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# Collective Agreement Wage Tables Manufacturing

## March 2022

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# Collective Agreement Wage Table - Manufacturing

Per Cent or Dollar Per Hour Increases

Employer Listing

| Employer Operating Name                   | Union Operating Name                       | Ees | Expiry Date | Term | Settled On | 2017   | 2018   | 2019   | 2020   | 2021   | 2022   | 2023   | 2024   | 2025  | 2026 |
|---|--|-----|-------------|------|------------|--------|--------|--------|--------|--------|--------|--------|--------|-------|------|
| ABC Press (1979)                          | Unifor Local 780G                          | 4   | 2022-06-14  | 12   | 2021-05-19 | 0.00%  | 0.00%  | 0.00%  | 0.00%  | 0.00%  |        |        |        |       |      |
| Advance Tank Centres                      | Advance Tank Centres Employees Association | 31  | 2022-09-30  | 12   | 2021-09-30 | 3.00%  | 2.00%  | 1.50%  | 0.00%  | 2.00%  |        |        |        |       |      |
| Advance Tank Centres                      | Boilermakers Local 146                     | 11  | 2022-09-01  | 48   | 2018-08-15 |        |        | 1.00%  | 0.00%  | 0.00%  |        |        |        |       |      |
| Agropur Cooperative - Ice Cream Plant     | UFCW Local 401                             | 43  | 2026-12-19  | 132  | 2016-05-19 | 2.10%  | 2.34%  | 2.25%  | 2.50%  | 2.50%  | 2.53%  | 2.00%  | 2.00%  | 2.00% |      |
| Agropur Cooperative - Milk Plant          | UFCW Local 401                             | 98  | 2026-05-28  | 60   | 2021-03-04 | 1.50%  | 2.00%  | 2.25%  | 2.25%  | 2.50%  | 2.00%  | 2.00%  | 2.00%  | 1.75% |      |
| Air Liquide Canada                        | Unifor Local 777                           | 51  | 2026-01-02  | 60   | 2021-12-21 | 0.00%  | 1.50%  | 1.50%  | 2.50%  | 3.50%  | 3.00%  | 2.50%  | 3.00%  | 3.50% |      |
| Alberta Custom Pipe Bending & Mfg. (2010) | Boilermakers Local 146                     | 20  | 2022-01-31  | 24   | 2020-10-15 | -5.0%  | 0.00%  | 0.00%  | 1.00%  | 0.00   |        |        |        |       |      |
| Alberta Distillers                        | Operating Engineers Local 955              | 5   | 2026-05-31  | 60   | 2021-05-31 | 1.50%  | 1.50%  | 2.00%  | 2.00%  | 1.00%  | 1.00%  | 1.50%  | 1.50%  | 2.00% |      |
| Alberta Distillers                        | UFCW Local 401                             | 75  | 2025-06-30  | 41   | 2022-02-04 | 1.50%  | 1.50%  | 2.00%  | 2.50%  | 2.50%  | 2.25%  | 2.50%  | 2.75%  |       |      |
| Alberta Exchanger                         | Boilermakers Local 146                     | 31  | 2023-08-14  | 24   | 2021-08-16 | -8.0%  | 0.00%  | 0.00%  | 0.00%  | 3.00%  | 2.00%  |        |        |       |      |
| AltaSteel                                 | Steelworkers Local 5220                    | 273 | 2025-07-31  | 48   | 2021-08-16 | \$0.00 | \$0.50 | \$0.50 | \$0.50 | \$0.81 | \$0.50 | \$0.50 | \$0.50 |       |      |
| Altex Industries                          | Boilermakers Local 146                     | 78  | 2022-10-31  | 36   | 2019-12-02 | 0.00%  | 5.25%  | 4.00%  | 1.00%  | 1.00%  |        |        |        |       |      |
| Anixter Canada, Calgary                   | Teamsters Local 362                        | 6   | 2022-10-01  | 60   | 2017-09-09 | \$0.35 | \$0.35 | \$0.35 | \$0.35 | \$0.35 |        |        |        |       |      |
| Anixter Canada, Edmonton                  | Teamsters Local 362                        | 29  | 2023-07-31  | 48   | 2019-07-19 | 2.00%  | 2.00%  | 1.50%  | 1.00%  | 1.25%  | 2.00%  |        |        |       |      |
| Apel Extrusions                           | Steelworkers Local 6034                    | 87  | 2021-06-30  | 48   | 2018-01-13 | 1.25%  | 1.50%  | 1.50%  | 1.50%  |        |        |        |        |       |      |
| Argo Sales                                | Plumbers & Pipefitters Local 488           | 30  | 2020-12-31  | 24   | 2019-10-17 | 0.00%  | 0.00%  | 0.00%  | 0.00%  |        |        |        |        |       |      |
| AT Films, Edmonton                        | Unifor Local 21A                           | 76  | 2024-01-10  | 36   | 2021-05-29 | 2.60%  | 1.00%  | 1.25%  | 1.85%  | 0.00%  | 0.00%  | 1.00%  |        |       |      |

# Collective Agreement Wage Table - Manufacturing

## Per Cent or Dollar Per Hour Increases

## Employer Listing

| Employer Operating Name                        | Union Operating Name          | Ees | Expiry Date | Term | Settled On | 2017   | 2018   | 2019   | 2020   | 2021   | 2022   | 2023   | 2024   | 2025 | 2026 |
|--|-------------------------------|-----|-------------|------|------------|--------|--------|--------|--------|--------|--------|--------|--------|------|------|
| AT Films, Westlock                             | Unifor Local 21A              | 25  | 2021-08-31  | 36   | 2019-06-12 | 2.40%  | 0.00%  | 3.90%  | 2.00%  |        |        |        |        |      |      |
| ATCO Structures & Logistics                    | Carpenters Local 2010         | 189 | 2023-05-31  | 36   | 2021-05-06 | 0.00%  | 1.50%  | 1.50%  | 0.00%  | 1.50%  | 1.50%  |        |        |      |      |
| Baymag   | Boilermakers Local D331       | 42  | 2021-06-03  | 48   | 2017-11-02 | 1.80%  | 2.50%  | 2.50%  | 2.50%  |        |        |        |        |      |      |
| Bimbo Canada - Calgary Bakery                  | Teamsters Local 987           | 65  | 2022-12-03  | 48   | 2020-07-30 | \$0.30 | \$0.35 | \$0.00 | \$0.25 | \$0.20 | \$0.15 |        |        |      |      |
| Bimbo Canada - Edmonton Bakery                 | Bakery Workers Local 252      | 212 | 2025-03-31  | 72   | 2019-02-01 | \$0.50 | \$0.50 | \$0.50 | \$0.45 | \$0.45 | \$0.45 | \$0.40 | \$0.45 |      |      |
| Black Velvet Distilling                        | UFCW Local 401                | 37  | 2021-06-09  | 60   | 2017-01-26 | 2.00%  | 2.00%  | 2.50%  | 2.50%  |        |        |        |        |      |      |
| Blanchett Neon                                 | IBEW Local 424                | 25  | 2022-03-31  | 36   | 2020-05-13 | 0.00%  | 0.00%  | 2.60%  | 0.00%  | 0.00%  |        |        |        |      |      |
| Bonduelle Canada - Lethbridge Processing Plant | Teamsters Local 987           | 61  | 2022-03-05  | 36   | 2019-03-06 | 1.25%  | 1.25%  | 2.00%  | 2.00%  | 2.50%  |        |        |        |      |      |
| Building Products of Canada                    | Unifor Local 777              | 103 | 2023-05-14  | 24   | 2021-05-20 | 1.00%  | 1.25%  | 1.30%  | 1.50%  | 1.75%  | 1.75%  |        |        |      |      |
| Burnbrae Farms                                 | UFCW Local 401                | 56  | 2020-06-13  | 48   | 2016-10-20 | \$0.30 | \$0.30 | \$0.35 |        |        |        |        |        |      |      |
| BURNCO Rock Products                           | Operating Engineers Local 955 | 158 | 2021-06-30  | 12   | 2020-08-26 | 0.00%  | 0.00%  | 2.00%  | 0.00%  |        |        |        |        |      |      |
| BURNCO Rock Products - Calgary Shop            | Teamsters Local 362           | 12  | 2022-07-31  | 24   | 2020-10-22 | 0.00%  | 0.00%  | 2.50%  | 0.00%  | 0.00%  |        |        |        |      |      |
| BURNCO Rock Products - Mixer Drivers, Calgary  | Teamsters Local 362           | 65  | 2022-05-31  | 24   | 2020-09-04 | 0.00%  | 0.00%  | 2.50%  | 0.00%  | 0.00%  |        |        |        |      |      |
| BURNCO Rock Products - Mixer Drivers, Red Deer | Teamsters Local 362           | 8   | 2023-02-28  | 24   | 2021-08-31 | -5.0%  | 0.00%  | 0.00%  | 0.00%  | 2.00%  | 0.00%  |        |        |      |      |
| Canadian Forest Products                       | Unifor Local 446              | 150 | 2022-09-30  | 60   | 2017-12-10 | 1.50%  | 2.00%  | 1.50%  | 2.00%  | 2.50%  |        |        |        |      |      |
| CANAM  | Iron Workers Local 805        | 101 | 2025-05-31  | 60   | 2020-09-18 | 2.00%  | 2.00%  | 2.50%  | 1.25%  | 1.50%  | 1.50%  | 2.00%  | 2.00%  |      |      |
| Cargill - Calgary                              | UFCW Local 401                | 361 | 2022-12-31  | 48   | 2020-02-20 | \$0.30 | \$0.20 | \$0.35 | \$0.30 | \$0.35 | \$0.45 |        |        |      |      |

# Collective Agreement Wage Table - Manufacturing

## Per Cent or Dollar Per Hour Increases

## Employer Listing

| Employer Operating Name                  | Union Operating Name    | Ees   | Expiry Date | Term | Settled On | 2017   | 2018   | 2019   | 2020   | 2021   | 2022   | 2023   | 2024   | 2025   | 2026   |
|--|-------------------------|-------|-------------|------|------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Cargill - High River                     | UFCW Local 401          | 2,100 | 2026-12-31  | 72   | 2021-12-04 | \$0.35 | \$0.40 | \$0.40 | \$0.45 | \$2.25 | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.75 |
| Carry Steel                              | Steelworkers Local 5575 | 50    | 2022-03-31  | 16   | 2021-04-21 | \$0.65 | \$0.75 | 0.00%  | 0.00%  | 0.00%  |        |        |        |        |        |
| Cascades Containerboard Packaging        | Unifor Local 539        | 130   | 2022-03-06  | 48   | 2018-07-25 | 2.90%  | 2.00%  | 2.00%  | 2.00%  | 2.00%  |        |        |        |        |        |
| Cavendish Farms - Potatoes               | UFCW Local 401          | 169   | 2021-02-28  | 48   | 2016-11-30 | 2.00%  | 2.00%  | 2.00%  | 2.50%  |        |        |        |        |        |        |
| CBN Commercial Solutions                 | Unifor Local 191        | 30    | 2023-11-15  | 60   | 2018-12-03 | 1.50%  | 1.50%  | 1.50%  | 1.50%  | 1.50%  | 1.50%  |        |        |        |        |
| Celanese EVA Performance Polymers        | Unifor Local 21A        | 92    | 2023-01-21  | 48   | 2019-10-10 | 2.00%  | 2.50%  | 2.50%  | 2.75%  | 3.00%  | 3.50%  |        |        |        |        |
| CertainTeed Canada                       | Boilermakers Local D345 | 68    | 2022-10-31  | 36   | 2020-03-05 | 2.70%  | 2.70%  | 1.80%  | 1.90%  | 1.90%  |        |        |        |        |        |
| CertainTeed Canada                       | Teamsters Local 362     | 53    | 2022-03-31  | 12   | 2021-04-30 | \$0.40 | 0.00%  | 1.50%  | 1.75%  | 1.50%  |        |        |        |        |        |
| CESSCO Fabrication & Engineering         | Boilermakers Local 146  | 92    | 2018-02-28  | 36   | 2015-02-26 | 0.00%  |        |        |        |        |        |        |        |        |        |
| Chemtrade Logistics, Calgary             | Unifor Local 773        | 4     | 2026-12-31  | 60   | 2021-12-15 | 2.00%  | 2.00%  | 2.00%  | 2.25%  | 2.50%  | 2.00%  | 2.00%  | 2.00%  | 2.25%  | 2.50%  |
| Chemtrade Logistics, Edmonton            | Unifor Local 530A       | 8     | 2022-09-30  | 35   | 2019-10-30 |        |        |        | 3.00%  | 3.00%  |        |        |        |        |        |
| Chemtrade West - Customer Service Centre | Unifor Local 530A       | 11    | 2024-04-03  | 60   | 2019-03-25 | 4.00%  | 3.75%  | 2.75%  | 3.00%  | 3.00%  | 3.50%  | 3.50%  |        |        |        |
| Chemtrade West - Plant                   | Unifor Local 530A       | 13    | 2022-03-31  | 36   | 2019-05-08 | 3.00%  | 3.00%  | 3.00%  | 3.00%  | 3.00%  |        |        |        |        |        |
| Coca-Cola Canada Bottling                | Unifor Local 350        | 213   | 2024-05-15  | 36   | 2021-07-05 | 2.25%  | 1.00%  | 2.00%  | 2.50%  | 0.00%  | 2.00%  | 2.50%  |        |        |        |
| Coca-Cola Canada Bottling                | Teamsters Local 987     | 20    | 2022-02-12  | 36   | 2019-12-03 | 0.00%  | 0.00%  | 0.50%  | 1.50%  | 1.50%  |        |        |        |        |        |
| Coca-Cola Canada Bottling, Calgary       | Teamsters Local 987     | 259   | 2026-10-01  | 72   | 2021-03-31 | 2.25%  | 2.25%  | 2.50%  | 0.00%  | 1.00%  | 1.50%  | 2.00%  | 2.00%  | 2.50%  |        |
| Cummins Canada, Calgary                  | Machinists Local 1722   | 44    | 2023-05-31  | 60   | 2018-12-20 | 2.00%  | 0.00%  | 1.00%  | 2.00%  | 2.00%  | 2.25%  |        |        |        |        |

