

SCHEDULE "A1.1"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG

Effective May 1, 2022

Employee Classification	%	Base Rate	VP/SHP (12%)	SUB TOTAL	Employer Contributions						Total Package
					Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	Member Assist	
Base Rates		46.78	12%		2.70	4.19	0.35	0.25	0.05	0.05	
Journeyman											
General Foreman	120%	56.14	6.74	62.88	2.70	4.19	0.35	0.25	0.05	0.05	70.47
Foreman	115%	53.80	6.46	60.26	2.70	4.19	0.35	0.25	0.05	0.05	67.85
Tradesperson	100%	46.78	5.61	52.39	2.70	4.19	0.35	0.25	0.05	0.05	59.98
Apprentice - 4 Year Schedule											
4th Term	90%	42.10	5.05	47.15	2.70	3.77	0.35	0.25	0.05	0.05	54.32
3rd Term	80%	37.42	4.49	41.91	2.70	3.35	0.35	0.25	0.05	0.05	48.66
2nd Term	65%	30.41	3.65	34.06	2.70	2.72	0.35	0.25	0.05	0.05	40.18
1st Term	55%	25.73	3.09	28.82	2.70	2.30	0.35	0.25	0.05	0.05	34.52
Apprentice - 3 Year Schedule											
3rd Term	85%	39.76	4.77	44.53	2.70	3.56	0.35	0.25	0.05	0.05	51.49
2nd Term	75%	35.09	4.21	39.30	2.70	3.14	0.35	0.25	0.05	0.05	45.84
1st Term	60%	28.07	3.37	31.44	2.70	2.51	0.35	0.25	0.05	0.05	37.35
Labourer											
up to 100 hours	55%	25.73	3.09	28.82	2.70	2.30	0.35	0.25	0.05	0.05	34.52
100 - 200 hours	60%	28.07	3.37	31.44	2.70	2.51	0.35	0.25	0.05	0.05	37.35
200 hours	65%	30.41	3.65	34.06	2.70	2.72	0.35	0.25	0.05	0.05	40.18

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

Local Union Check Off - see article 4.10

SCHEDULE "B1.1"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Effective May 1 2022

Employer Classifications

<<< Apprentice/Labourer >>>

		TP/FM/GF	90%	85%	80%	75%	70%	65%	60%	55%
Employer Contributions:										
CMAW Benefit Plan	2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.70
Carpentry Workers Pension Plan	4.19	4.19	3.77	3.56	3.35	3.14	2.93	2.72	2.51	2.30
CMAW Administration Fund	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35
CMAW Training Fund	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
Rehabilitation Plan	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Member Assistance	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
* Total Employer Contributions	7.59	7.59	7.17	6.96	6.75	6.54	6.33	6.12	5.91	5.70
Employee Contributions:										
Field Dues	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Local Union Check Off		Refer to Article 4.10								
* Total Employee Contributions	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Total Hourly Remittance to CWF										
ST	8.48	8.06	7.85	7.64	7.43	7.22	7.01	6.80	6.59	
1.5x OT	12.72	12.09	11.78	11.46	11.15	10.83	10.52	10.21	9.89	
2x OT	16.96	16.12	15.70	15.28	14.87	14.45	14.03	13.61	13.19	
Total Hourly Remittance to Other Locals										
ST	Refer to Article 4.10									
1.5x OT	Refer to Article 4.10									
2x OT	Refer to Article 4.10									



* 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

Effective May 1, 2023

Employee Classification	%	Base Rate	VP/SHP (12%)	SUB TOTAL	Employer Contributions						Total Package
					Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	Member Assist	
Base Rates		47.98	12%		2.80	4.24	0.35	0.25	0.05	0.05	
Journeyman											
General Foreman	120%	57.58	6.91	64.49	2.80	4.24	0.35	0.25	0.05	0.05	72.23
Foreman	115%	55.18	6.62	61.80	2.80	4.24	0.35	0.25	0.05	0.05	69.54
Tradesperson	100%	47.98	5.76	53.74	2.80	4.24	0.35	0.25	0.05	0.05	61.48
Apprentice - 4 Year Schedule											
4th Term	90%	43.18	5.18	48.36	2.80	3.82	0.35	0.25	0.05	0.05	55.68
3rd Term	80%	38.38	4.61	42.99	2.80	3.39	0.35	0.25	0.05	0.05	49.88
2nd Term	65%	31.19	3.74	34.93	2.80	2.76	0.35	0.25	0.05	0.05	41.19
1st Term	55%	26.39	3.17	29.56	2.80	2.33	0.35	0.25	0.05	0.05	35.39
Apprentice - 3 Year Schedule											
3rd Term	85%	40.78	4.89	45.67	2.80	3.60	0.35	0.25	0.05	0.05	52.77
2nd Term	75%	35.99	4.32	40.31	2.80	3.18	0.35	0.25	0.05	0.05	46.99
1st Term	60%	28.79	3.45	32.24	2.80	2.54	0.35	0.25	0.05	0.05	38.28
Labourer											
up to 100 hours	55%	26.39	3.17	29.56	2.80	2.33	0.35	0.25	0.05	0.05	35.39
100 - 200 hours	60%	28.79	3.45	32.24	2.80	2.54	0.35	0.25	0.05	0.05	38.28
200 hours	65%	31.19	3.74	34.93	2.80	2.76	0.35	0.25	0.05	0.05	41.19

