

Schedule A-1
JVD Mill Services Inc
Classification and Base Hourly Wage Rates
As of: January 1, 2006

Journey Person	Base Wage	Vac Stat	Employer Contributions					Total
			H & W	Pension	Appren. Training	CEP Humanity	Admin Fund	
		12%	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	
Boilermaker	\$30.75	\$3.69	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.79
Bricklayer - Refractory	\$30.75	\$3.69	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.79
Carpenter	\$30.75	\$3.69	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.79
Cement Finisher	\$29.50	\$3.54	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$37.39
Cladder	\$29.50	\$3.54	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$37.39
Decker	\$29.50	\$3.54	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$37.39
Electrician	\$30.75	\$3.69	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.79
Elevator Constructor	\$30.75	\$3.69	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.79
Gas Fitter	\$30.75	\$3.69	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.79
Instrumentation Mechanic	\$30.75	\$3.69	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.79
Insulator	\$29.50	\$3.54	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$37.39
Iron Worker - Reinforcing	\$29.50	\$3.54	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$37.39
Iron Worker - Structural	\$30.75	\$3.69	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.79
Casual Worker	\$15.00	\$1.80	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$21.15
Labourer - Construction	\$16.00	\$1.92	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$22.27
Labourer - Skilled	\$18.00	\$2.16	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$24.51
Mechanic	\$29.50	\$3.54	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$37.39
Mechanic Heavy Duty	\$30.75	\$3.69	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.79
Millwright	\$30.75	\$3.69	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.79
Operator, Crane 0-100 T	\$30.75	\$3.69	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.79
Operator, Crane + 100 T	\$31.75	\$3.81	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$39.91
Operator Equipment - Light	\$26.49	\$3.18	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$34.02
Operator Equipment - Principle	\$29.50	\$3.54	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$37.39
Painter	\$29.50	\$3.54	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$37.39
Pipefitter	\$30.75	\$3.69	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.79
Plumber	\$30.75	\$3.69	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.79
Refrigeration Mechanic	\$30.75	\$3.69	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.79
Roofer	\$29.50	\$3.54	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$37.39
Sheet Metal Worker	\$29.50	\$3.54	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$37.39
Sheeter	\$29.50	\$3.54	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$37.39
Sprinkler Fitter	\$30.75	\$3.69	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.79
Steamfitter	\$30.75	\$3.69	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.79
Truck Driver - Basic	\$19.57	\$2.35	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$26.27
Truck Driver - Intermediate	\$26.49	\$3.18	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$34.02
Truck Driver - Heavy	\$29.50	\$3.54	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$37.39
Welder	\$29.50	\$3.54	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$37.39
Welder - B Pressure	\$30.75	\$3.69	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.79

**Apprenticeship Rates
As of January 1, 2006**

Apprentice	Base Wage	Vac Stat	H & W	Pension	Appren. Training	CEP Humanity	Admin Fund	Total
		12%	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	

Four Year - Civil

1 st year	\$17.70	\$2.12	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$24.17
2nd Year	\$20.65	\$2.48	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$27.48
3rd Year	\$23.60	\$2.83	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$30.78
4th Year	\$26.55	\$3.19	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$34.09

Three Year - Civil

1st Year	\$20.65	\$2.48	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$27.48
2nd Year	\$23.60	\$2.83	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$30.78
3rd Year	\$26.55	\$3.19	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$34.09

Four Year - Mechanical

1 st year	\$18.45	\$2.21	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$25.01
2nd Year	\$21.53	\$2.58	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$28.46
3rd Year	\$24.60	\$2.95	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$31.90
4th Year	\$27.68	\$3.32	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$35.35

Three Year Mechanical

2nd Year	\$21.53	\$2.58	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$28.46
3rd Year	\$24.60	\$2.95	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$31.90
4th Year	\$27.68	\$3.32	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$35.35

Schedule A-2
JVD Mill Services Inc
Classification and Base Hourly Wage Rates
As of: May 1, 2006

