

CLR Construction Labour Relations Association of Saskatchewan Inc.

Provincial Agreement Wage Summaries

Expires April 30, 2014

OPERATING ENGINEER - Industrial - Effective December 19, 2010 to April 30, 2011

Classification	Percentage of Rate	Hourly Wage Rate	Statutory Holiday Pay 4.5%	Vacation Pay 6%	Health & Welfare	Pension	Training Fund	Organizing Fund	Total Package	Employer Contributions			Total Cost
										Building Trades Fund	CODC Fund	CLR Fund	
Group 1 *		\$ 34.61	\$ 1.56	\$ 2.17	\$ 1.95	\$ 7.39	\$ 0.50	\$ 0.10	\$ 48.28	\$ 0.05	\$ 0.06	\$ 0.10	\$ 48.49
Group 2 **		\$ 33.08	\$ 1.49	\$ 2.07	\$ 1.95	\$ 7.39	\$ 0.50	\$ 0.10	\$ 46.58	\$ 0.05	\$ 0.06	\$ 0.10	\$ 46.79
Group 3		\$ 32.36	\$ 1.46	\$ 2.03	\$ 1.95	\$ 7.39	\$ 0.50	\$ 0.10	\$ 45.79	\$ 0.05	\$ 0.06	\$ 0.10	\$ 46.00
Group 4		\$ 30.87	\$ 1.39	\$ 1.94	\$ 1.95	\$ 7.39	\$ 0.50	\$ 0.10	\$ 44.14	\$ 0.05	\$ 0.06	\$ 0.10	\$ 44.35
Group 5		\$ 30.55	\$ 1.37	\$ 1.92	\$ 1.95	\$ 7.39	\$ 0.50	\$ 0.10	\$ 43.78	\$ 0.05	\$ 0.06	\$ 0.10	\$ 43.99
Group 6 Steam Engineers													
Chief		\$ 33.07	\$ 1.49	\$ 2.07	\$ 1.95	\$ 7.39	\$ 0.50	\$ 0.10	\$ 46.57	\$ 0.05	\$ 0.06	\$ 0.10	\$ 46.78
Shift Men with Papers		\$ 31.96	\$ 1.44	\$ 2.00	\$ 1.95	\$ 7.39	\$ 0.50	\$ 0.10	\$ 45.34	\$ 0.05	\$ 0.06	\$ 0.10	\$ 45.55
Men with Firing Papers		\$ 31.20	\$ 1.40	\$ 1.96	\$ 1.95	\$ 7.39	\$ 0.50	\$ 0.10	\$ 44.50	\$ 0.05	\$ 0.06	\$ 0.10	\$ 44.71
Apprentices Except Heavy Duty Mechanic: ***													
3rd Year													
750 - 1500 hrs	95%	\$ 32.88	\$ 1.48	\$ 2.06	\$ 1.95	\$ 6.56	\$ 0.50	\$ 0.10	\$ 45.53	\$ 0.05	\$ 0.06	\$ 0.10	\$ 45.74
0 - 750 hrs	90%	\$ 31.15	\$ 1.40	\$ 1.95	\$ 1.95	\$ 6.21	\$ 0.50	\$ 0.10	\$ 43.26	\$ 0.05	\$ 0.06	\$ 0.10	\$ 43.47
2nd Year													
750 - 1500 hrs	80%	\$ 27.69	\$ 1.25	\$ 1.74	\$ 1.95	\$ 5.52	\$ 0.50	\$ 0.10	\$ 38.75	\$ 0.05	\$ 0.06	\$ 0.10	\$ 38.96
0 - 750 hrs	70%	\$ 24.23	\$ 1.09	\$ 1.52	\$ 1.95	\$ 4.83	\$ 0.50	\$ 0.10	\$ 34.22	\$ 0.05	\$ 0.06	\$ 0.10	\$ 34.43
1st Year													
750 - 1500 hrs	65%	\$ 22.50	\$ 1.01	\$ 1.41	\$ 1.95	\$ 4.49	\$ 0.50	\$ 0.10	\$ 31.96	\$ 0.05	\$ 0.06	\$ 0.10	\$ 32.17
0 - 750 hrs	50%	\$ 17.31	\$ 0.78	\$ 1.09	\$ 1.95	\$ 3.45	\$ 0.50	\$ 0.10	\$ 25.18	\$ 0.05	\$ 0.06	\$ 0.10	\$ 25.39
Crane Operators													
Conventional (Lattice Boom)													
0 - 125 Tons		\$ 36.83	\$ 1.66	\$ 2.31	\$ 1.95	\$ 7.39	\$ 0.50	\$ 0.10	\$ 50.74	\$ 0.05	\$ 0.06	\$ 0.10	\$ 50.95
+ 125 to under 225 Tons		\$ 38.81	\$ 1.75	\$ 2.43	\$ 1.95	\$ 7.39	\$ 0.50	\$ 0.10	\$ 52.93	\$ 0.05	\$ 0.06	\$ 0.10	\$ 53.14
225 Tons		\$ 41.09	\$ 1.85	\$ 2.58	\$ 1.95	\$ 7.39	\$ 0.50	\$ 0.10	\$ 55.46	\$ 0.05	\$ 0.06	\$ 0.10	\$ 55.67
Over 225 Tons with attachment		\$ 42.27	\$ 1.90	\$ 2.65	\$ 1.95	\$ 7.39	\$ 0.50	\$ 0.10	\$ 56.76	\$ 0.05	\$ 0.06	\$ 0.10	\$ 56.97

