

CLR Construction Labour Relations Association of Saskatchewan Inc.

Provincial Agreement Wage Summaries

Expires April 30, 2003

ELECTRICAL- Industrial - Jobs South of the 56 parallel and accessible by an all season road - Effective October 21, 2001 to April 27, 2002

| Classification | Percentage of Journeyman | Hourly Wage Rate | Statutory Holiday Pay 4% | Vacation Pay 6% | Health & Welfare | Pension | Training Fund | Industry Promotion Fund | Total Package | Building Trades Fund | CODC Fund | CLR Fund | Total Cost |
|--|--------------------------|------------------|--------------------------|-----------------|------------------|---------|---------------|-------------------------|---------------|----------------------|-----------|----------|------------|
| General Foreman | 125% | \$ 32.51 | \$ 1.30 | \$ 2.03 | \$ 1.25 | \$ 3.75 | \$ 0.25 | \$ 0.10 | \$ 41.19 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 41.40 |
| Foreman | 112.5% | \$ 29.26 | \$ 1.17 | \$ 1.83 | \$ 1.25 | \$ 3.75 | \$ 0.25 | \$ 0.10 | \$ 37.61 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 37.82 |
| Journeyman | 100% | \$ 26.01 | \$ 1.04 | \$ 1.62 | \$ 1.25 | \$ 3.75 | \$ 0.25 | \$ 0.10 | \$ 34.02 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 34.23 |
| 8th 6 Months | 80% | \$ 20.81 | \$ 0.83 | \$ 1.30 | \$ 1.25 | \$ 3.00 | \$ 0.25 | \$ 0.10 | \$ 27.54 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 27.75 |
| 7th 6 Months | 75% | \$ 19.51 | \$ 0.78 | \$ 1.22 | \$ 1.25 | \$ 3.00 | \$ 0.25 | \$ 0.10 | \$ 26.11 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 26.32 |
| 6th 6 Months | 70% | \$ 18.21 | \$ 0.73 | \$ 1.14 | \$ 1.25 | \$ 2.63 | \$ 0.25 | \$ 0.10 | \$ 24.31 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 24.52 |
| 5th 6 Months | 65% | \$ 16.91 | \$ 0.68 | \$ 1.06 | \$ 1.25 | \$ 2.63 | \$ 0.25 | \$ 0.10 | \$ 22.88 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 23.09 |
| 4th 6 Months | 60% | \$ 15.61 | \$ 0.62 | \$ 0.97 | \$ 1.25 | \$ 2.25 | \$ 0.25 | \$ 0.10 | \$ 21.05 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 21.26 |
| 3rd 6 Months | 55% | \$ 14.31 | \$ 0.57 | \$ 0.89 | \$ 1.25 | \$ 2.25 | \$ 0.25 | \$ 0.10 | \$ 19.62 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 19.83 |
| 2nd 6 Months | 50% | \$ 13.01 | \$ 0.52 | \$ 0.81 | \$ 1.25 | \$ 1.69 | \$ 0.25 | \$ 0.10 | \$ 17.63 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 17.84 |
| 1st 6 Months | 40% | \$ 10.40 | \$ 0.42 | \$ 0.65 | \$ 1.25 | \$ 1.69 | \$ 0.25 | \$ 0.10 | \$ 14.76 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 14.97 |
| * Benefits based on hours earned | | | | | | | | | | | | | |
| * Underground pay \$0.50 | | | | | | | | | | | | | |
| * Overhead pay One and one-half times (1.5x) | | | | | | | | | | | | | |
| Note: Apprentice increases are based on the individual's anniversary date, subject to the requirements of Article 15:04. | | | | | | | | | | | | | |
| Errors & omissions excepted. | | | | | | | | | | | | | |
| Please refer to Provincial Collective Bargaining Agreement. | | | | | | | | | | | | | |

CLR Construction Labour Relations Association of Saskatchewan Inc.

