

Fraser Valley Highway 1 Corridor Improvement Program Project Labour Agreement – Wage Grids May 2024

The following wage grids, provided by Construction Labour Relations Association of BC, are included in this document.

BCRCC Craft Carpenters CI Wage Grid April 28, 2024
BCRCC Craft Carpenters Industrial Wage Grid April 28, 2024 (LNGC Only)
BCRCC Craft Carpenters Industrial Wage Grid April 28, 2024
Boilermaker Rate Schedule April 28, 2024 - LNG Canada ONLY
Boilermaker Rate Schedule April 28, 2024
Bricklayer Standard CI Wage Grids April 28, 2024 r1
Bricklayer Standard Industrial Wage Grids April 28, 2024 r1
Cement Masons ICI - Apr 28 2024 - (LNG Canada Only)
Cement Masons ICI - Apr 28 2024
CMAW Alternate Industrial Wage Grids April 28, 2024
CMAW CI Wage Grids April 28, 2024
CMAW Industrial Wage Grids April 28, 2024
Crane Rental Wage Grids - April 28, 2024 - LNG Canada ONLY
Crane Rental Wage Grids - April 28, 2024
Culinary Rate Schedule - 2023-2026 (April 2024)
DTF ICI Craft Wage Grids - April 28, 2024
Floorlayers Wage Grids April 28, 2024
Glazier Rate Schedule - April 28, 2024
Greer LOU Wage Grids April 28, 2024
Heat & Frost Insulator Rate Schedule - 2023-2026 - April 2024 (LNG only)
Heat & Frost Insulator Rate Schedule - 2023-2026 - April 2024
IBEW Local 213 Rate Schedule April 28, 2024
IBEW Local 993 Rate Schedule April 28, 2024
IBEW Local 1003 Rate Schedule April 28, 2024
Ironworkers 2023 Commercial Institutional Wage Schedule (April 2024)
Ironworkers 2023 Industrial Wage Schedule (April 2024)
Ironworkers 2023 Industrial Wage Schedule (LNG Canada) - April 2024
Labourers 2023 Wage Grids Ind & CI - April 2024
Mason Tenders Wage Grids Ind & CI - 2023-2026 - April 2024
Millwright Rate Schedule - 2023-2026 - April 2024
Millwright Rate Schedule - 2023-2026 (LNG Canada - April 2024)
OE 115 - Heavy Construction CI Wage Grids - 2024 April
OE 115 - Heavy Construction Industrial Wage Grids - 2024 April (LNG Canada)
OE 115 - Heavy Construction Industrial Wage Grids - 2024 April
OPCMIA - Craft Plasterers Local 919 Standard - Wage Grids April 28, 2024 (LNG Canada Only)
OPCMIA - Craft Plasterers Local 919 Standard - Wage Grids April 28, 2024
OPCMIA - Craft Plasterers Local 919 Standard CI - Wage Grids April 28, 2024
Painters CI Wage Grids April 28, 2024
Roofer Rate Schedule - April 2024
Sheet Metal Workers Wage Grids - 2023-2026 - April 2024

Sheet Metal Workers Wage Grids - April 2024 (LNG Canada)
Steel Erection Wage Grids - April 28, 2024 - LNG Canada ONLY
Steel Erection Wage Grids - April 28, 2024
Teamsters - CI Wage Schedule - 2023-2026 - 28 April 2024
Teamsters - Industrial Wage Schedule - 2023-2026 - 28 April 2024 (LNG Canada)
Teamsters - Industrial Wage Schedule - 2023-2026 - 28 April 2024
Terrazzo Workers Standard ICI Agreement Wage Grids Apr 28, 2024 r1
Tilesetters ICI Wage Grids Apr 28, 2024 r1
UA 170 Commercial Institutional Rate Schedule April 28, 2024
UA 170 Industrial Rate Schedule April 28, 2024 - LNG Canada ONLY
UA 170 Industrial Rate Schedule April 28, 2024
UA 324 CI Rate Schedule - Apr 28, 2024
UA Local 324 Industrial Rate Schedule April 28, 2024

SCHEDULE "A1.3"

INSIDE LOWER MAINLAND /FRASER VALLEY
 MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule "A1.3" shall apply to all Commercial/Institutional projects which are located inside the Lower Mainland/Fraser Valley.

"Inside" Lower Mainland/Fraser Valley

Effective April 28, 2024

Employee Classifications:	%	Base Rate	VP/SHP 8%	Benefit Plan	Pension ¹	Employer Contributions							Total Package
						Training Fund	CAF	CEA	CIRP	JAPlan	BCBCBTU	D&A	
Journeyman													
General Foreperson (GFP)	125%	53.51	4.28	2.10	3.50	0.10	0.13	0.10	0.04	0.01	0.05	0.01	63.83
Foreperson (FP)	115%	49.23	3.94	2.10	3.36	0.10	0.13	0.10	0.04	0.01	0.05	0.01	59.07
Certified (CJP)	100%	42.81	3.42	2.10	2.92	0.10	0.13	0.10	0.04	0.01	0.05	0.01	51.69
Uncertified (UJP)	90%	38.53	3.08	2.10	2.63	0.10	0.13	0.10	0.04	0.01	0.05	0.01	46.78
Apprentice or Skilled Carpenter (SC)													
8th Term or Level 8	90%	38.53	3.08	2.10	1.64	0.10	0.13	0.10	0.04	0.01	0.05	0.01	45.79
7th Term or Level 7	85%	36.39	2.91	2.10	1.55	0.10	0.13	0.10	0.04	0.01	0.05	0.01	43.39
6th Term or Level 6	80%	34.25	2.74	2.10	1.37	0.10	0.13	0.10	0.04	0.01	0.05	0.01	40.90
5th Term or Level 5	75%	32.11	2.57	2.10	1.28	0.10	0.13	0.10	0.04	0.01	0.05	0.01	38.50
4th Term or Level 4	70%	29.97	2.40	2.10	1.19	0.10	0.13	0.10	0.04	0.01	0.05	0.01	36.10
3rd Term or Level 3	65%	27.83	2.23	2.10	1.09	0.10	0.13	0.10	0.04	0.01	0.05	0.01	33.69
2nd Term or Level 2	60%	25.69	2.06	2.10	1.00	0.10	0.13	0.10	0.04	0.01	0.05	0.01	31.29
1st Term or Level 1	55%	23.55	1.88	2.10	0.91	0.10	0.13	0.10	0.04	0.01	0.05	0.01	28.88
Material Handler (MH)	50%	21.41	1.71	2.10	n/a	0.10	0.13	0.10	0.04	0.01	0.05	0.01	25.66

1. Pension contributions are NOT insurable earnings pursuant to CRA regulations.

SCHEDULE "A2.3"

OUTSIDE LOWER MAINLAND /FRASER VALLEY
MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule "A2.3" shall apply to all Commercial/Institutional projects which are located outside the Lower Mainland/Fraser Valley.

"Outside" Lower Mainland/Fraser Valley**Effective April 28, 2024**

<u>Employee Classifications:</u>	%	Base Rate	VP/SHP 8%	Employer Contributions									Total Package
				Benefit Plan	Pension ¹	Training Fund	CAF	CEA	CIRP	JAPlan	BCBCBTU	D&A	
Journeyman													
General Foreperson (GFP)	125%	52.1	4.17	2.10	3.41	0.10	0.13	0.10	0.04	0.01	0.05	0.01	62.22
Foreperson (FP)	115%	47.93	3.83	2.10	3.26	0.10	0.13	0.10	0.04	0.01	0.05	0.01	57.56
Certified (CJP)	100%	41.68	3.33	2.10	2.84	0.10	0.13	0.10	0.04	0.01	0.05	0.01	50.39
Uncertified (UJP)	90%	37.51	3.00	2.10	2.56	0.10	0.13	0.10	0.04	0.01	0.05	0.01	45.61
Apprentice or Skilled Carpenter (SC)													
8th Term or Level 8	90%	37.51	3.00	2.10	1.60	0.10	0.13	0.10	0.04	0.01	0.05	0.01	44.65
7th Term or Level 7	85%	35.43	2.83	2.10	1.51	0.10	0.13	0.10	0.04	0.01	0.05	0.01	42.31
6th Term or Level 6	80%	33.34	2.67	2.10	1.33	0.10	0.13	0.10	0.04	0.01	0.05	0.01	39.88
5th Term or Level 5	75%	31.26	2.50	2.10	1.24	0.10	0.13	0.10	0.04	0.01	0.05	0.01	37.54
4th Term or Level 4	70%	29.18	2.33	2.10	1.15	0.10	0.13	0.10	0.04	0.01	0.05	0.01	35.20
3rd Term or Level 3	65%	27.09	2.17	2.10	1.06	0.10	0.13	0.10	0.04	0.01	0.05	0.01	32.86
2nd Term or Level 2	60%	25.01	2.00	2.10	0.98	0.10	0.13	0.10	0.04	0.01	0.05	0.01	30.53
1st Term or Level 1	55%	22.92	1.83	2.10	0.89	0.10	0.13	0.10	0.04	0.01	0.05	0.01	28.18
Material Handler (MH)	50%	20.84	1.67	2.10	n/a	0.10	0.13	0.10	0.04	0.01	0.05	0.01	25.05

1. Pension contributions are NOT insurable earnings pursuant to CRA regulations.

SCHEDULE "A3.3"

ALTERNATE INSIDE LOWER MAINLAND/FRASER VALLEY INDUSTRIAL
MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule "A3.3" shall apply to all Industrial Projects governed by Article the Lower Mainland/Fraser Valley governed by Article 3.301(a).

"Alternate" Lower Mainland/Fraser Valley Industrial

Effective April 28, 2024

Employee Classifications:	%	Base Rate	VP/SHP 8%	Employer Contributions									Total Package
				Benefit Plan	Pension ¹	Training Fund	CAF	CEA	CIRP	JAPlan	BCBCBTU	D&A	
Journeyman													
General Foreperson (GFP)	125%	56.19	4.50	2.10	5.14	0.70	0.13	0.10	0.04	0.01	0.05	0.01	68.97
Foreperson (FP)	115%	51.69	4.14	2.10	4.93	0.70	0.13	0.10	0.04	0.01	0.05	0.01	63.90
Certified (CJP)	100%	44.95	3.60	2.10	4.28	0.70	0.13	0.10	0.04	0.01	0.05	0.01	55.97
Uncertified (UJP)	90%	40.46	3.24	2.10	3.86	0.70	0.13	0.10	0.04	0.01	0.05	0.01	50.70
Apprentice or Skilled Carpenter (SC)													
8th Term or Level 8	90%	40.46	3.24	2.10	2.70	0.70	0.13	0.10	0.04	0.01	0.05	0.01	49.54
7th Term or Level 7	85%	38.21	3.06	2.10	2.55	0.70	0.13	0.10	0.04	0.01	0.05	0.01	46.96
6th Term or Level 6	80%	35.96	2.88	2.10	2.25	0.70	0.13	0.10	0.04	0.01	0.05	0.01	44.23
5th Term or Level 5	75%	33.71	2.70	2.10	2.10	0.70	0.13	0.10	0.04	0.01	0.05	0.01	41.65
4th Term or Level 4	70%	31.47	2.52	2.10	1.95	0.70	0.13	0.10	0.04	0.01	0.05	0.01	39.08
3rd Term or Level 3	65%	29.22	2.34	2.10	1.80	0.70	0.13	0.10	0.04	0.01	0.05	0.01	36.50
2nd Term or Level 2	60%	26.97	2.16	2.10	1.65	0.70	0.13	0.10	0.04	0.01	0.05	0.01	33.92
1st Term or Level 1	55%	24.72	1.98	2.10	1.50	0.70	0.13	0.10	0.04	0.01	0.05	0.01	31.34
Material Handler (MH)	50%	22.48	1.80	2.10	n/a	0.70	0.13	0.10	0.04	0.01	0.05	0.01	27.42

1. Pension contributions are NOT insurable earnings pursuant to CRA regulations.

SCHEDULE "B1.3"

**INSIDE LOWER MAINLAND/FRASER VALLEY
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

Schedule "B1.3" shall apply to all Commercial/Institutional projects which are located inside the Lower Mainland/Fraser Valley.

"Inside" Lower Mainland/Fraser Valley

Effective April 28, 2024

Employer Contributions:¹	Employee Classifications												
	GFP	FP	CJP	UJP	8	7	6	5	4	3	2	1	MH
Union Benefit Plan	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10
Union Pension Plan ²	3.50	3.36	2.92	2.63	1.64	1.55	1.37	1.28	1.19	1.09	1.00	0.91	n/a
Training Fund	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
CAF (Contract Administration Fund)	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13
CEA (Carpentry Employers Association)	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
JA Plan	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
D&A Society	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Total Employer Contributions¹	6.04	5.90	5.46	5.17	4.18	4.09	3.91	3.82	3.73	3.63	3.54	3.45	2.54
Employee Deductions:¹													
Union Dues	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31
CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
Total Employee Deductions¹	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35
Total Hourly Remittance	ST 7.39	7.25	6.81	6.52	5.53	5.44	5.26	5.17	5.08	4.98	4.89	4.80	3.89

* All Employer contributions and Employee deductions are calculated on the basis of hours worked

1. Pension contributions are NOT insurable earnings pursuant to CRA regulations.

SCHEDULE "B2.3"

**OUTSIDE LOWER MAINLAND/FRASER VALLEY
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

Schedule "B2.3" shall apply to all Commercial/Institutional projects which are located outside the Lower Mainland/Fraser Valley.

"Outside" Lower Mainland/Fraser Valley

Effective April 28, 2024

Employer Contributions:¹	Employee Classifications												
	GFP	FP	CJP	UJP	8	7	6	5	4	3	2	1	MH
Union Benefit Plan	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10
Union Pension Plan ²	3.41	3.26	2.84	2.56	1.60	1.51	1.33	1.24	1.15	1.06	0.98	0.89	n/a
Training Fund	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
CAF (Contract Administration Fund)	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13
CEA (Carpentry Employers Association)	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
JA Plan	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
D&A Society	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Total Employer Contributions¹	5.95	5.80	5.38	5.10	4.14	4.05	3.87	3.78	3.69	3.60	3.52	3.43	2.54
Employee Deductions:¹													
Union Dues	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31
CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
Total Employee Deductions¹	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35
Total Hourly Remittance	ST 7.30	7.15	6.73	6.45	5.49	5.40	5.22	5.13	5.04	4.95	4.87	4.78	3.89

1. All Employer contributions and Employee deductions are calculated on the basis of hours worked

2. Pension contributions are NOT insurable earnings pursuant to CRA regulations.

SCHEDULE "B3.3"

**ALTERNATE INSIDE LOWER MAINLAND/FRASER VALLEY INDUSTRIAL
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

Schedule "B3.3" shall apply to all Industrial Projects in the Lower Mainland/Fraser Valley governed by Article 3.301(a).

"Alternate" Inside Lower Mainland/Fraser Valley Industrial

Effective April 28, 2024

Employer Contributions:	Employee Classifications													
	GFP	FP	CJP	UJP	8	7	6	5	4	3	2	1	MH	
Union Benefit Plan ¹	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	
Union Pension Plan ^{1,3}	5.14	4.93	4.28	3.86	2.70	2.55	2.25	2.10	1.95	1.80	1.65	1.50	n/a	
Training Fund ²	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	
CAF (Contract Administration Fund) ²	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	
CEA (Carpentry Employers Association) ²	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	
CIRP (Rehabilitation Plan) ²	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	
JA Plan ²	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	
BCBCBTU Fund ²	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	
D&A Society ²	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	
Total Employer Contributions	8.28	8.07	7.42	7.00	5.84	5.69	5.39	5.24	5.09	4.94	4.79	4.64	3.14	
Employee Deductions														
Union Dues ¹	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	
CIRP (Rehabilitation Plan) ²	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	
* Total Employee Deductions	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	
Total Hourly Remittance	ST	9.63	9.42	8.77	8.35	7.19	7.04	6.74	6.59	6.44	6.29	6.14	5.99	4.49
	1.5X OT	13.91	13.59	12.62	11.99	10.25	10.02	9.57	9.35	9.12	8.90	8.67	8.45	6.20
	2X OT	18.18	17.76	16.46	15.62	13.30	13.00	12.40	12.10	11.80	11.50	11.20	10.90	7.90

1. Employer contributions and employee deductions calculated on the basis of hours earned.
2. Employer contributions and employee deductions calculated on the basis of hours worked.

SCHEDULE "A3.3"

OUTSIDE LOWER MAINLAND /FRASER VALLEY

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule "A3.3" shall apply to work on the LNG CANADA PROJECT ONLY

"Outside" Lower Mainland/Fraser Valley - LNG Canada Project ONLY

Effective April 28, 2024

Employee Classifications:	%	Base Rate	VP/SHP 12%	Benefit Plan	Pension ¹	Training Fund	Employer Contributions						Total Package
							CAF	CEA	CIRP	JAPlan	BCBCBTU	D&A	
Journeyman													
General Foreperson (GFP)	125%	67.18	8.06	2.10	5.02	0.70	0.13	0.10	0.04	0.01	0.05	0.01	83.40
Foreperson (FP)	115%	61.80	7.42	2.10	4.81	0.70	0.13	0.10	0.04	0.01	0.05	0.01	77.17
Certified (CJP)	100%	53.74	6.45	2.10	4.18	0.70	0.13	0.10	0.04	0.01	0.05	0.01	67.51
Uncertified (UJP)	90%	48.37	5.80	2.10	3.77	0.70	0.13	0.10	0.04	0.01	0.05	0.01	61.08
Apprentice or Skilled Carpenter (SC)													
8th Term or Level 8	90%	48.37	5.80	2.10	2.64	0.70	0.13	0.10	0.04	0.01	0.05	0.01	59.95
7th Term or Level 7	85%	45.68	5.48	2.10	2.49	0.70	0.13	0.10	0.04	0.01	0.05	0.01	56.79
6th Term or Level 6	80%	42.99	5.16	2.10	2.20	0.70	0.13	0.10	0.04	0.01	0.05	0.01	53.49
5th Term or Level 5	75%	40.31	4.84	2.10	2.05	0.70	0.13	0.10	0.04	0.01	0.05	0.01	50.34
4th Term or Level 4	70%	37.62	4.51	2.10	1.90	0.70	0.13	0.10	0.04	0.01	0.05	0.01	47.17
3rd Term or Level 3	65%	34.93	4.19	2.10	1.76	0.70	0.13	0.10	0.04	0.01	0.05	0.01	44.02
2nd Term or Level 2	60%	32.24	3.87	2.10	1.61	0.70	0.13	0.10	0.04	0.01	0.05	0.01	40.86
1st Term or Level 1	55%	29.56	3.55	2.10	1.46	0.70	0.13	0.10	0.04	0.01	0.05	0.01	37.71
Material Handler (MH)	50%	26.87	3.22	2.10	n/a	0.70	0.13	0.10	0.04	0.01	0.05	0.01	33.23

1. Pension contributions are NOT insurable earnings pursuant to CRA regulations.

SCHEDULE "B2.3"

**OUTSIDE LOWER MAINLAND/FRASER VALLEY
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

Schedule "B2.3" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

"Outside" Lower Mainland/Fraser Valley

Effective April 28, 2024

Employer Contributions:	Employee Classifications													
	GFP	FP	CJP	UJP	8	7	6	5	4	3	2	1	MH	
* Union Benefit Plan	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	
* Union Pension Plan ¹	5.02	4.81	4.18	3.77	2.64	2.49	2.20	2.05	1.90	1.76	1.61	1.46	n/a	
† Training Fund	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	
† CAF (Contract Administration Fund)	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	
† CEA (Carpentry Employers Association)	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	
† CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	
† JAPlan	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	
† BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	
† D&A Policy	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	
<u>Total Employer Contributions</u>	8.16	7.95	7.32	6.91	5.78	5.63	5.34	5.19	5.04	4.90	4.75	4.60	3.14	
<u>Employee Deductions:</u>														
* Union Dues	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	
† CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	
<u>Total Employee Deductions</u>	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	
Total Hourly Remittance	ST	9.51	9.30	8.67	8.26	7.13	6.98	6.69	6.54	6.39	6.25	6.10	5.95	4.49
	1.5X OT	13.73	13.41	12.47	11.85	10.16	9.93	9.50	9.27	9.05	8.84	8.61	8.39	6.20
	2X OT	17.94	17.52	16.26	15.44	13.18	12.88	12.30	12.00	11.70	11.42	11.12	10.82	7.90

* Employer contributions and employee deductions calculated on the basis of hours earned.

† Employer contributions and employee deductions calculated on the basis of hours worked.

1. Pension contributions are NOT insurable earnings pursuant to CRA regulations.

SCHEDULE "A1.3"

INSIDE LOWER MAINLAND /FRASER VALLEY
 MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule "A1.3" shall apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley, except those which are superceded by the LM/FV exemption. Refer to Article 3.301 (a) for details.

"Inside" Lower Mainland/Fraser Valley

Effective April 28, 2024

Employee Classifications:	%	Base Rate	VP/SHP 12%	Benefit Plan	Pension ¹	Training Fund	Employer Contributions						Total Pacakage
							CAF	CEA	CIRP	JAPlan	BCBCBTU	D&A	
Journey person													
General Foreperson (GFP)	125%	61.4	7.37	2.10	5.14	0.70	0.13	0.10	0.04	0.01	0.05	0.01	77.05
Foreperson (FP)	115%	56.49	6.78	2.10	4.93	0.70	0.13	0.10	0.04	0.01	0.05	0.01	71.34
Certified (CJP)	100%	49.12	5.89	2.10	4.28	0.70	0.13	0.10	0.04	0.01	0.05	0.01	62.43
Uncertified (UJP)	90%	44.21	5.31	2.10	3.86	0.70	0.13	0.10	0.04	0.01	0.05	0.01	56.52
Apprentice or Skilled Carpenter (SC)													
8th Term or Level 8	90%	44.21	5.31	2.10	2.70	0.70	0.13	0.10	0.04	0.01	0.05	0.01	55.36
7th Term or Level 7	85%	41.75	5.01	2.10	2.55	0.70	0.13	0.10	0.04	0.01	0.05	0.01	52.45
6th Term or Level 6	80%	39.30	4.72	2.10	2.25	0.70	0.13	0.10	0.04	0.01	0.05	0.01	49.41
5th Term or Level 5	75%	36.84	4.42	2.10	2.10	0.70	0.13	0.10	0.04	0.01	0.05	0.01	46.50
4th Term or Level 4	70%	34.38	4.13	2.10	1.95	0.70	0.13	0.10	0.04	0.01	0.05	0.01	43.60
3rd Term or Level 3	65%	31.93	3.83	2.10	1.80	0.70	0.13	0.10	0.04	0.01	0.05	0.01	40.70
2nd Term or Level 2	60%	29.47	3.54	2.10	1.65	0.70	0.13	0.10	0.04	0.01	0.05	0.01	37.80
1st Term or Level 1	55%	27.02	3.24	2.10	1.50	0.70	0.13	0.10	0.04	0.01	0.05	0.01	34.90
Material Handler (MH)	50%	24.56	2.95	2.10	n/a	0.70	0.13	0.10	0.04	0.01	0.05	0.01	30.65

1. Pension contributions are NOT insurable earnings pursuant to CRA regulations.

SCHEDULE "A2.3"

OUTSIDE LOWER MAINLAND /FRASER VALLEY
 MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule "A2.3" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

"Outside" Lower Mainland/Fraser Valley

Effective April 28, 2024

Employee Classifications:	%	Base Rate	VP/SHP 12%	Employer Contributions									Total Package
				Benefit Plan	Pension ¹	Training Fund	CAF	CEA	CIRP	JAPlan	BCBCBTU	D&A	
Journeyman													
General Foreperson (GFP)	125%	59.98	7.20	2.10	5.02	0.70	0.13	0.10	0.04	0.01	0.05	0.01	75.34
Foreperson (FP)	115%	55.18	6.62	2.10	4.81	0.70	0.13	0.10	0.04	0.01	0.05	0.01	69.75
Certified (CJP)	100%	47.98	5.76	2.10	4.18	0.70	0.13	0.10	0.04	0.01	0.05	0.01	61.06
Uncertified (UJP)	90%	43.18	5.18	2.10	3.77	0.70	0.13	0.10	0.04	0.01	0.05	0.01	55.27
Apprentice or Skilled Carpenter (SC)													
8th Term or Level 8	90%	43.18	5.18	2.10	2.64	0.70	0.13	0.10	0.04	0.01	0.05	0.01	54.14
7th Term or Level 7	85%	40.78	4.89	2.10	2.49	0.70	0.13	0.10	0.04	0.01	0.05	0.01	51.30
6th Term or Level 6	80%	38.38	4.61	2.10	2.20	0.70	0.13	0.10	0.04	0.01	0.05	0.01	48.33
5th Term or Level 5	75%	35.99	4.32	2.10	2.05	0.70	0.13	0.10	0.04	0.01	0.05	0.01	45.50
4th Term or Level 4	70%	33.59	4.03	2.10	1.90	0.70	0.13	0.10	0.04	0.01	0.05	0.01	42.66
3rd Term or Level 3	65%	31.19	3.74	2.10	1.76	0.70	0.13	0.10	0.04	0.01	0.05	0.01	39.83
2nd Term or Level 2	60%	28.79	3.45	2.10	1.61	0.70	0.13	0.10	0.04	0.01	0.05	0.01	36.99
1st Term or Level 1	55%	26.39	3.17	2.10	1.46	0.70	0.13	0.10	0.04	0.01	0.05	0.01	34.16
Material Handler (MH)	50%	23.99	2.88	2.10	n/a	0.70	0.13	0.10	0.04	0.01	0.05	0.01	30.01

1. Pension contributions are NOT insurable earnings pursuant to CRA regulations.

SCHEDULE "B1.3"

**INSIDE LOWER MAINLAND/FRASER VALLEY
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

Schedule "B1.3" shall apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley, except those which are superceded by the LM/FV exemption. Refer to Article 3.301 (a) for details.

"Inside" Lower Mainland/Fraser Valley

Effective April 28, 2024

Employer Contributions:	Employee Classifications													
	GFP	FP	CJP	UJP	8	7	6	5	4	3	2	1	MH	
* Union Benefit Plan	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	
* Union Pension Plan ¹	5.14	4.93	4.28	3.86	2.70	2.55	2.25	2.10	1.95	1.80	1.65	1.50	n/a	
† Training Fund	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	
† CAF (Contract Administration Fund)	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	
† CEA (Carpentry Employers Association)	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	
† CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	
† JAPlan	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	
† BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	
† D&A Policy	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	
<u>Total Employer Contributions</u>	8.28	8.07	7.42	7.00	5.84	5.69	5.39	5.24	5.09	4.94	4.79	4.64	3.14	
<u>Employee Deductions:</u>														
* Union Dues	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	
† CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	
<u>Total Employee Deductions</u>	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	
Total Hourly Remittance	ST	9.63	9.42	8.77	8.35	7.19	7.04	6.74	6.59	6.44	6.29	6.14	5.99	4.49
	1.5X OT	13.91	13.59	12.62	11.99	10.25	10.02	9.57	9.35	9.12	8.90	8.67	8.45	6.20
	2X OT	18.18	17.76	16.46	15.62	13.30	13.00	12.40	12.10	11.80	11.50	11.20	10.90	7.90

* Employer contributions and employee deductions calculated on the basis of hours earned.

† Employer contributions and employee deductions calculated on the basis of hours worked.

1. Pension contributions are NOT insurable earnings pursuant to CRA regulations.

SCHEDULE "B2.3"

**OUTSIDE LOWER MAINLAND/FRASER VALLEY
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

Schedule "B2.3" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

"Outside" Lower Mainland/Fraser Valley

Effective April 28, 2024

Employer Contributions:	Employee Classifications													
	GFP	FP	CJP	UJP	8	7	6	5	4	3	2	1	MH	
* Union Benefit Plan	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	
* Union Pension Plan ¹	5.02	4.81	4.18	3.77	2.64	2.49	2.20	2.05	1.90	1.76	1.61	1.46	n/a	
† Training Fund	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	
† CAF (Contract Administration Fund)	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	
† CEA (Carpentry Employers Association)	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	
† CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	
† JAPlan	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	
† BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	
† D&A Policy	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	
<u>Total Employer Contributions</u>	8.16	7.95	7.32	6.91	5.78	5.63	5.34	5.19	5.04	4.90	4.75	4.60	3.14	
<u>Employee Deductions:</u>														
* Union Dues	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	
† CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	
<u>Total Employee Deductions</u>	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	
Total Hourly Remittance	ST	9.51	9.30	8.67	8.26	7.13	6.98	6.69	6.54	6.39	6.25	6.10	5.95	4.49
	1.5X OT	13.73	13.41	12.47	11.85	10.16	9.93	9.50	9.27	9.05	8.84	8.61	8.39	6.20
	2X OT	17.94	17.52	16.26	15.44	13.18	12.88	12.30	12.00	11.70	11.42	11.12	10.82	7.90

* Employer contributions and employee deductions calculated on the basis of hours earned.

† Employer contributions and employee deductions calculated on the basis of hours worked.

1. Pension contributions are NOT insurable earnings pursuant to CRA regulations.

Boilermakers Lodge 359 - Wages, Contributions & Deductions - LNG CANADA PROJECT ONLY

Breakdown of Monetary Package		October 29, 2023				April 28, 2024			
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Total Employer Contributions ^{*,1}	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Total Employer Contributions ^{*,1}	Total Monetary Package
General Foreperson	115%	\$65.90	\$7.91	\$14.07	\$87.88	\$68.54	\$8.22	\$14.07	\$90.83
Foreperson	110%	\$63.03	\$7.56	\$14.07	\$84.66	\$65.56	\$7.87	\$14.07	\$87.50
Journeyman	100%	\$57.30	\$6.88	\$14.07	\$78.25	\$59.60	\$7.15	\$14.07	\$80.82
Level 5 - 5 th 1000 Hours	90%	\$51.57	\$6.19	\$14.07	\$71.83	\$53.64	\$6.44	\$14.07	\$74.15
Level 4 - 4 th 1000 Hours	83%	\$47.56	\$5.71	\$14.07	\$67.34	\$49.47	\$5.94	\$14.07	\$69.48
Level 3 - 3 rd 1000 Hours	75%	\$42.98	\$5.16	\$14.07	\$62.21	\$44.70	\$5.36	\$14.07	\$64.13
Level 2 - 2 nd 1000 Hours	69%	\$39.54	\$4.74	\$14.07	\$58.35	\$41.12	\$4.93	\$14.07	\$60.12
Level 1 - 1 st 1000 Hours	63%	\$36.10	\$4.33	\$14.07	\$54.50	\$37.55	\$4.51	\$14.07	\$56.13
Pre Apprentice	55%	\$31.52	\$3.78	\$14.07	\$49.37	\$32.78	\$3.93	\$14.07	\$50.78

Funds		October 29, 2023	April 28, 2024
Health & Welfare	W	\$3.49	\$3.49
Pension	E	\$7.75	\$7.75
CLR Dues	W	\$0.13	\$0.13
Rehabilitation Fund (CIRP)	W	\$0.04	\$0.04
JA Plan	W	\$0.01	\$0.01
BCBCBTU Fund	W	\$0.05	\$0.05
D&A Policy	W	\$0.01	\$0.01
Promotional Fund	W	\$0.17	\$0.17
Apprenticeship & Trade Advancement	W	\$0.76	\$0.76
Job Ready Dispatch Fund	W	\$0.30	\$0.30
* Total Employer Contributions - @ Blended Rate		\$14.066	\$14.066
Total Employer Contributions - 1.75X Overtime Hours		\$18.52	\$18.52
Total Employer Contributions - 2X Overtime Hours		\$20.46	\$20.46

1. Total Employer Contributions includes the application of the Blended Rate on the Pension contribution.

Employee Deductions	October 29, 2023	
	Hourly Dues	CIRP
	E	W
General Foreman		\$0.04
Foreman		\$0.04
Journeyman		\$0.04
Level 5 - 5 th 1000 Hours	4.25% of Gross Earnings	\$0.04
Level 4 - 4 th 1000 Hours		\$0.04
Level 3 - 3 rd 1000 Hours		\$0.04
Level 2 - 2 nd 1000 Hours		\$0.04
Level 1 - 1 st 1000 Hours		\$0.04
Pre Apprentice		\$0.04
Monthly Dues		TBD

April 28, 2024	
Hourly Dues	CIRP
E	W
	\$0.04
	\$0.04
	\$0.04
4.25% of Gross Earnings	\$0.04
	\$0.04
	\$0.04
	\$0.04
	\$0.04
	\$0.04
TBD	

Employer contributions and employee deductions marked "W" deducted based on "Hours Worked", those marked "E" based on Hours Earned

Boilermakers Lodge 359 - Wages, Contributions & Deductions

Breakdown of Monetary Package		October 29, 2023				April 28, 2024			
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Total Employer Contributions *	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Total Employer Contributions *	Total Monetary Package
General Foreperson	115%	\$58.83	\$7.06	\$12.71	\$78.60	\$61.20	\$7.34	\$12.71	\$81.25
Foreperson	110%	\$56.28	\$6.75	\$12.71	\$75.74	\$58.54	\$7.02	\$12.71	\$78.27
Journeyman	100%	\$51.16	\$6.14	\$12.71	\$70.01	\$53.21	\$6.39	\$12.71	\$72.31
Level 5 - 5 th 1000 Hours	90%	\$46.04	\$5.52	\$12.71	\$64.27	\$47.89	\$5.75	\$12.71	\$66.35
Level 4 - 4 th 1000 Hours	83%	\$42.46	\$5.10	\$12.71	\$60.27	\$44.17	\$5.30	\$12.71	\$62.18
Level 3 - 3 rd 1000 Hours	75%	\$38.37	\$4.60	\$12.71	\$55.68	\$39.91	\$4.79	\$12.71	\$57.41
Level 2 - 2 nd 1000 Hours	69%	\$35.30	\$4.24	\$12.71	\$52.25	\$36.72	\$4.41	\$12.71	\$53.84
Level 1 - 1 st 1000 Hours	63%	\$32.23	\$3.87	\$12.71	\$48.81	\$33.52	\$4.02	\$12.71	\$50.25
Pre Apprentice	55%	\$28.14	\$3.38	\$12.71	\$44.23	\$29.27	\$3.51	\$12.71	\$45.49

Funds		October 29, 2023	April 28, 2024
Health & Welfare	E	\$3.49	\$3.49
Pension	E	\$7.75	\$7.75
CLR Dues	W	\$0.13	\$0.13
Rehabilitation Fund (CIRP)	W	\$0.04	\$0.04
JA Plan	W	\$0.01	\$0.01
BCBCBTU Fund	W	\$0.05	\$0.05
D&A Policy	W	\$0.01	\$0.01
Promotional Fund	W	\$0.17	\$0.17
Apprenticeship & Trade Advancement	W	\$0.76	\$0.76
Job Ready Dispatch Fund	W	\$0.30	\$0.30
* Total Employer Contributions - Straight Time Hours		\$12.71	\$12.71
Total Employer Contributions - 1.5X Overtime Hours		\$18.33	\$18.33
Total Employer Contributions - 2X Overtime Hours		\$23.95	\$23.95

Employer Contributions marked "W" paid based on "Hours Worked", those marked "E" paid based on Hours Earned

Employee Deductions	October 29, 2023		
	Hourly Dues	CIRP	
	E	W	
General Foreman		\$0.04	
Foreman		\$0.04	
Journeyman		\$0.04	
Level 5 - 5 th 1000 Hours	4.25% of Gross Earnings	\$0.04	
Level 4 - 4 th 1000 Hours		\$0.04	
Level 3 - 3 rd 1000 Hours		\$0.04	
Level 2 - 2 nd 1000 Hours		\$0.04	
Level 1 - 1 st 1000 Hours		\$0.04	
Pre Apprentice		\$0.04	
Monthly Dues		TBD	

April 28, 2024	
Hourly Dues	CIRP
E	W
	\$0.04
	\$0.04
	\$0.04
4.25% of Gross Earnings	\$0.04
	\$0.04
	\$0.04
	\$0.04
	\$0.04
TBD	

Employer contributions and employee deductions marked "W" deducted based on "Hours Worked", those marked "E" based on Hours Earned

SCHEDULE "A1.3"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule "A1.3" shall apply to projects which are located inside the Lower Mainland.

"Inside" Lower Mainland

Effective April 28, 2024

Employee Classifications:	%	Wage Rate	VP/SHP (10%)	Employer Contributions									Total Monetary Package
				B&M Welfare Plan	B&M Pension Fund	MCA Fund	MCA Training Fund	CAF	CIRP	JA Plan	BCBCBTU	D&A Society	
"A" Foreperson (AFP)	115%	47.74	4.77	3.00	5.47	0.60	0.40	0.13	0.04	0.01	0.05	0.01	62.22
"B" Foreperson (BFP)	100% + \$1.00	42.51	4.25	3.00	5.47	0.60	0.40	0.13	0.04	0.01	0.05	0.01	56.47
Journeyman with TQ (JPTQ)	100%	41.51	4.15	3.00	5.47	0.60	0.40	0.13	0.04	0.01	0.05	0.01	55.37
Journeyman without TQ (JP)	85%	35.28	3.53	3.00	5.47	0.60	0.40	0.13	0.04	0.01	0.05	0.01	48.52
Improver (IMP)	85%	35.28	3.53	3.00	5.47	0.60	0.40	0.13	0.04	0.01	0.05	0.01	48.52
8 th Term Apprentice (A8)	95%	39.43	3.94	3.00	5.47	0.60	0.40	0.13	0.04	0.01	0.05	0.01	53.08
7 th Term Apprentice (A7)	90%	37.36	3.74	3.00	5.47	0.60	0.40	0.13	0.04	0.01	0.05	0.01	50.81
6 th Term Apprentice (A6)	85%	35.28	3.53	3.00	5.47	0.60	0.40	0.13	0.04	0.01	0.05	0.01	48.52
5 th Term Apprentice (A5)	80%	33.21	3.32	3.00	5.47	0.60	0.40	0.13	0.04	0.01	0.05	0.01	46.24
4 th Term Apprentice (A4)	75%	31.13	3.11	3.00	5.47	0.60	0.40	0.13	0.04	0.01	0.05	0.01	43.95
3 rd Term Apprentice (A3)	65%	26.98	2.70	3.00	5.47	0.60	0.40	0.13	0.04	0.01	0.05	0.01	39.39
2 nd Term Apprentice (A2)	60%	24.91	2.49	3.00	5.47	0.60	0.40	0.13	0.04	0.01	0.05	0.01	37.11
1 st Term Apprentice (A1)	55%	22.83	2.28	3.00	5.47	0.60	0.40	0.13	0.04	0.01	0.05	0.01	34.82
Pre-Apprentice (PAP)	50%	20.76	2.08	3.00	n/a	0.60	0.40	0.13	0.04	0.01	0.05	0.01	27.08
Pre-Apprentice first 3 Months (PAP3)	50%	20.76	2.08	n/a	n/a	0.60	0.40	0.13	0.04	0.01	0.05	0.01	24.08

SCHEDULE "A2.3"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule "A2.3" shall apply to projects which are located outside the Lower Mainland.

"Outside" Lower Mainland

Effective April 28, 2024

Employee Classifications:	%	Wage Rate	VP/SHP (10%)	Employer Contributions									Total Monetary Package
				B&M Welfare Plan	B&M Pension Fund	MCA Fund	MCA Training Fund	CAF	CIRP	JA Plan	BCBCBTU	D&A Society	
"A" Foreperson (AFP)	115%	46.48	4.65	3.00	5.42	0.60	0.40	0.13	0.04	0.01	0.05	0.01	60.79
"B" Foreperson (BFP)	100% + \$1.00	41.42	4.14	3.00	5.42	0.60	0.40	0.13	0.04	0.01	0.05	0.01	55.22
Journeyman with TQ (JPTQ)	100%	40.42	4.04	3.00	5.42	0.60	0.40	0.13	0.04	0.01	0.05	0.01	54.12
Journeyman without TQ (JP)	85%	34.36	3.44	3.00	5.42	0.60	0.40	0.13	0.04	0.01	0.05	0.01	47.46
Improver (IMP)	85%	34.36	3.44	3.00	5.42	0.60	0.40	0.13	0.04	0.01	0.05	0.01	47.46
8 th Term Apprentice (A8)	95%	38.40	3.84	3.00	5.42	0.60	0.40	0.13	0.04	0.01	0.05	0.01	51.90
7 th Term Apprentice (A7)	90%	36.38	3.64	3.00	5.42	0.60	0.40	0.13	0.04	0.01	0.05	0.01	49.68
6 th Term Apprentice (A6)	85%	34.36	3.44	3.00	5.42	0.60	0.40	0.13	0.04	0.01	0.05	0.01	47.46
5 th Term Apprentice (A5)	80%	32.34	3.23	3.00	5.42	0.60	0.40	0.13	0.04	0.01	0.05	0.01	45.23
4 th Term Apprentice (A4)	75%	30.32	3.03	3.00	5.42	0.60	0.40	0.13	0.04	0.01	0.05	0.01	43.01
3 rd Term Apprentice (A3)	65%	26.27	2.63	3.00	5.42	0.60	0.40	0.13	0.04	0.01	0.05	0.01	38.56
2 nd Term Apprentice (A2)	60%	24.25	2.43	3.00	5.42	0.60	0.40	0.13	0.04	0.01	0.05	0.01	36.34
1 st Term Apprentice (A1)	55%	22.23	2.22	3.00	5.42	0.60	0.40	0.13	0.04	0.01	0.05	0.01	34.11
Pre-Apprentice (PAP)	50%	20.21	2.02	3.00	n/a	0.60	0.40	0.13	0.04	0.01	0.05	0.01	26.47
Pre-Apprentice first 3 Months (PAP3)	50%	20.21	2.02	n/a	n/a	0.60	0.40	0.13	0.04	0.01	0.05	0.01	23.47

SCHEDULE "B1.3"

**EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
APPLICABLE ON ALL PROJECTS INSIDE THE LOWER MAINLAND**

All Projects "Inside" the Lower Mainland

Effective April 28, 2024

Employer Contributions	Employee Classifications														
	AFP	BFP	JPTQ	JP	IMP	A8	A7	A6	A5	A4	A3	A2	A1	PAP	PAP3
Bricklayers and Masons Welfare Plan	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	n/a
Bricklayers and Masons Pension Fund	5.47	5.47	5.47	5.47	5.47	5.47	5.47	5.47	5.47	5.47	5.47	5.47	5.47	n/a	n/a
MCA of BC Fund	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
MCA of BC Training Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
CAF (Contract Administration Fund)	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13
CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
JA Plan (BC Jurisdictional Assignment Plan)	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
D&A Society	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Total Employer Contributions	9.71	9.71	9.71	9.71	9.71	9.71	9.71	9.71	9.71	9.71	9.71	9.71	9.71	4.24	1.24
Employee Deductions - Hourly															
Bricklayers and Masons Pension Fund	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	n/a	n/a
BCBT Fund	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085
SkillPlan	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
Canadian Building Trades	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
Total Employee Deductions - Hourly	2.655	2.655	2.655	2.655	2.655	2.655	2.655	2.655	2.655	2.655	2.655	2.655	2.655	0.155	0.155
Total Hourly Remittance (Excluding Field Dues)	12.365	12.365	12.365	12.365	12.365	12.365	12.365	12.365	12.365	12.365	12.365	12.365	12.365	4.395	1.395

‡ **Employee Deductions - Field Dues**

>>> Calculated on the basis of 2.5% of total Monetary Package <<<

Total Hourly Remittances which need to be submitted are the "Total Hourly Remittances (Excluding Field Dues)" amounts listed above plus the Field Dues.

Monthly Counter Dues	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00
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‡ Employers are reminded that the Employee Hourly Deduction for Field Dues should be calculated on the basis of 2.5% of the total Monetary Package (i.e. wage rate + VP/SHP + employer contributions + applicable premiums). As a result, in the event premiums (e.g. Acid Proof and Refractory Premium, Shift Premium, etc.) are payable pursuant to the Agreement, the Field Dues will need to be recalculated using the adjusted Monetary Package total. Please contact CLR or the Union for clarification if/as required. Refer also to Article 7.10.

SCHEDULE "B2.3"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
APPLICABLE ON ALL PROJECTS OUTSIDE THE LOWER MAINLAND

All Projects "Outside" the Lower Mainland

Effective April 28, 2024

Employer Contributions	Employee Classifications														
	AFP	BFP	JPTQ	JP	IMP	A8	A7	A6	A5	A4	A3	A2	A1	PAP	PAP3
Bricklayers and Masons Welfare Plan	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	n/a
Bricklayers and Masons Pension Fund	5.42	5.42	5.42	5.42	5.42	5.42	5.42	5.42	5.42	5.42	5.42	5.42	5.42	n/a	n/a
MCA of BC Fund	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
MCA of BC Training Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
CAF (Contract Administration Fund)	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13
CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
JA Plan (BC Jurisdictional Assignment Plan)	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
D&A Society	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Total Employer Contributions	9.66	9.66	9.66	9.66	9.66	9.66	9.66	9.66	9.66	9.66	9.66	9.66	9.66	4.24	1.24
Employee Deductions - Hourly															
Bricklayers and Masons Pension Fund	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	n/a	n/a
BCBT Fund	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085
SkillPlan	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
Canadian Building Trades	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
Total Employee Deductions - Hourly	2.655	2.655	2.655	2.655	2.655	2.655	2.655	2.655	2.655	2.655	2.655	2.655	2.655	0.155	0.155
Total Hourly Remittance (Excluding Field Dues)	12.315	12.315	12.315	12.315	12.315	12.315	12.315	12.315	12.315	12.315	12.315	12.315	12.315	4.395	1.395

‡ Employee Deductions - Field Dues

>>> Calculated on the basis of 2.5% of total Monetary Package <<<

Total Hourly Remittances which need to be submitted are the "Total Hourly Remittances (Excluding Field Dues)" amounts listed above plus the Field Dues.

Monthly Counter Dues	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00
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‡ Employers are reminded that the Employee Hourly Deduction for Field Dues should be calculated on the basis of 2.5% of the total Monetary Package (i.e. wage rate + VP/SHP + employer contributions + applicable premiums). As a result, in the event premiums (e.g. Acid Proof and Refractory Premium, Shift Premium, etc.) are payable pursuant to the Agreement, the Field Dues will need to be recalculated using the adjusted Monetary Package total. Please contact CLR or the Union for clarification if/as required. Refer also to Article 7.10.

Schedule "A1.3"

**MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE
 APPLICABLE ON PROJECTS WHICH ARE NOT GOVERNED BY A PROJECT LABOUR AGREEMENT (PLA)**

Schedule "A1.3" shall apply to all industrial projects which are located inside the Lower Mainland which are not governed by a PLA.

"Inside" Lower Mainland

Effective April 28, 2024

Employee Classifications:	%	Wage Rate *	VP/SHP (12%)	Employer Contributions									Total Monetary Package
				B&M Welfare Plan	B&M Pension Fund	MCA Training Fund	MCA Fund	CAF	CIRP	JA Plan	BCBCBTU	D&A Society	
Foreperson (FP)	115%	57.74	6.93	3.00	5.91	0.40	0.60	0.13	0.04	0.01	0.05	0.01	74.82
Journeyman (JP)	100%	50.21	6.03	3.00	5.91	0.40	0.60	0.13	0.04	0.01	0.05	0.01	66.39
8 th Term Apprentice (A8)	95%	47.70	5.72	3.00	5.91	0.40	0.60	0.13	0.04	0.01	0.05	0.01	63.57
7 th Term Apprentice (A7)	90%	45.19	5.42	3.00	5.91	0.40	0.60	0.13	0.04	0.01	0.05	0.01	60.76
6 th Term Apprentice (A6)	85%	42.68	5.12	3.00	5.91	0.40	0.60	0.13	0.04	0.01	0.05	0.01	57.95
5 th Term Apprentice (A5)	80%	40.17	4.82	3.00	5.91	0.40	0.60	0.13	0.04	0.01	0.05	0.01	55.14
4 th Term Apprentice (A4)	75%	37.66	4.52	3.00	5.91	0.40	0.60	0.13	0.04	0.01	0.05	0.01	52.33
3 rd Term Apprentice (A3)	65%	32.64	3.92	3.00	5.91	0.40	0.60	0.13	0.04	0.01	0.05	0.01	46.71
2 nd Term Apprentice (A2)	60%	30.13	3.62	3.00	5.91	0.40	0.60	0.13	0.04	0.01	0.05	0.01	43.90
1 st Term Apprentice (A1)	55%	27.62	3.31	3.00	5.91	0.40	0.60	0.13	0.04	0.01	0.05	0.01	41.08

* Employers are reminded that the minimum straight time hourly wage rates in this Schedule do not include the Acid Proof and Refractory Premium of forty cents (\$0.40) per hour earned which may also be applicable. Refer to Article 3.22 for details.

Schedule "A2.3"

**MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE
 APPLICABLE ON PROJECTS WHICH ARE NOT GOVERNED BY A PROJECT LABOUR AGREEMENT (PLA)**

Schedule "A2.3" shall apply to all industrial projects which are located outside the Lower Mainland which are not governed by a PLA.

"Outside" Lower Mainland

Effective April 28, 2024

Employee Classifications:	%	Wage Rate *	VP/SHP (12%)	Employer Contributions									Total Monetary Package
				B&M Welfare Plan	B&M Pension Fund	MCA Training Fund	MCA Fund	CAF	CIRP	JA Plan	BCBCBTU	D&A Society	
Foreperson (FP)	115%	56.49	6.78	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	73.37
Journeyman (JP)	100%	49.12	5.89	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	65.11
8 th Term Apprentice (A8)	95%	46.66	5.60	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	62.36
7 th Term Apprentice (A7)	90%	44.21	5.31	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	59.62
6 th Term Apprentice (A6)	85%	41.75	5.01	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	56.86
5 th Term Apprentice (A5)	80%	39.30	4.72	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	54.12
4 th Term Apprentice (A4)	75%	36.84	4.42	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	51.36
3 rd Term Apprentice (A3)	65%	31.93	3.83	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	45.86
2 nd Term Apprentice (A2)	60%	29.47	3.54	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	43.11
1 st Term Apprentice (A1)	55%	27.02	3.24	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	40.36

* Employers are reminded that the minimum straight time hourly wage rates in this Schedule do not include the Acid Proof and Refractory Premium of forty cents (\$0.40) per hour earned which may also be applicable. Refer to Article 3.22 for details.

Schedule "A3.3"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE
APPLICABLE ON PROJECTS WHICH ARE GOVERNED BY A PROJECT LABOUR AGREEMENT (PLA)

Schedule "A3.3" shall apply to all industrial projects which are located inside the Lower Mainland which are governed by a PLA.

"Inside" Lower Mainland

Effective April 28, 2024

Employee Classifications:	%	Wage Rate *	VP/SHP (12%)	Employer Contributions									Total Monetary Package
				B&M Welfare Plan	B&M Pension Fund	MCA Training Fund	MCA Fund	CAF	CIRP	JA Plan	BCBCBTU	D&A Society	
Foreperson (FP)	115%	58.32	7.00	3.00	5.91	0.40	0.60	0.13	0.04	0.01	0.05	0.01	75.47
Journeyman (JP)	100%	50.71	6.09	3.00	5.91	0.40	0.60	0.13	0.04	0.01	0.05	0.01	66.95
8 th Term Apprentice (A8)	95%	48.17	5.78	3.00	5.91	0.40	0.60	0.13	0.04	0.01	0.05	0.01	64.10
7 th Term Apprentice (A7)	90%	45.64	5.48	3.00	5.91	0.40	0.60	0.13	0.04	0.01	0.05	0.01	61.27
6 th Term Apprentice (A6)	85%	43.10	5.17	3.00	5.91	0.40	0.60	0.13	0.04	0.01	0.05	0.01	58.42
5 th Term Apprentice (A5)	80%	40.57	4.87	3.00	5.91	0.40	0.60	0.13	0.04	0.01	0.05	0.01	55.59
4 th Term Apprentice (A4)	75%	38.03	4.56	3.00	5.91	0.40	0.60	0.13	0.04	0.01	0.05	0.01	52.74
3 rd Term Apprentice (A3)	65%	32.96	3.96	3.00	5.91	0.40	0.60	0.13	0.04	0.01	0.05	0.01	47.07
2 nd Term Apprentice (A2)	60%	30.43	3.65	3.00	5.91	0.40	0.60	0.13	0.04	0.01	0.05	0.01	44.23
1 st Term Apprentice (A1)	55%	27.89	3.35	3.00	5.91	0.40	0.60	0.13	0.04	0.01	0.05	0.01	41.39

* Employers are reminded that the minimum straight time hourly wage rates in this Schedule do not include the Acid Proof and Refractory Premium of forty cents (\$0.40) per hour earned which may also be applicable. Refer to Article 3.22 for details.

Schedule "A4.3"

**MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE
APPLICABLE ON PROJECTS WHICH ARE GOVERNED BY A PROJECT LABOUR AGREEMENT (PLA)**

Schedule "A4.3" shall apply to all industrial projects which are located outside the Lower Mainland which are governed by a PLA.

"Outside" Lower Mainland**Effective April 28, 2024**

Employee Classifications:	%	Wage Rate *	VP/SHP (12%)	Employer Contributions									Total Monetary Package
				B&M Welfare Plan	B&M Pension Fund	MCA Training Fund	MCA Fund	CAF	CIRP	JA Plan	BCBCBTU	D&A Society	
Foreperson (FP)	115%	57.05	6.85	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	74.00
Journeyman (JP)	100%	49.61	5.95	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	65.66
8 th Term Apprentice (A8)	95%	47.13	5.66	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	62.89
7 th Term Apprentice (A7)	90%	44.65	5.36	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	60.11
6 th Term Apprentice (A6)	85%	42.17	5.06	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	57.33
5 th Term Apprentice (A5)	80%	39.69	4.76	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	54.55
4 th Term Apprentice (A4)	75%	37.21	4.47	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	51.78
3 rd Term Apprentice (A3)	65%	32.25	3.87	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	46.22
2 nd Term Apprentice (A2)	60%	29.77	3.57	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	43.44
1 st Term Apprentice (A1)	55%	27.29	3.27	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	40.66

* Employers are reminded that the minimum straight time hourly wage rates in this Schedule do not include the Acid Proof and Refractory Premium of forty cents (\$0.40) per hour earned which may also be applicable. Refer to Article 3.22 for details.

Schedule "B1.3"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
APPLICABLE ON ALL PROJECTS INSIDE THE LOWER MAINLAND

All Projects "Inside" the Lower Mainland

Effective April 28, 2024

Employer Contributions	Employee Classifications									
	FP	JP	A8	A7	A6	A5	A4	A3	A2	A1
* Bricklayers and Masons Welfare Plan	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
* Bricklayers and Masons Pension Fund	5.91	5.91	5.91	5.91	5.91	5.91	5.91	5.91	5.91	5.91
† MCA of BC Training Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
† MCA of BC Fund	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
† CAF (Contract Administration Fund)	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13
† CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
† JA Plan (BC Jurisdictional Assignment Plan)	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
† BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
† D&A Society	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Total Employer Contributions	ST 10.15	10.15	10.15	10.15	10.15	10.15	10.15	10.15	10.15	10.15
	1.5x OT 14.605	14.605	14.605	14.605	14.605	14.605	14.605	14.605	14.605	14.605
	2x OT 19.06	19.06	19.06	19.06	19.06	19.06	19.06	19.06	19.06	19.06
Employee Deductions - Hourly										
* Bricklayers and Masons Pension Fund	2.750	2.750	2.750	2.750	2.750	2.750	2.750	2.750	2.750	2.750
* BCYT Fund	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085
* SkillPlan	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020
* Canadian Building Trades	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010
† CIRP (Rehabilitation Plan)	0.040	0.040	0.040	0.040	0.040	0.040	0.040	0.040	0.040	0.040
Total Employee Deductions - Hourly	ST 2.905	2.905	2.905	2.905	2.905	2.905	2.905	2.905	2.905	2.905
	1.5x OT 4.338	4.338	4.338	4.338	4.338	4.338	4.338	4.338	4.338	4.338
	2x OT 5.770	5.770	5.770	5.770	5.770	5.770	5.770	5.770	5.770	5.770
Total Hourly Remittance (Excluding Field Dues)	ST 13.055	13.055	13.055	13.055	13.055	13.055	13.055	13.055	13.055	13.055
	1.5x OT 18.943	18.943	18.943	18.943	18.943	18.943	18.943	18.943	18.943	18.943
	2x OT 24.830	24.830	24.830	24.830	24.830	24.830	24.830	24.830	24.830	24.830

‡ **Employee Deductions - Field Dues**

>>> Calculated on the basis of 2.5% of total Monetary Package <<<

Total Hourly Remittances which need to be submitted are the "Total Hourly Remittances (Excluding Field Dues)" amounts listed above plus the Field Dues.

Monthly Counter Dues	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00
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* Calculated and payable on the basis of "hours earned".

† Calculated and payable on the basis of "hours worked".

‡ Employers are reminded that the Employee Hourly Deduction for Field Dues should be calculated on the basis of 2.5% of the total Monetary Package (i.e. wage rate + VP/SHP + employer contributions + applicable premiums). As a result, in the event premiums (e.g. Acid Proof and Refractory Premium, Shift Premium, etc.) are payable pursuant to the Agreement, the Field Dues will need to be recalculated using the adjusted Monetary Package total. Please contact CLR or the Union for clarification if/as required. Refer also to Article 7.10.

Schedule "B2.3"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
APPLICABLE ON ALL PROJECTS INSIDE THE LOWER MAINLAND

All Projects "Inside" the Lower Mainland

Effective April 28, 2024

Employer Contributions	Employee Classifications									
	FP	JP	A8	A7	A6	A5	A4	A3	A2	A1
* Bricklayers and Masons Welfare Plan	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
* Bricklayers and Masons Pension Fund	5.86	5.86	5.86	5.86	5.86	5.86	5.86	5.86	5.86	5.86
† MCA of BC Training Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
† MCA of BC Fund	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
† CAF (Contract Administration Fund)	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13
† CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
† JA Plan (BC Jurisdictional Assignment Plan)	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
† BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
† D&A Society	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Total Employer Contributions	ST 10.10	10.10	10.10	10.10	10.10	10.10	10.10	10.10	10.10	10.10
	1.5x OT 14.530	14.530	14.530	14.530	14.530	14.530	14.530	14.530	14.530	14.530
	2x OT 18.96	18.96	18.96	18.96	18.96	18.96	18.96	18.96	18.96	18.96
Employee Deductions - Hourly										
* Bricklayers and Masons Pension Fund	2.750	2.750	2.750	2.750	2.750	2.750	2.750	2.750	2.750	2.750
* BCYT Fund	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085
* SkillPlan	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020
* Canadian Building Trades	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010
† CIRP (Rehabilitation Plan)	0.040	0.040	0.040	0.040	0.040	0.040	0.040	0.040	0.040	0.040
Total Employee Deductions - Hourly	ST 2.905	2.905	2.905	2.905	2.905	2.905	2.905	2.905	2.905	2.905
	1.5x OT 4.338	4.338	4.338	4.338	4.338	4.338	4.338	4.338	4.338	4.338
	2x OT 5.770	5.770	5.770	5.770	5.770	5.770	5.770	5.770	5.770	5.770
Total Hourly Remittance (Excluding Field Dues)	ST 13.005	13.005	13.005	13.005	13.005	13.005	13.005	13.005	13.005	13.005
	1.5x OT 18.868	18.868	18.868	18.868	18.868	18.868	18.868	18.868	18.868	18.868
	2x OT 24.730	24.730	24.730	24.730	24.730	24.730	24.730	24.730	24.730	24.730

‡ **Employee Deductions - Field Dues**

>>> Calculated on the basis of 2.5% of total Monetary Package <<<

Total Hourly Remittances which need to be submitted are the "Total Hourly Remittances (Excluding Field Dues)" amounts listed above plus the Field Dues.**Monthly Counter Dues**

30.00 30.00 30.00 30.00 30.00 30.00 30.00 30.00 30.00 30.00

* Calculated and payable on the basis of "hours earned".

† Calculated and payable on the basis of "hours worked".

‡ Employers are reminded that the Employee Hourly Deduction for Field Dues should be calculated on the basis of 2.5% of the total Monetary Package (i.e. wage rate + VP/SHP + employer contributions + applicable premiums). As a result, in the event premiums (e.g. Acid Proof and Refractory Premium, Shift Premium, etc.) are payable pursuant to the Agreement, the Field Dues will need to be recalculated using the adjusted Monetary Package total. Please contact CLR or the Union for clarification if/as required. Refer also to Article 7.10.

Schedule "A5.3"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Applicable on the LNG Canada Project ONLY

Schedule "A5.3" shall apply to work on the LNG Canada Project ONLY

"Outside" Lower Mainland - LNG CANADA PROJECT ONLY

Effective April 28, 2024

Employee Classifications:	%	Wage Rate *	VP/SHP (12%)	Employer Contributions									Total Monetary Package
				B&M Welfare Plan	B&M Pension Fund	MCA Training Fund	MCA Fund	CAF	CIRP	JA Plan	BCBCBTU	D&A Society	
Foreperson (FP)	115%	63.89	7.67	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	81.66
Journeyman (JP)	100%	55.56	6.67	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	72.33
8 th Term Apprentice (A8)	95%	52.78	6.33	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	69.21
7 th Term Apprentice (A7)	90%	50.00	6.00	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	66.10
6 th Term Apprentice (A6)	85%	47.23	5.67	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	63.00
5 th Term Apprentice (A5)	80%	44.45	5.33	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	59.88
4 th Term Apprentice (A4)	75%	41.67	5.00	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	56.77
3 rd Term Apprentice (A3)	65%	36.11	4.33	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	50.54
2 nd Term Apprentice (A2)	60%	33.34	4.00	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	47.44
1 st Term Apprentice (A1)	55%	30.56	3.67	3.00	5.86	0.40	0.60	0.13	0.04	0.01	0.05	0.01	44.33

* Employers are reminded that the minimum straight time hourly wage rates in this Schedule do not include the Acid Proof and Refractory Premium of forty cents (\$0.40) per hour earned which may also be applicable. Refer to Article 3.22 for details.

CEMENT MASONS LOCAL 919 STANDARD ICI AGREEMENT

SCHEDULE A3.3

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

LNG CANADA PROJECT ONLY

Schedule "A3.3" shall apply to work on the LNG Canada Project ONLY

LNG Canada Project ONLY

Effective April 28, 2024

<u>Employee Classifications:</u>	%	Base Rate	VP/SHP 12%	Benefit Plan	Pension	Appr. and TP	CAF	CIRP	JA Plan	BCBCBTU	D&A Society	Total Monetary Package
Journeyman												
Foreperson (FP)	115%	\$57.23	\$6.87	\$2.60	\$5.50	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$72.940
Leadhand (LH)		\$50.12	\$6.01	\$2.60	\$5.50	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$64.965
Certified (CJP)	100%	\$49.77	\$5.97	\$2.60	\$5.50	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$64.575
Cement Mason Apprentice or Uncertified Cement Mason												
6th Term or Level 6	95%	\$47.28	\$5.67	\$2.60	\$4.95	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$61.240
5th Term or Level 5	90%	\$44.79	\$5.37	\$2.60	\$4.95	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$58.450
4th Term or Level 4	85%	\$42.30	\$5.08	\$2.60	\$4.95	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$55.670
3rd Term or Level 3	80%	\$39.81	\$4.78	\$2.60	\$4.95	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$52.880
2nd Term or Level 2	75%	\$37.32	\$4.48	\$2.60	\$4.95	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$50.090
1st Term or Level 1	70%	\$34.84	\$4.18	\$2.60	\$4.95	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$47.310
Pre-Apprentice	45%	\$22.39	\$2.69	n/a	n/a	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$25.820

CEMENT MASONS LOCAL 919 STANDARD ICI AGREEMENT

SCHEDULE A1.3

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

INDUSTRIAL

Schedule "A1.3" shall apply to all industrial projects located inside the Lower Mainland/Fraser Valley

"Inside" Lower Mainland/Fraser Valley

Effective April 28, 2024

<u>Employee Classifications:</u>	%	Base Rate	VP/SHP 12%	Benefit Plan	Pension	Appr. and TP	CAF	CIRP	JA Plan	BCBCBTU	D&A Society	Total Monetary Package
Journeyman												
Foreperson (FP)	115%	\$52.41	\$6.29	\$2.60	\$5.50	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$67.540
Leadhand (LH)		\$45.92	\$5.51	\$2.60	\$5.50	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$60.270
Certified (CJP)	100%	\$45.57	\$5.47	\$2.60	\$5.50	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$59.880
Cement Mason Apprentice or Uncertified Cement Mason												
6th Term or Level 6	95%	\$43.29	\$5.19	\$2.60	\$4.95	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$56.770
5th Term or Level 5	90%	\$41.01	\$4.92	\$2.60	\$4.95	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$54.220
4th Term or Level 4	85%	\$38.73	\$4.65	\$2.60	\$4.95	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$51.670
3rd Term or Level 3	80%	\$36.46	\$4.38	\$2.60	\$4.95	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$49.130
2nd Term or Level 2	75%	\$34.18	\$4.10	\$2.60	\$4.95	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$46.570
1st Term or Level 1	70%	\$31.90	\$3.83	\$2.60	\$4.95	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$44.020
Pre-Apprentice	45%	\$20.51	\$2.46	n/a	n/a	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$23.710

CEMENT MASONS LOCAL 919 STANDARD ICI AGREEMENT

SCHEDULE A2.3

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

INDUSTRIAL

Schedule "A2.3" shall apply to all industrial projects located outside the Lower Mainland/Fraser Valley

"Outside" Lower Mainland/Fraser Valley

Effective April 28, 2024

<u>Employee Classifications:</u>	%	Base Rate	VP/SHP 12%	Benefit Plan	Pension	Appr. and TP	CAF	CIRP	JA Plan	BCBCBTU	D&A Society	Total Monetary Package
Journeyman												
Foreperson (FP)	115%	\$51.10	\$6.13	\$2.60	\$5.50	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$66.070
Leadhand (LH)		\$44.78	\$5.37	\$2.60	\$5.50	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$58.993
Certified (CJP)	100%	\$44.43	\$5.33	\$2.60	\$5.50	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$58.603
Cement Mason Apprentice or Uncertified Cement Mason												
6th Term or Level 6	95%	\$42.21	\$5.07	\$2.60	\$4.95	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$55.570
5th Term or Level 5	90%	\$39.99	\$4.80	\$2.60	\$4.95	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$53.080
4th Term or Level 4	85%	\$37.77	\$4.53	\$2.60	\$4.95	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$50.590
3rd Term or Level 3	80%	\$35.55	\$4.27	\$2.60	\$4.95	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$48.110
2nd Term or Level 2	75%	\$33.32	\$4.00	\$2.60	\$4.95	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$45.610
1st Term or Level 1	70%	\$31.10	\$3.73	\$2.60	\$4.95	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$43.120
Pre-Apprentice	45%	\$19.99	\$2.40	n/a	n/a	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$23.130

CEMENT MASONS LOCAL 919 STANDARD ICI AGREEMENT

SCHEDULE B1.3

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

COMMERCIAL/INSTITUTIONAL

Schedule "B1.3" shall apply to all Commercial/Institutional projects located inside the Lower Mainland/Fraser Valley

"Inside" Lower Mainland/Fraser Valley

Effective April 28, 2024

<u>Employee Classifications:</u>	%	Base Rate	VP/SHP 8%	Benefit Plan	Pension	Appr. and TP	CAF	CIRP	JA Plan	BCBCBTU	D&A Society	Total Monetary Package
Journeyman												
Foreperson (FP)	115%	\$43.86	\$3.51	\$2.60	\$5.00	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$55.710
Leadhand (LH)		\$38.49	\$3.08	\$2.60	\$5.00	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$49.910
Certified (CJP)	100%	\$38.14	\$3.05	\$2.60	\$5.00	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$49.530
Cement Mason Apprentice or Uncertified Cement Mason												
6th Term or Level 6	95%	\$36.23	\$2.90	\$2.60	\$3.50	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$45.970
5th Term or Level 5	90%	\$34.33	\$2.75	\$2.60	\$3.50	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$43.920
4th Term or Level 4	85%	\$32.42	\$2.59	\$2.60	\$3.50	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$41.850
3rd Term or Level 3	80%	\$30.51	\$2.44	\$2.60	\$3.50	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$39.790
2nd Term or Level 2	75%	\$28.61	\$2.29	\$2.60	\$3.50	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$37.740
1st Term or Level 1	70%	\$26.70	\$2.14	\$2.60	\$3.50	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$35.680
Pre-Apprentice	45%	\$17.16	\$1.37	n/a	n/a	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$19.270

CEMENT MASONS LOCAL 919 STANDARD ICI AGREEMENT

SCHEDULE B2.3

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

COMMERCIAL/INSTITUTIONAL

Schedule "B2.3" shall apply to all Commercial/Institutional projects located outside the Lower Mainland/Fraser Valley

"Outside" Lower Mainland/Fraser Valley

Effective April 28, 2024

<u>Employee Classifications:</u>	%	Base Rate	VP/SHP 8%	Benefit Plan	Pension	Appr. and TP	CAF	CIRP	JA Plan	BCBCBTU	D&A Society	Total Monetary Package
Journeyman												
Foreperson (FP)	115%	\$42.55	\$3.40	\$2.60	\$5.00	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$54.290
Leadhand (LH)		\$37.35	\$2.99	\$2.60	\$5.00	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$48.680
Certified (CJP)	100%	\$37.00	\$2.96	\$2.60	\$5.00	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$48.300
Cement Mason Apprentice or Uncertified Cement Mason												
6th Term or Level 6	95%	\$35.15	\$2.81	\$2.60	\$3.50	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$44.800
5th Term or Level 5	90%	\$33.30	\$2.66	\$2.60	\$3.50	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$42.800
4th Term or Level 4	85%	\$31.45	\$2.52	\$2.60	\$3.50	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$40.810
3rd Term or Level 3	80%	\$29.60	\$2.37	\$2.60	\$3.50	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$38.810
2nd Term or Level 2	75%	\$27.75	\$2.22	\$2.60	\$3.50	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$36.810
1st Term or Level 1	70%	\$25.90	\$2.07	\$2.60	\$3.50	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$34.810
Pre-Apprentice	45%	\$16.75	\$1.34	n/a	n/a	\$0.50	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$18.830

CEMENT MASONS LOCAL 919 STANDARD ICI AGREEMENT
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

SCHEDULE C1.3
INDUSTRIAL

Schedule "C1.3" shall apply to industrial projects located inside the Lower Mainland/Fraser Valley

"Inside" Lower Mainland/Fraser Valley

Effective April 28, 2024

Employer Contributions:	FP	LH	CJP	6	5	4	3	2	1	PA	
*Cement Masons' Welfare Trust Fund	\$2.60	\$2.60	\$2.60	\$2.60	\$2.60	\$2.60	\$2.60	\$2.60	\$2.60	n/a	
*Union Pension Plan	\$5.50	\$5.50	\$5.50	\$4.95	\$4.95	\$4.95	\$4.95	\$4.95	\$4.95	n/a	
†Apprenticeship and Trade Promotion	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	
†Contract Administration Fund	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	
†Rehabilitation Plan	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	
†JA Plan	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	
†BCBCBTU	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	
†D&A Society	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	
Total Employer Contributions	\$8.840	\$8.840	\$8.840	\$8.290	\$8.290	\$8.290	\$8.290	\$8.290	\$8.290	\$0.740	
Employee Deductions:											
*Field Dues (Local + International)	\$1.80	\$1.80	\$1.80	\$1.56	\$1.56	\$1.56	\$1.56	\$1.56	\$1.56	\$0.72	
*BC Building Trades	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	
*Canadian Building Trades	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	
*Apprenticeship Training (after tax)	n/a	n/a	n/a	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	n/a	
†Rehabilitation Plan	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	
Total Employee Deductions	\$1.950	\$1.950	\$1.950	\$2.710	\$2.710	\$2.710	\$2.710	\$2.710	\$2.710	\$0.870	
Total Hourly Remittance	ST	\$10.790	\$10.790	\$10.790	\$11.000	\$11.000	\$11.000	\$11.000	\$11.000	\$11.000	\$1.610
	1.5X OT	\$15.795	\$15.795	\$15.795	\$16.110	\$16.110	\$16.110	\$16.110	\$16.110	\$16.110	\$2.025
	2X OT	\$20.800	\$20.800	\$20.800	\$21.220	\$21.220	\$21.220	\$21.220	\$21.220	\$21.220	\$2.440

* Employer contributions and employee deductions which are calculated on the basis of "hours earned".

† Employer contributions and employee deductions which are calculated on the basis of "hours worked".

CEMENT MASONS LOCAL 919 STANDARD ICI AGREEMENT
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

SCHEDULE C2.3
INDUSTRIAL

Schedule "C2.3" shall apply to industrial projects located outside the Lower Mainland/Fraser Valley

"Outside" Lower Mainland/Fraser Valley

Effective April 28, 2024

Employer Contributions:	FP	LH	CJP	6	5	4	3	2	1	PA	
*Cement Masons' Welfare Trust Fund	\$2.60	\$2.60	\$2.60	\$2.60	\$2.60	\$2.60	\$2.60	\$2.60	\$2.60	n/a	
*Union Pension Plan	\$5.50	\$5.50	\$5.50	\$4.95	\$4.95	\$4.95	\$4.95	\$4.95	\$4.95	n/a	
†Apprenticeship and Trade Promotion	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	
†Contract Administration Fund	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	
†Rehabilitation Plan	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	
†JA Plan	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	
†BCBCBTU	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	
†D&A Society	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	
Total Employer Contributions	\$8.840	\$8.840	\$8.840	\$8.290	\$8.290	\$8.290	\$8.290	\$8.290	\$8.290	\$0.740	
Employee Deductions:											
*Field Dues (Local + International)	\$1.77	\$1.77	\$1.77	\$1.53	\$1.53	\$1.53	\$1.53	\$1.53	\$1.53	\$0.69	
*BC Building Trades	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	
*Canadian Building Trades	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	
*Apprenticeship Training (after tax)	n/a	n/a	n/a	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	n/a	
†Rehabilitation Plan	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	
Total Employee Deductions	\$1.920	\$1.920	\$1.920	\$2.680	\$2.680	\$2.680	\$2.680	\$2.680	\$2.680	\$0.840	
Total Hourly Remittance	ST	\$10.760	\$10.760	\$10.760	\$10.970	\$10.970	\$10.970	\$10.970	\$10.970	\$10.970	\$1.580
	1.5X OT	\$15.750	\$15.750	\$15.750	\$16.065	\$16.065	\$16.065	\$16.065	\$16.065	\$16.065	\$1.980
	2X OT	\$20.740	\$20.740	\$20.740	\$21.160	\$21.160	\$21.160	\$21.160	\$21.160	\$21.160	\$2.380

* Employer contributions and employee deductions which are calculated on the basis of "hours earned".

† Employer contributions and employee deductions which are calculated on the basis of "hours worked".

CEMENT MASONS LOCAL 919 STANDARD ICI AGREEMENT
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

SCHEDULE D1.3
COMMERCIAL/INSTITUTIONAL

Schedule "D1.3" shall apply to commercial/institutional projects located inside the Lower Mainland/Fraser Valley

"Inside" Lower Mainland/Fraser Valley

Effective April 28, 2024

*Employer Contributions:	FP	LH	CJP	6	5	4	3	2	1	PA
Cement Masons' Welfare Trust Fund	\$2.60	\$2.60	\$2.60	\$2.60	\$2.60	\$2.60	\$2.60	\$2.60	\$2.60	n/a
Union Pension Plan	\$5.00	\$5.00	\$5.00	\$3.50	\$3.50	\$3.50	\$3.50	\$3.50	\$3.50	n/a
Apprenticeship and Trade Promotion	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
Contract Administration Fund	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
Rehabilitation Plan	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
JA Plan	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
D&A Society	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Total Employer Contributions	\$8.340	\$8.340	\$8.340	\$6.840	\$6.840	\$6.840	\$6.840	\$6.840	\$6.840	\$0.740
*Employee Deductions:										
Field Dues (Local + International)	\$1.50	\$1.50	\$1.50	\$1.26	\$1.26	\$1.26	\$1.26	\$1.26	\$1.26	\$0.57
BC Building Trades	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Canadian Building Trades	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Apprenticeship Training (after tax)	n/a	n/a	n/a	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	n/a
Rehabilitation Plan	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
Total Employee Deductions	\$1.650	\$1.650	\$1.650	\$2.410	\$2.410	\$2.410	\$2.410	\$2.410	\$2.410	\$0.720
Total Hourly Remittance	\$9.990	\$9.990	\$9.990	\$9.250	\$9.250	\$9.250	\$9.250	\$9.250	\$9.250	\$1.460

* All Employer contributions and employee deductions are calculated on the basis of "hours worked".

CEMENT MASONS LOCAL 919 STANDARD ICI AGREEMENT
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

SCHEDULE D2.3
COMMERCIAL/INSTITUTIONAL

Schedule "D2.3" shall apply to commercial/institutional projects located outside the Lower Mainland/Fraser Valley

"Outside" Lower Mainland/Fraser Valley

Effective April 28, 2024

*Employer Contributions:	FP	LH	CJP	6	5	4	3	2	1	PA
Cement Masons' Welfare Trust Fund	\$2.60	\$2.60	\$2.60	\$2.60	\$2.60	\$2.60	\$2.60	\$2.60	\$2.60	n/a
Union Pension Plan	\$5.00	\$5.00	\$5.00	\$3.50	\$3.50	\$3.50	\$3.50	\$3.50	\$3.50	n/a
Apprenticeship and Trade Promotion	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
Contract Administration Fund	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
Rehabilitation Plan	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
JA Plan	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
D&A Society	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Total Employer Contributions	\$8.340	\$8.340	\$8.340	\$6.840	\$6.840	\$6.840	\$6.840	\$6.840	\$6.840	\$0.740
*Employee Deductions:										
Field Dues (Local + International)	\$1.44	\$1.44	\$1.44	\$1.23	\$1.23	\$1.23	\$1.23	\$1.23	\$1.23	\$0.57
BC Building Trades	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Canadian Building Trades	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Apprenticeship Training (after tax)	n/a	n/a	n/a	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	n/a
Rehabilitation Plan	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
Total Employee Deductions	\$1.590	\$1.590	\$1.590	\$2.380	\$2.380	\$2.380	\$2.380	\$2.380	\$2.380	\$0.720
Total Hourly Remittance	\$9.930	\$9.930	\$9.930	\$9.220	\$9.220	\$9.220	\$9.220	\$9.220	\$9.220	\$1.460

* All Employer contributions and employee deductions are calculated on the basis of "hours worked".

