

Wage Rate & Owner Operator Fee Tables

Effective as of May 5th, 2024

The wage-rate tables included in this section represent changes resulting from the July 2023 CBA monetary items re-opener.

The section also includes Owner Operator Fee tables that apply to the CBA Owner Operator Addendum.

All tables presented here have been reviewed by both parties to the CBA and will be incorporated into an updated CBA, which will include the totality of changes resulting from the 2023 monetary items re-opener and approved by the parties.

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BM-359-IND

CBA Table Code	BM-359-IND
CBA Table Code prior to November 2023	BM
Union	International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers
Local	359
Trade	Boilermakers
Wage Rate Type	Industrial
Wage Rate Scope	Master Section

Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Apprentice Boilermaker 1st 1,000 Hours	63%	\$ 30.21	\$ 32.48	\$ 32.77	\$ 34.08	\$ 35.44
Apprentice Boilermaker 2nd 1,000 Hours	68%	\$ 32.61	\$ 35.06	\$ 35.38	\$ 36.78	\$ 38.25
Apprentice Boilermaker 3rd 1,000 Hours	73%	\$ 35.00	\$ 37.63	\$ 37.97	\$ 39.49	\$ 41.06
Apprentice Boilermaker 4th 1,000 Hours	78%	\$ 37.40	\$ 40.21	\$ 40.57	\$ 42.19	\$ 43.88
Apprentice Boilermaker 5th 1,000 Hours	83%	\$ 39.80	\$ 42.79	\$ 43.18	\$ 44.89	\$ 46.69
Apprentice Boilermaker 6th 1,000 Hours	90%	\$ 43.16	\$ 46.40	\$ 46.82	\$ 48.68	\$ 50.63
Boilermaker (Journeyman rate)	100%	\$ 47.95	\$ 51.55	\$ 52.01	\$ 54.09	\$ 56.25
Boilermaker Foreperson	110%	\$ 52.75	\$ 56.71	\$ 57.22	\$ 59.50	\$ 61.88
Boilermaker General Foreperson	115%	\$ 55.14	\$ 59.28	\$ 59.81	\$ 62.20	\$ 64.69
Vacation and Holiday Pay*		10%	12%	12%	12%	12%

*Increase effective July 2nd 2023

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 13.20	\$ 13.20	\$ 13.20	\$ 13.46	\$ 13.73

<p>If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.</p>
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BR-2-CI

CBA Table Code	BR-2-CI
CBA Table Code prior to November 2023	BR
Union	International Union of Bricklayers and Allied Craftworkers
Local	2
Trade	Bricklayers
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Master Section

Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Pre-Apprentice	N/A	\$ 15.81	\$ 17.00	\$ 20.76	\$ 21.59	\$ 22.45
Bricklayer Apprentice 1st term	55%	\$ 18.79	\$ 20.20	\$ 22.83	\$ 23.74	\$ 24.70
Bricklayer Apprentice 2nd term	60%	\$ 20.50	\$ 22.04	\$ 24.91	\$ 25.90	\$ 26.94
Bricklayer Apprentice 3rd term	65%	\$ 22.21	\$ 23.88	\$ 26.98	\$ 28.06	\$ 29.19
Bricklayer Apprentice 4th term	75%	\$ 25.63	\$ 27.55	\$ 31.13	\$ 32.38	\$ 33.68
Bricklayer Apprentice 5th term	80%	\$ 27.34	\$ 29.39	\$ 33.21	\$ 34.54	\$ 35.92
Bricklayer Apprentice 6th term	85%	\$ 29.04	\$ 31.22	\$ 35.28	\$ 36.69	\$ 38.17
Bricklayer Apprentice 7th term	90%	\$ 30.75	\$ 33.06	\$ 37.36	\$ 38.85	\$ 40.41
Bricklayer Apprentice 8th term	95%	\$ 32.46	\$ 34.89	\$ 39.43	\$ 41.01	\$ 42.66
Bricklayer Journeyman	100%	\$ 34.17	\$ 36.73	\$ 41.51	\$ 43.17	\$ 44.90
Bricklayer Foreperson	+ \$1.00	\$ 35.17	\$ 37.73	\$ 42.51	\$ 44.17	\$ 45.90
Bricklayer General Foreperson	115%	\$ 39.30	\$ 42.25	\$ 47.74	\$ 49.65	\$ 51.64
Vacation and Holiday Pay	10%					

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 7.38	\$ 7.38	\$ 7.38	\$ 7.53	\$ 7.68

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

CA-CI

CBA Table Code	CA-CI
CBA Table Code prior to November 2023	CA
Union	BCRCC and CMAW
Local	All
Trade	Carpenter/Lathers
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Master Section

Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Pre-Apprentice (Material Handler)	45%	\$ 16.92	\$ 18.19	\$ 18.35	\$ 19.08	\$ 19.85
Carpenter-Lather Pre-Apprentice (Material Handler)	55%	\$ 20.68	\$ 22.23	\$ 22.43	\$ 23.32	\$ 24.26
Carpenter Apprentice 1st	55%	\$ 20.68	\$ 22.23	\$ 22.43	\$ 23.32	\$ 24.26
Carpenter Apprentice 2nd	65%	\$ 24.44	\$ 26.27	\$ 26.51	\$ 27.56	\$ 28.67
Carpenter Apprentice 3rd	80%	\$ 30.07	\$ 32.33	\$ 32.62	\$ 33.92	\$ 35.28
Carpenter Apprentice 4th	90%	\$ 33.83	\$ 36.37	\$ 36.70	\$ 38.16	\$ 39.69
Carpenter Journeyman	100%	\$ 37.59	\$ 40.41	\$ 40.77	\$ 42.40	\$ 44.10
Carpenter Foreperson	115%	\$ 43.23	\$ 46.47	\$ 46.89	\$ 48.76	\$ 50.72
Carpenter General Foreperson	125%	\$ 46.99	\$ 50.51	\$ 50.96	\$ 53.00	\$ 55.13
Carpenter-Lather	100%	\$ 37.59	\$ 40.41	\$ 40.77	\$ 42.40	\$ 44.10
Carpenter-Lather Foreperson	115%	\$ 43.23	\$ 46.47	\$ 46.89	\$ 48.76	\$ 50.72
Carpenter-Lather General Foreperson	125%	\$ 46.99	\$ 50.51	\$ 50.96	\$ 53.00	\$ 55.13
Vacation and Holiday Pay	10%					

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 8.04	\$ 8.04	\$ 8.04	\$ 8.20	\$ 8.36

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

CA-CI-BSP

CBA Table Code	CA-CI-BSP
CBA Table Code prior to November 2023	CA-BSP
Union	BCRCC and CMAW
Local	All
Trade	Carpenter/Lathers
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Broadway Subway Project

Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Pre-Apprentice (Material Handler)	45%	\$ 19.77	\$ 21.25	\$ 21.44	\$ 22.31	\$ 23.20
Carpenter-Lather-Pre-Apprentice (Material Handler)	55%	\$ 24.16	\$ 25.97	\$ 26.20	\$ 27.27	\$ 28.36
Carpenter Apprentice 1st	55%	\$ 24.16	\$ 25.97	\$ 26.20	\$ 27.27	\$ 28.36
Carpenter Apprentice 2nd	65%	\$ 28.56	\$ 30.70	\$ 30.98	\$ 32.23	\$ 33.51
Carpenter Apprentice 3rd	80%	\$ 35.15	\$ 37.79	\$ 38.13	\$ 39.66	\$ 41.25
Carpenter Apprentice 4th	90%	\$ 39.54	\$ 42.52	\$ 42.90	\$ 44.62	\$ 46.40
Carpenter Journeyman	100%	\$ 43.94	\$ 47.24	\$ 47.67	\$ 49.58	\$ 51.56
Carpenter Foreperson	115%	\$ 50.53	\$ 54.32	\$ 54.81	\$ 57.02	\$ 59.29
Carpenter General Foreperson	125%	\$ 54.93	\$ 59.05	\$ 59.58	\$ 61.98	\$ 64.45
Carpenter-Lather	100%	\$ 43.94	\$ 47.24	\$ 47.67	\$ 49.58	\$ 51.56
Carpenter-Lather Foreperson	115%	\$ 50.53	\$ 54.32	\$ 54.81	\$ 57.02	\$ 59.29
Carpenter-Lather General Foreperson	125%	\$ 54.93	\$ 59.05	\$ 59.58	\$ 61.98	\$ 64.45
Vacation and Holiday Pay	10%					

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 8.04	\$ 8.04	\$ 8.04	\$ 8.20	\$ 8.36

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

CA-CI-PBRP

CBA Table Code	CA-CI-PBRP
CBA Table Code prior to November 2023	CA-PBRP
Union	BCRCC and CMAW
Local	All
Trade	Carpenter/Lathers
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Pattullo Bridge Replacement Project

Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Pre-Apprentice (Material Handler)	45%	\$ 19.77	\$ 21.25	\$ 21.44	\$ 22.31	\$ 23.20
Carpenter-Lather-Pre-Apprentice (Material Handler)	55%	\$ 24.16	\$ 25.97	\$ 26.20	\$ 27.27	\$ 28.36
Carpenter Apprentice 1st	55%	\$ 24.16	\$ 25.97	\$ 26.20	\$ 27.27	\$ 28.36
Carpenter Apprentice 2nd	65%	\$ 28.56	\$ 30.70	\$ 30.98	\$ 32.23	\$ 33.51
Carpenter Apprentice 3rd	80%	\$ 35.15	\$ 37.79	\$ 38.13	\$ 39.66	\$ 41.25
Carpenter Apprentice 4th	90%	\$ 39.54	\$ 42.52	\$ 42.90	\$ 44.62	\$ 46.40
Carpenter Journeyperson	100%	\$ 43.94	\$ 47.24	\$ 47.67	\$ 49.58	\$ 51.56
Carpenter Foreperson	115%	\$ 50.53	\$ 54.32	\$ 54.81	\$ 57.02	\$ 59.29
Carpenter General Foreperson	125%	\$ 54.93	\$ 59.05	\$ 59.58	\$ 61.98	\$ 64.45
Carpenter-Lather	100%	\$ 43.94	\$ 47.24	\$ 47.67	\$ 49.58	\$ 51.56
Carpenter-Lather Foreperson	115%	\$ 50.53	\$ 54.32	\$ 54.81	\$ 57.02	\$ 59.29
Carpenter-Lather General Foreperson	125%	\$ 54.93	\$ 59.05	\$ 59.58	\$ 61.98	\$ 64.45
Vacation Pay	10%					

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 8.04	\$ 8.04	\$ 8.04	\$ 8.20	\$ 8.36

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

CA-CI-TCH

CBA Table Code	CA-CI-TCH
CBA Table Code prior to November 2023	CA-KHCP4 or CA-CHSE or CA-FTT or CA-QCBP
Union	BCRCC and CMAW
Local	All
Trade	Carpenter/Lathers
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Trans Canada Highway No. 1. - Kamloops to Alberta Border 4-laning Project

Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Pre-Apprentice (Material Handler)	45%	\$ 19.77	\$ 21.25	\$ 21.44	\$ 22.31	\$ 23.20
Carpenter-Lather-Pre-Apprentice (Material Handler)	55%	\$ 24.16	\$ 25.97	\$ 26.20	\$ 27.27	\$ 28.36
Carpenter Apprentice 1st	55%	\$ 24.16	\$ 25.97	\$ 26.20	\$ 27.27	\$ 28.36
Carpenter Apprentice 2nd	65%	\$ 28.56	\$ 30.70	\$ 30.98	\$ 32.23	\$ 33.51
Carpenter Apprentice 3rd	80%	\$ 35.15	\$ 37.79	\$ 38.13	\$ 39.66	\$ 41.25
Carpenter Apprentice 4th	90%	\$ 39.54	\$ 42.52	\$ 42.90	\$ 44.62	\$ 46.40
Carpenter Journeyman	100%	\$ 43.94	\$ 47.24	\$ 47.67	\$ 49.58	\$ 51.56
Carpenter Foreperson	115%	\$ 50.53	\$ 54.32	\$ 54.81	\$ 57.02	\$ 59.29
Carpenter General Foreperson	125%	\$ 54.93	\$ 59.05	\$ 59.58	\$ 61.98	\$ 64.45
Carpenter-Lather	100%	\$ 43.94	\$ 47.24	\$ 47.67	\$ 49.58	\$ 51.56
Carpenter-Lather Foreperson	115%	\$ 50.53	\$ 54.32	\$ 54.81	\$ 57.02	\$ 59.29
Carpenter-Lather General Foreperson	125%	\$ 54.93	\$ 59.05	\$ 59.58	\$ 61.98	\$ 64.45
Vacation and Holiday Pay	10%					

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 8.04	\$ 8.04	\$ 8.04	\$ 8.20	\$ 8.36

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

CASA-CI

CBA Table Code	CASA-CI
CBA Table Code prior to November 2023	N/A
Union	United Association of Journeymen and Apprentices of the Plumbing & Pipefitting Industry of the United States and Canada
Local	All
Trade	Automatic Sprinkler Workers
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Master Section

Job Classification	Rate*	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Probationary - three months	50%			\$ 21.80	\$ 22.67	\$ 23.58
1st Year - 1st six months (Term 1)	55%			\$ 23.98	\$ 24.94	\$ 25.93
1st Year - 2nd six months (Term 2)	60%			\$ 26.16	\$ 27.20	\$ 28.29
2nd Year (Term 3/4)	70%			\$ 30.52	\$ 31.74	\$ 33.01
3rd Year (Term 5/6)	80%			\$ 34.88	\$ 36.27	\$ 37.72
4th Year (Term 7/8)	90%			\$ 39.24	\$ 40.81	\$ 42.44
Journeyman	100%			\$ 43.60	\$ 45.34	\$ 47.15
Lead Hand	110%			\$ 47.96	\$ 49.87	\$ 51.87
Foreperson	114%			\$ 49.70	\$ 51.69	\$ 53.75
Vacation and Holiday Pay	12%					

*Rate effective November 2023

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total			\$ 11.85	\$ 12.11	\$ 12.35

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

CE-919-CI

CBA Table Code	CE-919-CI
CBA Table Code prior to November 2023	CE
Union	Operative Plasterers & Cement Masons International Association
Local	919
Trade	Cement Masons
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Master Section

Job Classification	Rate*	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Pre-Apprentice	N/A	\$ 15.81	\$ 17.00	\$ 17.15	\$ 17.84	\$ 18.55
A1 (1st Term) Apprentice	70%	\$ 24.19	\$ 26.00	\$ 26.23	\$ 27.28	\$ 28.37
A2 (2nd Term) Apprentice	75%	\$ 25.91	\$ 27.85	\$ 28.10	\$ 29.23	\$ 30.40
A3 (3rd Term) Apprentice	80%	\$ 27.64	\$ 29.71	\$ 29.98	\$ 31.18	\$ 32.42
A4 (4th Term) Apprentice	85%	\$ 29.37	\$ 31.57	\$ 31.85	\$ 33.12	\$ 34.45
A5 (5th Term) Apprentice	90%	\$ 31.10	\$ 33.43	\$ 33.73	\$ 35.07	\$ 36.48
A6 (6th Term) Apprentice	95%	\$ 32.82	\$ 35.28	\$ 35.60	\$ 37.02	\$ 38.50
Journeyman	100%	\$ 34.55	\$ 37.14	\$ 37.47	\$ 38.97	\$ 40.53
Leadhand	100% + \$0.35	\$ 34.94	\$ 37.56	\$ 37.82	\$ 39.32	\$ 40.88
Foreperson	115%	\$ 39.73	\$ 42.71	\$ 43.09	\$ 44.82	\$ 46.61
Vacation and Holiday Pay	10%					

*Rate effective November 2023

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 8.23	\$ 8.23	\$ 8.23	\$ 8.39	\$ 8.56

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

CE-919-CI-BSP

CBA Table Code	CE-919-CI-BSP
CBA Table Code prior to November 2023	CE-BSP
Union	Operative Plasterers & Cement Masons International Association
Local	919
Trade	Cement Masons
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Broadway Subway Project

Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Pre-Apprentice	45%	\$ 19.48	\$ 20.94	\$ 21.13	\$ 21.98	\$ 22.86
A1 (1st Term) Apprentice	70%	\$ 30.31	\$ 32.58	\$ 32.87	\$ 34.20	\$ 35.56
A2 (2nd Term) Apprentice	75%	\$ 32.47	\$ 34.91	\$ 35.22	\$ 36.64	\$ 38.10
A3 (3rd Term) Apprentice	80%	\$ 34.64	\$ 37.24	\$ 37.58	\$ 39.08	\$ 40.64
A4 (4th Term) Apprentice	85%	\$ 36.80	\$ 39.56	\$ 39.92	\$ 41.52	\$ 43.18
A5 (5th Term) Apprentice	90%	\$ 38.97	\$ 41.89	\$ 42.27	\$ 43.97	\$ 45.72
A6 (6th Term) Apprentice	95%	\$ 41.14	\$ 44.23	\$ 44.63	\$ 46.41	\$ 48.26
Journeyman	100%	\$ 43.30	\$ 46.55	\$ 46.97	\$ 48.85	\$ 50.80
Leadhand	100% + \$0.35	\$ 43.68	\$ 46.96	\$ 47.32	\$ 49.20	\$ 51.15
Foreperson	115%	\$ 49.80	\$ 53.54	\$ 54.02	\$ 56.18	\$ 58.42
Vacation and Holiday Pay	10%					

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 8.22	\$ 8.22	\$ 8.23	\$ 8.39	\$ 8.56

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

CE-919-CI-PBRP

CBA Table Code	CE-919-CI-PBRP
CBA Table Code prior to November 2023	CE-PBRP
Union	Operative Plasterers & Cement Masons International Association
Local	919
Trade	Cement Masons
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Pattullo Bridge Replacement Project

Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Pre-Apprentice	45%	\$ 19.48	\$ 20.94	\$ 21.13	\$ 21.98	\$ 22.86
A1 (1st Term) Apprentice	70%	\$ 30.31	\$ 32.58	\$ 32.87	\$ 34.20	\$ 35.56
A2 (2nd Term) Apprentice	75%	\$ 32.47	\$ 34.91	\$ 35.22	\$ 36.64	\$ 38.10
A3 (3rd Term) Apprentice	80%	\$ 34.64	\$ 37.24	\$ 37.58	\$ 39.08	\$ 40.64
A4 (4th Term) Apprentice	85%	\$ 36.80	\$ 39.56	\$ 39.92	\$ 41.52	\$ 43.18
A5 (5th Term) Apprentice	90%	\$ 38.97	\$ 41.89	\$ 42.27	\$ 43.97	\$ 45.72
A6 (6th Term) Apprentice	95%	\$ 41.14	\$ 44.23	\$ 44.63	\$ 46.41	\$ 48.26
Journeyman	100%	\$ 43.30	\$ 46.55	\$ 46.97	\$ 48.85	\$ 50.80
Leadhand	100% + \$0.35	\$ 43.68	\$ 46.96	\$ 47.32	\$ 49.20	\$ 51.15
Foreperson	115%	\$ 49.80	\$ 53.54	\$ 54.02	\$ 56.18	\$ 58.42
Vacation and Holiday Pay	10%					

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 8.22	\$ 8.22	\$ 8.23	\$ 8.39	\$ 8.56

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

CE-919-CI-TCH

CBA Table Code	CE-919-CI-TCH
CBA Table Code prior to November 2023	CE-KHCP4 or CE-CHSE or CE-FTT or CE-QCBP
Union	Operative Plasterers & Cement Masons International Association
Local	919
Trade	Cement Masons
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Trans Canada Highway No. 1. - Kamloops to Alberta Border 4-laning Project

Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Pre-Apprentice	45%	\$ 19.48	\$ 20.94	\$ 21.13	\$ 21.98	\$ 22.86
A1 (1st Term) Apprentice	70%	\$ 30.31	\$ 32.58	\$ 32.87	\$ 34.20	\$ 35.56
A2 (2nd Term) Apprentice	75%	\$ 32.47	\$ 34.91	\$ 35.22	\$ 36.64	\$ 38.10
A3 (3rd Term) Apprentice	80%	\$ 34.64	\$ 37.24	\$ 37.58	\$ 39.08	\$ 40.64
A4 (4th Term) Apprentice	85%	\$ 36.80	\$ 39.56	\$ 39.92	\$ 41.52	\$ 43.18
A5 (5th Term) Apprentice	90%	\$ 38.97	\$ 41.89	\$ 42.27	\$ 43.97	\$ 45.72
A6 (6th Term) Apprentice	95%	\$ 41.14	\$ 44.23	\$ 44.63	\$ 46.41	\$ 48.26
Journeyman	100%	\$ 43.30	\$ 46.55	\$ 46.97	\$ 48.85	\$ 50.80
Leadhand	100% + \$0.35	\$ 43.68	\$ 46.96	\$ 47.32	\$ 49.20	\$ 51.15
Foreperson	115%	\$ 49.80	\$ 53.54	\$ 54.02	\$ 56.18	\$ 58.42
Vacation and Holiday Pay	10%					

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 8.23	\$ 8.23	\$ 8.23	\$ 8.39	\$ 8.56

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

CE-919-RB-LM

CBA Table Code	CE-919-RB-LM
CBA Table Code prior to November 2023	CE-LM
Union	Operative Plasterers & Cement Masons International Association
Local	919
Trade	Cement Masons
Wage Rate Type	Road Building
Wage Rate Scope	Lower Mainland Road Building Adendum

Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Pre-Apprentice	50%	\$ 19.53	\$ 20.99	\$ 21.18	\$ 22.03	\$ 22.91
A1 (1st Term) Apprentice	70%	\$ 27.34	\$ 29.39	\$ 29.65	\$ 30.84	\$ 32.07
A2 (2nd Term) Apprentice	75%	\$ 29.30	\$ 31.50	\$ 31.78	\$ 33.05	\$ 34.37
A3 (3rd Term) Apprentice	80%	\$ 31.25	\$ 33.59	\$ 33.89	\$ 35.25	\$ 36.66
A4 (4th Term) Apprentice	85%	\$ 33.20	\$ 35.69	\$ 36.01	\$ 37.45	\$ 38.95
A5 (5th Term) Apprentice	90%	\$ 35.15	\$ 37.79	\$ 38.13	\$ 39.65	\$ 41.24
A6 (6th Term) Apprentice	95%	\$ 37.11	\$ 39.89	\$ 40.25	\$ 41.86	\$ 43.53
Journeyman	100%	\$ 39.06	\$ 41.99	\$ 42.37	\$ 44.06	\$ 45.82
Leadhand	100% + \$0.35	\$ 39.41	\$ 42.34	\$ 42.72	\$ 44.41	\$ 46.17
Foreperson	115%	\$ 44.92	\$ 48.29	\$ 48.72	\$ 50.67	\$ 52.69
General Foreperson*	116%	\$ 48.14	\$ 51.75	\$ 52.22	\$ 54.30	\$ 56.47
Vacation and Holiday Pay	10%					

*One 1/2 hour @116% Journeyman Rate used to Calculate General Foreperson hourly rate

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 6.26	\$ 6.26	\$ 6.26	\$ 6.39	\$ 6.52

General Foreperson Rate*					
1/2 hour	\$ 22.65	\$ 24.35	\$ 24.57	\$ 25.55	\$ 26.58
8 hours	\$ 362.48	\$ 389.67	\$ 393.19	\$ 408.88	\$ 425.21
Total	\$ 385.13	\$ 414.02	\$ 417.76	\$ 434.43	\$ 451.79
GFP rate	\$ 48.14	\$ 51.75	\$ 52.22	\$ 54.30	\$ 56.47

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

CU-40-CI

CBA Table Code	CU-40-CI
CBA Table Code prior to November 2023	CU
Union	UNITE-HERE
Local	40
Trade	Culinary Workers
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Master Section

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
CA/Retail	\$ 28.66	\$ 30.81	\$ 31.09	\$ 32.33	\$ 33.62
Janitor/Utility	\$ 28.33	\$ 30.45	\$ 30.72	\$ 31.95	\$ 33.23
Camp Attendant	\$ 27.87	\$ 29.96	\$ 30.23	\$ 31.44	\$ 32.70
Head Camp Attendant	\$ 28.66	\$ 30.81	\$ 31.09	\$ 32.33	\$ 33.62
Dishwasher/Pots	\$ 28.33	\$ 30.45	\$ 30.72	\$ 31.95	\$ 33.23
Mess Hall Attendant	\$ 28.33	\$ 30.45	\$ 30.72	\$ 31.95	\$ 33.23
General Help	\$ 28.33	\$ 30.45	\$ 30.72	\$ 31.95	\$ 33.23
Head General Help	\$ 28.66	\$ 30.81	\$ 31.09	\$ 32.33	\$ 33.62
Salad/Sandwich Person	\$ 28.79	\$ 30.95	\$ 31.23	\$ 32.48	\$ 33.78
Baker's Helper	\$ 28.35	\$ 30.48	\$ 30.75	\$ 31.98	\$ 33.26
Baker	\$ 37.09	\$ 39.87	\$ 40.23	\$ 41.84	\$ 43.51
3rd Cook	\$ 31.99	\$ 34.39	\$ 34.70	\$ 36.09	\$ 37.53
2nd Cook	\$ 33.93	\$ 36.47	\$ 36.80	\$ 38.27	\$ 39.80
1st Cook	\$ 37.09	\$ 39.87	\$ 40.23	\$ 41.84	\$ 43.51
Chef	\$ 41.91	\$ 45.05	\$ 45.46	\$ 47.28	\$ 49.17
Vacation and Holiday Pay	10%				

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 7.33	\$ 7.33	\$ 7.33	\$ 7.48	\$ 7.63

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

DR-38-2009-CI

CBA Table Code	DR-38-2009-CI
CBA Table Code prior to November 2023	DR
Union	International Union of Painters & Allied Trades District Council
Local	DC38/Loc.2009
Trade	Drywall Taper and Finisher
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Master Section

Job Classification	Rate*	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Pre-Apprentice	45%	\$ 16.39	\$ 17.62	\$ 17.78	\$ 18.49	\$ 19.22
Drywall Apprentice 1st (0 - 1500 hours)	60%	\$ 20.03	\$ 21.53	\$ 23.70	\$ 24.65	\$ 25.63
Drywall Apprentice 2nd (1501 - 2250 hours)	65%	\$ 21.85	\$ 23.49	\$ 25.68	\$ 26.70	\$ 27.77
Drywall Apprentice 3rd (2251 - 3000 hours)	70%	\$ 23.67	\$ 25.45	\$ 27.65	\$ 28.76	\$ 29.90
Drywall Apprentice 4th (3001 - 3750 hours)	75%	\$ 25.49	\$ 27.40	\$ 29.63	\$ 30.81	\$ 32.04
Drywall Apprentice 5th (3751 - 4500 hours)	80%	\$ 27.32	\$ 29.37	\$ 31.60	\$ 32.86	\$ 34.18
Drywall Apprentice 6th (4501 - 5250 hours)	85%	\$ 29.14	\$ 31.33	\$ 33.58	\$ 34.92	\$ 36.31
Drywall Apprentice 7th (5251 - 6000 hours)	90%	\$ 30.96	\$ 33.28	\$ 35.55	\$ 36.97	\$ 38.45
Drywall Taper & Finisher	100%	\$ 36.42	\$ 39.15	\$ 39.50	\$ 41.08	\$ 42.72
Drywall Taper & Finisher Foreperson	115%	\$ 41.88	\$ 45.02	\$ 45.43	\$ 47.24	\$ 49.13
Vacation and Holiday Pay	10%					

*Rate effective November 2023

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 5.01	\$ 5.01	\$ 5.01	\$ 5.11	\$ 5.21
Apprentice Benefit Total	\$ 2.45	\$ 2.45	\$ 2.45	\$ 2.50	\$ 2.55

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

EW-1003-CI

CBA Table Code	EW-1003-CI
CBA Table Code prior to November 2023	EW-1003
Union	International Brotherhood of Electrical Workers
Local	1003
Trade	Electrical Workers/Inside Wireman
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Master Section

Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Pre-Apprentice	40%	\$ 17.02	\$ 18.30	\$ 18.46	\$ 19.20	\$ 19.97
Pre-Apprentice	45%	\$ 19.15	\$ 20.59	\$ 20.78	\$ 21.60	\$ 22.46
Electrician Apprentice 1st	55%	\$ 23.40	\$ 25.16	\$ 25.39	\$ 26.40	\$ 27.46
Electrician Apprentice 2nd	60%	\$ 25.53	\$ 27.44	\$ 27.69	\$ 28.80	\$ 29.95
Electrician Apprentice 3rd	65%	\$ 27.66	\$ 29.73	\$ 30.00	\$ 31.20	\$ 32.45
Electrician Apprentice 4th	70%	\$ 29.79	\$ 32.02	\$ 32.31	\$ 33.60	\$ 34.94
Electrician Apprentice 5th	75%	\$ 31.91	\$ 34.30	\$ 34.61	\$ 36.00	\$ 37.44
Electrician Apprentice 6th	80%	\$ 34.04	\$ 36.59	\$ 36.92	\$ 38.40	\$ 39.94
Electrician Apprentice 7th	85%	\$ 36.17	\$ 38.88	\$ 39.23	\$ 40.80	\$ 42.43
Electrician Apprentice 8th	90%	\$ 38.30	\$ 41.17	\$ 41.54	\$ 43.20	\$ 44.93
Journeyman	100%	\$ 42.55	\$ 45.74	\$ 46.15	\$ 48.00	\$ 49.92
Instrument Technician	100%	\$ 42.55	\$ 45.74	\$ 46.15	\$ 48.00	\$ 49.92
Serviceperson	112%	\$ 47.66	\$ 51.23	\$ 51.69	\$ 53.76	\$ 55.91
Cable Splicer	112%	\$ 47.66	\$ 51.23	\$ 51.69	\$ 53.76	\$ 55.91
Cable Splicer Foreperson	120%	\$ 51.06	\$ 54.89	\$ 55.38	\$ 57.60	\$ 59.90
"B" Foreperson	112%	\$ 47.66	\$ 51.23	\$ 51.69	\$ 53.76	\$ 55.91
"A" Foreperson	120%	\$ 51.06	\$ 54.89	\$ 55.38	\$ 57.60	\$ 59.90
General Foreperson	130%	\$ 55.32	\$ 59.47	\$ 60.01	\$ 62.40	\$ 64.90
Vacation and Holiday Pay	10%					

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 8.86	\$ 8.86	\$ 8.86	\$ 9.04	\$ 9.22

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

EW-213-CI

CBA Table Code	EW-213-CI
CBA Table Code prior to November 2023	EW-213
Union	International Brotherhood of Electrical Workers
Local	213
Trade	Electrical Workers/Inside Wireman
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Master Section

Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Pre-Apprentice	40%	\$ 16.94	\$ 18.21	\$ 18.37	\$ 19.12	\$ 19.88
Pre-Apprentice	45%	\$ 19.06	\$ 20.49	\$ 20.67	\$ 21.51	\$ 22.37
Electrician Apprentice 1st	55%	\$ 23.30	\$ 25.05	\$ 25.28	\$ 26.28	\$ 27.34
Electrician Apprentice 2nd	60%	\$ 25.42	\$ 27.33	\$ 27.58	\$ 28.67	\$ 29.82
Electrician Apprentice 3rd	65%	\$ 27.53	\$ 29.59	\$ 29.86	\$ 31.06	\$ 32.31
Electrician Apprentice 4th	70%	\$ 29.65	\$ 31.87	\$ 32.16	\$ 33.45	\$ 34.79
Electrician Apprentice 5th	75%	\$ 31.77	\$ 34.15	\$ 34.46	\$ 35.84	\$ 37.28
Electrician Apprentice 6th	80%	\$ 33.89	\$ 36.43	\$ 36.76	\$ 38.23	\$ 39.76
Electrician Apprentice 7th	85%	\$ 36.01	\$ 38.71	\$ 39.06	\$ 40.62	\$ 42.25
Electrician Apprentice 8th	90%	\$ 38.12	\$ 40.98	\$ 41.35	\$ 43.01	\$ 44.73
Journeyman	100%	\$ 42.36	\$ 45.54	\$ 45.95	\$ 47.79	\$ 49.70
Instrument Technician	100%	\$ 42.36	\$ 45.54	\$ 45.95	\$ 47.79	\$ 49.70
Serviceperson	112%	\$ 47.44	\$ 51.00	\$ 51.46	\$ 53.52	\$ 55.66
Cable Splicer	112%	\$ 47.44	\$ 51.00	\$ 51.46	\$ 53.52	\$ 55.66
Cable Splicer Foreperson	120%	\$ 50.83	\$ 54.64	\$ 55.13	\$ 57.35	\$ 59.64
"B" Foreperson	112%	\$ 47.44	\$ 51.00	\$ 51.46	\$ 53.52	\$ 55.66
"A" Foreperson	120%	\$ 50.83	\$ 54.64	\$ 55.13	\$ 57.35	\$ 59.64
General Foreperson	130%	\$ 55.07	\$ 59.20	\$ 59.73	\$ 62.13	\$ 64.61
Vacation and Holiday Pay	10%					

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 8.86	\$ 8.86	\$ 8.86	\$ 9.04	\$ 9.22

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

EW-230-CI

CBA Table Code	EW-230-CI
CBA Table Code prior to November 2023	EW-230
Union	International Brotherhood of Electrical Workers
Local	230
Trade	Electrical Workers/Inside Wireman
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Master Section

Job Classification		Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Pre-Apprentice		\$ 17.26	\$ 18.55	\$ 18.72	\$ 19.47	\$ 20.25
Pre-Apprentice		\$ 19.39	\$ 20.84	\$ 21.03	\$ 21.87	\$ 22.74
Electrician Apprentice 1st		\$ 23.65	\$ 25.42	\$ 25.65	\$ 26.68	\$ 27.75
Electrician Apprentice 2nd		\$ 25.80	\$ 27.74	\$ 27.99	\$ 29.11	\$ 30.27
Electrician Apprentice 3rd		\$ 27.94	\$ 30.04	\$ 30.31	\$ 31.52	\$ 32.78
Electrician Apprentice 4th		\$ 30.07	\$ 32.33	\$ 32.62	\$ 33.92	\$ 35.28
Electrician Apprentice 5th		\$ 32.20	\$ 34.62	\$ 34.93	\$ 36.33	\$ 37.78
Electrician Apprentice 6th		\$ 34.33	\$ 36.90	\$ 37.23	\$ 38.72	\$ 40.27
Electrician Apprentice 7th		\$ 36.47	\$ 39.21	\$ 39.56	\$ 41.14	\$ 42.79
Electrician Apprentice 8th		\$ 38.61	\$ 41.51	\$ 41.88	\$ 43.56	\$ 45.30
Journeyman		\$ 42.87	\$ 46.09	\$ 46.50	\$ 48.36	\$ 50.29
Instrument Technician		\$ 42.87	\$ 46.09	\$ 46.50	\$ 48.36	\$ 50.29
Serviceperson		\$ 48.00	\$ 51.60	\$ 52.06	\$ 54.14	\$ 56.31
Cable Splicer		\$ 48.00	\$ 51.60	\$ 52.06	\$ 54.14	\$ 56.31
Cable Splicer Foreperson		\$ 51.43	\$ 55.29	\$ 55.79	\$ 58.02	\$ 60.34
B Foreperson		\$ 48.00	\$ 51.60	\$ 52.06	\$ 54.14	\$ 56.31
A Foreperson		\$ 51.43	\$ 55.29	\$ 55.79	\$ 58.02	\$ 60.34
General Foreperson		\$ 55.69	\$ 59.87	\$ 60.41	\$ 62.83	\$ 65.34
Vacation and Holiday Pay	10%					

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 8.69	\$ 8.69	\$ 8.69	\$ 8.86	\$ 9.04

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

EW-230-CI-CDHRP

CBA Table Code	EW-230-CI-CDHRP
CBA Table Code prior to November 2023	EW-230-CDHRP
Union	International Brotherhood of Electrical Workers
Local	230
Trade	Electrical Workers/Inside Wireman
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Cowichan District Hospital Replacement Project

Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Pre-Apprentice	40%	\$ 17.28	\$ 18.58	\$ 18.75	\$ 19.48	\$ 20.26
Pre-Apprentice	45%	\$ 19.43	\$ 20.89	\$ 21.08	\$ 21.92	\$ 22.80
Electrician Apprentice 1st	55%	\$ 23.76	\$ 25.54	\$ 25.77	\$ 26.79	\$ 27.86
Electrician Apprentice 2nd	60%	\$ 25.91	\$ 27.85	\$ 28.10	\$ 29.23	\$ 30.40
Electrician Apprentice 3rd	65%	\$ 28.07	\$ 30.18	\$ 30.45	\$ 31.66	\$ 32.93
Electrician Apprentice 4th	70%	\$ 30.22	\$ 32.49	\$ 32.78	\$ 34.10	\$ 35.46
Electrician Apprentice 5th	75%	\$ 32.39	\$ 34.82	\$ 35.13	\$ 36.53	\$ 38.00
Electrician Apprentice 6th	80%	\$ 34.54	\$ 37.13	\$ 37.46	\$ 38.97	\$ 40.53
Electrician Apprentice 7th	85%	\$ 36.70	\$ 39.45	\$ 39.81	\$ 41.40	\$ 43.06
Electrician Apprentice 8th	90%	\$ 38.86	\$ 41.77	\$ 42.15	\$ 43.84	\$ 45.59
Journeyman	100%	\$ 43.18	\$ 46.42	\$ 46.84	\$ 48.71	\$ 50.66
Instrument Technician	100%	\$ 43.18	\$ 46.42	\$ 46.84	\$ 48.71	\$ 50.66
Serviceperson	112%	\$ 48.36	\$ 51.99	\$ 52.46	\$ 54.56	\$ 56.74
Cable Splicer	112%	\$ 48.36	\$ 51.99	\$ 52.46	\$ 54.56	\$ 56.74
Cable Splicer Foreperson	120%	\$ 51.83	\$ 55.72	\$ 56.22	\$ 58.45	\$ 60.79
B Foreperson	112%	\$ 48.36	\$ 51.99	\$ 52.46	\$ 54.56	\$ 56.74
A Foreperson	120%	\$ 51.83	\$ 55.72	\$ 56.22	\$ 58.45	\$ 60.79
General Foreperson	130%	\$ 56.14	\$ 60.35	\$ 60.89	\$ 63.32	\$ 65.86
Vacation and Holiday Pay	10%					

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 9.40	\$ 9.40	\$ 9.40	\$ 9.59	\$ 9.78

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

EW-993-CI

CBA Table Code	EW-993-CI
CBA Table Code prior to November 2023	EW-993
Union	International Brotherhood of Electrical Workers
Local	993
Trade	Electrical Workers/Inside Wireman
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Master Section

Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Pre-Apprentice	40%	\$ 16.89	\$ 18.16	\$ 18.32	\$ 19.05	\$ 19.82
Pre-Apprentice	45%	\$ 19.00	\$ 20.43	\$ 20.61	\$ 21.43	\$ 22.29
Electrician Apprentice 1st	55%	\$ 23.22	\$ 24.96	\$ 25.18	\$ 26.20	\$ 27.25
Electrician Apprentice 2nd	60%	\$ 25.33	\$ 27.23	\$ 27.48	\$ 28.58	\$ 29.72
Electrician Apprentice 3rd	65%	\$ 27.44	\$ 29.50	\$ 29.77	\$ 30.96	\$ 32.20
Electrician Apprentice 4th	70%	\$ 29.55	\$ 31.77	\$ 32.06	\$ 33.34	\$ 34.68
Electrician Apprentice 5th	75%	\$ 31.67	\$ 34.05	\$ 34.36	\$ 35.72	\$ 37.16
Electrician Apprentice 6th	80%	\$ 33.78	\$ 36.31	\$ 36.64	\$ 38.10	\$ 39.63
Electrician Apprentice 7th	85%	\$ 35.89	\$ 38.58	\$ 38.93	\$ 40.49	\$ 42.11
Electrician Apprentice 8th	90%	\$ 38.00	\$ 40.85	\$ 41.22	\$ 42.87	\$ 44.59
Journeyman	100%	\$ 42.22	\$ 45.39	\$ 45.80	\$ 47.63	\$ 49.54
Instrument Technician	100%	\$ 42.22	\$ 45.39	\$ 45.80	\$ 47.63	\$ 49.54
Serviceperson	112%	\$ 47.29	\$ 50.84	\$ 51.30	\$ 53.35	\$ 55.48
Cable Splicer	112%	\$ 47.29	\$ 50.84	\$ 51.30	\$ 53.35	\$ 55.48
Cable Splicer Foreperson	120%	\$ 50.66	\$ 54.46	\$ 54.95	\$ 57.16	\$ 59.45
"B" Foreperson	112%	\$ 47.29	\$ 50.84	\$ 51.30	\$ 53.35	\$ 55.48
"A" Foreperson	120%	\$ 50.66	\$ 54.46	\$ 54.95	\$ 57.16	\$ 59.45
General Foreperson	130%	\$ 54.89	\$ 59.01	\$ 59.54	\$ 61.92	\$ 64.40
Vacation and Holiday Pay	10%					

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 8.86	\$ 8.86	\$ 8.86	\$ 9.04	\$ 9.22

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

FL-1541-CI

CBA Table Code	FL-1541-CI
CBA Table Code prior to November 2023	FL
Union	United Brotherhood of Carpenters and Joiners of America Floorlayers
Local	1541
Trade	Floorlayers
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Master Section

Job Classification		Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Material Handler		\$ 15.97	\$ 17.17	\$ 17.32	\$ 18.01	\$ 18.73
Floorlayer Apprentice 1st Term		\$ 17.09	\$ 18.37	\$ 18.54	\$ 19.28	\$ 20.05
Floorlayer Apprentice 2nd Term		\$ 18.78	\$ 20.19	\$ 20.37	\$ 21.18	\$ 22.03
Floorlayer Apprentice 3rd Term		\$ 22.16	\$ 23.82	\$ 24.03	\$ 24.99	\$ 25.99
Floorlayer Apprentice 4th Term		\$ 23.86	\$ 25.65	\$ 25.88	\$ 26.92	\$ 28.00
Floorlayer Apprentice 5th Term		\$ 27.23	\$ 29.27	\$ 29.53	\$ 30.71	\$ 31.94
Floorlayer Apprentice 6th Term		\$ 28.94	\$ 31.11	\$ 31.39	\$ 32.65	\$ 33.96
Floorlayer Apprentice 7th Term		\$ 30.62	\$ 32.92	\$ 33.22	\$ 34.55	\$ 35.93
Journeyman		\$ 34.01	\$ 36.56	\$ 36.89	\$ 38.37	\$ 39.90
Foreperson		\$ 39.09	\$ 42.02	\$ 42.40	\$ 44.10	\$ 45.86
Vacation and Holiday Pay	10%					

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 7.73	\$ 7.73	\$ 7.73	\$ 7.88	\$ 8.04

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

GL-38-1527-CI

CBA Table Code	GL-38-1527-CI
CBA Table Code prior to November 2023	GL
Union	International Union of Painters & Allied Trades District Council
Local	DC38/Loc.1527
Trade	Glaziers
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Master Section