Provincial Agreement Wage Summaries

Expires April 30, 2003

ELECTRICAL- Industrial - Jobs South of the 56 parallel and accessible by an all season road - Effective April 28, 2002 to April 30, 2003

| Classification | Percentage of Journeyman | Hourly Wage Rate | Statutory Holiday Pay 4% | Vacation Pay 6% | Health & Welfare | Pension | Training Fund | Industry Promotion Fund | Total Package | Building Trades Fund | CODC Fund | CLR Fund | Total Cost |
|--|--------------------------|------------------|--------------------------|-----------------|------------------|---------|---------------|-------------------------|---------------|----------------------|-----------|----------|------------|
| General Foreman | 125% | \$ 33.33 | \$ 1.33 | \$ 2.08 | \$ 1.30 | \$ 4.00 | \$ 0.30 | \$ 0.10 | \$ 42.44 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 42.65 |
| Foreman | 112.5% | \$ 29.99 | \$ 1.20 | \$ 1.87 | \$ 1.30 | \$ 4.00 | \$ 0.30 | \$ 0.10 | \$ 38.76 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 38.97 |
| Journeyman | 100% | \$ 26.66 | \$ 1.07 | \$ 1.66 | \$ 1.30 | \$ 4.00 | \$ 0.30 | \$ 0.10 | \$ 35.09 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 35.30 |
| 8th 6 Months | 80% | \$ 21.33 | \$ 0.85 | \$ 1.33 | \$ 1.30 | \$ 3.20 | \$ 0.30 | \$ 0.10 | \$ 28.41 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 28.62 |
| 7th 6 Months | 75% | \$ 20.00 | \$ 0.80 | \$ 1.25 | \$ 1.30 | \$ 3.20 | \$ 0.30 | \$ 0.10 | \$ 26.95 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 27.16 |
| 6th 6 Months | 70% | \$ 18.66 | \$ 0.75 | \$ 1.16 | \$ 1.30 | \$ 2.80 | \$ 0.30 | \$ 0.10 | \$ 25.07 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 25.28 |
| 5th 6 Months | 65% | \$ 17.33 | \$ 0.69 | \$ 1.08 | \$ 1.30 | \$ 2.80 | \$ 0.30 | \$ 0.10 | \$ 23.60 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 23.81 |
| 4th 6 Months | 60% | \$ 16.00 | \$ 0.64 | \$ 1.00 | \$ 1.30 | \$ 2.40 | \$ 0.30 | \$ 0.10 | \$ 21.74 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 21.95 |
| 3rd 6 Months | 55% | \$ 14.66 | \$ 0.59 | \$ 0.92 | \$ 1.30 | \$ 2.40 | \$ 0.30 | \$ 0.10 | \$ 20.27 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 20.48 |
| 2nd 6 Months | 50% | \$ 13.33 | \$ 0.53 | \$ 0.83 | \$ 1.30 | \$ 1.80 | \$ 0.30 | \$ 0.10 | \$ 18.19 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 18.40 |
| 1st 6 Months | 40% | \$ 10.66 | \$ 0.43 | \$ 0.67 | \$ 1.30 | \$ 1.80 | \$ 0.30 | \$ 0.10 | \$ 15.26 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 15.47 |
| * Benefits based on hours earned | | | | | | | | | | | | | |
| * Underground pay \$0.50 | | | | | | | | | | | | | |
| * Overhead pay One and one-half times (1.5x) | | | | | | | | | | | | | |
| Note: Apprentice increases are based on the individual's anniversary date, subject to the requirements of Article 15:04. | | | | | | | | | | | | | |
| Errors & omissions excepted. | | | | | | | | | | | | | |
| Please refer to Provincial Collective Bargaining Agreement. | | | | | | | | | | | | | |

CLR Construction Labour Relations Association of Saskatchewan Inc.

Provincial Agreement Wage Summaries

Expires April 30, 2004

ELECTRICAL-Industrial - Jobs South of the 51 parallel and accessible by an all season road - Effective May 4, 2003 to April 30, 2004

