

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 industrial 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 12% | Employer Contributions | | | | | | | Total Package |
|--|-------------|--------------|--------------|------------------------|---------------|-------------|-------------|-------------|-------------|-------------|---------------|
| | | | | Benefit Plan | Pension † 10% | CEA | CAF | CIRP | ABCSC | D&A Policy | |
| Journeyman | | | | | | | | | | | |
| > Foreman (FM) | 115% | 49.01 | 5.881 | 2.327 | 4.901 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 62.579 |
| > Tradesperson (TP) | 100% | 42.62 | 5.114 | 2.327 | 4.262 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 54.783 |
| Apprentice or Semi Skilled Worker (SSW) | | | | | | | | | | | |
| | | | VP/SHP 12% | | Pension † 7% | | | | | | |
| > 8 th Term or Level 8 | 90% | 38.36 | 4.603 | 2.327 | 2.685 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 48.435 |
| > 7 th Term or Level 7 | 85% | 36.23 | 4.348 | 2.327 | 2.536 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 45.901 |
| > 6 th Term or Level 6 | 75% | 31.97 | 3.836 | 2.327 | 2.238 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 40.831 |
| > 5 th Term or Level 5 | 70% | 29.83 | 3.580 | 2.327 | 2.088 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 38.285 |
| > 4 th Term or Level 4 | 65% | 27.70 | 3.324 | 2.327 | 1.939 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 35.750 |
| > 3 rd Term or Level 3 | 60% | 25.57 | 3.068 | 2.327 | 1.790 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 33.215 |
| > 2 nd Term or Level 2 | 55% | 23.44 | 2.813 | 2.327 | 1.641 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 30.681 |
| > 1 st Term or Level 1 | 50% | 21.31 | 2.557 | 2.327 | 1.492 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 28.146 |
| Material Handler/ Pre-Apprentice | 45% | 19.18 | 2.302 | 2.327 | n/a | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 24.269 |

† 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 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% | Employer Contributions | | | | | | | Total Package |
|--|-------------|------------------|-------------------|-------------------------------|----------------------|-------------|-------------|-------------|--------------|-----------------------|----------------------|
| | | | | Benefit Plan | Pension † 10% | CEA | CAF | CIRP | ABCSC | D&A Policy | |
| Journeyman | | | | | | | | | | | |
| > Foreman (FM) | 115% | 47.86 | 5.743 | 2.327 | 4.786 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 61.176 |
| > Tradesperson (TP) | 100% | 41.62 | 4.994 | 2.327 | 4.162 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 53.563 |
| Apprentice or Semi Skilled Worker (SSW) | | | | | | | | | | | |
| | | | VP/SHP 12% | | Pension † 7% | | | | | | |
| > 8 th Term or Level 8 | 90% | 37.46 | 4.495 | 2.327 | 2.622 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 47.364 |
| > 7 th Term or Level 7 | 85% | 35.38 | 4.246 | 2.327 | 2.477 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 44.890 |
| > 6 th Term or Level 6 | 75% | 31.22 | 3.746 | 2.327 | 2.185 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 39.938 |
| > 5 th Term or Level 5 | 70% | 29.13 | 3.496 | 2.327 | 2.039 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 37.452 |
| > 4 th Term or Level 4 | 65% | 27.05 | 3.246 | 2.327 | 1.894 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 34.977 |
| > 3 rd Term or Level 3 | 60% | 24.97 | 2.996 | 2.327 | 1.748 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 32.501 |
| > 2 nd Term or Level 2 | 55% | 22.89 | 2.747 | 2.327 | 1.602 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 30.026 |
| > 1 st Term or Level 1 | 50% | 20.81 | 2.497 | 2.327 | 1.457 | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 27.551 |
| Material Handler/ Pre-Apprentice | 45% | 18.73 | 2.248 | 2.327 | n/a | 0.10 | 0.13 | 0.02 | 0.20 | 0.01 | 23.765 |

† 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 industrial 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 |
| Union Pension Plan † | 4.901 | 4.262 | 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 |
| 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 | 7.688 | 7.049 | 5.472 | 5.323 | 5.025 | 4.875 | 4.726 | 4.577 | 4.428 | 4.279 | 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 | 8.958 | 8.319 | 6.742 | 6.593 | 6.295 | 6.145 | 5.996 | 5.847 | 5.698 | 4.057 |
| | 1.5x OT | 13.437 | 12.479 | 10.113 | 9.890 | 9.443 | 9.218 | 8.994 | 8.771 | 8.547 | 6.086 |
| | 2x OT | 17.916 | 16.638 | 13.484 | 13.186 | 12.590 | 12.290 | 11.992 | 11.694 | 11.396 | 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 "B2.6"

**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 | 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 † | 4.786 | 4.162 | 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 |
| 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 | 7.573 | 6.949 | 5.409 | 5.264 | 4.972 | 4.826 | 4.681 | 4.535 | 4.389 | 4.244 | 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 8.843 | 8.219 | 6.679 | 6.534 | 6.242 | 6.096 | 5.951 | 5.805 | 5.659 | 5.514 | 4.057 |
| | 1.5x OT 13.265 | 12.329 | 10.019 | 9.801 | 9.363 | 9.144 | 8.927 | 8.708 | 8.489 | 8.271 | 6.086 |
| | 2x OT 17.686 | 16.438 | 13.358 | 13.068 | 12.484 | 12.192 | 11.902 | 11.610 | 11.318 | 11.028 | 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.