

Schedule "A-1"
Horizon Oilsands Project Site - Industrial Construction
Classification and Base Hourly Wage Rates
As of June 12, 2016

Journey Person	Base Wage	Vac Stat	Employer Contributions					Total
			H&W	RSP 3%	Pension 3%	EF	TTF	
Boilermaker	\$42.42	\$4.24	\$1.62	\$1.27	\$1.27	\$0.08	\$0.15	\$51.05
Bricklayer - Masonry	\$40.23	\$4.02	\$1.62	\$1.21	\$1.21	\$0.08	\$0.15	\$48.52
Bricklayer - Refractory	\$42.42	\$4.24	\$1.62	\$1.27	\$1.27	\$0.08	\$0.15	\$51.05
Carpenter	\$40.23	\$4.02	\$1.62	\$1.21	\$1.21	\$0.08	\$0.15	\$48.52
Cement Finisher	\$40.23	\$4.02	\$1.62	\$1.21	\$1.21	\$0.08	\$0.15	\$48.52
Cladder	\$40.23	\$4.02	\$1.62	\$1.21	\$1.21	\$0.08	\$0.15	\$48.52
Decker	\$40.23	\$4.02	\$1.62	\$1.21	\$1.21	\$0.08	\$0.15	\$48.52
Drywall Taper	\$40.23	\$4.02	\$1.62	\$1.21	\$1.21	\$0.08	\$0.15	\$48.52
Electrician	\$42.42	\$4.24	\$1.62	\$1.27	\$1.27	\$0.08	\$0.15	\$51.05
Elevatory Constructor	\$42.42	\$4.24	\$1.62	\$1.27	\$1.27	\$0.08	\$0.15	\$51.05
Floor Coverer	\$40.23	\$4.02	\$1.62	\$1.21	\$1.21	\$0.08	\$0.15	\$48.52
Gas fitter	\$42.42	\$4.24	\$1.62	\$1.27	\$1.27	\$0.08	\$0.15	\$51.05
Glass Worker	\$40.23	\$4.02	\$1.62	\$1.21	\$1.21	\$0.08	\$0.15	\$48.52
Intrumentation Technician	\$42.42	\$4.24	\$1.62	\$1.27	\$1.27	\$0.08	\$0.15	\$51.05
Insulator	\$40.23	\$4.02	\$1.62	\$1.21	\$1.21	\$0.08	\$0.15	\$48.52
Ironworker - Reinforcing	\$40.23	\$4.02	\$1.62	\$1.21	\$1.21	\$0.08	\$0.15	\$48.52
Ironworker - Structural	\$42.42	\$4.24	\$1.62	\$1.27	\$1.27	\$0.08	\$0.15	\$51.05
Labourer - Entry Level	\$21.28	\$2.13	\$1.62	\$0.64	\$0.64	\$0.08	\$0.15	\$26.54
Labourer - Intermediate	\$23.76	\$2.38	\$1.62	\$0.71	\$0.71	\$0.08	\$0.15	\$29.41
Labourer - Skilled	\$26.71	\$2.67	\$1.62	\$0.80	\$0.80	\$0.08	\$0.15	\$32.83
Lat. Int. System Mech.	\$40.23	\$4.02	\$1.62	\$1.21	\$1.21	\$0.08	\$0.15	\$48.52
Mechanic	\$40.23	\$4.02	\$1.62	\$1.21	\$1.21	\$0.08	\$0.15	\$48.52