Job Classification	Rate*	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Pre-Apprentice	45%	\$ 15.81	\$ 17.00	\$ 18.01	\$ 18.73	\$ 19.49
Glazier Apprentice 1st 6mo	55%	\$ 20.30	\$ 21.82	\$ 22.02	\$ 22.90	\$ 23.82
Glazier Apprentice 2nd 6mo	60%	\$ 22.14	\$ 23.80	\$ 24.01	\$ 24.98	\$ 25.98
Glazier Apprentice 2nd year	65%	\$ 23.99	\$ 25.79	\$ 26.02	\$ 27.06	\$ 28.15
Glazier Apprentice 3rd year	70%	\$ 25.83	\$ 27.77	\$ 28.02	\$ 29.14	\$ 30.31
Glazier Apprentice 4th yr 1st 6 mo	75%	\$ 27.68	\$ 29.76	\$ 30.03	\$ 31.22	\$ 32.48
Glazier Apprentice 4th yr 2nd 6 mo	80%	\$ 29.52	\$ 31.73	\$ 32.02	\$ 33.30	\$ 34.64
Journeyman	100%	\$ 36.90	\$ 39.67	\$ 40.03	\$ 41.63	\$ 43.30
Pre-Qualified Swing Stage	100% +\$1.00	\$ 37.90	\$ 40.67	\$ 41.03	\$ 42.63	\$ 44.30
Foreperson	112%	\$ 41.33	\$ 44.43	\$ 44.83	\$ 46.63	\$ 48.50
Foreperson "A"	117%	\$ 43.17	\$ 46.41	\$ 46.83	\$ 48.71	\$ 50.66
Vacation and Holiday Pay	10%					

*Rate effective November 2023

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 5.33	\$ 5.33	\$ 5.33	\$ 5.44	\$ 5.55

Pre-Apprentice Only					
Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 0.62	\$ 0.62	\$ 0.62	\$ 0.63	\$ 0.64

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

IN-118-CI

CBA Table Code	IN-118-CI
CBA Table Code prior to November 2023	IN
Union	International Association of Heat & Frost Insulators & Asbestos Workers
Local	118
Trade	Insulators
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Master Section

Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Apprentice - 1st 3 months	50%	\$ 17.33	\$ 18.63	\$ 18.80	\$ 19.55	\$ 20.33
Apprentice - 2nd 3 months	55%	\$ 19.06	\$ 20.49	\$ 20.67	\$ 21.50	\$ 22.36
Apprentice - 2nd 6 months	60%	\$ 20.79	\$ 22.35	\$ 22.55	\$ 23.45	\$ 24.39
Apprentice - 3rd 6 months	65%	\$ 22.52	\$ 24.21	\$ 24.43	\$ 25.41	\$ 26.42
Apprentice - 4th 6 months	70%	\$ 24.26	\$ 26.08	\$ 26.31	\$ 27.36	\$ 28.46
Apprentice - 5th 6 months	75%	\$ 25.99	\$ 27.94	\$ 28.19	\$ 29.32	\$ 30.49
Apprentice - 6th 6 months	80%	\$ 27.72	\$ 29.80	\$ 30.07	\$ 31.27	\$ 32.52
Apprentice - 7th 6 months	85%	\$ 29.45	\$ 31.66	\$ 31.94	\$ 33.23	\$ 34.55
Apprentice - 8th 6 months	90%	\$ 31.19	\$ 33.53	\$ 33.83	\$ 35.18	\$ 36.59
Journeyman Mechanic	100%	\$ 34.65	\$ 37.25	\$ 37.59	\$ 39.09	\$ 40.65
Foreperson	110%	\$ 38.12	\$ 40.98	\$ 41.35	\$ 43.00	\$ 44.72
General Foreperson	117%	\$ 40.54	\$ 43.58	\$ 43.97	\$ 45.74	\$ 47.56
Vacation and Holiday Pay	10%					

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 10.69	\$ 10.69	\$ 10.69	\$ 10.90	\$ 11.12

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

IR-97-CI

CBA Table Code	IR-97-CI
CBA Table Code prior to November 2023	IR
Union	International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers
Local	97
Trade	Ironworkers
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Master Section

Job Classification	Rate*	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Pre-Apprentice	55%	\$ 21.35	\$ 22.88	\$ 23.62	\$ 24.56	\$ 25.55
Ironworker Apprentice 1	65%	\$ 24.55	\$ 26.36	\$ 27.91	\$ 29.03	\$ 30.19
Ironworker Apprentice 2	70%	\$ 26.40	\$ 28.35	\$ 30.06	\$ 31.26	\$ 32.52
Ironworker Apprentice 3	75%	\$ 28.25	\$ 30.34	\$ 32.21	\$ 33.50	\$ 34.84
Ironworker Apprentice 4	80% - \$0.56	\$ 29.60	\$ 31.82	\$ 33.79	\$ 35.17	\$ 36.60
Ironworker Apprentice 5	85% - \$0.56	\$ 31.45	\$ 33.81	\$ 35.94	\$ 37.40	\$ 38.92
Ironworker Apprentice 6	90% - \$0.56	\$ 33.30	\$ 35.80	\$ 38.09	\$ 39.63	\$ 41.25
Journeyman	100%	\$ 37.00	\$ 39.78	\$ 42.94	\$ 44.66	\$ 46.45
Foreperson	115%	\$ 42.55	\$ 45.74	\$ 49.38	\$ 51.36	\$ 53.42
General Foreperson	120%	\$ 44.40	\$ 47.73	\$ 51.53	\$ 53.59	\$ 55.74
Vacation and Holiday Pay	10%					

*Rate effective November 2023

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 9.29	\$ 9.29	\$ 9.29	\$ 9.48	\$ 9.67

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

IR-97-IND

CBA Table Code	IR-97-IND
CBA Table Code prior to November 2023	IR-IND
Union	International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers
Local	97
Trade	Ironworkers
Wage Rate Type	Industrial
Wage Rate Scope	Master Section

Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Pre-Apprentice	55% + \$1.00	\$ 26.57	\$ 28.49	\$ 28.74	\$ 29.85	\$ 31.00
Ironworker Apprentice 1	65% + \$0.50	\$ 30.72	\$ 32.99	\$ 33.28	\$ 34.59	\$ 35.96
Ironworker Apprentice 2	70% + \$0.50	\$ 33.04	\$ 35.49	\$ 35.80	\$ 37.22	\$ 38.69
Ironworker Apprentice 3	75% + \$0.50	\$ 35.37	\$ 37.99	\$ 38.32	\$ 39.84	\$ 41.41
Ironworker Apprentice 4	80%	\$ 37.19	\$ 39.98	\$ 40.34	\$ 41.96	\$ 43.64
Ironworker Apprentice 5	85%	\$ 39.52	\$ 42.48	\$ 42.86	\$ 44.58	\$ 46.37
Ironworker Apprentice 6	90%	\$ 41.84	\$ 44.98	\$ 45.38	\$ 47.21	\$ 49.10
Journeyman	100%	\$ 46.49	\$ 49.98	\$ 50.43	\$ 52.45	\$ 54.55
Foreperson	115%	\$ 53.46	\$ 57.47	\$ 57.99	\$ 60.32	\$ 62.73
General Foreperson	120%	\$ 55.79	\$ 59.97	\$ 60.51	\$ 62.94	\$ 65.46
Vacation and Holiday Pay*		10%	12%	12%	12%	12%

*Increase effective July 2nd 2023

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 9.29	\$ 9.29	\$ 9.29	\$ 9.48	\$ 9.67

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

LA-1611-CI

CBA Table Code	LA-1611-CI
CBA Table Code prior to November 2023	LA
Union	Labourers International Union of North America Construction and Specialized Workers Union
Local	1611
Trade	Labourers
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Master Section

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Construction Craft Worker, including: Signalperson, Dumpperson, Swamper, Pump tender, Cement Power Buggy, Grinder, Mixer (under 1 yard), Timberperson, Graderperson, and Power and Electric Tool Operator	\$ 29.73	\$ 31.96	\$ 32.25	\$ 33.54	\$ 34.88
Driller helper, and assistant diamond driller	\$ 27.96	\$ 30.06	\$ 30.33	\$ 31.54	\$ 32.80
Pneumatic driller (airleg, jackhammer types, etc.), groutperson (headerperson) and gunite potperson	\$ 30.27	\$ 32.54	\$ 32.83	\$ 34.14	\$ 35.51
Gunite and grout gunite nozzleperson, and air trac (all models)	\$ 30.54	\$ 32.83	\$ 33.13	\$ 34.46	\$ 35.84
diamond driller, and tank driller	\$ 30.81	\$ 33.12	\$ 33.42	\$ 34.76	\$ 36.15
High scaler	\$ 31.08	\$ 33.41	\$ 33.71	\$ 35.06	\$ 36.46
Rotary driller (air or hydraulic - under 6")	\$ 31.62	\$ 33.99	\$ 34.30	\$ 35.67	\$ 37.10
Powderperson (with certificate)	\$ 31.90	\$ 34.29	\$ 34.60	\$ 35.98	\$ 37.42
Watchperson, Flagperson, Rodperson, Chainperson, Stakeperson, confined space entry, Monitor, Gas Tester and Spark Watchperson	\$ 29.46	\$ 31.67	\$ 31.96	\$ 33.24	\$ 34.57
Bobcat loader, instrument person - utility 1, caulked and cemented joint tile, and pipelayer, manholer, concrete saw, heat fusion machine, jackhammer, and hydro broom (under 1,000 psi) (wet and dry)	\$ 30.00	\$ 32.25	\$ 32.54	\$ 33.84	\$ 35.19
Signalperson hook-up, vibrator, instrument person - utility 2, fallers on clearing, hydro broom (over 1,000 psi) (wet and dry), and 6" vibrator (when used by hand)	\$ 30.27	\$ 32.54	\$ 32.83	\$ 34.14	\$ 35.51
First aid attendant level 2	\$ 30.38	\$ 32.66	\$ 32.95	\$ 34.27	\$ 35.64
First aid attendant level 2 with transportation endorsement	\$ 30.49	\$ 32.78	\$ 33.08	\$ 34.40	\$ 35.78
First aid attendant level 3	\$ 30.59	\$ 32.88	\$ 33.18	\$ 34.51	\$ 35.89
Concrete specialist	\$ 32.98	\$ 35.45	\$ 35.77	\$ 37.20	\$ 38.69
Foreperson (Premium payable over and above highest classification being supervised)	115%	115%	115%	115%	115%
Vacation and Holiday Pay	10%				

Apprentice Rates (applies to "Construction Craft Worker" Job Classification only)	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
0 - 1,400 hours	70%	70%	70%	70%	70%
1,401 - 2,800 hours	80%	80%	80%	80%	80%
2,801 - 4,200 hours	90%	90%	90%	90%	90%

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 7.29	\$ 7.29	\$ 7.29	\$ 7.44	\$ 7.59

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

LA-1611-CI-BSP

CBA Table Code	LA-1611-CI-BSP
CBA Table Code prior to November 2023	LA-BSP
Union	Labourers International Union of North America Construction and Specialized
Local	1611
Trade	Labourers
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Broadway Subway Project

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Construction Craft Worker, including: Signalperson, Dumpperson, Swamper, Pumptender, Cement Power Buggy, Grinder, Mixer (under 1 yard), Timberperson, Graderperson, and Power and Electric Tool Operator	\$ 39.72	\$ 42.70	\$ 43.08	\$ 44.80	\$ 46.59
Driller helper, and assistant diamond driller	\$ 37.79	\$ 40.62	\$ 40.99	\$ 42.63	\$ 44.34
Pneumatic driller (airleg, jackhammer types, etc.), groutperson (headerperson) and gunite potperson	\$ 40.32	\$ 43.34	\$ 43.73	\$ 45.48	\$ 47.30
Gunite and grout gunite nozzleperson, and air trac (all models)	\$ 40.62	\$ 43.67	\$ 44.06	\$ 45.82	\$ 47.65
diamond driller, and tank driller	\$ 40.91	\$ 43.98	\$ 44.38	\$ 46.16	\$ 48.01
High scaler	\$ 41.21	\$ 44.30	\$ 44.70	\$ 46.49	\$ 48.35
Rotary driller (air or hydraulic - under 6")	\$ 41.81	\$ 44.95	\$ 45.35	\$ 47.16	\$ 49.05
Powderperson (with certificate)	\$ 42.11	\$ 45.27	\$ 45.68	\$ 47.51	\$ 49.41
Watchperson, flagperson, rodperson, chainperson, stakeperson, confined space entry, monitor, gas tester and spark watchperson	\$ 39.43	\$ 42.39	\$ 42.77	\$ 44.48	\$ 46.26
Bobcat loader, instrument person - utility 1, caulked and cemented joint tile, and pipelayer, manholer, concrete saw, heat fusion machine, jackhammer, and hydro broom (under 1,000 psi) (wet and dry)	\$ 40.02	\$ 43.02	\$ 43.41	\$ 45.15	\$ 46.96
Signalperson hook-up, vibrator, instrument person - utility 2, fallers on clearing, hydro broom (over 1,000 psi) (wet and dry), and 6" vibrator (when used by hand)	\$ 40.32	\$ 43.34	\$ 43.73	\$ 45.48	\$ 47.30
First aid attendant level 2	\$ 39.64	\$ 42.61	\$ 42.99	\$ 44.71	\$ 46.50
First aid attendant level 2 with transportation endorsement	\$ 39.76	\$ 42.74	\$ 43.12	\$ 44.84	\$ 46.63
First aid attendant level 3	\$ 39.88	\$ 42.87	\$ 43.26	\$ 44.99	\$ 46.79
Concrete specialist	\$ 42.13	\$ 45.29	\$ 45.70	\$ 47.53	\$ 49.43
Foreperson (Premium payable over and above highest classification being supervised)	115%	115%	115%	115%	115%

LA-1611-CI-BSP

Apprentice Rates (applies to "Construction Craft Worker" Job Classification only)	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
0 - 1,400 hours	70%	70%	70%	70%	70%
1,401 - 2,800 hours	80%	80%	80%	80%	80%
2,801 - 4,200 hours	90%	90%	90%	90%	90%
Vacation and Holiday Pay	10%				

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 7.29	\$ 7.29	\$ 7.29	\$ 7.44	\$ 7.59

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

LA-1611-CI-PBRP

CBA Table Code	LA-1611-CI-PBRP
CBA Table Code prior to November 2023	LA-PBRP
Union	Labourers International Union of North America Construction and Specialized Workers Union
Local	1611
Trade	Labourers
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Pattullo Bridge Replacement Project

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Construction Craft Worker, including: Signalperson, Dumpperson, Swamper, Pumptender, Cement Power Buggy, Grinder, Mixer (under 1 yard), Timberperson, Gradeperson, and Power and Electric Tool Operator	\$ 39.72	\$ 42.70	\$ 43.08	\$ 44.80	\$ 46.59
Driller helper, and assistant diamond driller	\$ 37.79	\$ 40.62	\$ 40.99	\$ 42.63	\$ 44.34
Pneumatic driller (airleg, jackhammer types, etc.), groutperson (headerperson) and gunite potperson	\$ 40.32	\$ 43.34	\$ 43.73	\$ 45.48	\$ 47.30
Gunite and grout gunite nozzleperson, and air trac (all models)	\$ 40.62	\$ 43.67	\$ 44.06	\$ 45.82	\$ 47.65
diamond driller, and tank driller	\$ 40.91	\$ 43.98	\$ 44.38	\$ 46.16	\$ 48.01
High scaler	\$ 41.21	\$ 44.30	\$ 44.70	\$ 46.49	\$ 48.35
Rotary driller (air or hydraulic - under 6")	\$ 41.81	\$ 44.95	\$ 45.35	\$ 47.16	\$ 49.05
Powderperson (with certificate)	\$ 42.11	\$ 45.27	\$ 45.68	\$ 47.51	\$ 49.41
Watchperson, flagperson, rodperson, chainperson, stakeperson, confined space entry, monitor, gas tester and spark watchperson	\$ 39.43	\$ 42.39	\$ 42.77	\$ 44.48	\$ 46.26
Bobcat loader, instrument person - utility 1, caulked and cemented joint tile, and pipelayer, manholer, concrete saw, heat fusion machine, jackhammer, and hydro broom (under 1,000 psi) (wet and dry)	\$ 40.02	\$ 43.02	\$ 43.41	\$ 45.15	\$ 46.96
Signalperson hook-up, vibrator, instrument person - utility 2, fallers on clearing, hydro broom (over 1,000 psi) (wet and dry), and 6" vibrator (when used by hand)	\$ 40.32	\$ 43.34	\$ 43.73	\$ 45.48	\$ 47.30
First aid attendant level 2	\$ 39.64	\$ 42.61	\$ 42.99	\$ 44.71	\$ 46.50
First aid attendant level 2 with transportation endorsement	\$ 39.76	\$ 42.74	\$ 43.12	\$ 44.84	\$ 46.63
First aid attendant level 3	\$ 39.88	\$ 42.87	\$ 43.26	\$ 44.99	\$ 46.79
Concrete specialist	\$ 42.13	\$ 45.29	\$ 45.70	\$ 47.53	\$ 49.43
Foreperson (Premium payable over and above highest classification being supervised)	115%	115%	115%	115%	115%

Apprentice Rates (applies to "Construction Craft Worker" Job Classification only)	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
0 - 1,400 hours	70%	70%	70%	70%	70%
1,401 - 2,800 hours	80%	80%	80%	80%	80%
2,801 - 4,200 hours	90%	90%	90%	90%	90%
Vacation and Holiday Pay	10%				

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 7.29	\$ 7.29	\$ 7.29	\$ 7.44	\$ 7.59

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

LA-1611-RB-LM

CBA Table Code	LA-1611-RB-LM
CBA Table Code prior to November 2023	LAR-LM
Union	Labourers International Union of North America Construction and Specialized Workers Union
Local	1611
Trade	Labourers
Wage Rate Type	Road Building
Wage Rate Scope	Lower Mainland Road Building Addendum

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Schedule A					
Construction Craft Worker, including: Signalperson, Watchperson, Stakeperson, Chainperson, Rodperson, Dumpperson, Swamper and Weight Scales (Scaleperson)	\$ 38.40	\$ 41.28	\$ 41.65	\$ 43.32	\$ 45.05
Flagperson (red circled)	\$ 32.94	\$ 35.41	\$ 35.73	\$ 37.16	\$ 38.65
Driller Helper	\$ 38.48	\$ 41.37	\$ 41.74	\$ 43.41	\$ 45.15
Grinder, Mixerperson under 1 yard, Gradeperson	\$ 38.67	\$ 41.57	\$ 41.94	\$ 43.62	\$ 45.36
Instrument Person	\$ 41.99	\$ 45.15	\$ 45.56	\$ 47.38	\$ 49.28
Power and Electric Tool Operator, (ie. Power Saw Chipper, Tamper) Multiplate & Binwall Assembler Pipelayer	\$ 38.76	\$ 41.67	\$ 42.05	\$ 43.73	\$ 45.48
Rakerperson	\$ 39.18	\$ 42.12	\$ 42.50	\$ 44.20	\$ 45.97
Driller, Pneumatic, Airleg Jackhammer Type	\$ 39.30	\$ 42.25	\$ 42.63	\$ 44.34	\$ 46.11
Driller Rates: When working from a basket, Platform or using safety ropes, as follows:					
- up to 25 feet	\$ 39.68	\$ 42.66	\$ 43.04	\$ 44.76	\$ 46.55
- over 25 feet	\$ 40.09	\$ 43.10	\$ 43.49	\$ 45.23	\$ 47.04
- over 100 feet	\$ 40.47	\$ 43.51	\$ 43.90	\$ 45.66	\$ 47.49
Air Trac (all models)	\$ 39.64	\$ 42.61	\$ 42.99	\$ 44.71	\$ 46.50
Tank Drill, Hydraulic Drill	\$ 39.73	\$ 42.71	\$ 43.09	\$ 44.81	\$ 46.60

LA-1611-RB-LM

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
High Scaler:					
- up to 25 feet	\$ 39.08	\$ 42.01	\$ 42.39	\$ 44.09	\$ 45.85
- over 25 feet	\$ 39.51	\$ 42.47	\$ 42.85	\$ 44.56	\$ 46.34
- over 100 feet	\$ 39.84	\$ 42.83	\$ 43.22	\$ 44.95	\$ 46.75
Powderperson	\$ 39.73	\$ 42.71	\$ 43.09	\$ 44.81	\$ 46.60
Powderperson 2nd Class with Certificate (assisting in loading holes)	\$ 38.87	\$ 41.79	\$ 42.17	\$ 43.86	\$ 45.61
Fallers on Clearing	\$ 39.08	\$ 42.01	\$ 42.39	\$ 44.09	\$ 45.85
Air Place Operator	\$ 39.41	\$ 42.37	\$ 42.75	\$ 44.46	\$ 46.24
Gunite & Grout: Gunite Nozzleperson	\$ 39.19	\$ 42.13	\$ 42.51	\$ 44.21	\$ 45.98
Gunite Potperson	\$ 38.98	\$ 41.90	\$ 42.28	\$ 43.97	\$ 45.73
Groutperson (Headerperson)	\$ 38.87	\$ 41.79	\$ 42.17	\$ 43.86	\$ 45.61
First Aid Attendant:					
- Level I Certificate	\$ 0.70	Designated First Aid Attendants shall have his/her hourly rate increased by:			
- Level II Certificate (w/ transportation)	\$ 0.90				
- Level III Certification	\$ 1.00				
Foreperson shall be employed at 10% over the highest classification under his/her jurisdiction					

LA-1611-RB-LM

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
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Schedule B	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
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Traffic Control					
0 - 1,400 hours	\$ 24.21	\$ 26.03	\$ 26.26	\$ 27.31	\$ 28.40
1,401 - 2,800 hours	\$ 26.52	\$ 28.51	\$ 28.77	\$ 29.92	\$ 31.12

Apprentice (Applies to "Construction Craft Worker" Job Classification only)					
Level 1 Apprentice 0 - 800 hours	\$ 21.54	\$ 23.16	\$ 23.37	\$ 24.30	\$ 25.27
Level 2 Apprentice 801 - 1,600 hours	\$ 24.75	\$ 26.61	\$ 26.85	\$ 27.92	\$ 29.04
Level 3 Apprentice 1,601 - 2,400 hours	\$ 27.97	\$ 30.07	\$ 30.34	\$ 31.55	\$ 32.81
Level 4 Apprentice 2,401 - 3,200 hours	\$ 31.16	\$ 33.50	\$ 33.80	\$ 35.15	\$ 36.56
Level 5 Apprentice 3,201 - 4,200 hours	\$ 34.37	\$ 36.95	\$ 37.28	\$ 38.77	\$ 40.32

