

# CLR Construction Labour Relations Association of Saskatchewan Inc.

## Provincial Agreement Wage Summaries

Expires April 30, 2013

### **SHEET METAL - Shops - Industrial - Effective November 21, 2010 to April 30, 2011**

Classification	Percentage of Journeyman	Hourly Wage Rate	Statutory Holiday Pay 4.5%	Vacation Pay 6%	Health & Welfare	Pension	Educational Trust Fund	Welfare Fund II	Total Package	Employer Contributions			Total Cost
										Building Trades Fund	CODC Fund	CLR Fund	
General Foreman	120%	\$ 38.12	\$ 1.72	\$ 2.39	\$ 1.40	\$ 5.83	\$ 0.40	\$ 0.25	\$ 50.11	\$ 0.05	\$ 0.06	\$ 0.10	\$ 50.32
A Foreman	110%	\$ 34.95	\$ 1.57	\$ 2.19	\$ 1.40	\$ 5.83	\$ 0.40	\$ 0.25	\$ 46.59	\$ 0.05	\$ 0.06	\$ 0.10	\$ 46.80
B Foreman	105%	\$ 33.36	\$ 1.50	\$ 2.09	\$ 1.40	\$ 5.83	\$ 0.40	\$ 0.25	\$ 44.83	\$ 0.05	\$ 0.06	\$ 0.10	\$ 45.04
Journeyman	100%	\$ 31.77	\$ 1.43	\$ 1.99	\$ 1.40	\$ 5.83	\$ 0.40	\$ 0.25	\$ 43.07	\$ 0.05	\$ 0.06	\$ 0.10	\$ 43.28
1st Year Journeyman	90%	\$ 28.59	\$ 1.29	\$ 1.79	\$ 1.40	\$ 5.70	\$ 0.40	\$ 0.25	\$ 39.42	\$ 0.05	\$ 0.06	\$ 0.10	\$ 39.63
Apprentices - Shop Sheet Metal Worker													
4th Year	80%	\$ 25.42	\$ 1.14	\$ 1.59	\$ 1.40	\$ 5.07	\$ 0.40	\$ 0.25	\$ 35.27	\$ 0.05	\$ 0.06	\$ 0.10	\$ 35.48
3rd Year	70%	\$ 22.24	\$ 1.00	\$ 1.39	\$ 1.40	\$ 4.43	\$ 0.40	\$ 0.25	\$ 31.11	\$ 0.05	\$ 0.06	\$ 0.10	\$ 31.32
2nd Year	60%	\$ 19.06	\$ 0.86	\$ 1.20	\$ 1.40	\$ 3.80	\$ 0.40	\$ 0.25	\$ 26.97	\$ 0.05	\$ 0.06	\$ 0.10	\$ 27.18
1st Year													
2nd Six Months	55%	\$ 17.47	\$ 0.79	\$ 1.10	\$ 1.40	\$ -	\$ 0.40	\$ 0.25	\$ 21.41	\$ 0.05	\$ 0.06	\$ 0.10	\$ 21.62
1st Six Months (Beginner)	55%	\$ 17.47	\$ 0.79	\$ 1.10	\$ -	\$ -	\$ 0.40	\$ -	\$ 19.76	\$ 0.05	\$ 0.06	\$ 0.10	\$ 19.97
Apprentices - Shop Welder													
4th 12 months	80%	\$ 25.42	\$ 1.14	\$ 1.59	\$ 1.40	\$ 5.07	\$ 0.40	\$ 0.25	\$ 35.27	\$ 0.05	\$ 0.06	\$ 0.10	\$ 35.48
3rd 12 months	70%	\$ 22.24	\$ 1.00	\$ 1.39	\$ 1.40	\$ 4.43	\$ 0.40	\$ 0.25	\$ 31.11	\$ 0.05	\$ 0.06	\$ 0.10	\$ 31.32
2nd 12 months	60%	\$ 19.06	\$ 0.86	\$ 1.20	\$ 1.40	\$ 3.80	\$ 0.40	\$ 0.25	\$ 26.97	\$ 0.05	\$ 0.06	\$ 0.10	\$ 27.18
1st 12 months													
2nd Six Months	55%	\$ 17.47	\$ 0.79	\$ 1.10	\$ 1.40	\$ -	\$ 0.40	\$ 0.25	\$ 21.41	\$ 0.05	\$ 0.06	\$ 0.10	\$ 21.62
1st Six Months (Beginner)	55%	\$ 17.47	\$ 0.79	\$ 1.10	\$ -	\$ -	\$ 0.40	\$ -	\$ 19.76	\$ 0.05	\$ 0.06	\$ 0.10	\$ 19.97
Material Handler													
After 1st Year		\$ 15.69	\$ 0.71	\$ 0.98	\$ 1.40	\$ 3.13	\$ 0.40	\$ 0.25	\$ 22.56	\$ 0.05	\$ 0.06	\$ 0.10	\$ 22.77
1st Year													
2nd Six Months		\$ 13.05	\$ 0.59	\$ 0.82	\$ 1.40	\$ -	\$ 0.40	\$ 0.25	\$ 16.51	\$ 0.05	\$ 0.06	\$ 0.10	\$ 16.72
1st Six Months		\$ 13.05	\$ 0.59	\$ 0.82	\$ -	\$ -	\$ 0.40	\$ -	\$ 14.86	\$ 0.05	\$ 0.06	\$ 0.10	\$ 15.07