Mechanic - Heavy Duty	\$42.42	\$4.24	\$1.62	\$1.27	\$1.27	\$0.08	\$0.15	\$51.05
Millwright	\$42.42	\$4.24	\$1.62	\$1.27	\$1.27	\$0.08	\$0.15	\$51.05
Operator, Boom Truck	\$40.23	\$4.02	\$1.62	\$1.21	\$1.21	\$0.08	\$0.15	\$48.52
Operator, Crane	\$42.42	\$4.24	\$1.62	\$1.27	\$1.27	\$0.08	\$0.15	\$51.05
Operator Equipment - Light	\$36.14	\$3.61	\$1.62	\$1.08	\$1.08	\$0.08	\$0.15	\$43.76
Operator Equipment - Heavy	\$40.23	\$4.02	\$1.62	\$1.21	\$1.21	\$0.08	\$0.15	\$48.52
Painter	\$40.23	\$4.02	\$1.62	\$1.21	\$1.21	\$0.08	\$0.15	\$48.52
Pipefitter	\$42.42	\$4.24	\$1.62	\$1.27	\$1.27	\$0.08	\$0.15	\$51.05
Plasterer	\$40.23	\$4.02	\$1.62	\$1.21	\$1.21	\$0.08	\$0.15	\$48.52
Plumber	\$42.42	\$4.24	\$1.62	\$1.27	\$1.27	\$0.08	\$0.15	\$51.05
Refrigeration Mechanic	\$42.42	\$4.24	\$1.62	\$1.27	\$1.27	\$0.08	\$0.15	\$51.05
Roofer	\$40.23	\$4.02	\$1.62	\$1.21	\$1.21	\$0.08	\$0.15	\$48.52
Scaffolder	\$40.23	\$4.02	\$1.62	\$1.21	\$1.21	\$0.08	\$0.15	\$48.52
Sheet Metal Worker	\$40.23	\$4.02	\$1.62	\$1.21	\$1.21	\$0.08	\$0.15	\$48.52
Sheeter	\$40.23	\$4.02	\$1.62	\$1.21	\$1.21	\$0.08	\$0.15	\$48.52
Sprinkler Fitter	\$42.42	\$4.24	\$1.62	\$1.27	\$1.27	\$0.08	\$0.15	\$51.05
Steamfitter	\$42.42	\$4.24	\$1.62	\$1.27	\$1.27	\$0.08	\$0.15	\$51.05
Tile Setter	\$40.23	\$4.02	\$1.62	\$1.21	\$1.21	\$0.08	\$0.15	\$48.52
Truck Driver - Basic	\$26.71	\$2.67	\$1.62	\$0.80	\$0.80	\$0.08	\$0.15	\$32.83
Truck Driver - Intermediate	\$36.14	\$3.61	\$1.62	\$1.08	\$1.08	\$0.08	\$0.15	\$43.76
Truck Driver - Heavy	\$40.23	\$4.02	\$1.62	\$1.21	\$1.21	\$0.08	\$0.15	\$48.52
Welder	\$40.23	\$4.02	\$1.62	\$1.21	\$1.21	\$0.08	\$0.15	\$48.52
Welder - B Pressure	\$42.42	\$4.24	\$1.62	\$1.27	\$1.27	\$0.08	\$0.15	\$51.05
Warehouse Person - Entry	\$26.71	\$2.67	\$1.62	\$0.80	\$0.80	\$0.08	\$0.15	\$32.83
Warehouse Person - Int.	\$34.53	\$3.45	\$1.62	\$1.04	\$1.04	\$0.08	\$0.15	\$41.91
Warehouse Person - Skilled	\$40.23	\$4.02	\$1.62	\$1.21	\$1.21	\$0.08	\$0.15	\$48.52