# Collective Agreement Wage Table - Manufacturing

## Per Cent or Dollar Per Hour Increases

## Employer Listing

| Employer Operating Name            | Union Operating Name                  | Ees | Expiry Date | Term | Settled On | 2017   | 2018  | 2019   | 2020   | 2021   | 2022   | 2023   | 2024  | 2025 | 2026 |
|------------------------------------|---------------------------------------|-----|-------------|------|------------|--------|-------|--------|--------|--------|--------|--------|-------|------|------|
| Cummins Canada, Edmonton           | Machinists Local 1722                 | 84  | 2024-12-31  | 48   | 2021-07-21 | 0.00%  | 0.00% | 2.00%  | 2.00%  | 2.00%  | 3.00%  | 2.00%  | 2.00% |      |      |
| Dacro Industries                   | Boilermakers Local 146                | 55  | 2023-03-31  | 36   | 2020-04-30 | -3.0%  | 0.00% | 0.00%  | 3.10%  | 0.00%  | 0.00%  |        |       |      |      |
| Dalco Services                     | Western Canada Employees' Association | 28  | 2024-02-15  | 36   | 2021-02-03 |        |       | \$0.00 | \$0.00 | \$0.50 | \$0.50 | \$0.80 |       |      |      |
| Dauter Stone                       | CLAC Local 63, Construction           | 25  | 2018-10-31  | 25   | 2017-03-07 | 0.00%  |       |        |        |        |        |        |       |      |      |
| Derantech Welding                  | CLAC Local 63, Construction           | 7   | 2022-09-30  | 32   | 2020-04-21 | -3.3%  | 0.00% | 0.00%  | 1.00%  | 0.00%  |        |        |       |      |      |
| Ecco Heating Products              | Teamsters Local 362                   | 255 | 2023-08-06  | 36   | 2020-08-08 |        |       |        | 2.00%  | 0.75%  | 0.75%  |        |       |      |      |
| Edmonton Exchanger & Manufacturing | Boilermakers Local 146                | 116 | 2021-09-30  | 36   | 2019-04-08 | 0.00%  | 0.00% | 0.00%  | 0.00%  |        |        |        |       |      |      |
| Enersul                            | Unifor Local 57                       | 48  | 2021-08-31  | 36   | 2017-11-02 | 1.00%  | 2.00% | 3.00%  | 0.00%  |        |        |        |       |      |      |
| ESCO Canada                        | Steelworkers Local 1-207              | 30  | 2023-03-31  | 60   | 2018-02-28 | 2.00%  | 2.00% | 2.00%  | 2.25%  | 2.75%  | 3.00%  |        |       |      |      |
| EVRAZ                              | Iron Workers Local 805                | 165 | 2022-12-31  | 60   | 2018-06-02 | 3.00%  | 0.00% | 1.00%  | 2.00%  | 3.00%  | 3.00%  |        |       |      |      |
| EVRAZ                              | Steelworkers Local 6673               | 160 | 2020-07-31  | 48   | 2017-09-14 | 1.00%  | 2.00% | 2.00%  |        |        |        |        |       |      |      |
| EVRAZ                              | Unifor Local 551                      | 200 | 2023-01-31  | 36   | 2021-04-21 | 0.00%  | 1.80% | 2.00%  | 0.00%  | 0.00%  | \$2.08 |        |       |      |      |
| EVRAZ Recycling - Navajo Metals    | Steelworkers Local 6034               | 26  | 2024-12-31  | 48   | 2021-04-11 | 3.00%  | 0.00% | 2.00%  | 2.50%  | 0.50%  | 1.00%  | 1.50%  | 1.50% |      |      |
| Exchanger Industries               | Boilermakers Local 146                | 45  | 2021-07-31  | 48   | 2017-07-20 | -11.5% | 0.00% | 2.00%  | 0.00%  | 0.00%  |        |        |       |      |      |
| Fleischmann's Yeast                | Operating Engineers Local 955         | 22  | 2022-12-31  | 56   | 2018-04-30 | 2.50%  | 2.00% | 2.00%  | 2.00%  | 2.00%  | 2.00%  |        |       |      |      |
| Foremost Industries                | Unifor Local 4050                     | 72  | 2022-01-31  | 36   | 2019-11-22 | 0.00%  | 0.00% | -2.5%  | 3.00%  | 2.00%  |        |        |       |      |      |
| Foremost Universal                 | Boilermakers Local 146                | 49  | 2024-05-31  | 29   | 2022-01-06 | 0.00%  | 4.00% | 3.00%  | 3.00%  | 0.00%  | 5.00%  | 2.00%  |       |      |      |

# Collective Agreement Wage Table - Manufacturing

## Per Cent or Dollar Per Hour Increases

## Employer Listing

| Employer Operating Name                     | Union Operating Name                  | Ees   | Expiry Date | Term | Settled On | 2017   | 2018   | 2019   | 2020   | 2021   | 2022   | 2023  | 2024 | 2025 | 2026 |
|---|---------------------------------------|-------|-------------|------|------------|--------|--------|--------|--------|--------|--------|-------|------|------|------|
| GATX Rail Canada                            | Unifor Local 21A                      | 58    | 2024-01-08  | 48   | 2020-05-22 | 0.00%  | 3.00%  | 3.00%  | 2.00%  | 2.00%  | 2.50%  | 3.00% |      |      |      |
| Georgia Pacific Canada                      | Boilermakers Local D345               | 6     | 2022-09-30  | 72   | 2016-11-15 | 2.00%  | 2.00%  | 2.00%  | 2.00%  | 3.00%  |        |       |      |      |      |
| Goodyear Canada                             | Steelworkers Local 628                | 185   | 2022-07-27  | 49   | 2018-06-21 | \$1.02 | \$0.20 | \$0.25 | \$0.20 | \$0.25 |        |       |      |      |      |
| Graymont Western Canada                     | Carpenters Local 2010                 | 43    | 2020-12-31  | 48   | 2017-10-04 | 2.50%  | 2.50%  | 2.50%  | 0.00%  |        |        |       |      |      |      |
| Haver & Boecker Canada                      | Steelworkers Local 1-207              | 3     | 2024-03-31  | 36   | 2021-08-24 | 1.75%  | 1.50%  | 2.00%  | 1.75%  | 0.00%  | 1.50%  | 1.50% |      |      |      |
| Heron Printing                              | IBEW Local 424                        | 3     | 2023-12-31  | 37   | 2020-11-26 |        |        |        |        | \$0.00 | \$0.50 |       |      |      |      |
| IKO Industries                              | Unifor Local 773                      | 45    | 2022-12-31  | 60   | 2018-07-28 | 1.50%  | 1.00%  | 1.00%  | 1.25%  | 1.25%  | 1.50%  |       |      |      |      |
| Imperial Oil - Strathcona Refinery          | Unifor Local 21A                      | 193   | 2023-01-31  | 48   | 2019-11-14 | 2.00%  | 2.50%  | 2.50%  | 2.75%  | 3.00%  | 3.50%  |       |      |      |      |
| IPEX  | Unifor Local 21A                      | 157   | 2021-09-15  | 48   | 2017-11-21 | 1.00%  | 2.00%  | 2.00%  | 2.00%  |        |        |       |      |      |      |
| JBS Foods Canada - Beef Processing Facility | UFCW Local 401                        | 2,520 | 2022-01-03  | 37   | 2018-12-06 | \$0.35 | \$0.35 | \$0.40 | \$0.40 | \$0.45 |        |       |      |      |      |
| JV Driver Fabricators - Fabrication         | CLAC Local 63                         | 15    | 2020-01-31  | 24   | 2018-03-12 | 0.00%  | -1.4%  | 0.00%  |        |        |        |       |      |      |      |
| JV Driver Fabricators - Steel Shop          | CLAC Local 56                         | 100   | 2021-01-30  | 29   | 2018-08-01 | 0.00%  | 0.00%  | 0.00%  | 0.00%  |        |        |       |      |      |      |
| Kawneer Company Canada                      | Unifor Local 99                       | 215   | 2020-02-29  | 36   | 2017-10-23 | 1.00%  | 2.00%  | 2.00%  |        |        |        |       |      |      |      |
| Kiewit Fabricators                          | CLAC Local 63                         | 2     | 2021-02-13  | 12   | 2020-03-03 | 0.00%  | -3.75% | 0.00%  | 0.00%  |        |        |       |      |      |      |
| Knelsen Sand & Gravel - Concrete            | Western Canada Employees' Association | 10    | 2023-12-31  | 28   | 2021-08-23 |        |        |        |        | 1.25%  | 0.00%  | 0.00% |      |      |      |
| Knelsen Sand & Gravel - Precast             | Western Canada Employees' Association | 89    | 2023-12-31  | 23   | 2022-02-11 |        |        |        |        |        |        | 3.00% |      |      |      |
| Labatt Alberta Brewery                      | Unifor Local 250A                     | 140   | 2022-03-22  | 12   | 2021-03-15 | 2.00%  | 2.00%  | 2.00%  | 2.00%  | 2.75%  |        |       |      |      |      |

# Collective Agreement Wage Table - Manufacturing

## Per Cent or Dollar Per Hour Increases

## Employer Listing

| Employer Operating Name                      | Union Operating Name          | Ees | Expiry Date | Term | Settled On | 2017   | 2018   | 2019   | 2020   | 2021   | 2022   | 2023   | 2024  | 2025  | 2026 |
|--|-------------------------------|-----|-------------|------|------------|--------|--------|--------|--------|--------|--------|--------|-------|-------|------|
| Lactalis Canada                              | Teamsters Local 987           | 29  | 2026-04-30  | 72   | 2020-12-03 | 2.00%  | 1.50%  | 1.50%  | 1.00%  | 1.25%  | 1.50%  | 1.75%  | 2.00% | 2.25% |      |
| Lafarge Asphalt Technologies                 | Operating Engineers Local 955 | 5   | 2022-02-28  | 36   | 2019-07-23 | 0.00%  | 0.00%  | 0.00%  | 1.50%  | 1.50%  |        |        |       |       |      |
| Lafarge Canada                               | Boilermakers Local D331       | 100 | 2023-11-30  | 48   | 2019-12-16 | 3.50%  | 3.75%  | 0.00%  | 0.00%  | 1.50%  | 1.50%  |        |       |       |      |
| Lafarge Canada - Concrete                    | Operating Engineers Local 955 | 13  | 2021-02-28  | 36   | 2018-03-29 | 0.00%  | 1.25%  | 1.25%  | 0.00%  |        |        |        |       |       |      |
| Lafarge Canada - Edmonton Cement             | Boilermakers Local D331       | 9   | 2021-12-31  | 36   | 2018-11-06 | 2.00%  | 3.00%  | 2.00%  | 2.50%  | 2.50%  |        |        |       |       |      |
| Lafarge Canada - Pipe Plant, Calgary         | Teamsters Local 362           | 40  | 2023-11-30  | 36   | 2021-03-25 | 0.00%  | \$0.15 | \$0.40 | \$0.60 | 0.00%  | 0.00%  | 2.00%  |       |       |      |
| Lafarge Canada - Pipe Plant, Edmonton        | Carpenters Local 2010         | 35  | 2021-05-31  | 48   | 2017-07-12 | 1.50%  | 1.25%  | 1.50%  | 2.00%  |        |        |        |       |       |      |
| Lafarge Canada - Precast, Calgary            | Teamsters Local 362           | 52  | 2023-03-31  | 24   | 2021-08-12 | 1.00%  | 0.00%  | 2.00%  | 0.00%  | \$0.85 | \$0.00 |        |       |       |      |
| Lafarge Canada - Precast, Edmonton           | Carpenters Local 2010         | 122 | 2023-05-31  | 36   | 2021-12-21 | 0.75%  | 1.75%  | 2.00%  | 0.00%  | 2.75%  | 2.50%  |        |       |       |      |
| Lafarge Canada - Ready-Mix, Edmonton         | Teamsters Local 362           | 39  | 2023-03-31  | 24   | 2021-08-11 | \$0.00 | \$0.25 | \$0.45 | 0.00%  | 0.00%  | 1.00%  |        |       |       |      |
| Lafarge Canada - Ready-Mix, Fort McMurray    | Teamsters Local 362           | 13  | 2024-03-31  | 36   | 2021-07-06 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |       |       |      |
| Lafarge Canada - Ready-Mix, Grande Prairie   | Teamsters Local 362           | 8   | 2022-05-31  | 12   | 2021-09-18 | \$0.00 | \$0.00 | \$0.40 | \$0.50 | \$0.00 |        |        |       |       |      |
| Lafarge Canada - Ready-Mix, Southern Alberta | Teamsters Local 362           | 82  | 2023-03-31  | 24   | 2021-10-13 | 0.00%  | 1.60%  | 0.00%  | 0.00%  | 2.00%  | 0.50%  |        |       |       |      |
| Lafarge Canada - Shop Edmonton               | Operating Engineers Local 955 | 28  | 2020-02-29  | 48   | 2016-02-22 | 0.00%  | 1.50%  | 1.50%  |        |        |        |        |       |       |      |
| Lafarge Canada - Shop, Calgary               | Operating Engineers Local 955 | 35  | 2021-02-28  | 24   | 2019-04-28 | 0.00%  | 0.00%  | 0.00%  | 0.00%  |        |        |        |       |       |      |
| Lantic                                       | UFCW Local 383                | 134 | 2022-03-31  | 60   | 2017-04-26 | 2.00%  | 2.00%  | 2.00%  | 2.00%  | 2.00%  |        |        |       |       |      |
| Ledcor Fabrication                           | CLAC Local 63                 | 120 | 2022-12-31  | 32   | 2020-02-05 | -5.60% | 0.00%  | 0.00%  | -0.9%  | 0.00%  |        |        |       |       |      |

