

SCHEDULE "A1.1"
CARPENTERSMINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG
INSIDE LOWER MAINLAND/FRASER VALLEY**"Inside" Lower Mainland/Fraser Valley**

Effective May 28, 2023

Schedule "A1.1" 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apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley, except those which are superceded by the LM/FV exemption.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	CAF	Rehab Plan	JAPlan	BCBCBTU Fund	D&A Policy	
Base Rates		44.50	0.90	45.40	0.12	2.75	4.29	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	
Journeyman																
General Foreperson (GF)	125%	55.63	0.90	56.53	6.78	2.75	4.29	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	71.39
Foreman (FM)	115%	51.18	0.90	52.08	6.25	2.75	4.29	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	66.41
Certified Journeyman (CJP)	100%	44.50	0.90	45.40	5.45	2.75	4.29	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	58.93
Apprentice Carpenter																
4th Term (4th)	90%	40.05	0.90	40.95	4.91	2.75	3.22	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	52.87
3rd Term (3rd)	80%	35.60	0.90	36.50	4.38	2.75	3.22	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	47.89
2nd Term (2nd)	65%	28.93	0.90	29.83	3.58	2.75	2.36	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	39.56
1st Term (1st)	55%	24.48	0.90	25.38	3.05	2.75	2.36	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	34.58
Unticketed Carpenter																
	90%	40.05	0.90	40.95	4.91	2.75	3.22	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	52.87
Material Handler/Pre- Apprentice (MH/PA)	45%	20.03	0.90	20.93	2.51	2.75	0.00	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	27.23

SCHEDULE "B1.1"
CARPENTERSEMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
INSIDE LOWER MAINLAND /FRASER VALLEY

"Inside" Lower Mainland/Fraser Valley

Effective May 28, 2023

Schedule "B1.1" 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apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley, except those which are superceded by the LM/FV exemption.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.

Employer Contributions:	Employee Classifications									
	<<< Apprentice Carpenters >>>									
	GF	FM	CJP	4th	3rd	2nd	1st	Unticketed Carpenter	MH/PA	
CMAW Benefits	2.75	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	4.29	3.22	3.22	2.36	2.36	3.22	0.00
CMAW Admin Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
CMAW Training Fund	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
Carpentry Employers Association (CEA)	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Contract Administration Fund (CAF)	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13
Rehabilitation Plan	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
JAPlan	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
*Total Employer Contributions	8.08	8.08	8.08	7.01	7.01	6.15	6.15	7.01	7.01	3.79
Employee Deductions:										
Rehabilitation Plan	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
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 (CMAW Local 1995)	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
*Total Employee Deductions	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
Total Hourly Remittance to CWF	ST	9.01	9.01	9.01	7.94	7.94	7.08	7.08	7.94	4.72
	1.5x OT	12.98	12.98	12.98	11.37	11.37	10.08	10.08	11.37	6.54
	2x OT	16.94	16.94	16.94	14.80	14.80	13.08	13.08	14.80	8.36
Total Hourly Remittance to Local 1995	ST	0.25	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	0.38
	2x OT	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50

* All Employer contributions other than CMAW Benefits and Carpentry Workers' Pension Plan calculated based on "hours worked".
CMAW Benefits, Carpentry Workers' Pension Plan, Field Dues and CMAW Local Check Off calculated based on "hours earned".

SCHEDULE "A2.1"
CARPENTERSMINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG
OUTSIDE LOWER MAINLAND/FRASER VALLEY

"Outside" Lower Mainland/Fraser Valley

Effective May 28, 2023

Schedule "A2.1" 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	CAF	Rehab Plan	JAPlan	BCBCBTU Fund	D&A Policy	
Base Rates		44.50	0.12	2.75	4.29	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	
Journeyman														
General Foreperson (GF)	125%	55.63	6.68	2.75	4.29	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	70.39
Foreman (FM)	115%	51.18	6.14	2.75	4.29	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	65.40
Certified Journeyman (CJP)	100%	44.50	5.34	2.75	4.29	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	57.92
Apprentice Carpenter														
4th Term (4th)	90%	40.05	4.81	2.75	3.22	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	51.87
3rd Term (3rd)	80%	35.60	4.27	2.75	3.22	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	46.88
2nd Term (2nd)	65%	28.93	3.47	2.75	2.36	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	38.55
1st Term (1st)	55%	24.48	2.94	2.75	2.36	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	33.57
Unticketed Carpenter														
	90%	40.05	4.81	2.75	3.22	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	51.87
Material Handler/Pre- Apprentice (MH/PA)														
	45%	20.03	2.40	2.75	0.00	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	26.22

