

SUBSIDIARY AGREEMENT #004

BETWEEN

**THE GOVERNMENT OF
THE PROVINCE OF ALBERTA**

AND

**THE ALBERTA UNION
OF PROVINCIAL EMPLOYEES**

REPRESENTING

TRADES AND RELATED SERVICES

May 17, 2011

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ARTICLE 1 - PREAMBLE

- 1.01 This Agreement is subsidiary to the Master Agreement and the terms and conditions of the Master Agreement shall have the same force and effect in this Agreement as if they were included herein, except where specifically altered by this Agreement, pursuant to Clause 3.01 of the Master Agreement.
- 1.02 In the event there is a conflict, other than an exception pursuant to Clause 3.01 of the Master Agreement, between this Agreement and the Master Agreement, the Master Agreement shall prevail.
- 1.03 The purpose of this Agreement is to set forth the specific terms and conditions of employment, and rates of compensation for those classes assigned by the Parties to Schedule "A" of the Trades and Related Services Subsidiary Agreement.

ARTICLE 2 - EFFECTIVE DATE

- 2.01 This Agreement shall be effective following the date of signing and shall remain in effect thereafter until a replacement Agreement is established under the Public Service Employee Relations Act. However, the regular rates of pay as outlined in Schedules "A" and "B" shall be effective on the dates set out in the Schedules.

ARTICLE 3 - PROBATIONARY PERIOD

- 3.01 Pursuant to Article 27 of the Master Agreement, Employees appointed to positions in the classifications covered by this Agreement, shall be subject to a probation period of twelve (12) months, except for Employees appointed to positions in the following classifications:

<u>Class No.</u>	<u>Class Title</u>
043PP	Power Plant Engineer (4th Class)
044PP	Power Plant Engineer (3rd Class)
046PP	Power Plant Supervisor (3rd Class)
044EG	Engine Generator Technician
041MW	Maintenance Service Worker 1
042MW	Maintenance Service Worker 2
043MW	Maintenance Service Worker 3
044AM	Automotive Service Technician
044CA	Carpenter 1
045CA	Carpenter 2
044EL	Electrician 1
045EL	Electrician 2
046EL	Electrician 3
044HD	Heavy Equipment Technician 1
046HD	Heavy Equipment Technician 2
045MA	Maintenance Worker
043PA	Painter and Decorator
043PT	Painter – Spray
044PL	Plumber

<u>Class No.</u>	<u>Class Title</u>
044SF	Steamfitter – Pipefitter
042FS	Cook 1
043FS	Cook 2

who shall be subject to a probation period of six (6) months.

ARTICLE 4 - HOURS OF WORK

- 4.01 Pursuant to Clauses 16.01 and 16.02 of the Master Agreement the normal hours of work for Employees covered by this Agreement shall be:
- (a) forty (40) hours per week for those Classes with bracketed numbers listed in Schedule "A"; or
 - (b) thirty-six and one-quarter (36 1/4) hours per week for all other Classes; or
 - (c) the equivalent of (a) or (b) above on a bi-weekly, monthly, quarterly, tri-annual, semi-annual or annual basis.
- 4.02 Subject to Clause 4.01 above;
- (a) hours of work shall normally be scheduled so that Employees on a daily basis work seven and one-quarter (7 1/4) or eight (8) hours per day, and in the case of twenty-four (24) hour operations Employees may be required to work twelve (12) hours per day.
 - (b) Employees shall normally receive two (2) consecutive days of rest every seven (7) calendar day period, however, where such days are split due to operational requirements, they shall not be split more than once in any three (3) consecutive calendar weeks, except by mutual agreement.

ARTICLE 5 - OVERTIME

- 5.01 Subject to Article 17 of the Master Agreement, all Employees covered by this Agreement are eligible for premium overtime compensation.

ARTICLE 6 - PROTECTIVE CLOTHING

- 6.01 Where the Deputy Head determines that uniforms, coveralls, smocks, or other such items should be provided for the protection of the Employee's personal garments, such items shall be provided, replaced and cleaned upon approval by the Deputy Head of the Employing Department. Items so provided shall remain the property of the Employing Department.
- 6.02 Protective clothing and safety equipment shall be provided by the Employing Department as required by the Occupational Health and Safety Act and the Regulations thereto, at no cost to the Employee.
- 6.03 Where the Deputy Head determines that safety footwear should be provided, the Employer shall either provide the actual safety footwear or pay to each such eligible Employee the cost of such footwear up to a maximum of ninety (90) dollars per annum.

ARTICLE 7 - TOOLS

- 7.01 One basic set of hand tools shall be supplied by the Employing Department to each Power Plant for use by Power Plant Engineers.
- 7.02 Each Tradesman shall supply his own hand tools and bench tools as are required to perform his work. Such tools shall be replaced by the Employing Department when damaged or broken in normal use or when accidentally lost in an inaccessible area during working hours.
- 7.03 Special or unusual tools shall be supplied by the Employing Department as required.

ARTICLE 8 - HIGH RIGGING ALLOWANCE

- 8.01 Employees who work at heights in excess of ten feet six inches (10' 6") or three point two (3.2) metres from the floor or ground level shall be paid an allowance of fifty (50) cents per hour for each hour or portion thereof while performing the following work:
- (a) the erecting or dismantling of scaffold when such scaffolding will exceed a height of ten feet six inches (10' 6") or three point two (3.2) metres; or
 - (b) working on a swing stage or scaffold at a height in excess of ten feet six inches (10' 6") or three point two (3.2) metres; or
 - (c) high rigging on skeleton erection work at heights in excess of ten feet six inches (10' 6") or three point two (3.2) metres; or
 - (d) working from a bosun's chair at heights in excess of ten feet six inches (10' 6") or three point two (3.2) metres; or
 - (e) bridge construction and/or bridge maintenance work on a scaffold at heights in excess of ten feet six inches (10' 6") or three point two (3.2) metres.

