

## SCHEDULE "A1.1"

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

Schedule "A1.1" 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	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions					Total Package
						Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	
Base Rates		40.96	0.90	41.86	12%	2.50	4.19	0.40	0.20	0.02	
<b>Journeyman</b>											
General Foreman (GF)	125%	51.20	0.90	52.10	6.25	2.50	4.19	0.40	0.20	0.02	65.66
Foreman (FM)	115%	47.10	0.90	48.00	5.76	2.50	4.19	0.40	0.20	0.02	61.07
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>40.96</b>	<b>0.90</b>	<b>41.86</b>	5.02	<b>2.50</b>	<b>4.19</b>	<b>0.40</b>	<b>0.20</b>	<b>0.02</b>	<b>54.19</b>
<b>Apprentice Carpenter</b>											
4th Term (4th)	90%	36.86	0.90	37.76	4.53	2.50	3.77	0.40	0.20	0.02	49.18
3rd Term (3rd)	80%	32.77	0.90	33.67	4.04	2.50	3.35	0.40	0.20	0.02	44.18
2nd Term (2nd)	65%	26.62	0.90	27.52	3.30	2.50	2.72	0.40	0.20	0.02	36.66
1st Term (1st)	55%	22.53	0.90	23.43	2.81	2.50	2.30	0.40	0.20	0.02	31.66
<b>Material Handler/Pre- Apprentice (MH/PA)</b>	55%	22.53	0.90	23.43	2.81	2.50	0.00	0.40	0.20	0.02	29.36



\* All Employer contributions and employee deductions shall be calculated on the basis of "hours earned".

SCHEDULE "B1.1"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS  
INSIDE LOWER MAINLAND/FRASER VALLEY

Schedule "B1.1" shall apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley

"Inside" Lower Mainland/Fraser Valley

Effective April 01 2019

	Employer Classifications								
	GF	FM	CJP	<<<Apprentice Carpenters>>>				MH/PA	
				4th	3rd	2nd	1st		
<b>Employer Contributions:</b>				90%	80%	65%	55%		
CMAW Benefit Plan	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	
Carpentry Workers Pension Plan	4.19	4.19	4.19	3.77	3.35	2.72	2.30	0.00	
CMAW Administration Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	
CMAW Training Fund	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	
Rehabilitation Plan	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	
<b>* Total Employer Contributions</b>	<b>7.31</b>	<b>7.31</b>	<b>7.31</b>	<b>6.89</b>	<b>6.47</b>	<b>5.84</b>	<b>5.42</b>	<b>3.12</b>	
<b>Employee Contributions:</b>									
Field Dues	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	
Local Union Check Off	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	
<b>* Total Employee Contributions</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	
<b>Total Hourly Remittance to CWF</b>	ST	<b>8.20</b>	<b>8.20</b>	<b>8.20</b>	<b>7.78</b>	<b>7.36</b>	<b>6.73</b>	<b>6.31</b>	<b>4.01</b>
	1.5x OT	<b>12.30</b>	<b>12.30</b>	<b>12.30</b>	<b>11.67</b>	<b>11.04</b>	<b>10.10</b>	<b>9.47</b>	<b>6.02</b>
	2x OT	<b>16.40</b>	<b>16.40</b>	<b>16.40</b>	<b>15.56</b>	<b>14.72</b>	<b>13.47</b>	<b>12.63</b>	<b>8.02</b>
<b>Total Hourly Remittance to Other Locals</b>									
	ST	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>
	1.5x OT	<b>0.38</b>	<b>0.38</b>	<b>0.38</b>	<b>0.38</b>	<b>0.38</b>	<b>0.38</b>	<b>0.38</b>	<b>0.38</b>
	2x OT	<b>0.50</b>	<b>0.50</b>	<b>0.50</b>	<b>0.50</b>	<b>0.50</b>	<b>0.50</b>	<b>0.50</b>	<b>0.50</b>

\* All Employer contributions and employee deductions shall be calculated on the basis of "hours earned".

