

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

WAGE AND BENEFIT SCHEDULE
FOR LONG TERM MAINTENANCE

(REVISED FOR 2026 TRANSPORTATION RATE (PAGE 3) - EFFECTIVE MAY 3, 2026)

FORT MCMURRAY - LONG TERM MAINTENANCE													Employer Contributions (Outside the Total Wage Package)								(B)	
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	(A)		(A)		(A)		(A)		Total Wage Package	(B)	(A)		(B)	(A)		(B)	Total Cost	Workforce Development Trust (6)
					Health Plan	Pension	Union Promotion	Educational Training (2)	Apprenticeship (2)	National Training (3)	BCABEAP	National Training (3)			Administration (4)	Job Ready Dispatch Program (5)		Educational Training (5)				
General Foreperson(1) (JP + \$8.00)	June 1, 2025	64.90	3.89	2.60	3.95	7.00	0.15	0.60	0.15	0.27	83.51	0.04	0.04	0.06	0.25	0.25	0.05	-	84.20	0.01		
	May 3, 2026	66.85	4.01	2.67	4.05	7.00	0.15	0.60	0.15	0.27	85.75	0.04	0.04	0.06	0.25	0.25	0.05	-	86.44	0.01		
	May 6, 2027	68.15	4.09	2.73	4.15	7.00	0.15	0.60	0.15	0.27	87.29	0.04	0.04	0.06	0.25	0.25	0.05	-	87.98	0.01		
	May 7, 2028	69.58	4.17	2.78	4.15	7.00	0.15	0.60	0.15	0.27	88.85	0.04	0.04	0.06	0.25	0.25	0.05	-	89.54	0.01		
Foreperson (1) (JP + \$6.00)	June 1, 2025	62.90	3.77	2.52	3.95	7.00	0.15	0.60	0.15	0.27	81.31	0.04	0.04	0.06	0.25	0.25	0.05	-	82.00	0.01		
	May 3, 2026	64.85	3.89	2.59	4.05	7.00	0.15	0.60	0.15	0.27	83.55	0.04	0.04	0.06	0.25	0.25	0.05	-	84.24	0.01		
	May 6, 2027	66.15	3.97	2.65	4.15	7.00	0.15	0.60	0.15	0.27	85.09	0.04	0.04	0.06	0.25	0.25	0.05	-	85.78	0.01		
	May 7, 2028	67.58	4.05	2.70	4.15	7.00	0.15	0.60	0.15	0.27	86.65	0.04	0.04	0.06	0.25	0.25	0.05	-	87.34	0.01		
Assistant Foreperson (JP + \$3.15)	June 1, 2025	60.05	3.60	2.40	3.95	7.00	0.15	0.60	0.15	0.27	78.17	0.04	0.04	0.06	0.25	0.25	0.05	-	78.86	0.01		
	May 3, 2026	62.00	3.72	2.48	4.05	7.00	0.15	0.60	0.15	0.27	80.42	0.04	0.04	0.06	0.25	0.25	0.05	-	81.11	0.01		
	May 6, 2027	63.30	3.80	2.53	4.15	7.00	0.15	0.60	0.15	0.27	81.95	0.04	0.04	0.06	0.25	0.25	0.05	-	82.64	0.01		
	May 7, 2028	64.73	3.88	2.59	4.15	7.00	0.15	0.60	0.15	0.27	83.52	0.04	0.04	0.06	0.25	0.25	0.05	-	84.21	0.01		
Journeyperson	June 1, 2025	56.90	3.41	2.28	3.95	7.00	0.15	0.60	0.15	0.27	74.71	0.04	0.04	0.06	0.25	0.25	0.05	-	75.40	0.01		
