

WAGE SCHEDULES

CMAA CONSTRUCTION MAINTENANCE
AND ALLIED WORKERS CANADA

CMAA Manual Labor Rates for Construction
Valid from May 2, 2021 through August 28, 2021

	TRADE CLASSIFICATION	%	BASE RATE	VAC & STAT HOLIDAY PAY	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL
						HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	
				10%	0.15	2.40	4.04	0.20	0.05	0.29	
	Regular time										
	Pipefitter, Ironworker-Structural, Electrician, Instrument Technician										
	General Foreman	125%	50.59	5.06	0.15	2.40	4.04	0.20	0.05	0.29	62.78
	Foreman	115%	46.54	4.65	0.15	2.40	4.04	0.20	0.05	0.29	58.32
	Lead Hand	105%	42.49	4.25	0.15	2.40	4.04	0.20	0.05	0.29	53.87
	Journeyman	100%	40.47	4.05	0.15	2.40	4.04	0.20	0.05	0.29	51.65
	Apprentice 1st Year	60%	24.28	2.43	0.15	2.40	4.04	0.20	0.05	0.29	33.84
	Apprentice 2nd Year	70%	28.33	2.83	0.15	2.40	4.04	0.20	0.05	0.29	38.29
	Apprentice 3rd Year	80%	32.38	3.24	0.15	2.40	4.04	0.20	0.05	0.29	42.75
	Apprentice 4th Year	90%	36.42	3.64	0.15	2.40	4.04	0.20	0.05	0.29	47.19
	Boilermaker, Operator Mobile Crane +250 T										
	General Foreman	125%	50.59	5.06	0.15	2.40	4.04	0.20	0.05	0.29	62.78
	Foreman	115%	46.54	4.65	0.15	2.40	4.04	0.20	0.05	0.29	58.32
	Lead Hand	105%	42.49	4.25	0.15	2.40	4.04	0.20	0.05	0.29	53.87
	Journeyman	100%	40.47	4.05	0.15	2.40	4.04	0.20	0.05	0.29	51.65
	Apprentice 1st Year	60%	24.28	2.43	0.15	2.40	4.04	0.20	0.05	0.29	33.84
	Apprentice 2nd Year	75%	30.35	3.04	0.15	2.40	4.04	0.20	0.05	0.29	40.52
	Apprentice 3rd Year	90%	36.42	3.64	0.15	2.40	4.04	0.20	0.05	0.29	47.19
	Millwright, Analyzer Tech										
	General Foreman	125%	51.19	5.12	0.15	2.40	4.04	0.20	0.05	0.29	63.44
	Foreman	115%	47.09	4.71	0.15	2.40	4.04	0.20	0.05	0.29	58.93
	Lead Hand	105%	43.00	4.30	0.15	2.40	4.04	0.20	0.05	0.29	54.43
	Journeyman	100%	40.95	4.09	0.15	2.40	4.04	0.20	0.05	0.29	52.17
	Apprentice 1st Year (Millwright Only)	60%	24.57	2.46	0.15	2.40	4.04	0.20	0.05	0.29	34.16
	Apprentice 2nd Year (Millwright Only)	70%	28.66	2.87	0.15	2.40	4.04	0.20	0.05	0.29	38.66
	Apprentice 3rd Year (Millwright Only)	80%	32.76	3.28	0.15	2.40	4.04	0.20	0.05	0.29	43.17
	Apprentice 4th Year (Millwright Only)	90%	36.85	3.69	0.15	2.40	4.04	0.20	0.05	0.29	47.67
	Welder B-Pressure										
	General Foreman	125%	52.37	5.24	0.15	2.40	4.04	0.20	0.05	0.29	64.74
	Foreman	115%	48.18	4.82	0.15	2.40	4.04	0.20	0.05	0.29	60.13
	Lead Hand	105%	43.99	4.40	0.15	2.40	4.04	0.20	0.05	0.29	55.52
	Journeyman	100%	41.90	4.19	0.15	2.40	4.04	0.20	0.05	0.29	53.22
	Insulator, Scaffolder, Carpenter										
	General Foreman	125%	49.43	4.94	0.15	2.40	4.04	0.20	0.05	0.29	61.50
	Foreman	115%	45.47	4.55	0.15	2.40	4.04	0.20	0.05	0.29	57.15
	Lead Hand	105%	41.52	4.15	0.15	2.40	4.04	0.20	0.05	0.29	52.80
	Journeyman	100%	39.54	3.95	0.15	2.40	4.04	0.20	0.05	0.29	50.62
	Apprentice 1st Year	60%	23.73	2.37	0.15	2.40	4.04	0.20	0.05	0.29	33.23
	Apprentice 2nd Year	70%	27.68	2.77	0.15	2.40	4.04	0.20	0.05	0.29	37.58
	Apprentice 3rd Year	80%	31.63	3.16	0.15	2.40	4.04	0.20	0.05	0.29	41.92
	Apprentice 4th Year	90%	35.59	3.56	0.15	2.40	4.04	0.20	0.05	0.29	46.28

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**CONSTRUCTION MAINTENANCE
AND ALLIED WORKERS CANADA**

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CMAW Manual Labor Rates for Construction
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	TRADE CLASSIFICATION	%	BASE RATE	VAC & STAT HOLIDAY PAY	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL
						HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	
				10%	0.15	2.40	4.04	0.20	0.05	0.29	
	Regular time										
	Welder, Painter, Lat. Int. System Mech, Cement Finisher										
	General Foreman	125%	47.70	4.77	0.15	2.40	4.04	0.20	0.05	0.29	59.60
	Foreman	115%	43.88	4.39	0.15	2.40	4.04	0.20	0.05	0.29	55.40
	Lead Hand	105%	40.06	4.01	0.15	2.40	4.04	0.20	0.05	0.29	51.20
	Journeyman	100%	38.16	3.82	0.15	2.40	4.04	0.20	0.05	0.29	49.11
	Apprentice 1st Year	60%	22.89	2.29	0.15	2.40	4.04	0.20	0.05	0.29	32.31
	Apprentice 2nd Year	75%	28.62	2.86	0.15	2.40	4.04	0.20	0.05	0.29	38.61
	Apprentice 3rd Year	90%	34.34	3.43	0.15	2.40	4.04	0.20	0.05	0.29	44.90
	Mechanic, Elevator Constructor, Roofer, Sheet Metal Worker										
	General Foreman	125%	47.64	4.76	0.15	2.40	4.04	0.20	0.05	0.29	59.53
	Foreman	115%	43.83	4.38	0.15	2.40	4.04	0.20	0.05	0.29	55.34
	Lead Hand	105%	40.02	4.00	0.15	2.40	4.04	0.20	0.05	0.29	51.15
	Journeyman	100%	38.12	3.81	0.15	2.40	4.04	0.20	0.05	0.29	49.06
	Apprentice 1st Year	60%	22.87	2.29	0.15	2.40	4.04	0.20	0.05	0.29	32.29
	Apprentice 2nd Year	70%	26.68	2.67	0.15	2.40	4.04	0.20	0.05	0.29	36.48
	Apprentice 3rd Year	80%	30.49	3.05	0.15	2.40	4.04	0.20	0.05	0.29	40.67
	Apprentice 4th Year	90%	34.30	3.43	0.15	2.40	4.04	0.20	0.05	0.29	44.86
	Plumber, Steam Fitter, Sprinkler Fitter, Refrigeration Mech, Heavy Duty Mechanic										
	General Foreman	125%	50.00	5.00	0.15	2.40	4.04	0.20	0.05	0.29	62.13
	Foreman	115%	46.00	4.60	0.15	2.40	4.04	0.20	0.05	0.29	57.73
	Lead Hand	105%	42.00	4.20	0.15	2.40	4.04	0.20	0.05	0.29	53.33
	Journeyman	100%	40.00	4.00	0.15	2.40	4.04	0.20	0.05	0.29	51.13
	Apprentice 1st Year	60%	24.00	2.40	0.15	2.40	4.04	0.20	0.05	0.29	33.53
	Apprentice 2nd Year	70%	28.00	2.80	0.15	2.40	4.04	0.20	0.05	0.29	37.93
	Apprentice 3rd Year	80%	32.00	3.20	0.15	2.40	4.04	0.20	0.05	0.29	42.33
	Apprentice 4th Year	90%	36.00	3.60	0.15	2.40	4.04	0.20	0.05	0.29	46.73
	Ironworker - Reinforcing										
	General Foreman	125%	48.24	4.82	0.15	2.40	4.04	0.20	0.05	0.29	60.19
	Foreman	115%	44.38	4.44	0.15	2.40	4.04	0.20	0.05	0.29	55.95
	Lead Hand	105%	40.52	4.05	0.15	2.40	4.04	0.20	0.05	0.29	51.70
	Journeyman	100%	38.59	3.86	0.15	2.40	4.04	0.20	0.05	0.29	49.58
	Apprentice 1st Year	60%	23.16	2.32	0.15	2.40	4.04	0.20	0.05	0.29	32.61
	Apprentice 2nd Year	70%	27.02	2.70	0.15	2.40	4.04	0.20	0.05	0.29	36.85
	Apprentice 3rd Year	80%	30.88	3.09	0.15	2.40	4.04	0.20	0.05	0.29	41.10
	Apprentice 4th Year	90%	34.74	3.47	0.15	2.40	4.04	0.20	0.05	0.29	45.34
	Gas Fitter, Operator Mobile Crane 50-249T										
	General Foreman	125%	50.00	5.00	0.15	2.40	4.04	0.20	0.05	0.29	62.13
	Foreman	115%	46.00	4.60	0.15	2.40	4.04	0.20	0.05	0.29	57.73
	Lead Hand	105%	42.00	4.20	0.15	2.40	4.04	0.20	0.05	0.29	53.33
	Journeyman	100%	40.00	4.00	0.15	2.40	4.04	0.20	0.05	0.29	51.13
	Apprentice 1st Year	60%	24.00	2.40	0.15	2.40	4.04	0.20	0.05	0.29	33.53
	Apprentice 2nd Year	75%	30.00	3.00	0.15	2.40	4.04	0.20	0.05	0.29	40.13
	Apprentice 3rd Year	90%	36.00	3.60	0.15	2.40	4.04	0.20	0.05	0.29	46.73

