COLLECTIVE AGREEMENT
SASKATCHEWAN

BY AND BETWEEN:

CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA

(Hereinafter referred to as the "Union")

AND:

DLI Contractors Inc.

(Hereinafter referred to as the "Employer")

November 5, 2023 to March 27, 2027

CMAW
CANADA

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	604.437.0491
Prince George	250.564.6043	Valley & Whistler	
Vancouver Island & Sunshine Coast	250.287.2422	Castlegar	250.365.2813

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ARTICLE 1.00 PURPOSE

1.01 The intent and purpose of this Agreement is to:

a) set out certain terms and conditions which will apply to the Employees 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;

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 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 construction of the projects affected by this agreement, and to further to the fullest extent possible, the safety and physical welfare of the Employees, the economy of construction, the quality and quantity of construction, 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 as set out in 1.02 (a) above.

c) It is also recognized by this Agreement to be the duty of the Employer to ex plain 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 ex plain fully to its members and its their responsibilities and obligations under this Agreement.

d) The Company and the Union recognize their respective obligations and responsibilities to provide a work environment free from discrimination and harassment.

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, race or perceived race, sex, disability, nationality, creed, receipt of public assistance and the race, religion, colour, age, marital

or family status, sexual orientation, ancestry, place of origin, union membership, or any person or class or group of persons shall not constitute reasonable cause for harm or discriminatory practices.

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

ARTICLE 2.00 RECOGNITION

2.01 The Employer recognizes the Union as the sole bargaining agent of all Employees as defined in Schedule "A" attached working in the Province of Saskatchewan by voluntary recognition agreement.

This Agreement covers all Employees of the Employer when employed in Construction in the province of Saskatchewan as Journeymen, Apprentices, Foremen, General Foreman, Labourers except Supervisors, Management, Office and Clerical personnel.

2.02 There will be no revision, amendment, or alteration of the scope 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.

2.03 The wage rates and other provisions set out may be amended by mutual agreement 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 3.00 MANAGEMENT RIGHTS

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

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

b) The right to select and hire, as per Article 6, and direct the working force and Employees; to transfer, assign, promote, demote, classify, layoff, recall and suspend Employees; to select and retain Employees 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 contracting of work, 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 needed by the Employer at any time and generally, the right to manage the business of the Em-

ployer, and to plan, direct and control the operations of the Employer, without interference.

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

3.03 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 4.00 UNION REPRESENTATION

4.01 Stewards

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

b) The Union has the right to select or appoint stewards to assist the Employees in presenting any complaints or grievances they have to representatives of the Employer and to enforce and administer the Collective Agreement. The Union shall notify the Employer of the appointment of all Job Stewards.

c) Job Stewards shall be recognized on all projects and shall not be discriminated against for acting as a duly appointed representative of the Union. The Employer shall provide a Job Steward with sufficient time to carry out his duties.

i. Stewards will receive the hourly premium as set out in Schedule "A". The Union will advise the Employer in writing the name(s) of the steward(s).

ii. The Steward shall be retained until the end of the job/project, provided there is work for which the member is qualified.

iii. The Union shall have a Steward appointed on site at all times.

d) The Union acknowledges that Stewards have regular duties to perform as Employees of the Employer. Stewards will be given time during the work day to perform their union duties.

The Employer will pay Stewards at their regular hourly rate for time spent attending such duties during their working hours.

e) The quantity of Stewards to be determined in the Pre-Job Conference, including the requirement of a Chief Steward.

4.02 Representatives

Duly appointed Representatives of the Union are representatives of the Employees 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' collective bargaining rights, as well as any other rights under this Agreement and under the law. The Union will advise the Employer, in writing, of the name(s) of its duly appointed Representative(s).

a) 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 himself to the job Supervisor up on arriving at a job site;

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

iii. The Union Representative has met any and all Owner requirements

b) Union Representatives shall have access to all projects governed by the Agreement, after first notifying the Employer.

4.03 Negotiating Committee

The Union has the right to appoint a Negotiating Committee. Employees to a maximum of three (3) on the committee will be paid by the Employer to a maximum of forty (40) 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 concerned.

ARTICLE 5.00 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 deliberately restrict or reduce the hours of work.

ARTICLE 6.00 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.

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.

d) Employees shall be required to become a member of the Union within thirty (30) days after being first hired, as a condition of their employment.

6.02 Pre-Job Conference

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. The Union and the Employer agree to develop a standardized Pre Job Template.

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 of the contractual relationship between the Employer and the Union. Before commencing work, or as soon as reasonably possible after commencing work, new Employees 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.

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

6.05 New Employees will be hired on a Ninety (90) calendar day 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 the subject of a grievance or arbitration shall only be to determine whether the Employee was a probationary Employee.

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

6.07 Employees laid off for a period longer than twelve (12) months and re-hired by the Employer will re-serve a new probationary period. The Employee will not serve more than one probationary period in twelve (12) calendar months. An Employee who quits or is terminated for just cause and is rehired will serve a new probationary period.

ARTICLE 7.00 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 twenty (20) days following the end of each month together with an itemized list of the Employees for whom the deductions are made and the amount deducted for each. The Union and the Employees agree that the Employer will be saved harmless for all deductions and payments so made.

7.02 The Union will promptly notify the Employer every year, in writing, with the signature of its designated officer, the amount of the deductions 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. Notice to be provided minimum of 30 days ahead of any changes.

7.03 The Employer will provide the Union with all necessary information regarding insurance and benefit plans, job classification changes and terminations. The name, address, phone number, email address, date of hire, and classification of new Employees will be provided to the Union once monthly.

ARTICLE 8.00 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 additions 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 four (4) hours pay at his prevailing hourly rate. The Employee will also receive his full accommodation allowance if and when applicable.

b) Proper notification in the case of a camp is 1 hours' notice. The Employer will make best efforts to have Employees and job Stewards notified via email, text, or proper notification.

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.

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 in another classification at the rate of pay of their usual specified classification provided the Employee is qualified to do the required work. Employees refusing to work temporarily in another classification will only be paid for actual hours worked and are not eligible for the daily minimums or allowances.

8.06 If the shortage is for a period longer than the day outlined in Article 8.04 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 Job Steward. Employees refusing to work in another classification will only be paid for actual hours worked and are not eligible for the daily minimums or allowances.

8.07 All references to base wage rate will be deemed to have additional premiums for General Foremen, Foremen, Lead Hands, and Stewards.

ARTICLE 9.00 HOURS OF WORK AND 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 forty (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 (2) hours at his option.

Variances beyond two (2) hours 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 forty (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 will be paid overtime at the rate of 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.

Shift Cycle 1 – 4 days of 10 hours, followed by 3 days off

Day	1	2	3	4	5	6	7
Straight Time	10	10	10	10	0	0	0
Overtime	0	0	0	0	0	0	0

Shift Cycle 2 – 5 days of 10 hours, followed by 2 days off

Day	1	2	3	4	5	6	7
Straight Time	8	8	8	8	8	0	0
Overtime	2	2	2	2	2	0	0

Shift Cycle 3 – 10 days of 10 hours, followed by 4 days off

Day	1	2	3	4	5	6	7
Straight Time	8	8	8	8	8	8	8
Overtime	2	2	2	2	2	2	2

Day	8	9	10	11	12	13	14
Straight Time	8	8	8	0	0	0	0
Overtime	2	2	2	0	0	0	0

Shift Cycle 4 – 14 days of 12 hours, followed by 7 days off

Day	1	2	3	4	5	6	7
Straight Time	7	7	7	7	7	7	7
Overtime	5	5	5	5	5	5	5

Day	8	9	10	11	12	13	14
Straight Time	7	7	7	7	7	7	7
Overtime	5	5	5	5	5	5	5

Day	15	16	17	18	19	20	21
Straight Time	0	0	0	0	0	0	0
Overtime	0	0	0	0	0	0	0

Shift Cycle 5 – 14 days of 10 hours, followed by 7 days off

Day	1	2	3	4	5	6	7
Straight Time	7	7	7	7	7	7	7
Overtime	3	3	3	3	3	3	3

Day	8	9	10	11	12	13	14
Straight Time	7	7	7	7	7	7	7
Overtime	3	3	3	3	3	3	3

Day	15	16	17	18	19	20	21
Straight Time	0	0	0	0	0	0	0
Overtime	0	0	0	0	0	0	0

Shift Cycle 6 – 20 days of 12 hours, followed by 8 days off

Day	1	2	3	4	5	6	7
Straight Time	7	7	7	7	7	7	7
Overtime	5	5	5	5	5	5	5

Day	8	9	10	11	12	13	14
Straight Time	7	7	7	7	7	7	7
Overtime	5	5	5	5	5	5	5

Day	15	16	17	18	19	20	21
Straight Time	7	7	7	7	7	7	0
Overtime	5	5	5	5	5	5	0

Day	22	23	24	25	26	27	28
Straight Time	0	0	0	0	0	0	0
Overtime	0	0	0	0	0	0	0

Shift Cycle 7 – 20 days of 10 hours, followed by 8 days off

Day	1	2	3	4	5	6	7
Straight Time	7	7	7	7	7	7	7
Overtime	3	3	3	3	3	3	3

Day	8	9	10	11	12	13	14
Straight Time	7	7	7	7	7	7	7
Overtime	3	3	3	3	3	3	3

Day	15	16	17	18	19	20	21
Straight Time	7	7	7	7	7	7	0
Overtime	3	3	3	3	3	3	0

Day	22	23	24	25	26	27	28
Straight Time	0	0	0	0	0	0	0
Overtime	0	0	0	0	0	0	0

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 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 8.03 and 8.04.

9.09 Coffee Breaks and Meal Periods

a) There will be two (2) coffee breaks of fifteen (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 for 8 hour work days.

b) For 10 or 12 hour work days, Employees will be given 2 breaks of ½ hour-1 paid and 1 unpaid, approximately equally spaced in the shift.

c) Employees required to work unscheduled beyond ten (10) hours in a day will be provided with an additional coffee break of fifteen (15) minutes.

d) If Employees are not scheduled, but are required to work beyond twelve (12) hours in a day, the Employer will provide a meal period of one half (½) hour paid at straight-time and a meal for the Employees. If the Employer is unable to provide a meal it will pay each Employee twenty-five dollars ($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 *bona fide* held religious beliefs.

