

SCHEDULE "A1.1"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG  
ALL EMPLOYEE "INDUSTRIAL"

Effective November 1, 2020

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions						Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	Member Assist	
Base Rates		41.78	12%	2.45	4.14	0.29	0.28	0.04	0.05	
<b>Journeyperson</b>										
General Foreman (GF)	125%	52.23	6.27	2.45	4.14	0.29	0.28	0.04	0.05	65.75
Foreman (FM)	115%	48.05	5.77	2.45	4.14	0.29	0.28	0.04	0.05	61.07
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>41.78</b>	<b>5.01</b>	<b>2.45</b>	<b>4.14</b>	<b>0.29</b>	<b>0.28</b>	<b>0.04</b>	<b>0.05</b>	54.04
Non-Ticketed	90%	37.60	4.51	2.45	4.14	0.29	0.28	0.04	0.05	49.36
Utility Person	75%	31.34	3.76	2.45	4.14	0.29	0.28	0.04	0.05	42.35
<b>Apprentice Carpenter</b>										
4th Term (4th)	90%	37.60	4.51	2.45	4.14	0.29	0.28	0.04	0.05	49.36
3rd Term (3rd)	80%	33.42	4.01	2.45	4.14	0.29	0.28	0.04	0.05	44.68
2nd Term (2nd)	65%	27.16	3.26	2.45	4.14	0.29	0.28	0.04	0.05	37.67
1st Term (1st)	55%	22.98	2.76	2.45	4.14	0.29	0.28	0.04	0.05	32.99
<b>HELPER</b>										
up to 100 hours	55%	22.98	2.76	2.45	4.14	0.29	0.28	0.04	0.05	32.99
100 - 200 hours	60%	25.07	3.01	2.45	4.14	0.29	0.28	0.04	0.05	35.33
200 hours	65%	27.16	3.26	2.45	4.14	0.29	0.28	0.04	0.05	37.67

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

Local Union Check Off - see article 4.11

SCHEDULE "B1.1"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Effective November 01 2020

	Employer Classifications								
	GF/FM/CJP	Not-Ticketed	Utility	<<<Apprentice Carpenters>>>					Helper
		90%	75%	90%	80%	65%	55%	55%-65%	
<b>Employer Contributions:</b>									
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	4.14	4.14	4.14	4.14	4.14	4.14
CMAW Administration Fund	0.29	0.29	0.29	0.29	0.29	0.29	0.29	0.29	0.29
CMAW Training Fund	0.28	0.28	0.28	0.28	0.28	0.28	0.28	0.28	0.28
Rehabilitation Plan	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
Member Assistance	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
<b>* Total Employer Contributions</b>	<b>7.25</b>	<b>7.25</b>	<b>7.25</b>	<b>7.25</b>	<b>7.25</b>	<b>7.25</b>	<b>7.25</b>	<b>7.25</b>	<b>7.25</b>
<b>Employee Contributions:</b>									
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 4.11								
<b>* Total Employee Contributions</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>
<b>Total Hourly Remittance to CWF</b>	ST	8.14	8.14	8.14	8.14	8.14	8.14	8.14	8.14
	1.5x OT	12.21	12.21	12.21	12.21	12.21	12.21	12.21	12.21
	2x OT	16.28	16.28	16.28	16.28	16.28	16.28	16.28	16.28
<b>Total Hourly Remittance to Other Locals</b>	ST	Refer to Article 4.11							
	1.5x OT	Refer to Article 4.11							
	2x OT	Refer to Article 4.11							

\* 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  
ALL EMPLOYEE "INDUSTRIAL"

Effective May 1, 2021

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions						Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	Member Assist	
Base Rates		<b>41.78</b>	<b>12%</b>	<b>2.45</b>	<b>4.14</b>	<b>0.29</b>	<b>0.28</b>	<b>0.04</b>	<b>0.05</b>	
<b>Journey person</b>										
General Foreman (GF)	125%	52.23	6.27	2.45	4.14	0.29	0.28	0.04	0.05	65.75
Foreman (FM)	115%	48.05	5.77	2.45	4.14	0.29	0.28	0.04	0.05	61.07
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>41.78</b>	<b>5.01</b>	<b>2.45</b>	<b>4.14</b>	<b>0.29</b>	<b>0.28</b>	<b>0.04</b>	<b>0.05</b>	<b>54.04</b>
Non-Ticketed	90%	37.60	4.51	2.45	4.14	0.29	0.28	0.04	0.05	49.36
Utility Person	75%	31.34	3.76	2.45	4.14	0.29	0.28	0.04	0.05	42.35
<b>Apprentice Carpenter</b>										
4th Term (4th)	90%	37.60	4.51	2.45	4.14	0.29	0.28	0.04	0.05	49.36
3rd Term (3rd)	80%	33.42	4.01	2.45	4.14	0.29	0.28	0.04	0.05	44.68
2nd Term (2nd)	65%	27.16	3.26	2.45	4.14	0.29	0.28	0.04	0.05	37.67
1st Term (1st)	55%	22.98	2.76	2.45	4.14	0.29	0.28	0.04	0.05	32.99
<b>HELPER</b>										
up to 100 hours	55%	22.98	2.76	2.45	4.14	0.29	0.28	0.04	0.05	32.99
100 - 200 hours	60%	25.07	3.01	2.45	4.14	0.29	0.28	0.04	0.05	35.33
200 hours	65%	27.16	3.26	2.45	4.14	0.29	0.28	0.04	0.05	37.67