Pension based on hours EARNED. All other benefits based on hours worked.

* A premium of five cents (\$0.05) per hour to be paid to operators of 35 ton hydraulic cranes plus five cents (\$0.05) per hour for every ten tons over 35 ton capacity of industrial construction. The capacity of a hydraulic crane shall be the maximum lifting capacity with minimum boom under the manufacturer's specifications.

** For cab-mounted boom of all hammerhead and tower cranes, add ten cents (\$0.10) per hour to rate.

*** For Heavy Duty Mechanic Apprentice rates refer to Appendix A.

Utility Operator shall receive two dollars (\$2.00) per hour over the rate of the highest equipment classification he is expected to operate.

Mechanics will be paid a tool allowance of thirty cents (\$0.30) per hour for all hours worked.

Contributions to the Pension Trust Fund on behalf of an Indentured or Unindentured Apprentice shall be calculated on the basis of 18% of the Apprentices gross wage rate but in any case shall not exceed the contribution amounts above.

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, 2014

OPERATING ENGINEER - Industrial - Effective May 1, 2011 to April 28, 2012

Classification	Percentage of Rate	Hourly Wage Rate	Statutory Holiday Pay 4.5%	Vacation Pay 6%	Health & Welfare	Pension	Training Fund	Organizing Fund	Total Package	Employer Contributions			
										Building Trades Fund	CODC Fund	CLR Fund	Total Cost
Group 1 *		\$ 35.63	\$ 1.60	\$ 2.24	\$ 2.00	\$ 8.14	\$ 0.50	\$ 0.10	\$ 50.21	\$ 0.05	\$ 0.06	\$ 0.10	\$ 50.42
Group 2 **		\$ 34.03	\$ 1.53	\$ 2.14	\$ 2.00	\$ 8.14	\$ 0.50	\$ 0.10	\$ 48.44	\$ 0.05	\$ 0.06	\$ 0.10	\$ 48.65
Group 3		\$ 33.29	\$ 1.50	\$ 2.09	\$ 2.00	\$ 8.14	\$ 0.50	\$ 0.10	\$ 47.62	\$ 0.05	\$ 0.06	\$ 0.10	\$ 47.83
Group 4		\$ 31.75	\$ 1.43	\$ 1.99	\$ 2.00	\$ 8.14	\$ 0.50	\$ 0.10	\$ 45.91	\$ 0.05	\$ 0.06	\$ 0.10	\$ 46.12
Group 5		\$ 31.41	\$ 1.41	\$ 1.97	\$ 2.00	\$ 8.14	\$ 0.50	\$ 0.10	\$ 45.53	\$ 0.05	\$ 0.06	\$ 0.10	\$ 45.74
Group 6 Steam Engineers													
Chief		\$ 34.03	\$ 1.53	\$ 2.13	\$ 2.00	\$ 8.14	\$ 0.50	\$ 0.10	\$ 48.43	\$ 0.05	\$ 0.06	\$ 0.10	\$ 48.64
Shift Men with Papers		\$ 32.87	\$ 1.48	\$ 2.06	\$ 2.00	\$ 8.14	\$ 0.50	\$ 0.10	\$ 47.15	\$ 0.05	\$ 0.06	\$ 0.10	\$ 47.36