# Collective Agreement Wage Table - Manufacturing

Per Cent or Dollar Per Hour Increases

Employer Listing

| Employer Operating Name                                  | Union Operating Name             | Ees | Expiry Date | Term | Settled On | 2017   | 2018   | 2019   | 2020   | 2021   | 2022   | 2023   | 2024 | 2025 | 2026 |
|--|----------------------------------|-----|-------------|------|------------|--------|--------|--------|--------|--------|--------|--------|------|------|------|
| Ledcor Highways - Shop                                   | CLAC Local 63                    | 9   | 2022-10-31  | 32   | 2020-05-12 | 0.00%  | 0.00%  | 0.00%  | 0.00%  | TBD    |        |        |      |      |      |
| Lehigh Hanson Materials - Inland Aggregates, Calgary     | Operating Engineers Local 955    | 28  | 2020-03-31  | 60   | 2017-01-26 | 0.00%  | 1.00%  | 1.00%  |        |        |        |        |      |      |      |
| Lehigh Hanson Materials - Inland Aggregates, Edmonton    | Operating Engineers Local 955    | 50  | 2024-02-28  | 36   | 2022-03-16 | 3.00%  | 0.00%  | 1.00%  | 0.00%  | 0.00%  | 3.00%  | 2.50%  |      |      |      |
| Lehigh Hanson Materials - Inland Concrete, Calgary       | Operating Engineers Local 955    | 19  | 2021-03-31  | 24   | 2019-02-06 | 0.00%  | 0.00%  | 1.00%  | 1.25%  |        |        |        |      |      |      |
| Lehigh Hanson Materials - Inland Concrete, Calgary       | Teamsters Local 362              | 69  | 2023-03-31  | 24   | 2021-07-29 | 0.00%  | 1.00%  | 0.00%  | 1.00%  | 1.00%  | 1.50%  |        |      |      |      |
| Lehigh Hanson Materials - Inland Concrete, Camrose       | Teamsters Local 362              | 4   | 2022-02-28  | 12   | 2021-09-07 | \$0.65 | \$0.00 | \$0.00 | \$0.30 | \$0.00 |        |        |      |      |      |
| Lehigh Hanson Materials - Inland Concrete, Edmonton      | Operating Engineers Local 955    | 18  | 2021-02-28  | 60   | 2018-12-14 | 0.00%  | 1.00%  | 1.25%  | 0.00%  |        |        |        |      |      |      |
| Lehigh Hanson Materials - Inland Concrete, Edmonton      | Teamsters Local 362              | 66  | 2022-12-31  | 24   | 2021-10-18 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | 0.50%  |        |        |      |      |      |
| Lehigh Hanson Materials - Inland Concrete, Fort McMurray | Teamsters Local 362              | 10  | 2022-06-30  | 24   | 2021-09-02 | \$0.00 | \$0.00 | \$0.40 | 0.00%  | 2.00%  |        |        |      |      |      |
| Lehigh Hanson Materials - Inland Pipe                    | Teamsters Local 362              | 34  | 2024-03-31  | 32   | 2021-09-27 | 0.00%  | 0.00%  | 2.00%  | 0.00%  | 1.00%  | 2.00%  | 2.00%  |      |      |      |
| Lehigh Hanson Materials - Lehigh Cement                  | Boilermakers Local D359          | 94  | 2022-11-30  | 24   | 2021-07-06 | 0.00%  | 1.50%  | 1.50%  | 1.50%  | 2.50%  | 2.50%  |        |      |      |      |
| Maple Leaf Foods - Pork                                  | UFCW Local 401                   | 401 | 2022-03-31  | 48   | 2019-01-25 | \$0.40 | \$0.65 | \$0.40 | \$0.40 | \$0.40 |        |        |      |      |      |
| Maple Leaf Poultry                                       | CLAC Local 56                    | 426 | 2023-07-31  | 36   | 2020-11-01 | \$0.50 | \$0.45 | \$0.45 | \$0.50 | \$0.45 | \$0.45 |        |      |      |      |
| Mauser Packaging Solutions                               | Unifor Local 21A                 | 70  | 2024-05-15  | 60   | 2020-10-28 | 1.25%  | 1.25%  | \$0.00 | \$0.00 | \$0.60 | \$0.65 | \$0.80 |      |      |      |
| MaXfield   | MaXfield Employees' Organization | 91  | 2022-12-31  | 13   | 2021-12-01 | -7.30% | 0.00%  | 2.50%  | 0.00%  | 0.00%  | 2.00%  |        |      |      |      |
| Melloy Industrial Services                               | Boilermakers Local 146           | 26  | 2022-12-31  | 32   | 2020-04-28 | -1.40% | 0.00%  | 0.00%  | 0.00%  | 0.00%  | 0.00%  |        |      |      |      |
| Messer Canada  | Unifor Local 777                 | 11  | 2024-01-31  | 36   | 2021-12-21 | 3.00%  | 2.00%  | 2.00%  | 2.00%  | 3.00%  | 3.00%  | 2.75%  |      |      |      |



# Collective Agreement Wage Table - Manufacturing

## Per Cent or Dollar Per Hour Increases

## Employer Listing

| Employer Operating Name                    | Union Operating Name                | Ees   | Expiry Date | Term | Settled On | 2017   | 2018   | 2019   | 2020   | 2021   | 2022   | 2023  | 2024 | 2025 | 2026 |
|--|-------------------------------------|-------|-------------|------|------------|--------|--------|--------|--------|--------|--------|-------|------|------|------|
| Messer Canada - Branch                     | Teamsters Local 987                 | 8     | 2022-09-27  | 48   | 2018-10-20 | 3.00%  | 1.00%  | 2.00%  | 2.00%  | 2.00%  |        |       |      |      |      |
| Moduline Industries                        | Medicine Hat Employees' Association | 120   | 2024-05-27  | 36   | 2021-05-03 | 1.30%  | 1.70%  | 2.00%  | 0.00%  | 2.25%  | 2.00%  | 2.00% |      |      |      |
| Mountain Creek Farms                       | UFCW Local 401                      | 38    | 2019-12-31  | 36   | 2018-07-05 | \$0.00 | \$0.00 | \$0.50 |        |        |        |       |      |      |      |
| Multi-Employer Fabrication & Manufacturing | Plumbers & Pipefitters Local 488    | 1,500 | 2020-04-30  | 48   | 2016-04-10 | 0.00%  | 0.90%  |        |        |        |        |       |      |      |      |
| Nailor Industries                          | Sheet Metal Workers Local 8         | 24    | 2022-03-31  | 48   | 2018-11-29 | \$0.25 | \$0.25 | \$0.25 | \$0.25 | \$0.25 |        |       |      |      |      |
| Nason Contracting - Fabrication            | CLAC Local 63, Construction         | 23    | 2023-06-30  | 30   | 2021-01-20 |        |        | 0.00%  | 0.00%  | 0.00%  | TBD    | TBD   |      |      |      |
| Nelson Lumber                              | Steelworkers Local 1-207            | 30    | 2019-08-31  | 24   | 2017-11-22 | 1.00%  | 1.25%  |        |        |        |        |       |      |      |      |
| OEM Remanufacturing Company                | CLAC Local 56                       | 620   | 2023-12-31  | 36   | 2021-06-18 | 4.00%  | \$0.70 | \$0.30 | \$0.25 | 1.00%  | 1.50%  | 2.50% |      |      |      |
| Oerlikon Metco                             | Unifor Local 530A                   | 27    | 2023-03-31  | 36   | 2020-03-31 | 2.75%  | 2.75%  | 2.75%  | 1.50%  | 2.00%  | 2.75%  |       |      |      |      |
| Old Dutch Foods                            | UFCW Local 401                      | 189   | 2022-03-19  | 48   | 2018-06-13 | 3.00%  | 1.50%  | 1.25%  | 1.25%  | 1.25%  |        |       |      |      |      |
| Olymel                                     | UFCW Local 1118                     | 1,400 | 2021-01-31  | 60   | 2016-05-03 | \$0.35 | \$0.35 | \$0.35 | \$0.40 |        |        |       |      |      |      |
| Owens Corning Canada                       | Unifor Local 728A                   | 90    | 2021-07-31  | 48   | 2017-09-05 | 0.00%  | 1.50%  | 1.75%  | 2.00%  |        |        |       |      |      |      |
| Parmalat Canada                            | Teamsters Local 987                 | 61    | 2021-04-30  | 36   | 2018-07-21 | 2.00%  | 2.00%  | 2.00%  | 2.00%  |        |        |       |      |      |      |
| PepsiCo Beverages                          | Unifor Local 1410                   | 167   | 2022-12-31  | 48   | 2019-05-25 | 2.40%  | 2.30%  | \$0.10 | \$0.60 | \$0.60 | \$0.75 |       |      |      |      |
| Ply Gem Canada                             | Carpenters Local 2010               | 360   | 2021-06-30  | 48   | 2017-07-26 | \$0.00 | \$0.00 | \$0.25 | \$0.25 |        |        |       |      |      |      |
| Prairie Metal Industries                   | Independent Sheet Metal Workers     | 61    | 2024-02-28  | 36   | 2020-11-10 | \$2.25 | \$1.00 | \$0.00 | \$0.00 | \$0.00 | TBD    |       |      |      |      |
| Praxair Canada                             | Teamsters Local 987                 | 41    | 2023-03-12  | 36   | 2020-10-31 | \$0.60 | \$0.60 | \$0.65 | \$0.25 | \$0.65 | \$0.85 |       |      |      |      |

