

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 industrial projects which are located inside the Lower Mainland/Fraser Valley.

"Inside" Lower Mainland/Fraser Valley

Effective November 26, 2017

Employee Classifications:	%	Base Rate	VP/SHP 12%	Employer Contributions							Total Package
				Benefit Plan	Pension † 10%	CEA	CAF	CIRP	ABCSC	D&A Policy	
Journeyman											
> Foreman (FM)	115%	48.07	5.768	2.327	4.807	0.10	0.13	0.02	0.20	0.01	61.432
> Tradesperson (TP)	100%	41.80	5.016	2.327	4.180	0.10	0.13	0.02	0.20	0.01	53.783
Apprentice or Semi Skilled Worker (SSW)											
			VP/SHP 12%		Pension † 7%						
> 8 th Term or Level 8	90%	37.62	4.514	2.327	2.633	0.10	0.13	0.02	0.20	0.01	47.554
> 7 th Term or Level 7	85%	35.53	4.264	2.327	2.487	0.10	0.13	0.02	0.20	0.01	45.068
> 6 th Term or Level 6	75%	31.35	3.762	2.327	2.195	0.10	0.13	0.02	0.20	0.01	40.094
> 5 th Term or Level 5	70%	29.26	3.511	2.327	2.048	0.10	0.13	0.02	0.20	0.01	37.606
> 4 th Term or Level 4	65%	27.17	3.260	2.327	1.902	0.10	0.13	0.02	0.20	0.01	35.119
> 3 rd Term or Level 3	60%	25.08	3.010	2.327	1.756	0.10	0.13	0.02	0.20	0.01	32.633
> 2 nd Term or Level 2	55%	22.99	2.759	2.327	1.609	0.10	0.13	0.02	0.20	0.01	30.145
> 1 st Term or Level 1	50%	20.90	2.508	2.327	1.463	0.10	0.13	0.02	0.20	0.01	27.658
Material Handler/ Pre-Apprentice	45%	18.81	2.257	2.327	n/a	0.10	0.13	0.02	0.20	0.01	23.854

† 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 industrial 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 12%	Employer Contributions							Total Package
				Benefit Plan	Pension † 10%	CEA	CAF	CIRP	ABCSC	D&A Policy	
Journeyman											
> Foreman (FM)	115%	46.92	5.630	2.327	4.692	0.10	0.13	0.02	0.20	0.01	60.029
> Tradesperson (TP)	100%	40.80	4.896	2.327	4.080	0.10	0.13	0.02	0.20	0.01	52.563
Apprentice or Semi Skilled Worker (SSW)											
			VP/SHP 12%		Pension † 7%						
> 8 th Term or Level 8	90%	36.72	4.406	2.327	2.570	0.10	0.13	0.02	0.20	0.01	46.483
> 7 th Term or Level 7	85%	34.68	4.162	2.327	2.428	0.10	0.13	0.02	0.20	0.01	44.057
> 6 th Term or Level 6	75%	30.60	3.672	2.327	2.142	0.10	0.13	0.02	0.20	0.01	39.201
> 5 th Term or Level 5	70%	28.56	3.427	2.327	1.999	0.10	0.13	0.02	0.20	0.01	36.773
> 4 th Term or Level 4	65%	26.52	3.182	2.327	1.856	0.10	0.13	0.02	0.20	0.01	34.345
> 3 rd Term or Level 3	60%	24.48	2.938	2.327	1.714	0.10	0.13	0.02	0.20	0.01	31.919
> 2 nd Term or Level 2	55%	22.44	2.693	2.327	1.571	0.10	0.13	0.02	0.20	0.01	29.491
> 1 st Term or Level 1	50%	20.40	2.448	2.327	1.428	0.10	0.13	0.02	0.20	0.01	27.063
Material Handler/ Pre-Apprentice	45%	18.36	2.203	2.327	n/a	0.10	0.13	0.02	0.20	0.01	23.350

† 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 industrial projects which are located inside the Lower Mainland/Fraser Valley.

"Inside" Lower Mainland/Fraser Valley

Effective November 26, 2017

	Employee Classifications										
	FM	TP	8	7	6	5	4	3	2	1	MH/PA
‡ Employer Contributions:											
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 †	4.807	4.180	2.633	2.487	2.195	2.048	1.902	1.756	1.609	1.463	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
‡ Total Employer Contributions	7.594	6.967	5.420	5.274	4.982	4.835	4.689	4.543	4.396	4.250	2.787
‡ Employee Deductions:											
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
‡ Total Employee Deductions	1.270	1.270	1.270	1.270	1.270	1.270	1.270	1.270	1.270	1.270	1.270
Total Hourly Remittance	ST 8.864	8.237	6.690	6.544	6.252	6.105	5.959	5.813	5.666	5.520	4.057
	1.5x OT 13.296	12.356	10.035	9.816	9.378	9.158	8.939	8.720	8.499	8.280	6.086
	2x OT 17.728	16.474	13.380	13.088	12.504	12.210	11.918	11.626	11.332	11.040	8.114

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

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

SCHEDULE "B2.4"

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

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

"Outside" Lower Mainland/Fraser Valley

Effective November 26, 2017

	Employee Classifications											
	FM	TP	8	7	6	5	4	3	2	1	MH/PA	
‡ Employer Contributions:												
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 †	4.692	4.080	2.570	2.428	2.142	1.999	1.856	1.714	1.571	1.428	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	
‡ Total Employer Contributions	7.479	6.867	5.357	5.215	4.929	4.786	4.643	4.501	4.358	4.215	2.787	
‡ Employee Deductions:												
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	
‡ Total Employee Deductions	1.270	1.270	1.270	1.270	1.270	1.270	1.270	1.270	1.270	1.270	1.270	
Total Hourly Remittance	ST	8.749	8.137	6.627	6.485	6.199	6.056	5.913	5.771	5.628	5.485	4.057
	1.5x OT	13.124	12.206	9.941	9.728	9.299	9.084	8.870	8.657	8.442	8.228	6.086
	2x OT	17.498	16.274	13.254	12.970	12.398	12.112	11.826	11.542	11.256	10.970	8.114

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

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