

## SCHEDULE "A1.2"

INSIDE 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apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley, except those which are superceded by the LM/FV exemption.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, 2020

Employee Classifications:	%	Base Rate	VP/SHP 12%	Employer Contributions									Total Package
				Benefit Plan	† Pension	Training Fund	CAF	CEA	CIRP	* JAPlan	BCBCBTU	D&A	
<b>Journeyman</b>					<b>10%</b>								
General Foreperson (GFP)	120%	51.41	6.17	2.10	5.14	0.45	0.13	0.10	0.04	n/a	0.05	0.01	65.60
Foreperson (FP)	115%	49.27	5.91	2.10	4.93	0.45	0.13	0.10	0.04	n/a	0.05	0.01	62.99
<b>Certified (CJP)</b>	<b>100%</b>	<b>42.84</b>	<b>5.14</b>	<b>2.10</b>	<b>4.28</b>	<b>0.45</b>	<b>0.13</b>	<b>0.10</b>	<b>0.04</b>	<b>n/a</b>	<b>0.05</b>	<b>0.01</b>	<b>55.14</b>
Uncertified (UJP)	90%	38.56	4.63	2.10	3.86	0.45	0.13	0.10	0.04	n/a	0.05	0.01	49.93
<b>Apprentice or Semi Skilled Carpenter (SSC)</b>					<b>7%</b>								
8th Term or Level 8	90%	38.56	4.63	2.10	2.70	0.45	0.13	0.10	0.04	n/a	0.05	0.01	48.77
7th Term or Level 7	85%	36.41	4.37	2.10	2.55	0.45	0.13	0.10	0.04	n/a	0.05	0.01	46.21
6th Term or Level 6	75%	32.13	3.86	2.10	2.25	0.45	0.13	0.10	0.04	n/a	0.05	0.01	41.12
5th Term or Level 5	70%	29.99	3.60	2.10	2.10	0.45	0.13	0.10	0.04	n/a	0.05	0.01	38.57
4th Term or Level 4	65%	27.85	3.34	2.10	1.95	0.45	0.13	0.10	0.04	n/a	0.05	0.01	36.02
3rd Term or Level 3	60%	25.70	3.08	2.10	1.80	0.45	0.13	0.10	0.04	n/a	0.05	0.01	33.46
2nd Term or Level 2	55%	23.56	2.83	2.10	1.65	0.45	0.13	0.10	0.04	n/a	0.05	0.01	30.92
1st Term or Level 1	50%	21.42	2.57	2.10	1.50	0.45	0.13	0.10	0.04	n/a	0.05	0.01	28.37
<b>Material Handler (MH)</b>	45%	19.28	2.31	2.10	n/a	0.45	0.13	0.10	0.04	n/a	0.05	0.01	24.47

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

\* Contributions to JAPlan have been temporarily suspended as of May 01, 2018.

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

Employee Classifications:	%	Base Rate	VP/SHP 12%	Employer Contributions									Total Package
				Benefit Plan	† Pension	Training Fund	CAF	CEA	CIRP	* JAPlan	BCBCBTU	D&A	
<b>Journeyman</b>				<b>10%</b>									
General Foreperson (GFP)	120%	50.21	6.03	2.10	5.02	0.45	0.13	0.10	0.04	n/a	0.05	0.01	64.14
Foreperson (FP)	115%	48.12	5.77	2.10	4.81	0.45	0.13	0.10	0.04	n/a	0.05	0.01	61.58
<b>Certified (CJP)</b>	<b>100%</b>	<b>41.84</b>	<b>5.02</b>	<b>2.10</b>	<b>4.18</b>	<b>0.45</b>	<b>0.13</b>	<b>0.10</b>	<b>0.04</b>	<b>n/a</b>	<b>0.05</b>	<b>0.01</b>	<b>53.92</b>
Uncertified (UJP)	90%	37.66	4.52	2.10	3.77	0.45	0.13	0.10	0.04	n/a	0.05	0.01	48.83
<b>Apprentice or Semi Skilled Carpenter (SSC)</b>				<b>7%</b>									
8th Term or Level 8	90%	37.66	4.52	2.10	2.64	0.45	0.13	0.10	0.04	n/a	0.05	0.01	47.70
7th Term or Level 7	85%	35.56	4.27	2.10	2.49	0.45	0.13	0.10	0.04	n/a	0.05	0.01	45.20
6th Term or Level 6	75%	31.38	3.77	2.10	2.20	0.45	0.13	0.10	0.04	n/a	0.05	0.01	40.23
5th Term or Level 5	70%	29.29	3.51	2.10	2.05	0.45	0.13	0.10	0.04	n/a	0.05	0.01	37.73
4th Term or Level 4	65%	27.20	3.26	2.10	1.90	0.45	0.13	0.10	0.04	n/a	0.05	0.01	35.24
3rd Term or Level 3	60%	25.10	3.01	2.10	1.76	0.45	0.13	0.10	0.04	n/a	0.05	0.01	32.75
2nd Term or Level 2	55%	23.01	2.76	2.10	1.61	0.45	0.13	0.10	0.04	n/a	0.05	0.01	30.26
1st Term or Level 1	50%	20.92	2.51	2.10	1.46	0.45	0.13	0.10	0.04	n/a	0.05	0.01	27.77
<b>Material Handler (MH)</b>	45%	18.83	2.26	2.10	n/a	0.45	0.13	0.10	0.04	n/a	0.05	0.01	23.97