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

Local Union Check Off - see article 4.10

SCHEDULE "B1.2"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Effective May 1 2023

Employer Classifications

<<< Apprentice/Labourer >>>

		TP/FM/GF	90%	85%	80%	75%	70%	65%	60%	55%
Employer Contributions:										
CMAW Benefit Plan	2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.80
Carpentry Workers Pension Plan	4.24	4.24	3.82	3.60	3.39	3.18	2.97	2.76	2.54	2.33
CMAW Administration Fund	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35
CMAW Training Fund	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
Rehabilitation Plan	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Member Assistance	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
* Total Employer Contributions	7.74	7.74	7.32	7.10	6.89	6.68	6.47	6.26	6.04	5.83
Employee Contributions:										
Field Dues	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Local Union Check Off		Refer to Article 4.10								
* Total Employee Contributions	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Total Hourly Remittance to CWF	ST	8.63	8.21	7.99	7.78	7.57	7.36	7.15	6.93	6.72
	1.5x OT	12.95	12.31	11.99	11.67	11.36	11.04	10.72	10.40	10.08
	2x OT	17.26	16.41	15.99	15.56	15.14	14.72	14.29	13.87	13.44
Total Hourly Remittance to Other Locals	ST	Refer to Article 4.10								
	1.5x OT	Refer to Article 4.10								
	2x OT	Refer to Article 4.10								



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

SCHEDULE "A1.3"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG

Effective May 1, 2024

Employee Classification	%	Base Rate	VP/SHP (12%)	SUB TOTAL	Employer Contributions						Total Package
					Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	Member Assist	
Base Rates		49.22	12%		2.90	4.29	0.35	0.25	0.05	0.05	
Journeyman											
General Foreman	120%	59.06	7.09	66.15	2.90	4.29	0.35	0.25	0.05	0.05	74.04
Foreman	115%	56.60	6.79	63.39	2.90	4.29	0.35	0.25	0.05	0.05	71.28
Tradesperson	100%	49.22	5.91	55.13	2.90	4.29	0.35	0.25	0.05	0.05	63.02
Apprentice - 4 Year Schedule											
4th Term	90%	44.30	5.32	49.62	2.90	3.86	0.35	0.25	0.05	0.05	57.08
3rd Term	80%	39.38	4.73	44.11	2.90	3.43	0.35	0.25	0.05	0.05	51.14
2nd Term	65%	31.99	3.84	35.83	2.90	2.79	0.35	0.25	0.05	0.05	42.22
1st Term	55%	27.07	3.25	30.32	2.90	2.36	0.35	0.25	0.05	0.05	36.28
Apprentice - 3 Year Schedule											
3rd Term	85%	41.84	5.02	46.86	2.90	3.65	0.35	0.25	0.05	0.05	54.11
2nd Term	75%	36.92	4.43	41.35	2.90	3.22	0.35	0.25	0.05	0.05	48.17
1st Term	60%	29.53	3.54	33.07	2.90	2.57	0.35	0.25	0.05	0.05	39.24
Labourer											
up to 100 hours	55%	27.07	3.25	30.32	2.90	2.36	0.35	0.25	0.05	0.05	36.28
100 - 200 hours	60%	29.53	3.54	33.07	2.90	2.57	0.35	0.25	0.05	0.05	39.24
200 hours	65%	31.99	3.84	35.83	2.90	2.79	0.35	0.25	0.05	0.05	42.22

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

Local Union Check Off - see article 4.10

SCHEDULE "B1.3"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Effective May 1 2024