SCHEDULE "A3.3"

CARPENTERS

ALTERNATE INDUSTRIAL WAGE SCHEDULE - INSIDE LOWER MAINLAND/FRASER VALLEY
MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule "A3.3" shall apply to all Industrial Projects located inside the Lower Mainland/Fraser Valley which are governed by Article 3.101(b) of the Agreement.

Alternate Industrial Schedule - "Inside" Lower Mainland/Fraser Valley

Effective April 28, 2024

Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions										Total Package
						CMAW Benefits	CMAW Target Pension	CMAW Admin Fund	CMAW Training Fund	CEA	CAF	Rehab Plan	JA Plan	BCBCBTU Fund	D&A Society	
Journeyman																
> General Foreperson (GF)	125%	\$48.84	\$0.90	\$49.74	\$5.97	\$2.90	\$4.34	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$64.09
> Foreman (FM)	115%	\$44.93	\$0.90	\$45.83	\$5.50	\$2.90	\$4.34	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$59.71
> Certified Journeyman (CJP)	100%	\$39.07	\$0.90	\$39.97	\$4.80	\$2.90	\$4.34	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$53.15
Apprentice Carpenter																
> 4 th Term (4 th)	90%	\$35.16	\$0.90	\$36.06	\$4.33	\$2.90	\$3.26	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$47.69
> 3 rd Term (3 rd)	80%	\$31.26	\$0.90	\$32.16	\$3.86	\$2.90	\$3.26	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$43.32
> 2 nd Term (2 nd)	65%	\$25.40	\$0.90	\$26.30	\$3.16	\$2.90	\$2.39	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$35.89
> 1 st Term (1 st)	55%	\$21.49	\$0.90	\$22.39	\$2.69	\$2.90	\$2.39	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$31.51
Unticketed Carpenter	90%	\$35.16	\$0.90	\$36.06	\$4.33	\$2.90	\$3.26	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$47.69
Material Handler/ Pre-Apprentice¹	45%	TBD		TBD		\$2.90	n/a	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	TBD

1. Base rate for Material Handler/Pre-Apprentice equal to greater of 45% of Journeyman rate or BC Minimum Wage.

SCHEDULE "B3.3"

ALTERNATE INDUSTRIAL WAGE SCHEDULE - INSIDE LOWER MAINLAND/FRASER VALLEY

CARPENTERS

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Schedule "B3.3" shall apply to all Industrial Projects located inside the Lower Mainland/Fraser Valley which are governed by Article 3.101(b) of the Agreement.

Alternate Industrial Schedule - "Inside" Lower Mainland/Fraser Valley

Effective April 28, 2024

		Employee Classifications								
		<<< Apprentice Carpenters >>>						Unticketed		
		GF	FM	CJP	4th	3rd	2nd	1st	Carpenter	MH/PA
* Employer Contributions:										
CMAW Benefits		\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90
CMAW Target Pension Plan		\$4.34	\$4.34	\$4.34	\$3.26	\$3.26	\$2.39	\$2.39	\$3.26	n/a
CMAW Administration Fund		\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
CMAW Training Fund		\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
Carpentry Employers Association (CEA)		\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Contract Administration Fund (CAF)		\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
JA Plan		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU Fund		\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
D&A Society		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
	Total Employer Contributions	\$8.38	\$8.38	\$8.38	\$7.30	\$7.30	\$6.43	\$6.43	\$7.30	\$4.04
* Employee Deductions:										
Field Dues		\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
CMAW Local Check Off		\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
	Total Employee Deductions	\$1.18	\$1.18	\$1.18	\$1.18	\$1.18	\$1.18	\$1.18	\$1.18	\$1.18
Total Hourly Remittance to CWF	ST	\$9.31	\$9.31	\$9.31	\$8.23	\$8.23	\$7.36	\$7.36	\$8.23	\$4.97
	1.5X OT	\$13.38	\$13.38	\$13.38	\$11.76	\$11.76	\$10.45	\$10.45	\$11.76	\$6.87
	2X OT	\$17.44	\$17.44	\$17.44	\$15.28	\$15.28	\$13.54	\$13.54	\$15.28	\$8.76
Total Hourly Remittance to Local 1995	ST	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
	1.5X OT	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38
	2X OT	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50

* All Employer Contributions other than CMAW Benefits and CMAW Target Pension Plan calculated based on "Hours Worked"
 CMAW Benefits, CMAW Target Pension Plan, Field Dues and CMAW Local Check Off calculated based on "Hours Earned"
 Rehabilitation Plan Employee Deduction calculated based on "Hours Worked"

SCHEDULE "C3.3"**ALTERNATE INDUSTRIAL WAGE SCHEDULE - INSIDE LOWER MAINLAND/FRASER VALLEY
MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE****SCAFFOLDERS**

Schedule "C3.3" shall apply to all Industrial Projects located inside the Lower Mainland/Fraser Valley which are governed by Article 3.101(b) of the Agreement and the Scaffold Addendum.

Alternate Industrial Schedule - "Inside" Lower Mainland/Fraser Valley**Effective April 28, 2024**

<u>Employee Classifications</u>	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions										Total Package
						CMAW Benefits	CMAW Target Pension	CMAW Admin Fund	CMAW Training Fund	CEA	CAF	Rehab Plan	JA Plan	BCBCBTU Fund	D&A Society	
Journeyman																
> General Foreperson (GF)	125%	\$48.84	\$0.90	\$49.74	\$5.97	\$2.90	\$4.34	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$64.09
> Foreman (FM)	115%	\$44.93	\$0.90	\$45.83	\$5.50	\$2.90	\$4.34	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$59.71
> Certified Journeyman (CJP)	100%	\$39.07	\$0.90	\$39.97	\$4.80	\$2.90	\$4.34	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$53.15
Apprentice Carpenter																
> 3 rd Term (3 rd)	80%	\$31.26	\$0.90	\$32.16	\$3.86	\$2.90	\$3.26	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$43.32
> 2 nd Term (2 nd)	65%	\$25.40	\$0.90	\$26.30	\$3.16	\$2.90	\$2.39	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$35.89
> 1 st Term (1 st)	55%	\$21.49	\$0.90	\$22.39	\$2.69	\$2.90	\$2.39	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$31.51
Unticketed Scaffolder¹	90%	\$35.16	\$0.90	\$36.06	\$4.33	\$2.90	\$3.26	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$47.69
Material Handler/ Pre-Apprentice²	45%	TBD		TBD		\$2.90	n/a	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	TBD

1. An Unticketed Scaffolder is a Scaffolder with 8,000 provable hours of experience in the trade who has not either completed the Apprenticeship program described in the Scaffold Addendum or successfully challenged the associated testing.
2. Base rate for Material Handler/Pre-Apprentice equal to greater of 45% of Journeyman rate or BC Minimum Wage.

SCHEDULE "D3.3"

ALTERNATE INDUSTRIAL WAGE SCHEDULE - INSIDE LOWER MAINLAND/FRASER VALLEY

SCAFFOLDERS

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Schedule "D3.3" shall apply to all Industrial Projects located inside the Lower Mainland/Fraser Valley which are governed by Article 3.101(b) of the Agreement and the Scaffold Addendum.

Alternate Industrial Schedule - "Inside" Lower Mainland/Fraser Valley

Effective April 28, 2024

		Employee Classifications							
		<<< Apprentice Carpenters >>>					Unticketed		
* Employer Contributions:		GF	FM	CJP	3rd	2nd	1st	Scaffolder	MH/PA
CMAW Benefits		\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90
CMAW Target Pension Plan		\$4.34	\$4.34	\$4.34	\$3.26	\$2.39	\$2.39	\$3.26	n/a
CMAW Administration Fund		\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
CMAW Training Fund		\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
Carpentry Employers Association (CEA)		\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Contract Administration Fund (CAF)		\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
JA Plan		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU Fund		\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
D&A Society		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Total Employer Contributions		\$8.38	\$8.38	\$8.38	\$7.30	\$6.43	\$6.43	\$7.30	\$4.04
* Employee Deductions:									
Field Dues		\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
CMAW Local Check Off		\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
Total Employee Deductions		\$1.18	\$1.18	\$1.18	\$1.18	\$1.18	\$1.18	\$1.18	\$1.18
Total Hourly Remittance to CWF	ST	\$9.31	\$9.31	\$9.31	\$8.23	\$7.36	\$7.36	\$8.23	\$4.97
	1.5X OT	\$13.38	\$13.38	\$13.38	\$11.76	\$10.45	\$10.45	\$11.76	\$6.87
	2X OT	\$17.44	\$17.44	\$17.44	\$15.28	\$13.54	\$13.54	\$15.28	\$8.76
Total Hourly Remittance to Local 1995	ST	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
	1.5X OT	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38
	2X OT	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50

* All Employer Contributions other than CMAW Benefits and CMAW Target Pension Plan calculated based on "Hours Worked"
 CMAW Benefits, CMAW Target Pension Plan, Field Dues and CMAW Local Check Off calculated based on "Hours Earned"
 Rehabilitation Plan Employee Deduction calculated based on "Hours Worked"

SCHEDULE "A1.3"

INSIDE LOWER MAINLAND/FRASER VALLEY

CARPENTERS

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule "A1.3" shall apply to all Commercial/Institutional projects which are located inside the Lower Mainland/Fraser Valley.

"Inside" Lower Mainland/Fraser Valley**Effective April 28, 2024**

Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions											Total Package
						CMAW Benefits	CMAW Target Pension	CMAW Admin Fund	CMAW Training Fund	CEA	CAF	Rehab Plan	JA Plan	BCBCBTU Fund	D&A Society		
Journeyman																	
> General Foreperson (GF)	125%	\$46.51	\$0.90	\$47.41	\$5.69	\$2.90	\$4.34	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$61.38	
> Foreman (FM)	115%	\$42.79	\$0.90	\$43.69	\$5.24	\$2.90	\$4.34	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$57.21	
> Certified Journeyman (CJP)	100%	\$37.21	\$0.90	\$38.11	\$4.57	\$2.90	\$4.34	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$50.96	
Apprentice Carpenter																	
> 4 th Term (4 th)	90%	\$33.49	\$0.90	\$34.39	\$4.13	\$2.90	\$3.26	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$45.72	
> 3 rd Term (3 rd)	80%	\$29.77	\$0.90	\$30.67	\$3.68	\$2.90	\$3.26	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$41.55	
> 2 nd Term (2 nd)	65%	\$24.19	\$0.90	\$25.09	\$3.01	\$2.90	\$2.39	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$34.43	
> 1 st Term (1 st)	55%	\$20.47	\$0.90	\$21.37	\$2.56	\$2.90	\$2.39	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$30.26	
Unticketed Carpenter	90%	\$33.49	\$0.90	\$34.39	\$4.13	\$2.90	\$3.26	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$45.72	
Material Handler/ Pre-Apprentice¹	45%	TBD		TBD		\$2.90	n/a	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	TBD	

1. Base rate for Material Handler/Pre-Apprentice equal to greater of 45% of Journeyman rate or BC Minimum Wage.

SCHEDULE "A2.3"

OUTSIDE LOWER MAINLAND/FRASER VALLEY

CARPENTERS

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule "A2.3" shall apply to all Commercial/Institutional projects which are located outside the Lower Mainland/Fraser Valley.

"Outside" Lower Mainland/Fraser Valley

Effective April 28, 2024

Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions											Total Package
						CMAW Benefits	CMAW Target Pension	CMAW Admin Fund	CMAW Training Fund	CEA	CAF	Rehab Plan	JA Plan	BCBCBTU Fund	D&A Society		
Journeyman																	
> General Foreperson (GF)	125%	\$46.51	n/a	\$46.51	\$5.58	\$2.90	\$4.34	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$60.37	
> Foreman (FM)	115%	\$42.79	n/a	\$42.79	\$5.13	\$2.90	\$4.34	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$56.20	
> Certified Journeyman (CJP)	100%	\$37.21	n/a	\$37.21	\$4.47	\$2.90	\$4.34	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$49.96	
Apprentice Carpenter																	
> 4 th Term (4 th)	90%	\$33.49	n/a	\$33.49	\$4.02	\$2.90	\$3.26	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$44.71	
> 3 rd Term (3 rd)	80%	\$29.77	n/a	\$29.77	\$3.57	\$2.90	\$3.26	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$40.54	
> 2 nd Term (2 nd)	65%	\$24.19	n/a	\$24.19	\$2.90	\$2.90	\$2.39	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$33.42	
> 1 st Term (1 st)	55%	\$20.47	n/a	\$20.47	\$2.46	\$2.90	\$2.39	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$29.26	
Unticketed Carpenter	90%	\$33.49	n/a	\$33.49	\$4.02	\$2.90	\$3.26	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$44.71	
Material Handler/ Pre-Apprentice¹	45%	TBD		TBD		\$2.90	n/a	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	TBD	

1. Base rate for Material Handler/Pre-Apprentice equal to greater of 45% of Journeyman rate or BC Minimum Wage.

SCHEDULE "B1.3"

INSIDE LOWER MAINLAND/FRASER VALLEY

CARPENTERS

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Schedule "B1.3" shall apply to all Commercial/Institutional projects which are located inside the Lower Mainland/Fraser Valley.

"Inside" Lower Mainland/Fraser Valley

Effective April 28, 2024

		Employee Classifications								
		<<< Apprentice Carpenters >>>						Unticketed		
		GF	FM	CJP	4th	3rd	2nd	1st	Carpenter	MH/PA
* Employer Contributions:										
CMAW Benefits		\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90
CMAW Target Pension Plan		\$4.34	\$4.34	\$4.34	\$3.26	\$3.26	\$2.39	\$2.39	\$3.26	n/a
CMAW Administration Fund		\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30
CMAW Training Fund		\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
Carpentry Employers Association (CEA)		\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Contract Administration Fund (CAF)		\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
JA Plan		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU Fund		\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
D&A Society		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
	Total Employer Contributions	\$8.28	\$8.28	\$8.28	\$7.20	\$7.20	\$6.33	\$6.33	\$7.20	\$3.94
* Employee Deductions:										
Field Dues		\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
CMAW Local Check Off		\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
	Total Employee Deductions	\$1.18	\$1.18	\$1.18	\$1.18	\$1.18	\$1.18	\$1.18	\$1.18	\$1.18
Total Hourly Remittance to CWF	ST	\$9.21	\$9.21	\$9.21	\$8.13	\$8.13	\$7.26	\$7.26	\$8.13	\$4.87
	1.5X OT	\$9.21	\$9.21	\$9.21	\$8.13	\$8.13	\$7.26	\$7.26	\$8.13	\$4.87
	2X OT	\$9.21	\$9.21	\$9.21	\$8.13	\$8.13	\$7.26	\$7.26	\$8.13	\$4.87
Total Hourly Remittance to Local 1995	ST	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
	1.5X OT	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
	2X OT	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25

* All Employer contributions and employee deductions shall be calculated on the basis of "Hours Worked"

SCHEDULE "B2.3"

OUTSIDE LOWER MAINLAND/FRASER VALLEY

CARPENTERS

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Schedule "B2.3" shall apply to all Commercial/Institutional projects which are located outside the Lower Mainland/Fraser Valley.

"Outside" Lower Mainland/Fraser Valley

Effective April 28, 2024

		Employee Classifications								
		<<< Apprentice Carpenters >>>						Unticketed		
		GF	FM	CJP	4th	3rd	2nd	1st	Carpenter	MH/PA
* Employer Contributions:										
CMAW Benefits		\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90
CMAW Target Pension Plan		\$4.34	\$4.34	\$4.34	\$3.26	\$3.26	\$2.39	\$2.39	\$3.26	n/a
CMAW Administration Fund		\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30
CMAW Training Fund		\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
Carpentry Employers Association (CEA)		\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Contract Administration Fund (CAF)		\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
JA Plan		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU Fund		\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
D&A Society		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Total Employer Contributions		\$8.28	\$8.28	\$8.28	\$7.20	\$7.20	\$6.33	\$6.33	\$7.20	\$3.94
* Employee Deductions:										
Field Dues		\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
CMAW Local Check Off		Refer to Article 4.702								
Total Employee Deductions		\$0.93	\$0.93	\$0.93	\$0.93	\$0.93	\$0.93	\$0.93	\$0.93	\$0.93
Total Hourly Remittance to CWF	ST	\$9.21	\$9.21	\$9.21	\$8.13	\$8.13	\$7.26	\$7.26	\$8.13	\$4.87
	1.5X OT	\$9.21	\$9.21	\$9.21	\$8.13	\$8.13	\$7.26	\$7.26	\$8.13	\$4.87
	2X OT	\$9.21	\$9.21	\$9.21	\$8.13	\$8.13	\$7.26	\$7.26	\$8.13	\$4.87
Total Hourly Remittance to Other Locals	ST	Refer to Article 4.702								
	1.5X OT	Refer to Article 4.702								
	2X OT	Refer to Article 4.702								

* All Employer contributions and employee deductions shall be calculated on the basis of "Hours Worked"

SCHEDULE "C1.3"

INSIDE LOWER MAINLAND/FRASER VALLEY

SCAFFOLDERS

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule "C1.3" shall apply to all Commercial/Institutional projects governed by the Scaffold Addendum which are located inside the Lower Mainland/Fraser Valley.

"Inside" Lower Mainland/Fraser Valley

Effective April 28, 2024

Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions										Total Package
						CMAW Benefits	CMAW Target Pension	CMAW Admin Fund	CMAW Training Fund	CEA	CAF	Rehab Plan	JA Plan	BCBCBTU Fund	D&A Society	
Journeyman																
> General Foreperson (GF)	125%	\$46.51	\$0.90	\$47.41	\$5.69	\$2.90	\$4.34	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$61.38
> Foreman (FM)	115%	\$42.79	\$0.90	\$43.69	\$5.24	\$2.90	\$4.34	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$57.21
> Certified Journeyman (CJP)	100%	\$37.21	\$0.90	\$38.11	\$4.57	\$2.90	\$4.34	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$50.96
Apprentice Scaffolder																
> 3 rd Term (3 rd)	80%	\$29.77	\$0.90	\$30.67	\$3.68	\$2.90	\$3.26	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$41.55
> 2 nd Term (2 nd)	65%	\$24.19	\$0.90	\$25.09	\$3.01	\$2.90	\$2.39	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$34.43
> 1 st Term (1 st)	55%	\$20.47	\$0.90	\$21.37	\$2.56	\$2.90	\$2.39	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$30.26
Unticketed Scaffolder¹	90%	\$33.49	\$0.90	\$34.39	\$4.13	\$2.90	\$3.26	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$45.72
Material Handler/ Pre-Apprentice²	45%	TBD		TBD		\$2.90	n/a	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	TBD

1. An Unticketed Scaffolder is a Scaffolder with 8,000 provable hours of experience in the trade who has not either completed the Apprenticeship program described in the Scaffold Addendum or successfully challenged the associated testing.

2. Base rate for Material Handler/Pre-Apprentice equal to greater of 45% of Journeyman rate or BC Minimum Wage.

SCHEDULE "C2.3"**OUTSIDE LOWER MAINLAND/FRASER VALLEY****SCAFFOLDERS****MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE**

Schedule "C2.3" shall apply to all Commercial/Institutional projects governed by the Scaffold Addendum which are located outside the Lower Mainland/Fraser Valley.

"Outside" Lower Mainland/Fraser Valley**Effective April 28, 2024**

Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions										Total Package
						CMAW Benefits	CMAW Target Pension	CMAW Admin Fund	CMAW Training Fund	CEA	CAF	Rehab Plan	JA Plan	BCBCBTU Fund	D&A Society	
Journey person																
> General Foreperson (GF)	125%	\$46.51	n/a	\$46.51	\$5.58	\$2.90	\$4.34	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$60.37
> Foreman (FM)	115%	\$42.79	n/a	\$42.79	\$5.13	\$2.90	\$4.34	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$56.20
> Certified Journey person (CJP)	100%	\$37.21	n/a	\$37.21	\$4.47	\$2.90	\$4.34	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$49.96
Apprentice Scaffolder																
> 3 rd Term (3 rd)	80%	\$29.77	n/a	\$29.77	\$3.57	\$2.90	\$3.26	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$40.54
> 2 nd Term (2 nd)	65%	\$24.19	n/a	\$24.19	\$2.90	\$2.90	\$2.39	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$33.42
> 1 st Term (1 st)	55%	\$20.47	n/a	\$20.47	\$2.46	\$2.90	\$2.39	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$29.26
Unticketed Scaffolder¹	90%	\$33.49	n/a	\$33.49	\$4.02	\$2.90	\$3.26	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$44.71
Material Handler/ Pre-Apprentice²	45%	TBD		TBD		\$2.90	n/a	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	TBD

1. An Unticketed Scaffolder is a Scaffolder with 8,000 provable hours of experience in the trade who has not either completed the Apprenticeship program described in the Scaffold Addendum or successfully challenged the associated testing.

2. Base rate for Material Handler/Pre-Apprentice equal to greater of 45% of Journey person rate or BC Minimum Wage.

SCHEDULE "D1.3"

INSIDE LOWER MAINLAND/FRASER VALLEY

SCAFFOLDERS

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Schedule "D1.3" shall apply to all Commercial/Institutional projects governed by the Scaffold Addendum which are located inside the Lower Mainland/Fraser Valley.

"Inside" Lower Mainland/Fraser Valley

Effective April 28, 2024

		Employee Classifications							
		<<< Apprentice Carpenters >>>					Unticketed		
		GF	FM	CJP	3rd	2nd	1st	Scaffolder	MH/PA
* Employer Contributions:									
CMAW Benefits		\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90
CMAW Target Pension Plan		\$4.34	\$4.34	\$4.34	\$3.26	\$2.39	\$2.39	\$3.26	n/a
CMAW Administration Fund		\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30
CMAW Training Fund		\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
Carpentry Employers Association (CEA)		\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Contract Administration Fund (CAF)		\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
JA Plan		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU Fund		\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
D&A Society		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
	Total Employer Contributions	\$8.28	\$8.28	\$8.28	\$7.20	\$6.33	\$6.33	\$7.20	\$3.94
* Employee Deductions:									
Field Dues		\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
CMAW Local Check Off		\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
	Total Employee Deductions	\$1.18	\$1.18	\$1.18	\$1.18	\$1.18	\$1.18	\$1.18	\$1.18
Total Hourly Remittance to CWF	ST	\$9.21	\$9.21	\$9.21	\$8.13	\$7.26	\$7.26	\$8.13	\$4.87
	1.5X OT	\$9.21	\$9.21	\$9.21	\$8.13	\$7.26	\$7.26	\$8.13	\$4.87
	2X OT	\$9.21	\$9.21	\$9.21	\$8.13	\$7.26	\$7.26	\$8.13	\$4.87
Total Hourly Remittance to Local 1995	ST	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
	1.5X OT	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
	2X OT	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25

* All Employer contributions and employee deductions shall be calculated on the basis of "Hours Worked"

SCHEDULE "D2.3"

OUTSIDE LOWER MAINLAND/FRASER VALLEY

SCAFFOLDERS

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Schedule "D2.3" shall apply to all Commercial/Institutional projects governed by the Scaffold Addendum which are located outside the Lower Mainland/Fraser Valley.

"Outside" Lower Mainland/Fraser Valley

Effective April 28, 2024

		Employee Classifications							
		<<< Apprentice Carpenters >>>					Unticketed		
		GF	FM	CJP	3rd	2nd	1st	Scaffolder	MH/PA
* Employer Contributions:									
CMAW Benefits		\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90
CMAW Target Pension Plan		\$4.34	\$4.34	\$4.34	\$3.26	\$2.39	\$2.39	\$3.26	n/a
CMAW Administration Fund		\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30
CMAW Training Fund		\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
Carpentry Employers Association (CEA)		\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Contract Administration Fund (CAF)		\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
JA Plan		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU Fund		\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
D&A Society		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
	Total Employer Contributions	\$8.28	\$8.28	\$8.28	\$7.20	\$6.33	\$6.33	\$7.20	\$3.94
* Employee Deductions:									
Field Dues		\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
CMAW Local Check Off		Refer to Article 4.702							
	Total Employee Deductions	\$0.93	\$0.93	\$0.93	\$0.93	\$0.93	\$0.93	\$0.93	\$0.93
Total Hourly Remittance to CWF	ST	\$9.21	\$9.21	\$9.21	\$8.13	\$7.26	\$7.26	\$8.13	\$4.87
	1.5X OT	\$9.21	\$9.21	\$9.21	\$8.13	\$7.26	\$7.26	\$8.13	\$4.87
	2X OT	\$9.21	\$9.21	\$9.21	\$8.13	\$7.26	\$7.26	\$8.13	\$4.87
Total Hourly Remittance to Other Locals	ST	Refer to Article 4.702							
	1.5X OT	Refer to Article 4.702							
	2X OT	Refer to Article 4.702							

* All Employer contributions and employee deductions shall be calculated on the basis of "Hours Worked"

SCHEDULE "A1.3"

INSIDE LOWER MAINLAND/FRASER VALLEY

CARPENTERS

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule "A1.3" shall apply to all Industrial projects which are located inside the Lower Mainland/Fraser Valley.

"Inside" Lower Mainland/Fraser Valley**Effective April 28, 2024**

<u>Employee Classifications</u>	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions										Total Package
						CMAW Benefits	CMAW Target Pension	CMAW Admin Fund	CMAW Training Fund	CEA	CAF	Rehab Plan	JA Plan	BCBCBTU Fund	D&A Society	
Journeyman																
> General Foreperson (GF)	125%	\$58.80	\$0.90	\$59.70	\$7.16	\$2.90	\$4.34	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$75.24
> Foreperson (FP)	115%	\$54.10	\$0.90	\$55.00	\$6.60	\$2.90	\$4.34	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$69.98
> Certified Journeyman (CJP)	100%	\$47.04	\$0.90	\$47.94	\$5.75	\$2.90	\$4.34	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$62.07
Apprentice Carpenter																
> 4 th Term (4 th)	90%	\$42.34	\$0.90	\$43.24	\$5.19	\$2.90	\$3.26	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$55.73
> 3 rd Term (3 rd)	80%	\$37.63	\$0.90	\$38.53	\$4.62	\$2.90	\$3.26	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$50.45
> 2 nd Term (2 nd)	65%	\$30.58	\$0.90	\$31.48	\$3.78	\$2.90	\$2.39	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$41.69
> 1 st Term (1 st)	55%	\$25.87	\$0.90	\$26.77	\$3.21	\$2.90	\$2.39	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$36.41
Unticketed Carpenter	90%	\$42.34	\$0.90	\$43.24	\$5.19	\$2.90	\$3.26	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$55.73
Material Handler/ Pre-Apprentice	45%	TBD		TBD		\$2.90	n/a	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	TBD

SCHEDULE "A2.3"

OUTSIDE LOWER MAINLAND/FRASER VALLEY

CARPENTERS

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule "A2.3" shall apply to all Industrial projects which are located outside the Lower Mainland/Fraser Valley.

"Outside" Lower Mainland/Fraser Valley

Effective April 28, 2024

Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions										Total Package
						CMAW Benefits	CMAW Target Pension	CMAW Admin Fund	CMAW Training Fund	CEA	CAF	Rehab Plan	JA Plan	BCBCBTU Fund	D&A Society	
Journeyman																
> General Foreperson (GF)	125%	\$58.80	n/a	\$58.80	\$7.06	\$2.90	\$4.34	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$74.24
> Foreperson (FP)	115%	\$54.10	n/a	\$54.10	\$6.49	\$2.90	\$4.34	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$68.97
> Certified Journeyman (CJP)	100%	\$47.04	n/a	\$47.04	\$5.64	\$2.90	\$4.34	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$61.06
Apprentice Carpenter																
> 4 th Term (4 th)	90%	\$42.34	n/a	\$42.34	\$5.08	\$2.90	\$3.26	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$54.72
> 3 rd Term (3 rd)	80%	\$37.63	n/a	\$37.63	\$4.52	\$2.90	\$3.26	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$49.45
> 2 nd Term (2 nd)	65%	\$30.58	n/a	\$30.58	\$3.67	\$2.90	\$2.39	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$40.68
> 1 st Term (1 st)	55%	\$25.87	n/a	\$25.87	\$3.10	\$2.90	\$2.39	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$35.40
Unticketed Carpenter	90%	\$42.34	n/a	\$42.34	\$5.08	\$2.90	\$3.26	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$54.72
Material Handler/ Pre-Apprentice	45%	TBD		TBD		\$2.90	n/a	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	TBD

SCHEDULE "B1.3"

INSIDE LOWER MAINLAND/FRASER VALLEY

CARPENTERS

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Schedule "B1.3" shall apply to all Industrial projects which are located inside the Lower Mainland/Fraser Valley.

"Inside" Lower Mainland/Fraser Valley

Effective April 28, 2024

		Employee Classifications								
		<<< Apprentice Carpenters >>>						Unticketed		
* Employer Contributions:		GF	FP	CJP	4th	3rd	2nd	1st	Carpenter	MH/PA
CMAW Benefits		\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90
CMAW Target Pension Plan		\$4.34	\$4.34	\$4.34	\$3.26	\$3.26	\$2.39	\$2.39	\$3.26	n/a
CMAW Administration Fund		\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
CMAW Training Fund		\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
Carpentry Employers Association (CEA)		\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Contract Administration Fund (CAF)		\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
JA Plan		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU Fund		\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
D&A Society		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Total Employer Contributions		\$8.38	\$8.38	\$8.38	\$7.30	\$7.30	\$6.43	\$6.43	\$7.30	\$4.04
* Employee Deductions:										
Field Dues		\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
CMAW Local Check Off		\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
Total Employee Deductions		\$1.18	\$1.18	\$1.18	\$1.18	\$1.18	\$1.18	\$1.18	\$1.18	\$1.18
Total Hourly Remittance to CWF	ST	\$9.31	\$9.31	\$9.31	\$8.23	\$8.23	\$7.36	\$7.36	\$8.23	\$4.97
	1.5X OT	\$13.38	\$13.38	\$13.38	\$11.76	\$11.76	\$10.45	\$10.45	\$11.76	\$6.87
	2X OT	\$17.44	\$17.44	\$17.44	\$15.28	\$15.28	\$13.54	\$13.54	\$15.28	\$8.76
Total Hourly Remittance to Local 1995	ST	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
	1.5X OT	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38
	2X OT	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50

* All Employer Contributions other than CMAW Benefits and CMAW Target Pension Plan calculated based on "Hours Worked"
 CMAW Benefits, CMAW Target Pension Plan, Field Dues and CMAW Local Check Off calculated based on "Hours Earned"
 Rehabilitation Plan Employee Deduction calculated based in "Hours Worked"

SCHEDULE "B2.3"
CARPENTERS

OUTSIDE LOWER MAINLAND/FRASER VALLEY
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Schedule "B2.3" shall apply to all Industrial projects which are located outside the Lower Mainland/Fraser Valley.

"Outside" Lower Mainland/Fraser Valley

Effective April 28, 2024

		Employee Classifications								
		<<< Apprentice Carpenters >>>						Unticketed		
		GF	FP	CJP	4th	3rd	2nd	1st	Carpenter	MH/PA
* Employer Contributions:										
CMAW Benefits		\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90
CMAW Target Pension Plan		\$4.34	\$4.34	\$4.34	\$3.26	\$3.26	\$2.39	\$2.39	\$3.26	n/a
CMAW Administration Fund		\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
CMAW Training Fund		\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
Carpentry Employers Association (CEA)		\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Contract Administration Fund (CAF)		\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
JA Plan		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU Fund		\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
D&A Society		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
	Total Employer Contributions	\$8.38	\$8.38	\$8.38	\$7.30	\$7.30	\$6.43	\$6.43	\$7.30	\$4.04
* Employee Deductions:										
Field Dues		\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
CMAW Local Check Off		Refer to Article 4.702								
	Total Employee Deductions	\$0.93	\$0.93	\$0.93	\$0.93	\$0.93	\$0.93	\$0.93	\$0.93	\$0.93
Total Hourly Remittance to CWF	ST	\$9.31	\$9.31	\$9.31	\$8.23	\$8.23	\$7.36	\$7.36	\$8.23	\$4.97
	1.5X OT	\$13.38	\$13.38	\$13.38	\$11.76	\$11.76	\$10.45	\$10.45	\$11.76	\$6.87
	2X OT	\$17.44	\$17.44	\$17.44	\$15.28	\$15.28	\$13.54	\$13.54	\$15.28	\$8.76
Total Hourly Remittance to Other Locals	ST	Refer to Article 4.702								
	1.5X OT	Refer to Article 4.702								
	2X OT	Refer to Article 4.702								

* All Employer Contributions other than CMAW Benefits and CMAW Target Pension Plan calculated based on "Hours Worked"
 CMAW Benefits, CMAW Target Pension Plan, Field Dues and CMAW Local Check Off calculated based on "Hours Earned"
 Rehabilitation Plan Employee Deduction calculated based in "Hours Worked"

SCHEDULE "C1.3"

INSIDE LOWER MAINLAND/FRASER VALLEY

SCAFFOLDERS

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule "C1.3" shall apply to all Industrial projects governed by the Scaffold Addendum which are located inside the Lower Mainland/Fraser Valley.

"Inside" Lower Mainland/Fraser Valley

Effective April 28, 2024

Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions										Total Package
						CMAW Benefits	CMAW Target Pension	CMAW Admin Fund	CMAW Training Fund	CEA	CAF	Rehab Plan	JA Plan	BCBCBTU Fund	D&A Society	
Journeyman																
> General Foreperson (GF)	125%	\$58.80	\$0.90	\$59.70	\$7.16	\$2.90	\$4.34	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$75.24
> Foreperson (FP)	115%	\$54.10	\$0.90	\$55.00	\$6.60	\$2.90	\$4.34	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$69.98
> Certified Journeyman (CJP)	100%	\$47.04	\$0.90	\$47.94	\$5.75	\$2.90	\$4.34	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$62.07
Apprentice Scaffolder																
> 3 rd Term (3 rd)	80%	\$37.63	\$0.90	\$38.53	\$4.62	\$2.90	\$3.26	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$50.45
> 2 nd Term (2 nd)	65%	\$30.58	\$0.90	\$31.48	\$3.78	\$2.90	\$2.39	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$41.69
> 1 st Term (1 st)	55%	\$25.87	\$0.90	\$26.77	\$3.21	\$2.90	\$2.39	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$36.41
Unticketed Scaffolder¹	90%	\$42.34	\$0.90	\$43.24	\$5.19	\$2.90	\$3.26	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$55.73
Material Handler/ Pre-Apprentice	45%	TBD		TBD		\$2.90	n/a	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	TBD

1. An Unticketed Scaffolder is a Scaffolder with 8,000 provable hours of experience in the trade who has not either completed the Apprenticeship program described in the Scaffold Addendum or successfully challenged the associated testing.

SCHEDULE "C2.3"

OUTSIDE LOWER MAINLAND/FRASER VALLEY

SCAFFOLDERS

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule "C2.3" shall apply to all Industrial projects governed by the Scaffold Addendum which are located outside the Lower Mainland/Fraser Valley.

"Outside" Lower Mainland/Fraser Valley

Effective April 28, 2024

Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions										Total Package
						CMAW Benefits	CMAW Target Pension	CMAW Admin Fund	CMAW Training Fund	CEA	CAF	Rehab Plan	JA Plan	BCBCBTU Fund	D&A Society	
Journeyman																
> General Foreperson (GF)	125%	\$58.80	n/a	\$58.80	\$7.06	\$2.90	\$4.34	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$74.24
> Foreperson (FP)	115%	\$54.10	n/a	\$54.10	\$6.49	\$2.90	\$4.34	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$68.97
> Certified Journeyman (CJP)	100%	\$47.04	n/a	\$47.04	\$5.64	\$2.90	\$4.34	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$61.06
Apprentice Scaffolder																
> 3 rd Term (3 rd)	80%	\$37.63	n/a	\$37.63	\$4.52	\$2.90	\$3.26	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$49.45
> 2 nd Term (2 nd)	65%	\$30.58	n/a	\$30.58	\$3.67	\$2.90	\$2.39	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$40.68
> 1 st Term (1 st)	55%	\$25.87	n/a	\$25.87	\$3.10	\$2.90	\$2.39	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$35.40
Unticketed Scaffolder¹	90%	\$42.34	n/a	\$42.34	\$5.08	\$2.90	\$3.26	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$54.72
Material Handler/ Pre-Apprentice	45%	TBD		TBD		\$2.90	n/a	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	TBD

1. An Unticketed Scaffolder is a Scaffolder with 8,000 provable hours of experience in the trade who has not either completed the Apprenticeship program described in the Scaffold Addendum or successfully challenged the associated testing.

SCHEDULE "D1.3"

INSIDE LOWER MAINLAND/FRASER VALLEY

SCAFFOLDERS

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Schedule "D1.3" shall apply to all Industrial projects governed by the Scaffold Addendum which are located inside the Lower Mainland/Fraser Valley.

"Inside" Lower Mainland/Fraser Valley

Effective April 28, 2024

	Employee Classifications								
	GF	FP	CJP	<<< Apprentice Scaffolders >>>			Unticketed	MH/PA	
				3rd	2nd	1st	Scaffolder		
* Employer Contributions:									
CMAW Benefits	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	
CMAW Target Pension Plan	\$4.34	\$4.34	\$4.34	\$3.26	\$2.39	\$2.39	\$3.26	n/a	
CMAW Administration Fund	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	
CMAW Training Fund	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	
Carpentry Employers Association (CEA)	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	
Contract Administration Fund (CAF)	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	
Rehabilitation Plan	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	
JA Plan	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	
BCBCBTU Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	
D&A Society	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	
Total Employer Contributions	\$8.38	\$8.38	\$8.38	\$7.30	\$6.43	\$6.43	\$7.30	\$4.04	
* Employee Deductions:									
Field Dues	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	
Rehabilitation Plan	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	
CMAW Local Check Off	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	
Total Employee Deductions	\$1.18	\$1.18	\$1.18	\$1.18	\$1.18	\$1.18	\$1.18	\$1.18	
Total Hourly Remittance to CWF									
	ST	\$9.31	\$9.31	\$9.31	\$8.23	\$7.36	\$7.36	\$8.23	\$4.97
	1.5X OT	\$13.38	\$13.38	\$13.38	\$11.76	\$10.45	\$10.45	\$11.76	\$6.87
	2X OT	\$17.44	\$17.44	\$17.44	\$15.28	\$13.54	\$13.54	\$15.28	\$8.76
Total Hourly Remittance to Local 1995									
	ST	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
	1.5X OT	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38	
	2X OT	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	

* All Employer Contributions other than CMAW Benefits and CMAW Target Pension Plan calculated based on "Hours Worked"
 CMAW Benefits, CMAW Target Pension Plan, Field Dues and CMAW Local Check Off calculated based on "Hours Earned"
 Rehabilitation Plan Employee Deduction calculated based on "Hours Worked"

SCHEDULE "D2.2"
SCAFFOLDERS

OUTSIDE LOWER MAINLAND/FRASER VALLEY
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Schedule "D2.2" shall apply to all Industrial projects governed by the Scaffold Addendum which are located outside the Lower Mainland/Fraser Valley.

"Outside" Lower Mainland/Fraser Valley **Effective April 28, 2024**

		Employee Classifications							
		<<< Apprentice Scaffolders >>>					Unticketed		
		GF	FP	CJP	3rd	2nd	1st	Scaffolder	MH/PA
* Employer Contributions:									
CMAW Benefits		\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90	\$2.90
CMAW Target Pension Plan		\$4.34	\$4.34	\$4.34	\$3.26	\$2.39	\$2.39	\$3.26	n/a
CMAW Administration Fund		\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
CMAW Training Fund		\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
Carpentry Employers Association (CEA)		\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Contract Administration Fund (CAF)		\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
JA Plan		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU Fund		\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
D&A Society		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Total Employer Contributions		\$8.38	\$8.38	\$8.38	\$7.30	\$6.43	\$6.43	\$7.30	\$4.04
* Employee Deductions:									
Field Dues		\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
CMAW Local Check Off		Refer to Article 4.702							
Total Employee Deductions		\$0.93	\$0.93	\$0.93	\$0.93	\$0.93	\$0.93	\$0.93	\$0.93
Total Hourly Remittance to CWF	ST	\$9.31	\$9.31	\$9.31	\$8.23	\$7.36	\$7.36	\$8.23	\$4.97
	1.5X OT	\$13.38	\$13.38	\$13.38	\$11.76	\$10.45	\$10.45	\$11.76	\$6.87
	2X OT	\$17.44	\$17.44	\$17.44	\$15.28	\$13.54	\$13.54	\$15.28	\$8.76
Total Hourly Remittance to Other Locals	ST	Refer to Article 4.702							
	1.5X OT	Refer to Article 4.702							
	2X OT	Refer to Article 4.702							

* All Employer Contributions other than CMAW Benefits and CMAW Target Pension Plan calculated based on "Hours Worked"
 CMAW Benefits, CMAW Target Pension Plan, Field Dues and CMAW Local Check Off calculated based on "Hours Earned"
 Rehabilitation Plan Employee Deduction calculated based on "Hours Worked"

Crane Rental Agreement - LNG Canada Project ONLY

	29-Oct-23			28-Apr-24		
	Wages	Holiday Pay (12%)	Wages & HP	Wages	Holiday Pay (12%)	Wages & HP
Group #1 - Crane Operator Rates - Conventional						
Under 20 Ton	\$55.41	\$6.65	\$62.06	\$57.48	\$6.90	\$64.38
20 - 50 Ton	\$56.46	\$6.78	\$63.24	\$58.58	\$7.03	\$65.61
51-99 Ton	\$57.04	\$6.84	\$63.88	\$59.18	\$7.10	\$66.28
100-149 Ton	\$57.61	\$6.91	\$64.52	\$59.77	\$7.17	\$66.94
150-199 Ton	\$58.21	\$6.99	\$65.20	\$60.39	\$7.25	\$67.64
200-249 Ton	\$58.81	\$7.06	\$65.87	\$61.03	\$7.32	\$68.35
250-299 Ton	\$59.34	\$7.12	\$66.46	\$61.57	\$7.39	\$68.96
300-349 Ton	\$61.33	\$7.36	\$68.69	\$63.65	\$7.64	\$71.29
350-399 Ton	\$63.32	\$7.60	\$70.92	\$65.72	\$7.89	\$73.61
400-449 Ton	\$65.28	\$7.83	\$73.11	\$67.76	\$8.13	\$75.89
450-499 Ton	\$67.26	\$8.07	\$75.33	\$69.81	\$8.38	\$78.19
Group #2 - Crane Operator Rates - Hydraulic						
Under 20 Ton	\$54.11	\$6.49	\$60.60	\$56.13	\$6.74	\$62.87
20 - 50 Ton	\$55.18	\$6.62	\$61.80	\$57.25	\$6.87	\$64.12
51-99 Ton	\$55.75	\$6.69	\$62.44	\$57.85	\$6.94	\$64.79
100-149 Ton	\$56.35	\$6.76	\$63.11	\$58.46	\$7.02	\$65.48
150-199 Ton	\$56.94	\$6.83	\$63.77	\$59.08	\$7.09	\$66.17
200-249 Ton	\$57.93	\$6.95	\$64.88	\$60.10	\$7.21	\$67.31
250-299 Ton	\$58.89	\$7.07	\$65.96	\$61.11	\$7.33	\$68.44
300-349 Ton	\$60.85	\$7.30	\$68.15	\$63.15	\$7.58	\$70.73
350-399 Ton	\$62.76	\$7.53	\$70.29	\$65.14	\$7.82	\$72.96
400-449 Ton	\$64.72	\$7.77	\$72.49	\$67.18	\$8.06	\$75.24
450-499 Ton	\$66.67	\$8.00	\$74.67	\$69.20	\$8.30	\$77.50
Other Classifications						
Tower Cranes						
1. Over 10 Ton	\$55.47	\$6.66	\$62.13	\$57.56	\$6.91	\$64.47
2. Under 10 Ton	\$54.91	\$6.59	\$61.50	\$56.97	\$6.84	\$63.81
Tradesperson						
Welders, Electricians	\$54.88	\$6.59	\$61.47	\$56.93	\$6.83	\$63.76
Mechanics	\$55.45	\$6.65	\$62.10	\$58.09	\$6.97	\$65.06
Riggers	\$52.81	\$6.34	\$59.15	\$54.78	\$6.57	\$61.35
Drivers	\$52.51	\$6.30	\$58.81	\$54.47	\$6.54	\$61.01
Self-Erect Cranes and Man and Material Hoists	\$52.05	\$6.25	\$58.30	\$53.98	\$6.48	\$60.46
Other Rates						
Kangaroo 1500	\$55.47	\$6.66	\$62.13	\$57.56	\$6.91	\$64.47
Kangaroo 750	\$54.91	\$6.59	\$61.50	\$56.97	\$6.84	\$63.81
Derricks	\$52.81	\$6.34	\$59.15	\$54.78	\$6.57	\$61.35
Yardman	\$47.75	\$5.73	\$53.48	\$49.52	\$5.94	\$55.46

Schedule of Total Employer/Employee Contributions

	29-Oct-23	28-Apr-24
Employer Contributions		
Benefits Plan	\$2.85	\$2.90
Pension Plan	\$6.80	\$6.90
IUOETA Local 115 Training Association	\$0.85	\$0.85
Tool Allowance Fund	\$0.06	\$0.06
Rehabilitation Fund	\$0.04	\$0.04
Jurisdictional Assignment Plan Fund	\$0.01	\$0.01
OE Advancement Fund	\$0.17	\$0.17
CLR Contract Administration Fund	\$0.13	\$0.13
Mobile Crane Owners Association Fund ¹	n/a	n/a
BCBCBTU Fund	\$0.05	\$0.05
D&A Society	\$0.01	\$0.01
Total Employer Contributions	\$10.97	\$11.12
Employee Deductions		
Working Dues	\$1.03	\$1.07
BCBT Fund	\$0.07	\$0.07
Canadian Building Trades Fund	\$0.01	\$0.01
Coalition of BC Building Trades Fund	n/a	n/a
Rehabilitation Fund	\$0.04	\$0.04
Total Employee Deductions	\$1.15	\$1.19
Total Remittances		
Total Remittance ST	\$12.12	\$12.31
Total Remittance 1.5X	\$15.520	\$15.760
Total Remittance 2X	\$18.92	\$19.21

1. Effective Oct 4, 2016 the Mobile Crane Owners Association Fund has been suspended.

Crane Rental Agreement

	29-Oct-23			28-Apr-24		
	Wages	Holiday Pay (12%)	Wages & HP	Wages	Holiday Pay (12%)	Wages & HP
Group #1 - Crane Operator Rates - Conventional						
Under 20 Ton	\$49.47	\$5.94	\$55.41	\$51.32	\$6.16	\$57.48
20 - 50 Ton	\$50.41	\$6.05	\$56.46	\$52.30	\$6.28	\$58.58
51-99 Ton	\$50.93	\$6.11	\$57.04	\$52.84	\$6.34	\$59.18
100-149 Ton	\$51.44	\$6.17	\$57.61	\$53.37	\$6.40	\$59.77
150-199 Ton	\$51.97	\$6.24	\$58.21	\$53.92	\$6.47	\$60.39
200-249 Ton	\$52.51	\$6.30	\$58.81	\$54.49	\$6.54	\$61.03
250-299 Ton	\$52.98	\$6.36	\$59.34	\$54.97	\$6.60	\$61.57
300-349 Ton	\$54.76	\$6.57	\$61.33	\$56.83	\$6.82	\$63.65
350-399 Ton	\$56.54	\$6.78	\$63.32	\$58.68	\$7.04	\$65.72
400-449 Ton	\$58.29	\$6.99	\$65.28	\$60.50	\$7.26	\$67.76
450-499 Ton	\$60.05	\$7.21	\$67.26	\$62.33	\$7.48	\$69.81
Group #2 - Crane Operator Rates - Hydraulic						
Under 20 Ton	\$48.31	\$5.80	\$54.11	\$50.12	\$6.01	\$56.13
20 - 50 Ton	\$49.27	\$5.91	\$55.18	\$51.12	\$6.13	\$57.25
51-99 Ton	\$49.78	\$5.97	\$55.75	\$51.65	\$6.20	\$57.85
100-149 Ton	\$50.31	\$6.04	\$56.35	\$52.20	\$6.26	\$58.46
150-199 Ton	\$50.84	\$6.10	\$56.94	\$52.75	\$6.33	\$59.08
200-249 Ton	\$51.72	\$6.21	\$57.93	\$53.66	\$6.44	\$60.10
250-299 Ton	\$52.58	\$6.31	\$58.89	\$54.56	\$6.55	\$61.11
300-349 Ton	\$54.33	\$6.52	\$60.85	\$56.38	\$6.77	\$63.15
350-399 Ton	\$56.04	\$6.72	\$62.76	\$58.16	\$6.98	\$65.14
400-449 Ton	\$57.79	\$6.93	\$64.72	\$59.98	\$7.20	\$67.18
450-499 Ton	\$59.53	\$7.14	\$66.67	\$61.79	\$7.41	\$69.20
Other Classifications						
Tower Cranes						
1. Over 10 Ton	\$49.53	\$5.94	\$55.47	\$51.39	\$6.17	\$57.56
2. Under 10 Ton	\$49.03	\$5.88	\$54.91	\$50.87	\$6.10	\$56.97
Tradesperson						
Welders, Electricians	\$49.00	\$5.88	\$54.88	\$50.83	\$6.10	\$56.93
Mechanics	\$49.51	\$5.94	\$55.45	\$51.87	\$6.22	\$58.09
Riggers	\$47.15	\$5.66	\$52.81	\$48.91	\$5.87	\$54.78
Drivers	\$46.88	\$5.63	\$52.51	\$48.63	\$5.84	\$54.47
Self-Erect Cranes and Man and Material Hoists	\$46.47	\$5.58	\$52.05	\$48.20	\$5.78	\$53.98
Other Rates						
Kangaroo 1500	\$49.53	\$5.94	\$55.47	\$51.39	\$6.17	\$57.56
Kangaroo 750	\$49.03	\$5.88	\$54.91	\$50.87	\$6.10	\$56.97
Derricks	\$47.15	\$5.66	\$52.81	\$48.91	\$5.87	\$54.78
Yardman	\$42.63	\$5.12	\$47.75	\$44.21	\$5.31	\$49.52

Schedule of Total Employer/Employee Contributions

	29-Oct-23	28-Apr-24
Employer Contributions		
Benefits Plan	\$2.85	\$2.90
Pension Plan	\$6.80	\$6.90
IUOETA Local 115 Training Association	\$0.85	\$0.85
Tool Allowance Fund	\$0.06	\$0.06
Rehabilitation Fund	\$0.04	\$0.04
Jurisdictional Assignment Plan Fund	\$0.01	\$0.01
OE Advancement Fund	\$0.17	\$0.17
CLR Contract Administration Fund	\$0.13	\$0.13
Mobile Crane Owners Association Fund ¹	n/a	n/a
BCBCBTU Fund	\$0.05	\$0.05
D&A Society	\$0.01	\$0.01
Total Employer Contributions	\$10.97	\$11.12
Employee Deductions		
Working Dues	\$1.03	\$1.07
BCBT Fund	\$0.07	\$0.07
Canadian Building Trades Fund	\$0.01	\$0.01
Coalition of BC Building Trades Fund	n/a	n/a
Rehabilitation Fund	\$0.04	\$0.04
Total Employee Deductions	\$1.15	\$1.19
Total Remittances		
Total Remittance ST	\$12.12	\$12.31
Total Remittance 1.5X	\$15.52	\$15.76
Total Remittance 2X	\$18.92	\$19.21

1. Effective Oct 4, 2016 the Mobile Crane Owners Association Fund has been suspended.

2023 - 2026 CULINARY AGREEMENT

Breakdown of Monetary Package	October 29, 2023				April 28, 2024			
	Minimum Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Total Employer Contributions *	Total Monetary Package	Minimum Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Total Employer Contributions *	Total Monetary Package
Chef	\$45.07	\$5.41	\$6.89	\$57.37	\$46.88	\$5.63	\$6.89	\$59.40
1st Cook	\$39.91	\$4.79	\$6.89	\$51.59	\$41.51	\$4.98	\$6.89	\$53.38
2nd Cook	\$36.50	\$4.38	\$6.89	\$47.77	\$37.97	\$4.56	\$6.89	\$49.42
3rd Cook	\$34.42	\$4.13	\$6.89	\$45.44	\$35.80	\$4.30	\$6.89	\$46.99
Baker	\$39.91	\$4.79	\$6.89	\$51.59	\$41.51	\$4.98	\$6.89	\$53.38
Baker's Helper	\$30.48	\$3.66	\$6.89	\$41.03	\$31.70	\$3.80	\$6.89	\$42.39
Salad/Sandwich Person	\$30.97	\$3.72	\$6.89	\$41.58	\$32.21	\$3.87	\$6.89	\$42.97
Head General Help	\$30.80	\$3.70	\$6.89	\$41.39	\$32.04	\$3.84	\$6.89	\$42.77
General Help	\$30.46	\$3.66	\$6.89	\$41.01	\$31.68	\$3.80	\$6.89	\$42.37
Mess Hall Attendant	\$30.46	\$3.66	\$6.89	\$41.01	\$31.68	\$3.80	\$6.89	\$42.37
Dishwasher/Pots	\$30.46	\$3.66	\$6.89	\$41.01	\$31.68	\$3.80	\$6.89	\$42.37
Head Camp Attendant	\$30.80	\$3.70	\$6.89	\$41.39	\$32.04	\$3.84	\$6.89	\$42.77
Camp Attendant	\$29.96	\$3.60	\$6.89	\$40.45	\$31.16	\$3.74	\$6.89	\$41.79
Janitor/Utility	\$30.46	\$3.66	\$6.89	\$41.01	\$31.68	\$3.80	\$6.89	\$42.37
CA/Retail	\$30.80	\$3.70	\$6.89	\$41.39	\$32.04	\$3.84	\$6.89	\$42.77

Employer Contributions		October 29, 2023	April 28, 2024
Health Plan Benefits	W	\$2.80	\$2.80
Pension Plan	W	\$3.85	\$3.85
Contract Administration Fund	W	\$0.13	\$0.13
JA Plan	W	\$0.01	\$0.01
BCBCBTU	W	\$0.05	\$0.05
D&A Society	W	\$0.01	\$0.01
Rehab Fund	W	\$0.04	\$0.04
* Total Employer Contributions - Straight Time Hours		\$6.89	\$6.89
* Total Employer Contributions - 1.5X Overtime Hours		\$6.89	\$6.89
* Total Employer Contributions - 2X Overtime Hours		\$6.89	\$6.89

2023 - 2026 CULINARY AGREEMENT

Employee Deductions	October 29, 2023		
	Monthly Dues	BCYT	Rehabilitation Fund
		W	W
Chef	\$106.14	\$0.10	\$0.04
1st Cook	\$95.82	\$0.10	\$0.04
2nd Cook	\$89.00	\$0.10	\$0.04
3rd Cook	\$84.84	\$0.10	\$0.04
Baker	\$95.82	\$0.10	\$0.04
Baker's Helper	\$76.96	\$0.10	\$0.04
Salad/Sandwich Person	\$77.94	\$0.10	\$0.04
Head General Help	\$77.60	\$0.10	\$0.04
General Help	\$76.92	\$0.10	\$0.04
Mess Hall Attendant	\$76.92	\$0.10	\$0.04
Dishwasher/Pots	\$76.92	\$0.10	\$0.04
Head Camp Attendant	\$77.60	\$0.10	\$0.04
Camp Attendant	\$75.92	\$0.10	\$0.04
Janitor/Utility	\$76.92	\$0.10	\$0.04
CA/Retail	\$77.60	\$0.10	\$0.04
Monthly Dues	Vary by classification - see above		

Employee Deductions	April 28, 2024		
	Monthly Dues	BCYT	Rehabilitation Fund
		W	W
Chef	\$109.76	\$0.10	\$0.04
1st Cook	\$99.02	\$0.10	\$0.04
2nd Cook	\$91.94	\$0.10	\$0.04
3rd Cook	\$87.60	\$0.10	\$0.04
Baker	\$99.02	\$0.10	\$0.04
Baker's Helper	\$79.40	\$0.10	\$0.04
Salad/Sandwich Person	\$80.42	\$0.10	\$0.04
Head General Help	\$80.08	\$0.10	\$0.04
General Help	\$79.36	\$0.10	\$0.04
Mess Hall Attendant	\$79.36	\$0.10	\$0.04
Dishwasher/Pots	\$79.36	\$0.10	\$0.04
Head Camp Attendant	\$80.08	\$0.10	\$0.04
Camp Attendant	\$78.32	\$0.10	\$0.04
Janitor/Utility	\$79.36	\$0.10	\$0.04
CA/Retail	\$80.08	\$0.10	\$0.04
Monthly Dues	Vary by classification - see above		

Employer Contributions and Employee Deductions marked "W" paid/deducted based on hours Worked

SCHEDULE "A1.3"

**MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE
COMMERCIAL/INSTITUTIONAL - "INSIDE" LOWER MAINLAND/FRASER VALLEY**

Schedule "A1.3" shall apply to all commercial and institutional which are located inside the Lower Mainland/Fraser Valley.

"Inside" Lower Mainland/Fraser Valley

Effective April 28, 2024

<u>Employee Classifications:</u>	%	Base Rate	VP/SHP 10%	Employer Contributions									Total Package
				Benefit Plan	Pension Plan	JTS	CAF	AWCC	CIRP	JA Plan	BCBCBTU	D&A Society	
Foreperson	115%	\$45.86	\$4.59	\$2.02	\$3.25	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$56.79
Certified Journeyman (CJP)	100%	\$39.88	\$3.99	\$2.02	\$3.25	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$50.21
7 th Term Apprentice	90%	\$35.89	\$3.59	\$2.02	\$0.23	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$42.80
6 th Term Apprentice	85%	\$33.90	\$3.39	\$2.02	\$0.21	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$40.59
5 th Term Apprentice	80%	\$31.90	\$3.19	\$2.02	\$0.20	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$38.38
4 th Term Apprentice	75%	\$29.91	\$2.99	\$2.02	\$0.19	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$36.18
3 rd Term Apprentice	70%	\$27.92	\$2.79	\$2.02	\$0.18	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$33.97
2 nd Term Apprentice	65%	\$25.92	\$2.59	\$2.02	\$0.16	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$31.76
1 st Term Apprentice	60%	\$23.93	\$2.39	\$2.02	\$0.15	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$29.56
Uncertified DTF Level 7	90%	\$35.89	\$3.59	\$2.02	\$0.23	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$42.80
Uncertified DTF Level 6	85%	\$33.90	\$3.39	\$2.02	\$0.21	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$40.59
Uncertified DTF Level 5	80%	\$31.90	\$3.19	\$2.02	\$0.20	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$38.38
Uncertified DTF Level 4	75%	\$29.91	\$2.99	\$2.02	\$0.19	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$36.18
Uncertified DTF Level 3	70%	\$27.92	\$2.79	\$2.02	\$0.18	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$33.97
Uncertified DTF Level 2	65%	\$25.92	\$2.59	\$2.02	\$0.16	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$31.76
Uncertified DTF Level 1	60%	\$23.93	\$2.39	\$2.02	\$0.15	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$29.56
Pre-Apprentice	45%	\$17.95	\$1.79	\$2.02	n/a	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$22.83

SCHEDULE "A2.3"

**MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE
COMMERCIAL/INSTITUTIONAL - "OUTSIDE" LOWER MAINLAND/FRASER VALLEY (BC MAINLAND)**

Schedule "A2.3" shall apply to all commercial and institutional which are located outside the Lower Mainland/Fraser Valley on the BC Mainland.

"Outside" Lower Mainland/Fraser Valley (BC Mainland)

Effective April 28, 2024

<u>Employee Classifications:</u>	%	Base Rate	VP/SHP 10%	Employer Contributions									Total Package
				Benefit Plan	Pension Plan	JTS	CAF	AWCC	CIRP	JA Plan	BCBCBTU	D&A Society	
Foreperson	115%	\$44.57	\$4.46	\$2.02	\$3.25	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$55.37
Certified Journeyman (CJP)	100%	\$38.76	\$3.88	\$2.02	\$3.25	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$48.98
7 th Term Apprentice	90%	\$34.88	\$3.49	\$2.02	\$0.23	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$41.69
6 th Term Apprentice	85%	\$32.95	\$3.29	\$2.02	\$0.21	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$39.54
5 th Term Apprentice	80%	\$31.01	\$3.10	\$2.02	\$0.20	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$37.40
4 th Term Apprentice	75%	\$29.07	\$2.91	\$2.02	\$0.19	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$35.26
3 rd Term Apprentice	70%	\$27.13	\$2.71	\$2.02	\$0.18	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$33.11
2 nd Term Apprentice	65%	\$25.19	\$2.52	\$2.02	\$0.16	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$30.97
1 st Term Apprentice	60%	\$23.26	\$2.33	\$2.02	\$0.15	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$28.83
Uncertified DTF Level 7	90%	\$34.88	\$3.49	\$2.02	\$0.23	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$41.69
Uncertified DTF Level 6	85%	\$32.95	\$3.29	\$2.02	\$0.21	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$39.54
Uncertified DTF Level 5	80%	\$31.01	\$3.10	\$2.02	\$0.20	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$37.40
Uncertified DTF Level 4	75%	\$29.07	\$2.91	\$2.02	\$0.19	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$35.26
Uncertified DTF Level 3	70%	\$27.13	\$2.71	\$2.02	\$0.18	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$33.11
Uncertified DTF Level 2	65%	\$25.19	\$2.52	\$2.02	\$0.16	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$30.97
Uncertified DTF Level 1	60%	\$23.26	\$2.33	\$2.02	\$0.15	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$28.83
Pre-Apprentice	45%	\$17.44	\$1.74	\$2.02	n/a	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$22.27

SCHEDULE "A3.3"

**MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE
COMMERCIAL/INSTITUTIONAL - "OUTSIDE" LOWER MAINLAND/FRASER VALLEY (VANCOUVER ISLAND)**

Schedule "A3.3" shall apply to all commercial and institutional which are located outside the Lower Mainland/Fraser Valley on Vancouver Island.

"Outside" Lower Mainland/Fraser Valley (Vancouver Island)

Effective April 28, 2024

<u>Employee Classifications:</u>	%	Base Rate	VP/SHP 10%	Employer Contributions									Total Package
				Benefit Plan	Pension Plan	JTS	CAF	AWCC	CIRP	JA Plan	BCBCBTU	D&A Society	
Foreperson	115%	\$45.86	\$4.59	\$2.02	\$1.91	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$55.45
Certified Journeyman (CJP)	100%	\$39.88	\$3.99	\$2.02	\$1.91	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$48.87
7 th Term Apprentice	90%	\$35.89	\$3.59	\$2.02	\$0.23	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$42.80
6 th Term Apprentice	85%	\$33.90	\$3.39	\$2.02	\$0.21	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$40.59
5 th Term Apprentice	80%	\$31.90	\$3.19	\$2.02	\$0.20	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$38.38
4 th Term Apprentice	75%	\$29.91	\$2.99	\$2.02	\$0.19	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$36.18
3 rd Term Apprentice	70%	\$27.92	\$2.79	\$2.02	\$0.18	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$33.97
2 nd Term Apprentice	65%	\$25.92	\$2.59	\$2.02	\$0.16	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$31.76
1 st Term Apprentice	60%	\$23.93	\$2.39	\$2.02	\$0.15	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$29.56
Uncertified DTF Level 7	90%	\$35.89	\$3.59	\$2.02	\$0.23	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$42.80
Uncertified DTF Level 6	85%	\$33.90	\$3.39	\$2.02	\$0.21	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$40.59
Uncertified DTF Level 5	80%	\$31.90	\$3.19	\$2.02	\$0.20	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$38.38
Uncertified DTF Level 4	75%	\$29.91	\$2.99	\$2.02	\$0.19	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$36.18
Uncertified DTF Level 3	70%	\$27.92	\$2.79	\$2.02	\$0.18	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$33.97
Uncertified DTF Level 2	65%	\$25.92	\$2.59	\$2.02	\$0.16	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$31.76
Uncertified DTF Level 1	60%	\$23.93	\$2.39	\$2.02	\$0.15	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$29.56
Pre-Apprentice	45%	\$17.95	\$1.79	\$2.02	n/a	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$22.83

SCHEDULE "B1.3"

COMMERCIAL/INSTITUTIONAL - "INSIDE" LOWER MAINLAND/FRASER VALLEY

Schedule "B1.3" shall apply to all commercial and institutional which are located inside the Lower Mainland/Fraser Valley.

"Inside" Lower Mainland/Fraser Valley

Effective April 28, 2024

Employee Classification	EMPLOYER CONTRIBUTIONS										EMPLOYEE DEDUCTIONS							
	Benefit Plan	Pension Plan	JTS	CAF	AWCC	CIRP	JA PPlan	BCBCBTU	D&A Society	Total Hourly Paid	Admin Dues (2%)	DC 38 Org Fund	CIRP	App Trade School	IUPAT Admin Dues	Total Hourly Deducted	Basic Monthly Dues	Total Hourly Remitted
Foreman	\$2.02	\$3.25	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$6.34	\$0.80	\$0.04	\$0.04	n/a	\$0.10	\$0.98	\$33.00	\$7.32
CJP	\$2.02	\$3.25	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$6.34	\$0.80	\$0.04	\$0.04	n/a	\$0.10	\$0.98	\$33.00	\$7.32
7 th Term App	\$2.02	\$0.23	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.32	\$0.72	\$0.04	\$0.04	\$1.00	\$0.10	\$1.90	\$33.00	\$5.22
6 th Term App	\$2.02	\$0.21	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.30	\$0.68	\$0.04	\$0.04	\$1.00	\$0.10	\$1.86	\$33.00	\$5.16
5 th Term App	\$2.02	\$0.20	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.29	\$0.64	\$0.04	\$0.04	\$1.00	\$0.10	\$1.82	\$33.00	\$5.11
4 th Term App	\$2.02	\$0.19	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.28	\$0.60	\$0.04	\$0.04	\$1.00	\$0.10	\$1.78	\$33.00	\$5.06
3 rd Term App	\$2.02	\$0.18	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.27	\$0.56	\$0.04	\$0.04	\$1.00	\$0.10	\$1.74	\$33.00	\$5.01
2 nd Term App	\$2.02	\$0.16	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.25	\$0.52	\$0.04	\$0.04	\$1.00	\$0.10	\$1.70	\$33.00	\$4.95
1 st Term App	\$2.02	\$0.15	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.24	\$0.48	\$0.04	\$0.04	\$1.00	\$0.10	\$1.66	\$33.00	\$4.90
UDTF Level 7	\$2.02	\$0.23	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.32	\$0.72	\$0.04	\$0.04	n/a	\$0.10	\$0.90	\$33.00	\$4.22
UDTF Level 6	\$2.02	\$0.21	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.30	\$0.68	\$0.04	\$0.04	n/a	\$0.10	\$0.86	\$33.00	\$4.16
UDTF Level 5	\$2.02	\$0.20	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.29	\$0.64	\$0.04	\$0.04	n/a	\$0.10	\$0.82	\$33.00	\$4.11
UDTF Level 4	\$2.02	\$0.19	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.28	\$0.60	\$0.04	\$0.04	n/a	\$0.10	\$0.78	\$33.00	\$4.06
UDTF Level 3	\$2.02	\$0.18	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.27	\$0.56	\$0.04	\$0.04	n/a	\$0.10	\$0.74	\$33.00	\$4.01
UDTF Level 2	\$2.02	\$0.16	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.25	\$0.52	\$0.04	\$0.04	n/a	\$0.10	\$0.70	\$33.00	\$3.95
UDTF Level 1	\$2.02	\$0.15	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.24	\$0.48	\$0.04	\$0.04	n/a	\$0.10	\$0.66	\$33.00	\$3.90
Pre-Apprentice	\$2.02	n/a	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.09	\$0.36	n/a	\$0.04	n/a	\$0.10	\$0.50	\$33.00	\$3.59

All Employer contributions and employee deductions shall be calculated on the basis of "hours worked".

SCHEDULE "B2.3"

COMMERCIAL/INSTITUTIONAL - "OUTSIDE" LOWER MAINLAND/FRASER VALLEY (BC MAINLAND)

Schedule "B2.3" shall apply to all commercial and institutional which are located outside the Lower Mainland/Fraser Valley on the BC Mainland.

"Outside" Lower Mainland/Fraser Valley (BC Mainland)

Effective April 28, 2024

Employee Classification	EMPLOYER CONTRIBUTIONS									EMPLOYEE DEDUCTIONS								
	Benefit Plan	Pension Plan	JTS	CAF	AWCC	CIRP	JA PPlan	BCBCBTU	D&A Society	Total Hourly Paid	Admin Dues (2%)	DC 38 Org Fund	CIRP	App Trade School	IUPAT Admin Dues	Total Hourly Deducted	Basic Monthly Dues	Total Hourly Remitted
Foreman	\$2.02	\$3.25	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$6.34	\$0.78	\$0.04	\$0.04	n/a	\$0.10	\$0.96	\$33.00	\$7.30
CJP	\$2.02	\$3.25	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$6.34	\$0.78	\$0.04	\$0.04	n/a	\$0.10	\$0.96	\$33.00	\$7.30
7 th Term App	\$2.02	\$0.23	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.32	\$0.70	\$0.04	\$0.04	\$1.00	\$0.10	\$1.88	\$33.00	\$5.20
6 th Term App	\$2.02	\$0.21	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.30	\$0.66	\$0.04	\$0.04	\$1.00	\$0.10	\$1.84	\$33.00	\$5.14
5 th Term App	\$2.02	\$0.20	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.29	\$0.62	\$0.04	\$0.04	\$1.00	\$0.10	\$1.80	\$33.00	\$5.09
4 th Term App	\$2.02	\$0.19	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.28	\$0.58	\$0.04	\$0.04	\$1.00	\$0.10	\$1.76	\$33.00	\$5.04
3 rd Term App	\$2.02	\$0.18	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.27	\$0.54	\$0.04	\$0.04	\$1.00	\$0.10	\$1.72	\$33.00	\$4.99
2 nd Term App	\$2.02	\$0.16	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.25	\$0.50	\$0.04	\$0.04	\$1.00	\$0.10	\$1.68	\$33.00	\$4.93
1 st Term App	\$2.02	\$0.15	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.24	\$0.47	\$0.04	\$0.04	\$1.00	\$0.10	\$1.65	\$33.00	\$4.89
UDTF Level 7	\$2.02	\$0.23	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.32	\$0.70	\$0.04	\$0.04	n/a	\$0.10	\$0.88	\$33.00	\$4.20
UDTF Level 6	\$2.02	\$0.21	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.30	\$0.66	\$0.04	\$0.04	n/a	\$0.10	\$0.84	\$33.00	\$4.14
UDTF Level 5	\$2.02	\$0.20	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.29	\$0.62	\$0.04	\$0.04	n/a	\$0.10	\$0.80	\$33.00	\$4.09
UDTF Level 4	\$2.02	\$0.19	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.28	\$0.58	\$0.04	\$0.04	n/a	\$0.10	\$0.76	\$33.00	\$4.04
UDTF Level 3	\$2.02	\$0.18	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.27	\$0.54	\$0.04	\$0.04	n/a	\$0.10	\$0.72	\$33.00	\$3.99
UDTF Level 2	\$2.02	\$0.16	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.25	\$0.50	\$0.04	\$0.04	n/a	\$0.10	\$0.68	\$33.00	\$3.93
UDTF Level 1	\$2.02	\$0.15	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.24	\$0.47	\$0.04	\$0.04	n/a	\$0.10	\$0.65	\$33.00	\$3.89
Pre-Apprentice	\$2.02	n/a	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.09	\$0.35	n/a	\$0.04	n/a	\$0.10	\$0.49	\$33.00	\$3.58

All Employer contributions and employee deductions shall be calculated on the basis of "hours worked".

SCHEDULE "B3.3"

COMMERCIAL/INSTITUTIONAL - "OUTSIDE" LOWER MAINLAND/FRASER VALLEY (VANCOUVER ISLAND)

Schedule "B3.3" shall apply to all commercial and institutional which are located outside the Lower Mainland/Fraser Valley on Vancouver Island.

"Outside" Lower Mainland/Fraser Valley (Vancouver Island)

Effective April 28, 2024

Employee Classification	EMPLOYER CONTRIBUTIONS									EMPLOYEE DEDUCTIONS								
	Benefit Plan	Pension Plan	JTS	CAF	AWCC	CIRP	JA PPlan	BCBCBTU	D&A Society	Total Hourly Paid	Admin Dues (2%)	DC 38 Org Fund	CIRP	App Trade School	IUPAT Admin Dues	Total Hourly Deducted	Basic Monthly Dues	Total Hourly Remitted
Foreman	\$2.02	\$1.91	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$5.00	\$0.80	\$0.04	\$0.04	n/a	\$0.10	\$0.98	\$33.00	\$5.98
CJP	\$2.02	\$1.91	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$5.00	\$0.80	\$0.04	\$0.04	n/a	\$0.10	\$0.98	\$33.00	\$5.98
7 th Term App	\$2.02	\$0.23	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.32	\$0.72	\$0.04	\$0.04	\$1.00	\$0.10	\$1.90	\$33.00	\$5.22
6 th Term App	\$2.02	\$0.21	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.30	\$0.68	\$0.04	\$0.04	\$1.00	\$0.10	\$1.86	\$33.00	\$5.16
5 th Term App	\$2.02	\$0.20	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.29	\$0.64	\$0.04	\$0.04	\$1.00	\$0.10	\$1.82	\$33.00	\$5.11
4 th Term App	\$2.02	\$0.19	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.28	\$0.60	\$0.04	\$0.04	\$1.00	\$0.10	\$1.78	\$33.00	\$5.06
3 rd Term App	\$2.02	\$0.18	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.27	\$0.56	\$0.04	\$0.04	\$1.00	\$0.10	\$1.74	\$33.00	\$5.01
2 nd Term App	\$2.02	\$0.16	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.25	\$0.52	\$0.04	\$0.04	\$1.00	\$0.10	\$1.70	\$33.00	\$4.95
1 st Term App	\$2.02	\$0.15	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.24	\$0.48	\$0.04	\$0.04	\$1.00	\$0.10	\$1.66	\$33.00	\$4.90
UDTF Level 7	\$2.02	\$0.23	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.32	\$0.72	\$0.04	\$0.04	n/a	\$0.10	\$0.90	\$33.00	\$4.22
UDTF Level 6	\$2.02	\$0.21	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.30	\$0.68	\$0.04	\$0.04	n/a	\$0.10	\$0.86	\$33.00	\$4.16
UDTF Level 5	\$2.02	\$0.20	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.29	\$0.64	\$0.04	\$0.04	n/a	\$0.10	\$0.82	\$33.00	\$4.11
UDTF Level 4	\$2.02	\$0.19	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.28	\$0.60	\$0.04	\$0.04	n/a	\$0.10	\$0.78	\$33.00	\$4.06
UDTF Level 3	\$2.02	\$0.18	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.27	\$0.56	\$0.04	\$0.04	n/a	\$0.10	\$0.74	\$33.00	\$4.01
UDTF Level 2	\$2.02	\$0.16	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.25	\$0.52	\$0.04	\$0.04	n/a	\$0.10	\$0.70	\$33.00	\$3.95
UDTF Level 1	\$2.02	\$0.15	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.24	\$0.48	\$0.04	\$0.04	n/a	\$0.10	\$0.66	\$33.00	\$3.90
Pre-Apprentice	\$2.02	n/a	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.09	\$0.36	n/a	\$0.04	n/a	\$0.10	\$0.50	\$33.00	\$3.59

All Employer contributions and employee deductions shall be calculated on the basis of "hours worked".

SCHEDULE "A4.3"

**MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE
INDUSTRIAL - "INSIDE" LOWER MAINLAND/FRASER VALLEY**

Schedule "A4.3" shall apply to all industrial which are located inside the Lower Mainland/Fraser Valley.

"Inside" Lower Mainland/Fraser Valley

Effective April 28, 2024

<u>Employee Classifications:</u>	%	Base Rate	VP/SHP 10%	Employer Contributions									Total Package
				Benefit Plan	Pension Plan	JTS	CAF	AWCC	CIRP	JA Plan	BCBCBTU	D&A Society	
Foreperson	115%	\$57.33	\$5.73	\$2.02	\$3.25	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$69.40
Certified Journeyman (CJP)	100%	\$49.85	\$4.99	\$2.02	\$3.25	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$61.18
7 th Term Apprentice	90%	\$44.87	\$4.49	\$2.02	\$0.23	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$52.67
6 th Term Apprentice	85%	\$42.37	\$4.24	\$2.02	\$0.21	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$49.92
5 th Term Apprentice	80%	\$39.88	\$3.99	\$2.02	\$0.20	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$47.16
4 th Term Apprentice	75%	\$37.39	\$3.74	\$2.02	\$0.19	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$44.41
3 rd Term Apprentice	70%	\$34.90	\$3.49	\$2.02	\$0.18	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$41.65
2 nd Term Apprentice	65%	\$32.40	\$3.24	\$2.02	\$0.16	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$38.90
1 st Term Apprentice	60%	\$29.91	\$2.99	\$2.02	\$0.15	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$36.14
Uncertified DTF Level 7	90%	\$44.87	\$4.49	\$2.02	\$0.23	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$52.67
Uncertified DTF Level 6	85%	\$42.37	\$4.24	\$2.02	\$0.21	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$49.92
Uncertified DTF Level 5	80%	\$39.88	\$3.99	\$2.02	\$0.20	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$47.16
Uncertified DTF Level 4	75%	\$37.39	\$3.74	\$2.02	\$0.19	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$44.41
Uncertified DTF Level 3	70%	\$34.90	\$3.49	\$2.02	\$0.18	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$41.65
Uncertified DTF Level 2	65%	\$32.40	\$3.24	\$2.02	\$0.16	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$38.90
Uncertified DTF Level 1	60%	\$29.91	\$2.99	\$2.02	\$0.15	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$36.14
Pre-Apprentice	45%	\$22.43	\$2.24	\$2.02	n/a	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$27.76

SCHEDULE "A5.3"

**MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE
INDUSTRIAL - "OUTSIDE" LOWER MAINLAND/FRASER VALLEY (BC MAINLAND)**

Schedule "A5.3" shall apply to all industrial which are located outside the Lower Mainland/Fraser Valley on the BC Mainland.