| Classification | Percentage of Journeyman | Hourly Wage Rate | Statutory Holiday Pay 4% | Vacation Pay 6% | Health & Welfare | Pension | Training Fund | Industry Promotion Fund | Total Package | Building Trades Fund | CODC Fund | CLR Fund | Total Cost |
|---|--------------------------|------------------|--------------------------|-----------------|------------------|---------|---------------|-------------------------|---------------|----------------------|-----------|----------|------------|
| General Foreman | 125% | \$ 34.13 | \$ 1.37 | \$ 2.13 | \$ 1.30 | \$ 4.25 | \$ 0.35 | \$ 0.20 | \$ 43.73 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 43.94 |
| Foreman | 112.5% | \$ 30.71 | \$ 1.23 | \$ 1.92 | \$ 1.30 | \$ 4.25 | \$ 0.35 | \$ 0.20 | \$ 39.96 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 40.17 |
| Journeyman | 100% | \$ 27.30 | \$ 1.09 | \$ 1.70 | \$ 1.30 | \$ 4.25 | \$ 0.35 | \$ 0.20 | \$ 36.19 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 36.40 |
| 8th 6 Months | 80% | \$ 21.84 | \$ 0.87 | \$ 1.36 | \$ 1.30 | \$ 3.40 | \$ 0.35 | \$ 0.20 | \$ 29.32 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 29.53 |
| 7th 6 Months | 75% | \$ 20.48 | \$ 0.82 | \$ 1.28 | \$ 1.30 | \$ 3.40 | \$ 0.35 | \$ 0.20 | \$ 27.83 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 28.04 |
| 6th 6 Months | 70% | \$ 19.11 | \$ 0.76 | \$ 1.19 | \$ 1.30 | \$ 2.98 | \$ 0.35 | \$ 0.20 | \$ 25.89 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 26.10 |
| 5th 6 Months | 65% | \$ 17.75 | \$ 0.71 | \$ 1.11 | \$ 1.30 | \$ 2.98 | \$ 0.35 | \$ 0.20 | \$ 24.40 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 24.61 |
| 4th 6 Months | 60% | \$ 16.38 | \$ 0.66 | \$ 1.02 | \$ 1.30 | \$ 2.55 | \$ 0.35 | \$ 0.20 | \$ 22.46 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 22.67 |
| 3rd 6 Months | 55% | \$ 15.02 | \$ 0.60 | \$ 0.94 | \$ 1.30 | \$ 2.55 | \$ 0.35 | \$ 0.20 | \$ 20.96 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 21.17 |
| 2nd 6 Months | 50% | \$ 13.65 | \$ 0.55 | \$ 0.85 | \$ 1.30 | \$ 1.91 | \$ 0.35 | \$ 0.20 | \$ 18.81 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 19.02 |
| 1st 6 Months | 40% | \$ 10.92 | \$ 0.44 | \$ 0.68 | \$ 1.30 | \$ 1.91 | \$ 0.35 | \$ 0.20 | \$ 15.80 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 16.01 |
| * Benefits based on hours earned | | | | | | | | | | | | | |
| * Underground pay \$0.50 | | | | | | | | | | | | | |
| * Overhead pay One and one-half times (1.5x) | | | | | | | | | | | | | |
| Note: Apprentices increases are based on the individual's anniversary date, subject to the requirements of Article 15:04. | | | | | | | | | | | | | |
| <i>Errors & omissions excepted. Please refer to Provincial Collective Bargaining Agreement.</i> | | | | | | | | | | | | | |

CLR Construction Labour Relations Association of Saskatchewan Inc.

Provincial Agreement Wage Summaries

Expires April 30, 2004

ELECTRICAL-Industrial - Jobs Between the 51st and 56th parallels and accessible by an all season road - Effective May 4, 2003 to April 30, 2004

