

# CLR Construction Labour Relations Association of Saskatchewan Inc.

## Provincial Agreement Wage Summaries and Employer Contributions

### ***IRON WORKER - Commercial Structural - Effective February 9, 2014 to April 26, 2014***

| Classification   | Percentage of Journeyman | Hourly Wage Rate | Recognized Holiday Pay 4.5% | Vacation Pay 6% | Health & Welfare | Pension | Trade Improvement | Total Package | Employer Contributions |           |          | Total Cost |
|--|--------------------------|------------------|-----------------------------|-----------------|------------------|---------|-------------------|---------------|------------------------|-----------|----------|------------|
|  |                          |                  |                             |                 |                  |         |                   |               | IMPACT Fund**          | CODC Fund | CLR Fund |            |
| General Foreman  |                          | \$ 46.29         | \$ 2.08                     | \$ 2.90         | \$ 2.35          | \$ 7.14 | 0.72              | \$ 61.48      | \$ 0.07                | \$ 0.06   | \$ 0.10  | \$ 61.71   |
| Foreman  |                          | \$ 40.79         | \$ 1.84                     | \$ 2.56         | \$ 2.35          | \$ 7.14 | 0.72              | \$ 55.40      | \$ 0.07                | \$ 0.06   | \$ 0.10  | \$ 55.63   |
| Journeyman   | 100%                     | \$ 35.79         | \$ 1.61                     | \$ 2.24         | \$ 2.35          | \$ 7.14 | 0.72              | \$ 49.85      | \$ 0.07                | \$ 0.06   | \$ 0.10  | \$ 50.08   |
| Apprentices  |                          |                  |                             |                 |                  |         |                   |               |                        |           |          |            |
| 5400 or more hrs   | 100%                     | \$ 35.79         | \$ 1.61                     | \$ 2.24         | \$ 2.35          | \$ 7.14 | 0.72              | \$ 49.85      | \$ 0.07                | \$ 0.06   | \$ 0.10  | \$ 50.08   |
| 3600 - 5399 hrs  | 85%                      | \$ 30.42         | \$ 1.37                     | \$ 1.91         | \$ 2.35          | \$ 6.07 | 0.72              | \$ 42.84      | \$ 0.07                | \$ 0.06   | \$ 0.10  | \$ 43.07   |
| 1800 - 3599 hrs  | 70%                      | \$ 25.05         | \$ 1.13                     | \$ 1.57         | \$ 2.35          | \$ 5.00 | 0.72              | \$ 35.82      | \$ 0.07                | \$ 0.06   | \$ 0.10  | \$ 36.05   |
| 0 - 1799 hrs   | 60%                      | \$ 21.47         | \$ 0.97                     | \$ 1.35         | \$ 2.35          | \$ 4.28 | 0.72              | \$ 31.14      | \$ 0.07                | \$ 0.06   | \$ 0.10  | \$ 31.37   |
| <p>** For IMPACT Fund refer to Article 17:05</p> <p>* Pension based on hours earned - All others based on hours worked.</p> <p>* Foremen not certified in CODC Better SuperVision course, or equivalent, shall be paid five dollars (\$5.00) above the Journeyman basic hourly rate</p> <p>* Foremen certified in CODC Better SuperVision course, or equivalent, shall be paid six dollars (\$6.00) above Journeyman basic hourly rate</p> <p>* General Foreman shall be paid ten dollars and fifty cents (\$10.50) above the Journeyman basic hourly rate</p> <p>* Northwest Territories Pay - not less than twenty-five cents (\$0.25) more than regular rate of pay</p> |                          |                  |                             |                 |                  |         |                   |               |                        |           |          |            |
| <p><i>Errors &amp; omissions excepted.<br/>Please refer to Provincial Collective Bargaining Agreement.</i></p>   |                          |                  |                             |                 |                  |         |                   |               |                        |           |          |            |

