

## SCHEDULE "A1.1"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG  
ALL EMPLOYEE "COMMERCIAL/INSTITUTIONAL"

Effective May 1, 2017

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions					Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	
Base Rates		<b>31.00</b>	<b>12%</b>	<b>2.10</b>	<b>4.09</b>	<b>0.20</b>	<b>0.15</b>	<b>0.02</b>	
<b>Journeyperson</b>									
General Foreman (GF)	125%	38.75	4.65	2.10	4.09	0.20	0.15	0.02	49.96
Foreman (FM)	115%	35.65	4.28	2.10	4.09	0.20	0.15	0.02	46.49
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>31.00</b>	<b>3.72</b>	<b>2.10</b>	<b>4.09</b>	<b>0.20</b>	<b>0.15</b>	<b>0.02</b>	<b>41.28</b>
Non-Ticketed	90%	27.90	3.35	2.10	4.09	0.20	0.15	0.02	37.81
Utility Person	75%	23.25	2.79	2.10	4.09	0.20	0.15	0.02	32.60
<b>Apprentice Carpenter</b>									
4th Term (4th)	90%	27.90	3.35	2.10	4.09	0.20	0.15	0.02	37.81
3rd Term (3rd)	80%	24.80	2.98	2.10	4.09	0.20	0.15	0.02	34.34
2nd Term (2nd)	65%	20.15	2.42	2.10	4.09	0.20	0.15	0.02	29.13
1st Term (1st)	55%	17.05	2.05	2.10	4.09	0.20	0.15	0.02	25.66
<b>HELPER</b>									
up to 100 hours	55%	17.05	2.05	2.10	4.09	0.20	0.15	0.02	25.66
100 - 200 hours	60%	18.60	2.23	2.10	4.09	0.20	0.15	0.02	27.39
200 hours	65%	20.15	2.42	2.10	4.09	0.20	0.15	0.02	29.13

Field Dues of \$.89 per hour are calculated on hours "Worked"

Local Union Check Off - see article 4.11

## SCHEDULE "A1.2"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG  
ALL EMPLOYEE "COMMERCIAL/INSTITUTIONAL"

Effective May 1, 2018

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions					Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	
Base Rates		<b>31.45</b>	<b>12%</b>	<b>2.10</b>	<b>4.09</b>	<b>0.20</b>	<b>0.15</b>	<b>0.02</b>	
<b>Journeyperson</b>									
General Foreman (GF)	125%	39.31	4.72	2.10	4.09	0.20	0.15	0.02	50.59
Foreman (FM)	115%	36.17	4.34	2.10	4.09	0.20	0.15	0.02	47.07
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>31.45</b>	<b>3.77</b>	<b>2.10</b>	<b>4.09</b>	<b>0.20</b>	<b>0.15</b>	<b>0.02</b>	<b>41.78</b>
Non-Ticketed	90%	28.31	3.40	2.10	4.09	0.20	0.15	0.02	38.27
Utility Person	75%	23.59	2.83	2.10	4.09	0.20	0.15	0.02	32.98
<b>Apprentice Carpenter</b>									
4th Term (4th)	90%	28.31	3.40	2.10	4.09	0.20	0.15	0.02	38.27
3rd Term (3rd)	80%	25.16	3.02	2.10	4.09	0.20	0.15	0.02	34.74
2nd Term (2nd)	65%	20.44	2.45	2.10	4.09	0.20	0.15	0.02	29.45
1st Term (1st)	55%	17.30	2.08	2.10	4.09	0.20	0.15	0.02	25.94
<b>HELPER</b>									
up to 100 hours	55%	17.30	2.08	2.10	4.09	0.20	0.15	0.02	25.94
100 - 200 hours	60%	18.87	2.26	2.10	4.09	0.20	0.15	0.02	27.69
200 hours	65%	20.44	2.45	2.10	4.09	0.20	0.15	0.02	29.45

Field Dues of \$.89 per hour are calculated on hours "Worked"

Local Union Check Off - see article 4.11

## SCHEDULE "A1.3"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG  
ALL EMPLOYEE "COMMERCIAL/INSTITUTIONAL"

Effective May 1, 2019

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions					Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	
Base Rates		31.45	12%	2.10	4.09	0.20	0.15	0.02	
<b>Journey person</b>									
General Foreman (GF)	125%	39.31	4.72	2.10	4.09	0.20	0.15	0.02	50.59
Foreman (FM)	115%	36.17	4.34	2.10	4.09	0.20	0.15	0.02	47.07
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>31.45</b>	<b>3.77</b>	<b>2.10</b>	<b>4.09</b>	<b>0.20</b>	<b>0.15</b>	<b>0.02</b>	<b>41.78</b>
Non-Ticketed	90%	28.31	3.40	2.10	4.09	0.20	0.15	0.02	38.27
Utility Person	75%	23.59	2.83	2.10	4.09	0.20	0.15	0.02	32.98
<b>Apprentice Carpenter</b>									
4th Term (4th)	90%	28.31	3.40	2.10	4.09	0.20	0.15	0.02	38.27
3rd Term (3rd)	80%	25.16	3.02	2.10	4.09	0.20	0.15	0.02	34.74
2nd Term (2nd)	65%	20.44	2.45	2.10	4.09	0.20	0.15	0.02	29.45
1st Term (1st)	55%	17.30	2.08	2.10	4.09	0.20	0.15	0.02	25.94
<b>HELPER</b>									
up to 100 hours	55%	17.30	2.08	2.10	4.09	0.20	0.15	0.02	25.94
100 - 200 hours	60%	18.87	2.26	2.10	4.09	0.20	0.15	0.02	27.69
200 hours	65%	20.44	2.45	2.10	4.09	0.20	0.15	0.02	29.45

