

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 September 01 2018 to March 31 2019

Employee Classifications	%	Base Rate	Metro Travel	Subtotal	VP/SHP (12%)	Employer Contributions					Total Package
						Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	
Base Rates		40.60	0.90	41.50	12%	2.45	4.14	0.40	0.20	0.02	
Journeyman											
General Foreman (GF)	125%	50.75	0.90	51.65	6.20	2.45	4.14	0.40	0.20	0.02	65.06
Foreman (FM)	115%	46.69	0.90	47.59	5.71	2.45	4.14	0.40	0.20	0.02	60.51
Certified Journey Person (CJP)	100%	40.60	0.90	41.50	4.98	2.45	4.14	0.40	0.20	0.02	53.69
Apprentice Carpenter											
4th Term (4th)	90%	36.54	0.90	37.44	4.49	2.45	3.73	0.40	0.20	0.02	48.73
3rd Term (3rd)	80%	32.48	0.90	33.38	4.01	2.45	3.31	0.40	0.20	0.02	43.77
2nd Term (2nd)	65%	26.39	0.90	27.29	3.27	2.45	2.69	0.40	0.20	0.02	36.32
1st Term (1st)	55%	22.33	0.90	23.23	2.79	2.45	2.28	0.40	0.20	0.02	31.37
Material Handler/Pre- Apprentice (MH/PA)	55%	22.33	0.90	23.23	2.79	2.45	0.00	0.40	0.20	0.02	29.09



* 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 September 1 2018 to March 31 2019

	Employer Classifications								
	GF	FM	CJP	<<<Apprentice Carpenters>>>				MH/PA	
				4th	3rd	2nd	1st		
Employer Contributions:				90%	80%	65%	55%		
CMAW Benefit Plan	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45	
Carpentry Workers Pension Plan	4.14	4.14	4.14	3.73	3.31	2.69	2.28	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	
* Total Employer Contributions	7.21	7.21	7.21	6.80	6.38	5.76	5.35	3.07	
Employee Contributions:									
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	
* Total Employee Contributions	1.14	1.14	1.14	1.14	1.14	1.14	1.14	1.14	
Total Hourly Remittance to CWF	ST 8.10	8.10	8.10	7.69	7.27	6.65	6.24	3.96	
	1.5x OT 12.15	12.15	12.15	11.53	10.91	9.98	9.36	5.94	
	2x OT 16.20	16.20	16.20	15.37	14.54	13.30	12.47	7.92	
Total Hourly Remittance to Other Locals	ST 0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	
	1.5x OT 0.38	0.38	0.38	0.38	0.38	0.38	0.38	0.38	
	2x OT 0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	

* 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
OUTSIDE LOWER MAINLAND/FRASER VALLEY

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

"Outside" Lower Mainland/Fraser Valley

Effective September 01 2018 to March 31 2019

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions					Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	
Base Rates		40.60	12%	2.45	4.14	0.40	0.20	0.02	
Journeyman									
General Foreman (GF)	125%	50.75	6.09	2.45	4.14	0.40	0.20	0.02	64.05
Foreman (FM)	115%	46.69	5.60	2.45	4.14	0.40	0.20	0.02	59.50
Certified Journey Person (CJP)	100%	40.60	4.87	2.45	4.14	0.40	0.20	0.02	52.68
Apprentice Carpenter									
4th Term (4th)	90%	36.54	4.38	2.45	3.73	0.40	0.20	0.02	47.72
3rd Term (3rd)	80%	32.48	3.91	2.45	3.31	0.40	0.20	0.02	42.76
2nd Term (2nd)	65%	26.39	3.17	2.45	2.69	0.40	0.20	0.02	35.32
1st Term (1st)	55%	22.33	2.68	2.45	2.28	0.40	0.20	0.02	30.36
Material Handler/Pre- Apprentice (MH/PA)	55%	22.33	2.68	2.45	0.00	0.40	0.20	0.02	28.08



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

SCHEDULE "B1.2"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
OUTSIDE LOWER MAINLAND/FRASER VALLEY

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

"Outside" Lower Mainland/Fraser Valley

Effective September 1 2018 to March 31 2019

	Employer Classifications									
	<<<Apprentice Carpenters>>>									
	GF	FM	CJP	4th	3rd	2nd	1st	MH/PA		
Employer Contributions:				90%	80%	65%	55%			
CMAW Benefit Plan	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45	
Carpentry Workers Pension Plan	4.14	4.14	4.14	3.73	3.31	2.69	2.28	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		
* Total Employer Contributions	7.21	7.21	7.21	6.80	6.38	5.76	5.35	3.07		
Employee Contributions:										
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								0.01
* Total Employee Contributions	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89		
Total Hourly Remittance to CWF	ST	8.10	8.10	8.10	7.69	7.27	6.65	6.24	3.96	
	1.5x OT	12.15	12.15	12.15	11.53	10.91	9.98	9.36	5.94	
	2x OT	16.20	16.20	16.20	15.37	14.54	13.30	12.47	7.92	
Total Hourly Remittance to Other Locals	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 "A2.1"

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

Schedule "A2.1" 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	
Journeyman											
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
Certified Journey Person (CJP)	100%	40.96	0.90	41.86	5.02	2.50	4.19	0.40	0.20	0.02	54.19
Apprentice Carpenter											
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
Material Handler/Pre- Apprentice (MH/PA)	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 "B2.1"

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

Schedule "B2.1" 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		
Employer Contributions:				90%	80%	65%	55%		
CMAW Benefit Plan	2.50	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	
* Total Employer Contributions	7.31	7.31	7.31	6.89	6.47	5.84	5.42	3.12	
Employee Contributions:									
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	1.76
* Total Employee Contributions	1.14	1.14	1.14	1.14	1.14	1.14	1.14	1.14	
Total Hourly Remittance to CWF	ST	8.20	8.20	8.20	7.78	7.36	6.73	6.31	4.01
	1.5x OT	12.30	12.30	12.30	11.67	11.04	10.10	9.47	6.02
	2x OT	16.40	16.40	16.40	15.56	14.72	13.47	12.63	8.02
Total Hourly Remittance to Other Locals									
	ST	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
	1.5x OT	0.38	0.38	0.38	0.38	0.38	0.38	0.38	0.38
	2x OT	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50

* 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 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	
Journeyman									
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
Certified Journey Person (CJP)	100%	40.96	4.92	2.50	4.19	0.40	0.20	0.02	53.19
Apprentice Carpenter									
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
Material Handler/Pre- Apprentice (MH/PA)	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 "B2.2"

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 2019

	Employer Classifications								
	GF	FM	CJP	<<<Apprentice Carpenters>>>				MH/PA	
				4th	3rd	2nd	1st		
Employer Contributions:				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	
* Total Employer Contributions	7.31	7.31	7.31	6.89	6.47	5.84	5.42	3.12	
Employee Contributions:									
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								
* Total Employee Contributions	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	
Total Hourly Remittance to CWF	ST	8.20	8.20	8.20	7.78	7.36	6.73	6.31	4.01
	1.5x OT	12.30	12.30	12.30	11.67	11.04	10.10	9.47	6.02
	2x OT	16.40	16.40	16.40	15.56	14.72	13.47	12.63	8.02
Total Hourly Remittance to Other Locals	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".