# CLR Construction Labour Relations Association of Saskatchewan Inc.

## Provincial Agreement Wage Summaries and Employer Contributions

### **IRON WORKER - Commercial Structural - Effective April 27, 2014 to April 25, 2015**

| Classification   | Percentage of Journeyman | Hourly Wage Rate | Statutory Holiday Pay 4.5% | Vacation Pay 6% | Health & Welfare | Pension | Trade Improvement | Total Package | Employer Contributions |           |          | Total Cost |
|------------------|--------------------------|------------------|----------------------------|-----------------|------------------|---------|-------------------|---------------|------------------------|-----------|----------|------------|
|                  |                          |                  |                            |                 |                  |         |                   |               | IMPACT Fund**          | CODC Fund | CLR Fund |            |
| General Foreman  |                          | \$ 46.92         | \$ 2.11                    | \$ 2.94         | \$ 2.35          | \$ 7.26 | 0.72              | \$ 62.30      | \$ 0.09                | \$ 0.06   | \$ 0.10  | \$ 62.55   |
| Foreman          |                          | \$ 41.42         | \$ 1.86                    | \$ 2.60         | \$ 2.35          | \$ 7.26 | 0.72              | \$ 56.21      | \$ 0.09                | \$ 0.06   | \$ 0.10  | \$ 56.46   |
| Journeyman       | 100%                     | \$ 36.42         | \$ 1.64                    | \$ 2.28         | \$ 2.35          | \$ 7.26 | 0.72              | \$ 50.67      | \$ 0.09                | \$ 0.06   | \$ 0.10  | \$ 50.92   |
| Apprentices      |                          |                  |                            |                 |                  |         |                   |               |                        |           |          |            |
| 5400 or more hrs | 100%                     | \$ 36.42         | \$ 1.64                    | \$ 2.28         | \$ 2.35          | \$ 7.26 | 0.72              | \$ 50.67      | \$ 0.09                | \$ 0.06   | \$ 0.10  | \$ 50.92   |
| 3600 - 5399 hrs  | 85%                      | \$ 30.96         | \$ 1.39                    | \$ 1.94         | \$ 2.35          | \$ 6.17 | 0.72              | \$ 43.53      | \$ 0.09                | \$ 0.06   | \$ 0.10  | \$ 43.78   |
| 1800 - 3599 hrs  | 70%                      | \$ 25.49         | \$ 1.15                    | \$ 1.60         | \$ 2.35          | \$ 5.08 | 0.72              | \$ 36.39      | \$ 0.09                | \$ 0.06   | \$ 0.10  | \$ 36.64   |
| 0 - 1799 hrs     | 60%                      | \$ 21.85         | \$ 0.98                    | \$ 1.37         | \$ 2.35          | \$ 4.36 | 0.72              | \$ 31.63      | \$ 0.09                | \$ 0.06   | \$ 0.10  | \$ 31.88   |

\*\* For IMPACT Fund refer to Article 17:05

\* Pension based on hours earned - All others based on hours worked.

\* Foremen not certified in CODC Better SuperVision course, or equivalent, shall be paid five dollars (\$5.00) above the Journeyman basic hourly rate

\* Foremen certified in CODC Better SuperVision course, or equivalent, shall be paid six dollars (\$6.00) above Journeyman basic hourly rate

\* General Foreman shall be paid ten dollars and fifty cents (\$10.50) above the Journeyman basic hourly rate

\* Northwest Territories Pay - not less than twenty-five cents (\$0.25) more than regular rate of pay