SCHEDULE "A"
ASSIGNMENT OF CLASSES TO PAY GRADES
EFFECTIVE SEPTEMBER 1, 2010

<u>Class No.</u>	<u>Class Title</u>	<u>Pay Grade</u>
(042CK)	Cook 1	44
(043CK)	Cook 2	48
(044CK)	Cook 3	56
(041MW)	Maintenance Service Worker 1	41
(042MW)	Maintenance Service Worker 2	49
(043MW)	Maintenance Service Worker 3	52
043ST	Standards, Safety and Compliance 1	62*3
044ST	Standards, Safety and Compliance 2	66*3
045ST	Standards, Safety and Compliance 3	68*3
046ST	Standards, Safety and Compliance 4	70*3
047ST	Standards, Safety and Compliance 5	75*3
048ST	Standards, Safety and Compliance 6	78*3
049ST	Standards, Safety and Compliance 7	80*3

<u>Class No.</u>	<u>Class Title</u>	<u>Hiring Rate</u>	<u>Job Rate</u>
(043PP)	Power Plant Engineer 4th Class	2,048.28 25.60	2,118.63 26.48
(044PP)	Power Plant Engineer 3rd Class	2,326.44 29.08	2,400.00 30.00
(046PP)	Power Plant Supervisor 3rd Class	2,483.22 31.04	2,571.04 32.13

<u>Class No.</u>	<u>Class Title</u>	<u>Job Rate</u>
(044AM)	Automotive Service Technician	2,257.48 28.21
(044CA)	Carpenter 1	2,487.82 31.09
(045CA)	Carpenter 2	2,713.11 33.91
(044EL)	Electrician 1	2,672.19 33.40
(045EL)	Electrician 2	2,786.21 34.82
(046EL)	Electrician 3	2,912.19 36.40
(044HD)	Heavy Equipment Technician 1	2,393.11 29.91
(046HD)	Heavy Equipment Technician 2	2,572.42 32.15

<u>Class No.</u>	<u>Class Title</u>	<u>Job Rate</u>
(045MA)	Maintenance Worker	2,531.96 31.64
(043PT)	Painter - Spray	2,397.71 29.97
(043PA)	Painter and Decorator	2,265.75 28.32
(044PL)	Plumber	2,647.82 33.09
(044SF)	Steamfitter - Pipefitter	2,647.82 33.09

(40 Hour Classes)

* Indicates Starting Period in the Grade

** Hourly rates (to 2 decimal places) shown for information purposes only

The normal hours of work for classes with bracketed numbers is 40 hours per week or the equivalent on a bi-weekly, monthly, quarterly, tri-annual, semi-annual or annual basis.

The normal hours of work for classes without bracketed numbers is 36 1/4 hours per week or the equivalent on a bi-weekly, monthly, quarterly, tri-annual, semi-annual or annual basis.

Class No.	Class Title	Job Rate
(044AM)	Automotive Service Technician	2,347.78 29.34
(044CA)	Carpenter 1	2,587.33 32.34
(045CA)	Carpenter 2	2,821.63 35.27
(044EL)	Electrician 1	2,779.08 34.73
(045EL)	Electrician 2	2,897.66 36.22
(046EL)	Electrician 3	3,028.68 37.85
(044HD)	Heavy Equipment Technician 1	2,488.83 31.11
(046HD)	Heavy Equipment Technician 2	2,675.32 33.44
(045MA)	Maintenance Worker	2,633.24 32.91
(043PT)	Painter - Spray	2,493.62 31.17
(043PA)	Painter and Decorator	2,356.38 29.45
(044PL)	Plumber	2,753.73 34.42
(044SF)	Steamfitter - Pipefitter	2,753.73 34.42

(40 Hour Classes)

* Indicates Starting Period in the Grade

** Hourly rates (to 2 decimal places) shown for information purposes only

The normal hours of work for classes with bracketed numbers is 40 hours per week or the equivalent on a bi-weekly, monthly, quarterly, tri-annual, semi-annual or annual basis.

The normal hours of work for classes without bracketed numbers is 36 1/4 hours per week or the equivalent on a bi-weekly, monthly, quarterly, tri-annual, semi-annual or annual basis.