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

Local Union Check Off - see article 4.11

SCHEDULE "B1.2"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Effective May 01 2021

	Employer Classifications								
	GF/FM/CJP	Not-Ticketed	Utility	<<<Apprentice Carpenters>>>					Helper
		90%	75%	90%	80%	65%	55%	55%-65%	
<b>Employer Contributions:</b>									
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	4.14	4.14	4.14	4.14	4.14	4.14
CMAW Administration Fund	0.29	0.29	0.29	0.29	0.29	0.29	0.29	0.29	0.29
CMAW Training Fund	0.28	0.28	0.28	0.28	0.28	0.28	0.28	0.28	0.28
Rehabilitation Plan	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
Member Assistance	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
<b>* Total Employer Contributions</b>	<b>7.25</b>	<b>7.25</b>	<b>7.25</b>	<b>7.25</b>	<b>7.25</b>	<b>7.25</b>	<b>7.25</b>	<b>7.25</b>	<b>7.25</b>
<b>Employee Contributions:</b>									
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 4.11							
<b>* Total Employee Contributions</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>
<b>Total Hourly Remittance to CWF</b>									
ST	8.14	8.14	8.14	8.14	8.14	8.14	8.14	8.14	8.14
1.5x OT	12.21	12.21	12.21	12.21	12.21	12.21	12.21	12.21	12.21
2x OT	16.28	16.28	16.28	16.28	16.28	16.28	16.28	16.28	16.28
<b>Total Hourly Remittance to Other Locals</b>									
ST	Refer to Article 4.11								
1.5x OT	Refer to Article 4.11								
2x OT	Refer to Article 4.11								

\* 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  
ALL EMPLOYEE "INDUSTRIAL"

Effective May 1, 2022

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions						Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	Member Assist	
Base Rates		<b>42.28</b>	<b>12%</b>	<b>2.50</b>	<b>4.19</b>	<b>0.29</b>	<b>0.28</b>	<b>0.04</b>	<b>0.05</b>	
<b>Journeyperson</b>										
General Foreman (GF)	125%	52.85	6.34	2.50	4.19	0.29	0.28	0.04	0.05	66.54
Foreman (FM)	115%	48.62	5.83	2.50	4.19	0.29	0.28	0.04	0.05	61.80
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>42.28</b>	<b>5.07</b>	<b>2.50</b>	<b>4.19</b>	<b>0.29</b>	<b>0.28</b>	<b>0.04</b>	<b>0.05</b>	<b>54.70</b>
Non-Ticketed	90%	38.05	4.57	2.50	4.19	0.29	0.28	0.04	0.05	49.97
Utility Person	75%	31.71	3.81	2.50	4.19	0.29	0.28	0.04	0.05	42.87
<b>Apprentice Carpenter</b>										
4th Term (4th)	90%	38.05	4.57	2.50	4.19	0.29	0.28	0.04	0.05	49.97
3rd Term (3rd)	80%	33.82	4.06	2.50	4.19	0.29	0.28	0.04	0.05	45.23
2nd Term (2nd)	65%	27.48	3.30	2.50	4.19	0.29	0.28	0.04	0.05	38.13
1st Term (1st)	55%	23.25	2.79	2.50	4.19	0.29	0.28	0.04	0.05	33.39
<b>HELPER</b>										
up to 100 hours	55%	23.25	2.79	2.50	4.19	0.29	0.28	0.04	0.05	33.39
100 - 200 hours	60%	25.37	3.04	2.50	4.19	0.29	0.28	0.04	0.05	35.76
200 hours	65%	27.48	3.30	2.50	4.19	0.29	0.28	0.04	0.05	38.13

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

Local Union Check Off - see article 4.11

SCHEDULE "B1.3"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Effective May 01 2022