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

\* Contributions to JAPlan have been temporarily suspended as of May 01, 2018.

## 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, 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, 2020

Employer Contributions:	Employee Classifications												
	GFP	FP	CJP	UJP	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	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
† 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
† 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	n/a
† BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
† 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
<b>Total Employer Contributions</b>	<b>8.02</b>	<b>7.81</b>	<b>7.16</b>	<b>6.74</b>	<b>5.58</b>	<b>5.43</b>	<b>5.13</b>	<b>4.98</b>	<b>4.83</b>	<b>4.68</b>	<b>4.53</b>	<b>4.38</b>	<b>2.88</b>
<b>Employee Deductions:</b>													
* 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
<b>Total Employee Deductions</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>
<b>Total Hourly Remittance</b>	<b>ST 9.33</b>	<b>9.12</b>	<b>8.47</b>	<b>8.05</b>	<b>6.89</b>	<b>6.74</b>	<b>6.44</b>	<b>6.29</b>	<b>6.14</b>	<b>5.99</b>	<b>5.84</b>	<b>5.69</b>	<b>4.19</b>
	<b>1.5X OT 13.59</b>	<b>13.27</b>	<b>12.30</b>	<b>11.67</b>	<b>9.93</b>	<b>9.70</b>	<b>9.25</b>	<b>9.03</b>	<b>8.80</b>	<b>8.58</b>	<b>8.35</b>	<b>8.13</b>	<b>5.88</b>
	<b>2X OT 17.84</b>	<b>17.42</b>	<b>16.12</b>	<b>15.28</b>	<b>12.96</b>	<b>12.66</b>	<b>12.06</b>	<b>11.76</b>	<b>11.46</b>	<b>11.16</b>	<b>10.86</b>	<b>10.56</b>	<b>7.56</b>

\* 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	CJP	UJP	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	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	
† 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	
† 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	n/a	
† BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	
† 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	
<b>Total Employer Contributions</b>	<b>7.90</b>	<b>7.69</b>	<b>7.06</b>	<b>6.65</b>	<b>5.52</b>	<b>5.37</b>	<b>5.08</b>	<b>4.93</b>	<b>4.78</b>	<b>4.64</b>	<b>4.49</b>	<b>4.34</b>	<b>2.88</b>	
<b>Employee Deductions:</b>														
* 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	
<b>Total Employee Deductions</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	
<b>Total Hourly Remittance</b>	<b>ST</b>	<b>9.21</b>	<b>9.00</b>	<b>8.37</b>	<b>7.96</b>	<b>6.83</b>	<b>6.68</b>	<b>6.39</b>	<b>6.24</b>	<b>6.09</b>	<b>5.95</b>	<b>5.80</b>	<b>5.65</b>	<b>4.19</b>
	<b>1.5X OT</b>	<b>13.41</b>	<b>13.09</b>	<b>12.15</b>	<b>11.53</b>	<b>9.84</b>	<b>9.61</b>	<b>9.18</b>	<b>8.95</b>	<b>8.73</b>	<b>8.52</b>	<b>8.29</b>	<b>8.07</b>	<b>5.88</b>
	<b>2X OT</b>	<b>17.60</b>	<b>17.18</b>	<b>15.92</b>	<b>15.10</b>	<b>12.84</b>	<b>12.54</b>	<b>11.96</b>	<b>11.66</b>	<b>11.36</b>	<b>11.08</b>	<b>10.78</b>	<b>10.48</b>	<b>7.56</b>

\* 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.