

SCHEDULE "A1.4"
CARPENTERS
MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG
INSIDE LOWER MAINLAND/FRASER VALLEY
"Inside" Lower Mainland/Fraser Valley
Effective May 26, 2023

Schedule "A1.4" shall apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley.

Employee Classifications	%	Base Rate	Metro Travel	Foreman Enabling	Sub Total	VP/SHP (12%)	Employer Contributions				CAF	Total Package
							CMAW Benefit Plan	CMAW Target Pension Plan	CMAW Admin Fund	CMAW Training Fund		
Base Rates		43.56	0.90		44.46	0.12	2.70	4.24	0.40	0.25	0.32	
Journeyman												
General Foreman (GF)	120%	52.27	0.90	0.93	54.10	6.49	2.70	4.24	0.40	0.35	0.32	68.60
Foreman (FM)	115%	50.09	0.90	0.68	51.67	6.20	2.70	4.24	0.40	0.35	0.32	65.88
Certified Journey Person (CJP)	100%	43.56	0.90	0.00	44.46	5.34	2.70	4.24	0.40	0.25	0.32	57.71
Apprentice Carpenter												
4th Term (4th)	90%	39.20	0.90	0.00	40.10	4.81	2.70	3.18	0.175	0.155	0.32	51.44
3rd Term (3rd)	80%	34.85	0.90	0.00	35.75	4.29	2.45	3.18	0.175	0.100	0.32	46.265
2nd Term (2nd)	65%	28.31	0.90	0.00	29.21	3.51	2.45	2.33	0.175	0.195	0.32	38.19
1st Term (1st)	55%	23.96	0.90	0.00	24.86	2.98	2.30	2.33	0.175	0.125	0.32	33.09
Non-Ticketed Carpenter	90%	39.20	0.90	0.00	40.10	4.81	2.70	3.82	0.40	0.25	0.32	52.40
Material Handler/Pre- Apprentice (MH/PA)	55%	23.96	0.90	0.00	24.86	2.98	2.70	0.00	0.40	0.25	0.32	31.51

Employee Deductions and Employer Contributions per hour on hours "EARNED"

Hourly Dues to CMAW	\$0.89
Local Union Check Off Local 1995	\$0.25

SCHEDULE "B1.4"
CARPENTERS

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
INSIDE LOWER MAINLAND/FRASER VALLEY

"Inside" Lower Mainland/Fraser Valley

Effective May 26, 2023

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

		Employee Classifications							
		Forman Enabling							
		FM	CJP	4th	3rd	2nd	1st	Non-Tick Carp	MH/PA
Employer Contributions:									
CMAW Benefit Plan	2.70	2.70	2.70	2.70	2.45	2.45	2.30	2.70	2.70
CMAW Target Pension Plan	4.24	4.24	4.24	3.18	3.18	2.33	2.33	3.82	0.00
CMAW Admin Fund	0.40	0.40	0.40	0.175	0.175	0.175	0.175	0.40	0.40
CMAW Training Fund	0.25	0.35	0.25	0.155	0.100	0.195	0.125	0.25	0.25
Contract Administration Fund (CAF)	0.32	0.32	0.32	0.32	0.32	0.32	0.32	0.32	0.32
*Total Employer Contributions	7.91	8.01	7.91	6.53	6.225	5.47	5.25	7.49	3.67
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 (CMAW Local 1995)	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	8.90	8.80	7.42	7.12	6.36	6.14	8.38	4.56
	1.5x OT	13.35	13.20	11.13	10.67	9.54	9.21	12.57	6.84
	2x OT	17.80	17.60	14.84	14.23	12.72	12.28	16.76	9.12
Total Hourly Remittance to Local 1995	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 "A2.4"
CARPENTERS

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

"Outside" Lower Mainland/Fraser Valley

Effective May 26, 2023

Schedule "A2.4" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

Employee Classifications	%	Base Rate	Foreman Enabling	VP/SHP (12%)	Employer Contributions				CAF	Total Package
					CMAW Benefit Plan	CMAW Target Pension Plan	CMAW Admin Fund	CMAW Training Fund		
Base Rates		43.37		0.12	2.70	4.24	0.40	0.25	0.32	
Journey person										
General Foreman (GF)	120%	52.04	0.74	6.33	2.70	4.24	0.40	0.36	0.32	67.13
Foreman (FM)	115%	49.88	0.54	6.05	2.70	4.24	0.40	0.36	0.32	64.49
Certified Journey Person (CJP)	100%	43.37	0.00	5.20	2.70	4.24	0.40	0.25	0.32	56.48
Apprentice Carpenter										
4th Term (4th)	90%	39.03	0.00	4.68	2.70	3.18	0.175	0.215	0.32	50.30
3rd Term (3rd)	80%	34.70	0.00	4.16	2.50	3.18	0.175	0.170	0.32	45.205
2nd Term (2nd)	65%	28.19	0.00	3.38	2.65	2.33	0.175	0.185	0.32	37.23
1st Term (1st)	55%	23.85	0.00	2.86	2.50	2.33	0.175	0.160	0.32	32.195
Non-Ticketed Carpenter	90%	39.03	0.00	4.68	2.70	3.82	0.40	0.25	0.32	51.20
Material Handler/Pre- Apprentice (MH/PA)	55%	23.85	0.00	2.86	2.70	0.00	0.40	0.25	0.32	30.38

