

SCHEDULE "A1.8"
CARPENTERS
MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG
INSIDE LOWER MAINLAND/FRASER VALLEY
"Inside" Lower Mainland/Fraser Valley
Effective June 8 2023

Schedule "A1.8" shall apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley, except those which are superceded by the LM/FV exemption. Refer to Article 3.101 (b) for details.

Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions						Total Package	
						CMAW Benefits	CW Pension Plan	CMAW Admin Fund	CMAW Training Fund	CEA	JAPlan		Joint Advisory
Base Rates		44.89	1.25	46.14	0.12	2.75	4.29	0.40	0.25	0.10	0.01	0.02	
Journey person													
General Foreman (GF)	122%	54.77	1.25	56.02	6.72	2.75	4.29	0.40	0.25	0.10	0.01	0.02	70.56
Foreman (FM)	115%	51.62	1.25	52.87	6.34	2.75	4.29	0.40	0.25	0.10	0.01	0.02	67.03
Certified Journey Person (CJP)	100%	44.89	1.25	46.14	5.54	2.75	4.29	0.40	0.25	0.10	0.01	0.02	59.50
Apprentice Carpenter													
4th Term (4th)	90%	40.40	1.25	41.65	5.00	2.75	3.22	0.40	0.25	0.10	0.01	0.02	53.40
3rd Term (3rd)	80%	35.91	1.25	37.16	4.46	2.75	3.22	0.40	0.25	0.10	0.01	0.02	48.37
2nd Term (2nd)	65%	29.18	1.25	30.43	3.65	2.75	2.57	0.40	0.25	0.10	0.01	0.02	40.18
1st Term (1st)	60%	26.93	1.25	28.18	3.38	2.75	2.57	0.40	0.25	0.10	0.01	0.02	37.66
Non-Ticketed Carpenter	90%	40.40	1.25	41.65	5.00	2.75	3.86	0.40	0.25	0.10	0.01	0.02	54.04
Material Handler/Pre-Apprentice (MH/PA)	60%	26.93	1.25	28.18	3.38	2.75	0.00	0.40	0.25	0.10	0.01	0.02	35.09

SCHEDULE "B1.3"
CARPENTERSEMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
INSIDE LOWER MAINLAND/FRASER VALLEY

"Inside" Lower Mainland/Fraser Valley

Effective June 8 2023

Schedule "B1.3" shall apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley, except those which are superceded by the LM/FV exemption. Refer to Article 3.101 (b) for details.

		Employee Classifications							
		<<< Apprentice Carpenters >>>							
		GF/FM	CJP	4th	3rd	2nd	1st	Non-Tick Carp	MH/PA
Employer Contributions:									
CMAW Benefits	2.75	2.75	2.75	2.75	2.75	2.75	2.75	2.75	2.75
Carpentry Workers' Pension Plan	4.29	4.29	4.29	3.22	3.22	2.57	2.57	3.86	0.00
CMAW Admin Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
CMAW Training Fund	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
Carpentry Employers Association (CEA)	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
JAPlan	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Joint Advisory	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
*Total Employer Contributions	7.82	7.82	7.82	6.75	6.75	6.10	6.10	7.39	3.53
Employee Deductions:									
Field Dues	0.89	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	0.25
*Total Employee Deductions	1.14	1.14	1.14	1.14	1.14	1.14	1.14	1.14	1.14
Total Hourly Remittance to CWF	ST	8.71	8.71	7.64	7.64	6.99	6.99	8.28	4.42
	1.5x OT	13.07	13.07	11.46	11.46	10.49	10.49	12.42	6.63
	2x OT	17.42	17.42	15.28	15.28	13.98	13.98	16.56	8.84
Total Hourly Remittance to CMAW 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 "A1.9"
CARPENTERS**

