

**SCHEDULE "A1.4"**

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

Schedule "A1.4" shall apply to all commercial and institutional projects which are located inside the Lower Mainland/Fraser Valley.

**"Inside" Lower Mainland/Fraser Valley**

**Effective November 26, 2017**

<b>Employee Classifications:</b>	<b>%</b>	<b>Base Rate</b>	<b>VP/SHP 8%</b>	<b>Employer Contributions</b>							<b>Total Package</b>
				<b>Benefit Plan</b>	<b>Pension † 8%</b>	<b>CEA</b>	<b>CAF</b>	<b>CIRP</b>	<b>ABCSC</b>	<b>D&amp;A Policy</b>	
<b>Journeyman</b>											
> Foreman (FM)	115%	39.34	3.147	2.327	3.147	0.10	0.13	0.02	0.20	0.01	48.421
> <b>Tradesperson (TP)</b>	<b>100%</b>	<b>34.21</b>	<b>2.737</b>	<b>2.327</b>	<b>2.737</b>	<b>0.10</b>	<b>0.13</b>	<b>0.02</b>	<b>0.20</b>	<b>0.01</b>	<b>42.471</b>
<b>Apprentice or Semi Skilled Worker (SSW)</b>											
			<b>VP/SHP 8%</b>		<b>Pension † 5%</b>						
> 8 <sup>th</sup> Term or Level 8	90%	30.79	2.463	2.327	1.540	0.10	0.13	0.02	0.20	0.01	37.580
> 7 <sup>th</sup> Term or Level 7	85%	29.08	2.326	2.327	1.454	0.10	0.13	0.02	0.20	0.01	35.647
> 6 <sup>th</sup> Term or Level 6	75%	25.66	2.053	2.327	1.283	0.10	0.13	0.02	0.20	0.01	31.783
> 5 <sup>th</sup> Term or Level 5	70%	23.95	1.916	2.327	1.198	0.10	0.13	0.02	0.20	0.01	29.851
> 4 <sup>th</sup> Term or Level 4	65%	22.24	1.779	2.327	1.112	0.10	0.13	0.02	0.20	0.01	27.918
> 3 <sup>rd</sup> Term or Level 3	60%	20.53	1.642	2.327	1.027	0.10	0.13	0.02	0.20	0.01	25.986
> 2 <sup>nd</sup> Term or Level 2	55%	18.82	1.506	2.327	0.941	0.10	0.13	0.02	0.20	0.01	24.054
> 1 <sup>st</sup> Term or Level 1	50%	17.11	1.369	2.327	0.856	0.10	0.13	0.02	0.20	0.01	22.122
<b>Material Handler/ Pre-Apprentice</b>	45%	15.39	1.231	2.327	n/a	0.10	0.13	0.02	0.20	0.01	19.408

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

**SCHEDULE "A2.4"**

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

Schedule "A2.4" shall apply to all commercial and institutional projects which are located outside the Lower Mainland/Fraser Valley.

**"Outside" Lower Mainland/Fraser Valley Effective November 26, 2017**

<u>Employee Classifications:</u>	%	Base Rate	VP/SHP 8%	Employer Contributions							Total Package
				Benefit Plan	Pension † 8%	CEA	CAF	CIRP	ABCSC	D&A Policy	
<b>Journeyman</b>											
> Foreman (FM)	115%	38.19	3.055	2.327	3.055	0.10	0.13	0.02	0.20	0.01	47.087
> <b>Tradesperson (TP)</b>	<b>100%</b>	<b>33.21</b>	<b>2.657</b>	<b>2.327</b>	<b>2.657</b>	<b>0.10</b>	<b>0.13</b>	<b>0.02</b>	<b>0.20</b>	<b>0.01</b>	<b>41.311</b>
<b>Apprentice or Semi Skilled Worker (SSW)</b>											
			VP/SHP 8%		Pension † 5%						
> 8 <sup>th</sup> Term or Level 8	90%	29.89	2.391	2.327	1.495	0.10	0.13	0.02	0.20	0.01	36.563
> 7 <sup>th</sup> Term or Level 7	85%	28.23	2.258	2.327	1.412	0.10	0.13	0.02	0.20	0.01	34.687
> 6 <sup>th</sup> Term or Level 6	75%	24.91	1.993	2.327	1.246	0.10	0.13	0.02	0.20	0.01	30.936
> 5 <sup>th</sup> Term or Level 5	70%	23.25	1.860	2.327	1.163	0.10	0.13	0.02	0.20	0.01	29.060
> 4 <sup>th</sup> Term or Level 4	65%	21.59	1.727	2.327	1.080	0.10	0.13	0.02	0.20	0.01	27.184
> 3 <sup>rd</sup> Term or Level 3	60%	19.93	1.594	2.327	0.997	0.10	0.13	0.02	0.20	0.01	25.308
> 2 <sup>nd</sup> Term or Level 2	55%	18.27	1.462	2.327	0.914	0.10	0.13	0.02	0.20	0.01	23.433
> 1 <sup>st</sup> Term or Level 1	50%	16.61	1.329	2.327	0.831	0.10	0.13	0.02	0.20	0.01	21.557
<b>Material Handler/ Pre-Apprentice</b>	45%	14.94	1.195	2.327	n/a	0.10	0.13	0.02	0.20	0.01	18.922

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

**SCHEDULE "B1.4"**

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

Schedule "B1.4" shall apply to all commercial and institutional projects which are located inside the Lower Mainland/Fraser Valley.