\* Pension based on hours earned. All other benefits based on hours worked.

Note: Journeyman Welders are to be paid Journeyman Sheet Metal rates. Apprentice welders will be paid their percentage of Journeyman Sheet Metal rate.  
A Beginner is a probationary Employee for a period not to exceed 900 hours.

There is no EMPLOYER contribution to the Pension Fund on behalf of 1st Year Apprentices.

There is no EMPLOYER contribution to the Health & Welfare Fund or the Welfare Fund II on behalf of Beginner (1st six months) Apprentices

There is an EMPLOYEE contribution to the Health & Welfare Trust Fund of thirty five cents (\$0.35) per hour worked.

The Beginner (1st six months) will not pay into the Health & Welfare Fund.

There is an EMPLOYEE CONTRIBUTION to the Trade Promotion Fund of ten cents (0.10) per hour worked.

There is an EMPLOYEE DEDUCTION to the Building Trades Per Capita of five cents (\$0.05) per hour worked.

Foremen and General Foremen who have completed the CODC Better SuperVision or equivalent:

"A" Foreman - 12% above Journeyman rate

"B" Foreman - 7% above Journeyman rate

General Foreman - 25% above Journeyman rate

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, 2013

### ***SHEET METAL - Shops - Industrial - Effective May 1, 2011 to April 28, 2012***

Classification	Percentage of Journeyman	Hourly Wage Rate	Statutory Holiday Pay 4.5%	Vacation Pay 6%	Health & Welfare	Pension	Educational Trust Fund	Welfare Fund II	Total Package	Employer Contributions			Total Cost
										Building Trades Fund	CODC Fund	CLR Fund	
General Foreman	120%	\$ 39.61	\$ 1.78	\$ 2.48	\$ 1.45	\$ 6.08	\$ 0.45	\$ 0.25	\$ 52.10	\$ 0.05	\$ 0.06	\$ 0.10	\$ 52.31
A Foreman	110%	\$ 36.31	\$ 1.63	\$ 2.28	\$ 1.45	\$ 6.08	\$ 0.45	\$ 0.25	\$ 48.45	\$ 0.05	\$ 0.06	\$ 0.10	\$ 48.66
B Foreman	105%	\$ 34.66	\$ 1.56	\$ 2.17	\$ 1.45	\$ 6.08	\$ 0.45	\$ 0.25	\$ 46.62	\$ 0.05	\$ 0.06	\$ 0.10	\$ 46.83
Journeyman	100%	\$ 33.01	\$ 1.49	\$ 2.06	\$ 1.45	\$ 6.08	\$ 0.45	\$ 0.25	\$ 44.79	\$ 0.05	\$ 0.06	\$ 0.10	\$ 45.00
1st Year Journeyman	90%	\$ 29.71	\$ 1.34	\$ 1.86	\$ 1.45	\$ 5.92	\$ 0.45	\$ 0.25	\$ 40.98	\$ 0.05	\$ 0.06	\$ 0.10	\$ 41.19
Apprentices - Shop Sheet Metal Worker													
4th Year	80%	\$ 26.41	\$ 1.19	\$ 1.66	\$ 1.45	\$ 5.27	\$ 0.45	\$ 0.25	\$ 36.68	\$ 0.05	\$ 0.06	\$ 0.10	\$ 36.89
3rd Year	70%	\$ 23.11	\$ 1.04	\$ 1.45	\$ 1.45	\$ 4.61	\$ 0.45	\$ 0.25	\$ 32.36	\$ 0.05	\$ 0.06	\$ 0.10	\$ 32.57
