

NATIONAL MAINTENANCE AGREEMENT, ALBERTA
TRADE APPENDIX
ARTICLES 9.000, 10.000 AND 19.100

AREA: PROVINCE OF ALBERTA
TRADE: BOILERMAKERS – LOCAL 146.

MAINTENANCE RATES AND BENEFITS

BASE RATES					BENEFITS									
DATE	JOUR	PUSH	FORE	GEN FORE	VAC STAT	HLTH WLFK	PENS	APPR	EDUC	UN PRO	NAT TRNG	BCA ADMIN	CEFAF	NMC
(Excluding Ft. McMurray)														
					Code	D	C	C	C	C	C	C	B	C
11/01/09	39.90	43.05	45.40	47.40		6%4%	2.25	6.00	.10	.50	.15	.46	.03	.10
01/01/10	38.54	41.69	44.04	46.04		6%4%	2.25	7.50	.10	.50	.15	.46	.03	.10
05/02/10	40.84	43.99	46.34	48.34		6%4%	2.25	7.50	.10	.50	.15	.46	.03	.10
07/01/10	39.48	42.63	44.98	46.98		6%4%	2.25	9.00	.10	.50	.15	.21	.03	.10
07/03/11	39.48	42.63	44.98	46.98		6%4%	2.25	9.00	.10	.50	.15	.21	.15	.10

(Ft. McMurray Only)

11/01/09	40.65	43.80	46.15	48.15	6%4%	2.25	6.00	.10	.50	.15	.46	.03	.015	.10
01/01/10	39.29	42.44	44.79	46.79	6%4%	2.25	7.50	.10	.50	.15	.46	.03	.015	.10
05/02/10	41.59	44.74	47.09	49.09	6%4%	2.25	7.50	.10	.50	.15	.46	.03	.015	.10
07/01/10	40.23	43.38	45.73	47.73	6%4%	2.25	9.00	.10	.50	.15	.21	.03	.020	.10
07/03/11	40.23	43.38	45.73	47.73	6%4%	2.25	9.00	.10	.50	.15	.21	.15	.040	.10

1. Employer Contributions to the Rapid Site Access Program (RSAP) are payable under this Agreement.
2. Effective November 1, 2009 Employer Contributions of \$0.40 per craft hour worked is payable to ACTIMS on the following projects:
 Shell Albion, Ft. McMurray, Shell Canada Ltd., Scotford Complex, Syncrude Canada, Ft. McMurray. Effective February 1, 2010
 Suncor, Main Site, Ft. McMurray.
3. CEFAF contribution increased to \$0.04 effective February 1, 2011.

ARTICLE 19.100 – TRANSFER PROVISIONS:

(NOTE: NAME HIRE PROVISIONS REMAIN UNCHANGED AND ARE SET OUT IN THE LOCAL AREA FIELD CONSTRUCTION AGREEMENT)

Pursuant to Article 19.100 the following transfer ratio shall apply to all work covered under the Agreement. Maintenance Transfers shall be conducted in the following manner:

- (A) The Company may transfer the first fifteen (15) employees. The next fifteen (15) employees shall be direct dispatches. Employees may be transferred on a one to one basis thereafter. Example: one (1) transfer – one (1) direct dispatch and so on.
- (B) Lay-offs shall be in the reverse sequence.
- (C) It is recognized that there may be situations in which the transfer ratio may be impractical or is found to work a hardship for the Contractor in securing work in a certain plant(s) in which case the ratio may be modified by the mutual consent of the Union and the Contractor. It is understood and agreed that where mutual agreement for change cannot be achieved, the request shall not be subject to either grievance or arbitration.
- (D) It is understood and agreed that the selection and appointment of General Foreman, Foreman and Assistant Foreman is solely the responsibility of the Company. General Foreman, Foreman and Assistant Foreman are outside of the Transfer Ratio.

DURATION OF MAINTENANCE AGREEMENT: January 1, 2009 - December 31, 2012

N.M.C.A.I.T.A.2009-2012

PUBLICATION DATE: January 9, 2009

Revised: October 16, 2009 Revised: January 26, 2010. Revised: April 8, 2010 Revised: July 20, 2010 Revised: January 10, 2011 Revised June 27, 2011

NATIONAL MAINTENANCE AGREEMENT, ALBERTA
TRADE APPENDIX
ARTICLES 9.000, 10.000 AND 19.100

AREA: PROVINCE OF ALBERTA
TRADE: CARPENTERS – LOCALS 1325, 2103.