# Collective Agreement Wage Table - Manufacturing

## Per Cent or Dollar Per Hour Increases

## Employer Listing

| Employer Operating Name                     | Union Operating Name     | Ees | Expiry Date | Term | Settled On | 2017   | 2018   | 2019   | 2020   | 2021   | 2022   | 2023   | 2024   | 2025 | 2026 |
|---|--------------------------|-----|-------------|------|------------|--------|--------|--------|--------|--------|--------|--------|--------|------|------|
| Refresco Canada                             | UFCW Local 401           | 69  | 2024-02-01  | 48   | 2019-11-22 | 1.50%  | 1.50%  | 2.00%  | 1.50%  | 1.50%  | 1.50%  | 1.50%  |        |      |      |
| Richardson Oilseed                          | UFCW Local 401           | 85  | 2025-08-31  | 72   | 2022-02-03 | 2.50%  | 3.00%  | 2.25%  | 2.75%  | 3.00%  | 2.50%  | 2.50%  | 2.50%  |      |      |
| Rozen Steel Works                           | CLAC Local 63            | 88  | 2024-01-01  | 24   | 2021-12-16 |        |        |        |        |        | NA     | TBD    |        |      |      |
| Russel Metals, Calgary                      | Steelworkers Local 5663  | 28  | 2024-08-31  | 48   | 2021-04-24 | 1.50%  | 2.00%  | 2.00%  | 0.00%  | 1.00%  | 1.50%  | 1.75%  |        |      |      |
| Russel Metals, Edmonton                     | Steelworkers Local 1-207 | 52  | 2020-05-31  | 24   | 2018-09-04 | 3.00%  | 2.25%  | 2.50%  |        |        |        |        |        |      |      |
| Saputo Dairy Products - Butter & Powder     | Teamsters Local 987      | 60  | 2023-04-30  | 48   | 2020-08-04 | 1.40%  | 1.40%  | 1.00%  | 1.25%  | 1.50%  | 2.00%  |        |        |      |      |
| Saputo Dairy Products - Cheese              | Teamsters Local 987      | 188 | 2025-04-30  | 60   | 2020-11-07 | 1.25%  | 1.75%  | 2.00%  | 1.00%  | 1.25%  | 1.50%  | 2.00%  | 2.00%  |      |      |
| Saputo Dairy Products - Cheese              | Teamsters Local 987      | 26  | 2022-04-30  | 36   | 2020-03-09 | 1.30%  | 1.30%  | 1.00%  | 1.25%  | 1.50%  |        |        |        |      |      |
| Saputo Dairy Products - Fluid               | Unifor Local 445         | 297 | 2024-04-30  | 60   | 2019-07-30 | 3.00%  | 2.75%  | 1.50%  | 1.50%  | 1.50%  | 2.00%  | 2.25%  |        |      |      |
| Sealy Canada                                | Steelworkers Local 1-207 | 102 | 2021-11-30  | 48   | 2018-02-18 | \$0.00 | \$0.20 | \$0.30 | \$0.40 |        |        |        |        |      |      |
| Shaw Pipe Protection                        | Steelworkers Local 1-207 | 95  | 2021-12-31  | 36   | 2019-04-10 | 0.00%  | 0.00%  | 1.25%  | 1.00%  | 1.00%  |        |        |        |      |      |
| Shaw Pipe Protection - 21 Street            | Labourers Local 92       | 35  | 2024-05-31  | 36   | 2021-05-26 | 2.50%  | 0.00%  | 0.00%  | 0.00%  | 0.00%  | 1.00%  | 1.00%  |        |      |      |
| Shaw Pipe Protection - 30 Street            | Labourers Local 92       | 35  | 2019-05-31  | 36   | 2016-06-01 | 1.00%  | 0.00%  |        |        |        |        |        |        |      |      |
| Shaw Pipe Protection - 39 Street            | Steelworkers Local 1-207 | 70  | 2022-06-01  | 41   | 2019-04-17 | -2.00% | -2.00% | 1.25%  | 1.00%  | 1.00%  |        |        |        |      |      |
| Sherritt International                      | Unifor Local 530A        | 386 | 2022-03-31  | 24   | 2020-10-20 | 2.00%  | 2.50%  | 0.00%  | 2.00%  | 2.00%  |        |        |        |      |      |
| Sofina Foods - Lilydale - Edmonton Hatchery | UFCW Local 401           | 21  | 2025-02-27  | 60   | 2021-03-29 | \$0.40 | \$0.40 | \$0.40 | \$0.35 | \$0.35 | \$0.35 | \$0.40 | \$0.45 |      |      |
| Sofina Foods - Lilydale North Plant         | UFCW Local 401           | 180 | 2024-03-31  | 60   | 2020-11-03 | \$0.40 | \$0.45 | \$0.35 | \$0.35 | \$0.35 | \$0.40 | \$0.45 |        |      |      |

## Collective Agreement Wage Table - Manufacturing

Per Cent or Dollar Per Hour Increases

Employer Listing

| Employer Operating Name                         | Union Operating Name          | Ees | Expiry Date | Term | Settled On | 2017   | 2018   | 2019   | 2020   | 2021   | 2022   | 2023   | 2024   | 2025  | 2026 |
|---|-------------------------------|-----|-------------|------|------------|--------|--------|--------|--------|--------|--------|--------|--------|-------|------|
| Sofina Foods - Lilydale South Plant             | UFCW Local 401                | 442 | 2025-04-02  | 72   | 2021-03-16 | \$0.45 | \$0.45 | \$0.55 | \$0.40 | \$0.35 | \$0.35 | \$0.45 | \$0.50 |       |      |
| SRI Homes - Regent                              | Steelworkers Local 1-207      | 137 | 2023-11-30  | 48   | 2021-04-21 | 1.50%  | 1.00%  | 1.00%  | 1.00%  | 1.00%  | 1.00%  |        |        |       |      |
| SSH Bedding Canada                              | Operating Engineers Local 955 | 74  | 2024-12-31  | 48   | 2022-03-05 | \$0.10 | \$0.10 | \$0.30 | \$0.40 | 0.00%  | 1.50%  | 2.50%  | 2.50%  |       |      |
| Suncor Energy Products - Edmonton Refinery      | Unifor Local 501A             | 282 | 2023-01-31  | 43   | 2019-06-27 | 2.00%  | 2.50%  | 2.50%  | 2.75%  | 3.00%  | 3.50%  |        |        |       |      |
| Suncor Energy Products - Truck Loading Terminal | Unifor Local 777              | 3   | 2023-01-31  | 43   | 2019-05-15 | 2.00%  | 2.50%  | 2.50%  | 2.75%  | 3.00%  | 3.50%  |        |        |       |      |
| Supreme Group                                   | Iron Workers Local 805        | 140 | 2024-05-31  | 36   | 2021-09-23 | 2.00%  | 0.00%  | -7.0%  | 0.00%  | 2.00%  | 1.50%  | 1.50%  |        |       |      |
| Sureway Industrial Services                     | CLAC Local 63                 | 26  | 2022-06-30  | 30   | 2020-08-25 | 0.00%  | 0.00%  | 0.00%  | 2.50%  | 0.00%  |        |        |        |       |      |
| Tanks-A-Lot                                     | Teamsters Local 987           | 25  | 2023-09-30  | 36   | 2021-12-14 |        | 1.50%  | 1.00%  | 2.00%  | \$0.30 | \$0.40 |        |        |       |      |
| TIW Western, Calgary                            | Boilermakers Local 146        | 35  | 2020-03-31  | 24   | 2018-03-28 | 0.00%  | 1.00%  | 2.00%  |        |        |        |        |        |       |      |
| TIW Western, Nisku                              | Boilermakers Local 146        | 5   | 2020-03-31  | 48   | 2016-03-15 | -8.90% | 0.00%  | 0.00%  |        |        |        |        |        |       |      |
| Tolko Industries                                | Steelworkers Local 1-207      | 258 | 2022-07-31  | 60   | 2018-07-19 | 2.50%  | 2.00%  | 2.00%  | 1.50%  | 2.00%  |        |        |        |       |      |
| Tree Island Industries                          | Steelworkers Local 360        | 29  | 2026-06-15  | 60   | 2021-07-08 | 1.00%  | 1.00%  | 1.75%  | 1.75%  | 0.50%  | 1.00%  | 1.25%  | 2.00%  | 2.00% |      |
| Triple M Housing                                | Carpenters Local 2010         | 283 | 2020-05-31  | 36   | 2018-08-17 | 1.00%  | 0.00%  | 2.30%  |        |        |        |        |        |       |      |
| Trochu Meat Processors - Sunterra Meats         | UFCW Local 401                | 112 | 2021-12-31  | 36   | 2020-08-13 | 2.00%  | 2.50%  | 0.00%  | 0.00%  | 0.00%  |        |        |        |       |      |
| Trophy Foods                                    | UFCW Local 401                | 123 | 2023-02-28  | 48   | 2019-05-21 | \$0.60 | \$0.70 | 1.25%  | 1.25%  | 1.75%  | 1.75%  |        |        |       |      |
| Umicore   | Unifor Local 530A             | 24  | 2022-03-31  | 36   | 2019-04-04 | 2.75%  | 2.75%  | 3.00%  | 3.00%  | 3.00%  |        |        |        |       |      |
| Univar Canada                                   | Teamsters Local 987           | 44  | 2022-08-31  | 36   | 2019-12-13 | \$0.50 | \$0.80 | \$0.65 | \$0.65 | \$0.70 |        |        |        |       |      |

# Collective Agreement Wage Table - Manufacturing

Per Cent or Dollar Per Hour Increases

Employer Listing

| Employer Operating Name                            | Union Operating Name     | Ees | Expiry Date | Term | Settled On | 2017   | 2018   | 2019   | 2020   | 2021   | 2022   | 2023   | 2024   | 2025   | 2026   |
|--|--------------------------|-----|-------------|------|------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Varsteel   | Steelworkers Local 6034  | 45  | 2023-08-31  | 36   | 2021-03-27 | 0.00%  | 1.50%  | 2.00%  | 1.00%  | 1.00%  | 2.00%  |        |        |        |        |
| Veritiv Canada                                     | Unifor Local 539         | 51  | 2021-01-31  | 36   | 2018-02-07 | 2.00%  | 0.00%  | 2.00%  | 2.00%  |        |        |        |        |        |        |
| Vitafoam Products Canada                           | Steelworkers Local 7226  | 83  | 2023-09-30  | 36   | 2021-03-27 | \$0.00 | \$0.15 | \$0.25 | \$0.25 | \$0.35 | \$0.40 |        |        |        |        |
| Vitro Flat Glass Canada                            | Painters Local 177       | 15  | 2025-05-31  | 60   | 2020-10-26 | 2.00%  | 2.00%  | 2.00%  | 1.50%  | 1.75%  | 2.00%  | 2.00%  | 2.00%  |        |        |
| Waiward Industrial                                 | Iron Workers Local 805   | 220 | 2024-05-31  | 31   | 2021-11-09 | -4.00% | -3.00% | 1.50%  | 0.00%  | 1.00%  | 1.00%  | 1.50%  |        |        |        |
| Weldco Heavy Industries                            | Machinists Local 99      | 98  | 2021-12-31  | 24   | 2020-01-16 |        |        |        | 1.50%  | 2.00%  |        |        |        |        |        |
| West Coast Reduction - Northern Alberta Processing | UFCW Local 401           | 63  | 2024-07-01  | 60   | 2020-09-24 | 2.25%  | 2.25%  | 1.75%  | 1.00%  | 1.50%  | 1.75%  | 2.00%  |        |        |        |
| West Fraser Mills                                  | Unifor Local 855         | 467 | 2021-05-31  | 48   | 2017-12-12 | 2.00%  | 2.00%  | 2.00%  | 2.00%  |        |        |        |        |        |        |
| Westman Steel Industries                           | Carpenters Local 2010    | 13  | 2022-11-30  | 36   | 2020-02-13 | 0.00%  | 0.00%  | 0.00%  | 1.00%  | 2.00%  |        |        |        |        |        |
| Weston Bakeries                                    | Bakery Workers Local 252 | 103 | 2026-12-31  | 60   | 2022-02-16 | \$0.00 | \$0.40 | \$0.40 | \$0.40 | \$0.40 | \$0.65 | \$0.60 | \$0.55 | \$0.60 | \$0.65 |
| WestRock Company of Canada                         | Unifor Local 539         | 117 | 2025-01-31  | 60   | 2021-11-11 | 2.00%  | 2.00%  | 2.50%  | 2.00%  | 2.00%  | 2.25%  | 2.25%  | 2.50%  |        |        |
| Wetaskiwin Co-Operative Association - Feed Mill    | Teamsters Local 987      | 12  | 2023-08-31  | 36   | 2020-11-28 |        |        |        | 0.00%  | 0.00%  | 2.00%  |        |        |        |        |
| Weyerhaeuser, Drayton Valley                       | Steelworkers Local 1-207 | 135 | 2023-03-31  | 60   | 2018-11-18 | 1.30%  | 2.50%  | 2.00%  | 2.00%  | 2.00%  | 2.50%  |        |        |        |        |
| Weyerhaeuser, Edson                                | Unifor Local 447         | 73  | 2025-03-31  | 60   | 2020-10-29 | 2.25%  | 2.00%  | 2.25%  | 2.50%  | 2.25%  | 2.00%  | 3.00%  | 2.00%  |        |        |
| Willbros Fabrication (Canada)                      | CLAC Local 63            | 49  | 2022-05-31  | 24   | 2020-06-03 | 0.00%  | 0.00%  | 0.00%  | 0.00%  | 0.00%  |        |        |        |        |        |
| Winterburn Truss                                   | Steelworkers Local 1-207 | 13  | 2019-07-31  | 24   | 2018-04-11 | 1.00%  | 1.25%  |        |        |        |        |        |        |        |        |
| WOW! Factor Desserts                               | UFCW Local 401           | 39  | 2021-12-31  | 48   | 2018-10-03 | 3.00%  | \$0.50 | \$0.50 | \$0.50 | \$0.50 |        |        |        |        |        |