"Outside" Lower Mainland/Fraser Valley (BC Mainland)

Effective April 28, 2024

<u>Employee Classifications:</u>	%	Base Rate	VP/SHP 10%	Employer Contributions									Total Package
				Benefit Plan	Pension Plan	JTS	CAF	AWCC	CIRP	JA Plan	BCBCBTU	D&A Society	
Foreperson	115%	\$55.72	\$5.57	\$2.02	\$3.25	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$67.63
Certified Journeyman (CJP)	100%	\$48.45	\$4.85	\$2.02	\$3.25	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$59.64
7 th Term Apprentice	90%	\$43.61	\$4.36	\$2.02	\$0.23	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$51.28
6 th Term Apprentice	85%	\$41.18	\$4.12	\$2.02	\$0.21	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$48.61
5 th Term Apprentice	80%	\$38.76	\$3.88	\$2.02	\$0.20	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$45.93
4 th Term Apprentice	75%	\$36.34	\$3.63	\$2.02	\$0.19	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$43.25
3 rd Term Apprentice	70%	\$33.92	\$3.39	\$2.02	\$0.18	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$40.57
2 nd Term Apprentice	65%	\$31.49	\$3.15	\$2.02	\$0.16	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$37.90
1 st Term Apprentice	60%	\$29.07	\$2.91	\$2.02	\$0.15	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$35.22
Uncertified DTF Level 7	90%	\$43.61	\$4.36	\$2.02	\$0.23	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$51.28
Uncertified DTF Level 6	85%	\$41.18	\$4.12	\$2.02	\$0.21	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$48.61
Uncertified DTF Level 5	80%	\$38.76	\$3.88	\$2.02	\$0.20	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$45.93
Uncertified DTF Level 4	75%	\$36.34	\$3.63	\$2.02	\$0.19	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$43.25
Uncertified DTF Level 3	70%	\$33.92	\$3.39	\$2.02	\$0.18	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$40.57
Uncertified DTF Level 2	65%	\$31.49	\$3.15	\$2.02	\$0.16	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$37.90
Uncertified DTF Level 1	60%	\$29.07	\$2.91	\$2.02	\$0.15	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$35.22
Pre-Apprentice	45%	\$21.80	\$2.18	\$2.02	n/a	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$27.07

SCHEDULE "A6.3"

**MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE
INDUSTRIAL - "OUTSIDE" LOWER MAINLAND/FRASER VALLEY (VANCOUVER ISLAND)**

Schedule "A6.3" shall apply to all industrial which are located outside the Lower Mainland/Fraser Valley on Vancouver Island.

"Outside" Lower Mainland/Fraser Valley (Vancouver Island)

Effective April 28, 2024

<u>Employee Classifications:</u>	%	Base Rate	VP/SHP 10%	Employer Contributions									Total Package
				Benefit Plan	Pension Plan	JTS	CAF	AWCC	CIRP	JA Plan	BCBCBTU	D&A Society	
Foreperson	115%	\$57.33	\$5.73	\$2.02	\$1.91	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$68.06
Certified Journeyman (CJP)	100%	\$49.85	\$4.99	\$2.02	\$1.91	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$59.84
7 th Term Apprentice	90%	\$44.87	\$4.49	\$2.02	\$0.23	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$52.67
6 th Term Apprentice	85%	\$42.37	\$4.24	\$2.02	\$0.21	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$49.92
5 th Term Apprentice	80%	\$39.88	\$3.99	\$2.02	\$0.20	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$47.16
4 th Term Apprentice	75%	\$37.39	\$3.74	\$2.02	\$0.19	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$44.41
3 rd Term Apprentice	70%	\$34.90	\$3.49	\$2.02	\$0.18	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$41.65
2 nd Term Apprentice	65%	\$32.40	\$3.24	\$2.02	\$0.16	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$38.90
1 st Term Apprentice	60%	\$29.91	\$2.99	\$2.02	\$0.15	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$36.14
Uncertified DTF Level 7	90%	\$44.87	\$4.49	\$2.02	\$0.23	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$52.67
Uncertified DTF Level 6	85%	\$42.37	\$4.24	\$2.02	\$0.21	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$49.92
Uncertified DTF Level 5	80%	\$39.88	\$3.99	\$2.02	\$0.20	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$47.16
Uncertified DTF Level 4	75%	\$37.39	\$3.74	\$2.02	\$0.19	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$44.41
Uncertified DTF Level 3	70%	\$34.90	\$3.49	\$2.02	\$0.18	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$41.65
Uncertified DTF Level 2	65%	\$32.40	\$3.24	\$2.02	\$0.16	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$38.90
Uncertified DTF Level 1	60%	\$29.91	\$2.99	\$2.02	\$0.15	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$36.14
Pre-Apprentice	45%	\$22.43	\$2.24	\$2.02	n/a	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$27.76

SCHEDULE "B4.3"

INDUSTRIAL - "INSIDE" LOWER MAINLAND/FRASER VALLEY

Schedule "B4.3" shall apply to all industrial which are located inside the Lower Mainland/Fraser Valley.

"Inside" Lower Mainland/Fraser Valley

Effective April 28, 2024

Employee Classification	EMPLOYER CONTRIBUTIONS										EMPLOYEE DEDUCTIONS							
	Benefit Plan	Pension Plan	JTS	CAF	AWCC	CIRP	JA PPlan	BCBCBTU	D&A Society	Total Hourly Paid	Admin Dues (2%)	DC 38 Org Fund	CIRP	App Trade School	IUPAT Admin Dues	Total Hourly Deducted	Basic Monthly Dues	Total Hourly Remitted
Foreman	\$2.02	\$3.25	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$6.34	\$1.00	\$0.04	\$0.04	n/a	\$0.10	\$1.18	\$33.00	\$7.52
CJP	\$2.02	\$3.25	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$6.34	\$1.00	\$0.04	\$0.04	n/a	\$0.10	\$1.18	\$33.00	\$7.52
7 th Term App	\$2.02	\$0.23	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.32	\$0.90	\$0.04	\$0.04	\$1.00	\$0.10	\$2.08	\$33.00	\$5.40
6 th Term App	\$2.02	\$0.21	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.30	\$0.85	\$0.04	\$0.04	\$1.00	\$0.10	\$2.03	\$33.00	\$5.33
5 th Term App	\$2.02	\$0.20	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.29	\$0.80	\$0.04	\$0.04	\$1.00	\$0.10	\$1.98	\$33.00	\$5.27
4 th Term App	\$2.02	\$0.19	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.28	\$0.75	\$0.04	\$0.04	\$1.00	\$0.10	\$1.93	\$33.00	\$5.21
3 rd Term App	\$2.02	\$0.18	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.27	\$0.70	\$0.04	\$0.04	\$1.00	\$0.10	\$1.88	\$33.00	\$5.15
2 nd Term App	\$2.02	\$0.16	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.25	\$0.65	\$0.04	\$0.04	\$1.00	\$0.10	\$1.83	\$33.00	\$5.08
1 st Term App	\$2.02	\$0.15	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.24	\$0.60	\$0.04	\$0.04	\$1.00	\$0.10	\$1.78	\$33.00	\$5.02
UDTF Level 7	\$2.02	\$0.23	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.32	\$0.90	\$0.04	\$0.04	n/a	\$0.10	\$1.08	\$33.00	\$4.40
UDTF Level 6	\$2.02	\$0.21	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.30	\$0.85	\$0.04	\$0.04	n/a	\$0.10	\$1.03	\$33.00	\$4.33
UDTF Level 5	\$2.02	\$0.20	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.29	\$0.80	\$0.04	\$0.04	n/a	\$0.10	\$0.98	\$33.00	\$4.27
UDTF Level 4	\$2.02	\$0.19	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.28	\$0.75	\$0.04	\$0.04	n/a	\$0.10	\$0.93	\$33.00	\$4.21
UDTF Level 3	\$2.02	\$0.18	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.27	\$0.70	\$0.04	\$0.04	n/a	\$0.10	\$0.88	\$33.00	\$4.15
UDTF Level 2	\$2.02	\$0.16	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.25	\$0.65	\$0.04	\$0.04	n/a	\$0.10	\$0.83	\$33.00	\$4.08
UDTF Level 1	\$2.02	\$0.15	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.24	\$0.60	\$0.04	\$0.04	n/a	\$0.10	\$0.78	\$33.00	\$4.02
Pre-Apprentice	\$2.02	n/a	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.09	\$0.45	n/a	\$0.04	n/a	\$0.10	\$0.59	\$33.00	\$3.68

All Employer contributions and employee deductions shall be calculated on the basis of "hours worked".

SCHEDULE "B5.3"

INDUSTRIAL - "OUTSIDE" LOWER MAINLAND/FRASER VALLEY (BC MAINLAND)

Schedule "B5.3" shall apply to all industrial which are located outside the Lower Mainland/Fraser Valley on the BC Mainland.

"Outside" Lower Mainland/Fraser Valley (BC Mainland)

Effective April 28, 2024

Employee Classification	EMPLOYER CONTRIBUTIONS									EMPLOYEE DEDUCTIONS								
	Benefit Plan	Pension Plan	JTS	CAF	AWCC	CIRP	JA PPlan	BCBCBTU	D&A Society	Total Hourly Paid	Admin Dues (2%)	DC 38 Org Fund	CIRP	App Trade School	IUPAT Admin Dues	Total Hourly Deducted	Basic Monthly Dues	Total Hourly Remitted
Foreman	\$2.02	\$3.25	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$6.34	\$0.97	\$0.04	\$0.04	n/a	\$0.10	\$1.15	\$33.00	\$7.49
CJP	\$2.02	\$3.25	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$6.34	\$0.97	\$0.04	\$0.04	n/a	\$0.10	\$1.15	\$33.00	\$7.49
7 th Term App	\$2.02	\$0.23	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.32	\$0.87	\$0.04	\$0.04	\$1.00	\$0.10	\$2.05	\$33.00	\$5.37
6 th Term App	\$2.02	\$0.21	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.30	\$0.82	\$0.04	\$0.04	\$1.00	\$0.10	\$2.00	\$33.00	\$5.30
5 th Term App	\$2.02	\$0.20	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.29	\$0.78	\$0.04	\$0.04	\$1.00	\$0.10	\$1.96	\$33.00	\$5.25
4 th Term App	\$2.02	\$0.19	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.28	\$0.73	\$0.04	\$0.04	\$1.00	\$0.10	\$1.91	\$33.00	\$5.19
3 rd Term App	\$2.02	\$0.18	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.27	\$0.68	\$0.04	\$0.04	\$1.00	\$0.10	\$1.86	\$33.00	\$5.13
2 nd Term App	\$2.02	\$0.16	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.25	\$0.63	\$0.04	\$0.04	\$1.00	\$0.10	\$1.81	\$33.00	\$5.06
1 st Term App	\$2.02	\$0.15	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.24	\$0.58	\$0.04	\$0.04	\$1.00	\$0.10	\$1.76	\$33.00	\$5.00
UDTF Level 7	\$2.02	\$0.23	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.32	\$0.87	\$0.04	\$0.04	n/a	\$0.10	\$1.05	\$33.00	\$4.37
UDTF Level 6	\$2.02	\$0.21	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.30	\$0.82	\$0.04	\$0.04	n/a	\$0.10	\$1.00	\$33.00	\$4.30
UDTF Level 5	\$2.02	\$0.20	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.29	\$0.78	\$0.04	\$0.04	n/a	\$0.10	\$0.96	\$33.00	\$4.25
UDTF Level 4	\$2.02	\$0.19	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.28	\$0.73	\$0.04	\$0.04	n/a	\$0.10	\$0.91	\$33.00	\$4.19
UDTF Level 3	\$2.02	\$0.18	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.27	\$0.68	\$0.04	\$0.04	n/a	\$0.10	\$0.86	\$33.00	\$4.13
UDTF Level 2	\$2.02	\$0.16	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.25	\$0.63	\$0.04	\$0.04	n/a	\$0.10	\$0.81	\$33.00	\$4.06
UDTF Level 1	\$2.02	\$0.15	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.24	\$0.58	\$0.04	\$0.04	n/a	\$0.10	\$0.76	\$33.00	\$4.00
Pre-Apprentice	\$2.02	n/a	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.09	\$0.44	n/a	\$0.04	n/a	\$0.10	\$0.58	\$33.00	\$3.67

All Employer contributions and employee deductions shall be calculated on the basis of "hours worked".

SCHEDULE "B6.3"

INDUSTRIAL - "OUTSIDE" LOWER MAINLAND/FRASER VALLEY (VANCOUVER ISLAND)

Schedule "B6.3" shall apply to all industrial which are located outside the Lower Mainland/Fraser Valley on Vancouver Island.

"Outside" Lower Mainland/Fraser Valley (Vancouver Island)

Effective April 28, 2024

Employee Classification	EMPLOYER CONTRIBUTIONS									EMPLOYEE DEDUCTIONS								
	Benefit Plan	Pension Plan	JTS	CAF	AWCC	CIRP	JA PPlan	BCBCBTU	D&A Society	Total Hourly Paid	Admin Dues (2%)	DC 38 Org Fund	CIRP	App Trade School	IUPAT Admin Dues	Total Hourly Deducted	Basic Monthly Dues	Total Hourly Remitted
Foreman	\$2.02	\$1.91	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$5.00	\$1.00	\$0.04	\$0.04	n/a	\$0.10	\$1.18	\$33.00	\$6.18
CJP	\$2.02	\$1.91	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$5.00	\$1.00	\$0.04	\$0.04	n/a	\$0.10	\$1.18	\$33.00	\$6.18
7 th Term App	\$2.02	\$0.23	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.32	\$0.90	\$0.04	\$0.04	\$1.00	\$0.10	\$2.08	\$33.00	\$5.40
6 th Term App	\$2.02	\$0.21	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.30	\$0.85	\$0.04	\$0.04	\$1.00	\$0.10	\$2.03	\$33.00	\$5.33
5 th Term App	\$2.02	\$0.20	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.29	\$0.80	\$0.04	\$0.04	\$1.00	\$0.10	\$1.98	\$33.00	\$5.27
4 th Term App	\$2.02	\$0.19	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.28	\$0.75	\$0.04	\$0.04	\$1.00	\$0.10	\$1.93	\$33.00	\$5.21
3 rd Term App	\$2.02	\$0.18	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.27	\$0.70	\$0.04	\$0.04	\$1.00	\$0.10	\$1.88	\$33.00	\$5.15
2 nd Term App	\$2.02	\$0.16	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.25	\$0.65	\$0.04	\$0.04	\$1.00	\$0.10	\$1.83	\$33.00	\$5.08
1 st Term App	\$2.02	\$0.15	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.24	\$0.60	\$0.04	\$0.04	\$1.00	\$0.10	\$1.78	\$33.00	\$5.02
UDTF Level 7	\$2.02	\$0.23	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.32	\$0.90	\$0.04	\$0.04	n/a	\$0.10	\$1.08	\$33.00	\$4.40
UDTF Level 6	\$2.02	\$0.21	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.30	\$0.85	\$0.04	\$0.04	n/a	\$0.10	\$1.03	\$33.00	\$4.33
UDTF Level 5	\$2.02	\$0.20	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.29	\$0.80	\$0.04	\$0.04	n/a	\$0.10	\$0.98	\$33.00	\$4.27
UDTF Level 4	\$2.02	\$0.19	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.28	\$0.75	\$0.04	\$0.04	n/a	\$0.10	\$0.93	\$33.00	\$4.21
UDTF Level 3	\$2.02	\$0.18	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.27	\$0.70	\$0.04	\$0.04	n/a	\$0.10	\$0.88	\$33.00	\$4.15
UDTF Level 2	\$2.02	\$0.16	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.25	\$0.65	\$0.04	\$0.04	n/a	\$0.10	\$0.83	\$33.00	\$4.08
UDTF Level 1	\$2.02	\$0.15	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.24	\$0.60	\$0.04	\$0.04	n/a	\$0.10	\$0.78	\$33.00	\$4.02
Pre-Apprentice	\$2.02	n/a	\$0.78	\$0.13	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$3.09	\$0.45	n/a	\$0.04	n/a	\$0.10	\$0.59	\$33.00	\$3.68

All Employer contributions and employee deductions shall be calculated on the basis of "hours worked".

SCHEDULES "A1.3" - RESIDENTIAL, COMMERCIAL AND INSTITUTIONAL PROJECTS
 MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Effective April 28, 2024

Employee Classifications:	%	Base Rate	VP/SHP 8%	Employer Contributions									Total Package
				Welfare Trust	Pension Plan	CAF	SBCFE	Training Fund	CIRP	JA Plan	BCBCBTU	D&A	
Journeyman													
Foreperson (FP)	115%	44.92	3.59	2.10	4.49	0.13	0.01	n/a	0.04	0.01	0.05	0.01	55.35
Certified (CJP)	100%	39.06	3.12	2.10	4.49	0.13	0.01	n/a	0.04	0.01	0.05	0.01	49.02
Uncertified Floorlayer (UCF)	90%	35.15	2.81	2.10	4.49	0.13	0.01	n/a	0.04	0.01	0.05	0.01	44.80
Apprentice or Semi Skilled Floorlayer (SSF)													
7th Term or Level 7	90%	35.15	2.81	2.10	2.25	0.13	0.01	n/a	0.04	0.01	0.05	0.01	42.56
6th Term or Level 6	85%	33.20	2.66	2.10	2.25	0.13	0.01	n/a	0.04	0.01	0.05	0.01	40.46
5th Term or Level 5	80%	31.25	2.50	2.10	2.25	0.13	0.01	n/a	0.04	0.01	0.05	0.01	38.35
4th Term or Level 4	70%	27.34	2.19	2.10	2.25	0.13	0.01	n/a	0.04	0.01	0.05	0.01	34.13
3rd Term or Level 3	65%	25.39	2.03	2.10	2.25	0.13	0.01	n/a	0.04	0.01	0.05	0.01	32.02
2nd Term or Level 2	60%	23.44	1.88	2.10	2.25	0.13	0.01	n/a	0.04	0.01	0.05	0.01	29.92
1st Term or Level 1	55%	21.48	1.72	2.10	2.25	0.13	0.01	n/a	0.04	0.01	0.05	0.01	27.80
Material Handler (MH)	50%	19.53	1.56	2.10	n/a	0.13	0.01	n/a	0.04	0.01	0.05	0.01	23.44

**SCHEDULES "A2.3" - INDUSTRIAL PROJECTS
MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE**

Effective April 28, 2024

<u>Employee Classifications:</u>	%	Base Rate	VP/SHP 12%	Employer Contributions									Total Package
				Welfare Trust	Pension Plan	CAF	SBCFE	Training Fund	CIRP	JA Plan	BCBCBTU	D&A	
Journeyman													
Foreperson (FP)	115%	53.48	6.42	2.10	4.49	0.13	0.01	n/a	0.04	0.01	0.05	0.01	66.74
Certified (CJP)	100%	46.50	5.58	2.10	4.49	0.13	0.01	n/a	0.04	0.01	0.05	0.01	58.92
Uncertified Floorlayer (UCF)	90%	41.85	5.02	2.10	4.49	0.13	0.01	n/a	0.04	0.01	0.05	0.01	53.71
Apprentice or Semi Skilled Floorlayer (SSF)													
7th Term or Level 7	90%	41.85	5.02	2.10	2.25	0.13	0.01	n/a	0.04	0.01	0.05	0.01	51.47
6th Term or Level 6	85%	39.53	4.74	2.10	2.25	0.13	0.01	n/a	0.04	0.01	0.05	0.01	48.87
5th Term or Level 5	80%	37.20	4.46	2.10	2.25	0.13	0.01	n/a	0.04	0.01	0.05	0.01	46.26
4th Term or Level 4	70%	32.55	3.91	2.10	2.25	0.13	0.01	n/a	0.04	0.01	0.05	0.01	41.06
3rd Term or Level 3	65%	30.23	3.63	2.10	2.25	0.13	0.01	n/a	0.04	0.01	0.05	0.01	38.46
2nd Term or Level 2	55%	25.58	3.07	2.10	2.25	0.13	0.01	n/a	0.04	0.01	0.05	0.01	33.25
1st Term or Level 1	50%	23.25	2.79	2.10	2.25	0.13	0.01	n/a	0.04	0.01	0.05	0.01	30.64
Material Handler (MH)	45%	20.93	2.51	2.10	n/a	0.13	0.01	n/a	0.04	0.01	0.05	0.01	25.79

**SCHEDULE "B1.3" - RESIDENTIAL, COMMERCIAL AND INSTITUTIONAL PROJECTS
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

Effective April 28, 2024

	Employee Classifications											
	FP	CJP	UCF	7	6	5	4	3	2	1	MH	
* Employer Contributions (Hourly):												
Floorlayers Industry Welfare Trust	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10
Floorlayers Industry Pension Plan	4.49	4.49	4.49	2.25	2.25	2.25	2.25	2.25	2.25	2.25	2.25	n/a
CAF (Contract Administration Fund)	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13
SBCFE (Society of BC Floorcovering Employers)	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Training Fund	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
JA Plan	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
* Total Employer Contributions (Hourly)	6.84	6.84	6.84	4.60	4.60	4.60	4.60	4.60	4.60	4.60	4.60	2.35
* Employee Deductions (Hourly):												
Union Dues and Administration	0.99	0.99	0.99	0.99	0.99	0.99	0.99	0.99	0.99	0.99	0.99	0.99
Union Training Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
* Total Employee Deductions (Hourly)	1.43	1.43	1.43	1.43	1.43	1.43	1.43	1.43	1.43	1.43	1.43	1.43
* Total Hourly Remittance	8.27	8.27	8.27	6.03	6.03	6.03	6.03	6.03	6.03	6.03	6.03	3.78
† Employee Deductions (Monthly):												
† Monthly Dues (Lump Sum)	25.00	25.00	25.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00

* All Employer contributions and a employee deductions shall be calculated on the basis of hours worked

† The Employer shall deduct the required lump sum monthly dues from the first pay cheque issued to each employee every month.

**SCHEDULE "B2.3" - INDUSTRIAL PROJECTS
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

Effective April 28, 2024

Employer Contributions (Hourly):	Employee Classifications										
	FP	CJP	UCF	7	6	5	4	3	2	1	MH
*Floorlayers Industry Welfare Trust	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10
*Floorlayers Industry Pension Plan	4.49	4.49	4.49	2.25	2.25	2.25	2.25	2.25	2.25	2.25	n/a
†CAF (Contract Administration Fund)	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13
†SBCFE (Society of BC Floorcovering Employers)	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
†Training Fund	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
†CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
†JA Plan	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
†BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
†D&A Policy	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Total Employer Contributions (Hourly)	6.84	6.84	6.84	4.60	4.60	4.60	4.60	4.60	4.60	4.60	2.35
Employee Deductions (Hourly):											
*Union Dues and Administration	0.99	0.99	0.99	0.99	0.99	0.99	0.99	0.99	0.99	0.99	0.99
*Union Training Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
†CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
Total Employee Deductions (Hourly)	1.43	1.43	1.43	1.43	1.43	1.43	1.43	1.43	1.43	1.43	1.43
Total Hourly Remittance											
<u>Straight Time Hours</u>	8.27	8.27	8.27	6.03	6.03	6.03	6.03	6.03	6.03	6.03	3.78
<u>1.5X OT Hours</u>	12.26	12.26	12.26	8.90	8.90	8.90	8.90	8.90	8.90	8.90	5.53
<u>2X OT Hours</u>	16.25	16.25	16.25	11.77	11.77	11.77	11.77	11.77	11.77	11.77	7.27
‡ Employee Deductions (Monthly):											
‡ Monthly Dues (Lump Sum)	25.00	25.00	25.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00

* Employer contributions and employee deductions which are based on hours earned

† Employer contributions and employee deductions which are based on hours worked

‡ The Employer shall deduct the required lump sum monthly dues from the first pay cheque issued to each employee every month.

Glaziers Local 1527 Standard ICI Agreement - Lower Mainland

Breakdown of Monetary Package	October 29, 2023				April 28, 2024			
	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (10%)	Total Employer Contributions *	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (10%)	Total Employer Contributions *	Total Monetary Package
"A" Foreperson 117%	\$46.51	\$4.65	\$5.26	\$56.42	\$48.15	\$4.82	\$5.76	\$58.73
Foreperson 112%	\$44.52	\$4.45	\$5.26	\$54.23	\$46.09	\$4.61	\$5.76	\$56.46
Chargehand 104%	\$41.34	\$4.13	\$5.26	\$50.73	\$42.80	\$4.28	\$5.76	\$52.84
Pre-Qualified Swing Stage ¹ 100% + See Note	\$41.75	\$4.18	\$5.26	\$51.19	\$43.65	\$4.37	\$5.76	\$53.78
Journeyman 100%	\$39.75	\$3.98	\$5.26	\$48.99	\$41.15	\$4.12	\$5.76	\$51.03
<u>Apprentices:</u>								
4 th Year - 2 nd 6 months 80%	\$31.80	\$3.18	\$5.26	\$40.24	\$32.92	\$3.29	\$5.76	\$41.97
4 th Year - 1 st 6 months 75%	\$29.81	\$2.98	\$5.26	\$38.05	\$30.86	\$3.09	\$5.76	\$39.71
3 rd Year 70%	\$27.83	\$2.78	\$5.26	\$35.87	\$28.81	\$2.88	\$5.76	\$37.45
2 nd Year 65%	\$25.84	\$2.58	\$5.26	\$33.68	\$26.75	\$2.68	\$5.76	\$35.19
1 st Year - 2 nd 6 months 60%	\$23.85	\$2.39	\$5.26	\$31.50	\$24.69	\$2.47	\$5.76	\$32.92
1 st Year - 1 st 6 months 55%	\$21.86	\$2.19	\$5.26	\$29.31	\$22.63	\$2.26	\$5.76	\$30.65
Pre-Apprentice ¹ 45%	\$17.89	\$1.79	\$1.82	\$21.50	\$18.52	\$1.85	\$1.82	\$22.19
<u>AGMT Rates</u>								
"A" Foreperson 117%	\$48.85	\$4.89	\$5.26	\$59.00	\$49.90	\$4.99	\$5.76	\$60.65
Foreperson 112%	\$46.76	\$4.68	\$5.26	\$56.70	\$47.77	\$4.78	\$5.76	\$58.31
Chargehand 104%	\$43.42	\$4.34	\$5.26	\$53.02	\$44.36	\$4.44	\$5.76	\$54.56
Pre-Qualified Swing Stage ¹ 100% + See Note	\$43.75	\$4.38	\$5.26	\$53.39	\$45.15	\$4.52	\$5.76	\$55.43
Journeyman² 100% + See Note	\$41.75	\$4.18	\$5.26	\$51.19	\$42.65	\$4.27	\$5.76	\$52.68
4 th Year - 2 nd 6 months 80%	\$34.40	\$3.44	\$5.26	\$43.10	\$34.12	\$3.41	\$5.76	\$43.29
Employer Contributions	October 29, 2023				April 28, 2024			
Health & Welfare ³ W	\$2.02				\$2.02			
Pension ³ E	\$1.00				\$1.50			
Group RRSP ³ E	\$1.00				\$1.00			
Contract Administration W	\$0.13				\$0.13			
Rehabilitation W	\$0.04				\$0.04			
BCBCBTU W	\$0.05				\$0.05			
Joint Trade Society Fund W	\$1.01				\$1.01			
D&A Policy W	\$0.01				\$0.01			
Health & Welfare - Pre-Apprentice Only ³ W	\$0.58				\$0.58			
	Classes Other than Pre-App	Pre-Apprentice	Classes Other than Pre-App	Pre-Apprentice				
* Total Employer Contributions - Straight Time Hours	\$5.26	\$1.82	\$5.76	\$1.82				
Total Employer Contributions - 1.5X Overtime Hours	\$6.26	\$1.82	\$7.01	\$1.82				
Total Employer Contributions - 2X Overtime Hours	\$7.26	\$1.82	\$8.26	\$1.82				

1. Swing Stage Premium Increases to \$2.50 effective May April 28, 2024 and \$3.00 May 4, 2025.
2. AGMT Premium \$1.00 for the Journeyman Effective May 28, 2023, \$1.50 April 28, 2024, \$2.00 May 4, 2025.
3. Pre-Apprentice - Health & Welfare, Pension and Group RRSP Contributions not required. Contributions in lieu of Health & Welfare in the amount of \$0.58/hour worked

Employer Contributions and Employee Deductions marked "E" paid/deducted based on hours Earned
 Employer Contributions and Employee Deductions marked "W" paid/deducted based on hours Worked

Glaziers Local 1527 Standard ICI Agreement - Lower Mainland

Employee Deductions	October 29, 2023				April 28, 2024			
	2% Admin Dues + Org Fund	JTS + Rehabilitation Fund + IUPAT Admin Dues (Int'l)	BC Building Trades	Apprenticeship Trade School	2% Admin Dues + Org Fund	JTS + Rehabilitation Fund + IUPAT Admin Dues (Int'l)	BC Building Trades	Apprenticeship Trade School
	E	W	W	W	E	W	W	W
"A" Foreperson	\$0.97	\$0.38	\$0.06	n/a	\$1.00	\$0.38	\$0.06	n/a
Foreperson	\$0.93	\$0.38	\$0.06	n/a	\$0.96	\$0.38	\$0.06	n/a
Chargehand	\$0.87	\$0.38	\$0.06	n/a	\$0.90	\$0.38	\$0.06	n/a
Pre-Qualified Swing Stage	\$0.88	\$0.38	\$0.06	n/a	\$0.91	\$0.38	\$0.06	n/a
Journeyman	\$0.84	\$0.38	\$0.06	n/a	\$0.86	\$0.38	\$0.06	n/a
<u>Apprentices:</u>								
4 th Year - 2 nd 6 months	\$0.68	\$0.38	\$0.06	\$1.00	\$0.70	\$0.38	\$0.06	\$1.00
4 th Year - 1 st 6 months	\$0.64	\$0.38	\$0.06	\$1.00	\$0.66	\$0.38	\$0.06	\$1.00
3 rd Year	\$0.60	\$0.38	\$0.06	\$1.00	\$0.62	\$0.38	\$0.06	\$1.00
2 nd Year	\$0.56	\$0.38	\$0.06	\$1.00	\$0.58	\$0.38	\$0.06	\$2.00
1 st Year - 2 nd 6 months	\$0.52	\$0.38	\$0.06	\$1.00	\$0.53	\$0.38	\$0.06	\$3.00
1 st Year - 1 st 6 months	\$0.48	\$0.38	\$0.06	\$1.00	\$0.49	\$0.38	\$0.06	\$4.00
Pre-Apprentice ¹	\$0.36	\$0.14	n/a	n/a	\$0.37	\$0.14	n/a	n/a
<u>AGMT Rates</u>								
"A" Foreperson	\$1.02	\$0.38	\$0.06	n/a	\$1.04	\$0.38	\$0.06	n/a
Foreperson	\$0.98	\$0.38	\$0.06	n/a	\$1.00	\$0.38	\$0.06	n/a
Chargehand	\$0.91	\$0.38	\$0.06	n/a	\$0.93	\$0.38	\$0.06	n/a
Pre-Qualified Swing Stage ¹	\$0.92	\$0.38	\$0.06	n/a	\$0.94	\$0.38	\$0.06	n/a
Journeyman ²	\$0.88	\$0.38	\$0.06	n/a	\$0.89	\$0.38	\$0.06	n/a
4 th Year - 2 nd 6 months	\$0.73	\$0.38	\$0.06	\$1.00	\$0.72	\$0.38	\$0.06	\$1.00

	Total Employee Deductions		
	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
"A" Foreperson	\$1.41	\$1.895	\$2.38
Foreperson	\$1.37	\$1.835	\$2.30
Chargehand			
Pre-Qualified Swing Stage	\$1.32	\$1.760	\$2.20
Journeyman	\$1.28	\$1.700	\$2.12
<u>Apprentices:</u>			
4 th Year - 2 nd 6 months	\$2.12	\$2.460	\$2.80
4 th Year - 1 st 6 months	\$2.08	\$2.400	\$2.72
3 rd Year	\$2.04	\$2.340	\$2.64
2 nd Year	\$2.00	\$2.280	\$2.56
1 st Year - 2 nd 6 months	\$1.96	\$2.220	\$2.48
1 st Year - 1 st 6 months	\$1.92	\$2.160	\$2.40
Pre-Apprentice ¹	\$0.50	\$0.680	\$0.86
<u>AGMT Rates</u>			
"A" Foreperson	\$1.46	\$1.970	\$2.48
Foreperson	\$1.42	\$1.910	\$2.40
Chargehand	\$1.35	\$1.805	\$2.26
Pre-Qualified Swing Stage ¹	\$1.36	\$1.820	\$2.28
Journeyman ²	\$1.32	\$1.760	\$2.20
4 th Year - 2 nd 6 months	\$2.17	\$2.535	\$2.90
Monthly Dues - All Classifications Except Pre-Apprentice		\$39.00	
Monthly Dues - Pre-Apprentice Classification		\$33.00	

	Total Employee Deductions		
	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
"A" Foreperson	\$1.44	\$1.940	\$2.44
Foreperson	\$1.40	\$1.880	\$2.36
Chargehand			
Pre-Qualified Swing Stage	\$1.35	\$1.805	\$2.26
Journeyman	\$1.30	\$1.730	\$2.16
<u>Apprentices:</u>			
4 th Year - 2 nd 6 months	\$2.14	\$2.490	\$2.84
4 th Year - 1 st 6 months	\$2.10	\$2.430	\$2.76
3 rd Year	\$2.06	\$2.370	\$2.68
2 nd Year	\$3.02	\$3.310	\$3.60
1 st Year - 2 nd 6 months	\$3.97	\$4.235	\$4.50
1 st Year - 1 st 6 months	\$4.93	\$5.175	\$5.42
Pre-Apprentice ¹	\$0.51	\$0.695	\$0.88
<u>AGMT Rates</u>			
"A" Foreperson	\$1.48	\$2.000	\$2.52
Foreperson	\$1.44	\$1.940	\$2.44
Chargehand	\$1.37	\$1.835	\$2.30
Pre-Qualified Swing Stage ¹	\$1.38	\$1.850	\$2.32
Journeyman ²	\$1.33	\$1.775	\$2.22
4 th Year - 2 nd 6 months	\$2.16	\$2.520	\$2.88
Monthly Dues - All Classifications Except Pre-Apprentice		\$39.00	
Monthly Dues - Pre-Apprentice Classification		\$33.00	

1. Pre-Apprentice - Only Admin Dues and Rehabilitation Fund Deductions Required

Employer Contributions and Employee Deductions marked "E" paid/deducted based on hours Earned

Employer Contributions and Employee Deductions marked "W" paid/deducted based on hours Worked

Glaziers Local 1527 Standard ICI Agreement - Vancouver Island

Breakdown of Monetary Package	October 29, 2023				April 28, 2024			
	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (10%)	Total Employer Contributions *	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (10%)	Total Employer Contributions *	Total Monetary Package
"A" Foreperson 117%	\$45.24	\$4.52	\$5.51	\$55.27	\$46.82	\$4.68	\$6.01	\$57.51
Foreperson 112%	\$43.31	\$4.33	\$5.51	\$53.15	\$44.82	\$4.48	\$6.01	\$55.31
Chargehand 104%	\$40.22	\$4.02	\$5.51	\$49.75	\$41.62	\$4.16	\$6.01	\$51.79
Pre-Qualified Swing Stage ¹ 100% + See Note	\$40.67	\$4.07	\$5.51	\$50.25	\$42.52	\$4.25	\$6.01	\$52.78
Journeyman 100%	\$38.67	\$3.87	\$5.51	\$48.05	\$40.02	\$4.00	\$6.01	\$50.03
<u>Apprentices:</u>								
4 th Year - 2 nd 6 months 80%	\$30.94	\$3.09	\$5.51	\$39.54	\$32.02	\$3.20	\$6.01	\$41.23
4 th Year - 1 st 6 months 75%	\$29.00	\$2.90	\$5.51	\$37.41	\$30.02	\$3.00	\$6.01	\$39.03
3 rd Year 70%	\$27.07	\$2.71	\$5.51	\$35.29	\$28.01	\$2.80	\$6.01	\$36.82
2 nd Year 65%	\$25.14	\$2.51	\$5.51	\$33.16	\$26.01	\$2.60	\$6.01	\$34.62
1 st Year - 2 nd 6 months 60%	\$23.20	\$2.32	\$5.51	\$31.03	\$24.01	\$2.40	\$6.01	\$32.42
1 st Year - 1 st 6 months 55%	\$21.27	\$2.13	\$5.51	\$28.91	\$22.01	\$2.20	\$6.01	\$30.22
Pre-Apprentice ¹ 45%	\$17.40	\$1.74	\$1.82	\$20.96	\$18.01	\$1.80	\$1.82	\$21.63
<u>AGMT Rates</u>								
"A" Foreperson 117%	\$46.41	\$4.64	\$5.51	\$56.56	\$48.58	\$4.86	\$6.01	\$59.45
Foreperson 112%	\$44.43	\$4.44	\$5.51	\$54.38	\$46.50	\$4.65	\$6.01	\$57.16
Chargehand 104%	\$41.26	\$4.13	\$5.51	\$50.90	\$43.18	\$4.32	\$6.01	\$53.51
Pre-Qualified Swing Stage ¹ 100% + See Note	\$41.67	\$4.17	\$5.51	\$51.35	\$44.02	\$4.40	\$6.01	\$54.43
Journeyman² 100% + See Note	\$39.67	\$3.97	\$5.51	\$49.15	\$41.52	\$4.15	\$6.01	\$51.68
4 th Year - 2 nd 6 months 80%	\$31.74	\$3.17	\$5.51	\$40.42	\$33.22	\$3.32	\$6.01	\$42.55
Employer Contributions	October 29, 2023				April 28, 2024			
Health & Welfare ³ W	\$2.02				\$2.02			
Pension ³ E	\$1.75				\$2.25			
Group RRSP ³ E	\$0.50				\$0.50			
Contract Administration W	\$0.13				\$0.13			
Rehabilitation W	\$0.04				\$0.04			
BCBCBTU W	\$0.05				\$0.05			
Joint Trade Society Fund W	\$1.01				\$1.01			
D&A Policy W	\$0.01				\$0.01			
Health & Welfare - Pre-Apprentice Only ³ W	\$0.58				\$0.58			
	Classes Other than Pre-App	Pre-Apprentice	Classes Other than Pre-App	Pre-Apprentice				
* Total Employer Contributions - Straight Time Hours	\$5.51	\$1.82	\$6.01	\$1.82				
Total Employer Contributions - 1.5X Overtime Hours	\$6.635	\$1.82	\$7.385	\$1.82				
Total Employer Contributions - 2X Overtime Hours	\$7.76	\$1.82	\$8.76	\$1.82				

1. Swing Stage Premium Increases to \$2.50 effective May April 28, 2024 and \$3.00 May 4, 2025.
 2. AGMT Premium \$1.00 for the Journeyman Effective May 28, 2023, \$1.50 April 28, 2024, \$2.00 May 4, 2025.
 3. Pre-Apprentice - Health & Welfare, Pension and Group RRSP Contributions not required. Contributions in lieu of Health & Welfare in the amount of \$0.58/hour worked

Employer Contributions and Employee Deductions marked "E" paid/deducted based on hours Earned
 Employer Contributions and Employee Deductions marked "W" paid/deducted based on hours Worked

Glaziers Local 1527 Standard ICI Agreement - Vancouver Island

Employee Deductions	October 29, 2023				April 28, 2024			
	2% Admin Dues + Org Fund	JTS + Rehabilitation Fund + IUPAT Admin Dues (Int'l)	BC Building Trades	Apprenticeship Trade School	2% Admin Dues + Org Fund	JTS + Rehabilitation Fund + IUPAT Admin Dues (Int'l)	BC Building Trades	Apprenticeship Trade School
	E	W	W	W	E	W	W	W
"A" Foreperson	\$0.94	\$0.38	\$0.06	n/a	\$0.98	\$0.38	\$0.06	n/a
Foreperson	\$0.91	\$0.38	\$0.06	n/a	\$0.94	\$0.38	\$0.06	n/a
Chargehand	\$0.84	\$0.38	\$0.06	n/a	\$0.87	\$0.38	\$0.06	n/a
Pre-Qualified Swing Stage	\$0.85	\$0.38	\$0.06	n/a	\$0.89	\$0.38	\$0.06	n/a
Journey person	\$0.81	\$0.38	\$0.06	n/a	\$0.84	\$0.38	\$0.06	n/a
<u>Apprentices:</u>								
4 th Year - 2 nd 6 months	\$0.66	\$0.38	\$0.06	\$1.00	\$0.68	\$0.38	\$0.06	\$1.00
4 th Year - 1 st 6 months	\$0.62	\$0.38	\$0.06	\$1.00	\$0.64	\$0.38	\$0.06	\$1.00
3 rd Year	\$0.58	\$0.38	\$0.06	\$1.00	\$0.60	\$0.38	\$0.06	\$1.00
2 nd Year	\$0.54	\$0.38	\$0.06	\$1.00	\$0.56	\$0.38	\$0.06	\$1.00
1 st Year - 2 nd 6 months	\$0.50	\$0.38	\$0.06	\$1.00	\$0.52	\$0.38	\$0.06	\$1.00
1 st Year - 1 st 6 months	\$0.47	\$0.38	\$0.06	\$1.00	\$0.48	\$0.38	\$0.06	\$1.00
Pre-Apprentice ¹	\$0.35	\$0.14	n/a	n/a	\$0.36	\$0.14	n/a	n/a
<u>AGMT Rates</u>								
"A" Foreperson	\$0.97	\$0.38	\$0.06	n/a	\$1.01	\$0.38	\$0.06	n/a
Foreperson	\$0.93	\$0.38	\$0.06	n/a	\$0.97	\$0.38	\$0.06	n/a
Chargehand	\$0.87	\$0.38	\$0.06	n/a	\$0.90	\$0.38	\$0.06	n/a
Pre-Qualified Swing Stage ¹	\$0.87	\$0.38	\$0.06	n/a	\$0.92	\$0.38	\$0.06	n/a
Journey person ²	\$0.83	\$0.38	\$0.06	n/a	\$0.87	\$0.38	\$0.06	n/a
4 th Year - 2 nd 6 months	\$0.67	\$0.38	\$0.06	\$1.00	\$0.70	\$0.38	\$0.06	\$1.00

	Total Employee Deductions		
	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
"A" Foreperson	\$1.38	\$1.850	\$2.32
Foreperson	\$1.35	\$1.805	\$2.26
Chargehand	\$1.28	\$1.700	\$2.12
Pre-Qualified Swing Stage	\$1.29	\$1.715	\$2.14
Journey person	\$1.25	\$1.655	\$2.06
<u>Apprentices:</u>			
4 th Year - 2 nd 6 months	\$2.10	\$2.430	\$2.76
4 th Year - 1 st 6 months	\$2.06	\$2.370	\$2.68
3 rd Year	\$2.02	\$2.310	\$2.60
2 nd Year	\$1.98	\$2.250	\$2.52
1 st Year - 2 nd 6 months	\$1.94	\$2.190	\$2.44
1 st Year - 1 st 6 months	\$1.91	\$2.145	\$2.38
Pre-Apprentice ¹	\$0.49	\$0.665	\$0.84
<u>AGMT Rates</u>			
"A" Foreperson	\$1.41	\$1.895	\$2.38
Foreperson	\$1.37	\$1.835	\$2.30
Chargehand	\$1.31	\$1.745	\$2.18
Pre-Qualified Swing Stage ¹	\$1.31	\$1.745	\$2.18
Journey person ²	\$1.27	\$1.685	\$2.10
4 th Year - 2 nd 6 months	\$2.11	\$2.445	\$2.78
Monthly Dues - All Classifications Except Pre-Apprentice		\$39.00	
Monthly Dues - Pre-Apprentice Classification		\$33.00	

	Total Employee Deductions		
	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
"A" Foreperson	\$1.42	\$1.910	\$2.40
Foreperson	\$1.38	\$1.850	\$2.32
Chargehand	\$1.31	\$1.745	\$2.18
Pre-Qualified Swing Stage	\$1.33	\$1.775	\$2.22
Journey person	\$1.28	\$1.700	\$2.12
<u>Apprentices:</u>			
4 th Year - 2 nd 6 months	\$2.12	\$2.460	\$2.80
4 th Year - 1 st 6 months	\$2.08	\$2.400	\$2.72
3 rd Year	\$2.04	\$2.340	\$2.64
2 nd Year	\$2.00	\$2.280	\$2.56
1 st Year - 2 nd 6 months	\$1.96	\$2.220	\$2.48
1 st Year - 1 st 6 months	\$1.92	\$2.160	\$2.40
Pre-Apprentice ¹	\$0.50	\$0.680	\$0.86
<u>AGMT Rates</u>			
"A" Foreperson	\$1.45	\$1.955	\$2.46
Foreperson	\$1.41	\$1.895	\$2.38
Chargehand	\$1.34	\$1.790	\$2.24
Pre-Qualified Swing Stage ¹	\$1.36	\$1.820	\$2.28
Journey person ²	\$1.31	\$1.745	\$2.18
4 th Year - 2 nd 6 months	\$2.14	\$2.490	\$2.84
Monthly Dues - All Classifications Except Pre-Apprentice		\$39.00	
Monthly Dues - Pre-Apprentice Classification		\$33.00	

1. Pre-Apprentice - Only Admin Dues and Rehabilitation Fund Deductions Required

Employer Contributions and Employee Deductions marked "E" paid/deducted based on hours Earned

Employer Contributions and Employee Deductions marked "W" paid/deducted based on hours Worked

Glaziers Local 1527 Standard ICI Agreement - Lower Mainland - Industrial PLA Projects ONLY

Breakdown of Monetary Package		October 29, 2023				April 28, 2024			
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (10%)	Total Employer Contributions *	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (10%)	Total Employer Contributions *	Total Monetary Package
"A" Foreperson	117%	\$53.48	\$5.35	\$5.26	\$64.09	\$55.36	\$5.54	\$5.76	\$66.66
Foreperson	112%	\$51.20	\$5.12	\$5.26	\$61.58	\$53.00	\$5.30	\$5.76	\$64.06
Chargehand	104%	\$47.54	\$4.75	\$5.26	\$57.55	\$49.21	\$4.92	\$5.76	\$59.89
Pre-Qualified Swing Stage ¹	100% + See Note	\$47.71	\$4.77	\$5.26	\$57.74	\$49.82	\$4.98	\$5.76	\$60.56
Journeyman	100%	\$45.71	\$4.57	\$5.26	\$55.54	\$47.32	\$4.73	\$5.76	\$57.81
<u>Apprentices:</u>									
4 th Year - 2 nd 6 months	80%	\$36.57	\$3.66	\$5.26	\$45.49	\$37.86	\$3.79	\$5.76	\$47.41
4 th Year - 1 st 6 months	75%	\$34.28	\$3.43	\$5.26	\$42.97	\$35.49	\$3.55	\$5.76	\$44.80
3 rd Year	70%	\$32.00	\$3.20	\$5.26	\$40.46	\$33.12	\$3.31	\$5.76	\$42.19
2 nd Year	65%	\$29.71	\$2.97	\$5.26	\$37.94	\$30.76	\$3.08	\$5.76	\$39.60
1 st Year - 2 nd 6 months	60%	\$27.43	\$2.74	\$5.26	\$35.43	\$28.39	\$2.84	\$5.76	\$36.99
1 st Year - 1 st 6 months	55%	\$25.14	\$2.51	\$5.26	\$32.91	\$26.03	\$2.60	\$5.76	\$34.39
Pre-Apprentice ¹	45%	\$20.57	\$2.06	\$1.82	\$24.45	\$21.29	\$2.13	\$1.82	\$25.24
<u>AGMT Rates</u>									
"A" Foreperson	117%	\$54.65	\$5.47	\$5.26	\$65.38	\$57.12	\$5.71	\$5.76	\$68.59
Foreperson	112%	\$52.32	\$5.23	\$5.26	\$62.81	\$54.68	\$5.47	\$5.76	\$65.91
Chargehand	104%	\$48.58	\$4.86	\$5.26	\$58.70	\$50.77	\$5.08	\$5.76	\$61.61
Pre-Qualified Swing Stage ¹	100% + See Note	\$48.71	\$4.87	\$5.26	\$58.84	\$51.32	\$5.13	\$5.76	\$62.21
Journeyman ²	100% + See Note	\$46.71	\$4.67	\$5.26	\$56.64	\$48.82	\$4.88	\$5.76	\$59.46
4 th Year - 2 nd 6 months	80%	\$37.37	\$3.74	\$5.26	\$46.37	\$39.06	\$3.91	\$5.76	\$48.73
Employer Contributions		October 29, 2023				April 28, 2024			
Health & Welfare ³	W	\$2.02		\$2.02		\$2.02		\$2.02	
Pension ³	E	\$1.00		\$1.50		\$1.50		\$1.50	
Group RRSP ³	E	\$1.00		\$1.00		\$1.00		\$1.00	
Contract Administration	W	\$0.13		\$0.13		\$0.13		\$0.13	
Rehabilitation	W	\$0.04		\$0.04		\$0.04		\$0.04	
BCBCBTU	W	\$0.05		\$0.05		\$0.05		\$0.05	
Joint Trade Society Fund	W	\$1.01		\$1.01		\$1.01		\$1.01	
D&A Policy	W	\$0.01		\$0.01		\$0.01		\$0.01	
Health & Welfare - Pre-Apprentice Only ³	W	\$0.58		\$0.58		\$0.58		\$0.58	
		Classes Other than Pre-App		Pre-Apprentice		Classes Other than Pre-App		Pre-Apprentice	
* Total Employer Contributions - Straight Time Hours		\$5.26		\$1.82		\$5.76		\$1.82	
Total Employer Contributions - 1.5X Overtime Hours		\$6.26		\$1.82		\$7.01		\$1.82	
Total Employer Contributions - 2X Overtime Hours		\$7.26		\$1.82		\$8.26		\$1.82	

- Swing Stage Premium Increases to \$2.50 effective May April 28, 2024 and \$3.00 May 4, 2025.
- AGMT Premium \$1.00 for the Journeyman Effective May 28, 2023, \$1.50 April 28, 2024, \$2.00 May 4, 2025.
- Pre-Apprentice - Health & Welfare, Pension and Group RRSP Contributions not required. Contributions in lieu of Health & Welfare in the amount of \$0.58/hour worked

Employer Contributions and Employee Deductions marked "E" paid/deducted based on hours Earned
 Employer Contributions and Employee Deductions marked "W" paid/deducted based on hours Worked

Glaziers Local 1527 Standard ICI Agreement - Lower Mainland - Industrial PLA Projects ONLY

Employee Deductions	October 29, 2023				April 28, 2024			
	2% Admin Dues + Org Fund	JTS + Rehabilitation Fund + IUPAT Admin Dues (Int'l)	BC Building Trades	Apprenticeship Trade School	2% Admin Dues + Org Fund	JTS + Rehabilitation Fund + IUPAT Admin Dues (Int'l)	BC Building Trades	Apprenticeship Trade School
	E	W	W	W	E	W	W	W
"A" Foreperson	\$1.11	\$0.38	\$0.06	n/a	\$1.15	\$0.38	\$0.06	n/a
Foreperson	\$1.06	\$0.38	\$0.06	n/a	\$1.10	\$0.38	\$0.06	n/a
Chargehand	\$0.99	\$0.38	\$0.06	n/a	\$1.02	\$0.38	\$0.06	n/a
Pre-Qualified Swing Stage	\$0.99	\$0.38	\$0.06	n/a	\$1.04	\$0.38	\$0.06	n/a
Journeyman	\$0.95	\$0.38	\$0.06	n/a	\$0.99	\$0.38	\$0.06	n/a
<u>Apprentices:</u>								
4 th Year - 2 nd 6 months	\$0.77	\$0.38	\$0.06	\$1.00	\$0.80	\$0.38	\$0.06	\$1.00
4 th Year - 1 st 6 months	\$0.73	\$0.38	\$0.06	\$1.00	\$0.75	\$0.38	\$0.06	\$1.00
3 rd Year	\$0.68	\$0.38	\$0.06	\$1.00	\$0.70	\$0.38	\$0.06	\$1.00
2 nd Year	\$0.63	\$0.38	\$0.06	\$1.00	\$0.66	\$0.38	\$0.06	\$1.00
1 st Year - 2 nd 6 months	\$0.59	\$0.38	\$0.06	\$1.00	\$0.61	\$0.38	\$0.06	\$1.00
1 st Year - 1 st 6 months	\$0.54	\$0.38	\$0.06	\$1.00	\$0.56	\$0.38	\$0.06	\$1.00
Pre-Apprentice ¹	\$0.41	\$0.14	n/a	n/a	\$0.43	\$0.14	n/a	n/a
<u>AGMT Rates</u>								
"A" Foreperson	\$1.13	\$0.38	\$0.06	n/a	\$1.18	\$0.38	\$0.06	n/a
Foreperson	\$1.09	\$0.38	\$0.06	n/a	\$1.13	\$0.38	\$0.06	n/a
Chargehand	\$1.01	\$0.38	\$0.06	n/a	\$1.06	\$0.38	\$0.06	n/a
Pre-Qualified Swing Stage ¹	\$1.01	\$0.38	\$0.06	n/a	\$1.07	\$0.38	\$0.06	n/a
Journeyman ²	\$0.97	\$0.38	\$0.06	n/a	\$1.02	\$0.38	\$0.06	n/a
4 th Year - 2 nd 6 months	\$0.79	\$0.38	\$0.06	\$1.00	\$0.82	\$0.38	\$0.06	\$1.00

	Total Employee Deductions		
	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
"A" Foreperson	\$1.55	\$2.105	\$2.66
Foreperson	\$1.50	\$2.030	\$2.56
Chargehand	\$1.43	\$1.925	\$2.42
Pre-Qualified Swing Stage	\$1.43	\$1.925	\$2.42
Journeyman	\$1.39	\$1.865	\$2.34
<u>Apprentices:</u>			
4 th Year - 2 nd 6 months	\$2.21	\$2.595	\$2.98
4 th Year - 1 st 6 months	\$2.17	\$2.535	\$2.90
3 rd Year	\$2.12	\$2.460	\$2.80
2 nd Year	\$2.07	\$2.385	\$2.70
1 st Year - 2 nd 6 months	\$2.03	\$2.325	\$2.62
1 st Year - 1 st 6 months	\$1.98	\$2.250	\$2.52
Pre-Apprentice ¹	\$0.55	\$0.755	\$0.96
<u>AGMT Rates</u>			
"A" Foreperson	\$1.57	\$2.135	\$2.70
Foreperson	\$1.53	\$2.075	\$2.62
Chargehand	\$1.45	\$1.955	\$2.46
Pre-Qualified Swing Stage ¹	\$1.45	\$1.955	\$2.46
Journeyman ²	\$1.41	\$1.895	\$2.38
4 th Year - 2 nd 6 months	\$2.23	\$2.625	\$3.02
Monthly Dues - All Classifications Except Pre-Apprentice		\$39.00	
Monthly Dues - Pre-Apprentice Classification		\$33.00	

	Total Employee Deductions		
	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
"A" Foreperson	\$1.59	\$2.165	\$2.74
Foreperson	\$1.54	\$2.090	\$2.64
Chargehand	\$1.46	\$1.970	\$2.48
Pre-Qualified Swing Stage	\$1.48	\$2.000	\$2.52
Journeyman	\$1.43	\$1.925	\$2.42
<u>Apprentices:</u>			
4 th Year - 2 nd 6 months	\$2.24	\$2.640	\$3.04
4 th Year - 1 st 6 months	\$2.19	\$2.565	\$2.94
3 rd Year	\$2.14	\$2.490	\$2.84
2 nd Year	\$2.10	\$2.430	\$2.76
1 st Year - 2 nd 6 months	\$2.05	\$2.355	\$2.66
1 st Year - 1 st 6 months	\$2.00	\$2.280	\$2.56
Pre-Apprentice ¹	\$0.57	\$0.785	\$1.00
<u>AGMT Rates</u>			
"A" Foreperson	\$1.62	\$2.210	\$2.80
Foreperson	\$1.57	\$2.135	\$2.70
Chargehand	\$1.50	\$2.030	\$2.56
Pre-Qualified Swing Stage ¹	\$1.51	\$2.045	\$2.58
Journeyman ²	\$1.46	\$1.970	\$2.48
4 th Year - 2 nd 6 months	\$2.26	\$2.670	\$3.08
Monthly Dues - All Classifications Except Pre-Apprentice		\$39.00	
Monthly Dues - Pre-Apprentice Classification		\$33.00	

1. Pre-Apprentice - Only Admin Dues and Rehabilitation Fund Deductions Required

Employer Contributions and Employee Deductions marked "E" paid/deducted based on hours Earned

Employer Contributions and Employee Deductions marked "W" paid/deducted based on hours Worked

Glaziers Local 1527 Standard ICI Agreement - Vancouver Island - Industrial PLA Projects ONLY

Breakdown of Monetary Package		October 29, 2023				April 28, 2024			
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (10%)	Total Employer Contributions *	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (10%)	Total Employer Contributions *	Total Monetary Package
"A" Foreperson	117%	\$52.03	\$5.20	\$5.51	\$62.74	\$53.84	\$5.38	\$6.01	\$65.23
Foreperson	112%	\$49.81	\$4.98	\$5.51	\$60.30	\$51.54	\$5.15	\$6.01	\$62.70
Chargehand	104%	\$46.25	\$4.63	\$5.51	\$56.39	\$47.86	\$4.79	\$6.01	\$58.66
Pre-Qualified Swing Stage ¹	100% + See Note	\$46.47	\$4.65	\$5.51	\$56.63	\$48.52	\$4.85	\$6.01	\$59.38
Journeyman	100%	\$44.47	\$4.45	\$5.51	\$54.43	\$46.02	\$4.60	\$6.01	\$56.63
<u>Apprentices:</u>									
4 th Year - 2 nd 6 months	80%	\$35.58	\$3.56	\$5.51	\$44.65	\$36.82	\$3.68	\$6.01	\$46.51
4 th Year - 1 st 6 months	75%	\$33.35	\$3.34	\$5.51	\$42.20	\$34.52	\$3.45	\$6.01	\$43.98
3 rd Year	70%	\$31.13	\$3.11	\$5.51	\$39.75	\$32.21	\$3.22	\$6.01	\$41.44
2 nd Year	65%	\$28.91	\$2.89	\$5.51	\$37.31	\$29.91	\$2.99	\$6.01	\$38.91
1 st Year - 2 nd 6 months	60%	\$26.68	\$2.67	\$5.51	\$34.86	\$27.61	\$2.76	\$6.01	\$36.38
1 st Year - 1 st 6 months	55%	\$24.46	\$2.45	\$5.51	\$32.42	\$25.31	\$2.53	\$6.01	\$33.85
Pre-Apprentice ¹	45%	\$20.01	\$2.00	\$1.82	\$23.83	\$20.71	\$2.07	\$1.82	\$24.60
<u>AGMT Rates</u>									
"A" Foreperson	117%	\$53.20	\$5.32	\$5.51	\$64.03	\$55.60	\$5.56	\$6.01	\$67.17
Foreperson	112%	\$50.93	\$5.09	\$5.51	\$61.53	\$53.22	\$5.32	\$6.01	\$64.55
Chargehand	104%	\$47.29	\$4.73	\$5.51	\$57.53	\$49.42	\$4.94	\$6.01	\$60.37
Pre-Qualified Swing Stage ¹	100% + See Note	\$47.47	\$4.75	\$5.51	\$57.73	\$50.02	\$5.00	\$6.01	\$61.03
Journeyman ²	100% + See Note	\$45.47	\$4.55	\$5.51	\$55.53	\$47.52	\$4.75	\$6.01	\$58.28
4 th Year - 2 nd 6 months	80%	\$36.38	\$3.64	\$5.51	\$45.53	\$38.02	\$3.80	\$6.01	\$47.83
Employer Contributions		October 29, 2023				April 28, 2024			
Health & Welfare ³	W		\$2.02				\$2.02		
Pension ³	E		\$1.75				\$2.25		
Group RRSP ³	E		\$0.50				\$0.50		
Contract Administration	W		\$0.13				\$0.13		
Rehabilitation	W		\$0.04				\$0.04		
BCBCBTU	W		\$0.05				\$0.05		
Joint Trade Society Fund	W		\$1.01				\$1.01		
D&A Policy	W		\$0.01				\$0.01		
Health & Welfare - Pre-Apprentice Only ³	W		\$0.58				\$0.58		
		Classes Other than Pre-App	Pre-Apprentice	Classes Other than Pre-App	Pre-Apprentice				
* Total Employer Contributions - Straight Time Hours		\$5.51	\$1.82	\$6.01	\$1.82				
Total Employer Contributions - 1.5X Overtime Hours		\$6.635	\$1.82	\$7.385	\$1.82				
Total Employer Contributions - 2X Overtime Hours		\$7.76	\$1.82	\$8.76	\$1.82				

1. Swing Stage Premium Increases to \$2.50 effective May April 28, 2024 and \$3.00 May 4, 2025.

2. AGMT Premium \$1.00 for the Journeyman Effective May 28, 2023, \$1.50 April 28, 2024, \$2.00 May 4, 2025.

3. Pre-Apprentice - Health & Welfare, Pension and Group RRSP Contributions not required. Contributions in lieu of Health & Welfare in the amount of \$0.58/hour worked

Employer Contributions and Employee Deductions marked "E" paid/deducted based on hours Earned

Employer Contributions and Employee Deductions marked "W" paid/deducted based on hours Worked

Glaziers Local 1527 Standard ICI Agreement - Vancouver Island - Industrial PLA Projects ONLY

Employee Deductions	October 29, 2023				April 28, 2024			
	2% Admin Dues + Org Fund	JTS + Rehabilitation Fund + IUPAT Admin Dues (Int'l)	BC Building Trades	Apprenticeship Trade School	2% Admin Dues + Org Fund	JTS + Rehabilitation Fund + IUPAT Admin Dues (Int'l)	BC Building Trades	Apprenticeship Trade School
	E	W	W	W	E	W	W	W
"A" Foreperson	\$1.08	\$0.38	\$0.06	n/a	\$1.12	\$0.38	\$0.06	n/a
Foreperson	\$1.04	\$0.38	\$0.06	n/a	\$1.07	\$0.38	\$0.06	n/a
Chargehand	\$0.97	\$0.38	\$0.06	n/a	\$1.00	\$0.38	\$0.06	n/a
Pre-Qualified Swing Stage	\$0.97	\$0.38	\$0.06	n/a	\$1.01	\$0.38	\$0.06	n/a
Journeyman	\$0.93	\$0.38	\$0.06	n/a	\$0.96	\$0.38	\$0.06	n/a
<u>Apprentices:</u>								
4 th Year - 2 nd 6 months	\$0.75	\$0.38	\$0.06	\$1.00	\$0.78	\$0.38	\$0.06	\$1.00
4 th Year - 1 st 6 months	\$0.71	\$0.38	\$0.06	\$1.00	\$0.73	\$0.38	\$0.06	\$1.00
3 rd Year	\$0.66	\$0.38	\$0.06	\$1.00	\$0.68	\$0.38	\$0.06	\$1.00
2 nd Year	\$0.62	\$0.38	\$0.06	\$1.00	\$0.64	\$0.38	\$0.06	\$1.00
1 st Year - 2 nd 6 months	\$0.57	\$0.38	\$0.06	\$1.00	\$0.59	\$0.38	\$0.06	\$1.00
1 st Year - 1 st 6 months	\$0.53	\$0.38	\$0.06	\$1.00	\$0.55	\$0.38	\$0.06	\$1.00
Pre-Apprentice ¹	\$0.40	\$0.14	n/a	n/a	\$0.41	\$0.14	n/a	n/a
<u>AGMT Rates</u>								
"A" Foreperson	\$1.10	\$0.38	\$0.06	n/a	\$1.15	\$0.38	\$0.06	n/a
Foreperson	\$1.06	\$0.38	\$0.06	n/a	\$1.10	\$0.38	\$0.06	n/a
Chargehand	\$0.99	\$0.38	\$0.06	n/a	\$1.03	\$0.38	\$0.06	n/a
Pre-Qualified Swing Stage ¹	\$0.99	\$0.38	\$0.06	n/a	\$1.04	\$0.38	\$0.06	n/a
Journeyman ²	\$0.95	\$0.38	\$0.06	n/a	\$0.99	\$0.38	\$0.06	n/a
4 th Year - 2 nd 6 months	\$0.77	\$0.38	\$0.06	\$1.00	\$0.80	\$0.38	\$0.06	\$1.00

	Total Employee Deductions		
	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
"A" Foreperson	\$1.52	\$2.060	\$2.60
Foreperson	\$1.48	\$2.000	\$2.52
Chargehand	\$1.41	\$1.895	\$2.38
Pre-Qualified Swing Stage	\$1.41	\$1.895	\$2.38
Journeyman	\$1.37	\$1.835	\$2.30
<u>Apprentices:</u>			
4 th Year - 2 nd 6 months	\$2.19	\$2.565	\$2.94
4 th Year - 1 st 6 months	\$2.15	\$2.505	\$2.86
3 rd Year	\$2.10	\$2.430	\$2.76
2 nd Year	\$2.06	\$2.370	\$2.68
1 st Year - 2 nd 6 months	\$2.01	\$2.295	\$2.58
1 st Year - 1 st 6 months	\$1.97	\$2.235	\$2.50
Pre-Apprentice ¹	\$0.54	\$0.740	\$0.94
<u>AGMT Rates</u>			
"A" Foreperson	\$1.54	\$2.090	\$2.64
Foreperson	\$1.50	\$2.030	\$2.56
Chargehand	\$1.43	\$1.925	\$2.42
Pre-Qualified Swing Stage ¹	\$1.43	\$1.925	\$2.42
Journeyman ²	\$1.39	\$1.865	\$2.34
4 th Year - 2 nd 6 months	\$2.21	\$2.595	\$2.98
Monthly Dues - All Classifications Except Pre-Apprentice		\$39.00	
Monthly Dues - Pre-Apprentice Classification		\$33.00	

	Total Employee Deductions		
	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
"A" Foreperson	\$1.56	\$2.120	\$2.68
Foreperson	\$1.51	\$2.045	\$2.58
Chargehand	\$1.44	\$1.940	\$2.44
Pre-Qualified Swing Stage	\$1.45	\$1.955	\$2.46
Journeyman	\$1.40	\$1.880	\$2.36
<u>Apprentices:</u>			
4 th Year - 2 nd 6 months	\$2.22	\$2.610	\$3.00
4 th Year - 1 st 6 months	\$2.17	\$2.535	\$2.90
3 rd Year	\$2.12	\$2.460	\$2.80
2 nd Year	\$2.08	\$2.400	\$2.72
1 st Year - 2 nd 6 months	\$2.03	\$2.325	\$2.62
1 st Year - 1 st 6 months	\$1.99	\$2.265	\$2.54
Pre-Apprentice ¹	\$0.55	\$0.755	\$0.96
<u>AGMT Rates</u>			
"A" Foreperson	\$1.59	\$2.165	\$2.74
Foreperson	\$1.54	\$2.090	\$2.64
Chargehand	\$1.47	\$1.985	\$2.50
Pre-Qualified Swing Stage ¹	\$1.48	\$2.000	\$2.52
Journeyman ²	\$1.43	\$1.925	\$2.42
4 th Year - 2 nd 6 months	\$2.24	\$2.640	\$3.04
Monthly Dues - All Classifications Except Pre-Apprentice		\$39.00	
Monthly Dues - Pre-Apprentice Classification		\$33.00	

1. Pre-Apprentice - Only Admin Dues and Rehabilitation Fund Deductions Required

Employer Contributions and Employee Deductions marked "E" paid/deducted based on hours Earned

Employer Contributions and Employee Deductions marked "W" paid/deducted based on hours Worked

LETTER OF UNDERSTANDING RE: GREER CONTRACTING LTD

SCHEDULE A1.3

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

RRSP

Schedule "A1.3" shall apply to all projects located inside the Lower Mainland/Fraser Valley

"Inside" Lower Mainland/Fraser Valley - All Projects**Effective April 28, 2024**

<u>Employee Classifications:</u>	%	Base Rate	VP/SHP 8%	Benefit Plan	RRSP	CAF	Adv. Fund	AWCC	CIRP	JA Plan	BCBCBTU	D&A Society	Total Monetary Package
Crew Leader (CL)	115%	\$46.32	\$3.71	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$56.47
*Grandfathered Journeyperson (GJP)	100%	\$40.28	\$3.22	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$49.94
Cementitious Plaster Sprayer (CPS)	100%	\$40.28	\$3.22	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$49.94
Mineral Fibre Sprayer (MFS)	90%	\$36.25	\$2.90	\$2.55	\$3.15	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$45.24
Intumescent Sprayer (IS)	85%	\$34.24	\$2.74	\$2.55	\$2.98	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$42.89
Thermal/Acoustical Sprayer (TAS)	70%	\$28.19	\$2.26	\$2.55	\$2.45	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$35.84
Sprayer In Training (ST)	60%	\$24.17	\$1.93	\$2.55	\$2.10	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$31.14
Crew Helper 3 (CH3)	55%	\$22.15	\$1.77	n/a	n/a	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$24.31
Crew Helper 2 (CH2)	50%	\$20.14	\$1.61	n/a	n/a	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$22.14
Crew Helper 1 (CH1)	45%	\$18.12	\$1.45	n/a	n/a	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$19.96

* The GJP minimum straight time hourly wage rate shall be paid according to the grid above. All other classifications shall be re-calculated at the stated percentage of the GJP minimum straight time hourly wage rate.

LETTER OF UNDERSTANDING RE: GREER CONTRACTING LTD

SCHEDULE A2.3

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

RRSP

Schedule "A2.3" shall apply to commercial/institutional projects located outside the Lower Mainland/Fraser Valley

"Outside" Lower Mainland/Fraser Valley - Commercial/Institutional Projects**Effective April 28, 2024**

<u>Employee Classifications:</u>	%	Base Rate	VP/SHP 8%	Benefit Plan	RRSP	CAF	Adv. Fund	AWCC	CIRP	JA Plan	BCBCBTU	D&A Society	Total Monetary Package
Crew Leader (CL)	115%	\$45.00	\$3.60	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$55.04
*Grandfathered Journeyperson (GJP)	100%	\$39.13	\$3.13	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$48.70
Cementitious Plaster Sprayer (CPS)	100%	\$39.13	\$3.13	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$48.70
Mineral Fibre Sprayer (MFS)	90%	\$35.22	\$2.82	\$2.55	\$3.15	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$44.13
Intumescent Sprayer (IS)	85%	\$33.26	\$2.66	\$2.55	\$2.98	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$41.84
Thermal/Acoustical Sprayer (TAS)	70%	\$27.40	\$2.19	\$2.55	\$2.45	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$34.98
Sprayer In Training (ST)	60%	\$23.48	\$1.88	\$2.55	\$2.10	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$30.40
Crew Helper 3 (CH3)	55%	\$21.52	\$1.72	n/a	n/a	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$23.63
Crew Helper 2 (CH2)	50%	\$19.56	\$1.57	n/a	n/a	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$21.52
Crew Helper 1 (CH1)	45%	\$17.61	\$1.41	n/a	n/a	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$19.41

* The GJP minimum straight time hourly wage rate shall be paid according to the grid above. All other classifications shall be re-calculated at the stated percentage of the GJP minimum straight time hourly wage rate.

LETTER OF UNDERSTANDING RE: GREER CONTRACTING LTD
 MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

SCHEDULE A4.3
 PENSION

Schedule "A4.3" shall apply to all projects located inside the Lower Mainland/Fraser Valley

"Inside" Lower Mainland/Fraser Valley - All Projects **Effective April 28, 2024**

<u>Employee Classifications:</u>	%	Pension Correction	Base Rate	VP/SHP 8%	Benefit Plan	Pension	CAF	Adv. Fund	AWCC	CIRP	JA Plan	BCBCBTU	D&A Society	Total Monetary Package
Crew Leader (CL)	115%		\$46.32	\$3.71	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$56.47
*Grandfathered Journeyperson (GJP)	100%		\$40.28	\$3.22	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$49.94
Cementitious Plaster Sprayer (CPS)	100%		\$40.28	\$3.22	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$49.94
Mineral Fibre Sprayer (MFS)	90%	-\$0.32	\$35.93	\$2.87	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$45.24
Intumescent Sprayer (IS)	85%	-\$0.49	\$33.75	\$2.70	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$42.89
Waterproofer (WP)	74%		\$29.81	\$2.39	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$38.64
Thermal/Acoustical Sprayer (TAS)	70%	-\$0.97	\$27.22	\$2.18	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$35.84
Sprayer In Training (ST)	60%	-\$1.30	\$22.87	\$1.83	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$31.14
Crew Helper 3 (CH3)	55%		\$22.15	\$1.77	n/a	n/a	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$24.31
Crew Helper 2 (CH2)	50%		\$20.14	\$1.61	n/a	n/a	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$22.14
Crew Helper 1 (CH1)	45%		\$18.12	\$1.45	n/a	n/a	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$19.96

* The GJP minimum straight time hourly wage rate shall be paid according to the grid above. All other classifications shall be re-calculated at the stated percentage of the GJP minimum straight time hourly wage rate.

LETTER OF UNDERSTANDING RE: GREER CONTRACTING LTD

SCHEDULE A3.3

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

RRSP

Schedule "A3.3" shall apply to industrial projects located outside the Lower Mainland/Fraser Valley

"Outside" Lower Mainland/Fraser Valley - Industrial Projects**Effective April 28, 2024**

<u>Employee Classifications:</u>	%	Base Rate	VP/SHP 8%	Benefit Plan	RRSP	CAF	Adv. Fund	AWCC	CIRP	JA Plan	BCBCBTU	D&A Society	Total Monetary Package
Crew Leader (CL)	115%	\$53.19	\$4.26	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$63.89
*Grandfathered Journeyperson (GJP)	100%	\$46.25	\$3.70	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$56.39
Cementitious Plaster Sprayer (CPS)	100%	\$46.25	\$3.70	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$56.39
Mineral Fibre Sprayer (MFS)	90%	\$41.62	\$3.33	\$2.55	\$3.15	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$51.04
Intumescent Sprayer (IS)	85%	\$39.31	\$3.15	\$2.55	\$2.98	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$48.37
Thermal/Acoustical Sprayer (TAS)	70%	\$32.37	\$2.59	\$2.55	\$2.45	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$40.35
Sprayer In Training (ST)	60%	\$27.75	\$2.22	\$2.55	\$2.10	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$35.01
Crew Helper 3 (CH3)	55%	\$25.44	\$2.04	n/a	n/a	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$27.87
Crew Helper 2 (CH2)	50%	\$23.12	\$1.85	n/a	n/a	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$25.36
Crew Helper 1 (CH1)	45%	\$20.81	\$1.67	n/a	n/a	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$22.87

* The GJP minimum straight time hourly wage rate shall be paid according to the grid above. All other classifications shall be re-calculated at the stated percentage of the GJP minimum straight time hourly wage rate.

LETTER OF UNDERSTANDING RE: GREER CONTRACTING LTD
MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGESCHEDULE A5.3
PENSION

Schedule "A5.3" shall apply to commercial/institutional projects located outside the Lower Mainland/Fraser Valley

"Outside" Lower Mainland/Fraser Valley - Commercial/Institutional Projects**Effective April 28, 2024**

<u>Employee Classifications:</u>	%	Pension Correction	Base Rate	VP/SHP 8%	Benefit Plan	Pension	CAF	Adv.					D&A Society	Total Monetary Package
								Fund	AWCC	CIRP	JA Plan	BCBCBTU		
Crew Leader (CL)	115%		\$45.00	\$3.60	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$55.04
*Grandfathered Journeyman (GJP)	100%		\$39.13	\$3.13	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$48.70
Cementitious Plaster Sprayer (CPS)	100%		\$39.13	\$3.13	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$48.70
Mineral Fibre Sprayer (MFS)	90%	-\$0.33	\$34.89	\$2.79	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$44.12
Intumescent Sprayer (IS)	85%	-\$0.49	\$32.77	\$2.62	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$41.83
Waterproofer (WP)	74%		\$28.96	\$2.32	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$37.72
Thermal/Acoustical Sprayer (TAS)	70%	-\$0.97	\$26.42	\$2.11	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$34.97
Sprayer In Training (ST)	60%	-\$1.30	\$22.18	\$1.77	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$30.39
Crew Helper 3 (CH3)	55%		\$21.52	\$1.72	n/a	n/a	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$23.63
Crew Helper 2 (CH2)	50%		\$19.56	\$1.57	n/a	n/a	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$21.52
Crew Helper 1 (CH1)	45%		\$17.61	\$1.41	n/a	n/a	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$19.41

* The GJP minimum straight time hourly wage rate shall be paid according to the grid above. All other classifications shall be re-calculated at the stated percentage of the GJP minimum straight time hourly wage rate.

LETTER OF UNDERSTANDING RE: GREER CONTRACTING LTD
MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGESCHEDULE A6.3
PENSION

Schedule "A6.3" shall apply to all industrial projects located outside the Lower Mainland/Fraser Valley

"Outside" Lower Mainland/Fraser Valley - Industrial Projects**Effective April 28, 2024**

<u>Employee Classifications:</u>	%	Pension Correction	Base Rate	VP/SHP 8%	Benefit Plan	Pension	CAF	Adv. Fund	AWCC	CIRP	JA Plan	BCBCBTU	D&A Society	Total Monetary Package
Crew Leader (CL)	115%		\$47.52	\$3.80	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$57.76
*Grandfathered Journeyperson (GJP)	100%		\$41.32	\$3.31	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$51.07
Cementitious Plaster Sprayer (CPS)	100%		\$41.32	\$3.31	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$51.07
Mineral Fibre Sprayer (MFS)	90%	-\$0.33	\$36.86	\$2.95	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$46.25
Intumescent Sprayer (IS)	85%	-\$0.48	\$34.64	\$2.77	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$43.85
Waterproofer (WP)	74%		\$30.58	\$2.45	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$39.47
Thermal/Acoustical Sprayer (TAS)	70%	-\$0.97	\$27.95	\$2.24	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$36.63
Sprayer In Training (ST)	60%	-\$1.29	\$23.50	\$1.88	\$2.55	\$3.50	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$31.82
Crew Helper 3 (CH3)	55%		\$22.73	\$1.82	n/a	n/a	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$24.94
Crew Helper 2 (CH2)	50%		\$20.66	\$1.65	n/a	n/a	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$22.70
Crew Helper 1 (CH1)	45%		\$18.59	\$1.49	n/a	n/a	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$20.47

* The GJP minimum straight time hourly wage rate shall be paid according to the grid above. All other classifications shall be re-calculated at the stated percentage of the GJP minimum straight time hourly wage rate.