| Classification | Percentage of Journeyman | Hourly Wage Rate | Statutory Holiday Pay 4% | Vacation Pay 6% | Health & Welfare | Pension | Training Fund | Industry Promotion Fund | Total Package | Building Trades Fund | CODC Fund | CLR Fund | Total Cost |
|---|--------------------------|-------------------|-------------------------------|-----------------|------------------|---------|---------------|-------------------------|---------------|----------------------|-----------|----------|------------|
| General Foreman | 125% | \$ 34.13 | \$ 1.37 | \$ 2.13 | \$ 1.35 | \$ 4.25 | \$ 0.35 | \$ 0.15 | \$ 43.73 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 43.94 |
| Foreman | 112.5% | \$ 30.71 | \$ 1.23 | \$ 1.92 | \$ 1.35 | \$ 4.25 | \$ 0.35 | \$ 0.15 | \$ 39.96 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 40.17 |
| Journeyman | 100% | \$ 27.30 | \$ 1.09 | \$ 1.70 | \$ 1.35 | \$ 4.25 | \$ 0.35 | \$ 0.15 | \$ 36.19 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 36.40 |
| 8th 6 Months | 80% | \$ 21.84 | \$ 0.87 | \$ 1.36 | \$ 1.35 | \$ 3.40 | \$ 0.35 | \$ 0.15 | \$ 29.32 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 29.53 |
| 7th 6 Months | 75% | \$ 20.48 | \$ 0.82 | \$ 1.28 | \$ 1.35 | \$ 3.40 | \$ 0.35 | \$ 0.15 | \$ 27.83 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 28.04 |
| 6th 6 Months | 70% | \$ 19.11 | \$ 0.76 | \$ 1.19 | \$ 1.35 | \$ 2.98 | \$ 0.35 | \$ 0.15 | \$ 25.89 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 26.10 |
| 5th 6 Months | 65% | \$ 17.75 | \$ 0.71 | \$ 1.11 | \$ 1.35 | \$ 2.98 | \$ 0.35 | \$ 0.15 | \$ 24.40 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 24.61 |
| 4th 6 Months | 60% | \$ 16.38 | \$ 0.66 | \$ 1.02 | \$ 1.35 | \$ 2.55 | \$ 0.35 | \$ 0.15 | \$ 22.46 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 22.67 |
| 3rd 6 Months | 55% | \$ 15.02 | \$ 0.60 | \$ 0.94 | \$ 1.35 | \$ 2.55 | \$ 0.35 | \$ 0.15 | \$ 20.96 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 21.17 |
| 2nd 6 Months | 50% | \$ 13.65 | \$ 0.55 | \$ 0.85 | \$ 1.35 | \$ 1.91 | \$ 0.35 | \$ 0.15 | \$ 18.81 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 19.02 |
| 1st 6 Months | 40% | \$ 10.92 | \$ 0.44 | \$ 0.68 | \$ 1.35 | \$ 1.91 | \$ 0.35 | \$ 0.15 | \$ 15.80 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 16.01 |
| | | * Underground pay | \$0.50 | | | | | | | | | | |
| | | * Overhead pay | One and one-half times (1.5x) | | | | | | | | | | |
| <p>Note: Apprentice increases are based on the individual's anniversary date, subject to the requirements of Article 15:04.</p> | | | | | | | | | | | | | |

CLR Construction Labour Relations Association of Saskatchewan Inc.

Provincial Agreement Wage Summaries

Expires April 30, 2003

ELECTRICAL- Industrial- Jobs North of the 56 parallel or not accessible by an all season road - Effective October 21, 2001 to April 27, 2002

| Classification | Percentage of Journeyman | Hourly Wage Rate | Statutory Holiday Pay 4% | Vacation Pay 6% | Health & Welfare | Pension | Training Fund | Industry Promotion Fund | Total Package | Building Trades Fund | CODC Fund | CLR Fund | Total Cost |
|--|--------------------------|------------------|--------------------------|-----------------|------------------|---------|---------------|-------------------------|---------------|----------------------|-----------|----------|------------|
| General Foreman | | \$ 33.55 | \$ 1.34 | \$ 2.09 | \$ 1.25 | \$ 3.75 | \$ 0.25 | \$ 0.10 | \$ 42.33 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 42.54 |
| Foreman | | \$ 30.30 | \$ 1.21 | \$ 1.89 | \$ 1.25 | \$ 3.75 | \$ 0.25 | \$ 0.10 | \$ 38.75 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 38.96 |
| Journeyman | | \$ 27.05 | \$ 1.08 | \$ 1.68 | \$ 1.25 | \$ 3.75 | \$ 0.25 | \$ 0.10 | \$ 35.16 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 35.37 |
| 8th 6 Months | | \$ 21.85 | \$ 0.87 | \$ 1.36 | \$ 1.25 | \$ 3.00 | \$ 0.25 | \$ 0.10 | \$ 28.68 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 28.89 |
| 7th 6 Months | | \$ 20.55 | \$ 0.82 | \$ 1.28 | \$ 1.25 | \$ 3.00 | \$ 0.25 | \$ 0.10 | \$ 27.25 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 27.46 |
| 6th 6 Months | | \$ 19.25 | \$ 0.77 | \$ 1.20 | \$ 1.25 | \$ 2.63 | \$ 0.25 | \$ 0.10 | \$ 25.45 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 25.66 |
| 5th 6 Months | | \$ 17.95 | \$ 0.72 | \$ 1.12 | \$ 1.25 | \$ 2.63 | \$ 0.25 | \$ 0.10 | \$ 24.02 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 24.23 |
| 4th 6 Months | | \$ 16.65 | \$ 0.67 | \$ 1.04 | \$ 1.25 | \$ 2.25 | \$ 0.25 | \$ 0.10 | \$ 22.21 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 22.42 |
| 3rd 6 Months | | \$ 15.35 | \$ 0.61 | \$ 0.96 | \$ 1.25 | \$ 2.25 | \$ 0.25 | \$ 0.10 | \$ 20.77 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 20.98 |
| 2nd 6 Months | | \$ 14.05 | \$ 0.56 | \$ 0.88 | \$ 1.25 | \$ 1.69 | \$ 0.25 | \$ 0.10 | \$ 18.78 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 18.99 |
| 1st 6 Months | | \$ 11.44 | \$ 0.46 | \$ 0.71 | \$ 1.25 | \$ 1.69 | \$ 0.25 | \$ 0.10 | \$ 15.90 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 16.11 |
| * Benefits based on hours earned | | | | | | | | | | | | | |
| * Underground pay \$0.50 | | | | | | | | | | | | | |
| * Overhead pay One and one-half times (1.5x) | | | | | | | | | | | | | |
| Note: Apprentice increases are based on the individual's anniversary date, subject to the requirements of Article 15:04. | | | | | | | | | | | | | |
| Errors & omissions excepted. | | | | | | | | | | | | | |
| Please refer to Provincial Collective Bargaining Agreement. | | | | | | | | | | | | | |

