

INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS, LOCAL LODGE 146

MAINTENANCE AGREEMENT
WAGE AND BENEFIT SCHEDULE

(REVISED FOR REDIRECTION OF \$0.10 TO THE HEALTH PLAN - EFFECTIVE MAY 4, 2025)

FORT MCMURRAY - MAINTENANCE												Employer Contributions (Outside the Total Wage Package)							
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	(A) Health Plan	(A) Pension	(A) Union Promotion	(A) Educational Training (2)	(A) Apprenticeship (2)	(A) National Training (3)	Total Wage Package	(B) BCABEAP	(A) National Training (3)	(B) RSAP	(A) Administration (4)	(A) Job Ready Dispatch Program (5)	(B) Workforce Development Trust (6)	Total Cost	(B) Workforce Development Trust (6)
General Foreperson (1) (JP + \$7.50)	May 5, 2024	61.49	3.69	2.46	3.85	6.00	0.15	0.55	0.15	0.27	78.61	0.04	0.04	0.12	0.25	0.25	-	79.31	0.01
	May 4, 2025	61.40	3.68	2.46	3.95	6.00	0.15	0.55	0.15	0.27	78.61	0.04	0.04	0.12	0.25	0.25	-	79.31	0.01
Foreperson (1) (JP + \$5.50)	May 5, 2024	59.49	3.57	2.38	3.85	6.00	0.15	0.55	0.15	0.27	76.41	0.04	0.04	0.12	0.25	0.25	-	77.11	0.01
	May 4, 2025	59.40	3.56	2.38	3.95	6.00	0.15	0.55	0.15	0.27	76.41	0.04	0.04	0.12	0.25	0.25	-	77.11	0.01
Assistant Foreperson (JP + \$3.15)	May 5, 2024	57.14	3.43	2.29	3.85	6.00	0.15	0.55	0.15	0.27	73.83	0.04	0.04	0.12	0.25	0.25	-	74.53	0.01
	May 4, 2025	57.05	3.42	2.28	3.95	6.00	0.15	0.55	0.15	0.27	73.82	0.04	0.04	0.12	0.25	0.25	-	74.52	0.01
Journey person	May 5, 2024	53.99	3.24	2.16	3.85	6.00	0.15	0.55	0.15	0.27	70.36	0.04	0.04	0.12	0.25	0.25	-	71.06	0.01
	May 4, 2025	53.90	3.23	2.16	3.95	6.00	0.15	0.55	0.15	0.27	70.36	0.04	0.04	0.12	0.25	0.25	-	71.06	0.01
3rd Year Apprentice (90%)	May 5, 2024	48.59	2.92	1.94	3.85	6.00	0.15	0.55	0.15	0.27	64.42	0.04	0.04	0.12	0.25	0.25	-	65.12	0.01
	May 4, 2025	48.50	2.91	1.94	3.95	6.00	0.15	0.55	0.15	0.27	64.42	0.04	0.04	0.12	0.25	0.25	-	65.12	0.01
2nd Year Apprentice (75%)	May 5, 2024	40.49	2.43	1.62	3.85	6.00	0.15	0.55	0.15	0.27	55.51	0.04	0.04	0.12	0.25	0.25	-	56.21	0.01
	May 4, 2025	40.40	2.42	1.62	3.95	6.00	0.15	0.55	0.15	0.27	55.51	0.04	0.04	0.12	0.25	0.25	-	56.21	0.01
1st Year Apprentice (60%)	May 5, 2024	32.39	1.94	1.30	3.85	6.00	0.15	0.55	0.15	0.27	46.60	0.04	0.04	0.12	0.25	0.25	-	47.30	0.01
	May 4, 2025	32.30	1.94	1.29	3.95	6.00	0.15	0.55	0.15	0.27	46.60	0.04	0.04	0.12	0.25	0.25	-	47.30	0.01
Helper (75%)	May 5, 2024	40.49	2.43	1.62	3.85	6.00	0.15	0.55	0.15	0.27	55.51	0.04	0.04	0.12	0.25	0.25	-	56.21	0.01
	May 4, 2025	40.40	2.42	1.62	3.95	6.00	0.15	0.55	0.15	0.27	55.51	0.04	0.04	0.12	0.25	0.25	-	56.21	0.01