	May 3, 2026	58.85	3.53	2.35	4.05	7.00	0.15	0.60	0.15	0.27	76.95	0.04	0.04	0.06	0.25	0.25	0.05	-	77.64	0.01		
	May 6, 2027	60.15	3.61	2.41	4.15	7.00	0.15	0.60	0.15	0.27	78.49	0.04	0.04	0.06	0.25	0.25	0.05	-	79.18	0.01		
	May 7, 2028	61.58	3.69	2.46	4.15	7.00	0.15	0.60	0.15	0.27	80.05	0.04	0.04	0.06	0.25	0.25	0.05	-	80.74	0.01		
3rd Year Apprentice (90%)	June 1, 2025	51.21	3.07	2.05	3.95	7.00	0.15	0.60	0.15	0.27	68.45	0.04	0.04	0.06	0.25	0.25	0.05	-	69.14	0.01		
	May 3, 2026	52.97	3.18	2.12	4.05	7.00	0.15	0.60	0.15	0.27	70.49	0.04	0.04	0.06	0.25	0.25	0.05	-	71.18	0.01		
	May 6, 2027	54.14	3.25	2.17	4.15	7.00	0.15	0.60	0.15	0.27	71.88	0.04	0.04	0.06	0.25	0.25	0.05	-	72.57	0.01		
	May 7, 2028	55.42	3.33	2.22	4.15	7.00	0.15	0.60	0.15	0.27	73.29	0.04	0.04	0.06	0.25	0.25	0.05	-	73.98	0.01		
2nd Year Apprentice (75%)	June 1, 2025	42.68	2.56	1.71	3.95	7.00	0.15	0.60	0.15	0.27	59.07	0.04	0.04	0.06	0.25	0.25	0.05	-	59.76	0.01		
	May 3, 2026	44.14	2.65	1.77	4.05	7.00	0.15	0.60	0.15	0.27	60.78	0.04	0.04	0.06	0.25	0.25	0.05	-	61.47	0.01		
	May 6, 2027	45.11	2.71	1.80	4.15	7.00	0.15	0.60	0.15	0.27	61.94	0.04	0.04	0.06	0.25	0.25	0.05	-	62.63	0.01		
	May 7, 2028	46.19	2.77	1.85	4.15	7.00	0.15	0.60	0.15	0.27	63.13	0.04	0.04	0.06	0.25	0.25	0.05	-	63.82	0.01		
1st Year Apprentice (60%)	June 1, 2025	34.14	2.05	1.37	3.95	7.00	0.15	0.60	0.15	0.27	49.68	0.04	0.04	0.06	0.25	0.25	0.05	-	50.37	0.01		
	May 3, 2026	35.31	2.12	1.41	4.05	7.00	0.15	0.60	0.15	0.27	51.06	0.04	0.04	0.06	0.25	0.25	0.05	-	51.75	0.01		
	May 6, 2027	36.09	2.17	1.44	4.15	7.00	0.15	0.60	0.15	0.27	52.02	0.04	0.04	0.06	0.25	0.25	0.05	-	52.71	0.01		
	May 7, 2028	36.95	2.22	1.48	4.15	7.00	0.15	0.60	0.15	0.27	52.97	0.04	0.04	0.06	0.25	0.25	0.05	-	53.66	0.01		
Helper (75%)	June 1, 2025	42.68	2.56	1.71	3.95	7.00	0.15	0.60	0.15	0.27	59.07	0.04	0.04	0.06	0.25	0.25	0.05	-	59.76	0.01		
	May 3, 2026	44.14	2.65	1.77	4.05	7.00	0.15	0.60	0.15	0.27	60.78	0.04	0.04	0.06	0.25	0.25	0.05	-	61.47	0.01		
	May 6, 2027	45.11	2.71	1.80	4.15	7.00	0.15	0.60	0.15	0.27	61.94	0.04	0.04	0.06	0.25	0.25	0.05	-	62.63	0.01		
	May 7, 2028	46.19	2.77	1.85	4.15	7.00	0.15	0.60	0.15	0.27	63.13	0.04	0.04	0.06	0.25	0.25	0.05	-	63.82	0.01		