	Employer Classifications								
	GF/FM/CJP	Not-Ticketed	Utility	<<<Apprentice Carpenters>>>					Helper
		90%	75%	90%	80%	65%	55%	55%-65%	
<b>Employer Contributions:</b>									
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	4.19	4.19	4.19	4.19	4.19	4.19
CMAW Administration Fund	0.29	0.29	0.29	0.29	0.29	0.29	0.29	0.29	0.29
CMAW Training Fund	0.28	0.28	0.28	0.28	0.28	0.28	0.28	0.28	0.28
Rehabilitation Plan	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
Member Assistance	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
<b>* Total Employer Contributions</b>	<b>7.35</b>	<b>7.35</b>	<b>7.35</b>	<b>7.35</b>	<b>7.35</b>	<b>7.35</b>	<b>7.35</b>	<b>7.35</b>	<b>7.35</b>
<b>Employee Contributions:</b>									
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 4.11							
<b>* Total Employee Contributions</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>
<b>Total Hourly Remittance to CWF</b>									
ST	8.24	8.24	8.24	8.24	8.24	8.24	8.24	8.24	8.24
1.5x OT	12.36	12.36	12.36	12.36	12.36	12.36	12.36	12.36	12.36
2x OT	16.48	16.48	16.48	16.48	16.48	16.48	16.48	16.48	16.48
<b>Total Hourly Remittance to Other Locals</b>									
ST	Refer to Article 4.11								
1.5x OT	Refer to Article 4.11								
2x OT	Refer to Article 4.11								

\* 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  
ALL EMPLOYEE "INDUSTRIAL"

Effective May 1, 2023

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions						Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	Member Assist	
Base Rates		<b>42.78</b>	<b>12%</b>	<b>2.55</b>	<b>4.24</b>	<b>0.29</b>	<b>0.28</b>	<b>0.04</b>	<b>0.05</b>	
<b>Journey person</b>										
General Foreman (GF)	125%	53.48	6.42	2.55	4.24	0.29	0.28	0.04	0.05	67.35
Foreman (FM)	115%	49.20	5.90	2.55	4.24	0.29	0.28	0.04	0.05	62.55
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>42.78</b>	<b>5.13</b>	<b>2.55</b>	<b>4.24</b>	<b>0.29</b>	<b>0.28</b>	<b>0.04</b>	<b>0.05</b>	<b>55.36</b>
Non-Ticketed	90%	38.50	4.62	2.55	4.24	0.29	0.28	0.04	0.05	50.57
Utility Person	75%	32.09	3.85	2.55	4.24	0.29	0.28	0.04	0.05	43.39
<b>Apprentice Carpenter</b>										
4th Term (4th)	90%	38.50	4.62	2.55	4.24	0.29	0.28	0.04	0.05	50.57
3rd Term (3rd)	80%	34.22	4.11	2.55	4.24	0.29	0.28	0.04	0.05	45.78
2nd Term (2nd)	65%	27.81	3.34	2.55	4.24	0.29	0.28	0.04	0.05	38.60
1st Term (1st)	55%	23.53	2.82	2.55	4.24	0.29	0.28	0.04	0.05	33.80
<b>HELPER</b>										
up to 100 hours	55%	23.53	2.82	2.55	4.24	0.29	0.28	0.04	0.05	33.80
100 - 200 hours	60%	25.67	3.08	2.55	4.24	0.29	0.28	0.04	0.05	36.20
200 hours	65%	27.81	3.34	2.55	4.24	0.29	0.28	0.04	0.05	38.60

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

Local Union Check Off - see article 4.11



\* Wage Re-opener May 01 2024

SCHEDULE "B1.4"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Effective May 01 2023

	Employer Classifications								
	GF/FM/CJP	Not-Ticketed	Utility	<<<Apprentice Carpenters>>>					Helper
		90%	75%	90%	80%	65%	55%	55%-65%	
<b>Employer Contributions:</b>									
CMAW Benefit Plan	2.55	2.55	2.55	2.55	2.55	2.55	2.55	2.55	2.55
Carpentry Workers Pension Plan	4.24	4.24	4.24	4.24	4.24	4.24	4.24	4.24	4.24
CMAW Administration Fund	0.29	0.29	0.29	0.29	0.29	0.29	0.29	0.29	0.29
CMAW Training Fund	0.28	0.28	0.28	0.28	0.28	0.28	0.28	0.28	0.28
Rehabilitation Plan	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
Member Assistance	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
<b>* Total Employer Contributions</b>	<b>7.45</b>	<b>7.45</b>	<b>7.45</b>	<b>7.45</b>	<b>7.45</b>	<b>7.45</b>	<b>7.45</b>	<b>7.45</b>	<b>7.45</b>
<b>Employee Contributions:</b>									
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 4.11								
<b>* Total Employee Contributions</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>
<b>Total Hourly Remittance to CWF</b>									
ST	8.34	8.34	8.34	8.34	8.34	8.34	8.34	8.34	8.34
1.5x OT	12.51	12.51	12.51	12.51	12.51	12.51	12.51	12.51	12.51
2x OT	16.68	16.68	16.68	16.68	16.68	16.68	16.68	16.68	16.68
<b>Total Hourly Remittance to Other Locals</b>									
ST	Refer to Article 4.11								
1.5x OT	Refer to Article 4.11								
2x OT	Refer to Article 4.11								