Journey Person	Base Wage	Vac Stat	Employer Contributions					Total
			H & W	Pension	Appren. Training	CEP Humanity	Admin Fund	
		12%	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	
Boilermaker	\$31.25	\$3.75	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$39.35
Bricklayer - Refractory	\$31.25	\$3.75	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$39.35
Carpenter	\$31.25	\$3.75	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$39.35
Cement Finisher	\$30.25	\$3.63	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.23
Cladder	\$30.25	\$3.63	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.23
Decker	\$30.25	\$3.63	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.23
Electrician	\$31.25	\$3.75	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$39.35
Elevator Constructor	\$31.25	\$3.75	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$39.35
Gas Fitter	\$31.25	\$3.75	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$39.35
Instrumentation Mechanic	\$31.25	\$3.75	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$39.35
Insulator	\$30.25	\$3.63	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.23
Iron Worker - Reinforcing	\$30.25	\$3.63	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.23
Iron Worker - Structural	\$31.25	\$3.75	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$39.35
Casual Worker	\$15.45	\$1.85	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$21.65
Labourer - Construction	\$16.48	\$1.98	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$22.81
Labourer - Skilled	\$18.54	\$2.22	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$25.11
Mechanic	\$30.25	\$3.63	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.23
Mechanic Heavy Duty	\$31.25	\$3.75	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$39.35
Millwright	\$31.25	\$3.75	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$39.35
Operator, Crane 0-100 T	\$31.25	\$3.75	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$39.35
Operator, Crane + 100 T	\$32.25	\$3.87	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$40.47
Operator Equipment - Light	\$27.17	\$3.26	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$34.78
Operator Equipment - Principle	\$30.25	\$3.63	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.23
Painter	\$30.25	\$3.63	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.23
Pipefitter	\$31.25	\$3.75	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$39.35
Plumber	\$31.25	\$3.75	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$39.35
Refrigeration Mechanic	\$31.25	\$3.75	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$39.35
Roofer	\$30.25	\$3.63	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.23
Sheet Metal Worker	\$30.25	\$3.63	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.23
Sheeter	\$30.25	\$3.63	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.23
Sprinkler Fitter	\$31.25	\$3.75	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$39.35
Steamfitter	\$31.25	\$3.75	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$39.35
Truck Driver - Basic	\$20.07	\$2.41	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$26.83
Truck Driver - Intermediate	\$27.17	\$3.26	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$34.78
Truck Driver - Heavy	\$30.25	\$3.63	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.23
Welder	\$30.25	\$3.63	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.23
Welder - B Pressure	\$31.25	\$3.75	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$39.35

**Apprenticeship Rates
As of May 1, 2006**

Apprentice	Base Wage	Vac Stat	H & W	Pension	Appren. Training	CEP Humanity	Admin Fund	Total
		12%	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	

Four Year - Civil

1 st year	\$18.15	\$2.18	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$24.68
2nd Year	\$21.18	\$2.54	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$28.07
3rd Year	\$24.20	\$2.90	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$31.45
4th Year	\$27.23	\$3.27	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$34.84

Three Year - Civil

1st Year	\$21.18	\$2.54	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$28.07
2nd Year	\$24.20	\$2.90	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$31.45
3rd Year	\$27.23	\$3.27	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$34.84

Four Year - Mechanical

1 st year	\$18.75	\$2.25	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$25.35
2nd Year	\$21.88	\$2.63	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$28.85
3rd Year	\$25.00	\$3.00	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$32.35
4th Year	\$28.13	\$3.38	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$35.85

Three Year Mechanical

2nd Year	\$21.88	\$2.63	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$28.85
3rd Year	\$25.00	\$3.00	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$32.35
4th Year	\$28.13	\$3.38	\$1.55	\$2.34	\$0.21	\$0.01	\$0.24	\$35.85

Schedule A-2a
JVD Mill Services Inc
Classification and Base Hourly Wage Rates
As of: October 29, 2006