CLR Construction Labour Relations Association of Saskatchewan Inc.

Provincial Agreement Wage Summaries

Expires April 30, 2003

ELECTRICAL- Industrial- Jobs North of the 56 parallel or not accessible by an all season road - Effective April 28, 2002 to April 30, 2003

| Classification | Percentage of Journeyman | Hourly Wage Rate | Statutory Holiday Pay 4% | Vacation Pay 6% | Health & Welfare | Pension | Training Fund | Industry Promotion Fund | Total Package | Building Trades Fund | CODC Fund | CLR Fund | Total Cost |
|-----------------|--------------------------|------------------|--------------------------|-----------------|------------------|---------|---------------|-------------------------|---------------|----------------------|-----------|----------|------------|
| General Foreman | | \$ 34.40 | \$ 1.38 | \$ 2.15 | \$ 1.30 | \$ 4.00 | \$ 0.30 | \$ 0.10 | \$ 43.63 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 43.84 |
| Foreman | | \$ 31.06 | \$ 1.24 | \$ 1.94 | \$ 1.30 | \$ 4.00 | \$ 0.30 | \$ 0.10 | \$ 39.94 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 40.15 |
| Journeyman | | \$ 27.73 | \$ 1.11 | \$ 1.72 | \$ 1.30 | \$ 4.00 | \$ 0.30 | \$ 0.10 | \$ 36.26 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 36.47 |
| 8th 6 Months | | \$ 22.40 | \$ 0.90 | \$ 1.40 | \$ 1.30 | \$ 3.20 | \$ 0.30 | \$ 0.10 | \$ 29.60 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 29.81 |
| 7th 6 Months | | \$ 21.07 | \$ 0.84 | \$ 1.31 | \$ 1.30 | \$ 3.20 | \$ 0.30 | \$ 0.10 | \$ 28.12 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 28.33 |
| 6th 6 Months | | \$ 19.73 | \$ 0.79 | \$ 1.23 | \$ 1.30 | \$ 2.80 | \$ 0.30 | \$ 0.10 | \$ 26.25 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 26.46 |
| 5th 6 Months | | \$ 18.40 | \$ 0.74 | \$ 1.15 | \$ 1.30 | \$ 2.80 | \$ 0.30 | \$ 0.10 | \$ 24.79 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 25.00 |
| 4th 6 Months | | \$ 17.07 | \$ 0.68 | \$ 1.07 | \$ 1.30 | \$ 2.40 | \$ 0.30 | \$ 0.10 | \$ 22.92 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 23.13 |
| 3rd 6 Months | | \$ 15.73 | \$ 0.63 | \$ 0.98 | \$ 1.30 | \$ 2.40 | \$ 0.30 | \$ 0.10 | \$ 21.44 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 21.65 |
| 2nd 6 Months | | \$ 14.40 | \$ 0.58 | \$ 0.90 | \$ 1.30 | \$ 1.80 | \$ 0.30 | \$ 0.10 | \$ 19.38 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 19.59 |
| 1st 6 Months | | \$ 11.73 | \$ 0.47 | \$ 0.73 | \$ 1.30 | \$ 1.80 | \$ 0.30 | \$ 0.10 | \$ 16.43 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 16.64 |

* Benefits based on hours earned

* Underground pay \$0.50

* Overhead pay One and one-half times (1.5x)

Note: Apprentice increases are based on the individual's anniversary date, subject to the requirements of Article 15:04.