## SCHEDULE "A2.1"

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

Schedule "A2.1" 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 Plan	Admin Fund	Training Fund	Rehab Plan	
Base Rates		40.96	12%	2.50	4.19	0.40	0.20	0.02	
<b>Journeyman</b>									
General Foreman (GF)	125%	51.20	6.14	2.50	4.19	0.40	0.20	0.02	64.65
Foreman (FM)	115%	47.10	5.65	2.50	4.19	0.40	0.20	0.02	60.06
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>40.96</b>	<b>4.92</b>	<b>2.50</b>	<b>4.19</b>	<b>0.40</b>	<b>0.20</b>	<b>0.02</b>	<b>53.19</b>
<b>Apprentice Carpenter</b>									
4th Term (4th)	90%	36.86	4.42	2.50	3.77	0.40	0.20	0.02	48.17
3rd Term (3rd)	80%	32.77	3.94	2.50	3.35	0.40	0.20	0.02	43.17
2nd Term (2nd)	65%	26.62	3.19	2.50	2.72	0.40	0.20	0.02	35.65
1st Term (1st)	55%	22.53	2.70	2.50	2.30	0.40	0.20	0.02	30.65
<b>Material Handler/Pre- Apprentice (MH/PA)</b>	55%	22.53	2.70	2.50	0.00	0.40	0.20	0.02	28.35



\* All Employer contributions and employee deductions shall be calculated on the basis of "hours earned".

**SCHEDULE "B2.1"**

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

Schedule "B2.1" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley

**"Outside" Lower Mainland/Fraser Valley**

**Effective April 01 2019**

	Employer Classifications								
	GF	FM	CJP	<<<Apprentice Carpenters>>>				MH/PA	
				4th	3rd	2nd	1st		
<b>Employer Contributions:</b>				90%	80%	65%	55%		
CMAW Benefit Plan	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	
Carpentry Workers Pension Plan	4.19	4.19	4.19	3.77	3.35	2.72	2.30	0.00	
CMAW Administration Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	
CMAW Training Fund	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	
Rehabilitation Plan	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	
<b>* Total Employer Contributions</b>	<b>7.31</b>	<b>7.31</b>	<b>7.31</b>	<b>6.89</b>	<b>6.47</b>	<b>5.84</b>	<b>5.42</b>	<b>3.12</b>	
<b>Employee Contributions:</b>									
Field Dues	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	
Local Union Check Off	Refer to Article 4.702								
<b>* Total Employee Contributions</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	
<b>Total Hourly Remittance to CWF</b>	ST	<b>8.20</b>	<b>8.20</b>	<b>8.20</b>	<b>7.78</b>	<b>7.36</b>	<b>6.73</b>	<b>6.31</b>	<b>4.01</b>
	1.5x OT	<b>12.30</b>	<b>12.30</b>	<b>12.30</b>	<b>11.67</b>	<b>11.04</b>	<b>10.10</b>	<b>9.47</b>	<b>6.02</b>
	2x OT	<b>16.40</b>	<b>16.40</b>	<b>16.40</b>	<b>15.56</b>	<b>14.72</b>	<b>13.47</b>	<b>12.63</b>	<b>8.02</b>
<b>Total Hourly Remittance to Other Locals</b>	ST	Refer to Article 4.702							
	1.5x OT	Refer to Article 4.702							
	2x OT	Refer to Article 4.702							

\* All Employer contributions and employee deductions shall be calculated on the basis of "hours earned".