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						HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	
				10%	0.15	2.40	4.04	0.20	0.05	0.29	
	Regular time										
Rig Welder											
	Welders B Pressure w/Rig		91.98		0.15	2.40	4.04	0.20	0.05	0.29	99.11
	Welders w/Rig		82.68		0.15	2.40	4.04	0.20	0.05	0.29	89.81
Labourer											
	Foreman	115%	29.66	2.97	0.15	2.40	4.04	0.20	0.05	0.29	39.76
	Skilled	100%	25.79	2.58	0.15	2.40	4.04	0.20	0.05	0.29	35.50
	Intermediate		22.25	2.22	0.15	2.40	4.04	0.20	0.05	0.29	31.60
	Entry Level		19.95	2.00	0.15	2.40	4.04	0.20	0.05	0.29	29.08
Equipment Operator (Light)											
	Foreman	115%	35.97	3.60	0.15	2.40	4.04	0.20	0.05	0.29	46.70
	Equipment Operator (Light)	100%	31.28	3.13	0.15	2.40	4.04	0.20	0.05	0.29	41.54
Boom Truck Operator											
	Operator - Boom Truck	100%	38.12	3.81	0.15	2.40	4.04	0.20	0.05	0.29	49.06
	Apprentice 1st Year	80%	30.49	3.05	0.15	2.40	4.04	0.20	0.05	0.29	40.67
	Apprentice 2nd Year	90%	34.30	3.43	0.15	2.40	4.04	0.20	0.05	0.29	44.86
Crane Operator											
	Operator Crane - 0-49T	100%	39.41	3.94	0.15	2.40	4.04	0.20	0.05	0.29	50.48
	Apprentice 1st Year	60%	23.65	2.36	0.15	2.40	4.04	0.20	0.05	0.29	33.14
	Apprentice 2nd Year	75%	29.56	2.96	0.15	2.40	4.04	0.20	0.05	0.29	39.65
	Apprentice 3rd Year	90%	35.47	3.55	0.15	2.40	4.04	0.20	0.05	0.29	46.15
Other											
	Bricklayer - Masonry		38.12	3.81	0.15	2.40	4.04	0.20	0.05	0.29	49.06
	Bricklayer - Refractory		40.00	4.00	0.15	2.40	4.04	0.20	0.05	0.29	51.13
	Cladder		38.12	3.81	0.15	2.40	4.04	0.20	0.05	0.29	49.06
	Decker		38.12	3.81	0.15	2.40	4.04	0.20	0.05	0.29	49.06
	Operator Equipment - Heavy		38.12	3.81	0.15	2.40	4.04	0.20	0.05	0.29	49.06
	Plasterer		38.12	3.81	0.15	2.40	4.04	0.20	0.05	0.29	49.06
	Sheeter		38.12	3.81	0.15	2.40	4.04	0.20	0.05	0.29	49.06
	Truck Driver - Basic		24.98	2.50	0.15	2.40	4.04	0.20	0.05	0.29	34.61
	Truck Driver - Intermediate		34.13	3.41	0.15	2.40	4.04	0.20	0.05	0.29	44.67
	Truck Driver - Heavy		38.11	3.81	0.15	2.40	4.04	0.20	0.05	0.29	49.05

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CMAW Manual Labor Rates for Construction
[Valid from May 2, 2021 through August 28, 2021](#)

TRADE CLASSIFICATION	%	BASE RATE	VAC & STAT HOLIDAY PAY	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL
					HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	
			10%	0.15	2.40	4.04	0.20	0.05	0.29	
<u>Regular time</u>										
<u>PREMIUMS</u>										
Night Shift		4.00								4.00
Chief Steward		3.00								3.00
Steward		2.00								2.00
CSO		1.00								1.00
Multi-Skilling		1.00								1.00
Alloy Welder		3.00								3.00
Leadership for Safety Excellence (LSE)		0.50								0.50
First Aid Ticket W/CPR		0.50								0.50
Crane - Friction, Brake & Clutch System		0.50								0.50

Note 1: This table does not include the complete list of all premiums. All premiums listed in the CMAW collective agreement are applicable to these rates.

Note 2: Flight, Travel and Lodging Costs are not included in these rates

Note 3: Small tools and consumables percentage are based on Journeyman rates for respective trades

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CMAW Manual Labor Rates for Construction

[Valid from August 29, 2021 through December 26, 2021](#)

TRADE CLASSIFICATION	%	BASE RATE	VAC & STAT HOLIDAY PAY	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL
					HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	
			10%	0.15	2.40	4.04	0.20	0.05	0.29	
Regular time										
Pipefitter, Ironworker-Structural, Electrician, Instrument Technician										
General Foreman	125%	50.91	5.09	0.15	2.40	4.04	0.20	0.05	0.29	63.13
Foreman	115%	46.83	4.68	0.15	2.40	4.04	0.20	0.05	0.29	58.64
Lead Hand	105%	42.76	4.28	0.15	2.40	4.04	0.20	0.05	0.29	54.17
Journeyman	100%	40.72	4.07	0.15	2.40	4.04	0.20	0.05	0.29	51.92
Apprentice 1st Year	60%	24.43	2.44	0.15	2.40	4.04	0.20	0.05	0.29	34.00
Apprentice 2nd Year	70%	28.51	2.85	0.15	2.40	4.04	0.20	0.05	0.29	38.49
Apprentice 3rd Year	80%	32.58	3.26	0.15	2.40	4.04	0.20	0.05	0.29	42.97
Apprentice 4th Year	90%	36.65	3.67	0.15	2.40	4.04	0.20	0.05	0.29	47.45
Boilermaker, Operator Mobile Crane +250 T										
General Foreman	125%	50.91	5.09	0.15	2.40	4.04	0.20	0.05	0.29	63.13
Foreman	115%	46.83	4.68	0.15	2.40	4.04	0.20	0.05	0.29	58.64
Lead Hand	105%	42.76	4.28	0.15	2.40	4.04	0.20	0.05	0.29	54.17
Journeyman	100%	40.72	4.07	0.15	2.40	4.04	0.20	0.05	0.29	51.92
Apprentice 1st Year	60%	24.43	2.44	0.15	2.40	4.04	0.20	0.05	0.29	34.00
Apprentice 2nd Year	75%	30.54	3.05	0.15	2.40	4.04	0.20	0.05	0.29	40.72
Apprentice 3rd Year	90%	36.65	3.67	0.15	2.40	4.04	0.20	0.05	0.29	47.45
Millwright, Analyzer Tech										
General Foreman	125%	51.51	5.15	0.15	2.40	4.04	0.20	0.05	0.29	63.79
Foreman	115%	47.39	4.74	0.15	2.40	4.04	0.20	0.05	0.29	59.26
Lead Hand	105%	43.27	4.33	0.15	2.40	4.04	0.20	0.05	0.29	54.73
Journeyman	100%	41.21	4.12	0.15	2.40	4.04	0.20	0.05	0.29	52.46
Apprentice 1st Year (Millwright Only)	60%	24.72	2.47	0.15	2.40	4.04	0.20	0.05	0.29	34.32
Apprentice 2nd Year (Millwright Only)	70%	28.84	2.88	0.15	2.40	4.04	0.20	0.05	0.29	38.85
Apprentice 3rd Year (Millwright Only)	80%	32.97	3.30	0.15	2.40	4.04	0.20	0.05	0.29	43.40
Apprentice 4th Year (Millwright Only)	90%	37.09	3.71	0.15	2.40	4.04	0.20	0.05	0.29	47.93
Welder B-Pressure										
General Foreman	125%	52.70	5.27	0.15	2.40	4.04	0.20	0.05	0.29	65.10
Foreman	115%	48.48	4.85	0.15	2.40	4.04	0.20	0.05	0.29	60.46
Lead Hand	105%	44.27	4.43	0.15	2.40	4.04	0.20	0.05	0.29	55.83
Journeyman	100%	42.16	4.22	0.15	2.40	4.04	0.20	0.05	0.29	53.51
Insulator, Scaffolder, Carpenter										
General Foreman	125%	49.74	4.97	0.15	2.40	4.04	0.20	0.05	0.29	61.84
Foreman	115%	45.76	4.58	0.15	2.40	4.04	0.20	0.05	0.29	57.47
Lead Hand	105%	41.78	4.18	0.15	2.40	4.04	0.20	0.05	0.29	53.09
Journeyman	100%	39.79	3.98	0.15	2.40	4.04	0.20	0.05	0.29	50.90
Apprentice 1st Year	60%	23.87	2.39	0.15	2.40	4.04	0.20	0.05	0.29	33.39
Apprentice 2nd Year	70%	27.85	2.79	0.15	2.40	4.04	0.20	0.05	0.29	37.77
Apprentice 3rd Year	80%	31.83	3.18	0.15	2.40	4.04	0.20	0.05	0.29	42.14
Apprentice 4th Year	90%	35.81	3.58	0.15	2.40	4.04	0.20	0.05	0.29	46.52

