

MEMORANDUM OF AGREEMENT

between

Construction Labour Relations – An Alberta Association Millwrights (Provincial) Trade Division

Hereinafter referred to as the "Association" or the "Trade Division" or the "Employers' Organization" or the "Registered Employers' Organization" as agent for and on behalf of all employers affected by Registration Certificate Number 49.

And

Millwrights, Machinery Erectors and Maintenance Union 1460 of the United Brotherhood of Carpenters and Joiners of America

Each of which unions is hereinafter referred to as the "Union" or the "Local Union" and the members and employees represented by each of them.

(Together the Parties)

The Parties, having bargained collectively, agree that the following shall constitute full and final resolution of all matters pertaining to the renewal of their Collective Agreement. Errors or omissions excepted; the changes contained in this Memorandum of Agreement shall be incorporated into the renewal Collective Agreement between the Parties. Provided both Parties ratify the terms of this Memorandum, the Collective Agreement is to be effective on Sunday, May 4th, 2025 subsequent to the date of ratification. The Parties each agree to recommend acceptance by ratification the changes as contained in this document to their respective membership.

The amendments to the Collective Agreement are included in the attached document and are indicated either by a ~~strike through~~, which indicates the language is to be removed, or it is in **red**, which indicates the language has been added to read as per the red text.

1. Article 1 – Term of Agreement: Amend 1.01 & 1.02 to read:

- 1.01** The provisions of this Agreement, except as otherwise set out, shall come into effect **on May 4th, 2025**, and shall remain in effect until **April 30, 2029**.
- 1.02** After **April 30, 2029** this Agreement shall continue in full force and effect from year to year unless the provisions of clause 1.03 are complied with.

*Dates on title pages will be amended based on the duration.

2. Article 3 – Wages: Amend 3.01 to read:

- 3.01 (a)** The minimum hourly wage rate for an Industrial Mechanic (Millwright) shall be as follows:

Effective May 4th, 2025	Base Rate	VP & SHP	H&W	Pension	Training & Sustainability	Gross Wage
General Foreman				\$7.50		
May 4, 2025	\$61.42	\$6.14	\$3.02	\$8.00	\$1.40	\$79.98
May 3, 2026	\$62.72	\$6.27	\$3.02	\$8.00	\$1.40	\$81.41
May 2, 2027	\$64.36	\$6.44	\$3.41	\$8.00	\$1.40	\$83.61
May 7, 2028	\$66.88	\$6.69	\$3.41	\$8.25	\$1.40	\$86.62
Foreman				\$5.50		
May 4, 2025	\$59.42	\$5.94	\$3.02	\$8.00	\$1.40	\$77.78
May 3, 2026	\$60.72	\$6.07	\$3.02	\$8.00	\$1.40	\$79.21
May 2, 2027	\$62.36	\$6.24	\$3.41	\$8.00	\$1.40	\$81.41
May 7, 2028	\$64.88	\$6.49	\$3.41	\$8.25	\$1.40	\$84.42
Journeyman				100%		
May 4, 2025	\$53.92	\$5.39	\$3.02	\$8.00	\$1.40	\$71.73
May 3, 2026	\$55.22	\$5.52	\$3.02	\$8.00	\$1.40	\$73.16
May 2, 2027	\$56.86	\$5.69	\$3.41	\$8.00	\$1.40	\$75.36
May 7, 2028	\$59.38	\$5.94	\$3.41	\$8.25	\$1.40	\$78.37
4th Year Apprentice				(95%) 6 Months Served/50% AIT Hours		
May 4, 2025	\$51.22	\$5.12	\$3.02	\$6.00	\$1.40	\$66.76
May 3, 2026	\$52.46	\$5.25	\$3.02	\$6.00	\$1.40	\$68.13
May 2, 2027	\$54.02	\$5.40	\$3.41	\$6.00	\$1.40	\$70.23
May 7, 2028	\$56.41	\$5.64	\$3.41	\$6.25	\$1.40	\$73.11
4th Year Apprentice				(90%) After Pass Exam		
May 4, 2025	\$48.53	\$4.85	\$3.02	\$6.00	\$1.40	\$63.80
May 3, 2026	\$49.70	\$4.97	\$3.02	\$6.00	\$1.40	\$65.09
May 2, 2027	\$51.18	\$5.12	\$3.41	\$6.00	\$1.40	\$67.10
May 7, 2028	\$53.44	\$5.34	\$3.41	\$6.25	\$1.40	\$69.84
3rd Year Apprentice				(85%) 6 Months Served/50% AIT Hours		
May 4, 2025	\$45.83	\$4.58	\$3.02	\$6.00	\$1.40	\$60.83
May 3, 2026	\$46.94	\$4.69	\$3.02	\$6.00	\$1.40	\$62.05
May 2, 2027	\$48.33	\$4.83	\$3.41	\$6.00	\$1.40	\$63.98
May 7, 2028	\$50.47	\$5.05	\$3.41	\$6.25	\$1.40	\$66.58
3rd Year Apprentice				(80%) After Pass Exam		
May 4, 2025	\$43.13	\$4.31	\$3.02	\$6.00	\$1.40	\$57.87
May 3, 2026	\$44.18	\$4.42	\$3.02	\$6.00	\$1.40	\$59.02
May 2, 2027	\$45.49	\$4.55	\$3.41	\$6.00	\$1.40	\$60.85
May 7, 2028	\$47.50	\$4.75	\$3.41	\$6.25	\$1.40	\$63.31