**"Inside" Lower Mainland/Fraser Valley**

**Effective November 26, 2017**

	<b>Employee Classifications</b>										
	<b>FM</b>	<b>TP</b>	<b>8</b>	<b>7</b>	<b>6</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>MH/PA</b>
<b>‡ Employer Contributions:</b>											
Union Benefit Plan	2.327	2.327	2.327	2.327	2.327	2.327	2.327	2.327	2.327	2.327	2.327
Union Pension Plan †	3.147	2.737	1.540	1.454	1.283	1.198	1.112	1.027	0.941	0.856	n/a
CEA (Carpentry Employers Association)	0.100	0.100	0.100	0.100	0.100	0.100	0.100	0.100	0.100	0.100	0.100
CAF (Contract Administration Fund)	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130
CIRP (Rehabilitation Plan)	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020
ABCSC	0.200	0.200	0.200	0.200	0.200	0.200	0.200	0.200	0.200	0.200	0.200
D&A Policy	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010
<b>‡ Total Employer Contributions</b>	<b>5.934</b>	<b>5.524</b>	<b>4.327</b>	<b>4.241</b>	<b>4.070</b>	<b>3.985</b>	<b>3.899</b>	<b>3.814</b>	<b>3.728</b>	<b>3.643</b>	<b>2.787</b>
<b>‡ Employee Deductions:</b>											
Union Dues, Training and Administration	1.270	1.270	1.270	1.270	1.270	1.270	1.270	1.270	1.270	1.270	1.270
<b>‡ Total Employee Deductions</b>	<b>1.270</b>	<b>1.270</b>	<b>1.270</b>	<b>1.270</b>	<b>1.270</b>	<b>1.270</b>	<b>1.270</b>	<b>1.270</b>	<b>1.270</b>	<b>1.270</b>	<b>1.270</b>
<b>Total Hourly Remittance</b>	<b>ST 7.204</b>	<b>6.794</b>	<b>5.597</b>	<b>5.511</b>	<b>5.340</b>	<b>5.255</b>	<b>5.169</b>	<b>5.084</b>	<b>4.998</b>	<b>4.913</b>	<b>4.057</b>
	<b>1.5x OT 7.204</b>	<b>6.794</b>	<b>5.597</b>	<b>5.511</b>	<b>5.340</b>	<b>5.255</b>	<b>5.169</b>	<b>5.084</b>	<b>4.998</b>	<b>4.913</b>	<b>4.057</b>
	<b>2x OT 7.204</b>	<b>6.794</b>	<b>5.597</b>	<b>5.511</b>	<b>5.340</b>	<b>5.255</b>	<b>5.169</b>	<b>5.084</b>	<b>4.998</b>	<b>4.913</b>	<b>4.057</b>

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

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

**SCHEDULE "B2.4"**

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

Schedule "B2.4" shall apply to all commercial and institutional projects which are located outside the Lower Mainland/Fraser Valley.

**"Outside" Lower Mainland/Fraser Valley**

**Effective November 26, 2017**

	<b>Employee Classifications</b>											
	<b>FM</b>	<b>TP</b>	<b>8</b>	<b>7</b>	<b>6</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>MH/PA</b>	
<b>‡ Employer Contributions:</b>												
Union Benefit Plan	2.327	2.327	2.327	2.327	2.327	2.327	2.327	2.327	2.327	2.327	2.327	2.327
Union Pension Plan †	3.055	2.657	1.495	1.412	1.246	1.163	1.080	0.997	0.914	0.831	n/a	
CEA (Carpentry Employers Association)	0.100	0.100	0.100	0.100	0.100	0.100	0.100	0.100	0.100	0.100	0.100	0.100
CAF (Contract Administration Fund)	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130
CIRP (Rehabilitation Plan)	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020
ABCSC	0.200	0.200	0.200	0.200	0.200	0.200	0.200	0.200	0.200	0.200	0.200	0.200
D&A Policy	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010
<b>‡ Total Employer Contributions</b>	<b>5.842</b>	<b>5.444</b>	<b>4.282</b>	<b>4.199</b>	<b>4.033</b>	<b>3.950</b>	<b>3.867</b>	<b>3.784</b>	<b>3.701</b>	<b>3.618</b>	<b>2.787</b>	
<b>‡ Employee Deductions:</b>												
Union Dues, Training and Administration	1.270	1.270	1.270	1.270	1.270	1.270	1.270	1.270	1.270	1.270	1.270	1.270
<b>‡ Total Employee Deductions</b>	<b>1.270</b>	<b>1.270</b>	<b>1.270</b>	<b>1.270</b>	<b>1.270</b>	<b>1.270</b>	<b>1.270</b>	<b>1.270</b>	<b>1.270</b>	<b>1.270</b>	<b>1.270</b>	<b>1.270</b>
<b>Total Hourly Remittance</b>	<b>ST</b>	<b>7.112</b>	<b>6.714</b>	<b>5.552</b>	<b>5.469</b>	<b>5.303</b>	<b>5.220</b>	<b>5.137</b>	<b>5.054</b>	<b>4.971</b>	<b>4.888</b>	<b>4.057</b>
	<b>1.5x OT</b>	<b>7.112</b>	<b>6.714</b>	<b>5.552</b>	<b>5.469</b>	<b>5.303</b>	<b>5.220</b>	<b>5.137</b>	<b>5.054</b>	<b>4.971</b>	<b>4.888</b>	<b>4.057</b>
	<b>2x OT</b>	<b>7.112</b>	<b>6.714</b>	<b>5.552</b>	<b>5.469</b>	<b>5.303</b>	<b>5.220</b>	<b>5.137</b>	<b>5.054</b>	<b>4.971</b>	<b>4.888</b>	<b>4.057</b>

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