

**JIM DENT CONSTRUCTION LTD. AGREEMENT**

**MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG**

Effective May 15 2019

Employee Classifications	%	Base Rate	VP/SHP	Employer Contributions				Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	
<b>Base Rates</b>		37.50	12%	2.35	3.97	0.24	0.25	
<b>Journey person</b>								
General Foreman (GF)	125%	46.88	5.63	2.35	3.97	0.24	0.25	59.32
Foreman (FM)	115%	43.13	5.18	2.35	3.97	0.24	0.25	55.12
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>37.50</b>	<b>4.50</b>	<b>2.35</b>	<b>3.97</b>	<b>0.24</b>	<b>0.25</b>	<b>48.81</b>
<b>Apprentice Carpenter</b>								
4th Term (4th)	90%	33.75	4.05	2.35	3.57	0.24	0.25	44.21
3rd Term (3rd)	80%	30.00	3.60	2.35	3.18	0.24	0.25	39.62
2nd Term (2nd)	70%	26.25	3.15	2.35	2.78	0.24	0.25	35.02
1st Term (1st)	60%	22.50	2.70	2.35	2.38	0.24	0.25	30.42
<b>Cement Mason</b>	95%	35.63	4.28	2.35	3.77	0.24	0.25	46.52
<b>Formsetter</b>	90%	33.75	4.05	2.35	3.57	0.24	0.25	44.21
<b>Labourer</b>								
Level 1	90%	33.75	4.05	2.35	3.57	0.24	0.25	44.21
Level 2	80%	30.00	3.60	2.35	3.18	0.24	0.25	39.62
Level 3	75%	28.13	3.38	2.35	2.98	0.24	0.25	37.33
Level 4		24.60	2.95	2.35	0.00	0.24	0.25	30.39
<b>Mechanic</b>	95%	35.63	4.28	2.35	3.77	0.24	0.25	46.52
<b>Operating Engineer - Group 1**</b>		35.27	4.23	2.35	3.97	0.24	0.25	46.31
<b>Operating Engineer - Group 2**</b>		34.88	4.19	2.35	3.97	0.24	0.25	45.88
<b>Operating Engineer - Group 3**</b>		34.09	4.09	2.35	3.97	0.24	0.25	44.99
<b>Operating Engineer - Group 4**</b>		33.45	4.01	2.35	3.97	0.24	0.25	44.27
<b>Operating Engineer - Group 5**</b>		32.96	3.96	2.35	3.97	0.24	0.25	43.73
<b>Operating Engineer - Group 6**</b>		32.47	3.90	2.35	3.97	0.24	0.25	43.18
<b>Operating Engineer - Group 7**</b>		28.22	3.39	2.35	3.97	0.24	0.25	38.42
<b>Welder</b>	95%	35.63	4.28	2.35	3.77	0.24	0.25	46.52

**Employee Deductions and Employer Contributions per hour on hours "WORKED":**

Hourly Dues	\$0.89
Local Union Check Off - L 1998	\$0.25

Premiums

- Job Steward \$1.50 per hour
- Night Shift - \$1.75 per hour
- Safety - Basic \$.25 per hour
- Safety - LSE \$.50 per hour

\*Labourer, Cement Mason, Operating Engineers - Forman 115%, General Foreman 125%

\*\*For Operating Engineer, see Appendix 1