SCHEDULE "B"
TRADES AND RELATED SERVICES - SALARY GRID (36 ¼ HOUR)*
EFFECTIVE SEPTEMBER 1, 2010

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6
36	1,279.09 17.64	1,325.06 18.27	1,375.18 18.96	1,423.45 19.63	1,474.49 20.33	1,529.66 21.09
37	1,298.40 17.90	1,349.43 18.61	1,396.33 19.25	1,447.36 19.96	1,504.83 20.75	1,559.09 21.50
38	1,325.06 18.27	1,375.18 18.96	1,423.45 19.63	1,474.49 20.33	1,529.66 21.09	1,588.51 21.91
39	1,349.43 18.61	1,396.33 19.25	1,447.36 19.96	1,504.83 20.75	1,559.09 21.50	1,620.69 22.35
40	1,375.18 18.96	1,423.45 19.63	1,474.49 20.33	1,529.66 21.09	1,588.51 21.91	1,648.28 22.73
41	1,396.33 19.25	1,447.36 19.96	1,504.83 20.75	1,559.09 21.50	1,620.69 22.35	1,679.09 23.15
42	1,423.45 19.63	1,474.49 20.33	1,529.66 21.09	1,588.51 21.91	1,648.28 22.73	1,710.81 23.59
43	1,447.36 19.96	1,504.83 20.75	1,559.09 21.50	1,620.69 22.35	1,679.09 23.15	1,741.15 24.01
44	1,474.49 20.33	1,529.66 21.09	1,588.51 21.91	1,648.28 22.73	1,710.81 23.59	1,777.48 24.51
45	1,504.83 20.75	1,559.09 21.50	1,620.69 22.35	1,679.09 23.15	1,741.15 24.01	1,811.96 24.99
46	1,529.66 21.09	1,588.51 21.91	1,648.28 22.73	1,710.81 23.59	1,777.48 24.51	1,847.82 25.48
47	1,559.09 21.50	1,620.69 22.35	1,679.09 23.15	1,741.15 24.01	1,811.96 24.99	1,878.63 25.91
48	1,588.51 21.91	1,648.28 22.73	1,710.81 23.59	1,777.48 24.51	1,847.82 25.48	1,919.09 26.47
49	1,620.69 22.35	1,679.09 23.15	1,741.15 24.01	1,811.96 24.99	1,878.63 25.91	1,964.60 27.09
50	1,648.28 22.73	1,710.81 23.59	1,777.48 24.51	1,847.82 25.48	1,919.09 26.47	2,002.30 27.61
51	1,679.09 23.15	1,741.15 24.01	1,811.96 24.99	1,878.63 25.91	1,964.60 27.09	2,045.52 28.21
52	1,710.81 23.59	1,777.48 24.51	1,847.82 25.48	1,919.09 26.47	2,002.30 27.61	2,090.58 28.83
53	1,741.15 24.01	1,811.96 24.99	1,878.63 25.91	1,964.60 27.09	2,045.52 28.21	2,132.88 29.41
54	1,777.48 24.51	1,847.82 25.48	1,919.09 26.47	2,002.30 27.61	2,090.58 28.83	2,182.07 30.09
55	1,811.96 24.99	1,878.63 25.91	1,964.60 27.09	2,045.52 28.21	2,132.88 29.41	2,228.51 30.73
56	1,847.82 25.48	1,919.09 26.47	2,002.30 27.61	2,090.58 28.83	2,182.07 30.09	2,283.22 31.49
57	1,878.63 25.91	1,964.60 27.09	2,045.52 28.21	2,132.88 29.41	2,228.51 30.73	2,332.42 32.17
58	1,919.09 26.47	2,002.30 27.61	2,090.58 28.83	2,182.07 30.09	2,283.22 31.49	2,384.83 32.89

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6
59	1,964.60 27.09	2,045.52 28.21	2,132.88 29.41	2,228.51 30.73	2,332.42 32.17	2,434.95 33.58
60	2,002.30 27.61	2,090.58 28.83	2,182.07 30.09	2,283.22 31.49	2,384.83 32.89	2,487.36 34.30
61	2,045.52 28.21	2,132.88 29.41	2,228.51 30.73	2,332.42 32.17	2,434.95 33.58	2,538.40 35.01
62	2,090.58 28.83	2,182.07 30.09	2,283.22 31.49	2,384.83 32.89	2,487.36 34.30	2,598.63 35.84
63	2,132.88 29.41	2,228.51 30.73	2,332.42 32.17	2,434.95 33.58	2,538.40 35.01	2,647.82 36.52
64	2,182.07 30.09	2,283.22 31.49	2,384.83 32.89	2,487.36 34.30	2,598.63 35.84	2,703.91 37.29
65	2,228.51 30.73	2,332.42 32.17	2,434.95 33.58	2,538.40 35.01	2,647.82 36.52	2,757.71 38.03
66	2,283.22 31.49	2,384.83 32.89	2,487.36 34.30	2,598.63 35.84	2,703.91 37.29	2,819.78 38.89
67	2,332.42 32.17	2,434.95 33.58	2,538.40 35.01	2,647.82 36.52	2,757.71 38.03	2,877.25 39.68
68	2,384.83 32.89	2,487.36 34.30	2,598.63 35.84	2,703.91 37.29	2,819.78 38.89	2,937.94 40.52
69	2,434.95 33.58	2,538.40 35.01	2,647.82 36.52	2,757.71 38.03	2,877.25 39.68	3,000.92 41.39
70	2,487.36 34.30	2,598.63 35.84	2,703.91 37.29	2,819.78 38.89	2,937.94 40.52	3,070.81 42.35
71	2,538.40 35.01	2,647.82 36.52	2,757.71 38.03	2,877.25 39.68	3,000.92 41.39	3,137.48 43.27
72	2,598.63 35.84	2,703.91 37.29	2,819.78 38.89	2,937.94 40.52	3,070.81 42.35	3,207.82 44.24
73	2,647.82 36.52	2,757.71 38.03	2,877.25 39.68	3,000.92 41.39	3,137.48 43.27	3,278.63 45.22
74	2,703.91 37.29	2,819.78 38.89	2,937.94 40.52	3,070.81 42.35	3,207.82 44.24	3,359.55 46.33
75	2,757.71 38.03	2,877.25 39.68	3,000.92 41.39	3,137.48 43.27	3,278.63 45.22	3,437.71 47.41
76	2,819.78 38.89	2,937.94 40.52	3,070.81 42.35	3,207.82 44.24	3,359.55 46.33	3,520.92 48.56
77	2,877.25 39.68	3,000.92 41.39	3,137.48 43.27	3,278.63 45.22	3,437.71 47.41	3,602.76 49.69
78	2,937.94 40.52	3,070.81 42.35	3,207.82 44.24	3,359.55 46.33	3,520.92 48.56	3,691.04 50.91
79	3,000.92 41.39	3,137.48 43.27	3,278.63 45.22	3,437.71 47.41	3,602.76 49.69	3,779.32 52.12
80	3,070.81 42.35	3,207.82 44.24	3,359.55 46.33	3,520.92 48.56	3,691.04 50.91	3,869.89 53.37
81	3,137.48 43.27	3,278.63 45.22	3,437.71 47.41	3,602.76 49.69	3,779.32 52.12	3,964.14 54.67
82	3,207.82 44.24	3,359.55 46.33	3,520.92 48.56	3,691.04 50.91	3,869.89 53.37	4,056.56 55.95