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WAGE AND BENEFIT SCHEDULE
FOR LONG TERM MAINTENANCE

(REVISED FOR 2026 TRANSPORTATION RATE (PAGE 3) - EFFECTIVE MAY 3, 2026)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	Employer Contributions (Outside the Total Wage Package)												Total Cost	Workforce Development Trust (6)		
					(A) Health Plan	(A) Pension	(A) Union Promotion	(A) Educational Training (2)	(A) Apprenticeship (2)	(A) National Training (3)	(A) Total Wage Package	(B) BCABEAP	(A) National Training (3)	(B) RSAP	(A) Administration (4)	(A) Job Ready Dispatch Program (5)			(A) Educational Training (5)	(B) Workforce Development Trust (6)
General Foreperson (1) (JP + \$8.00)	June 1, 2025	64.15	3.85	2.57	3.95	7.00	0.15	0.60	0.15	0.27	82.69	0.04	0.04	0.06	0.25	0.25	0.05	-	83.38	0.01
	May 3, 2026	66.10	3.97	2.64	4.05	7.00	0.15	0.60	0.15	0.27	84.93	0.04	0.04	0.06	0.25	0.25	0.05	-	85.62	0.01
	May 6, 2027	67.40	4.04	2.70	4.15	7.00	0.15	0.60	0.15	0.27	86.46	0.04	0.04	0.06	0.25	0.25	0.05	-	87.15	0.01
	May 7, 2028	68.83	4.13	2.75	4.15	7.00	0.15	0.60	0.15	0.27	88.03	0.04	0.04	0.06	0.25	0.25	0.05	-	88.72	0.01
Foreperson (1) (JP + \$6.00)	June 1, 2025	62.15	3.73	2.49	3.95	7.00	0.15	0.60	0.15	0.27	80.49	0.04	0.04	0.06	0.25	0.25	0.05	-	81.18	0.01
	May 3, 2026	64.10	3.85	2.56	4.05	7.00	0.15	0.60	0.15	0.27	82.73	0.04	0.04	0.06	0.25	0.25	0.05	-	83.42	0.01
	May 6, 2027	65.40	3.92	2.62	4.15	7.00	0.15	0.60	0.15	0.27	84.26	0.04	0.04	0.06	0.25	0.25	0.05	-	84.95	0.01
	May 7, 2028	66.83	4.01	2.67	4.15	7.00	0.15	0.60	0.15	0.27	85.83	0.04	0.04	0.06	0.25	0.25	0.05	-	86.52	0.01
Assistant Foreperson (JP + \$3.15)	June 1, 2025	59.30	3.56	2.37	3.95	7.00	0.15	0.60	0.15	0.27	77.35	0.04	0.04	0.06	0.25	0.25	0.05	-	78.04	0.01
	May 3, 2026	61.25	3.68	2.45	4.05	7.00	0.15	0.60	0.15	0.27	79.60	0.04	0.04	0.06	0.25	0.25	0.05	-	80.29	0.01
	May 6, 2027	62.55	3.75	2.50	4.15	7.00	0.15	0.60	0.15	0.27	81.12	0.04	0.04	0.06	0.25	0.25	0.05	-	81.81	0.01
	May 7, 2028	63.98	3.84	2.56	4.15	7.00	0.15	0.60	0.15	0.27	82.70	0.04	0.04	0.06	0.25	0.25	0.05	-	83.39	0.01
Journeyperson	June 1, 2025	56.15	3.37	2.25	3.95	7.00	0.15	0.60	0.15	0.27	73.89	0.04	0.04	0.06	0.25	0.25	0.05	-	74.58	0.01
	May 3, 2026	58.10	3.49	2.32	4.05	7.00	0.15	0.60	0.15	0.27	76.13	0.04	0.04	0.06	0.25	0.25	0.05	-	76.82	0.01
	May 6, 2027	59.40	3.56	2.38	4.15	7.00	0.15	0.60	0.15	0.27	77.66	0.04	0.04	0.06	0.25	0.25	0.05	-	78.35	0.01
	May 7, 2028	60.83	3.65	2.43	4.15	7.00	0.15	0.60	0.15	0.27	79.23	0.04	0.04	0.06	0.25	0.25	0.05	-	79.92	0.01
3rd Year Apprentice (90%)	June 1, 2025	50.54	3.03	2.02	3.95	7.00	0.15	0.60	0.15	0.27	67.71	0.04	0.04	0.06	0.25	0.25	0.05	-	68.40	0.01
	May 3, 2026	52.29	3.14	2.09	4.05	7.00	0.15	0.60	0.15	0.27	69.74	0.04	0.04	0.06	0.25	0.25	0.05	-	70.43	0.01