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(REVISED FOR REDIRECTION OF \$0.10 TO THE HEALTH PLAN - EFFECTIVE MAY 4, 2025)

OUTSIDE FORT MCMURRAY - MAINTENANCE												Employer Contributions (Outside the Total Wage Package)							
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	(A) Health Plan	(A) Pension	(A) Union Promotion	(A) Educational Training (2)	(A) Apprenticeship (2)	(A) National Training (3)	Total Wage Package	(B) BCABEAP	(A) National Training (3)	(B) RSAP	(A) Administration (4)	(A) Job Ready Dispatch Program (5)	(B) Workforce Development Trust (6)	Total Cost	(B) Workforce Development Trust (6)
General Foreperson (1) (JP + \$7.50)	May 5, 2024	60.74	3.64	2.43	3.85	6.00	0.15	0.55	0.15	0.27	77.78	0.04	0.04	0.12	0.25	0.25	-	78.48	0.01
	May 4, 2025	60.65	3.64	2.42	3.95	6.00	0.15	0.55	0.15	0.27	77.78	0.04	0.04	0.12	0.25	0.25	-	78.48	0.01
Foreperson (1) (JP + \$5.50)	May 5, 2024	58.74	3.52	2.35	3.85	6.00	0.15	0.55	0.15	0.27	75.58	0.04	0.04	0.12	0.25	0.25	-	76.28	0.01
	May 4, 2025	58.65	3.52	2.34	3.95	6.00	0.15	0.55	0.15	0.27	75.58	0.04	0.04	0.12	0.25	0.25	-	76.28	0.01
Assistant Foreperson (JP + \$3.15)	May 5, 2024	56.39	3.38	2.26	3.85	6.00	0.15	0.55	0.15	0.27	73.00	0.04	0.04	0.12	0.25	0.25	-	73.70	0.01
	May 4, 2025	56.30	3.38	2.25	3.95	6.00	0.15	0.55	0.15	0.27	73.00	0.04	0.04	0.12	0.25	0.25	-	73.70	0.01
Journeyperson	May 5, 2024	53.24	3.19	2.13	3.85	6.00	0.15	0.55	0.15	0.27	69.53	0.04	0.04	0.12	0.25	0.25	-	70.23	0.01
	May 4, 2025	53.15	3.19	2.12	3.95	6.00	0.15	0.55	0.15	0.27	69.53	0.04	0.04	0.12	0.25	0.25	-	70.23	0.01
3rd Year Apprentice (90%)	May 5, 2024	47.92	2.88	1.92	3.85	6.00	0.15	0.55	0.15	0.27	63.69	0.04	0.04	0.12	0.25	0.25	-	64.39	0.01
	May 4, 2025	47.84	2.87	1.91	3.95	6.00	0.15	0.55	0.15	0.27	63.69	0.04	0.04	0.12	0.25	0.25	-	64.39	0.01
2nd Year Apprentice (75%)	May 5, 2024	39.93	2.40	1.60	3.85	6.00	0.15	0.55	0.15	0.27	54.90	0.04	0.04	0.12	0.25	0.25	-	55.60	0.01
	May 4, 2025	39.85	2.39	1.59	3.95	6.00	0.15	0.55	0.15	0.27	54.90	0.04	0.04	0.12	0.25	0.25	-	55.60	0.01
1st Year Apprentice (60%)	May 5, 2024	31.94	1.92	1.28	3.85	6.00	0.15	0.55	0.15	0.27	46.11	0.04	0.04	0.12	0.25	0.25	-	46.81	0.01
	May 4, 2025	31.86	1.91	1.27	3.95	6.00	0.15	0.55	0.15	0.27	46.11	0.04	0.04	0.12	0.25	0.25	-	46.81	0.01
Helper (75%)	May 5, 2024	39.93	2.40	1.60	3.85	6.00	0.15	0.55	0.15	0.27	54.90	0.04	0.04	0.12	0.25	0.25	-	55.60	0.01
	May 4, 2025	39.85	2.39	1.59	3.95	6.00	0.15	0.55	0.15	0.27	54.90	0.04	0.04	0.12	0.25	0.25	-	55.60	0.01