MAINTENANCE RATES AND BENEFITS

BASE RATES					BENEFITS							
DATE	JOUR	PUSH	FORE	GEN FORE	VAC STAT	HLTH WLFR	PENS	APPR	TRNG	OTHER	CEFAP	NMC
(Excluding Ft.McMurray)												
					Code	D	B	C		B	B	C
05/03/09	35.04		39.54	41.54		6%4%	1.31	6.08		.50	.015	.10
11/01/09	36.17		40.67	42.67		6%4%	1.36	6.28		.50	.015	.10
05/02/10	37.88		42.38	44.38		6%4%	1.40	6.60		.55	.020	.10
05/01/11	37.88		42.38	44.38		6%4%	1.40	6.60		.55	.040	.10
(Ft.McMurray Only)												
05/03/09	35.79		40.29	42.29		6%4%	1.31	6.08		.50	.015	.10
11/01/09	36.92		41.42	43.42		6%4%	1.36	6.28		.50	.015	.10
05/02/10	38.63		43.13	45.13		6%4%	1.40	6.60		.55	.020	.10
05/01/11	38.63		43.13	45.13		6%4%	1.40	6.60		.55	.040	.10

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 Suncor, Main Site, Ft. McMurray.
3. CEFAP contribution increased to \$0.04 effective February 1, 2011.

DURATION OF MAINTENANCE AGREEMENT: January 1, 2009 - December 31, 2012

NATIONAL MAINTENANCE AGREEMENT, ALBERTA
TRADE APPENDIX
ARTICLES 9.000, 10.000 AND 19.100

AREA: PROVINCIAL, ALBERTA
TRADE: INSULATORS - LOCAL 110

MAINTENANCE RATES AND BENEFITS

BASE RATES				BENEFITS								
DATE	JOUR	PUSH	FORE	GEN FORE	VAC STAT	HLTH WLFR	PENS	APPR	TRNG	MRF	CEFAP	NMC
(Excluding Ft. McMurray)												
					Code	D	B	C		B	B	C
07/15/07	34.02		39.11			6%4%	1.50	4.50	.25	.25	.025	.10
05/04/08	35.74		40.83			6%4%	1.50	4.50	.25	.50	.015	.10
05/03/09	35.74		40.83			6%4%	1.50	4.50	.25	.50	.015	.10
01/01/10	38.05		43.14			6%4%	1.50	5.00	.25	.50	.015	.10
05/02/10	40.19		45.28			6%4%	1.50	5.00	.25	.50	.020	.10
05/01/11	40.19		45.28			6%4%	1.50	5.00	.25	.50	.040	.10
(Ft. McMurray Only)												
07/15/07	34.77		39.86			6%4%	1.50	4.50	.25	.25	.025	.10
05/04/08	36.49		41.58			6%4%	1.50	4.50	.25	.50	.015	.10
05/03/09	36.49		41.58			6%4%	1.50	4.50	.25	.50	.015	.10
01/01/10	38.80		43.89			6%4%	1.50	5.00	.25	.50	.015	.10
05/02/10	40.94		46.03			6%4%	1.50	5.00	.25	.50	.020	.10
05/01/11	40.94		46.03			6%4%	1.50	5.00	.25	.50	.040	.10

1. Employer Contributions to the Rapid Site Access Program (RSAP) are payable under this Agreement.
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 Shell Albian, Ft. McMurray, Shell Canada Ltd., Scottford Complex, Syncrude Canada, Ft. McMurray. Effective February 1, 2010
 Suncor, Main Site, Ft. McMurray.
3. CEFAP contribution increased to \$0.04 effective February 1, 2011.