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





SCHEDULE "C1.4"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG  
ALL EMPLOYEE "INDUSTRIAL"

3 YEAR TRADE SCHEDULE

EFFECTIVE MAY 1, 2023

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions						Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	Member Assist	
Base Rates		42.78	12%	2.55	4.24	0.29	0.28	0.04	0.05	
<b>Journeyperson</b>										
General Foreman (GF)	125%	53.48	6.42	2.55	4.24	0.29	0.28	0.04	0.05	67.35
Foreman (FM)	115%	49.20	5.90	2.55	4.24	0.29	0.28	0.04	0.05	62.55
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>42.78</b>	<b>5.13</b>	<b>2.55</b>	<b>4.24</b>	<b>0.29</b>	<b>0.28</b>	<b>0.04</b>	<b>0.05</b>	<b>55.36</b>
Non-Ticketed	90%	38.50	4.62	2.55	4.24	0.29	0.28	0.04	0.05	50.57
Utility Person	75%	32.09	3.85	2.55	4.24	0.29	0.28	0.04	0.05	43.39
<b>Apprentice</b>										
3rd Term (3rd)	85%	36.36	4.36	2.55	4.24	0.29	0.28	0.04	0.05	48.17
2nd Term (2nd)	75%	32.09	3.85	2.55	4.24	0.29	0.28	0.04	0.05	43.39
1st Term (1st)	60%	25.67	3.08	2.55	4.24	0.29	0.28	0.04	0.05	36.20
<b>HELPER</b>										
up to 100 hours	55%	23.53	2.82	2.55	4.24	0.29	0.28	0.04	0.05	33.80
100 - 200 hours	60%	25.67	3.08	2.55	4.24	0.29	0.28	0.04	0.05	36.20
200 hours	65%	27.81	3.34	2.55	4.24	0.29	0.28	0.04	0.05	38.60

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

Local Union Check Off - see article 4.11



\* Wage Re-opener May 01 2024

SCHEDULE "C1.4"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE

3 YEAR TRADE SCHEDULE

Effective May 01 2023

	Employer Classifications							
	GF/FM/CJP	Not-Ticketed	Utility	<<<Apprentice>>>				Helper
		90%	75%	85%	75%	60%	55%-65%	
<b>Employer Contributions:</b>								
CMAW Benefit Plan	2.55	2.55	2.55	2.55	2.55	2.55	2.55	2.55
Carpentry Workers Pension Plan	4.24	4.24	4.24	4.24	4.24	4.24	4.24	4.24
CMAW Administration Fund	0.29	0.29	0.29	0.29	0.29	0.29	0.29	0.29
CMAW Training Fund	0.28	0.28	0.28	0.28	0.28	0.28	0.28	0.28
Rehabilitation Plan	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
Member Assistance	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
<b>* Total Employer Contributions</b>	<b>7.45</b>	<b>7.45</b>	<b>7.45</b>	<b>7.45</b>	<b>7.45</b>	<b>7.45</b>	<b>7.45</b>	<b>7.45</b>
<b>Employee Contributions:</b>								
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 4.11							
<b>* Total Employee Contributions</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>
<b>Total Hourly Remittance to CWF</b>	ST	<b>8.34</b>	<b>8.34</b>	<b>8.34</b>	<b>8.34</b>	<b>8.34</b>	<b>8.34</b>	<b>8.34</b>
	1.5x OT	<b>12.51</b>	<b>12.51</b>	<b>12.51</b>	<b>12.51</b>	<b>12.51</b>	<b>12.51</b>	<b>12.51</b>
	2x OT	<b>16.68</b>	<b>16.68</b>	<b>16.68</b>	<b>16.68</b>	<b>16.68</b>	<b>16.68</b>	<b>16.68</b>
<b>Total Hourly Remittance to Other Locals</b>	ST	Refer to Article 4.11						
	1.5x OT	Refer to Article 4.11						
	2x OT	Refer to Article 4.11						