Employee Deductions and Employer Contributions per hour on hours "EARNED"

Hourly Dues to CMAW \$0.89

Local Union Check Off - Refer to Article 4.702

SCHEDULE "B2.4"
CARPENTERS

EMPLOYER CONTRIBUTIONS AND EMPLOYEE
DEDUCTIONS OUTSIDE LOWER MAINLAND/FRASER

"Outside" Lower Mainland/Fraser Valley

Effective May 26, 2023

Schedule "B2.4" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

	Employee Classifications								
	FM	CJP	4th	3rd	2nd	1st	Non-Tick Carp	MH/PA	
Employer Contributions:				Forman Enabling					
CMAW Benefit Plan	2.70	2.70	2.70	2.50	2.65	2.50	2.70	2.70	
CMAW Target Pension Plan	4.24	4.24	3.18	3.18	2.33	2.33	3.82	0.00	
CMAW Admin Fund	0.40	0.40	0.175	0.175	0.175	0.175	0.40	0.40	
CMAW Training Fund	0.25	0.36	0.25	0.215	0.170	0.185	0.25	0.25	
Contract Administration Fund (CAF)	0.32	0.32	0.32	0.32	0.32	0.32	0.32	0.32	
*Total Employer Contributions	7.91	8.02	7.91	6.59	6.345	5.66	5.485	7.49	3.67
Employee Deductions:									
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	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	
Total Hourly Remittance to CWF	ST	8.91	8.80	7.48	7.24	6.55	6.38	8.38	4.56
	1.5x OT	13.37	13.20	11.22	10.85	9.83	9.56	12.57	6.84
	2x OT	17.82	17.60	14.96	14.47	13.10	12.75	16.76	9.12
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 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
INSIDE LOWER MAINLAND/FRASER VALLEY

"Inside" Lower Mainland/Fraser Valley

Effective May 26, 2023

Schedule "A1.4" shall apply to all commercial and institutional projects which are located inside the Lower Mainland/Fraser Valley.

Employee Classifications	%	Base Rate	Metro Travel	Foreman Enabling	Sub Total	VP/SHP (12%)	Employer Contributions				CAF	Total Package
							CMAW Benefit Plan	CMAW Target Pension Plan	CMAW Admin Fund	CMAW Training Fund		
Base Rates		34.19	0.90			12%	2.70	4.24	0.40	0.25	0.32	
Journey person												
General Foreman (GF)	120%	41.03	0.90	1.05	42.98	5.16	2.70	4.24	0.40	0.35	0.32	56.15
Foreman (FM)	115%	39.32	0.90	0.76	40.98	4.92	2.70	4.24	0.40	0.35	0.32	53.91
Certified Journey Person (CJP)	100%	34.19	0.90	0.00	35.09	4.21	2.70	4.24	0.40	0.25	0.32	47.21
Apprentice Carpenter												
4th Term (4th)	90%	30.77	0.90	0.00	31.67	3.80	2.665	3.18	0.175	0.23	0.32	42.04
3rd Term (3rd)	80%	27.35	0.90	0.00	28.25	3.39	2.44	3.18	0.175	0.15	0.32	37.905
2nd Term (2nd)	65%	22.22	0.90	0.00	23.12	2.77	2.465	2.33	0.175	0.15	0.32	31.33
1st Term (1st)	55%	18.80	0.90	0.00	19.70	2.36	2.265	2.33	0.175	0.085	0.32	27.235
Non-Ticketed Carpenter	90%	30.77	0.90	0.00	31.67	3.80	2.70	3.82	0.40	0.25	0.32	42.96
Material Handler/Pre- Apprentice (MH/PA)	55%	18.80	0.90	0.00	19.70	2.36	2.70	0.00	0.40	0.25	0.32	25.73

Employee Deductions and Employer Contributions per hour on hours "WORKED"

Hourly Dues to CMAW	\$0.89
Local Union Check Off Local 1995	\$0.25

SCHEDULE "B1.4"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS INSIDE LOWER MAINLAND/FRASER VALLEY

"Inside" Lower Mainland/Fraser Valley

Effective May 26, 2023

Schedule "B1.4" shall apply to all commercial and institutional projects which are located inside the Lower Mainland/Fraser Valley.

