

CMAW Manual Labor Rates
 Valid from November 5, 2023 through December 30, 2023

	TRADE CLASSIFICATION	BASE RATE	VACATION PAY	STATUTOR Y HOLIDAY PAY	BOOT ALLOWANCE	HEALTH & WELFARE	PENSION	APPRENTIC E TRAINING	CMAW MBR ASSISTANC E	ADMIN FUND	SUBTOTAL
	Regular time		6%	4.5%	0.30	2.70	3.84	0.20	0.05	0.29	
	Pipefitter, Ironworker-Structural, Electrician, Instrument Technician										
	General Foreman	54.24	3.25	2.44	0.30	2.70	3.84	0.20	0.05	0.29	67.31
	Foreman	49.90	2.99	2.25	0.30	2.70	3.84	0.20	0.05	0.29	62.52
	Lead Hand	45.56	2.73	2.05	0.30	2.70	3.84	0.20	0.05	0.29	57.72
	Journeyman	43.39	2.60	1.95	0.30	2.70	3.84	0.20	0.05	0.29	55.32
	Apprentice 1st Year	28.03	1.56	1.17	0.30	2.70	3.84	0.20	0.05	0.29	36.14
	Apprentice 2nd Year	30.37	1.82	1.37	0.30	2.70	3.84	0.20	0.05	0.29	40.94
	Apprentice 3rd Year	34.71	2.08	1.56	0.30	2.70	3.84	0.20	0.05	0.29	45.73
	Apprentice 4th Year	39.05	2.34	1.76	0.30	2.70	3.84	0.20	0.05	0.29	50.53
	Boilermaker, Operator Mobile Crane +250 T										
	General Foreman	54.24	3.25	2.44	0.30	2.70	3.84	0.20	0.05	0.29	67.31
	Foreman	49.90	2.99	2.25	0.30	2.70	3.84	0.20	0.05	0.29	62.52
	Lead Hand	45.56	2.73	2.05	0.30	2.70	3.84	0.20	0.05	0.29	57.72
	Journeyman	43.39	2.60	1.95	0.30	2.70	3.84	0.20	0.05	0.29	55.32
	Apprentice 1st Year	28.03	1.56	1.17	0.30	2.70	3.84	0.20	0.05	0.29	36.14
	Apprentice 2nd Year	30.37	1.82	1.37	0.30	2.70	3.84	0.20	0.05	0.29	40.94
	Apprentice 3rd Year	34.71	2.08	1.56	0.30	2.70	3.84	0.20	0.05	0.29	45.73
	Apprentice 4th Year	39.05	2.34	1.76	0.30	2.70	3.84	0.20	0.05	0.29	50.53
	Millwright, Analyzer Tech										
	General Foreman	54.88	3.29	2.47	0.30	2.70	3.84	0.20	0.05	0.29	68.02
	Foreman	50.49	3.03	2.27	0.30	2.70	3.84	0.20	0.05	0.29	63.17
	Lead Hand	46.10	2.77	2.07	0.30	2.70	3.84	0.20	0.05	0.29	58.32
	Journeyman	43.90	2.63	1.98	0.30	2.70	3.84	0.20	0.05	0.29	55.89
	Apprentice 1st Year (Millwright Only)	28.34	1.58	1.19	0.30	2.70	3.84	0.20	0.05	0.29	36.49
	Apprentice 2nd Year (Millwright Only)	30.73	1.84	1.38	0.30	2.70	3.84	0.20	0.05	0.29	41.33
	Apprentice 3rd Year (Millwright Only)	35.12	2.11	1.58	0.30	2.70	3.84	0.20	0.05	0.29	46.19
	Apprentice 4th Year (Millwright Only)	39.51	2.37	1.78	0.30	2.70	3.84	0.20	0.05	0.29	51.04
	Welder B-Pressure										
	General Foreman	56.13	3.37	2.53	0.30	2.70	3.84	0.20	0.05	0.29	69.41
	Foreman	51.64	3.10	2.32	0.30	2.70	3.84	0.20	0.05	0.29	64.44
	Lead Hand	47.15	2.83	2.12	0.30	2.70	3.84	0.20	0.05	0.29	59.48
	Journeyman	44.90	2.69	2.02	0.30	2.70	3.84	0.20	0.05	0.29	56.99
	Insulator, Scaffold, Carpenter										
	General Foreman	53.00	3.18	2.39	0.30	2.70	3.84	0.20	0.05	0.29	65.95
	Foreman	48.76	2.93	2.19	0.30	2.70	3.84	0.20	0.05	0.29	61.26
	Lead Hand	44.52	2.67	2.00	0.30	2.70	3.84	0.20	0.05	0.29	56.57
	Journeyman	42.40	2.54	1.91	0.30	2.70	3.84	0.20	0.05	0.29	54.23
