agencies.

e) The Employer will send a notice providing a detailed breakdown to the DSP's before they cease or recover the payment of Employment Insurance (EI), Canada Pension Plan (CPP) premiums being paid in excess of maximum insurable set by the Government of Canada or any related government agencies.

ARTICLE 28 MULTI-SKILLING BONUS

Employees or DSPs who possess a valid journeyperson Certification in two (2) or more trades are eligible for a $1.00 per hour 'Multi-Skilling Bonus'. This bonus is in addition to any other premiums such as 'Lead Hand, Foreperson, etc.' This premium can only be applied once on the employee's wage. The following combination will be used to determine eligibility for this bonus:

a) Millwright/Electrician

b) Millwright/Welder

c) Steamfitter/Welder

d) Ironworker/Welder

e) Boilermaker/Steamfitter

f) Boilermaker/Welder

g) Millwright/Pipefitter

h) Electrician/Instrument Tech

i) Millwright/Machinist

j) Scaffolder/Insulator

This list is for example purposes and may change by mutual agreement between the Employer and the Union.

SIGNATURES OF PARTIES

SIGNED:

ON BEHALF OF THE EMPLOYER:

DLI INDUSTRIAL CONSTRUCTION INC. AND DLI CONTRACTORS INC.

"Signature on File"

Richard Cleveland, **Vice President Operations**

ON BEHALF OF THE UNION:

CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA

"Signature on File"

Chris Wasilenchuk, **President**

"Signature on File"

Jessie Gregory, **Secretary Treasurer**

SCHEDULE "A": Premiums

Schedule "A" Notes

a) **Premiums:**

Lead Hand	105% of Journeyperson base rate
Foreperson:	115% of Journeyperson Rate
General Foreperson:	125% of Journeyperson Rate
Shift Premium (Article 9.11)	$4.00 /hour
Chief Steward	$3.00 /hour
Steward	$2.00 /hour

Alloy Welders:
Alloy welders will be entitled to be paid the applicable premium for the full day/shift if any portion of the day was spent welding;

- Stainless	$3.00 /hour
- Chrome	$3.00 /hour
- Titanium	$3.00 /hour

First Aid Ticket with CPR	$0.50 /hour
Leadership for Safety Excellence	$0.50 /hour
Construction Safety Officer (ACSA)	$1.25 /hour
Multi-Skilling Bonus (relevant to work the performed)	$1.00 /hour
Electrician Splicing Premium	$1.00 /hour

Only members with valid MI Splicing certificates will be eligible to qualify for the premium. DLI and CMAW to determine number of individuals required per shift to meet client requirements/expectations. Only that defined number of individuals will qualify for the premium.

b) The wage rates and other provisions set out in the Schedule "A" may be amended by mutual agreement between the Employer and the Union (Subject to Articles 2.03 and 2.04)

c) The wage rates stipulated in this Agreement will be subject to further negotiations if there is a general increase in the industry. Either party may request that negotiations commence by giving notice in writing. Once notice has been given the parties agree to meet within 30 days.

d) The Employer and the Union may agree to reasonable partial subsistence allowances where the employee elects to commute to his place of residence or supplies his own living accommodation.

e) Rig Rate and Sub Contractor Provisions: The provisions of Articles 9, 11 and 12 do not apply to employees or DSPs paid the “Welder with rig” rate. The rate specified includes vacation and statutory holiday pay, CPP, EI and WCB.

All subcontractors are required to remit to the Union, such dues and contractual fees as prescribed by the Union.

The Employer agrees to deduct such dues and remittances from the Subcontractor’s invoices and remit them to the Union on their behalf as per Articles 7, 16, 17, and 18.

It should be noted that the Union negotiates the hourly rate for Welders and/or DSP Welders. The Union does not negotiate the hourly charge for the supply of the truck or welding trailer. The difference between the Welding/DSP rate and the truck or welding trailer is to be determined or negotiated between the Employer and the Rig Welder directly.

f) Employees or DSPs asked by the Employer to be on-call will receive a premium of $100.00 per rotation.

g) The DSP has to invoice the Employer on a bi-weekly basis

SCHEDULE "B": Insulator Tool List

1	Adequate lockable Toolbox c/w Personal lock
1	Adequate Tool Bag
1	Standard and Metric 25'/8m Measuring Tape
1	Set Robertson Screwdrivers (#1 through #2-green and red)
1	Set Phillips Screwdrivers (#2 and #3)
1	Set Flat Blade Standard Screwdrivers (Medium, and Large)
1	Self-Retracting Utility Knife
1	Pruning Saw c/w case
1	Keyhole Saw c/w case
1	Yellow Tinsnips
1	Red Tinsnips
1	Green Tinsnips
1	7" or 8" Nippers
1	Scratch Awl
1	6" Divider
1	8" Divider
1	Banding Tool