*Errors & omissions excepted.*

*Please refer to Provincial Collective Bargaining Agreement.*

# CLR Construction Labour Relations Association of Saskatchewan Inc.

## Provincial Agreement Wage Summaries and Employer Contributions

### **IRON WORKER - Commercial Structural - Effective April 26, 2015 to April 30, 2016**

| Classification   | Percentage of Journeyman | Hourly Wage Rate | Statutory Holiday Pay 4.5% | Vacation Pay 6% | Health & Welfare | Pension | Trade Improvement | Total Package | Employer Contributions |           |          | Total Cost |
|------------------|--------------------------|------------------|----------------------------|-----------------|------------------|---------|-------------------|---------------|------------------------|-----------|----------|------------|
|                  |                          |                  |                            |                 |                  |         |                   |               | IMPACT Fund**          | CODC Fund | CLR Fund |            |
| General Foreman  |                          | \$ 48.30         | \$ 2.17                    | \$ 3.03         | \$ 2.45          | \$ 7.26 | 0.75              | \$ 63.96      | \$ 0.10                | \$ 0.06   | \$ 0.10  | \$ 64.22   |
| Foreman          |                          | \$ 42.30         | \$ 1.90                    | \$ 2.65         | \$ 2.45          | \$ 7.26 | 0.75              | \$ 57.31      | \$ 0.10                | \$ 0.06   | \$ 0.10  | \$ 57.57   |
| Journeyman       | 100%                     | \$ 37.30         | \$ 1.68                    | \$ 2.34         | \$ 2.45          | \$ 7.26 | 0.75              | \$ 51.78      | \$ 0.10                | \$ 0.06   | \$ 0.10  | \$ 52.04   |
| Apprentices      |                          |                  |                            |                 |                  |         |                   |               |                        |           |          |            |
| 5400 or more hrs | 100%                     | \$ 37.30         | \$ 1.68                    | \$ 2.34         | \$ 2.45          | \$ 7.26 | 0.75              | \$ 51.78      | \$ 0.10                | \$ 0.06   | \$ 0.10  | \$ 52.04   |
| 3600 - 5399 hrs  | 85%                      | \$ 31.71         | \$ 1.43                    | \$ 1.99         | \$ 2.45          | \$ 6.32 | 0.75              | \$ 44.65      | \$ 0.10                | \$ 0.06   | \$ 0.10  | \$ 44.91   |
| 1800 - 3599 hrs  | 70%                      | \$ 26.11         | \$ 1.17                    | \$ 1.64         | \$ 2.45          | \$ 5.21 | 0.75              | \$ 37.33      | \$ 0.10                | \$ 0.06   | \$ 0.10  | \$ 37.59   |
| 0 - 1799 hrs     | 60%                      | \$ 22.38         | \$ 1.01                    | \$ 1.40         | \$ 2.45          | \$ 4.46 | 0.75              | \$ 32.45      | \$ 0.10                | \$ 0.06   | \$ 0.10  | \$ 32.71   |

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\* Pension based on hours earned - All others based on hours worked.

\* Foremen not certified in CODC Better SuperVision course, or equivalent, shall be paid five dollars (\$5.00) above the Journeyman basic hourly rate

\* Foremen certified in CODC Better SuperVision course, or equivalent, shall be paid six dollars (\$6.00) above Journeyman basic hourly rate

\* General Foreman shall be paid eleven dollars (\$11.00) above the Journeyman basic hourly rate

\* Northwest Territories Pay - not less than twenty-five cents (\$0.25) more than regular rate of pay

*Errors & omissions excepted.*

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# CLR Construction Labour Relations Association of Saskatchewan Inc.

## Provincial Agreement Wage Summaries and Employer Contributions

### ***IRON WORKER - Commercial Structural - Effective May 1, 2016 to April 30, 2017***

| Classification   | Percentage of Journeyman | Hourly Wage Rate | Statutory Holiday Pay 4.5% | Vacation Pay 6% | Health & Welfare | Pension | Trade Improvement | Total Package | Employer Contributions |           |          | Total Cost |
|------------------|--------------------------|------------------|----------------------------|-----------------|------------------|---------|-------------------|---------------|------------------------|-----------|----------|------------|
|                  |                          |                  |                            |                 |                  |         |                   |               | IMPACT Fund**          | CODC Fund | CLR Fund |            |
| General Foreman  |                          | \$ 49.61         | \$ 2.23                    | \$ 3.11         | \$ 2.45          | \$ 7.51 | 0.75              | \$ 65.66      | \$ 0.10                | \$ 0.06   | \$ 0.10  | \$ 65.92   |
| Foreman          |                          | \$ 43.61         | \$ 1.96                    | \$ 2.73         | \$ 2.45          | \$ 7.51 | 0.75              | \$ 59.01      | \$ 0.10                | \$ 0.06   | \$ 0.10  | \$ 59.27   |
| Journeyman       | 100%                     | \$ 38.61         | \$ 1.74                    | \$ 2.42         | \$ 2.45          | \$ 7.51 | 0.75              | \$ 53.48      | \$ 0.10                | \$ 0.06   | \$ 0.10  | \$ 53.74   |
| Apprentices      |                          |                  |                            |                 |                  |         |                   |               |                        |           |          |            |
| 5400 or more hrs | 100%                     | \$ 38.61         | \$ 1.74                    | \$ 2.42         | \$ 2.45          | \$ 7.51 | 0.75              | \$ 53.48      | \$ 0.10                | \$ 0.06   | \$ 0.10  | \$ 53.74   |
| 3600 - 5399 hrs  | 85%                      | \$ 32.82         | \$ 1.48                    | \$ 2.06         | \$ 2.45          | \$ 6.54 | 0.75              | \$ 46.10      | \$ 0.10                | \$ 0.06   | \$ 0.10  | \$ 46.36   |
| 1800 - 3599 hrs  | 70%                      | \$ 27.03         | \$ 1.22                    | \$ 1.70         | \$ 2.45          | \$ 5.39 | 0.75              | \$ 38.54      | \$ 0.10                | \$ 0.06   | \$ 0.10  | \$ 38.80   |
| 0 - 1799 hrs     | 60%                      | \$ 23.17         | \$ 1.04                    | \$ 1.45         | \$ 2.45          | \$ 4.62 | 0.75              | \$ 33.48      | \$ 0.10                | \$ 0.06   | \$ 0.10  | \$ 33.74   |

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\* Pension based on hours earned - All others based on hours worked.