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					HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	
			10%	0.15	2.40	4.04	0.20	0.05	0.29	
Regular time										
Welder, Painter, Lat. Int. System Mech, Cement Finisher										
General Foreman	125%	48.00	4.80	0.15	2.40	4.04	0.20	0.05	0.29	59.93
Foreman	115%	44.16	4.42	0.15	2.40	4.04	0.20	0.05	0.29	55.71
Lead Hand	105%	40.32	4.03	0.15	2.40	4.04	0.20	0.05	0.29	51.48
Journeyman	100%	38.40	3.84	0.15	2.40	4.04	0.20	0.05	0.29	49.37
Apprentice 1st Year	60%	23.04	2.30	0.15	2.40	4.04	0.20	0.05	0.29	32.47
Apprentice 2nd Year	75%	28.80	2.88	0.15	2.40	4.04	0.20	0.05	0.29	38.81
Apprentice 3rd Year	90%	34.56	3.46	0.15	2.40	4.04	0.20	0.05	0.29	45.15
Mechanic, Elevator Constructor, Roofer, Sheet Metal Worker										
General Foreman	125%	47.94	4.79	0.15	2.40	4.04	0.20	0.05	0.29	59.86
Foreman	115%	44.11	4.41	0.15	2.40	4.04	0.20	0.05	0.29	55.65
Lead Hand	105%	40.27	4.03	0.15	2.40	4.04	0.20	0.05	0.29	51.43
Journeyman	100%	38.36	3.84	0.15	2.40	4.04	0.20	0.05	0.29	49.33
Apprentice 1st Year	60%	23.01	2.30	0.15	2.40	4.04	0.20	0.05	0.29	32.44
Apprentice 2nd Year	70%	26.85	2.69	0.15	2.40	4.04	0.20	0.05	0.29	36.67
Apprentice 3rd Year	80%	30.68	3.07	0.15	2.40	4.04	0.20	0.05	0.29	40.88
Apprentice 4th Year	90%	34.52	3.45	0.15	2.40	4.04	0.20	0.05	0.29	45.10
Plumber, Steam Fitter, Sprinkler Fitter, Refrigeration Mech, Heavy Duty Mechanic										
General Foreman	125%	50.32	5.03	0.15	2.40	4.04	0.20	0.05	0.29	62.48
Foreman	115%	46.29	4.63	0.15	2.40	4.04	0.20	0.05	0.29	58.05
Lead Hand	105%	42.27	4.23	0.15	2.40	4.04	0.20	0.05	0.29	53.63
Journeyman	100%	40.25	4.03	0.15	2.40	4.04	0.20	0.05	0.29	51.41
Apprentice 1st Year	60%	24.15	2.42	0.15	2.40	4.04	0.20	0.05	0.29	33.70
Apprentice 2nd Year	70%	28.18	2.82	0.15	2.40	4.04	0.20	0.05	0.29	38.13
Apprentice 3rd Year	80%	32.20	3.22	0.15	2.40	4.04	0.20	0.05	0.29	42.55
Apprentice 4th Year	90%	36.23	3.62	0.15	2.40	4.04	0.20	0.05	0.29	46.98
Ironworker - Reinforcing										
General Foreman	125%	48.55	4.85	0.15	2.40	4.04	0.20	0.05	0.29	60.53
Foreman	115%	44.66	4.47	0.15	2.40	4.04	0.20	0.05	0.29	56.26
Lead Hand	105%	40.78	4.08	0.15	2.40	4.04	0.20	0.05	0.29	51.99
Journeyman	100%	38.84	3.88	0.15	2.40	4.04	0.20	0.05	0.29	49.85
Apprentice 1st Year	60%	23.30	2.33	0.15	2.40	4.04	0.20	0.05	0.29	32.76
Apprentice 2nd Year	70%	27.19	2.72	0.15	2.40	4.04	0.20	0.05	0.29	37.04
Apprentice 3rd Year	80%	31.07	3.11	0.15	2.40	4.04	0.20	0.05	0.29	41.31
Apprentice 4th Year	90%	34.95	3.50	0.15	2.40	4.04	0.20	0.05	0.29	45.58
Gas Fitter, Operator Mobile Crane 50-249T										
General Foreman	125%	50.32	5.03	0.15	2.40	4.04	0.20	0.05	0.29	62.48
Foreman	115%	46.29	4.63	0.15	2.40	4.04	0.20	0.05	0.29	58.05
Lead Hand	105%	42.27	4.23	0.15	2.40	4.04	0.20	0.05	0.29	53.63
Journeyman	100%	40.25	4.03	0.15	2.40	4.04	0.20	0.05	0.29	51.41
Apprentice 1st Year	60%	24.15	2.42	0.15	2.40	4.04	0.20	0.05	0.29	33.70
Apprentice 2nd Year	75%	30.19	3.02	0.15	2.40	4.04	0.20	0.05	0.29	40.34
Apprentice 3rd Year	90%	36.23	3.62	0.15	2.40	4.04	0.20	0.05	0.29	46.98

WAGE SCHEDULES



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CMAW Manual Labor Rates for Construction

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	TRADE CLASSIFICATION	%	BASE RATE	VAC & STAT HOLIDAY PAY	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL
						HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	
				10%	0.15	2.40	4.04	0.20	0.05	0.29	
	Regular time										
Rig Welder											
	Welders B Pressure w/Rig		92.26		0.15	2.40	4.04	0.20	0.05	0.29	99.39
	Welders w/Rig		82.96		0.15	2.40	4.04	0.20	0.05	0.29	90.09
Labourer											
	Foreman	115%	29.85	2.99	0.15	2.40	4.04	0.20	0.05	0.29	39.97
	Skilled	100%	25.96	2.60	0.15	2.40	4.04	0.20	0.05	0.29	35.69
	Intermediate		22.39	2.24	0.15	2.40	4.04	0.20	0.05	0.29	31.76
	Entry Level		20.08	2.01	0.15	2.40	4.04	0.20	0.05	0.29	29.22
Equipment Operator (Light)											
	Foreman	115%	36.20	3.62	0.15	2.40	4.04	0.20	0.05	0.29	46.95
	Equipment Operator (Light)	100%	31.47	3.15	0.15	2.40	4.04	0.20	0.05	0.29	41.75
Boom Truck Operator											
	Operator - Boom Truck	100%	38.36	3.84	0.15	2.40	4.04	0.20	0.05	0.29	49.33
	Apprentice 1st Year	80%	30.68	3.07	0.15	2.40	4.04	0.20	0.05	0.29	40.88
	Apprentice 2nd Year	90%	34.52	3.45	0.15	2.40	4.04	0.20	0.05	0.29	45.10
Crane Operator											
	Operator Crane - 0-49T	100%	39.66	3.97	0.15	2.40	4.04	0.20	0.05	0.29	50.76
	Apprentice 1st Year	60%	23.79	2.38	0.15	2.40	4.04	0.20	0.05	0.29	33.30
	Apprentice 2nd Year	75%	29.74	2.97	0.15	2.40	4.04	0.20	0.05	0.29	39.84
	Apprentice 3rd Year	90%	35.69	3.57	0.15	2.40	4.04	0.20	0.05	0.29	46.39
Other											
	Bricklayer - Masonry		38.36	3.84	0.15	2.40	4.04	0.20	0.05	0.29	49.33
	Bricklayer - Refractory		40.25	4.03	0.15	2.40	4.04	0.20	0.05	0.29	51.41
	Cladder		38.36	3.84	0.15	2.40	4.04	0.20	0.05	0.29	49.33
	Decker		38.36	3.84	0.15	2.40	4.04	0.20	0.05	0.29	49.33
	Operator Equipment - Heavy		38.36	3.84	0.15	2.40	4.04	0.20	0.05	0.29	49.33
	Plasterer		38.36	3.84	0.15	2.40	4.04	0.20	0.05	0.29	49.33
	Sheeter		38.36	3.84	0.15	2.40	4.04	0.20	0.05	0.29	49.33
	Truck Driver - Basic		25.14	2.51	0.15	2.40	4.04	0.20	0.05	0.29	34.78
	Truck Driver - Intermediate		34.35	3.43	0.15	2.40	4.04	0.20	0.05	0.29	44.91
	Truck Driver - Heavy		38.35	3.83	0.15	2.40	4.04	0.20	0.05	0.29	49.31