Men with Firing Papers		\$ 32.08	\$ 1.44	\$ 2.02	\$ 2.00	\$ 8.14	\$ 0.50	\$ 0.10	\$ 46.28	\$ 0.05	\$ 0.06	\$ 0.10	\$ 46.49
Apprentices Except Heavy Duty Mechanic: ***													
3rd Year													
750 - 1500 hrs	95%	\$ 33.85	\$ 1.52	\$ 2.12	\$ 2.00	\$ 6.75	\$ 0.50	\$ 0.10	\$ 46.84	\$ 0.05	\$ 0.06	\$ 0.10	\$ 47.05
0 - 750 hrs	90%	\$ 32.07	\$ 1.44	\$ 2.01	\$ 2.00	\$ 6.39	\$ 0.50	\$ 0.10	\$ 44.51	\$ 0.05	\$ 0.06	\$ 0.10	\$ 44.72
2nd Year													
750 - 1500 hrs	80%	\$ 28.50	\$ 1.28	\$ 1.79	\$ 2.00	\$ 5.68	\$ 0.50	\$ 0.10	\$ 39.85	\$ 0.05	\$ 0.06	\$ 0.10	\$ 40.06
0 - 750 hrs	70%	\$ 24.94	\$ 1.12	\$ 1.56	\$ 2.00	\$ 4.97	\$ 0.50	\$ 0.10	\$ 35.19	\$ 0.05	\$ 0.06	\$ 0.10	\$ 35.40
1st Year													
750 - 1500 hrs	65%	\$ 23.16	\$ 1.04	\$ 1.45	\$ 2.00	\$ 4.62	\$ 0.50	\$ 0.10	\$ 32.87	\$ 0.05	\$ 0.06	\$ 0.10	\$ 33.08
0 - 750 hrs	50%	\$ 17.82	\$ 0.80	\$ 1.12	\$ 2.00	\$ 3.55	\$ 0.50	\$ 0.10	\$ 25.89	\$ 0.05	\$ 0.06	\$ 0.10	\$ 26.10
Crane Operators													
Conventional (Lattice Boom)													
0 - 125 Tons		\$ 37.94	\$ 1.71	\$ 2.38	\$ 2.00	\$ 8.14	\$ 0.50	\$ 0.10	\$ 52.77	\$ 0.05	\$ 0.06	\$ 0.10	\$ 52.98
+ 125 to under 225 Tons		\$ 40.00	\$ 1.80	\$ 2.51	\$ 2.00	\$ 8.14	\$ 0.50	\$ 0.10	\$ 55.05	\$ 0.05	\$ 0.06	\$ 0.10	\$ 55.26
225 Tons		\$ 42.38	\$ 1.91	\$ 2.65	\$ 2.00	\$ 8.14	\$ 0.50	\$ 0.10	\$ 57.68	\$ 0.05	\$ 0.06	\$ 0.10	\$ 57.89
Over 225 Tons with attachment		\$ 43.59	\$ 1.96	\$ 2.74	\$ 2.00	\$ 8.14	\$ 0.50	\$ 0.10	\$ 59.03	\$ 0.05	\$ 0.06	\$ 0.10	\$ 59.24

Pension based on hours EARNED. All other benefits based on hours worked.

* A premium of five cents (\$0.05) per hour to be paid to operators of 35 ton hydraulic cranes plus five cents (\$0.05) per hour for every ten tons over 35 ton capacity of industrial construction. The capacity of a hydraulic crane shall be the maximum lifting capacity with minimum boom under the manufacturer's specifications.

** For cab-mounted boom of all hammerhead and tower cranes, add ten cents (\$0.10) per hour to rate.

*** For Heavy Duty Mechanic Apprentice rates refer to Appendix A.

Utility Operator shall receive two dollars (\$2.00) per hour over the rate of the highest equipment classification he is expected to operate.