Vacation and Holiday Pay	10%
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Benefit package

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 7.00	\$ 7.00	\$ 7.00	\$ 7.14	\$ 7.28

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

CBA Table Code	LA-1611-RB-TCH_INT
CBA Table Code prior to November 2023	LA-KHCP4 or LA-CHSE or LA-FTT or LA-QCBP
Union	Labourers International Union of North America Construction and Specialized Workers Union
Local	1611
Trade	Labourers
Wage Rate Type	Road Building
Wage Rate Scope	Trans Canada Highway No. 1. - Kamloops to Alberta Border 4-laning Project

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Schedule A					
Construction Craft Worker, including: Signalperson, Watchperson, Stakeperson, Chainperson, Rodperson, Dumpperson, Swamper and Weight Scales (Scaleperson)	\$ 38.40	\$ 41.28	\$ 41.65	\$ 43.32	\$ 45.05
Flagperson (red circled)	\$ 32.94	\$ 35.41	\$ 35.73	\$ 37.16	\$ 38.65
Driller Helper	\$ 38.48	\$ 41.37	\$ 41.74	\$ 43.41	\$ 45.15
Instrument Person	\$ 42.00	\$ 45.15	\$ 45.56	\$ 47.38	\$ 49.28
Power and Electric Tool Operator, (ie. Power Saw Chipper, Tamper) Multiplate & Binwall Assembler Pipelayer	\$ 38.76	\$ 41.67	\$ 42.05	\$ 43.73	\$ 45.48
Rakerperson	\$ 39.18	\$ 42.12	\$ 42.50	\$ 44.20	\$ 45.97
Driller, Pneumatic, Airleg Jackhammer Type	\$ 39.30	\$ 42.25	\$ 42.63	\$ 44.34	\$ 46.11
Driller Rates: When working from a basket, Platform or using safety ropes, as follows:					
- up to 25 feet	\$ 39.68	\$ 42.66	\$ 43.04	\$ 44.76	\$ 46.55
- over 25 feet	\$ 40.09	\$ 43.10	\$ 43.49	\$ 45.23	\$ 47.04
- over 100 feet	\$ 40.47	\$ 43.51	\$ 43.90	\$ 45.66	\$ 47.49
Air Trac (all models)	\$ 39.64	\$ 42.61	\$ 42.99	\$ 44.71	\$ 46.50
Tank Drill, Hydraulic Drill	\$ 39.73	\$ 42.71	\$ 43.09	\$ 44.81	\$ 46.60
High Scaler:					
- up to 25 feet	\$ 39.08	\$ 42.01	\$ 42.39	\$ 44.09	\$ 45.85
- over 25 feet	\$ 39.51	\$ 42.47	\$ 42.85	\$ 44.56	\$ 46.34
- over 100 feet	\$ 39.84	\$ 42.83	\$ 43.22	\$ 44.95	\$ 46.75
Powderperson	\$ 39.73	\$ 42.71	\$ 43.09	\$ 44.81	\$ 46.60
Powderperson 2nd Class with Certificate (assisting in loading holes)	\$ 38.87	\$ 41.79	\$ 42.17	\$ 43.86	\$ 45.61
Fallers on Clearing	\$ 39.08	\$ 42.01	\$ 42.39	\$ 44.09	\$ 45.85
Air Place Operator	\$ 39.41	\$ 42.37	\$ 42.75	\$ 44.46	\$ 46.24
Gunite & Grout: Gunite Nozzleperson	\$ 39.19	\$ 42.13	\$ 42.51	\$ 44.21	\$ 45.98
Gunite Potperson	\$ 38.98	\$ 41.90	\$ 42.28	\$ 43.97	\$ 45.73
Groutperson (Headerperson)	\$ 38.87	\$ 41.79	\$ 42.17	\$ 43.86	\$ 45.61
First Aid Attendant:					
- Level II Certificate	\$ 0.70	Designated First Aid Attendants shall have his/her hourly rate increased by:			
- Level II Certificate (w/ transportation)	\$ 0.90				
- Level III Certification	\$ 1.00				
Foreperson shall be employed at 10% over the highest classification under his/her jurisdiction					

Schedule B	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Traffic Control					
- Low Volume Flag Person	\$ 24.21	\$ 26.03	\$ 26.26	\$ 27.31	\$ 28.40
- High Volume Flag Person	\$ 26.52	\$ 28.51	\$ 28.77	\$ 29.92	\$ 31.12
Apprentice (Applies to "Construction Craft Worker" Job Classification only)					
Level 1 Apprentice 0 - 800 hours	\$ 21.54	\$ 23.16	\$ 23.37	\$ 24.30	\$ 25.27
Level 2 Apprentice 801 - 1,600 hours	\$ 24.75	\$ 26.61	\$ 26.85	\$ 27.92	\$ 29.04
Level 3 Apprentice 1,601 - 2,400 hours	\$ 27.97	\$ 30.07	\$ 30.34	\$ 31.55	\$ 32.81
Level 4 Apprentice 2,401 - 3,200 hours	\$ 31.16	\$ 33.50	\$ 33.80	\$ 35.15	\$ 36.56
Level 5 Apprentice 3,201 - 4,200 hours	\$ 34.37	\$ 36.95	\$ 37.28	\$ 38.77	\$ 40.32
Vacation and Holiday Pay	10%				

Schedule A Benefit Package					
Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 7.00	\$ 7.00	\$ 7.00	\$ 7.14	\$ 7.28

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

LAM-1611-CI

CBA Table Code	LAM-1611-CI
CBA Table Code prior to November 2023	LAM
Union	Labourers International Union of North America Construction and Specialized Workers Union
Local	1611
Trade	Mason Tenders
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Master Section

Job Classification		Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Inexperienced Mason Tender Level 1		\$ 16.59	\$ 17.83	\$ 17.99	\$ 18.71	\$ 19.46
Inexperienced Mason Tender Level 2		\$ 19.57	\$ 21.04	\$ 21.23	\$ 22.08	\$ 22.96
Inexperienced Mason Tender Level 3		\$ 24.05	\$ 25.85	\$ 26.08	\$ 27.12	\$ 28.20
Inexperienced Mason Tender Level 4		\$ 27.04	\$ 29.07	\$ 29.33	\$ 30.50	\$ 31.72
Experienced Mason Tender		\$ 30.03	\$ 32.28	\$ 32.57	\$ 33.87	\$ 35.22
Mason Tender Foreperson		\$ 34.51	\$ 37.10	\$ 37.43	\$ 38.93	\$ 40.49
Vacation and Holiday Pay	10%					

Benefits		Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total		\$ 7.29	\$ 7.29	\$ 7.29	\$ 7.44	\$ 7.59

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

LAM-1611-CI-BSP

CBA Table Code	LAM-1611-CI-BSP
CBA Table Code prior to November 2023	LAM-BSP
Union	Labourers International Union of North America Construction and Specialized Workers Union
Local	1611
Trade	Mason Tenders
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Broadway Subway Project

Job Classification		Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Inexperienced Mason Tender Level 1		\$ 22.04	\$ 23.69	\$ 23.90	\$ 24.86	\$ 25.85
Inexperienced Mason Tender Level 2		\$ 26.03	\$ 27.98	\$ 28.23	\$ 29.36	\$ 30.53
Inexperienced Mason Tender Level 3		\$ 32.01	\$ 34.41	\$ 34.72	\$ 36.11	\$ 37.55
Inexperienced Mason Tender Level 4		\$ 36.00	\$ 38.70	\$ 39.05	\$ 40.61	\$ 42.23
Experienced Mason Tender		\$ 39.97	\$ 42.97	\$ 43.36	\$ 45.09	\$ 46.89
Mason Tender Foreperson		\$ 45.94	\$ 49.39	\$ 49.83	\$ 51.82	\$ 53.89
Vacation and Holiday Pay	10%					

Benefits		Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total		\$ 7.29	\$ 7.29	\$ 7.29	\$ 7.44	\$ 7.59

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

LAM-1611-CI-PBRP

CBA Table Code	LAM-1611-CI-PBRP
CBA Table Code prior to November 2023	LAM-PBRP
Union	Labourers International Union of North America Construction and Specialized Workers Union
Local	1611
Trade	Mason Tenders
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Pattullo Bridge Replacement Project

Job Classification		Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Inexperienced Mason Tender Level 1		\$ 22.04	\$ 23.69	\$ 23.90	\$ 24.86	\$ 25.85
Inexperienced Mason Tender Level 2		\$ 26.03	\$ 27.98	\$ 28.23	\$ 29.36	\$ 30.53
Inexperienced Mason Tender Level 3		\$ 32.01	\$ 34.41	\$ 34.72	\$ 36.11	\$ 37.55
Inexperienced Mason Tender Level 4		\$ 36.00	\$ 38.70	\$ 39.05	\$ 40.61	\$ 42.23
Experienced Mason Tender		\$ 39.97	\$ 42.97	\$ 43.36	\$ 45.09	\$ 46.89
Mason Tender Foreperson		\$ 45.94	\$ 49.39	\$ 49.83	\$ 51.82	\$ 53.89
Vacation and Holiday Pay	10%					

Benefits		Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total		\$ 7.29	\$ 7.29	\$ 7.29	\$ 7.44	\$ 7.59

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

LAP-919-CI

CBA Table Code	LAP-919-CI
CBA Table Code prior to November 2023	LAP
Union	Labourers International Union of North America Construction and Specialized Workers Union
Local	919
Trade	Plasterers
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Master Section

Job Classification		Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Plasterer's Helper		\$ 29.73	\$ 31.96	\$ 32.25	\$ 33.54	\$ 34.88
Plasterer's Helper Trainee (minimum straight time) See Article LAP 110		\$ 15.96	\$ 17.16	\$ 17.31	\$ 18.00	\$ 18.72
Vacation and Holiday Pay	10%					

Benefits		Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total		\$ 7.29	\$ 7.29	\$ 7.29	\$ 7.44	\$ 7.59

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

MW-2736-IND

CBA Table Code	MW-2736-IND
CBA Table Code prior to November 2023	MW
Union	United Brotherhood of Carpenters and Joiners of America Millwrights, Machine Erectors &
Local	2736
Trade	Millwrights
Wage Rate Type	Industrial
Wage Rate Scope	Master Section

Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Millwright Apprentice 1st Term	55%	\$ 25.99	\$ 27.94	\$ 28.19	\$ 29.32	\$ 30.49
Millwright Apprentice 2nd Term	60%	\$ 28.35	\$ 30.48	\$ 30.75	\$ 31.98	\$ 33.26
Millwright Apprentice 3rd Term	65%	\$ 30.71	\$ 33.01	\$ 33.31	\$ 34.65	\$ 36.03
Millwright Apprentice 4th Term	70%	\$ 33.08	\$ 35.56	\$ 35.88	\$ 37.31	\$ 38.80
Millwright Apprentice 5th Term	75%	\$ 35.44	\$ 38.10	\$ 38.44	\$ 39.98	\$ 41.57
Millwright Apprentice 6th Term	80%	\$ 37.80	\$ 40.64	\$ 41.01	\$ 42.64	\$ 44.34
Millwright Apprentice 7th Term	85%	\$ 40.16	\$ 43.17	\$ 43.56	\$ 45.31	\$ 47.12
Millwright Apprentice 8th Term	90%	\$ 42.53	\$ 45.72	\$ 46.13	\$ 47.97	\$ 49.89
Journeyman	100%	\$ 47.25	\$ 50.79	\$ 51.25	\$ 53.30	\$ 55.43
Foreperson	115%	\$ 54.34	\$ 58.42	\$ 58.95	\$ 61.30	\$ 63.74
General Foreperson	120%	\$ 56.70	\$ 60.95	\$ 61.50	\$ 63.96	\$ 66.52
Vacation and Holiday Pay*		10%	12%	12%	12%	12%

*Increase effective July 2nd 2023

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 9.26	\$ 9.26	\$ 9.26	\$ 9.45	\$ 9.64

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

OF-378-CI

CBA Table Code	OF-378-CI
CBA Table Code prior to November 2023	OF
Union	A Movement of United Professionals (Move-Up)
Local	378
Trade	Office Workers
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Master Section

Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Administrative Assistant I		\$ 27.43	\$ 29.49	\$ 29.76	\$ 30.95	\$ 32.19
Administrative Assistant II		\$ 28.49	\$ 30.63	\$ 30.91	\$ 32.15	\$ 33.44
Administrative Assistant III	100%	\$ 29.73	\$ 31.96	\$ 32.25	\$ 33.54	\$ 34.88
Administrative Crew Leader	110%	\$ 32.72	\$ 35.17	\$ 35.49	\$ 36.89	\$ 38.37
Quantities Technician		\$ 40.35	\$ 43.38	\$ 43.77	\$ 45.52	\$ 47.34
Rodperson		\$ 29.92	\$ 32.16	\$ 32.45	\$ 33.75	\$ 35.10
Surveyor I *		\$ 32.78	\$ 43.01	\$ 43.40	\$ 45.14	\$ 46.95
Surveyor II *		\$ 36.21	\$ 47.47	\$ 47.90	\$ 49.82	\$ 51.81
Surveyor III *		\$ 39.97	\$ 52.42	\$ 52.89	\$ 55.01	\$ 57.21
Laboratory Assistant		\$ 31.15	\$ 33.49	\$ 33.79	\$ 35.14	\$ 36.55
Junior Laboratory Technician		\$ 36.42	\$ 39.15	\$ 39.50	\$ 41.08	\$ 42.72
Intermediate Laboratory Technician		\$ 37.79	\$ 40.62	\$ 40.99	\$ 42.63	\$ 44.34
Laboratory Technician		\$ 39.47	\$ 42.43	\$ 42.81	\$ 44.52	\$ 46.30
Senior Laboratory Technician		\$ 41.38	\$ 44.48	\$ 44.88	\$ 46.68	\$ 48.55
First Aid Attendant		\$ 30.77	\$ 33.08	\$ 33.38	\$ 34.72	\$ 36.11
Junior Inspector (Recorder)		\$ 37.07	\$ 39.85	\$ 40.21	\$ 41.82	\$ 43.49
Intermediate Inspector (Recorder)		\$ 38.09	\$ 40.95	\$ 41.32	\$ 42.97	\$ 44.69
Inspector (Recorder)		\$ 39.13	\$ 42.06	\$ 42.44	\$ 44.14	\$ 45.91
Senior Inspector (Recorder)	100%	\$ 39.97	\$ 42.97	\$ 43.36	\$ 45.09	\$ 46.89
Senior Inspector (Recorder/Contract Administrator)		\$ 44.15	\$ 47.46	\$ 47.89	\$ 49.81	\$ 51.80
Senior Inspector (Recorder) with Underground	110%	\$ 43.98	\$ 47.28	\$ 47.71	\$ 49.60	\$ 51.58
Junior Biologist/Environment Technician		\$ 38.09	\$ 40.95	\$ 41.32	\$ 42.97	\$ 44.69
Biologist/Environment Technician		\$ 39.97	\$ 42.97	\$ 43.36	\$ 45.09	\$ 46.89
Senior Biologist/Environment Technician		\$ 44.15	\$ 47.46	\$ 47.89	\$ 49.81	\$ 51.80
Vacation and Holiday Pay	10%					

*Increase effective July 2nd 2023

OF-378-CI

Trainee (rates applied to all non-trainee job classifications)	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
0-1000 Hrs	80%	80%	80%	80%	80%
1001-2000 Hrs	85%	85%	85%	85%	85%
2001-3000 Hrs	90%	90%	90%	90%	90%
3001-4000 Hrs	95%	95%	95%	95%	95%

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 4.58	\$ 4.58	\$ 4.58	\$ 4.67	\$ 4.76

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

OP-115-C

CBA Table Code	OP-115-C
CBA Table Code prior to November 2023	OPC
Union	International Union of Operating Engineers
Local	115
Trade	Operating Engineers
Wage Rate Type	Pile Driving, Clamshell Dredging and Related Work
Wage Rate Scope	Master Section

Group #1 - Crane Operator Rates - Conventional					
Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Operator - 7 yards and up to 10 yards) - Deck Engineer required in dredging	\$ 50.92	\$ 54.74	\$ 55.23	\$ 57.44	\$ 59.74
Operator (5 yards and up to 7 yards) - Deck Engineer required in dredging, Land Cranes greater than 175 ton	\$ 49.69	\$ 53.42	\$ 53.90	\$ 56.06	\$ 58.30
Operator (3 yards and under 5 yards) - Deck Engineer required in dredging	\$ 49.12	\$ 52.80	\$ 53.28	\$ 55.41	\$ 57.63
Gantry Crane, Land Cranes greater than 100 ton but less than or equal to 175 ton	\$ 49.12	\$ 52.80	\$ 53.28	\$ 55.41	\$ 57.63
Operator - (under 3 yards) –Deck Engineer required in dredging, Land Cranes less than or equal to 100 ton	\$ 48.51	\$ 52.15	\$ 52.62	\$ 54.72	\$ 56.91
Fixed Floating Pile Drivers – Skid Rigs (Hammerperson)	\$ 48.51	\$ 52.15	\$ 52.62	\$ 54.72	\$ 56.91
Front End Loader (over 5 yards)	\$ 48.29	\$ 51.91	\$ 52.38	\$ 54.48	\$ 56.66
Rotary Type Drill (Truck and Crawler Mounted)	\$ 48.29	\$ 51.91	\$ 52.38	\$ 54.48	\$ 56.66
Mechanics, Welders, Bodyperson Painter	\$ 47.80	\$ 51.39	\$ 51.85	\$ 53.92	\$ 56.08
Boatperson (over 225 h.p.)	\$ 46.68	\$ 50.18	\$ 50.63	\$ 52.66	\$ 54.77
Front End Loader (under 5 yards)	\$ 46.46	\$ 49.94	\$ 50.39	\$ 52.41	\$ 54.51
Serviceperson & Utility Operator - Zoom Boom Forklift, Forklift, J Lift	\$ 46.04	\$ 49.49	\$ 49.94	\$ 51.94	\$ 54.02
Boatperson (up to 225 h.p.)	\$ 45.53	\$ 48.94	\$ 49.38	\$ 51.36	\$ 53.41
Deck Engineer	\$ 42.27	\$ 45.44	\$ 45.85	\$ 47.68	\$ 49.59

OP-115-C

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Front End Person and Assistant Driller	\$ 39.61	\$ 42.58	\$ 42.96	\$ 44.68	\$ 46.47
Deck Hand	\$ 36.83	\$ 39.59	\$ 39.95	\$ 41.55	\$ 43.21
Assistant	\$ 32.16	\$ 34.57	\$ 34.88	\$ 36.28	\$ 37.73
Vacation and Holiday Pay	10%				

Community Benefits Wage schedule - Pile Driving, Dipper, Clamshell Dredging and Related Work - Commercial/Institutional					
Trainee (rates applied to all non-trainee job classifications)	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
0-1000 Hrs	65%	65%	65%	65%	65%
1001-2000 Hrs	75%	75%	75%	75%	75%
2001-3000 Hrs	85%	85%	85%	85%	85%

Community Benefits Wage schedule - Pile Driving, Dipper, Clamshell Dredging and Related Work - Commercial/Institutional					
Group #1 - Crane Operator Rates - Conventional					
Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 10.64	\$ 10.64	\$ 10.64	\$ 10.85	\$ 11.07

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

OP-115-H

CBA Table Code	OP-115-H
CBA Table Code prior to November 2023	OPH
Union	International Union of Operating Engineers
Local	115
Trade	Operating Engineers
Wage Rate Type	Hydraulic Dredging
Wage Rate Scope	Master Section

Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Leverperson on Project		\$ 54.02	\$ 58.07	\$ 58.59	\$ 60.93	\$ 63.37
Leverperson		\$ 47.39	\$ 50.94	\$ 51.40	\$ 53.46	\$ 55.60
Chief Engineer on Project		\$ 52.77	\$ 56.73	\$ 57.24	\$ 59.53	\$ 61.91
Chief Engineer		\$ 46.19	\$ 49.65	\$ 50.10	\$ 52.10	\$ 54.18
Levee Foreperson		\$ 48.47	\$ 52.11	\$ 52.58	\$ 54.68	\$ 56.87
Shift Engineer (Mechanical or Electrical)		\$ 45.62	\$ 49.04	\$ 49.48	\$ 51.46	\$ 53.52
Welder		\$ 45.62	\$ 49.04	\$ 49.48	\$ 51.46	\$ 53.52
Operator Lead Hand		\$ 45.58	\$ 49.00	\$ 49.44	\$ 51.42	\$ 53.48
Mate		\$ 44.80	\$ 48.16	\$ 48.59	\$ 50.53	\$ 52.55
Boatperson		\$ 44.26	\$ 47.58	\$ 48.01	\$ 49.93	\$ 51.93
Operator Equipment		\$ 44.21	\$ 47.53	\$ 47.96	\$ 49.88	\$ 51.88
Dewater Pump Operator		\$ 42.26	\$ 45.43	\$ 45.84	\$ 47.67	\$ 49.58
Deckhand		\$ 37.12	\$ 39.90	\$ 40.26	\$ 41.87	\$ 43.54
Leveeperson		\$ 36.09	\$ 38.80	\$ 39.15	\$ 40.72	\$ 42.35
Vacation and Holiday Pay	10%					

Community Benefits Wage schedule - Operating Engineers Hydraulic Dredging					
Trainee (rates applied to all non-trainee job classifications)	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
0-1000 Hrs	65%	65%	65%	65%	65%
1001-2000 Hrs	75%	75%	75%	75%	75%
2001-3000 Hrs	85%	85%	85%	85%	85%

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 10.64	\$ 10.64	\$ 10.64	\$ 10.85	\$ 11.07

