



CMAW Labour rates for Maintenance

[Valid from March 5, 2023 to December 30, 2023](#)

	TRADE CLASSIFICATION	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	TOTAL COST
			10%		0.30	2.70	4.09	0.20	0.05	0.19	
	<u>Regular time</u>										
	Pipefitter, Millwright, Ironworker-Structural, Electrician, Instrument Technician, Heavy Duty Mechanic, Elevator Constructor, Refrigeration Mechanic										
	General Foreman	59.38	5.94	65.32	0.30	2.70	4.09	0.20	0.05	0.19	72.85
	Foreman	54.63	5.46	60.09	0.30	2.70	4.09	0.20	0.05	0.19	67.62
	Lead Hand	49.88	4.99	54.87	0.30	2.70	4.09	0.20	0.05	0.19	62.40
	Journeyman	47.50	4.75	52.25	0.30	2.70	4.09	0.20	0.05	0.19	59.78
	Apprentice 1st Year	28.50	2.85	31.35	0.30	2.70	4.09	0.20	0.05	0.19	38.88
	Apprentice 2nd Year	33.25	3.33	36.58	0.30	2.70	4.09	0.20	0.05	0.19	44.11
	Apprentice 3rd Year	38.00	3.80	41.80	0.30	2.70	4.09	0.20	0.05	0.19	49.33
	Apprentice 4th Year	42.75	4.28	47.03	0.30	2.70	4.09	0.20	0.05	0.19	54.56
	Welder B-Pressure, Boilermaker, Gas Fitter 1st Class, Plumber, Steam Fitter, Sprinkler Fitter, Operator Mobile Crane 50-249 T										
	General Foreman	59.38	5.94	65.32	0.30	2.70	4.09	0.20	0.05	0.19	72.85
	Foreman	54.63	5.46	60.09	0.30	2.70	4.09	0.20	0.05	0.19	67.62
	Lead Hand	49.88	4.99	54.87	0.30	2.70	4.09	0.20	0.05	0.19	62.40
	Journeyman	47.50	4.75	52.25	0.30	2.70	4.09	0.20	0.05	0.19	59.78
	Apprentice 1st Year	33.25	3.33	36.58	0.30	2.70	4.09	0.20	0.05	0.19	44.11
	Apprentice 2nd Year	38.00	3.80	41.80	0.30	2.70	4.09	0.20	0.05	0.19	49.33
	Apprentice 3rd Year	42.75	4.28	47.03	0.30	2.70	4.09	0.20	0.05	0.19	54.56
	Welder										
	General Foreman	56.69	5.67	62.36	0.30	2.70	4.09	0.20	0.05	0.19	69.89
	Foreman	52.15	5.22	57.37	0.30	2.70	4.09	0.20	0.05	0.19	64.90
	Lead Hand	47.62	4.76	52.38	0.30	2.70	4.09	0.20	0.05	0.19	59.91
	Journeyman	45.35	4.54	49.89	0.30	2.70	4.09	0.20	0.05	0.19	57.42
	Scaffolder										
	General Foreman	51.69	5.17	56.86	0.30	2.70	4.09	0.20	0.05	0.19	64.39
	Foreman	47.55	4.76	52.31	0.30	2.70	4.09	0.20	0.05	0.19	59.84
	Lead Hand	43.42	4.34	47.76	0.30	2.70	4.09	0.20	0.05	0.19	55.29
	Journeyman	41.35	4.14	45.49	0.30	2.70	4.09	0.20	0.05	0.19	53.02
	Apprentice 1st Year	24.81	2.48	27.29	0.30	2.70	4.09	0.20	0.05	0.19	34.82
	Apprentice 2nd Year	28.95	2.90	31.85	0.30	2.70	4.09	0.20	0.05	0.19	39.38
	Apprentice 3rd Year	33.08	3.31	36.39	0.30	2.70	4.09	0.20	0.05	0.19	43.92