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



## SCHEDULE "A1.1"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG  
ALL EMPLOYEE "COMMERCIAL/INSTITUTIONAL"

Effective November 1, 2020

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions						Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	Member Assist	
Base Rates		33.50	12%	2.40	4.14	0.20	0.18	0.04	0.05	
<b>Journey person</b>										
General Foreman (GF)	125%	41.88	5.03	2.40	4.14	0.20	0.18	0.04	0.05	53.92
Foreman (FM)	115%	38.53	4.62	2.40	4.14	0.20	0.18	0.04	0.05	50.16
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>33.50</b>	<b>4.02</b>	<b>2.40</b>	<b>4.14</b>	<b>0.20</b>	<b>0.18</b>	<b>0.04</b>	<b>0.05</b>	<b>44.53</b>
Non-Ticketed	90%	30.15	3.62	2.40	4.14	0.20	0.18	0.04	0.05	40.78
Utility Person	75%	25.13	3.02	2.40	4.14	0.20	0.18	0.04	0.05	35.16
<b>Apprentice Carpenter</b>										
4th Term (4th)	90%	30.15	3.62	2.40	4.14	0.20	0.18	0.04	0.05	40.78
3rd Term (3rd)	80%	26.80	3.22	2.40	4.14	0.20	0.18	0.04	0.05	37.03
2nd Term (2nd)	65%	21.78	2.61	2.40	4.14	0.20	0.18	0.04	0.05	31.40
1st Term (1st)	55%	18.43	2.21	2.40	4.14	0.20	0.18	0.04	0.05	27.65
<b>HELPER</b>										
up to 100 hours	55%	18.43	2.21	2.40	4.14	0.20	0.18	0.04	0.05	27.65
100 - 200 hours	60%	20.10	2.41	2.40	4.14	0.20	0.18	0.04	0.05	29.52
200 hours	65%	21.78	2.61	2.40	4.14	0.20	0.18	0.04	0.05	31.40

Field Dues of \$.89 per hour are calculated on hours "Worked"

Local Union Check Off - see article 4.11

SCHEDULE "B1.1"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Effective November 01 2020

	Employer Classifications								
	GF/FM/CJP	Not-Ticketed	Utility	<<<Apprentice Carpenters>>>			1st	Helper	
<b>Employer Contributions:</b>		90%	75%	90%	80%	65%	55%	55%-65%	
CMAW Benefit Plan	2.40	2.40	2.40	2.40	2.40	2.40	2.40	2.40	
Carpentry Workers Pension Plan	4.14	4.14	4.14	4.14	4.14	4.14	4.14	4.14	
CMAW Administration Fund	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	
CMAW Training Fund	0.18	0.18	0.18	0.18	0.18	0.18	0.18	0.18	
Rehabilitation Plan	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	
Member Assistance	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	
<b>* Total Employer Contributions</b>	<b>7.01</b>	<b>7.01</b>	<b>7.01</b>	<b>7.01</b>	<b>7.01</b>	<b>7.01</b>	<b>7.01</b>	<b>7.01</b>	
<b>Employee Contributions:</b>									
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 4.11							
<b>* Total Employee Contributions</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	
<b>Total Hourly Remittance to CWF</b>	<b>ST</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	
	<b>1.5x OT</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	
	<b>2x OT</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	
<b>Total Hourly Remittance to Other Locals</b>	<b>ST</b>	Refer to Article 4.11							
	<b>1.5x OT</b>	Refer to Article 4.11							
	<b>2x OT</b>	Refer to Article 4.11							

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



## SCHEDULE "A1.2"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG  
ALL EMPLOYEE "COMMERCIAL/INSTITUTIONAL"

Effective May 1, 2021

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions						Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	Member Assist	
Base Rates		33.50	12%	2.40	4.14	0.20	0.18	0.04	0.05	
<b>Journey person</b>										
General Foreman (GF)	125%	41.88	5.03	2.40	4.14	0.20	0.18	0.04	0.05	53.92
Foreman (FM)	115%	38.53	4.62	2.40	4.14	0.20	0.18	0.04	0.05	50.16
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>33.50</b>	<b>4.02</b>	<b>2.40</b>	<b>4.14</b>	<b>0.20</b>	<b>0.18</b>	<b>0.04</b>	<b>0.05</b>	<b>44.53</b>
Non-Ticketed	90%	30.15	3.62	2.40	4.14	0.20	0.18	0.04	0.05	40.78
Utility Person	75%	25.13	3.02	2.40	4.14	0.20	0.18	0.04	0.05	35.16
<b>Apprentice Carpenter</b>										
4th Term (4th)	90%	30.15	3.62	2.40	4.14	0.20	0.18	0.04	0.05	40.78
3rd Term (3rd)	80%	26.80	3.22	2.40	4.14	0.20	0.18	0.04	0.05	37.03
2nd Term (2nd)	65%	21.78	2.61	2.40	4.14	0.20	0.18	0.04	0.05	31.40
1st Term (1st)	55%	18.43	2.21	2.40	4.14	0.20	0.18	0.04	0.05	27.65
<b>HELPER</b>										
up to 100 hours	55%	18.43	2.21	2.40	4.14	0.20	0.18	0.04	0.05	27.65
100 - 200 hours	60%	20.10	2.41	2.40	4.14	0.20	0.18	0.04	0.05	29.52
200 hours	65%	21.78	2.61	2.40	4.14	0.20	0.18	0.04	0.05	31.40