Employer Classifications

<<< Apprentice/Labourer >>>

		Employer Classifications								
		TP/FM/GF	90%	85%	80%	75%	70%	65%	60%	55%
Employer Contributions:										
CMAW Benefit Plan	2.90	2.90	2.90	2.90	2.90	2.90	2.90	2.90	2.90	2.90
Carpentry Workers Pension Plan	4.29	4.29	3.86	3.65	3.43	3.22	3.00	2.79	2.57	2.36
CMAW Administration Fund	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35
CMAW Training Fund	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
Rehabilitation Plan	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Member Assistance	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
* Total Employer Contributions	7.89	7.89	7.46	7.25	7.03	6.82	6.60	6.39	6.17	5.96
Employee Contributions:										
Field Dues	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Local Union Check Off		Refer to Article 4.10								
* Total Employee Contributions	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Total Hourly Remittance to CWF										
ST	8.78	8.35	8.14	7.92	7.71	7.49	7.28	7.06	6.85	
1.5x OT	13.17	12.53	12.20	11.88	11.56	11.24	10.92	10.60	10.27	
2x OT	17.56	16.70	16.27	15.84	15.42	14.99	14.56	14.13	13.70	
Total Hourly Remittance to Other Locals										
ST	Refer to Article 4.10									
1.5x OT	Refer to Article 4.10									
2x OT	Refer to Article 4.10									

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

SCHEDULE "A1.4"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG

Effective May 1, 2025

Employee Classification	%	Base Rate	VP/SHP (12%)	SUB TOTAL	Employer Contributions						Total Package
					Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	Member Assist	
Base Rates		50.50	12%		3.00	4.34	0.35	0.25	0.05	0.05	
Journeyman											
General Foreman	120%	60.60	7.27	67.87	3.00	4.34	0.35	0.25	0.05	0.05	75.91
Foreman	115%	58.08	6.97	65.05	3.00	4.34	0.35	0.25	0.05	0.05	73.09
Tradesperson	100%	50.50	6.06	56.56	3.00	4.34	0.35	0.25	0.05	0.05	64.60
Apprentice - 4 Year Schedule											
4th Term	90%	45.45	5.45	50.90	3.00	3.91	0.35	0.25	0.05	0.05	58.51
3rd Term	80%	40.40	4.85	45.25	3.00	3.47	0.35	0.25	0.05	0.05	52.42
2nd Term	65%	32.83	3.94	36.77	3.00	2.82	0.35	0.25	0.05	0.05	43.29
1st Term	55%	27.78	3.33	31.11	3.00	2.39	0.35	0.25	0.05	0.05	37.20
Apprentice - 3 Year Schedule											
3rd Term	85%	42.93	5.15	48.08	3.00	3.69	0.35	0.25	0.05	0.05	55.47
2nd Term	75%	37.88	4.55	42.43	3.00	3.26	0.35	0.25	0.05	0.05	49.39
1st Term	60%	30.30	3.64	33.94	3.00	2.60	0.35	0.25	0.05	0.05	40.24
Labourer											
up to 100 hours	55%	27.78	3.33	31.11	3.00	2.39	0.35	0.25	0.05	0.05	37.20
100 - 200 hours	60%	30.30	3.64	33.94	3.00	2.60	0.35	0.25	0.05	0.05	40.24
200 hours	65%	32.83	3.94	36.77	3.00	2.82	0.35	0.25	0.05	0.05	43.29

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

Local Union Check Off - see article 4.10

SCHEDULE "B1.4"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Effective May 1 2025

Employer Classifications

<<< Apprentice/Labourer >>>

		TP/FM/GF	90%	85%	80%	75%	70%	65%	60%	55%
Employer Contributions:										
CMAW Benefit Plan	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Carpentry Workers Pension Plan	4.34	4.34	3.91	3.69	3.47	3.26	3.04	2.82	2.60	2.39
CMAW Administration Fund	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35
CMAW Training Fund	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
Rehabilitation Plan	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Member Assistance	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
* Total Employer Contributions	8.04	8.04	7.61	7.39	7.17	6.96	6.74	6.52	6.30	6.09
Employee Contributions:										
Field Dues	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Local Union Check Off		Refer to Article 4.10								
* Total Employee Contributions	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Total Hourly Remittance to CWF										
	ST	8.93	8.50	8.28	8.06	7.85	7.63	7.41	7.19	6.98
	1.5x OT	13.40	12.74	12.42	12.09	11.77	11.44	11.12	10.79	10.47
	2x OT	17.86	16.99	16.56	16.12	15.69	15.26	14.82	14.39	13.95
Total Hourly Remittance to Other Locals										
	ST	Refer to Article 4.10								
	1.5x OT	Refer to Article 4.10								
	2x OT	Refer to Article 4.10								

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