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

"Outside" Lower Mainland/Fraser Valley

Effective June 8 2023

Schedule "A1.9" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions							Total Package
				CMAW Benefits	CW Pension Plan	CMAW Admin Fund	CMAW Training Fund	CEA	JAPlan	Joint Advisory	
Base Rates		45.19	0.12	2.75	4.29	0.40	0.25	0.10	0.01	0.02	
Journey person											
General Foreman (GF)	122%	55.13	6.62	2.75	4.29	0.40	0.25	0.10	0.01	0.02	69.57
Foreman (FM)	115%	51.97	6.24	2.75	4.29	0.40	0.25	0.10	0.01	0.02	66.03
Certified Journey Person (CJP)	100%	45.19	5.42	2.75	4.29	0.40	0.25	0.10	0.01	0.02	58.43
Apprentice Carpenter											
4th Term (4th)	90%	40.67	4.88	2.75	3.22	0.40	0.25	0.10	0.01	0.02	52.30
3rd Term (3rd)	80%	36.15	4.34	2.75	3.22	0.40	0.25	0.10	0.01	0.02	47.24
2nd Term (2nd)	65%	29.37	3.52	2.75	2.57	0.40	0.25	0.10	0.01	0.02	38.99
1st Term (1st)	60%	27.11	3.25	2.75	2.57	0.40	0.25	0.10	0.01	0.02	36.46
Non-Ticketed Carpenter	90%	40.67	4.88	2.75	3.86	0.40	0.25	0.10	0.01	0.02	52.94
Material Handler/Pre- Apprentice (MH/PA)	60%	27.11	3.25	2.75	0.00	0.40	0.25	0.10	0.01	0.02	33.89

SCHEDULE "B1.4"
CARPENTERS

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
OUTSIDE LOWER MAINLAND/FRASER VALLEY

"Outside" Lower Mainland/Fraser Valley

Effective June 8 2023

Schedule "B1.4" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

		Employee Classifications							
		<<< Apprentice Carpenters >>>							
<u>Employer Contributions:</u>		GF/FM	CJP	4th	3rd	2nd	1st	Non-Tick Carp	MH/PA
CMAW Benefits	2.75	2.75	2.75	2.75	2.75	2.75	2.75	2.75	2.75
Carpentry Workers' Pension Plan	4.29	4.29	4.29	3.22	3.22	2.57	2.57	3.86	0.00
CMAW Admin Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
CMAW Training Fund	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
Carpentry Employers Association (CEA)	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
JAPlan	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Joint Advisory	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
*Total Employer Contributions	7.82	7.82	7.82	6.75	6.75	6.10	6.10	7.39	3.53
<u>Employee Deductions:</u>									
Field Dues	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 4.702							
*Total Employee Deductions	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Total Hourly Remittance to CWF	ST	8.71	8.71	7.64	7.64	6.99	6.99	8.28	4.42
	1.5x OT	13.07	13.07	11.46	11.46	10.49	10.49	12.42	6.63
	2x OT	17.42	17.42	15.28	15.28	13.98	13.98	16.56	8.84
Total Hourly Remittance to CMAW 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 "A1.10"
CARPENTERS

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

"Inside" Lower Mainland/Fraser Valley

Effective October 29 2023

Schedule "A1.10" shall apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley, except those which are superceded by the LM/FV exemption. Refer to Article 3.101 (b) for details.

Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions						Total Package	
						CMAW Benefits	CW Pension Plan	CMAW Admin Fund	CMAW Training Fund	CEA	JAPlan		Joint Advisory
Base Rates		45.80	1.25	47.05	0.12	2.85	4.29	0.40	0.25	0.10	0.01	0.02	
Journey person													
General Foreman (GF)	122%	55.88	1.25	57.13	6.86	2.85	4.29	0.40	0.25	0.10	0.01	0.02	71.91
Foreman (FM)	115%	52.67	1.25	53.92	6.47	2.85	4.29	0.40	0.25	0.10	0.01	0.02	68.31
Certified Journey Person (CJP)	100%	45.80	1.25	47.05	5.65	2.85	4.29	0.40	0.25	0.10	0.01	0.02	60.62
Apprentice Carpenter													
4th Term (4th)	90%	41.22	1.25	42.47	5.10	2.85	3.22	0.40	0.25	0.10	0.01	0.02	54.42
3rd Term (3rd)	80%	36.64	1.25	37.89	4.55	2.85	3.22	0.40	0.25	0.10	0.01	0.02	49.29
2nd Term (2nd)	65%	29.77	1.25	31.02	3.72	2.85	2.57	0.40	0.25	0.10	0.01	0.02	40.94
1st Term (1st)	60%	27.48	1.25	28.73	3.45	2.85	2.57	0.40	0.25	0.10	0.01	0.02	38.38
Non-Ticketed Carpenter	90%	41.22	1.25	42.47	5.10	2.85	3.86	0.40	0.25	0.10	0.01	0.02	55.06
Material Handler/Pre-Apprentice (MH/PA)	60%	27.48	1.25	28.73	3.45	2.85	0.00	0.40	0.25	0.10	0.01	0.02	35.81

SCHEDULE "B1.5"
CARPENTERSEMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
INSIDE LOWER MAINLAND/FRASER VALLEY

"Inside" Lower Mainland/Fraser Valley

Effective October 29 2023

Schedule "B1.5" shall apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley, except those which are superceded by the LM/FV exemption. Refer to Article 3.101 (b) for details.