\* Foremen not certified in CODC Better SuperVision course, or equivalent, shall be paid five dollars (\$5.00) above the Journeyman basic hourly rate

\* Foremen certified in CODC Better SuperVision course, or equivalent, shall be paid six dollars (\$6.00) above Journeyman basic hourly rate

\* General Foreman shall be paid eleven dollars (\$11.00) above the Journeyman basic hourly rate

\* Northwest Territories Pay - not less than twenty-five cents (\$0.25) more than regular rate of pay

*Errors & omissions excepted.*

*Please refer to Provincial Collective Bargaining Agreement.*

# CLR Construction Labour Relations Association of Saskatchewan Inc.

## Provincial Agreement Wage Summaries and Employer Contributions

### ***IRON WORKER - Commercial Reinforcing - Effective February 9, 2014 to April 26, 2014***

| Classification   | Percentage of Journeyman | Hourly Wage Rate | Statutory Holiday Pay 4.5% | Vacation Pay 6% | Health & Welfare | Pension | Trade Improvement | Total Package | Employer Contributions |           |          | Total Cost |
|------------------|--------------------------|------------------|----------------------------|-----------------|------------------|---------|-------------------|---------------|------------------------|-----------|----------|------------|
|                  |                          |                  |                            |                 |                  |         |                   |               | IMPACT Fund**          | CODC Fund | CLR Fund |            |
| General Foreman  |                          | \$ 40.70         | \$ 1.83                    | \$ 2.55         | \$ 2.35          | \$ 6.02 | 0.72              | \$ 54.17      | \$ 0.07                | \$ 0.06   | \$ 0.10  | \$ 54.40   |
| Foreman          |                          | \$ 35.20         | \$ 1.58                    | \$ 2.21         | \$ 2.35          | \$ 6.02 | 0.72              | \$ 48.08      | \$ 0.07                | \$ 0.06   | \$ 0.10  | \$ 48.31   |
| Journeyman       | 100%                     | \$ 30.20         | \$ 1.36                    | \$ 1.89         | \$ 2.35          | \$ 6.02 | 0.72              | \$ 42.54      | \$ 0.07                | \$ 0.06   | \$ 0.10  | \$ 42.77   |
| Apprentices      |                          |                  |                            |                 |                  |         |                   |               |                        |           |          |            |
| 4000 or more hrs | 100%                     | \$ 30.20         | \$ 1.36                    | \$ 1.89         | \$ 2.35          | \$ 6.02 | 0.72              | \$ 42.54      | \$ 0.07                | \$ 0.06   | \$ 0.10  | \$ 42.77   |
| 3000 - 3999 hrs  | 85%                      | \$ 25.67         | \$ 1.16                    | \$ 1.61         | \$ 2.35          | \$ 5.12 | 0.72              | \$ 36.63      | \$ 0.07                | \$ 0.06   | \$ 0.10  | \$ 36.86   |
| 1500 - 2999 hrs  | 70%                      | \$ 21.14         | \$ 0.95                    | \$ 1.33         | \$ 2.35          | \$ 4.22 | 0.72              | \$ 30.71      | \$ 0.07                | \$ 0.06   | \$ 0.10  | \$ 30.94   |
| 0 - 1499 hrs     | 60%                      | \$ 18.12         | \$ 0.82                    | \$ 1.14         | \$ 2.35          | \$ 3.61 | 0.72              | \$ 26.76      | \$ 0.07                | \$ 0.06   | \$ 0.10  | \$ 26.99   |

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\* Pension based on hours earned - All others based on hours worked.

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\* General Foreman shall be paid ten dollars and fifty cents (\$10.50) above the Journeyman basic hourly rate

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# CLR Construction Labour Relations Association of Saskatchewan Inc.

