

SCHEDULE "A1.5"

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

Schedule "A1.5" shall apply to all commercial and institutional projects which are located inside the Lower Mainland/Fraser Valley.

"Inside" Lower Mainland/Fraser Valley

Effective May 01, 2018

Employee Classifications:	%	Base Rate	VP/SHP 8%	Employer Contributions							Total Package
				Benefit Plan	Pension † 8%	CEA	CAF	CIRP	ABCSC	D&A Policy	
Journeyman											
> Foreman (FM)	115%	39.64	3.171	2.327	3.171	0.10	0.13	0.02	0.20	0.01	48.769
> Tradesperson (TP)	100%	34.47	2.758	2.327	2.758	0.10	0.13	0.02	0.20	0.01	42.773
Apprentice or Semi Skilled Worker (SSW)											
			VP/SHP 8%		Pension † 5%						
> 8 th Term or Level 8	90%	31.02	2.482	2.327	1.551	0.10	0.13	0.02	0.20	0.01	37.840
> 7 th Term or Level 7	85%	29.30	2.344	2.327	1.465	0.10	0.13	0.02	0.20	0.01	35.896
> 6 th Term or Level 6	75%	25.85	2.068	2.327	1.293	0.10	0.13	0.02	0.20	0.01	31.998
> 5 th Term or Level 5	70%	24.13	1.930	2.327	1.207	0.10	0.13	0.02	0.20	0.01	30.054
> 4 th Term or Level 4	65%	22.41	1.793	2.327	1.121	0.10	0.13	0.02	0.20	0.01	28.111
> 3 rd Term or Level 3	60%	20.68	1.654	2.327	1.034	0.10	0.13	0.02	0.20	0.01	26.155
> 2 nd Term or Level 2	55%	18.96	1.517	2.327	0.948	0.10	0.13	0.02	0.20	0.01	24.212
> 1 st Term or Level 1	50%	17.24	1.379	2.327	0.862	0.10	0.13	0.02	0.20	0.01	22.268
Material Handler/ Pre-Apprentice	45%	15.51	1.241	2.327	n/a	0.10	0.13	0.02	0.20	0.01	19.538

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

SCHEDULE "A2.5"

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

Schedule "A2.5" shall apply to all commercial and institutional projects which are located outside the Lower Mainland/Fraser Valley.

"Outside" Lower Mainland/Fraser Valley

Effective May 01, 2018

<u>Employee Classifications:</u>	%	Base Rate	VP/SHP 8%	Employer Contributions							Total Package
				Benefit Plan	Pension † 8%	CEA	CAF	CIRP	ABCSC	D&A Policy	
Journeyman											
> Foreman (FM)	115%	38.49	3.079	2.327	3.079	0.10	0.13	0.02	0.20	0.01	47.435
> Tradesperson (TP)	100%	33.47	2.678	2.327	2.678	0.10	0.13	0.02	0.20	0.01	41.613
Apprentice or Semi Skilled Worker (SSW)											
			VP/SHP 8%		Pension † 5%						
> 8 th Term or Level 8	90%	30.12	2.410	2.327	1.506	0.10	0.13	0.02	0.20	0.01	36.823
> 7 th Term or Level 7	85%	28.45	2.276	2.327	1.423	0.10	0.13	0.02	0.20	0.01	34.936
> 6 th Term or Level 6	75%	25.10	2.008	2.327	1.255	0.10	0.13	0.02	0.20	0.01	31.150
> 5 th Term or Level 5	70%	23.43	1.874	2.327	1.172	0.10	0.13	0.02	0.20	0.01	29.263
> 4 th Term or Level 4	65%	21.76	1.741	2.327	1.088	0.10	0.13	0.02	0.20	0.01	27.376
> 3 rd Term or Level 3	60%	20.08	1.606	2.327	1.004	0.10	0.13	0.02	0.20	0.01	25.477
> 2 nd Term or Level 2	55%	18.41	1.473	2.327	0.921	0.10	0.13	0.02	0.20	0.01	23.591
> 1 st Term or Level 1	50%	16.74	1.339	2.327	0.837	0.10	0.13	0.02	0.20	0.01	21.703
Material Handler/ Pre-Apprentice	45%	15.06	1.205	2.327	n/a	0.10	0.13	0.02	0.20	0.01	19.052

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

SCHEDULE "B1.5"

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

Schedule "B1.5" shall apply to all commercial and institutional projects which are located inside the Lower Mainland/Fraser Valley.

"Inside" Lower Mainland/Fraser Valley

Effective May 01, 2018

	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 †	3.171	2.758	1.551	1.465	1.293	1.207	1.121	1.034	0.948	0.862	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	5.958	5.545	4.338	4.252	4.080	3.994	3.908	3.821	3.735	3.649	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	7.228	6.815	5.608	5.522	5.350	5.264	5.178	5.091	5.005	4.919	4.057
	1.5x OT	7.228	6.815	5.608	5.522	5.350	5.264	5.178	5.091	5.005	4.919	4.057
	2x OT	7.228	6.815	5.608	5.522	5.350	5.264	5.178	5.091	5.005	4.919	4.057

† 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 "B2.5"

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

Schedule "B2.5" shall apply to all commercial and institutional projects which are located outside the Lower Mainland/Fraser Valley.

"Outside" Lower Mainland/Fraser Valley

Effective May 01, 2018

	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	2.327
Union Pension Plan †	3.079	2.678	1.506	1.423	1.255	1.172	1.088	1.004	0.921	0.837	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
‡ Total Employer Contributions	5.866	5.465	4.293	4.210	4.042	3.959	3.875	3.791	3.708	3.624	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	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	1.270
Total Hourly Remittance	ST	7.136	6.735	5.563	5.480	5.312	5.229	5.145	5.061	4.978	4.894	4.057
	1.5x OT	7.136	6.735	5.563	5.480	5.312	5.229	5.145	5.061	4.978	4.894	4.057
	2x OT	7.136	6.735	5.563	5.480	5.312	5.229	5.145	5.061	4.978	4.894	4.057

† 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.