	Apprentice 4th Year	37.22	3.72	40.94	0.30	2.70	4.09	0.20	0.05	0.19	48.47

Insulator											
	General Foreman	51.69	5.17	56.86	0.30	2.70	4.09	0.20	0.05	0.19	64.39
	Foreman	47.55	4.76	52.31	0.30	2.70	4.09	0.20	0.05	0.19	59.84
	Lead Hand	43.42	4.34	47.76	0.30	2.70	4.09	0.20	0.05	0.19	55.29
	Journeyman	41.35	4.14	45.49	0.30	2.70	4.09	0.20	0.05	0.19	53.02
	Apprentice 1st Year	24.81	2.48	27.29	0.30	2.70	4.09	0.20	0.05	0.19	34.82
	Apprentice 2nd Year	28.95	2.90	31.85	0.30	2.70	4.09	0.20	0.05	0.19	39.38
	Apprentice 3rd Year	33.08	3.31	36.39	0.30	2.70	4.09	0.20	0.05	0.19	43.92
	Apprentice 4th Year	37.22	3.72	40.94	0.30	2.70	4.09	0.20	0.05	0.19	48.47
Painter, Cement Finisher											
	General Foreman	56.69	5.67	62.36	0.30	2.70	4.09	0.20	0.05	0.19	69.89
	Foreman	52.15	5.22	57.37	0.30	2.70	4.09	0.20	0.05	0.19	64.90
	Lead Hand	47.62	4.76	52.38	0.30	2.70	4.09	0.20	0.05	0.19	59.91
	Journeyman	45.35	4.54	49.89	0.30	2.70	4.09	0.20	0.05	0.19	57.42
	Apprentice 1st Year	31.75	3.18	34.93	0.30	2.70	4.09	0.20	0.05	0.19	42.46
	Apprentice 2nd Year	36.28	3.63	39.91	0.30	2.70	4.09	0.20	0.05	0.19	47.44
	Apprentice 3rd Year	40.82	4.08	44.90	0.30	2.70	4.09	0.20	0.05	0.19	52.43
Carpenter, Mechanic, Reinforcing Ironworker, Roofer, Sheetmetal Worker											
	General Foreman	56.69	5.67	62.36	0.30	2.70	4.09	0.20	0.05	0.19	69.89
	Foreman	52.15	5.22	57.37	0.30	2.70	4.09	0.20	0.05	0.19	64.90
	Lead Hand	47.62	4.76	52.38	0.30	2.70	4.09	0.20	0.05	0.19	59.91
	Journeyman	45.35	4.54	49.89	0.30	2.70	4.09	0.20	0.05	0.19	57.42
	Apprentice 1st Year	27.21	2.72	29.93	0.30	2.70	4.09	0.20	0.05	0.19	37.46
	Apprentice 2nd Year	31.75	3.18	34.93	0.30	2.70	4.09	0.20	0.05	0.19	42.46
	Apprentice 3rd Year	36.28	3.63	39.91	0.30	2.70	4.09	0.20	0.05	0.19	47.44
	Apprentice 4th Year	40.82	4.08	44.90	0.30	2.70	4.09	0.20	0.05	0.19	52.43
Operator Mobile Crane +250 T											
	General Foreman	60.06	6.01	66.07	0.30	2.70	4.09	0.20	0.05	0.19	73.60
	Foreman	55.26	5.53	60.79	0.30	2.70	4.09	0.20	0.05	0.19	68.32
	Lead Hand	50.45	5.05	55.50	0.30	2.70	4.09	0.20	0.05	0.19	63.03
	Journeyman	48.05	4.81	52.86	0.30	2.70	4.09	0.20	0.05	0.19	60.39
	Apprentice 1st Year	33.64	3.36	37.00	0.30	2.70	4.09	0.20	0.05	0.19	44.53
	Apprentice 2nd Year	38.44	3.84	42.28	0.30	2.70	4.09	0.20	0.05	0.19	49.81
	Apprentice 3rd Year	43.25	4.33	47.58	0.30	2.70	4.09	0.20	0.05	0.19	55.11