Journey Person	Base Wage	Vac Stat	Employer Contributions					Total
			H & W	Pension	Appren. Training	CEP Humanity	Admin Fund	
		12%	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	
Boilermaker	\$31.25	\$3.75	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$39.85
Bricklayer - Refractory	\$31.25	\$3.75	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$39.85
Carpenter	\$31.25	\$3.75	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$39.85
Cement Finisher	\$30.25	\$3.63	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$38.73
Cladder	\$30.25	\$3.63	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$38.73
Decker	\$30.25	\$3.63	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$38.73
Electrician	\$31.25	\$3.75	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$39.85
Elevator Constructor	\$31.25	\$3.75	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$39.85
Gas Fitter	\$31.25	\$3.75	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$39.85
Instrumentation Mechanic	\$31.25	\$3.75	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$39.85
Insulator	\$30.25	\$3.63	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$38.73
Iron Worker - Reinforcing	\$30.25	\$3.63	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$38.73
Iron Worker - Structural	\$31.25	\$3.75	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$39.85
Casual Worker	\$15.45	\$1.85	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$22.15
Labourer - Construction	\$16.48	\$1.98	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$23.31
Labourer - Skilled	\$18.54	\$2.22	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$25.61
Mechanic	\$30.25	\$3.63	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$38.73
Mechanic Heavy Duty	\$31.25	\$3.75	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$39.85
Millwright	\$31.25	\$3.75	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$39.85
Operator, Crane 0-100 T	\$31.25	\$3.75	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$39.85
Operator, Crane + 100 T	\$32.25	\$3.87	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$40.97
Operator Equipment - Light	\$27.17	\$3.26	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$35.28
Operator Equipment - Principle	\$30.25	\$3.63	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$38.73
Painter	\$30.25	\$3.63	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$38.73
Pipefitter	\$31.25	\$3.75	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$39.85
Plumber	\$31.25	\$3.75	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$39.85
Refrigeration Mechanic	\$31.25	\$3.75	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$39.85
Roofer	\$30.25	\$3.63	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$38.73
Sheet Metal Worker	\$30.25	\$3.63	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$38.73
Sheeter	\$30.25	\$3.63	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$38.73
Sprinkler Fitter	\$31.25	\$3.75	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$39.85
Steamfitter	\$31.25	\$3.75	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$39.85
Truck Driver - Basic	\$20.07	\$2.41	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$27.33
Truck Driver - Intermediate	\$27.17	\$3.26	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$35.28
Truck Driver - Heavy	\$30.25	\$3.63	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$38.73
Welder	\$30.25	\$3.63	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$38.73
Welder - B Pressure	\$31.25	\$3.75	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$39.85

**Apprenticeship Rates
As of May 1, 2006**

Apprentice	Base Wage	Vac Stat	H & W	Pension	Appren. Training	CEP Humanity	Admin Fund	Total
		12%	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	
Four Year - Civil								
1 st year	\$18.15	\$2.18	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$25.18
2nd Year	\$21.18	\$2.54	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$28.57
3rd Year	\$24.20	\$2.90	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$31.95
4th Year	\$27.23	\$3.27	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$35.34
Three Year - Civil								
1st Year	\$21.18	\$2.54	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$28.57
2nd Year	\$24.20	\$2.90	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$31.95
3rd Year	\$27.23	\$3.27	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$35.34
Four Year - Mechanical								
1 st year	\$18.75	\$2.25	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$25.85
2nd Year	\$21.88	\$2.63	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$29.35
3rd Year	\$25.00	\$3.00	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$32.85
4th Year	\$28.13	\$3.38	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$36.35
Three Year Mechanical								
2nd Year	\$21.88	\$2.63	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$29.35
3rd Year	\$25.00	\$3.00	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$32.85
4th Year	\$28.13	\$3.38	\$2.05	\$2.34	\$0.21	\$0.01	\$0.24	\$36.35

Schedule A-3
JVD Mill Services Inc
Classification and Base Hourly Wage Rates
As of: May 1, 2007