Mechanics will be paid a tool allowance of thirty cents (\$0.30) per hour for all hours worked.

Contributions to the Pension Trust Fund on behalf of an Indentured or Unindentured Apprentice shall be calculated on the basis of 18% of the Apprentices gross wage rate but in any case shall not exceed the contribution amounts above.

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, 2014

OPERATING ENGINEER - Industrial - Effective April 29, 2012 to April 27, 2013

Classification	Percentage of Rate	Hourly Wage Rate	Statutory Holiday Pay 4.5%	Vacation Pay 6%	Health & Welfare	Pension	Training Fund	Organizing Fund	Total Package	Employer Contributions			Total Cost
										Building Trades Fund	CODC Fund	CLR Fund	
Group 1 *		\$ 36.50	\$ 1.64	\$ 2.29	\$ 2.05	\$ 8.64	\$ 0.50	\$ 0.10	\$ 51.72	\$ 0.05	\$ 0.06	\$ 0.10	\$ 51.93
Group 2 **		\$ 34.85	\$ 1.57	\$ 2.18	\$ 2.05	\$ 8.64	\$ 0.50	\$ 0.10	\$ 49.89	\$ 0.05	\$ 0.06	\$ 0.10	\$ 50.10
Group 3		\$ 34.09	\$ 1.53	\$ 2.14	\$ 2.05	\$ 8.64	\$ 0.50	\$ 0.10	\$ 49.05	\$ 0.05	\$ 0.06	\$ 0.10	\$ 49.26
Group 4		\$ 32.50	\$ 1.46	\$ 2.04	\$ 2.05	\$ 8.64	\$ 0.50	\$ 0.10	\$ 47.29	\$ 0.05	\$ 0.06	\$ 0.10	\$ 47.50
Group 5		\$ 32.15	\$ 1.45	\$ 2.01	\$ 2.05	\$ 8.64	\$ 0.50	\$ 0.10	\$ 46.90	\$ 0.05	\$ 0.06	\$ 0.10	\$ 47.11
Group 6 Steam Engineers													
Chief		\$ 34.84	\$ 1.57	\$ 2.18	\$ 2.05	\$ 8.64	\$ 0.50	\$ 0.10	\$ 49.88	\$ 0.05	\$ 0.06	\$ 0.10	\$ 50.09
Shift Men with Papers		\$ 33.65	\$ 1.51	\$ 2.11	\$ 2.05	\$ 8.64	\$ 0.50	\$ 0.10	\$ 48.56	\$ 0.05	\$ 0.06	\$ 0.10	\$ 48.77
Men with Firing Papers		\$ 32.84	\$ 1.48	\$ 2.06	\$ 2.05	\$ 8.64	\$ 0.50	\$ 0.10	\$ 47.67	\$ 0.05	\$ 0.06	\$ 0.10	\$ 47.88
Apprentices Except Heavy Duty Mechanic: ***													
3rd Year													
750 - 1500 hrs	95%	\$ 34.68	\$ 1.56	\$ 2.17	\$ 2.05	\$ 6.91	\$ 0.50	\$ 0.10	\$ 47.97	\$ 0.05	\$ 0.06	\$ 0.10	\$ 48.18
0 - 750 hrs	90%	\$ 32.85	\$ 1.48	\$ 2.06	\$ 2.05	\$ 6.55	\$ 0.50	\$ 0.10	\$ 45.59	\$ 0.05	\$ 0.06	\$ 0.10	\$ 45.80
2nd Year													
750 - 1500 hrs	80%	\$ 29.20	\$ 1.31	\$ 1.83	\$ 2.05	\$ 5.82	\$ 0.50	\$ 0.10	\$ 40.81	\$ 0.05	\$ 0.06	\$ 0.10	\$ 41.02
0 - 750 hrs	70%	\$ 25.55	\$ 1.15	\$ 1.60	\$ 2.05	\$ 5.09	\$ 0.50	\$ 0.10	\$ 36.04	\$ 0.05	\$ 0.06	\$ 0.10	\$ 36.25
1st Year													
750 - 1500 hrs	65%	\$ 23.73	\$ 1.07	\$ 1.49	\$ 2.05	\$ 4.73	\$ 0.50	\$ 0.10	\$ 33.67	\$ 0.05	\$ 0.06	\$ 0.10	\$ 33.88
0 - 750 hrs	50%	\$ 18.25	\$ 0.82	\$ 1.14	\$ 2.05	\$ 3.64	\$ 0.50	\$ 0.10	\$ 26.50	\$ 0.05	\$ 0.06	\$ 0.10	\$ 26.71
Crane Operators													
Conventional (Lattice Boom)													
0 - 125 Tons		\$ 38.87	\$ 1.75	\$ 2.44	\$ 2.05	\$ 8.64	\$ 0.50	\$ 0.10	\$ 54.35	\$ 0.05	\$ 0.06	\$ 0.10	\$ 54.56
+ 125 to under 225 Tons		\$ 40.99	\$ 1.84	\$ 2.58	\$ 2.05	\$ 8.64	\$ 0.50	\$ 0.10	\$ 56.70	\$ 0.05	\$ 0.06	\$ 0.10	\$ 56.91
225 Tons		\$ 43.44	\$ 1.95	\$ 2.73	\$ 2.05	\$ 8.64	\$ 0.50	\$ 0.10	\$ 59.41	\$ 0.05	\$ 0.06	\$ 0.10	\$ 59.62
Over 225 Tons with attachment		\$ 44.70	\$ 2.01	\$ 2.80	\$ 2.05	\$ 8.64	\$ 0.50	\$ 0.10	\$ 60.80	\$ 0.05	\$ 0.06	\$ 0.10	\$ 61.01