(CLR) "CMAW Craft Carpenters Standard Industrial Agreement"

**SCHEDULE "B2.1"
CARPENTERS**

**EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
OUTSIDE LOWER MAINLAND/FRASER VALLEY**

"Outside" Lower Mainland/Fraser Valley

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	Employee Classifications									
	<<< Apprentice Carpenters >>>									
	GF	FM	CJP	4th	3rd	2nd	1st	Unticketed Carpenter	MH/PA	
Employer Contributions:										
CMAW Benefits	2.75	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	4.29	3.22	3.22	2.36	2.36	3.22	0.00
CMAW Admin Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
CMAW Training Fund	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
Carpentry Employers Association (CEA)	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Contract Administration Fund (CAF)	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13
Rehabilitation Plan	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
JAPlan	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
*Total Employer Contributions	8.08	8.08	8.08	7.01	7.01	6.15	6.15	7.01	3.79	
Employee Deductions:										
Rehabilitation Plan	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
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 4.702
*Total Employee Deductions	0.93	0.93	0.93	0.93	0.93	0.93	0.93	0.93	0.93	0.93
Total Hourly Remittance to CWF	ST	9.01	9.01	9.01	7.94	7.94	7.08	7.08	7.94	4.72
	1.5x OT	12.98	12.98	12.98	11.37	11.37	10.08	10.08	11.37	6.54
	2x OT	16.94	16.94	16.94	14.80	14.80	13.08	13.08	14.80	8.36
Total Hourly Remittance to Other Local	ST									Refer to Article 4.702
	1.5x OT									Refer to Article 4.702
	2x OT									Refer to Article 4.702

* All Employer contributions other than CMAW Benefits and Carpentry Workers' Pension Plan calculated based on "hours worked".
CMAW Benefits, Carpentry Workers' Pension Plan, Field Dues and CMAW Local Check Off calculated based on "hours earned".

SCHEDULE "C1.1"
SCAFFOLDERSMINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG
INSIDE LOWER MAINLAND/FRASER VALLEY**"Inside" Lower Mainland/Fraser Valley**

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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	CAF	Rehab Plan	JAPlan	BCBCBTU Fund	D&A Policy	
Base Rates		44.50	0.90	45.40	0.12	2.75	4.29	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	
Journeyman																
General Foreperson (GF)	125%	55.63	0.90	56.53	6.78	2.75	4.29	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	71.39
Foreman (FM)	115%	51.18	0.90	52.08	6.25	2.75	4.29	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	66.41
Certified Journeyman (CJP)	100%	44.50	0.90	45.40	5.45	2.75	4.29	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	58.93
Apprentice Scaffolder																
3rd Term (3rd)	80%	35.60	0.90	36.50	4.38	2.75	3.22	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	47.89
2nd Term (2nd)	65%	28.93	0.90	29.83	3.58	2.75	2.36	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	39.56
1st Term (1st)	55%	24.48	0.90	25.38	3.05	2.75	2.36	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	34.58
Material Handler/Pre- Apprentice (MH/PA)	45%	20.03	0.90	20.93	2.51	2.75	0.00	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	27.23