Journey Person	Base Wage	Vac Stat	Employer Contributions					Total
			H & W	Pension	Appren. Training	CEP Humanity	Admin Fund	
		12%	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	
Boilermaker	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47
Bricklayer - Refractory	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47
Carpenter	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47
Cement Finisher	\$31.25	\$3.75	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$40.35
Cladder	\$31.25	\$3.75	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$40.35
Decker	\$31.25	\$3.75	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$40.35
Electrician	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47
Elevator Constructor	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47
Gas Fitter	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47
Instrumentation Mechanic	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47
Insulator	\$31.25	\$3.75	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$40.35
Iron Worker - Reinforcing	\$31.25	\$3.75	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$40.35
Iron Worker - Structural	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47
Casual Worker	\$15.91	\$1.91	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$23.17
Labourer - Construction	\$16.97	\$2.04	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$24.36
Labourer - Skilled	\$19.10	\$2.29	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$26.74
Mechanic	\$31.25	\$3.75	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$40.35
Mechanic Heavy Duty	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47
Millwright	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47
Operator, Crane 0-100 T	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47
Operator, Crane + 100 T	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Operator Equipment - Light	\$28.07	\$3.37	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$36.78
Operator Equipment - Principle	\$31.25	\$3.75	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$40.35
Painter	\$31.25	\$3.75	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$40.35
Pipefitter	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47
Plumber	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47
Refrigeration Mechanic	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47
Roofer	\$31.25	\$3.75	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$40.35
Sheet Metal Worker	\$31.25	\$3.75	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$40.35
Sheeter	\$31.25	\$3.75	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$40.35
Sprinkler Fitter	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47
Steamfitter	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47
Truck Driver - Basic	\$20.73	\$2.49	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$28.57
Truck Driver - Intermediate	\$28.07	\$3.37	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$36.78
Truck Driver - Heavy	\$31.25	\$3.75	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$40.35
Welder	\$31.25	\$3.75	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$40.35
Welder - B Pressure	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47

**Apprenticeship Rates
As of May 1, 2007**

Apprentice	Base Wage	Vac Stat	H & W	Pension	Appren. Training	CEP Humanity	Admin Fund	Total
		12%	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	
Four Year - Civil								
1 st year	\$18.75	\$2.25	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$26.35
2nd Year	\$21.88	\$2.63	\$2.55	\$2.34	\$0.21	\$0.00	\$0.24	\$29.84
3rd Year	\$25.00	\$3.00	\$2.55	\$2.34	\$0.21	\$0.00	\$0.24	\$33.34
4th Year	\$28.13	\$3.38	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$36.85
Three Year - Civil								
1st Year	\$21.88	\$2.63	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$29.85
2nd Year	\$25.00	\$3.00	\$2.55	\$2.34	\$0.21	\$0.00	\$0.24	\$33.34
3rd Year	\$28.13	\$3.38	\$2.55	\$2.34	\$0.21	\$0.00	\$0.24	\$36.84
Four Year - Mechanical								
1 st year	\$19.35	\$2.32	\$2.55	\$2.34	\$0.21	\$0.00	\$0.24	\$27.01
2nd Year	\$22.58	\$2.71	\$2.55	\$2.34	\$0.21	\$0.00	\$0.24	\$30.62
3rd Year	\$25.80	\$3.10	\$2.55	\$2.34	\$0.21	\$0.00	\$0.24	\$34.24
4th Year	\$29.03	\$3.48	\$2.55	\$2.34	\$0.21	\$0.00	\$0.24	\$37.85
Three Year Mechanical								
2nd Year	\$22.58	\$2.71	\$2.55	\$2.34	\$0.21	\$0.00	\$0.24	\$30.62
3rd Year	\$25.80	\$3.10	\$2.55	\$2.34	\$0.21	\$0.00	\$0.24	\$34.24
4th Year	\$29.03	\$3.48	\$2.55	\$2.34	\$0.21	\$0.00	\$0.24	\$37.85

Schedule A-4
JVD Mill Services Inc
Classification and Base Hourly Wage Rates
As of: May 1, 2008