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

OP-115-HC

CBA Table Code	OP-115-HC
CBA Table Code prior to November 2023	OP
Union	International Union of Operating Engineers
Local	115
Trade	Operating Engineers
Wage Rate Type	Heavy Construction
Wage Rate Scope	Master Section

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Group 1 <ul style="list-style-type: none"> • Track Excavator (7 yds, up to 10 yds, and Long Reach) Shovels, all attachments (10 yds and up to 15 yds) *Equipment Trainee required as per ratio • Kangaroo Model 1500 (Trainee required) Operator required to operate with boom length over 130 feet shall have the regular hourly rate increased by twenty-five (\$0.25) per hour • Front end loader and Scoop Trams all types (10 yds and up to 15 yds) • Tower Cranes/Climbing Cranes (10 ton capacity and over) 	\$ 37.73	\$ 40.56	\$ 40.93	\$ 42.57	\$ 44.27
Group 2 <ul style="list-style-type: none"> • Heavy Duty Mechanics, Welders, Mechanic Electricians, Vehicle Body Painters • Shovels, all attachments (7 yds and up to 10 yds) *Equipment Trainee required as per ratio • Kangaroo Model 750 • Front End Loaders and Scoop Trams, all types (7 yds and up to 10 yds) • Aerial Cableways • Whirley Type Gantry Cranes (Operator required to operate with boom length over 130 ft. shall have the regular hourly rate increased by fifty cents (\$0.50)per hour • Tower Cranes/Climbing Cranes (up to 10 ton capacity) • Concrete Mixing Batch Plants (up to 250 cu. Yds. Per hour) *Apprentice required • TBM Erector Operator** • TBM Segment Feed and Hoist System Operator** 	\$ 37.34	\$ 40.14	\$ 40.50	\$ 42.12	\$ 43.80

OP-115-HC

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Group 3 <ul style="list-style-type: none"> • Track Excavator (3 yds and up to 5 yds) Shovels, all attachments (up to 7 yds) *Equipment Trainee Required as per ratio • Drill Doctors and Steel Sharpeners • Refrigeration Mechanics • Overhead and Front End Loader, all types (5 yds and up to 7 yds) • Scoop Trams and similar equipment(under 7 yds) • Crawler Tractor – D5, 6, 7, 8,9, and 10 types • Crawler Tractor in Tandem (one operator) • Grader and Motor Patrol • HydroVac Operator • Mechanical Excavator (Mole) 	\$ 36.55	\$ 39.29	\$ 39.64	\$ 41.23	\$ 42.88
Group 4 <ul style="list-style-type: none"> • Overhead Cranes • Gantry Cranes • Travel Lift Drott 1000 • Tire Service - (vulcanizing experience) • No Joint Concrete Casting Machines and similar types • Mixer Mobiles (Mixer and Hoist Combination) • Concrete Pumps with boom attachment (42 meters in length & over) 	\$ 36.28	\$ 39.00	\$ 39.35	\$ 40.92	\$ 42.56
Group 5 <ul style="list-style-type: none"> • Ross Carrier • Gradalls • Rubber Tire Scrapers, all types and sizes when used in tandem (one operator) • Track Excavator (under 3 yds) • Concrete Hopper Rail Car • Mobile Concrete Pump with Boom Attachment (under 42 meters in length) • Derricks • Overhead and Front End Loaders, all types (up to 5 yds) 	\$ 35.92	\$ 38.61	\$ 38.96	\$ 40.52	\$ 42.14

OP-115-HC

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
<p>Group 6</p> <ul style="list-style-type: none"> • Dozer Compactor • Trenching Machines *Equipment Trainee required as per ratio • Rubber Tired Scrapers (under 30 yds) Curbing Machine • Concrete Spreaders or Finishing Machine Operators (all types and sizes) • Drills – Quarry Master, Reich, Bucyrus, Erie, Benoto and smilieri types • Screening and Washing Plants (75 yds per hour and over) *Apprentice required • Mucking Machines (Conway 101 types) • Drills – Exploration (Cable, Core, Rotary, Churn and similar) • Stationary Engineer (Chief) • Hydraulic Backhoes (Tractor Mounted) (1/2 yd. rated capacity and over) • Mechanical Tamping Machines, all types • Crusher Operator *Apprentice 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)** 	\$ 35.41	\$ 38.07	\$ 38.41	\$ 39.95	\$ 41.55

OP-115-HC

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Group 7 <ul style="list-style-type: none"> • Tree Farmer and similar type skidders • Service Truck Operator • Heavy Duty Greaser and Serviceperson • Mucking Machines (Eimco over Model 40) • Tire Service • Locomotives (Diesel, Gas, Steam, Electric) • Compressors (1000 cu. ft. and over) • Pumps (6" and over) • Stationary Engineers (shift) • Concrete Mixer (1yd & over) • Screening & Washing Plants (portable types) <li style="padding-left: 20px;">*Apprentice required • Concrete Paving Machines (Jaeger and Koehring and similar types) • Line Concrete Pumps • Cement Hogs • Fuller Kenyon • Conveyor Belt and Conveyor Type Loaders (Barber Greene, Kolman and similar types) • Hydraulic Slip Form Operator • Crawler Tractors D3 and D4 types • Hydra Hammers • Compactors – self propelled (other than on Asphalt Paving) (15 tons and over) • Crusher Topperson • Hydraulic Backhoe (Tractor Mounted) (under ½ yd rating) 	\$ 34.96	\$ 37.58	\$ 37.92	\$ 39.44	\$ 41.02
Group 8 <ul style="list-style-type: none"> • Forklifts, Bullmoose, Hysters similar type equipment • Elevator Operator • Skid Steer Loaders – Bobcat and similar type (under 1 yd) • ** Mechanic Electrician Helper • Crawler Tractors D2 types, Oliver, Cletrac, Farm Tractors (26 h.p. and under) • Padperson • Fireperson • ** Mechanic's Helper • Compressor under 1,000 cu. ft. • 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 	\$ 30.71	\$ 33.01	\$ 33.31	\$ 34.64	\$ 36.03

OP-115-HC

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Group #1 - Crane Operator Rates - Conventional					
Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Under 20 Ton	\$ 46.68	\$ 50.18	\$ 50.63	\$ 52.66	\$ 54.77
20 - 50 Ton	\$ 47.61	\$ 51.18	\$ 51.64	\$ 53.71	\$ 55.86
51 - 99 Ton	\$ 48.13	\$ 51.74	\$ 52.21	\$ 54.30	\$ 56.47
100 - 149 Ton	\$ 48.64	\$ 52.29	\$ 52.76	\$ 54.87	\$ 57.06
150 - 199 Ton	\$ 49.17	\$ 52.86	\$ 53.34	\$ 55.47	\$ 57.69
200 - 249 Ton	\$ 49.70	\$ 53.43	\$ 53.91	\$ 56.07	\$ 58.31
250 - 299 Ton	\$ 50.17	\$ 53.93	\$ 54.42	\$ 56.60	\$ 58.86
300 - 349 Ton	\$ 51.94	\$ 55.84	\$ 56.34	\$ 58.59	\$ 60.93
350 - 399 Ton	\$ 53.69	\$ 57.72	\$ 58.24	\$ 60.57	\$ 62.99
400 - 449 Ton	\$ 55.43	\$ 59.59	\$ 60.13	\$ 62.54	\$ 65.04
450 - 499 Ton	\$ 57.18	\$ 61.47	\$ 62.02	\$ 64.50	\$ 67.08

OP-115-HC

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Group #2 - Crane Operator Rates - Hydraulic					
Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Under 20 Ton	\$ 45.53	\$ 48.94	\$ 49.38	\$ 51.36	\$ 53.41
20 - 50 Ton	\$ 46.48	\$ 49.97	\$ 50.42	\$ 52.44	\$ 54.54
51 - 99 Ton	\$ 46.99	\$ 50.51	\$ 50.96	\$ 53.00	\$ 55.12
100 - 149 Ton	\$ 47.52	\$ 51.08	\$ 51.54	\$ 53.60	\$ 55.74
150 - 199 Ton	\$ 48.04	\$ 51.64	\$ 52.10	\$ 54.18	\$ 56.35
200 - 249 Ton	\$ 48.90	\$ 52.57	\$ 53.04	\$ 55.16	\$ 57.37
250 - 299 Ton	\$ 49.78	\$ 53.51	\$ 53.99	\$ 56.15	\$ 58.40
300 - 349 Ton	\$ 51.50	\$ 55.36	\$ 55.86	\$ 58.09	\$ 60.41
350 - 399 Ton	\$ 53.19	\$ 57.18	\$ 57.69	\$ 60.00	\$ 62.40
400 - 449 Ton	\$ 54.95	\$ 59.07	\$ 59.60	\$ 61.98	\$ 64.46
450 - 499 Ton	\$ 56.66	\$ 60.91	\$ 61.46	\$ 63.92	\$ 66.48
Vacation and Holiday Pay	10%				

**Addition of TBM Operator, TBM Erector Operator, TBM Segment Feed and Hoist System Operator, and TBM Stationary Engineer (Chief) do not impact project scope or jurisdictional assignment for existing CBA projects as at November 2023

Community Benefits Wage schedule - Operating Engineers Heavy Construction					
Trainee (rates applied to all non-trainee job classifications)	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
0-1000 Hrs	65%	65%	65%	65%	65%
1001-2000 Hrs	75%	75%	75%	75%	75%
2001-3000 Hrs	85%	85%	85%	85%	85%

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 10.64	\$ 10.64	\$ 10.64	\$ 10.85	\$ 11.07

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

OP-115-HC-BSP

CBA Table Code	OP-115-HC-BSP
CBA Table Code prior to November 2023	OP-BSP
Union	International Union of Operating Engineers
Local	115
Trade	Operating Engineers
Wage Rate Type	Heavy Construction
Wage Rate Scope	Broadway Subway Project

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Group 1 • Track Excavator (7 yds and up to 10 yds) Shovels, all attachments (10 yds and up to 15 yds) *Equipment Trainee required as per ratio • Kangaroo Model 1500 (Trainee required) Operator required to operate with boom length over 130 feet shall have the regular hourly rate increased by twenty-five (\$0.25) per hour • Front end loader and Scoop Trams all types (10 yds and up to 15 yds) • Tower Cranes/Climbing Cranes (10 ton capacity and over)	\$ 44.06	\$ 47.36	\$ 47.79	\$ 49.70	\$ 51.69
Group 2 • Heavy Duty Mechanics, Welders, Mechanic Electricians, Vehicle Body Painters • Shovels, all attachments (7 yds and up to 10 yds) *Equipment Trainee required as per ratio • Kangaroo Model 750 • Front End Loaders and Scoop Trams, all types (7 yds and up to 10 yds) • Aerial Cableways • Whirley Type Gantry Cranes (Operator required to operate with boom length over 130 ft. shall have the regular hourly rate increased by fifty cents (\$0.50)per hour • Tower Cranes/Climbing Cranes (up to 10 ton capacity) • Concrete Mixing Batch Plants (up to 250 cu. Yds. Per hour) *Apprentice required	\$ 43.61	\$ 46.88	\$ 47.30	\$ 49.19	\$ 51.16
Group 3 • Track Excavator (3 yds and up to 5 yds) Shovels, all attachments (up to 7 yds) *Equipment Trainee Required as per ratio • Drill Doctors and Steel Sharpeners • Refrigeration Mechanics • Overhead and Front End Loader, all types (5 yds and up to 7 yds) • Scoop Trams and similar equipment (under 7 yds) • Crawler Tractor – D10	\$ 42.68	\$ 45.88	\$ 46.29	\$ 48.14	\$ 50.07
Group 4 • Overhead Cranes • Gantry Cranes • Travel Lift Drott 1000 • Tire Service - (vulcanizing experience • No Joint Concrete Casting Machines and similar types • Mixer Mobiles (Mixer and Hoist Combination) • Concrete Pumps with boom attachment (42 meters in length & over)	\$ 42.37	\$ 45.55	\$ 45.96	\$ 47.80	\$ 49.71

OP-115-HC-BSP

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
<p>Group 5</p> <ul style="list-style-type: none"> • Ross Carrier • Gradalls • Crawler Tractors in Tandem (one operator) • Rubber Tire Scrapers, all types and sizes when used in tandem (one operator) • Track Excavator (under 3 yds) • Concrete Hopper Rail Car • Mobile Concrete Pump with Boom Attachment (under 42 meters in length) • Derricks • Overhead and Front End Loaders, all types (up to 5 yds) • Crawler Tractors D5, 6, 7, 8, 9 types • Graders and Motor Patrols 	\$ 41.95	\$ 45.10	\$ 45.51	\$ 47.33	\$ 49.22
<p>Group 6</p> <ul style="list-style-type: none"> • Dozer Compactor • Trenching Machines *Equipment Trainee required as per ratio • Rubber Tired Scrapers (under 30 yds) Curbing Machine • Concrete Spreaders or Finishing Machine Operators (all types and sizes) • Drills – Quarry Master, Reich, Bucyrus, Erie, Benoto and smiliery types • Mechanical Excavator (Mole) • Screening and Washing Plants (75 yds per hour and over) *Apprentice required • Mucking Machines (Conway 101 types) • Drills – Exploration (Cable, Core, Rotary, Churn and similar) • Stationary Engineer (Chief) • Hydraulic Backhoes (Tractor Mounted) (1/2 yd. rated capacity and over) • Mechanical Tamping Machines, all types • Crusher Operator *Apprentice Required • Jumbo Form Setter (power driven) • Air Tugger • Placo Operator • Ditch Witch • 4, 3, 2, 1 Drum Hoists • Construction Material and Person Hoist 	\$ 41.37	\$ 44.47	\$ 44.87	\$ 46.66	\$ 48.53

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
<p>Group 7</p> <ul style="list-style-type: none"> • Tree Farmer and similar type skidders • Service Truck Operator • Heavy Duty Greaser and Serviceperson • Mucking Machines (Eimco over Model 40) • Tire Service • Locomotives (Diesel, Gas, Steam, Electric) • Compressors (1000 cu. ft. and over) • Pumps (6" and over) • Stationary Engineers (shift) • Concrete Mixer (1yd & over) • Screening & Washing Plants (portable types) <p>*Apprentice required</p> <ul style="list-style-type: none"> • Concrete Paving Machines (Jaeger and Koehring and similar types) • Line Concrete Pumps • Cement Hogs • Fuller Kenyon • Conveyor Belt and Conveyor Type Loaders (Barber Greene, Kolman and similar types) • Hydraulic Slip Form Operator • Crawler Tractors D2, D3 and D4 types • Hydra Hammers • Compactors – self propelled (other than on Asphalt Paving) (15 tons and over) • Crusher Topperson • Hydraulic Backhoe (Tractor Mounted) (under ½ yd rating) • Hiab and A-Frame Trucks and similar folding boom types • Stinger and similar flat deck boom Cranes 	\$ 40.81	\$ 43.87	\$ 44.26	\$ 46.03	\$ 47.87
<p>Group 8</p> <ul style="list-style-type: none"> • Forklifts, Bullmoose, Hysters similar type equipment • Elevator Operator • Skid Steer Loaders – Bobcat and similar type (under 1 yd) • ** Mechanic Electrician Helper • Crawler Tractors D2 types, Oliver, Cletrac, Farm Tractors (26 h.p. and under) • Padperson • Fireperson • ** Mechanic's Helper • Compressor under 1,000 cu. ft. • 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 	\$ 35.84	\$ 38.53	\$ 38.88	\$ 40.44	\$ 42.06
Vacation and Holiday Pay	10%				

OP-115-HC-BSP

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Trainee (rates applied to all non-trainee job classifications)	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
0-1000 Hrs	65%	65%	65%	65%	65%
1001-2000 Hrs	75%	75%	75%	75%	75%
2001-3000 Hrs	85%	85%	85%	85%	85%

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 10.64	\$ 10.64	\$ 10.64	\$ 10.85	\$ 11.07

Note: Crane Operator Rates – Group #1 Conventional and Group #2 Hydraulic are as per the OP Wage Rate Table.

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

OP-115-HC-PBRP

CBA Table Code	OP-115-HC-PBRP
CBA Table Code prior to November 2023	OP-PBRP
Union	International Union of Operating Engineers
Local	115
Trade	Operating Engineers
Wage Rate Type	Heavy Construction
Wage Rate Scope	Pattullo Bridge Replacement Project

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Group 1 <ul style="list-style-type: none"> • Track Excavator (7 yds and up to 10 yds) Shovels, all attachments (10 yds and up to 15 yds) *Equipment Trainee required as per ratio • Kangaroo Model 1500 (Trainee required) Operator required to operate with boom length over 130 feet shall have the regular hourly rate increased by twenty-five (\$0.25) per hour • Front end loader and Scoop Trams all types (10 yds and up to 15 yds) • Tower Cranes/Climbing Cranes (10 ton capacity and over) 	\$ 44.06	\$ 47.36	\$ 47.79	\$ 49.70	\$ 51.69
Group 2 <ul style="list-style-type: none"> • Heavy Duty Mechanics, Welders, Mechanic Electricians, Vehicle Body Painters • Shovels, all attachments (7 yds and up to 10 yds) *Equipment Trainee required as per ratio • Kangaroo Model 750 • Front End Loaders and Scoop Trams, all types (7 yds and up to 10 yds) • Aerial Cableways • Whirley Type Gantry Cranes (Operator required to operate with boom length over 130 ft. shall have the regular hourly rate increased by fifty cents (\$0.50)per hour • Tower Cranes/Climbing Cranes (up to 10 ton capacity) • Concrete Mixing Batch Plants (up to 250 cu. Yds. Per hour) *Apprentice required 	\$ 43.61	\$ 46.88	\$ 47.30	\$ 49.19	\$ 51.16
Group 3 <ul style="list-style-type: none"> • Track Excavator (3 yds and up to 5 yds) Shovels, all attachments (up to 7 yds) *Equipment Trainee Required as per ratio • Drill Doctors and Steel Sharpeners • Refrigeration Mechanics • Overhead and Front End Loader, all types (5 yds and up to 7 yds) • Scoop Trams and similar equipment(under 7 yds) • Crawler Tractor – D10 	\$ 42.68	\$ 45.88	\$ 46.29	\$ 48.14	\$ 50.07
Group 4 <ul style="list-style-type: none"> • Overhead Cranes • Gantry Cranes • Travel Lift Drott 1000 • Tire Service - (vulcanizing experience • No Joint Concrete Casting Machines and similar types • Mixer Mobiles (Mixer and Hoist Combination) • Concrete Pumps with boom attachment (42 meters in length & over) 	\$ 42.37	\$ 45.55	\$ 45.96	\$ 47.80	\$ 49.71

OP-115-HC-PBRP

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
<p>Group 5</p> <ul style="list-style-type: none"> • Ross Carrier • Gradalls • Crawler Tractors in Tandem (one operator) • Rubber Tire Scrapers, all types and sizes when used in tandem (one operator) • Track Excavator (under 3 yds) • Concrete Hopper Rail Car • Mobile Concrete Pump with Boom Attachment (under 42 meters in length) • Derricks • Overhead and Front End Loaders, all types (up to 5 yds) • Crawler Tractors D5, 6, 7, 8, 9 types • Graders and Motor Patrols 	\$ 41.95	\$ 45.10	\$ 45.51	\$ 47.33	\$ 49.22
<p>Group 6</p> <ul style="list-style-type: none"> • Dozer Compactor • Trenching Machines *Equipment Trainee required as per ratio • Rubber Tired Scrapers (under 30 yds) Curbing Machine • Concrete Spreaders or Finishing Machine Operators (all types and sizes) • Drills – Quarry Master, Reich, Bucyrus, Erie, Benoto and smiliery types • Mechanical Excavator (Mole) • Screening and Washing Plants (75 yds per hour and over) *Apprentice required • Mucking Machines (Conway 101 types) • Drills – Exploration (Cable, Core, Rotary, Churn and similar) • Stationary Engineer (Chief) • Hydraulic Backhoes (Tractor Mounted) (1/2 yd. rated capacity and over) • Mechanical Tamping Machines, all types • Crusher Operator *Apprentice Required • Jumbo Form Setter (power driven) • Air Tugger • Placo Operator • Ditch Witch • 4, 3, 2, 1 Drum Hoists • Construction Material and Person Hoist 	\$ 41.37	\$ 44.47	\$ 44.87	\$ 46.66	\$ 48.53

OP-115-HC-PBRP

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
<p>Group 7</p> <ul style="list-style-type: none"> • Tree Farmer and similar type skidders • Service Truck Operator • Heavy Duty Greaser and Serviceperson • Mucking Machines (Eimco over Model 40) • Tire Service • Locomotives (Diesel, Gas, Steam, Electric) • Compressors (1000 cu. ft. and over) • Pumps (6" and over) • Stationary Engineers (shift) • Concrete Mixer (1yd & over) • Screening & Washing Plants (portable types) *Apprentice required • Concrete Paving Machines (Jaeger and Koehring and similar types) • Line Concrete Pumps • Cement Hogs • Fuller Kenyon • Conveyor Belt and Conveyor Type Loaders (Barber Greene, Kolman and similar types) • Hydraulic Slip Form Operator • Crawler Tractors D2, D3 and D4 types • Hydra Hammers • Compactors – self propelled (other than on Asphalt Paving) (15 tons and over) • Crusher Topperson • Hydraulic Backhoe (Tractor Mounted) (under ½ yd rating) • Hiab and A-Frame Trucks and similar folding boom types • Stinger and similar flat deck boom Cranes 	\$ 40.81	\$ 43.87	\$ 44.26	\$ 46.03	\$ 47.87
<p>Group 8</p> <ul style="list-style-type: none"> • Forklifts, Bullmoose, Hysters similar type equipment • Elevator Operator • Skid Steer Loaders – Bobcat and similar type (under 1 yd) • ** Mechanic Electrician Helper • Crawler Tractors D2 types, Oliver, Cletrac, Farm Tractors (26 h.p. and under) • Padperson • Fireperson • ** Mechanic's Helper • Compressor under 1,000 cu. ft. • 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 	\$ 35.84	\$ 38.53	\$ 38.88	\$ 40.44	\$ 42.06
Vacation and Holiday Pay	10%				

OP-115-HC-PBRP

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Trainee (rates applied to all non-trainee job classifications)	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
0-1000 Hrs	65%	65%	65%	65%	65%
1001-2000 Hrs	75%	75%	75%	75%	75%
2001-3000 Hrs	85%	85%	85%	85%	85%

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 10.64	\$ 10.64	\$ 10.64	\$ 10.85	\$ 11.07

Note: Crane Operator Rates – Group #1 Conventional and Group #2 Hydraulic are as per the OP Wage Rate Table.