## Provincial Agreement Wage Summaries and Employer Contributions

### **IRON WORKER - Commercial Reinforcing - Effective April 27, 2014 to April 25, 2015**

| Classification   | Percentage of Journeyman | Hourly Wage Rate | Statutory Holiday Pay 4.5% | Vacation Pay 6% | Health & Welfare | Pension | Trade Improvement | Total Package | Employer Contributions |           |          | Total Cost      |
|------------------|--------------------------|------------------|----------------------------|-----------------|------------------|---------|-------------------|---------------|------------------------|-----------|----------|-----------------|
|                  |                          |                  |                            |                 |                  |         |                   |               | IMPACT Fund**          | CODC Fund | CLR Fund |                 |
| General Foreman  |                          | \$ 41.30         | \$ 1.86                    | \$ 2.59         | \$ 2.35          | \$ 6.14 | 0.72              | \$ 54.96      | \$ 0.09                | \$ 0.06   | \$ 0.10  | <b>\$ 55.21</b> |
| Foreman          |                          | \$ 35.80         | \$ 1.61                    | \$ 2.24         | \$ 2.35          | \$ 6.14 | 0.72              | \$ 48.86      | \$ 0.09                | \$ 0.06   | \$ 0.10  | <b>\$ 49.11</b> |
| Journeyman       | 100%                     | \$ 30.80         | \$ 1.39                    | \$ 1.93         | \$ 2.35          | \$ 6.14 | 0.72              | \$ 43.33      | \$ 0.09                | \$ 0.06   | \$ 0.10  | <b>\$ 43.58</b> |
| Apprentices      |                          |                  |                            |                 |                  |         |                   |               |                        |           |          |                 |
| 4000 or more hrs | 100%                     | \$ 30.80         | \$ 1.39                    | \$ 1.93         | \$ 2.35          | \$ 6.14 | 0.72              | \$ 43.33      | \$ 0.09                | \$ 0.06   | \$ 0.10  | <b>\$ 43.58</b> |
| 3000 - 3999 hrs  | 85%                      | \$ 26.18         | \$ 1.18                    | \$ 1.64         | \$ 2.35          | \$ 5.22 | 0.72              | \$ 37.29      | \$ 0.09                | \$ 0.06   | \$ 0.10  | <b>\$ 37.54</b> |
| 1500 - 2999 hrs  | 70%                      | \$ 21.56         | \$ 0.97                    | \$ 1.35         | \$ 2.35          | \$ 4.30 | 0.72              | \$ 31.25      | \$ 0.09                | \$ 0.06   | \$ 0.10  | <b>\$ 31.50</b> |
| 0 - 1499 hrs     | 60%                      | \$ 18.48         | \$ 0.83                    | \$ 1.16         | \$ 2.35          | \$ 3.68 | 0.72              | \$ 27.22      | \$ 0.09                | \$ 0.06   | \$ 0.10  | <b>\$ 27.47</b> |

\*\* For IMPACT Fund refer to Article 17:05

\* Pension based on hours earned - All others based on hours worked.

\* Foremen not certified in CODC Better SuperVision course, or equivalent, shall be paid five dollars (\$5.00) above the Journeyman basic hourly rate

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*Errors & omissions excepted.*

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# CLR Construction Labour Relations Association of Saskatchewan Inc.

