

CMAW All Employee Agreement

Petrowest B.C. Construction Ltd.

SCHEDULE "A1.3"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG

Effective January 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		39.79	12%	2.35	4.09	0.30	0.20	0.02	
Journeyman									
General Foreman (GF)	125%	49.74	5.97	2.35	4.09	0.30	0.20	0.02	62.67
Foreman (FM)	115%	45.76	5.49	2.35	4.09	0.30	0.20	0.02	58.21
Certified Journey Person (CJP)	100%	39.79	4.77	2.35	4.09	0.30	0.20	0.02	51.52
Apprentice Carpenter									
4th Term (4th)	90%	35.81	4.30	2.35	3.68	0.30	0.20	0.02	46.66
3rd Term (3rd)	80%	31.83	3.82	2.35	3.27	0.30	0.20	0.02	41.79
2nd Term (2nd)	70%	27.85	3.34	2.35	2.86	0.30	0.20	0.02	36.92
1st Term (1st)	55%	21.88	2.63	2.35	2.25	0.30	0.20	0.02	29.63
Helper									
up to 500 hours	55%	21.88	2.63	2.35	2.25	0.30	0.20	0.02	29.63
500 - 1000 hours	60%	23.87	2.86	2.35	2.45	0.30	0.20	0.02	32.05
1000 to 1500 hours	65%	25.86	3.10	2.35	2.66	0.30	0.20	0.02	34.49
Utility Person	75%	29.84	3.58	2.35	3.07	0.30	0.20	0.02	39.36
Skilled Helper	80%	31.83	3.82	2.35	4.09	0.30	0.20	0.02	42.61

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

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

**\$0.59 increase to the journeyman rate as of January 01, 2018*

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Petrowest B.C. Construction Ltd.

SCHEDULE "A1.4"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG

Effective January 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		40.39	12%	2.35	4.09	0.30	0.20	0.02	
Journeyman									
General Foreman (GF)	125%	50.49	6.06	2.35	4.09	0.30	0.20	0.02	63.51
Foreman (FM)	115%	46.45	5.57	2.35	4.09	0.30	0.20	0.02	58.98
Certified Journey Person (CJP)	100%	40.39	4.85	2.35	4.09	0.30	0.20	0.02	52.20
Apprentice Carpenter									
4th Term (4th)	90%	36.35	4.36	2.35	3.68	0.30	0.20	0.02	47.26
3rd Term (3rd)	80%	32.31	3.88	2.35	3.27	0.30	0.20	0.02	42.33
2nd Term (2nd)	70%	28.27	3.39	2.35	2.86	0.30	0.20	0.02	37.39
1st Term (1st)	55%	22.21	2.67	2.35	2.25	0.30	0.20	0.02	30.00
Helper									
up to 500 hours	55%	22.21	2.67	2.35	2.25	0.30	0.20	0.02	30.00
500 - 1000 hours	60%	24.23	2.91	2.35	2.45	0.30	0.20	0.02	32.46
1000 to 1500 hours	65%	26.25	3.15	2.35	2.66	0.30	0.20	0.02	34.93
Utility Person	75%	30.29	3.63	2.35	3.07	0.30	0.20	0.02	39.86
Skilled Helper	80%	32.31	3.88	2.35	4.09	0.30	0.20	0.02	43.15

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

Hourly Dues \$0.89

Local Union Check Off \$0.25

**\$0.60 increase to the journeyman rate as of January 01, 2019*

CMAW All Employee Agreement

Petrowest B.C. Construction Ltd.

SCHEDULE "A1.5"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG

Effective January 1, 2020

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions					Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	
Base Rates		41.00	12%	2.35	4.09	0.30	0.20	0.02	
Journeyman									
General Foreman (GF)	125%	51.25	6.15	2.35	4.09	0.30	0.20	0.02	64.36
Foreman (FM)	115%	47.15	5.66	2.35	4.09	0.30	0.20	0.02	59.77
Certified Journey Person (CJP)	100%	41.00	4.92	2.35	4.09	0.30	0.20	0.02	52.88
Apprentice Carpenter									
4th Term (4th)	90%	36.90	4.43	2.35	3.68	0.30	0.20	0.02	47.88
3rd Term (3rd)	80%	32.80	3.94	2.35	3.27	0.30	0.20	0.02	42.88
2nd Term (2nd)	70%	28.70	3.44	2.35	2.86	0.30	0.20	0.02	37.87
1st Term (1st)	55%	22.55	2.71	2.35	2.25	0.30	0.20	0.02	30.38
Helper									
up to 500 hours	55%	22.55	2.71	2.35	2.25	0.30	0.20	0.02	30.38
500 - 1000 hours	60%	24.60	2.95	2.35	2.45	0.30	0.20	0.02	32.87
1000 to 1500 hours	65%	26.65	3.20	2.35	2.66	0.30	0.20	0.02	35.38
Utility Person	75%	30.75	3.69	2.35	3.07	0.30	0.20	0.02	40.38
Skilled Helper	80%	32.80	3.94	2.35	4.09	0.30	0.20	0.02	43.70

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

Hourly Dues \$0.89

Local Union Check Off \$0.25

**\$0.61 increase to the journeyman rate as of January 01, 2020*

****Wage reopener in October 2020**