2nd Year Apprentice		(75%) 6 Months Served/50% AIT Hours					
May 4, 2025	\$40.44	\$4.04	\$3.02	\$6.00	\$1.40		\$54.90
May 3, 2026	\$41.42	\$4.14	\$3.02	\$6.00	\$1.40		\$55.98
May 2, 2027	\$42.65	\$4.26	\$3.41	\$6.00	\$1.40		\$57.72
May 7, 2028	\$44.53	\$4.45	\$3.41	\$6.25	\$1.40		\$60.05
2nd Year Apprentice		(70%) After Pass Exam					
May 4, 2025	\$37.74	\$3.77	\$3.02	\$6.00	\$1.40		\$51.94
May 3, 2026	\$38.66	\$3.87	\$3.02	\$6.00	\$1.40		\$52.94
May 2, 2027	\$39.80	\$3.98	\$3.41	\$6.00	\$1.40		\$54.59
May 7, 2028	\$41.56	\$4.16	\$3.41	\$6.25	\$1.40		\$56.78
1st Year Apprentice		(65%) 6 Months Served/50% AIT Hours					
May 4, 2025	\$35.05	\$3.50	\$3.02	\$6.00	\$1.40		\$48.97
May 3, 2026	\$35.89	\$3.59	\$3.02	\$6.00	\$1.40		\$49.90
May 2, 2027	\$36.96	\$3.70	\$3.41	\$6.00	\$1.40		\$51.47
May 7, 2028	\$38.59	\$3.86	\$3.41	\$6.25	\$1.40		\$53.51
1st Year Apprentice		60%					
May 4, 2025	\$32.35	\$3.24	\$3.02	\$6.00	\$1.40		\$46.01
May 3, 2026	\$33.13	\$3.31	\$3.02	\$6.00	\$1.40		\$46.87
May 2, 2027	\$34.12	\$3.41	\$3.41	\$6.00	\$1.40		\$48.34
May 7, 2028	\$35.63	\$3.56	\$3.41	\$6.25	\$1.40		\$50.25

3. Article 3 – Wages: Amend 3.01 (j) to read

- (j) The employer will **strive to** employ a minimum of **30%** ~~25%~~ apprentices of their total company wide Industrial Mechanic (Millwright) in Alberta, unless varied by mutual agreement between the employer and the union taking into consideration job circumstances.