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 5:30pm. Reference Schedule "A" Night shift premium.

Overtime on the night shift shall be payable as per the shift cycles in 9.04.

ARTICLE 10.00 LAYOFFS

10.01 The Employer will give the Employee notice as per Saskatchewan Labour Standards, This will not be required where any sudden or unusual occurrence or condition arises that could not, by the exercise of reasonable judgment, have been foreseen by the Employer.

10.02 Equipment failure, shortage of material, or other reasons beyond the control of the Employer that cause a stoppage of operation is not normally considered a layoff.

10.03 The Employer agrees to notify the Union office of the names of Employees laid off with in the pay period of the date during which the layoff occurred, together with the Employee's classification and latest available phone number and email address.

ARTICLE 11.00 VACATION & VACATION PAY

11.01 All Employees will be entitled to receive an amount equal to six (6%) percent of their gross earnings for all hours worked in vacation pay.

11.02 Vacation Pay will be paid to Employees on each pay cheque.

11.03 The Employer will consider vacations at the times requested considering business requirements and shall inform the Employee within seven (7) days of the request.

11.04 Vacation requests must be submitted 45 days in advance.

ARTICLE 12.00 HOLIDAY & HOLIDAY PAY

12.01 Employees will be entitled to receive an amount equal to four and 1/2 (4.5%) percent of their base wage rate for all scheduled hours worked in lieu of the following holidays:

New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, Saskatchewan Day, Labour Day, Truth and Reconciliation Day, Thanksgiving Day, Remembrance Day, Christmas Day, and Boxing Day

12.02 Employees required to work on one of the above holidays will receive overtime pay at time and a half (1.5) for the day actually worked, in addition to the holiday pay outlined in Article 12.01 Employees retain the right to refuse work, scheduled or un scheduled, on the Statutory Holidays named in Article 12.01 without penalty, provided advance notice has been given. Advanced notice is considered 30 days.

12.03 Holiday Pay will be paid to Employees on each pay cheque.

ARTICLE 13.00 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 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 Saskatoon or Regina.

13.02 Local Residents and Travel and Accommodation Zone

a) A bona fide local resident will be defined to mean any person residing within an eighty-five (85) kilometre radius of the project and who has resided within such distance of the site for a period of not less than thirty (30) days prior to the commencement of the project. Subject to mutual agreement, a resident with less than thirty (30) days at his current local residence may be classified as a local resident.

13.03 Daily Travel Allowance:

a) To be reviewed periodically based on transportation provided by the Employer.

b) Employer Transportation Provided – no daily travel allowance.

c) 0 - 85 km: no daily travel allowance paid.

d) 86 – 150km: $40.00/day.

e) Any travel over 150km camp/LOA to be provided or alternative travel allowance determined in Pre-job.

f) In the event of dispute on the amount of road kilometres, the dispute will be determined by "Google Maps" from the Employees residence to the jobsite.

13.04 Travel Allowances:

a) To be reviewed periodically based on transportation provided by Employer and or a request by the Union or Management.

b) Travel Allowances Not Provided:

i. Resignation or termination for just cause within twenty-one (21) days of Employees start date; this may be deducted for the Employees final cheque if previously paid by Employer.

ii. Employer provided flights.

c) In the event of a dispute on the amount of road kilometres, the dispute will be determined by "Google Maps" from the Employees residence to the jobsite.

d) Base Shift Travel will be paid per Completed rotation at the following rates:

0-85 kms	No allowance
86-250 kms	$150.00
251-500 kms	$300.00
501-750 kms	$500.00
>751kms	$750.00

All project travel rates to be reviewed, confirmed, and defined at the Pre-Job meeting.

13.05 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 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.

13.06 Transfers

Stipulated rates of pay will be paid in all cases of transfers from one project to another irrespective of Articles 13.02, 13.03 and 13.04.

13.07 Turnarounds

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

13.08 Cancellation and No show policy

Employees that do not show up for Company arranged transportation or lodging will have the actual incurred costs by the Employer deducted from their pay. Proof of cost and receipt of payment to be provided to Employee.

ARTICLE 14.00 UNION – MANAGEMENT COMMITTEE

14.01

a) In order to build a cooperative relationship between the Employer, the Union and the Employees, the parties agree to schedule Union Management meetings. The meeting will serve as a forum for discussion and consultation about policies and practices covered by, and not necessarily covered by the Collective Agreement. The areas for discussion will include but not be limited to:

- **i)** hiring policies;
- **ii)** discipline and discharge policies;
- **iii)** training and promotion;
- **iv)** safety measures;
- **v)** matters that affect the working conditions of the Employees.

b) The Employer and the Union will each appoint representatives to the Union Management Committee. Meeting notes 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 15.00 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 co-operative interest in the safety of the workforce. Minutes will record the business of each meeting, and copies will be distributed as the committee determines.

15.02 The Employer and the Union will each appoint representatives to the Health and Safety Committee.

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

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

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, Saskatchewan, and British Columbia) 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 re view the Employers investigation and report to the Union.

15.07 **Light Duty Work Programs**

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.

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.

The Employer will inform the Union office of all Employees who are assigned to light duty work.

ARTICLE 16.00 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 (CMAW) twenty (20) days following the end of every month together with an itemized list of the Employees 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 cover age 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.

ARTICLE 17.00 PENSION PLAN

17.01 The Union has established a pension plan for the benefit of the Employees; CMAW Target Pension Plan.

17.02 The Employer will make contributions to the pension plan for the benefit of each Employee in the amount 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 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 (CMAW) twenty (20) days following the end of each month together with an itemized list of the Employees for whom the remittances are made and the amount remitted for each.

17.04 **Retired Members**

The Union maintains its sole discretion to allocate monies from the Wage Package to Benefit and Pension or Industry Funds at any time during the life of this Agreement. Where monies are allocated to the Benefit Fund because Bill C-30 prohibits the monies from being allocated to the Pension Fund, the Pension Fund administrator will advise the Employer of the reallocation to facilitate the appropriate tax reporting.

ARTICLE 18.00 APPRENTICESHIP, TRAINING & ADMINISTRATION FUNDS

18.01 The Employer will contribute an amount for all scheduled hours worked by their Employees 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 as defined in Schedule A to the Union's Administration Fund.

18.03 The total amounts will be remitted to the Union (CMAW) twenty (20) days following the end of each month together with an itemized list of the Employees for whom the remittances are made and the amount remitted for each.

ARTICLE 19.00 TOOLS

19.01 Where so instructed and required, tradesmen will supply their own tools common to their trade. Specialty tools will be provided by the Employer.

19.02 The Employees 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 There shall not be any task work or piecework on projects covered by this Agreement.

ARTICLE 20.00 PROTECTIVE EQUIPMENT

20.01 All Employees will wear safety hats to be made available by the Employer.

20.02 All Employees will wear CSA approved safety boots with Metatarsal protection, furnished by the Employee.

20.03 The Employer will furnish Employees with safety equipment (including gloves, safety glasses and fire retardant coveralls if required), standard supply coveralls and rain gear if and when required. Said equipment will remain the property of the Employer. Any worn out equipment supplied by the Employer will be replaced upon presentation of the worn equipment. The Employees will be held responsible for loss or improper maintenance of Employer furnished items. The Employer will provide for the cleaning of all coveralls. Any costs for abuse, loss or disregard may be back charged to the Employee.

20.04 Prescription Safety Eyewear

The Employer agrees to reimburse any Employee fifty percent (50%) of the cost of prescription safety glasses (contact lenses are not eligible) up to three hundred dollars ($300) according to the following criteria:

a) The Employee must provide a copy of the prescription and receipt for the glasses, including the Insurance reimbursement receipt.

b) The Employee must have worked twelve hundred (1200) hours with the Employer for the first reimbursement.

c) For any subsequent reimbursement the Employee must have worked an additional twenty-five hundred (2500) hours from the last time reimbursed.

ARTICLE 21.00 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 (proof of illness may be required by the Employer in order to be granted leave);

c) Union activity other than this establishment.

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

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, sister, brother in law, sister in law, grandchildren or grandparents. Such pay will be for time actually taken away from the jobsite. Further time may be granted without pay by mutual agreement between the Employer and the Employee. To receive such pay the Employee must return to work.

21.03 After completion of the probationary period and at a maximum of one (1) per year, Employees working in remote areas shall be eligible for an unpaid 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 who fail to report back for work as scheduled will be deemed to have voluntarily quit.

ARTICLE 22.00 GRIEVANCE PROCEDURE

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.

"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 for reason of project efficiency or reduction of forces on suspension or completion of work.

No grievance will be entertained by either party, or an arbitrator, unless instituted by the aggrieved party within fifteen (15) working days of its occurrence, unless a grievance arises out of an alleged unjust discharge, in which case, it must be instituted within fifteen (15) working days of its occurrence. An occurrence shall be each day an alleged violation continues. Timeline for Pension Contributions or Health Plan Contributions shall be 180 calendar days.

The job steward or business agent shall first discuss the grievance with the Foreman or superintendent. An Employer shall first discuss the grievance with the business agent.

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.

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 an Arbitration Board of three (3) persons composed as follows:

The party desiring arbitration shall appoint a member to the Board, notify the other party of its appointment, in writing, and supply the particulars of the grievance in dispute.

The party receiving the notice shall appoint a member of the Board within five (5) calendar days and notify the other party of the appointment.

The two (2) arbitrators so appointed, shall confer to select a third person to act as chairperson. The chairperson shall be selected within five (5) calendar days of the appointment of the two arbitrators being appointed, and will be one of the persons named in this agreement or as may be mutually agreed.