WAGE SCHEDULES



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CMAW Manual Labor Rates for Construction
 Valid from August 29, 2021 through December 26, 2021

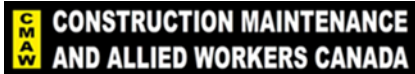
TRADE CLASSIFICATION	%	BASE RATE	VAC & STAT HOLIDAY PAY	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL
					HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	
			10%	0.15	2.40	4.04	0.20	0.05	0.29	
<u>Regular time</u>										
<u>PREMIUMS</u>										
Night Shift		4.00								4.00
Chief Steward		3.00								3.00
Steward		2.00								2.00
CSO		1.00								1.00
Multi-Skilling		1.00								1.00
Alloy Welder		3.00								3.00
Leadership for Safety Excellence (LSE)		0.50								0.50
First Aid Ticket W/CPR		0.50								0.50
Crane - Friction, Brake & Clutch System		0.50								0.50

Note 1: This table does not include the complete list of all premiums. All premiums listed in the CMAW collective agreement are applicable to these rates.

Note 2: Flight, Travel and Lodging Costs are not included in these rates

Note 3: Small tools and consumables percentage are based on Journeyman rates for respective trades

WAGE SCHEDULES



CMAW Manual Labor Rates for Construction

Valid from December 27, 2021 through June 25, 2022

	TRADE CLASSIFICATION	%	BASE RATE	VAC & STAT HOLIDAY PAY	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL
						HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	
				10%	0.15	2.40	4.04	0.20	0.05	0.29	
	Regular time										
	Pipefitter, Ironworker-Structural, Electrician, Instrument Technician										
	General Foreman	125%	52.59	5.26	0.15	2.40	4.04	0.20	0.05	0.29	64.98
	Foreman	115%	48.38	4.84	0.15	2.40	4.04	0.20	0.05	0.29	60.35
	Lead Hand	105%	44.17	4.42	0.15	2.40	4.04	0.20	0.05	0.29	55.72
	Journeyman	100%	42.07	4.21	0.15	2.40	4.04	0.20	0.05	0.29	53.41
	Apprentice 1st Year	60%	25.24	2.52	0.15	2.40	4.04	0.20	0.05	0.29	34.89
	Apprentice 2nd Year	70%	29.45	2.95	0.15	2.40	4.04	0.20	0.05	0.29	39.53
	Apprentice 3rd Year	80%	33.65	3.37	0.15	2.40	4.04	0.20	0.05	0.29	44.15
	Apprentice 4th Year	90%	37.86	3.79	0.15	2.40	4.04	0.20	0.05	0.29	48.78
	Boilermaker, Operator Mobile Crane +250 T										
	General Foreman	125%	52.59	5.26	0.15	2.40	4.04	0.20	0.05	0.29	64.98
	Foreman	115%	48.38	4.84	0.15	2.40	4.04	0.20	0.05	0.29	60.35
	Lead Hand	105%	44.17	4.42	0.15	2.40	4.04	0.20	0.05	0.29	55.72
	Journeyman	100%	42.07	4.21	0.15	2.40	4.04	0.20	0.05	0.29	53.41
	Apprentice 1st Year	60%	25.24	2.52	0.15	2.40	4.04	0.20	0.05	0.29	34.89
	Apprentice 2nd Year	75%	31.55	3.16	0.15	2.40	4.04	0.20	0.05	0.29	41.84
	Apprentice 3rd Year	90%	37.86	3.79	0.15	2.40	4.04	0.20	0.05	0.29	48.78
	Millwright, Analyzer Tech										
	General Foreman	125%	53.21	5.32	0.15	2.40	4.04	0.20	0.05	0.29	65.66
	Foreman	115%	48.95	4.90	0.15	2.40	4.04	0.20	0.05	0.29	60.98
	Lead Hand	105%	44.69	4.47	0.15	2.40	4.04	0.20	0.05	0.29	56.29
	Journeyman	100%	42.57	4.26	0.15	2.40	4.04	0.20	0.05	0.29	53.96
	Apprentice 1st Year (Millwright Only)	60%	25.54	2.55	0.15	2.40	4.04	0.20	0.05	0.29	35.22
	Apprentice 2nd Year (Millwright Only)	70%	29.80	2.98	0.15	2.40	4.04	0.20	0.05	0.29	39.91
	Apprentice 3rd Year (Millwright Only)	80%	34.05	3.41	0.15	2.40	4.04	0.20	0.05	0.29	44.59
	Apprentice 4th Year (Millwright Only)	90%	38.31	3.83	0.15	2.40	4.04	0.20	0.05	0.29	49.27
	Welder B-Pressure										
	General Foreman	125%	54.44	5.44	0.15	2.40	4.04	0.20	0.05	0.29	67.01
	Foreman	115%	50.08	5.01	0.15	2.40	4.04	0.20	0.05	0.29	62.22
	Lead Hand	105%	45.73	4.57	0.15	2.40	4.04	0.20	0.05	0.29	57.43
	Journeyman	100%	43.55	4.36	0.15	2.40	4.04	0.20	0.05	0.29	55.04
	Insulator, Scaffolder, Carpenter										
	General Foreman	125%	51.38	5.14	0.15	2.40	4.04	0.20	0.05	0.29	63.65
	Foreman	115%	47.27	4.73	0.15	2.40	4.04	0.20	0.05	0.29	59.13
	Lead Hand	105%	43.16	4.32	0.15	2.40	4.04	0.20	0.05	0.29	54.61
	Journeyman	100%	41.10	4.11	0.15	2.40	4.04	0.20	0.05	0.29	52.34
	Apprentice 1st Year	60%	24.66	2.47	0.15	2.40	4.04	0.20	0.05	0.29	34.26
	Apprentice 2nd Year	70%	28.77	2.88	0.15	2.40	4.04	0.20	0.05	0.29	38.78
	Apprentice 3rd Year	80%	32.88	3.29	0.15	2.40	4.04	0.20	0.05	0.29	43.30
	Apprentice 4th Year	90%	36.99	3.70	0.15	2.40	4.04	0.20	0.05	0.29	47.82

WAGE SCHEDULES



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CMAW Manual Labor Rates for Construction