SCHEDULE "A1.2"

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

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

"Inside" Lower Mainland/Fraser Valley

Effective April 01 2020

Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions						Total Package
						Benefit Plan	Pension Plan	Admin Fund	Training Fund	Member Assist	Rehab Plan	
Base Rates		41.71	0.90	42.61	12%	2.50	4.19	0.40	0.20	0.05	0.05	
<b>Journeyman</b>												
General Foreman (GF)	125%	52.14	0.90	53.04	6.36	2.50	4.19	0.40	0.20	0.05	0.05	66.79
Foreman (FM)	115%	47.97	0.90	48.87	5.86	2.50	4.19	0.40	0.20	0.05	0.05	62.12
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>41.71</b>	<b>0.90</b>	<b>42.61</b>	<b>5.11</b>	<b>2.50</b>	<b>4.19</b>	<b>0.40</b>	<b>0.20</b>	<b>0.05</b>	<b>0.05</b>	<b>55.11</b>
<b>Apprentice Carpenter</b>												
4th Term (4th)	90%	37.54	0.90	38.44	4.61	2.50	3.77	0.40	0.20	0.05	0.05	50.02
3rd Term (3rd)	80%	33.37	0.90	34.27	4.11	2.50	3.35	0.40	0.20	0.05	0.05	44.93
2nd Term (2nd)	65%	27.11	0.90	28.01	3.36	2.50	2.72	0.40	0.20	0.05	0.05	37.29
1st Term (1st)	55%	22.94	0.90	23.84	2.86	2.50	2.30	0.40	0.20	0.05	0.05	32.20
<b>Material Handler/Pre- Apprentice (MH/PA)</b>	<b>55%</b>	<b>22.94</b>	<b>0.90</b>	<b>23.84</b>	<b>2.86</b>	<b>2.50</b>	<b>2.30</b>	<b>0.40</b>	<b>0.20</b>	<b>0.05</b>	<b>0.05</b>	<b>32.20</b>



\* All Employer contributions and employee deductions shall be calculated on the basis of "hours earned".

SCHEDULE "B1.2"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS  
INSIDE LOWER MAINLAND/FRASER VALLEY

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

"Inside" Lower Mainland/Fraser Valley

Effective April 01 2020

	Employer Classifications								
	GF	FM	CJP	<<<Apprentice Carpenters>>>				MH/PA	
				4th	3rd	2nd	1st		
<b>Employer Contributions:</b>				90%	80%	65%	55%	55%	
CMAW Benefit Plan	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	
Carpentry Workers Pension Plan	4.19	4.19	4.19	3.77	3.35	2.72	2.30	2.30	
CMAW Administration Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	
CMAW Training Fund	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	
Member Assistance Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	
Rehabilitation Plan	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	
<b>* Total Employer Contributions</b>	<b>7.39</b>	<b>7.39</b>	<b>7.39</b>	<b>6.97</b>	<b>6.55</b>	<b>5.92</b>	<b>5.50</b>	<b>5.50</b>	
<b>Employee Contributions:</b>									
Field Dues	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	
Local Union Check Off	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	
<b>* Total Employee Contributions</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	
<b>Total Hourly Remittance to CWF</b>	ST	<b>8.28</b>	<b>8.28</b>	<b>8.28</b>	<b>7.86</b>	<b>7.44</b>	<b>6.81</b>	<b>6.39</b>	<b>6.39</b>
	1.5x OT	<b>12.42</b>	<b>12.42</b>	<b>12.42</b>	<b>11.79</b>	<b>11.16</b>	<b>10.22</b>	<b>9.59</b>	<b>9.59</b>
	2x OT	<b>16.56</b>	<b>16.56</b>	<b>16.56</b>	<b>15.72</b>	<b>14.88</b>	<b>13.62</b>	<b>12.78</b>	<b>12.78</b>
<b>Total Hourly Remittance to Other Locals</b>									
	ST	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>
	1.5x OT	<b>0.38</b>	<b>0.38</b>	<b>0.38</b>	<b>0.38</b>	<b>0.38</b>	<b>0.38</b>	<b>0.38</b>	<b>0.38</b>
	2x OT	<b>0.50</b>	<b>0.50</b>	<b>0.50</b>	<b>0.50</b>	<b>0.50</b>	<b>0.50</b>	<b>0.50</b>	<b>0.50</b>

\* All Employer contributions and employee deductions shall be calculated on the basis of "hours earned".