		Employee Classifications							
		<<< Apprentice Carpenters >>>							
<u>Employer Contributions:</u>		FM	CJP	4th	3rd	2nd	1st	Non-Tick Carp	MH/PA
CMAW Benefit Plan	2.70	2.70	2.70	2.665	2.44	2.465	2.265	2.70	2.70
CMAW Target Pension Plan	4.24	4.24	4.24	3.18	3.18	2.33	2.33	3.82	0.00
CMAW Admin Fund	0.40	0.40	0.40	0.175	0.175	0.175	0.175	0.40	0.40
CMAW Training Fund	0.25	0.35	0.25	0.23	0.15	0.15	0.085	0.25	0.25
Contract Administration Fund (CAF)	0.32	0.32	0.32	0.32	0.32	0.32	0.32	0.32	0.32
*Total Employer Contributions	7.91	8.01	7.91	6.57	6.265	5.44	5.175	7.49	3.67
<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 - Local 1995	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	8.90	8.80	7.46	7.16	6.33	6.07	8.38	4.56
	1.5x OT	8.90	8.80	7.46	7.16	6.33	6.07	8.38	4.56
	2x OT	8.90	8.80	7.46	7.16	6.33	6.07	8.38	4.56
Total Hourly Remittance to Local 1995	ST	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
	1.5x OT	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
	2x OT	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25

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

SCHEDULE "A2.4"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG
OUTSIDE LOWER MAINLAND/FRASER VALLEY**"Outside" Lower Mainland/Fraser Valley**

Effective May 26, 2023

Schedule "A2.4" shall apply to all commercial and institutional projects which are located outside the Lower Mainland/Fraser Valley.

Employee Classifications	%	Base Rate	Foreman Enabling	VP/SHP (12%)	Employer Contributions				CAF	Total Package
					CMAW Benefit Plan	CMAW Target Pension Plan	CMAW Admin Fund	CMAW Training Fund		
Base Rates		34.04		12%	2.70	4.24	0.40	0.25	0.32	
Journey person										
General Foreman (GF)	120%	40.85	0.87	5.01	2.70	4.24	0.40	0.35	0.32	54.74
Foreman (FM)	115%	39.15	0.62	4.77	2.70	4.24	0.40	0.35	0.32	52.55
Certified Journey Person (CJP)	100%	34.04	0.00	4.08	2.70	4.24	0.40	0.25	0.32	46.03
Apprentice Carpenter										
4th Term (4th)	90%	30.64	0.00	3.68	2.70	3.18	0.175	0.25	0.32	40.945
3rd Term (3rd)	80%	27.23	0.00	3.27	2.55	3.18	0.175	0.15	0.32	36.875
2nd Term (2nd)	65%	22.13	0.00	2.65	2.64	2.33	0.175	0.16	0.32	30.405
1st Term (1st)	55%	18.72	0.00	2.25	2.425	2.33	0.175	0.155	0.32	26.375
Non-Ticketed Carpenter	90%	30.64	0.00	3.68	2.70	3.82	0.40	0.25	0.32	41.81
Material Handler/Pre- Apprentice (MH/PA)	55%	18.72	0.00	2.25	2.70	0.00	0.40	0.25	0.32	24.64

Employee Deductions and Employer Contributions per hour on hours "WORKED"

Hourly Dues to CMAW

\$0.89

Local Union Check Off - Refer to Article 4.702

SCHEDULE "B2.4"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS OUTSIDE LOWER MAINLAND/FRASER VALLEY

"Outside" Lower Mainland/Fraser Valley

Effective May 26, 2023

Schedule "B2.4" shall apply to all commercial and institutional projects which are located outside the Lower Mainland/Fraser Valley.

	Employee Classifications									
	<<< Apprentice Carpenters >>>									
<u>Employer Contributions:</u>		FM	CJP	4th	3rd	2nd	1st	Non-Tick Carp	MH/PA	
CMAW Benefit Plan	2.70	2.70	2.70	2.70	2.55	2.64	2.425	2.70	2.70	
CMAW Target Pension Plan	4.24	4.24	4.24	3.18	3.18	2.33	2.33	3.82	0.00	
CMAW Admin Fund	0.40	0.40	0.40	0.175	0.175	0.175	0.175	0.40	0.40	
CMAW Training Fund	0.25	0.35	0.25	0.25	0.15	0.16	0.155	0.25	0.25	
Contract Administration Fund (CAF)	0.32	0.32	0.32	0.32	0.32	0.32	0.32	0.32	0.32	
*Total Employer Contributions	7.91	8.01	7.91	6.625	6.375	5.625	5.405	7.49	3.67	
<u>Employee Deductions:</u>		FM	CJP	4th	3rd	2nd	1st	Non-Tick Carp	MH/PA	
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	8.90	8.80	7.52	7.27	6.52	6.30	8.38	4.56	
	1.5x OT	8.90	8.80	7.52	7.27	6.52	6.30	8.38	4.56	
	2x OT	8.90	8.80	7.52	7.27	6.52	6.30	8.38	4.56	
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 and employee deductions shall be calculated on the basis of "hours worked".