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TRADE CLASSIFICATION	%	BASE RATE	VAC & STAT HOLIDAY PAY	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL
					HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	
			10%	0.15	2.40	4.04	0.20	0.05	0.29	
Regular time										
Welder, Painter, Lat. Int. System Mech, Cement Finisher										
General Foreman	125%	49.58	4.96	0.15	2.40	4.04	0.20	0.05	0.29	61.67
Foreman	115%	45.61	4.56	0.15	2.40	4.04	0.20	0.05	0.29	57.30
Lead Hand	105%	41.65	4.16	0.15	2.40	4.04	0.20	0.05	0.29	52.94
Journeyman	100%	39.66	3.97	0.15	2.40	4.04	0.20	0.05	0.29	50.76
Apprentice 1st Year	60%	23.80	2.38	0.15	2.40	4.04	0.20	0.05	0.29	33.31
Apprentice 2nd Year	75%	29.75	2.98	0.15	2.40	4.04	0.20	0.05	0.29	39.86
Apprentice 3rd Year	90%	35.70	3.57	0.15	2.40	4.04	0.20	0.05	0.29	46.40
Mechanic, Elevator Constructor, Roofer, Sheet Metal Worker										
General Foreman	125%	49.53	4.95	0.15	2.40	4.04	0.20	0.05	0.29	61.61
Foreman	115%	45.56	4.56	0.15	2.40	4.04	0.20	0.05	0.29	57.25
Lead Hand	105%	41.60	4.16	0.15	2.40	4.04	0.20	0.05	0.29	52.89
Journeyman	100%	39.62	3.96	0.15	2.40	4.04	0.20	0.05	0.29	50.71
Apprentice 1st Year	60%	23.77	2.38	0.15	2.40	4.04	0.20	0.05	0.29	33.28
Apprentice 2nd Year	70%	27.74	2.77	0.15	2.40	4.04	0.20	0.05	0.29	37.64
Apprentice 3rd Year	80%	31.70	3.17	0.15	2.40	4.04	0.20	0.05	0.29	42.00
Apprentice 4th Year	90%	35.66	3.57	0.15	2.40	4.04	0.20	0.05	0.29	46.36
Plumber, Steam Fitter, Sprinkler Fitter, Refrigeration Mech, Heavy Duty Mechanic										
General Foreman	125%	51.98	5.20	0.15	2.40	4.04	0.20	0.05	0.29	64.31
Foreman	115%	47.82	4.78	0.15	2.40	4.04	0.20	0.05	0.29	59.73
Lead Hand	105%	43.66	4.37	0.15	2.40	4.04	0.20	0.05	0.29	55.16
Journeyman	100%	41.58	4.16	0.15	2.40	4.04	0.20	0.05	0.29	52.87
Apprentice 1st Year	60%	24.95	2.50	0.15	2.40	4.04	0.20	0.05	0.29	34.58
Apprentice 2nd Year	70%	29.11	2.91	0.15	2.40	4.04	0.20	0.05	0.29	39.15
Apprentice 3rd Year	80%	33.27	3.33	0.15	2.40	4.04	0.20	0.05	0.29	43.73
Apprentice 4th Year	90%	37.42	3.74	0.15	2.40	4.04	0.20	0.05	0.29	48.29
Ironworker - Reinforcing										
General Foreman	125%	50.15	5.01	0.15	2.40	4.04	0.20	0.05	0.29	62.29
Foreman	115%	46.14	4.61	0.15	2.40	4.04	0.20	0.05	0.29	57.88
Lead Hand	105%	42.13	4.21	0.15	2.40	4.04	0.20	0.05	0.29	53.47
Journeyman	100%	40.12	4.01	0.15	2.40	4.04	0.20	0.05	0.29	51.26
Apprentice 1st Year	60%	24.07	2.41	0.15	2.40	4.04	0.20	0.05	0.29	33.61
Apprentice 2nd Year	70%	28.08	2.81	0.15	2.40	4.04	0.20	0.05	0.29	38.02
Apprentice 3rd Year	80%	32.10	3.21	0.15	2.40	4.04	0.20	0.05	0.29	42.44
Apprentice 4th Year	90%	36.11	3.61	0.15	2.40	4.04	0.20	0.05	0.29	46.85
Gas Fitter, Operator Mobile Crane 50-249T										
General Foreman	125%	51.98	5.20	0.15	2.40	4.04	0.20	0.05	0.29	64.31
Foreman	115%	47.82	4.78	0.15	2.40	4.04	0.20	0.05	0.29	59.73
Lead Hand	105%	43.66	4.37	0.15	2.40	4.04	0.20	0.05	0.29	55.16
Journeyman	100%	41.58	4.16	0.15	2.40	4.04	0.20	0.05	0.29	52.87
Apprentice 1st Year	60%	24.95	2.50	0.15	2.40	4.04	0.20	0.05	0.29	34.58
Apprentice 2nd Year	75%	31.19	3.12	0.15	2.40	4.04	0.20	0.05	0.29	41.44
Apprentice 3rd Year	90%	37.42	3.74	0.15	2.40	4.04	0.20	0.05	0.29	48.29

WAGE SCHEDULES



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CMAW Manual Labor Rates for Construction

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	TRADE CLASSIFICATION	%	BASE RATE	VAC & STAT HOLIDAY PAY	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL
						HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	
				10%	0.15	2.40	4.04	0.20	0.05	0.29	
	Regular time										
Rig Welder											
	Welders B Pressure w/Rig		93.75		0.15	2.40	4.04	0.20	0.05	0.29	100.88
	Welders w/Rig		84.45		0.15	2.40	4.04	0.20	0.05	0.29	91.58
Labourer											
	Foreman	115%	30.84	3.08	0.15	2.40	4.04	0.20	0.05	0.29	41.05
	Skilled	100%	26.81	2.68	0.15	2.40	4.04	0.20	0.05	0.29	36.62
	Intermediate		23.13	2.31	0.15	2.40	4.04	0.20	0.05	0.29	32.57
	Entry Level		20.74	2.07	0.15	2.40	4.04	0.20	0.05	0.29	29.94
Equipment Operator (Light)											
	Foreman	115%	37.39	3.74	0.15	2.40	4.04	0.20	0.05	0.29	48.26
	Equipment Operator (Light)	100%	32.51	3.25	0.15	2.40	4.04	0.20	0.05	0.29	42.89
Boom Truck Operator											
	Operator - Boom Truck	100%	39.62	3.96	0.15	2.40	4.04	0.20	0.05	0.29	50.71
	Apprentice 1st Year	80%	31.70	3.17	0.15	2.40	4.04	0.20	0.05	0.29	42.00
	Apprentice 2nd Year	90%	35.66	3.57	0.15	2.40	4.04	0.20	0.05	0.29	46.36
Crane Operator											
	Operator Crane - 0-49T	100%	40.97	4.10	0.15	2.40	4.04	0.20	0.05	0.29	52.20
	Apprentice 1st Year	60%	24.58	2.46	0.15	2.40	4.04	0.20	0.05	0.29	34.17
	Apprentice 2nd Year	75%	30.73	3.07	0.15	2.40	4.04	0.20	0.05	0.29	40.93
	Apprentice 3rd Year	90%	36.87	3.69	0.15	2.40	4.04	0.20	0.05	0.29	47.69
Other											
	Bricklayer - Masonry		39.62	3.96	0.15	2.40	4.04	0.20	0.05	0.29	50.71
	Bricklayer - Refractory		41.58	4.16	0.15	2.40	4.04	0.20	0.05	0.29	52.87
	Cladder		39.62	3.96	0.15	2.40	4.04	0.20	0.05	0.29	50.71
	Decker		39.62	3.96	0.15	2.40	4.04	0.20	0.05	0.29	50.71
	Operator Equipment - Heavy		39.62	3.96	0.15	2.40	4.04	0.20	0.05	0.29	50.71
	Plasterer		39.62	3.96	0.15	2.40	4.04	0.20	0.05	0.29	50.71
	Sheeter		39.62	3.96	0.15	2.40	4.04	0.20	0.05	0.29	50.71
	Truck Driver - Basic		25.97	2.60	0.15	2.40	4.04	0.20	0.05	0.29	35.70
	Truck Driver - Intermediate		35.48	3.55	0.15	2.40	4.04	0.20	0.05	0.29	46.16
	Truck Driver - Heavy		39.61	3.96	0.15	2.40	4.04	0.20	0.05	0.29	50.70

WAGE SCHEDULES



...cont'd.

CMAW Manual Labor Rates for Construction

[Valid from December 27, 2021 through June 25, 2022](#)

TRADE CLASSIFICATION	%	BASE RATE	VAC & STAT HOLIDAY PAY	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL
					HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	
			10%	0.15	2.40	4.04	0.20	0.05	0.29	
<u>Regular time</u>										
<u>PREMIUMS</u>										
Night Shift		4.00								4.00
Chief Steward		3.00								3.00
Steward		2.00								2.00
CSO		1.00								1.00
Multi-Skilling		1.00								1.00
Alloy Welder		3.00								3.00
Leadership for Safety Excellence (LSE)		0.50								0.50
First Aid Ticket W/CPR		0.50								0.50
Crane - Friction, Brake & Clutch System		0.50								0.50

Note 1: This table does not include the complete list of all premiums. All premiums listed in the CMAW collective agreement are applicable to these rates.

Note 2: Flight, Travel and Lodging Costs are not included in these rates

Note 3: Small tools and consummables percentage are based on Journeyman rates for respective trades