SCHEDULE "C": Scaffolder Tool List

1	Adequate lockable Toolbox c/w Personal lock
1	Scaffolder Tool Belt
1	Hammer (16oz to 20oz anti-vibe)
1	Standard and Metric 25'/8m Measuring tape
1	Pliers
2	10" Adjustable Wrench
1	Self Retracting Utility Knife
1	Torpedo Level

SCHEDULE "D": Rig Welders Tool List

1	1/2 " socket Set 3/8" to 1 ¼"	1	Oxygen Bottle
2	18" Bessy Clamps	1	Pencil Grinder
1	2"-4" Beveller	3	Pipe Stands-Roller
2	24" square	3	Pipe Stands –V-Top
2	3/8" to 1 ¼" Open End Wrenches	2	Pipe Wrench 14"
1	4"-8" Beveller	2	Pipe Wrench 18"
1	6"-8" Vise	2	Pipe Wrench 24"
1	3/4" x 8" wedge	1	Pliers Kit 5 pce
1	1 1/2" x 8" wedge	1	Plumb Bob 8oz
1	Acetylene Bottle	1	Pry Bar 24"
1	Angle Finder/Beveling square	1	Punch Center ½"
1	Angle Grinder (2) 5-6"	1	Punch Set
1	Arcair Gouging Torch w/ Spare Components	1	Remote with cable or wireless
1	Box Chalk Metal 100 FT	1	Rod Oven Dryrod II
1	C-Clamp 6"	1	Rose Bud
2	Chain Grips	1	Screwdriver set 15 pce
1	Chipping hammer	2	Set Key Hex Gorilla 9 pce
1	Cutting Goggles	1	Sledge 6lbs
1	Cutting Torch Combination	2	Small bore Line up clamps
6	Dogs	1	Square 1"
1	Drill Reversible 3/8"	1	Step ladder 3' / 3 steps
1	Drill Set 29 pc 1800 1/16"-1/2x 64th	1	Stinger cable 200'
1	Extension Cord 25'	1	Striker
1	Extension Cord 50'	1	Tape 25'
1	Extension cord 100'	1	Tape 100'
1	Flange Pin Set	1	Tig Torch C/W Hose + Gauge
1	Flood Lamp	1	Tip cleaner
1	Galvanized bucket	1	Tri Square
3	Grinder Disc 5" 10 amp	2	Vise Grip C-Clamp reg tip 11'
1	Grinder Stand	2	Vise Grip C-Clamp Jaw 10'
1	Ground cable 200'	1	Visor Acetate
1	Ground Clamp 500amp	1	Wire Brush
1	Ground fault quad box	4	Wrap Around 12"
1	Hack Saw Frame #4012	3	Wrap Around 6"
1	Halfmoon File	1	Wrench Adjustable 10"
1	Hammer 4lbs	1	Wrench Adjustable 8 "
1	Hammer Ball Pein 32oz	1	Wrench Adjustable 12 "
1	Hammer Claw 20 oz	1	20lbs Propane Bottle
1	Headgear Brimasterhard cap	1	Tiger Torch C/W Hose
1	Hex Fold Set 7 Metric	1	Face Shield Head Set

1	Holder Electrode 300amp	1	Tiger Torch C/W Hose
1	Holder Electrode 500amp		
1	Hose Oxy-Act 100 ft.		
1	Kneeling pad/pads		
1	Knife Utility 18mm, Self-retracting		
1	Lamp 500W c/w single handle		
1	Level 24”		
1	Level 4”		
1	Level Torpedo		
1	Oxy-Act set-up		
1	Magnetic straight edge		

SCHEDULE "E": Ironworker Tool List

1	Tool belt c/w tool holders
1	Standard and Metric 25'/8m Measuring Tape
2	Bolt Bag
1	Spud wrench ¾" and 7/8" hard bolt
1	Self Retracting Utility Knife
1	Soap Stone Holder