The Arbitration Board 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 chairperson, except when the time is extended by agreement of the parties. The Board shall deliver Its award in writing to each of the parties, and the award of the majority of the Board shall be final and binding on the parties and shall be carried out forthwith.

The parties shall pay their own costs and expenses of arbitration, the remuneration and disbursements of their appointees, and one-half (½) the expenses of the chairperson.
One arbitrators shall act as chairperson for any arbitration board(s) that may arise throughout the term of the Agreement, or another chairperson(s) as may be mutually agreed upon or any arbitrator referred to by the Saskatchewan Labour Relations Board and/or the Saskatchewan Law Society. The arbitrators shall be randomly selected through a draw process conducted in the presence of representatives of the Union and the Employer.

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 a single arbitrator), in which case the associated fees and expenses of such alternative process shall be borne equally by the parties to the grievance.

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 23.00 DISCIPLINARY ACTION

23.01 An Employee may be suspended 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 requirements of the Employer's rules, regulations, policies and practices.

e) The refusal of an Employee to abide by the terms and conditions of the following: this Agreement; Employer rules, regulations, policies and practices; Owner rules, regulations, policies and practices; or CMAW rules, regulations, policies and practices.

23.02 The presence of a CMAW steward or representative is mandatory at any meeting during which an Employee is disciplined, suspended or discharged.

ARTICLE 24.00 APPRENTICES

24.01 All references to Apprentices shall be governed by the Regulations and of the Apprenticeship and Trade Certification Act, 1999 excepting wage rates as they affect the respective trade.

24.02 Apprentices shall be paid on a percentage of the base Journeyman rate as follows:

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

24.03 Apprentices cannot assume the role of a Foreman.

24.04 The maximum ratio of apprentices to journeymen on the job will be one apprentice to one journeyperson, unless otherwise required by government legislation. This ratio may be amended by mutual agreement in the pre-job conference or through some other written agreement.

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

24.06 The Employer shall give preference of re-employment to an apprentice following an assigned session of vocational school if work is available.

ARTICLE 25.00 GENDER CLAUSE

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

ARTICLE 26.00 DURATION

26.01 This Agreement will be effective on November 5, 2023 up to and including March 27, 2027 and for further periods of one (1) year unless notice will be given by either party of the desire to delete, change, amend or cancel any of the provisions contained herein, within the period from sixty (60) to thirty (30) days prior to the renewal date.

26.02 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 Saskatchewan Trade Union Act, 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 27.00 WAGE OPENER

27.01 The Union and the Employer agree to a wage opener no later than August 4, 2026. In the event that the Union and the Employer are unable to reach a mutual agreement the parties will agree to refer the matter to binding arbitration.

SIGNATURES OF PARTIES

Signed this 31 Day of October, 2023

Signed on behalf of the Employer :

DLI CONTRACTORS INC.

"Signature on File"

Richard Cleveland, **VP Operations**

Signed on behalf of the Union:

CONSTRUCTION, MAINTENANCE AND ALLIED WORKERS CANADA.

"Signature on File"

Chris Wasilenchuk, **President**

"Signature on File"

Blair Rawlings, **Secretary Treasurer**

WAGE RATES

CMAW Manual Labor Rates

Valid from November 5, 2023 through December 30, 2023

	TRADE CLASSIFICATION	BASE RATE	VACATION PAY	STATUTORY HOLIDAY PAY	BOOT ALLOWANCE	HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	SUBTOTAL
			6%	4.5%	0.30	2.70	3.84	0.20	0.05	0.29	
	Regular time										
Pipefitter, Ironworker-Structural, Electrician, Instrument Technician											
	General Foreman	54.24	3.25	2.44	0.30	2.70	3.84	0.20	0.05	0.29	**67.31**
	Foreman	49.90	2.99	2.25	0.30	2.70	3.84	0.20	0.05	0.29	**62.52**
	Lead Hand	45.56	2.73	2.05	0.30	2.70	3.84	0.20	0.05	0.29	**57.72**
	Journeyman	43.39	2.60	1.95	0.30	2.70	3.84	0.20	0.05	0.29	**55.32**
	Apprentice 1st Year	26.03	1.56	1.17	0.30	2.70	3.84	0.20	0.05	0.29	**36.14**
	Apprentice 2nd Year	30.37	1.82	1.37	0.30	2.70	3.84	0.20	0.05	0.29	**40.94**
	Apprentice 3rd Year	34.71	2.08	1.56	0.30	2.70	3.84	0.20	0.05	0.29	**45.73**
	Apprentice 4th Year	39.05	2.34	1.76	0.30	2.70	3.84	0.20	0.05	0.29	**50.53**
Boilermaker, Operator Mobile Crane +250 T											
	General Foreman	54.24	3.25	2.44	0.30	2.70	3.84	0.20	0.05	0.29	**67.31**
	Foreman	49.90	2.99	2.25	0.30	2.70	3.84	0.20	0.05	0.29	**62.52**
	Lead Hand	45.56	2.73	2.05	0.30	2.70	3.84	0.20	0.05	0.29	**57.72**
	Journeyman	43.39	2.60	1.95	0.30	2.70	3.84	0.20	0.05	0.29	**55.32**
	Apprentice 1st Year	30.37	1.82	1.37	0.30	2.70	3.84	0.20	0.05	0.29	**40.94**
	Apprentice 2nd Year	34.71	2.08	1.56	0.30	2.70	3.84	0.20	0.05	0.29	**45.73**
	Apprentice 3rd Year	39.05	2.34	1.76	0.30	2.70	3.84	0.20	0.05	0.29	**50.53**
Millwright, Analyzer Tech											
	General Foreman	54.88	3.29	2.47	0.30	2.70	3.84	0.20	0.05	0.29	**68.02**
	Foreman	50.49	3.03	2.27	0.30	2.70	3.84	0.20	0.05	0.29	**63.17**
	Lead Hand	46.10	2.77	2.07	0.30	2.70	3.84	0.20	0.05	0.29	**58.32**
	Journeyman	43.90	2.63	1.98	0.30	2.70	3.84	0.20	0.05	0.29	**55.89**
	Apprentice 1st Year (Millwright Only)	26.34	1.58	1.19	0.30	2.70	3.84	0.20	0.05	0.29	**36.49**
	Apprentice 2nd Year (Millwright Only)	30.73	1.84	1.38	0.30	2.70	3.84	0.20	0.05	0.29	**41.33**
	Apprentice 3rd Year (Millwright Only)	35.12	2.11	1.58	0.30	2.70	3.84	0.20	0.05	0.29	**46.19**
	Apprentice 4th Year (Millwright Only)	39.51	2.37	1.78	0.30	2.70	3.84	0.20	0.05	0.29	**51.04**
Welder B-Pressure											
	General Foreman	56.13	3.37	2.53	0.30	2.70	3.84	0.20	0.05	0.29	**69.41**
	Foreman	51.64	3.10	2.32	0.30	2.70	3.84	0.20	0.05	0.29	**64.44**
	Lead Hand	47.15	2.83	2.12	0.30	2.70	3.84	0.20	0.05	0.29	**59.48**
	Journeyman	44.90	2.69	2.02	0.30	2.70	3.84	0.20	0.05	0.29	**56.99**
Insulator, Scaffolder, Carpenter											
	General Foreman	53.00	3.18	2.39	0.30	2.70	3.84	0.20	0.05	0.29	**65.95**
	Foreman	48.76	2.93	2.19	0.30	2.70	3.84	0.20	0.05	0.29	**61.26**
	Lead Hand	44.52	2.67	2.00	0.30	2.70	3.84	0.20	0.05	0.29	**56.57**
	Journeyman	42.40	2.54	1.91	0.30	2.70	3.84	0.20	0.05	0.29	**54.23**
	Apprentice 1st Year	25.44	1.53	1.14	0.30	2.70	3.84	0.20	0.05	0.29	**35.49**
	Apprentice 2nd Year	29.68	1.78	1.34	0.30	2.70	3.84	0.20	0.05	0.29	**40.18**
	Apprentice 3rd Year	33.92	2.04	1.53	0.30	2.70	3.84	0.20	0.05	0.29	**44.87**
	Apprentice 4th Year	38.16	2.29	1.72	0.30	2.70	3.84	0.20	0.05	0.29	**49.55**

