

**APPENDIX "C"**  
**MANITOBA AND NUNAVUT**  
**WAGE AND BENEFIT SCHEDULE (\$)**

Boilermakers, Welders, Blacksmiths, Fitters, Riggers, General Foreman,  
Foreman, Assistant Foreman, Journeyman, Apprentice, Helper

**REVISED DECEMBER 6, 2010 TO INCORPORATE REVISED AGREEMENT RATES**

EFFECTIVE DATE	1-Jul-10	2-Jan-11	1-May-11	29-Apr-12
<b>GENERAL FOREMAN</b>	34.68	34.91	36.39	37.87
<b>FOREMAN</b>	31.18	32.41	33.89	35.37
<b>ASS'T FOREMAN</b>	29.68	29.91	31.39	32.87
<b>JOURNEYMAN</b>	28.18	28.41	29.89	31.37
<b>3RD YR. APPRENT. <sup>(2)</sup></b>	25.12	25.33	26.66	28.00
<b>2ND YR. APPRENT. <sup>(2)</sup></b>	20.54	20.71	21.82	22.93
<b>1ST YR. APPRENT. <sup>(2)</sup></b>	15.96	16.10	16.99	17.87
<b>HELPER <sup>(2)</sup></b>	20.54	20.71	21.82	22.93
<b>VACATION PAY</b>	6%	6%	6%	6%
<b>STAT. PAY</b>	4.5%	4.5%	4.5%	4.5%
<b>HEALTH &amp; WELFARE</b>	2.00	2.00	2.00	2.00
<b>PENSION <sup>(1)</sup></b>	7.87 <sup>(a)</sup>	7.87 <sup>(a)</sup>	7.87 <sup>(a)</sup>	7.87 <sup>(a)</sup>
<b>UNION PROMOTION</b>	0.10	0.10	0.10	0.10
<b>EDUCATIONAL TRAIN.</b>	0.20	0.20	0.20	0.20
<b>APPRENTICESHIP</b>	0.20	0.20	0.20	0.20
<b>NATIONAL TRAINING <sup>(3)</sup></b>	0.21	0.21	0.21	0.21
<b>AUDIOMETRIC TESTING</b>	0.03	0.03	0.03	0.03
<b>ADMINISTRATION</b>	0.12	0.12	0.12	0.12

(1) Pension contribution is comprised of two components, a Basic Pension Deduction and a Special Funding Contribution:

(a) Includes Special Funding Contribution of \$2.62

(2) Rates for First, Second & Third Year Apprentices, and Helper are inclusive of the Collective Agreement Rate plus the "Special Funding Contribution" for the Pension Plan.

(3) Breakdown of National Training funds follows on Page 2.

**APPENDIX "C"**  
**MANITOBA AND NUNAVUT**  
**WAGE AND BENEFIT SCHEDULE (\$)**

Boilermakers, Welders, Blacksmiths, Fitters, Riggers, General Foreman,  
Foreman, Assistant Foreman, Journeyman, Apprentice, Helper

**REVISED DECEMBER 6, 2010 TO INCORPORATE REVISED AGREEMENT RATES**

EFFECTIVE DATE	1-Jul-10	2-Jan-11	1-May-11	29-Apr-12
<b>HOURS OF WORK</b>	8	8	8	8
<b>SHIFT PREMIUM</b>				
<b>2ND SHIFT</b>	\$3.00	\$3.00	\$3.00	\$3.25
<b>3RD SHIFT</b>	\$3.00	\$3.00	\$3.00	\$3.25
<b>OVERTIME</b>	2	2	2	2
<b>TRANSPORTATION RATE</b>	\$0.57	\$0.45	\$0.45	\$0.45
<b>TRAVEL RATE</b>		\$0.22	\$0.32	\$0.32
<b>SUBSISTENCE <sup>(4)</sup></b>	\$120/day See Art. 21.01	\$120/day See Art. 21.01	\$120/day See Art. 20.01	\$120/day See Art. 20.01

(4) Subsistence to be addressed on projects north of the 53rd Parallel.

**Summary of Contributions Contained in National Training (NTTF)**

National Training (NTTF)	\$0.05
National Organizing	\$0.04
Health & Safety	\$0.05
Promotion	\$0.03
National Marketing	\$0.04