Field Dues of \$.89 per hour are calculated on hours "Worked"

Local Union Check Off - see article 4.11

SCHEDULE "B1.2"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Effective May 01 2021

	Employer Classifications								
	GF/FM/CJP	Not-Ticketed	Utility	<<<Apprentice Carpenters>>>			1st	Helper	
				4th	3rd	2nd			
<b>Employer Contributions:</b>		90%	75%	90%	80%	65%	55%	55%-65%	
CMAW Benefit Plan	2.40	2.40	2.40	2.40	2.40	2.40	2.40	2.40	
Carpentry Workers Pension Plan	4.14	4.14	4.14	4.14	4.14	4.14	4.14	4.14	
CMAW Administration Fund	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	
CMAW Training Fund	0.18	0.18	0.18	0.18	0.18	0.18	0.18	0.18	
Rehabilitation Plan	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	
Member Assistance	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	
<b>* Total Employer Contributions</b>	<b>7.01</b>	<b>7.01</b>	<b>7.01</b>	<b>7.01</b>	<b>7.01</b>	<b>7.01</b>	<b>7.01</b>	<b>7.01</b>	
<b>Employee Contributions:</b>									
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 4.11							
<b>* Total Employee Contributions</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	
<b>Total Hourly Remittance to CWF</b>	<b>ST</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	
	<b>1.5x OT</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	
	<b>2x OT</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	<b>7.90</b>	
<b>Total Hourly Remittance to Other Locals</b>	<b>ST</b>	Refer to Article 4.11							
	<b>1.5x OT</b>	Refer to Article 4.11							
	<b>2x OT</b>	Refer to Article 4.11							

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



## SCHEDULE "A1.3"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG  
ALL EMPLOYEE "COMMERCIAL/INSTITUTIONAL"

Effective May 1, 2022

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions						Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	Member Assist	
Base Rates		34.00	12%	2.45	4.19	0.20	0.18	0.04	0.05	
<b>Journey person</b>										
General Foreman (GF)	125%	42.50	5.10	2.45	4.19	0.20	0.18	0.04	0.05	54.71
Foreman (FM)	115%	39.10	4.69	2.45	4.19	0.20	0.18	0.04	0.05	50.90
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>34.00</b>	<b>4.08</b>	<b>2.45</b>	<b>4.19</b>	<b>0.20</b>	<b>0.18</b>	<b>0.04</b>	<b>0.05</b>	<b>45.19</b>
Non-Ticketed	90%	30.60	3.67	2.45	4.19	0.20	0.18	0.04	0.05	41.38
Utility Person	75%	25.50	3.06	2.45	4.19	0.20	0.18	0.04	0.05	35.67
<b>Apprentice Carpenter</b>										
4th Term (4th)	90%	30.60	3.67	2.45	4.19	0.20	0.18	0.04	0.05	41.38
3rd Term (3rd)	80%	27.20	3.26	2.45	4.19	0.20	0.18	0.04	0.05	37.57
2nd Term (2nd)	65%	22.10	2.65	2.45	4.19	0.20	0.18	0.04	0.05	31.86
1st Term (1st)	55%	18.70	2.24	2.45	4.19	0.20	0.18	0.04	0.05	28.05
<b>HELPER</b>										
up to 100 hours	55%	18.70	2.24	2.45	4.19	0.20	0.18	0.04	0.05	28.05
100 - 200 hours	60%	20.40	2.45	2.45	4.19	0.20	0.18	0.04	0.05	29.96
200 hours	65%	22.10	2.65	2.45	4.19	0.20	0.18	0.04	0.05	31.86

Field Dues of \$.89 per hour are calculated on hours "Worked"

Local Union Check Off - see article 4.11

SCHEDULE "B1.3"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Effective May 01 2022