Welder, Painter, Lat. Int. System Mech, Cement Finisher											
	General Foreman	51.15	3.07	2.30	0.30	2.70	3.84	0.20	0.05	0.29	**63.90**
	Foreman	47.06	2.82	2.12	0.30	2.70	3.84	0.20	0.05	0.29	**59.38**
	Lead Hand	42.97	2.58	1.93	0.30	2.70	3.84	0.20	0.05	0.29	**54.86**
	Journeyman	40.92	2.46	1.84	0.30	2.70	3.84	0.20	0.05	0.29	**52.60**
	Apprentice 1st Year	28.64	1.72	1.29	0.30	2.70	3.84	0.20	0.05	0.29	**39.03**
	Apprentice 2nd Year	32.74	1.96	1.47	0.30	2.70	3.84	0.20	0.05	0.29	**43.55**
	Apprentice 3rd Year	36.83	2.21	1.66	0.30	2.70	3.84	0.20	0.05	0.29	**48.08**
Mechanic, Elevator Constructor, Roofer, Sheet Metal Worker											
	General Foreman	51.11	3.07	2.30	0.30	2.70	3.84	0.20	0.05	0.29	**63.86**
	Foreman	47.02	2.82	2.12	0.30	2.70	3.84	0.20	0.05	0.29	**59.34**
	Lead Hand	42.93	2.58	1.93	0.30	2.70	3.84	0.20	0.05	0.29	**54.82**
	Journeyman	40.89	2.45	1.84	0.30	2.70	3.84	0.20	0.05	0.29	**52.58**
	Apprentice 1st Year	24.53	1.47	1.10	0.30	2.70	3.84	0.20	0.05	0.29	**34.48**
	Apprentice 2nd Year	28.62	1.72	1.29	0.30	2.70	3.84	0.20	0.05	0.29	**39.01**
	Apprentice 3rd Year	32.71	1.96	1.47	0.30	2.70	3.84	0.20	0.05	0.29	**43.52**
	Apprentice 4th Year	36.80	2.21	1.66	0.30	2.70	3.84	0.20	0.05	0.29	**48.05**
Plumber, Steam Fitter, Sprinkler Fitter, Refrigeration Mech, Heavy Duty Mechanic											
	General Foreman	53.61	3.22	2.41	0.30	2.70	3.84	0.20	0.05	0.29	**66.62**
	Foreman	49.32	2.96	2.22	0.30	2.70	3.84	0.20	0.05	0.29	**61.88**
	Lead Hand	45.03	2.70	2.03	0.30	2.70	3.84	0.20	0.05	0.29	**57.14**
	Journeyman	42.89	2.57	1.93	0.30	2.70	3.84	0.20	0.05	0.29	**54.77**
	Apprentice 1st Year	25.73	1.54	1.16	0.30	2.70	3.84	0.20	0.05	0.29	**35.81**
	Apprentice 2nd Year	30.02	1.80	1.35	0.30	2.70	3.84	0.20	0.05	0.29	**40.55**
	Apprentice 3rd Year	34.31	2.06	1.54	0.30	2.70	3.84	0.20	0.05	0.29	**45.29**
	Apprentice 4th Year	38.60	2.32	1.74	0.30	2.70	3.84	0.20	0.05	0.29	**50.04**
Ironworker - Reinforcing											
	General Foreman	51.75	3.11	2.33	0.30	2.70	3.84	0.20	0.05	0.29	**64.57**
	Foreman	47.61	2.86	2.14	0.30	2.70	3.84	0.20	0.05	0.29	**59.99**
	Lead Hand	43.47	2.61	1.96	0.30	2.70	3.84	0.20	0.05	0.29	**55.42**
	Journeyman	41.40	2.48	1.86	0.30	2.70	3.84	0.20	0.05	0.29	**53.12**
	Apprentice 1st Year	24.84	1.49	1.12	0.30	2.70	3.84	0.20	0.05	0.29	**34.83**
	Apprentice 2nd Year	28.98	1.74	1.30	0.30	2.70	3.84	0.20	0.05	0.29	**39.40**
	Apprentice 3rd Year	33.12	1.99	1.49	0.30	2.70	3.84	0.20	0.05	0.29	**43.98**
	Apprentice 4th Year	37.26	2.24	1.68	0.30	2.70	3.84	0.20	0.05	0.29	**48.56**
Gas Fitter, Operator Mobile Crane 50-249T											
	General Foreman	53.61	3.22	2.41	0.30	2.70	3.84	0.20	0.05	0.29	**66.62**
	Foreman	49.32	2.96	2.22	0.30	2.70	3.84	0.20	0.05	0.29	**61.88**
	Lead Hand	45.03	2.70	2.03	0.30	2.70	3.84	0.20	0.05	0.29	**57.14**
	Journeyman	42.89	2.57	1.93	0.30	2.70	3.84	0.20	0.05	0.29	**54.77**
	Apprentice 1st Year	30.02	1.80	1.35	0.30	2.70	3.84	0.20	0.05	0.29	**40.55**
	Apprentice 2nd Year	34.31	2.06	1.54	0.30	2.70	3.84	0.20	0.05	0.29	**45.29**
	Apprentice 3rd Year	38.60	2.32	1.74	0.30	2.70	3.84	0.20	0.05	0.29	**50.04**
Rig Welder											
	Welders B Pressure w/Rig	96.50			0.30	2.70	3.84	0.20	0.05	0.29	**103.88**
	Welders w/Rig	86.96			0.30	2.70	3.84	0.20	0.05	0.29	**94.34**
Labourer											
	Foreman	31.91	1.91	1.44	0.30	2.70	3.84	0.20	0.05	0.29	**42.64**
	Skilled	27.75	1.67	1.25	0.30	2.70	3.84	0.20	0.05	0.29	**38.05**
	Intermediate	23.09	1.39	1.04	0.30	2.70	3.84	0.20	0.05	0.29	**32.90**
	Entry Level	20.72	1.24	0.93	0.30	2.70	3.84	0.20	0.05	0.29	**30.27**

Equipment Operator (Light)											
	Foreman	38.63	2.32	1.74	0.30	2.70	3.84	0.20	0.05	0.29	**50.07**
	Equipment Operator (Light)	33.59	2.02	1.51	0.30	2.70	3.84	0.20	0.05	0.29	**44.50**
Boom Truck Operator											
	Operator - Boom Truck	40.89	2.45	1.84	0.30	2.70	3.84	0.20	0.05	0.29	**52.56**
	Apprentice 1st Year	32.71	1.96	1.47	0.30	2.70	3.84	0.20	0.05	0.29	**43.52**
	Apprentice 2nd Year	36.80	2.21	1.66	0.30	2.70	3.84	0.20	0.05	0.29	**48.05**
Crane Operator											
	Operator Crane - 0-49T	42.26	2.54	1.90	0.30	2.70	3.84	0.20	0.05	0.29	**54.08**
	Apprentice 1st Year	29.58	1.77	1.33	0.30	2.70	3.84	0.20	0.05	0.29	**40.06**
	Apprentice 2nd Year	33.81	2.03	1.52	0.30	2.70	3.84	0.20	0.05	0.29	**44.74**
	Apprentice 3rd Year	38.03	2.28	1.71	0.30	2.70	3.84	0.20	0.05	0.29	**49.40**
Other											
	Bricklayer - Masonry	40.89	2.45	1.84	0.30	2.70	3.84	0.20	0.05	0.29	**52.56**
	Bricklayer - Refractory	42.89	2.57	1.93	0.30	2.70	3.84	0.20	0.05	0.29	**54.77**
	Cladder	40.89	2.45	1.84	0.30	2.70	3.84	0.20	0.05	0.29	**52.56**
	Decker	40.89	2.45	1.84	0.30	2.70	3.84	0.20	0.05	0.29	**52.56**
	Operator Equipment - Heavy	40.89	2.45	1.84	0.30	2.70	3.84	0.20	0.05	0.29	**52.56**
	Plasterer	40.89	2.45	1.84	0.30	2.70	3.84	0.20	0.05	0.29	**52.56**
	Sheeter	40.89	2.45	1.84	0.30	2.70	3.84	0.20	0.05	0.29	**52.56**
	Truck Driver - Basic	26.89	1.61	1.21	0.30	2.70	3.84	0.20	0.05	0.29	**37.09**
	Truck Driver - Intermediate	36.63	2.20	1.65	0.30	2.70	3.84	0.20	0.05	0.29	**47.86**
	Truck Driver - Heavy	40.89	2.45	1.84	0.30	2.70	3.84	0.20	0.05	0.29	**52.56**
	PREMIUMS										
	Night Shift	**3.00**									**3.00**
	Chief Steward	**2.50**									**2.50**
	Steward	**2.00**									**2.00**
	CSO	**1.00**									**1.00**
	Multi-Skilling	**1.00**									**1.00**
	Alloy Welder	**3.00**									**3.00**
	Leadership for Safety Excellence (LSE)	**0.50**									**0.50**
	First Aid Ticket W/CPR	**0.50**									**0.50**
	Crane - Friction, Brake & Clutch System	**0.50**									**0.50**

Boots must be CSA approved C/W metatarsal protection

CMAW Manual Labor Rates

Valid from December 31, 2023 through February 1, 2025

	TRADE CLASSIFICATION	BASE RATE	VACATION PAY	STATUTORY HOLIDAY PAY	BOOT ALLOWANCE	HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	SUBTOTAL
			6%	4.5%	0.33	2.80	4.19	0.25	0.05	0.29	
	Regular time										
Pipefitter, Ironworker-Structural, Electrician, Instrument Technician											
	General Foreman	57.31	3.44	2.58	0.33	2.80	4.19	0.25	0.05	0.29	71.24
	Foreman	52.73	3.16	2.37	0.33	2.80	4.19	0.25	0.05	0.29	66.17
	Lead Hand	48.14	2.89	2.17	0.33	2.80	4.19	0.25	0.05	0.29	61.11
	Journeyman	45.85	2.75	2.06	0.33	2.80	4.19	0.25	0.05	0.29	58.57
	Apprentice 1st Year	27.51	1.65	1.24	0.33	2.80	4.19	0.25	0.05	0.29	38.31
	Apprentice 2nd Year	32.10	1.93	1.44	0.33	2.80	4.19	0.25	0.05	0.29	43.38
	Apprentice 3rd Year	36.68	2.20	1.65	0.33	2.80	4.19	0.25	0.05	0.29	48.44
	Apprentice 4th Year	41.27	2.48	1.86	0.33	2.80	4.19	0.25	0.05	0.29	53.52
Boilermaker, Operator Mobile Crane +250 T											
	General Foreman	57.31	3.44	2.58	0.33	2.80	4.19	0.25	0.05	0.29	71.24
	Foreman	52.73	3.16	2.37	0.33	2.80	4.19	0.25	0.05	0.29	66.17
	Lead Hand	48.14	2.89	2.17	0.33	2.80	4.19	0.25	0.05	0.29	61.11
	Journeyman	45.85	2.75	2.06	0.33	2.80	4.19	0.25	0.05	0.29	58.57
	Apprentice 1st Year	32.10	1.93	1.44	0.33	2.80	4.19	0.25	0.05	0.29	43.38
	Apprentice 2nd Year	36.68	2.20	1.65	0.33	2.80	4.19	0.25	0.05	0.29	48.44
	Apprentice 3rd Year	41.27	2.48	1.86	0.33	2.80	4.19	0.25	0.05	0.29	53.52
Millwright, Analyzer Tech											
	General Foreman	57.95	3.48	2.61	0.33	2.80	4.19	0.25	0.05	0.29	71.95
	Foreman	53.31	3.20	2.40	0.33	2.80	4.19	0.25	0.05	0.29	66.82
	Lead Hand	48.68	2.92	2.19	0.33	2.80	4.19	0.25	0.05	0.29	61.70
	Journeyman	46.36	2.78	2.09	0.33	2.80	4.19	0.25	0.05	0.29	59.14
	Apprentice 1st Year (Millwright Only)	27.82	1.67	1.25	0.33	2.80	4.19	0.25	0.05	0.29	38.65
	Apprentice 2nd Year (Millwright Only)	32.45	1.95	1.46	0.33	2.80	4.19	0.25	0.05	0.29	43.77
	Apprentice 3rd Year (Millwright Only)	37.09	2.23	1.67	0.33	2.80	4.19	0.25	0.05	0.29	48.90
	Apprentice 4th Year (Millwright Only)	41.72	2.50	1.88	0.33	2.80	4.19	0.25	0.05	0.29	54.01
Welder B-Pressure											
	General Foreman	59.20	3.55	2.66	0.33	2.80	4.19	0.25	0.05	0.29	73.32
	Foreman	54.46	3.27	2.45	0.33	2.80	4.19	0.25	0.05	0.29	68.09
	Lead Hand	49.73	2.98	2.24	0.33	2.80	4.19	0.25	0.05	0.29	62.86
	Journeyman	47.36	2.84	2.13	0.33	2.80	4.19	0.25	0.05	0.29	60.24
Insulator, Scaffolder, Carpenter											
	General Foreman	56.08	3.36	2.52	0.33	2.80	4.19	0.25	0.05	0.29	69.87
	Foreman	51.59	3.10	2.32	0.33	2.80	4.19	0.25	0.05	0.29	64.92
	Lead Hand	47.10	2.83	2.12	0.33	2.80	4.19	0.25	0.05	0.29	59.96
	Journeyman	44.86	2.69	2.02	0.33	2.80	4.19	0.25	0.05	0.29	57.48
	Apprentice 1st Year	26.92	1.62	1.21	0.33	2.80	4.19	0.25	0.05	0.29	37.66
	Apprentice 2nd Year	31.40	1.88	1.41	0.33	2.80	4.19	0.25	0.05	0.29	42.60
	Apprentice 3rd Year	35.89	2.15	1.62	0.33	2.80	4.19	0.25	0.05	0.29	47.57
	Apprentice 4th Year	40.37	2.42	1.82	0.33	2.80	4.19	0.25	0.05	0.29	52.52