LETTER OF UNDERSTANDING RE: GREER CONTRACTING LTD
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONSSCHEDULE B1.3
RRSP

Schedule "B1.3" shall apply to all projects located inside the Lower Mainland/Fraser Valley

"Inside" Lower Mainland/Fraser Valley - All Projects**Effective April 28, 2024**

<u>Employer Contributions:</u>	CL	GJP	CPS	MFS	IS	TAS	ST	CH3	CH2	CH1
Cement Masons' Welfare Trust Fund	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	n/a	n/a	n/a
Group RRSP	\$3.50	\$3.50	\$3.50	\$3.15	\$2.98	\$2.45	\$2.10	n/a	n/a	n/a
Contract Administration Fund	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
OPCMIA Plasterers Advancement Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
AWCC Promotion Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
Rehabilitation Plan	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
JA Plan	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
D&A Society	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
* Total Employer Contributions	\$6.44	\$6.44	\$6.44	\$6.09	\$5.92	\$5.39	\$5.04	\$0.39	\$0.39	\$0.39
<u>Employee Deductions:</u>	CL	GJP	CPS	MFS	IS	TAS	ST	CH3	CH2	CH1
Field Dues (Local + International)	\$1.50	\$1.50	\$1.50	\$1.29	\$1.29	\$1.29	\$1.29	\$1.29	\$0.66	\$0.66
BCYT	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Canadian Building Trades	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Rehabilitation Plan	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
* Total Employee Deductions	\$1.65	\$1.65	\$1.65	\$1.44	\$1.44	\$1.44	\$1.44	\$1.44	\$0.81	\$0.81
* Total Hourly Remittance	\$8.09	\$8.09	\$8.09	\$7.53	\$7.36	\$6.83	\$6.48	\$1.83	\$1.20	\$1.20

* All Employer contributions and employee deductions shall be calculated on the basis of "hours worked".

LETTER OF UNDERSTANDING RE: GREER CONTRACTING LTD
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONSSCHEDULE B2.3
RRSP

Schedule "B2.3" shall apply to commercial/institutional projects located outside the Lower Mainland/Fraser Valley

"Outside" Lower Mainland/Fraser Valley - Commercial/Institutional Projects**Effective April 28, 2024**

<u>Employer Contributions:</u>	CL	GJP	CPS	MFS	IS	TAS	ST	CH3	CH2	CH1
Cement Masons' Welfare Trust Fund	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	n/a	n/a	n/a
Group RRSP	\$3.50	\$3.50	\$3.50	\$3.15	\$2.98	\$2.45	\$2.10	n/a	n/a	n/a
Contract Administration Fund	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
OPCMIA Plasterers Advancement Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
AWCC Promotion Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
Rehabilitation Plan	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
JA Plan	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
D&A Society	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
* Total Employer Contributions	\$6.44	\$6.44	\$6.44	\$6.09	\$5.92	\$5.39	\$5.04	\$0.39	\$0.39	\$0.39
<u>Employee Deductions:</u>	CL	GJP	CPS	MFS	IS	TAS	ST	CH3	CH2	CH1
Field Dues (Local + International)	\$1.26	\$1.26	\$1.26	\$0.66	\$0.66	\$0.66	\$0.66	\$0.66	\$0.00	\$0.00
BCYT	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Canadian Building Trades	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Rehabilitation Plan	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
* Total Employee Deductions	\$1.41	\$1.41	\$1.41	\$0.81	\$0.81	\$0.81	\$0.81	\$0.81	\$0.15	\$0.15
* Total Hourly Remittance	\$7.85	\$7.85	\$7.85	\$6.90	\$6.73	\$6.20	\$5.85	\$1.20	\$0.54	\$0.54

* All Employer contributions and employee deductions shall be calculated on the basis of "hours worked".

LETTER OF UNDERSTANDING RE: GREER CONTRACTING LTD
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONSSCHEDULE B3.3
RRSP

Schedule "B3.3" shall apply to Industrial projects located outside the Lower Mainland/Fraser Valley

"Outside" Lower Mainland/Fraser Valley - Industrial Projects**Effective April 28, 2024**

Employer Contributions:	CL	GJP	CPS	MFS	IS	TAS	ST	CH3	CH2	CH1
*Cement Masons' Welfare Trust Fund	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	n/a	n/a	n/a
*Group RRSP	\$3.50	\$3.50	\$3.50	\$3.15	\$2.98	\$2.45	\$2.10	n/a	n/a	n/a
†Contract Administration Fund	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
†OPCMIA Plasterers Advancement Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
†AWCC Promotion Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
†Rehabilitation Plan	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
†JA Plan	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
†BCBCBTU	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
†D&A Society	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Total Employer Contributions	\$6.44	\$6.44	\$6.44	\$6.09	\$5.92	\$5.39	\$5.04	\$0.39	\$0.39	\$0.39
Employee Deductions:	CL	GJP	CPS	MFS	IS	TAS	ST	CH3	CH2	CH1
*Field Dues (Local + International)	\$1.68	\$1.68	\$1.68	\$1.44	\$1.44	\$1.44	\$1.44	\$0.75	\$0.75	\$0.75
*BCYT	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
*Canadian Building Trades	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
†Rehabilitation Plan	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
Total Employee Deductions	\$1.83	\$1.83	\$1.83	\$1.59	\$1.59	\$1.59	\$1.59	\$0.90	\$0.90	\$0.90
Total Hourly Remittance	ST	\$8.27	\$8.27	\$8.27	\$7.68	\$7.51	\$6.98	\$6.63	\$1.29	\$1.29
	1.5X OT	\$12.190	\$12.190	\$12.190	\$11.305	\$11.043	\$10.255	\$9.730	\$1.720	\$1.720
	2X OT	\$16.110	\$16.110	\$16.110	\$14.930	\$14.580	\$13.530	\$12.830	\$2.150	\$2.150

* All Employer contributions and employee deductions which are calculated on the basis of "hours earned".

† All Employer contributions and employee deductions which are calculated on the basis of "hours worked"

LETTER OF UNDERSTANDING RE: GREER CONTRACTING LTD
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONSSCHEDULE B4.3
PENSION

Schedule "B4.3" shall apply to all projects located inside the Lower Mainland/Fraser Valley

"Inside" Lower Mainland/Fraser Valley - All Projects**Effective April 28, 2024**

<u>Employer Contributions:</u>	CL	GJP	CPS	MFS	IS	WP	TAS	ST	CH3	CH2	CH1
Cement Masons' Welfare Trust Fund	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	n/a	n/a	n/a
Pension	\$3.50	\$3.50	\$3.50	\$3.50	\$3.50	\$3.50	\$3.50	\$3.50	n/a	n/a	n/a
Contract Administration Fund	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
OPCMIA Plasterers Advancement Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
AWCC Promotion Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
Rehabilitation Plan	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
JA Plan	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
D&A Society	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
* Total Employer Contributions	\$6.44	\$6.44	\$6.44	\$6.44	\$6.44	\$6.44	\$6.44	\$6.44	\$0.39	\$0.39	\$0.39
<u>Employee Deductions:</u>	CL	GJP	CPS	MFS	IS	WP	TAS	ST	CH3	CH2	CH1
Field Dues (Local + International)	\$1.50	\$1.50	\$1.50	\$1.29	\$1.29	\$1.29	\$1.29	\$1.29	\$0.66	\$0.66	\$0.66
BCYT	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Canadian Building Trades	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Rehabilitation Plan	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
* Total Employee Deductions	\$1.65	\$1.65	\$1.65	\$1.44	\$1.44	\$1.44	\$1.44	\$1.44	\$0.81	\$0.81	\$0.81
* Total Hourly Remittance	\$8.09	\$8.09	\$8.09	\$7.88	\$7.88	\$7.88	\$7.88	\$7.88	\$1.20	\$1.20	\$1.20

* All Employer contributions and employee deductions shall be calculated on the basis of "hours worked".

LETTER OF UNDERSTANDING RE: GREER CONTRACTING LTD
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONSSCHEDULE B5.3
PENSION

Schedule "B5.3" shall apply to commercial/institutional projects located outside the Lower Mainland/Fraser Valley

"Outside" Lower Mainland/Fraser Valley - Commercial/Institutional Projects **Effective April 28, 2024**

Employer Contributions:	CL	GJP	CPS	MFS	IS	WP	TAS	ST	CH3	CH2	CH1
Cement Masons' Welfare Trust Fund	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	n/a	n/a	n/a
Pension	\$3.50	\$3.50	\$3.50	\$3.50	\$3.50	\$3.50	\$3.50	\$3.50	n/a	n/a	n/a
Contract Administration Fund	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
OPCMIA Plasterers Advancement Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
AWCC Promotion Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
Rehabilitation Plan	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
JA Plan	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
D&A Society	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
* Total Employer Contributions	\$6.44	\$6.44	\$6.44	\$6.44	\$6.44	\$6.44	\$6.44	\$6.44	\$0.39	\$0.39	\$0.39
Employee Deductions:	CL	GJP	CPS	MFS	IS	WP	TAS	ST	CH3	CH2	CH1
Field Dues (Local + International)	\$1.47	\$1.47	\$1.47	\$1.26	\$1.26	\$1.26	\$1.26	\$1.26	\$0.66	\$0.66	\$0.66
BCYT	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Canadian Building Trades	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Rehabilitation Plan	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
* Total Employee Deductions	\$1.62	\$1.62	\$1.62	\$1.41	\$1.41	\$1.41	\$1.41	\$1.41	\$0.81	\$0.81	\$0.81
* Total Hourly Remittance	\$8.06	\$8.06	\$8.06	\$7.85	\$7.85	\$7.85	\$7.85	\$7.85	\$1.20	\$1.20	\$1.20

* All Employer contributions and employee deductions shall be calculated on the basis of "hours worked".

LETTER OF UNDERSTANDING RE: GREER CONTRACTING LTD
 EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

SCHEDULE B6.3
 PENSION

Schedule "B6.3" shall apply to industrial projects located outside the Lower Mainland/Fraser Valley

"Outside" Lower Mainland/Fraser Valley - Industrial Projects **Effective April 28, 2024**

Employer Contributions:	CL	GJP	CPS	MFS	IS	WP	TAS	ST	CH3	CH2	CH1	
*Cement Masons' Welfare Trust Fund	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	n/a	n/a	n/a	
*Pension	\$3.50	\$3.50	\$3.50	\$3.50	\$3.50	\$3.50	\$3.50	\$3.50	n/a	n/a	n/a	
†Contract Administration Fund	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	
†OPCMIA Plasterers Advancement Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	
†AWCC Promotion Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	
†Rehabilitation Plan	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	
†JA Plan	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	
†BCBCBTU	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	
†D&A Society	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	
Total Employer Contributions	\$6.44	\$6.44	\$6.44	\$6.44	\$6.44	\$6.44	\$6.44	\$6.44	\$0.39	\$0.39	\$0.39	
Employee Deductions:	CL	GJP	CPS	MFS	IS	WP	TAS	ST	CH3	CH2	CH1	
*Field Dues (Local + International)	\$1.53	\$1.53	\$1.53	\$1.32	\$1.32	\$1.32	\$1.32	\$1.32	\$0.69	\$0.69	\$0.69	
*BCYT	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	
*Canadian Building Trades	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	
†Rehabilitation Plan	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	
Total Employee Deductions	\$1.68	\$1.68	\$1.68	\$1.47	\$1.47	\$1.47	\$1.47	\$1.47	\$0.84	\$0.84	\$0.84	
Total Hourly Remittance	ST	\$8.12	\$8.12	\$8.12	\$7.91	\$7.91	\$7.91	\$7.91	\$7.91	\$1.23	\$1.23	\$1.23
	1.5X OT	\$11.965	\$11.965	\$11.965	\$11.650	\$11.650	\$11.650	\$11.650	\$11.650	\$1.630	\$1.630	\$1.630
	2X OT	\$15.810	\$15.810	\$15.810	\$15.390	\$15.390	\$15.390	\$15.390	\$15.390	\$2.030	\$2.030	\$2.030

* Employer contributions and employee deductions which are calculated on the basis of "hours earned".

† Employer contributions and employee deductions which are calculated on the basis of "hours worked".

Heat & Frost Insulators, Local 118 Standard Agreement - Industrial Projects - *LNG Canada ONLY*

Breakdown of Monetary Package		April 28, 2024 - Standard Agreement				April 28, 2024 - LNG Canada			
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Total Employer Contributions *	Total Monetary Package *	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Total Employer Contributions *	Total Monetary Package *
General Foreman	120%	\$55.85	\$6.70	\$10.87	\$73.42	\$62.54	\$7.50	\$11.85	\$81.89
Foreman	115%	\$53.52	\$6.42	\$10.87	\$70.81	\$59.94	\$7.19	\$11.85	\$78.98
Journeyman	100%	\$46.54	\$5.58	\$10.87	\$62.99	\$52.12	\$6.25	\$11.85	\$70.22
<u>Apprentices:</u>									
8 th 6 months	90%	\$41.89	\$5.03	\$10.87	\$57.79	\$46.91	\$5.63	\$11.85	\$64.39
7 th 6 months	85%	\$39.56	\$4.75	\$10.87	\$55.18	\$44.30	\$5.32	\$11.85	\$61.47
6 th 6 months	80%	\$37.23	\$4.47	\$10.87	\$52.57	\$41.70	\$5.00	\$11.85	\$58.55
5 th 6 months	75%	\$34.91	\$4.19	\$10.87	\$49.97	\$39.09	\$4.69	\$11.85	\$55.63
4 th 6 months	70%	\$32.58	\$3.91	\$10.87	\$47.36	\$36.48	\$4.38	\$11.85	\$52.71
3 rd 6 months	65%	\$30.25	\$3.63	\$10.87	\$44.75	\$33.88	\$4.07	\$11.85	\$49.80
2 nd 6 Months	60%	\$27.92	\$3.35	\$10.87	\$42.14	\$31.27	\$3.75	\$11.85	\$46.87
2 nd 3 Months	55%	\$25.60	\$3.07	\$10.87	\$39.54	\$28.67	\$3.44	\$11.85	\$43.96
1 st 3 Months	50%	\$23.27	\$2.79	\$10.87	\$36.93	\$26.06	\$3.13	\$11.85	\$41.04

Employer Contributions		SA	LNG	April 28, 2024 - Standard Agreement		April 28, 2024 - LNG Canada	
Health & Welfare	E	W		\$3.360		\$3.360	
Pension**	E	E		\$5.60		\$5.60	
Contract Administration	W	W		\$0.13		\$0.13	
Rehabilitation	W	W		\$0.04		\$0.04	
JAPlan	W	W		\$0.01		\$0.01	
BCBCBTU	W	W		\$0.05		\$0.05	
Apprenticeship	W	W		\$0.60		\$0.60	
BCICA	W	W		\$0.24		\$0.24	
Education	W	W		\$0.56		\$0.56	
Health Hazard	W	W		\$0.13		\$0.13	
Scholarship	W	W		\$0.005		\$0.005	
LMCT Fund	W	W		\$0.05		\$0.05	
D&A Society	W	W		\$0.01		\$0.01	
Promotional Fund	W	W		\$0.08		\$0.08	
* Total Employer Contributions - Straight Time Hours				\$10.865		\$11.845	
* Total Employer Contributions - 1.5X (SA); 1.75X (LNG) Overtime Hours				\$15.345		\$15.065	
* Total Employer Contributions - 2X Overtime Hours				\$19.825		\$16.465	

**LNG Canada - All contributions are Hours Worked except Pension at Hours Earned; First 10 hours worked are paid at the 1.175X blended rate including Pension contributions

Heat & Frost Insulators, Local 118 Standard Agreement - Industrial Projects - LNG Canada ONLY

April 28, 2024 - Standard Agreement			
Employee Deductions	Hourly Dues (6%)	BCYT Fund	Rehabilitation
	E	E	W
General Foreman	\$3.35	\$0.10	\$0.04
Foreman	\$3.21	\$0.10	\$0.04
Journeyman	\$2.79	\$0.10	\$0.04
<u>Apprentices:</u>			
8 th 6 months	\$2.51	\$0.10	\$0.04
7 th 6 months	\$2.37	\$0.10	\$0.04
6 th 6 months	\$2.23	\$0.10	\$0.04
5 th 6 months	\$2.09	\$0.10	\$0.04
4 th 6 months	\$1.95	\$0.10	\$0.04
3 rd 6 months	\$1.82	\$0.10	\$0.04
2 nd 6 Months	\$1.68	\$0.10	\$0.04
2 nd 3 Months	\$1.54	\$0.10	\$0.04
1 st 3 Months	\$1.40	\$0.10	\$0.04

	Total Employee Deductions		
	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
General Foreman	\$3.490	\$5.215	\$6.940
Foreman	\$3.350	\$5.005	\$6.660
Journeyman	\$2.930	\$4.375	\$5.820
<u>Apprentices:</u>			
8 th 6 months	\$2.650	\$3.955	\$5.260
7 th 6 months	\$2.510	\$3.745	\$4.980
6 th 6 months	\$2.370	\$3.535	\$4.700
5 th 6 months	\$2.230	\$3.325	\$4.420
4 th 6 months	\$2.090	\$3.115	\$4.140
3 rd 6 months	\$1.960	\$2.920	\$3.880
2 nd 6 Months	\$1.820	\$2.710	\$3.600
2 nd 3 Months	\$1.680	\$2.500	\$3.320
1 st 3 Months	\$1.540	\$2.290	\$3.040

April 28, 2024 - LNG Canada		
Hourly Dues (6%)	BCYT Fund	Rehabilitation
E	E	W
\$3.75	\$0.10	\$0.04
\$3.60	\$0.10	\$0.04
\$3.13	\$0.10	\$0.04
\$2.81	\$0.10	\$0.04
\$2.66	\$0.10	\$0.04
\$2.50	\$0.10	\$0.04
\$2.35	\$0.10	\$0.04
\$2.19	\$0.10	\$0.04
\$2.03	\$0.10	\$0.04
\$1.88	\$0.10	\$0.04
\$1.72	\$0.10	\$0.04
\$1.56	\$0.10	\$0.04

Total Employee Deductions		
Straight Time Hours	1.75X Overtime Hours	2X Overtime Hours
\$4.564	\$6.778	\$7.740
\$4.388	\$6.515	\$7.440
\$3.835	\$5.693	\$6.500
\$3.459	\$5.133	\$5.860
\$3.283	\$4.870	\$5.560
\$3.095	\$4.590	\$5.240
\$2.919	\$4.328	\$4.940
\$2.731	\$4.048	\$4.620
\$2.543	\$3.768	\$4.300
\$2.367	\$3.505	\$4.000
\$2.179	\$3.225	\$3.680
\$1.991	\$2.945	\$3.360

Employer Contributions and Employee Deductions Marked "E" paid based on "Hours Earned", those marked "W" paid based on "Hours Worked"

Standard Agreement - Benefits & Pension are Hours Earned; all other contributions are Hours Worked

**LNG Canada - All contributions are Hours Worked except Pension at Hours Earned

Heat & Frost Insulators - LNG Canada *ONLY*

Classification	Standard Agreement Base Rate	LNG Base Rate	1.175X Blended Rate	1.75X OT Rate	2X OT Rate
General Foreperson 120%	\$55.85	\$62.54	\$73.49	\$109.45	\$125.09
Foreperson 115%	\$53.52	\$59.94	\$70.43	\$104.89	\$119.88
Journeyman 100%	\$46.54	\$52.12	\$61.24	\$91.21	\$104.24
<u>Apprentices:</u>					
8 th 6 months 90%	\$41.89	\$46.91	\$55.12	\$82.09	\$93.82
7 th 6 months 85%	\$39.56	\$44.30	\$52.05	\$77.53	\$88.60
6 th 6 months 80%	\$37.23	\$41.70	\$48.99	\$72.97	\$83.39
5 th 6 months 75%	\$34.91	\$39.09	\$45.93	\$68.41	\$78.18
4 th 6 months 70%	\$32.58	\$36.48	\$42.87	\$63.85	\$72.97
3 rd 6 months 65%	\$30.25	\$33.88	\$39.81	\$59.29	\$67.76
2 nd 6 Months 60%	\$27.92	\$31.27	\$36.74	\$54.73	\$62.54
2 nd 3 Months 55%	\$25.60	\$28.67	\$33.68	\$50.17	\$57.33
1 st 3 Months 50%	\$23.27	\$26.06	\$30.62	\$45.61	\$52.12

* LNG Base Rate is equal to the Standard Agreement rate plus 12%

Heat & Frost Insulators, Local 118 Standard Agreement - Industrial Projects

Breakdown of Monetary Package		October 29, 2023				April 28, 2024			
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Total Employer Contributions *	Total Monetary Package *	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Total Employer Contributions *	Total Monetary Package *
General Foreperson	120%	\$53.80	\$6.46	\$10.77	\$71.03	\$55.85	\$6.70	\$10.87	\$73.42
Foreperson	115%	\$51.55	\$6.19	\$10.77	\$68.51	\$53.52	\$6.42	\$10.87	\$70.81
Journeyman	100%	\$44.83	\$5.38	\$10.77	\$60.98	\$46.54	\$5.58	\$10.87	\$62.99
<u>Apprentices:</u>									
8 th 6 months	90%	\$40.35	\$4.84	\$10.77	\$55.96	\$41.89	\$5.03	\$10.87	\$57.79
7 th 6 months	85%	\$38.11	\$4.57	\$10.77	\$53.45	\$39.56	\$4.75	\$10.87	\$55.18
6 th 6 months	80%	\$35.86	\$4.30	\$10.77	\$50.93	\$37.23	\$4.47	\$10.87	\$52.57
5 th 6 months	75%	\$33.62	\$4.03	\$10.77	\$48.42	\$34.91	\$4.19	\$10.87	\$49.97
4 th 6 months	70%	\$31.38	\$3.77	\$10.77	\$45.92	\$32.58	\$3.91	\$10.87	\$47.36
3 rd 6 months	65%	\$29.14	\$3.50	\$10.77	\$43.41	\$30.25	\$3.63	\$10.87	\$44.75
2 nd 6 Months	60%	\$26.90	\$3.23	\$10.77	\$40.90	\$27.92	\$3.35	\$10.87	\$42.14
2 nd 3 Months	55%	\$24.66	\$2.96	\$10.77	\$38.39	\$25.60	\$3.07	\$10.87	\$39.54
1 st 3 Months	50%	\$22.42	\$2.69	\$10.77	\$35.88	\$23.27	\$2.79	\$10.87	\$36.93
Employer Contributions		October 29, 2023				April 28, 2024			
Health & Welfare	E	\$3.260				\$3.360			
Pension	E	\$5.60				\$5.60			
Contract Administration	W	\$0.13				\$0.13			
Rehabilitation	W	\$0.04				\$0.04			
JAPlan	W	\$0.01				\$0.01			
BCBCBTU	W	\$0.05				\$0.05			
Apprenticeship	W	\$0.60				\$0.60			
BCICA	W	\$0.24				\$0.24			
Education	W	\$0.56				\$0.56			
Health Hazard	W	\$0.13				\$0.13			
Scholarship	W	\$0.005				\$0.005			
LMCT Fund	W	\$0.05				\$0.05			
D&A Society	W	\$0.01				\$0.01			
Promotional Fund	W	\$0.080				\$0.080			
* Total Employer Contributions - Straight Time Hours		\$10.765				\$10.865			
* Total Employer Contributions - 1.5X Overtime Hours		\$15.195				\$15.345			
* Total Employer Contributions - 2X Overtime Hours		\$19.625				\$19.825			

Heat & Frost Insulators, Local 118 Standard Agreement - Industrial Projects

October 29, 2023			
Employee Deductions	Hourly Dues (6%)	BCYT Fund	Rehabilitation
	E	E	W
General Foreman	\$3.23	\$0.10	\$0.04
Foreman	\$3.09	\$0.10	\$0.04
Journeyman	\$2.69	\$0.10	\$0.04
<u>Apprentices:</u>			
8 th 6 months	\$2.42	\$0.10	\$0.04
7 th 6 months	\$2.29	\$0.10	\$0.04
6 th 6 months	\$2.15	\$0.10	\$0.04
5 th 6 months	\$2.02	\$0.10	\$0.04
4 th 6 months	\$1.88	\$0.10	\$0.04
3 rd 6 months	\$1.75	\$0.10	\$0.04
2 nd 6 Months	\$1.61	\$0.10	\$0.04
2 nd 3 Months	\$1.48	\$0.10	\$0.04
1 st 3 Months	\$1.35	\$0.10	\$0.04

April 28, 2024		
Hourly Dues (6%)	BCYT Fund	Rehabilitation
E	E	W
\$3.35	\$0.10	\$0.04
\$3.21	\$0.10	\$0.04
\$2.79	\$0.10	\$0.04
\$2.51	\$0.10	\$0.04
\$2.37	\$0.10	\$0.04
\$2.23	\$0.10	\$0.04
\$2.09	\$0.10	\$0.04
\$1.95	\$0.10	\$0.04
\$1.82	\$0.10	\$0.04
\$1.68	\$0.10	\$0.04
\$1.54	\$0.10	\$0.04
\$1.40	\$0.10	\$0.04

Total Employee Deductions			
	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
General Foreperson	\$3.370	\$5.035	\$6.700
Foreperson	\$3.230	\$4.825	\$6.420
Journeyman	\$2.830	\$4.225	\$5.620
<u>Apprentices:</u>			
8 th 6 months	\$2.560	\$3.820	\$5.080
7 th 6 months	\$2.430	\$3.625	\$4.820
6 th 6 months	\$2.290	\$3.415	\$4.540
5 th 6 months	\$2.160	\$3.220	\$4.280
4 th 6 months	\$2.020	\$3.010	\$4.000
3 rd 6 months	\$1.890	\$2.815	\$3.740
2 nd 6 Months	\$1.750	\$2.605	\$3.460
2 nd 3 Months	\$1.620	\$2.410	\$3.200
1 st 3 Months	\$1.490	\$2.215	\$2.940

Total Employee Deductions		
Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
\$3.490	\$5.215	\$6.940
\$3.350	\$5.005	\$6.660
\$2.930	\$4.375	\$5.820
\$2.650	\$3.955	\$5.260
\$2.510	\$3.745	\$4.980
\$2.370	\$3.535	\$4.700
\$2.230	\$3.325	\$4.420
\$2.090	\$3.115	\$4.140
\$1.960	\$2.920	\$3.880
\$1.820	\$2.710	\$3.600
\$1.680	\$2.500	\$3.320
\$1.540	\$2.290	\$3.040

Employer Contributions and Employee Deductions marked "E" paid/deducted based on hours Earned
 Employer Contributions and Employee Deductions marked "W" paid/deducted based on hours Worked

Heat & Frost Insulators, Local 118 Standard Agreement - C/I Projects

Breakdown of Monetary Package		October 29, 2023					April 28, 2024						
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay ¹	Health & Welfare	Pension	Total Employer Contributions *	Total Monetary Package *	Straight Time Hourly Wage Rate	Vacation & Holiday Pay ¹	Health & Welfare	Pension	Total Employer Contributions *	Total Monetary Package *
Foreperson	110%	\$42.31	\$5.08	\$3.58	\$3.66	\$1.21	\$55.841	\$43.93	\$5.27	\$3.98	\$3.66	\$1.21	\$58.045
Journeyman	100%	\$38.46	\$3.85	\$3.26	\$3.21	\$1.21	\$49.985	\$39.94	\$3.99	\$3.36	\$3.21	\$1.21	\$51.705
Apprentices:													
8 th 6 months	90%	\$34.61	\$3.46	\$3.26	\$3.21	\$1.21	\$45.745	\$35.95	\$3.60	\$3.36	\$3.21	\$1.21	\$47.325
7 th 6 months	85%	\$32.69	\$3.27	\$3.26	\$3.21	\$1.21	\$43.635	\$33.95	\$3.40	\$3.36	\$3.21	\$1.21	\$45.125
6 th 6 months	80%	\$30.77	\$3.08	\$3.26	\$3.21	\$1.21	\$41.525	\$31.95	\$3.20	\$3.36	\$3.21	\$1.21	\$42.925
5 th 6 months	75%	\$28.85	\$2.89	\$3.26	\$3.21	\$1.21	\$39.415	\$29.96	\$3.00	\$3.36	\$3.21	\$1.21	\$40.735
4 th 6 months	70%	\$26.92	\$2.69	\$3.26	\$3.21	\$1.21	\$37.285	\$27.96	\$2.80	\$3.36	\$3.21	\$1.21	\$38.535
3 rd 6 months	65%	\$25.00	\$2.50	\$3.26	\$3.21	\$1.21	\$35.175	\$25.96	\$2.60	\$3.36	\$3.21	\$1.21	\$36.335
2 nd 6 Months	60%	\$23.08	\$2.31	\$3.26	\$3.21	\$1.21	\$33.065	\$23.96	\$2.40	\$3.36	\$3.21	\$1.21	\$34.135
2 nd 3 Months	55%	\$21.15	\$2.12	\$3.26	\$3.21	\$1.21	\$30.945	\$21.97	\$2.20	\$3.36	\$3.21	\$1.21	\$31.945
1 st 3 Months	50%	\$19.23	\$1.92	\$3.26	\$3.21	\$1.21	\$28.825	\$19.97	\$2.00	\$3.36	\$3.21	\$1.21	\$29.745
Employer Contributions		October 29, 2023					April 28, 2024						
Contract Administration	W	\$0.13					\$0.13						
Rehabilitation	W	\$0.04					\$0.04						
JA Plan	W	\$0.01					\$0.01						
BCBCBTU	W	\$0.05					\$0.05						
Apprenticeship	W	\$0.60					\$0.60						
BCICA	W	\$0.24					\$0.24						
LMCT Fund	W	\$0.05					\$0.05						
D&A Society	W	\$0.01					\$0.01						
Promotional Fund	W	\$0.080					\$0.080						
* Total Employer Contributions - Straight Time Hours		\$1.21					\$1.21						
* Total Employer Contributions - 1.5X Overtime Hours		\$1.21					\$1.21						
* Total Employer Contributions - 2X Overtime Hours		\$1.21					\$1.21						

1. Vacation and Holiday Pay is 10% for Journeymen and Apprentices, 12% for Forepersons

Heat & Frost Insulators, Local 118 Standard Agreement - C/I Projects

Employee Deductions	October 29, 2023		
	Hourly Dues (5%)	BCYT Fund	Rehabilitation
	E	E	W
Foreperson	\$2.12	\$0.10	\$0.04
Journeyman	\$1.92	\$0.10	\$0.04
<u>Apprentices:</u>			
8 th 6 months	\$1.73	\$0.10	\$0.04
7 th 6 months	\$1.63	\$0.10	\$0.04
6 th 6 months	\$1.54	\$0.10	\$0.04
5 th 6 months	\$1.44	\$0.10	\$0.04
4 th 6 months	\$1.35	\$0.10	\$0.04
3 rd 6 months	\$1.25	\$0.10	\$0.04
2 nd 6 Months	\$1.15	\$0.10	\$0.04
2 nd 3 Months	\$1.06	\$0.10	\$0.04
1 st 3 Months	\$0.96	\$0.10	\$0.04
	Total Employee Deductions		
	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
Foreperson	\$2.26	\$3.37	\$4.48
Journeyman	\$2.06	\$3.07	\$4.08
<u>Apprentices:</u>			
8 th 6 months	\$1.87	\$2.785	\$3.70
7 th 6 months	\$1.77	\$2.635	\$3.50
6 th 6 months	\$1.68	\$2.50	\$3.32
5 th 6 months	\$1.58	\$2.35	\$3.12
4 th 6 months	\$1.49	\$2.215	\$2.94
3 rd 6 months	\$1.39	\$2.065	\$2.74
2 nd 6 Months	\$1.29	\$1.915	\$2.54
2 nd 3 Months	\$1.20	\$1.78	\$2.36
1 st 3 Months	\$1.10	\$1.63	\$2.16

Employer Contributions and Employee Deductions marked "E" paid/deducted based on hours Earned
 Employer Contributions and Employee Deductions marked "W" paid/deducted based on hours Worked

April 28, 2024		
Hourly Dues (5%)	BCYT Fund	Rehabilitation
E	E	W
\$2.20	\$0.10	\$0.04
\$2.00	\$0.10	\$0.04
\$1.80	\$0.10	\$0.04
\$1.70	\$0.10	\$0.04
\$1.60	\$0.10	\$0.04
\$1.50	\$0.10	\$0.04
\$1.40	\$0.10	\$0.04
\$1.30	\$0.10	\$0.04
\$1.20	\$0.10	\$0.04
\$1.10	\$0.10	\$0.04
\$1.00	\$0.10	\$0.04
	Total Employee Deductions	
	Straight Time Hours	1.5X Overtime Hours
	2X Overtime Hours	
\$2.34	\$3.49	\$4.64
\$2.14	\$3.19	\$4.24
\$1.94	\$2.89	\$3.84
\$1.84	\$2.74	\$3.64
\$1.74	\$2.59	\$3.44
\$1.64	\$2.44	\$3.24
\$1.54	\$2.29	\$3.04
\$1.44	\$2.14	\$2.84
\$1.34	\$1.99	\$2.64
\$1.24	\$1.84	\$2.44
\$1.14	\$1.69	\$2.24

Inside Electrical Workers Agreement - Local 213 - Commercial, Institutional, Industrial Projects

Breakdown of Monetary Package		October 29, 2023					April 28, 2024				
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Pension	Total Employer Contributions *	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Pension	Total Employer Contributions *	Total Monetary Package
General Chargehand	133%	\$61.34	\$7.36	\$6.05	\$3.59	\$78.34	\$63.80	\$7.66	\$6.05	\$3.59	\$81.10
"A" Chargehand	123%	\$56.73	\$6.81	\$6.05	\$3.59	\$73.18	\$59.00	\$7.08	\$6.05	\$3.59	\$75.72
"B" Chargehand	112%	\$51.65	\$6.20	\$6.05	\$3.59	\$67.49	\$53.73	\$6.45	\$6.05	\$3.59	\$69.82
Cable Splicer Chargehand	120%	\$55.34	\$6.64	\$6.05	\$3.59	\$71.62	\$57.56	\$6.91	\$6.05	\$3.59	\$74.11
Cable Splicer	112%	\$51.65	\$6.20	\$6.05	\$3.59	\$67.49	\$53.73	\$6.45	\$6.05	\$3.59	\$69.82
Service Electrician	112%	\$51.65	\$6.20	\$6.05	\$3.59	\$67.49	\$53.73	\$6.45	\$6.05	\$3.59	\$69.82
Instrument Technician	100%	\$46.12	\$5.53	\$6.05	\$3.59	\$61.29	\$47.97	\$5.76	\$6.05	\$3.59	\$63.37
Journey Electrician	100%	\$46.12	\$5.53	\$6.05	\$3.59	\$61.29	\$47.97	\$5.76	\$6.05	\$3.59	\$63.37
Journey Winder	100%	\$46.12	\$5.53	\$6.05	\$3.59	\$61.29	\$47.97	\$5.76	\$6.05	\$3.59	\$63.37
Journey Welder	100%	\$46.12	\$5.53	\$6.05	\$3.59	\$61.29	\$47.97	\$5.76	\$6.05	\$3.59	\$63.37
8 th Term Apprentice	90%	\$41.51	\$4.98	\$4.54	\$3.59	\$54.62	\$43.17	\$5.18	\$4.54	\$3.59	\$56.48
7 th Term Apprentice	85%	\$39.20	\$4.70	\$4.54	\$3.59	\$52.03	\$40.77	\$4.89	\$4.54	\$3.59	\$53.79
6 th Term Apprentice	80%	\$36.90	\$4.43	\$3.03	\$3.59	\$47.95	\$38.38	\$4.61	\$3.03	\$3.59	\$49.61
5 th Term Apprentice	75%	\$34.59	\$4.15	\$3.03	\$3.59	\$45.36	\$35.98	\$4.32	\$3.03	\$3.59	\$46.92
4 th Term Apprentice	70%	\$32.28	\$3.87	\$1.51	\$3.59	\$41.25	\$33.58	\$4.03	\$1.51	\$3.59	\$42.71
3 rd Term Apprentice	65%	\$29.98	\$3.60	\$1.51	\$3.59	\$38.68	\$31.18	\$3.74	\$1.51	\$3.59	\$40.02
2 nd Term Apprentice	60%	\$27.67	\$3.32	\$0.00	\$3.59	\$34.58	\$28.78	\$3.45	\$0.00	\$3.59	\$35.82
1 st Term Apprentice	55%	\$25.37	\$3.04	\$0.00	\$3.59	\$32.00	\$26.38	\$3.17	\$0.00	\$3.59	\$33.14
Pre-Apprentice	50%	\$23.06	\$2.77	\$0.00	\$3.59	\$29.42	\$23.99	\$2.88	\$0.00	\$3.59	\$30.46
Pre-Apprentice	45%	\$20.75	\$2.49	\$0.00	\$3.59	\$26.83	\$21.59	\$2.59	\$0.00	\$3.59	\$27.77

Employer Contributions ¹		October 29, 2023	April 28, 2024
Health & Welfare	E	\$2.30	\$2.30
Industry Training Fund	W	\$0.61	\$0.61
Electrical Industry Bursary Fund	W	\$0.07	\$0.07
Job Ready Dispatch	W	\$0.15	\$0.15
Industry Drug & Alcohol Rehabilitation Fund	W	\$0.04	\$0.04
Jurisdictional Assignment Plan	W	\$0.01	\$0.01
Joint Industry Promotion Fund	W	\$0.05	\$0.05
Electrical Contractors Association	W	\$0.17	\$0.17
Contract Administration	W	\$0.13	\$0.13
BCBCBTU	W	\$0.05	\$0.05
D&A Policy	W	\$0.01	\$0.01
* Total Employer Contributions - Straight Time Hours		\$3.59	\$3.59
Total Employer Contributions - 1.5X Overtime Hours		\$4.74	\$4.74
Total Employer Contributions - 2X Overtime Hours		\$5.89	\$5.89

1. Employer Contributions marked "W" paid based on "Hours Worked", those marked "E" paid based on Hours Earned.

Inside Electrical Workers Agreement - Local 213 - Residential Projects

Breakdown of Monetary Package		October 29, 2023					April 28, 2024				
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (10%)	Pension	Total Employer Contributions *	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (10%)	Pension	Total Employer Contributions *	Total Monetary Package
Chargehand	112%	\$40.95	\$4.10	\$6.05	\$3.59	\$54.69	\$42.63	\$4.26	\$6.05	\$3.59	\$56.53
Journey Electrician	100%	\$36.56	\$3.66	\$6.05	\$3.59	\$49.86	\$38.06	\$3.81	\$6.05	\$3.59	\$51.51
8 th Term Apprentice	90%	\$32.90	\$3.29	\$4.54	\$3.59	\$44.32	\$34.25	\$3.43	\$4.54	\$3.59	\$45.81
7 th Term Apprentice	80%	\$29.25	\$2.93	\$4.54	\$3.59	\$40.31	\$30.45	\$3.05	\$4.54	\$3.59	\$41.63
6 th Term Apprentice	75%	\$27.42	\$2.74	\$3.03	\$3.59	\$36.78	\$28.55	\$2.86	\$3.03	\$3.59	\$38.03
5 th Term Apprentice	70%	\$25.59	\$2.56	\$3.03	\$3.59	\$34.77	\$26.64	\$2.66	\$3.03	\$3.59	\$35.92
4 th Term Apprentice	65%	\$23.76	\$2.38	\$1.51	\$3.59	\$31.24	\$24.74	\$2.47	\$1.51	\$3.59	\$32.31
3 rd Term Apprentice	60%	\$21.94	\$2.19	\$1.51	\$3.59	\$29.23	\$22.84	\$2.28	\$1.51	\$3.59	\$30.22
2 nd Term Apprentice	55%	\$20.11	\$2.01	\$0.00	\$3.59	\$25.71	\$20.93	\$2.09	\$0.00	\$3.59	\$26.61
1 st Term Apprentice	50%	\$18.28	\$1.83	\$0.00	\$3.59	\$23.70	\$19.03	\$1.90	\$0.00	\$3.59	\$24.52
Pre-Apprentice ²	50%	\$18.28	\$1.83	\$0.00	\$3.59	\$23.70	\$19.03	\$1.90	\$0.00	\$3.59	\$24.52
Pre-Apprentice ²	45%	\$16.75	\$1.68	\$0.00	\$3.59	\$22.02	\$17.40	\$1.74	\$0.00	\$3.59	\$22.73

Employer Contributions ¹		October 29, 2023		April 28, 2024	
Health & Welfare	E		\$2.30		\$2.30
Industry Training Fund	W		\$0.61		\$0.61
Electrical Industry Bursary Fund	W		\$0.07		\$0.07
Job Ready Dispatch	W		\$0.15		\$0.15
Industry Drug & Alcohol Rehabilitation Fund	W		\$0.04		\$0.04
Jurisdictional Assignment Plan	W		\$0.01		\$0.01
Joint Industry Promotion Fund	W		\$0.05		\$0.05
Electrical Contractors Association	W		\$0.17		\$0.17
Contract Administration	W		\$0.13		\$0.13
BCBCBTU	W		\$0.05		\$0.05
D&A Policy	W		\$0.01		\$0.01
* Total Employer Contributions - Straight Time Hours			\$3.59		\$3.59
Total Employer Contributions - 1.5X Overtime Hours			\$4.74		\$4.74
Total Employer Contributions - 2X Overtime Hours			\$5.89		\$5.89

1. Employer Contributions marked "W" paid based on "Hours Worked", those marked "E" paid based on Hours Earned.
 2. Pre-Apprentice Rate Amended as required to ensure compliance with BC Minimum Wage.

Inside Electrical Workers Agreement - Local 213 - Enabled Industrial Projects

Breakdown of Monetary Package		October 29, 2023					April 28, 2024				
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Pension	Total Employer Contributions *	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Pension	Total Employer Contributions *	Total Monetary Package
General Chargehand	133%	\$66.14	\$7.94	\$6.05	\$3.59	\$83.72	\$68.80	\$8.26	\$6.05	\$3.59	\$86.70
"A" Chargehand	123%	\$61.17	\$7.34	\$6.05	\$3.59	\$78.15	\$63.63	\$7.64	\$6.05	\$3.59	\$80.91
"B" Chargehand	112%	\$55.70	\$6.68	\$6.05	\$3.59	\$72.02	\$57.94	\$6.95	\$6.05	\$3.59	\$74.53
Cable Splicer Chargehand	120%	\$59.68	\$7.16	\$6.05	\$3.59	\$76.48	\$62.08	\$7.45	\$6.05	\$3.59	\$79.17
Cable Splicer	112%	\$55.70	\$6.68	\$6.05	\$3.59	\$72.02	\$57.94	\$6.95	\$6.05	\$3.59	\$74.53
Service Electrician	112%	\$55.70	\$6.68	\$6.05	\$3.59	\$72.02	\$57.94	\$6.95	\$6.05	\$3.59	\$74.53
Instrument Technician	100%	\$49.73	\$5.97	\$6.05	\$3.59	\$65.34	\$51.73	\$6.21	\$6.05	\$3.59	\$67.58
Journey Electrician	100%	\$49.73	\$5.97	\$6.05	\$3.59	\$65.34	\$51.73	\$6.21	\$6.05	\$3.59	\$67.58
Journey Winder	100%	\$49.73	\$5.97	\$6.05	\$3.59	\$65.34	\$51.73	\$6.21	\$6.05	\$3.59	\$67.58
Journey Welder	100%	\$49.73	\$5.97	\$6.05	\$3.59	\$65.34	\$51.73	\$6.21	\$6.05	\$3.59	\$67.58
8 th Term Apprentice	90%	\$44.76	\$5.37	\$4.54	\$3.59	\$58.26	\$46.56	\$5.59	\$4.54	\$3.59	\$60.28
7 th Term Apprentice	85%	\$42.27	\$5.07	\$4.54	\$3.59	\$55.47	\$43.97	\$5.28	\$4.54	\$3.59	\$57.38
6 th Term Apprentice	80%	\$39.78	\$4.77	\$3.03	\$3.59	\$51.17	\$41.38	\$4.97	\$3.03	\$3.59	\$52.97
5 th Term Apprentice	75%	\$37.30	\$4.48	\$3.03	\$3.59	\$48.40	\$38.80	\$4.66	\$3.03	\$3.59	\$50.08
4 th Term Apprentice	70%	\$34.81	\$4.18	\$1.51	\$3.59	\$44.09	\$36.21	\$4.35	\$1.51	\$3.59	\$45.66
3 rd Term Apprentice	65%	\$32.32	\$3.88	\$1.51	\$3.59	\$41.30	\$33.62	\$4.03	\$1.51	\$3.59	\$42.75
2 nd Term Apprentice	60%	\$29.84	\$3.58	\$0.00	\$3.59	\$37.01	\$31.04	\$3.72	\$0.00	\$3.59	\$38.35
1 st Term Apprentice	55%	\$27.35	\$3.28	\$0.00	\$3.59	\$34.22	\$28.45	\$3.41	\$0.00	\$3.59	\$35.45
Pre-Apprentice	50%	\$24.87	\$2.98	\$0.00	\$3.59	\$31.44	\$25.87	\$3.10	\$0.00	\$3.59	\$32.56
Pre-Apprentice	45%	\$22.38	\$2.69	\$0.00	\$3.59	\$28.66	\$23.28	\$2.79	\$0.00	\$3.59	\$29.66

Employer Contributions ¹		October 29, 2023	April 28, 2024
Health & Welfare	E	\$2.30	\$2.30
Industry Training Fund	W	\$0.61	\$0.61
Electrical Industry Bursary Fund	W	\$0.07	\$0.07
Job Ready Dispatch	W	\$0.15	\$0.15
Industry Drug & Alcohol Rehabilitation Fund	W	\$0.04	\$0.04
Jurisdictional Assignment Plan	W	\$0.01	\$0.01
Joint Industry Promotion Fund	W	\$0.05	\$0.05
Electrical Contractors Association	W	\$0.17	\$0.17
Contract Administration	W	\$0.13	\$0.13
BCBCBTU	W	\$0.05	\$0.05
D&A Policy	W	\$0.01	\$0.01
* Total Employer Contributions - Straight Time Hours		\$3.59	\$3.59
Total Employer Contributions - 1.5X Overtime Hours		\$4.74	\$4.74
Total Employer Contributions - 2X Overtime Hours		\$5.89	\$5.89

1. Employer Contributions marked "W" paid based on "Hours Worked", those marked "E" paid based on Hours Earned.

Inside Electrical Workers Agreement - Local 993 - Commercial, Institutional, Industrial Projects
Employees With Group RRSP Only

Breakdown of Monetary Package		October 29, 2023					April 28, 2024				
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Group RRSP	Total Employer Contributions *	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Group RRSP	Total Employer Contributions *	Total Monetary Package
General Chargehand	133%	\$61.35	\$7.36	\$5.70	\$3.58	\$77.99	\$63.81	\$7.66	\$5.70	\$3.58	\$80.75
"A" Chargehand	123%	\$56.74	\$6.81	\$5.70	\$3.58	\$72.83	\$59.02	\$7.08	\$5.70	\$3.58	\$75.38
"B" Chargehand	112%	\$51.67	\$6.20	\$5.70	\$3.58	\$67.15	\$53.74	\$6.45	\$5.70	\$3.58	\$69.47
Cable Splicer Chargehand	120%	\$55.36	\$6.64	\$5.70	\$3.58	\$71.28	\$57.58	\$6.91	\$5.70	\$3.58	\$73.77
Cable Splicer	112%	\$51.67	\$6.20	\$5.70	\$3.58	\$67.15	\$53.74	\$6.45	\$5.70	\$3.58	\$69.47
Service Electrician	112%	\$51.67	\$6.20	\$5.70	\$3.58	\$67.15	\$53.74	\$6.45	\$5.70	\$3.58	\$69.47
Instrument Technician	100%	\$46.13	\$5.54	\$5.70	\$3.58	\$60.95	\$47.98	\$5.76	\$5.70	\$3.58	\$63.02
Journey Electrician	100%	\$46.13	\$5.54	\$5.70	\$3.58	\$60.95	\$47.98	\$5.76	\$5.70	\$3.58	\$63.02
Journey Winder	100%	\$46.13	\$5.54	\$5.70	\$3.58	\$60.95	\$47.98	\$5.76	\$5.70	\$3.58	\$63.02
Journey Welder	100%	\$46.13	\$5.54	\$5.70	\$3.58	\$60.95	\$47.98	\$5.76	\$5.70	\$3.58	\$63.02
8 th Term Apprentice	90%	\$41.52	\$4.98	\$4.28	\$3.58	\$54.36	\$43.18	\$5.18	\$4.28	\$3.58	\$56.22
7 th Term Apprentice	85%	\$39.21	\$4.71	\$4.28	\$3.58	\$51.78	\$40.78	\$4.89	\$4.28	\$3.58	\$53.53
6 th Term Apprentice	80%	\$36.90	\$4.43	\$2.85	\$3.58	\$47.76	\$38.38	\$4.61	\$2.85	\$3.58	\$49.42
5 th Term Apprentice	75%	\$34.60	\$4.15	\$2.85	\$3.58	\$45.18	\$35.99	\$4.32	\$2.85	\$3.58	\$46.74
4 th Term Apprentice	70%	\$32.29	\$3.87	\$1.43	\$3.58	\$41.17	\$33.59	\$4.03	\$1.43	\$3.58	\$42.63
3 rd Term Apprentice	65%	\$29.98	\$3.60	\$1.43	\$3.58	\$38.59	\$31.19	\$3.74	\$1.43	\$3.58	\$39.94
2 nd Term Apprentice	60%	\$27.68	\$3.32	\$0.00	\$3.58	\$34.58	\$28.79	\$3.45	\$0.00	\$3.58	\$35.82
1 st Term Apprentice	55%	\$25.37	\$3.04	\$0.00	\$3.58	\$25.99	\$26.39	\$3.17	\$0.00	\$3.58	\$33.14
Pre-Apprentice	50%	\$23.07	\$2.77	\$0.00	\$3.58	\$29.42	\$23.99	\$2.88	\$0.00	\$3.58	\$30.45
Pre-Apprentice	45%	\$20.76	\$2.49	\$0.00	\$3.58	\$26.83	\$21.59	\$2.59	\$0.00	\$3.58	\$27.76

Employer Contributions ¹		October 29, 2023	April 28, 2024
Health & Welfare	E	\$2.50	\$2.50
Industry Training Fund	W	\$0.31	\$0.31
Electrical Industry Bursary Fund	W	\$0.07	\$0.07
Job Ready Dispatch	W	\$0.15	\$0.15
Industry Drug & Alcohol Rehabilitation Fund	W	\$0.04	\$0.04
Jurisdictional Assignment Plan	W	\$0.01	\$0.01
Joint Industry Promotion Fund	W	\$0.10	\$0.10
Electrical Contractors Association	W	\$0.17	\$0.17
Contract Administration	W	\$0.13	\$0.13
BCBCBTU	W	\$0.05	\$0.05
D&A Policy	W	\$0.01	\$0.01
Library Fund	W	\$0.04	\$0.04
* Total Employer Contributions - Straight Time Hours		\$3.58	\$3.58
Total Employer Contributions - 1.5X Overtime Hours		\$4.83	\$4.83
Total Employer Contributions - 2X Overtime Hours		\$6.08	\$6.08

1. Employer Contributions marked "W" paid based on "Hours Worked", those marked "E" paid based on Hours Earned.

Inside Electrical Workers Agreement - Local 993 - Commercial, Institutional, Industrial Projects
Employees With Retirement Split - RRSP and Pension

Breakdown of Monetary Package		October 29, 2023						April 28, 2024					
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Group RRSP	Pension	Total Employer Contributions *	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Group RRSP	Pension	Total Employer Contributions *	Total Monetary Package
General Chargehand	133%	\$61.35	\$7.36	\$2.40	\$3.30	\$3.58	\$77.99	\$63.81	\$7.66	\$2.40	\$3.30	\$3.58	\$80.75
"A" Chargehand	123%	\$56.74	\$6.81	\$2.40	\$3.30	\$3.58	\$72.83	\$59.02	\$7.08	\$2.40	\$3.30	\$3.58	\$75.38
"B" Chargehand	112%	\$51.67	\$6.20	\$2.40	\$3.30	\$3.58	\$67.15	\$53.74	\$6.45	\$2.40	\$3.30	\$3.58	\$69.47
Cable Splicer Chargehand	120%	\$55.36	\$6.64	\$2.40	\$3.30	\$3.58	\$71.28	\$57.58	\$6.91	\$2.40	\$3.30	\$3.58	\$73.77
Cable Splicer	112%	\$51.67	\$6.20	\$2.40	\$3.30	\$3.58	\$67.15	\$53.74	\$6.45	\$2.40	\$3.30	\$3.58	\$69.47
Service Electrician	112%	\$51.67	\$6.20	\$2.40	\$3.30	\$3.58	\$67.15	\$53.74	\$6.45	\$2.40	\$3.30	\$3.58	\$69.47
Instrument Technician	100%	\$46.13	\$5.54	\$2.40	\$3.30	\$3.58	\$60.95	\$47.98	\$5.76	\$2.40	\$3.30	\$3.58	\$63.02
Journey Electrician	100%	\$46.13	\$5.54	\$2.40	\$3.30	\$3.58	\$60.95	\$47.98	\$5.76	\$2.40	\$3.30	\$3.58	\$63.02
Journey Winder	100%	\$46.13	\$5.54	\$2.40	\$3.30	\$3.58	\$60.95	\$47.98	\$5.76	\$2.40	\$3.30	\$3.58	\$63.02
Journey Welder	100%	\$46.13	\$5.54	\$2.40	\$3.30	\$3.58	\$60.95	\$47.98	\$5.76	\$2.40	\$3.30	\$3.58	\$63.02
8 th Term Apprentice	90%	\$41.52	\$4.98	\$1.80	\$2.48	\$3.58	\$54.36	\$43.18	\$5.18	\$1.80	\$2.48	\$3.58	\$56.22
7 th Term Apprentice	85%	\$39.21	\$4.71	\$1.80	\$2.48	\$3.58	\$51.78	\$40.78	\$4.89	\$1.80	\$2.48	\$3.58	\$53.53
6 th Term Apprentice	80%	\$36.90	\$4.43	\$1.70	\$1.15	\$3.58	\$47.76	\$38.38	\$4.61	\$1.70	\$1.15	\$3.58	\$49.42
5 th Term Apprentice	75%	\$34.60	\$4.15	\$1.70	\$1.15	\$3.58	\$45.18	\$35.99	\$4.32	\$1.70	\$1.15	\$3.58	\$46.74
4 th Term Apprentice	70%	\$32.29	\$3.87	\$0.35	\$1.08	\$3.58	\$41.17	\$33.59	\$4.03	\$0.35	\$1.08	\$3.58	\$42.63
3 rd Term Apprentice	65%	\$29.98	\$3.60	\$0.35	\$1.08	\$3.58	\$38.59	\$31.19	\$3.74	\$0.35	\$1.08	\$3.58	\$39.94
2 nd Term Apprentice	60%	\$27.68	\$3.32	\$0.00	\$0.00	\$3.58	\$34.58	\$28.79	\$3.45	\$0.00	\$0.00	\$3.58	\$35.82
1 st Term Apprentice	55%	\$25.37	\$3.04	\$0.00	\$0.00	\$3.58	\$31.99	\$26.39	\$3.17	\$0.00	\$0.00	\$3.58	\$33.14
Pre-Apprentice	50%	\$23.07	\$2.77	\$0.00	\$0.00	\$3.58	\$29.42	\$23.99	\$2.88	\$0.00	\$0.00	\$3.58	\$30.45
Pre-Apprentice	45%	\$20.76	\$2.49	\$0.00	\$0.00	\$3.58	\$26.83	\$21.59	\$2.59	\$0.00	\$0.00	\$3.58	\$27.76

Employer Contributions ¹		October 29, 2023	April 28, 2024
Health & Welfare	E	\$2.50	\$2.50
Industry Training Fund	W	\$0.31	\$0.31
Electrical Industry Bursary Fund	W	\$0.07	\$0.07
Job Ready Dispatch	W	\$0.15	\$0.15
Industry Drug & Alcohol Rehabilitation Fund	W	\$0.04	\$0.04
Jurisdictional Assignment Plan	W	\$0.01	\$0.01
Joint Industry Promotion Fund	W	\$0.10	\$0.10
Electrical Contractors Association	W	\$0.17	\$0.17
Contract Administration	W	\$0.13	\$0.13
BCBCBTU	W	\$0.05	\$0.05
D&A Policy	W	\$0.01	\$0.01
Library Fund	W	\$0.04	\$0.04
* Total Employer Contributions - Straight Time Hours		\$3.58	\$3.58
Total Employer Contributions - 1.5X Overtime Hours		\$4.83	\$4.83
Total Employer Contributions - 2X Overtime Hours		\$6.08	\$6.08

1. Employer Contributions marked "W" paid based on "Hours Worked", those marked "E" paid based on Hours Earned.

Inside Electrical Workers Agreement - Local 993 - Residential Projects
Employees With Group RRSP Only

Breakdown of Monetary Package		October 29, 2023					April 28, 2024				
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (10%)	Group RRSP	Total Employer Contributions *	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (10%)	Group RRSP	Total Employer Contributions *	Total Monetary Package
Chargehand	112%	\$41.10	\$4.11	\$5.40	\$3.58	\$54.19	\$42.78	\$4.28	\$5.40	\$3.57	\$56.03
Journey Electrician	100%	\$36.70	\$3.67	\$5.40	\$3.58	\$49.35	\$38.20	\$3.82	\$5.40	\$3.57	\$50.99
8 th Term Apprentice	90%	\$33.03	\$3.30	\$4.05	\$3.58	\$43.96	\$34.38	\$3.44	\$4.05	\$3.57	\$45.44
7 th Term Apprentice	80%	\$29.36	\$2.94	\$4.05	\$3.58	\$39.93	\$30.56	\$3.06	\$4.05	\$3.57	\$41.24
6 th Term Apprentice	75%	\$27.53	\$2.75	\$2.70	\$3.58	\$36.56	\$28.65	\$2.87	\$2.70	\$3.57	\$37.79
5 th Term Apprentice	70%	\$25.69	\$2.57	\$2.70	\$3.58	\$34.54	\$26.74	\$2.67	\$2.70	\$3.57	\$35.68
4 th Term Apprentice	65%	\$23.86	\$2.39	\$1.35	\$3.58	\$31.18	\$24.83	\$2.48	\$1.35	\$3.57	\$32.23
3 rd Term Apprentice	60%	\$22.02	\$2.20	\$1.35	\$3.58	\$29.15	\$22.92	\$2.29	\$1.35	\$3.57	\$30.13
2 nd Term Apprentice	55%	\$20.19	\$2.02	\$0.00	\$3.58	\$25.79	\$21.01	\$2.10	\$0.00	\$3.57	\$26.68
1 st Term Apprentice	50%	\$18.35	\$1.84	\$0.00	\$3.58	\$23.77	\$19.10	\$1.91	\$0.00	\$3.57	\$24.58
Pre-Apprentice ²	50%	\$18.35	\$1.84	\$0.00	\$3.58	\$23.77	\$19.10	\$1.91	\$0.00	\$3.57	\$24.58
Pre-Apprentice ²	45%	\$16.75	\$1.68	\$0.00	\$3.58	\$22.01	\$17.40	\$1.74	\$0.00	\$3.57	\$22.71

Employer Contributions ¹		October 29, 2023		April 28, 2024	
Health & Welfare	E		\$2.50		\$2.50
Industry Training Fund	W		\$0.31		\$0.31
Electrical Industry Bursary Fund	W		\$0.07		\$0.07
Job Ready Dispatch	W		\$0.15		\$0.15
Industry Drug & Alcohol Rehabilitation Fund	W		\$0.04		\$0.04
Jurisdictional Assignment Plan	W		\$0.01		n/a ¹
Joint Industry Promotion Fund	W		\$0.10		\$0.10
Electrical Contractors Association	W		\$0.17		\$0.17
Contract Administration	W		\$0.13		\$0.13
BCBCBTU	W		\$0.05		\$0.05
D&A Policy	W		\$0.01		\$0.01
Library Fund	W		\$0.04		\$0.04
* Total Employer Contributions - Straight Time Hours			\$3.58		\$3.57
Total Employer Contributions - 1.5X Overtime Hours			\$4.83		\$4.82
Total Employer Contributions - 2X Overtime Hours			\$6.08		\$6.07

1. Employer Contributions marked "W" paid based on "Hours Worked", those marked "E" paid based on Hours Earned.
2. Pre-Apprentice Rate Amended as required to ensure compliance with BC Minimum Wage.

Inside Electrical Workers Agreement - Local 993 - Residential Projects
Employees With Retirement Split - RRSP and Pension

Breakdown of Monetary Package		October 29, 2023						April 28, 2024					
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (10%)	Group RRSP	Pension	Total Employer Contributions *	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (10%)	Group RRSP	Pension	Total Employer Contributions *	Total Monetary Package
Chargehand	112%	\$41.10	\$4.11	\$2.10	\$3.30	\$3.58	\$54.19	\$42.78	\$4.28	\$2.10	\$3.30	\$3.57	\$56.03
Journey Electrician	100%	\$36.70	\$3.67	\$2.10	\$3.30	\$3.58	\$49.35	\$38.20	\$3.82	\$2.10	\$3.30	\$3.57	\$50.99
8 th Term Apprentice	90%	\$33.03	\$3.30	\$1.57	\$2.48	\$3.58	\$43.96	\$34.38	\$3.44	\$1.57	\$2.48	\$3.57	\$45.44
7 th Term Apprentice	80%	\$29.36	\$2.94	\$1.57	\$2.48	\$3.58	\$39.93	\$30.56	\$3.06	\$1.57	\$2.48	\$3.57	\$41.24
6 th Term Apprentice	75%	\$27.53	\$2.75	\$1.05	\$1.65	\$3.58	\$36.56	\$28.65	\$2.87	\$1.05	\$1.65	\$3.57	\$37.79
5 th Term Apprentice	70%	\$25.69	\$2.57	\$1.05	\$1.65	\$3.58	\$34.54	\$26.74	\$2.67	\$1.05	\$1.65	\$3.57	\$35.68
4 th Term Apprentice	65%	\$23.86	\$2.39	\$0.52	\$0.83	\$3.58	\$31.18	\$24.83	\$2.48	\$0.52	\$0.83	\$3.57	\$32.23
3 rd Term Apprentice	60%	\$22.02	\$2.20	\$0.52	\$0.83	\$3.58	\$29.15	\$22.92	\$2.29	\$0.52	\$0.83	\$3.57	\$30.13
2 nd Term Apprentice	55%	\$20.19	\$2.02	\$0.00	\$0.00	\$3.58	\$25.79	\$21.01	\$2.10	\$0.00	\$0.00	\$3.57	\$26.68
1 st Term Apprentice	50%	\$18.35	\$1.84	\$0.00	\$0.00	\$3.58	\$23.77	\$19.10	\$1.91	\$0.00	\$0.00	\$3.57	\$24.58
Pre-Apprentice ²	50%	\$18.35	\$1.84	\$0.00	\$0.00	\$3.58	\$23.77	\$19.10	\$1.91	\$0.00	\$0.00	\$3.57	\$24.58
Pre-Apprentice ²	45%	\$16.75	\$1.68	\$0.00	\$0.00	\$3.58	\$22.01	\$17.40	\$1.74	\$0.00	\$0.00	\$3.57	\$22.71

Employer Contributions ¹		October 29, 2023				April 28, 2024			
Health & Welfare	E			\$2.50				\$2.50	
Industry Training Fund	W			\$0.31				\$0.31	
Electrical Industry Bursary Fund	W			\$0.07				\$0.07	
Job Ready Dispatch	W			\$0.15				\$0.15	
Industry Drug & Alcohol Rehabilitation Fund	W			\$0.04				\$0.04	
Jurisdictional Assignment Plan	W			\$0.01				n/a ¹	
Joint Industry Promotion Fund	W			\$0.10				\$0.10	
Electrical Contractors Association	W			\$0.17				\$0.17	
Contract Administration	W			\$0.13				\$0.13	
BCBCBTU	W			\$0.05				\$0.05	
D&A Policy	W			\$0.01				\$0.01	
Library Fund	W			\$0.04				\$0.04	
* Total Employer Contributions - Straight Time Hours				\$3.58				\$3.57	
Total Employer Contributions - 1.5X Overtime Hours				\$4.83				\$4.82	
Total Employer Contributions - 2X Overtime Hours				\$6.08				\$6.07	

1. Employer Contributions marked "W" paid based on "Hours Worked", those marked "E" paid based on Hours Earned.
2. Pre-Apprentice Rate Amended as required to ensure compliance with BC Minimum Wage.

**Inside Electrical Workers Agreement - Local 993 - Enabled Industrial Projects
Employees With Group RRSP Only**

Breakdown of Monetary Package		October 29, 2023					April 28, 2024				
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Group RRSP	Total Employer Contributions *	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Group RRSP	Total Employer Contributions *	Total Monetary Package
General Chargehand	133%	\$66.15	\$7.94	\$5.70	\$3.58	\$83.37	\$68.81	\$8.26	\$5.70	\$3.58	\$86.35
"A" Chargehand	123%	\$61.18	\$7.34	\$5.70	\$3.58	\$77.80	\$63.64	\$7.64	\$5.70	\$3.58	\$80.56
"B" Chargehand	112%	\$55.71	\$6.69	\$5.70	\$3.58	\$71.68	\$57.95	\$6.95	\$5.70	\$3.58	\$74.18
Cable Splicer Chargehand	120%	\$59.69	\$7.16	\$5.70	\$3.58	\$76.13	\$62.09	\$7.45	\$5.70	\$3.58	\$78.82
Cable Splicer	112%	\$55.71	\$6.69	\$5.70	\$3.58	\$71.68	\$57.95	\$6.95	\$5.70	\$3.58	\$74.18
Service Electrician	112%	\$55.71	\$6.69	\$5.70	\$3.58	\$71.68	\$57.95	\$6.95	\$5.70	\$3.58	\$74.18
Instrument Technician	100%	\$49.74	\$5.97	\$5.70	\$3.58	\$64.99	\$51.74	\$6.21	\$5.70	\$3.58	\$67.23
Journey Electrician	100%	\$49.74	\$5.97	\$5.70	\$3.58	\$64.99	\$51.74	\$6.21	\$5.70	\$3.58	\$67.23
Journey Winder	100%	\$49.74	\$5.97	\$5.70	\$3.58	\$64.99	\$51.74	\$6.21	\$5.70	\$3.58	\$67.23
Journey Welder	100%	\$49.74	\$5.97	\$5.70	\$3.58	\$64.99	\$51.74	\$6.21	\$5.70	\$3.58	\$67.23
8 th Term Apprentice	90%	\$44.77	\$5.37	\$4.28	\$3.58	\$58.00	\$46.57	\$5.59	\$4.28	\$3.58	\$60.02
7 th Term Apprentice	85%	\$42.28	\$5.07	\$4.28	\$3.58	\$55.21	\$43.98	\$5.28	\$4.28	\$3.58	\$57.12
6 th Term Apprentice	80%	\$39.79	\$4.78	\$2.85	\$3.58	\$51.00	\$41.39	\$4.97	\$2.85	\$3.58	\$52.79
5 th Term Apprentice	75%	\$37.31	\$4.48	\$2.85	\$3.58	\$48.22	\$38.81	\$4.66	\$2.85	\$3.58	\$49.90
4 th Term Apprentice	70%	\$34.82	\$4.18	\$1.43	\$3.58	\$44.01	\$36.22	\$4.35	\$1.43	\$3.58	\$45.58
3 rd Term Apprentice	65%	\$32.33	\$3.88	\$1.43	\$3.58	\$41.22	\$33.63	\$4.04	\$1.43	\$3.58	\$42.68
2 nd Term Apprentice	60%	\$29.84	\$3.58	\$0.00	\$3.58	\$37.00	\$31.04	\$3.73	\$0.00	\$3.58	\$38.35
1 st Term Apprentice	55%	\$27.36	\$3.28	\$0.00	\$3.58	\$34.22	\$28.46	\$3.42	\$0.00	\$3.58	\$35.46
Pre-Apprentice	50%	\$24.87	\$2.98	\$0.00	\$3.58	\$31.43	\$25.87	\$3.10	\$0.00	\$3.58	\$32.55
Pre-Apprentice	45%	\$22.38	\$2.69	\$0.00	\$3.58	\$28.65	\$23.28	\$2.79	\$0.00	\$3.58	\$29.65

Employer Contributions ¹		October 29, 2023	April 28, 2024
Health & Welfare	E	\$2.50	\$2.50
Industry Training Fund	W	\$0.31	\$0.31
Electrical Industry Bursary Fund	W	\$0.07	\$0.07
Job Ready Dispatch	W	\$0.15	\$0.15
Industry Drug & Alcohol Rehabilitation Fund	W	\$0.04	\$0.04
Jurisdictional Assignment Plan	W	\$0.01	\$0.01
Joint Industry Promotion Fund	W	\$0.10	\$0.10
Electrical Contractors Association	W	\$0.17	\$0.17
Contract Administration	W	\$0.13	\$0.13
BCBCBTU	W	\$0.05	\$0.05
D&A Policy	W	\$0.01	\$0.01
Library Fund	W	\$0.04	\$0.04
* Total Employer Contributions - Straight Time Hours		\$3.58	\$3.58
Total Employer Contributions - 1.5X Overtime Hours		\$4.83	\$4.83
Total Employer Contributions - 2X Overtime Hours		\$6.08	\$6.08

1. Employer Contributions marked "W" paid based on "Hours Worked", those marked "E" paid based on Hours Earned.

**Inside Electrical Workers Agreement - Local 993 - Enabled Industrial Projects
Employees With Retirement Split - RRSP and Pension**

Breakdown of Monetary Package		October 29, 2023						April 28, 2024					
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Group RRSP	Pension	Total Employer Contributions *	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Group RRSP	Pension	Total Employer Contributions *	Total Monetary Package
General Chargehand	133%	\$66.15	\$7.94	\$2.40	\$3.30	\$3.58	\$83.37	\$68.81	\$8.26	\$2.40	\$3.30	\$3.58	\$86.35
"A" Chargehand	123%	\$61.18	\$7.34	\$2.40	\$3.30	\$3.58	\$77.80	\$63.64	\$7.64	\$2.40	\$3.30	\$3.58	\$80.56
"B" Chargehand	112%	\$55.71	\$6.69	\$2.40	\$3.30	\$3.58	\$71.68	\$57.95	\$6.95	\$2.40	\$3.30	\$3.58	\$74.18
Cable Splicer Chargehand	120%	\$59.69	\$7.16	\$2.40	\$3.30	\$3.58	\$76.13	\$62.09	\$7.45	\$2.40	\$3.30	\$3.58	\$78.82
Cable Splicer	112%	\$55.71	\$6.69	\$2.40	\$3.30	\$3.58	\$71.68	\$57.95	\$6.95	\$2.40	\$3.30	\$3.58	\$74.18
Service Electrician	112%	\$55.71	\$6.69	\$2.40	\$3.30	\$3.58	\$71.68	\$57.95	\$6.95	\$2.40	\$3.30	\$3.58	\$74.18
Instrument Technician	100%	\$49.74	\$5.97	\$2.40	\$3.30	\$3.58	\$64.99	\$51.74	\$6.21	\$2.40	\$3.30	\$3.58	\$67.23
Journey Electrician	100%	\$49.74	\$5.97	\$2.40	\$3.30	\$3.58	\$64.99	\$51.74	\$6.21	\$2.40	\$3.30	\$3.58	\$67.23
Journey Winder	100%	\$49.74	\$5.97	\$2.40	\$3.30	\$3.58	\$64.99	\$51.74	\$6.21	\$2.40	\$3.30	\$3.58	\$67.23
Journey Welder	100%	\$49.74	\$5.97	\$2.40	\$3.30	\$3.58	\$64.99	\$51.74	\$6.21	\$2.40	\$3.30	\$3.58	\$67.23
8 th Term Apprentice	90%	\$44.77	\$5.37	\$1.80	\$2.48	\$3.58	\$58.00	\$46.57	\$5.59	\$1.80	\$2.48	\$3.58	\$60.02
7 th Term Apprentice	85%	\$42.28	\$5.07	\$1.80	\$2.48	\$3.58	\$55.21	\$43.98	\$5.28	\$1.80	\$2.48	\$3.58	\$57.12
6 th Term Apprentice	80%	\$39.79	\$4.77	\$1.70	\$1.15	\$3.58	\$50.99	\$41.39	\$4.97	\$1.70	\$1.15	\$3.58	\$52.79
5 th Term Apprentice	75%	\$37.31	\$4.48	\$1.70	\$1.15	\$3.58	\$48.22	\$38.81	\$4.66	\$1.70	\$1.15	\$3.58	\$49.90
4 th Term Apprentice	70%	\$34.82	\$4.18	\$0.35	\$1.08	\$3.58	\$44.01	\$36.22	\$4.35	\$0.35	\$1.08	\$3.58	\$45.58
3 rd Term Apprentice	65%	\$32.33	\$3.88	\$0.35	\$1.08	\$3.58	\$41.22	\$33.63	\$4.04	\$0.35	\$1.08	\$3.58	\$42.68
2 nd Term Apprentice	60%	\$29.84	\$3.58	\$0.00	\$0.00	\$3.58	\$37.00	\$31.04	\$3.73	\$0.00	\$0.00	\$3.58	\$38.35
1 st Term Apprentice	55%	\$27.36	\$3.28	\$0.00	\$0.00	\$3.58	\$34.22	\$28.46	\$3.42	\$0.00	\$0.00	\$3.58	\$35.46
Pre-Apprentice	50%	\$24.87	\$2.98	\$0.00	\$0.00	\$3.58	\$31.43	\$25.87	\$3.10	\$0.00	\$0.00	\$3.58	\$32.55
Pre-Apprentice	45%	\$22.38	\$2.69	\$0.00	\$0.00	\$3.58	\$28.65	\$23.28	\$2.79	\$0.00	\$0.00	\$3.58	\$29.65

Employer Contributions ¹		October 29, 2023	April 28, 2024
Health & Welfare	E	\$2.50	\$2.50
Industry Training Fund	W	\$0.31	\$0.31
Electrical Industry Bursary Fund	W	\$0.07	\$0.07
Job Ready Dispatch	W	\$0.15	\$0.15
Industry Drug & Alcohol Rehabilitation Fund	W	\$0.04	\$0.04
Jurisdictional Assignment Plan	W	\$0.01	\$0.01
Joint Industry Promotion Fund	W	\$0.10	\$0.10
Electrical Contractors Association	W	\$0.17	\$0.17
Contract Administration	W	\$0.13	\$0.13
BCBCBTU	W	\$0.05	\$0.05
D&A Policy	W	\$0.01	\$0.01
Library Fund	W	\$0.04	\$0.04
* Total Employer Contributions - Straight Time Hours		\$3.58	\$3.58
Total Employer Contributions - 1.5X Overtime Hours		\$4.83	\$4.83
Total Employer Contributions - 2X Overtime Hours		\$6.08	\$6.08

1. Employer Contributions marked "W" paid based on "Hours Worked", those marked "E" paid based on Hours Earned.

Inside Electrical Workers Agreement - Local 993 - Enabled Industrial Projects
Employees with Group RRSP Only - LNG Canada Project Only

Breakdown of Monetary Package		October 29, 2023					April 28, 2024				
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Group RRSP	Total Employer Contributions *	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Group RRSP	Total Employer Contributions *	Total Monetary Package
General Chargehand	133%	\$74.09	\$8.89	\$5.70	\$3.58	\$92.26	\$77.07	\$9.25	\$5.70	\$3.58	\$95.60
"A" Chargehand	123%	\$68.52	\$8.22	\$5.70	\$3.58	\$86.02	\$71.28	\$8.55	\$5.70	\$3.58	\$89.11
"B" Chargehand	112%	\$62.40	\$7.49	\$5.70	\$3.58	\$79.17	\$64.90	\$7.79	\$5.70	\$3.58	\$81.97
Cable Splicer Chargehand	120%	\$66.85	\$8.02	\$5.70	\$3.58	\$84.15	\$69.54	\$8.34	\$5.70	\$3.58	\$87.16
Cable Splicer	112%	\$62.40	\$7.49	\$5.70	\$3.58	\$79.17	\$64.90	\$7.79	\$5.70	\$3.58	\$81.97
Service Electrician	112%	\$62.40	\$7.49	\$5.70	\$3.58	\$79.17	\$64.90	\$7.79	\$5.70	\$3.58	\$81.97
Instrument Technician	100%	\$55.71	\$6.69	\$5.70	\$3.58	\$71.68	\$57.95	\$6.95	\$5.70	\$3.58	\$74.18
Journey Electrician	100%	\$55.71	\$6.69	\$5.70	\$3.58	\$71.68	\$57.95	\$6.95	\$5.70	\$3.58	\$74.18
Journey Winder	100%	\$55.71	\$6.69	\$5.70	\$3.58	\$71.68	\$57.95	\$6.95	\$5.70	\$3.58	\$74.18
Journey Welder	100%	\$55.71	\$6.69	\$5.70	\$3.58	\$71.68	\$57.95	\$6.95	\$5.70	\$3.58	\$74.18
8 th Term Apprentice	90%	\$50.14	\$6.02	\$4.28	\$3.58	\$64.02	\$52.16	\$6.26	\$4.28	\$3.58	\$66.28
7 th Term Apprentice	85%	\$47.35	\$5.68	\$4.28	\$3.58	\$60.89	\$49.26	\$5.91	\$4.28	\$3.58	\$63.03
6 th Term Apprentice	80%	\$44.57	\$5.35	\$2.85	\$3.58	\$56.35	\$46.36	\$5.56	\$2.85	\$3.58	\$58.35
5 th Term Apprentice	75%	\$41.78	\$5.01	\$2.85	\$3.58	\$53.22	\$43.46	\$5.22	\$2.85	\$3.58	\$55.11
4 th Term Apprentice	70%	\$39.00	\$4.68	\$1.43	\$3.58	\$48.69	\$40.57	\$4.87	\$1.43	\$3.58	\$50.45
3 rd Term Apprentice	65%	\$36.21	\$4.35	\$1.43	\$3.58	\$45.57	\$37.67	\$4.52	\$1.43	\$3.58	\$47.20
2 nd Term Apprentice	60%	\$33.43	\$4.01	\$0.00	\$3.58	\$41.02	\$34.77	\$4.17	\$0.00	\$3.58	\$42.52
1 st Term Apprentice	55%	\$30.64	\$3.68	\$0.00	\$3.58	\$37.90	\$31.87	\$3.82	\$0.00	\$3.58	\$39.27
Pre-Apprentice	50%	\$27.86	\$3.34	\$0.00	\$3.58	\$34.78	\$28.98	\$3.48	\$0.00	\$3.58	\$36.04
Pre-Apprentice	45%	\$25.07	\$3.01	\$0.00	\$3.58	\$31.66	\$26.08	\$3.13	\$0.00	\$3.58	\$32.79

