

SCHEDULE "A1.2"

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

Schedule "A1.2" shall apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley.

"Inside" Lower Mainland/Fraser Valley

Effective May 01, 2020

Employee Classifications:	%	Base Rate	Employer Contributions								Total Package
			VP/SHP 12%	Benefit Plan	† Pension	Training Fund	CAF	CEA	CIRP	D&A	
Journeyman			10%								
General Foreperson (GFP)	120%	51.41	6.17	2.10	5.14	0.31	0.13	0.10	0.04	0.01	65.41
Foreperson (FP)	115%	49.27	5.91	2.10	4.93	0.31	0.13	0.10	0.04	0.01	62.80
Tradesperson (TP)	100%	42.84	5.14	2.10	4.28	0.31	0.13	0.10	0.04	0.01	54.95
Uncertified Tradesperson (UTP)	90%	38.56	4.63	2.10	3.86	0.31	0.13	0.10	0.04	0.01	49.74
Apprentice or Semi Skilled Worker			7%								
8th Term or Level 8	90%	38.56	4.63	2.10	2.70	0.31	0.13	0.10	0.04	0.01	48.58
7th Term or Level 7	85%	36.41	4.37	2.10	2.55	0.31	0.13	0.10	0.04	0.01	46.02
6th Term or Level 6	75%	32.13	3.86	2.10	2.25	0.31	0.13	0.10	0.04	0.01	40.93
5th Term or Level 5	70%	29.99	3.60	2.10	2.10	0.31	0.13	0.10	0.04	0.01	38.38
4th Term or Level 4	65%	27.85	3.34	2.10	1.95	0.31	0.13	0.10	0.04	0.01	35.83
3rd Term or Level 3	60%	25.70	3.08	2.10	1.80	0.31	0.13	0.10	0.04	0.01	33.27
2nd Term or Level 2	55%	23.56	2.83	2.10	1.65	0.31	0.13	0.10	0.04	0.01	30.73
1st Term or Level 1	50%	21.42	2.57	2.10	1.50	0.31	0.13	0.10	0.04	0.01	28.18
Material Handler (MH)	45%	19.28	2.31	2.10	n/a	0.31	0.13	0.10	0.04	0.01	24.28

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

SCHEDULE "A2.2"

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

Schedule "A2.2" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

"Outside" Lower Mainland/Fraser Valley**Effective May 01, 2020**

<u>Employee Classifications:</u>	%	Base Rate	Employer Contributions								Total Package
			VP/SHP 12%	Benefit Plan	† Pension	Training Fund	CAF	CEA	CIRP	D&A	
Journeyman			10%								
General Foreperson (GFP)	120%	50.21	6.03	2.10	5.02	0.31	0.13	0.10	0.04	0.01	63.95
Foreperson (FP)	115%	48.12	5.77	2.10	4.81	0.31	0.13	0.10	0.04	0.01	61.39
Tradesperson (TP)	100%	41.84	5.02	2.10	4.18	0.31	0.13	0.10	0.04	0.01	53.73
Uncertified Tradesperson (UTP)	90%	37.66	4.52	2.10	3.77	0.31	0.13	0.10	0.04	0.01	48.64
Apprentice or Semi Skilled Carpenter (SSC)			7%								
8th Term or Level 8	90%	37.66	4.52	2.10	2.64	0.31	0.13	0.10	0.04	0.01	47.51
7th Term or Level 7	85%	35.56	4.27	2.10	2.49	0.31	0.13	0.10	0.04	0.01	45.01
6th Term or Level 6	75%	31.38	3.77	2.10	2.20	0.31	0.13	0.10	0.04	0.01	40.04
5th Term or Level 5	70%	29.29	3.51	2.10	2.05	0.31	0.13	0.10	0.04	0.01	37.54
4th Term or Level 4	65%	27.20	3.26	2.10	1.90	0.31	0.13	0.10	0.04	0.01	35.05
3rd Term or Level 3	60%	25.10	3.01	2.10	1.76	0.31	0.13	0.10	0.04	0.01	32.56
2nd Term or Level 2	55%	23.01	2.76	2.10	1.61	0.31	0.13	0.10	0.04	0.01	30.07
1st Term or Level 1	50%	20.92	2.51	2.10	1.46	0.31	0.13	0.10	0.04	0.01	27.58
Material Handler (MH)	45%	18.83	2.26	2.10	n/a	0.31	0.13	0.10	0.04	0.01	23.78

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

SCHEDULE "B1.2"

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

Schedule "B1.2" shall apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley.