Welder, Painter, Lat. Int. System Mech, Cement Finisher											
	General Foreman	54.24	3.25	2.44	0.33	2.80	4.19	0.25	0.05	0.29	**67.84**
	Foreman	49.90	2.99	2.25	0.33	2.80	4.19	0.25	0.05	0.29	**63.05**
	Lead Hand	45.56	2.73	2.05	0.33	2.80	4.19	0.25	0.05	0.29	**58.25**
	Journeyman	43.39	2.60	1.95	0.33	2.80	4.19	0.25	0.05	0.29	**55.85**
	Apprentice 1st Year	30.37	1.82	1.37	0.33	2.80	4.19	0.25	0.05	0.29	**41.47**
	Apprentice 2nd Year	34.71	2.08	1.56	0.33	2.80	4.19	0.25	0.05	0.29	**46.26**
	Apprentice 3rd Year	39.05	2.34	1.76	0.33	2.80	4.19	0.25	0.05	0.29	**51.06**
Mechanic, Elevator Constructor, Roofer, Sheet Metal Worker											
	General Foreman	54.19	3.25	2.44	0.33	2.80	4.19	0.25	0.05	0.29	**67.79**
	Foreman	49.85	2.99	2.24	0.33	2.80	4.19	0.25	0.05	0.29	**62.99**
	Lead Hand	45.52	2.73	2.05	0.33	2.80	4.19	0.25	0.05	0.29	**58.21**
	Journeyman	43.35	2.60	1.95	0.33	2.80	4.19	0.25	0.05	0.29	**55.81**
	Apprentice 1st Year	26.01	1.56	1.17	0.33	2.80	4.19	0.25	0.05	0.29	**36.65**
	Apprentice 2nd Year	30.35	1.82	1.37	0.33	2.80	4.19	0.25	0.05	0.29	**41.45**
	Apprentice 3rd Year	34.68	2.08	1.56	0.33	2.80	4.19	0.25	0.05	0.29	**46.23**
	Apprentice 4th Year	39.02	2.34	1.76	0.33	2.80	4.19	0.25	0.05	0.29	**51.03**
Plumber, Steam Fitter, Sprinkler Fitter, Refrigeration Mech, Heavy Duty Mechanic											
	General Foreman	56.69	3.40	2.55	0.33	2.80	4.19	0.25	0.05	0.29	**70.55**
	Foreman	52.15	3.13	2.35	0.33	2.80	4.19	0.25	0.05	0.29	**65.54**
	Lead Hand	47.62	2.86	2.14	0.33	2.80	4.19	0.25	0.05	0.29	**60.53**
	Journeyman	45.35	2.72	2.04	0.33	2.80	4.19	0.25	0.05	0.29	**58.02**
	Apprentice 1st Year	27.21	1.63	1.22	0.33	2.80	4.19	0.25	0.05	0.29	**37.97**
	Apprentice 2nd Year	31.75	1.91	1.43	0.33	2.80	4.19	0.25	0.05	0.29	**43.00**
	Apprentice 3rd Year	36.28	2.18	1.63	0.33	2.80	4.19	0.25	0.05	0.29	**48.00**
	Apprentice 4th Year	40.82	2.45	1.84	0.33	2.80	4.19	0.25	0.05	0.29	**53.02**
Ironworker - Reinforcing											
	General Foreman	54.83	3.29	2.47	0.33	2.80	4.19	0.25	0.05	0.29	**68.50**
	Foreman	50.44	3.03	2.27	0.33	2.80	4.19	0.25	0.05	0.29	**63.65**
	Lead Hand	46.05	2.76	2.07	0.33	2.80	4.19	0.25	0.05	0.29	**58.79**
	Journeyman	43.86	2.63	1.97	0.33	2.80	4.19	0.25	0.05	0.29	**56.37**
	Apprentice 1st Year	26.32	1.58	1.18	0.33	2.80	4.19	0.25	0.05	0.29	**36.99**
	Apprentice 2nd Year	30.70	1.84	1.38	0.33	2.80	4.19	0.25	0.05	0.29	**41.83**
	Apprentice 3rd Year	35.09	2.11	1.58	0.33	2.80	4.19	0.25	0.05	0.29	**46.69**
	Apprentice 4th Year	39.47	2.37	1.78	0.33	2.80	4.19	0.25	0.05	0.29	**51.53**
Gas Fitter, Operator Mobile Crane 50-249T											
	General Foreman	56.69	3.40	2.55	0.33	2.80	4.19	0.25	0.05	0.29	**70.55**
	Foreman	52.15	3.13	2.35	0.33	2.80	4.19	0.25	0.05	0.29	**65.54**
	Lead Hand	47.62	2.86	2.14	0.33	2.80	4.19	0.25	0.05	0.29	**60.53**
	Journeyman	45.35	2.72	2.04	0.33	2.80	4.19	0.25	0.05	0.29	**58.02**
	Apprentice 1st Year	31.75	1.91	1.43	0.33	2.80	4.19	0.25	0.05	0.29	**43.00**
	Apprentice 2nd Year	36.28	2.18	1.63	0.33	2.80	4.19	0.25	0.05	0.29	**48.00**
	Apprentice 3rd Year	40.82	2.45	1.84	0.33	2.80	4.19	0.25	0.05	0.29	**53.02**
Rig Welder											
	Welders B Pressure w/Rig	99.22			0.33	2.80	4.19	0.25	0.05	0.29	**107.13**
	Welders w/Rig	89.68			0.33	2.80	4.19	0.25	0.05	0.29	**97.59**
Labourer											
	Foreman	34.75	2.09	1.56	0.33	2.80	4.19	0.25	0.05	0.29	**46.31**
	Skilled	30.22	1.81	1.36	0.33	2.80	4.19	0.25	0.05	0.29	**41.30**
	Intermediate	25.56	1.53	1.15	0.33	2.80	4.19	0.25	0.05	0.29	**36.15**
	Entry Level	23.18	1.39	1.04	0.33	2.80	4.19	0.25	0.05	0.29	**33.52**

Equipment Operator (Light)											
	Foreman	41.47	2.49	1.87	0.33	2.80	4.19	0.25	0.05	0.29	**53.74**
	Equipment Operator (Light)	36.06	2.16	1.62	0.33	2.80	4.19	0.25	0.05	0.29	**47.75**
Boom Truck Operator											
	Operator - Boom Truck	43.35	2.60	1.95	0.33	2.80	4.19	0.25	0.05	0.29	**55.81**
	Apprentice 1st Year	34.68	2.08	1.56	0.33	2.80	4.19	0.25	0.05	0.29	**46.23**
	Apprentice 2nd Year	39.02	2.34	1.76	0.33	2.80	4.19	0.25	0.05	0.29	**51.03**
Crane Operator											
	Operator Crane - 0-49T	44.73	2.68	2.01	0.33	2.80	4.19	0.25	0.05	0.29	**57.33**
	Apprentice 1st Year	31.31	1.88	1.41	0.33	2.80	4.19	0.25	0.05	0.29	**42.51**
	Apprentice 2nd Year	35.78	2.15	1.61	0.33	2.80	4.19	0.25	0.05	0.29	**47.45**
	Apprentice 3rd Year	40.26	2.42	1.81	0.33	2.80	4.19	0.25	0.05	0.29	**52.40**
Other											
	Bricklayer - Masonry	43.35	2.60	1.95	0.33	2.80	4.19	0.25	0.05	0.29	**55.81**
	Bricklayer - Refractory	45.35	2.72	2.04	0.33	2.80	4.19	0.25	0.05	0.29	**58.02**
	Cladder	43.35	2.60	1.95	0.33	2.80	4.19	0.25	0.05	0.29	**55.81**
	Decker	43.35	2.60	1.95	0.33	2.80	4.19	0.25	0.05	0.29	**55.81**
	Operator Equipment - Heavy	43.35	2.60	1.95	0.33	2.80	4.19	0.25	0.05	0.29	**55.81**
	Plasterer	43.35	2.60	1.95	0.33	2.80	4.19	0.25	0.05	0.29	**55.81**
	Sheeter	43.35	2.60	1.95	0.33	2.80	4.19	0.25	0.05	0.29	**55.81**
	Truck Driver - Basic	29.35	1.76	1.32	0.33	2.80	4.19	0.25	0.05	0.29	**40.34**
	Truck Driver - Intermediate	39.09	2.35	1.76	0.33	2.80	4.19	0.25	0.05	0.29	**51.11**
	Truck Driver - Heavy	43.35	2.60	1.95	0.33	2.80	4.19	0.25	0.05	0.29	**55.81**
	PREMIUMS										
	Night Shift	**3.00**									**3.00**
	Chief Steward	**2.50**									**2.50**
	Steward	**2.00**									**2.00**
	CSO	**1.00**									**1.00**
	Multi-Skilling	**1.00**									**1.00**
	Alloy Welder	**3.00**									**3.00**
	Leadership for Safety Excellence (LSE)	**0.50**									**0.50**
	First Aid Ticket W/CPR	**0.50**									**0.50**
	Crane - Friction, Brake & Clutch System	**0.50**									**0.50**