* hourly rates (to 2 decimal places) shown for information purposes only

SCHEDULE "B"
TRADES AND RELATED SERVICES - SALARY GRID (40 HOUR)*
EFFECTIVE SEPTEMBER 1, 2010

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6
36	1,279.09 15.98	1,325.06 16.56	1,375.18 17.18	1,423.45 17.79	1,474.49 18.43	1,529.66 19.12
37	1,298.40 16.23	1,349.43 16.86	1,396.33 17.45	1,447.36 18.09	1,504.83 18.81	1,559.09 19.48
38	1,325.06 16.56	1,375.18 17.18	1,423.45 17.79	1,474.49 18.43	1,529.66 19.12	1,588.51 19.85
39	1,349.43 16.86	1,396.33 17.45	1,447.36 18.09	1,504.83 18.81	1,559.09 19.48	1,620.69 20.25
40	1,375.18 17.18	1,423.45 17.79	1,474.49 18.43	1,529.66 19.12	1,588.51 19.85	1,648.28 20.60
41	1,396.33 17.45	1,447.36 18.09	1,504.83 18.81	1,559.09 19.48	1,620.69 20.25	1,679.09 20.98
42	1,423.45 17.79	1,474.49 18.43	1,529.66 19.12	1,588.51 19.85	1,648.28 20.60	1,710.81 21.38
43	1,447.36 18.09	1,504.83 18.81	1,559.09 19.48	1,620.69 20.25	1,679.09 20.98	1,741.15 21.76
44	1,474.49 18.43	1,529.66 19.12	1,588.51 19.85	1,648.28 20.60	1,710.81 21.38	1,777.48 22.21
45	1,504.83 18.81	1,559.09 19.48	1,620.69 20.25	1,679.09 20.98	1,741.15 21.76	1,811.96 22.64
46	1,529.66 19.12	1,588.51 19.85	1,648.28 20.60	1,710.81 21.38	1,777.48 22.21	1,847.82 23.09
47	1,559.09 19.48	1,620.69 20.25	1,679.09 20.98	1,741.15 21.76	1,811.96 22.64	1,878.63 23.48
48	1,588.51 19.85	1,648.28 20.60	1,710.81 21.38	1,777.48 22.21	1,847.82 23.09	1,919.09 23.98
49	1,620.69 20.25	1,679.09 20.98	1,741.15 21.76	1,811.96 22.64	1,878.63 23.48	1,964.60 24.55
50	1,648.28 20.60	1,710.81 21.38	1,777.48 22.21	1,847.82 23.09	1,919.09 23.98	2,002.30 25.02
51	1,679.09 20.98	1,741.15 21.76	1,811.96 22.64	1,878.63 23.48	1,964.60 24.55	2,045.52 25.56
52	1,710.81 21.38	1,777.48 22.21	1,847.82 23.09	1,919.09 23.98	2,002.30 25.02	2,090.58 26.13
53	1,741.15 21.76	1,811.96 22.64	1,878.63 23.48	1,964.60 24.55	2,045.52 25.56	2,132.88 26.66
54	1,777.48 22.21	1,847.82 23.09	1,919.09 23.98	2,002.30 25.02	2,090.58 26.13	2,182.07 27.27
55	1,811.96 22.64	1,878.63 23.48	1,964.60 24.55	2,045.52 25.56	2,132.88 26.66	2,228.51 27.85
56	1,847.82 23.09	1,919.09 23.98	2,002.30 25.02	2,090.58 26.13	2,182.07 27.27	2,283.22 28.54
57	1,878.63 23.48	1,964.60 24.55	2,045.52 25.56	2,132.88 26.66	2,228.51 27.85	2,332.42 29.15
58	1,919.09 23.98	2,002.30 25.02	2,090.58 26.13	2,182.07 27.27	2,283.22 28.54	2,384.83 29.81