## SCHEDULE "A2.2"

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

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

**"Outside" Lower Mainland/Fraser Valley**

Effective April 01 2020

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions						Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Member Assist	Rehab Plan	
Base Rates		41.71	12%	2.50	4.19	0.40	0.20	0.05	0.05	
<b>Journeyman</b>										
General Foreman (GF)	125%	52.14	6.26	2.50	4.19	0.40	0.20	0.05	0.05	65.79
Foreman (FM)	115%	47.97	5.76	2.50	4.19	0.40	0.20	0.05	0.05	61.12
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>41.71</b>	<b>5.01</b>	<b>2.50</b>	<b>4.19</b>	<b>0.40</b>	<b>0.20</b>	<b>0.05</b>	<b>0.05</b>	<b>54.11</b>
<b>Apprentice Carpenter</b>										
4th Term (4th)	90%	37.54	4.50	2.50	3.77	0.40	0.20	0.05	0.05	49.01
3rd Term (3rd)	80%	33.37	4.00	2.50	3.35	0.40	0.20	0.05	0.05	43.92
2nd Term (2nd)	65%	27.11	3.25	2.50	2.72	0.40	0.20	0.05	0.05	36.28
1st Term (1st)	55%	22.94	2.75	2.50	2.30	0.40	0.20	0.05	0.05	31.19
<b>Material Handler/Pre- Apprentice (MH/PA)</b>	55%	22.94	2.75	2.50	2.30	0.40	0.20	0.05	0.05	31.19



\* All Employer contributions and employee deductions shall be calculated on the basis of "hours earned".

SCHEDULE "B2.2"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS  
OUTSIDE LOWER MAINLAND/FRASER VALLEY

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

"Outside" Lower Mainland/Fraser Valley

Effective April 01 2020

	Employer Classifications								
	GF	FM	CJP	<<<Apprentice Carpenters>>>				MH/PA	
				4th	3rd	2nd	1st		
<b>Employer Contributions:</b>				90%	80%	65%	55%	55%	
CMAW Benefit Plan	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	
Carpentry Workers Pension Plan	4.19	4.19	4.19	3.77	3.35	2.72	2.30	2.30	
CMAW Administration Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	
CMAW Training Fund	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	
Member Assistance Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	
Rehabilitation Plan	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	
<b>* Total Employer Contributions</b>	<b>7.39</b>	<b>7.39</b>	<b>7.39</b>	<b>6.97</b>	<b>6.55</b>	<b>5.92</b>	<b>5.50</b>	<b>5.50</b>	
<b>Employee Contributions:</b>									
Field Dues	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	
Local Union Check Off	Refer to Article 4.702								
<b>* Total Employee Contributions</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	
<b>Total Hourly Remittance to CWF</b>	ST	<b>8.28</b>	<b>8.28</b>	<b>8.28</b>	<b>7.86</b>	<b>7.44</b>	<b>6.81</b>	<b>6.39</b>	<b>6.39</b>
	1.5x OT	<b>12.42</b>	<b>12.42</b>	<b>12.42</b>	<b>11.79</b>	<b>11.16</b>	<b>10.22</b>	<b>9.59</b>	<b>9.59</b>
	2x OT	<b>16.56</b>	<b>16.56</b>	<b>16.56</b>	<b>15.72</b>	<b>14.88</b>	<b>13.62</b>	<b>12.78</b>	<b>12.78</b>
<b>Total Hourly Remittance to Other Locals</b>	ST	Refer to Article 4.702							
	1.5x OT	Refer to Article 4.702							
	2x OT	Refer to Article 4.702							

\* All Employer contributions and employee deductions shall be calculated on the basis of "hours earned".