Rig Welder											
	Welders B Pressure w/Rig	104.36		104.36							104.36
	Welders w/Rig	101.78		101.78							101.78
Labourer											
	Foreman	35.55	3.55	39.10	0.30	2.70	4.09	0.20	0.05	0.19	46.63
	Skilled	30.91	3.09	34.00	0.30	2.70	4.09	0.20	0.05	0.19	41.53
	Intermediate	26.94	2.69	29.63	0.30	2.70	4.09	0.20	0.05	0.19	37.16
	Entry Level	24.20	2.42	26.62	0.30	2.70	4.09	0.20	0.05	0.19	34.15
Equipment Operator (Light)											
	Foreman	43.10	4.31	47.41	0.30	2.70	4.09	0.20	0.05	0.19	54.94
	Equipment Operator (Light)	37.48	3.75	41.23	0.30	2.70	4.09	0.20	0.05	0.19	48.76
Boom Truck Operator											
	Operator - Boom Truck	45.35	4.54	49.89	0.30	2.70	4.09	0.20	0.05	0.19	57.42
	Apprentice 1st Year	31.75	3.17	34.92	0.30	2.70	4.09	0.20	0.05	0.19	42.45
	Apprentice 2nd Year	36.28	3.63	39.91	0.30	2.70	4.09	0.20	0.05	0.19	47.44
Crane Operator											
	Operator Crane - 0-49T	46.82	4.68	51.50	0.30	2.70	4.09	0.20	0.05	0.19	59.03
	Apprentice 1st Year	32.77	3.28	36.05	0.30	2.70	4.09	0.20	0.05	0.19	43.58
	Apprentice 2nd Year	37.46	3.75	41.21	0.30	2.70	4.09	0.20	0.05	0.19	48.74
	Apprentice 3rd Year	42.14	4.21	46.35	0.30	2.70	4.09	0.20	0.05	0.19	53.88

Other											
	Bricklayer - Masonry	45.35	4.54	49.89	0.30	2.70	4.09	0.20	0.05	0.19	57.42
	Bricklayer - Refractory	47.50	4.75	52.25	0.30	2.70	4.09	0.20	0.05	0.19	59.78
	Cladder	45.35	4.54	49.89	0.30	2.70	4.09	0.20	0.05	0.19	57.42
	Decker	45.35	4.54	49.89	0.30	2.70	4.09	0.20	0.05	0.19	57.42
	Operator Equipment - Heavy	45.35	4.54	49.89	0.30	2.70	4.09	0.20	0.05	0.19	57.42
	Plasterer	45.35	4.54	49.89	0.30	2.70	4.09	0.20	0.05	0.19	57.42
	Sheeter	45.35	4.54	49.89	0.30	2.70	4.09	0.20	0.05	0.19	57.42
	Lat. Int System Mech.	45.35	4.54	49.89	0.30	2.70	4.09	0.20	0.05	0.19	57.42
	Truck Driver - Basic	30.25	3.03	33.28	0.30	2.70	4.09	0.20	0.05	0.19	40.81
	Truck Driver - Intermediate	40.75	4.08	44.83	0.30	2.70	4.09	0.20	0.05	0.19	52.36
	Truck Driver - Heavy	45.35	4.54	49.89	0.30	2.70	4.09	0.20	0.05	0.19	57.42
	Analyzer Tech	47.50	4.75	52.25	0.30	2.70	4.09	0.20	0.05	0.19	59.78
	Machinist	47.50	4.75	52.25	0.30	2.70	4.09	0.20	0.05	0.19	59.78
	Material Handler Level One	36.02	3.60	39.62	0.30	2.70	4.09	0.20	0.05	0.19	47.15
	Material Handler Level Two	39.59	3.96	43.55	0.30	2.70	4.09	0.20	0.05	0.19	51.08
	EHT Specialist	54.64	5.46	60.10	0.30	2.70	4.09	0.20	0.05	0.19	67.63



CMAW Labour rates for Maintenance