"Inside" Lower Mainland/Fraser Valley

Effective May 01, 2020

Employer Contributions:	Employee Classifications													
	GFP	FP	TP	UTP	8	7	6	5	4	3	2	1	MH	
* Union Benefit Plan	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	
* Union Pension Plan ‡	5.14	4.93	4.28	3.86	2.70	2.55	2.25	2.10	1.95	1.80	1.65	1.50	n/a	
† Training Fund	0.31	0.31	0.31	0.31	0.31	0.31	0.31	0.31	0.31	0.31	0.31	0.31	0.31	
† CAF (Contract Administration Fund)	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	
† CEA (Carpentry Employers Association)	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	
† CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	
† D&A Policy	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	
<u>Total Employer Contributions</u>	7.83	7.62	6.97	6.55	5.39	5.24	4.94	4.79	4.64	4.49	4.34	4.19	2.69	
Employee Deductions:														
* Union Dues	1.27	1.27	1.27	1.27	1.27	1.27	1.27	1.27	1.27	1.27	1.27	1.27	1.27	
† CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	
<u>Total Employee Deductions</u>	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	
Total Hourly Remittance	ST	9.14	8.93	8.28	7.86	6.70	6.55	6.25	6.10	5.95	5.80	5.65	5.50	4.00
	1.5X OT	13.40	13.08	12.11	11.48	9.74	9.51	9.06	8.84	8.61	8.39	8.16	7.94	5.69
	2X OT	17.65	17.23	15.93	15.09	12.77	12.47	11.87	11.57	11.27	10.97	10.67	10.37	7.37

* Employer contributions and employee deductions calculated on the basis of hours earned.

† Employer contributions and employee deductions calculated on the basis of hours worked.

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

SCHEDULE "B2.2"

OUTSIDE LOWER MAINLAND/FRASER VALLEY
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Schedule "B2.2" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

"Outside" Lower Mainland/Fraser Valley

Effective May 01, 2020

Employer Contributions:	Employee Classifications													
	GFP	FP	TP	UTP	8	7	6	5	4	3	2	1	MH	
* Union Benefit Plan	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	
* Union Pension Plan ‡	5.02	4.81	4.18	3.77	2.64	2.49	2.20	2.05	1.90	1.76	1.61	1.46	n/a	
† Training Fund	0.31	0.31	0.31	0.31	0.31	0.31	0.31	0.31	0.31	0.31	0.31	0.31	0.31	
† CAF (Contract Administration Fund)	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	
† CEA (Carpentry Employers Association)	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	
† CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	
† D&A Policy	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	
Total Employer Contributions	7.71	7.50	6.87	6.46	5.33	5.18	4.89	4.74	4.59	4.45	4.30	4.15	2.69	
Employee Deductions:														
* Union Dues	1.27	1.27	1.27	1.27	1.27	1.27	1.27	1.27	1.27	1.27	1.27	1.27	1.27	
† CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	
Total Employee Deductions	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	
Total Hourly Remittance	ST	9.02	8.81	8.18	7.77	6.64	6.49	6.20	6.05	5.90	5.76	5.61	5.46	4.00
	1.5X OT	13.22	12.90	11.96	11.34	9.65	9.42	8.99	8.76	8.54	8.33	8.10	7.88	5.69
	2X OT	17.41	16.99	15.73	14.91	12.65	12.35	11.77	11.47	11.17	10.89	10.59	10.29	7.37

* Employer contributions and employee deductions calculated on the basis of hours earned.

† Employer contributions and employee deductions calculated on the basis of hours worked.

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