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6
59	1,964.60 24.55	2,045.52 25.56	2,132.88 26.66	2,228.51 27.85	2,332.42 29.15	2,434.95 30.43
60	2,002.30 25.02	2,090.58 26.13	2,182.07 27.27	2,283.22 28.54	2,384.83 29.81	2,487.36 31.09
61	2,045.52 25.56	2,132.88 26.66	2,228.51 27.85	2,332.42 29.15	2,434.95 30.43	2,538.40 31.73
62	2,090.58 26.13	2,182.07 27.27	2,283.22 28.54	2,384.83 29.81	2,487.36 31.09	2,598.63 32.48
63	2,132.88 26.66	2,228.51 27.85	2,332.42 29.15	2,434.95 30.43	2,538.40 31.73	2,647.82 33.09
64	2,182.07 27.27	2,283.22 28.54	2,384.83 29.81	2,487.36 31.09	2,598.63 32.48	2,703.91 33.79
65	2,228.51 27.85	2,332.42 29.15	2,434.95 30.43	2,538.40 31.73	2,647.82 33.09	2,757.71 34.47
66	2,283.22 28.54	2,384.83 29.81	2,487.36 31.09	2,598.63 32.48	2,703.91 33.79	2,819.78 35.24
67	2,332.42 29.15	2,434.95 30.43	2,538.40 31.73	2,647.82 33.09	2,757.71 34.47	2,877.25 35.96
68	2,384.83 29.81	2,487.36 31.09	2,598.63 32.48	2,703.91 33.79	2,819.78 35.24	2,937.94 36.72
69	2,434.95 30.43	2,538.40 31.73	2,647.82 33.09	2,757.71 34.47	2,877.25 35.96	3,000.92 37.51
70	2,487.36 31.09	2,598.63 32.48	2,703.91 33.79	2,819.78 35.24	2,937.94 36.72	3,070.81 38.38
71	2,538.40 31.73	2,647.82 33.09	2,757.71 34.47	2,877.25 35.96	3,000.92 37.51	3,137.48 39.21
72	2,598.63 32.48	2,703.91 33.79	2,819.78 35.24	2,937.94 36.72	3,070.81 38.38	3,207.82 40.09
73	2,647.82 33.09	2,757.71 34.47	2,877.25 35.96	3,000.92 37.51	3,137.48 39.21	3,278.63 40.98
74	2,703.91 33.79	2,819.78 35.24	2,937.94 36.72	3,070.81 38.38	3,207.82 40.09	3,359.55 41.99
75	2,757.71 34.47	2,877.25 35.96	3,000.92 37.51	3,137.48 39.21	3,278.63 40.98	3,437.71 42.97
76	2,819.78 35.24	2,937.94 36.72	3,070.81 38.38	3,207.82 40.09	3,359.55 41.99	3,520.92 44.01
77	2,877.25 35.96	3,000.92 37.51	3,137.48 39.21	3,278.63 40.98	3,437.71 42.97	3,602.76 45.03
78	2,937.94 36.72	3,070.81 38.38	3,207.82 40.09	3,359.55 41.99	3,520.92 44.01	3,691.04 46.13
79	3,000.92 37.51	3,137.48 39.21	3,278.63 40.98	3,437.71 42.97	3,602.76 45.03	3,779.32 47.24
80	3,070.81 38.38	3,207.82 40.09	3,359.55 41.99	3,520.92 44.01	3,691.04 46.13	3,869.89 48.37
81	3,137.48 39.21	3,278.63 40.98	3,437.71 42.97	3,602.76 45.03	3,779.32 47.24	3,964.14 49.55
82	3,207.82 40.09	3,359.55 41.99	3,520.92 44.01	3,691.04 46.13	3,869.89 48.37	4,056.56 50.70

* hourly rates (to 2 decimal places) shown for information purposes only

SCHEDULE "B"
TRADES AND RELATED SERVICES - SALARY GRID (36 ¼ HOUR)*
EFFECTIVE APRIL 1, 2012

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6
36	1,330.25 18.34	1,378.06 19.00	1,430.19 19.72	1,480.39 20.41	1,533.47 21.15	1,590.85 21.94
37	1,350.34 18.62	1,403.41 19.35	1,452.18 20.03	1,505.25 20.76	1,565.02 21.58	1,621.45 22.36
38	1,378.06 19.00	1,430.19 19.72	1,480.39 20.41	1,533.47 21.15	1,590.85 21.94	1,652.05 22.78
39	1,403.41 19.35	1,452.18 20.03	1,505.25 20.76	1,565.02 21.58	1,621.45 22.36	1,685.52 23.24
40	1,430.19 19.72	1,480.39 20.41	1,533.47 21.15	1,590.85 21.94	1,652.05 22.78	1,714.21 23.64
41	1,452.18 20.03	1,505.25 20.76	1,565.02 21.58	1,621.45 22.36	1,685.52 23.24	1,746.25 24.08
42	1,480.39 20.41	1,533.47 21.15	1,590.85 21.94	1,652.05 22.78	1,714.21 23.64	1,779.24 24.54
43	1,505.25 20.76	1,565.02 21.58	1,621.45 22.36	1,685.52 23.24	1,746.25 24.08	1,810.80 24.97
44	1,533.47 21.15	1,590.85 21.94	1,652.05 22.78	1,714.21 23.64	1,779.24 24.54	1,848.58 25.49
45	1,565.02 21.58	1,621.45 22.36	1,685.52 23.24	1,746.25 24.08	1,810.80 24.97	1,884.44 25.99
46	1,590.85 21.94	1,652.05 22.78	1,714.21 23.64	1,779.24 24.54	1,848.58 25.49	1,921.73 26.50
47	1,621.45 22.36	1,685.52 23.24	1,746.25 24.08	1,810.80 24.97	1,884.44 25.99	1,953.78 26.94
48	1,652.05 22.78	1,714.21 23.64	1,779.24 24.54	1,848.58 25.49	1,921.73 26.50	1,995.85 27.52
49	1,685.52 23.24	1,746.25 24.08	1,810.80 24.97	1,884.44 25.99	1,953.78 26.94	2,043.18 28.18
50	1,714.21 23.64	1,779.24 24.54	1,848.58 25.49	1,921.73 26.50	1,995.85 27.52	2,082.39 28.72
51	1,746.25 24.08	1,810.80 24.97	1,884.44 25.99	1,953.78 26.94	2,043.18 28.18	2,127.34 29.34
52	1,779.24 24.54	1,848.58 25.49	1,921.73 26.50	1,995.85 27.52	2,082.39 28.72	2,174.20 29.98
53	1,810.80 24.97	1,884.44 25.99	1,953.78 26.94	2,043.18 28.18	2,127.34 29.34	2,218.20 30.59
54	1,848.58 25.49	1,921.73 26.50	1,995.85 27.52	2,082.39 28.72	2,174.20 29.98	2,269.35 31.30
55	1,884.44 25.99	1,953.78 26.94	2,043.18 28.18	2,127.34 29.34	2,218.20 30.59	2,317.65 31.96
56	1,921.73 26.50	1,995.85 27.52	2,082.39 28.72	2,174.20 29.98	2,269.35 31.30	2,374.55 32.75
57	1,953.78 26.94	2,043.18 28.18	2,127.34 29.34	2,218.20 30.59	2,317.65 31.96	2,425.72 33.45
58	1,995.85 27.52	2,082.39 28.72	2,174.20 29.98	2,269.35 31.30	2,374.55 32.75	2,480.22 34.20

