

**SCHEDULE "A1.5"
REVISED****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apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley, except those which are superceded by the LM/FV exemption. Refer to Article 3.301 (a) for details.

"Inside" Lower Mainland/Fraser Valley**Effective May 01, 2018**

Employee Classifications:	%	Base Rate	VP/SHP 12%	Benefit Plan	Pension † 10%	Employer Contributions					D&A Policy	Total Package
						CEA	CAF	CIRP	JAPlan	BCBCBTU		
Journeyman												
> Foreman (FM)	115%	48.54	5.825	2.467	4.854	0.10	0.13	0.02	n/a	0.05	0.01	61.996
> Certified (CJP)	100%	42.21	5.065	2.467	4.221	0.10	0.13	0.02	n/a	0.05	0.01	54.273
> Uncertified (UJP)	90%	37.99	4.559	2.467	3.799	0.10	0.13	0.02	n/a	0.05	0.01	49.125
Apprentice or Semi Skilled Carpenter												
			VP/SHP 12%		Pension † 7%							
> 8 th Term or Level 8	90%	37.99	4.559	2.467	2.659	0.10	0.13	0.02	n/a	0.05	0.01	47.985
> 7 th Term or Level 7	85%	35.88	4.306	2.467	2.512	0.10	0.13	0.02	n/a	0.05	0.01	45.475
> 6 th Term or Level 6	75%	31.66	3.799	2.467	2.216	0.10	0.13	0.02	n/a	0.05	0.01	40.452
> 5 th Term or Level 5	70%	29.55	3.546	2.467	2.069	0.10	0.13	0.02	n/a	0.05	0.01	37.942
> 4 th Term or Level 4	65%	27.44	3.293	2.467	1.921	0.10	0.13	0.02	n/a	0.05	0.01	35.431
> 3 rd Term or Level 3	60%	25.33	3.040	2.467	1.773	0.10	0.13	0.02	n/a	0.05	0.01	32.920
> 2 nd Term or Level 2	55%	23.22	2.786	2.467	1.625	0.10	0.13	0.02	n/a	0.05	0.01	30.408
> 1 st Term or Level 1	50%	21.11	2.533	2.467	1.478	0.10	0.13	0.02	n/a	0.05	0.01	27.898
Material Handler/ Pre-Apprentice	45%	18.99	2.279	2.467	n/a	0.10	0.13	0.02	n/a	0.05	0.01	24.046

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

**SCHEDULE "A2.5"
REVISED****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%	Benefit Plan	Pension † 10%	Employer Contributions				BCBCBTU	D&A Policy	Total Package
						CEA	CAF	CIRP	JAPlan			
Journeyman												
> Foreman (FM)	115%	47.39	5.687	2.467	4.739	0.10	0.13	0.02	n/a	0.05	0.01	60.593
> Certified (CJP)	100%	41.21	4.945	2.467	4.121	0.10	0.13	0.02	n/a	0.05	0.01	53.053
> Uncertified (UJP)	90%	37.09	4.451	2.467	3.709	0.10	0.13	0.02	n/a	0.05	0.01	48.027
Apprentice or Semi Skilled Carpenter												
			VP/SHP 12%		Pension † 7%							
> 8 th Term or Level 8	90%	37.09	4.451	2.467	2.596	0.10	0.13	0.02	n/a	0.05	0.01	46.914
> 7 th Term or Level 7	85%	35.03	4.204	2.467	2.452	0.10	0.13	0.02	n/a	0.05	0.01	44.463
> 6 th Term or Level 6	75%	30.91	3.709	2.467	2.164	0.10	0.13	0.02	n/a	0.05	0.01	39.560
> 5 th Term or Level 5	70%	28.85	3.462	2.467	2.020	0.10	0.13	0.02	n/a	0.05	0.01	37.109
> 4 th Term or Level 4	65%	26.79	3.215	2.467	1.875	0.10	0.13	0.02	n/a	0.05	0.01	34.657
> 3 rd Term or Level 3	60%	24.73	2.968	2.467	1.731	0.10	0.13	0.02	n/a	0.05	0.01	32.206
> 2 nd Term or Level 2	55%	22.67	2.720	2.467	1.587	0.10	0.13	0.02	n/a	0.05	0.01	29.754
> 1 st Term or Level 1	50%	20.61	2.473	2.467	1.443	0.10	0.13	0.02	n/a	0.05	0.01	27.303
Material Handler/ Pre-Apprentice	45%	18.54	2.225	2.467	n/a	0.10	0.13	0.02	n/a	0.05	0.01	23.542

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

**SCHEDULE "B1.5"
REVISED****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, except those which are superceded by the LM/FV exemption. Refer to Article 3.301 (a) for details.

"Inside" Lower Mainland/Fraser Valley**Effective May 01, 2018**

	Employee Classifications											
	FM	CJP	UJP	8	7	6	5	4	3	2	1	MH/PA
‡ Employer Contributions:												
Union Benefit Plan	2.467	2.467	2.467	2.467	2.467	2.467	2.467	2.467	2.467	2.467	2.467	2.467
Union Pension Plan †	4.854	4.221	3.799	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	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
JAPlan	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
BCBCBTU	0.050	0.050	0.050	0.050	0.050	0.050	0.050	0.050	0.050	0.050	0.050	0.050
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	7.631	6.998	6.576	5.436	5.289	4.993	4.846	4.698	4.550	4.402	4.255	2.777
‡ 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 8.901	8.268	7.846	6.706	6.559	6.263	6.116	5.968	5.820	5.672	5.525	4.047
	1.5x OT 13.352	12.402	11.769	10.059	9.839	9.395	9.174	8.952	8.730	8.508	8.288	6.071
	2x OT 17.802	16.536	15.692	13.412	13.118	12.526	12.232	11.936	11.640	11.344	11.050	8.094

† 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"
REVISED****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	CJP	UJP	8	7	6	5	4	3	2	1	MH/PA
‡ Employer Contributions:												
Union Benefit Plan	2.467	2.467	2.467	2.467	2.467	2.467	2.467	2.467	2.467	2.467	2.467	2.467
Union Pension Plan †	4.739	4.121	3.709	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
JAPlan	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
BCBCBTU	0.050	0.050	0.050	0.050	0.050	0.050	0.050	0.050	0.050	0.050	0.050	0.050
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	7.516	6.898	6.486	5.373	5.229	4.941	4.797	4.652	4.508	4.364	4.220	2.777
‡ 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 8.786	8.168	7.756	6.643	6.499	6.211	6.067	5.922	5.778	5.634	5.490	4.047
	1.5x OT 13.179	12.252	11.634	9.965	9.749	9.317	9.101	8.883	8.667	8.451	8.235	6.071
	2x OT 17.572	16.336	15.512	13.286	12.998	12.422	12.134	11.844	11.556	11.268	10.980	8.094

† 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.