## Collective Agreement Wage Table - Manufacturing

Per Cent or Dollar Per Hour Increases

Food / Beverage

| Employer Operating Name                        | Union Operating Name          | Ees   | Expiry Date | Term | Settled On | 2017   | 2018   | 2019   | 2020   | 2021   | 2022   | 2023   | 2024   | 2025   | 2026   |
|--|-------------------------------|-------|-------------|------|------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Agropur Cooperative - Ice Cream Plant          | UFCW Local 401                | 43    | 2026-12-19  | 132  | 2016-05-19 | 2.10%  | 2.34%  | 2.25%  | 2.50%  | 2.50%  | 2.53%  | 2.00%  | 2.00%  | 2.00%  |        |
| Agropur Cooperative - Milk Plant               | UFCW Local 401                | 98    | 2026-05-28  | 60   | 2021-03-04 | 1.50%  | 2.00%  | 2.25%  | 2.25%  | 2.50%  | 2.00%  | 2.00%  | 2.00%  | 1.75%  |        |
| Alberta Distillers                             | Operating Engineers Local 955 | 5     | 2026-05-31  | 60   | 2021-05-31 | 1.50%  | 1.50%  | 2.00%  | 2.00%  | 1.00%  | 1.00%  | 1.50%  | 1.50%  | 2.00%  |        |
| Alberta Distillers                             | UFCW Local 401                | 75    | 2025-06-30  | 41   | 2022-02-04 | 1.50%  | 1.50%  | 2.00%  | 2.50%  | 2.50%  | 2.25%  | 2.50%  | 2.75%  |        |        |
| Bimbo Canada - Calgary Bakery                  | Teamsters Local 987           | 65    | 2022-12-03  | 48   | 2020-07-30 | \$0.30 | \$0.35 | \$0.00 | \$0.25 | \$0.20 | \$0.15 |        |        |        |        |
| Bimbo Canada - Edmonton Bakery                 | Bakery Workers Local 252      | 212   | 2025-03-31  | 72   | 2019-02-01 | \$0.50 | \$0.50 | \$0.50 | \$0.45 | \$0.45 | \$0.45 | \$0.40 | \$0.45 |        |        |
| Black Velvet Distilling                        | UFCW Local 401                | 37    | 2021-06-09  | 60   | 2017-01-26 | 2.00%  | 2.00%  | 2.50%  | 2.50%  |        |        |        |        |        |        |
| Bonduelle Canada - Lethbridge Processing Plant | Teamsters Local 987           | 61    | 2022-03-05  | 36   | 2019-03-06 | 1.25%  | 1.25%  | 2.00%  | 2.00%  | 2.50%  |        |        |        |        |        |
| Burnbrae Farms                                 | UFCW Local 401                | 56    | 2020-06-13  | 48   | 2016-10-20 | \$0.30 | \$0.30 | \$0.35 |        |        |        |        |        |        |        |
| Cargill - Calgary                              | UFCW Local 401                | 361   | 2022-12-31  | 48   | 2020-02-20 | \$0.30 | \$0.20 | \$0.35 | \$0.30 | \$0.35 | \$0.45 |        |        |        |        |
| Cargill - High River                           | UFCW Local 401                | 2,100 | 2026-12-31  | 72   | 2021-12-04 | \$0.35 | \$0.40 | \$0.40 | \$0.45 | \$2.25 | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.75 |
| Cavendish Farms - Potatoes                     | UFCW Local 401                | 169   | 2021-02-28  | 48   | 2016-11-30 | 2.00%  | 2.00%  | 2.00%  | 2.50%  |        |        |        |        |        |        |
| Coca-Cola Canada Bottling                      | Teamsters Local 987           | 259   | 2026-10-01  | 72   | 2021-03-31 | 2.25%  | 2.25%  | 2.50%  | 0.00%  | 1.00%  | 1.50%  | 2.00%  | 2.00%  | 2.50%  |        |
| Coca-Cola Canada Bottling                      | Unifor Local 350              | 213   | 2024-05-15  | 36   | 2021-07-05 | 2.25%  | 1.00%  | 2.00%  | 2.50%  | 0.00%  | 2.00%  | 2.50%  |        |        |        |
| Coca-Cola Canada Bottling                      | Teamsters Local 987           | 20    | 2022-02-12  | 36   | 2019-12-03 | 0.00%  | 0.00%  | 0.50%  | 1.50%  | 1.50%  |        |        |        |        |        |
| Fleischmann's Yeast                            | Operating Engineers Local 955 | 22    | 2022-12-31  | 56   | 2018-04-30 | 2.50%  | 2.00%  | 2.00%  | 2.00%  | 2.00%  | 2.00%  |        |        |        |        |

## Collective Agreement Wage Table - Manufacturing

Per Cent or Dollar Per Hour Increases

Food / Beverage

| Employer Operating Name                     | Union Operating Name | Ees   | Expiry Date | Term | Settled On | 2017   | 2018   | 2019   | 2020   | 2021   | 2022   | 2023  | 2024  | 2025  | 2026 |
|---|----------------------|-------|-------------|------|------------|--------|--------|--------|--------|--------|--------|-------|-------|-------|------|
| JBS Foods Canada - Beef Processing Facility | UFCW Local 401       | 2,520 | 2022-01-03  | 37   | 2018-12-06 | \$0.35 | \$0.35 | \$0.40 | \$0.40 | \$0.45 |        |       |       |       |      |
| Labatt Alberta Brewery                      | Unifor Local 250A    | 140   | 2022-03-22  | 12   | 2021-03-15 | 2.00%  | 2.00%  | 2.00%  | 2.00%  | 2.75%  |        |       |       |       |      |
| Lactalis Canada                             | Teamsters Local 987  | 29    | 2026-04-30  | 72   | 2020-12-03 | 2.00%  | 1.50%  | 1.50%  | 1.00%  | 1.25%  | 1.50%  | 1.75% | 2.00% | 2.25% |      |
| Lantic                                      | UFCW Local 383       | 134   | 2022-03-31  | 60   | 2017-04-26 | 2.00%  | 2.00%  | 2.00%  | 2.00%  | 2.00%  |        |       |       |       |      |
| Maple Leaf Foods - Pork                     | UFCW Local 401       | 401   | 2022-03-31  | 48   | 2019-01-25 | \$0.40 | \$0.65 | \$0.40 | \$0.40 | \$0.40 |        |       |       |       |      |
| Maple Leaf Poultry                          | CLAC Local 56        | 426   | 2023-07-31  | 36   | 2020-11-01 | \$0.50 | \$0.45 | \$0.45 | \$0.50 | \$0.45 | \$0.45 |       |       |       |      |
| Mountain Creek Farms                        | UFCW Local 401       | 38    | 2019-12-31  | 36   | 2018-07-05 | \$0.00 | \$0.00 | \$0.50 |        |        |        |       |       |       |      |
| Old Dutch Foods                             | UFCW Local 401       | 189   | 2022-03-19  | 48   | 2018-06-13 | 3.00%  | 1.50%  | 1.25%  | 1.25%  | 1.25%  |        |       |       |       |      |
| Olymel                                      | UFCW Local 1118      | 1,400 | 2021-01-31  | 60   | 2016-05-03 | \$0.35 | \$0.35 | \$0.35 | \$0.40 |        |        |       |       |       |      |
| Parmalat Canada                             | Teamsters Local 987  | 61    | 2021-04-30  | 36   | 2018-07-21 | 2.00%  | 2.00%  | 2.00%  | 2.00%  |        |        |       |       |       |      |
| PepsiCo Beverages                           | Unifor Local 1410    | 167   | 2022-12-31  | 48   | 2019-05-25 | 2.40%  | 2.30%  | \$0.10 | \$0.60 | \$0.60 | \$0.75 |       |       |       |      |
| Refresco Canada                             | UFCW Local 401       | 69    | 2024-02-01  | 48   | 2019-11-22 | 1.50%  | 1.50%  | 2.00%  | 1.50%  | 1.50%  | 1.50%  | 1.50% |       |       |      |
| Richardson Oilseed                          | UFCW Local 401       | 85    | 2025-08-31  | 72   | 2022-02-03 | 2.50%  | 3.00%  | 2.25%  | 2.75%  | 3.00%  | 2.50%  | 2.50% | 2.50% |       |      |
| Saputo Dairy Products - Butter & Powder     | Teamsters Local 987  | 60    | 2023-04-30  | 48   | 2020-08-04 | 1.40%  | 1.40%  | 1.00%  | 1.25%  | 1.50%  | 2.00%  |       |       |       |      |
| Saputo Dairy Products - Cheese              | Teamsters Local 987  | 188   | 2025-04-30  | 60   | 2020-11-07 | 1.25%  | 1.75%  | 2.00%  | 1.00%  | 1.25%  | 1.50%  | 2.00% | 2.00% |       |      |
| Saputo Dairy Products - Cheese              | Teamsters Local 987  | 26    | 2022-04-30  | 36   | 2020-03-09 | 1.30%  | 1.30%  | 1.00%  | 1.25%  | 1.50%  |        |       |       |       |      |

## Collective Agreement Wage Table - Manufacturing

Per Cent or Dollar Per Hour Increases

Food / Beverage

| Employer Operating Name                            | Union Operating Name     | Ees | Expiry Date | Term | Settled On | 2017   | 2018   | 2019   | 2020   | 2021   | 2022   | 2023   | 2024   | 2025   | 2026   |
|--|--------------------------|-----|-------------|------|------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Saputo Dairy Products - Fluid                      | Unifor Local 445         | 297 | 2024-04-30  | 60   | 2019-07-30 | 3.00%  | 2.75%  | 1.50%  | 1.50%  | 1.50%  | 2.00%  | 2.25%  |        |        |        |
| Sofina Foods - Lilydale - Edmonton Hatchery        | UFCW Local 401           | 21  | 2025-02-27  | 60   | 2021-03-29 | \$0.40 | \$0.40 | \$0.40 | \$0.35 | \$0.35 | \$0.35 | \$0.40 | \$0.45 |        |        |
| Sofina Foods - Lilydale North Plant                | UFCW Local 401           | 180 | 2024-03-31  | 60   | 2020-11-03 | \$0.40 | \$0.45 | \$0.35 | \$0.35 | \$0.35 | \$0.40 | \$0.45 |        |        |        |
| Sofina Foods - Lilydale South Plant                | UFCW Local 401           | 442 | 2025-04-02  | 72   | 2021-03-16 | \$0.45 | \$0.45 | \$0.55 | \$0.40 | \$0.35 | \$0.35 | \$0.45 | \$0.50 |        |        |
| Trochu Meat Processors - Sunterra Meats            | UFCW Local 401           | 112 | 2021-12-31  | 36   | 2020-08-13 | 2.00%  | 2.50%  | 0.00%  | 0.00%  | 0.00%  |        |        |        |        |        |
| Trophy Foods                                       | UFCW Local 401           | 123 | 2023-02-28  | 48   | 2019-05-21 | \$0.60 | \$0.70 | 1.25%  | 1.25%  | 1.75%  | 1.75%  |        |        |        |        |
| West Coast Reduction - Northern Alberta Processing | UFCW Local 401           | 63  | 2024-07-01  | 60   | 2020-09-24 | 2.25%  | 2.25%  | 1.75%  | 1.00%  | 1.50%  | 1.75%  | 2.00%  |        |        |        |
| Weston Bakeries                                    | Bakery Workers Local 252 | 103 | 2026-12-31  | 60   | 2022-02-16 | \$0.00 | \$0.40 | \$0.40 | \$0.40 | \$0.40 | \$0.65 | \$0.60 | \$0.55 | \$0.60 | \$0.65 |
| Wetaskiwin Co-Operative Association - Feed Mill    | Teamsters Local 987      | 12  | 2023-08-31  | 36   | 2020-11-28 |        |        |        | 0.00%  | 0.00%  | 2.00%  |        |        |        |        |
| WOW! Factor Desserts                               | UFCW Local 401           | 39  | 2021-12-31  | 48   | 2018-10-03 | 3.00%  | \$0.50 | \$0.50 | \$0.50 | \$0.50 |        |        |        |        |        |