Pension based on hours EARNED. All other benefits based on hours worked.

* A premium of five cents (\$0.05) per hour to be paid to operators of 35 ton hydraulic cranes plus five cents (\$0.05) per hour for every ten tons over 35 ton capacity of industrial construction. The capacity of a hydraulic crane shall be the maximum lifting capacity with minimum boom under the manufacturer's specifications.

** For cab-mounted boom of all hammerhead and tower cranes, add ten cents (\$0.10) per hour to rate.

*** For Heavy Duty Mechanic Apprentice rates refer to Appendix A.

Utility Operator shall receive two dollars (\$2.00) per hour over the rate of the highest equipment classification he is expected to operate.

Mechanics will be paid a tool allowance of thirty cents (\$0.30) per hour for all hours worked.

Contributions to the Pension Trust Fund on behalf of an Indentured or Unindentured Apprentice shall be calculated on the basis of 18% of the Apprentices gross wage rate but in any case shall not exceed the contribution amounts above.

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, 2014

OPERATING ENGINEER - Industrial - Effective April 28, 2013 to April 30, 2014

Classification	Percentage of Rate	Hourly Wage Rate	Statutory Holiday Pay 4.5%	Vacation Pay 6%	Health & Welfare	Pension	Training Fund	Organizing Fund	Total Package	Employer Contributions			Total Cost
										Building Trades Fund	CODC Fund	CLR Fund	
Group 1 *		\$ 37.40	\$ 1.68	\$ 2.35	\$ 2.10	\$ 9.14	\$ 0.50	\$ 0.10	\$ 53.27	\$ 0.05	\$ 0.06	\$ 0.10	\$ 53.48
Group 2 **		\$ 35.70	\$ 1.61	\$ 2.24	\$ 2.10	\$ 9.14	\$ 0.50	\$ 0.10	\$ 51.39	\$ 0.05	\$ 0.06	\$ 0.10	\$ 51.60
Group 3		\$ 34.92	\$ 1.57	\$ 2.19	\$ 2.10	\$ 9.14	\$ 0.50	\$ 0.10	\$ 50.52	\$ 0.05	\$ 0.06	\$ 0.10	\$ 50.73
Group 4		\$ 33.29	\$ 1.50	\$ 2.08	\$ 2.10	\$ 9.14	\$ 0.50	\$ 0.10	\$ 48.71	\$ 0.05	\$ 0.06	\$ 0.10	\$ 48.92
Group 5		\$ 32.92	\$ 1.48	\$ 2.07	\$ 2.10	\$ 9.14	\$ 0.50	\$ 0.10	\$ 48.31	\$ 0.05	\$ 0.06	\$ 0.10	\$ 48.52
Group 6 Steam Engineers													
Chief		\$ 35.70	\$ 1.61	\$ 2.23	\$ 2.10	\$ 9.14	\$ 0.50	\$ 0.10	\$ 51.38	\$ 0.05	\$ 0.06	\$ 0.10	\$ 51.59