SCHEDULE "F": Electrician Tool List

1	Adequate lockable Toolbox c/w Personal lock	
1	Standard and Metric 25'/8m Measuring Tape	
1	Hacksaw Frame	
1	Torpedo Level	
1	Set Standard Allen Wrenches up to½"	
1	Set Metric Allen Wrenches up to 13 mm	
1	Set Box end Combination Wrenches (¼" through 7**/8")**	
1	No Touch Voltage Tester	
1	Canadian Electrical Code Handbook-Latest Version	
1	600V Tester	
1	Bullnose pliers(nippers)	Knippex 8" Bullnose pliers
1	11 in 1 mutibit screwdriver	Klein or Knippex
1	Wire strippers	Klein or Knippex
1	Electricians knife (retractable)	Milwaukee retractable knife or klein safe knife
1	Adjustable wrench	Klein or Knippex or Channel lock
1	Channel locks	Klein or Knippex or Channel lock
1	Tool pouch	Klein Kuny's SW-725 Canvas Messenger Bag
1	needle nose pliers	Klein or Knippex or Channel lock
1	side cutter pliers	Klein or Knippex or Channel lock
1	Insulated Terminator 3mm	Wera 1000v inulsated
1	Insulated Terminator 4 or 4.5mm	Wera 1000v inulsated

SCHEDULE "G": Instrument Tech. Tool List

1	Adequate lockable Toolbox c/w Personal lock
1	Adequate Tool Bag/Pouch
1	Standard and Metric 25'/8m Measuring Tape
1	Self Retracting Utility Knife
1	Side cutters
2	Channel Locks
1	Needle Nose Pliers
1	Adjustable Wrench ,8"
1	Wire Strippers #10-#18
1	Set Robertson Screwdrivers (#0 through #3 – yellow, green, red and black)
1	Set Phillips Screwdrivers (#1 through #3)
1	Set Flat Blade Standard Screwdrivers (small, medium and large)
1	Termination Screwdriver
1	Complete set of Nut Drivers (1/4" through 9/16")
1	Torpedo Level
1	Combination Square
1	Small Tap Wrench
1	Large Tap Wrench
1	Centre Punch
1	Ball Peen Hammer 1 ½ pounds
1	Set Standard Allen Wrenches up to ½"
1	Set Metric Allen Wrenches up to 13mm
1	Set Box end Combination wrenches (1/4" through 7/8")
1	No Touch Voltage Tester
1	Canadian Electrical Code Handbook – Latest Version
1	600V Tester

SCHEDULE "H": Carpenter Tool List

1	Adequate lockable Toolbox c/w Personal lock
1	Carpenter's Tool Pouch
1	Hammer (16oz to 20oz anti-vibe)
1	Standard and Metric 25'/8m Measuring Tape
1	1 Set Robertson Screwdrivers (#1 through #2 – green and red)
2	1 Set Phillips Screwdrivers (#2 and #3)
1	Set Flat Blade Standard Screwdrivers (medium and large)
1	Self Retracting Utility Knife
1	Combination Square
1	Cat's Paw Nail Puller
2	Nail Bag
1	Centre Punch
1	9" Torpedo Level

LETTER OF UNDERSTANDING

Between: DLI Industrial Construction Inc., and DLI Contractors Inc. (hereinafter referred to as the "Employers" or "DLI")

and Construction, Maintenance & Allied Workers Canada Council, CMAW (hereinafter referred to as the "Union")

RE: YEARLY GOVERNMENT BURDENS FOR DIRECT SERVICE PROVIDERS (DSP)

WHEREAS the parties agree that DLI and the Union have negotiated rates of pay for subcontractors (DSP), executing work commonly performed by employees, under the applicable bargaining units.

WHEREAS the parties agree that a portion of the rate of pay for DSP is intended to reimburse the Government Burdens for its employees, as per the law requirements for WCB, EI and CPP.

WHEREAS the parties agree that Government Burdens are limited to a yearly maximum and that DSPs shall not be entitled to be paid for Government Burdens that are not paid back to Government agencies when those maximums are reached.

The parties agree that:

1. Starting on January 1, 2016 DLI will apply a 4.27% rate decrease to the DSP rate to offset yearly maximum exemptions.

2. The 4.27% rate decrease will not apply to the portion of the rate intended to reimburse non-salary related items such as the boot allowance as well as vehicle and equipment supplied by the Rig Welder.

[1]Signed the _5th___day of ___February_____, 20__17__

On behalf of the Employer:
DLI Industrial Construction Inc. and
DLI Contractors Inc.