WAGE SCHEDULES



CMAW Manual Labor Rates for Construction

Valid from June 26, 2022 through December 31, 2022

	TRADE CLASSIFICATION	%	BASE RATE	VAC & STAT HOLIDAY PAY	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL
						HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	
				10%	0.20	2.40	4.09	0.25	0.05	0.29	
	Regular time										
	Pipefitter, Ironworker-Structural, Electrician, Instrument Technician										
	General Foreman	125%	53.52	5.35	0.20	2.40	4.09	0.25	0.05	0.29	66.15
	Foreman	115%	49.24	4.92	0.20	2.40	4.09	0.25	0.05	0.29	61.44
	Lead Hand	105%	44.96	4.50	0.20	2.40	4.09	0.25	0.05	0.29	56.74
	Journeyman	100%	42.82	4.28	0.20	2.40	4.09	0.25	0.05	0.29	54.38
	Apprentice 1st Year	60%	25.69	2.57	0.20	2.40	4.09	0.25	0.05	0.29	35.54
	Apprentice 2nd Year	70%	29.97	3.00	0.20	2.40	4.09	0.25	0.05	0.29	40.25
	Apprentice 3rd Year	80%	34.25	3.43	0.20	2.40	4.09	0.25	0.05	0.29	44.96
	Apprentice 4th Year	90%	38.54	3.85	0.20	2.40	4.09	0.25	0.05	0.29	49.67
	Boilermaker, Operator Mobile Crane +250 T										
	General Foreman	125%	53.52	5.35	0.20	2.40	4.09	0.25	0.05	0.29	66.15
	Foreman	115%	49.24	4.92	0.20	2.40	4.09	0.25	0.05	0.29	61.44
	Lead Hand	105%	44.96	4.50	0.20	2.40	4.09	0.25	0.05	0.29	56.74
	Journeyman	100%	42.82	4.28	0.20	2.40	4.09	0.25	0.05	0.29	54.38
	Apprentice 1st Year	60%	25.69	2.57	0.20	2.40	4.09	0.25	0.05	0.29	35.54
	Apprentice 2nd Year	75%	32.11	3.21	0.20	2.40	4.09	0.25	0.05	0.29	42.60
	Apprentice 3rd Year	90%	38.54	3.85	0.20	2.40	4.09	0.25	0.05	0.29	49.67
	Millwright, Analyzer Tech										
	General Foreman	125%	54.16	5.42	0.20	2.40	4.09	0.25	0.05	0.29	66.86
	Foreman	115%	49.82	4.98	0.20	2.40	4.09	0.25	0.05	0.29	62.08
	Lead Hand	105%	45.49	4.55	0.20	2.40	4.09	0.25	0.05	0.29	57.32
	Journeyman	100%	43.32	4.33	0.20	2.40	4.09	0.25	0.05	0.29	54.93
	Apprentice 1st Year (Millwright Only)	60%	25.99	2.60	0.20	2.40	4.09	0.25	0.05	0.29	35.87
	Apprentice 2nd Year (Millwright Only)	70%	30.33	3.03	0.20	2.40	4.09	0.25	0.05	0.29	40.64
	Apprentice 3rd Year (Millwright Only)	80%	34.66	3.47	0.20	2.40	4.09	0.25	0.05	0.29	45.41
	Apprentice 4th Year (Millwright Only)	90%	38.99	3.90	0.20	2.40	4.09	0.25	0.05	0.29	50.17
	Welder B-Pressure										
	General Foreman	125%	55.41	5.54	0.20	2.40	4.09	0.25	0.05	0.29	68.23
	Foreman	115%	50.98	5.10	0.20	2.40	4.09	0.25	0.05	0.29	63.36
	Lead Hand	105%	46.54	4.65	0.20	2.40	4.09	0.25	0.05	0.29	58.47
	Journeyman	100%	44.33	4.43	0.20	2.40	4.09	0.25	0.05	0.29	56.04
	Insulator, Scaffolder, Carpenter										
	General Foreman	125%	52.30	5.23	0.20	2.40	4.09	0.25	0.05	0.29	64.81
	Foreman	115%	48.11	4.81	0.20	2.40	4.09	0.25	0.05	0.29	60.20
	Lead Hand	105%	43.93	4.39	0.20	2.40	4.09	0.25	0.05	0.29	55.60
	Journeyman	100%	41.84	4.18	0.20	2.40	4.09	0.25	0.05	0.29	53.30
	Apprentice 1st Year	60%	25.10	2.51	0.20	2.40	4.09	0.25	0.05	0.29	34.89
	Apprentice 2nd Year	70%	29.29	2.93	0.20	2.40	4.09	0.25	0.05	0.29	39.50
	Apprentice 3rd Year	80%	33.47	3.35	0.20	2.40	4.09	0.25	0.05	0.29	44.10
	Apprentice 4th Year	90%	37.65	3.77	0.20	2.40	4.09	0.25	0.05	0.29	48.70

WAGE SCHEDULES



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CMAW Manual Labor Rates for Construction

[Valid from June 26, 2022 through December 31, 2022](#)

TRADE CLASSIFICATION	%	BASE RATE	VAC & STAT HOLIDAY PAY	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL
					HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	
			10%	0.20	2.40	4.09	0.25	0.05	0.29	
Regular time										
Welder, Painter, Lat. Int. System Mech, Cement Finisher										
General Foreman	125%	50.46	5.05	0.20	2.40	4.09	0.25	0.05	0.29	62.79
Foreman	115%	46.43	4.64	0.20	2.40	4.09	0.25	0.05	0.29	58.35
Lead Hand	105%	42.39	4.24	0.20	2.40	4.09	0.25	0.05	0.29	53.91
Journeyman	100%	40.37	4.04	0.20	2.40	4.09	0.25	0.05	0.29	51.69
Apprentice 1st Year	60%	24.22	2.42	0.20	2.40	4.09	0.25	0.05	0.29	33.92
Apprentice 2nd Year	75%	30.28	3.03	0.20	2.40	4.09	0.25	0.05	0.29	40.59
Apprentice 3rd Year	90%	36.33	3.63	0.20	2.40	4.09	0.25	0.05	0.29	47.24
Mechanic, Elevator Constructor, Roofer, Sheet Metal Worker										
General Foreman	125%	50.41	5.04	0.20	2.40	4.09	0.25	0.05	0.29	62.73
Foreman	115%	46.38	4.64	0.20	2.40	4.09	0.25	0.05	0.29	58.30
Lead Hand	105%	42.34	4.23	0.20	2.40	4.09	0.25	0.05	0.29	53.85
Journeyman	100%	40.33	4.03	0.20	2.40	4.09	0.25	0.05	0.29	51.64
Apprentice 1st Year	60%	24.20	2.42	0.20	2.40	4.09	0.25	0.05	0.29	33.90
Apprentice 2nd Year	70%	28.23	2.82	0.20	2.40	4.09	0.25	0.05	0.29	38.33
Apprentice 3rd Year	80%	32.26	3.23	0.20	2.40	4.09	0.25	0.05	0.29	42.77
Apprentice 4th Year	90%	36.29	3.63	0.20	2.40	4.09	0.25	0.05	0.29	47.20
Plumber, Steam Fitter, Sprinkler Fitter, Refrigeration Mech, Heavy Duty Mechanic										
General Foreman	125%	52.90	5.29	0.20	2.40	4.09	0.25	0.05	0.29	65.47
Foreman	115%	48.67	4.87	0.20	2.40	4.09	0.25	0.05	0.29	60.82
Lead Hand	105%	44.44	4.44	0.20	2.40	4.09	0.25	0.05	0.29	56.16
Journeyman	100%	42.32	4.23	0.20	2.40	4.09	0.25	0.05	0.29	53.83
Apprentice 1st Year	60%	25.39	2.54	0.20	2.40	4.09	0.25	0.05	0.29	35.21
Apprentice 2nd Year	70%	29.63	2.96	0.20	2.40	4.09	0.25	0.05	0.29	39.87
Apprentice 3rd Year	80%	33.86	3.39	0.20	2.40	4.09	0.25	0.05	0.29	44.53
Apprentice 4th Year	90%	38.09	3.81	0.20	2.40	4.09	0.25	0.05	0.29	49.18
Ironworker - Reinforcing										
General Foreman	125%	51.04	5.10	0.20	2.40	4.09	0.25	0.05	0.29	63.42
Foreman	115%	46.96	4.70	0.20	2.40	4.09	0.25	0.05	0.29	58.94
Lead Hand	105%	42.88	4.29	0.20	2.40	4.09	0.25	0.05	0.29	54.45
Journeyman	100%	40.83	4.08	0.20	2.40	4.09	0.25	0.05	0.29	52.19
Apprentice 1st Year	60%	24.50	2.45	0.20	2.40	4.09	0.25	0.05	0.29	34.23
Apprentice 2nd Year	70%	28.58	2.86	0.20	2.40	4.09	0.25	0.05	0.29	38.72
Apprentice 3rd Year	80%	32.67	3.27	0.20	2.40	4.09	0.25	0.05	0.29	43.22
Apprentice 4th Year	90%	36.75	3.68	0.20	2.40	4.09	0.25	0.05	0.29	47.71
Gas Fitter, Operator Mobile Crane 50-249T										
General Foreman	125%	52.90	5.29	0.20	2.40	4.09	0.25	0.05	0.29	65.47
Foreman	115%	48.67	4.87	0.20	2.40	4.09	0.25	0.05	0.29	60.82
Lead Hand	105%	44.44	4.44	0.20	2.40	4.09	0.25	0.05	0.29	56.16
Journeyman	100%	42.32	4.23	0.20	2.40	4.09	0.25	0.05	0.29	53.83
Apprentice 1st Year	60%	25.39	2.54	0.20	2.40	4.09	0.25	0.05	0.29	35.21
Apprentice 2nd Year	75%	31.74	3.17	0.20	2.40	4.09	0.25	0.05	0.29	42.19
Apprentice 3rd Year	90%	38.09	3.81	0.20	2.40	4.09	0.25	0.05	0.29	49.18

WAGE SCHEDULE



...cont'd.