	Apprentice 1st Year	25.44	1.53	1.14	0.30	2.70	3.84	0.20	0.05	0.29	35.49
	Apprentice 2nd Year	29.68	1.78	1.34	0.30	2.70	3.84	0.20	0.05	0.29	40.18
	Apprentice 3rd Year	33.92	2.04	1.53	0.30	2.70	3.84	0.20	0.05	0.29	44.87
	Apprentice 4th Year	38.16	2.29	1.72	0.30	2.70	3.84	0.20	0.05	0.29	49.55
	Welder, Painter, Lat. Int. System Mech, Cement Finisher										
	General Foreman	51.15	3.07	2.30	0.30	2.70	3.84	0.20	0.05	0.29	63.90
	Foreman	47.06	2.82	2.12	0.30	2.70	3.84	0.20	0.05	0.29	59.38
	Lead Hand	42.97	2.58	1.93	0.30	2.70	3.84	0.20	0.05	0.29	54.86
	Journeyman	40.92	2.46	1.84	0.30	2.70	3.84	0.20	0.05	0.29	52.60
	Apprentice 1st Year	28.64	1.72	1.29	0.30	2.70	3.84	0.20	0.05	0.29	39.03
	Apprentice 2nd Year	32.74	1.96	1.47	0.30	2.70	3.84	0.20	0.05	0.29	43.55
	Apprentice 3rd Year	36.83	2.21	1.66	0.30	2.70	3.84	0.20	0.05	0.29	48.08
	Mechanic, Elevator Constructor, Roofer, Sheet Metal Worker										
	General Foreman	51.11	3.07	2.30	0.30	2.70	3.84	0.20	0.05	0.29	63.86
	Foreman	47.02	2.82	2.12	0.30	2.70	3.84	0.20	0.05	0.29	59.34
	Lead Hand	42.93	2.58	1.93	0.30	2.70	3.84	0.20	0.05	0.29	54.82
	Journeyman	40.89	2.45	1.84	0.30	2.70	3.84	0.20	0.05	0.29	52.56
	Apprentice 1st Year	24.53	1.47	1.10	0.30	2.70	3.84	0.20	0.05	0.29	34.48
	Apprentice 2nd Year	28.62	1.72	1.29	0.30	2.70	3.84	0.20	0.05	0.29	39.01
	Apprentice 3rd Year	32.71	1.96	1.47	0.30	2.70	3.84	0.20	0.05	0.29	43.52
	Apprentice 4th Year	36.80	2.21	1.66	0.30	2.70	3.84	0.20	0.05	0.29	48.05

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		6%	4.5%	0.30	2.70	3.84	0.20	0.05	0.29	
Plumber, Steam Fitter, Sprinkler Fitter, Refrigeration Mech, Heavy Duty Mechanic										
General Foreman	53.61	3.22	2.41	0.30	2.70	3.84	0.20	0.05	0.29	66.62
Foreman	49.32	2.96	2.22	0.30	2.70	3.84	0.20	0.05	0.29	61.88
Lead Hand	45.03	2.70	2.03	0.30	2.70	3.84	0.20	0.05	0.29	57.14
Journeyman	42.89	2.57	1.93	0.30	2.70	3.84	0.20	0.05	0.29	54.77
Apprentice 1st Year	25.73	1.54	1.16	0.30	2.70	3.84	0.20	0.05	0.29	35.81
Apprentice 2nd Year	30.02	1.80	1.35	0.30	2.70	3.84	0.20	0.05	0.29	40.55
Apprentice 3rd Year	34.31	2.06	1.54	0.30	2.70	3.84	0.20	0.05	0.29	45.29
Apprentice 4th Year	38.60	2.32	1.74	0.30	2.70	3.84	0.20	0.05	0.29	50.04
Ironworker - Reinforcing										
General Foreman	51.75	3.11	2.33	0.30	2.70	3.84	0.20	0.05	0.29	64.57
Foreman	47.61	2.86	2.14	0.30	2.70	3.84	0.20	0.05	0.29	59.99
Lead Hand	43.47	2.61	1.86	0.30	2.70	3.84	0.20	0.05	0.29	55.42
Journeyman	41.40	2.48	1.86	0.30	2.70	3.84	0.20	0.05	0.29	53.12
Apprentice 1st Year	24.84	1.49	1.12	0.30	2.70	3.84	0.20	0.05	0.29	34.83
Apprentice 2nd Year	28.98	1.74	1.30	0.30	2.70	3.84	0.20	0.05	0.29	39.40
Apprentice 3rd Year	33.12	1.99	1.49	0.30	2.70	3.84	0.20	0.05	0.29	43.98
Apprentice 4th Year	37.26	2.24	1.68	0.30	2.70	3.84	0.20	0.05	0.29	48.56