	Employer Classifications								
	GF/FM/CJP	Not-Ticketed	Utility	<<<Apprentice Carpenters>>>				Helper	
				4th	3rd	2nd	1st		
<b>Employer Contributions:</b>		90%	75%	90%	80%	65%	55%	55%-65%	
CMAW Benefit Plan	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45	
Carpentry Workers Pension Plan	4.19	4.19	4.19	4.19	4.19	4.19	4.19	4.19	
CMAW Administration Fund	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	
CMAW Training Fund	0.18	0.18	0.18	0.18	0.18	0.18	0.18	0.18	
Rehabilitation Plan	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	
Member Assistance	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	
<b>* Total Employer Contributions</b>	<b>7.11</b>	<b>7.11</b>	<b>7.11</b>	<b>7.11</b>	<b>7.11</b>	<b>7.11</b>	<b>7.11</b>	<b>7.11</b>	
<b>Employee Contributions:</b>									
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 4.11							
<b>* Total Employee Contributions</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	
<b>Total Hourly Remittance to CWF</b>	<b>ST</b>	<b>8.00</b>	<b>8.00</b>	<b>8.00</b>	<b>8.00</b>	<b>8.00</b>	<b>8.00</b>	<b>8.00</b>	
	<b>1.5x OT</b>	<b>8.00</b>	<b>8.00</b>	<b>8.00</b>	<b>8.00</b>	<b>8.00</b>	<b>8.00</b>	<b>8.00</b>	
	<b>2x OT</b>	<b>8.00</b>	<b>8.00</b>	<b>8.00</b>	<b>8.00</b>	<b>8.00</b>	<b>8.00</b>	<b>8.00</b>	
<b>Total Hourly Remittance to Other Locals</b>	<b>ST</b>	Refer to Article 4.11							
	<b>1.5x OT</b>	Refer to Article 4.11							
	<b>2x OT</b>	Refer to Article 4.11							

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





SCHEDULE "A1.4"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG  
ALL EMPLOYEE "COMMERCIAL/INSTITUTIONAL"

Effective May 1, 2023

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions						Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	Member Assist	
Base Rates		34.50	12%	2.50	4.24	0.20	0.18	0.04	0.05	
<b>Journey person</b>										
General Foreman (GF)	125%	43.13	5.18	2.50	4.24	0.20	0.18	0.04	0.05	55.52
Foreman (FM)	115%	39.68	4.76	2.50	4.24	0.20	0.18	0.04	0.05	51.65
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>34.50</b>	<b>4.14</b>	<b>2.50</b>	<b>4.24</b>	<b>0.20</b>	<b>0.18</b>	<b>0.04</b>	<b>0.05</b>	<b>45.85</b>
Non-Ticketed	90%	31.05	3.73	2.50	4.24	0.20	0.18	0.04	0.05	41.99
Utility Person	75%	25.88	3.11	2.50	4.24	0.20	0.18	0.04	0.05	36.20
<b>Apprentice Carpenter</b>										
4th Term (4th)	90%	31.05	3.73	2.50	4.24	0.20	0.18	0.04	0.05	41.99
3rd Term (3rd)	80%	27.60	3.31	2.50	4.24	0.20	0.18	0.04	0.05	38.12
2nd Term (2nd)	65%	22.43	2.69	2.50	4.24	0.20	0.18	0.04	0.05	32.33
1st Term (1st)	55%	18.98	2.28	2.50	4.24	0.20	0.18	0.04	0.05	28.47
<b>HELPER</b>										
up to 100 hours	55%	18.98	2.28	2.50	4.24	0.20	0.18	0.04	0.05	28.47
100 - 200 hours	60%	20.70	2.48	2.50	4.24	0.20	0.18	0.04	0.05	30.39
200 hours	65%	22.43	2.69	2.50	4.24	0.20	0.18	0.04	0.05	32.33

Field Dues of \$.89 per hour are calculated on hours "Worked"  
Local Union Check Off - see article 4.11



\* Wage Re-opener May 01 2024

SCHEDULE "B1.4"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Effective May 01 2023

	Employer Classifications								
	GF/FM/CJP	Not-Ticketed	Utility	<<<Apprentice Carpenters>>>				Helper	
				4th	3rd	2nd	1st		
<b>Employer Contributions:</b>		90%	75%	90%	80%	65%	55%	55%-65%	
CMAW Benefit Plan	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	
Carpentry Workers Pension Plan	4.24	4.24	4.24	4.24	4.24	4.24	4.24	4.24	
CMAW Administration Fund	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	
CMAW Training Fund	0.18	0.18	0.18	0.18	0.18	0.18	0.18	0.18	
Rehabilitation Plan	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	
Member Assistance	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	
<b>* Total Employer Contributions</b>	<b>7.21</b>	<b>7.21</b>	<b>7.21</b>	<b>7.21</b>	<b>7.21</b>	<b>7.21</b>	<b>7.21</b>	<b>7.21</b>	
<b>Employee Contributions:</b>									
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 4.11							
<b>* Total Employee Contributions</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	
<b>Total Hourly Remittance to CWF</b>	<b>ST</b>	<b>8.10</b>	<b>8.10</b>	<b>8.10</b>	<b>8.10</b>	<b>8.10</b>	<b>8.10</b>	<b>8.10</b>	
	<b>1.5x OT</b>	<b>8.10</b>	<b>8.10</b>	<b>8.10</b>	<b>8.10</b>	<b>8.10</b>	<b>8.10</b>	<b>8.10</b>	
	<b>2x OT</b>	<b>8.10</b>	<b>8.10</b>	<b>8.10</b>	<b>8.10</b>	<b>8.10</b>	<b>8.10</b>	<b>8.10</b>	
<b>Total Hourly Remittance to Other Locals</b>	<b>ST</b>	Refer to Article 4.11							
	<b>1.5x OT</b>	Refer to Article 4.11							
	<b>2x OT</b>	Refer to Article 4.11							