Valid from December 31, 2023 to December 29, 2024

	TRADE CLASSIFICATION	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	TOTAL COST
			10%		0.39	2.80	4.19	0.15	0.05	0.19	
	<u>Regular time</u>										
	Pipefitter, Millwright, Ironworker-Structural, Electrician, Instrument Technician, Heavy Duty Mechanic, Elevator Constructor, Refrigeration Mechanic										
	General Foreman	62.50	6.25	68.75	0.39	2.80	4.19	0.15	0.05	0.19	76.52
	Foreman	57.50	5.75	63.25	0.39	2.80	4.19	0.15	0.05	0.19	71.02
	Lead Hand	52.50	5.25	57.75	0.39	2.80	4.19	0.15	0.05	0.19	65.52
	Journeyman	50.00	5.00	55.00	0.39	2.80	4.19	0.15	0.05	0.19	62.77
	Apprentice 1st Year	30.00	3.00	33.00	0.39	2.80	4.19	0.15	0.05	0.19	40.77
	Apprentice 2nd Year	35.00	3.50	38.50	0.39	2.80	4.19	0.15	0.05	0.19	46.27
	Apprentice 3rd Year	40.00	4.00	44.00	0.39	2.80	4.19	0.15	0.05	0.19	51.77
	Apprentice 4th Year	45.00	4.50	49.50	0.39	2.80	4.19	0.15	0.05	0.19	57.27
	Welder B-Pressure, Boilermaker, Gas Fitter 1st Class, Plumber, Steam Fitter, Sprinkler Fitter, Operator Mobile Crane 50-249 T										
	General Foreman	62.50	6.25	68.75	0.39	2.80	4.19	0.15	0.05	0.19	76.52
	Foreman	57.50	5.75	63.25	0.39	2.80	4.19	0.15	0.05	0.19	71.02
	Lead Hand	52.50	5.25	57.75	0.39	2.80	4.19	0.15	0.05	0.19	65.52
	Journeyman	50.00	5.00	55.00	0.39	2.80	4.19	0.15	0.05	0.19	62.77
	Apprentice 1st Year	35.00	3.50	38.50	0.39	2.80	4.19	0.15	0.05	0.19	46.27
	Apprentice 2nd Year	40.00	4.00	44.00	0.39	2.80	4.19	0.15	0.05	0.19	51.77
	Apprentice 3rd Year	45.00	4.50	49.50	0.39	2.80	4.19	0.15	0.05	0.19	57.27
	Welder										
	General Foreman	59.68	5.97	65.65	0.39	2.80	4.19	0.15	0.05	0.19	73.42
	Foreman	54.90	5.49	60.39	0.39	2.80	4.19	0.15	0.05	0.19	68.16
	Lead Hand	50.13	5.01	55.14	0.39	2.80	4.19	0.15	0.05	0.19	62.91
	Journeyman	47.74	4.77	52.51	0.39	2.80	4.19	0.15	0.05	0.19	60.28
	Scaffolder										
	General Foreman	54.43	5.44	59.87	0.39	2.80	4.19	0.15	0.05	0.19	67.64
	Foreman	50.07	5.01	55.08	0.39	2.80	4.19	0.15	0.05	0.19	62.85
	Lead Hand	45.72	4.57	50.29	0.39	2.80	4.19	0.15	0.05	0.19	58.06
	Journeyman	43.54	4.35	47.89	0.39	2.80	4.19	0.15	0.05	0.19	55.66
	Apprentice 1st Year	26.12	2.61	28.73	0.39	2.80	4.19	0.15	0.05	0.19	36.50
	Apprentice 2nd Year	30.48	3.05	33.53	0.39	2.80	4.19	0.15	0.05	0.19	41.30
	Apprentice 3rd Year	34.83	3.48	38.31	0.39	2.80	4.19	0.15	0.05	0.19	46.08