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

OP-115-RB-LM

CBA Table Code	OP-115-RB-LM
CBA Table Code prior to November 2023	OPR-LM
Union	International Union of Operating Engineers
Local	115
Trade	Operating Engineers
Wage Rate Type	Road Building
Wage Rate Scope	Lower Mainland Road Building Addendum

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Journeypersons: <ul style="list-style-type: none"> • Heavy Duty Mechanic • Welder • Drill Doctor • Steel Sharpener • Paving Plant Foreperson • Bodyperson Painter 	\$ 42.99	\$ 46.21	\$ 46.63	\$ 48.50	\$ 50.44
Group 1 <ul style="list-style-type: none"> • All excavators, all attachments (5 yards up to 7 yards) • Front End Loaders all types (over 7 yards up to and including 15 yards) • Grader Operator • Asphalt/Concrete Plant Operator 	\$ 39.92	\$ 42.91	\$ 43.30	\$ 45.03	\$ 46.83
Group 2 <ul style="list-style-type: none"> • Excavators, all attachments (3 yds up to 5 yds) • Front end Loaders (5 yds up to 7 yds) • Multi plant operator • Crushing/Screening & Washing Plants -over 75 yds per hour 	\$ 39.54	\$ 42.51	\$ 42.89	\$ 44.61	\$ 46.39

OP-115-RB-LM

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Group 3 <ul style="list-style-type: none"> • Excavators (under 3 yds) • All Drills exploration (cable core, rotary and similar types) • All Crawler Tractors • Rubber Tired Scrapers • Gradalls • Tireperson • Paver, Screed • Asphalt rollers • Track Curb Machines • Concrete Finishing/Paving and Spreading Machines • Tractor Loader Backhoes (all) • Road Profilers (Rotc Mill, Reclaimer, Pulvimixer, Hydra Hammer and similar types) • Slurry Seal Machine • Front end Loaders (1 yd to 5 yds) • Crushing/Screening Wash plant under 75 yds per hr • Hiabs and similar equipment under 1 0 ton • Forklifts and similar equipment • Huber Maintainer and similar types • Serviceperson/Truck Operator • Hydraulic Backhoes (Tractor Mounted) (All) • Tractor Mounted Chip Rock Spreader 	\$ 38.95	\$ 41.87	\$ 42.25	\$ 43.94	\$ 45.70
Group 4 <ul style="list-style-type: none"> • All Compressors/Pumps • Belt and Conveyor type Loaders • Power Broom • Grade rollers/compactors/tampers • Pumpcrete & Grout Pumps and/or equivalent • Skid Steer 	\$ 35.33	\$ 37.98	\$ 38.32	\$ 39.85	\$ 41.44
Apprentices	As determined by IUOE Local 115 Training Association				
Cranes	Per CLRA Crane Rental Agreement (See Trade Section "OP")				
Uncertified Operators	98.65% of applicable rate above				
	*Mechanic shall receive \$1.00/hour Tool Premium.				
Vacation and Holiday Pay	10%				

OP-115-RB-LM

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Community Benefits Wage schedule - Operating Engineers Lower Mainland Road Building					
Trainee (rates applied to all non-trainee job classifications)	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
0-1000 Hrs	65%	65%	65%	65%	65%
1001-2000 Hrs	75%	75%	75%	75%	75%
2001-3000 Hrs	85%	85%	85%	85%	85%

Community Benefits Wage schedule - Operating Engineers Lower Mainland Road Building					
Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 9.01	\$ 9.01	\$ 9.01	\$ 9.19	\$ 9.37

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

OP-115-RB-TCH_INT

CBA Table Code	OP-115-RB-TCH_INT
CBA Table Code prior to November 2023	OP-KHCP4 or OP-CHSE or OP-FTT or OP-QCBP
Union	International Union of Operating Engineers
Local	115
Trade	Operating Engineers
Wage Rate Type	Road Building
Wage Rate Scope	Trans Canada Highway No. 1. - Kamloops to Alberta Border 4-laning Project

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Journeypersons: <ul style="list-style-type: none"> • Heavy Duty Mechanic • Welder • Drill Doctor • Steel Sharpener • Paving Plant Foreperson • Bodyperson Painter 	\$ 42.99	\$ 46.21	\$ 46.63	\$ 48.50	\$ 50.44
Group 1 <ul style="list-style-type: none"> • All excavators, all attachments (5 yards up to 7 yards) • Front End Loaders all types (over 7 yards up to and including 15 yards) • Grader Operator • Asphalt/Concrete Plant Operator 	\$ 39.92	\$ 42.91	\$ 43.30	\$ 45.03	\$ 46.83
Group 2 <ul style="list-style-type: none"> • Excavators, all attachments (3 yds up to 5 yds) • Front end Loaders (5 yds up to 7 yds) • Multi plant operator • Crushing/Screening & Washing Plants -over 75 yds per hour 	\$ 39.54	\$ 42.51	\$ 42.89	\$ 44.61	\$ 46.39

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Group 3 • Excavators (under 3 yds) • All Drills exploration (cable core, rotary and similar types) • All Crawler Tractors • Rubber Tired Scrapers • Gradalls • Tireperson • Paver, Screed • Asphalt rollers • Track Curb Machines • Concrete Finishing/Paving and Spreading Machines • Tractor Loader Backhoes (all) • Road Profilers (Rotc Mill, Reclaimer, Pulvimixer, Hydra Hammer and similar types) • Slurry Seal Machine • Front end Loaders (1 yd to 5 yds) • Crushing/Screening Wash plant under 75 yds per hr • Hiabs and similar equipment under 10 ton • Forklifts and similar equipment • Huber Maintainer and similar types • Serviceperson/Truck Operator • Hydraulic Backhoes (Tractor Mounted) (All) • Tractor Mounted Chip Rock Spreader	\$ 38.95	\$ 41.87	\$ 42.25	\$ 43.94	\$ 45.70
Group 4 • All Compressors/Pumps • Belt and Conveyor type Loaders • Power Broom • Grade rollers/compactors/tampers • Pumpcrete & Grout Pumps and/or equivalent • Skid Steer	\$ 35.33	\$ 37.98	\$ 38.32	\$ 39.85	\$ 41.44
Apprentices	As determined by IUOE Local 115 Training Association				
Uncertified Operators	98.65% of applicable rate above				
	*Mechanic shall receive \$1.00/hour Tool Premium.				
Vacation and Holiday Pay	10%				

Trainee (rates applied to all non-trainee job classifications)	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
0-1000 Hrs	65%	65%	65%	65%	65%
1001-2000 Hrs	75%	75%	75%	75%	75%
2001-3000 Hrs	85%	85%	85%	85%	85%

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 9.01	\$ 9.01	\$ 9.01	\$ 9.19	\$ 9.37

Note: Crane Operator Rates – Group #1 Conventional and Group #2 Hydraulic are as per the OP Wage Rate Table.

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

OPS-115-CI

CBA Table Code	OPS-115-CI
CBA Table Code prior to November 2023	OPS
Union	International Union of Operating Engineers
Local	115
Trade	Operating Engineers - Steel Erectors
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Master Section

Group #1 - Crane Operator Rates - Conventional						
Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Under 20 Ton		\$ 46.68	\$ 50.18	\$ 50.63	\$ 52.66	\$ 54.77
20 - 50 Ton		\$ 47.61	\$ 51.18	\$ 51.64	\$ 53.71	\$ 55.86
51 - 99 Ton		\$ 48.13	\$ 51.74	\$ 52.21	\$ 54.30	\$ 56.47
100 - 149 Ton		\$ 48.64	\$ 52.29	\$ 52.76	\$ 54.87	\$ 57.06
150 - 199 Ton		\$ 49.17	\$ 52.86	\$ 53.34	\$ 55.47	\$ 57.69
200 - 249 Ton		\$ 49.70	\$ 53.43	\$ 53.91	\$ 56.07	\$ 58.31
250 - 299 Ton		\$ 50.17	\$ 53.93	\$ 54.42	\$ 56.60	\$ 58.86
300 - 349 Ton		\$ 51.94	\$ 55.84	\$ 56.34	\$ 58.59	\$ 60.93
350 - 399 Ton		\$ 53.69	\$ 57.72	\$ 58.24	\$ 60.57	\$ 62.99
400 - 449 Ton		\$ 55.43	\$ 59.59	\$ 60.13	\$ 62.54	\$ 65.04
450 - 499 Ton		\$ 57.18	\$ 61.47	\$ 62.02	\$ 64.50	\$ 67.08

Group #2 - Crane Operator Rates - Hydraulic						
Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Under 20 Ton		\$ 45.53	\$ 48.94	\$ 49.38	\$ 51.36	\$ 53.41
20 - 50 Ton		\$ 46.48	\$ 49.97	\$ 50.42	\$ 52.44	\$ 54.54
51 - 99 Ton		\$ 46.99	\$ 50.51	\$ 50.96	\$ 53.00	\$ 55.12
100 - 149 Ton		\$ 47.52	\$ 51.08	\$ 51.54	\$ 53.60	\$ 55.74
150 - 199 Ton		\$ 48.04	\$ 51.64	\$ 52.10	\$ 54.18	\$ 56.35
200 - 249 Ton		\$ 48.90	\$ 52.57	\$ 53.04	\$ 55.16	\$ 57.37
250 - 299 Ton		\$ 49.78	\$ 53.51	\$ 53.99	\$ 56.15	\$ 58.40
300 - 349 Ton		\$ 51.50	\$ 55.36	\$ 55.86	\$ 58.09	\$ 60.41
350 - 399 Ton		\$ 53.19	\$ 57.18	\$ 57.69	\$ 60.00	\$ 62.40
400 - 449 Ton		\$ 54.95	\$ 59.07	\$ 59.60	\$ 61.98	\$ 64.46
450 - 499 Ton		\$ 56.66	\$ 60.91	\$ 61.46	\$ 63.92	\$ 66.48

Vacation and Holiday Pay	10%
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	Community Benefits Wage schedule - Operating Engineers Steel Erectors - Commercial/Institutional				
Trainee (rates applied to all non-trainee job classifications)	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
0-1000 Hrs	65%	65%	65%	65%	65%
1001-2000 Hrs	75%	75%	75%	75%	75%
2001-3000 Hrs	85%	85%	85%	85%	85%

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 10.64	\$ 10.64	\$ 10.64	\$ 10.85	\$ 11.07

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

PA-38-138-CI

CBA Table Code	PA-38-138-CI
CBA Table Code prior to November 2023	PA
Union	International Union of Painters & Allied Trades District
Local	DC38/Loc.138
Trade	Painters
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Master Section

Job Classification	Rate*	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Pre-Apprentice		\$ 15.81	\$ 17.00	\$ 17.15	\$ 17.84	\$ 18.55
Painter Apprentice Term 1	55%	\$ 17.31	\$ 18.61	\$ 20.65	\$ 21.48	\$ 22.34
Painter Apprentice Term 2	60%	\$ 19.04	\$ 20.47	\$ 22.53	\$ 23.43	\$ 24.37
Painter Apprentice Term 3	65%	\$ 22.50	\$ 24.19	\$ 24.41	\$ 25.38	\$ 26.40
Painter Apprentice Term 4	70%	\$ 24.23	\$ 26.05	\$ 26.28	\$ 27.34	\$ 28.43
Painter Apprentice Term 5	75%	\$ 25.97	\$ 27.92	\$ 28.17	\$ 29.29	\$ 30.46
Painter Apprentice Term 6	80%	\$ 27.70	\$ 29.78	\$ 30.05	\$ 31.24	\$ 32.49
Painter Apprentice Term 7	85%			\$ 31.92	\$ 33.19	\$ 34.52
Journeyman	100%	\$ 34.62	\$ 37.22	\$ 37.55	\$ 39.05	\$ 40.61
Foreperson B	100% + \$2.00	\$ 36.78	\$ 39.54	\$ 39.55	\$ 41.05	\$ 42.61
Foreperson A	112%	\$ 38.42	\$ 41.30	\$ 42.06	\$ 43.74	\$ 45.48
Vacation and Holiday Pay	10%					

*Rate effective November 2023

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 5.13	\$ 5.13	\$ 5.13	\$ 5.23	\$ 5.33
Apprentice Benefit Total	\$ 2.33	\$ 2.33	\$ 2.33	\$ 2.38	\$ 2.43
Pre-Apprentice Benefit Total	\$ 0.66	\$ 0.66	\$ 0.66	\$ 0.67	\$ 0.68

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

PA-38-138-IND

CBA Table Code	PA-38-138-IND
CBA Table Code prior to November 2023	PA-IND
Union	International Union of Painters & Allied Trades District
Local	DC38/Loc.138
Trade	Painters
Wage Rate Type	Industrial
Wage Rate Scope	Master Section

Job Classification	Rate*	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Pre-Apprentice	40%	\$ 15.81	\$ 17.00	\$ 17.84	\$ 18.56	\$ 19.30
Painter Apprentice Term 1	50%	\$ 20.57	\$ 22.11	\$ 22.31	\$ 23.20	\$ 24.13
Painter Apprentice Term 2	55%	\$ 22.62	\$ 24.32	\$ 24.54	\$ 25.51	\$ 26.54
Painter Apprentice Term 3	65%	\$ 26.73	\$ 28.73	\$ 28.99	\$ 30.15	\$ 31.36
Painter Apprentice Term 4	70%	\$ 28.79	\$ 30.95	\$ 31.23	\$ 32.47	\$ 33.78
Painter Apprentice Term 5	75%	\$ 30.85	\$ 33.16	\$ 33.46	\$ 34.79	\$ 36.19
Painter Apprentice Term 6	80%	\$ 32.90	\$ 35.37	\$ 35.69	\$ 37.11	\$ 38.60
Journeyman	100%	\$ 41.13	\$ 44.21	\$ 44.61	\$ 46.39	\$ 48.25
Foreperson B	108%	\$ 44.42	\$ 47.75	\$ 48.18	\$ 50.10	\$ 52.11
Foreperson A	115%	\$ 47.30	\$ 50.85	\$ 51.31	\$ 53.35	\$ 55.49
CAS 2 CERTIFICATION						
Painter Apprentice Term 5 - CAS	75% + \$2.29	\$ 33.14	\$ 35.45	\$ 35.75	\$ 37.08	\$ 38.48
Painter Apprentice Term 6 - CAS	80% + \$2.29	\$ 35.19	\$ 37.66	\$ 37.98	\$ 39.40	\$ 40.89
Journeyman - CAS	100% + \$2.29	\$ 43.42	\$ 46.50	\$ 46.90	\$ 48.68	\$ 50.54
Foreperson B - CAS	108% + \$2.29	\$ 46.71	\$ 50.04	\$ 50.47	\$ 52.39	\$ 54.40
Foreperson A - CAS	115% + \$2.29	\$ 49.59	\$ 53.13	\$ 53.59	\$ 55.64	\$ 57.78
Vacation and Holiday Pay**		10%	12%	12%	12%	12%

*Rate effective November 2023

**Increase effective July 2nd 2023

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 5.13	\$ 5.13	\$ 5.13	\$ 5.23	\$ 5.33
Apprentice Benefit Total	\$ 2.33	\$ 2.33	\$ 2.33	\$ 2.38	\$ 2.43
Pre-Apprentice Benefit Total	\$ 0.66	\$ 0.66	\$ 0.66	\$ 0.67	\$ 0.68

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

PI-2404-IND

CBA Table Code	PI-2404-IND
CBA Table Code prior to November 2023	PI
Union	United Brotherhood of Carpenters and Joiners of America Piledrivers
Local	2404
Trade	Piledrivers
Wage Rate Type	Industrial
Wage Rate Scope	Master Section

Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Entry	55%	\$ 24.15	\$ 25.96	\$ 26.19	\$ 27.23	\$ 28.32
Apprentice 1st year	70%	\$ 30.73	\$ 33.03	\$ 33.33	\$ 34.66	\$ 36.04
Apprentice 2nd year	80%	\$ 35.12	\$ 37.75	\$ 38.09	\$ 39.61	\$ 41.19
Apprentice 3rd year	90%	\$ 39.51	\$ 42.47	\$ 42.85	\$ 44.56	\$ 46.34
Bridgeworker	100%	\$ 43.90	\$ 47.19	\$ 47.61	\$ 49.51	\$ 51.49
Foreperson		\$ 50.36	\$ 54.14	\$ 54.63	\$ 56.82	\$ 59.09
Tender		\$ 43.90	\$ 47.19	\$ 47.61	\$ 49.51	\$ 51.49
ROV Operator		\$ 55.32	\$ 59.47	\$ 60.01	\$ 62.41	\$ 64.91
Standby Diver		\$ 55.32	\$ 59.47	\$ 60.01	\$ 62.41	\$ 64.91
Diver		\$ 75.45	\$ 81.11	\$ 81.84	\$ 85.11	\$ 88.51
Dive Supervisor		\$ 83.00	\$ 89.23	\$ 90.03	\$ 93.63	\$ 97.38
Vacation and Holiday Pay*		10%	12%	12%	12%	12%

*Increase effective July 2nd 2023

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total - Piledrivers	\$ 10.40	\$ 10.40	\$ 10.40	\$ 10.61	\$ 10.82
Benefit Total - Divers	\$ 10.76	\$ 10.76	\$ 10.76	\$ 10.98	\$ 11.20

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

PL-170-CI

CBA Table Code	PL-170-CI
CBA Table Code prior to November 2023	PL-170
Union	United Association of Journeymen and Apprentices of the Plumbing & Pipefitting Industry of the United States and Canada
Local	170
Trade	Plumbers & Pipefitters
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Master Section

Job Classification	Rate*	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Plumber Apprentice 1st 6 months	55%	\$ 17.60	\$ 18.92	\$ 25.15	\$ 26.16	\$ 27.20
Plumber Apprentice 2nd 6 months	55%	\$ 19.56	\$ 21.03	\$ 25.15	\$ 26.16	\$ 27.20
Plumber Apprentice 3rd 6 months	60%	\$ 21.51	\$ 23.12	\$ 27.44	\$ 28.54	\$ 29.68
Plumber Apprentice 4th 6 months	65%	\$ 23.47	\$ 25.23	\$ 29.72	\$ 30.91	\$ 32.15
Plumber Apprentice 5th 6 months	70%	\$ 25.42	\$ 27.33	\$ 32.01	\$ 33.29	\$ 34.62
Plumber Apprentice 6th 6 months	75%	\$ 27.38	\$ 29.43	\$ 34.30	\$ 35.67	\$ 37.10
Plumber Apprentice 7th 6 months	80%	\$ 29.33	\$ 31.53	\$ 36.58	\$ 38.05	\$ 39.57
Plumber Apprentice 8th 6 months	85%	\$ 31.29	\$ 33.64	\$ 38.87	\$ 40.43	\$ 42.04
Building Trades Helper	87%	\$ 33.99	\$ 36.54	\$ 39.74	\$ 41.33	\$ 42.98
Journeyman	100%	\$ 39.11	\$ 42.04	\$ 45.73	\$ 47.56	\$ 49.46
Foreperson	115%	\$ 44.98	\$ 48.35	\$ 52.59	\$ 54.69	\$ 56.88
General Foreperson	120%	\$ 46.93	\$ 50.45	\$ 54.88	\$ 57.07	\$ 59.35
Vacation and Holiday Pay	10%					

*Rate effective November 2023

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 9.78	\$ 9.78	\$ 9.78	\$ 9.98	\$ 10.18

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

PL-324-CI

CBA Table Code	PL-324-CI
CBA Table Code prior to November 2023	PL-324
Union	United Association of Journeymen and Apprentices of the Plumbing & Pipefitting Industry of the United States and Canada
Local	324
Trade	Plumbers & Pipefitters
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Master Section

Job Classification	Rate*	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Apprentice -950 to 0 Hours	45%			\$ 19.32	\$ 20.09	\$ 20.90
Apprentice 0 - 950 Hours	50%			\$ 21.47	\$ 22.33	\$ 23.22
Apprentice 951 Hours	55%			\$ 23.61	\$ 24.56	\$ 25.54
Apprentice 1900 Hours	60%			\$ 25.76	\$ 26.79	\$ 27.86
Apprentice 2850 Hours	65%			\$ 27.90	\$ 29.02	\$ 30.19
Apprentice 3800 Hours	70%			\$ 30.05	\$ 31.26	\$ 32.51
Apprentice 4750 Hours	75%			\$ 32.20	\$ 33.49	\$ 34.83
Apprentice 5700 Hours	80%			\$ 34.34	\$ 35.72	\$ 37.15
Apprentice 6650 Hours	90%			\$ 38.64	\$ 40.19	\$ 41.80
Apprentice 7600 Hours	100%			\$ 42.93	\$ 44.65	\$ 46.44
Journeyman	100%			\$ 42.93	\$ 44.65	\$ 46.44
Foreperson (Wood Frame and Small Commercial)	110%			\$ 47.22	\$ 49.12	\$ 51.08
Foreperson (C/I and Light Industrial)	115%			\$ 49.37	\$ 51.35	\$ 53.41
General Foreperson	120%			\$ 51.52	\$ 53.58	\$ 55.73
Vacation and Holiday Pay	10%					

*Rate effective November 2023

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 9.78	\$ 9.78	\$ 9.78	\$ 9.98	\$ 10.18

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

PL-324-CI-CDHRP

CBA Table Code	PL-324-CI-CDHRP
CBA Table Code prior to November 2023	PL-324-CDHRP
Union	United Association of Journeymen and Apprentices of the Plumbing & Pipefitting Industry of the United States and Canada
Local	324
Trade	Plumbers & Pipefitters
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Cowichan District Hospital Replacement Project

Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Apprentice -950 to 0 Hours	40%	\$ 16.97	\$ 18.24	\$ 18.41	\$ 19.15	\$ 19.91
Apprentice 1 - 950 Hours	45%	\$ 19.09	\$ 20.52	\$ 20.71	\$ 21.54	\$ 22.40
Apprentice 951 Hours	55%	\$ 23.35	\$ 25.10	\$ 25.32	\$ 26.33	\$ 27.38
Apprentice 1900 Hours	60%	\$ 25.47	\$ 27.38	\$ 27.62	\$ 28.72	\$ 29.87
Apprentice 2850 Hours	65%	\$ 27.59	\$ 29.66	\$ 29.92	\$ 31.12	\$ 32.36
Apprentice 3800 Hours	70%	\$ 29.71	\$ 31.94	\$ 32.22	\$ 33.51	\$ 34.85
Apprentice 4750 Hours	75%	\$ 31.83	\$ 34.22	\$ 34.52	\$ 35.90	\$ 37.34
Apprentice 5000 Hours	85%	\$ 36.08	\$ 38.79	\$ 39.13	\$ 40.69	\$ 42.31
Apprentice 6650 Hours	90%	\$ 38.20	\$ 41.07	\$ 41.43	\$ 43.08	\$ 44.80
Apprentice 7600 Hours	100%	\$ 42.44	\$ 45.62	\$ 46.03	\$ 47.87	\$ 49.78
Journeyman	100%	\$ 42.44	\$ 45.62	\$ 46.03	\$ 47.87	\$ 49.78
Foreperson (Wood Frame and Small Commercial)	100% + \$3.68	\$ 46.12	\$ 49.30	\$ 49.71	\$ 51.55	\$ 53.46
Foreperson (C/I and Light Industrial)	115%	\$ 48.81	\$ 52.47	\$ 52.93	\$ 55.05	\$ 57.25
General Foreperson	120%	\$ 50.93	\$ 54.75	\$ 55.24	\$ 57.44	\$ 59.74
Vacation and Holiday Pay	10%					

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 9.78	\$ 9.78	\$ 9.78	\$ 9.98	\$ 10.18

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

PLA-919-CI

CBA Table Code	PLA-919-CI
CBA Table Code prior to November 2023	PLA
Union	Operative Plasterers & Cement Masons International Association
Local	919
Trade	Plasterers
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Master Section

Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Pre-Apprentice	45%	\$ 16.34	\$ 17.57	\$ 17.73	\$ 18.44	\$ 19.17
1st Term or Level 1	70%	\$ 25.42	\$ 27.33	\$ 27.58	\$ 28.68	\$ 29.83
2nd Term or Level 2	75%	\$ 27.24	\$ 29.28	\$ 29.54	\$ 30.73	\$ 31.96
3rd Term or Level 3	80%	\$ 29.06	\$ 31.24	\$ 31.52	\$ 32.78	\$ 34.09
4th Term or Level 4	85%	\$ 30.87	\$ 33.19	\$ 33.49	\$ 34.82	\$ 36.22
5th Term or Level 5	90%	\$ 32.69	\$ 35.14	\$ 35.46	\$ 36.87	\$ 38.35
6th Term or Level 6	95%	\$ 34.50	\$ 37.09	\$ 37.42	\$ 38.92	\$ 40.48
Journeyman	100%	\$ 36.32	\$ 39.04	\$ 39.39	\$ 40.97	\$ 42.61
Crew Leader	115%	\$ 41.77	\$ 44.90	\$ 45.30	\$ 47.12	\$ 49.00
Vacation and Holiday Pay	10%					

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 8.23	\$ 8.23	\$ 8.23	\$ 8.39	\$ 8.56

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

RE-516-CI

CBA Table Code	RE-516-CI
CBA Table Code prior to November 2023	RE
Union	United Association of Journeymen and Apprentices of the Plumbing & Pipefitting Industry of the United States and Canada
Local	516
Trade	Refrigeration Workers
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Master Section

Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Helper		\$ 15.81	\$ 17.00	\$ 17.15	\$ 17.84	\$ 18.55
Apprentice Level 1	35%	\$ 16.68	\$ 17.93	\$ 18.09	\$ 18.82	\$ 19.57
Apprentice Level 2	40%	\$ 19.06	\$ 20.49	\$ 20.67	\$ 21.50	\$ 22.36
Apprentice Level 3	50%	\$ 23.83	\$ 25.62	\$ 25.85	\$ 26.88	\$ 27.96
Apprentice Level 4	55%	\$ 26.21	\$ 28.18	\$ 28.43	\$ 29.57	\$ 30.75
Apprentice Level 5	60%	\$ 28.60	\$ 30.75	\$ 31.03	\$ 32.26	\$ 33.55
Apprentice Level 6	65%	\$ 30.98	\$ 33.30	\$ 33.60	\$ 34.94	\$ 36.34
Apprentice Level 7	70%	\$ 33.36	\$ 35.86	\$ 36.18	\$ 37.63	\$ 39.14
Apprentice Level 8	75%	\$ 35.75	\$ 38.43	\$ 38.78	\$ 40.32	\$ 41.93
Apprentice Level 9	80%	\$ 38.13	\$ 40.99	\$ 41.36	\$ 43.01	\$ 44.73
Apprentice Level 10	90%	\$ 42.89	\$ 46.11	\$ 46.52	\$ 48.38	\$ 50.32
Journeyman rate	100%	\$ 47.66	\$ 51.23	\$ 51.69	\$ 53.76	\$ 55.91
Journeyman*	100% + \$0.80	\$ 48.46	\$ 52.03	\$ 52.49	\$ 54.56	\$ 56.71
Foreperson*	110% + \$0.80	\$ 53.23	\$ 57.15	\$ 57.66	\$ 59.94	\$ 62.30
General Foreperson*	115% + \$0.80	\$ 55.61	\$ 59.71	\$ 60.24	\$ 62.62	\$ 65.10
*Journeyman, Foreperson & General Foreperson rates include Gas B Ticket at \$0.80 per hour (calculated in)						
Vacation and Holiday Pay	10%					

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 4.04	\$ 4.04	\$ 4.04	\$ 4.12	\$ 4.20

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

SH-276-CI-CDHRP

CBA Table Code	SH-276-CI-CDHRP
CBA Table Code prior to November 2023	SH-CDHRP
Union	International Association of Sheet Metal, Air, Rail and Transportation Workers
Local	276
Trade	Sheetmetal Standard
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Cowichan District Hospital Replacement Project

Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Pre Apprentice (First 800 Hours)	40%	\$ 17.22	\$ 18.51	\$ 18.68	\$ 19.43	\$ 20.21
Apprentice 0 - 1600 Hours	50%	\$ 21.53	\$ 23.14	\$ 23.35	\$ 24.29	\$ 25.26
Apprentice 1601 - 3200 Hours	60%	\$ 25.85	\$ 27.79	\$ 28.04	\$ 29.15	\$ 30.31
Apprentice 3201 - 4800 Hours	70%	\$ 30.14	\$ 32.40	\$ 32.69	\$ 34.01	\$ 35.36
Apprentice 4801 - 6000 Hours	80%	\$ 34.45	\$ 37.03	\$ 37.36	\$ 38.86	\$ 40.42
Material Person	50%	\$ 21.53	\$ 23.14	\$ 23.35	\$ 24.29	\$ 25.26
Welder	85%	\$ 36.60	\$ 39.35	\$ 39.70	\$ 41.29	\$ 42.94
Journeyman Welder	100%	\$ 43.06	\$ 46.29	\$ 46.71	\$ 48.58	\$ 50.52
1st year Journeyman	90%	\$ 38.76	\$ 41.67	\$ 42.05	\$ 43.72	\$ 45.47
Journeyman	100%	\$ 43.06	\$ 46.29	\$ 46.71	\$ 48.58	\$ 50.52
"A" Foreperson	100% + \$5.00	\$ 48.06	\$ 51.29	\$ 51.71	\$ 53.58	\$ 55.52
"B" Foreperson	100% + \$3.50	\$ 46.56	\$ 49.79	\$ 50.21	\$ 52.08	\$ 54.02
"C" Foreperson	100% + \$2.00	\$ 45.06	\$ 48.29	\$ 48.71	\$ 50.58	\$ 52.52
Vacation and Holiday Pay	10%					

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 8.93	\$ 8.93	\$ 8.93	\$ 9.11	\$ 9.29

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

SH-280-CI

CBA Table Code	SH-280-CI
CBA Table Code prior to November 2023	SH-280
Union	International Association of Sheet Metal, Air, Rail and Transportation Workers
Local	280
Trade	Sheetmetal Standard
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Master Section

Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Pre Apprentice (First 800 Hours)	40%	\$ 17.22	\$ 18.51	\$ 18.68	\$ 19.43	\$ 20.21
Pre Apprentice (After 800 Hours)	40%	\$ 17.22	\$ 18.51	\$ 18.68	\$ 19.43	\$ 20.21
Apprentice 0 - 1600 Hours	50%	\$ 21.53	\$ 23.14	\$ 23.35	\$ 24.29	\$ 25.26
Apprentice 1601 - 3200 Hours	60%	\$ 25.84	\$ 27.78	\$ 28.03	\$ 29.15	\$ 30.31
Apprentice 3201 - 4800 Hours	70%	\$ 30.14	\$ 32.40	\$ 32.69	\$ 34.01	\$ 35.36
Apprentice 4801 - 6000 Hours	80%	\$ 34.45	\$ 37.03	\$ 37.36	\$ 38.86	\$ 40.42
Material Person	50%	\$ 21.53	\$ 23.14	\$ 23.35	\$ 24.29	\$ 25.26
Material Person (Grandparented)	75%	\$ 32.30	\$ 34.72	\$ 35.03	\$ 36.44	\$ 37.89
Welder	85%	\$ 36.60	\$ 39.35	\$ 39.70	\$ 41.29	\$ 42.94
Journeyman Welder	100%	\$ 43.06	\$ 46.29	\$ 46.71	\$ 48.58	\$ 50.52
1st year Journeyman	90%	\$ 38.75	\$ 41.66	\$ 42.03	\$ 43.72	\$ 45.47
Journeyman	100%	\$ 43.06	\$ 46.29	\$ 46.71	\$ 48.58	\$ 50.52
"B" Foreperson	110%	\$ 47.37	\$ 50.92	\$ 51.38	\$ 53.44	\$ 55.57
"A" Foreperson	115%	\$ 49.52	\$ 53.23	\$ 53.71	\$ 55.87	\$ 58.10
Vacation and Holiday Pay	10%					

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 9.05	\$ 9.05	\$ 9.05	\$ 9.23	\$ 9.41

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

SHR-276-CI-CDHRP

CBA Table Code	SHR-276-CI-CDHRP
CBA Table Code prior to November 2023	SHR-CDHRP
Union	International Association of Sheet Metal, Air, Rail and Transportation Workers
Local	276
Trade	Sheetmetal Roofer
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Cowichan District Hospital Replacement Project

Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Material Handler*	50%	\$ 17.32	\$ 18.62	\$ 18.79	\$ 19.54	\$ 20.32
Apprentice 1st term (0-400 Hours)*	50%	\$ 17.32	\$ 18.62	\$ 18.79	\$ 19.54	\$ 20.32
Apprentice 2nd term (401-850 Hours)*	55%	\$ 19.05	\$ 20.48	\$ 20.66	\$ 21.49	\$ 22.35
Apprentice 3rd term (851-1800 Hours)*	60%	\$ 20.78	\$ 22.34	\$ 22.54	\$ 23.45	\$ 24.38
Apprentice 4th term (1801-2800 Hours)	65%	\$ 22.51	\$ 24.20	\$ 24.42	\$ 25.40	\$ 26.42
Apprentice 5th term (2801-3750 Hours)	70%	\$ 24.26	\$ 26.08	\$ 26.31	\$ 27.36	\$ 28.45
Apprentice 6th term (3751-4950 Hours)	80%	\$ 27.70	\$ 29.78	\$ 30.05	\$ 31.26	\$ 32.51
New Journeyperson	85%	\$ 29.44	\$ 31.65	\$ 31.93	\$ 33.22	\$ 34.54
Journeyperson Roofer	100%	\$ 34.64	\$ 37.24	\$ 37.58	\$ 39.08	\$ 40.64
"A" Foreperson	100% + \$5.00	\$ 39.64	\$ 42.24	\$ 42.58	\$ 44.08	\$ 45.64
"B" Foreperson	100% + \$3.50	\$ 38.14	\$ 40.74	\$ 41.08	\$ 42.58	\$ 44.14
Vacation and Holiday Pay	10%	* classifications are not entitled to Pension Contributions				

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 8.81	\$ 8.81	\$ 8.81	\$ 8.99	\$ 9.17

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

SHR-280-CI

CBA Table Code	SHR-280-CI
CBA Table Code prior to November 2023	SHR-280
Union	International Association of Sheet Metal, Air, Rail and Transportation Workers
Local	280
Trade	Sheetmetal Roofer
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Master Section

Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Material Handler*	50%	\$ 16.08	\$ 17.29	\$ 17.45	\$ 18.13	\$ 18.86
Apprentice 1st term (0-400 Hours)*	50%	\$ 16.08	\$ 17.29	\$ 17.45	\$ 18.13	\$ 18.86
Apprentice 2nd term (401-850 Hours)*	55%	\$ 17.68	\$ 19.01	\$ 19.18	\$ 19.94	\$ 20.74
Apprentice 3rd term (851-1800 Hours)*	60%	\$ 19.29	\$ 20.74	\$ 20.93	\$ 21.76	\$ 22.63
Apprentice 4th term (1801-2800 Hours)	65%	\$ 20.90	\$ 22.47	\$ 22.67	\$ 23.57	\$ 24.51
Apprentice 5th term (2801-3750 Hours)	70%	\$ 22.51	\$ 24.20	\$ 24.42	\$ 25.38	\$ 26.40
Apprentice 6th term (3751-4950 Hours)	80%	\$ 25.72	\$ 27.65	\$ 27.90	\$ 29.01	\$ 30.17
New Journeyman	85%	\$ 27.33	\$ 29.38	\$ 29.64	\$ 30.82	\$ 32.05
Journeyman Roofer	100%	\$ 32.15	\$ 34.56	\$ 34.87	\$ 36.26	\$ 37.71
Roofer Foreperson "B"	100% + \$2.50	\$ 34.65	\$ 37.06	\$ 37.37	\$ 38.76	\$ 40.21
Roofer Foreperson "A"	100% + \$3.50	\$ 35.65	\$ 38.06	\$ 38.37	\$ 39.76	\$ 41.21
Vacation and Holiday Pay	10%	* classifications are not entitled to Pension Contributions				

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 7.92	\$ 7.92	\$ 7.92	\$ 8.08	\$ 8.24

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

TE-213-HC-CI

CBA Table Code	TE-213-HC-CI
CBA Table Code prior to November 2023	TE
Union	International Brotherhood of Teamsters
Local	213
Trade	Teamsters
Wage Rate Type	Heavy Construction and Commercial/Institutional
Wage Rate Scope	Master Section

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Group 1 <ul style="list-style-type: none"> • Bottom Dumps – all makes – Trailers and Semi-Trailers Dumps – sixty-five (65) yards to eight-five (85) yards • End Dump Trucks (measured capacity of dump, but including side boards if used) – 60 yards – less than 72 yards • Lowbeds – over 150tons • Warehouseperson – Class I 	\$ 33.53	\$ 36.04	\$ 36.36	\$ 37.81	\$ 39.32
Group 2 <ul style="list-style-type: none"> • Bottom Dumps-all makes - Trailers and Semi-Trailers Dumps - 45 yards to 65 yards • Concrete Buggies, scootcrete or converted equipment, whichever is greater - 16 yards and over • End Dump Trucks (measured capacity of dump, but including side boards if used) - 36 yards - less than 60 yards 	\$ 33.09	\$ 35.57	\$ 35.89	\$ 37.33	\$ 38.82
Group 3 <ul style="list-style-type: none"> • End Dump Trucks (measured capacity of dump, but including side boards if used) - 24 yards - less than 36 yards • Logging Trucks • Transit Mixers, agitators, mobile mix and all other similar vehicles over 13 yards 	\$ 32.73	\$ 35.18	\$ 35.50	\$ 36.92	\$ 38.40

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Group 4 <ul style="list-style-type: none"> • Concrete Buggies, scootcrete or converted equipment, whichever is greater -10 yards up to 16 yards • End Dump Trucks (measured capacity of dump but including side boards if used) - 12 yards-less than 24 yards • Lowbeds - 100 tons and up to 150 tons • Straddle Carriers, if equipped with crane • Transit Mixers, agitators, mobile mix and all other similar vehicles - 9 and up to 13 yards • Turnarockers and similar equipment-over 30 yards • Warehouseperson - Class II 	\$ 32.56	\$ 35.00	\$ 35.32	\$ 36.73	\$ 38.20
Group 5 <ul style="list-style-type: none"> • Bottom Dumps, all makes, Trailers and Semi-Trailers Dumps less than 45 yards • Load Lugger and similar equipment 3 tons and over • Lowbeds up to 100 tons • Straddle Carriers • Turnarockers and similar equipment 3 tons and over • Large Tile Trailers 	\$ 32.36	\$ 34.79	\$ 35.10	\$ 36.50	\$ 37.96
Group 6 <ul style="list-style-type: none"> • "A" Frame; Swedish Type Truck Crane; Pitperson; Hiab and Stinger; Boom Trucks; Semi-Trailer with Hiab, etc. (excluding pup trailer units) over 5 tons lifting capacity • Concrete Buggies, scootcrete or converted equipment, whichever is greater up to 10 yards • End Dump Trucks (measured capacity of dump, but including side boards if used) - 8 yards - less than 12 yards • Load Lugger and similar equipment under 3 tons • Nodwells, Bombardiers and similar equipment • Service Truck Driver • Transit Mixers, agitators, mobile mix and all other similar vehicles up to 9 yards 	\$ 32.25	\$ 34.67	\$ 34.98	\$ 36.38	\$ 37.84

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Group 7 <ul style="list-style-type: none"> • "A" Frame; Swedish Type Truck Crane; Pitperson; Hiab and Stinger; Boom Trucks, Semi-Trailer with Hiab, etc. (excluding pup trailer units) up to and including 5 tons lifting capacity • Asphalt Spray Truck- Semi-Trailers • Dispatcher • Dumptors (Mules) • End Dump Trucks (measured capacity of dump, but including side boards if used) - less than 8 yards • Flat Deck Trucks 10 tons and over • Forklifts, Lumber stackers, cranemobiles, etc. over 4 tons lifting capacity 	\$ 32.02	\$ 34.42	\$ 34.73	\$ 36.12	\$ 37.56
Group 8 <ul style="list-style-type: none"> • Asphalt Spray Tucks • Farm Type Tractors • Flat Deck Trucks up to 10 tons • Forklifts, Lumber stackers, cranemobiles, etc. up to and including 4 tons lifting capacity • Fuel trucks up to 4,000 gallons • Personhaul, Cummie, Bus and all equipment transporting personnel (requires "Class 2" License • Power Wagons (with and without winch) • Water Trucks up to 4,000 gallons • Warehouseperson - Class III 	\$ 31.73	\$ 34.11	\$ 34.42	\$ 35.80	\$ 37.23
Group 9 <ul style="list-style-type: none"> • Pickup and Panel Trucks and Pilot cars with similar equipment • Warehouse Trainee Class IV 	\$ 25.44	\$ 27.35	\$ 27.60	\$ 28.70	\$ 29.85
Vacation and Holiday Pay	10%				

TE-213-HC-CI

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Community Benefits Wage Schedule - Teamsters Heavy Construction - Commercial/Institutional					
Trainee (rates applied to all non-trainee job classifications)	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
0-700 Hrs	70%	70%	70%	70%	70%
701-1400 Hrs	80%	80%	80%	80%	80%
1401-2100 Hrs	90%	90%	90%	90%	90%

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 10.16	\$ 10.16	\$ 10.16	\$ 10.36	\$ 10.57

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

TE-213-RB-LM

CBA Table Code	TE-213-RB-LM
CBA Table Code prior to November 2023	TE-LM
Union	International Brotherhood of Teamsters
Local	213
Trade	Teamsters
Wage Rate Type	Road Building
Wage Rate Scope	Lower Mainland Road Building Addendum

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Dispatcher	\$ 39.13	\$ 42.06	\$ 42.44	\$ 44.14	\$ 45.91
Turnarockers and similar equipment all makes up to 30 yards	\$ 39.74	\$ 42.72	\$ 43.10	\$ 44.82	\$ 46.61
Over 30 yards	\$ 39.87	\$ 42.86	\$ 43.25	\$ 44.98	\$ 46.78
Bottom Dumps all makes, trailers and semi- trailers dumps less than 45 yards (Add 20¢ for each additional 20 yards)	\$ 39.80	\$ 42.79	\$ 43.18	\$ 44.91	\$ 46.71
Logging Trucks	\$ 40.04	\$ 43.04	\$ 43.43	\$ 45.17	\$ 46.98
Lumber Stackers, Carriers, Forklifts, Cranemobiles and similar equipment	\$ 39.69	\$ 42.67	\$ 43.05	\$ 44.77	\$ 46.56
Straddle Carriers	\$ 39.90	\$ 42.89	\$ 43.28	\$ 45.01	\$ 46.81
Straddle Carriers if equipped with Crane	\$ 38.94	\$ 41.86	\$ 42.24	\$ 43.93	\$ 45.69
Load Lugger and similar equipment under 3 tons	\$ 39.53	\$ 42.49	\$ 42.87	\$ 44.58	\$ 46.36
Load Lugger 3 tons and over	\$ 39.69	\$ 42.67	\$ 43.05	\$ 44.77	\$ 46.56
Transit Mixers up to 5 yards and all other vehicles when hauling concrete shall be paid a minimum of this rate, or the rate of the equipment used if higher than this	\$ 39.35	\$ 42.30	\$ 42.68	\$ 44.39	\$ 46.17
Transit Mixer over 5 yards	\$ 39.62	\$ 42.59	\$ 42.97	\$ 44.69	\$ 46.48
Mobile Mix Trucks up to 5 yards	\$ 39.79	\$ 42.77	\$ 43.15	\$ 44.88	\$ 46.68
Mobile Mix Trucks 5 yards and over	\$ 40.02	\$ 43.02	\$ 43.41	\$ 45.15	\$ 46.96
Dumptors (Mules)	\$ 39.32	\$ 42.27	\$ 42.65	\$ 44.36	\$ 46.13
End Dump Trucks (measured capacity of dump but including side boards, if less than 8 yards)	\$ 39.10	\$ 42.03	\$ 42.41	\$ 44.11	\$ 45.87
End Dump Trucks 8 yards - less than 12 yards	\$ 39.55	\$ 42.52	\$ 42.90	\$ 44.62	\$ 46.40
End Dump Trucks 12 yards - less than 24 yards (ADD 10¢ for additional 12 yard capacity)	\$ 39.79	\$ 42.77	\$ 43.15	\$ 44.88	\$ 46.68