Boots must be CSA approved C/W metatarsal protection

CMAW Manual Labor Rates

Valid from February 2, 2025 through January 3, 2026

	TRADE CLASSIFICATION	BASE RATE	VACATION PAY	STATUTORY HOLIDAY PAY	BOOT ALLOWANCE	HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	SUBTOTAL
			6%	4.5%	0.33	2.85	4.19	0.25	0.05	0.29	
	Regular time										
Pipefitter, Ironworker-Structural, Electrician, Instrument Technician											
	General Foreman	58.95	3.54	2.65	0.33	2.85	4.19	0.25	0.05	0.29	**73.10**
	Foreman	54.23	3.25	2.44	0.33	2.85	4.19	0.25	0.05	0.29	**67.88**
	Lead Hand	49.52	2.97	2.23	0.33	2.85	4.19	0.25	0.05	0.29	**62.68**
	Journeyman	47.16	2.83	2.12	0.33	2.85	4.19	0.25	0.05	0.29	**60.07**
	Apprentice 1st Year	28.30	1.70	1.27	0.33	2.85	4.19	0.25	0.05	0.29	**39.23**
	Apprentice 2nd Year	33.01	1.98	1.49	0.33	2.85	4.19	0.25	0.05	0.29	**44.44**
	Apprentice 3rd Year	37.73	2.26	1.70	0.33	2.85	4.19	0.25	0.05	0.29	**49.65**
	Apprentice 4th Year	42.44	2.55	1.91	0.33	2.85	4.19	0.25	0.05	0.29	**54.86**
Boilermaker, Operator Mobile Crane +250 T											
	General Foreman	58.95	3.54	2.65	0.33	2.85	4.19	0.25	0.05	0.29	**73.10**
	Foreman	54.23	3.25	2.44	0.33	2.85	4.19	0.25	0.05	0.29	**67.88**
	Lead Hand	49.52	2.97	2.23	0.33	2.85	4.19	0.25	0.05	0.29	**62.68**
	Journeyman	47.16	2.83	2.12	0.33	2.85	4.19	0.25	0.05	0.29	**60.07**
	Apprentice 1st Year	33.01	1.98	1.49	0.33	2.85	4.19	0.25	0.05	0.29	**44.44**
	Apprentice 2nd Year	37.73	2.26	1.70	0.33	2.85	4.19	0.25	0.05	0.29	**49.65**
	Apprentice 3rd Year	42.44	2.55	1.91	0.33	2.85	4.19	0.25	0.05	0.29	**54.86**
Millwright, Analyzer Tech											
	General Foreman	59.59	3.58	2.68	0.33	2.85	4.19	0.25	0.05	0.29	**73.81**
	Foreman	54.82	3.29	2.47	0.33	2.85	4.19	0.25	0.05	0.29	**68.54**
	Lead Hand	50.05	3.00	2.25	0.33	2.85	4.19	0.25	0.05	0.29	**63.26**
	Journeyman	47.67	2.86	2.15	0.33	2.85	4.19	0.25	0.05	0.29	**60.64**
	Apprentice 1st Year (Millwright Only)	28.60	1.72	1.29	0.33	2.85	4.19	0.25	0.05	0.29	**39.57**
	Apprentice 2nd Year (Millwright Only)	33.37	2.00	1.50	0.33	2.85	4.19	0.25	0.05	0.29	**44.83**
	Apprentice 3rd Year (Millwright Only)	38.14	2.29	1.72	0.33	2.85	4.19	0.25	0.05	0.29	**50.11**
	Apprentice 4th Year (Millwright Only)	42.90	2.57	1.93	0.33	2.85	4.19	0.25	0.05	0.29	**55.36**
Welder B-Pressure											
	General Foreman	60.84	3.65	2.74	0.33	2.85	4.19	0.25	0.05	0.29	**75.19**
	Foreman	55.97	3.36	2.52	0.33	2.85	4.19	0.25	0.05	0.29	**69.81**
	Lead Hand	51.10	3.07	2.30	0.33	2.85	4.19	0.25	0.05	0.29	**64.43**
	Journeyman	48.67	2.92	2.19	0.33	2.85	4.19	0.25	0.05	0.29	**61.74**
Insulator, Scaffolder, Carpenter											
	General Foreman	57.71	3.46	2.60	0.33	2.85	4.19	0.25	0.05	0.29	**71.73**
	Foreman	53.10	3.19	2.39	0.33	2.85	4.19	0.25	0.05	0.29	**66.64**
	Lead Hand	48.48	2.91	2.18	0.33	2.85	4.19	0.25	0.05	0.29	**61.53**
	Journeyman	46.17	2.77	2.08	0.33	2.85	4.19	0.25	0.05	0.29	**58.98**
	Apprentice 1st Year	27.70	1.66	1.25	0.33	2.85	4.19	0.25	0.05	0.29	**38.57**
	Apprentice 2nd Year	32.32	1.94	1.45	0.33	2.85	4.19	0.25	0.05	0.29	**43.67**
	Apprentice 3rd Year	36.94	2.22	1.66	0.33	2.85	4.19	0.25	0.05	0.29	**48.78**
	Apprentice 4th Year	41.55	2.49	1.87	0.33	2.85	4.19	0.25	0.05	0.29	**53.87**

Welder, Painter, Lat. Int. System Mech, Cement Finisher											
	General Foreman	55.88	3.35	2.51	0.33	2.85	4.19	0.25	0.05	0.29	**69.70**
	Foreman	51.41	3.08	2.31	0.33	2.85	4.19	0.25	0.05	0.29	**64.76**
	Lead Hand	46.94	2.82	2.11	0.33	2.85	4.19	0.25	0.05	0.29	**59.83**
	Journeyman	44.70	2.68	2.01	0.33	2.85	4.19	0.25	0.05	0.29	**57.36**
	Apprentice 1st Year	31.29	1.88	1.41	0.33	2.85	4.19	0.25	0.05	0.29	**42.54**
	Apprentice 2nd Year	35.76	2.15	1.61	0.33	2.85	4.19	0.25	0.05	0.29	**47.48**
	Apprentice 3rd Year	40.23	2.41	1.81	0.33	2.85	4.19	0.25	0.05	0.29	**52.41**
Mechanic, Elevator Constructor, Roofer, Sheet Metal Worker											
	General Foreman	55.83	3.35	2.51	0.33	2.85	4.19	0.25	0.05	0.29	**69.65**
	Foreman	51.36	3.08	2.31	0.33	2.85	4.19	0.25	0.05	0.29	**64.71**
	Lead Hand	46.89	2.81	2.11	0.33	2.85	4.19	0.25	0.05	0.29	**59.77**
	Journeyman	44.66	2.68	2.01	0.33	2.85	4.19	0.25	0.05	0.29	**57.31**
	Apprentice 1st Year	26.80	1.61	1.21	0.33	2.85	4.19	0.25	0.05	0.29	**37.58**
	Apprentice 2nd Year	31.26	1.88	1.41	0.33	2.85	4.19	0.25	0.05	0.29	**42.51**
	Apprentice 3rd Year	35.73	2.14	1.61	0.33	2.85	4.19	0.25	0.05	0.29	**47.44**
	Apprentice 4th Year	40.19	2.41	1.81	0.33	2.85	4.19	0.25	0.05	0.29	**52.37**
Plumber, Steam Fitter, Sprinkler Fitter, Refrigeration Mech, Heavy Duty Mechanic											
	General Foreman	58.33	3.50	2.62	0.33	2.85	4.19	0.25	0.05	0.29	**72.41**
	Foreman	53.66	3.22	2.41	0.33	2.85	4.19	0.25	0.05	0.29	**67.25**
	Lead Hand	48.99	2.94	2.20	0.33	2.85	4.19	0.25	0.05	0.29	**62.09**
	Journeyman	46.66	2.80	2.10	0.33	2.85	4.19	0.25	0.05	0.29	**59.52**
	Apprentice 1st Year	28.00	1.68	1.26	0.33	2.85	4.19	0.25	0.05	0.29	**38.90**
	Apprentice 2nd Year	32.66	1.96	1.47	0.33	2.85	4.19	0.25	0.05	0.29	**44.05**
	Apprentice 3rd Year	37.33	2.24	1.68	0.33	2.85	4.19	0.25	0.05	0.29	**49.21**
	Apprentice 4th Year	41.99	2.52	1.89	0.33	2.85	4.19	0.25	0.05	0.29	**54.36**
Ironworker - Reinforcing											
	General Foreman	56.46	3.39	2.54	0.33	2.85	4.19	0.25	0.05	0.29	**70.35**
	Foreman	51.95	3.12	2.34	0.33	2.85	4.19	0.25	0.05	0.29	**65.37**
	Lead Hand	47.43	2.85	2.13	0.33	2.85	4.19	0.25	0.05	0.29	**60.37**
	Journeyman	45.17	2.71	2.03	0.33	2.85	4.19	0.25	0.05	0.29	**57.87**
	Apprentice 1st Year	27.10	1.63	1.22	0.33	2.85	4.19	0.25	0.05	0.29	**37.91**
	Apprentice 2nd Year	31.62	1.90	1.42	0.33	2.85	4.19	0.25	0.05	0.29	**42.90**
	Apprentice 3rd Year	36.14	2.17	1.63	0.33	2.85	4.19	0.25	0.05	0.29	**47.90**
	Apprentice 4th Year	40.65	2.44	1.83	0.33	2.85	4.19	0.25	0.05	0.29	**52.88**
Gas Fitter, Operator Mobile Crane 50-249T											
	General Foreman	58.33	3.50	2.62	0.33	2.85	4.19	0.25	0.05	0.29	**72.41**
	Foreman	53.66	3.22	2.41	0.33	2.85	4.19	0.25	0.05	0.29	**67.25**
	Lead Hand	48.99	2.94	2.20	0.33	2.85	4.19	0.25	0.05	0.29	**62.09**
	Journeyman	46.66	2.80	2.10	0.33	2.85	4.19	0.25	0.05	0.29	**59.52**
	Apprentice 1st Year	32.66	1.96	1.47	0.33	2.85	4.19	0.25	0.05	0.29	**44.05**
	Apprentice 2nd Year	37.33	2.24	1.68	0.33	2.85	4.19	0.25	0.05	0.29	**49.21**
	Apprentice 3rd Year	41.99	2.52	1.89	0.33	2.85	4.19	0.25	0.05	0.29	**54.36**
Rig Welder											
	Welders B Pressure w/Rig	100.67			0.33	2.85	4.19	0.25	0.05	0.29	**108.63**
	Welders w/Rig	91.13			0.33	2.85	4.19	0.25	0.05	0.29	**99.09**
Labourer											
	Foreman	36.26	2.18	1.63	0.33	2.85	4.19	0.25	0.05	0.29	**48.03**
	Skilled	31.53	1.89	1.42	0.33	2.85	4.19	0.25	0.05	0.29	**42.80**
	Intermediate	26.87	1.61	1.21	0.33	2.85	4.19	0.25	0.05	0.29	**37.65**
	Entry Level	24.49	1.47	1.10	0.33	2.85	4.19	0.25	0.05	0.29	**35.02**