SCHEDULE "A1.3"

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

Schedule "A1.3" shall apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley

"Inside" Lower Mainland/Fraser Valley

Effective April 01 2021

Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions						Total Package
						Benefit Plan	Pension Plan	Admin Fund	Training Fund	Member Assist	Rehab Plan	
Base Rates		42.21	0.90	43.11	12%	2.50	4.19	0.40	0.20	0.05	0.05	
<b>Journeyman</b>												
General Foreman (GF)	125%	52.76	0.90	53.66	6.44	2.50	4.19	0.40	0.20	0.05	0.05	67.49
Foreman (FM)	115%	48.54	0.90	49.44	5.93	2.50	4.19	0.40	0.20	0.05	0.05	62.76
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>42.21</b>	<b>0.90</b>	<b>43.11</b>	<b>5.17</b>	<b>2.50</b>	<b>4.19</b>	<b>0.40</b>	<b>0.20</b>	<b>0.05</b>	<b>0.05</b>	<b>55.67</b>
<b>Apprentice Carpenter</b>												
4th Term (4th)	90%	37.99	0.90	38.89	4.67	2.50	3.77	0.40	0.20	0.05	0.05	50.53
3rd Term (3rd)	80%	33.77	0.90	34.67	4.16	2.50	3.35	0.40	0.20	0.05	0.05	45.38
2nd Term (2nd)	65%	27.44	0.90	28.34	3.40	2.50	2.72	0.40	0.20	0.05	0.05	37.66
1st Term (1st)	55%	23.22	0.90	24.12	2.89	2.50	2.30	0.40	0.20	0.05	0.05	32.51
<b>Material Handler/Pre- Apprentice (MH/PA)</b>	<b>55%</b>	<b>23.22</b>	<b>0.90</b>	<b>24.12</b>	<b>2.89</b>	<b>2.50</b>	<b>2.30</b>	<b>0.40</b>	<b>0.20</b>	<b>0.05</b>	<b>0.05</b>	<b>32.51</b>



\* All Employer contributions and employee deductions shall be calculated on the basis of "hours earned".

SCHEDULE "B1.3"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS  
INSIDE LOWER MAINLAND/FRASER VALLEY

Schedule "B1.3" shall apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley

"Inside" Lower Mainland/Fraser Valley

Effective April 01 2021

	Employer Classifications								
	GF	FM	CJP	<<<Apprentice Carpenters>>>				MH/PA	
				4th	3rd	2nd	1st		
<b>Employer Contributions:</b>				90%	80%	65%	55%	55%	
CMAW Benefit Plan	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	
Carpentry Workers Pension Plan	4.19	4.19	4.19	3.77	3.35	2.72	2.30	2.30	
CMAW Administration Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	
CMAW Training Fund	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	
Member Assistance Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	
Rehabilitation Plan	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	
<b>* Total Employer Contributions</b>	<b>7.39</b>	<b>7.39</b>	<b>7.39</b>	<b>6.97</b>	<b>6.55</b>	<b>5.92</b>	<b>5.50</b>	<b>5.50</b>	
<b>Employee Contributions:</b>									
Field Dues	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	
Local Union Check Off	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	
<b>* Total Employee Contributions</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	
<b>Total Hourly Remittance to CWF</b>	ST	<b>8.28</b>	<b>8.28</b>	<b>8.28</b>	<b>7.86</b>	<b>7.44</b>	<b>6.81</b>	<b>6.39</b>	<b>6.39</b>
	1.5x OT	<b>12.42</b>	<b>12.42</b>	<b>12.42</b>	<b>11.79</b>	<b>11.16</b>	<b>10.22</b>	<b>9.59</b>	<b>9.59</b>
	2x OT	<b>16.56</b>	<b>16.56</b>	<b>16.56</b>	<b>15.72</b>	<b>14.88</b>	<b>13.62</b>	<b>12.78</b>	<b>12.78</b>
<b>Total Hourly Remittance to Other Locals</b>									
	ST	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>
	1.5x OT	<b>0.38</b>	<b>0.38</b>	<b>0.38</b>	<b>0.38</b>	<b>0.38</b>	<b>0.38</b>	<b>0.38</b>	<b>0.38</b>
	2x OT	<b>0.50</b>	<b>0.50</b>	<b>0.50</b>	<b>0.50</b>	<b>0.50</b>	<b>0.50</b>	<b>0.50</b>	<b>0.50</b>

\* All Employer contributions and employee deductions shall be calculated on the basis of "hours earned".