Journey Person	Base Wage	Vac Stat	Employer Contributions					Total
			H & W	Pension	Appren. Training	CEP Humanity	Admin Fund	
		12%	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	
Boilermaker	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Bricklayer - Refractory	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Carpenter	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Cement Finisher	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47
Cladder	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47
Decker	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47
Electrician	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Elevator Constructor	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Gas Fitter	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Instrumentation Mechanic	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Insulator	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47
Iron Worker - Reinforcing	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47
Iron Worker - Structural	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Casual Worker	\$16.39	\$1.97	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$23.71
Labourer - Construction	\$17.48	\$2.10	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$24.93
Labourer - Skilled	\$19.67	\$2.36	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$27.38
Mechanic	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47
Mechanic Heavy Duty	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Millwright	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Operator, Crane 0-100 T	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Operator, Crane + 100 T	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Operator Equipment - Light	\$28.96	\$3.48	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$37.79
Operator Equipment - Principle	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47
Painter	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47
Pipefitter	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Plumber	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Refrigeration Mechanic	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Roofer	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47
Sheet Metal Worker	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47
Sheeter	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47
Sprinkler Fitter	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Steamfitter	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Truck Driver - Basic	\$21.40	\$2.57	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$29.32
Truck Driver - Intermediate	\$28.96	\$3.48	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$37.79
Truck Driver - Heavy	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47
Welder	\$32.25	\$3.87	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$41.47
Welder - B Pressure	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59

**Apprenticeship Rates
As of May 1, 2008**

Apprentice	Base Wage	Vac Stat	H & W	Pension	Appren. Training	CEP Humanity	Admin Fund	Total
		12%	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	
Four Year - Civil								
1 st year	\$19.35	\$2.32	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$27.02
2nd Year	\$22.58	\$2.71	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$30.63
3rd Year	\$25.80	\$3.10	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$34.25
4th Year	\$29.03	\$3.48	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$37.86
Three Year - Civil								
1st Year	\$22.58	\$2.71	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$30.63
2nd Year	\$25.80	\$3.10	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$34.25
3rd Year	\$29.03	\$3.48	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$37.86
Four Year - Mechanical								
1 st year	\$19.95	\$2.39	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$27.69
2nd Year	\$23.28	\$2.79	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$31.42
3rd Year	\$26.60	\$3.19	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$35.14
4th Year	\$29.93	\$3.59	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.87
Three Year Mechanical								
2nd Year	\$23.28	\$2.79	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$31.42
3rd Year	\$26.60	\$3.19	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$35.14
4th Year	\$29.93	\$3.59	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.87

Schedule A-5
JVD Mill Services Inc
Classification and Base Hourly Wage Rates
As of: May 1, 2009

Journey Person	Base Wage	Vac Stat	Employer Contributions					Total
			H & W	Pension	Appren. Training	CEP Humanity	Admin Fund	
		12%	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	
Boilermaker	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Bricklayer - Refractory	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Carpenter	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Cement Finisher	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Cladder	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Decker	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Electrician	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Elevator Constructor	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Gas Fitter	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Instrumentation Mechanic	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Insulator	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Iron Worker - Reinforcing	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Iron Worker - Structural	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Casual Worker	\$16.88	\$2.03	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$24.26
Labourer - Construction	\$18.01	\$2.16	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$25.52
Labourer - Skilled	\$20.26	\$2.43	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$28.04
Mechanic	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Mechanic Heavy Duty	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Millwright	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Operator, Crane 0-100 T	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Operator, Crane + 100 T	\$35.25	\$4.23	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$44.83
Operator Equipment - Light	\$29.86	\$3.58	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.80
Operator Equipment - Principle	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Painter	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Pipefitter	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Plumber	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Refrigeration Mechanic	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Roofer	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Sheet Metal Worker	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Sheeter	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Sprinkler Fitter	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Steamfitter	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Truck Driver - Basic	\$22.06	\$2.65	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$30.06
Truck Driver - Intermediate	\$29.86	\$3.58	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.80
Truck Driver - Heavy	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Welder	\$33.25	\$3.99	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$42.59
Welder - B Pressure	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71