Employer Contributions ¹		October 29, 2023	April 28, 2024
Health & Welfare	W	\$2.50	\$2.50
Industry Training Fund	W	\$0.31	\$0.31
Electrical Industry Bursary Fund	W	\$0.07	\$0.07
Job Ready Dispatch	W	\$0.15	\$0.15
Industry Drug & Alcohol Rehabilitation Fund	W	\$0.04	\$0.04
Jurisdictional Assignment Plan	W	\$0.01	\$0.01
Joint Industry Promotion Fund	W	\$0.10	\$0.10
Electrical Contractors Association	W	\$0.17	\$0.17
Contract Administration	W	\$0.13	\$0.13
BCBCBTU	W	\$0.05	\$0.05
D&A Policy	W	\$0.01	\$0.01
Library Fund	W	\$0.04	\$0.04
* Total Employer Contributions - Straight Time Hours		\$3.58	\$3.58
Total Employer Contributions - 1.5X Overtime Hours		\$3.58	\$3.58
Total Employer Contributions - 2X Overtime Hours		\$3.58	\$3.58

1. Employer Contributions marked "W" paid based on "Hours Worked", those marked "E" paid based on Hours Earned.

**Inside Electrical Workers Agreement - Local 993 - Enabled Industrial Projects
Employees With Retirement Split - RRRP and Pension - LNG Canada Project Only**

Breakdown of Monetary Package		October 29, 2023						April 28, 2024					
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Group RRRP	Pension	Total Employer Contributions *	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Group RRRP	Pension	Total Employer Contributions *	Total Monetary Package
General Chargehand	133%	\$74.09	\$8.89	\$2.40	\$3.30	\$3.58	\$92.26	\$77.07	\$9.25	\$2.40	\$3.30	\$3.58	\$95.60
"A" Chargehand	123%	\$68.52	\$8.22	\$2.40	\$3.30	\$3.58	\$86.02	\$71.28	\$8.55	\$2.40	\$3.30	\$3.58	\$89.11
"B" Chargehand	112%	\$62.40	\$7.49	\$2.40	\$3.30	\$3.58	\$79.17	\$64.90	\$7.79	\$2.40	\$3.30	\$3.58	\$81.97
Cable Splicer Chargehand	120%	\$66.85	\$8.02	\$2.40	\$3.30	\$3.58	\$84.15	\$69.54	\$8.34	\$2.40	\$3.30	\$3.58	\$87.16
Cable Splicer	112%	\$62.40	\$7.49	\$2.40	\$3.30	\$3.58	\$79.17	\$64.90	\$7.79	\$2.40	\$3.30	\$3.58	\$81.97
Service Electrician	112%	\$62.40	\$7.49	\$2.40	\$3.30	\$3.58	\$79.17	\$64.90	\$7.79	\$2.40	\$3.30	\$3.58	\$81.97
Instrument Technician	100%	\$55.71	\$6.69	\$2.40	\$3.30	\$3.58	\$71.68	\$57.95	\$6.95	\$2.40	\$3.30	\$3.58	\$74.18
Journey Electrician	100%	\$55.71	\$6.69	\$2.40	\$3.30	\$3.58	\$71.68	\$57.95	\$6.95	\$2.40	\$3.30	\$3.58	\$74.18
Journey Winder	100%	\$55.71	\$6.69	\$2.40	\$3.30	\$3.58	\$71.68	\$57.95	\$6.95	\$2.40	\$3.30	\$3.58	\$74.18
Journey Welder	100%	\$55.71	\$6.69	\$2.40	\$3.30	\$3.58	\$71.68	\$57.95	\$6.95	\$2.40	\$3.30	\$3.58	\$74.18
8 th Term Apprentice	90%	\$50.14	\$6.02	\$1.80	\$2.48	\$3.58	\$64.02	\$52.16	\$6.26	\$1.80	\$2.48	\$3.58	\$66.28
7 th Term Apprentice	85%	\$47.35	\$5.68	\$1.80	\$2.48	\$3.58	\$60.89	\$49.26	\$5.91	\$1.80	\$2.48	\$3.58	\$63.03
6 th Term Apprentice	80%	\$44.57	\$5.35	\$1.70	\$1.15	\$3.58	\$56.35	\$46.36	\$5.56	\$1.70	\$1.15	\$3.58	\$58.35
5 th Term Apprentice	75%	\$41.78	\$5.01	\$1.70	\$1.15	\$3.58	\$53.22	\$43.46	\$5.22	\$1.70	\$1.15	\$3.58	\$55.11
4 th Term Apprentice	70%	\$39.00	\$4.68	\$0.35	\$1.08	\$3.58	\$48.69	\$40.57	\$4.87	\$0.35	\$1.08	\$3.58	\$50.45
3 rd Term Apprentice	65%	\$36.21	\$4.35	\$0.35	\$1.08	\$3.58	\$45.57	\$37.67	\$4.52	\$0.35	\$1.08	\$3.58	\$47.20
2 nd Term Apprentice	60%	\$33.43	\$4.01	\$0.00	\$0.00	\$3.58	\$41.02	\$34.77	\$4.17	\$0.00	\$0.00	\$3.58	\$42.52
1 st Term Apprentice	55%	\$30.64	\$3.68	\$0.00	\$0.00	\$3.58	\$37.90	\$31.87	\$3.82	\$0.00	\$0.00	\$3.58	\$39.27
Pre-Apprentice	50%	\$27.86	\$3.34	\$0.00	\$0.00	\$3.58	\$34.78	\$28.98	\$3.48	\$0.00	\$0.00	\$3.58	\$36.04
Pre-Apprentice	45%	\$25.07	\$3.01	\$0.00	\$0.00	\$3.58	\$31.66	\$26.08	\$3.13	\$0.00	\$0.00	\$3.58	\$32.79

Employer Contributions ¹		October 29, 2023	April 28, 2024
Health & Welfare	W	\$2.50	\$2.50
Industry Training Fund	W	\$0.31	\$0.31
Electrical Industry Bursary Fund	W	\$0.07	\$0.07
Job Ready Dispatch	W	\$0.15	\$0.15
Industry Drug & Alcohol Rehabilitation Fund	W	\$0.04	\$0.04
Jurisdictional Assignment Plan	W	\$0.01	\$0.01
Joint Industry Promotion Fund	W	\$0.10	\$0.10
Electrical Contractors Association	W	\$0.17	\$0.17
Contract Administration	W	\$0.13	\$0.13
BCBCBTU	W	\$0.05	\$0.05
D&A Policy	W	\$0.01	\$0.01
Library Fund	W	\$0.04	\$0.04
* Total Employer Contributions - Straight Time Hours		\$3.58	\$3.58
Total Employer Contributions - 1.5X Overtime Hours		\$3.58	\$3.58
Total Employer Contributions - 2X Overtime Hours		\$3.58	\$3.58

1. Employer Contributions marked "W" paid based on "Hours Worked", those marked "E" paid based on Hours Earned.

Inside Electrical Workers Agreement - Local 1003 - Commercial, Institutional, Industrial Projects
Employees With Group RRSP Only

Breakdown of Monetary Package		October 29, 2023					April 28, 2024				
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Group RRSP	Total Employer Contributions *	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Group RRSP	Total Employer Contributions *	Total Monetary Package
General Chargehand	133%	\$62.03	\$7.44	\$5.25	\$3.54	\$78.26	\$64.52	\$7.74	\$5.25	\$3.54	\$81.05
"A" Chargehand	123%	\$57.37	\$6.88	\$5.25	\$3.54	\$73.04	\$59.67	\$7.16	\$5.25	\$3.54	\$75.62
"B" Chargehand	112%	\$52.24	\$6.27	\$5.25	\$3.54	\$67.30	\$54.33	\$6.52	\$5.25	\$3.54	\$69.64
Cable Splicer Chargehand	120%	\$55.97	\$6.72	\$5.25	\$3.54	\$71.48	\$58.21	\$6.99	\$5.25	\$3.54	\$73.99
Cable Splicer	112%	\$52.24	\$6.27	\$5.25	\$3.54	\$67.30	\$54.33	\$6.52	\$5.25	\$3.54	\$69.64
Service Electrician	112%	\$52.24	\$6.27	\$5.25	\$3.54	\$67.30	\$54.33	\$6.52	\$5.25	\$3.54	\$69.64
Instrument Technician	100%	\$46.64	\$5.60	\$5.25	\$3.54	\$61.03	\$48.51	\$5.82	\$5.25	\$3.54	\$63.12
Journey Electrician	100%	\$46.64	\$5.60	\$5.25	\$3.54	\$61.03	\$48.51	\$5.82	\$5.25	\$3.54	\$63.12
Journey Winder	100%	\$46.64	\$5.60	\$5.25	\$3.54	\$61.03	\$48.51	\$5.82	\$5.25	\$3.54	\$63.12
Journey Welder	100%	\$46.64	\$5.60	\$5.25	\$3.54	\$61.03	\$48.51	\$5.82	\$5.25	\$3.54	\$63.12
8 th Term Apprentice	90%	\$41.98	\$5.04	\$3.94	\$3.54	\$54.50	\$43.66	\$5.24	\$3.94	\$3.54	\$56.38
7 th Term Apprentice	85%	\$39.64	\$4.76	\$3.94	\$3.54	\$51.88	\$41.23	\$4.95	\$3.94	\$3.54	\$53.66
6 th Term Apprentice	80%	\$37.31	\$4.48	\$2.63	\$3.54	\$47.96	\$38.81	\$4.66	\$2.63	\$3.54	\$49.64
5 th Term Apprentice	75%	\$34.98	\$4.20	\$2.63	\$3.54	\$45.35	\$36.38	\$4.37	\$2.63	\$3.54	\$46.92
4 th Term Apprentice	70%	\$32.65	\$3.92	\$1.31	\$3.54	\$41.42	\$33.96	\$4.08	\$1.31	\$3.54	\$42.89
3 rd Term Apprentice	65%	\$30.32	\$3.64	\$1.31	\$3.54	\$38.81	\$31.53	\$3.78	\$1.31	\$3.54	\$40.16
2 nd Term Apprentice	60%	\$27.98	\$3.36	\$0.00	\$3.54	\$34.88	\$29.11	\$3.49	\$0.00	\$3.54	\$36.14
1 st Term Apprentice	55%	\$25.65	\$3.08	\$0.00	\$3.54	\$32.27	\$26.68	\$3.20	\$0.00	\$3.54	\$33.42
Pre-Apprentice	50%	\$23.32	\$2.80	\$0.00	\$3.54	\$29.66	\$24.26	\$2.91	\$0.00	\$3.54	\$30.71
Pre-Apprentice	45%	\$20.99	\$2.52	\$0.00	\$3.54	\$27.05	\$21.83	\$2.62	\$0.00	\$3.54	\$27.99

Employer Contributions ¹		October 29, 2023	April 28, 2024
Health & Welfare	E	\$2.50	\$2.50
Industry Training Fund	W	\$0.31	\$0.31
Electrical Industry Bursary Fund	W	\$0.07	\$0.07
Job Ready Dispatch	W	\$0.15	\$0.15
Industry Drug & Alcohol Rehabilitation Fund	W	\$0.04	\$0.04
Jurisdictional Assignment Plan	W	\$0.01	\$0.01
Joint Industry Promotion Fund	W	\$0.10	\$0.10
Electrical Contractors Association	W	\$0.17	\$0.17
Contract Administration	W	\$0.13	\$0.13
BCBCBTU	W	\$0.05	\$0.05
D&A Policy	W	\$0.01	\$0.01
* Total Employer Contributions - Straight Time Hours		\$3.54	\$3.54
Total Employer Contributions - 1.5X Overtime Hours		\$4.79	\$4.79
Total Employer Contributions - 2X Overtime Hours		\$6.04	\$6.04

1. Employer Contributions marked "W" paid based on "Hours Worked", those marked "E" paid based on Hours Earned.

Inside Electrical Workers Agreement - Local 1003 - Commercial, Institutional, Industrial Projects
Employees With Retirement Split - RRSF and Pension

Breakdown of Monetary Package		October 29, 2023						April 28, 2024					
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Group RRSF	Pension	Total Employer Contributions *	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Group RRSF	Pension	Total Employer Contributions *	Total Monetary Package
General Chargehand	133%	\$62.03	\$7.44	\$2.25	\$3.00	\$3.54	\$78.26	\$64.52	\$7.74	\$2.25	\$3.00	\$3.54	\$81.05
"A" Chargehand	123%	\$57.37	\$6.88	\$2.25	\$3.00	\$3.54	\$73.04	\$59.67	\$7.16	\$2.25	\$3.00	\$3.54	\$75.62
"B" Chargehand	112%	\$52.24	\$6.27	\$2.25	\$3.00	\$3.54	\$67.30	\$54.33	\$6.52	\$2.25	\$3.00	\$3.54	\$69.64
Cable Splicer Chargehand	120%	\$55.97	\$6.72	\$2.25	\$3.00	\$3.54	\$71.48	\$58.21	\$6.99	\$2.25	\$3.00	\$3.54	\$73.99
Cable Splicer	112%	\$52.24	\$6.27	\$2.25	\$3.00	\$3.54	\$67.30	\$54.33	\$6.52	\$2.25	\$3.00	\$3.54	\$69.64
Service Electrician	112%	\$52.24	\$6.27	\$2.25	\$3.00	\$3.54	\$67.30	\$54.33	\$6.52	\$2.25	\$3.00	\$3.54	\$69.64
Instrument Technician	100%	\$46.64	\$5.60	\$2.25	\$3.00	\$3.54	\$61.03	\$48.51	\$5.82	\$2.25	\$3.00	\$3.54	\$63.12
Journey Electrician	100%	\$46.64	\$5.60	\$2.25	\$3.00	\$3.54	\$61.03	\$48.51	\$5.82	\$2.25	\$3.00	\$3.54	\$63.12
Journey Winder	100%	\$46.64	\$5.60	\$2.25	\$3.00	\$3.54	\$61.03	\$48.51	\$5.82	\$2.25	\$3.00	\$3.54	\$63.12
Journey Welder	100%	\$46.64	\$5.60	\$2.25	\$3.00	\$3.54	\$61.03	\$48.51	\$5.82	\$2.25	\$3.00	\$3.54	\$63.12
8 th Term Apprentice	90%	\$41.98	\$5.04	\$1.69	\$2.25	\$3.54	\$54.50	\$43.66	\$5.24	\$1.69	\$2.25	\$3.54	\$56.38
7 th Term Apprentice	85%	\$39.64	\$4.76	\$1.69	\$2.25	\$3.54	\$51.88	\$41.23	\$4.95	\$1.69	\$2.25	\$3.54	\$53.66
6 th Term Apprentice	80%	\$37.31	\$4.48	\$1.13	\$1.50	\$3.54	\$47.96	\$38.81	\$4.66	\$1.13	\$1.50	\$3.54	\$49.64
5 th Term Apprentice	75%	\$34.98	\$4.20	\$1.13	\$1.50	\$3.54	\$45.35	\$36.38	\$4.37	\$1.13	\$1.50	\$3.54	\$46.92
4 th Term Apprentice	70%	\$32.65	\$3.92	\$0.56	\$0.75	\$3.54	\$41.42	\$33.96	\$4.08	\$0.56	\$0.75	\$3.54	\$42.89
3 rd Term Apprentice	65%	\$30.32	\$3.64	\$0.56	\$0.75	\$3.54	\$38.81	\$31.53	\$3.78	\$0.56	\$0.75	\$3.54	\$40.16
2 nd Term Apprentice	60%	\$27.98	\$3.36	\$0.00	\$0.00	\$3.54	\$34.88	\$29.11	\$3.49	\$0.00	\$0.00	\$3.54	\$36.14
1 st Term Apprentice	55%	\$25.65	\$3.08	\$0.00	\$0.00	\$3.54	\$32.27	\$26.68	\$3.20	\$0.00	\$0.00	\$3.54	\$33.42
Pre-Apprentice	50%	\$23.32	\$2.80	\$0.00	\$0.00	\$3.54	\$29.66	\$24.26	\$2.91	\$0.00	\$0.00	\$3.54	\$30.71
Pre-Apprentice	45%	\$20.99	\$2.52	\$0.00	\$0.00	\$3.54	\$27.05	\$21.83	\$2.62	\$0.00	\$0.00	\$3.54	\$27.99

Employer Contributions ¹		October 29, 2023				April 28, 2024			
Health & Welfare	E			\$2.50				\$2.50	
Industry Training Fund	W			\$0.31				\$0.31	
Electrical Industry Bursary Fund	W			\$0.07				\$0.07	
Job Ready Dispatch	W			\$0.15				\$0.15	
Industry Drug & Alcohol Rehabilitation Fund	W			\$0.04				\$0.04	
Jurisdictional Assignment Plan	W			\$0.01				\$0.01	
Joint Industry Promotion Fund	W			\$0.10				\$0.10	
Electrical Contractors Association	W			\$0.17				\$0.17	
Contract Administration	W			\$0.13				\$0.13	
BCBCBTU	W			\$0.05				\$0.05	
D&A Policy	W			\$0.01				\$0.01	
* Total Employer Contributions - Straight Time Hours				\$3.54				\$3.54	
Total Employer Contributions - 1.5X Overtime Hours				\$4.79				\$4.79	
Total Employer Contributions - 2X Overtime Hours				\$6.04				\$6.04	

1. Employer Contributions marked "W" paid based on "Hours Worked", those marked "E" paid based on Hours Earned.

Inside Electrical Workers Agreement - Local 1003 - Residential Projects
Employees With Group RRSP Only

Breakdown of Monetary Package		October 29, 2023					April 28, 2024				
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (10%)	Group RRSP	Total Employer Contributions *	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (10%)	Group RRSP	Total Employer Contributions *	Total Monetary Package
Chargehand	112%	\$41.29	\$4.13	\$5.25	\$3.54	\$54.21	\$42.99	\$4.30	\$5.25	\$3.53	\$56.07
Journey Electrician	100%	\$36.87	\$3.69	\$5.25	\$3.54	\$49.35	\$38.38	\$3.84	\$5.25	\$3.53	\$51.00
8 th Term Apprentice	90%	\$33.18	\$3.32	\$3.94	\$3.54	\$43.98	\$34.54	\$3.45	\$3.94	\$3.53	\$45.46
7 th Term Apprentice	80%	\$29.50	\$2.95	\$3.94	\$3.54	\$39.93	\$30.70	\$3.07	\$3.94	\$3.53	\$41.24
6 th Term Apprentice	75%	\$27.65	\$2.77	\$2.63	\$3.54	\$36.59	\$28.79	\$2.88	\$2.63	\$3.53	\$37.83
5 th Term Apprentice	70%	\$25.81	\$2.58	\$2.63	\$3.54	\$34.56	\$26.87	\$2.69	\$2.63	\$3.53	\$35.72
4 th Term Apprentice	65%	\$23.97	\$2.40	\$1.31	\$3.54	\$31.22	\$24.95	\$2.50	\$1.31	\$3.53	\$32.29
3 rd Term Apprentice	60%	\$22.12	\$2.21	\$1.31	\$3.54	\$29.18	\$23.03	\$2.30	\$1.31	\$3.53	\$30.17
2 nd Term Apprentice	55%	\$20.28	\$2.03	\$0.00	\$3.54	\$25.85	\$21.11	\$2.11	\$0.00	\$3.53	\$26.75
1 st Term Apprentice	50%	\$18.44	\$1.84	\$0.00	\$3.54	\$23.82	\$19.19	\$1.92	\$0.00	\$3.53	\$24.64
Pre-Apprentice ²	50%	\$18.44	\$1.84	\$0.00	\$3.54	\$23.82	\$19.19	\$1.92	\$0.00	\$3.53	\$24.64
Pre-Apprentice ²	45%	\$16.75	\$1.68	\$0.00	\$3.54	\$21.97	\$17.40	\$1.74	\$0.00	\$3.53	\$22.67

Employer Contributions ¹		October 29, 2023		April 28, 2024	
Health & Welfare	E		\$2.50		\$2.50
Industry Training Fund	W		\$0.31		\$0.31
Electrical Industry Bursary Fund	W		\$0.07		\$0.07
Job Ready Dispatch	W		\$0.15		\$0.15
Industry Drug & Alcohol Rehabilitation Fund	W		\$0.04		\$0.04
Jurisdictional Assignment Plan	W		\$0.01		n/a ¹
Joint Industry Promotion Fund	W		\$0.10		\$0.10
Electrical Contractors Association	W		\$0.17		\$0.17
Contract Administration	W		\$0.13		\$0.13
BCBCBTU	W		\$0.05		\$0.05
D&A Policy	W		\$0.01		\$0.01
* Total Employer Contributions - Straight Time Hours			\$3.54		\$3.53
Total Employer Contributions - 1.5X Overtime Hours			\$4.79		\$4.78
Total Employer Contributions - 2X Overtime Hours			\$6.04		\$6.03

1. Employer Contributions marked "W" paid based on "Hours Worked", those marked "E" paid based on Hours Earned.
2. Pre-Apprentice Rate Amended as required to ensure compliance with BC Minimum Wage.

Inside Electrical Workers Agreement - Local 1003 - Residential Projects
Employees With Retirement Split - RRSP and Pension

Breakdown of Monetary Package		October 29, 2023						April 28, 2024					
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (10%)	Group RRSP	Pension	Total Employer Contributions *	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (10%)	Group RRSP	Pension	Total Employer Contributions *	Total Monetary Package
Chargehand	112%	\$41.29	\$4.13	\$2.25	\$3.00	\$3.54	\$54.21	\$42.99	\$4.30	\$2.25	\$3.00	\$3.53	\$56.07
Journey Electrician	100%	\$36.87	\$3.69	\$2.25	\$3.00	\$3.54	\$49.35	\$38.38	\$3.84	\$2.25	\$3.00	\$3.53	\$51.00
8 th Term Apprentice	90%	\$33.18	\$3.32	\$1.69	\$2.25	\$3.54	\$43.98	\$34.54	\$3.45	\$1.69	\$2.25	\$3.53	\$45.46
7 th Term Apprentice	80%	\$29.50	\$2.95	\$1.69	\$2.25	\$3.54	\$39.93	\$30.70	\$3.07	\$1.69	\$2.25	\$3.53	\$41.24
6 th Term Apprentice	75%	\$27.65	\$2.77	\$1.13	\$1.50	\$3.54	\$36.59	\$28.79	\$2.88	\$1.13	\$1.50	\$3.53	\$37.83
5 th Term Apprentice	70%	\$25.81	\$2.58	\$1.13	\$1.50	\$3.54	\$34.56	\$26.87	\$2.69	\$1.13	\$1.50	\$3.53	\$35.72
4 th Term Apprentice	65%	\$23.97	\$2.40	\$0.56	\$0.75	\$3.54	\$31.22	\$24.95	\$2.50	\$0.56	\$0.75	\$3.53	\$32.29
3 rd Term Apprentice	60%	\$22.12	\$2.21	\$0.56	\$0.75	\$3.54	\$29.18	\$23.03	\$2.30	\$0.56	\$0.75	\$3.53	\$30.17
2 nd Term Apprentice	55%	\$20.28	\$2.03	\$0.00	\$0.00	\$3.54	\$25.85	\$21.11	\$2.11	\$0.00	\$0.00	\$3.53	\$26.75
1 st Term Apprentice	50%	\$18.44	\$1.84	\$0.00	\$0.00	\$3.54	\$23.82	\$19.19	\$1.92	\$0.00	\$0.00	\$3.53	\$24.64
Pre-Apprentice ²	50%	\$18.44	\$1.84	\$0.00	\$0.00	\$3.54	\$23.82	\$19.19	\$1.92	\$0.00	\$0.00	\$3.53	\$24.64
Pre-Apprentice ²	45%	\$16.75	\$1.68	\$0.00	\$0.00	\$3.54	\$21.97	\$17.40	\$1.74	\$0.00	\$0.00	\$3.53	\$22.67

Employer Contributions		October 29, 2023		April 28, 2024	
Health & Welfare	E		\$2.50		\$2.50
Industry Training Fund	W		\$0.31		\$0.31
Electrical Industry Bursary Fund	W		\$0.07		\$0.07
Job Ready Dispatch	W		\$0.15		\$0.15
Industry Drug & Alcohol Rehabilitation Fund	W		\$0.04		\$0.04
Jurisdictional Assignment Plan	W		\$0.01		n/a ¹
Joint Industry Promotion Fund	W		\$0.10		\$0.10
Electrical Contractors Association	W		\$0.17		\$0.17
Contract Administration	W		\$0.13		\$0.13
BCBCBTU	W		\$0.05		\$0.05
D&A Policy	W		\$0.01		\$0.01
* Total Employer Contributions - Straight Time Hours			\$3.54		\$3.53
Total Employer Contributions - 1.5X Overtime Hours			\$4.79		\$4.78
Total Employer Contributions - 2X Overtime Hours			\$6.04		\$6.03

1. Employer Contributions marked "W" paid based on "Hours Worked", those marked "E" paid based on Hours Earned.
2. Pre-Apprentice Rate Amended as required to ensure compliance with BC Minimum Wage.

Inside Electrical Workers Agreement - Local 1003 - Enabled Industrial Projects
Employees with Group RRSP Only

Breakdown of Monetary Package		October 29, 2023					April 28, 2024				
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Group RRSP	Total Employer Contributions *	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Group RRSP	Total Employer Contributions *	Total Monetary Package
General Chargehand	133%	\$66.86	\$8.02	\$5.25	\$3.54	\$83.67	\$69.55	\$8.35	\$5.25	\$3.54	\$86.69
"A" Chargehand	123%	\$61.83	\$7.42	\$5.25	\$3.54	\$78.04	\$64.32	\$7.72	\$5.25	\$3.54	\$80.83
"B" Chargehand	112%	\$56.30	\$6.76	\$5.25	\$3.54	\$71.85	\$58.56	\$7.03	\$5.25	\$3.54	\$74.38
Cable Splicer Chargehand	120%	\$60.32	\$7.24	\$5.25	\$3.54	\$76.35	\$62.75	\$7.53	\$5.25	\$3.54	\$79.07
Cable Splicer	112%	\$56.30	\$6.76	\$5.25	\$3.54	\$71.85	\$58.56	\$7.03	\$5.25	\$3.54	\$74.38
Service Electrician	112%	\$56.30	\$6.76	\$5.25	\$3.54	\$71.85	\$58.56	\$7.03	\$5.25	\$3.54	\$74.38
Instrument Technician	100%	\$50.27	\$6.03	\$5.25	\$3.54	\$65.09	\$52.29	\$6.27	\$5.25	\$3.54	\$67.35
Journey Electrician	100%	\$50.27	\$6.03	\$5.25	\$3.54	\$65.09	\$52.29	\$6.27	\$5.25	\$3.54	\$67.35
Journey Winder	100%	\$50.27	\$6.03	\$5.25	\$3.54	\$65.09	\$52.29	\$6.27	\$5.25	\$3.54	\$67.35
Journey Welder	100%	\$50.27	\$6.03	\$5.25	\$3.54	\$65.09	\$52.29	\$6.27	\$5.25	\$3.54	\$67.35
8 th Term Apprentice	90%	\$45.24	\$5.43	\$3.94	\$3.54	\$58.15	\$47.06	\$5.65	\$3.94	\$3.54	\$60.19
7 th Term Apprentice	85%	\$42.73	\$5.13	\$3.94	\$3.54	\$55.34	\$44.45	\$5.33	\$3.94	\$3.54	\$57.26
6 th Term Apprentice	80%	\$40.22	\$4.83	\$2.63	\$3.54	\$51.22	\$41.83	\$5.02	\$2.63	\$3.54	\$53.02
5 th Term Apprentice	75%	\$37.70	\$4.52	\$2.63	\$3.54	\$48.39	\$39.22	\$4.71	\$2.63	\$3.54	\$50.10
4 th Term Apprentice	70%	\$35.19	\$4.22	\$1.31	\$3.54	\$44.26	\$36.60	\$4.39	\$1.31	\$3.54	\$45.84
3 rd Term Apprentice	65%	\$32.68	\$3.92	\$1.31	\$3.54	\$41.45	\$33.99	\$4.08	\$1.31	\$3.54	\$42.92
2 nd Term Apprentice	60%	\$30.16	\$3.62	\$0.00	\$3.54	\$37.32	\$31.37	\$3.76	\$0.00	\$3.54	\$38.67
1 st Term Apprentice	55%	\$27.65	\$3.32	\$0.00	\$3.54	\$34.51	\$28.76	\$3.45	\$0.00	\$3.54	\$35.75
Pre-Apprentice	50%	\$25.14	\$3.02	\$0.00	\$3.54	\$31.70	\$26.15	\$3.14	\$0.00	\$3.54	\$32.83
Pre-Apprentice	45%	\$22.62	\$2.71	\$0.00	\$3.54	\$28.87	\$23.53	\$2.82	\$0.00	\$3.54	\$29.89

Employer Contributions ¹		October 29, 2023	April 28, 2024
Health & Welfare	E	\$2.50	\$2.50
Industry Training Fund	W	\$0.31	\$0.31
Electrical Industry Bursary Fund	W	\$0.07	\$0.07
Job Ready Dispatch	W	\$0.15	\$0.15
Industry Drug & Alcohol Rehabilitation Fund	W	\$0.04	\$0.04
Jurisdictional Assignment Plan ²	W	\$0.01	\$0.01
Joint Industry Promotion Fund	W	\$0.10	\$0.10
Electrical Contractors Association	W	\$0.17	\$0.17
Contract Administration	W	\$0.13	\$0.13
BCBCBTU	W	\$0.05	\$0.05
D&A Policy	W	\$0.01	\$0.01
* Total Employer Contributions - Straight Time Hours		\$3.54	\$3.54
Total Employer Contributions - 1.5X Overtime Hours		\$4.79	\$4.79
Total Employer Contributions - 2X Overtime Hours		\$6.04	\$6.04

1. Employer Contributions marked "W" paid based on "Hours Worked", those marked "E" paid based on Hours Earned.

Inside Electrical Workers Agreement - Local 1003 - Enabled Industrial Projects
Employees With Retirement Split - RRSP and Pension

Breakdown of Monetary Package		October 29, 2023						April 28, 2024					
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Group RRSP	Pension	Total Employer Contributions *	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Group RRSP	Pension	Total Employer Contributions *	Total Monetary Package
General Chargehand	133%	\$66.86	\$8.02	\$2.25	\$3.00	\$3.54	\$83.67	\$69.55	\$8.35	\$2.25	\$3.00	\$3.54	\$86.69
"A" Chargehand	123%	\$61.83	\$7.42	\$2.25	\$3.00	\$3.54	\$78.04	\$64.32	\$7.72	\$2.25	\$3.00	\$3.54	\$80.83
"B" Chargehand	112%	\$56.30	\$6.76	\$2.25	\$3.00	\$3.54	\$71.85	\$58.56	\$7.03	\$2.25	\$3.00	\$3.54	\$74.38
Cable Splicer Chargehand	120%	\$60.32	\$7.24	\$2.25	\$3.00	\$3.54	\$76.35	\$62.75	\$7.53	\$2.25	\$3.00	\$3.54	\$79.07
Cable Splicer	112%	\$56.30	\$6.76	\$2.25	\$3.00	\$3.54	\$71.85	\$58.56	\$7.03	\$2.25	\$3.00	\$3.54	\$74.38
Service Electrician	112%	\$56.30	\$6.76	\$2.25	\$3.00	\$3.54	\$71.85	\$58.56	\$7.03	\$2.25	\$3.00	\$3.54	\$74.38
Instrument Technician	100%	\$50.27	\$6.03	\$2.25	\$3.00	\$3.54	\$65.09	\$52.29	\$6.27	\$2.25	\$3.00	\$3.54	\$67.35
Journey Electrician	100%	\$50.27	\$6.03	\$2.25	\$3.00	\$3.54	\$65.09	\$52.29	\$6.27	\$2.25	\$3.00	\$3.54	\$67.35
Journey Winder	100%	\$50.27	\$6.03	\$2.25	\$3.00	\$3.54	\$65.09	\$52.29	\$6.27	\$2.25	\$3.00	\$3.54	\$67.35
Journey Welder	100%	\$50.27	\$6.03	\$2.25	\$3.00	\$3.54	\$65.09	\$52.29	\$6.27	\$2.25	\$3.00	\$3.54	\$67.35
8 th Term Apprentice	90%	\$45.24	\$5.43	\$1.69	\$2.25	\$3.54	\$58.15	\$47.06	\$5.65	\$1.69	\$2.25	\$3.54	\$60.19
7 th Term Apprentice	85%	\$42.73	\$5.13	\$1.69	\$2.25	\$3.54	\$55.34	\$44.45	\$5.33	\$1.69	\$2.25	\$3.54	\$57.26
6 th Term Apprentice	80%	\$40.22	\$4.83	\$1.13	\$1.50	\$3.54	\$51.22	\$41.83	\$5.02	\$1.13	\$1.50	\$3.54	\$53.02
5 th Term Apprentice	75%	\$37.70	\$4.52	\$1.13	\$1.50	\$3.54	\$48.39	\$39.22	\$4.71	\$1.13	\$1.50	\$3.54	\$50.10
4 th Term Apprentice	70%	\$35.19	\$4.22	\$0.56	\$0.75	\$3.54	\$44.26	\$36.60	\$4.39	\$0.56	\$0.75	\$3.54	\$45.84
3 rd Term Apprentice	65%	\$32.68	\$3.92	\$0.56	\$0.75	\$3.54	\$41.45	\$33.99	\$4.08	\$0.56	\$0.75	\$3.54	\$42.92
2 nd Term Apprentice	60%	\$30.16	\$3.62	\$0.00	\$0.00	\$3.54	\$37.32	\$31.37	\$3.76	\$0.00	\$0.00	\$3.54	\$38.67
1 st Term Apprentice	55%	\$27.65	\$3.32	\$0.00	\$0.00	\$3.54	\$34.51	\$28.76	\$3.45	\$0.00	\$0.00	\$3.54	\$35.75
Pre-Apprentice	50%	\$25.14	\$3.02	\$0.00	\$0.00	\$3.54	\$31.70	\$26.15	\$3.14	\$0.00	\$0.00	\$3.54	\$32.83
Pre-Apprentice	45%	\$22.62	\$2.71	\$0.00	\$0.00	\$3.54	\$28.87	\$23.53	\$2.82	\$0.00	\$0.00	\$3.54	\$29.89

Employer Contributions ¹		October 29, 2023		April 28, 2024	
Health & Welfare	E		\$2.50		\$2.50
Industry Training Fund	W		\$0.31		\$0.31
Electrical Industry Bursary Fund	W		\$0.07		\$0.07
Job Ready Dispatch	W		\$0.15		\$0.15
Industry Drug & Alcohol Rehabilitation Fund	W		\$0.04		\$0.04
Jurisdictional Assignment Plan ²	W		\$0.01		\$0.01
Joint Industry Promotion Fund	W		\$0.10		\$0.10
Electrical Contractors Association	W		\$0.17		\$0.17
Contract Administration	W		\$0.13		\$0.13
BCBCBTU	W		\$0.05		\$0.05
D&A Policy	W		\$0.01		\$0.01
* Total Employer Contributions - Straight Time Hours			\$3.54		\$3.54
Total Employer Contributions - 1.5X Overtime Hours			\$4.79		\$4.79
Total Employer Contributions - 2X Overtime Hours			\$6.04		\$6.04

1. Employer Contributions marked "W" paid based on "Hours Worked", those marked "E" paid based on Hours Earned.

**IRONWORKERS UNION LOCAL 97
STANDARD AGREEMENT
COMMERCIAL/INSTITUTIONAL RATES**

CONTRACTOR COSTS - JOURNEYPERSON							DEDUCTIONS			
							@ Earned		@ Worked	
	Wage	Vacation/ Holiday Pay (12%)	H&W @ Earned Hours	Pension @ Earned Hours	Funds @ Worked hours	Total Cost	Field Dues	Market Recovery	Rehab Fund	BCYT Fund
October 29, 2023	\$42.94	\$5.15	\$3.01	\$5.45	\$1.29	\$57.84	\$1.52	\$1.00	\$0.04	\$0.03
April 28, 2024	\$45.03	\$5.40	\$3.11	\$5.55	\$1.29	\$60.38	\$1.59	\$1.00	\$0.04	\$0.03

CONTRACTOR COSTS - FOREMAN (115%)							DEDUCTIONS			
							@ Earned		@ Worked	
	Wage	Vacation/ Holiday Pay (12%)	H&W @ Earned Hours	Pension @ Earned Hours	Funds @ Worked hours	Total Cost	Field Dues	Market Recovery	Rehab Fund	BCYT Fund
October 29, 2023	\$49.39	\$5.93	\$3.01	\$5.45	\$1.29	\$65.07	\$1.52	\$1.00	\$0.04	\$0.03
April 28, 2024	\$51.78	\$6.21	\$3.11	\$5.55	\$1.29	\$67.94	\$1.59	\$1.00	\$0.04	\$0.03

CONTRACTOR COSTS - GENERAL FOREMAN (120%)							DEDUCTIONS			
							@ Earned		@ Worked	
	Wage	Vacation/ Holiday Pay (12%)	H&W @ Earned Hours	Pension @ Earned Hours	Funds @ Worked hours	Total Cost	Field Dues	Market Recovery	Rehab Fund	BCYT Fund
October 29, 2023	\$51.53	\$6.18	\$3.01	\$5.45	\$1.29	\$67.46	\$1.52	\$1.00	\$0.04	\$0.03
April 28, 2024	\$54.03	\$6.48	\$3.11	\$5.55	\$1.29	\$70.46	\$1.59	\$1.00	\$0.04	\$0.03

FUNDS WORKED	30-Apr-23	28-May-23	29-Oct-23	28-Apr-24	04-May-25
BCBCBTU Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
JA Plan	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Trade Improvement	\$0.55	\$0.80	\$0.80	\$0.80	\$0.80
Centennial Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
IMPACT	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Rehabilitation Fund	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
Contract Administration Fund	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
D&A Policy	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01

Notes:

**IRONWORKERS UNION LOCAL 97
STANDARD AGREEMENT
COMMERCIAL/INSTITUTIONAL RATES**

CONTRACTOR COSTS - PRE-APPRENTICE/APPRENTICE									DEDUCTIONS			
	Level	% of JM Wage	Wage	Vacation/ Holiday Pay (12%)	H&W @ Earned Hours	Pension @ Earned Hours	Funds @ Worked hours	Total Cost	@ Earned		@ Worked	
									Field Dues	Market Recovery	Rehab Fund	BCYT Fund
October 29, 2023	Pre-App	55%	\$23.62	\$2.83	\$3.01	\$0.00	\$2.41	\$31.87	\$0.86	\$1.00	\$0.04	\$0.03
	A1	65%	\$27.91	\$3.35	\$3.01	\$3.54	\$1.85	\$39.66	\$0.86	\$1.00	\$0.04	\$0.03
	A2	70%	\$30.06	\$3.61	\$3.01	\$3.82	\$1.85	\$42.35	\$0.86	\$1.00	\$0.04	\$0.03
	A3	75%	\$32.21	\$3.87	\$3.01	\$4.09	\$1.85	\$45.03	\$0.86	\$1.00	\$0.04	\$0.03
	A4	80% - 0.56	\$33.80	\$4.06	\$3.01	\$4.36	\$1.85	\$47.08	\$0.86	\$1.00	\$0.04	\$0.03
	A5	85% - 0.56	\$35.94	\$4.31	\$3.01	\$4.63	\$1.85	\$49.74	\$0.86	\$1.00	\$0.04	\$0.03
	A6	90% - 0.56	\$38.09	\$4.57	\$3.01	\$4.91	\$1.85	\$52.43	\$0.86	\$1.00	\$0.04	\$0.03

April 28, 2024	Pre-App	55%	\$24.76	\$2.97	\$3.11	\$0.00	\$2.41	\$33.25	\$0.90	\$1.00	\$0.04	\$0.03
	A1	65%	\$29.27	\$3.51	\$3.11	\$3.61	\$1.85	\$41.35	\$0.90	\$1.00	\$0.04	\$0.03
	A2	70%	\$31.52	\$3.78	\$3.11	\$3.89	\$1.85	\$44.15	\$0.90	\$1.00	\$0.04	\$0.03
	A3	75%	\$33.77	\$4.05	\$3.11	\$4.16	\$1.85	\$46.94	\$0.90	\$1.00	\$0.04	\$0.03
	A4	80% - 0.56	\$35.46	\$4.26	\$3.11	\$4.44	\$1.85	\$49.12	\$0.90	\$1.00	\$0.04	\$0.03
	A5	85% - 0.56	\$37.71	\$4.53	\$3.11	\$4.72	\$1.85	\$51.92	\$0.90	\$1.00	\$0.04	\$0.03
	A6	90% - 0.56	\$39.96	\$4.80	\$3.11	\$5.00	\$1.85	\$54.72	\$0.90	\$1.00	\$0.04	\$0.03

FUNDS WORKED	30-Apr-23	28-May-23	29-Oct-23	28-Apr-24	04-May-25
BCBCBTU Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
JA Plan Fund	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Trade Improvement	\$0.55	\$0.80	\$0.80	\$0.80	\$0.80
Centennial Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
IMPACT	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Rehabilitation Fund	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
Contract Administration Fund	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
D&A Policy	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
App Training Fund	\$0.00	\$0.56	\$0.56	\$0.56	\$0.56
Pre-App Training Fund	\$0.00	\$1.12	\$1.12	\$1.12	\$1.12

**IRONWORKERS UNION LOCAL 97
STANDARD AGREEMENT
INDUSTRIAL RATES**

	CONTRACTOR COSTS - JOURNEYPERSON						DEDUCTIONS			
							@ Earned		@ Worked	
	Wage	Vacation/ Holiday Pay (12%)	H&W @ Earned Hours	Pension @ Earned Hours	Funds @ Worked hours	Total Cost	Field Dues	Market Recovery	Rehabilitation Fund	BCYT Fund
October 29, 2023	\$48.80	\$5.86	\$3.01	\$5.45	\$1.49	\$64.61	\$1.73	\$1.00	\$0.04	\$0.03
April 28, 2024	\$50.59	\$6.07	\$3.11	\$5.55	\$1.49	\$66.81	\$1.79	\$1.00	\$0.04	\$0.03

	CONTRACTOR COSTS - FOREPERSON (115%)						DEDUCTIONS			
							@ Earned		@ Worked	
	Wage	Vacation/ Holiday Pay (12%)	H&W @ Earned Hours	Pension @ Earned Hours	Funds @ Worked hours	Total Cost	Field Dues	Market Recovery	Rehabilitation Fund	BCYT Fund
October 29, 2023	\$56.12	\$6.73	\$3.01	\$5.45	\$1.49	\$72.80	\$1.73	\$1.00	\$0.04	\$0.03
April 28, 2024	\$58.18	\$6.98	\$3.11	\$5.55	\$1.49	\$75.31	\$1.79	\$1.00	\$0.04	\$0.03

	CONTRACTOR COSTS - FOREPERSON (120%)						DEDUCTIONS			
							@ Earned		@ Worked	
	Wage	Vacation/ Holiday Pay (12%)	H&W @ Earned Hours	Pension @ Earned Hours	Funds @ Worked hours	Total Cost	Field Dues	Market Recovery	Rehabilitation Fund	BCYT Fund
October 29, 2023	\$58.56	\$7.03	\$3.01	\$5.45	\$1.49	\$75.54	\$1.73	\$1.00	\$0.04	\$0.03
April 28, 2024	\$60.71	\$7.29	\$3.11	\$5.55	\$1.49	\$78.15	\$1.79	\$1.00	\$0.04	\$0.03

FUNDS WORKED	30-Apr-23	28-May-23	29-Oct-23	28-Apr-24	04-May-25
BCBCBTU Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
JA Plan Fund	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Trade Improvement	\$0.55	\$0.80	\$0.80	\$0.80	\$0.80
Centennial Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
IMPACT	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
Rehabilitation Fund	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
Contract Administration Fund	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
D&A Society	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01

Notes:

**IRONWORKERS UNION LOCAL 97
STANDARD AGREEMENT
INDUSTRIAL RATES**

CONTRACTOR COSTS - PRE-APPRENTICE/APPRENTICE									DEDUCTIONS			
	Level	% of JM Wage	Wage	Vacation/ Holiday Pay (12%)	H&W @ Earned Hours	Pension @ Earned Hours	Funds @ Worked hours	Total Cost	@ Earned		@ Worked	
									Field Dues	Market Recovery	Rehab Fund	BCYT Fund
October 29, 2023	Pre-App	55%	\$26.84	\$3.22	\$3.01	\$0.00	\$2.61	\$35.68	\$0.98	\$0.65	\$0.04	\$0.03
	A1	65%	\$31.72	\$3.81	\$3.01	\$3.54	\$2.05	\$44.13	\$0.98	\$0.65	\$0.04	\$0.03
	A2	70%	\$34.16	\$4.10	\$3.01	\$3.82	\$2.05	\$47.14	\$0.98	\$0.65	\$0.04	\$0.03
	A3	75%	\$36.60	\$4.39	\$3.01	\$4.09	\$2.05	\$50.14	\$0.98	\$0.65	\$0.04	\$0.03
	A4	80% - 0.56	\$38.48	\$4.62	\$3.01	\$4.36	\$2.05	\$52.52	\$0.98	\$0.65	\$0.04	\$0.03
	A5	85% - 0.56	\$40.92	\$4.91	\$3.01	\$4.63	\$2.05	\$55.52	\$0.98	\$0.65	\$0.04	\$0.03
	A6	90% - 0.56	\$43.36	\$5.20	\$3.01	\$4.91	\$2.05	\$58.53	\$0.98	\$0.65	\$0.04	\$0.03
	A7	100% - 1.00	\$47.80	\$5.74	\$3.01	\$5.45	\$2.61	\$64.61	\$0.98	\$0.65	\$0.04	\$0.03

April 28, 2024	Pre-App	55%	\$27.82	\$3.34	\$3.11	\$0.00	\$2.61	\$36.88	\$1.01	\$0.65	\$0.04	\$0.03
	A1	65%	\$32.88	\$3.95	\$3.11	\$3.61	\$2.05	\$45.60	\$1.01	\$0.65	\$0.04	\$0.03
	A2	70%	\$35.41	\$4.25	\$3.11	\$3.89	\$2.05	\$48.71	\$1.01	\$0.65	\$0.04	\$0.03
	A3	75%	\$37.94	\$4.55	\$3.11	\$4.16	\$2.05	\$51.81	\$1.01	\$0.65	\$0.04	\$0.03
	A4	80% - 0.56	\$39.91	\$4.79	\$3.11	\$4.44	\$2.05	\$54.30	\$1.01	\$0.65	\$0.04	\$0.03
	A5	85% - 0.56	\$42.44	\$5.09	\$3.11	\$4.72	\$2.05	\$57.41	\$1.01	\$0.65	\$0.04	\$0.03
	A6	90% - 0.56	\$44.97	\$5.40	\$3.11	\$5.00	\$2.05	\$60.53	\$1.01	\$0.65	\$0.04	\$0.03
	A7	100% - 1.00	\$49.59	\$5.95	\$3.11	\$5.55	\$2.61	\$66.81	\$1.01	\$0.65	\$0.04	\$0.03

FUNDS WORKED	30-Apr-23	28-May-23	29-Oct-23	28-Apr-24	04-May-25
BCBCBTU Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
JA Plan Fund	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Trade Improvement	\$0.55	\$0.80	\$0.80	\$0.80	\$0.80
Centennial Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
IMPACT	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
Rehabilitation Fund	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
Contract Administration Fund	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
D&A Society	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
App Training Fund	\$0.00	\$0.56	\$0.56	\$0.56	\$0.56
Pre-App Training Fund	\$0.00	\$1.12	\$1.12	\$1.12	\$1.12

Notes:

**IRONWORKERS UNION LOCAL 97
STANDARD AGREEMENT
INDUSTRIAL RATES - LNG Canada Project ONLY**

CONTRACTOR COSTS - JOURNEYPERSON							DEDUCTIONS			
							@ Earned		@ Worked	
	Wage	Vacation/ Holiday Pay (12%)	H&W @ Worked Hours	Pension @ Earned Hours	Funds @ Worked hours	Total Cost	Field Dues	Market Recovery	Rehabilitation Fund	BCYT Fund
April 28, 2024	\$56.66	\$6.80	\$3.01	\$5.45	\$1.49	\$73.41	\$1.73	\$1.00	\$0.04	\$0.03
April 28, 2024 with 1.175 Blend	\$66.58	\$7.99	\$3.01	\$6.40	\$1.49	\$85.47	\$2.03	\$1.18	\$0.04	\$0.03

CONTRACTOR COSTS - FOREPERSON (115%)							DEDUCTIONS			
							@ Earned		@ Worked	
	Wage	Vacation/ Holiday Pay (12%)	H&W @ Worked Hours	Pension @ Earned Hours	Funds @ Worked hours	Total Cost	Field Dues	Market Recovery	Rehabilitation Fund	BCYT Fund
April 28, 2024	\$65.16	\$7.82	\$3.01	\$5.45	\$1.49	\$82.93	\$1.73	\$1.00	\$0.04	\$0.03
October 29, 2023 with 1.175 Blend	\$76.56	\$9.19	\$3.01	\$6.40	\$1.49	\$96.65	\$2.03	\$1.18	\$0.04	\$0.03

CONTRACTOR COSTS - FOREPERSON (120%)							DEDUCTIONS			
							@ Earned		@ Worked	
	Wage	Vacation/ Holiday Pay (12%)	H&W @ Worked Hours	Pension @ Earned Hours	Funds @ Worked hours	Total Cost	Field Dues	Market Recovery	Rehabilitation Fund	BCYT Fund
April 28, 2024	\$67.99	\$8.16	\$3.01	\$5.45	\$1.49	\$86.10	\$1.73	\$1.00	\$0.04	\$0.03
October 29, 2023 with 1.175 Blend	\$79.89	\$9.59	\$3.01	\$6.40	\$1.49	\$100.38	\$2.03	\$1.18	\$0.04	\$0.03

FUNDS WORKED	30-Apr-23	28-May-23	29-Oct-23	28-Apr-24	04-May-25
BCBCBTU Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
JA Plan Fund	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Trade Improvement	\$0.55	\$0.80	\$0.80	\$0.80	\$0.80
Centennial Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
IMPACT	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
Rehabilitation Fund	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
Contract Administration Fund	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
D&A Policy	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01

**IRONWORKERS UNION LOCAL 97
STANDARD AGREEMENT
INDUSTRIAL RATES**

CONTRACTOR COSTS - PRE-APPRENTICE/APPRENTICE									DEDUCTIONS			
	Level	% of JM Wage	Wage	Vacation/ Holiday Pay (12%)	H&W @ Worked Hours	Pension @ Earned Hours	Funds @ Worked hours	Total Cost	@ Earned		@ Worked	
									Field Dues	Market Recovery	Rehab Fund	BCYT Fund
October 29, 2023	Pre-App	55%	\$31.16	\$3.74	\$3.01	\$0.00	\$2.61	\$40.52	\$0.98	\$0.65	\$0.04	\$0.03
	A1	65%	\$36.83	\$4.42	\$3.01	\$3.54	\$2.05	\$49.85	\$0.98	\$0.65	\$0.04	\$0.03
	A2	70%	\$39.66	\$4.76	\$3.01	\$3.82	\$2.05	\$53.30	\$0.98	\$0.65	\$0.04	\$0.03
	A3	75%	\$42.50	\$5.10	\$3.01	\$4.09	\$2.05	\$56.75	\$0.98	\$0.65	\$0.04	\$0.03
	A4	80% - 0.56	\$44.77	\$5.37	\$3.01	\$4.36	\$2.05	\$59.56	\$0.98	\$0.65	\$0.04	\$0.03
	A5	85% - 0.56	\$47.60	\$5.71	\$3.01	\$4.63	\$2.05	\$63.00	\$0.98	\$0.65	\$0.04	\$0.03
	A6	90% - 0.56	\$50.43	\$6.05	\$3.01	\$4.91	\$2.05	\$66.45	\$0.98	\$0.65	\$0.04	\$0.03
A7	100% - 1.00	\$55.66	\$6.68	\$3.01	\$5.45	\$2.61	\$73.41	\$0.98	\$0.65	\$0.04	\$0.03	
April 28, 2024	Pre-App	55%	\$27.82	\$3.34	\$3.11	\$0.00	\$2.61	\$36.88	\$0.90	\$0.65	\$0.04	\$0.03
	A1	65%	\$32.88	\$3.95	\$3.11	\$3.61	\$2.05	\$45.60	\$0.90	\$0.65	\$0.04	\$0.03
	A2	70%	\$35.41	\$4.25	\$3.11	\$3.89	\$2.05	\$48.71	\$0.90	\$0.65	\$0.04	\$0.03
	A3	75%	\$37.94	\$4.55	\$3.11	\$4.16	\$2.05	\$51.81	\$0.90	\$0.65	\$0.04	\$0.03
	A4	80% - 0.56	\$41.03	\$4.92	\$3.11	\$4.44	\$2.05	\$55.55	\$0.90	\$0.65	\$0.04	\$0.03
	A5	85% - 0.56	\$43.56	\$5.23	\$3.11	\$4.72	\$2.05	\$58.67	\$0.90	\$0.65	\$0.04	\$0.03
	A6	90% - 0.56	\$46.09	\$5.53	\$3.11	\$5.00	\$2.05	\$61.78	\$0.90	\$0.65	\$0.04	\$0.03
A7	100% - 1.00	\$49.59	\$5.95	\$3.11	\$5.55	\$2.61	\$66.81	\$0.90	\$0.65	\$0.04	\$0.03	

FUNDS WORKED	30-Apr-23	28-May-23	29-Oct-23	28-Apr-24	04-May-25
BCBCBTU Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
JA Plan Fund	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Trade Improvement	\$0.55	\$0.80	\$0.80	\$0.80	\$0.80
Centennial Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
IMPACT	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
Rehabilitation Fund	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
Contract Administration Fund	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
D&A Policy	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
App Training Fund	\$0.00	\$0.56	\$0.56	\$0.56	\$0.56
Pre-App Training Fund	\$0.00	\$1.12	\$1.12	\$1.12	\$1.12

Notes:

Journeypersons who do not hold a red seal certification may be dispatched at the A7 rate.

Labourers Standard Agreement

SCHEDULE "A" - MINIMUM STRAIGHT TIME HOURLY WAGE RATES, PREMIUMS & EMPLOYEE CLASSIFICATIONS
Industrial Projects

	Minimum ST Hourly Wage Rate	
<u>Construction Craft Labourers</u>	<u>October 29, 2023</u>	<u>April 28, 2024</u>
watchman, flagman, rodman, chainman, stakeman, confined space entry monitor, gas tester and spark watchman	\$40.57	\$42.20
Labourer , signalman, dumpman, swamper, pumptender, cement power buggy, grinder, mixer (under 1 yard), timberman, grademan and power and electric tool operator	\$40.86	\$42.50
bobcat loader, instrument man - utility 1, caulked and cemented joint tile and pipelayer, manholer, concrete saw, heat fusion machine, jackhammer, and hydro boom (under 100psi) (wet and dry)	\$41.17	\$42.82
signalman hook-up, vibrator, instrument man - utility 2, fallers on clearing, hydro boom (over 1000 psi) (wet and dry), and 6" vibrator (when used by hand)	\$41.46	\$43.13
First Aid Attendant Level 2	\$41.58	\$43.25
First Aid Attendant Level 2 with transportation endorsement	\$41.70	\$43.38
First Aid Attendant Level 3	\$41.82	\$43.50
Concrete Specialist (refer to Article 3.102)	\$44.13	\$45.91
<u>Premiums</u>		
Foreman Premium (payable over highest classification under supervision)	15%	15%
Caisson Premium (payable below 25 feet)	0.50	0.50
Swing Stage Premium (payable above 25 feet)	0.40	0.40
Helicopter Premium (refer to Article 21.400)	25%	25%
Annual Vacation and Statutory Holiday Pay	12%	12%
<u>Apprentice Labourers</u>		
Refer to Appendix "A" - Apprentice Labourer Program	\$18.54	\$19.28

Labourers Standard Agreement

SCHEDULE "B" - MINIMUM STRAIGHT TIME HOURLY WAGE RATES, PREMIUMS & EMPLOYEE CLASSIFICATIONS Underground Projects

Minimum ST Hourly Wage Rate

Construction Craft Labourers

October 29, 2023

April 28, 2024

Labourer

\$43.23

\$44.97

chucktender, switchman, trackman, skiptender, miner, timberman, powderman, form cleaner, form setter, tunnel maintenance (miner carrying out repairs to timber etc), mucking machine operator, lhd operator, tram operator, raise miner, shaftman, shaft maintenance, clam man, and raise borer (robbins, dresser and similar types)

\$44.05

\$45.82

Shaft Leader

\$45.85

\$47.69

Shaft Boss

\$46.95

\$48.83

Premiums

safety miner premium (payable over and above otherwise applicable classification)

\$1.00

\$1.00

Annual Vacation and Statutory Holiday Pay

12%

12%

Apprentice Labourers

Refer to Appendix "A" - Apprentice Labourer Program

\$18.54

\$19.28

Labourers Standard Agreement

**SCHEDULE "C" - MINIMUM STRAIGHT TIME HOURLY WAGE RATES, PREMIUMS & EMPLOYEE CLASSIFICATIONS
Industrial Drilling, Blasting, Shoring Projects**

Minimum ST Hourly Wage Rate

Construction Craft Labourers

October 29, 2023

April 28, 2024

driller helper, and assistant diamond driller	\$38.91	\$40.47
<u>Labourer</u>	\$40.86	\$42.50
pneumatic driller (airleg, jackhammer types etc.), groutman (headerman), and gunitite potman	\$41.46	\$43.13
gunitite and groupt nozzleman, and air trac (all models)	\$41.76	\$43.44
diamond driller, and tank driller	\$42.06	\$43.75
high scaler	\$42.37	\$44.07
rotary driller (air or hydraulic - under 6")	\$42.96	\$44.68
powderman (with certificate)	\$43.26	\$45.00

Premiums

Foreman Premium (payable over highest classification under supervision)	15%	15%
Caisson Premium (payable below 25 feet)	0.50	0.50
Swing Stage Premium (payable above 25 feet)	0.40	0.40
Helicopter Premium (refer to Article 21.400)	25%	25%
Annual Vacation and Statutory Holiday Pay	12%	12%

Apprentice Labourers

Refer to Appendix "A" - Apprentice Labourer Program	\$18.54	\$19.28
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Labourers Standard Agreement

**SCHEDULE "D" - MINIMUM STRAIGHT TIME HOURLY WAGE RATES, PREMIUMS & EMPLOYEE CLASSIFICATIONS
Commercial/Institutional Drilling, Blasting, Shoring Projects**

Minimum ST Hourly Wage Rate

Construction Craft Labourers

October 29, 2023

April 28, 2024

driller helper, and assistant diamond driller	\$30.81	\$32.05
<u>Labourer</u>	\$32.59	\$33.91
pneumatic driller (airleg, jackhammer types etc.), groutman (headerman), and gunitite potman	\$33.14	\$34.47
gunitite and groupt nozzleman, and air trac (all models)	\$33.42	\$34.76
diamond driller, and tank driller	\$33.68	\$35.04
high scaler	\$33.95	\$35.32
rotary driller (air or hydraulic - under 6")	\$34.50	\$35.88
powderman (with certificate)	\$34.77	\$36.17

Premiums

Foreman Premium (payable over highest classification under supervision)	15%	15%
Caisson Premium (payable below 25 feet)	\$0.50	\$0.50
Swing Stage Premium (payable above 25 feet)	\$0.40	\$0.40
Helicopter Premium (refer to Article 21.400)	25%	25%
Annual Vacation and Statutory Holiday Pay	12%	12%

Apprentice Labourers

Refer to Appendix "A" - Apprentice Labourer Program	\$17.45	\$18.15
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Labourers Standard Agreement

**SCHEDULE "E" - MINIMUM STRAIGHT TIME HOURLY WAGE RATES, PREMIUMS & EMPLOYEE CLASSIFICATIONS
Commercial/Institutional Projects**

	Minimum ST Hourly Wage Rate	
<u>Construction Craft Labourers</u>	<u>October 29, 2023</u>	<u>April 28, 2024</u>
watchman, flagman, rodman, chainman, stakeman, confined space entry monitor, gas tester and spark watchman	\$32.32	\$33.61
Labourer , signalman, dumpman, swamper, pumptender, cement power buggy, grinder, mixer (under 1 yard), timberman, grademan and power and electric tool operator	\$32.59	\$33.91
bobcat loader, instrument man - utility 1, caulked and cemented joint tile and pipelayer, manholer, concrete saw, heat fusion machine, jackhammer, and hydro boom (under 100psi) (wet and dray)	\$32.86	\$34.18
signalman hook-up, vibrator, instrument man - utility 2, fallers on clearing, hydro boom (over 1000 psi) (wet and dry), and 6" vibrator (when used by hand)	\$33.14	\$34.47
First Aid Attendant Level 2	\$33.25	\$34.59
First Aid Attendant Level 2 with transportation endorsement	\$33.36	\$34.70
First Aid Attendant Level 3	\$33.47	\$34.81
Concrete Specialist (refer to Article 3.102)	\$35.87	\$37.31
<u>Premiums</u>		
Foreman Premium (payable over highest classification under supervision)	15%	15%
Caisson Premium (payable below 25 feet)	0.50	0.50
Swing Stage Premium (payable above 25 feet)	0.40	0.40
Helicopter Premium (refer to Article 21.400)	25%	25%
Annual Vacation and Statutory Holiday Pay	12%	12%
<u>Apprentice Labourers</u>		
Refer to Appendix "A" - Apprentice Labourer Program	\$17.45	\$18.15

Labourers Standard Agreement

SCHEDULE "F1" - EMPLOYER CONTRIBUTIONS & EMPLOYEE DEDUCTIONS - Industrial
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		May 1, 2023 - April 30, 2026		
		App <\$18.50/hour	App >\$18.50/hour	All others
<u>Employer Contributions - Hours Earned</u>				
CSW Medical and Benefits		3.10	3.10	3.10
Pension Plan		0.00	1.65	3.30
<u>Employer Contributions - Hours Worked</u>				
CLR Dues		0.13	0.13	0.13
CSW Training Dues Society		0.35	0.35	0.35
Construction Industry Rehab Plan (CIRP)		0.04	0.04	0.04
Drug & Alcohol Policy Fund (D&A)		0.01	0.01	0.01
Jurisdictional Assignment Plan (JAPlan)		0.01	0.01	0.01
BCBCBTU Fund		0.05	0.05	0.05
Total Employer Contributions (Hours Earned)		3.10	4.75	6.40
Total Employer Contributions (Hours Worked)		0.59	0.59	0.59
Total Employer Contributions:	ST	\$3.69	\$5.34	\$6.99
	1.5X OT	\$5.24	\$7.72	\$10.19
	2x OT	\$6.79	\$10.09	\$13.39
<u>Employee Deductions</u>				
Union Dues - Hours Earned		0.90	0.90	0.90
CSW Training Dues Society		0.00	0.00	0.00
BCYT Fund - Hours Earned		0.10	0.10	0.10
Canadian Building Trades - Hours Earned		0.01	0.01	0.01
Cons. Industry Rehab Plan (CIRP) - Hours Worked		0.04	0.04	0.04
Total Employee Deductions		1.05	1.05	1.05
Total Employer Hourly Remittances:	ST	\$4.74	\$6.39	\$8.04
	1.5X OT	\$6.80	\$9.27	\$11.75
	2x OT	\$8.85	\$12.15	\$15.45

Labourers Standard Agreement

SCHEDULE "F2" - EMPLOYER CONTRIBUTIONS & EMPLOYEE DEDUCTIONS - Commercial/Institutional
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		May 1, 2023 - April 30, 2026		
<u>Employer Contributions - Hours worked</u>		App <\$18.50/hour	App >\$18.50/hour	All others
CSW Medical and Benefits		3.10	3.10	3.10
Pension Plan		0.00	1.65	3.30
CSW Training Society		0.35	0.35	0.35
CLR Dues		0.13	0.13	0.13
Construction Industry Rehab Plan (CIRP)		0.04	0.04	0.04
Drug & Alcohol Policy Fund (D&A)		0.01	0.01	0.01
Jurisdictional Assignment Plan (JAPlan)		0.01	0.01	0.01
BCBCBTU Fund		0.05	0.05	0.05
Total Employer Contributions		\$3.69	\$5.34	\$6.99
<u>Employee Deductions</u>				
Union Dues		0.55	0.55	0.55
CSW Training Society		0.00	0.00	0.00
BCYT Fund		0.10	0.10	0.10
Canadian Building Trades		0.01	0.01	0.01
Construction Industry Rehab Plan (CIRP)		0.04	0.04	0.04
Total Employee Deductions		0.70	0.70	0.70
Total Employer Hourly Remittances:	ST	\$4.39	\$6.04	\$7.69
	1.5X OT	\$4.39	\$6.04	\$7.69
	2x OT	\$4.39	\$6.04	\$7.69

Notes:

All funds are calculated as hours worked

SCHEDULE "A1" - MINIMUM STRAIGHT TIME HOURLY WAGE RATES - Industrial

Annual Vacation and Statutory Holiday Pay = 12%

Projects Located Inside the Lower Mainland

Employee Classification

Foreperson (115%)
Experienced Mason Tender (100%)
 Inexperienced Mason Tender Level 4 (90%)
 Inexperienced Mason Tender Level 3 (80%)
 Inexperienced Mason Tender Level 2 (65%)
 Inexperienced Mason Tender Level 1 (55%)

October 29, 2023	April 28, 2024
\$47.59	\$49.50
\$41.39	\$43.05
\$37.25	\$38.74
\$33.11	\$34.44
\$26.90	\$27.98
\$22.76	\$23.68

Projects Located Outside the Lower Mainland

Employee Classification

Foreperson (115%)
Experienced Mason Tender (100%)
 Inexperienced Mason Tender Level 4 (90%)
 Inexperienced Mason Tender Level 3 (80%)
 Inexperienced Mason Tender Level 2 (65%)
 Inexperienced Mason Tender Level 1 (55%)

October 29, 2023	April 28, 2024
\$46.34	\$48.20
\$40.30	\$41.91
\$36.27	\$37.72
\$32.24	\$33.53
\$26.19	\$27.24
\$22.16	\$23.05

SCHEDULE "A2" - MINIMUM STRAIGHT TIME HOURLY WAGE RATES - Commercial / Institutional

Annual Vacation and Statutory Holiday Pay = 10%

Projects Located Inside the Lower Mainland

Employee Classification
 Foreperson (115%)
Experienced Mason Tender (100%)
 Inexperienced Mason Tender Level 4 (90%)
 Inexperienced Mason Tender Level 3 (80%)
 Inexperienced Mason Tender Level 2 (65%)
 Inexperienced Mason Tender Level 1 (55%)

October 29, 2023	April 28, 2024
\$37.89	\$39.44
\$32.95	\$34.30
\$29.66	\$30.87
\$26.36	\$27.44
\$21.42	\$22.29
\$18.12	\$18.86

Projects Located Outside the Lower Mainland

Employee Classification
 Foreperson (115%)
Experienced Mason Tender (100%)
 Inexperienced Mason Tender Level 4 (90%)
 Inexperienced Mason Tender Level 3 (80%)
 Inexperienced Mason Tender Level 2 (65%)
 Inexperienced Mason Tender Level 1 (55%)

October 29, 2023	April 28, 2024
\$36.64	\$38.13
\$31.86	\$33.16
\$28.67	\$29.84
\$25.49	\$26.53
\$20.71	\$21.55
\$17.52	\$18.24

SCHEDULE "B1" EMPLOYER CONTRIBUTIONS & EMPLOYEE DEDUCTIONS - Industrial

		Effective Date	
		October 29, 2023	April 28, 2024
<u>Employer Contributions - Hours Earned</u>			
CSW Medical and Benefits		\$3.10	\$3.10
Pension Plan		\$3.30	\$3.30
<u>Employer Contributions - Hours Worked</u>			
MCA of BC Fund		\$0.60	\$0.60
MCA of BC Training Fund		\$0.40	\$0.40
CSW Training Society		\$0.35	\$0.35
Contract Administration Fund		\$0.13	\$0.13
Construction Industry Rehabilitation Plan (CIRP)		\$0.04	\$0.04
Drug & Alcohol Society Fund (D&A)		\$0.01	\$0.01
Jurisdictional Assignment Plan (JA Plan)		\$0.01	\$0.01
BCBCBTU Fund		\$0.05	\$0.05
Total Employer Contributions		\$7.99	\$7.99
<u>Employee Deductions</u>			
Union Dues		\$0.90	\$0.90
CSW Training Society		n/a	n/a
BCYT Fund		\$0.10	\$0.10
Canadian Building Trades		\$0.01	\$0.01
Construction Industry Rehabilitation Plan (CIRP)		\$0.04	\$0.04
Total Employee Deductions		\$1.05	\$1.05
Total Employer Hourly Remittances:			
	ST	\$9.04	\$9.04
	1.5X OT	\$12.77	\$12.77
	2x OT	\$16.49	\$16.49

Notes:

Pension and CSW Medical and Benefits are calculated as hours earned, all others are calculated based on hours worked

SCHEDULE "B2" EMPLOYER CONTRIBUTIONS & EMPLOYEE DEDUCTIONS - Commercial / Institutional

		Effective Date	
		October 29, 2023	April 28, 2024
<u>Employer Contributions - Hours Worked</u>			
CSW Medical and Benefits		\$3.10	\$3.10
Pension Plan		\$3.30	\$3.30
<u>Employer Contributions - Hours Worked</u>			
MCA of BC Fund		\$0.60	\$0.60
MCA of BC Training Fund		\$0.40	\$0.40
CSW Training Society		\$0.35	\$0.35
Contract Administration Fund		\$0.13	\$0.13
Construction Industry Rehabilitation Plan (CIRP)		\$0.04	\$0.04
Drug & Alcohol Society Fund (D&A)		\$0.01	\$0.01
Jurisdictional Assignment Plan (JA Plan)		\$0.01	\$0.01
BCBCBTU Fund		\$0.05	\$0.05
Total Employer Contributions		\$7.99	\$7.99
<u>Employee Deductions</u>			
Union Dues		\$0.55	\$0.55
CSW Training Society		n/a	n/a
BCYT Fund		\$0.10	\$0.10
Canadian Building Trades		\$0.01	\$0.01
Construction Industry Rehabilitation Plan (CIRP)		\$0.04	\$0.04
Total Employee Deductions		\$0.70	\$0.70
Total Employer Hourly Remittances:			
	ST	\$8.69	\$8.69
	1.5X OT	\$8.69	\$8.69
	2x OT	\$8.69	\$8.69

Notes:

All contributions and deductions are on an "hours worked" basis.

Millwrights Local 2736 Standard Agreement

Breakdown of Monetary Package	October 29, 2023				April 28, 2024				
	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Total Employer Contributions *	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Total Employer Contributions *	Total Monetary Package	
Millwright General Foreman	120%	\$59.04	\$7.08	\$11.705	\$77.825	\$61.42	\$7.37	\$11.705	\$80.495
Millwright Foreman	115%	\$56.58	\$6.79	\$11.705	\$75.075	\$58.86	\$7.06	\$11.705	\$77.625
Millwright Journeyman	100%	\$49.20	\$5.90	\$11.705	\$66.809	\$51.18	\$6.14	\$11.705	\$69.026
<u>Millwright Apprentices:</u>									
after 6 months served and completed	90%	\$44.28	\$5.31	\$11.705	\$61.295	\$46.06	\$5.53	\$11.705	\$63.295
4 th Year (following successful completion of exam)	85%	\$41.82	\$5.02	\$11.705	\$58.545	\$43.50	\$5.22	\$11.705	\$60.425
after 6 months served and completed	80%	\$39.36	\$4.72	\$11.705	\$55.785	\$40.94	\$4.91	\$11.705	\$57.555
3 rd Year (following successful completion of exam)	75%	\$36.90	\$4.43	\$11.705	\$53.035	\$38.39	\$4.61	\$11.705	\$54.705
after 6 months served and completed	70%	\$34.44	\$4.13	\$11.705	\$50.275	\$35.83	\$4.30	\$11.705	\$51.835
2 nd Year (following successful completion of exam)	65%	\$31.98	\$3.84	\$11.705	\$47.525	\$33.27	\$3.99	\$11.705	\$48.965
after 6 months served and completed	60%	\$29.52	\$3.54	\$11.705	\$44.765	\$30.71	\$3.69	\$11.705	\$46.105
1 st Year	55%	\$27.06	\$3.25	\$11.705	\$42.015	\$28.15	\$3.38	\$11.705	\$43.235

Employer Contributions		October 29, 2023		April 28, 2024	
Union Benefit Plan	E	\$2.835		\$2.835	
Union Pension Plan	E	\$7.25		\$7.25	
CLR Dues	W	\$0.13		\$0.13	
Rehabilitation Fund	W	\$0.04		\$0.04	
JAPlan	W	\$0.01		\$0.01	
BCBCBTU Fund	W	\$0.05		\$0.05	
D&A Society	W	\$0.01		\$0.01	
Millwright Training Plan Fund	W	\$0.69		\$0.69	
Millwright Administration Fund	W	\$0.14		\$0.14	
Millwrights Local 2736 Organizing Fund	W	\$0.10		\$0.10	
Health & Welfare Administration Fund (0.05) WCB Fund (0.05)	W	\$0.10		\$0.10	
Pension Administration Fund	W	\$0.10		\$0.10	
Millwright Job Ready Dispatch Fund	W	\$0.25		\$0.25	
* Total Employer Contributions - Straight Time Hours		\$11.705		\$11.705	
* Total Employer Contributions - 1.5X Overtime Hours		\$16.748		\$16.748	
* Total Employer Contributions - 2X Overtime Hours		\$21.790		\$21.790	

Employee Deductions		October 29, 2023			April 28, 2024		
Field Dues	E	\$1.54			\$1.57		
Rehabilitation Fund	W	\$0.04			\$0.04		
Total Employee Deductions		1.0X Hours	1.5X OT Hours	2X OT Hours	1.0X Hours	1.5X OT Hours	2X OT Hours
All Employee Classifications		\$1.58	\$2.35	\$3.12	\$1.61	\$2.40	\$3.18

Employer Contributions and Employee Deductions Marked "E" paid based on "Hours Earned", those marked "W" paid based on "Hours Worked"

Millwrights Local 2736 Standard Agreement - LNG Canada Project ONLY

Breakdown of Monetary Package		April 28, 2024 - Standard Agreement				April 28, 2024 - LNG Canada			
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Total Employer Contributions *	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Total Employer Contributions *	Total Monetary Package
Millwright General Foreman	120%	\$61.42	\$7.37	\$11.705	\$80.495	\$68.79	\$8.25	\$12.974	\$90.014
Millwright Foreman	115%	\$58.86	\$7.06	\$11.705	\$77.625	\$65.92	\$7.91	\$12.974	\$86.804
Millwright Journeyman	100%	\$51.18	\$6.14	\$11.705	\$69.026	\$57.32	\$6.88	\$12.974	\$77.177
<u>Millwright Apprentices:</u>									
after 6 months served and completed	90%	\$46.06	\$5.53	\$11.705	\$63.295	\$51.59	\$6.19	\$12.974	\$70.754
4 th Year (following successful completion of exam)	85%	\$43.50	\$5.22	\$11.705	\$60.425	\$48.72	\$5.85	\$12.974	\$67.544
after 6 months served and completed	80%	\$40.94	\$4.91	\$11.705	\$57.555	\$45.86	\$5.50	\$12.974	\$64.334
3 rd Year (following successful completion of exam)	75%	\$38.39	\$4.61	\$11.705	\$54.705	\$42.99	\$5.16	\$12.974	\$61.124
after 6 months served and completed	70%	\$35.83	\$4.30	\$11.705	\$51.835	\$40.13	\$4.82	\$12.974	\$57.924
2 nd Year (following successful completion of exam)	65%	\$33.27	\$3.99	\$11.705	\$48.965	\$37.26	\$4.47	\$12.974	\$54.704
after 6 months served and completed	60%	\$30.71	\$3.69	\$11.705	\$46.105	\$34.39	\$4.13	\$12.974	\$51.494
1 st Year	55%	\$28.15	\$3.38	\$11.705	\$43.235	\$31.53	\$3.78	\$12.974	\$48.284
Employer Contributions	SA LNG	April 28, 2024 - Standard Agreement				April 28, 2024 - LNG Canada			
Union Benefit Plan	E W	\$2.835				\$2.835			
Union Pension Plan	E E	\$7.25				\$7.25			
CLR Dues	W W	\$0.13				\$0.13			
Rehabilitation Fund	W W	\$0.04				\$0.04			
JAPlan	W W	\$0.01				\$0.01			
BCBCBTU Fund	W W	\$0.05				\$0.05			
D&A Society	W W	\$0.01				\$0.01			
Millwright Training Plan Fund	W W	\$0.69				\$0.69			
Millwright Administration Fund	W W	\$0.14				\$0.14			
Millwrights Local 2736 Organizing Fund	W W	\$0.10				\$0.10			
Health & Welfare Administration Fund (0.05) WCB Fund (0.05)	W W	\$0.10				\$0.10			
Pension Administration Fund	W W	\$0.10				\$0.10			
Millwright Job Ready Dispatch Fund	W W	\$0.25				\$0.25			
* Total Employer Contributions - Straight Time Hours		\$11.705				\$12.974			
* Total Employer Contributions - 1.5X(SA); 1.75X(LNG) Overtime Hours		\$16.748				\$17.143			
* Total Employer Contributions - 2X Overtime Hours		\$21.790				\$18.955			
Employee Deductions		April 28, 2024 - Standard Agreement				April 28, 2024 - LNG Canada			
Field Dues	E	\$1.54				\$2.06			
Rehabilitation Fund	W	\$0.04				\$0.04			
Total Employee Deductions		1.0X Hours	1.5X OT Hours	2X OT Hours		Hours @ Blended Rate	1.75X OT Hours	2X OT Hours	
All Employee Classifications		\$2.10	\$2.35	\$3.12		\$2.71	\$3.89	\$4.41	

Employer Contributions and Employee Deductions Marked "E" paid based on "Hours Earned", those marked "W" paid based on "Hours Worked"

Standard Agreement - Benefits & Pension are Hours Earned; all other contributions are Hours Worked

LNG Canada - All contributions are Hours Worked except Pension at Hours Earned

**COMMERCIAL/INSTITUTIONAL MONETARY PACKAGE BREAKDOWN
INSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A1"
GROUP 1**

Schedule "A1" shall apply to all commercial/institutional projects which are located inside the Lower Mainland/Fraser Valle

GROUP 1	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	37.57	39.90	40.78	42.35	43.98
Vacation and General Holiday Pay (8%)	3.01	3.19	3.26	3.39	3.52
Employer Contributions:					
Union Benefit Plan	2.70	2.75	2.75	2.80	2.85
Union Pension Plan	6.15	6.40	6.40	6.50	6.60
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JAPlan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.75	0.75	0.80	0.80	0.80
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	50.65	53.46	54.46	56.31	58.22

- > Track Excavator (7 yards and up to 10 yards)
- > Track Excavator (Long Reach)
- > Shovels, all attachments (10 yards and up to 15 yards) (Apprentice/Trainee required)
- > Operator required to operate with boom length over 130 feet shall have his regular hourly rate increased by twenty-five cents (\$0.25) per hour.
- > Front End Loaders and Scoop Trams, all types (10 yards and up to 15 yards)
- > Heavy Duty Mechanics, Welders, Mechanic Electrician, Bodyperson Painters
- > TBM Operator

**COMMERCIAL/INSTITUTIONAL MONETARY PACKAGE BREAKDOWN
INSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A1"
GROUP 2**

Schedule "A1" shall apply to all commercial/institutional projects which are located inside the Lower Mainland/Fraser Valley.