## SCHEDULE "A2.3"

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

Schedule "A2.3" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley

**"Outside" Lower Mainland/Fraser Valley**

Effective April 01 2021

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions						Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Member Assist	Rehab Plan	
Base Rates		42.21	12%	2.50	4.19	0.40	0.20	0.05	0.05	
<b>Journeyman</b>										
General Foreman (GF)	125%	52.76	6.33	2.50	4.19	0.40	0.20	0.05	0.05	66.48
Foreman (FM)	115%	48.54	5.82	2.50	4.19	0.40	0.20	0.05	0.05	61.75
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>42.21</b>	<b>5.07</b>	<b>2.50</b>	<b>4.19</b>	<b>0.40</b>	<b>0.20</b>	<b>0.05</b>	<b>0.05</b>	<b>54.67</b>
<b>Apprentice Carpenter</b>										
4th Term (4th)	90%	37.99	4.56	2.50	3.77	0.40	0.20	0.05	0.05	49.52
3rd Term (3rd)	80%	33.77	4.05	2.50	3.35	0.40	0.20	0.05	0.05	44.37
2nd Term (2nd)	65%	27.44	3.29	2.50	2.72	0.40	0.20	0.05	0.05	36.65
1st Term (1st)	55%	23.22	2.79	2.50	2.30	0.40	0.20	0.05	0.05	31.51
<b>Material Handler/Pre- Apprentice (MH/PA)</b>	55%	23.22	2.79	2.50	2.30	0.40	0.20	0.05	0.05	31.51



\* All Employer contributions and employee deductions shall be calculated on the basis of "hours earned".

SCHEDULE "B2.3"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS  
OUTSIDE LOWER MAINLAND/FRASER VALLEY

Schedule "B2.3" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley

"Outside" Lower Mainland/Fraser Valley

Effective April 01 2021

	Employer Classifications								
	GF	FM	CJP	<<<Apprentice Carpenters>>>				MH/PA	
				4th	3rd	2nd	1st		
<b>Employer Contributions:</b>				90%	80%	65%	55%	55%	
CMAW Benefit Plan	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	
Carpentry Workers Pension Plan	4.19	4.19	4.19	3.77	3.35	2.72	2.30	2.30	
CMAW Administration Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	
CMAW Training Fund	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	
Member Assistance Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	
Rehabilitation Plan	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	
<b>* Total Employer Contributions</b>	<b>7.39</b>	<b>7.39</b>	<b>7.39</b>	<b>6.97</b>	<b>6.55</b>	<b>5.92</b>	<b>5.50</b>	<b>5.50</b>	
<b>Employee Contributions:</b>									
Field Dues	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	
Local Union Check Off		Refer to Article 4.702							
<b>* Total Employee Contributions</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	
<b>Total Hourly Remittance to CWF</b>	ST	<b>8.28</b>	<b>8.28</b>	<b>8.28</b>	<b>7.86</b>	<b>7.44</b>	<b>6.81</b>	<b>6.39</b>	<b>6.39</b>
	1.5x OT	<b>12.42</b>	<b>12.42</b>	<b>12.42</b>	<b>11.79</b>	<b>11.16</b>	<b>10.22</b>	<b>9.59</b>	<b>9.59</b>
	2x OT	<b>16.56</b>	<b>16.56</b>	<b>16.56</b>	<b>15.72</b>	<b>14.88</b>	<b>13.62</b>	<b>12.78</b>	<b>12.78</b>
<b>Total Hourly Remittance to Other Locals</b>	ST	Refer to Article 4.702							
	1.5x OT	Refer to Article 4.702							
	2x OT	Refer to Article 4.702							

\* All Employer contributions and employee deductions shall be calculated on the basis of "hours earned".