## Collective Agreement Wage Table - Manufacturing

Per Cent or Dollar Per Hour Increases

Metal - Machinery

| Employer Operating Name                   | Union Operating Name                       | Ees | Expiry Date | Term | Settled On | 2017   | 2018   | 2019   | 2020   | 2021   | 2022   | 2023   | 2024   | 2025 | 2026 |
|---|--|-----|-------------|------|------------|--------|--------|--------|--------|--------|--------|--------|--------|------|------|
| Advance Tank Centres                      | Advance Tank Centres Employees Association | 31  | 2022-09-30  | 12   | 2021-09-30 | 3.00%  | 2.00%  | 1.50%  | 0.00%  | 2.00%  |        |        |        |      |      |
| Advance Tank Centres                      | Boilermakers Local 146                     | 11  | 2022-09-01  | 48   | 2018-08-15 |        |        | 1.00%  | 0.00%  | 0.00%  |        |        |        |      |      |
| Alberta Custom Pipe Bending & Mfg. (2010) | Boilermakers Local 146                     | 20  | 2022-01-31  | 24   | 2020-10-15 | -5.00% | 0.00%  | 0.00%  | 1.00%  | 0.00   |        |        |        |      |      |
| Alberta Exchanger                         | Boilermakers Local 146                     | 31  | 2023-08-14  | 24   | 2021-08-16 | -8.00% | 0.00%  | 0.00%  | 0.00%  | 3.00%  | 2.00%  |        |        |      |      |
| AltaSteel                                 | Steelworkers Local 5220                    | 273 | 2025-07-31  | 48   | 2021-08-16 | \$0.00 | \$0.50 | \$0.50 | \$0.50 | \$0.81 | \$0.50 | \$0.50 | \$0.50 |      |      |
| Altex Industries                          | Boilermakers Local 146                     | 78  | 2022-10-31  | 36   | 2019-12-02 | 0.00%  | 5.25%  | 4.00%  | 1.00%  | 1.00%  |        |        |        |      |      |
| Apel Extrusions                           | Steelworkers Local 6034                    | 87  | 2021-06-30  | 48   | 2018-01-13 | 1.25%  | 1.50%  | 1.50%  | 1.50%  |        |        |        |        |      |      |
| Argo Sales                                | Plumbers & Pipefitters Local 488           | 30  | 2020-12-31  | 24   | 2019-10-17 | 0.00%  | 0.00%  | 0.00%  | 0.00%  |        |        |        |        |      |      |
| CANAM                                     | Iron Workers Local 805                     | 101 | 2025-05-31  | 60   | 2020-09-18 | 2.00%  | 2.00%  | 2.50%  | 1.25%  | 1.50%  | 1.50%  | 2.00%  | 2.00%  |      |      |
| Carry Steel                               | Steelworkers Local 5575                    | 50  | 2022-03-31  | 16   | 2021-04-21 | \$0.65 | \$0.75 | 0.00%  | 0.00%  | 0.00%  |        |        |        |      |      |
| CESSCO Fabrication & Engineering          | Boilermakers Local 146                     | 92  | 2018-02-28  | 36   | 2015-02-26 | 0.00%  |        |        |        |        |        |        |        |      |      |
| Cummins Canada, Calgary                   | Machinists Local 1722                      | 44  | 2023-05-31  | 60   | 2018-12-20 | 2.00%  | 0.00%  | 1.00%  | 2.00%  | 2.00%  | 2.25%  |        |        |      |      |
| Cummins Canada, Edmonton                  | Machinists Local 1722                      | 84  | 2024-12-31  | 48   | 2021-07-21 | 0.00%  | 0.00%  | 2.00%  | 2.00%  | 2.00%  | 3.00%  | 2.00%  | 2.00%  |      |      |
| Dacro Industries                          | Boilermakers Local 146                     | 55  | 2023-03-31  | 36   | 2020-04-30 | -3.00% | 0.00%  | 0.00%  | 3.10%  | 0.00%  | 0.00%  |        |        |      |      |
| Derantech Welding                         | CLAC Local 63, Construction                | 7   | 2022-09-30  | 32   | 2020-04-21 | -3.30% | 0.00%  | 0.00%  | 1.00%  | 0.00%  |        |        |        |      |      |
| Ecco Heating Products                     | Teamsters Local 362                        | 255 | 2023-08-06  | 36   | 2020-08-08 |        |        |        | 2.00%  | 0.75%  | 0.75%  |        |        |      |      |



## Collective Agreement Wage Table - Manufacturing

Per Cent or Dollar Per Hour Increases

Metal - Machinery

| Employer Operating Name             | Union Operating Name     | Ees | Expiry Date | Term | Settled On | 2017    | 2018   | 2019   | 2020  | 2021  | 2022   | 2023  | 2024  | 2025 | 2026 |
|-------------------------------------|--------------------------|-----|-------------|------|------------|---------|--------|--------|-------|-------|--------|-------|-------|------|------|
| Edmonton Exchanger & Manufacturing  | Boilermakers Local 146   | 116 | 2021-09-30  | 36   | 2019-04-08 | 0.00%   | 0.00%  | 0.00%  | 0.00% |       |        |       |       |      |      |
| ESCO Canada                         | Steelworkers Local 1-207 | 30  | 2023-03-31  | 60   | 2018-02-28 | 2.00%   | 2.00%  | 2.00%  | 2.25% | 2.75% | 3.00%  |       |       |      |      |
| EVRAZ                               | Iron Workers Local 805   | 165 | 2022-12-31  | 60   | 2018-06-02 | 3.00%   | 0.00%  | 1.00%  | 2.00% | 3.00% | 3.00%  |       |       |      |      |
| EVRAZ                               | Steelworkers Local 6673  | 160 | 2020-07-31  | 48   | 2017-09-14 | 1.00%   | 2.00%  | 2.00%  |       |       |        |       |       |      |      |
| EVRAZ                               | Unifor Local 551         | 200 | 2023-01-31  | 36   | 2021-04-21 | 0.00%   | 1.80%  | 2.00%  | 0.00% | 0.00% | \$2.08 |       |       |      |      |
| EVRAZ Recycling - Navajo Metals     | Steelworkers Local 6034  | 26  | 2024-12-31  | 48   | 2021-04-11 | 3.00%   | 0.00%  | 2.00%  | 2.50% | 0.50% | 1.00%  | 1.50% | 1.50% |      |      |
| Exchanger Industries                | Boilermakers Local 146   | 45  | 2021-07-31  | 48   | 2017-07-20 | -11.50% | 0.00%  | 2.00%  | 0.00% | 0.00% |        |       |       |      |      |
| Fabricom - Fabrication              | CLAC Local 63            | 80  | 2020-10-31  | 26   | 2018-10-05 | 0.00%   | 0.00%  | 0.00%  |       |       |        |       |       |      |      |
| Foremost Industries                 | Unifor Local 4050        | 72  | 2022-01-31  | 36   | 2019-11-22 | 0.00%   | 0.00%  | -2.50% | 3.00% | 2.00% |        |       |       |      |      |
| Foremost Universal                  | Boilermakers Local 146   | 49  | 2024-05-31  | 29   | 2022-01-06 | 0.00%   | 4.00%  | 3.00%  | 3.00% | 0.00% | 5.00%  | 2.00% |       |      |      |
| GATX Rail Canada                    | Unifor Local 21A         | 58  | 2024-01-08  | 48   | 2020-05-22 | 0.00%   | 3.00%  | 3.00%  | 2.00% | 2.00% | 2.50%  | 3.00% |       |      |      |
| Haver & Boecker Canada              | Steelworkers Local 1-207 | 3   | 2024-03-31  | 36   | 2021-08-24 | 1.75%   | 1.50%  | 2.00%  | 1.75% | 0.00% | 1.50%  | 1.50% |       |      |      |
| JV Driver Fabricators - Fabrication | CLAC Local 63            | 15  | 2020-01-31  | 24   | 2018-03-12 | 0.00%   | -1.40% | 0.00%  |       |       |        |       |       |      |      |
| JV Driver Fabricators - Steel Shop  | CLAC Local 56            | 100 | 2021-01-30  | 29   | 2018-08-01 | 0.00%   | 0.00%  | 0.00%  | 0.00% |       |        |       |       |      |      |
| Kawneer Company Canada              | Unifor Local 99          | 215 | 2020-02-29  | 36   | 2017-10-23 | 1.00%   | 2.00%  | 2.00%  |       |       |        |       |       |      |      |
| Kiewit Fabricators                  | CLAC Local 63            | 2   | 2021-02-13  | 12   | 2020-03-03 | 0.00%   | -3.75% | 0.00%  | 0.00% |       |        |       |       |      |      |

## Collective Agreement Wage Table - Manufacturing

Per Cent or Dollar Per Hour Increases

Metal - Machinery

| Employer Operating Name                    | Union Operating Name             | Ees   | Expiry Date | Term | Settled On | 2017   | 2018   | 2019   | 2020   | 2021   | 2022  | 2023  | 2024 | 2025 | 2026 |
|--|----------------------------------|-------|-------------|------|------------|--------|--------|--------|--------|--------|-------|-------|------|------|------|
| MaXfield                                   | MaXfield Employees' Organization | 91    | 2022-12-31  | 13   | 2021-12-01 | -7.30% | 0.00%  | 2.50%  | 0.00%  | 0.00%  | 2.00% |       |      |      |      |
| Melloy Industrial Services                 | Boilermakers Local 146           | 26    | 2022-12-31  | 32   | 2020-04-28 | -1.40% | 0.00%  | 0.00%  | 0.00%  | 0.00%  | 0.00% |       |      |      |      |
| Multi-Employer Fabrication & Manufacturing | Plumbers & Pipefitters Local 488 | 1,500 | 2020-04-30  | 48   | 2016-04-10 | 0.00%  | 0.90%  |        |        |        |       |       |      |      |      |
| Nason Contracting - Fabrication            | CLAC Local 63, Construction      | 23    | 2023-06-30  | 30   | 2021-01-20 |        |        | 0.00%  | 0.00%  | 0.00%  | TBD   | TBD   |      |      |      |
| OEM Remanufacturing Company                | CLAC Local 56                    | 620   | 2023-12-31  | 36   | 2021-06-18 | 4.00%  | \$0.70 | \$0.30 | \$0.25 | 1.00%  | 1.50% | 2.50% |      |      |      |
| Oerlikon Metco                             | Unifor Local 530A                | 27    | 2023-03-31  | 36   | 2020-03-31 | 2.75%  | 2.75%  | 2.75%  | 1.50%  | 2.00%  | 2.75% |       |      |      |      |
| Prairie Metal Industries                   | Independent Sheet Metal Workers  | 61    | 2024-02-28  | 36   | 2020-11-10 | \$2.25 | \$1.00 | \$0.00 | \$0.00 | \$0.00 | TBD   |       |      |      |      |
| Rozen Steel Works                          | CLAC Local 63                    | 88    | 2024-01-01  | 24   | 2021-12-16 |        |        |        |        |        | NA    | TBD   |      |      |      |
| Russel Metals, Calgary                     | Steelworkers Local 5663          | 28    | 2024-08-31  | 48   | 2021-04-24 | 1.50%  | 2.00%  | 2.00%  | 0.00%  | 1.00%  | 1.50% | 1.75% |      |      |      |
| Russel Metals, Edmonton                    | Steelworkers Local 1-207         | 52    | 2020-05-31  | 24   | 2018-09-04 | 3.00%  | 2.25%  | 2.50%  |        |        |       |       |      |      |      |
| Shaw Pipe Protection                       | Steelworkers Local 1-207         | 95    | 2021-12-31  | 36   | 2019-04-10 | 0.00%  | 0.00%  | 1.25%  | 1.00%  | 1.00%  |       |       |      |      |      |
| Shaw Pipe Protection - 21 Street           | Labourers Local 92               | 35    | 2024-05-31  | 36   | 2021-05-26 | 2.50%  | 0.00%  | 0.00%  | 0.00%  | 0.00%  | 1.00% | 1.00% |      |      |      |
| Shaw Pipe Protection - 30 Street           | Labourers Local 92               | 35    | 2019-05-31  | 36   | 2016-06-01 | 1.00%  | 0.00%  |        |        |        |       |       |      |      |      |
| Shaw Pipe Protection - 39 Street           | Steelworkers Local 1-207         | 70    | 2022-06-01  | 41   | 2019-04-17 | -2.00% | -2.00% | 1.25%  | 1.00%  | 1.00%  |       |       |      |      |      |
| Sherritt International                     | Unifor Local 530A                | 386   | 2022-03-31  | 24   | 2020-10-20 | 2.00%  | 2.50%  | 0.00%  | 2.00%  | 2.00%  |       |       |      |      |      |
| Supreme Group                              | Iron Workers Local 805           | 140   | 2024-05-31  | 36   | 2021-09-23 | 2.00%  | 0.00%  | -7.00% | 0.00%  | 2.00%  | 1.50% | 1.50% |      |      |      |
| Sureway Industrial Services                | CLAC Local 63                    | 26    | 2022-06-30  | 30   | 2020-08-25 | 0.00%  | 0.00%  | 0.00%  | 2.50%  | 0.00%  |       |       |      |      |      |

## Collective Agreement Wage Table - Manufacturing

Per Cent or Dollar Per Hour Increases

Metal - Machinery

| Employer Operating Name       | Union Operating Name    | Ees | Expiry Date | Term | Settled On | 2017   | 2018   | 2019  | 2020  | 2021   | 2022   | 2023  | 2024  | 2025  | 2026 |
|-------------------------------|-------------------------|-----|-------------|------|------------|--------|--------|-------|-------|--------|--------|-------|-------|-------|------|
| Tanks-A-Lot                   | Teamsters Local 987     | 25  | 2023-09-30  | 36   | 2021-12-14 |        | 1.50%  | 1.00% | 2.00% | \$0.30 | \$0.40 |       |       |       |      |
| TIW Western, Calgary          | Boilermakers Local 146  | 35  | 2020-03-31  | 24   | 2018-03-28 | 0.00%  | 1.00%  | 2.00% |       |        |        |       |       |       |      |
| TIW Western, Nisku            | Boilermakers Local 146  | 5   | 2020-03-31  | 48   | 2016-03-15 | -8.90% | 0.00%  | 0.00% |       |        |        |       |       |       |      |
| Tree Island Industries        | Steelworkers Local 360  | 29  | 2026-06-15  | 60   | 2021-07-08 | 1.00%  | 1.00%  | 1.75% | 1.75% | 0.50%  | 1.00%  | 1.25% | 2.00% | 2.00% |      |
| Varsteel                      | Steelworkers Local 6034 | 45  | 2023-08-31  | 36   | 2021-03-27 | 0.00%  | 1.50%  | 2.00% | 1.00% | 1.00%  | 2.00%  |       |       |       |      |
| Waiward Industrial            | Iron Workers Local 805  | 220 | 2024-05-31  | 31   | 2021-11-09 | -4.00% | -3.00% | 1.50% | 0.00% | 1.00%  | 1.00%  | 1.50% |       |       |      |
| Weldco Heavy Industries       | Machinists Local 99     | 98  | 2021-12-31  | 24   | 2020-01-16 |        |        |       | 1.50% | 2.00%  |        |       |       |       |      |
| Westman Steel Industries      | Carpenters Local 2010   | 13  | 2022-11-30  | 36   | 2020-02-13 | 0.00%  | 0.00%  | 0.00% | 1.00% | 2.00%  |        |       |       |       |      |
| Willbros Fabrication (Canada) | CLAC Local 63           | 49  | 2022-05-31  | 24   | 2020-06-03 | 0.00%  | 0.00%  | 0.00% | 0.00% | 0.00%  |        |       |       |       |      |