Errors & omissions excepted.

Please refer to Provincial Collective Bargaining Agreement.

CLR Construction Labour Relations Association of Saskatchewan Inc.

Provincial Agreement Wage Summaries

Expires April 30, 2004

ELECTRICAL- Industrial- Jobs North of the 56 parallel or not accessible by an all season road - Effective May 4, 2003 to April 30, 2004

| Classification | Percentage of Journeyman | Hourly Wage Rate | Statutory Holiday Pay 4% | Vacation Pay 6% | Health & Welfare | Pension | Training Fund | Industry Promotion Fund | Total Package | Building Trades Fund | CODC Fund | CLR Fund | Total Cost |
|--|--------------------------|------------------|--------------------------|-----------------|------------------|---------|---------------|-------------------------|---------------|----------------------|-----------|----------|------------|
| General Foreman | | \$ 35.50 | \$ 1.42 | \$ 2.22 | \$ 1.35 | \$ 4.25 | \$ 0.35 | \$ 0.15 | \$ 45.24 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 45.45 |
| Foreman | | \$ 31.94 | \$ 1.28 | \$ 1.99 | \$ 1.35 | \$ 4.25 | \$ 0.35 | \$ 0.15 | \$ 41.31 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 41.52 |
| Journeyman | | \$ 28.39 | \$ 1.14 | \$ 1.77 | \$ 1.35 | \$ 4.25 | \$ 0.35 | \$ 0.15 | \$ 37.40 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 37.61 |
| 8th 6 Months | | \$ 22.71 | \$ 0.91 | \$ 1.42 | \$ 1.35 | \$ 3.40 | \$ 0.35 | \$ 0.15 | \$ 30.29 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 30.50 |
| 7th 6 Months | | \$ 21.30 | \$ 0.85 | \$ 1.33 | \$ 1.35 | \$ 3.40 | \$ 0.35 | \$ 0.15 | \$ 28.73 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 28.94 |
| 6th 6 Months | | \$ 19.87 | \$ 0.79 | \$ 1.24 | \$ 1.35 | \$ 2.98 | \$ 0.35 | \$ 0.15 | \$ 26.73 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 26.94 |
| 5th 6 Months | | \$ 18.46 | \$ 0.74 | \$ 1.15 | \$ 1.35 | \$ 2.98 | \$ 0.35 | \$ 0.15 | \$ 25.18 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 25.39 |
| 4th 6 Months | | \$ 17.04 | \$ 0.68 | \$ 1.06 | \$ 1.35 | \$ 2.55 | \$ 0.35 | \$ 0.15 | \$ 23.18 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 23.39 |
| 3rd 6 Months | | \$ 15.62 | \$ 0.62 | \$ 0.97 | \$ 1.35 | \$ 2.55 | \$ 0.35 | \$ 0.15 | \$ 21.61 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 21.82 |
| 2nd 6 Months | | \$ 14.20 | \$ 0.57 | \$ 0.89 | \$ 1.35 | \$ 1.91 | \$ 0.35 | \$ 0.15 | \$ 19.42 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 19.63 |
| 1st 6 Months | | \$ 11.36 | \$ 0.45 | \$ 0.71 | \$ 1.35 | \$ 1.91 | \$ 0.35 | \$ 0.15 | \$ 16.28 | \$ 0.05 | \$ 0.06 | \$ 0.10 | \$ 16.49 |
| * Benefits based on hours earned | | | | | | | | | | | | | |
| * Underground pay \$0.50 | | | | | | | | | | | | | |
| * Overhead pay One and one-half times (1.5x) | | | | | | | | | | | | | |
| Note: Apprentice increases are based on the individual's anniversary date, subject to the requirements of Article 15:04. | | | | | | | | | | | | | |
| <i>Errors & omissions excepted. Please refer to Provincial Collective Bargaining Agreement.</i> | | | | | | | | | | | | | |