Shift Men with Papers		\$ 34.47	\$ 1.55	\$ 2.16	\$ 2.10	\$ 9.14	\$ 0.50	\$ 0.10	\$ 50.02	\$ 0.05	\$ 0.06	\$ 0.10	\$ 50.23
Men with Firing Papers		\$ 33.64	\$ 1.51	\$ 2.11	\$ 2.10	\$ 9.14	\$ 0.50	\$ 0.10	\$ 49.10	\$ 0.05	\$ 0.06	\$ 0.10	\$ 49.31
Apprentices Except Heavy Duty Mechanic: ***													
3rd Year													
750 - 1500 hrs	95%	\$ 35.53	\$ 1.60	\$ 2.23	\$ 2.10	\$ 7.08	\$ 0.50	\$ 0.10	\$ 49.14	\$ 0.05	\$ 0.06	\$ 0.10	\$ 49.35
0 - 750 hrs	90%	\$ 33.66	\$ 1.51	\$ 2.11	\$ 2.10	\$ 6.71	\$ 0.50	\$ 0.10	\$ 46.69	\$ 0.05	\$ 0.06	\$ 0.10	\$ 46.90
2nd Year													
750 - 1500 hrs	80%	\$ 29.92	\$ 1.35	\$ 1.88	\$ 2.10	\$ 5.97	\$ 0.50	\$ 0.10	\$ 41.82	\$ 0.05	\$ 0.06	\$ 0.10	\$ 42.03
0 - 750 hrs	70%	\$ 26.18	\$ 1.18	\$ 1.64	\$ 2.10	\$ 5.22	\$ 0.50	\$ 0.10	\$ 36.92	\$ 0.05	\$ 0.06	\$ 0.10	\$ 37.13
1st Year													
750 - 1500 hrs	65%	\$ 24.31	\$ 1.09	\$ 1.52	\$ 2.10	\$ 4.85	\$ 0.50	\$ 0.10	\$ 34.47	\$ 0.05	\$ 0.06	\$ 0.10	\$ 34.68
0 - 750 hrs	50%	\$ 18.70	\$ 0.84	\$ 1.17	\$ 2.10	\$ 3.73	\$ 0.50	\$ 0.10	\$ 27.14	\$ 0.05	\$ 0.06	\$ 0.10	\$ 27.35
Crane Operators													
Conventional (Lattice Boom)													
0 - 125 Tons		\$ 39.85	\$ 1.79	\$ 2.50	\$ 2.10	\$ 9.14	\$ 0.50	\$ 0.10	\$ 55.98	\$ 0.05	\$ 0.06	\$ 0.10	\$ 56.19
+ 125 to under 225 Tons		\$ 42.03	\$ 1.89	\$ 2.64	\$ 2.10	\$ 9.14	\$ 0.50	\$ 0.10	\$ 58.40	\$ 0.05	\$ 0.06	\$ 0.10	\$ 58.61
225 Tons		\$ 44.55	\$ 2.00	\$ 2.80	\$ 2.10	\$ 9.14	\$ 0.50	\$ 0.10	\$ 61.19	\$ 0.05	\$ 0.06	\$ 0.10	\$ 61.40
Over 225 Tons with attachment		\$ 45.84	\$ 2.06	\$ 2.88	\$ 2.10	\$ 9.14	\$ 0.50	\$ 0.10	\$ 62.62	\$ 0.05	\$ 0.06	\$ 0.10	\$ 62.83

Pension based on hours EARNED. All other benefits based on hours worked.

* A premium of five cents (\$0.05) per hour to be paid to operators of 35 ton hydraulic cranes plus five cents (\$0.05) per hour for every ten tons over 35 ton capacity of industrial construction. The capacity of a hydraulic crane shall be the maximum lifting capacity with minimum boom under the manufacturer's specifications.

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Errors & omissions excepted.

Please refer to Provincial Collective Bargaining Agreement.