GROUP 2	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	37.22	39.53	40.40	41.94	43.55
Vacation and General Holiday Pay (8%)	3.06	3.16	3.23	3.36	3.48
Employer Contributions:					
Union Benefit Plan	2.70	2.75	2.75	2.80	2.85
Union Pension Plan	6.15	6.40	6.40	6.50	6.60
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JAPlan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.75	0.75	0.80	0.80	0.80
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	50.35	53.06	54.05	55.87	57.75

- > Track Excavator (5 yards and up to 7 yards)
- > Shovels, all attachments (7 yards and up to 10 yards) (Apprentice/Trainee required)
- > Front End Loaders and Scoop Trams, all types (7 yards and up to 10 yards)
- > Aerial Cableways
- > Whirley Type Gantry Cranes
- > Operator required to operate with boom length over 130 ft. shall have his regular hourly rate increased by fifty cents (\$0.50) per hour.
- > Concrete Mixing Batch Plants (up to 250 cubic yards per hour) (Apprentice/Trainee required)
- > TBM Erector Operator
- > TBM Segment Feed and Hoist System Operator

**COMMERCIAL/INSTITUTIONAL MONETARY PACKAGE BREAKDOWN
INSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A1"
GROUP 3**

Schedule "A1" shall apply to all commercial/institutional projects which are located inside the Lower Mainland/Fraser Valle

GROUP 3	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	36.48	38.74	39.59	41.10	42.67
Vacation and General Holiday Pay (8%)	2.92	3.10	3.17	3.29	3.41
Employer Contributions:					
Union Benefit Plan	2.70	2.75	2.75	2.80	2.85
Union Pension Plan	6.15	6.40	6.40	6.50	6.60
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JAPlan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.75	0.75	0.80	0.80	0.80
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	49.47	52.21	53.18	54.96	56.80

- > Track Excavator (3 yards and up to 5 yards)
- > Shovels, all attachments (up to 7 yards) (Apprentice/Trainee required)
- > Drill Doctors and Steel Sharpeners
- > Refrigeration Mechanics
- > Overhead and Front End Loaders, all types (5 yards and up to 7 yards)
- > Scoop Trams and similar equipment (under 7 yards)
- > Crawler Tractor - D10
- > Telehandler
- > Crawler Tractors in Tandem (one operator)

**COMMERCIAL/INSTITUTIONAL MONETARY PACKAGE BREAKDOWN
INSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A1"
GROUP 4**

Schedule "A1" shall apply to all commercial/institutional projects which are located inside the Lower Mainland/Fraser Valle

GROUP 4	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	36.24	38.48	39.32	40.82	42.39
Vacation and General Holiday Pay (8%)	2.90	3.08	3.15	3.27	3.39
Employer Contributions:					
Union Benefit Plan	2.70	2.75	2.75	2.80	2.85
Union Pension Plan	6.15	6.40	6.40	6.50	6.60
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JAPlan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.75	0.75	0.80	0.80	0.80
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	49.21	51.93	52.89	54.66	56.50
> Overhead Cranes					
> Gantry Cranes					
> Travel Lift Drott 1000					
> Tireperson - (vulcanizing experience)					
> No Joint Concrete Casting Machines and similar types					
> Mixer Mobiles (Mixer and Hoist Combination)					
> Concrete Pumps with boom attachment (42 metres in length and over)					

**COMMERCIAL/INSTITUTIONAL MONETARY PACKAGE BREAKDOWN
INSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A1"
GROUP 5**

Schedule "A1" shall apply to all commercial/institutional projects which are located inside the Lower Mainland/Fraser Valle

GROUP 5	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	35.91	38.12	38.96	40.44	41.98
Vacation and General Holiday Pay (8%)	2.87	3.05	3.12	3.24	3.36
Employer Contributions:					
Union Benefit Plan	2.70	2.75	2.75	2.80	2.85
Union Pension Plan	6.15	6.40	6.40	6.50	6.60
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JAPlan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.75	0.75	0.80	0.80	0.80
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	48.85	51.54	52.50	54.25	56.06

- > Ross Carrier
- > Gradalls
- > Rubber Tire Scrapers, all types and sizes when used in tandem (one operator)
- > Rubber Tired Scrapers, all types (30 yards and over)
- > Track Excavator (under 3 yards)
- > Concrete Hopper Rail Car
- > Mobile Concrete Pump with Boom Attachment (under 42 metres in length)
- > Derricks
- > Overhead and Front End Loaders, all types (up to 5 yards)
- > Rigger (Duties of the rigger are to include rigging, welding, and use of cutting torches, signal person and use of hand tools to unbolt or bolt machinery)

**COMMERCIAL/INSTITUTIONAL MONETARY PACKAGE BREAKDOWN
INSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A1"
GROUP 6**

Schedule "A1" shall apply to all commercial/institutional projects which are located inside the Lower Mainland/Fraser Valle

GROUP 6	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	35.44	37.63	38.45	39.91	41.44
Vacation and General Holiday Pay (8%)	2.84	3.01	3.08	3.19	3.32
Employer Contributions:					
Union Benefit Plan	2.70	2.75	2.75	2.80	2.85
Union Pension Plan	6.15	6.40	6.40	6.50	6.60
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JAPlan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.75	0.75	0.80	0.80	0.80
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	48.35	51.01	51.95	53.67	55.48

- > Dozer Compactor
- > Trenching Machines (Apprentice/Trainee required)
- > Rubber Tired Scrapers (under 30 yards)
- > Curbing Machine
- > Concrete Spreaders or Finishing Machine Operators (all types and sizes)
- > Drills - Quarry Master, Reich, Bucyrus Erie, Benoto and similar types
- > Screening and Washing Plants (75 yards per hour and over) (Apprentice/Trainee required)
- > Mucking Machines (Conway 101 types)
- > Drills - Exploration (Cable, Core, Rotary, Churn and similar)
- > Stationary Engineer (Chief)
- > Hydraulic Backhoes (Tractor Mounted) (½ yard rated capacity and over)
- > Mechanical Tamping Machines, all types
- > Crusher Operator (Apprentice/Trainee required)
- > Jumbo Form Setter (power driven)
- > Air Tugger
- > Placo Operator
- > Ditch Witch
- > 4, 3, 2, 1 Drum Hoists
- > Construction Material and person Hoist
- > TBM Stationary Engineer (Chief)

**COMMERCIAL/INSTITUTIONAL MONETARY PACKAGE BREAKDOWN
INSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A1"
GROUP 7**

Schedule "A1" shall apply to all commercial/institutional projects which are located inside the Lower Mainland/Fraser Valle

GROUP 7	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	35.01	37.17	37.98	39.43	40.93
Vacation and General Holiday Pay (8%)	2.80	2.97	3.04	3.15	3.27
Employer Contributions:					
Union Benefit Plan	2.70	2.75	2.75	2.80	2.85
Union Pension Plan	6.15	6.40	6.40	6.50	6.60
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JAPlan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.75	0.75	0.80	0.80	0.80
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	47.88	50.51	51.44	53.15	54.92

- > Tree Farmer and similar type skidders
- > Concrete Paving Machines (Jaeger and Koehring and similar types)
- > Service Truck Operator
- > Cement Hogs
- > Heavy Duty Greaser and Serviceperson
- > Fuller Kenyon
- > Mucking Machines (Eimco over Model 40)
- > Conveyor Belt and Conveyor Type Loaders (Barber Greene, Kolman and similar types)
- > Tire Serviceperson
- > Hydraulic Slip Form Operator
- > Locomotives (Diesel, Gas, Steam, Electric)
- > Crawler Tractors D3 and D4 types
- > Compressors (1000 cubic feet and over)
- > Hydra Hammers
- > Pumps (6" and over)
- > Compactors - self propelled (other than on Asphalt Paving) (15 tons and over)
- > Stationary Engineers (Shift)
- > Crusher Topperson
- > Concrete Mixer (1 yard and over)
- > Hydraulic Backhoe (Tractor Mounted) (under ½ yard rating)
- > Screening and Washing Plants (portable types) (Apprentice/Trainee required)
- > Line Concrete Pumps

**COMMERCIAL/INSTITUTIONAL MONETARY PACKAGE BREAKDOWN
INSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A1"
GROUP 8**

Schedule "A1" shall apply to all commercial/institutional projects which are located inside the Lower Mainland/Fraser Valle

GROUP 8	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	31.09	32.97	33.68	34.95	36.27
Vacation and General Holiday Pay (8%)	2.49	2.64	2.69	2.80	2.90
Employer Contributions:					
Union Benefit Plan	2.70	2.75	2.75	2.80	2.85
Union Pension Plan	6.15	6.40	6.40	6.50	6.60
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JAPlan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.75	0.75	0.80	0.80	0.80
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	43.65	45.98	46.79	48.32	49.89

- > Forklifts, Bullmoose, Hysters, similar type equipment
- > Elevator Operator
- > Skid Steer Loaders - Bobcat and similar type (under 1 yards)
- > Mechanic Electrician Helper
- > Crawler Tractors D2 types, Oliver, Cletrac, Farm Tractors (26 h.p. and under)
- > Oiler
- > Padperson
- > Fireperson
- > Mechanic's Helper
- > Compressor under 1,000 cubic feet
- > Compactors - self propelled (other than on Asphalt Paving) (under 15 tons)
- > Pumps (under 6")
- > Sheep Foot, Wobbly Wheel and similar compactors: Rate to be governed by type of towing equipment
- > Assistant Driller
- > Telehandler

**COMMERCIAL/INSTITUTIONAL MONETARY PACKAGE BREAKDOWN
OUTSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A2"
GROUP 1**

Schedule "A2" shall apply to all commercial/institutional projects which are located outside the Lower Mainland/Fraser Vall

GROUP 1	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	36.57	38.83	39.68	41.20	42.77
Vacation and General Holiday Pay (8%)	2.93	3.11	3.17	3.30	3.42
Employer Contributions:					
Union Benefit Plan	2.70	2.75	2.75	2.80	2.85
Union Pension Plan	6.15	6.40	6.40	6.50	6.60
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JAPlan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.75	0.75	0.80	0.80	0.80
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	49.57	52.31	53.27	55.07	56.91

- > Track Excavator (7 yards and up to 10 yards)
- > Track Excavator (Long Reach)
- > Shovels, all attachments (10 yards and up to 15 yards) (Apprentice/Trainee required)
- > Operator required to operate with boom length over 130 feet shall have his regular hourly rate increased by twenty-five cents (\$0.25) per hour.
- > Front End Loaders and Scoop Trams, all types (10 yards and up to 15 yards)
- > Heavy Duty Mechanics, Welders, Mechanic Electrician, Bodyperson Painters
- > TBM Operator

**COMMERCIAL/INSTITUTIONAL MONETARY PACKAGE BREAKDOWN
OUTSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A2"
GROUP 2**

Schedule "A2" shall apply to all commercial/institutional projects which are located outside the Lower Mainland/Fraser Vall

GROUP 2	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	36.22	38.46	39.30	40.80	42.37
Vacation and General Holiday Pay (8%)	2.90	3.08	3.14	3.26	3.39
Employer Contributions:					
Union Benefit Plan	2.70	2.75	2.75	2.80	2.85
Union Pension Plan	6.15	6.40	6.40	6.50	6.60
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JAPlan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.75	0.75	0.80	0.80	0.80
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	49.19	51.91	52.86	54.63	56.48

- > Track Excavator (5 yards and up to 7 yards)
- > Shovels, all attachments (7 yards and up to 10 yards) (Apprentice/Trainee required)
- > Front End Loaders and Scoop Trams, all types (7 yards and up to 10 yards)
- > Aerial Cableways
- > Whirley Type Gantry Cranes
- > Operator required to operate with boom length over 130 ft. shall have his regular hourly rate increased by fifty cents (\$0.50) per hour.
- > Concrete Mixing Batch Plants (up to 250 cubic yards per hour) (Apprentice/Trainee required)
- > TBM Erector Operator
- > TBM Segment Feed and Hoist System Operator

**COMMERCIAL/INSTITUTIONAL MONETARY PACKAGE BREAKDOWN
OUTSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A2"
GROUP 3**

Schedule "A2" shall apply to all commercial/institutional projects which are located outside the Lower Mainland/Fraser Vall

GROUP 3	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	35.48	37.67	38.49	39.95	41.48
Vacation and General Holiday Pay (8%)	2.84	3.01	3.08	3.20	3.32
Employer Contributions:					
Union Benefit Plan	2.70	2.75	2.75	2.80	2.85
Union Pension Plan	6.15	6.40	6.40	6.50	6.60
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JAPlan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.75	0.75	0.80	0.80	0.80
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	48.39	51.05	51.99	53.72	55.52

- > Track Excavator (3 yards and up to 5 yards)
- > Shovels, all attachments (up to 7 yards) (Apprentice/Trainee required)
- > Drill Doctors and Steel Sharpeners
- > Refrigeration Mechanics
- > Overhead and Front End Loaders, all types (5 yards and up to 7 yards)
- > Scoop Trams and similar equipment (under 7 yards)
- > Crawler Tractor - D10
- > Telehandler
- > Crawler Tractors in Tandem (one operator)

**COMMERCIAL/INSTITUTIONAL MONETARY PACKAGE BREAKDOWN
OUTSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A2"
GROUP 4**

Schedule "A2" shall apply to all commercial/institutional projects which are located outside the Lower Mainland/Fraser Vall

GROUP 4	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	35.48	37.67	38.49	39.95	41.48
Vacation and General Holiday Pay (8%)	2.84	3.01	3.08	3.20	3.32
Employer Contributions:					
Union Benefit Plan	2.70	2.75	2.75	2.80	2.85
Union Pension Plan	6.15	6.40	6.40	6.50	6.60
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JAPlan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.75	0.75	0.80	0.80	0.80
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	48.39	51.05	51.99	53.72	55.52
> Overhead Cranes					
> Gantry Cranes					
> Travel Lift Drott 1000					
> Tireperson - (vulcanizing experience)					
> No Joint Concrete Casting Machines and similar types					
> Mixer Mobiles (Mixer and Hoist Combination)					
> Concrete Pumps with boom attachment (42 metres in length and over)					

**COMMERCIAL/INSTITUTIONAL MONETARY PACKAGE BREAKDOWN
OUTSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A2"
GROUP 5**

Schedule "A2" shall apply to all commercial/institutional projects which are located outside the Lower Mainland/Fraser Vall

GROUP 5	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	34.91	37.06	37.87	39.31	40.81
Vacation and General Holiday Pay (8%)	2.79	2.96	3.03	3.14	3.26
Employer Contributions:					
Union Benefit Plan	2.70	2.75	2.75	2.80	2.85
Union Pension Plan	6.15	6.40	6.40	6.50	6.60
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JAPlan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.75	0.75	0.80	0.80	0.80
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	47.77	50.39	51.32	53.02	54.79

- > Ross Carrier
- > Gradalls
- > Rubber Tire Scrapers, all types and sizes when used in tandem (one operator)
- > Rubber Tired Scrapers, all types (30 yards and over)
- > Track Excavator (under 3 yards)
- > Concrete Hopper Rail Car
- > Mobile Concrete Pump with Boom Attachment (under 42 metres in length)
- > Derricks
- > Overhead and Front End Loaders, all types (up to 5 yards)
- > Rigger (Duties of the rigger are to include rigging, welding, and use of cutting torches, signal person and use of hand tools to unbolt or bolt machinery)

**COMMERCIAL/INSTITUTIONAL MONETARY PACKAGE BREAKDOWN
OUTSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A2"
GROUP 6**

Schedule "A2" shall apply to all commercial/institutional projects which are located outside the Lower Mainland/Fraser Vall

GROUP 6	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	34.44	36.55	37.35	38.76	40.24
Vacation and General Holiday Pay (8%)	2.76	2.92	2.99	3.10	3.22
Employer Contributions:					
Union Benefit Plan	2.70	2.75	2.75	2.80	2.85
Union Pension Plan	6.15	6.40	6.40	6.50	6.60
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JAPlan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.75	0.75	0.80	0.80	0.80
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	47.27	49.84	50.76	52.43	54.18

- > Dozer Compactor
- > Trenching Machines (Apprentice/Trainee required)
- > Rubber Tired Scrapers (under 30 yards)
- > Curbing Machine
- > Concrete Spreaders or Finishing Machine Operators (all types and sizes)
- > Drills - Quarry Master, Reich, Bucyrus Erie, Benoto and similar types
- > Screening and Washing Plants (75 yards per hour and over) (Apprentice/Trainee required)
- > Mucking Machines (Conway 101 types)
- > Drills - Exploration (Cable, Core, Rotary, Churn and similar)
- > Stationary Engineer (Chief)
- > Hydraulic Backhoes (Tractor Mounted) (½ yard rated capacity and over)
- > Mechanical Tamping Machines, all types
- > Crusher Operator (Apprentice/Trainee required)
- > Jumbo Form Setter (power driven)
- > Air Tugger
- > Placo Operator
- > Ditch Witch
- > 4, 3, 2, 1 Drum Hoists
- > Construction Material and person Hoist
- > TBM Stationary Engineer (Chief)

**COMMERCIAL/INSTITUTIONAL MONETARY PACKAGE BREAKDOWN
OUTSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A2"
GROUP 7**

Schedule "A2" shall apply to all commercial/institutional projects which are located outside the Lower Mainland/Fraser Vall

GROUP 7	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	34.01	36.09	36.88	38.28	39.73
Vacation and General Holiday Pay (8%)	2.72	2.89	2.95	3.06	3.18
Employer Contributions:					
Union Benefit Plan	2.70	2.75	2.75	2.80	2.85
Union Pension Plan	6.15	6.40	6.40	6.50	6.60
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JAPlan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.75	0.75	0.80	0.80	0.80
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	46.80	49.35	50.25	51.91	53.63

- > Tree Farmer and similar type skidders
- > Concrete Paving Machines (Jaeger and Koehring and similar types)
- > Service Truck Operator
- > Cement Hogs
- > Heavy Duty Greaser and Serviceperson
- > Fuller Kenyon
- > Mucking Machines (Eimco over Model 40)
- > Conveyor Belt and Conveyor Type Loaders (Barber Greene, Kolman and similar types)
- > Tire Serviceperson
- > Hydraulic Slip Form Operator
- > Locomotives (Diesel, Gas, Steam, Electric)
- > Crawler Tractors D3 and D4 types
- > Compressors (1000 cubic feet and over)
- > Hydra Hammers
- > Pumps (6" and over)
- > Compactors - self propelled (other than on Asphalt Paving) (15 tons and over)
- > Stationary Engineers (Shift)
- > Crusher Topperson
- > Concrete Mixer (1 yard and over)
- > Hydraulic Backhoe (Tractor Mounted) (under ½ yard rating)
- > Screening and Washing Plants (portable types) (Apprentice/Trainee required)
- > Line Concrete Pumps

**COMMERCIAL/INSTITUTIONAL MONETARY PACKAGE BREAKDOWN
OUTSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A2"
GROUP 8**

Schedule "A2" shall apply to all commercial/institutional projects which are located outside the Lower Mainland/Fraser Vall

GROUP 8	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	30.09	31.90	32.60	33.82	35.09
Vacation and General Holiday Pay (8%)	2.41	2.55	2.61	2.71	2.81
Employer Contributions:					
Union Benefit Plan	2.70	2.75	2.75	2.80	2.85
Union Pension Plan	6.15	6.40	6.40	6.50	6.60
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JAPlan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.75	0.75	0.80	0.80	0.80
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	42.57	44.82	45.63	47.10	48.62

- > Forklifts, Bullmoose, Hysters, similar type equipment
- > Elevator Operator
- > Skid Steer Loaders - Bobcat and similar type (under 1 yards)
- > Mechanic Electrician Helper
- > Crawler Tractors D2 types, Oliver, Cletrac, Farm Tractors (26 h.p. and under)
- > Oiler
- > Padperson
- > Fireperson
- > Mechanic's Helper
- > Compressor under 1,000 cubic feet
- > Compactors - self propelled (other than on Asphalt Paving) (under 15 tons)
- > Pumps (under 6")
- > Sheep Foot, Wobbly Wheel and similar compactors: Rate to be governed by type of towing equipment
- > Assistant Driller
- > Telehandler

COMMERCIAL/INSTITUTIONAL EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

SCHEDULE "C"

PROVINCE WIDE

ALL GROUPS

Schedule "C" shall apply to all commercial/institutional projects province wide.

Employer Contributions	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Union Benefit Plan	2.70	2.75	2.75	2.80	2.85
* Union Pension Plan	6.15	6.40	6.40	6.50	6.60
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JAPlan ¹	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.75	0.75	0.80	0.80	0.80
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Employer Contributions	10.07	10.37	10.42	10.57	10.72

Employee Deductions	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Working Dues	0.83	0.86	0.88	0.91	0.95
BCBT Fund	0.10	0.10	0.10	0.10	0.10
Canadian Building Trades	0.01	0.01	0.01	0.01	0.01
Coalition of BC Building Trades	0.02	0.00	0.00	0.00	0.00
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
Tool Allowance Fund	n/a	n/a	n/a	n/a	n/a
OE Advancement Fund	n/a	n/a	n/a	n/a	n/a
Total Employee Deductions	1.00	1.01	1.03	1.06	1.10

Total Employer Hourly Remittances	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
All Straight Time and Overtime Hours	11.07	11.38	11.45	11.63	11.82

* Employer contributions to the Pension Plan will be pro-rated for Trainees/Apprentices based on the corresponding percentage of their classification.

**INDUSTRIAL RATES OF PAY (CRANES)
PROVINCE WIDE**

**SCHEDULE "B"
CONVENTIONAL AND HYDRAULIC CRANES**

Schedule B shall apply to all commercial institutional projects Province Wide

CRANE OPERATORS	May 1, 2023 (EXPIRY)			May 28, 2023			Oct 29, 2023			Apr 28, 2024			May 4, 2025		
	Wage Rate	Holiday Pay	Total	Wage Rate	Holiday Pay	Total	Wage Rate	Holiday Pay	Total	Wage Rate	Holiday Pay	Total	Wage Rate	Holiday Pay	Total
Group #1 - Crane Operator Rates - Conventional															
Under 20 Ton	45.64	5.48	51.12	48.43	5.81	54.24	49.47	5.94	55.41	51.32	6.16	57.48	53.25	6.39	59.64
20 - 50 Ton	46.50	5.58	52.08	49.35	5.92	55.27	50.41	6.05	56.46	52.30	6.28	58.58	54.27	6.51	60.78
51-99 Ton	46.98	5.64	52.62	49.86	5.98	55.84	50.93	6.11	57.04	52.84	6.34	59.18	54.83	6.58	61.41
100-149 Ton	47.45	5.69	53.14	50.36	6.04	56.40	51.44	6.17	57.61	53.37	6.40	59.77	55.38	6.65	62.03
150-199 Ton	47.94	5.75	53.69	50.88	6.11	56.99	51.97	6.24	58.21	53.92	6.47	60.39	55.95	6.71	62.66
200-249 Ton	48.43	5.81	54.24	51.41	6.17	57.58	52.51	6.30	58.81	54.49	6.54	61.03	56.55	6.79	63.34
250-299 Ton	48.87	5.86	54.73	51.87	6.22	58.09	52.98	6.36	59.34	54.97	6.60	61.57	57.04	6.84	63.88
300-349 Ton	50.50	6.06	56.56	53.61	6.43	60.04	54.76	6.57	61.33	56.83	6.82	63.65	58.98	7.08	66.06
350-399 Ton	52.13	6.26	58.39	55.35	6.64	61.99	56.54	6.78	63.32	58.68	7.04	65.72	60.90	7.31	68.21
400-449 Ton	53.73	6.45	60.18	57.06	6.85	63.91	58.29	6.99	65.28	60.50	7.26	67.76	62.80	7.54	70.34
450-499 Ton	55.34	6.64	61.98	58.78	7.05	65.83	60.05	7.21	67.26	62.33	7.48	69.81	64.70	7.76	72.46
Group #2 - Crane Operator Rates - Hydraulic															
Under 20 Ton	44.58	5.35	49.93	47.30	5.68	52.98	48.31	5.80	54.11	50.12	6.01	56.13	52.00	6.24	58.24
20 - 50 Ton	45.46	5.46	50.92	48.24	5.79	54.03	49.27	5.91	55.18	51.12	6.13	57.25	53.04	6.36	59.40
51-99 Ton	45.93	5.51	51.44	48.74	5.85	54.59	49.78	5.97	55.75	51.65	6.20	57.85	53.59	6.43	60.02
100-149 Ton	46.42	5.57	51.99	49.26	5.91	55.17	50.31	6.04	56.35	52.20	6.26	58.46	54.16	6.50	60.66
150-199 Ton	46.90	5.63	52.53	49.77	5.97	55.74	50.84	6.10	56.94	52.75	6.33	59.08	54.74	6.57	61.31
200-249 Ton	47.70	5.72	53.42	50.63	6.08	56.71	51.72	6.21	57.93	53.66	6.44	60.10	55.68	6.68	62.36
250-299 Ton	48.50	5.82	54.32	51.48	6.18	57.66	52.58	6.31	58.89	54.56	6.55	61.11	56.62	6.79	63.41
300-349 Ton	50.10	6.01	56.11	53.19	6.38	59.57	54.33	6.52	60.85	56.38	6.77	63.15	58.51	7.02	65.53
350-399 Ton	51.67	6.20	57.87	54.86	6.58	61.44	56.04	6.72	62.76	58.16	6.98	65.14	60.36	7.24	67.60
400-449 Ton	53.27	6.39	59.66	56.57	6.79	63.36	57.79	6.93	64.72	59.98	7.20	67.18	62.26	7.47	69.73
450-499 Ton	54.86	6.58	61.44	58.27	6.99	65.26	59.53	7.14	66.67	61.79	7.41	69.20	64.14	7.70	71.84
Other Classifications															
Tower Cranes															
1. Over 10 Ton	45.70	5.48	51.18	48.49	5.82	54.31	49.53	5.94	55.47	51.39	6.17	57.56	53.32	6.40	59.72
2. Under 10 Ton	45.24	5.43	50.67	48.00	5.76	53.76	49.03	5.88	54.91	50.87	6.10	56.97	52.78	6.33	59.11
Kangaroo 1500	45.70	5.48	51.18	48.49	5.82	54.31	49.53	5.94	55.47	51.39	6.17	57.56	53.32	6.40	59.72
Kangaroo 750	45.24	5.43	50.67	48.00	5.76	53.76	49.03	5.88	54.91	50.87	6.10	56.97	52.78	6.33	59.11

1. Crane Premium: On all cranes over 499 tons, the hourly rate shall be increased by two cents (\$0.02) for each ton.
2. Luffing Tower Crand Over 10 Ton: An Operator required to operate with boom length over 40 metres shall have their regular hourly rate increased by one dollar and twenty-five cents (\$1.25) per hour.

**INDUSTRIAL MONETARY PACKAGE BREAKDOWN
OUTSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A2"
GROUP 1**

Schedule "A2" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

Group 1	Apr 28, 2024	LNG Project ONLY Apr 28, 2024
Minimum Straight Time Hourly Wage Rate	46.37	51.93
Vacation and General Holiday Pay (12%)	5.56	6.23
Employer Contributions:		
Union Benefit Plan	2.90	2.90
Union Pension Plan	6.90	6.90
CLR Dues	0.13	0.13
Rehabilitation Fund	0.04	0.04
JA Plan	0.01	0.01
BCBCBTU Fund	0.05	0.05
D&A Policy	0.01	0.01
IUOETA Fund	0.85	0.85
Tool Allowance Fund	0.06	0.06
OE Advancement Fund	0.17	0.17
Total Package	63.05	69.28

- > Track Excavator (7 yards and up to 10 yards)
- > Track Excavator (Long Reach)
- > Shovels, all attachments (10 yards and up to 15 yards)
(Apprentice/Trainee required)
- > Operator required to operate with boom length over 130 feet shall have his regular hourly rate increased by twenty-five cents (\$0.25) per hour.
- > Front End Loaders and Scoop Trams, all types (10 yards and up to 15 yards)
- > Heavy Duty Mechanics, Welders, Mechanic Electrician,
- > TBM Operator

**INDUSTRIAL MONETARY PACKAGE BREAKDOWN
OUTSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A2"
GROUP 2**

Schedule "A2" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

Group 2	Apr 28, 2024	LNG Project ONLY Apr 28, 2024
Minimum Straight Time Hourly Wage Rate	45.88	51.38
Vacation and General Holiday Pay (12%)	5.51	6.17
Employer Contributions:		
Union Benefit Plan	2.90	2.90
Union Pension Plan	6.90	6.90
CLR Dues	0.13	0.13
Rehabilitation Fund	0.04	0.04
JA Plan	0.01	0.01
BCBCBTU Fund	0.05	0.05
D&A Policy	0.01	0.01
IUOETA Fund	0.85	0.85
Tool Allowance Fund	0.06	0.06
OE Advancement Fund	0.17	0.17
Total Package	62.51	68.67

- > Track Excavator (5 yards and up to 7 yards)
- > Shovels, all attachments (7 yards and up to 10 yards)
(Apprentice/Trainee required)
- > Front End Loaders and Scoop Trams, all types (7 yards and up to 10 yards)
- > Aerial Cableways
- > Whirley Type Gantry Cranes
- > Operator required to operate with boom length over 130 ft. shall have his regular hourly rate increased by fifty cents (\$0.50) per hour.
- > Concrete Mixing Batch Plants (up to 250 cubic yards per hour) (Apprentice/Trainee required)
- > TBM Erector Operator
- > TBM Segment Feed and Hoist System Operator

**INDUSTRIAL MONETARY PACKAGE BREAKDOWN
OUTSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A2"
GROUP 3**

Schedule "A2" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

Group 3	Apr 28, 2024	LNG Project ONLY Apr 28, 2024
Minimum Straight Time Hourly Wage Rate	44.90	50.29
Vacation and General Holiday Pay (12%)	5.39	6.03
Employer Contributions:		
Union Benefit Plan	2.90	2.90
Union Pension Plan	6.90	6.90
CLR Dues	0.13	0.13
Rehabilitation Fund	0.04	0.04
JA Plan	0.01	0.01
BCBCBTU Fund	0.05	0.05
D&A Policy	0.01	0.01
IUOETA Fund	0.85	0.85
Tool Allowance Fund	0.06	0.06
OE Advancement Fund	0.17	0.17
Total Package	61.41	67.44

- > Track Excavator (3 yards and up to 5 yards)

- > Shovels, all attachments (up to 7 yards)
(Apprentice/Trainee required)
- > Drill Doctors and Steel Sharpeners
- > Refrigeration Mechanics
- > Overhead and Front End Loaders, all types
(5 yards and up to 7 yards)
- > Scoop Trams and similar equipment (under
7 yards)
- > Crawler Tractor - D10
- > Telehandler
- > Crawler Tractors in Tandem (one operator)

- > Crawler Tractors (D5, 6, 7, 8 and 9 types)
- > Graders and Motor Patrols
- > HydroVac Operator
- > Mechanical Excavator (Mole)

**INDUSTRIAL MONETARY PACKAGE BREAKDOWN
OUTSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A2"
GROUP 4**

Schedule "A2" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

Group 4	Apr 28, 2024	LNG Project ONLY Apr 28, 2024
Minimum Straight Time Hourly Wage Rate	44.56	49.9
Vacation and General Holiday Pay (12%)	5.35	5.99
Employer Contributions:		
Union Benefit Plan	2.90	2.90
Union Pension Plan	6.90	6.90
CLR Dues	0.13	0.13
Rehabilitation Fund	0.04	0.04
JA Plan	0.01	0.01
BCBCBTU Fund	0.05	0.05
D&A Policy	0.01	0.01
IUOETA Fund	0.85	0.85
Tool Allowance Fund	0.06	0.06
OE Advancement Fund	0.17	0.17
Total Package	61.03	67.01

- > Overhead Cranes
- > Gantry Cranes
- > Travel Lift Drott 1000
- > Tireperson - (vulcanizing experience)
- > No Joint Concrete Casting Machines and similar types
- > Mixer Mobiles (Mixer and Hoist Combination)
- > Concrete Pumps with boom attachment (42 metres in length and over)

**INDUSTRIAL MONETARY PACKAGE BREAKDOWN
OUTSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A2"
GROUP 5**

Schedule "A2" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

Group 5	Apr 28, 2024	LNG Project ONLY Apr 28, 2024
Minimum Straight Time Hourly Wage Rate	44.11	49.40
Vacation and General Holiday Pay (12%)	5.29	5.93
Employer Contributions:		
Union Benefit Plan	2.90	2.90
Union Pension Plan	6.90	6.90
CLR Dues	0.13	0.13
Rehabilitation Fund	0.04	0.04
JA Plan	0.01	0.01
BCBCBTU Fund	0.05	0.05
D&A Policy	0.01	0.01
IUOETA Fund	0.85	0.85
Tool Allowance Fund	0.06	0.06
OE Advancement Fund	0.17	0.17
Total Package	60.52	66.45

- > Ross Carrier
- > Gradalls
- > Rubber Tire Scrapers, all types and sizes when used in
- > Rubber Tired Scrapers, all types (30 yards and over)
- > Track Excavator (under 3 yards)
- > Concrete Hopper Rail Car
- > Mobile Concrete Pump with Boom Attachment (under 42
- > Derricks
- > Overhead and Front End Loaders, all types (up to 5 yards)
- > Rigger (Duties of the rigger are to include rigging, welding, and use of cutting torches, signal person and use of hand tools to unbolt or bolt machinery

**INDUSTRIAL MONETARY PACKAGE BREAKDOWN
OUTSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A2"
GROUP 6**

Schedule "A2" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

Group 6	Apr 28, 2024	LNG Project ONLY Apr 28, 2024
Minimum Straight Time Hourly Wage Rate	43.48	48.7
Vacation and General Holiday Pay (12%)	5.22	5.84
Employer Contributions:		
Union Benefit Plan	2.90	2.90
Union Pension Plan	6.90	6.90
CLR Dues	0.13	0.13
Rehabilitation Fund	0.04	0.04
JA Plan	0.01	0.01
BCBCBTU Fund	0.05	0.05
D&A Policy	0.01	0.01
IUOETA Fund	0.85	0.85
Tool Allowance Fund	0.06	0.06
OE Advancement Fund	0.17	0.17
Total Package	59.82	65.66

- > Dozer Compactor
- > Trenching Machines (Apprentice/Trainee required)
- > Rubber Tired Scrapers (under 30 yards)
- > Curbing Machine
- > Concrete Spreaders or Finishing Machine Operators (all types and sizes)
- > Drills - Quarry Master, Reich, Bucyrus Erie, Benoto and similar types
- > Screening and Washing Plants (75 yards per hour and over) (Apprentice/Trainee required)
- > Mucking Machines (Conway 101 types)
- > Drills - Exploration (Cable, Core, Rotary, Churn and similar)

- > Stationary Engineer (Chief)
- > Hydraulic Backhoes (Tractor Mounted) (½ yard rated capacity and over)
- > Mechanical Tamping Machines, all types
- > Crusher Operator (Apprentice/Trainee required)
- > Jumbo Form Setter (power driven)
- > Air Tugger
- > Placo Operator
- > Ditch Witch
- > 4, 3, 2, 1 Drum Hoists
- > Construction Material and person Hoist
- > TBM Stationary Engineer (Chief)

**INDUSTRIAL MONETARY PACKAGE BREAKDOWN
OUTSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A2"
GROUP 7**

Schedule "A2" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

Group 7	Apr 28, 2024	LNG Project ONLY Apr 28, 2024
Minimum Straight Time Hourly Wage Rate	42.89	48.04
Vacation and General Holiday Pay (12%)	5.15	5.76
Employer Contributions:		
Union Benefit Plan	2.90	2.90
Union Pension Plan	6.90	6.90
CLR Dues	0.13	0.13
Rehabilitation Fund	0.04	0.04
JA Plan	0.01	0.01
BCBCBTU Fund	0.05	0.05
D&A Policy	0.01	0.01
IUOETA Fund	0.85	0.85
Tool Allowance Fund	0.06	0.06
OE Advancement Fund	0.17	0.17
Total Package	59.16	64.92

- > Tree Farmer and similar type skidders
- > Concrete Paving Machines (Jaeger and Koehring and similar types)
- > Service Truck Operator
- > Cement Hogs
- > Heavy Duty Greaser and Serviceperson
- > Fuller Kenyon
- > Mucking Machines (Eimco over Model 40)
- > Conveyor Belt and Conveyor Type Loaders (Barber Greene, Kolman and similar types)
- > Tire Serviceperson
- > Hydraulic Slip Form Operator
- > Locomotives (Diesel, Gas, Steam, Electric)
- > Crawler Tractors D3 and D4 types
- > Compressors (1000 cubic feet and over)
- > Hydra Hammers
- > Pumps (6" and over)
- > Compactors - self propelled (other than on Asphalt Paving) (15 tons and over)
- > Stationary Engineers (Shift)
- > Crusher Topperson
- > Concrete Mixer (1 yard and over)
- > Hydraulic Backhoe (Tractor Mounted) (under ½ yard rating)
- > Screening and Washing Plants (portable types) (Apprentice/Trainee required)
- > Line Concrete Pumps

**INDUSTRIAL MONETARY PACKAGE BREAKDOWN
OUTSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A2"
GROUP 8**

Schedule "A2" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

Group 8	Apr 28, 2024	LNG Project ONLY Apr 28, 2024
Minimum Straight Time Hourly Wage Rate	37.56	42.07
Vacation and General Holiday Pay (12%)	4.51	5.05
Employer Contributions:		
Union Benefit Plan	2.90	2.90
Union Pension Plan	6.90	6.90
CLR Dues	0.13	0.13
Rehabilitation Fund	0.04	0.04
JA Plan	0.01	0.01
BCBCBTU Fund	0.05	0.05
D&A Policy	0.01	0.01
IUOETA Fund	0.85	0.85
Tool Allowance Fund	0.06	0.06
OE Advancement Fund	0.17	0.17
Total Package	53.19	58.24

- > Forklifts, Bullmoose, Hysters, similar type equipment
- > Elevator Operator
- > Skid Steer Loaders - Bobcat and similar type (under 1 yards)
- > Mechanic Electrician Helper
- > Crawler Tractors D2 types, Oliver, Cletrac, Farm Tractors (26 h.p. and under)

- > Oiler
- > Padperson
- > Fireperson
- > Mechanic's Helper
- > Compressor under 1,000 cubic feet
- > Compactors - self propelled (other than on Asphalt Paving) (under 15 tons)
- > Pumps (under 6")
- > Sheep Foot, Wobbly Wheel and similar compactors: Rate to be governed by type of towing equipment
- > Assistant Driller
- > Telehandler

INDUSTRIAL RATES OF PAY (CRANES) PROVINCE WIDE	SCHEDULE "B" CONVENTIONAL AND HYDRAULIC CRANES
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Schedule B shall apply to all industrial projects Province Wide - **LNG Canada only**

CRANE OPERATORS	Oct 29, 2023			Apr 28, 2024		
	Wage Rate	Holiday Pay	Total	Wage Rate	Holiday Pay	Total
Group #1 - Crane Operator Rates - Conventional						
Under 20 Ton	\$55.41	\$6.65	\$62.06	\$51.32	\$6.16	\$57.48
20 - 50 Ton	\$56.46	\$6.78	\$63.24	\$52.30	\$6.28	\$58.58
51-99 Ton	\$57.04	\$6.84	\$63.88	\$52.84	\$6.34	\$59.18
100-149 Ton	\$57.61	\$6.91	\$64.52	\$53.37	\$6.40	\$59.77
150-199 Ton	\$58.21	\$6.99	\$65.20	\$53.92	\$6.47	\$60.39
200-249 Ton	\$58.81	\$7.06	\$65.87	\$54.49	\$6.54	\$61.03
250-299 Ton	\$59.34	\$7.12	\$66.46	\$54.97	\$6.60	\$61.57
300-349 Ton	\$61.33	\$7.36	\$68.69	\$56.83	\$6.82	\$63.65
350-399 Ton	\$63.32	\$7.60	\$70.92	\$58.68	\$7.04	\$65.72
400-449 Ton	\$65.28	\$7.83	\$73.11	\$60.50	\$7.26	\$67.76
450-499 Ton	\$67.26	\$8.07	\$75.33	\$62.33	\$7.48	\$69.81
Group #2 - Crane Operator Rates - Hydraulic						
Under 20 Ton	\$54.11	\$6.49	\$60.60	\$50.12	\$6.01	\$56.13
20 - 50 Ton	\$55.18	\$6.62	\$61.80	\$51.12	\$6.13	\$57.25
51-99 Ton	\$55.75	\$6.69	\$62.44	\$51.65	\$6.20	\$57.85
100-149 Ton	\$56.35	\$6.76	\$63.11	\$52.20	\$6.26	\$58.46
150-199 Ton	\$56.94	\$6.83	\$63.77	\$52.75	\$6.33	\$59.08
200-249 Ton	\$57.93	\$6.95	\$64.88	\$53.66	\$6.44	\$60.10
250-299 Ton	\$58.89	\$7.07	\$65.96	\$54.56	\$6.55	\$61.11
300-349 Ton	\$60.85	\$7.30	\$68.15	\$56.38	\$6.77	\$63.15
350-399 Ton	\$62.76	\$7.53	\$70.29	\$58.16	\$6.98	\$65.14
400-449 Ton	\$64.72	\$7.77	\$72.49	\$59.98	\$7.20	\$67.18
450-499 Ton	\$66.67	\$8.00	\$74.67	\$61.79	\$7.41	\$69.20
Other Classifications						
Tower Cranes						
1. Over 10 Ton	\$55.47	\$6.66	\$62.13	\$51.39	\$6.17	\$57.56
2. Under 10 Ton	\$54.91	\$6.59	\$61.50	\$50.87	\$6.10	\$56.97
Kangaroo 1500	\$55.47	\$6.66	\$62.13	\$51.39	\$6.17	\$57.56
Kangaroo 750	\$54.91	\$6.59	\$61.50	\$50.87	\$6.10	\$56.97

1. Crane Premium: On all cranes over 499 tons, the hourly rate shall be increased by two cents (\$0.02) for each ton.
2. Luffing Tower Crane Over 10 Ton: An Operator required to operate with boom length over 40 metres shall have their regular hourly rate increased by one dollar and twenty-five cents (\$1.25) per hour.

**INDUSTRIAL MONETARY PACKAGE BREAKDOWN
INSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A1"
GROUP 1**

Schedule "A1" shall apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley.

GROUP 1	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	41.95	44.49	45.44	47.13	48.89
Vacation and General Holiday Pay (12%)	5.03	5.34	5.45	5.66	5.87
Employer Contributions:					
Union Benefit Plan	2.80	2.85	2.85	2.90	2.95
Union Pension Plan	6.55	6.80	6.80	6.90	7.00
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JA Plan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.80	0.80	0.85	0.85	0.85
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	57.60	60.75	61.86	63.91	66.03

- > Track Excavator (7 yards and up to 10 yards)
- > Track Excavator (Long Reach)
- > Shovels, all attachments (10 yards and up to 15 yards) (Apprentice/Trainee required)
- > Operator required to operate with boom length over 130 feet shall have his regular hourly rate increased by twenty-five cents (\$0.25) per hour.
- > Front End Loaders and Scoop Trams, all types (10 yards and up to 15 yards)
- > Heavy Duty Mechanics, Welders, Mechanic Electrician, Bodyperson Painters
- > TBM Operator

**INDUSTRIAL MONETARY PACKAGE BREAKDOWN
INSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A1"
GROUP 2**

Schedule "A1" shall apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley.

GROUP 2	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	41.52	44.03	44.97	46.64	48.38
Vacation and General Holiday Pay (12%)	4.98	5.28	5.40	5.60	5.81
Employer Contributions:					
Union Benefit Plan	2.80	2.85	2.85	2.90	2.95
Union Pension Plan	6.55	6.80	6.80	6.90	7.00
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JA Plan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.80	0.80	0.85	0.85	0.85
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	57.12	60.23	61.34	63.36	65.46

- > Track Excavator (5 yards and up to 7 yards)
- > Shovels, all attachments (7 yards and up to 10 yards) (Apprentice/Trainee required)
- > Front End Loaders and Scoop Trams, all types (7 yards and up to 10 yards)
- > Aerial Cableways
- > Whirley Type Gantry Cranes
- > Operator required to operate with boom length over 130 ft. shall have his regular hourly rate increased by fifty cents (\$0.50) per hour.
- > Concrete Mixing Batch Plants (up to 250 cubic yards per hour) (Apprentice/Trainee required)
- > TBM Erector Operator
- > TBM Segment Feed and Hoist System Operator

**INDUSTRIAL MONETARY PACKAGE BREAKDOWN
INSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A1"
GROUP 3**

Schedule "A1" shall apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley.

GROUP 3	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	40.65	43.11	44.03	45.66	47.36
Vacation and General Holiday Pay (12%)	4.88	5.17	5.28	5.48	5.68
Employer Contributions:					
Union Benefit Plan	2.80	2.85	2.85	2.90	2.95
Union Pension Plan	6.55	6.80	6.80	6.90	7.00
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JA Plan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.80	0.80	0.85	0.85	0.85
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	56.15	59.20	60.28	62.26	64.31

- > Track Excavator (3 yards and up to 5 yards)
- > Shovels, all attachments (up to 7 yards) (Apprentice/Trainee required)
- > Drill Doctors and Steel Sharpeners
- > Refrigeration Mechanics
- > Overhead and Front End Loaders, all types (5 yards and up to 7 yards)
- > Scoop Trams and similar equipment (under 7 yards)
- > Crawler Tractor - D10
- > Telehandler
- > Crawler Tractors in Tandem (one operator)
- > Crawler Tractors (D5, 6, 7, 8 and 9 types)
- > Graders and Motor Patrols
- > HydroVac Operator
- > Mechanical Excavator (Mole)

**INDUSTRIAL MONETARY PACKAGE BREAKDOWN
INSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A1"
GROUP 4**

Schedule "A1" shall apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley.

GROUP 4	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	40.36	42.80	43.71	45.33	47.02
Vacation and General Holiday Pay (12%)	4.84	5.14	5.24	5.44	5.64
Employer Contributions:					
Union Benefit Plan	2.80	2.85	2.85	2.90	2.95
Union Pension Plan	6.55	6.80	6.80	6.90	7.00
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JA Plan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.80	0.80	0.85	0.85	0.85
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	55.82	58.86	59.92	61.89	63.93
> Overhead Cranes					
> Gantry Cranes					
> Travel Lift Drott 1000					
> Tireperson - (vulcanizing experience)					
> No Joint Concrete Casting Machines and similar types					
> Mixer Mobiles (Mixer and Hoist Combination)					
> Concrete Pumps with boom attachment (42 metres in length and over)					

**INDUSTRIAL MONETARY PACKAGE BREAKDOWN
INSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A1"
GROUP 5**

Schedule "A1" shall apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley.

GROUP 5	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	39.96	42.37	43.27	44.88	46.55
Vacation and General Holiday Pay (12%)	4.80	5.08	5.19	5.39	5.59
Employer Contributions:					
Union Benefit Plan	2.80	2.85	2.85	2.90	2.95
Union Pension Plan	6.55	6.80	6.80	6.90	7.00
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JA Plan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.80	0.80	0.85	0.85	0.85
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	55.38	58.37	59.43	61.39	63.41

- > Ross Carrier
- > Gradalls
- > Rubber Tire Scrapers, all types and sizes when used in tandem (one operator)
- > Rubber Tired Scrapers, all types (30 yards and over)
- > Track Excavator (under 3 yards)
- > Concrete Hopper Rail Car
- > Mobile Concrete Pump with Boom Attachment (under 42 metres in length)
- > Derricks
- > Overhead and Front End Loaders, all types (up to 5 yards)
- > Rigger (Duties of the rigger are to include rigging, welding, and use of cutting torches, signal person and use of hand tools to unbolt or bolt machinery)

**INDUSTRIAL MONETARY PACKAGE BREAKDOWN
INSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A1"
GROUP 6**

Schedule "A1" shall apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley.

GROUP 6	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	39.41	41.79	42.67	44.25	45.89
Vacation and General Holiday Pay (12%)	4.73	5.01	5.12	5.31	5.51
Employer Contributions:					
Union Benefit Plan	2.80	2.85	2.85	2.90	2.95
Union Pension Plan	6.55	6.80	6.80	6.90	7.00
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JA Plan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.80	0.80	0.85	0.85	0.85
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	54.76	57.72	58.76	60.68	62.67

- > Dozer Compactor
- > Trenching Machines (Apprentice/Trainee required)
- > Rubber Tired Scrapers (under 30 yards)
- > Curbing Machine
- > Concrete Spreaders or Finishing Machine Operators (all types and sizes)
- > Drills - Quarry Master, Reich, Bucyrus Erie, Benoto and similar types
- > Screening and Washing Plants (75 yards per hour and over) (Apprentice/Trainee required)
- > Mucking Machines (Conway 101 types)
- > Drills - Exploration (Cable, Core, Rotary, Churn and similar)
- > Stationary Engineer (Chief)
- > Hydraulic Backhoes (Tractor Mounted) (½ yard rated capacity and over)
- > Mechanical Tamping Machines, all types
- > Crusher Operator (Apprentice/Trainee required)
- > Jumbo Form Setter (power driven)
- > Air Tugger
- > Placo Operator
- > Ditch Witch
- > 4, 3, 2, 1 Drum Hoists
- > Construction Material and person Hoist
- > TBM Stationary Engineer (Chief)

**INDUSTRIAL MONETARY PACKAGE BREAKDOWN
INSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A1"
GROUP 7**

Schedule "A1" shall apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley.

GROUP 7	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	38.89	41.23	42.10	43.66	45.27
Vacation and General Holiday Pay (12%)	4.67	4.95	5.05	5.24	5.43
Employer Contributions:					
Union Benefit Plan	2.80	2.85	2.85	2.90	2.95
Union Pension Plan	6.55	6.80	6.80	6.90	7.00
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JA Plan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.80	0.80	0.85	0.85	0.85
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	54.18	57.10	58.12	60.02	61.97

- > Tree Farmer and similar type skidders
- > Concrete Paving Machines (Jaeger and Koehring and similar types)
- > Service Truck Operator
- > Cement Hogs
- > Heavy Duty Greaser and Serviceperson
- > Fuller Kenyon
- > Mucking Machines (Eimco over Model 40)
- > Conveyor Belt and Conveyor Type Loaders (Barber Greene, Kolman and similar types)
- > Tire Serviceperson
- > Hydraulic Slip Form Operator
- > Locomotives (Diesel, Gas, Steam, Electric)
- > Crawler Tractors D3 and D4 types
- > Compressors (1000 cubic feet and over)
- > Hydra Hammers
- > Pumps (6" and over)
- > Compactors - self propelled (other than on Asphalt Paving) (15 tons and over)
- > Stationary Engineers (Shift)
- > Crusher Topperson
- > Concrete Mixer (1 yard and over)
- > Hydraulic Backhoe (Tractor Mounted) (under ½ yard rating)
- > Screening and Washing Plants (portable types) (Apprentice/Trainee required)
- > Line Concrete Pumps

**INDUSTRIAL MONETARY PACKAGE BREAKDOWN
INSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A1"
GROUP 8**

Schedule "A1" shall apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley.

GROUP 8	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	34.20	36.23	36.99	38.34	39.75
Vacation and General Holiday Pay (12%)	4.10	4.35	4.44	4.60	4.77
Employer Contributions:					
Union Benefit Plan	2.80	2.85	2.85	2.90	2.95
Union Pension Plan	6.55	6.80	6.80	6.90	7.00
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JA Plan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.80	0.80	0.85	0.85	0.85
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	48.92	51.50	52.40	54.06	55.79

- > Forklifts, Bullmoose, Hysters, similar type equipment
- > Elevator Operator
- > Skid Steer Loaders - Bobcat and similar type (under 1 yards)
- > Mechanic Electrician Helper
- > Crawler Tractors D2 types, Oliver, Cletrac, Farm Tractors (26 h.p. and under)
- > Oiler
- > Padperson
- > Fireperson
- > Mechanic's Helper
- > Compressor under 1,000 cubic feet
- > Compactors - self propelled (other than on Asphalt Paving) (under 15 tons)
- > Pumps (under 6")
- > Sheep Foot, Wobbly Wheel and similar compactors: Rate to be governed by type of towing equipment
- > Assistant Driller
- > Telehandler

**INDUSTRIAL MONETARY PACKAGE BREAKDOWN
OUTSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A2"
GROUP 1**

Schedule "A2" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

GROUP 1	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	41.28	43.78	44.71	46.37	48.10
Vacation and General Holiday Pay (12%)	4.95	5.25	5.37	5.56	5.77
Employer Contributions:					
Union Benefit Plan	2.80	2.85	2.85	2.90	2.95
Union Pension Plan	6.55	6.80	6.80	6.90	7.00
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JA Plan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.80	0.80	0.85	0.85	0.85
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	56.85	59.95	61.05	63.05	65.14

- > Track Excavator (7 yards and up to 10 yards)
- > Track Excavator (Long Reach)
- > Shovels, all attachments (10 yards and up to 15 yards) (Apprentice/Trainee required)
- > Operator required to operate with boom length over 130 feet shall have his regular hourly rate increased by twenty-five cents (\$0.25) per hour.
- > Front End Loaders and Scoop Trams, all types (10 yards and up to 15 yards)
- > Heavy Duty Mechanics, Welders, Mechanic Electrician, Bodyperson Painters
- > TBM Operator

**INDUSTRIAL MONETARY PACKAGE BREAKDOWN
OUTSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A2"
GROUP 2**

Schedule "A2" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

GROUP 2	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	40.85	43.31	44.23	45.88	47.58
Vacation and General Holiday Pay (12%)	4.90	5.20	5.31	5.51	5.71
Employer Contributions:					
Union Benefit Plan	2.80	2.85	2.85	2.90	2.95
Union Pension Plan	6.55	6.80	6.80	6.90	7.00
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JA Plan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.80	0.80	0.85	0.85	0.85
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	56.37	59.43	60.51	62.51	64.56

- > Track Excavator (5 yards and up to 7 yards)
- > Shovels, all attachments (7 yards and up to 10 yards) (Apprentice/Trainee required)
- > Front End Loaders and Scoop Trams, all types (7 yards and up to 10 yards)
- > Aerial Cableways
- > Whirley Type Gantry Cranes
- > Operator required to operate with boom length over 130 ft. shall have his regular hourly rate increased by fifty cents (\$0.50) per hour.
- > Concrete Mixing Batch Plants (up to 250 cubic yards per hour) (Apprentice/Trainee required)
- > TBM Erector Operator
- > TBM Segment Feed and Hoist System Operator

**INDUSTRIAL MONETARY PACKAGE BREAKDOWN
OUTSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A2"
GROUP 3**

Schedule "A2" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

GROUP 3	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	39.98	42.39	43.29	44.90	46.57
Vacation and General Holiday Pay (12%)	4.80	5.09	5.20	5.39	5.59
Employer Contributions:					
Union Benefit Plan	2.80	2.85	2.85	2.90	2.95
Union Pension Plan	6.55	6.80	6.80	6.90	7.00
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JA Plan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.80	0.80	0.85	0.85	0.85
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	55.40	58.40	59.46	61.41	63.43

- > Track Excavator (3 yards and up to 5 yards)
- > Shovels, all attachments (up to 7 yards) (Apprentice/Trainee required)
- > Drill Doctors and Steel Sharpeners
- > Refrigeration Mechanics
- > Overhead and Front End Loaders, all types (5 yards and up to 7 yards)
- > Scoop Trams and similar equipment (under 7 yards)
- > Crawler Tractor - D10
- > Telehandler
- > Crawler Tractors in Tandem (one operator)
- > Crawler Tractors (D5, 6, 7, 8 and 9 types)
- > Graders and Motor Patrols
- > HydroVac Operator
- > Mechanical Excavator (Mole)

**INDUSTRIAL MONETARY PACKAGE BREAKDOWN
OUTSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A2"
GROUP 4**

Schedule "A2" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

GROUP 4	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	39.68	42.07	42.97	44.56	46.21
Vacation and General Holiday Pay (12%)	4.76	5.05	5.16	5.35	5.54
Employer Contributions:					
Union Benefit Plan	2.80	2.85	2.85	2.90	2.95
Union Pension Plan	6.55	6.80	6.80	6.90	7.00
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JA Plan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.80	0.80	0.85	0.85	0.85
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	55.06	58.04	59.10	61.03	63.02
<ul style="list-style-type: none"> > Overhead Cranes > Gantry Cranes > Travel Lift Drott 1000 > Tireperson - (vulcanizing experience) > No Joint Concrete Casting Machines and similar types > Mixer Mobiles (Mixer and Hoist Combination) > Concrete Pumps with boom attachment (42 metres in length and over) 					

**INDUSTRIAL MONETARY PACKAGE BREAKDOWN
OUTSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A2"
GROUP 5**

Schedule "A2" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

GROUP 5	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	39.29	41.66	42.54	44.11	45.75
Vacation and General Holiday Pay (12%)	4.71	5.00	5.10	5.29	5.49
Employer Contributions:					
Union Benefit Plan	2.80	2.85	2.85	2.90	2.95
Union Pension Plan	6.55	6.80	6.80	6.90	7.00
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JA Plan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.80	0.80	0.85	0.85	0.85
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	54.62	57.58	58.61	60.52	62.51

- > Ross Carrier
- > Gradalls
- > Rubber Tire Scrapers, all types and sizes when used in tandem (one operator)
- > Rubber Tired Scrapers, all types (30 yards and over)
- > Track Excavator (under 3 yards)
- > Concrete Hopper Rail Car
- > Mobile Concrete Pump with Boom Attachment (under 42 metres in length)
- > Derricks
- > Overhead and Front End Loaders, all types (up to 5 yards)
- > Rigger (Duties of the rigger are to include rigging, welding, and use of cutting torches, signal person and use of hand tools to unbolt or bolt machinery)

**INDUSTRIAL MONETARY PACKAGE BREAKDOWN
OUTSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A2"
GROUP 6**

Schedule "A2" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

GROUP 6	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	38.73	41.05	41.93	43.48	45.10
Vacation and General Holiday Pay (12%)	4.65	4.93	5.03	5.22	5.41
Employer Contributions:					
Union Benefit Plan	2.80	2.85	2.85	2.90	2.95
Union Pension Plan	6.55	6.80	6.80	6.90	7.00
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JA Plan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.80	0.80	0.85	0.85	0.85
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	54.00	56.90	57.93	59.82	61.78

- > Dozer Compactor
- > Trenching Machines (Apprentice/Trainee required)
- > Rubber Tired Scrapers (under 30 yards)
- > Curbing Machine
- > Concrete Spreaders or Finishing Machine Operators (all types and sizes)
- > Drills - Quarry Master, Reich, Bucyrus Erie, Benoto and similar types
- > Screening and Washing Plants (75 yards per hour and over) (Apprentice/Trainee required)
- > Mucking Machines (Conway 101 types)
- > Drills - Exploration (Cable, Core, Rotary, Churn and similar)
- > Stationary Engineer (Chief)
- > Hydraulic Backhoes (Tractor Mounted) (½ yard rated capacity and over)
- > Mechanical Tamping Machines, all types
- > Crusher Operator (Apprentice/Trainee required)
- > Jumbo Form Setter (power driven)
- > Air Tugger
- > Placo Operator
- > Ditch Witch
- > 4, 3, 2, 1 Drum Hoists
- > Construction Material and person Hoist
- > TBM Stationary Engineer (Chief)

**INDUSTRIAL MONETARY PACKAGE BREAKDOWN
OUTSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A2"
GROUP 7**

Schedule "A2" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

GROUP 7	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	38.21	40.50	41.36	42.89	44.48
Vacation and General Holiday Pay (12%)	4.59	4.86	4.96	5.15	5.34
Employer Contributions:					
Union Benefit Plan	2.80	2.85	2.85	2.90	2.95
Union Pension Plan	6.55	6.80	6.80	6.90	7.00
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JA Plan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.80	0.80	0.85	0.85	0.85
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	53.42	56.28	57.29	59.16	61.09

- > Tree Farmer and similar type skidders
- > Concrete Paving Machines (Jaeger and Koehring and similar types)
- > Service Truck Operator
- > Cement Hogs
- > Heavy Duty Greaser and Serviceperson
- > Fuller Kenyon
- > Mucking Machines (Eimco over Model 40)
- > Conveyor Belt and Conveyor Type Loaders (Barber Greene, Kolman and similar types)
- > Tire Serviceperson
- > Hydraulic Slip Form Operator
- > Locomotives (Diesel, Gas, Steam, Electric)
- > Crawler Tractors D3 and D4 types
- > Compressors (1000 cubic feet and over)
- > Hydra Hammers
- > Pumps (6" and over)
- > Compactors - self propelled (other than on Asphalt Paving) (15 tons and over)
- > Stationary Engineers (Shift)
- > Crusher Topperson
- > Concrete Mixer (1 yard and over)
- > Hydraulic Backhoe (Tractor Mounted) (under ½ yard rating)
- > Screening and Washing Plants (portable types) (Apprentice/Trainee required)
- > Line Concrete Pumps

**INDUSTRIAL MONETARY PACKAGE BREAKDOWN
OUTSIDE LOWER MAINLAND/FRASER VALLEY**

**SCHEDULE "A2"
GROUP 8**

Schedule "A2" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

GROUP 8	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Minimum Straight Time Hourly Wage Rate	33.52	35.49	36.24	37.56	38.94
Vacation and General Holiday Pay (12%)	4.02	4.26	4.35	4.51	4.67
Employer Contributions:					
Union Benefit Plan	2.80	2.85	2.85	2.90	2.95
Union Pension Plan	6.55	6.80	6.80	6.90	7.00
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JA Plan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.80	0.80	0.85	0.85	0.85
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Package	48.16	50.67	51.56	53.19	54.88

- > Forklifts, Bullmoose, Hysters, similar type equipment
- > Elevator Operator
- > Skid Steer Loaders - Bobcat and similar type (under 1 yards)
- > Mechanic Electrician Helper
- > Crawler Tractors D2 types, Oliver, Cletrac, Farm Tractors (26 h.p. and under)
- > Oiler
- > Padperson
- > Fireperson
- > Mechanic's Helper
- > Compressor under 1,000 cubic feet
- > Compactors - self propelled (other than on Asphalt Paving) (under 15 tons)
- > Pumps (under 6")
- > Sheep Foot, Wobbly Wheel and similar compactors: Rate to be governed by type of towing equipment
- > Assistant Driller
- > Telehandler

**INDUSTRIAL EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
PROVINCE WIDE**

**SCHEDULE "C"
ALL GROUPS**

Schedule "C" shall apply to all industrial projects province wide.

* Employer Contributions	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Union Benefit Plan	2.80	2.85	2.85	2.90	2.95
* Union Pension Plan	6.55	6.80	6.80	6.90	7.00
CLR Dues	0.13	0.13	0.13	0.13	0.13
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
JA Plan	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01
IUOETA Fund	0.80	0.80	0.85	0.85	0.85
Tool Allowance Fund	0.06	0.06	0.06	0.06	0.06
OE Advancement Fund	0.17	0.17	0.17	0.17	0.17
Total Employer Contributions	10.62	10.92	10.97	11.12	11.27

* Employee Deductions	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Working Dues	0.83	0.86	0.88	0.91	0.95
BCBT Fund	0.10	0.10	0.10	0.10	0.10
Canadian Building Trades	0.01	0.01	0.01	0.01	0.01
Coalition of BC Building Trades	0.02	0.00	0.00	0.00	0.00
Rehabilitation Fund	0.04	0.04	0.04	0.04	0.04
Tool Allowance Fund	n/a	n/a	n/a	n/a	n/a
OE Advancement Fund	n/a	n/a	n/a	n/a	n/a
Total Employee Deductions	1.00	1.01	1.03	1.06	1.10

Total Employer Hourly Remittances	Apr 30, 2023 EXPIRY	May 28, 2023	Oct 29, 2023	Apr 28, 2024	May 4, 2025
Straight Time Hours	11.62	11.93	12.00	12.18	12.37
1.5X Overtime Hours	14.895	15.330	15.400	15.630	15.870
2.0X Overtime Hours	18.17	18.73	18.80	19.08	19.37

* Employer contributions to the Pension Plan are payable on the basis of "hours earned". All other Employer contributions and Employee deductions are payable on the basis of "hours worked".

* Employer contributions to the Pension Plan will be pro-rated for Trainees/Apprentices based on the corresponding percentage of their classification

**INDUSTRIAL RATES OF PAY (CRANES)
PROVINCE WIDE**

**SCHEDULE "B"
CONVENTIONAL AND HYDRAULIC CRANES**

Schedule B shall apply to all industrial projects Province Wide

CRANE OPERATORS	May 1, 2023 (EXPIRY)			May 28, 2023			Oct 29, 2023			Apr 28, 2024			May 4, 2025		
	Wage Rate	Holiday Pay	Total	Wage Rate	Holiday Pay	Total	Wage Rate	Holiday Pay	Total	Wage Rate	Holiday Pay	Total	Wage Rate	Holiday Pay	Total
Group #1 - Crane Operator Rates - Conventional															
Under 20 Ton	45.64	5.48	51.12	48.43	5.81	54.24	49.47	5.94	55.41	51.32	6.16	57.48	53.25	6.39	59.64
20 - 50 Ton	46.50	5.58	52.08	49.35	5.92	55.27	50.41	6.05	56.46	52.30	6.28	58.58	54.27	6.51	60.78
51-99 Ton	46.98	5.64	52.62	49.86	5.98	55.84	50.93	6.11	57.04	52.84	6.34	59.18	54.83	6.58	61.41
100-149 Ton	47.45	5.69	53.14	50.36	6.04	56.40	51.44	6.17	57.61	53.37	6.40	59.77	55.38	6.65	62.03
150-199 Ton	47.94	5.75	53.69	50.88	6.11	56.99	51.97	6.24	58.21	53.92	6.47	60.39	55.95	6.71	62.66
200-249 Ton	48.43	5.81	54.24	51.41	6.17	57.58	52.51	6.30	58.81	54.49	6.54	61.03	56.55	6.79	63.34
250-299 Ton	48.87	5.86	54.73	51.87	6.22	58.09	52.98	6.36	59.34	54.97	6.60	61.57	57.04	6.84	63.88
300-349 Ton	50.50	6.06	56.56	53.61	6.43	60.04	54.76	6.57	61.33	56.83	6.82	63.65	58.98	7.08	66.06
350-399 Ton	52.13	6.26	58.39	55.35	6.64	61.99	56.54	6.78	63.32	58.68	7.04	65.72	60.90	7.31	68.21
400-449 Ton	53.73	6.45	60.18	57.06	6.85	63.91	58.29	6.99	65.28	60.50	7.26	67.76	62.80	7.54	70.34
450-499 Ton	55.34	6.64	61.98	58.78	7.05	65.83	60.05	7.21	67.26	62.33	7.48	69.81	64.70	7.76	72.46
Group #2 - Crane Operator Rates - Hydraulic															
Under 20 Ton	44.58	5.35	49.93	47.30	5.68	52.98	48.31	5.80	54.11	50.12	6.01	56.13	52.00	6.24	58.24
20 - 50 Ton	45.46	5.46	50.92	48.24	5.79	54.03	49.27	5.91	55.18	51.12	6.13	57.25	53.04	6.36	59.40
51-99 Ton	45.93	5.51	51.44	48.74	5.85	54.59	49.78	5.97	55.75	51.65	6.20	57.85	53.59	6.43	60.02
100-149 Ton	46.42	5.57	51.99	49.26	5.91	55.17	50.31	6.04	56.35	52.20	6.26	58.46	54.16	6.50	60.66
150-199 Ton	46.90	5.63	52.53	49.77	5.97	55.74	50.84	6.10	56.94	52.75	6.33	59.08	54.74	6.57	61.31
200-249 Ton	47.70	5.72	53.42	50.63	6.08	56.71	51.72	6.21	57.93	53.66	6.44	60.10	55.68	6.68	62.36
250-299 Ton	48.50	5.82	54.32	51.48	6.18	57.66	52.58	6.31	58.89	54.56	6.55	61.11	56.62	6.79	63.41
300-349 Ton	50.10	6.01	56.11	53.19	6.38	59.57	54.33	6.52	60.85	56.38	6.77	63.15	58.51	7.02	65.53
350-399 Ton	51.67	6.20	57.87	54.86	6.58	61.44	56.04	6.72	62.76	58.16	6.98	65.14	60.36	7.24	67.60
400-449 Ton	53.27	6.39	59.66	56.57	6.79	63.36	57.79	6.93	64.72	59.98	7.20	67.18	62.26	7.47	69.73
450-499 Ton	54.86	6.58	61.44	58.27	6.99	65.26	59.53	7.14	66.67	61.79	7.41	69.20	64.14	7.70	71.84
Other Classifications															
Tower Cranes															
1. Over 10 Ton	45.70	5.48	51.18	48.49	5.82	54.31	49.53	5.94	55.47	51.39	6.17	57.56	53.32	6.40	59.72
2. Under 10 Ton	45.24	5.43	50.67	48.00	5.76	53.76	49.03	5.88	54.91	50.87	6.10	56.97	52.78	6.33	59.11
Kangaroo 1500	45.70	5.48	51.18	48.49	5.82	54.31	49.53	5.94	55.47	51.39	6.17	57.56	53.32	6.40	59.72
Kangaroo 750	45.24	5.43	50.67	48.00	5.76	53.76	49.03	5.88	54.91	50.87	6.10	56.97	52.78	6.33	59.11

1. Crane Premium: On all cranes over 499 tons, the hourly rate shall be increased by two cents (\$0.02) for each ton.
2. Luffing Tower Crane Over 10 Ton: An Operator required to operate with boom length over 40 metres shall have their regular hourly rate increased by one dollar and twenty-five cents (\$1.25) per hour.

CRAFT PLASTERERS
 MINIMUM STRAIGHT TIME HOURLY WAGE RATES BREAKDOWN OF MONETARY PACKAGE

SCHEDULE "A3.3"
 INDUSTRIAL

Schedule "A3.3" shall apply to the LNG Canada Project ONLY

LNG Canada Project ONLY

Effective April 28, 2024

<u>Employee Classifications:</u>	%	Base Rate	VP/SHP 12%	Benefit Plan	RRSP	CAF	Adv. Fund	AWCC	CIRP	JA Plan	BCBCBTU	D&A Society	Total Monetary Package
Journeyman													
Crew Leader (CL)	115%	\$59.86	\$7.18	\$2.55	\$3.77	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$73.75
Certified (CJP)	100%	\$52.05	\$6.25	\$2.55	\$3.77	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$65.01
Plasterer Apprentice or Uncertified Plasterer (UP)													
6th Term or Level 6	95%	\$49.45	\$5.93	\$2.55	\$3.39	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$61.71
5th Term or Level 5	90%	\$46.85	\$5.62	\$2.55	\$3.39	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$58.80
4th Term or Level 4	85%	\$44.24	\$5.31	\$2.55	\$3.39	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$55.88
3rd Term or Level 3	80%	\$41.64	\$5.00	\$2.55	\$3.39	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$52.97
2nd Term or Level 2	75%	\$39.04	\$4.68	\$2.55	\$3.39	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$50.05
1st Term or Level 1	70%	\$36.44	\$4.37	\$2.55	\$3.39	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$47.14
Pre-Apprentice	45%	\$23.42	\$2.81	n/a	n/a	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$26.62

CRAFT PLASTERERS

SCHEDULE "A1.3"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES BREAKDOWN OF MONETARY PACKAGE

INDUSTRIAL

Schedule "A1.3" shall apply to all industrial projects located inside the Lower Mainland/Fraser Valley

"Inside" Lower Mainland/Fraser Valley

Effective April 28, 2024

<u>Employee Classifications:</u>	%	Base Rate	VP/SHP 12%	Benefit Plan	RRSP	CAF	Adv. Fund	AWCC	CIRP	JA Plan	BCBCBTU	D&A Society	Total Monetary Package
Journey person													
Crew Leader (CL)	115%	\$54.76	\$6.57	\$2.55	\$3.77	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$68.04
Certified (CJP)	100%	\$47.62	\$5.71	\$2.55	\$3.77	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$60.04
Plasterer Apprentice or Uncertified Plasterer (UP)													
6th Term or Level 6	95%	\$45.24	\$5.43	\$2.55	\$3.39	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$57.00
5th Term or Level 5	90%	\$42.86	\$5.14	\$2.55	\$3.39	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$54.33
4th Term or Level 4	85%	\$40.48	\$4.86	\$2.55	\$3.39	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$51.67
3rd Term or Level 3	80%	\$38.10	\$4.57	\$2.55	\$3.39	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$49.00
2nd Term or Level 2	75%	\$35.72	\$4.29	\$2.55	\$3.39	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$46.34
1st Term or Level 1	70%	\$33.33	\$4.00	\$2.55	\$3.39	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$43.66
Pre-Apprentice	45%	\$21.43	\$2.57	n/a	n/a	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$24.39

CRAFT PLASTERERS
 MINIMUM STRAIGHT TIME HOURLY WAGE RATES BREAKDOWN OF MONETARY PACKAGE

SCHEDULE "A2.3"
 INDUSTRIAL

Schedule "A2.3" shall apply to all industrial projects located outside the Lower Mainland/Fraser Valley

"Outside" Lower Mainland/Fraser Valley **Effective April 28, 2024**

<u>Employee Classifications:</u>	%	Base Rate	VP/SHP 12%	Benefit Plan	RRSP	CAF	Adv. Fund	AWCC	CIRP	JA Plan	BCBCBTU	D&A Society	Total Monetary Package
Journey person													
Crew Leader (CL)	115%	\$53.45	\$6.41	\$2.55	\$3.77	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$66.57
Certified (CJP)	100%	\$46.48	\$5.58	\$2.55	\$3.77	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$58.77
Plasterer Apprentice or Uncertified Plasterer (UP)													
6th Term or Level 6	95%	\$44.15	\$5.30	\$2.55	\$3.39	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$55.78
5th Term or Level 5	90%	\$41.83	\$5.02	\$2.55	\$3.39	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$53.18
4th Term or Level 4	85%	\$39.51	\$4.74	\$2.55	\$3.39	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$50.58
3rd Term or Level 3	80%	\$37.18	\$4.46	\$2.55	\$3.39	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$47.97
2nd Term or Level 2	75%	\$34.86	\$4.18	\$2.55	\$3.39	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$45.37
1st Term or Level 1	70%	\$32.53	\$3.90	\$2.55	\$3.39	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$42.76
Pre-Apprentice	45%	\$20.91	\$2.51	n/a	n/a	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$23.81

CRAFT PLASTERERS
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

SCHEDULE "B1.3"
INDUSTRIAL

Schedule "B1.3" shall apply to industrial projects located inside the Lower Mainland/Fraser Valley

"Inside" Lower Mainland/Fraser Valley

Effective April 28, 2024

		Employee Classifications								
<u>Employer Contributions:</u>		CL	CJP	6	5	4	3	2	1	PA
*Cement Masons' Welfare Trust Fund		\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	n/a
*Group RRSP		\$3.77	\$3.77	\$3.39	\$3.39	\$3.39	\$3.39	\$3.39	\$3.39	n/a
† Contract Administration Fund		\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
† OPCMIA Plasterers Advancement Fund		\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
† AWCC Promotion Fund		\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
† Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
† JA Plan		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
† BCBCBTU		\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
† D&A Society		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Total Employer Contributions		\$6.71	\$6.71	\$6.33	\$6.33	\$6.33	\$6.33	\$6.33	\$6.33	\$0.39
<u>Employee Deductions:</u>		CL	CJP	6	5	4	3	2	1	PA
*Field Dues (Local + International)		\$1.80	\$1.80	\$1.56	\$1.56	\$1.56	\$1.56	\$1.56	\$1.56	\$0.72
*BCYT		\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
*Canadian Building Trades		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
† Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
Total Employee Deductions		\$1.95	\$1.95	\$1.71	\$1.71	\$1.71	\$1.71	\$1.71	\$1.71	\$0.87
Total Hourly Remittance	ST	\$8.66	\$8.66	\$8.04	\$8.04	\$8.04	\$8.04	\$8.04	\$8.04	\$1.26
	1.5X OT	\$12.775	\$12.775	\$11.845	\$11.845	\$11.845	\$11.845	\$11.845	\$11.845	\$1.675
	2X OT	\$16.89	\$16.89	\$15.65	\$15.65	\$15.65	\$15.65	\$15.65	\$15.65	\$2.09

* Employer contributions and employee deductions which are calculated on the basis of "hours earned".

† Employer contributions and employee deductions which are calculated on the basis of "hours worked".

CRAFT PLASTERERS
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

SCHEDULE "B2.3"
INDUSTRIAL

Schedule "B2.3" shall apply to industrial projects located outside the Lower Mainland/Fraser Valley

"Outside" Lower Mainland/Fraser Valley

Effective April 28, 2024

		Employee Classifications								
Employer Contributions:		CL	CJP	6	5	4	3	2	1	PA
*Cement Masons' Welfare Trust Fund		\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	n/a
*Group RRSP		\$3.77	\$3.77	\$3.39	\$3.39	\$3.39	\$3.39	\$3.39	\$3.39	n/a
† Contract Administration Fund		\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
† OPCMIA Plasterers Advancement Fund		\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
† AWCC Promotion Fund		\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
† Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
† JA Plan		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
† BCBCBTU		\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
† D&A Society		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Total Employer Contributions		\$6.71	\$6.71	\$6.33	\$6.33	\$6.33	\$6.33	\$6.33	\$6.33	\$0.39
Employee Deductions:		CL	CJP	6	5	4	3	2	1	PA
*Field Dues (Local + International)		\$1.77	\$1.77	\$1.53	\$1.53	\$1.53	\$1.53	\$1.53	\$1.53	\$0.72
*BCYT		\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
*Canadian Building Trades		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
† Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
Total Employee Deductions		\$1.92	\$1.92	\$1.68	\$1.68	\$1.68	\$1.68	\$1.68	\$1.68	\$0.87
Total Hourly Remittance	ST	\$8.63	\$8.63	\$8.01	\$8.01	\$8.01	\$8.01	\$8.01	\$8.01	\$1.26
	1.5X OT	\$12.730	\$12.730	\$11.800	\$11.800	\$11.800	\$11.800	\$11.800	\$11.800	\$1.675
	2X OT	\$16.83	\$16.83	\$15.59	\$15.59	\$15.59	\$15.59	\$15.59	\$15.59	\$2.09

* Employer contributions and employee deductions which are calculated on the basis of "hours earned".