## Provincial Agreement Wage Summaries and Employer Contributions

### ***IRON WORKER - Commercial Reinforcing - Effective April 26, 2015 to April 30, 2016***

| Classification   | Percentage of Journeyman | Hourly Wage Rate | Statutory Holiday Pay 4.5% | Vacation Pay 6% | Health & Welfare | Pension | Trade Improvement | Total Package | Employer Contributions |           |          | Total Cost |
|------------------|--------------------------|------------------|----------------------------|-----------------|------------------|---------|-------------------|---------------|------------------------|-----------|----------|------------|
|                  |                          |                  |                            |                 |                  |         |                   |               | IMPACT Fund**          | CODC Fund | CLR Fund |            |
| General Foreman  |                          | \$ 42.52         | \$ 1.91                    | \$ 2.67         | \$ 2.45          | \$ 6.28 | 0.75              | \$ 56.58      | \$ 0.10                | \$ 0.06   | \$ 0.10  | \$ 56.84   |
| Foreman          |                          | \$ 36.52         | \$ 1.64                    | \$ 2.29         | \$ 2.45          | \$ 6.28 | 0.75              | \$ 49.93      | \$ 0.10                | \$ 0.06   | \$ 0.10  | \$ 50.19   |
| Journeyman       | 100%                     | \$ 31.52         | \$ 1.42                    | \$ 1.98         | \$ 2.45          | \$ 6.28 | 0.75              | \$ 44.40      | \$ 0.10                | \$ 0.06   | \$ 0.10  | \$ 44.66   |
| Apprentices      |                          |                  |                            |                 |                  |         |                   |               |                        |           |          |            |
| 4000 or more hrs | 100%                     | \$ 31.52         | \$ 1.42                    | \$ 1.98         | \$ 2.45          | \$ 6.28 | 0.75              | \$ 44.40      | \$ 0.10                | \$ 0.06   | \$ 0.10  | \$ 44.66   |
| 3000 - 3999 hrs  | 85%                      | \$ 26.79         | \$ 1.21                    | \$ 1.68         | \$ 2.45          | \$ 5.34 | 0.75              | \$ 38.22      | \$ 0.10                | \$ 0.06   | \$ 0.10  | \$ 38.48   |
| 1500 - 2999 hrs  | 70%                      | \$ 22.06         | \$ 0.99                    | \$ 1.38         | \$ 2.45          | \$ 4.40 | 0.75              | \$ 32.03      | \$ 0.10                | \$ 0.06   | \$ 0.10  | \$ 32.29   |
| 0 - 1499 hrs     | 60%                      | \$ 18.91         | \$ 0.85                    | \$ 1.19         | \$ 2.45          | \$ 3.77 | 0.75              | \$ 27.92      | \$ 0.10                | \$ 0.06   | \$ 0.10  | \$ 28.18   |

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# CLR Construction Labour Relations Association of Saskatchewan Inc.

## Provincial Agreement Wage Summaries and Employer Contributions

### **IRON WORKER - Commercial Reinforcing - Effective May 1, 2016 to April 30, 2017**

| Classification   | Percentage of Journeyman | Hourly Wage Rate | Statutory Holiday Pay 4.5% | Vacation Pay 6% | Health & Welfare | Pension | Trade Improvement | Total Package | Employer Contributions |           |          | Total Cost |
|------------------|--------------------------|------------------|----------------------------|-----------------|------------------|---------|-------------------|---------------|------------------------|-----------|----------|------------|
|                  |                          |                  |                            |                 |                  |         |                   |               | IMPACT Fund**          | CODC Fund | CLR Fund |            |
| General Foreman  |                          | \$ 43.77         | \$ 1.97                    | \$ 2.74         | \$ 2.45          | \$ 6.53 | 0.75              | \$ 58.21      | \$ 0.10                | \$ 0.06   | \$ 0.10  | \$ 58.47   |
| Foreman          |                          | \$ 37.77         | \$ 1.70                    | \$ 2.37         | \$ 2.45          | \$ 6.53 | 0.75              | \$ 51.57      | \$ 0.10                | \$ 0.06   | \$ 0.10  | \$ 51.83   |
| Journeyman       | 100%                     | \$ 32.77         | \$ 1.47                    | \$ 2.06         | \$ 2.45          | \$ 6.53 | 0.75              | \$ 46.03      | \$ 0.10                | \$ 0.06   | \$ 0.10  | \$ 46.29   |
| Apprentices      |                          |                  |                            |                 |                  |         |                   |               |                        |           |          |            |
| 4000 or more hrs | 100%                     | \$ 32.77         | \$ 1.47                    | \$ 2.06         | \$ 2.45          | \$ 6.53 | 0.75              | \$ 46.03      | \$ 0.10                | \$ 0.06   | \$ 0.10  | \$ 46.29   |
| 3000 - 3999 hrs  | 85%                      | \$ 27.85         | \$ 1.25                    | \$ 1.75         | \$ 2.45          | \$ 5.55 | 0.75              | \$ 39.60      | \$ 0.10                | \$ 0.06   | \$ 0.10  | \$ 39.86   |
| 1500 - 2999 hrs  | 70%                      | \$ 22.94         | \$ 1.03                    | \$ 1.44         | \$ 2.45          | \$ 4.57 | 0.75              | \$ 33.18      | \$ 0.10                | \$ 0.06   | \$ 0.10  | \$ 33.44   |
| 0 - 1499 hrs     | 60%                      | \$ 19.66         | \$ 0.88                    | \$ 1.23         | \$ 2.45          | \$ 3.92 | 0.75              | \$ 28.89      | \$ 0.10                | \$ 0.06   | \$ 0.10  | \$ 29.15   |

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