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6
59	2,043.18 28.18	2,127.34 29.34	2,218.20 30.59	2,317.65 31.96	2,425.72 33.45	2,532.35 34.92
60	2,082.39 28.72	2,174.20 29.98	2,269.35 31.30	2,374.55 32.75	2,480.22 34.20	2,586.85 35.68
61	2,127.34 29.34	2,218.20 30.59	2,317.65 31.96	2,425.72 33.45	2,532.35 34.92	2,639.94 36.41
62	2,174.20 29.98	2,269.35 31.30	2,374.55 32.75	2,480.22 34.20	2,586.85 35.68	2,702.58 37.27
63	2,218.20 30.59	2,317.65 31.96	2,425.72 33.45	2,532.35 34.92	2,639.94 36.41	2,753.73 37.98
64	2,269.35 31.30	2,374.55 32.75	2,480.22 34.20	2,586.85 35.68	2,702.58 37.27	2,812.07 38.78
65	2,317.65 31.96	2,425.72 33.45	2,532.35 34.92	2,639.94 36.41	2,753.73 37.98	2,868.02 39.55
66	2,374.55 32.75	2,480.22 34.20	2,586.85 35.68	2,702.58 37.27	2,812.07 38.78	2,932.57 40.44
67	2,425.72 33.45	2,532.35 34.92	2,639.94 36.41	2,753.73 37.98	2,868.02 39.55	2,992.34 41.27
68	2,480.22 34.20	2,586.85 35.68	2,702.58 37.27	2,812.07 38.78	2,932.57 40.44	3,055.46 42.14
69	2,532.35 34.92	2,639.94 36.41	2,753.73 37.98	2,868.02 39.55	2,992.34 41.27	3,120.96 43.04
70	2,586.85 35.68	2,702.58 37.27	2,812.07 38.78	2,932.57 40.44	3,055.46 42.14	3,193.64 44.05
71	2,639.94 36.41	2,753.73 37.98	2,868.02 39.55	2,992.34 41.27	3,120.96 43.04	3,262.98 45.00
72	2,702.58 37.27	2,812.07 38.78	2,932.57 40.44	3,055.46 42.14	3,193.64 44.05	3,336.13 46.01
73	2,753.73 37.98	2,868.02 39.55	2,992.34 41.27	3,120.96 43.04	3,262.98 45.00	3,409.78 47.03
74	2,812.07 38.78	2,932.57 40.44	3,055.46 42.14	3,193.64 44.05	3,336.13 46.01	3,493.93 48.19
75	2,868.02 39.55	2,992.34 41.27	3,120.96 43.04	3,262.98 45.00	3,409.78 47.03	3,575.22 49.31
76	2,932.57 40.44	3,055.46 42.14	3,193.64 44.05	3,336.13 46.01	3,493.93 48.19	3,661.76 50.50
77	2,992.34 41.27	3,120.96 43.04	3,262.98 45.00	3,409.78 47.03	3,575.22 49.31	3,746.87 51.68
78	3,055.46 42.14	3,193.64 44.05	3,336.13 46.01	3,493.93 48.19	3,661.76 50.50	3,838.68 52.94
79	3,120.96 43.04	3,262.98 45.00	3,409.78 47.03	3,575.22 49.31	3,746.87 51.68	3,930.49 54.21
80	3,193.64 44.05	3,336.13 46.01	3,493.93 48.19	3,661.76 50.50	3,838.68 52.94	4,024.69 55.51
81	3,262.98 45.00	3,409.78 47.03	3,575.22 49.31	3,746.87 51.68	3,930.49 54.21	4,122.71 56.86
82	3,336.13 46.01	3,493.93 48.19	3,661.76 50.50	3,838.68 52.94	4,024.69 55.51	4,218.82 58.19