CMAW Manual Labor Rates for Construction

[Valid from June 26, 2022 through December 31, 2022](#)

	TRADE CLASSIFICATION	%	BASE RATE	VAC & STAT HOLIDAY PAY	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL
						HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	
				10%	0.20	2.40	4.09	0.25	0.05	0.29	
	Regular time										
Rig Welder											
	Welders B Pressure w/Rig		94.63		0.20	2.40	4.09	0.25	0.05	0.29	101.91
	Welders w/Rig		85.33		0.20	2.40	4.09	0.25	0.05	0.29	92.61
Labourer											
	Foreman	115%	31.38	3.14	0.20	2.40	4.09	0.25	0.05	0.29	41.80
	Skilled	100%	27.29	2.73	0.20	2.40	4.09	0.25	0.05	0.29	37.30
	Intermediate		23.54	2.35	0.20	2.40	4.09	0.25	0.05	0.29	33.17
	Entry Level		21.11	2.11	0.20	2.40	4.09	0.25	0.05	0.29	30.50
Equipment Operator (Light)											
	Foreman	115%	38.06	3.81	0.20	2.40	4.09	0.25	0.05	0.29	49.15
	Equipment Operator (Light)	100%	33.09	3.31	0.20	2.40	4.09	0.25	0.05	0.29	43.68
Boom Truck Operator											
	Operator - Boom Truck	100%	40.33	4.03	0.20	2.40	4.09	0.25	0.05	0.29	51.64
	Apprentice 1st Year	80%	32.26	3.23	0.20	2.40	4.09	0.25	0.05	0.29	42.77
	Apprentice 2nd Year	90%	36.29	3.63	0.20	2.40	4.09	0.25	0.05	0.29	47.20
Crane Operator											
	Operator Crane - 0-49T	100%	41.70	4.17	0.20	2.40	4.09	0.25	0.05	0.29	53.15
	Apprentice 1st Year	60%	25.02	2.50	0.20	2.40	4.09	0.25	0.05	0.29	34.80
	Apprentice 2nd Year	75%	31.27	3.13	0.20	2.40	4.09	0.25	0.05	0.29	41.68
	Apprentice 3rd Year	90%	37.53	3.75	0.20	2.40	4.09	0.25	0.05	0.29	48.56
Other											
	Bricklayer - Masonry		40.33	4.03	0.20	2.40	4.09	0.25	0.05	0.29	51.64
	Bricklayer - Refractory		42.32	4.23	0.20	2.40	4.09	0.25	0.05	0.29	53.83
	Cladder		40.33	4.03	0.20	2.40	4.09	0.25	0.05	0.29	51.64
	Decker		40.33	4.03	0.20	2.40	4.09	0.25	0.05	0.29	51.64
	Operator Equipment - Heavy		40.33	4.03	0.20	2.40	4.09	0.25	0.05	0.29	51.64
	Plasterer		40.33	4.03	0.20	2.40	4.09	0.25	0.05	0.29	51.64
	Sheeter		40.33	4.03	0.20	2.40	4.09	0.25	0.05	0.29	51.64
	Truck Driver - Basic		26.43	2.64	0.20	2.40	4.09	0.25	0.05	0.29	36.35
	Truck Driver - Intermediate		36.11	3.61	0.20	2.40	4.09	0.25	0.05	0.29	47.00
	Truck Driver - Heavy		40.32	4.03	0.20	2.40	4.09	0.25	0.05	0.29	51.63

WAGE SCHEDULES



...cont'd.

CMAW Manual Labor Rates for Construction

[Valid from June 26, 2022 through December 31, 2022](#)

	TRADE CLASSIFICATION	%	BASE RATE	VAC & STAT HOLIDAY PAY	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL
						HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	
				10%	0.20	2.40	4.09	0.25	0.05	0.29	
	Regular time										
	PREMIUMS										
	Night Shift		4.00								4.00
	Chief Steward		3.00								3.00
	Steward		2.00								2.00
	CSO		1.00								1.00
	Multi-Skilling		1.00								1.00
	Alloy Welder		3.00								3.00
	Leadership for Safety Excellence (LSE)		0.50								0.50
	First Aid Ticket W/CPR		0.50								0.50
	Crane - Friction, Brake & Clutch System		0.50								0.50

Note 1: This table does not include the complete list of all premiums. All premiums listed in the CMAW collective agreement are applicable to these rates.

Note 2: Flight, Travel and Lodging Costs are not included in these rates

Note 3: Small tools and consumables percentage are based on Journeyman rates for respective trades

WAGE SCHEDULES



CMAW Manual Labor Rates for Construction

[Valid from January 1, 2023 through April 27, 2024](#)

	TRADE CLASSIFICATION	%	BASE RATE	VAC & STAT HOLIDAY PAY	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL
						HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	
				10%	0.20	2.40	4.09	0.25	0.05	0.29	
	<u>Regular time</u>										
	Pipefitter, Ironworker-Structural, Electrician, Instrument Technician										
	General Foreman	125%	54.15	5.42	0.20	2.40	4.09	0.25	0.05	0.29	66.85
	Foreman	115%	49.82	4.98	0.20	2.40	4.09	0.25	0.05	0.29	62.08
	Lead Hand	105%	45.49	4.55	0.20	2.40	4.09	0.25	0.05	0.29	57.32
	Journeyman	100%	43.32	4.33	0.20	2.40	4.09	0.25	0.05	0.29	54.93
	Apprentice 1st Year	60%	25.99	2.60	0.20	2.40	4.09	0.25	0.05	0.29	35.87
	Apprentice 2nd Year	70%	30.33	3.03	0.20	2.40	4.09	0.25	0.05	0.29	40.64
	Apprentice 3rd Year	80%	34.66	3.47	0.20	2.40	4.09	0.25	0.05	0.29	45.41
	Apprentice 4th Year	90%	38.99	3.90	0.20	2.40	4.09	0.25	0.05	0.29	50.17
	Boilermaker, Operator Mobile Crane +250 T										
	General Foreman	125%	54.15	5.42	0.20	2.40	4.09	0.25	0.05	0.29	66.85
	Foreman	115%	49.82	4.98	0.20	2.40	4.09	0.25	0.05	0.29	62.08
	Lead Hand	105%	45.49	4.55	0.20	2.40	4.09	0.25	0.05	0.29	57.32
	Journeyman	100%	43.32	4.33	0.20	2.40	4.09	0.25	0.05	0.29	54.93
	Apprentice 1st Year	60%	25.99	2.60	0.20	2.40	4.09	0.25	0.05	0.29	35.87
	Apprentice 2nd Year	75%	32.49	3.25	0.20	2.40	4.09	0.25	0.05	0.29	43.02
	Apprentice 3rd Year	90%	38.99	3.90	0.20	2.40	4.09	0.25	0.05	0.29	50.17
	Millwright, Analyzer Tech										
	General Foreman	125%	54.79	5.48	0.20	2.40	4.09	0.25	0.05	0.29	67.55
	Foreman	115%	50.41	5.04	0.20	2.40	4.09	0.25	0.05	0.29	62.73
	Lead Hand	105%	46.03	4.60	0.20	2.40	4.09	0.25	0.05	0.29	57.91
	Journeyman	100%	43.84	4.38	0.20	2.40	4.09	0.25	0.05	0.29	55.50
	Apprentice 1st Year (Millwright Only)	60%	26.30	2.63	0.20	2.40	4.09	0.25	0.05	0.29	36.21
	Apprentice 2nd Year (Millwright Only)	70%	30.68	3.07	0.20	2.40	4.09	0.25	0.05	0.29	41.03
	Apprentice 3rd Year (Millwright Only)	80%	35.07	3.51	0.20	2.40	4.09	0.25	0.05	0.29	45.86
	Apprentice 4th Year (Millwright Only)	90%	39.45	3.95	0.20	2.40	4.09	0.25	0.05	0.29	50.68
	Welder B-Pressure										
	General Foreman	125%	56.06	5.61	0.20	2.40	4.09	0.25	0.05	0.29	68.95
	Foreman	115%	51.58	5.16	0.20	2.40	4.09	0.25	0.05	0.29	64.02
	Lead Hand	105%	47.09	4.71	0.20	2.40	4.09	0.25	0.05	0.29	59.08
	Journeyman	100%	44.85	4.49	0.20	2.40	4.09	0.25	0.05	0.29	56.62
	Insulator, Scaffolder, Carpenter										
	General Foreman	125%	52.91	5.29	0.20	2.40	4.09	0.25	0.05	0.29	65.48
	Foreman	115%	48.68	4.87	0.20	2.40	4.09	0.25	0.05	0.29	60.83
	Lead Hand	105%	44.45	4.44	0.20	2.40	4.09	0.25	0.05	0.29	56.17
	Journeyman	100%	42.33	4.23	0.20	2.40	4.09	0.25	0.05	0.29	53.84
	Apprentice 1st Year	60%	25.40	2.54	0.20	2.40	4.09	0.25	0.05	0.29	35.22
	Apprentice 2nd Year	70%	29.63	2.96	0.20	2.40	4.09	0.25	0.05	0.29	39.87
	Apprentice 3rd Year	80%	33.86	3.39	0.20	2.40	4.09	0.25	0.05	0.29	44.53
	Apprentice 4th Year	90%	38.10	3.81	0.20	2.40	4.09	0.25	0.05	0.29	49.19

WAGE SCHEDULES



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CMAW Manual Labor Rates for Construction

[Valid from January 1, 2023 through April 27, 2024](#)