DURATION OF MAINTENANCE AGREEMENT: January 1, 2009 - December 31, 2012

NATIONAL MAINTENANCE AGREEMENT, ALBERTA
TRADE APPENDIX
ARTICLES 9.000, 10.000 AND 19.100

AREA: PROVINCIAL, ALBERTA
TRADE: OPERATING ENGINEERS – LOCAL 955

MAINTENANCE RATES AND BENEFITS

BASE RATES				GEN		BENEFITS							
DATE	JOUR	PUSH	FORE	FORE	Code	STAT	HLTH	PENS	APPR	TRNG	OTHER	CEFAP	NMC
(Excluding Ft. McMurray)													
05/04/08	35.95	39.45	40.70	42.45		6%4%	2.00	4.50		.40		.015	.10
06/01/08	35.99	39.49	40.74	42.49		6%4%	2.00	4.50		.40		.015	.10
05/03/09	37.59	41.39	42.64	44.39		6%4%	2.00	4.50		.40		.015	.10
11/01/09	38.79	42.79	44.04	45.79		6%4%	2.00	4.50		.40		.015	.10
05/02/10	40.94	44.94	46.19	47.94		6%4%	2.00	4.50		.40		.020	.10
05/01/11	40.94	44.94	46.19	47.94		6%4%	2.00	4.50		.40		.040	.10
(Ft. McMurray Only)													
05/04/08	36.70	40.20	41.45	43.20		6%4%	2.00	4.50		.40		.015	.10
06/01/08	36.74	40.24	41.49	43.24		6%4%	2.00	4.50		.40		.015	.10
05/03/09	38.14	42.14	43.39	45.14		6%4%	2.00	4.50		.40		.015	.10
11/01/09	39.54	43.54	44.79	46.54		6%4%	2.00	4.50		.40		.015	.10
05/02/10	41.69	45.69	46.94	48.69		6%4%	2.00	4.50		.40		.020	.10
05/01/11	41.69	45.69	46.94	48.69		6%4%	2.00	4.50		.40		.040	.10

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3. CEFAP contribution increased to \$0.04 effective February 1, 2011.

Notes:

A. Rate displayed is Group 1 Rate. For other classifications the maintenance rate calculation is to be applied to the Journeyman Base Rate in the Local Construction Agreement. See the Local Construction Agreement for appropriate tonnage premiums to be applied to base rates.

DURATION OF MAINTENANCE AGREEMENT: January 1, 2009 - December 31, 2012

AREA: EDMONTON, ALBERTA
TRADE: PIPEFITTERS - LOCAL 488

TRADE APPENDIX
ARTICLES 9.000, 10.000 AND 19.100
MAINTENANCE RATES AND BENEFITS

BASE RATES					BENEFITS									
DATE	JOUR	PUSH	FORE	GEN FORE	VAC	HLTH	WLF	PENS	EDUC	UA CTTF	SUP BNFTS	MMDF	CEFAP	NMC
(Excluding Ft. McMurray)					Code	D	C	C	C	C	C	C	B	C
05/04/08	36.93		42.44	44.43	6%4%	1.76	6.01	.60	.10	.10	.10	.20	.015	.10
05/03/09	38.10		43.60	45.60	6%4%	1.81	6.31	.60	.10	.10	.10	.20	.015	.10
11/01/09	39.58		45.08	47.08	6%4%	1.81	6.31	.50	.10	.10	.10	.20	.015	.10
05/01/10	41.54		47.04	49.04	6%4%	1.86	6.61	.50	.10	.10	.10	.20	.020	.10
05/01/11	41.54		47.04	49.04	6%4%	1.86	6.61	.50	.10	.10	.10	.20	.040	.10
(Ft. McMurray Only)														
05/04/08	37.68		43.18	45.18	6%4%	1.76	6.01	.60	.10	.10	.10	.20	.015	.10
05/03/09	38.85		44.35	46.35	6%4%	1.81	6.31	.60	.10	.10	.10	.20	.015	.10
11/01/09	40.33		45.83	47.83	6%4%	1.81	6.31	.50	.10	.10	.10	.20	.015	.10
05/01/10	42.29		47.79	49.79	6%4%	1.86	6.61	.50	.10	.10	.10	.20	.020	.10
05/01/11	42.29		47.79	49.79	6%4%	1.86	6.61	.50	.10	.10	.10	.20	.040	.10

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Suncor, Main Site, Ft. McMurray.
 3. CEFAP contribution increased to \$0.04 effective February 1, 2011.
 4. Rates shown are for U.A. Journeyman Steam Fitter and B Pressure Welder, see Local Agreement for other classifications.
- Notes:
- A. Effective January 1, 2002, contributions to the U.A. C.T.T.F. increased to ten cents (\$0.10) per hour earned.
 - B. See Local Agreements for other classifications, Instrument Mechanic, Refrigeration etc.,
- DURATION OF MAINTENANCE AGREEMENT:** January 1, 2009 - December 31, 2012