* hourly rates (to 2 decimal places) shown for information purposes only

SCHEDULE "B"
TRADES AND RELATED SERVICES - SALARY GRID (40 HOUR)*
EFFECTIVE APRIL 1, 2012

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6
36	1,330.25 16.62	1,378.06 17.22	1,430.19 17.87	1,480.39 18.50	1,533.47 19.16	1,590.85 19.88
37	1,350.34 16.87	1,403.41 17.54	1,452.18 18.15	1,505.25 18.81	1,565.02 19.56	1,621.45 20.26
38	1,378.06 17.22	1,430.19 17.87	1,480.39 18.50	1,533.47 19.16	1,590.85 19.88	1,652.05 20.65
39	1,403.41 17.54	1,452.18 18.15	1,505.25 18.81	1,565.02 19.56	1,621.45 20.26	1,685.52 21.06
40	1,430.19 17.87	1,480.39 18.50	1,533.47 19.16	1,590.85 19.88	1,652.05 20.65	1,714.21 21.42
41	1,452.18 18.15	1,505.25 18.81	1,565.02 19.56	1,621.45 20.26	1,685.52 21.06	1,746.25 21.82
42	1,480.39 18.50	1,533.47 19.16	1,590.85 19.88	1,652.05 20.65	1,714.21 21.42	1,779.24 22.24
43	1,505.25 18.81	1,565.02 19.56	1,621.45 20.26	1,685.52 21.06	1,746.25 21.82	1,810.80 22.63
44	1,533.47 19.16	1,590.85 19.88	1,652.05 20.65	1,714.21 21.42	1,779.24 22.24	1,848.58 23.10
45	1,565.02 19.56	1,621.45 20.26	1,685.52 21.06	1,746.25 21.82	1,810.80 22.63	1,884.44 23.55
46	1,590.85 19.88	1,652.05 20.65	1,714.21 21.42	1,779.24 22.24	1,848.58 23.10	1,921.73 24.02
47	1,621.45 20.26	1,685.52 21.06	1,746.25 21.82	1,810.80 22.63	1,884.44 23.55	1,953.78 24.42
48	1,652.05 20.65	1,714.21 21.42	1,779.24 22.24	1,848.58 23.10	1,921.73 24.02	1,995.85 24.94
49	1,685.52 21.06	1,746.25 21.82	1,810.80 22.63	1,884.44 23.55	1,953.78 24.42	2,043.18 25.53
50	1,714.21 21.42	1,779.24 22.24	1,848.58 23.10	1,921.73 24.02	1,995.85 24.94	2,082.39 26.02
51	1,746.25 21.82	1,810.80 22.63	1,884.44 23.55	1,953.78 24.42	2,043.18 25.53	2,127.34 26.59
52	1,779.24 22.24	1,848.58 23.10	1,921.73 24.02	1,995.85 24.94	2,082.39 26.02	2,174.20 27.17
53	1,810.80 22.63	1,884.44 23.55	1,953.78 24.42	2,043.18 25.53	2,127.34 26.59	2,218.20 27.72
54	1,848.58 23.10	1,921.73 24.02	1,995.85 24.94	2,082.39 26.02	2,174.20 27.17	2,269.35 28.36
55	1,884.44 23.55	1,953.78 24.42	2,043.18 25.53	2,127.34 26.59	2,218.20 27.72	2,317.65 28.97
56	1,921.73 24.02	1,995.85 24.94	2,082.39 26.02	2,174.20 27.17	2,269.35 28.36	2,374.55 29.68
57	1,953.78 24.42	2,043.18 25.53	2,127.34 26.59	2,218.20 27.72	2,317.65 28.97	2,425.72 30.32
58	1,995.85 24.94	2,082.39 26.02	2,174.20 27.17	2,269.35 28.36	2,374.55 29.68	2,480.22 31.00

