

**CMAW All Employee Agreement
 Petrowest B.C. Construction Ltd.
 SCHEDULE "A1.6"**

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG

Effective January 1, 2022

<u>Employee Classifications</u>	%	Base Rate	VP/SHP (12%)	Employer Contributions					Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	
Base Rates		41.59	12%	2.70	4.14	0.30	0.20	0.02	
Journey person									
General Foreman (GF)	125%	51.99	6.24	2.70	4.14	0.30	0.20	0.02	65.59
Foreman (FM)	115%	47.83	5.74	2.70	4.14	0.30	0.20	0.02	60.93
Certified Journey Person (CJP)	100%	41.59	4.99	2.70	4.14	0.30	0.20	0.02	53.94
Apprentice Carpenter									
4th Term (4th)	90%	37.43	4.49	2.70	3.73	0.30	0.20	0.02	48.87
3rd Term (3rd)	80%	33.27	3.99	2.70	3.31	0.30	0.20	0.02	43.79
2nd Term (2nd)	70%	29.11	3.49	2.70	2.90	0.30	0.20	0.02	38.72
1st Term (1st)	55%	22.87	2.74	2.70	2.28	0.30	0.20	0.02	31.11
Helper									
up to 500 hours	55%	22.87	2.74	2.70	2.28	0.30	0.20	0.02	31.11
500 - 1000 hours	60%	24.95	2.99	2.70	2.48	0.30	0.20	0.02	33.64
1000 to 1500 hours	65%	27.03	3.24	2.70	2.69	0.30	0.20	0.02	36.18
Utility Person	75%	31.19	3.74	2.70	3.11	0.30	0.20	0.02	41.26
Skilled Helper	80%	33.27	3.99	2.70	4.14	0.30	0.20	0.02	44.62

Employee Deductions and Employer Contributions per hour on hours "EARNED":

Hourly Dues	\$0.89
Local Union Check Off	\$0.25

**CMAW All Employee Agreement
Petrowest B.C. Construction Ltd.
SCHEDULE "A1.7"**

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG

Effective January 1, 2023

<u>Employee Classifications</u>	%	Base Rate	VP/SHP (12%)	Employer Contributions					Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	
Base Rates		42.51	12%	2.70	4.19	0.30	0.20	0.02	
Journey person									
General Foreman (GF)	125%	53.14	6.38	2.70	4.19	0.30	0.20	0.02	66.93
Foreman (FM)	115%	48.89	5.87	2.70	4.19	0.30	0.20	0.02	62.17
Certified Journey Person (CJP)	100%	42.51	5.10	2.70	4.19	0.30	0.20	0.02	55.02
Apprentice Carpenter									
4th Term (4th)	90%	38.26	4.59	2.70	3.77	0.30	0.20	0.02	49.84
3rd Term (3rd)	80%	34.01	4.08	2.70	3.35	0.30	0.20	0.02	44.66
2nd Term (2nd)	70%	29.76	3.57	2.70	2.93	0.30	0.20	0.02	39.48
1st Term (1st)	55%	23.38	2.81	2.70	2.30	0.30	0.20	0.02	31.71
Helper									
up to 500 hours	55%	23.38	2.81	2.70	2.30	0.30	0.20	0.02	31.71
500 - 1000 hours	60%	25.51	3.06	2.70	2.51	0.30	0.20	0.02	34.30
1000 to 1500 hours	65%	27.63	3.32	2.70	2.72	0.30	0.20	0.02	36.89
Utility Person	75%	31.88	3.83	2.70	3.14	0.30	0.20	0.02	42.07
Skilled Helper	80%	34.01	4.08	2.70	4.19	0.30	0.20	0.02	45.50

Employee Deductions and Employer Contributions per hour on hours "EARNED":

Hourly Dues	\$0.89
Local Union Check Off	\$0.25