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



## SCHEDULE "C1.4"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG  
ALL EMPLOYEE "COMMERCIAL/INSTITUTIONAL"

## 3 YEAR TRADE SCHEDULE

EFFECTIVE MAY 1, 2023

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions						Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	Member Assist	
Base Rates		34.50	12%	2.50	4.24	0.20	0.18	0.04	0.05	
<b>Journey person</b>										
General Foreman (GF)	125%	43.13	5.18	2.50	4.24	0.20	0.18	0.04	0.05	55.52
Foreman (FM)	115%	39.68	4.76	2.50	4.24	0.20	0.18	0.04	0.05	51.65
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>34.50</b>	<b>4.14</b>	<b>2.50</b>	<b>4.24</b>	<b>0.20</b>	<b>0.18</b>	<b>0.04</b>	<b>0.05</b>	<b>45.85</b>
Non-Ticketed	90%	31.05	3.73	2.50	4.24	0.20	0.18	0.04	0.05	41.99
Utility Person	75%	25.88	3.11	2.50	4.24	0.20	0.18	0.04	0.05	36.20
<b>Apprentice</b>										
3rd Term (3rd)	85%	29.33	3.52	2.50	4.24	0.20	0.18	0.04	0.05	40.06
2nd Term (2nd)	75%	25.88	3.11	2.50	4.24	0.20	0.18	0.04	0.05	36.20
1st Term (1st)	60%	20.70	2.48	2.50	4.24	0.20	0.18	0.04	0.05	30.39
<b>HELPER</b>										
up to 100 hours	55%	18.98	2.28	2.50	4.24	0.20	0.18	0.04	0.05	28.47
100 - 200 hours	60%	20.70	2.48	2.50	4.24	0.20	0.18	0.04	0.05	30.39
200 hours	65%	22.43	2.69	2.50	4.24	0.20	0.18	0.04	0.05	32.33

Field Dues of \$.89 per hour are calculated on hours "Worked"

Local Union Check Off - see article 4.11



\* Wage Re-opener May 01 2024

SCHEDULE "C1.4"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

3 YEAR TRADE SCHEDULE

Effective May 01 2023

	Employer Classifications							
	<<<Apprentice>>>							
	GF/FM/CJP	Not-Ticketed	Utility	3rd	2nd	1st	Helper	
<b>Employer Contributions:</b>		90%	75%	85%	75%	60%	55%-65%	
CMAW Benefit Plan	2.50	2.50	2.50	2.50	2.50	2.50	2.50	
Carpentry Workers Pension Plan	4.24	4.24	4.24	4.24	4.24	4.24	4.24	
CMAW Administration Fund	0.20	0.20	0.20	0.20	0.20	0.20	0.20	
CMAW Training Fund	0.18	0.18	0.18	0.18	0.18	0.18	0.18	
Rehabilitation Plan	0.04	0.04	0.04	0.04	0.04	0.04	0.04	
Member Assistance	0.05	0.05	0.05	0.05	0.05	0.05	0.05	
<b>* Total Employer Contributions</b>	<b>7.21</b>	<b>7.21</b>	<b>7.21</b>	<b>7.21</b>	<b>7.21</b>	<b>7.21</b>	<b>7.21</b>	
<b>Employee Contributions:</b>								
Field Dues	0.89	0.89	0.89	0.89	0.89	0.89	0.89	
Local Union Check Off		Refer to Article 4.11						
<b>* Total Employee Contributions</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	
<b>Total Hourly Remittance to CWF</b>	<b>ST</b>	<b>8.10</b>	<b>8.10</b>	<b>8.10</b>	<b>8.10</b>	<b>8.10</b>	<b>8.10</b>	
	<b>1.5x OT</b>	<b>8.10</b>	<b>8.10</b>	<b>8.10</b>	<b>8.10</b>	<b>8.10</b>	<b>8.10</b>	
	<b>2x OT</b>	<b>8.10</b>	<b>8.10</b>	<b>8.10</b>	<b>8.10</b>	<b>8.10</b>	<b>8.10</b>	
<b>Total Hourly Remittance to Other Locals</b>	<b>ST</b>	Refer to Article 4.11						
	<b>1.5x OT</b>	Refer to Article 4.11						
	<b>2x OT</b>	Refer to Article 4.11						

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