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6
59	2,043.18 25.53	2,127.34 26.59	2,218.20 27.72	2,317.65 28.97	2,425.72 30.32	2,532.35 31.65
60	2,082.39 26.02	2,174.20 27.17	2,269.35 28.36	2,374.55 29.68	2,480.22 31.00	2,586.85 32.33
61	2,127.34 26.59	2,218.20 27.72	2,317.65 28.97	2,425.72 30.32	2,532.35 31.65	2,639.94 32.99
62	2,174.20 27.17	2,269.35 28.36	2,374.55 29.68	2,480.22 31.00	2,586.85 32.33	2,702.58 33.78
63	2,218.20 27.72	2,317.65 28.97	2,425.72 30.32	2,532.35 31.65	2,639.94 32.99	2,753.73 34.42
64	2,269.35 28.36	2,374.55 29.68	2,480.22 31.00	2,586.85 32.33	2,702.58 33.78	2,812.07 35.15
65	2,317.65 28.97	2,425.72 30.32	2,532.35 31.65	2,639.94 32.99	2,753.73 34.42	2,868.02 35.85
66	2,374.55 29.68	2,480.22 31.00	2,586.85 32.33	2,702.58 33.78	2,812.07 35.15	2,932.57 36.65
67	2,425.72 30.32	2,532.35 31.65	2,639.94 32.99	2,753.73 34.42	2,868.02 35.85	2,992.34 37.40
68	2,480.22 31.00	2,586.85 32.33	2,702.58 33.78	2,812.07 35.15	2,932.57 36.65	3,055.46 38.19
69	2,532.35 31.65	2,639.94 32.99	2,753.73 34.42	2,868.02 35.85	2,992.34 37.40	3,120.96 39.01
70	2,586.85 32.33	2,702.58 33.78	2,812.07 35.15	2,932.57 36.65	3,055.46 38.19	3,193.64 39.92
71	2,639.94 32.99	2,753.73 34.42	2,868.02 35.85	2,992.34 37.40	3,120.96 39.01	3,262.98 40.78
72	2,702.58 33.78	2,812.07 35.15	2,932.57 36.65	3,055.46 38.19	3,193.64 39.92	3,336.13 41.70
73	2,753.73 34.42	2,868.02 35.85	2,992.34 37.40	3,120.96 39.01	3,262.98 40.78	3,409.78 42.62
74	2,812.07 35.15	2,932.57 36.65	3,055.46 38.19	3,193.64 39.92	3,336.13 41.70	3,493.93 43.67
75	2,868.02 35.85	2,992.34 37.40	3,120.96 39.01	3,262.98 40.78	3,409.78 42.62	3,575.22 44.69
76	2,932.57 36.65	3,055.46 38.19	3,193.64 39.92	3,336.13 41.70	3,493.93 43.67	3,661.76 45.77
77	2,992.34 37.40	3,120.96 39.01	3,262.98 40.78	3,409.78 42.62	3,575.22 44.69	3,746.87 46.83
78	3,055.46 38.19	3,193.64 39.92	3,336.13 41.70	3,493.93 43.67	3,661.76 45.77	3,838.68 47.98
79	3,120.96 39.01	3,262.98 40.78	3,409.78 42.62	3,575.22 44.69	3,746.87 46.83	3,930.49 49.13
80	3,193.64 39.92	3,336.13 41.70	3,493.93 43.67	3,661.76 45.77	3,838.68 47.98	4,024.69 50.30
81	3,262.98 40.78	3,409.78 42.62	3,575.22 44.69	3,746.87 46.83	3,930.49 49.13	4,122.71 51.53
82	3,336.13 41.70	3,493.93 43.67	3,661.76 45.77	3,838.68 47.98	4,024.69 50.30	4,218.82 52.73

* hourly rates (to 2 decimal places) shown for information purposes only

LETTER OF UNDERSTANDING - 12 HOUR SHIFTS

WHEREAS the Parties are desirous of achieving a mutually agreeable method of administering benefits and entitlements for Employees working twelve hour shifts pursuant to Clause 4.02 of Subsidiary Agreement #004 dated September 28, 2007.

THEREFORE, the Parties agree as follows:

1. Employees working twelve (12) hours per day pursuant to 4.02 above shall have all benefits and entitlements calculated so as to ensure no loss or gain in Employee entitlements. The Articles listed in (a) and (b) below will be administered in the following manner:
 - (a) Articles 4.03(a), 4.04, 14, 23, 31, 32, 33A, 36, 37 and 38 of the Master Agreement shall be administered so as to provide the same number of hours of total entitlement as would be provided to an Employee who normally works an eight (8) hour shift;
 - (b) Article 18 of the Master Agreement shall be administered in such a manner as to provide payment of four (4) hours shift differential when an individual works a twelve (12) hour day shift, and twelve (12) hours shift differential when an individual works a twelve (12) hour night shift.
2. This Letter of Understanding shall be effective from the date of signing of the proposed Tentative Agreement, and shall remain in force and effect for the term of the ratified Subsidiary Agreement #004 (Trades and Related Services Subsidiary Agreement).

Dated this 17th day of May, 2011

ORIGINAL SIGNED BY

DALE SILVER
Public Service Commissioner

ORIGINAL SIGNED BY

GUY SMITH
President, Alberta Union of
Provincial Employees

LETTER OF UNDERSTANDING - TOOLS

WHEREAS the Parties are desirous of achieving a mutually agreeable method of administering Clauses 7.02 and 7.03 of the Subsidiary #004 Agreement dated September 28, 2007.

THEREFORE the Parties agree as follows:

1. A master list of required hand tools and bench tools will be identified for each trade by the Employer. These master lists will be finalized after consultation with the A.U.P.E. Local 004 Bargaining Committee.
2. Using the master list as a guide, the senior official at each worksite will, after consultation with the tradesman, develop a worksite list of required hand tools and bench tools for that location. These worksite lists may be updated upon mutual agreement.
3. The tools listed on the worksite list will be supplied by the tradesman pursuant to Clause 7.02 of the Subsidiary #004 Agreement. Any tools brought by the tradesman to the worksite that are not listed on the worksite list are not subject to replacement by the Employing Department.
4. Tools not listed on the master list but required by the Employer will be provided by the Employer pursuant to Clause 7.03 of the Subsidiary #004 Agreement.
5. Tools supplied by the tradesman pursuant to Clause 7.02 and this Letter of Understanding that are reported as stolen with accompanying evidence of forced entry shall be replaced by the Employing Department. Such evidence of forced entry shall be established by police authorities or the Employer.

Dated this 17th day of May, 2011

ORIGINAL SIGNED BY

DALE SILVER
Public Service Commissioner

ORIGINAL SIGNED BY

GUY SMITH
President, Alberta Union of
Provincial Employees

Dated this 17th day of May, 2011

ORIGINAL SIGNED BY

Witness

ORIGINAL SIGNED BY

DALE SILVER
Public Service Commissioner

ORIGINAL SIGNED BY

Witness

ORIGINAL SIGNED BY

GUY SMITH
President, Alberta Union of
Provincial Employees