2nd Year	60%	\$ 19.81	\$ 0.89	\$ 1.24	\$ 1.45	\$ 3.95	\$ 0.45	\$ 0.25	\$ 28.04	\$ 0.05	\$ 0.06	\$ 0.10	\$ 28.25
1st Year													
2nd Six Months	55%	\$ 18.16	\$ 0.82	\$ 1.14	\$ 1.45	\$ -	\$ 0.45	\$ 0.25	\$ 22.27	\$ 0.05	\$ 0.06	\$ 0.10	\$ 22.48
1st Six Months (Beginner)	55%	\$ 18.16	\$ 0.82	\$ 1.14	\$ -	\$ -	\$ 0.45	\$ -	\$ 20.57	\$ 0.05	\$ 0.06	\$ 0.10	\$ 20.78
Apprentices - Shop Welder													
4th 12 months	80%	\$ 26.41	\$ 1.19	\$ 1.66	\$ 1.45	\$ 5.27	\$ 0.45	\$ 0.25	\$ 36.68	\$ 0.05	\$ 0.06	\$ 0.10	\$ 36.89
3rd 12 months	70%	\$ 23.11	\$ 1.04	\$ 1.45	\$ 1.45	\$ 4.61	\$ 0.45	\$ 0.25	\$ 32.36	\$ 0.05	\$ 0.06	\$ 0.10	\$ 32.57
2nd 12 months	60%	\$ 19.81	\$ 0.89	\$ 1.24	\$ 1.45	\$ 3.95	\$ 0.45	\$ 0.25	\$ 28.04	\$ 0.05	\$ 0.06	\$ 0.10	\$ 28.25
1st 12 months													
2nd Six Months	55%	\$ 18.16	\$ 0.82	\$ 1.14	\$ 1.45	\$ -	\$ 0.45	\$ 0.25	\$ 22.27	\$ 0.05	\$ 0.06	\$ 0.10	\$ 22.48
1st Six Months (Beginner)	55%	\$ 18.16	\$ 0.82	\$ 1.14	\$ -	\$ -	\$ 0.45	\$ -	\$ 20.57	\$ 0.05	\$ 0.06	\$ 0.10	\$ 20.78
Material Handler													
After 1st Year		\$ 16.31	\$ 0.73	\$ 1.02	\$ 1.45	\$ 3.25	\$ 0.45	\$ 0.25	\$ 23.46	\$ 0.05	\$ 0.06	\$ 0.10	\$ 23.67
1st Year													
2nd Six Months		\$ 13.54	\$ 0.61	\$ 0.85	\$ 1.45	\$ -	\$ 0.45	\$ 0.25	\$ 17.15	\$ 0.05	\$ 0.06	\$ 0.10	\$ 17.36
1st Six Months		\$ 13.54	\$ 0.61	\$ 0.85	\$ -	\$ -	\$ 0.45	\$ -	\$ 15.45	\$ 0.05	\$ 0.06	\$ 0.10	\$ 15.66

\* Pension based on hours earned. All other benefits based on hours worked.

Note: Journeyman Welders are to be paid Journeyman Sheet Metal rates. Apprentice welders will be paid their percentage of Journeyman Sheet Metal rate.  
A Beginner is a probationary Employee for a period not to exceed 900 hours.

There is no EMPLOYER contribution to the Pension Fund on behalf of 1st Year Apprentices.

There is no EMPLOYER contribution to the Health & Welfare Fund or the Welfare Fund II on behalf of Beginner (1st six months) Apprentices

There is an EMPLOYEE contribution to the Health & Welfare Trust Fund of thirty five cents (\$0.35) per hour worked.

The Beginner (1st six months) will not pay into the Health & Welfare Fund.

There is an EMPLOYEE CONTRIBUTION to the Trade Promotion Fund of ten cents (0.10) per hour worked.

There is an EMPLOYEE DEDUCTION to the Building Trades Per Capita of five cents (\$0.05) per hour worked.

Foremen and General Foremen who have completed the CODC Better SuperVision or equivalent:

"A" Foreman - 12% above Journeyman rate

"B" Foreman - 7% above Journeyman rate

General Foreman - 25% above Journeyman rate

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, 2013

### **SHEET METAL - Shops - Industrial - Effective April 29, 2012 to April 30, 2013**

Classification	Percentage of Journeyman	Hourly Wage Rate	Statutory Holiday Pay 4.5%	Vacation Pay 6%	Health & Welfare	Pension	Educational Trust Fund	Welfare Fund II	Total Package	Employer Contributions			Total Cost
										Building Trades Fund	CODC Fund	CLR Fund	
General Foreman	120%	\$ 40.73	\$ 1.83	\$ 2.55	\$ 1.50	\$ 6.28	\$ 0.50	\$ 0.25	\$ 53.64	\$ 0.05	\$ 0.06	\$ 0.10	\$ 53.85
A Foreman	110%	\$ 37.33	\$ 1.68	\$ 2.34	\$ 1.50	\$ 6.28	\$ 0.50	\$ 0.25	\$ 49.88	\$ 0.05	\$ 0.06	\$ 0.10	\$ 50.09
B Foreman	105%	\$ 35.64	\$ 1.60	\$ 2.23	\$ 1.50	\$ 6.28	\$ 0.50	\$ 0.25	\$ 48.00	\$ 0.05	\$ 0.06	\$ 0.10	\$ 48.21
Journeyman	100%	\$ 33.94	\$ 1.53	\$ 2.13	\$ 1.50	\$ 6.28	\$ 0.50	\$ 0.25	\$ 46.13	\$ 0.05	\$ 0.06	\$ 0.10	\$ 46.34
1st Year Journeyman	90%	\$ 30.55	\$ 1.37	\$ 1.92	\$ 1.50	\$ 6.09	\$ 0.50	\$ 0.25	\$ 42.18	\$ 0.05	\$ 0.06	\$ 0.10	\$ 42.39
Apprentices - Shop Sheet Metal Worker													
4th Year	80%	\$ 27.15	\$ 1.22	\$ 1.70	\$ 1.50	\$ 5.41	\$ 0.50	\$ 0.25	\$ 37.73	\$ 0.05	\$ 0.06	\$ 0.10	\$ 37.94
3rd Year	70%	\$ 23.76	\$ 1.07	\$ 1.49	\$ 1.50	\$ 4.74	\$ 0.50	\$ 0.25	\$ 33.31	\$ 0.05	\$ 0.06	\$ 0.10	\$ 33.52
2nd Year	60%	\$ 20.36	\$ 0.92	\$ 1.28	\$ 1.50	\$ 4.06	\$ 0.50	\$ 0.25	\$ 28.87	\$ 0.05	\$ 0.06	\$ 0.10	\$ 29.08
1st Year													
2nd Six Months	55%	\$ 18.67	\$ 0.84	\$ 1.17	\$ 1.50	\$ -	\$ 0.50	\$ 0.25	\$ 22.93	\$ 0.05	\$ 0.06	\$ 0.10	\$ 23.14
1st Six Months (Beginner)	55%	\$ 18.67	\$ 0.84	\$ 1.17	\$ -	\$ -	\$ 0.50	\$ -	\$ 21.18	\$ 0.05	\$ 0.06	\$ 0.10	\$ 21.39
Apprentices - Shop Welder													
4th 12 months	80%	\$ 27.15	\$ 1.22	\$ 1.70	\$ 1.50	\$ 5.41	\$ 0.50	\$ 0.25	\$ 37.73	\$ 0.05	\$ 0.06	\$ 0.10	\$ 37.94
3rd 12 months	70%	\$ 23.76	\$ 1.07	\$ 1.49	\$ 1.50	\$ 4.74	\$ 0.50	\$ 0.25	\$ 33.31	\$ 0.05	\$ 0.06	\$ 0.10	\$ 33.52
2nd 12 months	60%	\$ 20.36	\$ 0.92	\$ 1.28	\$ 1.50	\$ 4.06	\$ 0.50	\$ 0.25	\$ 28.87	\$ 0.05	\$ 0.06	\$ 0.10	\$ 29.08
1st 12 months													
2nd Six Months	55%	\$ 18.67	\$ 0.84	\$ 1.17	\$ 1.50	\$ -	\$ 0.50	\$ 0.25	\$ 22.93	\$ 0.05	\$ 0.06	\$ 0.10	\$ 23.14
1st Six Months (Beginner)	55%	\$ 18.67	\$ 0.84	\$ 1.17	\$ -	\$ -	\$ 0.50	\$ -	\$ 21.18	\$ 0.05	\$ 0.06	\$ 0.10	\$ 21.39
Material Handler													
After 1st Year		\$ 16.77	\$ 0.75	\$ 1.05	\$ 1.50	\$ 3.34	\$ 0.50	\$ 0.25	\$ 24.16	\$ 0.05	\$ 0.06	\$ 0.10	\$ 24.37
1st Year													
2nd Six Months		\$ 13.91	\$ 0.63	\$ 0.87	\$ 1.50	\$ -	\$ 0.50	\$ 0.25	\$ 17.66	\$ 0.05	\$ 0.06	\$ 0.10	\$ 17.87
1st Six Months		\$ 13.91	\$ 0.63	\$ 0.87	\$ -	\$ -	\$ 0.50	\$ -	\$ 15.91	\$ 0.05	\$ 0.06	\$ 0.10	\$ 16.12

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"B" Foreman - 7% above Journeyman rate

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