Refer to Footnotes on page 2

(A) = Based on Hours Earned
(B) = Based on Hours Worked

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(REVISED FOR REDIRECTION OF \$0.10 TO THE HEALTH PLAN - EFFECTIVE MAY 4, 2025)

	First Pay Period following May 1, 2023	First Pay Period following May 1, 2024
Effective Date		
Hours of Work	(See Article 11.01)	(See Article 11.01)
Shift Operations		
Two Shift Opertn.		
2nd Shift	\$ 3.50	\$ 3.50
3rd Shift	\$ 3.50	\$ 3.50
Overtime	(See Article 13.00)	(See Article 13.00)
Transportation Rate	\$ 0.65	\$ 0.67
Subsistence	(See Article 16.01) As per approved provincial rates	(See Article 16.01) As per approved provincial rates

Summary of Contributions contained in National Training (NTTF)	
National Training (NTTF)	\$0.10*
(*\$0.04 of the above \$0.10 National Training (NTTF) total is outside the Total Wage Package as to not skew the relativity with other Alberta trades.)	
IBB/Union Funds	
National Organizing	\$0.04
Health & Safety	\$0.10
Union Promotion	\$0.03
National Marketing	\$0.04

FOOTNOTES:

- (1) Effective May 6, 2012, General Foreperson & Foreperson who hold the Industrial Construction Crew Supervisor (ICCS) designation will be paid an additional premium of \$1.00 (\$1.50 effective May 2017).
- (2) Effective September 6, 2020, the employers will cease to remit the former NMA admin fund and redistribute that amount as five cents (0.05) to the Education Training Trust Fund and five cents (0.05) to the Apprenticeship Training Trust Fund.
- (3) See above for breakdown of National Training.
- (4) The Employer will contribute \$0.05 per hour paid to the BCA to provide for a Resource Manager/Workforce Planning. Effective May 6, 2012, this \$0.05 from the Employer will be suspended until further notice.
- (5) The Area Labour Agreement was enabled effective January 1, 2017 to include a \$0.05 per hour employer contribution for the Job Ready Dispatch Program. Effective September 4, 2022, the employer contribution to the Job Ready Dispatch Program will increase to \$0.15 per hour earned. Effective May 7, 2023, the employer contribution to the Job Ready Dispatch Program will increase to \$0.20 per hour earned. Effective May 5, 2024, the employer contribution to the Job Ready Dispatch Program will increase to \$0.25 per hour earned. The Job Ready Dispatch Program contribution will be remitted to IBB Local Lodge 146.
- (6) Effective May 3, 2015, the Employer will contribute \$0.02 per hour worked to the Workforce Development Trust (WDT) Initiatives until such time as the wage adjustment formula results in a wage increase or as agreed to by the Alberta Employer's Coordinating Committee. Thereafter, \$0.01 per hour worked will be remitted on behalf of the Employer and \$0.01 per hour worked will be remitted on behalf of the employee. Effective May 3, 2015, the BCA of Alberta has contributed \$0.02/hour worked to the WDT on behalf of the Employers. Effective November 4, 2018, as a result of the wage increase, \$0.01 has been deducted from the increase and will be remitted on behalf of the Employee for the Workforce Development Trust (per hour worked). The remaining \$0.01/hour worked contribution will continue to be made by the BCA of Alberta to the WDT until further notice.

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