TE-213-RB-LM

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
End Dump trucks equipped with side winders - add 10¢ per hour					
All Semi-Trailer, Pole Trailers	\$ 39.32	\$ 42.27	\$ 42.65	\$ 44.36	\$ 46.13
When equipped with Hiab or Swedish Type Crane	\$ 39.47	\$ 42.43	\$ 42.81	\$ 44.52	\$ 46.30
Tilt Trailer - Small - add 20¢ per hour					
Pup, Transfer or Slider Trailer - Sixty (60¢) per hour Lowbeds	\$ 40.37	\$ 43.40	\$ 43.79	\$ 45.54	\$ 47.36
Asphalt Spray Trucks	\$ 39.34	\$ 42.29	\$ 42.67	\$ 44.38	\$ 46.16
Asphalt Spray Trucks, Semi-Trailers	\$ 39.63	\$ 42.60	\$ 42.98	\$ 44.70	\$ 46.49
Manhaul, Crummie, Bus and all equipment transporting personnel (requires Class 2 Licence with air endorsement)	\$ 38.96	\$ 41.88	\$ 42.26	\$ 43.95	\$ 45.71
Small forklifts and similar equipment used in the warehouse	\$ 38.84	\$ 41.75	\$ 42.13	\$ 43.82	\$ 45.57
Fuel Trucks/Water Trucks up to 2,000 gallons	\$ 38.89	\$ 41.81	\$ 42.19	\$ 43.88	\$ 45.64
Fuel/Water Trucks 2,000 gallons up to 4,000 gallons	\$ 39.03	\$ 41.96	\$ 42.34	\$ 44.03	\$ 45.79
Water/Trucks 4,000 gallons and over (does not include semis and trailers) Converted equipment rate or the converted unit rate, whichever is the greater	\$ 39.20	\$ 42.14	\$ 42.52	\$ 44.22	\$ 45.99
Flat Deck Trucks under 4 tons	\$ 38.81	\$ 41.72	\$ 42.10	\$ 43.78	\$ 45.53
Flat Deck Trucks 4 tons up to 10 tons	\$ 38.96	\$ 41.88	\$ 42.26	\$ 43.95	\$ 45.71
Flat Deck Trucks 10 tons and over	\$ 39.11	\$ 42.04	\$ 42.42	\$ 44.12	\$ 45.88
Equipped with winch add 10¢ "A" Frame and Swedish type crane, trucks, Hiab, etc.	\$ 39.26	\$ 42.20	\$ 42.58	\$ 44.28	\$ 46.05
Pick-up and Panel Trucks and Pilot Cars and similar equipment	\$ 38.28	\$ 41.15	\$ 41.52	\$ 43.18	\$ 44.91
Power Wagon	\$ 38.91	\$ 41.83	\$ 42.21	\$ 43.90	\$ 45.66
Power Wagons with winch	\$ 39.03	\$ 41.96	\$ 42.34	\$ 44.03	\$ 45.79
Service Truck Driver	\$ 39.50	\$ 42.46	\$ 42.84	\$ 44.55	\$ 46.33
Nodwell, Bombardiers and similar equipment	\$ 39.58	\$ 42.55	\$ 42.93	\$ 44.65	\$ 46.44
Farm type tractor	\$ 38.74	\$ 41.65	\$ 42.02	\$ 43.70	\$ 45.45
Scotcrete and similar equipment	\$ 39.54	\$ 42.51	\$ 42.89	\$ 44.61	\$ 46.39
Warehouseperson Class 1	\$ 40.08	\$ 43.09	\$ 43.48	\$ 45.22	\$ 47.03
Warehouseperson Class 2	\$ 39.76	\$ 42.74	\$ 43.12	\$ 44.84	\$ 46.63
Warehouseperson Class 3	\$ 39.14	\$ 42.08	\$ 42.46	\$ 44.16	\$ 45.93
Warehouseperson Class 4	\$ 38.07	\$ 40.93	\$ 41.30	\$ 42.95	\$ 44.67
Field Warehouse Pick-Up Person	\$ 39.13	\$ 42.06	\$ 42.44	\$ 44.14	\$ 45.91

TE-213-RB-LM

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
When required to do Class 2 warehouse duties	\$ 38.80	\$ 41.71	\$ 42.09	\$ 43.77	\$ 45.52
Foreperson premium (Clause XXII (4) Payable over and above highest Teamster classification being supervised)	110%	110%	110%	110%	110%
Warehouse Foreperson (Clause XXIV (a) Above the Class 1 Warehouseperson's rate)	110%	110%	110%	110%	110%
Vacation and Holiday Pay	10%				

	Community Benefits Wage Schedule - Teamsters – Lower Mainland Road Building				
Trainee (rates applied to all non-trainee job classifications)	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
0-700 Hrs	70%	70%	70%	70%	70%
701-1400 Hrs	80%	80%	80%	80%	80%
1401-2100 Hrs	90%	90%	90%	90%	90%

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 7.78	\$ 7.78	\$ 7.78	\$ 7.94	\$ 8.10

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

TE-213-RB-TCH_INT

CBA Table Code	TE-213-RB-TCH_INT
CBA Table Code prior to November 2023	TE-KHCP4 or TE-CHSE or TE-FTT or TE-QCBP
Union	International Brotherhood of Teamsters
Local	213
Trade	Teamsters
Wage Rate Type	Road Building
Wage Rate Scope	Trans Canada Highway No. 1. - Kamloops to Alberta Border 4-laning Project

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Dispatcher	\$ 38.97	\$ 41.89	\$ 42.27	\$ 43.96	\$ 45.72
Turnarockers and similar equipment all makes up to 30 yards	\$ 39.59	\$ 42.56	\$ 42.94	\$ 44.66	\$ 46.45
Over 30 yards	\$ 39.71	\$ 42.69	\$ 43.07	\$ 44.79	\$ 46.58
Bottom Dumps all makes, trailers and semi- trailers dumps less than 45 yards (Add 20¢ for each additional 20 yards)	\$ 39.65	\$ 42.62	\$ 43.00	\$ 44.72	\$ 46.51
Logging Trucks	\$ 39.86	\$ 42.85	\$ 43.24	\$ 44.97	\$ 46.77
Lumber Stackers, Carriers, Forklifts, Cranemobiles and similar equipment	\$ 39.54	\$ 42.51	\$ 42.89	\$ 44.61	\$ 46.39
Straddle Carriers	\$ 39.74	\$ 42.72	\$ 43.10	\$ 44.82	\$ 46.61
Straddle Carriers if equipped with Crane	\$ 38.79	\$ 41.70	\$ 42.08	\$ 43.76	\$ 45.51
Load Luger and similar equipment under 3 tons	\$ 39.37	\$ 42.32	\$ 42.70	\$ 44.41	\$ 46.19
3 tons and over	\$ 39.54	\$ 42.51	\$ 42.89	\$ 44.61	\$ 46.39
Transit Mixers up to 5 yards and all other vehicles when hauling concrete shall be paid a minimum of this rate, or the rate of the equipment used if higher than this	\$ 39.19	\$ 42.13	\$ 42.51	\$ 44.21	\$ 45.98
Transit Mixer over 5 yards	\$ 39.46	\$ 42.42	\$ 42.80	\$ 44.51	\$ 46.29
Mobile Mix Trucks up to 5 yards	\$ 39.64	\$ 42.61	\$ 42.99	\$ 44.71	\$ 46.50
Mobile Mix Trucks 5 yards and over	\$ 39.87	\$ 42.86	\$ 43.25	\$ 44.98	\$ 46.78
Dumptors (Mules)	\$ 39.16	\$ 42.10	\$ 42.48	\$ 44.18	\$ 45.95
End Dump Trucks (measured capacity of dump but including side boards, if less than 8 yards)	\$ 38.94	\$ 41.86	\$ 42.24	\$ 43.93	\$ 45.69
End Dump Trucks 8 yards - less than 12 yards	\$ 39.39	\$ 42.34	\$ 42.72	\$ 44.43	\$ 46.21
End Dump Trucks 12 yards - less than 24 yards (ADD 10¢ for additional 12 yard capacity)	\$ 39.64	\$ 42.61	\$ 42.99	\$ 44.71	\$ 46.50
End Dump trucks equipped with side winders - add 10¢ per hour					
All Semi-Trailer, Pole Trailers	\$ 39.16	\$ 42.10	\$ 42.48	\$ 44.18	\$ 45.95
When equipped with Hiab or Swedish Type Crane	\$ 39.32	\$ 42.27	\$ 42.65	\$ 44.36	\$ 46.13
- Tilt Trailer - Small - add 20¢ per hour					
Pup, Transfer or Slider Trailer - Sixty (60¢) per hour Lowbeds	\$ 40.21	\$ 43.23	\$ 43.62	\$ 45.36	\$ 47.17
Asphalt Spray Trucks	\$ 39.18	\$ 42.12	\$ 42.50	\$ 44.20	\$ 45.97

TE-213-RB-TCH_INT

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Asphalt Spray Trucks, Semi-Trailers	\$ 39.47	\$ 42.43	\$ 42.81	\$ 44.52	\$ 46.30
Manhaul, Crummie, Bus and all equipment transporting personnel (requires Class 2 Licence with air endorsement)	\$ 38.81	\$ 41.72	\$ 42.10	\$ 43.78	\$ 45.53
Small forklifts and similar equipment used in the warehouse	\$ 38.68	\$ 41.58	\$ 41.95	\$ 43.63	\$ 45.38
Fuel Trucks/Water Trucks up to 2,000 gallons	\$ 38.73	\$ 41.63	\$ 42.00	\$ 43.68	\$ 45.43
Fuel/Water Trucks 2,000 gallons up to 4,000 gallons	\$ 38.87	\$ 41.79	\$ 42.17	\$ 43.86	\$ 45.61
Water/Trucks 4,000 gallons and over (does not include semis and trailers) Converted equipment rate or the converted unit rate, whichever is the greater	\$ 39.05	\$ 41.98	\$ 42.36	\$ 44.05	\$ 45.81
Flat Deck Trucks under 4 tons	\$ 38.65	\$ 41.55	\$ 41.92	\$ 43.60	\$ 45.34
Flat Deck Trucks 4 tons up to 10 tons	\$ 38.81	\$ 41.72	\$ 42.10	\$ 43.78	\$ 45.53
Flat Deck Trucks 10 tons and over	\$ 38.95	\$ 41.87	\$ 42.25	\$ 43.94	\$ 45.70
Equipped with winch add 10¢ "A" Frame and Swedish type crane, trucks, Hiab, etc.	\$ 39.11	\$ 42.04	\$ 42.42	\$ 44.12	\$ 45.88
Pick-up and Panel Trucks and Pilot Cars and similar equipment	\$ 38.12	\$ 40.98	\$ 41.35	\$ 43.00	\$ 44.72
Power Wagon	\$ 38.76	\$ 41.67	\$ 42.05	\$ 43.73	\$ 45.48
Power Wagons with winch	\$ 38.87	\$ 41.79	\$ 42.17	\$ 43.86	\$ 45.61
Service Truck Driver	\$ 39.35	\$ 42.30	\$ 42.68	\$ 44.39	\$ 46.17
Nodwell, Bombardiers and similar equipment	\$ 39.42	\$ 42.38	\$ 42.76	\$ 44.47	\$ 46.25
Farm type tractor	\$ 38.59	\$ 41.48	\$ 41.85	\$ 43.52	\$ 45.26
Scootcrete and similar equipment	\$ 39.38	\$ 42.33	\$ 42.71	\$ 44.42	\$ 46.20
Warehouseperson Class 1	\$ 39.92	\$ 42.91	\$ 43.30	\$ 45.03	\$ 46.83
Warehouseperson Class 2	\$ 39.61	\$ 42.58	\$ 42.96	\$ 44.68	\$ 46.47
Warehouseperson Class 3	\$ 38.98	\$ 41.90	\$ 42.28	\$ 43.97	\$ 45.73
Warehouseperson Class 4	\$ 37.91	\$ 40.75	\$ 41.12	\$ 42.76	\$ 44.47
Field Warehouse Pick-Up Person	\$ 38.97	\$ 41.89	\$ 42.27	\$ 43.96	\$ 45.72
When required to do Class 2 warehouse duties	\$ 38.64	\$ 41.54	\$ 41.91	\$ 43.59	\$ 45.33
Foreperson premium (Clause XXII (4) Payable over and above highest Teamster classification being supervised)	110%	110%	110%	110%	110%
Warehouse Foreperson (Clause XXIV (a) Above the Class 1 Warehouseperson's rate)	110%	110%	110%	110%	110%
Vacation and Holiday Pay	10%				

TE-213-RB-TCH_INT

Job Classification	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Trainee (rates applied to all non-trainee job classifications)	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
0-700 Hrs	70%	70%	70%	70%	70%
701-1400 Hrs	80%	80%	80%	80%	80%
1401-2100 Hrs	90%	90%	90%	90%	90%

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 7.94	\$ 7.94	\$ 7.94	\$ 8.10	\$ 8.26

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

TI-2-CI

CBA Table Code	TI-2-CI
CBA Table Code prior to November 2023	TI
Union	International Union of Bricklayers & Allied Craftworkers
Local	2
Trade	Tilesetters
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Master Section

Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Pre-Apprentice	50%	\$ 15.81	\$ 17.00	\$ 18.72	\$ 19.47	\$ 20.25
A1 (1st Term) Apprentice	55%	\$ 18.04	\$ 19.39	\$ 20.59	\$ 21.42	\$ 22.28
A2 (2nd Term) Apprentice	60%	\$ 19.68	\$ 21.16	\$ 22.46	\$ 23.36	\$ 24.30
A3 (3rd Term) Apprentice	65%	\$ 21.32	\$ 22.92	\$ 24.34	\$ 25.31	\$ 26.33
A4 (4th Term) Apprentice	70%	\$ 22.96	\$ 24.68	\$ 26.21	\$ 27.26	\$ 28.35
A5 (5thTerm) Apprentice	80%	\$ 26.24	\$ 28.21	\$ 29.95	\$ 31.15	\$ 32.40
A6 (6th Term) Apprentice	90%	\$ 29.52	\$ 31.73	\$ 33.70	\$ 35.05	\$ 36.45
New Journeyman	90%	\$ 27.88	\$ 29.97	\$ 33.70	\$ 35.05	\$ 36.45
Improver	85%	\$ 27.88	\$ 29.97	\$ 31.82	\$ 33.10	\$ 34.43
Journeyman	100%	\$ 32.80	\$ 35.26	\$ 37.44	\$ 38.94	\$ 40.50
"B" Foreperson	100% + \$1.00	\$ 33.80	\$ 36.26	\$ 38.44	\$ 39.94	\$ 41.50
"A" Foreperson	115%	\$ 37.72	\$ 40.55	\$ 43.06	\$ 44.78	\$ 46.58
Vacation and Holiday Pay	10%					

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 5.07	\$ 5.07	\$ 5.07	\$ 5.17	\$ 5.27

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

TR-2-CI

CBA Table Code	TR-2-CI
CBA Table Code prior to November 2023	TR
Union	International Union of Bricklayers & Allied Craftworkers
Local	2
Trade	Terazzo Workers
Wage Rate Type	Commercial/Institutional
Wage Rate Scope	Master Section

Job Classification	Rate	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Pre-Apprentice	50%	\$ 15.81	\$ 17.00	\$ 18.72	\$ 19.47	\$ 20.25
A1 (1st Term) Apprentice	55%	\$ 18.20	\$ 19.57	\$ 20.59	\$ 21.42	\$ 22.28
A2 (2nd Term) Apprentice	60%	\$ 19.85	\$ 21.34	\$ 22.46	\$ 23.36	\$ 24.30
A3 (3rd Term) Apprentice	65%	\$ 21.51	\$ 23.12	\$ 24.34	\$ 25.31	\$ 26.33
A4 (4th Term) Apprentice	70%	\$ 23.16	\$ 24.90	\$ 26.21	\$ 27.26	\$ 28.35
A5 (5thTerm) Apprentice	80%	\$ 26.47	\$ 28.46	\$ 29.95	\$ 31.15	\$ 32.40
A6 (6th Term) Apprentice	90%	\$ 29.78	\$ 32.01	\$ 33.70	\$ 35.05	\$ 36.45
Helper	85%	\$ 28.13	\$ 30.24	\$ 31.82	\$ 33.10	\$ 34.43
Terrazzo Mechanic	100%	\$ 33.09	\$ 35.57	\$ 37.44	\$ 38.94	\$ 40.50
"B" Foreperson	100% + \$1.00	\$ 34.09	\$ 36.57	\$ 38.44	\$ 39.94	\$ 41.50
"A" Foreperson	115%	\$ 38.05	\$ 40.90	\$ 43.06	\$ 44.78	\$ 46.58
Vacation and Holiday Pay	10%					

Benefits	Jul-2022	Jun-2023	Nov-2023	May-2024	May-2025
Benefit Total	\$ 6.26	\$ 6.26	\$ 6.26	\$ 6.39	\$ 6.52

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

OP-115-00

CBA Table Code	OP-115-00
Union	International Union of Operating Engineers
Local	115
Trade	Heavy Duty Mechanic
Wage Rate Type	Owner Operator
Wage Rate Scope	Owner Operator Addendum - Operating Engineers

Job Classification	Project Location	2022-01	2023-11 *	2024-05	2025-05
Heavy Duty Mechanic	Projects under interior road building addendum	\$ 122.40	\$ 132.76	\$ 138.07	\$ 143.59
Heavy Duty Mechanic	Projects under lower mainland road building addendum	\$ 188.70	\$ 204.68	\$ 212.87	\$ 221.38
Heavy Duty Mechanic	Projects under Vancouver island	\$ 206.55	\$ 224.04	\$ 233.00	\$ 242.32

* June 2023 increase has been combined with the November 2023 increase and is effective November 2023

PL-170-324-00

CBA Table Code	PL-170-324-00
Union	United Association of Piping Trades
Local	170 and 324
Trade	Rig Welders
Wage Rate Type	Owner Operator
Wage Rate Scope	Owner Operator Addendum - United Association of Rig Welders

Job Classification	Hours	2022-07	2023-11 *	2024-05	2025-05
UA 324 Rig Rate	0-8 hours	\$114.44	\$124.13	\$129.10	\$134.26
UA 170 Rig Rate	0-8 hours	\$104.04	\$112.85	\$117.36	\$122.05
UA 324 Rig Rate	8-10 hours	\$143.53	\$155.68	\$161.91	\$168.39
UA 170 Rig Rate	8-10 hours	\$130.05	\$141.06	\$146.70	\$152.57
UA 324 Rig Rate	>10 hours	\$172.61	\$187.23	\$194.72	\$202.51
UA 170 Rig Rate	>10 hours	\$130.05	\$141.06	\$146.70	\$152.57

Benefits

UA 324	\$9.26	\$9.45	\$9.64	\$9.83
UA 170	\$9.58	\$9.77	\$9.97	\$10.17

* June 2023 increase has been combined with the November 2023 increase and is effective November 2023

TE-31-00

CBA Table Code	TE-31-00			
Union	International Brotherhood of Teamsters			
Local	31			
Trade	Teamsters			
Wage Rate Type	Owner Operator			
Wage Rate Scope	Owner Operator Addendum - Vancouver Island Truck Rates			
Unit Configuration	2022-07	2023-11 *	2024-05	2025-05
Truck	\$102.00	\$110.64	\$115.07	\$119.67
Truck & Pup	\$131.00	\$142.09	\$147.77	\$153.68

* June 2023 increase has been combined with the November 2023 increase and is effective November 2023

TE-213-00

CBA Table Code	TE-213-00
Union	International Brotherhood of Teamsters
Local	213
Trade	Teamsters
Wage Rate Type	Owner Operator
Wage Rate Scope	Owner Operator Addendum - Lower Mainland/Fraser Valley Truck Rates

	Flat rate (regardless of truck capacity)				
Unit Configuration	2022-07	2023-11 *	2024-05	2025-05	Fuel Adj (per \$0.02)
Tandem	\$94.92	\$102.96	\$107.08	\$111.36	\$0.20
Tridem	\$103.38	\$112.13	\$116.62	\$121.28	\$0.22
Tandem & 2-axle trailer	\$117.68	\$127.64	\$132.75	\$138.06	\$0.37
Tridem & 2- axle trailer	\$126.12	\$136.80	\$142.27	\$147.96	\$0.40
Tandem & 3-axle trailer	\$130.99	\$142.08	\$147.76	\$153.67	\$0.42
Tridem & 3-axle trailer	\$142.78	\$154.87	\$161.06	\$167.50	\$0.46
Tandem & 4-axle trailer	\$155.47	\$168.63	\$175.38	\$182.40	\$0.50

* June 2023 increase has been combined with the November 2023 increase and is effective November 2023