# Collective Agreement Wage Table - Manufacturing

Per Cent or Dollar Per Hour Increases

Petroleum - Chemical - Plastics - Non-metallic

| Employer Operating Name                        | Union Operating Name                 | Ees | Expiry Date | Term | Settled On | 2017   | 2018  | 2019  | 2020   | 2021   | 2022   | 2023   | 2024   | 2025  | 2026  |
|--|--------------------------------------|-----|-------------|------|------------|--------|-------|-------|--------|--------|--------|--------|--------|-------|-------|
| Air Liquide Canada                             | Unifor Local 777                     | 51  | 2026-01-02  | 60   | 2021-12-21 | 0.00%  | 1.50% | 1.50% | 2.50%  | 3.50%  | 3.00%  | 2.50%  | 3.00%  | 3.50% |       |
| AT Films, Westlock                             | Unifor Local 21A                     | 25  | 2021-08-31  | 36   | 2019-06-12 | 2.40%  | 0.00% | 3.90% | 2.00%  |        |        |        |        |       |       |
| AT Films, Edmonton                             | Unifor Local 21A                     | 76  | 2024-01-10  | 36   | 2021-05-29 | 2.60%  | 1.00% | 1.25% | 1.85%  | 0.00%  | 0.00%  | 1.00%  |        |       |       |
| Baymag   | Boilermakers Local D331              | 42  | 2021-06-03  | 48   | 2017-11-02 | 1.80%  | 2.50% | 2.50% | 2.50%  |        |        |        |        |       |       |
| BURNCO Rock Products                           | Operating Engineers Local 955        | 158 | 2021-06-30  | 12   | 2020-08-26 | 0.00%  | 0.00% | 2.00% | 0.00%  |        |        |        |        |       |       |
| BURNCO Rock Products - Calgary Shop            | Teamsters Local 362                  | 12  | 2022-07-31  | 24   | 2020-10-22 | 0.00%  | 0.00% | 2.50% | 0.00%  | 0.00%  |        |        |        |       |       |
| BURNCO Rock Products - Mixer Drivers, Calgary  | Teamsters Local 362                  | 65  | 2022-05-31  | 24   | 2020-09-04 | 0.00%  | 0.00% | 2.50% | 0.00%  | 0.00%  |        |        |        |       |       |
| BURNCO Rock Products - Mixer Drivers, Red Deer | Teamsters Local 362                  | 8   | 2023-02-28  | 24   | 2021-08-31 | -5.00% | 0.00% | 0.00% | 0.00%  | 2.00%  | 0.00%  |        |        |       |       |
| Celanese EVA Performance Polymers              | Unifor Local 21A                     | 92  | 2023-01-21  | 48   | 2019-10-10 | 2.00%  | 2.50% | 2.50% | 2.75%  | 3.00%  | 3.50%  |        |        |       |       |
| Chemtrade Logistics, Edmonton                  | Unifor Local 530A                    | 8   | 2022-09-30  | 35   | 2019-10-30 |        |       |       |        | 3.00%  | 3.00%  |        |        |       |       |
| Chemtrade Logistics, Calgary                   | Unifor Local 773                     | 4   | 2026-12-31  | 60   | 2021-12-15 | 2.00%  | 2.00% | 2.00% | 2.25%  | 2.50%  | 2.00%  | 2.00%  | 2.00%  | 2.25% | 2.50% |
| Chemtrade West - Customer Service Centre       | Unifor Local 530A                    | 11  | 2024-04-03  | 60   | 2019-03-25 | 4.00%  | 3.75% | 2.75% | 3.00%  | 3.00%  | 3.50%  | 3.50%  |        |       |       |
| Chemtrade West - Plant                         | Unifor Local 530A                    | 13  | 2022-03-31  | 36   | 2019-05-08 | 3.00%  | 3.00% | 3.00% | 3.00%  | 3.00%  |        |        |        |       |       |
| Dalco Services                                 | Western Canada Employees' Associatio | 28  | 2024-02-15  | 36   | 2021-02-03 |        |       |       | \$0.00 | \$0.00 | \$0.50 | \$0.50 | \$0.80 |       |       |
| Dauter Stone                                   | CLAC Local 63, Construction          | 25  | 2018-10-31  | 25   | 2017-03-07 | 0.00%  |       |       |        |        |        |        |        |       |       |
| Enersul  | Unifor Local 57                      | 48  | 2021-08-31  | 36   | 2017-11-02 | 1.00%  | 2.00% | 3.00% | 0.00%  |        |        |        |        |       |       |

## Collective Agreement Wage Table - Manufacturing

Per Cent or Dollar Per Hour Increases

Petroleum - Chemical - Plastics - Non-metallic

| Employer Operating Name                    | Union Operating Name                  | Ees        | Expiry Date       | Term      | Settled On        | 2017   | 2018   | 2019   | 2020   | 2021   | 2022   | 2023   | 2024 | 2025 | 2026 |
|--|---------------------------------------|------------|-------------------|-----------|-------------------|--------|--------|--------|--------|--------|--------|--------|------|------|------|
| Goodyear Canada                            | Steelworkers Local 628                | 185        | 2022-07-27        | 49        | 2018-06-21        | \$1.02 | \$0.20 | \$0.25 | \$0.20 | \$0.25 |        |        |      |      |      |
| Graymont Western Canada                    | Carpenters Local 2010                 | 43         | 2020-12-31        | 48        | 2017-10-04        | 2.50%  | 2.50%  | 2.50%  | 0.00%  |        |        |        |      |      |      |
| Imperial Oil - Strathcona Refinery         | Unifor Local 21A                      | 193        | 2023-01-31        | 48        | 2019-11-14        | 2.00%  | 2.50%  | 2.50%  | 2.75%  | 3.00%  | 3.50%  |        |      |      |      |
| IPEX                                       | Unifor Local 21A                      | 157        | 2021-09-15        | 48        | 2017-11-21        | 1.00%  | 2.00%  | 2.00%  | 2.00%  |        |        |        |      |      |      |
| Knelsen Sand & Gravel - Concrete           | Western Canada Employees' Association | 10         | 2023-12-31        | 28        | 2021-08-23        |        |        |        |        | 1.25%  | 0.00%  | 0.00%  |      |      |      |
| Knelsen Sand & Gravel - Precast            | Western Canada Employees' Association | 89         | 2023-12-31        | 23        | 2022-02-11        |        |        |        |        |        |        | 3.00%  |      |      |      |
| Lafarge Asphalt Technologies               | Operating Engineers Local 955         | 5          | 2022-02-28        | 36        | 2019-07-23        | 0.00%  | 0.00%  | 0.00%  | 1.50%  | 1.50%  |        |        |      |      |      |
| Lafarge Canada                             | Boilermakers Local D331               | 100        | 2023-11-30        | 48        | 2019-12-16        | 3.50%  | 3.75%  | 0.00%  | 0.00%  | 1.50%  | 1.50%  |        |      |      |      |
| Lafarge Canada - Concrete                  | Operating Engineers Local 955         | 13         | 2021-02-28        | 36        | 2018-03-29        | 0.00%  | 1.25%  | 1.25%  | 0.00%  |        |        |        |      |      |      |
| Lafarge Canada - Edmonton Cement           | Boilermakers Local D331               | 9          | 2021-12-31        | 36        | 2018-11-06        | 2.00%  | 3.00%  | 2.00%  | 2.50%  | 2.50%  |        |        |      |      |      |
| Lafarge Canada - Pipe Plant, Edmonton      | Carpenters Local 2010                 | 35         | 2021-05-31        | 48        | 2017-07-12        | 1.50%  | 1.25%  | 1.50%  | 2.00%  |        |        |        |      |      |      |
| Lafarge Canada - Pipe Plant, Calgary       | Teamsters Local 362                   | 40         | 2023-11-30        | 36        | 2021-03-25        | 0.00%  | \$0.15 | \$0.40 | \$0.60 | 0.00%  | 0.00%  | 2.00%  |      |      |      |
| <b>Lafarge Canada - Precast, Edmonton</b>  | <b>Carpenters Local 2010</b>          | <b>122</b> | <b>2023-05-31</b> | <b>36</b> | <b>2021-12-21</b> | 0.75%  | 1.75%  | 2.00%  | 0.00%  | 2.75%  | 2.50%  |        |      |      |      |
| Lafarge Canada - Precast, Calgary          | Teamsters Local 362                   | 52         | 2023-03-31        | 24        | 2021-08-12        | 1.00%  | 0.00%  | 2.00%  | 0.00%  | \$0.85 | \$0.00 |        |      |      |      |
| Lafarge Canada - Ready-Mix, Grande Prairie | Teamsters Local 362                   | 8          | 2022-05-31        | 12        | 2021-09-18        | \$0.00 | \$0.00 | \$0.40 | \$0.50 | \$0.00 |        |        |      |      |      |
| Lafarge Canada - Ready-Mix, Fort McMurray  | Teamsters Local 362                   | 13         | 2024-03-31        | 36        | 2021-07-06        | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |      |      |      |

## Collective Agreement Wage Table - Manufacturing

Per Cent or Dollar Per Hour Increases

Petroleum - Chemical - Plastics - Non-metallic

| Employer Operating Name                                  | Union Operating Name          | Ees | Expiry Date | Term | Settled On | 2017   | 2018   | 2019   | 2020   | 2021   | 2022  | 2023  | 2024 | 2025 | 2026 |
|--|-------------------------------|-----|-------------|------|------------|--------|--------|--------|--------|--------|-------|-------|------|------|------|
| Lafarge Canada - Ready-Mix, Southern Alberta             | Teamsters Local 362           | 82  | 2023-03-31  | 24   | 2021-10-13 | 0.00%  | 1.60%  | 0.00%  | 0.00%  | 2.00%  | 0.50% |       |      |      |      |
| Lafarge Canada - Ready-Mix, Edmonton 1441                | Teamsters Local 362           | 39  | 2023-03-31  | 24   | 2021-08-11 | \$0.00 | \$0.25 | \$0.45 | 0.00%  | 0.00%  | 1.00% |       |      |      |      |
| Lafarge Canada - Shop, Calgary                           | Operating Engineers Local 955 | 35  | 2021-02-28  | 24   | 2019-04-28 | 0.00%  | 0.00%  | 0.00%  | 0.00%  |        |       |       |      |      |      |
| Lafarge Canada - Shop Edmonton                           | Operating Engineers Local 955 | 28  | 2020-02-29  | 48   | 2016-02-22 | 0.00%  | 1.50%  | 1.50%  |        |        |       |       |      |      |      |
| Ledcor Fabrication                                       | CLAC Local 63                 | 120 | 2022-12-31  | 32   | 2020-02-05 | -5.60% | 0.00%  | 0.00%  | -0.90% | 0.00%  |       |       |      |      |      |
| Ledcor Highways - Shop                                   | CLAC Local 63                 | 9   | 2022-10-31  | 32   | 2020-05-12 | 0.00%  | 0.00%  | 0.00%  | 0.00%  | TBD    |       |       |      |      |      |
| Lehigh Hanson Materials - Inland Aggregates, Edmonton    | Operating Engineers Local 955 | 50  | 2024-02-28  | 36   | 2022-03-16 | 3.00%  | 0.00%  | 1.00%  | 0.00%  | 0.00%  | 3.00% | 2.50% |      |      |      |
| Lehigh Hanson Materials - Inland Aggregates, Calgary     | Operating Engineers Local 955 | 28  | 2020-03-31  | 60   | 2017-01-26 | 0.00%  | 1.00%  | 1.00%  |        |        |       |       |      |      |      |
| Lehigh Hanson Materials - Inland Concrete, Calgary       | Operating Engineers Local 955 | 19  | 2021-03-31  | 24   | 2019-02-06 | 0.00%  | 0.00%  | 1.00%  | 1.25%  |        |       |       |      |      |      |
| Lehigh Hanson Materials - Inland Concrete, Edmonton      | Operating Engineers Local 955 | 18  | 2021-02-28  | 60   | 2018-12-14 | 0.00%  | 1.00%  | 1.25%  | 0.00%  |        |       |       |      |      |      |
| Lehigh Hanson Materials - Inland Concrete, Calgary       | Teamsters Local 362           | 69  | 2023-03-31  | 24   | 2021-07-29 | 0.00%  | 1.00%  | 0.00%  | 1.00%  | 1.00%  | 1.50% |       |      |      |      |
| Lehigh Hanson Materials - Inland Concrete, Camrose       | Teamsters Local 362           | 4   | 2022-02-28  | 12   | 2021-09-07 | \$0.65 | \$0.00 | \$0.00 | \$0.30 | \$0.00 |       |       |      |      |      |
| Lehigh Hanson Materials - Inland Concrete, Edmonton      | Teamsters Local 362           | 66  | 2022-12-31  | 24   | 2021-10-18 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | 0.50%  |       |       |      |      |      |
| Lehigh Hanson Materials - Inland Concrete, Fort McMurray | Teamsters Local 362           | 10  | 2022-06-30  | 24   | 2021-09-02 | \$0.00 | \$0.00 | \$0.40 | 0.00%  | 2.00%  |       |       |      |      |      |
| Lehigh Hanson Materials - Inland Pipe                    | Teamsters Local 362           | 34  | 2024-03-31  | 32   | 2021-09-27 | 0.00%  | 0.00%  | 2.00%  | 0.00%  | 1.00%  | 2.00% | 2.00% |      |      |      |
| Lehigh Hanson Materials - Lehigh Cement                  | Boilermakers Local D359       | 94  | 2022-11-30  | 24   | 2021-07-06 | 0.00%  | 1.50%  | 1.50%  | 1.50%  | 2.50%  | 2.50% |       |      |      |      |