	Apprentice 4th Year	39.19	3.92	43.11	0.39	2.80	4.19	0.15	0.05	0.19	50.88

Insulator												
	General Foreman	54.43	5.44	59.87	0.39	2.80	4.19	0.15	0.05	0.19	67.64	
	Foreman	50.07	5.01	55.08	0.39	2.80	4.19	0.15	0.05	0.19	62.85	
	Lead Hand	45.72	4.57	50.29	0.39	2.80	4.19	0.15	0.05	0.19	58.06	
	Journeyman	43.54	4.35	47.89	0.39	2.80	4.19	0.15	0.05	0.19	55.66	
	Apprentice 1st Year	26.12	2.61	28.73	0.39	2.80	4.19	0.15	0.05	0.19	36.50	
	Apprentice 2nd Year	30.48	3.05	33.53	0.39	2.80	4.19	0.15	0.05	0.19	41.30	
	Apprentice 3rd Year	34.83	3.48	38.31	0.39	2.80	4.19	0.15	0.05	0.19	46.08	
	Apprentice 4th Year	39.19	3.92	43.11	0.39	2.80	4.19	0.15	0.05	0.19	50.88	
Painter, Cement Finisher												
	General Foreman	59.68	5.97	65.65	0.39	2.80	4.19	0.15	0.05	0.19	73.42	
	Foreman	54.90	5.49	60.39	0.39	2.80	4.19	0.15	0.05	0.19	68.16	
	Lead Hand	50.13	5.01	55.14	0.39	2.80	4.19	0.15	0.05	0.19	62.91	
	Journeyman	47.74	4.77	52.51	0.39	2.80	4.19	0.15	0.05	0.19	60.28	
	Apprentice 1st Year	33.42	3.34	36.76	0.39	2.80	4.19	0.15	0.05	0.19	44.53	
	Apprentice 2nd Year	38.19	3.82	42.01	0.39	2.80	4.19	0.15	0.05	0.19	49.78	
	Apprentice 3rd Year	42.97	4.30	47.27	0.39	2.80	4.19	0.15	0.05	0.19	55.04	
Carpenter, Mechanic, Reinforcing Ironworker, Roofer, Sheetmetal Worker												
	General Foreman	59.68	5.97	65.65	0.39	2.80	4.19	0.15	0.05	0.19	73.42	
	Foreman	54.90	5.49	60.39	0.39	2.80	4.19	0.15	0.05	0.19	68.16	
	Lead Hand	50.13	5.01	55.14	0.39	2.80	4.19	0.15	0.05	0.19	62.91	
	Journeyman	47.74	4.77	52.51	0.39	2.80	4.19	0.15	0.05	0.19	60.28	
	Apprentice 1st Year	28.64	2.86	31.50	0.39	2.80	4.19	0.15	0.05	0.19	39.27	
	Apprentice 2nd Year	33.42	3.34	36.76	0.39	2.80	4.19	0.15	0.05	0.19	44.53	
	Apprentice 3rd Year	38.19	3.82	42.01	0.39	2.80	4.19	0.15	0.05	0.19	49.78	
	Apprentice 4th Year	42.97	4.30	47.27	0.39	2.80	4.19	0.15	0.05	0.19	55.04	
Operator Mobile Crane +250 T												
	General Foreman	63.21	6.32	69.53	0.39	2.80	4.19	0.15	0.05	0.19	77.30	
	Foreman	58.16	5.82	63.98	0.39	2.80	4.19	0.15	0.05	0.19	71.75	
	Lead Hand	53.10	5.31	58.41	0.39	2.80	4.19	0.15	0.05	0.19	66.18	
	Journeyman	50.57	5.06	55.63	0.39	2.80	4.19	0.15	0.05	0.19	63.40	
	Apprentice 1st Year	35.40	3.54	38.94	0.39	2.80	4.19	0.15	0.05	0.19	46.71	
	Apprentice 2nd Year	40.46	4.05	44.51	0.39	2.80	4.19	0.15	0.05	0.19	52.28	
	Apprentice 3rd Year	45.51	4.55	50.06	0.39	2.80	4.19	0.15	0.05	0.19	57.83	
