

**SCHEDULE "A1.6"
REVISED****INSIDE LOWER MAINLAND/FRASER VALLEY
MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE**

Schedule "A1.6" 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apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley, except those which are superceded by the LM/FV exemption.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 April 01, 2019**

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%	49.01	5.881	2.467	4.901	0.10	0.13	0.02	n/a	0.05	0.01	62.569
> Certified (CJP)	100%	42.62	5.114	2.467	4.262	0.10	0.13	0.02	n/a	0.05	0.01	54.773
> Uncertified (UJP)	90%	38.36	4.603	2.467	3.836	0.10	0.13	0.02	n/a	0.05	0.01	49.576
Apprentice or Semi Skilled Carpenter												
			VP/SHP 12%		Pension † 7%							
> 8 th Term or Level 8	90%	38.36	4.603	2.467	2.685	0.10	0.13	0.02	n/a	0.05	0.01	48.425
> 7 th Term or Level 7	85%	36.23	4.348	2.467	2.536	0.10	0.13	0.02	n/a	0.05	0.01	45.891
> 6 th Term or Level 6	75%	31.97	3.836	2.467	2.238	0.10	0.13	0.02	n/a	0.05	0.01	40.821
> 5 th Term or Level 5	70%	29.83	3.580	2.467	2.088	0.10	0.13	0.02	n/a	0.05	0.01	38.275
> 4 th Term or Level 4	65%	27.70	3.324	2.467	1.939	0.10	0.13	0.02	n/a	0.05	0.01	35.740
> 3 rd Term or Level 3	60%	25.57	3.068	2.467	1.790	0.10	0.13	0.02	n/a	0.05	0.01	33.205
> 2 nd Term or Level 2	55%	23.44	2.813	2.467	1.641	0.10	0.13	0.02	n/a	0.05	0.01	30.671
> 1 st Term or Level 1	50%	21.31	2.557	2.467	1.492	0.10	0.13	0.02	n/a	0.05	0.01	28.136
Material Handler/ Pre-Apprentice	45%	19.18	2.302	2.467	n/a	0.10	0.13	0.02	n/a	0.05	0.01	24.259

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

**SCHEDULE "A2.6"
REVISED****OUTSIDE LOWER MAINLAND/FRASER VALLEY
MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE**

Schedule "A2.6" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

"Outside" Lower Mainland/Fraser Valley**Effective April 01, 2019**

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%	47.86	5.743	2.467	4.786	0.10	0.13	0.02	n/a	0.05	0.01	61.166
> Certified (CJP)	100%	41.62	4.994	2.467	4.162	0.10	0.13	0.02	n/a	0.05	0.01	53.553
> Uncertified (UJP)	90%	37.46	4.495	2.467	3.746	0.10	0.13	0.02	n/a	0.05	0.01	48.478
Apprentice or Semi Skilled Carpenter			VP/SHP 12%		Pension † 7%							
> 8 th Term or Level 8	90%	37.46	4.495	2.467	2.622	0.10	0.13	0.02	n/a	0.05	0.01	47.354
> 7 th Term or Level 7	85%	35.38	4.246	2.467	2.477	0.10	0.13	0.02	n/a	0.05	0.01	44.880
> 6 th Term or Level 6	75%	31.22	3.746	2.467	2.185	0.10	0.13	0.02	n/a	0.05	0.01	39.928
> 5 th Term or Level 5	70%	29.13	3.496	2.467	2.039	0.10	0.13	0.02	n/a	0.05	0.01	37.442
> 4 th Term or Level 4	65%	27.05	3.246	2.467	1.894	0.10	0.13	0.02	n/a	0.05	0.01	34.967
> 3 rd Term or Level 3	60%	24.97	2.996	2.467	1.748	0.10	0.13	0.02	n/a	0.05	0.01	32.491
> 2 nd Term or Level 2	55%	22.89	2.747	2.467	1.602	0.10	0.13	0.02	n/a	0.05	0.01	30.016
> 1 st Term or Level 1	50%	20.81	2.497	2.467	1.457	0.10	0.13	0.02	n/a	0.05	0.01	27.541
Material Handler/ Pre-Apprentice	45%	18.73	2.248	2.467	n/a	0.10	0.13	0.02	n/a	0.05	0.01	23.755

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

SCHEDULE "B1.6"
REVISED**INSIDE LOWER MAINLAND/FRASER VALLEY**
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Schedule "B1.6" 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 April 01, 2019**

	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 †	4.901	4.262	3.836	2.685	2.536	2.238	2.088	1.939	1.790	1.641	1.492	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	7.678	7.039	6.613	5.462	5.313	5.015	4.865	4.716	4.567	4.418	4.269	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 8.948	8.309	7.883	6.732	6.583	6.285	6.135	5.986	5.837	5.688	5.539	4.047
	1.5x OT 13.422	12.464	11.825	10.098	9.875	9.428	9.203	8.979	8.756	8.532	8.309	6.071
	2x OT 17.896	16.618	15.766	13.464	13.166	12.570	12.270	11.972	11.674	11.376	11.078	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 "B2.6"
REVISED****OUTSIDE LOWER MAINLAND/FRASER VALLEY
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

Schedule "B2.6" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

"Outside" Lower Mainland/Fraser Valley**Effective April 01, 2019**

	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 †	4.786	4.162	3.746	2.622	2.477	2.185	2.039	1.894	1.748	1.602	1.457	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	7.563	6.939	6.523	5.399	5.254	4.962	4.816	4.671	4.525	4.379	4.234	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 8.833	8.209	7.793	6.669	6.524	6.232	6.086	5.941	5.795	5.649	5.504	4.047
	1.5x OT 13.250	12.314	11.690	10.004	9.786	9.348	9.129	8.912	8.693	8.474	8.256	6.071
	2x OT 17.666	16.418	15.586	13.338	13.048	12.464	12.172	11.882	11.590	11.298	11.008	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.