

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 industrial 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 12%	Employer Contributions							Total Package
				Benefit Plan	Pension † 10%	CEA	CAF	CIRP	ABCSC	D&A Policy	
Journeyman											
> Foreman (FM)	115%	48.54	5.825	2.327	4.854	0.10	0.13	0.02	0.20	0.01	62.006
> Tradesperson (TP)	100%	42.21	5.065	2.327	4.221	0.10	0.13	0.02	0.20	0.01	54.283
Apprentice or Semi Skilled Worker (SSW)											
			VP/SHP 12%		Pension † 7%						
> 8 th Term or Level 8	90%	37.99	4.559	2.327	2.659	0.10	0.13	0.02	0.20	0.01	47.995
> 7 th Term or Level 7	85%	35.88	4.306	2.327	2.512	0.10	0.13	0.02	0.20	0.01	45.485
> 6 th Term or Level 6	75%	31.66	3.799	2.327	2.216	0.10	0.13	0.02	0.20	0.01	40.462
> 5 th Term or Level 5	70%	29.55	3.546	2.327	2.069	0.10	0.13	0.02	0.20	0.01	37.952
> 4 th Term or Level 4	65%	27.44	3.293	2.327	1.921	0.10	0.13	0.02	0.20	0.01	35.441
> 3 rd Term or Level 3	60%	25.33	3.040	2.327	1.773	0.10	0.13	0.02	0.20	0.01	32.930
> 2 nd Term or Level 2	55%	23.22	2.786	2.327	1.625	0.10	0.13	0.02	0.20	0.01	30.418
> 1 st Term or Level 1	50%	21.11	2.533	2.327	1.478	0.10	0.13	0.02	0.20	0.01	27.908
Material Handler/ Pre-Apprentice	45%	18.99	2.279	2.327	n/a	0.10	0.13	0.02	0.20	0.01	24.056

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

"Outside" Lower Mainland/Fraser Valley

Effective May 01, 2018

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%	47.39	5.687	2.327	4.739	0.10	0.13	0.02	0.20	0.01	60.603
> Tradesperson (TP)	100%	41.21	4.945	2.327	4.121	0.10	0.13	0.02	0.20	0.01	53.063
Apprentice or Semi Skilled Worker (SSW)											
			VP/SHP 12%		Pension † 7%						
> 8 th Term or Level 8	90%	37.09	4.451	2.327	2.596	0.10	0.13	0.02	0.20	0.01	46.924
> 7 th Term or Level 7	85%	35.03	4.204	2.327	2.452	0.10	0.13	0.02	0.20	0.01	44.473
> 6 th Term or Level 6	75%	30.91	3.709	2.327	2.164	0.10	0.13	0.02	0.20	0.01	39.570
> 5 th Term or Level 5	70%	28.85	3.462	2.327	2.020	0.10	0.13	0.02	0.20	0.01	37.119
> 4 th Term or Level 4	65%	26.79	3.215	2.327	1.875	0.10	0.13	0.02	0.20	0.01	34.667
> 3 rd Term or Level 3	60%	24.73	2.968	2.327	1.731	0.10	0.13	0.02	0.20	0.01	32.216
> 2 nd Term or Level 2	55%	22.67	2.720	2.327	1.587	0.10	0.13	0.02	0.20	0.01	29.764
> 1 st Term or Level 1	50%	20.61	2.473	2.327	1.443	0.10	0.13	0.02	0.20	0.01	27.313
Material Handler/ Pre-Apprentice	45%	18.54	2.225	2.327	n/a	0.10	0.13	0.02	0.20	0.01	23.552

† 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 industrial 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 †	4.854	4.221	2.659	2.512	2.216	2.069	1.921	1.773	1.625	1.478	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	7.641	7.008	5.446	5.299	5.003	4.856	4.708	4.560	4.412	4.265	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	8.911	8.278	6.716	6.569	6.273	6.126	5.978	5.830	5.682	5.535	4.057
	1.5x OT	13.367	12.417	10.074	9.854	9.410	9.189	8.967	8.745	8.523	8.303	6.086
	2x OT	17.822	16.556	13.432	13.138	12.546	12.252	11.956	11.660	11.364	11.070	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 "B2.5"

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

Schedule "B2.5" shall apply to all industrial 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 †	4.739	4.121	2.596	2.452	2.164	2.020	1.875	1.731	1.587	1.443	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	7.526	6.908	5.383	5.239	4.951	4.807	4.662	4.518	4.374	4.230	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	8.796	8.178	6.653	6.509	6.221	6.077	5.932	5.788	5.644	5.500	4.057
	1.5x OT	13.194	12.267	9.980	9.764	9.332	9.116	8.898	8.682	8.466	8.250	6.086
	2x OT	17.592	16.356	13.306	13.018	12.442	12.154	11.864	11.576	11.288	11.000	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.