Equipment Operator (Light)											
	Foreman	42.98	2.58	1.93	0.33	2.85	4.19	0.25	0.05	0.29	**55.45**
	Equipment Operator (Light)	37.37	2.24	1.68	0.33	2.85	4.19	0.25	0.05	0.29	**49.25**
Boom Truck Operator											
	Operator - Boom Truck	44.66	2.68	2.01	0.33	2.85	4.19	0.25	0.05	0.29	**57.31**
	Apprentice 1st Year	35.73	2.14	1.61	0.33	2.85	4.19	0.25	0.05	0.29	**47.44**
	Apprentice 2nd Year	40.19	2.41	1.81	0.33	2.85	4.19	0.25	0.05	0.29	**52.37**
Crane Operator											
	Operator Crane - 0-49T	46.04	2.76	2.07	0.33	2.85	4.19	0.25	0.05	0.29	**58.83**
	Apprentice 1st Year	32.23	1.93	1.45	0.33	2.85	4.19	0.25	0.05	0.29	**43.57**
	Apprentice 2nd Year	36.83	2.21	1.66	0.33	2.85	4.19	0.25	0.05	0.29	**48.66**
	Apprentice 3rd Year	41.44	2.49	1.86	0.33	2.85	4.19	0.25	0.05	0.29	**53.75**
Other											
	Bricklayer - Masonry	44.66	2.68	2.01	0.33	2.85	4.19	0.25	0.05	0.29	**57.31**
	Bricklayer - Refractory	46.66	2.80	2.10	0.33	2.85	4.19	0.25	0.05	0.29	**59.52**
	Cladder	44.66	2.68	2.01	0.33	2.85	4.19	0.25	0.05	0.29	**57.31**
	Decker	44.66	2.68	2.01	0.33	2.85	4.19	0.25	0.05	0.29	**57.31**
	Operator Equipment - Heavy	44.66	2.68	2.01	0.33	2.85	4.19	0.25	0.05	0.29	**57.31**
	Plasterer	44.66	2.68	2.01	0.33	2.85	4.19	0.25	0.05	0.29	**57.31**
	Sheeter	44.66	2.68	2.01	0.33	2.85	4.19	0.25	0.05	0.29	**57.31**
	Truck Driver - Basic	30.66	1.84	1.38	0.33	2.85	4.19	0.25	0.05	0.29	**41.84**
	Truck Driver - Intermediate	40.41	2.42	1.82	0.33	2.85	4.19	0.25	0.05	0.29	**52.61**
	Truck Driver - Heavy	44.66	2.68	2.01	0.33	2.85	4.19	0.25	0.05	0.29	**57.31**
	PREMIUMS										
	Night Shift	**3.00**									**3.00**
	Chief Steward	**2.50**									**2.50**
	Steward	**2.00**									**2.00**
	CSO	**1.00**									**1.00**
	Multi-Skilling	**1.00**									**1.00**
	Alloy Welder	**3.00**									**3.00**
	Leadership for Safety Excellence (LSE)	**0.50**									**0.50**
	First Aid Ticket W/CPR	**0.50**									**0.50**
	Crane - Friction, Brake & Clutch System	**0.50**									**0.50**

Boots must be CSA approved C/W metatarsal protection

CMAW Manual Labor Rates

Valid from January 4, 2026 through December 2026

	TRADE CLASSIFICATION	BASE RATE	VACATION PAY	STATUTORY HOLIDAY PAY	BOOT ALLOWANCE	HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	SUBTOTAL
			6%	4.5%	0.38	2.90	4.25	0.25	0.05	0.29	
	Regular time										
Pipefitter, Ironworker-Structural, Electrician, Instrument Technician											
	General Foreman	60.46	3.63	2.72	0.38	2.90	4.25	0.25	0.05	0.29	74.93
	Foreman	55.63	3.34	2.50	0.38	2.90	4.25	0.25	0.05	0.29	69.59
	Lead Hand	50.79	3.05	2.29	0.38	2.90	4.25	0.25	0.05	0.29	64.25
	Journeyman	48.37	2.90	2.18	0.38	2.90	4.25	0.25	0.05	0.29	61.57
	Apprentice 1st Year	29.02	1.74	1.31	0.38	2.90	4.25	0.25	0.05	0.29	40.19
	Apprentice 2nd Year	33.86	2.03	1.52	0.38	2.90	4.25	0.25	0.05	0.29	45.53
	Apprentice 3rd Year	38.70	2.32	1.74	0.38	2.90	4.25	0.25	0.05	0.29	50.88
	Apprentice 4th Year	43.53	2.61	1.96	0.38	2.90	4.25	0.25	0.05	0.29	56.22
Boilermaker, Operator Mobile Crane +250 T											
	General Foreman	60.46	3.63	2.72	0.38	2.90	4.25	0.25	0.05	0.29	74.93
	Foreman	55.63	3.34	2.50	0.38	2.90	4.25	0.25	0.05	0.29	69.59
	Lead Hand	50.79	3.05	2.29	0.38	2.90	4.25	0.25	0.05	0.29	64.25
	Journeyman	48.37	2.90	2.18	0.38	2.90	4.25	0.25	0.05	0.29	61.57
	Apprentice 1st Year	33.86	2.03	1.52	0.38	2.90	4.25	0.25	0.05	0.29	45.53
	Apprentice 2nd Year	38.70	2.32	1.74	0.38	2.90	4.25	0.25	0.05	0.29	50.88
	Apprentice 3rd Year	43.53	2.61	1.96	0.38	2.90	4.25	0.25	0.05	0.29	56.22
Millwright, Analyzer Tech											
	General Foreman	61.11	3.67	2.75	0.38	2.90	4.25	0.25	0.05	0.29	75.65
	Foreman	56.22	3.37	2.53	0.38	2.90	4.25	0.25	0.05	0.29	70.24
	Lead Hand	51.33	3.08	2.31	0.38	2.90	4.25	0.25	0.05	0.29	64.84
	Journeyman	48.89	2.93	2.20	0.38	2.90	4.25	0.25	0.05	0.29	62.14
	Apprentice 1st Year (Millwright Only)	29.33	1.76	1.32	0.38	2.90	4.25	0.25	0.05	0.29	40.53
	Apprentice 2nd Year (Millwright Only)	34.22	2.05	1.54	0.38	2.90	4.25	0.25	0.05	0.29	45.93
	Apprentice 3rd Year (Millwright Only)	39.11	2.35	1.76	0.38	2.90	4.25	0.25	0.05	0.29	51.34
	Apprentice 4th Year (Millwright Only)	44.00	2.64	1.98	0.38	2.90	4.25	0.25	0.05	0.29	56.74
Welder B-Pressure											
	General Foreman	62.36	3.74	2.81	0.38	2.90	4.25	0.25	0.05	0.29	77.03
	Foreman	57.37	3.44	2.58	0.38	2.90	4.25	0.25	0.05	0.29	71.51
	Lead Hand	52.38	3.14	2.36	0.38	2.90	4.25	0.25	0.05	0.29	66.00
	Journeyman	49.89	2.99	2.25	0.38	2.90	4.25	0.25	0.05	0.29	63.25
Insulator, Scaffolder, Carpenter											
	General Foreman	59.24	3.55	2.67	0.38	2.90	4.25	0.25	0.05	0.29	73.58
	Foreman	54.50	3.27	2.45	0.38	2.90	4.25	0.25	0.05	0.29	68.34
	Lead Hand	49.76	2.99	2.24	0.38	2.90	4.25	0.25	0.05	0.29	63.11
	Journeyman	47.39	2.84	2.13	0.38	2.90	4.25	0.25	0.05	0.29	60.48
	Apprentice 1st Year	28.43	1.71	1.28	0.38	2.90	4.25	0.25	0.05	0.29	39.54
	Apprentice 2nd Year	33.17	1.99	1.49	0.38	2.90	4.25	0.25	0.05	0.29	44.77
	Apprentice 3rd Year	37.91	2.27	1.71	0.38	2.90	4.25	0.25	0.05	0.29	50.01
	Apprentice 4th Year	42.65	2.56	1.92	0.38	2.90	4.25	0.25	0.05	0.29	55.25