**Apprenticeship Rates
As of May 1, 2009**

Apprentice	Base Wage	Vac Stat	H & W	Pension	Appren. Training	CEP Humanity	Admin Fund	Total
		12%	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	
Four Year - Civil								
1 st year	\$19.95	\$2.39	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$27.69
2nd Year	\$23.28	\$2.79	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$31.42
3rd Year	\$26.60	\$3.19	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$35.14
4th Year	\$29.93	\$3.59	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.87
Three Year - Civil								
1st Year	\$23.28	\$2.79	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$31.42
2nd Year	\$26.60	\$3.19	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$35.14
3rd Year	\$29.93	\$3.59	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$38.87
Four Year - Mechanical								
1 st year	\$20.55	\$2.47	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$28.37
2nd Year	\$23.98	\$2.88	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$32.20
3rd Year	\$27.40	\$3.29	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$36.04
4th Year	\$30.83	\$3.70	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$39.87
Three Year Mechanical								
2nd Year	\$23.98	\$2.88	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$32.20
3rd Year	\$27.40	\$3.29	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$36.04
4th Year	\$30.83	\$3.70	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$39.87

Schedule A-6
JVD Mill Services Inc
Classification and Base Hourly Wage Rates
As of: May 1, 2010

Journey Person	Base Wage	Vac Stat	Employer Contributions					Total
			H & W	Pension	Appren. Training	CEP Humanity	Admin Fund	
		12%	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	
Boilermaker	\$35.25	\$4.23	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$44.83
Bricklayer - Refractory	\$35.25	\$4.23	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$44.83
Carpenter	\$35.25	\$4.23	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$44.83
Cement Finisher	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Cladder	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Decker	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Electrician	\$35.25	\$4.23	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$44.83
Elevator Constructor	\$35.25	\$4.23	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$44.83
Gas Fitter	\$35.25	\$4.23	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$44.83
Instrumentation Mechanic	\$35.25	\$4.23	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$44.83
Insulator	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Iron Worker - Reinforcing	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Iron Worker - Structural	\$35.25	\$4.23	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$44.83
Casual Worker	\$17.39	\$2.09	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$24.83
Labourer - Construction	\$18.55	\$2.23	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$26.12
Labourer - Skilled	\$20.87	\$2.50	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$28.72
Mechanic	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Mechanic Heavy Duty	\$35.25	\$4.23	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$44.83
Millwright	\$35.25	\$4.23	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$44.83
Operator, Crane 0-100 T	\$35.25	\$4.23	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$44.83
Operator, Crane + 100 T	\$36.25	\$4.35	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$45.95
Operator Equipment - Light	\$30.76	\$3.69	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$39.80
Operator Equipment - Principle	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Painter	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Pipefitter	\$35.25	\$4.23	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$44.83
Plumber	\$35.25	\$4.23	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$44.83
Refrigeration Mechanic	\$35.25	\$4.23	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$44.83
Roofer	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Sheet Metal Worker	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Sheeter	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Sprinkler Fitter	\$35.25	\$4.23	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$44.83
Steamfitter	\$35.25	\$4.23	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$44.83
Truck Driver - Basic	\$22.72	\$2.73	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$30.80
Truck Driver - Intermediate	\$30.76	\$3.69	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$39.80
Truck Driver - Heavy	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Welder	\$34.25	\$4.11	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$43.71
Welder - B Pressure	\$35.25	\$4.23	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$44.83

**Apprenticeship Rates
As of May 1, 2010**

Apprentice	Base Wage	Vac Stat	H & W	Pension	Appren. Training	CEP Humanity	Admin Fund	Total
		12%	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	

Four Year - Civil

1 st year	\$20.55	\$2.47	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$28.37
2nd Year	\$23.98	\$2.88	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$32.20
3rd Year	\$27.40	\$3.29	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$36.04
4th Year	\$30.83	\$3.70	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$39.87

Three Year - Civil

1st Year	\$23.98	\$2.88	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$32.20
2nd Year	\$27.40	\$3.29	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$36.04
3rd Year	\$30.83	\$3.70	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$39.87

Four Year - Mechanical

1 st year	\$21.15	\$2.54	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$29.04
2nd Year	\$24.68	\$2.96	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$32.99
3rd Year	\$28.20	\$3.38	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$36.93
4th Year	\$31.73	\$3.81	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$40.88

Three Year Mechanical

2nd Year	\$24.68	\$2.96	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$32.99
3rd Year	\$28.20	\$3.38	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$36.93
4th Year	\$31.73	\$3.81	\$2.55	\$2.34	\$0.21	\$0.01	\$0.24	\$40.88