Schedule "A-1"
Horizaon Oilsands Project Site - Industrial Construction
Apprenticeship Rates
As of June 12, 2016

Journey Person	Base Wage	Vac Stat	H&W	RSP 3%	Pension 3%	EF	TTF	Total
Apprentice - Boilermaker, Gas Fitter 1st Class, Operator Crane, Pipefitter, Plumber, Steamfitter, Sprinkler Fitter								
1st year (70%)	\$29.69	\$2.97	\$1.62	\$0.89	\$0.89	\$0.08	\$0.15	\$36.29
2nd year (80%)	\$33.94	\$3.39	\$1.62	\$1.02	\$1.02	\$0.08	\$0.15	\$41.22
3rd year (90%)	\$38.18	\$3.82	\$1.62	\$1.15	\$1.15	\$0.08	\$0.15	\$46.15
Apprentice - Carpenter/Scaffolder, Glass Worker, Insulator, Mechanic, Reinf Ironworker, Roofer, Sheet Metal Worker								
1st year (60%)	\$24.14	\$2.41	\$1.62	\$0.72	\$0.72	\$0.08	\$0.15	\$29.84
2nd year (70%)	\$28.16	\$2.82	\$1.62	\$0.84	\$0.84	\$0.08	\$0.15	\$34.51
3rd year (80%)	\$32.18	\$3.22	\$1.62	\$0.97	\$0.97	\$0.08	\$0.15	\$39.19
4th year (90%)	\$36.21	\$3.62	\$1.62	\$1.09	\$1.09	\$0.08	\$0.15	\$43.86
Apprentice - Cement Finisher, Lat. Int. System Mechanic, Painter, Tile Setter, Welder								
1st year (70%)	\$28.16	\$2.82	\$1.62	\$0.84	\$0.84	\$0.08	\$0.15	\$34.51
2nd year (80%)	\$32.18	\$3.22	\$1.62	\$0.97	\$0.97	\$0.08	\$0.15	\$39.19
3rd year (90%)	\$36.21	\$3.62	\$1.62	\$1.09	\$1.09	\$0.08	\$0.15	\$43.86
Apprentice - Electrician, Elevator Constructor, HD Mechanic, Inst Tech, Millwright, Ref Mech, Structural Ironworker, Pipefitter								
1st year (60%)	\$25.45	\$2.55	\$1.62	\$0.76	\$0.76	\$0.08	\$0.15	\$31.37
2nd year (70%)	\$29.69	\$2.97	\$1.62	\$0.89	\$0.89	\$0.08	\$0.15	\$36.29
3rd year (80%)	\$33.94	\$3.39	\$1.62	\$1.02	\$1.02	\$0.08	\$0.15	\$41.22
4th year (90%)	\$38.18	\$3.82	\$1.62	\$1.15	\$1.15	\$0.08	\$0.15	\$46.15
Apprentice - Operator, Boom Truck								
1st year (70%)	\$28.16	\$2.82	\$1.62	\$0.84	\$0.84	\$0.08	\$0.15	\$34.51
2nd year (80%)	\$32.18	\$3.22	\$1.62	\$0.97	\$0.97	\$0.08	\$0.15	\$39.19

Schedule "A-1" Direct Service Providers (Subcontractor)
Industrial Construction
As of June 12, 2016

Classification	Total Rate	Vac Stat	H & W Deduction	RSP Deduction	Pension Deduction	Education Fund Deduction	Training Fund Deduction	Base Rate
D.S.P. Welder "B" Pressure w/ Rig	\$100.56	N/A	\$1.62	\$1.27	\$1.27	\$ 0.08	\$ 0.15	\$ 96.17
D.S.P. Welder w/ rig	\$95.47	N/A	\$1.62	\$1.21	\$1.21	\$ 0.08	\$ 0.15	\$ 91.20
D.S.P. Electrician	\$58.14	N/A	\$1.62	\$1.27	\$1.27	\$ 0.08	\$ 0.15	\$ 53.75
D.S.P. Millwright	\$58.14	N/A	\$1.62	\$1.27	\$1.27	\$ 0.08	\$ 0.15	\$ 53.75
D.S.P. Pipefitter	\$58.14	N/A	\$1.62	\$1.27	\$1.27	\$ 0.08	\$ 0.15	\$ 53.75
D.S.P. Non Compulsory	\$55.24	N/A	\$1.62	\$1.21	\$1.21	\$ 0.08	\$ 0.15	\$ 50.97
D.S.P. Instrument Mechanic	\$58.14	N/A	\$1.62	\$1.27	\$1.27	\$ 0.08	\$ 0.15	\$ 53.75
D.S.P Welder "B" Pressure	\$58.14	N/A	\$1.62	\$1.27	\$1.27	\$ 0.08	\$ 0.15	\$ 53.75