TRADE CLASSIFICATION	%	BASE RATE	VAC & STAT HOLIDAY PAY	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL
					HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	
			10%	0.20	2.40	4.09	0.25	0.05	0.29	
Regular time										
Welder, Painter, Lat. Int. System Mech, Cement Finisher										
General Foreman	125%	51.06	5.11	0.20	2.40	4.09	0.25	0.05	0.29	63.45
Foreman	115%	46.97	4.70	0.20	2.40	4.09	0.25	0.05	0.29	58.95
Lead Hand	105%	42.89	4.29	0.20	2.40	4.09	0.25	0.05	0.29	54.46
Journeyman	100%	40.85	4.08	0.20	2.40	4.09	0.25	0.05	0.29	52.21
Apprentice 1st Year	60%	24.51	2.45	0.20	2.40	4.09	0.25	0.05	0.29	34.24
Apprentice 2nd Year	75%	30.63	3.06	0.20	2.40	4.09	0.25	0.05	0.29	40.97
Apprentice 3rd Year	90%	36.76	3.68	0.20	2.40	4.09	0.25	0.05	0.29	47.72
Mechanic, Elevator Constructor, Roofer, Sheet Metal Worker										
General Foreman	125%	51.00	5.10	0.20	2.40	4.09	0.25	0.05	0.29	63.38
Foreman	115%	46.92	4.69	0.20	2.40	4.09	0.25	0.05	0.29	58.89
Lead Hand	105%	42.84	4.28	0.20	2.40	4.09	0.25	0.05	0.29	54.40
Journeyman	100%	40.80	4.08	0.20	2.40	4.09	0.25	0.05	0.29	52.16
Apprentice 1st Year	60%	24.48	2.45	0.20	2.40	4.09	0.25	0.05	0.29	34.21
Apprentice 2nd Year	70%	28.56	2.86	0.20	2.40	4.09	0.25	0.05	0.29	38.70
Apprentice 3rd Year	80%	32.64	3.26	0.20	2.40	4.09	0.25	0.05	0.29	43.18
Apprentice 4th Year	90%	36.72	3.67	0.20	2.40	4.09	0.25	0.05	0.29	47.67
Plumber, Steam Fitter, Sprinkler Fitter, Refrigeration Mech, Heavy Duty Mechanic										
General Foreman	125%	53.53	5.35	0.20	2.40	4.09	0.25	0.05	0.29	66.16
Foreman	115%	49.24	4.92	0.20	2.40	4.09	0.25	0.05	0.29	61.44
Lead Hand	105%	44.96	4.50	0.20	2.40	4.09	0.25	0.05	0.29	56.74
Journeyman	100%	42.82	4.28	0.20	2.40	4.09	0.25	0.05	0.29	54.38
Apprentice 1st Year	60%	25.69	2.57	0.20	2.40	4.09	0.25	0.05	0.29	35.54
Apprentice 2nd Year	70%	29.97	3.00	0.20	2.40	4.09	0.25	0.05	0.29	40.25
Apprentice 3rd Year	80%	34.26	3.43	0.20	2.40	4.09	0.25	0.05	0.29	44.97
Apprentice 4th Year	90%	38.54	3.85	0.20	2.40	4.09	0.25	0.05	0.29	49.67
Ironworker - Reinforcing										
General Foreman	125%	51.64	5.16	0.20	2.40	4.09	0.25	0.05	0.29	64.08
Foreman	115%	47.51	4.75	0.20	2.40	4.09	0.25	0.05	0.29	59.54
Lead Hand	105%	43.38	4.34	0.20	2.40	4.09	0.25	0.05	0.29	55.00
Journeyman	100%	41.32	4.13	0.20	2.40	4.09	0.25	0.05	0.29	52.73
Apprentice 1st Year	60%	24.79	2.48	0.20	2.40	4.09	0.25	0.05	0.29	34.55
Apprentice 2nd Year	70%	28.92	2.89	0.20	2.40	4.09	0.25	0.05	0.29	39.09
Apprentice 3rd Year	80%	33.05	3.31	0.20	2.40	4.09	0.25	0.05	0.29	43.64
Apprentice 4th Year	90%	37.18	3.72	0.20	2.40	4.09	0.25	0.05	0.29	48.18
Gas Fitter, Operator Mobile Crane 50-249T										
General Foreman	125%	53.53	5.35	0.20	2.40	4.09	0.25	0.05	0.29	66.16
Foreman	115%	49.24	4.92	0.20	2.40	4.09	0.25	0.05	0.29	61.44
Lead Hand	105%	44.96	4.50	0.20	2.40	4.09	0.25	0.05	0.29	56.74
Journeyman	100%	42.82	4.28	0.20	2.40	4.09	0.25	0.05	0.29	54.38
Apprentice 1st Year	60%	25.69	2.57	0.20	2.40	4.09	0.25	0.05	0.29	35.54
Apprentice 2nd Year	75%	32.12	3.21	0.20	2.40	4.09	0.25	0.05	0.29	42.61
Apprentice 3rd Year	90%	38.54	3.85	0.20	2.40	4.09	0.25	0.05	0.29	49.67

WAGE SCHEDULES



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CMAW Manual Labor Rates for Construction
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	TRADE CLASSIFICATION	%	BASE RATE	VAC & STAT HOLIDAY PAY	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL
						HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	
				10%	0.20	2.40	4.09	0.25	0.05	0.29	
	Regular time										
	Rig Welder										
	Welders B Pressure w/Rig		95.18		0.20	2.40	4.09	0.25	0.05	0.29	102.46
	Welders w/Rig		85.88		0.20	2.40	4.09	0.25	0.05	0.29	93.16
	Labourer										
	Foreman	115%	31.75	3.18	0.20	2.40	4.09	0.25	0.05	0.29	42.21
	Skilled	100%	27.61	2.76	0.20	2.40	4.09	0.25	0.05	0.29	37.65
	Intermediate		23.82	2.38	0.20	2.40	4.09	0.25	0.05	0.29	33.48
	Entry Level		21.36	2.14	0.20	2.40	4.09	0.25	0.05	0.29	30.78
	Equipment Operator (Light)										
	Foreman	115%	38.50	3.85	0.20	2.40	4.09	0.25	0.05	0.29	49.63
	Equipment Operator (Light)	100%	33.48	3.35	0.20	2.40	4.09	0.25	0.05	0.29	44.11
	Boom Truck Operator										
	Operator - Boom Truck	100%	40.80	4.08	0.20	2.40	4.09	0.25	0.05	0.29	52.16
	Apprentice 1st Year	80%	32.64	3.26	0.20	2.40	4.09	0.25	0.05	0.29	43.18
	Apprentice 2nd Year	90%	36.72	3.67	0.20	2.40	4.09	0.25	0.05	0.29	47.67
	Crane Operator										
	Operator Crane - 0-49T	100%	42.19	4.22	0.20	2.40	4.09	0.25	0.05	0.29	53.69
	Apprentice 1st Year	60%	25.31	2.53	0.20	2.40	4.09	0.25	0.05	0.29	35.12
	Apprentice 2nd Year	75%	31.64	3.16	0.20	2.40	4.09	0.25	0.05	0.29	42.08
	Apprentice 3rd Year	90%	37.97	3.80	0.20	2.40	4.09	0.25	0.05	0.29	49.05
	Other										
	Bricklayer - Masonry		40.80	4.08	0.20	2.40	4.09	0.25	0.05	0.29	52.16
	Bricklayer - Refractory		42.82	4.28	0.20	2.40	4.09	0.25	0.05	0.29	54.38
	Cladder		40.80	4.08	0.20	2.40	4.09	0.25	0.05	0.29	52.16
	Decker		40.80	4.08	0.20	2.40	4.09	0.25	0.05	0.29	52.16
	Operator Equipment - Heavy		40.80	4.08	0.20	2.40	4.09	0.25	0.05	0.29	52.16
	Plasterer		40.80	4.08	0.20	2.40	4.09	0.25	0.05	0.29	52.16
	Sheeter		40.80	4.08	0.20	2.40	4.09	0.25	0.05	0.29	52.16
	Truck Driver - Basic		26.74	2.67	0.20	2.40	4.09	0.25	0.05	0.29	36.69
	Truck Driver - Intermediate		36.54	3.65	0.20	2.40	4.09	0.25	0.05	0.29	47.47
	Truck Driver - Heavy		40.79	4.08	0.20	2.40	4.09	0.25	0.05	0.29	52.15

WAGE SCHEDULES



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TRADE CLASSIFICATION	%	BASE RATE	VAC & STAT HOLIDAY PAY	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL
					HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	
			10%	0.20	2.40	4.09	0.25	0.05	0.29	
<u>Regular time</u>										
<u>PREMIUMS</u>										
Night Shift		4.00								4.00
Chief Steward		3.00								3.00
Steward		2.00								2.00
CSO		1.00								1.00
Multi-Skilling		1.00								1.00
Alloy Welder		3.00								3.00
Leadership for Safety Excellence (LSE)		0.50								0.50
First Aid Ticket W/CPR		0.50								0.50
Crane - Friction, Brake & Clutch System		0.50								0.50

Note 1: This table does not include the complete list of all premiums. All premiums listed in the CMAW collective agreement are applicable to these rates.

Note 2: Flight, Travel and Lodging Costs are not included in these rates

Note 3: Small tools and consumables percentage are based on Journeyman rates for respective trades