



October 1, 2012

IMPORTANT NOTICE
APPENDIX "A": ALBERTA
REVISED WAGE & BENEFIT SCHEDULE (ATTACHED)

Effective November 4, 2012, as per Article 23.00 of the Alberta Collective Agreement the **economic increase to take effect in November shall be \$0.83** (less adjustments to maintain the current vacation and statutory pay levels).

Attached is a copy of the revised Wage & Benefit Schedule for Appendix "A": Alberta that reflects the new rates.

**PLEASE ENSURE A COPY OF THIS NOTICE AND THE REVISED WAGE &
BENEFIT SCHEDULE ARE PROVIDED TO YOUR PAYROLL DEPARTMENTS**

APPENDIX "A"
ALBERTA WAGE & BENEFIT SCHEDULE

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

(REVISED TO INCORPORATE ECONOMIC INCREASE - EFFECTIVE NOVEMBER 4, 2012)

EFFECTIVE DATE	01-May-11	03-Jul-11	06-May-12	04-Nov-12
GENERAL FOREMAN ⁽⁵⁾	47.73	47.73	48.46	49.21
FOREMAN ⁽⁵⁾	45.73	45.73	46.46	47.21
ASS'T FOREMAN	43.38	43.38	44.11	44.86
JOURNEYMAN RATE	40.23	40.23	40.96	41.71
3RD YR APPRENTICE ⁽²⁾	35.94	35.94	36.59	37.27
2ND YEAR APPRENTICE ⁽²⁾	29.50	29.50	30.04	30.60
1ST YEAR APPRENTICE ⁽²⁾	23.05	23.05	23.49	23.94
HELPER ⁽²⁾	29.50	29.50	30.04	30.60
VACATION PAY	6%	6%	6%	6%
STAT. HOLIDAY PAY	4%	4%	4%	4%
HEALTH & WELFARE	2.25	2.25	2.25	2.25
PENSION ⁽¹⁾	9.00	9.00	9.00	9.00
UNION PROMOTION	0.15	0.15	0.15	0.15
EDUCATIONAL TRAINING	0.50	0.50	0.50	0.50
APPRENTICESHIP	0.10	0.10	0.10	0.10
NATIONAL TRAINING ⁽³⁾	0.21	0.21	0.26	0.26
CEFAP	0.04	0.04	0.04	0.04
AUDIOMETRIC TESTING ⁽⁴⁾	0.03	0.03	0.00	0.00
ADMINISTRATION	0.12	0.25	0.25	0.25

*Note: Please contact the BCA or IBB offices for the rates and remittances applicable in Nunavut, Northwest Territories and the District of Mackenzie.

- (1) Pension contribution includes Special Funding Contribution of \$3.00
- (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 next page.
- (4) Effective May 6, 2012, the Audiometric Testing Fund will be suspended and the \$0.03/hour contribution will be redirected to the National Training Trust Fund (NTTF).
- (5) Effective May 6, 2012, General Foreman & Foreman who hold the Industrial Construction Crew Supervisor (ICCS) designation will be paid an additional premium of \$1.00.

APPENDIX "A"

ALBERTA WAGE & BENEFIT SCHEDULE

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Foreman, Assistant Foreman, Journeyman, Apprentice, Helper

(REVISED TO INCORPORATE ECONOMIC INCREASE - EFFECTIVE NOVEMBER 4, 2012)

	01-May-11	03-Jul-11	06-May-12	04-Nov-12
HOURS OF WORK	(See Article 14.00)			
SHIFT OPERATIONS				
TWO SHIFT OPERATION				
2ND SHIFT	3.00	3.00	3.00	3.00
3RD SHIFT	3.00	3.00	3.00	3.00
OVERTIME	(See Article 16.01)			
TRANSPORTATION RATE	0.49	0.49	0.50	0.50
SUBSISTENCE	(See Article 20.01) As per approved provincial rates			

Summary of Contributions Contained in National Training (NTTF)

National Training Trust Fund (NTTF)	\$0.10 ⁽¹⁾
National Organizing	\$0.04
Health & Safety	\$0.05
Promotion	\$0.03
National Marketing	\$0.04
Temporary Foreign Worker*/Workforce Planning (\$0.05)**	\$0.00 ⁽²⁾
RSAP (\$0.10)*	\$0.00

* Suspended as of January 2, 2011

** The Workforce Planning contribution of \$0.05/hour (that was to be effective May 6, 2012) will **NOT** be implemented at this time.

(1) Effective May 6, 2012, the Audiometric Testing Fund will be suspended and the \$0.03/hour contribution will be redirected to the National Training Trust Fund (NTTF) along with an additional increase of \$0.02/hour to the NTTF.

(2) The contribution of \$0.05/hour for Workforce Planning (that was to be effective May 6, 2012) will **NOT** be implemented at this time.