	May 6, 2027	53.46	3.21	2.14	4.15	7.00	0.15	0.60	0.15	0.27	71.13	0.04	0.04	0.06	0.25	0.25	0.05	-	71.82	0.01
	May 7, 2028	54.75	3.29	2.19	4.15	7.00	0.15	0.60	0.15	0.27	72.55	0.04	0.04	0.06	0.25	0.25	0.05	-	73.24	0.01
2nd Year Apprentice (75%)	June 1, 2025	42.11	2.53	1.68	3.95	7.00	0.15	0.60	0.15	0.27	58.44	0.04	0.04	0.06	0.25	0.25	0.05	-	59.13	0.01
	May 3, 2026	43.58	2.61	1.74	4.05	7.00	0.15	0.60	0.15	0.27	60.15	0.04	0.04	0.06	0.25	0.25	0.05	-	60.84	0.01
	May 6, 2027	44.55	2.67	1.78	4.15	7.00	0.15	0.60	0.15	0.27	61.32	0.04	0.04	0.06	0.25	0.25	0.05	-	62.01	0.01
	May 7, 2028	45.62	2.74	1.82	4.15	7.00	0.15	0.60	0.15	0.27	62.50	0.04	0.04	0.06	0.25	0.25	0.05	-	63.19	0.01
1st Year Apprentice (60%)	June 1, 2025	33.69	2.02	1.35	3.95	7.00	0.15	0.60	0.15	0.27	49.18	0.04	0.04	0.06	0.25	0.25	0.05	-	49.87	0.01
	May 3, 2026	34.86	2.09	1.39	4.05	7.00	0.15	0.60	0.15	0.27	50.56	0.04	0.04	0.06	0.25	0.25	0.05	-	51.25	0.01
	May 6, 2027	35.64	2.14	1.43	4.15	7.00	0.15	0.60	0.15	0.27	51.53	0.04	0.04	0.06	0.25	0.25	0.05	-	52.22	0.01
	May 7, 2028	36.50	2.19	1.46	4.15	7.00	0.15	0.60	0.15	0.27	52.47	0.04	0.04	0.06	0.25	0.25	0.05	-	53.16	0.01
Helper (75%)	June 1, 2025	42.11	2.53	1.68	3.95	7.00	0.15	0.60	0.15	0.27	58.44	0.04	0.04	0.06	0.25	0.25	0.05	-	59.13	0.01
	May 3, 2026	43.58	2.61	1.74	4.05	7.00	0.15	0.60	0.15	0.27	60.15	0.04	0.04	0.06	0.25	0.25	0.05	-	60.84	0.01
	May 6, 2027	44.55	2.67	1.78	4.15	7.00	0.15	0.60	0.15	0.27	61.32	0.04	0.04	0.06	0.25	0.25	0.05	-	62.01	0.01
	May 7, 2028	45.62	2.74	1.82	4.15	7.00	0.15	0.60	0.15	0.27	62.50	0.04	0.04	0.06	0.25	0.25	0.05	-	63.19	0.01

Refer to Footnotes on page 2

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

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FORGERS AND HELPERS, LOCAL LODGE 146

WAGE AND BENEFIT SCHEDULE
FOR LONG TERM MAINTENANCE

(REVISED FOR 2026 TRANSPORTATION RATE (PAGE 3) - EFFECTIVE MAY 3, 2026)

Effective Date	June 1, 2025	May 3, 2026
Hours of Work	(See Article 11.01)	(See Article 11.01)
Shift Operations		
Two Shift Opertn.		
2nd Shift	\$ 4.50	\$ 4.50
3rd Shift	\$ 4.50	\$ 4.50
Overtime	(See Article 13.00)	(See Article 13.00)
Transportation Rate	\$ 0.69	\$ 0.70
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 \$1.50.
- (2) Effective February 12, 2023, the employers will cease to remit the former GPC admin fund of 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 February 12, 2023, 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. Effective June 1, 2025, the employer will contribute \$0.05 to the Educational Training Fund.
- (6) 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). Effective February 12, 2023, the remaining \$0.01/hour worked contribution will be made by the BCA of Alberta to the WDT until further notice.

Refer to Footnotes on page 2

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