Rig Welder												
	Welders B Pressure w/Rig	109.58		109.58							109.58	
	Welders w/Rig	106.87		106.87							106.87	
Labourer												
	Foreman	37.46	3.75	41.21	0.39	2.80	4.19	0.15	0.05	0.19	48.98	
	Skilled	32.57	3.26	35.83	0.39	2.80	4.19	0.15	0.05	0.19	43.60	
	Intermediate	28.42	2.84	31.26	0.39	2.80	4.19	0.15	0.05	0.19	39.03	
	Entry Level	25.54	2.55	28.09	0.39	2.80	4.19	0.15	0.05	0.19	35.86	
Equipment Operator (Light)												
	Foreman	45.40	4.54	49.94	0.39	2.80	4.19	0.15	0.05	0.19	57.71	
	Equipment Operator (Light)	39.48	3.95	43.43	0.39	2.80	4.19	0.15	0.05	0.19	51.20	
Boom Truck Operator												
	Operator - Boom Truck	47.75	4.78	52.53	0.39	2.80	4.19	0.15	0.05	0.19	60.30	
	Apprentice 1st Year	33.43	3.34	36.77	0.39	2.80	4.19	0.15	0.05	0.19	44.54	
	Apprentice 2nd Year	38.20	3.82	42.02	0.39	2.80	4.19	0.15	0.05	0.19	49.79	
Crane Operator												
	Operator Crane - 0-49T	49.28	4.93	54.21	0.39	2.80	4.19	0.15	0.05	0.19	61.98	
	Apprentice 1st Year	34.50	3.45	37.95	0.39	2.80	4.19	0.15	0.05	0.19	45.72	
	Apprentice 2nd Year	39.42	3.94	43.36	0.39	2.80	4.19	0.15	0.05	0.19	51.13	
	Apprentice 3rd Year	44.35	4.44	48.79	0.39	2.80	4.19	0.15	0.05	0.19	56.56	

Other											
	Bricklayer - Masonry	47.75	4.78	52.53	0.39	2.80	4.19	0.15	0.05	0.19	60.30
	Bricklayer - Refractory	50.00	5.00	55.00	0.39	2.80	4.19	0.15	0.05	0.19	62.77
	Cladder	47.75	4.78	52.53	0.39	2.80	4.19	0.15	0.05	0.19	60.30
	Decker	47.75	4.78	52.53	0.39	2.80	4.19	0.15	0.05	0.19	60.30
	Operator Equipment - Heavy	47.75	4.78	52.53	0.39	2.80	4.19	0.15	0.05	0.19	60.30
	Plasterer	47.75	4.78	52.53	0.39	2.80	4.19	0.15	0.05	0.19	60.30
	Sheeter	47.75	4.78	52.53	0.39	2.80	4.19	0.15	0.05	0.19	60.30
	Lat. Int System Mech.	47.75	4.78	52.53	0.39	2.80	4.19	0.15	0.05	0.19	60.30
	Truck Driver - Basic	31.88	3.19	35.07	0.39	2.80	4.19	0.15	0.05	0.19	42.84
	Truck Driver - Intermediate	42.92	4.29	47.21	0.39	2.80	4.19	0.15	0.05	0.19	54.98
	Truck Driver - Heavy	47.75	4.78	52.53	0.39	2.80	4.19	0.15	0.05	0.19	60.30
	Analyzer Tech	50.00	5.00	55.00	0.39	2.80	4.19	0.15	0.05	0.19	62.77
	Machinist	50.00	5.00	55.00	0.39	2.80	4.19	0.15	0.05	0.19	62.77
	Material Handler Level One	37.95	3.80	41.75	0.39	2.80	4.19	0.15	0.05	0.19	49.52
	Material Handler Level Two	41.70	4.17	45.87	0.39	2.80	4.19	0.15	0.05	0.19	53.64
	EHT Specialist	57.49	5.75	63.24	0.39	2.80	4.19	0.15	0.05	0.19	71.01