† Employer contributions and employee deductions which are calculated on the basis of "hours worked".

CRAFT PLASTERERS
 MINIMUM STRAIGHT TIME HOURLY WAGE RATES BREAKDOWN OF MONETARY PACKAGE

SCHEDULE "A1.3"
 COMMERCIAL/INSTITUTIONAL

Schedule "A1.3" shall apply to all commercial/institutional projects located inside the Lower Mainland/Fraser Valley

"Inside" Lower Mainland/Fraser Valley **Effective April 28, 2024**

<u>Employee Classifications:</u>	%	Base Rate	VP/SHP 8%	Benefit Plan	RRSP	CAF	Adv. Fund	AWCC	CIRP	JA Plan	BCBCBTU	D&A Society	Total Monetary Package
Journey person													
Crew Leader (CL)	115%	\$46.56	\$3.72	\$2.55	\$3.00	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$56.22
Certified (CJP)	100%	\$40.49	\$3.24	\$2.55	\$3.00	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$49.67
Plasterer Apprentice or Uncertified Plasterer (UP)													
6th Term or Level 6	95%	\$38.46	\$3.08	\$2.55	\$2.10	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$46.58
5th Term or Level 5	90%	\$36.44	\$2.92	\$2.55	\$2.10	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$44.40
4th Term or Level 4	85%	\$34.41	\$2.75	\$2.55	\$2.10	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$42.20
3rd Term or Level 3	80%	\$32.39	\$2.59	\$2.55	\$2.10	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$40.02
2nd Term or Level 2	75%	\$30.36	\$2.43	\$2.55	\$2.10	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$37.83
1st Term or Level 1	70%	\$28.34	\$2.27	\$2.55	\$2.10	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$35.65
Pre-Apprentice	45%	\$18.22	\$1.46	n/a	n/a	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$20.07

CRAFT PLASTERERS
 MINIMUM STRAIGHT TIME HOURLY WAGE RATES BREAKDOWN OF MONETARY PACKAGE

SCHEDULE "A2.3"
 COMMERCIAL/INSTITUTIONAL

Schedule "A2.3" shall apply to all commercial/institutional projects located outside the Lower Mainland/Fraser Valley

"Outside" Lower Mainland/Fraser Valley **Effective April 28, 2024**

<u>Employee Classifications:</u>	%	Base Rate	VP/SHP 8%	Benefit Plan	RRSP	CAF	Adv. Fund	AWCC	CIRP	JA Plan	BCBCBTU	D&A Society	Total Monetary Package
Journey person													
Crew Leader (CL)	115%	\$45.25	\$3.62	\$2.55	\$3.00	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$54.81
Certified (CJP)	100%	\$39.35	\$3.15	\$2.55	\$3.00	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$48.44
Plasterer Apprentice or Uncertified Plasterer (UP)													
6th Term or Level 6	95%	\$37.38	\$2.99	\$2.55	\$2.10	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$45.41
5th Term or Level 5	90%	\$35.41	\$2.83	\$2.55	\$2.10	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$43.28
4th Term or Level 4	85%	\$33.45	\$2.68	\$2.55	\$2.10	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$41.17
3rd Term or Level 3	80%	\$31.48	\$2.52	\$2.55	\$2.10	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$39.04
2nd Term or Level 2	75%	\$29.51	\$2.36	\$2.55	\$2.10	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$36.91
1st Term or Level 1	70%	\$27.54	\$2.20	\$2.55	\$2.10	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$34.78
Pre-Apprentice	45%	\$17.71	\$1.42	n/a	n/a	\$0.13	\$0.10	\$0.05	\$0.04	\$0.01	\$0.05	\$0.01	\$19.52

CRAFT PLASTERERS
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

SCHEDULE "B1.3"
COMMERCIAL/INSTITUTIONAL

Schedule "B1.3" shall apply to commercial/institutional projects located inside the Lower Mainland/Fraser Valley

"Inside" Lower Mainland/Fraser Valley

Effective April 28, 2024

	Employee Classifications								
<u>Employer Contributions:</u>	CL	CJP	6	5	4	3	2	1	PA
Cement Masons' Welfare Trust Fund	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	n/a
Group RRSP	\$3.00	\$3.00	\$2.10	\$2.10	\$2.10	\$2.10	\$2.10	\$2.10	n/a
Contract Administration Fund	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
OPCMIA Plasterers Advancement Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
AWCC Promotion Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
Rehabilitation Plan	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
JA Plan	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
D&A Society	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
* Total Employer Contributions	\$5.94	\$5.94	\$5.04	\$5.04	\$5.04	\$5.04	\$5.04	\$5.04	\$0.39
<u>Employee Deductions:</u>	CL	CJP	6	5	4	3	2	1	PA
Field Dues (Local + International)	\$1.50	\$1.50	\$1.26	\$1.26	\$1.26	\$1.26	\$1.26	\$1.26	\$0.60
BCYT	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Canadian Building Trades	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Rehabilitation Plan	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
* Total Employee Deductions	\$1.65	\$1.65	\$1.41	\$1.41	\$1.41	\$1.41	\$1.41	\$1.41	\$0.75
* Total Hourly Remittance	\$7.59	\$7.59	\$6.45	\$6.45	\$6.45	\$6.45	\$6.45	\$6.45	\$1.14

* All Employer contributions and employee deductions shall be calculated on the basis of "hours worked".

CRAFT PLASTERERS

SCHEDULE "B2.3"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

COMMERCIAL/INSTITUTIONAL

Schedule "B2.3" shall apply to commercial/institutional projects located outside the Lower Mainland/Fraser Valley

"Outside" Lower Mainland/Fraser Valley

Effective April 28, 2024

	Employee Classifications								
<u>Employer Contributions:</u>	CL	CJP	6	5	4	3	2	1	PA
Cement Masons' Welfare Trust Fund	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	\$2.55	n/a
Group RRSP	\$3.00	\$3.00	\$2.10	\$2.10	\$2.10	\$2.10	\$2.10	\$2.10	n/a
Contract Administration Fund	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
OPCMIA Plasterers Advancement Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
AWCC Promotion Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
Rehabilitation Plan	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
JA Plan	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
D&A Society	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
* Total Employer Contributions	\$5.94	\$5.94	\$5.04	\$5.04	\$5.04	\$5.04	\$5.04	\$5.04	\$0.39
<u>Employee Deductions:</u>	CL	CJP	6	5	4	3	2	1	PA
Field Dues (Local + International)	\$1.44	\$1.44	\$1.23	\$1.23	\$1.23	\$1.23	\$1.23	\$1.23	\$0.60
BCYT	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Canadian Building Trades	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Rehabilitation Plan	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
* Total Employee Deductions	\$1.59	\$1.59	\$1.38	\$1.38	\$1.38	\$1.38	\$1.38	\$1.38	\$0.75
* Total Hourly Remittance	\$7.53	\$7.53	\$6.42	\$6.42	\$6.42	\$6.42	\$6.42	\$6.42	\$1.14

* All Employer contributions and employee deductions shall be calculated on the basis of "hours worked".

SCHEDULE "A1.3"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE
COMMERCIAL/INSTITUTIONAL - NEW CONSTRUCTION (EXCLUDING NORTHERN BC)

Schedule "A1.3" shall apply to all commercial and institutional new construction projects, except those located in Northern BC.

New Construction Projects - Excluding Northern BC

Effective April 28, 2024

Employee Classifications:	%	Base Rate	Employer Contributions										Total Package
			VP/SHP 10%	Benefit Plan	Pension Plan	JTS	CAF	MPDA	CIRP	JA Plan	BCBCBTU	D&A Policy	
"A" Foreperson	112%	41.89	4.19	2.02	3.25	1.085	0.13	0.10	0.04	0.01	0.05	0.01	52.775
"B" Foreperson	\$2.00	39.40	3.94	2.02	3.25	1.085	0.13	0.10	0.04	0.01	0.05	0.01	50.035
Certified (CJP)	100%	37.40	3.74	2.02	3.25	1.085	0.13	0.10	0.04	0.01	0.05	0.01	47.835
7 th Term Apprentice	85%	31.79	3.18	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	38.415
6 th Term Apprentice	80%	29.92	2.99	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	36.355
5 th Term Apprentice	75%	28.05	2.81	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	34.305
4 th Term Apprentice	70%	26.18	2.62	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	32.245
3 rd Term Apprentice	65%	24.31	2.43	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	30.185
2 nd Term Apprentice	60%	22.44	2.24	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	28.125
1 st Term Apprentice	55%	20.57	2.06	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	26.075
Uncertified Painter Level 7	85%	31.79	3.18	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	37.380
Uncertified Painter Level 6	80%	29.92	2.99	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	35.320
Uncertified Painter Level 5	75%	28.05	2.81	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	33.270
Uncertified Painter Level 4	70%	26.18	2.62	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	31.210
Uncertified Painter Level 3	65%	24.31	2.43	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	29.150
Uncertified Painter Level 2	60%	22.44	2.24	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	27.090
Uncertified Painter Level 1	55%	20.57	2.06	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	25.040
Pre-Apprentice ¹	45%	17.40	1.22	0.54	n/a	n/a	0.13	0.10	0.04	0.01	0.05	0.01	19.500

1.Pre-Apprentice Rate is greater of 45% or the BC Minimum Wage. Pre-Apprentices Vac/HP = 7%

SCHEDULE "A2.3"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE
COMMERCIAL/INSTITUTIONAL - NEW CONSTRUCTION (NORTHERN BC)

Schedule "A2.3" shall apply to all commercial and institutional new construction projects located in Northern BC.

New Construction Projects - Northern BC

Effective April 28, 2024

Employee Classifications:	%	Base Rate	Employer Contributions										Total Package
			VP/SHP 10%	Benefit Plan	Pension Plan	JTS	CAF	MPDA	CIRP	JA Plan	BCBCBTU	D&A Policy	
"A" Foreperson	112%	42.65	4.27	2.02	3.25	1.085	0.13	0.10	0.04	0.01	0.05	0.01	53.615
"B" Foreperson	\$2.00	40.08	4.01	2.02	3.25	1.085	0.13	0.10	0.04	0.01	0.05	0.01	50.785
Certified (CJP)	100%	38.08	3.81	2.02	3.25	1.085	0.13	0.10	0.04	0.01	0.05	0.01	48.585
7 th Term Apprentice	85%	32.37	3.24	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	39.055
6 th Term Apprentice	80%	30.46	3.05	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	36.955
5 th Term Apprentice	75%	28.56	2.86	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	34.865
4 th Term Apprentice	70%	26.66	2.67	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	32.775
3 rd Term Apprentice	65%	24.75	2.48	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	30.675
2 nd Term Apprentice	60%	22.85	2.29	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	28.585
1 st Term Apprentice	55%	20.94	2.09	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	26.475
Uncertified Painter Level 7	85%	32.37	3.24	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	38.020
Uncertified Painter Level 6	80%	30.46	3.05	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	35.920
Uncertified Painter Level 5	75%	28.56	2.86	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	33.830
Uncertified Painter Level 4	70%	26.66	2.67	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	31.740
Uncertified Painter Level 3	65%	24.75	2.48	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	29.640
Uncertified Painter Level 2	60%	22.85	2.29	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	27.550
Uncertified Painter Level 1	55%	20.94	2.09	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	25.440
Pre-Apprentice ¹	45%	17.40	1.22	0.54	n/a	n/a	0.13	0.10	0.04	0.01	0.05	0.01	19.500

1.Pre-Apprentice Rate is greater of 45% or the BC Minimum Wage.

SCHEDULE "B1.3"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE
COMMERCIAL/INSTITUTIONAL - REPAINT CONSTRUCTION (EXCLUDING NORTHERN BC)

Schedule "B1.3" shall apply to all commercial and institutional repaint construction projects, except those located in Northern BC.

Repaint Construction Projects - Excluding Northern BC

Effective April 28, 2024

Employee Classifications:	%	Base Rate	Employer Contributions										Total Package
			VP/SHP 10%	Benefit Plan	Pension Plan	JTS	CAF	MPDA	CIRP	JA Plan	BCBCBTU	D&A Policy	
"A" Foreperson	112%	39.38	3.94	2.02	3.25	1.085	0.13	0.10	0.04	0.01	0.05	0.01	50.015
"B" Foreperson	125%	27.16	3.72	2.02	3.25	1.085	0.13	0.10	0.04	0.01	0.05	0.01	47.575
Certified (CJP)	100%	35.16	3.52	2.02	3.25	1.085	0.13	0.10	0.04	0.01	0.05	0.01	45.375
7 th Term Apprentice	85%	29.89	2.99	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	36.325
6 th Term Apprentice	80%	28.13	2.81	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	34.385
5 th Term Apprentice	75%	26.37	2.64	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	32.455
4 th Term Apprentice	70%	24.61	2.46	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	30.515
3 rd Term Apprentice	65%	22.85	2.29	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	28.585
2 nd Term Apprentice	60%	21.10	2.11	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	26.655
1 st Term Apprentice	55%	19.34	1.93	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	24.715
Uncertified Painter Level 7	85%	29.89	2.99	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	35.290
Uncertified Painter Level 6	80%	28.13	2.81	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	33.350
Uncertified Painter Level 5	75%	26.37	2.64	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	31.420
Uncertified Painter Level 4	70%	24.61	2.46	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	29.480
Uncertified Painter Level 3	65%	22.85	2.29	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	27.550
Uncertified Painter Level 2	60%	21.10	2.11	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	25.620
Uncertified Painter Level 1	55%	19.34	1.93	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	23.680
Pre-Apprentice ¹	45%	17.40	1.22	0.54	n/a	n/a	0.13	0.10	0.04	0.01	0.05	0.01	19.500

1.Pre-Apprentice Rate is greater of 45% or the BC Minimum Wage.

SCHEDULE "B2.3"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE
COMMERCIAL/INSTITUTIONAL - REPAINT CONSTRUCTION (NORTHERN BC)

Schedule "B2.3" shall apply to all commercial and institutional repaint construction projects located in Northern BC.

Repaint Construction Projects - Northern BC

Effective April 28, 2024

Employee Classifications:	%	Base Rate	Employer Contributions										Total Package
			VP/SHP 10%	Benefit Plan	Pension Plan	JTS	CAF	MPDA	CIRP	JA Plan	BCBCBTU	D&A Policy	
"A" Foreperson	112%	40.13	4.01	2.02	3.25	1.085	0.13	0.10	0.04	0.01	0.05	0.01	50.835
"B" Foreperson	100%	38.83	3.18	2.02	3.25	1.085	0.13	0.10	0.04	0.01	0.05	0.01	48.305
Certified (CJP)	100%	35.83	3.58	2.02	3.25	1.085	0.13	0.10	0.04	0.01	0.05	0.01	46.105
6 th Term Apprentice	85%	30.46	3.05	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	36.955
6 th Term Apprentice	80%	28.66	2.87	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	34.975
5 th Term Apprentice	75%	26.87	2.69	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	33.005
4 th Term Apprentice	70%	25.08	2.51	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	31.035
3 rd Term Apprentice	65%	23.29	2.33	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	29.065
2 nd Term Apprentice	60%	21.50	2.15	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	27.095
1 st Term Apprentice	55%	19.71	1.97	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	25.125
Uncertified Painter Level 6	85%	30.46	3.05	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	35.920
Uncertified Painter Level 6	80%	28.66	2.87	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	33.940
Uncertified Painter Level 5	75%	26.87	2.69	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	31.970
Uncertified Painter Level 4	70%	25.08	2.51	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	30.000
Uncertified Painter Level 3	65%	23.29	2.33	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	28.030
Uncertified Painter Level 2	60%	21.50	2.15	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	26.060
Uncertified Painter Level 1	55%	19.71	1.97	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	24.090
Pre-Apprentice ¹	45%	17.40	1.22	0.54	n/a	n/a	0.13	0.10	0.04	0.01	0.05	0.01	15.830

1.Pre-Apprentice Rate is greater of 45% or the BC Minimum Wage.

SCHEDULE "C1.3"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
COMMERCIAL/INSTITUTIONAL - NEW CONSTRUCTION (EXCLUDING NORTHERN BC)

Schedule "C1.3" shall apply to all commercial and institutional new construction projects, except those located in Northern BC.

New Construction Projects - Excluding Northern BC

Effective April 28, 2024

	Employer Contributions										Employee Deductions										
	Benefit Plan	Pension Plan	JTS	CAF	MPDA	CIRP	JA Plan	BCBCBTU	D&A Policy	Hourly Paid	Dues 2.2%	FIAF ¹ 3.5%	BCYT	DC 38 Org Fund	CIRP	App Trade School	IUPAT Admin Dues (Int'l)	Total Hourly Deducted	Weekly Maximum FIAF Deduction ¹	Basic Monthly Dues	Total Hourly Remitted
Foreperson																					
"A"	2.02	3.25	1.085	0.13	0.10	0.04	0.01	0.05	0.01	6.695	0.823	1.309	0.05	0.04	0.04	n/a	0.10	2.362	52.36	33.00	9.057
"B"	2.02	3.25	1.085	0.13	0.10	0.04	0.01	0.05	0.01	6.695	0.823	1.309	0.05	0.04	0.04	n/a	0.10	2.362	52.36	33.00	9.057
Journeyman																					
CJP	2.02	3.25	1.085	0.13	0.10	0.04	0.01	0.05	0.01	6.695	0.823	1.309	0.05	0.04	0.04	n/a	0.10	2.362	52.36	33.00	9.057
Apprentice																					
7 th Term	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	3.445	0.699	1.113	0.05	0.04	0.04	1.00	0.10	3.042	44.52	33.00	6.487
6 th Term	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	3.445	0.658	1.047	0.05	0.04	0.04	1.00	0.10	2.935	41.88	33.00	6.380
5 th Term	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	3.445	0.617	0.982	0.05	0.04	0.04	1.00	0.10	2.829	39.28	33.00	6.274
4 th Term	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	3.445	0.576	0.916	0.05	0.04	0.04	1.00	0.10	2.722	36.64	33.00	6.167
3 th Term	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	3.445	0.535	0.851	0.05	0.04	0.04	1.00	0.10	2.616	34.04	33.00	6.061
2 th Term	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	3.445	0.494	0.785	0.05	0.04	0.04	1.00	0.10	2.509	31.40	33.00	5.954
1 th Term	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	3.445	0.453	0.720	0.05	0.04	0.04	1.00	0.10	2.403	28.80	33.00	5.848
Uncertified Painter																					
Level 7	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	2.410	0.699	n/a	n/a	0.04	0.04	n/a	0.10	0.879	n/a	33.00	3.289
Level 6	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	2.410	0.658	n/a	n/a	0.04	0.04	n/a	0.10	0.838	n/a	33.00	3.248
Level 5	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	2.410	0.617	n/a	n/a	0.04	0.04	n/a	0.10	0.797	n/a	33.00	3.207
Level 4	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	2.410	0.576	n/a	n/a	0.04	0.04	n/a	0.10	0.756	n/a	33.00	3.166
Level 3	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	2.410	0.535	n/a	n/a	0.04	0.04	n/a	0.10	0.715	n/a	33.00	3.125
Level 2	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	2.410	0.494	n/a	n/a	0.04	0.04	n/a	0.10	0.674	n/a	33.00	3.084
Level 1	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	2.410	0.453	n/a	n/a	0.04	0.04	n/a	0.10	0.633	n/a	33.00	3.043
Pre-Apprenti	0.54	n/a	n/a	0.13	0.10	0.04	0.01	0.05	0.01	0.880	0.383	n/a	n/a	n/a	0.04	n/a	0.10	0.523	n/a	33.00	1.403

1. FIAF Based on Hours Earned to a **MAXIMUM of 40 hours per week.**

All Employer contributions and employee deductions other than FIAF shall be calculated on the basis of "hours worked".

SCHEDULE "C2.3"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
COMMERCIAL/INSTITUTIONAL - NEW CONSTRUCTION (NORTHERN BC)

Schedule "C2.3" shall apply to all commercial and institutional new construction projects located in Northern BC.

New Construction Projects - Northern BC

Effective April 28, 2024

	Employer Contributions										Employee Deductions										
	Benefit Plan	Pension Plan	JTS	CAF	MPDA	CIRP	JA Plan	BCBCBTU	D&A Policy	Hourly Paid	Dues 2.2%	FIAF ¹ 3.5%	BCYT	DC 38 Org Fund	CIRP	App Trade School	IUPAT Admin Dues (Int'l)	Total Hourly Deducted	Weekly Maximum FIAF Deduction ¹	Basic Monthly Dues	Total Hourly Remitted
Foreperson																					
"A"	2.02	3.25	1.085	0.13	0.10	0.04	0.01	0.05	0.01	6.695	0.838	1.333	0.05	0.04	0.04	n/a	0.10	2.401	53.32	33.00	9.096
"B"	2.02	3.25	1.085	0.13	0.10	0.04	0.01	0.05	0.01	6.695	0.838	1.333	0.05	0.04	0.04	n/a	0.10	2.401	53.32	33.00	9.096
Journeyman																					
CJP	2.02	3.25	1.085	0.13	0.10	0.04	0.01	0.05	0.01	6.695	0.838	1.333	0.05	0.04	0.04	n/a	0.10	2.401	53.32	33.00	9.096
Apprentice																					
7 th Term	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	3.445	0.712	1.133	0.05	0.04	0.04	1.00	0.10	3.075	45.32	33.00	6.520
6 th Term	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	3.445	0.670	1.066	0.05	0.04	0.04	1.00	0.10	2.966	42.64	33.00	6.411
5 th Term	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	3.445	0.628	1.000	0.05	0.04	0.04	1.00	0.10	2.858	40.00	33.00	6.303
4 th Term	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	3.445	0.587	0.933	0.05	0.04	0.04	1.00	0.10	2.750	37.32	33.00	6.195
3 th Term	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	3.445	0.545	0.866	0.05	0.04	0.04	1.00	0.10	2.641	34.64	33.00	6.086
2 th Term	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	3.445	0.503	0.800	0.05	0.04	0.04	1.00	0.10	2.533	32.00	33.00	5.978
1 th Term	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	3.445	0.461	0.733	0.05	0.04	0.04	1.00	0.10	2.424	29.32	33.00	5.869
Uncertified Painter																					
Level 7	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	2.410	0.712	n/a	n/a	0.04	0.04	n/a	0.10	0.892	n/a	33.00	3.302
Level 6	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	2.410	0.670	n/a	n/a	0.04	0.04	n/a	0.10	0.850	n/a	33.00	3.260
Level 5	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	2.410	0.628	n/a	n/a	0.04	0.04	n/a	0.10	0.808	n/a	33.00	3.218
Level 4	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	2.410	0.587	n/a	n/a	0.04	0.04	n/a	0.10	0.767	n/a	33.00	3.177
Level 3	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	2.410	0.545	n/a	n/a	0.04	0.04	n/a	0.10	0.725	n/a	33.00	3.135
Level 2	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	2.410	0.503	n/a	n/a	0.04	0.04	n/a	0.10	0.683	n/a	33.00	3.093
Level 1	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	2.410	0.461	n/a	n/a	0.04	0.04	n/a	0.10	0.641	n/a	33.00	3.051
Pre-Apprenti	0.54	n/a	n/a	0.13	0.10	0.04	0.01	0.05	0.01	0.880	0.383	n/a	n/a	n/a	0.04	n/a	0.10	0.523	n/a	33.00	1.403

1. FIAF Based on Hours Earned to a **MAXIMUM of 40 hours per week.**

All Employer contributions and employee deductions other than FIAF shall be calculated on the basis of "hours worked".

SCHEDULE "D1.3"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
COMMERCIAL/INSTITUTIONAL - REPAINT CONSTRUCTION (EXCLUDING NORTHERN BC)

Schedule "D1.3" shall apply to all commercial and institutional repaint construction projects, except those located in Northern BC.

Repaint Construction Projects - Excluding Northern BC

Effective April 28, 2024

	Employer Contributions										Employee Deductions										
	Benefit Plan	Pension Plan	JTS	CAF	MPDA	CIRP	JA Plan	BCBCBTU	D&A Policy	Hourly Paid	Dues 2.2%	FIAF ¹ 3.5%	BCYT	DC 38 Org Fund	CIRP	App Trade School	IUPAT Admin Dues (Int'l)	Total Hourly Deducted	Weekly Maximum FIAF Deduction ¹	Basic Monthly Dues	Total Hourly Remitted
Foreperson																					
"A"	2.02	3.25	1.085	0.13	0.10	0.04	0.01	0.05	0.01	6.695	0.774	1.231	0.05	0.04	0.04	n/a	0.10	2.235	49.24	33.00	8.930
"B"	2.02	3.25	1.085	0.13	0.10	0.04	0.01	0.05	0.01	6.695	0.774	1.231	0.05	0.04	0.04	n/a	0.10	2.235	49.24	33.00	8.930
Journeyman																					
CJP	2.02	3.25	1.085	0.13	0.10	0.04	0.01	0.05	0.01	6.695	0.774	1.231	0.05	0.04	0.04	n/a	0.10	2.235	49.24	33.00	8.930
Apprentice																					
7 th Term	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	3.445	0.619	0.985	0.05	0.04	0.04	1.00	0.10	1.934	41.84	33.00	6.379
6 th Term	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	3.445	0.619	0.985	0.05	0.04	0.04	1.00	0.10	2.834	39.40	33.00	6.279
5 th Term	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	3.445	0.580	0.923	0.05	0.04	0.04	1.00	0.10	2.733	36.92	33.00	6.178
4 th Term	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	3.445	0.541	0.861	0.05	0.04	0.04	1.00	0.10	2.632	34.44	33.00	6.077
3 th Term	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	3.445	0.503	0.800	0.05	0.04	0.04	1.00	0.10	2.533	32.00	33.00	5.978
2 th Term	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	3.445	0.464	0.739	0.05	0.04	0.04	1.00	0.10	2.433	29.56	33.00	5.878
1 th Term	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	3.445	0.425	0.677	0.05	0.04	0.04	1.00	0.10	2.332	27.08	33.00	5.777
Uncertified Painter																					
Level 7	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	2.410	0.580	n/a	n/a	0.04	0.04	n/a	0.10	0.838	n/a	33.00	3.248
Level 6	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	2.410	0.619	n/a	n/a	0.04	0.04	n/a	0.10	0.799	n/a	33.00	3.209
Level 5	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	2.410	0.580	n/a	n/a	0.04	0.04	n/a	0.10	0.760	n/a	33.00	3.170
Level 4	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	2.410	0.541	n/a	n/a	0.04	0.04	n/a	0.10	0.721	n/a	33.00	3.131
Level 3	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	2.410	0.503	n/a	n/a	0.04	0.04	n/a	0.10	0.683	n/a	33.00	3.093
Level 2	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	2.410	0.464	n/a	n/a	0.04	0.04	n/a	0.10	0.644	n/a	33.00	3.054
Level 1	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	2.410	0.425	n/a	n/a	0.04	0.04	n/a	0.10	0.605	n/a	33.00	3.015
Pre-Apprenti	0.54	n/a	n/a	0.13	0.10	0.04	0.01	0.05	0.01	0.880	0.383	n/a	n/a	n/a	0.04	n/a	0.10	0.523	n/a	33.00	1.403

Use of Repaint Rates
Suspended for Term of
2023 - 2026 Collective
Agreement

1. FIAF Based on Hours Earned to a **MAXIMUM of 40 hours per week.**

All Employer contributions and employee deductions other than FIAF shall be calculated on the basis of "hours worked".

SCHEDULE "D2.3"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
COMMERCIAL/INSTITUTIONAL - REPAINT CONSTRUCTION (NORTHERN BC)

Schedule "D2.3" shall apply to all commercial and institutional repaint construction projects located in Northern BC.

Repaint Construction Projects - Northern BC

Effective April 28, 2024

	Employer Contributions										Employee Deductions										
	Benefit Plan	Pension Plan	JTS	CAF	MPDA	CIRP	JA Plan	BCBCBTU	D&A Policy	Hourly Paid	Dues 2.2%	FIAF ¹ 3.5%	BCYT	DC 38 Org Fund	CIRP	App Trade School	IUPAT Admin Dues (Int'l)	Total Hourly Deducted	Weekly Maximum FIAF Deduction ¹	Basic Monthly Dues	Total Hourly Remitted
Foreperson																					
"A"	2.02	3.25	1.085	0.13	0.10	0.04	0.01	0.05	0.01	6.695	0.788	1.254	0.05	0.04	0.04	n/a	0.10	2.272	50.16	33.00	8.967
"B"	2.02	3.25	1.085	0.13	0.10	0.04	0.01	0.05	0.01	6.695	0.788	1.254	0.05	0.04	0.04	n/a	0.10	2.272	50.16	33.00	8.967
Journeyman																					
CJP	2.02	3.25	1.085	0.13	0.10	0.04	0.01	0.05	0.01	6.695	0.788	1.254	0.05	0.04	0.04	n/a	0.10	2.272	50.16	33.00	8.967
Apprentice																					
7 th Term	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	3.445	0.631	1.166	0.05	0.04	0.04	1.00	0.10	1.966	42.64	33.00	6.411
6 th Term	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	3.445	0.631	1.003	0.05	0.04	0.04	1.00	0.10	2.864	40.12	33.00	6.309
5 th Term	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	3.445	0.591	0.940	0.05	0.04	0.04	1.00	0.10	2.761	37.60	33.00	6.206
4 th Term	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	3.445	0.552	0.878	0.05	0.04	0.04	1.00	0.10	2.660	35.12	33.00	6.105
3 th Term	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	3.445	0.512	0.815	0.05	0.04	0.04	1.00	0.10	2.557	32.60	33.00	6.002
2 th Term	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	3.445	0.473	0.753	0.05	0.04	0.04	1.00	0.10	2.456	30.12	33.00	5.901
1 th Term	2.02	n/a	1.085	0.13	0.10	0.04	0.01	0.05	0.01	3.445	0.434	0.690	0.05	0.04	0.04	1.00	0.10	2.354	27.60	33.00	5.799
Uncertified Painter																					
Level 7	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	2.410	0.70	n/a	n/a	0.04	0.04	n/a	0.10	0.850	n/a	33.00	3.260
Level 6	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	2.410	0.631	n/a	n/a	0.04	0.04	n/a	0.10	0.811	n/a	33.00	3.221
Level 5	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	2.410	0.591	n/a	n/a	0.04	0.04	n/a	0.10	0.771	n/a	33.00	3.181
Level 4	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	2.410	0.552	n/a	n/a	0.04	0.04	n/a	0.10	0.732	n/a	33.00	3.142
Level 3	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	2.410	0.512	n/a	n/a	0.04	0.04	n/a	0.10	0.692	n/a	33.00	3.102
Level 2	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	2.410	0.473	n/a	n/a	0.04	0.04	n/a	0.10	0.653	n/a	33.00	3.063
Level 1	2.02	n/a	0.050	0.13	0.10	0.04	0.01	0.05	0.01	2.410	0.434	n/a	n/a	0.04	0.04	n/a	0.10	0.614	n/a	33.00	3.024
Pre-Apprenti	0.54	n/a	n/a	0.13	0.10	0.04	0.01	0.05	0.01	0.880	0.383	n/a	n/a	n/a	0.04	n/a	0.10	0.523	n/a	33.00	1.403

Use of Repaint Rates
Suspended for Term of
2023 - 2026 Collective
Agreement

1. FIAF Based on Hours Earned to a **MAXIMUM of 40 hours per week.**

All Employer contributions and employee deductions other than FIAF shall be calculated on the basis of "hours worked".

Roofers Local 280 Standard Agreement - ICI Rates

Breakdown of Monetary Package		October 29, 2023			
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%) ¹	Total Employer Contributions* ^{1,2}	Total Monetary Package
Rofer Foreperson "A"	100% + \$5.25	\$39.11	\$4.69	\$7.55	\$51.35
Rofer Foreperson "B"	100% + \$3.50	\$37.61	\$4.51	\$7.55	\$49.67
Journeyman Roofer	100%	\$34.61	\$4.15	\$7.55	\$46.31
New Journeyman	85%	\$29.42	\$3.53	\$7.55	\$40.50
Unticketed Journeyman	85%	\$29.42	\$3.53	\$7.55	\$40.50
Material Handler ¹	55%	\$19.04	\$1.52	\$3.26	\$23.82
Apprentices³:					
6th Term - 3751-4950 hours	80%	\$27.69	\$3.32	\$7.55	\$38.56
5th Term - 2801-3750 hours	70%	\$24.23	\$2.91	\$7.55	\$34.69
4th Term - 1801-2800 hours	65%	\$22.50	\$2.70	\$7.55	\$32.75
3rd Term - 851-1800 hours ¹	60%	\$20.77	\$2.49	\$3.26	\$26.52
2nd Term - 401-850 hours ¹	55%	\$19.04	\$2.28	\$3.26	\$24.58
1st Term - 0-400 hours ¹	55%	\$19.04	\$2.28	\$3.26	\$24.58

April 28, 2024			
Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%) ¹	Total Employer Contributions* ^{1,2}	Total Monetary Package
\$41.25	\$4.95	\$7.55	\$53.75
\$39.50	\$4.74	\$7.55	\$51.79
\$36.00	\$4.32	\$7.55	\$47.87
\$30.60	\$3.67	\$7.55	\$41.82
\$30.60	\$3.67	\$7.55	\$41.82
\$19.80	\$1.58	\$3.26	\$24.64
\$28.80	\$3.46	\$7.55	\$39.81
\$25.20	\$3.02	\$7.55	\$35.77
\$23.40	\$2.81	\$7.55	\$33.76
\$21.60	\$2.59	\$3.26	\$27.45
\$19.80	\$2.38	\$3.26	\$25.44
\$19.80	\$2.38	\$3.26	\$25.44

Employer Contributions		October 29, 2023
Health Benefit Fund	W	\$2.91
Pension ¹	W	\$4.29
CLR Dues	W	\$0.13
Rehabilitation Fund	W	\$0.04
JA Plan	W	\$0.01
BCBCBTU Fund	W	\$0.05
Roofers Apprenticeship	W	\$0.11
D&A Society	W	\$0.01

April 28, 2024	
	\$2.91
	\$4.29
	\$0.13
	\$0.04
	\$0.01
	\$0.05
	\$0.11
	\$0.01

* Total Employer Contributions - Straight Time Hours	\$7.55
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\$7.55

* Total Employer Contributions - 1.5X Overtime Hours	\$7.55
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\$7.55

* Total Employer Contributions - 2X Overtime Hours	\$7.55
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\$7.55

1. The Material Handler and the 1st, 2nd and 3rd Term Apprentices classifications are not entitled to Pension Contributions.
2. Material Handler - Vacation & Holiday Pay is 8%.
3. Any apprentice that has reached a specific term prior to the new structure will remain at that term until they complete the required hours to move to the next term.

Employee Deductions	October 29, 2023					April 28, 2024				
	Hourly Dues	Local 280 Council Fund	Local 280 Promotion Fund	Rehabilitation Fund	Apprentice	Hourly Dues	Local 280 Council Fund	Local 280 Promotion Fund	Rehabilitation Fund	Apprentice
	W	W	W	W	W	W	W	W	W	W
All Classes (excluding Apprentices)	\$0.25	\$0.10	\$0.03	\$0.04	-	\$0.25	\$0.10	\$0.03	0.04	-
Apprentices	\$0.25	\$0.10	\$0.03	\$0.04	\$1.00	\$0.25	\$0.10	\$0.03	\$0.04	\$1.00

	Total Employee Deductions		
	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
All Classes (excluding Apprentices)	\$0.42	\$0.42	\$0.42
Apprentices	\$1.42	\$1.42	\$1.42

	Total Employee Deductions		
	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
All Classes (excluding Apprentices)	\$0.42	\$0.42	\$0.42
Apprentices	\$1.42	\$1.42	\$1.42

Monthly Dues - Journeyman	\$112
Monthly Dues - Apprentice	\$58
Monthly Dues - Material Handler	\$35

Monthly Dues - Journeyman	\$112
Monthly Dues - Apprentice	\$58
Monthly Dues - Material Handler	\$35

Employer Contributions and Employee Deductions marked "E" paid/deducted based on hours Earned
Employer Contributions and Employee Deductions marked "W" paid/deducted based on hours Worked
*Hourly Dues increase to \$0.25 effective July 1, 2023

Roofers Local 280 Standard Agreement - PLA Rates

Breakdown of Monetary Package		October 29, 2023			
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%) ¹	Total Employer Contributions* ^{1,2}	Total Monetary Package
Roofer Foreperson "A"	100% + \$5.25	\$40.84	\$4.90	\$7.55	\$53.29
Roofer Foreperson "B"	100% + \$3.50	\$39.34	\$4.72	\$7.55	\$51.61
Journeyman Roofer	100%	\$36.34	\$4.36	\$7.55	\$48.25
New Journeyman	85%	\$30.89	\$3.71	\$7.55	\$42.15
Unticketed Journeyman	85%	\$30.89	\$3.71	\$7.55	\$42.15
Material Handler ^{1,2}	55%	\$19.99	\$1.60	\$3.26	\$24.85
<u>Apprentices:</u>					
6th Term - 3751-4950 hours	80%	\$29.07	\$3.49	\$7.55	\$40.11
5th Term - 2801-3750 hours	70%	\$25.44	\$3.05	\$7.55	\$36.04
4th Term - 1801-2800 hours	65%	\$23.62	\$2.83	\$7.55	\$34.00
3rd Term - 851-1800 hours ¹	60%	\$21.80	\$2.62	\$3.26	\$27.68
2nd Term - 401-850 hours ¹	55%	\$19.99	\$2.40	\$3.26	\$25.65
1st Term - 0-400 hours ¹	55%	\$19.99	\$2.40	\$3.26	\$25.65

April 28, 2024			
Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%) ¹	Total Employer Contributions* ^{1,2}	Total Monetary Package
\$43.05	\$5.17	\$7.55	\$55.77
\$41.30	\$4.96	\$7.55	\$53.81
\$37.80	\$4.54	\$7.55	\$49.89
\$32.13	\$3.86	\$7.55	\$43.54
\$32.13	\$3.86	\$7.55	\$43.54
\$20.79	\$1.66	\$3.26	\$25.71
\$30.24	\$3.63	\$7.55	\$41.42
\$26.46	\$3.18	\$7.55	\$37.19
\$24.57	\$2.95	\$7.55	\$35.07
\$22.68	\$2.72	\$3.26	\$28.66
\$20.79	\$2.49	\$3.26	\$26.54
\$20.79	\$2.49	\$3.26	\$26.54

Employer Contributions		October 29, 2023
Health Benefit Fund	W	\$2.91
Pension ²	W	\$4.29
CLR Dues	W	\$0.13
Rehabilitation Fund	W	\$0.04
JA Plan	W	\$0.01
BCBCBTU Fund	W	\$0.05
Roofers Apprenticeship	W	\$0.11
D&A Society	W	\$0.01

April 28, 2024	
	\$2.91
	\$4.29
	\$0.13
	\$0.04
	\$0.01
	\$0.05
	\$0.11
	\$0.01

* Total Employer Contributions - Straight Time Hours	\$7.55
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\$7.55

* Total Employer Contributions - 1.5X Overtime Hours	\$7.55
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\$7.55

* Total Employer Contributions - 2X Overtime Hours	\$7.55
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\$7.55

1. The Material Handler and the 1st, 2nd and 3rd Term Apprentices classifications are not entitled to Pension Contributions.

2. Material Handler - Vacation & Holiday Pay is 8%.

3. Any apprentice that has reached a specific term prior to the new structure will remain at that term until they complete the required hours to move to the next term.

Employee Deductions	October 29, 2023					April 28, 2024				
	Hourly Dues	Local 280 Council Fund	Local 280 Promotion Fund	Rehabilitation Fund	Apprentice	Hourly Dues	Local 280 Council Fund	Local 280 Promotion Fund	Rehabilitation Fund	Apprentice
	W	W	W	W	W	W	W	W	W	W
All Classes (excluding Apprentices)	\$0.25	\$0.10	\$0.03	\$0.04	-	\$0.25	\$0.10	\$0.03	\$0.04	-
Apprentices	\$0.25	\$0.10	\$0.03	\$0.04	\$1.00	\$0.25	\$0.10	\$0.03	\$0.04	\$1.00

	Total Employee Deductions		
	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
All Classes (excluding Apprentices)	\$0.42	\$0.42	\$0.42
Apprentices	\$1.42	\$1.42	\$1.42

	Total Employee Deductions		
	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
All Classes (excluding Apprentices)	\$0.42	\$0.42	\$0.42
Apprentices	\$1.42	\$1.42	\$1.42

Monthly Dues - Journeyperson	\$112
Monthly Dues - Apprentice	\$58
Monthly Dues - Material Handler	\$35

Monthly Dues - Journeyperson	\$112
Monthly Dues - Apprentice	\$58
Monthly Dues - Material Handler	\$35

Employer Contributions and Employee Deductions marked "E" paid/deducted based on hours Earned
Employer Contributions and Employee Deductions marked "W" paid/deducted based on hours Worked
*Hourly Dues increase to \$0.25 effective July 1, 2023

Roofers Local 280 Standard Agreement - Grandparented Architectural Sheet Metal Worker - ICI Rates

Breakdown of Monetary Package

"A" Foreperson	115%
"B" Foreperson	110%
Journeyman	100%
1st Year Journeyman	90%
Apprentices:	
4,801 - 6,400 Hours	80%
3,201 - 4,800 Hours	70%
1,601 - 3,200 Hours	60%
0 - 1,600 Hours	50%
Pre-Apprentice (After 800 Hours) ¹	40%
Pre-Apprentice (First 800 Hours) ¹	40%

October 29, 2023

Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%) ¹	Total Employer Contributions* ^{1,2}	Total Monetary Package
\$51.38	\$6.17	\$8.684	\$66.234
\$49.15	\$5.90	\$8.684	\$63.734
\$44.68	\$5.36	\$8.684	\$58.724
\$40.21	\$4.83	\$8.684	\$53.724
\$35.74	\$4.29	\$8.684	\$48.714
\$31.28	\$3.75	\$8.684	\$43.714
\$26.81	\$3.22	\$8.684	\$38.714
\$22.34	\$2.68	\$8.684	\$33.704
\$17.87	\$1.43	\$2.830	\$22.130
\$17.87	\$1.43	\$0.000	\$19.300

April 28, 2024

Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%) ¹	Total Employer Contributions* ^{1,2}	Total Monetary Package
\$53.45	\$6.41	\$8.684	\$68.544
\$51.13	\$6.14	\$8.684	\$65.954
\$46.48	\$5.58	\$8.684	\$60.744
\$41.83	\$5.02	\$8.684	\$55.534
\$37.18	\$4.46	\$8.684	\$50.324
\$32.54	\$3.90	\$8.684	
\$27.89	\$3.35	\$8.684	\$39.924
\$23.24	\$2.79	\$8.684	\$34.714
\$18.59	\$1.49	\$2.830	\$22.910
\$18.59	\$1.49	\$0.000	\$20.080

Employer Contributions

Health Benefit Fund	W
Pension	W
Sheet Metal Apprenticeship Fund	W
Rehabilitation Fund	W
BCBCBTU Fund	W
JA Plan	W
Contract Administration Fund	W
D&A Society	W
Sheet Metal Industry Fund ³	W

October 29, 2023

\$2.83
\$4.73
\$0.59
\$0.04
\$0.05
\$0.01
\$0.13
\$0.01
\$0.294

April 28, 2024

\$2.83
\$4.73
\$0.59
\$0.04
\$0.05
\$0.01
\$0.13
\$0.01
\$0.29

* Total Employer Contributions - Straight Time Hours

\$8.684

\$8.684

* Total Employer Contributions - 1.5X Overtime Hours

\$8.684

\$8.684

* Total Employer Contributions - 2X Overtime Hours

\$8.684

\$8.684

1. Pre-Apprentice - Vacation & Holiday Pay is 8%. Employer Contributions do not apply.
Health Contribution applies after 800 hours; for first 800 hours, the Employer will provide BC Medical.
2. Sheet Metal Industry Fund includes GST.

October 29, 2023

April 28, 2024

Employee Deductions

Hourly Dues	Local 280 Council Fund	Local 280 Promotion Fund	Rehabilitation Fund	Apprentice
W	W	W	W	W

Hourly Dues	Local 280 Council Fund	Local 280 Promotion Fund	Rehabilitation Fund	Apprentice
W	W	W	W	W

All Classes (excluding Apprentices)
Apprentices

\$0.25	\$0.12	\$0.03	\$0.04	-
\$0.25	\$0.12	\$0.03	\$0.04	\$1.00

\$0.25	\$0.12	\$0.03	\$0.04	-
\$0.25	\$0.12	\$0.03	\$0.04	\$1.00

Total Employee Deductions

Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
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Total Employee Deductions

Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
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All Classes (excluding Apprentices)
Apprentices

\$0.44	\$0.44	\$0.44
\$1.44	\$1.44	\$1.44

\$0.44	\$0.44	\$0.44
\$1.44	\$1.44	\$1.44

Monthly Dues - Journeypersons
Monthly Dues - Apprentice
Monthly Dues - Pre-Apprentice
Monthly Dues - Material Handler

\$150
\$96
\$68
\$118

\$150
\$96
\$68
\$118

Employer Contributions and Employee Deductions marked "E" paid/deducted based on hours Earned
 Employer Contributions and Employee Deductions marked "W" paid/deducted based on hours Worked
 *Hourly Dues increase to \$0.25 effective July 1, 2023

Roofers Local 280 Standard Agreement - Roofing Architectural Sheet Metal Worker - Grandparented Employees - PLA Rates

Breakdown of Monetary Package

October 29, 2023			
Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%) ¹	Total Employer Contributions * 1, 2	Total Monetary Package

April 28, 2024			
Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%) ¹	Total Employer Contributions * 1, 2	Total Monetary Package

"A" Foreperson	115%
"B" Foreperson	110%
Journeyman	100%
1st Year Journeyman	90%
Apprentices:	
4,801 - 6,400 Hours	80%
3,201 - 4,800 Hours	70%
1,601 - 3,200 Hours	60%
0 - 1,600 Hours	50%
Pre-Apprentice (After 800 Hours) ¹	40%
Pre-Apprentice (First 800 Hours) ¹	40%

\$53.96	\$6.48	\$8.684	\$69.124
\$51.61	\$6.19	\$8.684	\$66.484
\$46.92	\$5.63	\$8.684	\$61.235
\$42.23	\$5.07	\$8.684	\$55.984
\$37.54	\$4.50	\$8.684	\$50.724
\$32.84	\$3.94	\$8.684	\$45.464
\$28.15	\$3.38	\$8.684	\$40.214
\$23.46	\$2.82	\$8.684	\$34.964
\$18.77	\$1.50	\$2.830	\$23.100
\$18.77	\$1.50	\$0.000	\$20.270

\$56.13	\$6.74	\$8.684	\$71.554
\$53.69	\$6.44	\$8.684	\$68.814
\$48.80	\$5.86	\$8.684	\$63.349
\$43.92	\$5.27	\$8.684	\$57.874
\$39.04	\$4.68	\$8.684	\$52.404
\$34.16	\$4.10	\$8.684	\$46.944
\$29.28	\$3.51	\$8.684	\$41.474
\$24.40	\$2.93	\$8.684	\$36.014
\$19.52	\$1.56	\$2.830	\$23.910
\$19.52	\$1.56	\$0.000	\$21.080

Employer Contributions

October 29, 2023

April 28, 2024

Health Benefit Fund	W
Pension	W
Sheet Metal Apprenticeship Fund	W
Rehabilitation Fund	W
BCBCBTU Fund	W
JA Plan	W
Contract Administration Fund	W
D&A Society	W
Sheet Metal Industry Fund ²	W

\$2.83
\$4.73
\$0.59
\$0.04
\$0.05
\$0.01
\$0.13
\$0.01
\$0.294

\$2.83
\$4.73
\$0.59
\$0.04
\$0.05
\$0.01
\$0.13
\$0.01
\$0.294

* Total Employer Contributions - Straight Time Hours	\$8.684
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\$8.684

\$8.684

* Total Employer Contributions - 1.5X Overtime Hours	\$8.684
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\$8.684

\$8.684

* Total Employer Contributions - 2X Overtime Hours	\$8.684
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\$8.684

\$8.684

1. Pre-Apprentice - Vacation & Holiday Pay is 8%. Employer Contributions do not apply.
Health Contribution applies after 800 hours; for first 800 hours, the Employer will provide BC Medical.
2. Sheet Metal Industry Fund includes GST.

Employee Deductions	October 29, 2023					April 28, 2024				
	Hourly Dues	Local 280 Council Fund	Local 280 Promotion Fund	Rehabilitation Fund	Apprentice	Hourly Dues	Local 280 Council Fund	Local 280 Promotion Fund	Rehabilitation Fund	Apprentice
	W	W	W	W	W	W	W	W	W	W
All Classes (excluding Apprentices)	\$0.25	\$0.12	\$0.03	\$0.04	-	\$0.25	\$0.12	\$0.03	\$0.04	-
Apprentices	\$0.25	\$0.12	\$0.03	\$0.04	\$1.00	\$0.25	\$0.12	\$0.03	\$0.04	\$1.00

	Total Employee Deductions		
	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
All Classes (excluding Apprentices)	\$0.44	\$0.44	\$0.44
Apprentices	\$1.44	\$1.44	\$1.44

	Total Employee Deductions		
	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
All Classes (excluding Apprentices)	\$0.44	\$0.44	\$0.44
Apprentices	\$1.44	\$1.44	\$1.44

Monthly Dues - Journeyman	\$150
Monthly Dues - Apprentice	\$96
Monthly Dues - Pre-Apprentice	\$68
Monthly Dues - Material Handler	\$118

Monthly Dues - Journeyman	\$150
Monthly Dues - Apprentice	\$96
Monthly Dues - Pre-Apprentice	\$68
Monthly Dues - Material Handler	\$118

Employer Contributions and Employee Deductions marked "E" paid/deducted based on hours Earned
Employer Contributions and Employee Deductions marked "W" paid/deducted based on hours Worked
*Hourly Dues increase to \$0.25 effective July 1, 2023

Sheet Metal Workers Local 280 Standard Agreement - ICI Rates

Breakdown of Monetary Package	October 29, 2023				April 28, 2024			
	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%) ¹	Total Employer Contributions * ¹	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%) ¹	Total Employer Contributions * ¹	Total Monetary Package
"A" Foreperson 117%	\$53.76	\$6.45	\$8.684	\$68.894	\$56.34	\$6.76	\$8.684	\$71.784
"B" Foreperson 110%	\$50.55	\$6.07	\$8.684	\$65.304	\$52.97	\$6.36	\$8.684	\$68.014
Journey person 100%	\$45.95	\$5.51	\$8.684	\$60.148	\$48.15	\$5.78	\$8.684	\$62.614
1st Year Journey person 90%	\$41.36	\$4.96	\$8.684	\$55.004	\$43.34	\$5.20	\$8.684	\$57.224
Journey person Welder ² 100%	\$45.85	\$5.50	\$8.684	\$60.034	\$48.05	\$5.77	\$8.684	\$62.504
Welder ² 85%	\$38.97	\$4.68	\$8.684	\$52.334	\$40.84	\$4.90	\$8.684	\$54.424
Material Handler (Grandparented) 75%	\$34.46	\$4.14	\$8.684	\$47.284	\$36.11	\$4.33	\$8.684	\$49.124
Material Handler 50%	\$22.98	\$2.76	\$8.684	\$34.424	\$24.08	\$2.89	\$8.684	\$35.654
Apprentices:								
4,801 - 6,400 Hours 80%	\$36.76	\$4.41	\$8.684	\$49.854	\$38.52	\$4.62	\$8.684	\$51.824
3,201 - 4,800 Hours 70%	\$32.17	\$3.86	\$8.684	\$44.714	\$33.71	\$4.05	\$8.684	\$46.444
1,601 - 3,200 Hours 60%	\$27.57	\$3.31	\$8.684	\$39.564	\$28.89	\$3.47	\$8.684	\$41.044
0 - 1,600 Hours 50%	\$22.98	\$2.76	\$8.684	\$34.424	\$24.08	\$2.89	\$8.684	\$35.654
Pre-Apprentice (After 800 Hours) ¹ 40%	\$18.38	\$1.47	\$2.830	\$22.680	\$19.26	\$1.54	\$2.830	\$23.630
Pre-Apprentice (First 800 Hours) ¹ 40%	\$18.38	\$1.47	\$0.000	\$19.850	\$19.26	\$1.54	\$0.000	\$20.800

Employer Contributions	October 29, 2023		April 28, 2024	
	Rate	Rate	Rate	Rate
Health Benefit Fund W	\$2.83	\$2.83	\$2.83	\$2.83
Pension W	\$4.73	\$4.73	\$4.73	\$4.73
Sheet Metal Apprenticeship Fund W	\$0.59	\$0.59	\$0.59	\$0.59
Rehabilitation Fund W	\$0.04	\$0.04	\$0.04	\$0.04
BCBCBTU Fund W	\$0.05	\$0.05	\$0.05	\$0.05
JA Plan W	\$0.01	\$0.01	\$0.01	\$0.01
Contract Administration Fund W	\$0.13	\$0.13	\$0.13	\$0.13
Sheet Metal Industry Fund ³ W	\$0.294	\$0.294	\$0.294	\$0.294
D&A Society W	\$0.01	\$0.01	\$0.01	\$0.01
* Total Employer Contributions - Straight Time Hours	\$8.684	\$8.684	\$8.684	\$8.684
* Total Employer Contributions - 1.5X Overtime Hours	\$8.684	\$8.684	\$8.684	\$8.684
* Total Employer Contributions - 2X Overtime Hours	\$8.684	\$8.684	\$8.684	\$8.684

1. Pre-Apprentice - Vacation & Holiday Pay is 8%. Employer Contributions do not apply. Health Contribution applies after 800 hours; for first 800 hours, the Employer will provide BC Medical.
 2. Journey person Welder and Welder Classifications are not entitled to the tool allowance.
 3. Sheet Metal Industry Fund includes GST.

Employee Deductions	October 29, 2023				April 28, 2024			
	Hourly Dues	Local 280 Council Fund	Local 280 Promotion Fund	Rehabilitation Fund	Hourly Dues	Local 280 Council Fund	Local 280 Promotion Fund	Rehabilitation Fund
	W	W	W	W	W	W	W	W
All Classes	\$0.25	\$0.12	\$0.03	\$0.04	\$0.25	\$0.12	\$0.03	\$0.04
Pre-Apprentice Classifications	\$0.25	n/a	n/a	n/a	\$0.25	n/a	n/a	n/a
	Total Employee Deductions				Total Employee Deductions			
	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours		Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours	
All Classes other than Pre-Apprentice	\$0.44	\$0.44	\$0.44		\$0.44	\$0.44	\$0.44	
Pre-Apprentice Classifications	\$0.25	\$0.25	\$0.25		\$0.25	\$0.25	\$0.25	

Employer Contributions and Employee Deductions marked "E" paid/deducted based on hours Earned
Employer Contributions and Employee Deductions marked "W" paid/deducted based on hours Worked
*Hourly Dues increase to \$0.25 effective July 1, 2023

Sheet Metal Workers Local 280 Standard Agreement - PLA Rates

Breakdown of Monetary Package	October 29, 2023				April 28, 2024			
	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%) ¹		Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%) ¹	Total Employer Contributions * ¹	Total Monetary Package
"A" Foreman 117%	\$56.45	\$6.77	\$8.684	\$71.904	\$59.15	\$7.10	\$8.684	\$74.934
"B" Foreman 110%	\$53.07	\$6.37	\$8.684	\$68.124	\$55.61	\$6.67	\$8.684	\$70.964
Journeyman 100%	\$48.25	\$5.79	\$8.684	\$62.722	\$50.56	\$6.07	\$8.684	\$65.309
1st Year Journeyman 90%	\$43.42	\$5.21	\$8.684	\$57.314	\$45.50	\$5.46	\$8.684	\$59.644
Journeyman Welder ² 100%	\$48.15	\$5.78	\$8.684	\$62.614	\$50.46	\$6.06	\$8.684	\$65.204
Welder ² 85%	\$40.93	\$4.91	\$8.684	\$54.524	\$42.89	\$5.15	\$8.684	\$56.724
Material Man (Grandparented) 75%	\$36.19	\$4.34	\$8.684	\$49.214	\$37.92	\$4.55	\$8.684	\$51.154
Material Man 50%	\$24.12	\$2.89	\$8.684	\$35.694	\$25.28	\$3.03	\$8.684	\$36.994
<u>Apprentices:</u>								
4,801 - 6,400 Hours 80%	\$38.60	\$4.63	\$8.684	\$51.914	\$40.45	\$4.85	\$8.684	\$53.984
3,201 - 4,800 Hours 70%	\$33.77	\$4.05	\$8.684	\$46.504	\$35.39	\$4.25	\$8.684	\$48.324
1,601 - 3,200 Hours 60%	\$28.95	\$3.47	\$8.684	\$41.104	\$30.33	\$3.64	\$8.684	\$42.654
0 - 1,600 Hours 50%	\$24.12	\$2.89	\$8.684	\$35.694	\$25.28	\$3.03	\$8.684	\$36.994
Pre-Apprentice (After 800 Hours) ¹ 40%	\$19.30	\$1.54	\$2.830	\$23.670	\$20.22	\$1.62	\$2.830	\$24.670
Pre-Apprentice (First 800 Hours) ¹ 40%	\$19.30	\$1.54	\$0.000	\$20.840	\$20.22	\$1.62	\$0.000	\$21.840
Employer Contributions	October 29, 2023				April 28, 2024			
Health Benefit Fund W			\$2.83				\$2.83	
Pension W			\$4.73				\$4.73	
Sheet Metal Apprenticeship Fund W			\$0.59				\$0.59	
Rehabilitation Fund W			\$0.04				\$0.04	
BCBCBTU Fund W			\$0.05				\$0.05	
JA Plan W			\$0.01				\$0.01	
Contract Administration Fund W			\$0.13				\$0.13	
Sheet Metal Industry Fund ³ W			\$0.294				\$0.294	
D&A Society W			\$0.01				\$0.01	
* Total Employer Contributions - Straight Time Hours			\$8.684				\$8.684	
* Total Employer Contributions - 1.5X Overtime Hours			\$8.684				\$8.684	
* Total Employer Contributions - 2X Overtime Hours			\$8.684				\$8.684	

1. Pre-Apprentice - Vacation & Holiday Pay is 8%. Employer Contributions do not apply. Health Contribution applies after 800 hours; for first 800 hours, the Employer will provide BC Medical.
 2. Journeyman Welder and Welder Classifications are not entitled to the tool allowance.
 3. Sheet Metal Industry Fund includes GST.

Employee Deductions	October 29, 2023				April 28, 2024			
	Hourly Dues	Local 280 Council Fund	Local 280 Promotion Fund	Rehabilitation Fund	Hourly Dues	Local 280 Council Fund	Local 280 Promotion Fund	Rehabilitation Fund
	W	W	W	W	W	W	W	W
All Classes other than Pre-Apprentice	\$0.25	\$0.12	\$0.03	\$0.04	\$0.25	\$0.12	\$0.03	\$0.04
Pre-Apprentice Classifications	\$0.25	n/a	n/a	n/a	\$0.25	n/a	n/a	n/a
	Total Employee Deductions				Total Employee Deductions			
	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours		Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours	
All Classes other than Pre-Apprentice	\$0.44	\$0.44	\$0.44		\$0.44	\$0.44	\$0.44	
Pre-Apprentice Classifications	\$0.25	\$0.25	\$0.25		\$0.25	\$0.25	\$0.25	

Employer Contributions and Employee Deductions marked "E" paid/deducted based on hours Earned
Employer Contributions and Employee Deductions marked "W" paid/deducted based on hours Worked
*Hourly Dues increase to \$0.25 effective July 1, 2023

Sheet Metal Workers Local 280 Standard Agreement - PLA Rates

Breakdown of Monetary Package	April 28, 2024				April 28, 2024 - LNG Canada Only			
	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%) ¹	Total Employer Contributions * ¹	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%) ¹	Total Employer Contributions * ¹	Total Monetary Package
"A" Foreperson 117%	\$59.15	\$7.10	\$8.684	\$74.934	\$66.25	\$7.95	\$9.512	\$83.712
"B" Foreperson 110%	\$55.61	\$6.67	\$8.684	\$70.964	\$62.29	\$7.47	\$9.512	\$79.272
Journeyman 100%	\$50.56	\$6.07	\$8.684	\$65.309	\$56.62	\$6.80	\$9.512	\$72.931
1st Year Journeyperson 90%	\$45.50	\$5.46	\$8.684	\$59.644	\$50.96	\$6.12	\$9.512	\$66.592
Journeyperson Welder ² 100%	\$50.46	\$6.06	\$8.684	\$65.204	\$56.52	\$6.78	\$9.512	\$72.812
Welder ² 85%	\$42.89	\$5.15	\$8.684	\$56.724	\$48.04	\$5.76	\$9.512	\$63.312
Material Handler (Grandparented) 75%	\$37.92	\$4.55	\$8.684	\$51.154	\$42.47	\$5.10	\$9.512	\$57.082
Material Handler 50%	\$25.28	\$3.03	\$8.684	\$36.994	\$28.31	\$3.40	\$9.512	\$41.222
Apprentices:								
4,801 - 6,400 Hours 80%	\$40.45	\$4.85	\$8.684	\$53.984	\$45.30	\$5.44	\$9.512	\$60.252
3,201 - 4,800 Hours 70%	\$35.39	\$4.25	\$8.684	\$48.324	\$39.64	\$4.76	\$9.512	\$53.912
1,601 - 3,200 Hours 60%	\$30.33	\$3.64	\$8.684	\$42.654	\$33.97	\$4.08	\$9.512	\$47.562
0 - 1,600 Hours 50%	\$25.28	\$3.03	\$8.684	\$36.994	\$28.31	\$3.40	\$9.512	\$41.222
Pre-Apprentice (After 800 Hours) ¹ 40%	\$20.22	\$1.62	\$2.830	\$24.670	\$22.65	\$1.81	\$2.830	\$27.290
Pre-Apprentice (First 800 Hours) ¹ 40%	\$20.22	\$1.62	\$0.000	\$21.840	\$22.65	\$1.81	\$0.000	\$24.460
Employer Contributions	April 28, 2024				April 28, 2024 - LNG Canada Only			
Health Benefit Fund W W	\$2.83			\$2.83	\$2.83			\$2.83
Pension W E	\$4.73			\$4.73	\$4.73			\$4.73
Sheet Metal Apprenticeship Fund W W	\$0.59			\$0.59	\$0.59			\$0.59
Rehabilitation Fund W W	\$0.04			\$0.04	\$0.04			\$0.04
BCBCBTU Fund W W	\$0.05			\$0.05	\$0.05			\$0.05
JA Plan W W	\$0.01			\$0.01	\$0.01			\$0.01
Contract Administration Fund W W	\$0.13			\$0.13	\$0.13			\$0.13
Sheet Metal Industry Fund ³ W W	\$0.294			\$0.294	\$0.294			\$0.294
D&A Society W W	\$0.01			\$0.01	\$0.01			\$0.01
* Total Employer Contributions - 1X (SA); 1.175X (LNG) Hours		\$8.684			\$9.512			\$9.512
* Total Employer Contributions - 1.5X (SA); 1.75X (LNG) OT Hours		\$11.049			\$12.232			\$12.232
* Total Employer Contributions - 2X OT Hours		\$13.414			\$13.414			\$13.414

1. Pre-Apprentice - Vacation & Holiday Pay is 8%. Employer Contributions do not apply. Health Contribution applies after 800 hours; for first 800 hours, the Employer will provide BC Medical.
 2. Journeyperson Welder and Welder Classifications are not entitled to the tool allowance.
 3. Sheet Metal Industry Fund includes GST.

		April 28, 2024			
Employee Deductions		Hourly Dues	Local 280 Council Fund	Local 280 Promotion Fund	Rehabilitation Fund
		W	W	W	W
All Classes other than Pre-Apprentice		\$0.25	\$0.12	\$0.03	\$0.04
Pre-Apprentice Classifications		\$0.25	n/a	n/a	n/a
		Total Employee Deductions			
		Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours	
All Classes other than Pre-Apprentice		\$0.44	\$0.44	\$0.44	
Pre-Apprentice Classifications		\$0.25	\$0.25	\$0.25	

Employer Contributions and Employee Deductions marked "E" paid/deducted based on hours Earned
Employer Contributions and Employee Deductions marked "W" paid/deducted based on hours Worked
*Hourly Dues increase to \$0.25 effective July 1, 2023

Steel Erection Agreement - *LNG Canada Project ONLY*

Schedule "A": Rates of Pay

	29-Oct-23			28-Apr-24		
	Wages	Holiday Pay (12%)	Wages & HP	Wages	Holiday Pay (12%)	Wages & HP
Group #1 - Crane Operator Rates - Conventional						
Under 20 Ton	\$55.41	\$6.65	\$62.06	\$57.48	\$6.90	\$64.38
20 - 50 Ton	\$56.46	\$6.78	\$63.24	\$58.58	\$7.03	\$65.61
51-99 Ton	\$57.04	\$6.84	\$63.88	\$59.18	\$7.10	\$66.28
100-149 Ton	\$57.61	\$6.91	\$64.52	\$59.77	\$7.17	\$66.94
150-199 Ton	\$58.21	\$6.99	\$65.20	\$60.39	\$7.25	\$67.64
200-249 Ton	\$58.81	\$7.06	\$65.87	\$61.03	\$7.32	\$68.35
250-299 Ton	\$59.34	\$7.12	\$66.46	\$61.57	\$7.39	\$68.96
300-349 Ton	\$61.33	\$7.36	\$68.69	\$63.65	\$7.64	\$71.29
350-300 Ton	\$63.32	\$7.60	\$70.92	\$65.72	\$7.89	\$73.61
400-449 Ton	\$65.28	\$7.83	\$73.11	\$67.76	\$8.13	\$75.89
450-499 Ton	\$67.26	\$8.07	\$75.33	\$69.81	\$8.38	\$78.19
Group #2 - Crane Operator Rates - Hydraulic						
Under 20 Ton	\$54.11	\$6.49	\$60.60	\$56.13	\$6.74	\$62.87
20 - 50 Ton	\$55.18	\$6.62	\$61.80	\$57.25	\$6.87	\$64.12
51-99 Ton	\$55.75	\$6.69	\$62.44	\$57.85	\$6.94	\$64.79
100-149 Ton	\$56.35	\$6.76	\$63.11	\$58.46	\$7.02	\$65.48
150-199 Ton	\$56.94	\$6.83	\$63.77	\$59.08	\$7.09	\$66.17
200-249 Ton	\$57.93	\$6.95	\$64.88	\$60.10	\$7.21	\$67.31
250-299 Ton	\$58.89	\$7.07	\$65.96	\$61.11	\$7.33	\$68.44
300-349 Ton	\$60.85	\$7.30	\$68.15	\$63.15	\$7.58	\$70.73
350-399 Ton	\$62.76	\$7.53	\$70.29	\$65.14	\$7.82	\$72.96
400-449 Ton	\$64.72	\$7.77	\$72.49	\$67.18	\$8.06	\$75.24
450-499 Ton	\$66.67	\$8.00	\$74.67	\$69.20	\$8.30	\$77.50

Schedule of Total Employer/Employee Contributions

	29-Oct-23	28-Apr-24
Employer Contributions		
Benefits Plan	\$2.85	\$2.90
Pension Plan	\$6.80	\$6.90
IUOETA Local 115 Training Association	\$0.85	\$0.85
Tool Allowance Fund	\$0.06	\$0.06
Rehabilitation Fund	\$0.04	\$0.04
Jurisdictional Assignment Plan Fund	\$0.01	\$0.01
OE Advancement Fund	\$0.17	\$0.17
CLR Contract Administration Fund	\$0.13	\$0.13
Mobile Crane Owners Association Fund ¹	n/a	n/a
BCBCBTU Fund	\$0.05	\$0.05
D&A Society	\$0.01	\$0.01
Total Employer Contributions	\$10.97	\$11.12
Employee Deductions		
Working Dues	\$1.16	\$1.20
BCBT Fund	\$0.07	\$0.07
Canadian Building Trades Fund	\$0.01	\$0.01
Coalition of BC Building Trades Fund	n/a	n/a
Rehabilitation Fund	\$0.04	\$0.04
Total Employee Deductions	\$1.28	\$1.32
Total Remittances		
Total Remittance ST	\$12.25	\$12.44
Total Remittance 1.5X	\$15.650	\$15.890
Total Remittance 2X	\$19.05	\$19.34

1. Effective Oct 4, 2016 the Mobile Crane Owners Association Fund has been suspended.

Steel Erection Agreement

	29-Oct-23			28-Apr-24		
	Wages	Holiday Pay (12%)	Wages & HP	Wages	Holiday Pay (12%)	Wages & HP
Group #1 - Crane Operator Rates - Conventional						
Under 20 Ton	\$49.47	\$5.94	\$55.41	\$51.32	\$6.16	\$57.48
20 - 50 Ton	\$50.41	\$6.05	\$56.46	\$52.30	\$6.28	\$58.58
51-99 Ton	\$50.93	\$6.11	\$57.04	\$52.84	\$6.34	\$59.18
100-149 Ton	\$51.44	\$6.17	\$57.61	\$53.37	\$6.40	\$59.77
150-199 Ton	\$51.97	\$6.24	\$58.21	\$53.92	\$6.47	\$60.39
200-249 Ton	\$52.51	\$6.30	\$58.81	\$54.49	\$6.54	\$61.03
250-299 Ton	\$52.98	\$6.36	\$59.34	\$54.97	\$6.60	\$61.57
300-349 Ton	\$54.76	\$6.57	\$61.33	\$56.83	\$6.82	\$63.65
350-300 Ton	\$56.54	\$6.78	\$63.32	\$58.68	\$7.04	\$65.72
400-449 Ton	\$58.29	\$6.99	\$65.28	\$60.50	\$7.26	\$67.76
450-499 Ton	\$60.05	\$7.21	\$67.26	\$62.33	\$7.48	\$69.81
Group #2 - Crane Operator Rates - Hydraulic						
Under 20 Ton	\$48.31	\$5.80	\$54.11	\$50.12	\$6.01	\$56.13
20 - 50 Ton	\$49.27	\$5.91	\$55.18	\$51.12	\$6.13	\$57.25
51-99 Ton	\$49.78	\$5.97	\$55.75	\$51.65	\$6.20	\$57.85
100-149 Ton	\$50.31	\$6.04	\$56.35	\$52.20	\$6.26	\$58.46
150-199 Ton	\$50.84	\$6.10	\$56.94	\$52.75	\$6.33	\$59.08
200-249 Ton	\$51.72	\$6.21	\$57.93	\$53.66	\$6.44	\$60.10
250-299 Ton	\$52.58	\$6.31	\$58.89	\$54.56	\$6.55	\$61.11
300-349 Ton	\$54.33	\$6.52	\$60.85	\$56.38	\$6.77	\$63.15
350-399 Ton	\$56.04	\$6.72	\$62.76	\$58.16	\$6.98	\$65.14
400-449 Ton	\$57.79	\$6.93	\$64.72	\$59.98	\$7.20	\$67.18
450-499 Ton	\$59.53	\$7.14	\$66.67	\$61.79	\$7.41	\$69.20

Schedule of Total Employer/Employee Contributions

	29-Oct-23	28-Apr-24
Employer Contributions		Employer Contributions
Benefits Plan	\$2.85	\$2.90
Pension Plan	\$6.80	\$6.90
IUOETA Local 115 Training Association	\$0.85	\$0.85
Tool Allowance Fund	\$0.06	\$0.06
Rehabilitation Fund	\$0.04	\$0.04
Jurisdictional Assignment Plan Fund	\$0.01	\$0.01
OE Advancement Fund	\$0.17	\$0.17
CLR Contract Administration Fund	\$0.13	\$0.13
Mobile Crane Owners Association Fund ¹	n/a	n/a
BCBCBTU Fund	\$0.05	\$0.05
D&A Society	\$0.01	\$0.01
Total Employer Contributions	\$10.97	\$11.12
Employee Deductions		Employee Deductions
Working Dues	\$1.03	\$1.07
BCBT Fund	\$0.07	\$0.07
Canadian Building Trades Fund	\$0.01	\$0.01
Coalition of BC Building Trades Fund	n/a	n/a
Rehabilitation Fund	\$0.04	\$0.04
Total Employee Deductions	\$1.15	\$1.19
Total Remittances		Total Remittances
Total Remittance ST	\$12.12	\$12.31
Total Remittance 1.5X	\$15.52	\$15.76
Total Remittance 2X	\$18.92	\$19.21

1. Effective Oct 4, 2016 the Mobile Crane Owners Association Fund has been suspended.

Teamsters Union Local 213 Standard Commercial Institutional Agreement

Schedule "A1"

**Minimum Straight Time Hourly Wage Rates and Breakdown of Monetary Package
Inside Lower Mainland/Fraser Valley**

Effective : **April 28, 2024**

Group Number	Minimum ST Hourly Wage Rate	Vacation/ Holiday Pay (8%)	Employer Contributions									Total Package
			H/W Plan	Pension	CLR Dues	CIRP	D&A Society	JAPlan	BCBCBTU Fund	Training Trust Fund	BRL Fund	
1	\$37.60	\$3.01	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$50.04
2	\$36.34	\$2.91	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$48.69
3	\$35.97	\$2.88	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$48.29
4	\$35.78	\$2.86	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$48.08
5	\$35.60	\$2.85	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$47.89
6	\$35.49	\$2.84	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$47.77
7	\$35.22	\$2.82	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$47.48
8	\$34.93	\$2.79	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$47.16
9	\$28.41	\$2.27	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$40.12

Effective : **October 29, 2023**

Group Number	Minimum ST Hourly Wage Rate	Vacation/ Holiday Pay (8%)	Employer Contributions									Total Package
			H/W Plan	Pension	CLR Dues	CIRP	D&A Society	JAPlan	BCBCBTU Fund	Training Trust Fund	BRL Fund	
1	\$36.10	\$2.89	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$48.42
2	\$35.52	\$2.84	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$47.80
3	\$35.16	\$2.81	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$47.41
4	\$34.97	\$2.80	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$47.21
5	\$34.79	\$2.78	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$47.01
6	\$34.68	\$2.77	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$46.89
7	\$34.42	\$2.75	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$46.61
8	\$34.14	\$2.73	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$46.31
9	\$27.77	\$2.22	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$39.43

Teamsters Union Local 213 Standard Commercial Institutional Agreement

Schedule "A2"

**Minimum Straight Time Hourly Wage Rates and Breakdown of Monetary Package
Outside Lower Mainland/Fraser Valley**

Effective : April 28, 2024

Group Number	Minimum ST Hourly Wage Rate	Vacation/Holiday Pay (8%)	Employer Contributions									Total Package
			H/W Plan	Pension	CLR Dues	CIRP	D&A Society	JAPlan	BCBCBTU Fund	Training Trust Fund	BRL Fund	
1	\$36.47	\$2.92	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$48.82
2	\$35.21	\$2.82	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$47.47
3	\$34.85	\$2.79	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$47.08
4	\$34.66	\$2.77	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$46.87
5	\$34.46	\$2.76	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$46.66
6	\$34.36	\$2.75	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$46.55
7	\$34.10	\$2.73	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$46.27
8	\$33.83	\$2.71	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$45.98
9	\$27.52	\$2.20	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$39.16

Effective : October 29, 2023

Group Number	Minimum ST Hourly Wage Rate	Vacation/Holiday Pay (8%)	Employer Contributions									Total Package
			H/W Plan	Pension	CLR Dues	CIRP	D&A Society	JAPlan	BCBCBTU Fund	Training Trust Fund	BRL Fund	
1	\$35.00	\$2.80	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$47.24
2	\$34.41	\$2.75	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$46.60
3	\$34.06	\$2.72	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$46.22
4	\$33.87	\$2.71	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$46.02
5	\$33.68	\$2.69	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$45.81
6	\$33.58	\$2.69	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$45.71
7	\$33.33	\$2.67	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$45.44
8	\$33.06	\$2.64	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$45.14
9	\$26.90	\$2.15	\$3.20	\$5.38	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$38.49

Teamsters Union Local 213 Standard Commercial Institutional Agreement

Schedule "B1"

**Employer Contributions and Employee Deductions
Province Wide**

Schedule "B1" shall apply to all Commercial/Institutional Projects, province-wide

Employer Contributions	April 30, 2023	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Health & Welfare Plan	\$3.10	\$3.20	\$3.20	\$3.20	\$3.20
Pension Plan	\$4.88	\$5.38	\$5.38	\$5.38	\$5.38
CLR Dues	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
Construction Industry Rehab Plan (CIRP)	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
Drug & Alcohol Policy Fund (D&A)	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Jurisdictional Assignment Plan (JAPlan)	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
Training Trust Fund	\$0.32	\$0.52	\$0.52	\$0.52	\$0.52
Building, Recreation & Legal Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total Employer Contributions	\$8.64	\$9.44	\$9.44	\$9.44	\$9.44
Employee Deductions					
CIRP	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
Working Dues	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75
BCYT Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total Employee Deductions	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89
Total Employer Hourly Remittances:					
ST	\$9.53	\$10.33	\$10.33	\$10.33	\$10.33
1.5X OT	\$9.53	\$10.33	\$10.33	\$10.33	\$10.33
2x OT	\$9.53	\$10.33	\$10.33	\$10.33	\$10.33

Notes:

All funds calculated using hours worked

Employer contributions to the Pension Plan for employee(s) classified as Warehouse Trainee Class IV shall be 80% of the required amount

Teamsters Union Local 213 Standard Commercial Institutional Agreement

Schedule "B2"

**Employer Contributions & Employee Deductions – Dependant Contractors
Province Wide**

Schedule "B2" shall apply to dependant contractors on all Commercial/institutional projects province-wide.