SCHEDULE "D1.1"
SCAFFOLDERSEMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
INSIDE LOWER MAINLAND/FRASERVALLEY

"Inside" Lower Mainland/Fraser Valley

Effective May 28, 2023

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	Employee Classifications							
		GF	FM	CJP	<<< Apprentice Scaffolders >>>			MH/PA
				3rd	2nd	1st		
Employer Contributions:								
CMAW Benefits	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	4.29	3.22	2.36	2.36	0.00
CMAW Admin Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
CMAW Training Fund	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
Carpentry Employers Association (CEA)	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Contract Administration Fund (CAF)	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13
Rehabilitation Plan	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
JAPlan	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
*Total Employer Contributions	8.08	8.08	8.08	8.08	7.01	6.15	6.15	3.79
Employee Deductions:								
Rehabilitation Plan	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
Field Dues	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Local Union Check Off (CMAW Local 1995)	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
*Total Employee Deductions	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
Total Hourly Remittance to CWF	ST	9.01	9.01	9.01	7.94	7.08	7.08	4.72
	1.5x OT	12.98	12.98	12.98	11.37	10.08	10.08	6.54
	2x OT	16.94	16.94	16.94	14.80	13.08	13.08	8.36
Total Hourly Remittance to Local 1995	ST	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
	2x OT	0.50	0.50	0.50	0.50	0.50	0.50	0.50

* All Employer contributions other than CMAW Benefits and Carpentry Workers' Pension Plan calculated based on "hours worked".
CMAW Benefits, Carpentry Workers' Pension Plan, Field Dues and CMAW Local Check Off calculated based on "hours earned".

SCHEDULE "C2.1"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG

SCAFFOLDERS

OUTSIDE LOWER MAINLAND/FRASER VALLEY

"Outside" Lower Mainland/Fraser Valley

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Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions										Total Package
				CMAW Benefits	CW Pension Plan	CMAW Admin Fund	CMAW Training Fund	CEA	CAF	Rehab Plan	JAPlan	BCBCBTU Fund	D&A Policy	
Base Rates		44.50	0.12	2.75	4.29	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	
Journeyman														
General Foreperson (GF)	125%	55.63	6.68	2.75	4.29	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	70.39
Foreman (FM)	115%	51.18	6.14	2.75	4.29	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	65.40
Certified Journeyman (CJP)	100%	44.50	5.34	2.75	4.29	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	57.92
Apprentice Scaffolder														
3rd Term (3rd)	80%	35.60	4.27	2.75	3.22	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	46.88
2nd Term (2nd)	65%	28.93	3.47	2.75	2.36	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	38.55
1st Term (1st)	55%	24.48	2.94	2.75	2.36	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	33.57
Material Handler/Pre- Apprentice (MH/PA)	45%	20.03	2.40	2.75	0.00	0.40	0.30	0.10	0.13	0.04	0.01	0.05	0.01	26.22

SCHEDULE "D2.1"
SCAFFOLDERSEMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
OUTSIDE LOWER MAINLAND/FRASER VALLEY

"Outside" Lower Mainland/Fraser Valley

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Schedule "D2.1" shall apply to all industrial projects governed by the Scaffold Addendum which are located outside the Lower Mainland/Fraser Valley.

		Employee Classifications						
		<<< Apprentice Scaffolders >>>						
<u>Employer Contributions:</u>		GF	FM	CJP	3rd	2nd	1st	MH/PA
CMAW Benefits	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	4.29	3.22	2.36	2.36	0.00
CMAW Admin Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
CMAW Training Fund	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
Carpentry Employers Association (CEA)	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Contract Administration Fund (CAF)	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13
Rehabilitation Plan	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
JAPlan	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
D&A Policy	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
*Total Employer Contributions	8.08	8.08	8.08	8.08	7.01	6.15	6.15	3.79
<u>Employee Deductions:</u>								
Rehabilitation Plan	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
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 4.702						
*Total Employee Deductions	0.93	0.93	0.93	0.93	0.93	0.93	0.93	0.93
Total Hourly Remittance to CWF	ST	9.01	9.01	9.01	7.94	7.08	7.08	4.72
	1.5x OT	12.98	12.98	12.98	11.37	10.08	10.08	6.54
	2x OT	16.94	16.94	16.94	14.80	13.08	13.08	8.36
Total Hourly Remittance to Other 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 other than CMAW Benefits and Carpentry Workers' Pension Plan calculated based on "hours worked".
CMAW Benefits, Carpentry Workers' Pension Plan, Field Dues and CMAW Local Check Off calculated based on "hours earned".