4. Article 3 – Wages: Administrative amendment to 3.01(L):

- (l) **Beginning with the May 4, 2025 wage increase, the allocation to total benefits from future wage increases will not exceed 16.5% of the Journeyperson's Total Wage, rounded to the nearest 5 cents. The union will notify the Association as to where to allocate the wages to benefits not less than 60 days prior to the effective date of the increase in order to publish the revised wage schedule in a timely manner.**
- (l) ~~Benefit contribution amounts will be mutually agreed between the parties and any changes to contribution levels will be set 60 days prior to the effective date of any changes. Before or upon ratification the union will determine how to allocate benefit contribution amounts establishing the effective wage and benefit schedule for the agreement. In the following years of the agreement, any changes to contribution levels will be mutually agreed upon by the parties.~~

5. Article 3 - Statutory Holidays

~~All work performed on the following recognized holidays shall be paid for at the rate of double time, plus any applicable shift differential, as follows:~~

- 3.03 The following days will constitute the recognized holidays within the terms of this agreement. Any other holiday proclaimed by either the Province or Federal Government will be automatically recognized within this agreement:**

New Year's	Day Labour Day
Family Day	Thanksgiving Day
Good Friday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
First (1st) Monday in August	Day of Truth & Reconciliation

All work performed on the above recognized holidays shall be paid in accordance with article 7.05

~~and any one Federal or Provincial Holiday that may be established.~~

6. Article 4 – Health and Welfare: Amend 4.01 to read:

4.01 The Employer shall contribute the amount specified in Article 3.00 for all hours **WORKED** by employees covered by this Agreement. All monies so accrued during a calendar month must be received, **via EFT, at the designated administrative offices for Millwrights Local 1460, as remittances for the Health and Welfare Trust Fund**, no later than the fifteenth (15th) day of the month following.

7. Article 5 – Pension Plan: Amend 5.01 to read:

5.01 The Employer shall contribute the amount specified in Article 3.00 for all hours **EARNED** by employees covered by this Agreement. All monies accrued during a calendar month must be received, **via EFT, at the designated administrative offices for Millwrights Local 1460, as remittances for the Pension Trust Fund**, no later than the fifteenth (15th) day of the month following. All pension contributions remitted for apprentices will be at 75% of the amount specified in Article 3.00.

8. Article 6 – Training & Sustainability Funds: Amend 6.01 to read:

6.01 The Employer shall contribute the amount specified in Article 3.00 for all hours **WORKED** by employees covered by this Agreement. All monies accrued during a calendar month must be received, **via EFT, at the designated administrative offices for Millwrights Local 1460, as remittances for the Training and Sustainability Trust Fund**, no later than the fifteenth (15th) day of the month following.

9. Article 7 – Hours of Work (shift work): Amend 7.20 to read:

7.20 Shifts commencing at any time after 3:00 p.m. shall be **\$4.00 per hour (\$4.50 effective May 3rd, 2026)** ~~\$3.50 per hour~~ greater than their applicable daytime rate of pay. In no event shall this hourly rate be greater than the applicable overtime rate plus shift differential.

10. Article 10 – Tool List: Amend 10.03 to read:

10.03 ~~Set of Combination Wrenches to 1½" and Metric~~
~~10' Steel Tape~~
~~50' Steel Tape~~

Set of Combination Wrenches to 1 ¼" and Metric Equivalent
10' Steel Measuring Tape
50' Steel Measuring Tape

11. Article 12 – Accommodation Room & Board: Remove 12.01(h):

~~12.01 (h) — Employees required to travel out of a city or town to another job after working shift, and before an eight (8) hour break occurs, shall be paid for all time traveled at the rate of time and one half the normal rate. If still traveling the following day, the employee shall be paid the normal rate for time traveled during the regular working day only.~~

13. Article 22.02 – Drug and Alcohol Policy: Amend 22.02 to reference Canadian Model, Add procedure as appendix "A"

22.02 The parties recognize the need for a safe workplace free from the effects of alcohol and drug use, along with employees being fit for duty. To that end, the parties agree to follow the policies as outlined in the CLRA Drug and Alcohol program which uses the current version of the COAA Canadian Model for providing a Safe Workplace.