

SCHEDULE "A1.6"

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

Schedule "A1.6" shall apply to all commercial and institutional projects which are located inside the Lower Mainland/Fraser Valley.

"Inside" Lower Mainland/Fraser Valley

Effective April 01, 2019

| <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% | 39.94 | 3.195 | 2.327 | 3.195 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 49.117 |
| > Tradesperson (TP) | 100% | 34.73 | 2.778 | 2.327 | 2.778 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 43.073 |
| Apprentice or Semi Skilled Worker (SSW) | | | | | | | | | | | |
| | | | VP/SHP 8% | | Pension † 5% | | | | | | |
| > 8 th Term or Level 8 | 90% | 31.26 | 2.501 | 2.327 | 1.563 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 38.111 |
| > 7 th Term or Level 7 | 85% | 29.52 | 2.362 | 2.327 | 1.476 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 36.145 |
| > 6 th Term or Level 6 | 75% | 26.05 | 2.084 | 2.327 | 1.303 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 32.224 |
| > 5 th Term or Level 5 | 70% | 24.31 | 1.945 | 2.327 | 1.216 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 30.258 |
| > 4 th Term or Level 4 | 65% | 22.57 | 1.806 | 2.327 | 1.129 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 28.292 |
| > 3 rd Term or Level 3 | 60% | 20.84 | 1.667 | 2.327 | 1.042 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 26.336 |
| > 2 nd Term or Level 2 | 55% | 19.10 | 1.528 | 2.327 | 0.955 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 24.370 |
| > 1 st Term or Level 1 | 50% | 17.37 | 1.390 | 2.327 | 0.869 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 22.416 |
| Material Handler/ Pre-Apprentice | 45% | 15.63 | 1.250 | 2.327 | n/a | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 19.667 |

Pension contributions are NOT insurable earnings pursuant to CRA regulations.

SCHEDULE "A2.6"

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

Schedule "A2.6" shall apply to all commercial and institutional 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 8% | Employer Contributions | | | | | | | Total Package |
|--|-------------|------------------|------------------|-------------------------------|---------------------|-------------|-------------|-------------|--------------|-----------------------|----------------------|
| | | | | Benefit Plan | Pension † 8% | CEA | CAF | CIRP | ABCSC | D&A Policy | |
| Journeyman | | | | | | | | | | | |
| > Foreman (FM) | 115% | 38.79 | 3.103 | 2.327 | 3.103 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 47.783 |
| > Tradesperson (TP) | 100% | 33.73 | 2.698 | 2.327 | 2.698 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 41.913 |
| Apprentice or Semi Skilled Worker (SSW) | | | | | | | | | | | |
| | | | VP/SHP 8% | | Pension † 5% | | | | | | |
| > 8 th Term or Level 8 | 90% | 30.36 | 2.429 | 2.327 | 1.518 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 37.094 |
| > 7 th Term or Level 7 | 85% | 28.67 | 2.294 | 2.327 | 1.434 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 35.185 |
| > 6 th Term or Level 6 | 75% | 25.30 | 2.024 | 2.327 | 1.265 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 31.376 |
| > 5 th Term or Level 5 | 70% | 23.61 | 1.889 | 2.327 | 1.181 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 29.467 |
| > 4 th Term or Level 4 | 65% | 21.92 | 1.754 | 2.327 | 1.096 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 27.557 |
| > 3 rd Term or Level 3 | 60% | 20.24 | 1.619 | 2.327 | 1.012 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 25.658 |
| > 2 nd Term or Level 2 | 55% | 18.55 | 1.484 | 2.327 | 0.928 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 23.749 |
| > 1 st Term or Level 1 | 50% | 16.87 | 1.350 | 2.327 | 0.844 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 21.851 |
| Material Handler/ Pre-Apprentice | 45% | 15.18 | 1.214 | 2.327 | n/a | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 19.181 |

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

SCHEDULE "B1.6"

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

Schedule "B1.6" shall apply to all commercial and institutional projects which are located inside the Lower Mainland/Fraser Valley.

"Inside" Lower Mainland/Fraser Valley

Effective April 01, 2019

| | 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 † | 3.195 | 2.778 | 1.563 | 1.476 | 1.303 | 1.216 | 1.129 | 1.042 | 0.955 | 0.869 | 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 | 5.982 | 5.565 | 4.350 | 4.263 | 4.090 | 4.003 | 3.916 | 3.829 | 3.742 | 3.656 | 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 | 7.252 | 6.835 | 5.620 | 5.533 | 5.360 | 5.273 | 5.186 | 5.099 | 5.012 | 4.926 | 4.057 |
| | 1.5x OT | 7.252 | 6.835 | 5.620 | 5.533 | 5.360 | 5.273 | 5.186 | 5.099 | 5.012 | 4.926 | 4.057 |
| | 2x OT | 7.252 | 6.835 | 5.620 | 5.533 | 5.360 | 5.273 | 5.186 | 5.099 | 5.012 | 4.926 | 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 "B2.6"

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

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

"Outside" Lower Mainland/Fraser Valley

Effective April 01, 2019

| | 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 † | 3.103 | 2.698 | 1.518 | 1.434 | 1.265 | 1.181 | 1.096 | 1.012 | 0.928 | 0.844 | 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 | 5.890 | 5.485 | 4.305 | 4.221 | 4.052 | 3.968 | 3.883 | 3.799 | 3.715 | 3.631 | 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 7.160 | 6.755 | 5.575 | 5.491 | 5.322 | 5.238 | 5.153 | 5.069 | 4.985 | 4.901 | 4.057 |
| | 1.5x OT 7.160 | 6.755 | 5.575 | 5.491 | 5.322 | 5.238 | 5.153 | 5.069 | 4.985 | 4.901 | 4.057 |
| | 2x OT 7.160 | 6.755 | 5.575 | 5.491 | 5.322 | 5.238 | 5.153 | 5.069 | 4.985 | 4.901 | 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.