## Collective Agreement Wage Table - Manufacturing

Per Cent or Dollar Per Hour Increases

Petroleum - Chemical - Plastics - Non-metallic

| Employer Operating Name                         | Union Operating Name    | Ees | Expiry Date | Term | Settled On | 2017   | 2018   | 2019   | 2020   | 2021   | 2022   | 2023   | 2024  | 2025 | 2026 |
|---|-------------------------|-----|-------------|------|------------|--------|--------|--------|--------|--------|--------|--------|-------|------|------|
| Mauser Packaging Solutions                      | Unifor Local 21A        | 70  | 2024-05-15  | 60   | 2020-10-28 | 1.25%  | 1.25%  | \$0.00 | \$0.00 | \$0.60 | \$0.65 | \$0.80 |       |      |      |
| Messer Canada                                   | Unifor Local 777        | 11  | 2024-01-31  | 36   | 2021-12-21 | 3.00%  | 2.00%  | 2.00%  | 2.00%  | 3.00%  | 3.00%  | 2.75%  |       |      |      |
| Messer Canada - Branch                          | Teamsters Local 987     | 8   | 2022-09-27  | 48   | 2018-10-20 | 3.00%  | 1.00%  | 2.00%  | 2.00%  | 2.00%  |        |        |       |      |      |
| Owens Corning Canada                            | Unifor Local 728A       | 90  | 2021-07-31  | 48   | 2017-09-05 | 0.00%  | 1.50%  | 1.75%  | 2.00%  |        |        |        |       |      |      |
| Ply Gem Canada                                  | Carpenters Local 2010   | 360 | 2021-06-30  | 48   | 2017-07-26 | \$0.00 | \$0.00 | \$0.25 | \$0.25 |        |        |        |       |      |      |
| Praxair Canada                                  | Teamsters Local 987     | 41  | 2023-03-12  | 36   | 2020-10-31 | \$0.60 | \$0.60 | \$0.65 | \$0.25 | \$0.65 | \$0.85 |        |       |      |      |
| Suncor Energy Products - Edmonton Refinery      | Unifor Local 501A       | 282 | 2023-01-31  | 43   | 2019-06-27 | 2.00%  | 2.50%  | 2.50%  | 2.75%  | 3.00%  | 3.50%  |        |       |      |      |
| Suncor Energy Products - Truck Loading Terminal | Unifor Local 777        | 3   | 2023-01-31  | 43   | 2019-05-15 | 2.00%  | 2.50%  | 2.50%  | 2.75%  | 3.00%  | 3.50%  |        |       |      |      |
| Umicore   | Unifor Local 530A       | 24  | 2022-03-31  | 36   | 2019-04-04 | 2.75%  | 2.75%  | 3.00%  | 3.00%  | 3.00%  |        |        |       |      |      |
| Univar Canada                                   | Teamsters Local 987     | 44  | 2022-08-31  | 36   | 2019-12-13 | \$0.50 | \$0.80 | \$0.65 | \$0.65 | \$0.70 |        |        |       |      |      |
| Vitafoam Products Canada                        | Steelworkers Local 7226 | 83  | 2023-09-30  | 36   | 2021-03-27 | \$0.00 | \$0.15 | \$0.25 | \$0.25 | \$0.35 | \$0.40 |        |       |      |      |
| Vitro Flat Glass Canada                         | Painters Local 177      | 15  | 2025-05-31  | 60   | 2020-10-26 | 2.00%  | 2.00%  | 2.00%  | 1.50%  | 1.75%  | 2.00%  | 2.00%  | 2.00% |      |      |

# Collective Agreement Wage Table - Manufacturing

Per Cent or Dollar Per Hour Increases

Wood - Paper - Printing

| Employer Operating Name           | Union Operating Name                | Ees | Expiry Date | Term | Settled On | 2017   | 2018  | 2019  | 2020  | 2021   | 2022   | 2023  | 2024 | 2025 | 2026 |
|-----------------------------------|-------------------------------------|-----|-------------|------|------------|--------|-------|-------|-------|--------|--------|-------|------|------|------|
| ABC Press (1979)                  | Unifor Local 780G                   | 4   | 2022-06-14  | 12   | 2021-05-19 | 0.00%  | 0.00% | 0.00% | 0.00% | 0.00%  |        |       |      |      |      |
| ATCO Structures & Logistics       | Carpenters Local 2010               | 189 | 2023-05-31  | 36   | 2021-05-06 | 0.00%  | 1.50% | 1.50% | 0.00% | 1.50%  | 1.50%  |       |      |      |      |
| Building Products of Canada       | Unifor Local 777                    | 103 | 2023-05-14  | 24   | 2021-05-20 | 1.00%  | 1.25% | 1.30% | 1.50% | 1.75%  | 1.75%  |       |      |      |      |
| Canadian Forest Products          | Unifor Local 446                    | 150 | 2022-09-30  | 60   | 2017-12-10 | 1.50%  | 2.00% | 1.50% | 2.00% | 2.50%  |        |       |      |      |      |
| Cascades Containerboard Packaging | Unifor Local 539                    | 130 | 2022-03-06  | 48   | 2018-07-25 | 2.90%  | 2.00% | 2.00% | 2.00% | 2.00%  |        |       |      |      |      |
| CBN Commercial Solutions          | Unifor Local 191                    | 30  | 2023-11-15  | 60   | 2018-12-03 | 1.50%  | 1.50% | 1.50% | 1.50% | 1.50%  | 1.50%  |       |      |      |      |
| CertainTeed Canada                | Boilermakers Local D345             | 68  | 2022-10-31  | 36   | 2020-03-05 | 2.70%  | 2.70% | 1.80% | 1.90% | 1.90%  |        |       |      |      |      |
| CertainTeed Canada                | Teamsters Local 362                 | 53  | 2022-03-31  | 12   | 2021-04-30 | \$0.40 | 0.00% | 1.50% | 1.75% | 1.50%  |        |       |      |      |      |
| Georgia Pacific Canada            | Boilermakers Local D345             | 6   | 2022-09-30  | 72   | 2016-11-15 | 2.00%  | 2.00% | 2.00% | 2.00% | 3.00%  |        |       |      |      |      |
| Heron Printing                    | IBEW Local 424                      | 3   | 2023-12-31  | 37   | 2020-11-26 |        |       |       |       | \$0.00 | \$0.50 |       |      |      |      |
| IKO Industries                    | Unifor Local 773                    | 45  | 2022-12-31  | 60   | 2018-07-28 | 1.50%  | 1.00% | 1.00% | 1.25% | 1.25%  | 1.50%  |       |      |      |      |
| Moduline Industries               | Medicine Hat Employees' Association | 120 | 2024-05-27  | 36   | 2021-05-03 | 1.30%  | 1.70% | 2.00% | 0.00% | 2.25%  | 2.00%  | 2.00% |      |      |      |
| Nelson Lumber                     | Steelworkers Local 1-207            | 30  | 2019-08-31  | 24   | 2017-11-22 | 1.00%  | 1.25% |       |       |        |        |       |      |      |      |
| SRI Homes - Regent                | Steelworkers Local 1-207            | 137 | 2023-11-30  | 48   | 2021-04-21 | 1.50%  | 1.00% | 1.00% | 1.00% | 1.00%  | 1.00%  |       |      |      |      |
| Tolko Industries                  | Steelworkers Local 1-207            | 258 | 2022-07-31  | 60   | 2018-07-19 | 2.50%  | 2.00% | 2.00% | 1.50% | 2.00%  |        |       |      |      |      |
| Triple M Housing                  | Carpenters Local 2010               | 283 | 2020-05-31  | 36   | 2018-08-17 | 1.00%  | 0.00% | 2.30% |       |        |        |       |      |      |      |



## Collective Agreement Wage Table - Manufacturing

Per Cent or Dollar Per Hour Increases

Wood - Paper - Printing

| Employer Operating Name      | Union Operating Name     | Ees | Expiry Date | Term | Settled On | 2017  | 2018  | 2019  | 2020  | 2021  | 2022  | 2023  | 2024  | 2025 | 2026 |
|------------------------------|--------------------------|-----|-------------|------|------------|-------|-------|-------|-------|-------|-------|-------|-------|------|------|
| Veritiv Canada               | Unifor Local 539         | 51  | 2021-01-31  | 36   | 2018-02-07 | 2.00% | 0.00% | 2.00% | 2.00% |       |       |       |       |      |      |
| West Fraser Mills            | Unifor Local 855         | 467 | 2021-05-31  | 48   | 2017-12-12 | 2.00% | 2.00% | 2.00% | 2.00% |       |       |       |       |      |      |
| WestRock Company of Canada   | Unifor Local 539         | 117 | 2025-01-31  | 60   | 2021-11-11 | 2.00% | 2.00% | 2.50% | 2.00% | 2.00% | 2.25% | 2.25% | 2.50% |      |      |
| Weyerhaeuser, Drayton Valley | Steelworkers Local 1-207 | 135 | 2023-03-31  | 60   | 2018-11-18 | 1.30% | 2.50% | 2.00% | 2.00% | 2.00% | 2.50% |       |       |      |      |
| Weyerhaeuser, Edson          | Unifor Local 447         | 73  | 2025-03-31  | 60   | 2020-10-29 | 2.25% | 2.00% | 2.25% | 2.50% | 2.25% | 2.00% | 3.00% | 2.00% |      |      |
| Winterburn Truss             | Steelworkers Local 1-207 | 13  | 2019-07-31  | 24   | 2018-04-11 | 1.00% | 1.25% |       |       |       |       |       |       |      |      |

## Collective Agreement Wage Table - Manufacturing

Per Cent or Dollar Per Hour Increases

Other

| Employer Operating Name  | Union Operating Name          | Ees | Expiry Date | Term | Settled On | 2017   | 2018   | 2019   | 2020   | 2021   | 2022  | 2023  | 2024  | 2025 | 2026 |
|--------------------------|-------------------------------|-----|-------------|------|------------|--------|--------|--------|--------|--------|-------|-------|-------|------|------|
| Anixter Canada, Calgary  | Teamsters Local 362           | 6   | 2022-10-01  | 60   | 2017-09-09 | \$0.35 | \$0.35 | \$0.35 | \$0.35 | \$0.35 |       |       |       |      |      |
| Anixter Canada, Edmonton | Teamsters Local 362           | 29  | 2023-07-31  | 48   | 2019-07-19 | 2.00%  | 2.00%  | 1.50%  | 1.00%  | 1.25%  | 2.00% |       |       |      |      |
| Blanchett Neon           | IBEW Local 424                | 25  | 2022-03-31  | 36   | 2020-05-13 | 0.00%  | 0.00%  | 2.60%  | 0.00%  | 0.00%  |       |       |       |      |      |
| Nailor Industries        | Sheet Metal Workers Local 8   | 24  | 2022-03-31  | 48   | 2018-11-29 | \$0.25 | \$0.25 | \$0.25 | \$0.25 | \$0.25 |       |       |       |      |      |
| Sealy Canada             | Steelworkers Local 1-207      | 102 | 2021-11-30  | 48   | 2018-02-18 | \$0.00 | \$0.20 | \$0.30 | \$0.40 |        |       |       |       |      |      |
| SSH Bedding Canada       | Operating Engineers Local 955 | 74  | 2024-12-31  | 48   | 2022-03-05 | \$0.10 | \$0.10 | \$0.30 | \$0.40 | 0.00%  | 1.50% | 2.50% | 2.50% |      |      |