Employer Contributions	April 30, 2023	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
CLR Dues	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
Construction Industry Rehab Plan (CIRP)	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
Drug & Alcohol Policy Fund (D&A)	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
Training Trust Fund	\$0.32	\$0.52	\$0.52	\$0.52	\$0.52
Building, Recreation & Legal Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total Employer Contributions	\$0.65	\$0.85	\$0.85	\$0.85	\$0.85
Employee Deductions					
CIRP	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
Working Dues	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75
BCYT Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total Employee Deductions	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89
Total Employer Hourly Remittances:					
ST	\$1.54	\$1.74	\$1.74	\$1.74	\$1.74
1.5X OT	\$1.54	\$1.74	\$1.74	\$1.74	\$1.74
2x OT	\$1.54	\$1.74	\$1.74	\$1.74	\$1.74

Notes:

Pension Plan is calculated as hours earned, all other funds calculated using hours worked

Employer contributions to the Pension Plan for employee(s) classified as Warehouse Trainee Class IV shall be 80% of the required amount

Teamsters Union Local 213 Standard Agreement

Schedule "A2"

**Minimum Straight Time Hourly Wage Rates and Breakdown of Monetary Package
Outside Lower Mainland/Fraser Valley**

Effective : April 28, 2024 **LNG Canada Project ONLY**

Group Number	Minimum ST Hourly Wage Rate	Vacation/Holiday Pay (12%)	Employer Contributions									Total Package
			H&W Plan	Pension	CLR Dues	CIRP	D&A Society	JA Plan	BCBCBTU Fund	Training Trust Fund	BRL Fund	
1	47.37	\$5.68	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$63.36
2	45.73	\$5.49	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$61.53
3	45.23	\$5.43	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$60.97
4	44.79	\$5.37	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$60.47
5	44.62	\$5.35	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$60.28
6	44.58	\$5.35	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$60.24
7	44.03	\$5.28	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$59.62
8	43.64	\$5.24	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$59.19
9	35.01	\$4.20	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$49.52

Effective : October 29, 2023 **LNG Canada Project ONLY**

Group Number	Minimum ST Hourly Wage Rate	Vacation/Holiday Pay (12%)	Employer Contributions									Total Package
			H&W Plan	Pension	CLR Dues	CIRP	D&A Society	JA Plan	BCBCBTU Fund	Training Trust Fund	BRL Fund	
1	45.54	\$5.46	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$61.31
2	44.73	\$5.37	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$60.41
3	44.24	\$5.31	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$59.86
4	43.80	\$5.26	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$59.37
5	43.65	\$5.24	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$59.20
6	43.60	\$5.23	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$59.14
7	43.06	\$5.17	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$58.54
8	42.68	\$5.12	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$58.11
9	34.25	\$4.11	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$48.67

Teamsters Union Local 213 Standard Agreement

Schedule "A1"

**Minimum Straight Time Hourly Wage Rates and Breakdown of Monetary Package
Inside Lower Mainland/Fraser Valley**

Effective April 28, 2024			Employer Contributions									Total Package
Group Number	Minimum ST Hourly Wage Rate	Vacation/Holiday Pay (12%)	H/W Plan	Pension	CLR Dues	CIRP	D&A Society	JA Plan	BCBCBTU Fund	Training Trust Fund	BRL Fund	
1	\$43.06	\$5.17	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$58.53
2	\$41.57	\$4.99	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$56.87
3	\$41.13	\$4.94	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$56.38
4	\$40.73	\$4.89	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$55.93
5	\$40.58	\$4.87	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$55.76
6	\$40.53	\$4.86	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$55.70
7	\$40.07	\$4.81	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$55.19
8	\$39.72	\$4.77	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$54.80
9	\$31.87	\$3.82	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$46.00

Effective October 29, 2023			Employer Contributions									Total Package
Group Number	Minimum ST Hourly Wage Rate	Vacation/Holiday Pay (12%)	H/W Plan	Pension	CLR Dues	CIRP	D&A Society	JA Plan	BCBCBTU Fund	Training Trust Fund	BRL Fund	
1	\$41.40	\$4.97	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$56.67
2	\$40.66	\$4.88	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$55.85
3	\$40.23	\$4.83	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$55.37
4	\$39.84	\$4.78	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$54.93
5	\$39.70	\$4.76	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$54.77
6	\$39.65	\$4.76	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$54.72
7	\$39.19	\$4.70	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$54.20
8	\$38.85	\$4.66	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$53.82
9	\$31.17	\$3.74	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$45.22

Teamsters Union Local 213 Standard Agreement

Schedule "A2"

**Minimum Straight Time Hourly Wage Rates and Breakdown of Monetary Package
Outside Lower Mainland/Fraser Valley**

Effective April 28, 2024			Employer Contributions									Total Package
Group Number	Minimum ST Hourly Wage Rate	Vacation/Holiday Pay (12%)	H/W Plan	Pension	CLR Dues	CIRP	D&A Society	JA Plan	BCBCBTU Fund	Training Trust Fund	BRL Fund	
1	\$42.30	\$5.08	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$57.68
2	\$40.83	\$4.90	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$56.04
3	\$40.38	\$4.85	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$55.54
4	\$39.99	\$4.80	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$55.10
5	\$39.84	\$4.78	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$54.93
6	\$39.80	\$4.78	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$54.89
7	\$39.31	\$4.72	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$54.34
8	\$38.96	\$4.68	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$53.95
9	\$31.26	\$3.75	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$45.32

Effective October 29, 2023			Employer Contributions									Total Package
Group Number	Minimum ST Hourly Wage Rate	Vacation/Holiday Pay (12%)	H/W Plan	Pension	CLR Dues	CIRP	D&A Society	JA Plan	BCBCBTU Fund	Training Trust Fund	BRL Fund	
1	\$40.66	\$4.88	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$55.85
2	\$39.94	\$4.79	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$55.04
3	\$39.50	\$4.74	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$54.55
4	\$39.11	\$4.69	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$54.11
5	\$38.97	\$4.68	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$53.96
6	\$38.93	\$4.67	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$53.91
7	\$38.45	\$4.61	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$53.37
8	\$38.11	\$4.57	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$52.99
9	\$30.58	\$3.67	\$3.20	\$6.25	\$0.13	\$0.04	\$0.01	\$0.01	\$0.05	\$0.52	\$0.10	\$44.56

Teamsters Union Local 213 Standard Agreement

Schedule "B1"

**Employer Contributions and Employee Deductions
Province Wide**

Schedule "B1" shall apply to all Industrial Projects, province-wide

Employer Contributions	April 30, 2023	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Health & Welfare Plan	\$3.10	\$3.20	\$3.20	\$3.20	\$3.20
Pension Plan	\$5.75	\$6.25	\$6.25	\$6.25	\$6.25
CLR Dues	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
Construction Industry Rehab Plan (CIRP)	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
Drug & Alcohol Policy Fund (D&A)	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Jurisdictional Assignment Plan (JAPlan)	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
Training Trust Fund	\$0.32	\$0.52	\$0.52	\$0.52	\$0.52
Building, Recreation & Legal Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total Employer Contributions	\$9.51	\$10.31	\$10.31	\$10.31	\$10.31
Employee Deductions					
CIRP	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
Working Dues	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75
BCYT Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total Employee Deductions	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89
Total Employer Hourly Remittances:					
ST	\$10.40	\$11.20	\$11.20	\$11.20	\$11.20
1.5X OT	\$13.28	\$14.08	\$14.08	\$14.08	\$14.08
2x OT	\$16.15	\$16.95	\$16.95	\$16.95	\$16.95

Notes:

Pension Plan is calculated as hours earned, all other funds calculated using hours worked

Employer contributions to the Pension Plan for employee(s) classified as Warehouse Trainee Class IV shall be 80% of the required amount

Teamsters Union Local 213 Standard Agreement

Schedule "B2"

**Employer Contributions & Employee Deductions – Dependant Contractors
Province Wide**

Schedule "B2" shall apply to dependant contractors on all Industrial projects province-wide.

Employer Contributions	April 30, 2023	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
CLR Dues	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
Construction Industry Rehab Plan (CIRP)	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
Drug & Alcohol Policy Fund (D&A)	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
Training Trust Fund	\$0.32	\$0.52	\$0.52	\$0.52	\$0.52
Building, Recreation & Legal Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total Employer Contributions	\$0.65	\$0.85	\$0.85	\$0.85	\$0.85
Employee Deductions					
CIRP	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
Working Dues	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75
BCYT Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total Employee Deductions	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89
Total Employer Hourly Remittances:	ST	\$1.54	\$1.74	\$1.74	\$1.74
	1.5X OT	\$1.54	\$1.74	\$1.74	\$1.74
	2x OT	\$1.54	\$1.74	\$1.74	\$1.74

Notes:

All funds calculated using hours worked

Employer contributions to the Pension Plan for employee(s) classified as Warehouse Trainee Class IV shall be 80% of the required amount

SCHEDULE "A1.3"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule "A1.3" shall apply to projects NOT subject to an Industrial PLA

All Projects NOT Subject to an Industrial PLA

Effective April 28, 2024

Employee Classifications:	%	Wage Rate	VP/SHP (10%)	Employer Contributions							Total Monetary Package
				B&M Welfare Plan	B&M Pension Fund	CAF	CIRP	JA Plan	BCBCBTU	D&A Society	
"A" Foreperson (AFP)	115%	43.06	4.31	3.00	5.28	0.13	0.04	0.01	0.05	0.01	55.89
"B" Foreperson (BFP)	100% + \$1.00	38.44	3.84	3.00	5.28	0.13	0.04	0.01	0.05	0.01	50.80
Terrazzo Mechanic (TM)	100%	37.44	3.74	3.00	5.28	0.13	0.04	0.01	0.05	0.01	49.70
Helper (HP)	85%	31.82	3.18	3.00	5.28	0.13	0.04	0.01	0.05	0.01	43.52
6 th Term Apprentice (A6)	90%	33.70	3.37	3.00	5.28	0.13	0.04	0.01	0.05	0.01	45.59
5 th Term Apprentice (A5)	80%	29.95	3.00	3.00	5.28	0.13	0.04	0.01	0.05	0.01	41.47
4 th Term Apprentice (A4)	70%	26.21	2.62	3.00	5.28	0.13	0.04	0.01	0.05	0.01	37.35
3 rd Term Apprentice (A3)	65%	24.34	2.43	3.00	5.28	0.13	0.04	0.01	0.05	0.01	35.29
2 nd Term Apprentice (A2)	60%	22.46	2.25	3.00	5.28	0.13	0.04	0.01	0.05	0.01	33.23
1 st Term Apprentice (A1)	55%	20.59	2.06	3.00	5.28	0.13	0.04	0.01	0.05	0.01	31.17
Pre-Apprentice (PAP)	50%	18.72	1.87	3.00	n/a	0.13	0.04	0.01	0.05	0.01	23.83
Pre-Apprentice first 3 Months (PAP3)	50%	18.72	1.87	n/a	n/a	0.13	0.04	0.01	0.05	0.01	20.83

SCHEDULE "A2.3"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule A2.3 shall apply to all projects subject to an Industrial PLA.

Industrial PLA Projects

Effective April 28, 2024

Employee Classifications:	%	Wage Rate	VP/SHP (10%)	Employer Contributions							Total Monetary Package
				B&M Welfare Plan	B&M Pension Fund	CAF	CIRP	JA Plan	BCBCBTU	D&A Society	
"A" Foreperson (AFP)	115%	48.66	4.87	3.00	5.05	0.13	0.04	0.01	0.05	0.01	61.82
"B" Foreperson (BFP)	100% + \$1.00	43.31	4.33	3.00	5.05	0.13	0.04	0.01	0.05	0.01	55.93
Terrazzo Mechanic (TM)	100%	42.31	4.23	3.00	5.05	0.13	0.04	0.01	0.05	0.01	54.83
Helper (HP)	85%	35.96	3.60	3.00	5.05	0.13	0.04	0.01	0.05	0.01	47.85
6 th Term Apprentice (A6)	90%	38.08	3.81	3.00	5.05	0.13	0.04	0.01	0.05	0.01	50.18
5 th Term Apprentice (A5)	80%	33.85	3.39	3.00	5.05	0.13	0.04	0.01	0.05	0.01	45.53
4 th Term Apprentice (A4)	70%	29.62	2.96	3.00	5.05	0.13	0.04	0.01	0.05	0.01	40.87
3 rd Term Apprentice (A3)	65%	27.50	2.75	3.00	5.05	0.13	0.04	0.01	0.05	0.01	38.54
2 nd Term Apprentice (A2)	60%	25.39	2.54	3.00	5.05	0.13	0.04	0.01	0.05	0.01	36.22
1 st Term Apprentice (A1)	55%	23.27	2.33	3.00	5.05	0.13	0.04	0.01	0.05	0.01	33.89
Pre-Apprentice (PAP)	50%	21.16	2.12	3.00	n/a	0.13	0.04	0.01	0.05	0.01	26.52
Pre-Apprentice first 3 Months (PAP3)	50%	21.16	2.12	n/a	n/a	0.13	0.04	0.01	0.05	0.01	23.52

SCHEDULE "B1.3"

EMPLOYER CONTRIBUTION AND EMPLOYEE DEDUCTIONS
APPLICABLE ON ALL PROJECTS NOT SUBJECT TO AN INDUSTRIAL PLA

All Projects NOT Subject to an Industrial PLA

Effective April 28, 2024

Employee Classifications

Employer Contributions	AFP	BFP	TM	HEL	A6	A5	A4	A3	A2	A1	PAP	PAP3
Bricklayers and Masons Welfare Plan	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	n/a
Bricklayers and Masons Pension Fund	5.28	5.28	5.28	5.28	5.28	5.28	5.28	5.28	5.28	5.28	n/a	n/a
CAF (Contract Administration Fund)	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13
CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
JA Plan (BC Jurisdictional Assignment Plan)	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
D&A Society	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Total Employer Contributions	8.52	8.52	8.52	8.52	8.52	8.52	8.52	8.52	8.52	8.52	3.24	0.24
Employee Deductions - Hourly												
Union Pension Plan	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	n/a
BCBT Fund	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	n/a	n/a
SkillPlan	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
Canadian Building Trades	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
Total Employee Deductions - Hourly	2.655	2.655	2.655	2.655	2.655	2.655	2.655	2.655	2.655	2.655	2.570	0.070
Total Hourly Remittance (Excluding Field Dues)	11.175	11.175	11.175	11.175	11.175	11.175	11.175	11.175	11.175	11.175	5.810	0.310

‡ Employee Deductions - Field Dues

>>> Calculated on the basis of 2.5% of total Monetary Package <<<

Total Hourly Remittances which need to be submitted are the "Total Hourly Remittances (Excluding Field Dues)" amounts listed above plus the Field Dues.**Monthly Counter Dues** 30.00 30.00 30.00 30.00 30.00 30.00 30.00 30.00 30.00 30.00 30.00 30.00

‡ Employers are reminded that the Employee Deduction for Field Dues should be calculated on the basis of 2.5% of the total Monetary Package (i.e. wage rate + VP/SHP + employer contributions + applicable premiums). As a result, in the event premiums (e.g. Acid Proof and Refractory Premium, Shift Premium, etc.) are payable pursuant to the Agreement, the Field Dues shown above will need to be recalculated using the adjusted Monetary Package total. Please contact CLR or the Union for clarification if/as required. Refer also to Article 7.100.

SCHEDULE "B1.3"

EMPLOYER CONTRIBUTION AND EMPLOYEE DEDUCTIONS
APPLICABLE ON ALL PROJECTS SUBJECT TO AN INDUSTRIAL PLA

All Projects Subject to an Industrial PLA

Effective April 28, 2024

Employee Classifications

Employer Contributions	AFP	BFP	TM	HEL	A6	A5	A4	A3	A2	A1	PAP	PAP3
Bricklayers and Masons Welfare Plan	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	n/a
Bricklayers and Masons Pension Fund	5.05	5.05	5.05	5.05	5.05	5.05	5.05	5.05	5.05	5.05	n/a	n/a
CAF (Contract Administration Fund)	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13
CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
JA Plan (BC Jurisdictional Assignment Plan)	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
D&A Society	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Total Employer Contributions	8.29	8.29	8.29	8.29	8.29	8.29	8.29	8.29	8.29	8.29	3.24	0.24
Employee Deductions - Hourly												
Union Pension Plan	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	n/a
BCBT Fund	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	n/a	n/a
SkillPlan	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
Canadian Building Trades	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
Total Employee Deductions - Hourly	2.655	2.655	2.655	2.655	2.655	2.655	2.655	2.655	2.655	2.655	2.570	0.070
Total Hourly Remittance (Excluding Field Dues)	10.945	10.945	10.945	10.945	10.945	10.945	10.945	10.945	10.945	10.945	5.810	0.310

‡ Employee Deductions - Field Dues

>>> Calculated on the basis of 2.5% of total Monetary Package <<<

Total Hourly Remittances which need to be submitted are the "Total Hourly Remittances (Excluding Field Dues)" amounts listed above plus the Field Dues.**Monthly Counter Dues** 30.00 30.00 30.00 30.00 30.00 30.00 30.00 30.00 30.00 30.00 30.00 30.00

‡ Employers are reminded that the Employee Deduction for Field Dues should be calculated on the basis of 2.5% of the total Monetary Package (i.e. wage rate + VP/SHP + employer contributions + applicable premiums). As a result, in the event premiums (e.g. Acid Proof and Refractory Premium, Shift Premium, etc.) are payable pursuant to the Agreement, the Field Dues shown above will need to be recalculated using the adjusted Monetary Package total. Please contact CLR or the Union for clarification if/as required. Refer also to Article 7.100.

SCHEDULE "A3.3"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule A3.3 shall apply to the LNG Canada Project ONLY

LNG Canada Project ONLY

Effective April 28, 2024

Employee Classifications:	%	Wage Rate	VP/SHP (10%)	Employer Contributions							Total Monetary Package
				B&M Welfare Plan	B&M Pension Fund	CAF	CIRP	JA Plan	BCBCBTU	D&A Society	
"A" Foreperson (AFP)	115%	54.50	5.45	3.00	5.05	0.13	0.04	0.01	0.05	0.01	68.24
"B" Foreperson (BFP)	100% + \$1.00	48.39	4.84	3.00	5.05	0.13	0.04	0.01	0.05	0.01	61.52
Terrazzo Mechanic (TM)	100%	47.39	4.74	3.00	5.05	0.13	0.04	0.01	0.05	0.01	60.42
Helper (HP)	85%	40.28	4.03	3.00	5.05	0.13	0.04	0.01	0.05	0.01	52.60
6 th Term Apprentice (A6)	90%	42.65	4.27	3.00	5.05	0.13	0.04	0.01	0.05	0.01	55.21
5 th Term Apprentice (A5)	80%	37.91	3.79	3.00	5.05	0.13	0.04	0.01	0.05	0.01	49.99
4 th Term Apprentice (A4)	70%	33.17	3.32	3.00	5.05	0.13	0.04	0.01	0.05	0.01	44.78
3 rd Term Apprentice (A3)	65%	30.80	3.08	3.00	5.05	0.13	0.04	0.01	0.05	0.01	42.17
2 nd Term Apprentice (A2)	60%	28.43	2.84	3.00	5.05	0.13	0.04	0.01	0.05	0.01	39.56
1 st Term Apprentice (A1)	55%	26.06	2.61	3.00	5.05	0.13	0.04	0.01	0.05	0.01	36.96
Pre-Apprentice (PAP)	50%	23.70	2.37	3.00	n/a	0.13	0.04	0.01	0.05	0.01	29.31
Pre-Apprentice first 3 Months (PAP3)	50%	23.70	2.37	n/a	n/a	0.13	0.04	0.01	0.05	0.01	26.31

SCHEDULE "A1.3"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule "A1.3" shall apply to projects NOT subject to an Industrial PLA which are located inside the Lower Mainland.

"Inside" Lower Mainland

Effective April 28, 2024

<u>Employee Classifications:</u>	%	Wage Rate	VP/SHP (10%)	Employer Contributions							D&A Society	Total Monetary Package
				B&M Welfare Plan	CT Pension Plan	CAF	CIRP	JA Plan	BCBCBTU			
"A" Foreperson (AFP)	115%	43.06	4.31	3.00	3.96	0.13	0.04	0.01	0.05	0.01	54.57	
"B" Foreperson (BFP)	100% + \$1.00	38.44	3.84	3.00	3.96	0.13	0.04	0.01	0.05	0.01	49.48	
Journeyman with TQ (JPTQ)	100%	37.44	3.74	3.00	3.96	0.13	0.04	0.01	0.05	0.01	48.38	
Journeyman without TQ (JP)	90%	33.70	3.37	3.00	3.96	0.13	0.04	0.01	0.05	0.01	44.27	
Improver (IMP)	85%	31.82	3.18	3.00	3.96	0.13	0.04	0.01	0.05	0.01	42.20	
6 th Term Apprentice (A6)	90%	33.70	3.37	3.00	3.96	0.13	0.04	0.01	0.05	0.01	44.27	
5 th Term Apprentice (A5)	80%	29.95	3.00	3.00	3.96	0.13	0.04	0.01	0.05	0.01	40.15	
4 th Term Apprentice (A4)	70%	26.21	2.62	3.00	3.96	0.13	0.04	0.01	0.05	0.01	36.03	
3 rd Term Apprentice (A3)	65%	24.34	2.43	3.00	3.96	0.13	0.04	0.01	0.05	0.01	33.97	
2 nd Term Apprentice (A2)	60%	22.46	2.25	3.00	3.96	0.13	0.04	0.01	0.05	0.01	31.91	
1 st Term Apprentice (A1)	55%	20.59	2.06	3.00	3.96	0.13	0.04	0.01	0.05	0.01	29.85	
Pre-Apprentice (PAP)	50%	18.72	1.87	3.00	n/a	0.13	0.04	0.01	0.05	0.01	23.83	
Pre-Apprentice first 3 Months (PAP3)	50%	18.72	1.87	n/a	n/a	0.13	0.04	0.01	0.05	0.01	20.83	

Effective April 28, 2024

May 01, 2023 to April 30, 2026

SCHEDULE "A2.3"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule "A2.3" shall apply to projects NOT subject to an Industrial PLA which are located outside the Lower Mainland.

"Outside" Lower Mainland

Effective April 28, 2024

Employee Classifications:	%	Wage Rate	VP/SHP (10%)	Employer Contributions							Total Monetary Package
				B&M Welfare Plan	CT Pension Plan	CAF	CIRP	JA Plan	BCBCBTU	D&A Society	
"A" Foreperson (AFP)	115%	41.80	4.18	3.00	3.92	0.13	0.04	0.01	0.05	0.01	53.14
"B" Foreperson (BFP)	100% + \$1.00	37.35	3.74	3.00	3.92	0.13	0.04	0.01	0.05	0.01	48.25
Journeyman with TQ (JPTQ)	100%	36.35	3.64	3.00	3.92	0.13	0.04	0.01	0.05	0.01	47.15
Journeyman without TQ (JP)	90%	32.72	3.27	3.00	3.92	0.13	0.04	0.01	0.05	0.01	43.15
Improver (IMP)	85%	30.90	3.09	3.00	3.92	0.13	0.04	0.01	0.05	0.01	41.15
6 th Term Apprentice (A6)	90%	32.72	3.27	3.00	3.92	0.13	0.04	0.01	0.05	0.01	43.15
5 th Term Apprentice (A5)	80%	29.08	2.91	3.00	3.92	0.13	0.04	0.01	0.05	0.01	39.15
4 th Term Apprentice (A4)	70%	25.45	2.55	3.00	3.92	0.13	0.04	0.01	0.05	0.01	35.16
3 rd Term Apprentice (A3)	65%	23.63	2.36	3.00	3.92	0.13	0.04	0.01	0.05	0.01	33.15
2 nd Term Apprentice (A2)	60%	21.81	2.18	3.00	3.92	0.13	0.04	0.01	0.05	0.01	31.15
1 st Term Apprentice (A1)	55%	19.99	2.00	3.00	3.92	0.13	0.04	0.01	0.05	0.01	29.15
Pre-Apprentice (PAP)	50%	18.18	1.82	3.00	n/a	0.13	0.04	0.01	0.05	0.01	23.24
Pre-Apprentice first 3 Months (PAP3)	50%	18.18	1.82	n/a	n/a	0.13	0.04	0.01	0.05	0.01	20.24

SCHEDULE "A3.3"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule "A3.3" shall apply to all projects subject to an industrial PLA which are located inside the Lower Mainland.

"Inside" Lower Mainland

Effective April 28, 2024

<u>Employee Classifications:</u>	%	Wage Rate	VP/SHP (10%)	Employer Contributions							Total Monetary Package
				B&M Welfare Plan	CT Pension Plan	CAF	CIRP	JA Plan	BCBCBTU	D&A Society	
"A" Foreperson (AFP)	115%	48.66	4.87	3.00	4.00	0.13	0.04	0.01	0.05	0.01	60.77
"B" Foreperson (BFP)	100% + \$1.00	43.31	4.33	3.00	4.00	0.13	0.04	0.01	0.05	0.01	54.88
Journeyman with TQ (JPTQ)	100%	42.31	4.23	3.00	4.00	0.13	0.04	0.01	0.05	0.01	53.78
Journeyman without TQ (JP)	90%	38.08	3.81	3.00	4.00	0.13	0.04	0.01	0.05	0.01	49.13
Improver (IMP)	85%	35.96	3.60	3.00	4.00	0.13	0.04	0.01	0.05	0.01	46.80
6 th Term Apprentice (A6)	90%	38.08	3.81	3.00	4.00	0.13	0.04	0.01	0.05	0.01	49.13
5 th Term Apprentice (A5)	80%	33.85	3.39	3.00	4.00	0.13	0.04	0.01	0.05	0.01	44.48
4 th Term Apprentice (A4)	70%	29.62	2.96	3.00	4.00	0.13	0.04	0.01	0.05	0.01	39.82
3 rd Term Apprentice (A3)	65%	27.50	2.75	3.00	4.00	0.13	0.04	0.01	0.05	0.01	37.49
2 nd Term Apprentice (A2)	60%	25.39	2.54	3.00	4.00	0.13	0.04	0.01	0.05	0.01	35.17
1 st Term Apprentice (A1)	55%	23.27	2.33	3.00	4.00	0.13	0.04	0.01	0.05	0.01	32.84
Pre-Apprentice (PAP)	50%	21.16	2.12	3.00	n/a	0.13	0.04	0.01	0.05	0.01	26.52
Pre-Apprentice first 3 Months (PAP3)	50%	21.16	2.12	n/a	n/a	0.13	0.04	0.01	0.05	0.01	23.52

SCHEDULE "A4.3"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule "A4.3" shall apply to all projects subject to an industrial PLA which are located outside the Lower Mainland.

"Outside" Lower Mainland

Effective April 28, 2024

<u>Employee Classifications:</u>	%	Wage Rate	VP/SHP (10%)	Employer Contributions							D&A Society	Total Monetary Package
				B&M Welfare Plan	CT Pension Plan	CAF	CIRP	JA Plan	BCBCBTU			
"A" Foreperson (AFP)	115%	47.40	4.74	3.00	3.96	0.13	0.04	0.01	0.05	0.01	59.34	
"B" Foreperson (BFP)	100% + \$1.00	42.22	4.22	3.00	3.96	0.13	0.04	0.01	0.05	0.01	53.64	
Journeyman with TQ (JPTQ)	100%	41.22	4.12	3.00	3.96	0.13	0.04	0.01	0.05	0.01	52.54	
Journeyman without TQ (JP)	90%	37.10	3.71	3.00	3.96	0.13	0.04	0.01	0.05	0.01	48.01	
Improver (IMP)	85%	35.04	3.50	3.00	3.96	0.13	0.04	0.01	0.05	0.01	45.74	
6 th Term Apprentice (A6)	90%	37.10	3.71	3.00	3.96	0.13	0.04	0.01	0.05	0.01	48.01	
5 th Term Apprentice (A5)	80%	32.98	3.30	3.00	3.96	0.13	0.04	0.01	0.05	0.01	43.48	
4 th Term Apprentice (A4)	70%	28.85	2.89	3.00	3.96	0.13	0.04	0.01	0.05	0.01	38.94	
3 rd Term Apprentice (A3)	65%	26.79	2.68	3.00	3.96	0.13	0.04	0.01	0.05	0.01	36.67	
2 nd Term Apprentice (A2)	60%	24.73	2.47	3.00	3.96	0.13	0.04	0.01	0.05	0.01	34.40	
1 st Term Apprentice (A1)	55%	22.67	2.27	3.00	3.96	0.13	0.04	0.01	0.05	0.01	32.14	
Pre-Apprentice (PAP)	50%	20.61	2.06	3.00	n/a	0.13	0.04	0.01	0.05	0.01	25.91	
Pre-Apprentice first 3 Months (PAP3)	50%	20.61	2.06	n/a	n/a	0.13	0.04	0.01	0.05	0.01	22.91	

SCHEDULE "B1.3"

**EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
APPLICABLE ON ALL PROJECTS NOT SUBJECT TO AN INDUSTRIAL PLA**

All Projects NOT Subject to an Industrial PLA "Inside" the Lower Mainland

Effective April 28, 2024

<u>Employer Contributions</u>	Employee Classifications												
	AFP	BFP	JPTQ	JP	IMP	A6	A5	A4	A3	A2	A1	PAP	PAP3
Bricklayers and Masons Welfare Plan	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	n/a
Ceramic Tile Workers Pension Plan	3.96	3.96	3.96	3.96	3.96	3.96	3.96	3.96	3.96	3.96	3.96	n/a	n/a
CAF (Contract Administration Fund)	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13
CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
JA Plan (BC Jurisdictional Assignment Plan)	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
D&A Society	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Total Employer Contributions	7.20	7.20	7.20	7.20	7.20	7.20	7.20	7.20	7.20	7.20	7.20	7.20	7.20
Employee Deductions - Hourly													
Union Pension Plan	1.70	1.70	1.70	1.70	1.70	1.70	1.70	1.70	1.70	1.70	1.70	n/a	n/a
BCBT Fund	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085
SkillPlan	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
Canadian Building Trades	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
Tilesetters Promotion Fund	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22
Total Employee Deductions - Hourly	2.075	2.075	2.075	2.075	2.075	2.075	2.075	2.075	2.075	2.075	2.075	0.375	0.375
Total Hourly Remittance (Excluding Field Dues)	9.275	9.275	9.275	9.275	9.275	9.275	9.275	9.275	9.275	9.275	9.275	7.575	7.575

‡ Employee Deductions - Field Dues

>>> Calculated on the basis of 2.5% of total Monetary Package <<<

Total Hourly Remittances which need to be submitted are the "Total Hourly Remittances (Excluding Field Dues)" amounts listed above plus the Field Dues.

<u>Monthly Counter Dues</u>	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00
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‡ Employers are reminded that the Employee Deduction for Field Dues should be calculated on the basis of 2.5% of the total Monetary Package (i.e. wage rate + VP/SHP + employer contributions + applicable premiums). As a result, in the event premiums (e.g. Acid Proof and Refractory Premium, Shift Premium, etc.) are payable pursuant to the Agreement, the Field Dues will need to be recalculated using the adjusted Monetary Package. Please contact CLR or the Union for clarification if/as required. Refer also to Article 7.100.

SCHEDULE "B2.3"

**EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
APPLICABLE ON ALL PROJECTS NOT SUBJECT TO AN INDUSTRIAL PLA**

All Projects NOT Subject to an Industrial PLA "Outside" the Lower Mainland

Effective April 28, 2024

<u>Employer Contributions</u>	Employee Classifications												
	AFP	BFP	JPTQ	JP	IMP	A6	A5	A4	A3	A2	A1	PAP	PAP3
Bricklayers and Masons Welfare Plan	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	n/a
Ceramic Tile Workers Pension Plan	3.96	3.96	3.96	3.96	3.96	3.96	3.96	3.96	3.96	3.96	3.96	n/a	n/a
CAF (Contract Administration Fund)	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13
CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
JA Plan (BC Jurisdictional Assignment Plan)	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
D&A Society	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Total Employer Contributions	7.20	7.20	7.20	7.20	7.20	7.20	7.20	7.20	7.20	7.20	7.20	7.20	7.20
Employee Deductions - Hourly													
Union Pension Plan	1.70	1.70	1.70	1.70	1.70	1.70	1.70	1.70	1.70	1.70	1.70	n/a	n/a
BCBT Fund	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085
SkillPlan	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
Canadian Building Trades	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
Tilesetters Promotion Fund	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22
Total Employee Deductions - Hourly	2.075	2.075	2.075	2.075	2.075	2.075	2.075	2.075	2.075	2.075	2.075	0.375	0.375
Total Hourly Remittance (Excluding Field Dues)	9.275	9.275	9.275	9.275	9.275	9.275	9.275	9.275	9.275	9.275	9.275	7.575	7.575

‡ Employee Deductions - Field Dues

>>> Calculated on the basis of 2.5% of total Monetary Package <<<

Total Hourly Remittances which need to be submitted are the "Total Hourly Remittances (Excluding Field Dues)" amounts listed above plus the Field Dues.

<u>Monthly Counter Dues</u>	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00
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‡ Employers are reminded that the Employee Deduction for Field Dues should be calculated on the basis of 2.5% of the total Monetary Package (i.e. wage rate + VP/SHP + employer contributions + applicable premiums). As a result, in the event premiums (e.g. Acid Proof and Refractory Premium, Shift Premium, etc.) are payable pursuant to the Agreement, the Field Dues will need to be recalculated using the adjusted Monetary Package. Please contact CLR or the Union for clarification if/as required. Refer also to Article 7.100.

SCHEDULE "B3.3"

**EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
APPLICABLE ON ALL PROJECTS SUBJECT TO AN INDUSTRIAL PLA**

Projects Subject to an Industrial PLA "Inside" the Lower Mainland

Effective April 28, 2024

Employer Contributions	Employee Classifications												
	AFP	BFP	JPTQ	JP	IMP	A6	A5	A4	A3	A2	A1	PAP	PAP3
Bricklayers and Masons Welfare Plan	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	n/a
Ceramic Tile Workers Pension Plan	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	n/a
CAF (Contract Administration Fund)	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13
CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
JA Plan (BC Jurisdictional Assignment Plan)	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
D&A Society	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Total Employer Contributions	7.24	7.24	7.24	7.24	7.24	7.24	7.24	7.24	7.24	7.24	7.24	3.24	0.24
Employee Deductions - Hourly													
Union Pension Plan	1.70	1.70	1.70	1.70	1.70	1.70	1.70	1.70	1.70	1.70	1.70	n/a	n/a
BCBT Fund	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085
SkillPlan	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
Canadian Building Trades	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
Tilesetters Promotion Fund	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22
Total Employee Deductions - Hourly	2.075	2.075	2.075	2.075	2.075	2.075	2.075	2.075	2.075	2.075	2.075	0.375	0.375
Total Hourly Remittance (Excluding Field Dues)	9.315	9.315	9.315	9.315	9.315	9.315	9.315	9.315	9.315	9.315	9.315	3.615	0.615

‡ **Employee Deductions - Field Dues**

>>> Calculated on the basis of 2.5% of total Monetary Package <<<

Total Hourly Remittances which need to be submitted are the "Total Hourly Remittances (Excluding Field Dues)" amounts listed above plus the Field Dues.

Monthly Counter Dues	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00
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‡ Employers are reminded that the Employee Deduction for Field Dues should be calculated on the basis of 2.5% of the total Monetary Package (i.e. wage rate + VP/SHP + employer contributions + applicable premiums). As a result, in the event premiums (e.g. Acid Proof and Refractory Premium, Shift Premium, etc.) are payable pursuant to the Agreement, the Field Dues will need to be recalculated using the adjusted Monetary Package. Please contact CLR or the Union for clarification if/as required. Refer also to Article 7.100.

SCHEDULE "B4.3"

**EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
APPLICABLE ON ALL PROJECTS SUBJECT TO AN INDUSTRIAL PLA**

Projects Subject to an Industrial PLA "Outside" the Lower Mainland

Effective April 28, 2024

<u>Employer Contributions</u>	Employee Classifications												
	AFP	BFP	JPTQ	JP	IMP	A6	A5	A4	A3	A2	A1	PAP	PAP3
Bricklayers and Masons Welfare Plan	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	n/a
Ceramic Tile Workers Pension Plan	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	n/a
CAF (Contract Administration Fund)	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13
CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
JA Plan (BC Jurisdictional Assignment Plan)	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
D&A Society	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Total Employer Contributions	7.24	7.24	7.24	7.24	7.24	7.24	7.24	7.24	7.24	7.24	7.24	3.24	0.24
Employee Deductions - Hourly													
Union Pension Plan	1.70	1.70	1.70	1.70	1.70	1.70	1.70	1.70	1.70	1.70	1.70	n/a	n/a
BCBT Fund	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085
SkillPlan	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
Canadian Building Trades	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
Tilesetters Promotion Fund	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22
Total Employee Deductions - Hourly	2.075	2.075	2.075	2.075	2.075	2.075	2.075	2.075	2.075	2.075	2.075	0.375	0.375
Total Hourly Remittance (Excluding Field Dues)	9.315	9.315	9.315	9.315	9.315	9.315	9.315	9.315	9.315	9.315	9.315	3.615	0.615

‡ Employee Deductions - Field Dues

>>> Calculated on the basis of 2.5% of total Monetary Package <<<

Total Hourly Remittances which need to be submitted are the "Total Hourly Remittances (Excluding Field Dues)" amounts listed above plus the Field Dues.

<u>Monthly Counter Dues</u>	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00
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‡ Employers are reminded that the Employee Deduction for Field Dues should be calculated on the basis of 2.5% of the total Monetary Package (i.e. wage rate + VP/SHP + employer contributions + applicable premiums). As a result, in the event premiums (e.g. Acid Proof and Refractory Premium, Shift Premium, etc.) are payable pursuant to the Agreement, the Field Dues will need to be recalculated using the adjusted Monetary Package. Please contact CLR or the Union for clarification if/as required. Refer also to Article 7.100.

SCHEDULE "A5.3"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule A5.3 shall apply to the LNG Canada Project ONLY

LNG Canada Project ONLY

Effective April 28, 2024

<u>Employee Classifications:</u>	%	Wage Rate	VP/SHP (10%)	Employer Contributions							D&A Society	Total Monetary Package
				B&M Welfare Plan	CT Pension Plan	CAF	CIRP	JA Plan	BCBCBTU			
"A" Foreperson (AFP)	115%	53.10	5.31	3.00	3.96	0.13	0.04	0.01	0.05	0.01	65.61	
"B" Foreperson (BFP)	100% + \$1.00	47.17	4.72	3.00	3.96	0.13	0.04	0.01	0.05	0.01	59.09	
Journeyman with TQ (JPTQ)	100%	46.17	4.62	3.00	3.96	0.13	0.04	0.01	0.05	0.01	57.99	
Journeyman without TQ (JP)	90%	41.55	4.16	3.00	3.96	0.13	0.04	0.01	0.05	0.01	52.91	
Improver (IMP)	85%	39.24	3.92	3.00	3.96	0.13	0.04	0.01	0.05	0.01	50.36	
6 th Term Apprentice (A6)	90%	41.55	4.16	3.00	3.96	0.13	0.04	0.01	0.05	0.01	52.91	
5 th Term Apprentice (A5)	80%	36.94	3.69	3.00	3.96	0.13	0.04	0.01	0.05	0.01	47.83	
4 th Term Apprentice (A4)	70%	32.32	3.23	3.00	3.96	0.13	0.04	0.01	0.05	0.01	42.75	
3 rd Term Apprentice (A3)	65%	30.01	3.00	3.00	3.96	0.13	0.04	0.01	0.05	0.01	40.21	
2 nd Term Apprentice (A2)	60%	27.70	2.77	3.00	3.96	0.13	0.04	0.01	0.05	0.01	37.67	
1 st Term Apprentice (A1)	55%	25.39	2.54	3.00	3.96	0.13	0.04	0.01	0.05	0.01	35.13	
Pre-Apprentice (PAP)	50%	23.09	2.31	3.00	n/a	0.13	0.04	0.01	0.05	0.01	28.64	
Pre-Apprentice first 3 Months (PAP3)	50%	23.09	2.31	n/a	n/a	0.13	0.04	0.01	0.05	0.01	25.64	

UA Local 170 Standard ICI Agreement - Commercial/Institutional Projects

Breakdown of Monetary Package	October 29, 2023					April 28, 2024				
	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Pension	Total Employer Contributions	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Pension	Total Employer Contributions	Total Monetary Package
General Foreman 120%	\$54.88	\$6.59	\$5.50	\$4.64	\$71.61	\$56.81	\$6.82	\$5.75	\$4.64	\$74.02
Foreman 115%	\$52.59	\$6.31	\$5.50	\$4.64	\$69.04	\$54.44	\$6.53	\$5.75	\$4.64	\$71.36
Journey person 100%	\$45.73	\$5.49	\$5.50	\$4.64	\$61.36	\$47.34	\$5.68	\$5.75	\$4.64	\$63.41
Building Trades Helper 86.9%	\$39.74	\$4.77	\$5.50	\$4.64	\$54.65	\$41.14	\$4.94	\$5.75	\$4.64	\$56.47
Apprentices:										
8 th 6 months 85%	\$38.87	\$4.66	\$4.68	\$4.64	\$52.85	\$40.24	\$4.83	\$4.89	\$4.64	\$54.60
7 th 6 months 80%	\$36.58	\$4.39	\$4.40	\$4.64	\$50.01	\$37.87	\$4.54	\$4.60	\$4.64	\$51.65
6 th 6 months 75%	\$34.30	\$4.12	\$4.13	\$4.64	\$47.19	\$35.51	\$4.26	\$4.31	\$4.64	\$48.72
5 th 6 months 70%	\$32.01	\$3.84	\$3.85	\$4.64	\$44.34	\$33.14	\$3.98	\$4.03	\$4.64	\$45.79
4 th 6 months 65%	\$29.72	\$3.57	\$3.58	\$4.64	\$41.51	\$30.77	\$3.69	\$3.74	\$4.64	\$42.84
3 rd 6 months 60%	\$27.44	\$3.29	\$3.30	\$4.64	\$38.67	\$28.40	\$3.41	\$3.45	\$4.64	\$39.90
2 nd 6 months 55%	\$25.15	\$3.02	\$3.03	\$4.64	\$35.84	\$26.04	\$3.12	\$3.16	\$4.64	\$36.96
1 st 6 months 55%	\$25.15	\$3.02	\$3.03	\$4.64	\$35.84	\$26.04	\$3.12	\$3.16	\$4.64	\$36.96

Employer Contributions	October 29, 2023	April 28, 2024
Union Benefit Plan E	\$2.67	\$2.67
CLR Dues W	\$0.13	\$0.13
Rehabilitation Fund W	\$0.04	\$0.04
JA Plan W	\$0.01	\$0.01
BCBCBTU Fund W	\$0.05	\$0.05
D&A Society W	\$0.01	\$0.01
PIAB Fund W	\$0.83	\$0.83
JTIP Fund (GST to be added) W	\$0.10	\$0.10
MIRA (GST to be added) W	\$0.17	\$0.17
SUB W	\$0.10	\$0.10
CIBF (Affiliation/Benefit Fund) * W	\$0.18	\$0.18
Industry Enhancement Fund W	\$0.10	\$0.10
Job Ready Dispatch W	\$0.20	\$0.20
Canadian Training Fund W	\$0.05	\$0.05
* Total Employer Contributions - Straight Time Hours	\$4.64	\$4.64
* Total Employer Contributions - 1.5X Overtime Hours	\$5.975	\$5.975
* Total Employer Contributions - 2X Overtime Hours	\$7.31	\$7.31

Note:

Employer Contributions marked "E" paid based on hours Earned, those marked "W" paid based on hours Worked
 Union Remittance form combines CIBF, JAPlan, Rehabilitation Fund, D&A and BCBCBTU into a single remittance of \$0.29 titled CIBF.

1. Pre-Apprentice Classification - Vacation and Stat Holiday Pay is 8%, Employer also pays MSP premiums.

UA Local 170 Standard ICI Agreement - Commercial/Institutional Projects

Employee Deductions	October 29, 2023							April 28, 2024						
	Hourly Dues (2.5% of Straight Time Hourly Wage Rate)	Canadian Building Trades	BC Building Trades	Market Recovery & Area Training	Canadian Political Action Fund	Rehab Fund	Helmets to Hardhats	Hourly Dues (2.5% of Straight Time Hourly Wage Rate)	Canadian Building Trades	BC Building Trades	Market Recovery & Area Training	Canadian Political Action Fund	Rehab Fund	Helmets to Hardhats
	E	E	E	E	E	W	W	E	E	E	E	E	W	W
General Foreperson	\$1.37	\$0.01	\$0.085	\$1.00	\$0.01	\$0.04	\$0.01	\$1.42	\$0.01	\$0.085	\$1.00	\$0.01	\$0.04	\$0.01
Foreperson	\$1.31	\$0.01	\$0.085	\$1.00	\$0.01	\$0.04	\$0.01	\$1.36	\$0.01	\$0.085	\$1.00	\$0.01	\$0.04	\$0.01
Journey person	\$1.14	\$0.01	\$0.085	\$1.00	\$0.01	\$0.04	\$0.01	\$1.18	\$0.01	\$0.085	\$1.00	\$0.01	\$0.04	\$0.01
Building Trades Helper	\$0.99	\$0.01	\$0.085	\$1.00	\$0.01	\$0.04	\$0.01	\$1.03	\$0.01	\$0.085	\$1.00	\$0.01	\$0.04	\$0.01
Apprentices:														
8th 6 months	\$0.9718	\$0.01	\$0.085	\$0.775	\$0.01	\$0.04	\$0.01	\$1.01	\$0.01	\$0.085	\$0.775	\$0.01	\$0.04	\$0.01
7th 6 months	\$0.91	\$0.01	\$0.085	\$0.775	\$0.01	\$0.04	\$0.01	\$0.95	\$0.01	\$0.085	\$0.775	\$0.01	\$0.04	\$0.01
6th 6 months	\$0.86	\$0.01	\$0.085	\$0.775	\$0.01	\$0.04	\$0.01	\$0.89	\$0.01	\$0.085	\$0.775	\$0.01	\$0.04	\$0.01
5th 6 months	\$0.80	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01	\$0.83	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01
4th 6 months	\$0.74	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01	\$0.77	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01
3rd 6 months	\$0.69	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01	\$0.71	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01
2nd 6 months	\$0.63	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01	\$0.65	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01
1st 6 months	\$0.63	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01	\$0.65	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01

	Total Employee Deductions		
	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
General Foreperson	\$2.53	\$3.77	\$5.00
Foreperson	\$2.47	\$3.68	\$4.89
Journey person	\$2.30	\$3.42	\$4.55
Building Trades Helper	\$2.15	\$3.20	\$4.25
Apprentices:			
8th 6 months	\$1.90	\$2.83	\$3.75
7th 6 months	\$1.84	\$2.74	\$3.64
6th 6 months	\$1.79	\$2.66	\$3.53
5th 6 months	\$1.61	\$2.38	\$3.16
4th 6 months	\$1.55	\$2.30	\$3.05
3rd 6 months	\$1.49	\$2.21	\$2.93
2nd 6 months	\$1.43	\$2.13	\$2.82
1st 6 months	\$1.43	\$2.13	\$2.82

	Total Employee Deductions		
	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
General Foreperson	\$2.58	\$3.84	\$5.10
Foreperson	\$2.52	\$3.75	\$4.98
Journey person	\$2.34	\$3.47	\$4.62
Building Trades Helper	\$2.19	\$3.25	\$4.33
Apprentices:			
8th 6 months	\$1.95	\$2.89	\$3.84
7th 6 months	\$1.89	\$2.81	\$3.72
6th 6 months	\$1.83	\$2.71	\$3.60
5th 6 months	\$1.64	\$2.44	\$3.22
4th 6 months	\$1.58	\$2.34	\$3.10
3rd 6 months	\$1.52	\$2.25	\$2.98
2nd 6 months	\$1.46	\$2.16	\$2.86
1st 6 months	\$1.46	\$2.16	\$2.86

Note:
Employee deductions marked "E" deducted based on hours Earned, those marked "W" deducted based on hours Worked
Market Recovery & Area Training is split 80/20

UA Local 170 Standard ICI Agreement - LNG CANADA PROJECT ONLY

Breakdown of Monetary Package		October 29, 2023					April 28, 2024				
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Pension	Total Employer Contributions	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Pension	Total Employer Contributions	Total Monetary Package
General Foreperson	120%	\$69.55	\$8.35	\$5.50	\$4.44	\$87.84	\$72.05	\$8.65	\$5.75	\$4.44	\$90.89
Foreperson	115%	\$66.65	\$8.00	\$5.50	\$4.44	\$84.59	\$69.05	\$8.29	\$5.75	\$4.44	\$87.53
Journey person	100%	\$57.96	\$6.96	\$5.50	\$4.44	\$74.86	\$60.04	\$7.20	\$5.75	\$4.44	\$77.43
Building Trades Helper	86.9%	\$50.37	\$6.04	\$5.50	\$4.44	\$66.35	\$52.17	\$6.26	\$5.75	\$4.44	\$68.62
Apprentices:											
8 th 6 months	85%	\$49.27	\$5.91	\$4.68	\$4.44	\$64.30	\$51.03	\$6.12	\$4.89	\$4.44	\$66.48
7 th 6 months	80%	\$46.37	\$5.56	\$4.40	\$4.44	\$60.77	\$48.03	\$5.76	\$4.60	\$4.44	\$62.83
6 th 6 months	75%	\$43.47	\$5.22	\$4.13	\$4.44	\$57.26	\$45.03	\$5.40	\$4.31	\$4.44	\$59.18
5 th 6 months	70%	\$40.57	\$4.87	\$3.85	\$4.44	\$53.73	\$42.03	\$5.04	\$4.03	\$4.44	\$55.54
4 th 6 months	65%	\$37.67	\$4.52	\$3.58	\$4.44	\$50.21	\$39.03	\$4.68	\$3.74	\$4.44	\$51.89
3 rd 6 months	60%	\$34.78	\$4.17	\$3.30	\$4.44	\$46.69	\$36.02	\$4.32	\$3.45	\$4.44	\$48.23
2 nd 6 months	55%	\$31.88	\$3.83	\$3.03	\$4.44	\$43.18	\$33.02	\$3.96	\$3.16	\$4.44	\$44.58
1 st 6 months	55%	\$31.88	\$3.83	\$3.03	\$4.44	\$43.18	\$33.02	\$3.96	\$3.16	\$4.44	\$44.58

Employer Contributions		October 29, 2023	April 28, 2024
Union Benefit Plan	W	\$2.67	\$2.67
CLR Dues	W	\$0.13	\$0.13
Rehabilitation Fund	W	\$0.04	\$0.04
JA Plan	W	\$0.01	\$0.01
BCBCBTU Fund	W	\$0.05	\$0.05
D&A Society	W	\$0.01	\$0.01
PIAB Fund	W	\$0.83	\$0.83
JTIP Fund (GST to be added)	W	\$0.10	\$0.10
MIRA (GST to be added)	W	\$0.17	\$0.17
SUB	W	\$0.10	\$0.10
CIBF (Affiliation/Benefit Fund)	W	\$0.18	\$0.18
Industry Enhancement Fund	W	\$0.10	\$0.10
Canadian Training Fund	W	\$0.05	\$0.05
* Total Employer Contributions - Straight Time Hours		\$4.44	\$4.44
* Total Employer Contributions - 1.5X Overtime Hours		\$4.44	\$4.44
* Total Employer Contributions - 2X Overtime Hours		\$4.44	\$4.44

Note:

Employer Contributions marked "E" paid based on hours Earned, those marked "W" paid based on hours Worked
 Union Remittance form combines CIBF, JAPlan, Rehabilitation Fund, D&A and BCBCBTU into a single remittance of \$0.29 titled CIBF.

UA Local 170 Standard ICI Agreement - Industrial Projects

Employee Deductions	October 29, 2023							April 28, 2024						
	Hourly Dues (2.5% of Straight Time Hourly Wage Rate)	Canadian Building Trades	BC Building Trades	Market Recovery & Area Training	Canadian Political Action Fund	Rehab Fund	Helmets to Hardhats	Hourly Dues (2.5% of Straight Time Hourly Wage Rate)	Canadian Building Trades	BC Building Trades	Market Recovery & Area Training	Canadian Political Action Fund	Rehab Fund	Helmets to Hardhats
	E	E	E	E	E	W	W	E	E	E	E	E	W	W
General Foreperson	\$1.55	\$0.01	\$0.085	\$1.00	\$0.01	\$0.04	\$0.01	\$1.61	\$0.01	\$0.085	\$1.00	\$0.01	\$0.04	\$0.01
Foreperson	\$1.49	\$0.01	\$0.085	\$1.00	\$0.01	\$0.04	\$0.01	\$1.54	\$0.01	\$0.085	\$1.00	\$0.01	\$0.04	\$0.01
Journeyman	\$1.29	\$0.01	\$0.085	\$1.00	\$0.01	\$0.04	\$0.01	\$1.34	\$0.01	\$0.085	\$1.00	\$0.01	\$0.04	\$0.01
Building Trades Helper	\$1.12	\$0.01	\$0.085	\$1.00	\$0.01	\$0.04	\$0.01	\$1.16	\$0.01	\$0.085	\$1.00	\$0.01	\$0.04	\$0.01
Apprentices:														
8th 6 months	\$1.10	\$0.01	\$0.085	\$0.775	\$0.01	\$0.04	\$0.01	\$1.14	\$0.01	\$0.085	\$0.775	\$0.01	\$0.04	\$0.01
7th 6 months	\$1.04	\$0.01	\$0.085	\$0.775	\$0.01	\$0.04	\$0.01	\$1.07	\$0.01	\$0.085	\$0.775	\$0.01	\$0.04	\$0.01
6th 6 months	\$0.97	\$0.01	\$0.085	\$0.775	\$0.01	\$0.04	\$0.01	\$1.01	\$0.01	\$0.085	\$0.775	\$0.01	\$0.04	\$0.01
5th 6 months	\$0.91	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01	\$0.94	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01
4th 6 months	\$0.84	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01	\$0.87	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01
3rd 6 months	\$0.78	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01	\$0.80	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01
2nd 6 months	\$0.71	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01	\$0.74	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01
1st 6 months	\$0.71	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01	\$0.74	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01

	Total Employee Deductions		
	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
General Foreperson	\$2.71	\$4.03	\$5.36
Foreperson	\$2.65	\$3.94	\$5.24
Journeyman	\$2.45	\$3.64	\$4.84
Building Trades Helper	\$2.28	\$3.39	\$4.50
Apprentices:			
8th 6 months	\$2.03	\$3.02	\$4.01
7th 6 months	\$1.97	\$2.93	\$3.89
6th 6 months	\$1.90	\$2.83	\$3.75
5th 6 months	\$1.72	\$2.55	\$3.38
4th 6 months	\$1.65	\$2.44	\$3.24
3rd 6 months	\$1.59	\$2.35	\$3.12
2nd 6 months	\$1.52	\$2.25	\$2.98
1st 6 months	\$1.52	\$2.25	\$2.98

	Total Employee Deductions		
	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
General Foreperson	\$2.77	\$4.12	\$5.48
Foreperson	\$2.70	\$4.02	\$5.34
Journeyman	\$2.50	\$3.72	\$4.94
Building Trades Helper	\$2.32	\$3.45	\$4.58
Apprentices:			
8th 6 months	\$2.07	\$3.08	\$4.09
7th 6 months	\$2.00	\$2.98	\$3.95
6th 6 months	\$1.94	\$2.89	\$3.83
5th 6 months	\$1.75	\$2.59	\$3.44
4th 6 months	\$1.68	\$2.49	\$3.30
3rd 6 months	\$1.61	\$2.38	\$3.16
2nd 6 months	\$1.55	\$2.29	\$3.04
1st 6 months	\$1.55	\$2.29	\$3.04

Note:

Employee deductions marked "E" deducted based on hours Earned, those marked "W" deducted based on hours Worked
Market Recovery & Area Training is split 80/20

UA Local 170 Standard ICI Agreement - Industrial Projects

Breakdown of Monetary Package	October 29, 2023					April 28, 2024				
	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Pension	Total Employer Contributions	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Pension	Total Employer Contributions	Total Monetary Package
General Foreman 120%	\$62.10	\$7.45	\$5.50	\$4.44	\$79.49	\$64.33	\$7.72	\$5.75	\$4.44	\$82.24
Foreman 115%	\$59.51	\$7.14	\$5.50	\$4.44	\$76.59	\$61.65	\$7.40	\$5.75	\$4.44	\$79.24
Journey person 100%	\$51.75	\$6.21	\$5.50	\$4.44	\$67.90	\$53.61	\$6.43	\$5.75	\$4.44	\$70.23
Building Trades Helper 86.9%	\$44.97	\$5.40	\$5.50	\$4.44	\$60.31	\$46.59	\$5.59	\$5.75	\$4.44	\$62.37
Apprentices:										
8 th 6 months 85%	\$43.99	\$5.28	\$4.68	\$4.44	\$58.39	\$45.57	\$5.47	\$4.89	\$4.44	\$60.37
7 th 6 months 80%	\$41.40	\$4.97	\$4.40	\$4.44	\$55.21	\$42.89	\$5.15	\$4.60	\$4.44	\$57.08
6 th 6 months 75%	\$38.81	\$4.66	\$4.13	\$4.44	\$52.04	\$40.21	\$4.83	\$4.31	\$4.44	\$53.79
5 th 6 months 70%	\$36.23	\$4.35	\$3.85	\$4.44	\$48.87	\$37.53	\$4.50	\$4.03	\$4.44	\$50.50
4 th 6 months 65%	\$33.64	\$4.04	\$3.58	\$4.44	\$45.70	\$34.85	\$4.18	\$3.74	\$4.44	\$47.21
3 rd 6 months 60%	\$31.05	\$3.73	\$3.30	\$4.44	\$42.52	\$32.17	\$3.86	\$3.45	\$4.44	\$43.92
2 nd 6 months 55%	\$28.46	\$3.42	\$3.03	\$4.44	\$39.35	\$29.49	\$3.54	\$3.16	\$4.44	\$40.63
1 st 6 months 55%	\$28.46	\$3.42	\$3.03	\$4.44	\$39.35	\$29.49	\$3.54	\$3.16	\$4.44	\$40.63

Employer Contributions		October 29, 2023	April 28, 2024
Union Benefit Plan E		\$2.67	\$2.67
CLR Dues W		\$0.13	\$0.13
Rehabilitation Fund W		\$0.04	\$0.04
JA Plan W		\$0.01	\$0.01
BCBCBTU Fund W		\$0.05	\$0.05
D&A Society W		\$0.01	\$0.01
PIAB Fund W		\$0.83	\$0.83
JTIP Fund (GST to be added) W		\$0.10	\$0.10
MIRA (GST to be added) W		\$0.17	\$0.17
SUB W		\$0.10	\$0.10
CIBF (Affiliation/Benefit Fund) W		\$0.18	\$0.18
Industry Enhancement Fund W		\$0.10	\$0.10
Canadian Training Fund W		\$0.05	\$0.05
* Total Employer Contributions - Straight Time Hours		\$4.44	\$4.44
* Total Employer Contributions - 1.5X Overtime Hours		\$5.775	\$5.775
* Total Employer Contributions - 2X Overtime Hours		\$7.11	\$7.11

Note:

Employer Contributions marked "E" paid based on hours Earned, those marked "W" paid based on hours Worked
 Union Remittance form combines CIBF, JAPlan, Rehabilitation Fund, D&A and BCBCBTU into a single remittance of \$0.29 titled CIBF.

UA Local 170 Standard ICI Agreement - Industrial Projects

Employee Deductions	October 29, 2023							April 28, 2024						
	Hourly Dues (2.5% of Straight Time Hourly Wage Rate)	Canadian Building Trades	BC Building Trades	Market Recovery & Area Training	Canadian Political Action Fund	Rehab Fund	Helmets to Hardhats	Hourly Dues (2.5% of Straight Time Hourly Wage Rate)	Canadian Building Trades	BC Building Trades	Market Recovery & Area Training	Canadian Political Action Fund	Rehab Fund	Helmets to Hardhats
	E	E	E	E	E	W	W	E	E	E	E	E	W	W
General Foreperson	\$1.55	\$0.01	\$0.085	\$1.00	\$0.01	\$0.04	\$0.01	\$1.61	\$0.01	\$0.085	\$1.00	\$0.01	\$0.04	\$0.01
Foreperson	\$1.49	\$0.01	\$0.085	\$1.00	\$0.01	\$0.04	\$0.01	\$1.54	\$0.01	\$0.085	\$1.00	\$0.01	\$0.04	\$0.01
Journeyman	\$1.29	\$0.01	\$0.085	\$1.00	\$0.01	\$0.04	\$0.01	\$1.34	\$0.01	\$0.085	\$1.00	\$0.01	\$0.04	\$0.01
Building Trades Helper	\$1.12	\$0.01	\$0.085	\$1.00	\$0.01	\$0.04	\$0.01	\$1.16	\$0.01	\$0.085	\$1.00	\$0.01	\$0.04	\$0.01
Apprentices:														
8th 6 months	\$1.10	\$0.01	\$0.085	\$0.775	\$0.01	\$0.04	\$0.01	\$1.14	\$0.01	\$0.085	\$0.775	\$0.01	\$0.04	\$0.01
7th 6 months	\$1.04	\$0.01	\$0.085	\$0.775	\$0.01	\$0.04	\$0.01	\$1.07	\$0.01	\$0.085	\$0.775	\$0.01	\$0.04	\$0.01
6th 6 months	\$0.97	\$0.01	\$0.085	\$0.775	\$0.01	\$0.04	\$0.01	\$1.01	\$0.01	\$0.085	\$0.775	\$0.01	\$0.04	\$0.01
5th 6 months	\$0.91	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01	\$0.94	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01
4th 6 months	\$0.84	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01	\$0.87	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01
3rd 6 months	\$0.78	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01	\$0.80	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01
2nd 6 months	\$0.71	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01	\$0.74	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01
1st 6 months	\$0.71	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01	\$0.74	\$0.01	\$0.085	\$0.65	\$0.01	\$0.04	\$0.01

	Total Employee Deductions		
	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
General Foreperson	\$2.71	\$4.03	\$5.36
Foreperson	\$2.65	\$3.94	\$5.24
Journeyman	\$2.45	\$3.64	\$4.84
Building Trades Helper	\$2.28	\$3.39	\$4.50
Apprentices:			
8th 6 months	\$2.03	\$3.02	\$4.01
7th 6 months	\$1.97	\$2.93	\$3.89
6th 6 months	\$1.90	\$2.83	\$3.75
5th 6 months	\$1.72	\$2.55	\$3.38
4th 6 months	\$1.65	\$2.44	\$3.24
3rd 6 months	\$1.59	\$2.35	\$3.12
2nd 6 months	\$1.52	\$2.25	\$2.98
1st 6 months	\$1.52	\$2.25	\$2.98

	Total Employee Deductions		
	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
General Foreperson	\$2.77	\$4.12	\$5.48
Foreperson	\$2.70	\$4.02	\$5.34
Journeyman	\$2.50	\$3.72	\$4.94
Building Trades Helper	\$2.32	\$3.45	\$4.58
Apprentices:			
8th 6 months	\$2.07	\$3.08	\$4.09
7th 6 months	\$2.00	\$2.98	\$3.95
6th 6 months	\$1.94	\$2.89	\$3.83
5th 6 months	\$1.75	\$2.59	\$3.44
4th 6 months	\$1.68	\$2.49	\$3.30
3rd 6 months	\$1.61	\$2.38	\$3.16
2nd 6 months	\$1.55	\$2.29	\$3.04
1st 6 months	\$1.55	\$2.29	\$3.04

Note:

Employee deductions marked "E" deducted based on hours Earned, those marked "W" deducted based on hours Worked
Market Recovery & Area Training is split 80/20

UA Local 324 Commercial Institutional Agreement

Breakdown of Monetary Package		May 1, 2023						April 28, 2024					
		Straight Time Hourly Wage Rate ¹	Vacation & Holiday Pay (12%) ³	Tool & Clothing Allowance	Pension	Total Employer Contributions *	Total Monetary Package	Straight Time Hourly Wage Rate	Tool & Clothing Allowance	Vacation & Holiday Pay (12%) ¹	Pension	Total Employer Contributions *	Total Monetary Package
"A" Foreperson	120%	\$51.52	\$6.18	\$0.30	\$5.60	\$4.55	\$68.15	\$51.52	\$6.18	\$0.30	\$5.60	\$4.55	\$68.15
"B" Foreperson	115%	\$49.37	\$5.92	\$0.30	\$5.60	\$4.55	\$65.74	\$49.37	\$5.92	\$0.30	\$5.60	\$4.55	\$65.74
"C" Foreperson	110%	\$47.22	\$5.67	\$0.30	\$5.60	\$4.55	\$63.34	\$47.22	\$5.67	\$0.30	\$5.60	\$4.55	\$63.34
Journeyman	100%	\$42.93	\$5.15	\$0.30	\$5.60	\$4.55	\$58.53	\$43.73	\$5.25	\$0.30	\$5.60	\$4.55	\$59.43
<u>Apprentices:</u>													
7600 Hours	100%	\$42.93	\$5.15	\$0.30	\$5.60	\$4.55	\$58.53	\$43.73	\$5.25	\$0.30	\$5.60	\$4.55	\$59.43
6650 Hours	90%	\$38.64	\$4.64	\$0.30	\$5.04	\$4.55	\$53.17	\$39.36	\$4.72	\$0.30	\$5.04	\$4.55	\$53.97
5700 Hours ¹	80%	\$34.34	\$4.12	\$0.30	\$4.48	\$4.55	\$47.79	\$34.98	\$4.20	\$0.30	\$4.48	\$4.55	\$48.51
4750 Hours	75%	\$32.20	\$3.86	\$0.30	\$4.20	\$4.55	\$45.11	\$32.80	\$3.94	\$0.30	\$4.20	\$4.55	\$45.79
3800 Hours	70%	\$30.05	\$3.61	\$0.30	\$3.92	\$4.55	\$42.43	\$30.61	\$3.67	\$0.30	\$3.92	\$4.55	\$43.05
2850 Hours	65%	\$27.90	\$3.35	\$0.30	\$3.64	\$4.55	\$39.74	\$28.42	\$3.41	\$0.30	\$3.64	\$4.55	\$40.32
1900 Hours	60%	\$25.76	\$3.09	\$0.30	\$3.36	\$4.55	\$37.06	\$26.24	\$3.15	\$0.30	\$3.36	\$4.55	\$37.60
951 Hours	55%	\$23.61	\$2.83	\$0.30	\$3.08	\$4.55	\$34.37	\$24.05	\$2.89	\$0.30	\$3.08	\$4.55	\$34.87
0 – 950 Hours	50%	\$21.47	\$2.58	\$0.30	\$2.80	\$4.55	\$31.70	\$21.87	\$2.62	\$0.30	\$2.80	\$4.55	\$32.14
Negative 950 to 0 hours	45%	\$19.32	\$2.32	\$0.30	\$2.52	\$4.55	\$29.01	\$19.68	\$2.36	\$0.30	\$2.52	\$4.55	\$29.41

Employer Contributions ²		May 1, 2023	April 28, 2024
Union Benefit Plan	E	\$3.00	\$3.00
CLR Dues	W	\$0.13	\$0.13
Rehabilitation Fund	W	\$0.08	\$0.08
JA Plan	W	\$0.01	\$0.01
BCBCBTU Fund	W	\$0.05	\$0.05
D&A Society	W	\$0.01	\$0.01
Apprenticeship (Including Canadian Training Fund)	E	\$0.60	\$0.60
MTPF	E	\$0.18	\$0.18
IMIRA (GST included)	E	\$0.05	\$0.05
Marketing	E	\$0.41	\$0.41
CLR/UA 324 Promotion Fund	W	\$0.03	\$0.03
* Total Employer Contributions – Straight Time Hours		\$4.55	\$4.55
Total Employer Contributions – 1.5X Overtime Hours		\$6.67	\$6.67
Total Employer Contributions – 2X Overtime Hours		\$8.79	\$8.79

1. All Employer Contributions marked "E" calculated based on Hours Earned, Employer Contributions marked "W" calculated based on Hours Worked.

2. Apprentices who obtained 5700 hours by June 15, 2021 shall remain at 85%

3. Although not listed in the schedule, Material Handler rate is 40%

4. Vacation and Holiday Pay is not applicable to the Tool & Clothing Allowance

UA Local 324 Commercial Institutional Agreement

Employee Deductions ²	May 1, 2023			April 28, 2024		
	Hourly Dues (1.25% of ST Hourly rate)	STAB	Building Trust Fund	Hourly Dues (1.25% of ST Hourly rate)	STAB	Building Trust Fund
	E	W	E	E	W	E
"A" Foreperson	\$0.64	\$1.00	\$0.52	\$0.64	\$1.00	\$0.52
"B" Foreperson	\$0.62	\$1.00	\$0.49	\$0.62	\$1.00	\$0.49
"C" Foreperson	\$0.59	\$1.00	\$0.47	\$0.59	\$1.00	\$0.47
Journey person	\$0.54	\$1.00	\$0.43	\$0.54	\$1.00	\$0.43
<u>Apprentices:</u>						
7600 Hours	\$0.54	\$1.00	\$0.43	\$0.54	\$1.00	\$0.43
6650 Hours	\$0.48	\$0.90	\$0.39	\$0.48	\$0.90	\$0.39
5700 Hours ¹	\$0.43	\$0.80	\$0.34	\$0.43	\$0.80	\$0.34
4750 Hours	\$0.40	\$0.75	\$0.32	\$0.40	\$0.75	\$0.32
3800 Hours	\$0.38	\$0.70	\$0.30	\$0.38	\$0.70	\$0.30
2850 Hours	\$0.35	\$0.65	\$0.28	\$0.35	\$0.65	\$0.28
1900 Hours	\$0.32	\$0.60	\$0.26	\$0.32	\$0.60	\$0.26
951 Hours	\$0.30	\$0.55	\$0.24	\$0.30	\$0.55	\$0.24
0 – 950 Hours	\$0.27	\$0.50	\$0.21	\$0.27	\$0.50	\$0.21
Negative 950 to 0 hours	\$0.24	\$0.45	\$0.19	\$0.24	\$0.45	\$0.19

Employee Deductions	May 1, 2023			April 28, 2024		
	Total Employee Deductions			Total Employee Deductions		
	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
"A" Foreperson	\$2.16	\$2.74	\$3.32	\$2.16	\$2.74	\$3.32
"B" Foreperson	\$2.11	\$2.67	\$3.22	\$2.11	\$2.67	\$3.22
"C" Foreperson	\$2.06	\$2.59	\$3.12	\$2.06	\$2.59	\$3.12
Journey person	\$1.97	\$2.46	\$2.94	\$1.97	\$2.45	\$2.93
<u>Apprentices:</u>						
7600 Hours	\$1.97	\$2.46	\$2.94	\$1.97	\$2.45	\$2.93
6650 Hours	\$1.77	\$2.21	\$2.64	\$1.77	\$2.20	\$2.64
5700 Hours ¹	\$1.57	\$1.96	\$2.34	\$1.57	\$1.96	\$2.35
4750 Hours	\$1.47	\$1.83	\$2.19	\$1.47	\$1.84	\$2.20
3800 Hours	\$1.38	\$1.72	\$2.06	\$1.38	\$1.71	\$2.05
2850 Hours	\$1.28	\$1.60	\$1.91	\$1.28	\$1.59	\$1.91
1900 Hours	\$1.18	\$1.47	\$1.76	\$1.18	\$1.47	\$1.76
951 Hours	\$1.09	\$1.36	\$1.64	\$1.08	\$1.35	\$1.61
0 – 950 Hours	\$0.98	\$1.22	\$1.46	\$0.98	\$1.22	\$1.47
Negative 950 to 0 hours	\$0.88	\$1.10	\$1.31	\$0.88	\$1.10	\$1.32

1. Apprentices who obtained 5700 hours by June 15, 2021 shall remain at 85%

2. All Employee Deductions marked "E" calculated based on Hours Earned, Employee Deductions marked "W" calculated based on Hours Worked.

UA Local 324 Industrial Agreement

Breakdown of Monetary Package		October 29, 2023					April 28, 2024				
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Pension	Total Employer Contributions*	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Pension	Total Employer Contributions*	Total Monetary Package
General Foreperson	120%	\$60.90	\$7.31	\$5.60	\$4.02	\$77.83	\$63.35	\$7.60	\$5.60	\$4.02	\$80.57
Foreperson	115%	\$58.36	\$7.00	\$5.60	\$4.02	\$74.98	\$60.71	\$7.29	\$5.60	\$4.02	\$77.62
Journeyman	100%	\$50.75	\$6.09	\$5.60	\$4.02	\$66.46	\$52.79	\$6.33	\$5.60	\$4.02	\$68.74
Apprentices:											
7600 Hours	100%	\$50.75	\$6.09	\$5.60	\$4.02	\$66.46	\$52.79	\$6.33	\$5.60	\$4.02	\$68.74
6650 Hours	90%	\$45.68	\$5.48	\$5.04	\$4.02	\$60.22	\$47.51	\$5.70	\$5.04	\$4.02	\$62.27
5000 Hours (5700 Hours and 80% effective May 28, 2023)	85%	\$40.60	\$4.87	\$4.48	\$4.02	\$53.97	\$42.23	\$5.07	\$4.48	\$4.02	\$55.80
4750 Hours	75%	\$38.06	\$4.57	\$4.20	\$4.02	\$50.85	\$39.59	\$4.75	\$4.20	\$4.02	\$52.56
3800 Hours	70%	\$35.53	\$4.26	\$3.92	\$4.02	\$47.73	\$36.95	\$4.43	\$3.92	\$4.02	\$49.32
2850 Hours	65%	\$32.99	\$3.96	\$3.64	\$4.02	\$44.61	\$34.31	\$4.12	\$3.64	\$4.02	\$46.09
1900 Hours	60%	\$30.45	\$3.65	\$3.36	\$4.02	\$41.48	\$31.67	\$3.80	\$3.36	\$4.02	\$42.85
951 Hours	55%	\$27.91	\$3.35	\$3.08	\$4.02	\$38.36	\$29.03	\$3.48	\$3.08	\$4.02	\$39.61
0 - 950 Hours (50% effective May 28, 2023)	45%	\$25.38	\$3.05	\$2.80	\$4.02	\$35.25	\$23.76	\$2.85	\$2.52	\$4.02	\$33.15

Employer Contributions ¹		October 29, 2023		April 28, 2024	
Health Benefit Fund	E		\$3.00		\$3.00
CLR Dues	W		\$0.13		\$0.13
Rehabilitation Fund	W		\$0.04		\$0.04
JAPlan	W		\$0.01		\$0.01
BCBCBTU Fund	W		\$0.05		\$0.05
D&A Policy	W		\$0.01		\$0.01
Apprenticeship (Including Canadian Training Fund)	W		\$0.60		\$0.60
MTPF (GST to be added)	W		\$0.18		\$0.18
* Total Employer Contributions - Straight Time Hours			\$4.02		\$4.02
* Total Employer Contributions - 1.5X Overtime Hours			\$5.52		\$5.52
* Total Employer Contributions - 2X Overtime Hours			\$7.02		\$7.02

All Employer Contributions marked "E" calculated based on Hours Earned, Employer Contributions marked "W" calculated based on Hours Worked.

UA Local 324 Industrial Agreement

Employee Deductions	October 29, 2023					April 28, 2024				
	Hourly Dues (1.25% of ST Hourly Rate)	STAB	Building Trust Fund	Marketing Fund	Rehab Fund	Hourly Dues (1.25% of ST Hourly Rate)	STAB	Building Trust Fund	Marketing Fund	Rehab Fund
	E	W	E	W	W	E	W	E	W	W
General Foreperson	\$0.76	\$1.00	\$0.61	\$0.305	\$0.04	\$0.79	\$1.00	\$0.63	\$0.305	\$0.04
Foreperson	\$0.73	\$1.00	\$0.58	\$0.305	\$0.04	\$0.76	\$1.00	\$0.61	\$0.305	\$0.04
Journeyman	\$0.63	\$1.00	\$0.51	\$0.305	\$0.04	\$0.66	\$1.00	\$0.53	\$0.305	\$0.04
Apprentices:										
7600 Hours	\$0.63	\$1.00	\$0.51	\$0.305	\$0.04	\$0.66	\$1.00	\$0.53	\$0.305	\$0.04
6650 Hours	\$0.57	\$0.90	\$0.46	\$0.305	\$0.04	\$0.59	\$0.90	\$0.48	\$0.305	\$0.04
5000 Hours	\$0.51	\$0.80	\$0.41	\$0.305	\$0.04	\$0.53	\$0.80	\$0.42	\$0.305	\$0.04
4750 Hours	\$0.48	\$0.75	\$0.38	\$0.305	\$0.04	\$0.49	\$0.75	\$0.40	\$0.305	\$0.04
3800 Hours	\$0.44	\$0.70	\$0.36	\$0.305	\$0.04	\$0.46	\$0.70	\$0.37	\$0.305	\$0.04
2850 Hours	\$0.41	\$0.65	\$0.33	\$0.305	\$0.04	\$0.43	\$0.65	\$0.34	\$0.305	\$0.04
1900 Hours	\$0.38	\$0.60	\$0.30	\$0.305	\$0.04	\$0.40	\$0.60	\$0.32	\$0.305	\$0.04
951 Hours	\$0.35	\$0.55	\$0.28	\$0.305	\$0.04	\$0.36	\$0.55	\$0.29	\$0.305	\$0.04
0 - 950 Hours	\$0.32	\$0.50	\$0.25	\$0.305	\$0.04	\$0.30	\$0.45	\$0.24	\$0.305	\$0.04
Monthly Dues	n/a					n/a				

	Total Employee Deductions		
	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
General Foreperson	\$2.715	\$3.400	\$4.085
Foreperson	\$2.655	\$3.310	\$3.965
Journeyman	\$2.485	\$3.055	\$3.625
Apprentices:			
7600 Hours	\$2.485	\$3.055	\$3.625
6650 Hours	\$2.275	\$2.790	\$3.305
5000 Hours	\$2.065	\$2.525	\$2.985
4750 Hours	\$1.955	\$2.385	\$2.815
3800 Hours	\$1.845	\$2.245	\$2.645
2850 Hours	\$1.735	\$2.105	\$2.475
1900 Hours	\$1.625	\$1.965	\$2.305
951 Hours	\$1.525	\$1.840	\$2.155
0 - 950 Hours	\$1.415	\$1.700	\$1.985

	Total Employee Deductions		
	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
General Foreperson	\$2.765	\$3.475	\$4.185
Foreperson	\$2.715	\$3.400	\$4.085
Journeyman	\$2.535	\$3.130	\$3.725
Apprentices:			
7600 Hours	\$2.535	\$3.130	\$3.725
6650 Hours	\$2.315	\$2.850	\$3.385
5000 Hours	\$2.095	\$2.570	\$3.045
4750 Hours	\$1.985	\$2.430	\$2.875
3800 Hours	\$1.875	\$2.290	\$2.705
2850 Hours	\$1.765	\$2.150	\$2.535
1900 Hours	\$1.665	\$2.025	\$2.385
951 Hours	\$1.545	\$1.870	\$2.195
0 - 950 Hours	\$1.335	\$1.605	\$1.875

All Employee Deductions marked "E" calculated based on Hours Earned, Employee Deductions marked "W" calculated based on Hours Worked.