Field Dues of \$.89 per hour are calculated on hours "Worked"

Local Union Check Off - see article 4.11



\* Wage Re-opener in October 2019

## SCHEDULE "A1.1"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG  
ALL EMPLOYEE "INDUSTRIAL"

Effective May 1, 2017

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions					Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	
Base Rates		40.14	12%	2.40	4.09	0.29	0.25	0.02	
<b>Journey person</b>									
General Foreman (GF)	125%	50.18	6.02	2.40	4.09	0.290	0.250	0.02	63.25
Foreman (FM)	115%	46.16	5.54	2.40	4.09	0.290	0.250	0.02	58.75
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>40.14</b>	<b>4.82</b>	<b>2.40</b>	<b>4.09</b>	<b>0.290</b>	<b>0.250</b>	<b>0.02</b>	<b>52.01</b>
Non-Ticketed	90%	36.13	4.34	2.40	4.09	0.290	0.250	0.02	47.52
Utility Person	75%	30.11	3.61	2.40	4.09	0.290	0.250	0.02	40.77
<b>Apprentice Carpenter</b>									
4th Term (4th)	90%	36.13	4.34	2.40	4.09	0.290	0.250	0.02	47.52
3rd Term (3rd)	80%	32.11	3.85	2.40	4.09	0.290	0.250	0.02	43.01
2nd Term (2nd)	65%	26.09	3.13	2.40	4.09	0.290	0.250	0.02	36.27
1st Term (1st)	55%	22.08	2.65	2.40	4.09	0.290	0.250	0.02	31.78
<b>HELPER</b>									
up to 100 hours	55%	22.08	2.65	2.40	4.09	0.290	0.250	0.02	31.78
100 - 200 hours	60%	24.08	2.89	2.40	4.09	0.290	0.250	0.02	34.02
200 hours	65%	26.09	3.13	2.40	4.09	0.290	0.250	0.02	36.27

Field Dues of \$.89 per hour are calculated on hours "Earned"

Local Union Check Off - see article 4.11

## SCHEDULE "A1.2"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG  
ALL EMPLOYEE "INDUSTRIAL"

Effective May 1, 2018

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions					Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	
Base Rates		40.59	12%	2.40	4.09	0.29	0.25	0.02	
<b>Journey person</b>									
General Foreman (GF)	125%	50.74	6.09	2.40	4.09	0.290	0.250	0.02	63.88
Foreman (FM)	115%	46.68	5.60	2.40	4.09	0.290	0.250	0.02	59.33
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>40.59</b>	<b>4.87</b>	<b>2.40</b>	<b>4.09</b>	<b>0.290</b>	<b>0.250</b>	<b>0.02</b>	<b>52.51</b>
Non-Ticketed	90%	36.53	4.38	2.40	4.09	0.290	0.250	0.02	47.96
Utility Person	75%	30.44	3.65	2.40	4.09	0.290	0.250	0.02	41.14
<b>Apprentice Carpenter</b>									
4th Term (4th)	90%	36.53	4.38	2.40	4.09	0.290	0.250	0.02	47.96
3rd Term (3rd)	80%	32.47	3.90	2.40	4.09	0.290	0.250	0.02	43.42
2nd Term (2nd)	65%	26.38	3.17	2.40	4.09	0.290	0.250	0.02	36.60
1st Term (1st)	55%	22.32	2.68	2.40	4.09	0.290	0.250	0.02	32.05
<b>HELPER</b>									
up to 100 hours	55%	22.32	2.68	2.40	4.09	0.290	0.250	0.02	32.05
100 - 200 hours	60%	24.35	2.92	2.40	4.09	0.290	0.250	0.02	34.32
200 hours	65%	26.38	3.17	2.40	4.09	0.290	0.250	0.02	36.60

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## SCHEDULE "A1.3"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG  
ALL EMPLOYEE "INDUSTRIAL"

Effective May 1, 2019

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions					Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	
Base Rates		40.59	12%	2.40	4.09	0.29	0.25	0.02	
<b>Journey person</b>									
General Foreman (GF)	125%	50.74	6.09	2.40	4.09	0.290	0.250	0.02	63.88
Foreman (FM)	115%	46.68	5.60	2.40	4.09	0.290	0.250	0.02	59.33
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>40.59</b>	<b>4.87</b>	<b>2.40</b>	<b>4.09</b>	<b>0.290</b>	<b>0.250</b>	<b>0.02</b>	<b>52.51</b>
Non-Ticketed	90%	36.53	4.38	2.40	4.09	0.290	0.250	0.02	47.96
Utility Person	75%	30.44	3.65	2.40	4.09	0.290	0.250	0.02	41.14
<b>Apprentice Carpenter</b>									
4th Term (4th)	90%	36.53	4.38	2.40	4.09	0.290	0.250	0.02	47.96
3rd Term (3rd)	80%	32.47	3.90	2.40	4.09	0.290	0.250	0.02	43.42
2nd Term (2nd)	65%	26.38	3.17	2.40	4.09	0.290	0.250	0.02	36.60
1st Term (1st)	55%	22.32	2.68	2.40	4.09	0.290	0.250	0.02	32.05
<b>HELPER</b>									
up to 100 hours	55%	22.32	2.68	2.40	4.09	0.290	0.250	0.02	32.05
100 - 200 hours	60%	24.35	2.92	2.40	4.09	0.290	0.250	0.02	34.32
200 hours	65%	26.38	3.17	2.40	4.09	0.290	0.250	0.02	36.60

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