"Richard Gadoury"
Vice President

"Richard Cleveland"
Regional Construction Manager

On behalf of the Union:
Construction Maintenance and
Allied Workers Canada

"Jan Noster"
President

"Paul Nedelec"
Secretary Treasurer

moveUP

[1] Original signatures on file

MEMORANDUM OF AGREEMENT

Between

Construction, Maintenance & Allied Workers Canada (CMAW)

And

DLI Contractors Inc. (DLI)

The parties hereby agree that all remittances including health & welfare, pension and union funds that are not paid within 30 days following the end of each month, shall be subject to a 1.50% penalty per month on all unpaid remittances.
This agreement applies to all Collective Agreements between CMAW and DLI.

[2]Date: March 8th, 2017

"Richard Gadoury"	"Jan Noster"
Vice President	President
"Richard Cleveland"	"Paul Nedelec"
Regional Construction Manager	Secretary Treasurer

PN/gd

[2] Original signatures on file

LETTER OF UNDERSTANDING

By and Between:

DLI INDUSTRIAL CONSTRUCTION INC.

(Hereinafter referred to as the "Employers" or "DLI")

And:

CONSTRUCTION, MAINTENANCE AND ALLIED WORKERS CANADA

(Hereinafter referred to as the "Union" or "CMAW")

RE: CAMP CHECK IN/OUT POLICY

Whereas DLI gets charged back for various offenses related to the Camp policies at CNRL for employees not respecting those policies.

Whereas DLI gets charged for three (3) days of camp costs for not respecting the check in/check-out hours ($65/night for Standard camp and $165/night for Executive rooms).

Therefore, the parties agree on the following discipline/camp cost reimbursement guidelines to be applied May 23rd 2018:

1st offense: Written warning for not checking out of room.
2nd offense: Written warning plus camp cost - $195.00 ($495 for Executive room) for not checking in or out. Shop Steward required. Union to be informed.
3rd offense: Written warning plus camp cost and potential 7 day suspension or 1 month of camp privilege. Shop Steward required. Union to be informed.
4th Offense: Camp cost or possible termination. Shop Steward required. Union to be informed.

1) Written warnings to stay in employee's file for 12 months from the date of the last
2) A list of other existing, if any, charge backs will be given to the Union prior to being applied.
3) Emergency Check outs will not be charged to the members. Example: family emergency, health or illness issues

[3]Date: May 23rd, 2018.

On behalf of the Employer — On behalf of the Union

DLI INDUSTRIAL CONSTRUCTION INC. — Construction, Maintenance and Allied Workers Canada

"Richard Gadoury" — Vice President

"Jan Noster" — President

"Richard Cleveland" — Regional Construction Manager

"Paul Nedelec" — Secretary Treasurer

[3] Original Signatures on file.

LETTER OF UNDERSTANDING

By and Between:

DLI INDUSTRIAL CONSTRUCTION INC.

(Hereinafter referred to as the "Employers" or "DLI")

And:

CONSTRUCTION, MAINTENANCE AND ALLIED WORKERS CANADA

(Hereinafter referred to as the "Union" or "CMAW")

RE: CAMP ROOMS

The intent of this letter is to assist in ensuring permanent employees or DSP's who have passed their probation period are assigned camp rooms with private bathrooms. It is understood that DLI will make best efforts to secure camp rooms with private bathrooms for these employees or DSP's.

In the event a fulltime employee or DSP who has passed their probation is unable to be assigned a camp room with a private bathroom, the Union may request that DLI demonstrate that they have made best efforts. Upon request DLI shall provide the Union with evidence that they have made their best efforts to secure rooms with private bathrooms for affected employees or DSP's. Best efforts can be demonstrated by providing correspondence between DLI and CNRL regarding securing the rooms. DLI and the union recognize that camp availability is subject to business demands and is solely at the discretion of CNRL. If best efforts cannot be demonstrated, DLI will pay an allowance to the affected employee or DSP of thirty (30) dollars per day for the duration of their stay in a room with no private bathroom. The above provisions do not apply for overtime or turnaround shifts.

[4]Signed the _8__day of ___March_____, 20_21__

On behalf of the Employer:	On behalf of the Union:
DLI Industrial Construction Inc. and	Construction Maintenance and
DLI Contractors Inc.	Allied Workers Canada
"Richard Gadoury"	"Chris Wasilenchuk"
Vice President	President
"Richard Cleveland"	"Paul Nedelec"
Vice President Operations	Secretary Treasurer

[4] Original Signatures on File

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**