Welder, Painter, Lat. Int. System Mech, Cement Finisher											
	General Foreman	57.39	3.44	2.58	0.38	2.90	4.25	0.25	0.05	0.29	**71.53**
	Foreman	52.80	3.17	2.38	0.38	2.90	4.25	0.25	0.05	0.29	**66.47**
	Lead Hand	48.21	2.89	2.17	0.38	2.90	4.25	0.25	0.05	0.29	**61.39**
	Journeyman	45.91	2.75	2.07	0.38	2.90	4.25	0.25	0.05	0.29	**58.86**
	Apprentice 1st Year	32.14	1.93	1.45	0.38	2.90	4.25	0.25	0.05	0.29	**43.64**
	Apprentice 2nd Year	36.73	2.20	1.65	0.38	2.90	4.25	0.25	0.05	0.29	**48.70**
	Apprentice 3rd Year	41.32	2.48	1.86	0.38	2.90	4.25	0.25	0.05	0.29	**53.78**
Mechanic, Elevator Constructor, Roofer, Sheet Metal Worker											
	General Foreman	57.35	3.44	2.58	0.38	2.90	4.25	0.25	0.05	0.29	**71.49**
	Foreman	52.76	3.17	2.37	0.38	2.90	4.25	0.25	0.05	0.29	**66.42**
	Lead Hand	48.17	2.89	2.17	0.38	2.90	4.25	0.25	0.05	0.29	**61.35**
	Journeyman	45.88	2.75	2.06	0.38	2.90	4.25	0.25	0.05	0.29	**58.81**
	Apprentice 1st Year	27.53	1.65	1.24	0.38	2.90	4.25	0.25	0.05	0.29	**38.54**
	Apprentice 2nd Year	32.12	1.93	1.45	0.38	2.90	4.25	0.25	0.05	0.29	**43.62**
	Apprentice 3rd Year	36.70	2.20	1.65	0.38	2.90	4.25	0.25	0.05	0.29	**48.67**
	Apprentice 4th Year	41.29	2.48	1.86	0.38	2.90	4.25	0.25	0.05	0.29	**53.76**
Plumber, Steam Fitter, Sprinkler Fitter, Refrigeration Mech, Heavy Duty Mechanic											
	General Foreman	59.85	3.59	2.69	0.38	2.90	4.25	0.25	0.05	0.29	**74.25**
	Foreman	55.06	3.30	2.48	0.38	2.90	4.25	0.25	0.05	0.29	**68.96**
	Lead Hand	50.27	3.02	2.26	0.38	2.90	4.25	0.25	0.05	0.29	**63.67**
	Journeyman	47.88	2.87	2.15	0.38	2.90	4.25	0.25	0.05	0.29	**61.02**
	Apprentice 1st Year	28.73	1.72	1.29	0.38	2.90	4.25	0.25	0.05	0.29	**39.86**
	Apprentice 2nd Year	33.52	2.01	1.51	0.38	2.90	4.25	0.25	0.05	0.29	**45.16**
	Apprentice 3rd Year	38.30	2.30	1.72	0.38	2.90	4.25	0.25	0.05	0.29	**50.44**
	Apprentice 4th Year	43.09	2.59	1.94	0.38	2.90	4.25	0.25	0.05	0.29	**55.74**
Ironworker - Reinforcing											
	General Foreman	57.98	3.48	2.61	0.38	2.90	4.25	0.25	0.05	0.29	**72.19**
	Foreman	53.34	3.20	2.40	0.38	2.90	4.25	0.25	0.05	0.29	**67.06**
	Lead Hand	48.70	2.92	2.19	0.38	2.90	4.25	0.25	0.05	0.29	**61.93**
	Journeyman	46.38	2.78	2.09	0.38	2.90	4.25	0.25	0.05	0.29	**59.37**
	Apprentice 1st Year	27.83	1.67	1.25	0.38	2.90	4.25	0.25	0.05	0.29	**38.87**
	Apprentice 2nd Year	32.47	1.95	1.46	0.38	2.90	4.25	0.25	0.05	0.29	**44.00**
	Apprentice 3rd Year	37.10	2.23	1.67	0.38	2.90	4.25	0.25	0.05	0.29	**49.12**
	Apprentice 4th Year	41.74	2.50	1.88	0.38	2.90	4.25	0.25	0.05	0.29	**54.24**
Gas Fitter, Operator Mobile Crane 50-249T											
	General Foreman	59.85	3.59	2.69	0.38	2.90	4.25	0.25	0.05	0.29	**74.25**
	Foreman	55.06	3.30	2.48	0.38	2.90	4.25	0.25	0.05	0.29	**68.96**
	Lead Hand	50.27	3.02	2.26	0.38	2.90	4.25	0.25	0.05	0.29	**63.67**
	Journeyman	47.88	2.87	2.15	0.38	2.90	4.25	0.25	0.05	0.29	**61.02**
	Apprentice 1st Year	33.52	2.01	1.51	0.38	2.90	4.25	0.25	0.05	0.29	**45.16**
	Apprentice 2nd Year	38.30	2.30	1.72	0.38	2.90	4.25	0.25	0.05	0.29	**50.44**
	Apprentice 3rd Year	43.09	2.59	1.94	0.38	2.90	4.25	0.25	0.05	0.29	**55.74**
Rig Welder											
	Welders B Pressure w/Rig	102.01			0.38	2.90	4.25	0.25	0.05	0.29	**110.13**
	Welders w/Rig	92.47			0.38	2.90	4.25	0.25	0.05	0.29	**100.59**
Labourer											
	Foreman	37.66	2.26	1.69	0.38	2.90	4.25	0.25	0.05	0.29	**49.73**
	Skilled	32.75	1.97	1.47	0.38	2.90	4.25	0.25	0.05	0.29	**44.31**
	Intermediate	28.09	1.69	1.26	0.38	2.90	4.25	0.25	0.05	0.29	**39.16**
	Entry Level	25.70	1.54	1.16	0.38	2.90	4.25	0.25	0.05	0.29	**36.52**

Equipment Operator (Light)											
	Foreman	44.37	2.66	2.00	0.38	2.90	4.25	0.25	0.05	0.29	**57.15**
	Equipment Operator (Light)	**38.58**	2.31	1.74	**0.38**	2.90	4.25	0.25	0.05	0.29	**50.75**
Boom Truck Operator											
	Operator - Boom Truck	45.88	2.75	**2.06**	0.38	**2.90**	**4.25**	0.25	**0.05**	0.29	**58.81**
	Apprentice 1st Year	36.70	2.20	1.65	0.38	2.90	4.25	0.25	0.05	0.29	**48.67**
	Apprentice 2nd Year	41.29	2.48	1.86	0.38	2.90	4.25	0.25	0.05	0.29	**53.75**
Crane Operator											
	Operator Crane - 0-49T	47.25	**2.84**	**2.13**	**0.38**	**2.90**	4.25	0.25	**0.05**	0.29	**60.34**
	Apprentice 1st Year	33.08	1.98	1.49	0.38	2.90	4.25	0.25	0.05	0.29	**44.67**
	Apprentice 2nd Year	37.80	2.27	1.70	0.38	2.90	4.25	0.25	0.05	0.29	**49.89**
	Apprentice 3rd Year	42.53	2.55	1.91	0.38	2.90	4.25	0.25	0.05	0.29	**55.11**
Other											
	Bricklayer - Masonry	45.88	2.75	2.06	0.38	2.90	4.25	0.25	0.05	0.29	**58.81**
	Bricklayer - Refractory	47.88	2.87	2.15	0.38	2.90	4.25	0.25	0.05	0.29	**61.02**
	Cladder	45.88	2.75	2.06	0.38	2.90	4.25	0.25	0.05	0.29	**58.81**
	Decker	**45.88**	2.75	2.06	0.38	2.90	4.25	0.25	0.05	0.29	**58.81**
	Operator Equipment - Heavy	45.88	2.75	2.06	0.38	2.90	4.25	0.25	0.05	0.29	**58.81**
	Plasterer	**45.88**	2.75	2.06	0.38	2.90	**4.25**	0.25	0.05	0.29	**58.81**
	Sheeter	45.88	2.75	2.06	0.38	2.90	4.25	0.25	0.05	0.29	**58.81**
	Truck Driver - Basic	31.88	1.91	1.43	0.38	2.90	4.25	0.25	0.05	0.29	**43.34**
	Truck Driver - Intermediate	41.62	2.50	1.87	0.38	2.90	4.25	0.25	0.05	0.29	**54.11**
	Truck Driver - Heavy	45.88	2.75	2.06	0.38	2.90	4.25	0.25	0.05	0.29	**58.81**
	PREMIUMS										
	Night Shift	**3.00**									**3.00**
	Chief Steward	**2.50**									**2.50**
	Steward	**2.00**									**2.00**
	CSO	**1.00**									**1.00**
	Multi-Skilling	**1.00**									**1.00**
	Alloy Welder	**3.00**									**3.00**
	Leadership for Safety Excellence (LSE)	**0.50**									**0.50**
	First Aid Ticket W/CPR	**0.50**									**0.50**
	Crane - Friction, Brake & Clutch System	**0.50**									**0.50**

Boots must be CSA approved C/W metatarsal protection