		Employee Classifications							
		<<< Apprentice Carpenters >>>							
<u>Employer Contributions:</u>		GF/FM	CJP	4th	3rd	2nd	1st	Non-Tick Carp	MH/PA
CMAW Benefits	2.85	2.85	2.85	2.85	2.85	2.85	2.85	2.85	2.85
Carpentry Workers' Pension Plan	4.29	4.29	4.29	3.22	3.22	2.57	2.57	3.86	0.00
CMAW Admin Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
CMAW Training Fund	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
Carpentry Employers Association (CEA)	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
JAPlan	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Joint Advisory	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
*Total Employer Contributions	7.92	7.92	7.92	6.85	6.85	6.20	6.20	7.49	3.63
<u>Employee Deductions:</u>									
Field Dues	0.89	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	0.25
*Total Employee Deductions	1.14	1.14	1.14	1.14	1.14	1.14	1.14	1.14	1.14
Total Hourly Remittance to CWF	ST	8.81	8.81	7.74	7.74	7.09	7.09	8.38	4.52
	1.5x OT	13.22	13.22	11.61	11.61	10.64	10.64	12.57	6.78
	2x OT	17.62	17.62	15.48	15.48	14.18	14.18	16.76	9.04
Total Hourly Remittance to CMAW 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 "A1.11"
CARPENTERS

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

"Outside" Lower Mainland/Fraser Valley

Effective October 29 2023

Schedule "A1.11" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions							Total Package
				CMAW Benefits	CW Pension Plan	CMAW Admin Fund	CMAW Training Fund	CEA	JAPlan	Joint Advisory	
Base Rates		46.11	0.12	2.85	4.29	0.40	0.25	0.10	0.01	0.02	
Journey person											
General Foreman (GF)	122%	56.25	6.75	2.85	4.29	0.40	0.25	0.10	0.01	0.02	70.92
Foreman (FM)	115%	53.03	6.36	2.85	4.29	0.40	0.25	0.10	0.01	0.02	67.31
Certified Journey Person (CJP)	100%	46.11	5.53	2.85	4.29	0.40	0.25	0.10	0.01	0.02	59.56
Apprentice Carpenter											
4th Term (4th)	90%	41.50	4.98	2.85	3.22	0.40	0.25	0.10	0.01	0.02	53.33
3rd Term (3rd)	80%	36.89	4.43	2.85	3.22	0.40	0.25	0.10	0.01	0.02	48.17
2nd Term (2nd)	65%	29.97	3.60	2.85	2.57	0.40	0.25	0.10	0.01	0.02	39.77
1st Term (1st)	60%	27.67	3.32	2.85	2.57	0.40	0.25	0.10	0.01	0.02	37.19
Non-Ticketed Carpenter	90%	41.50	4.98	2.85	3.86	0.40	0.25	0.10	0.01	0.02	53.97
Material Handler/Pre- Apprentice (MH/PA)	60%	27.67	3.32	2.85	0.00	0.40	0.25	0.10	0.01	0.02	34.62

SCHEDULE "B1.6"
CARPENTERS

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
OUTSIDE LOWER MAINLAND/FRASER VALLEY

"Outside" Lower Mainland/Fraser Valley

Effective October 29 2023

Schedule "B1.6" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

		Employee Classifications							
		<<< Apprentice Carpenters >>>							
<u>Employer Contributions:</u>		GF/FM	CJP	4th	3rd	2nd	1st	Non-Tick Carp	MH/PA
CMAW Benefits	2.85	2.85	2.85	2.85	2.85	2.85	2.85	2.85	2.85
Carpentry Workers' Pension Plan	4.29	4.29	4.29	3.22	3.22	2.57	2.57	3.86	0.00
CMAW Admin Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
CMAW Training Fund	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
Carpentry Employers Association (CEA)	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
JAPlan	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Joint Advisory	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
*Total Employer Contributions	7.92	7.92	7.92	6.85	6.85	6.20	6.20	7.49	3.63
<u>Employee Deductions:</u>									
Field Dues	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 4.702							
*Total Employee Deductions	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Total Hourly Remittance to CWF	ST	8.81	8.81	7.74	7.74	7.09	7.09	8.38	4.52
	1.5x OT	13.22	13.22	11.61	11.61	10.64	10.64	12.57	6.78
	2x OT	17.62	17.62	15.48	15.48	14.18	14.18	16.76	9.04
Total Hourly Remittance to CMAW 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".