Gas Fitter, Operator Mobile Crane 50-249T										
General Foreman	53.61	3.22	2.41	0.30	2.70	3.84	0.20	0.05	0.29	66.62
Foreman	49.32	2.96	2.22	0.30	2.70	3.84	0.20	0.05	0.29	61.88
Lead Hand	45.03	2.70	2.03	0.30	2.70	3.84	0.20	0.05	0.29	57.14
Journeyman	42.89	2.57	1.93	0.30	2.70	3.84	0.20	0.05	0.29	54.77
Apprentice 1st Year	30.02	1.80	1.35	0.30	2.70	3.84	0.20	0.05	0.29	40.55
Apprentice 2nd Year	34.31	2.06	1.54	0.30	2.70	3.84	0.20	0.05	0.29	45.29
Apprentice 3rd Year	38.60	2.32	1.74	0.30	2.70	3.84	0.20	0.05	0.29	50.04
Rig Welder										
Welders B Pressure w/Rig	96.50			0.30	2.70	3.84	0.20	0.05	0.29	103.88
Welders w/Rig	86.96			0.30	2.70	3.84	0.20	0.05	0.29	94.34
Labourer										
Foreman	31.91	1.91	1.44	0.30	2.70	3.84	0.20	0.05	0.29	42.64
Skilled	27.75	1.67	1.25	0.30	2.70	3.84	0.20	0.05	0.29	38.05
Intermediate	23.09	1.39	1.04	0.30	2.70	3.84	0.20	0.05	0.29	32.90
Entry Level	20.72	1.24	0.93	0.30	2.70	3.84	0.20	0.05	0.29	30.27
Equipment Operator (Light)										
Foreman	38.63	2.32	1.74	0.30	2.70	3.84	0.20	0.05	0.29	50.07
Equipment Operator (Light)	33.59	2.02	1.51	0.30	2.70	3.84	0.20	0.05	0.29	44.50
Boom Truck Operator										
Operator - Boom Truck	40.89	2.45	1.84	0.30	2.70	3.84	0.20	0.05	0.29	52.56
Apprentice 1st Year	32.71	1.96	1.47	0.30	2.70	3.84	0.20	0.05	0.29	43.52
Apprentice 2nd Year	36.80	2.21	1.66	0.30	2.70	3.84	0.20	0.05	0.29	48.05
Crane Operator										
Operator Crane - 0-49T	42.26	2.54	1.90	0.30	2.70	3.84	0.20	0.05	0.29	54.08
Apprentice 1st Year	29.58	1.77	1.33	0.30	2.70	3.84	0.20	0.05	0.29	40.06
Apprentice 2nd Year	33.81	2.03	1.52	0.30	2.70	3.84	0.20	0.05	0.29	44.74
Apprentice 3rd Year	38.03	2.28	1.71	0.30	2.70	3.84	0.20	0.05	0.29	49.40
Other										
Bricklayer - Masonry	40.89	2.45	1.84	0.30	2.70	3.84	0.20	0.05	0.29	52.56
Bricklayer - Refractory	42.89	2.57	1.93	0.30	2.70	3.84	0.20	0.05	0.29	54.77
Cladder	40.89	2.45	1.84	0.30	2.70	3.84	0.20	0.05	0.29	52.56
Decker	40.89	2.45	1.84	0.30	2.70	3.84	0.20	0.05	0.29	52.56
Operator Equipment - Heavy	40.89	2.45	1.84	0.30	2.70	3.84	0.20	0.05	0.29	52.56
Plasterer	40.89	2.45	1.84	0.30	2.70	3.84	0.20	0.05	0.29	52.56
Sheeter	40.89	2.45	1.84	0.30	2.70	3.84	0.20	0.05	0.29	52.56
Truck Driver - Basic	26.89	1.61	1.21	0.30	2.70	3.84	0.20	0.05	0.29	37.09
Truck Driver - Intermediate	36.63	2.20	1.65	0.30	2.70	3.84	0.20	0.05	0.29	47.86
Truck Driver - Heavy	40.89	2.45	1.84	0.30	2.70	3.84	0.20	0.05	0.29	52.56
PREMIUMS										
Night Shift	3.00									3.00
Chief Steward	2.50									2.50
Steward	2.00									2.00
CSO	1.00									1.00
Multi-Skilling	1.00									1.00
Alloy Welder	3.00									3.00
Leadership for Safety Excellence (LSE)	0.50									0.50
First Aid Ticket W/CPR	0.50									0.50
Crane - Friction, Brake & Clutch System	0.50									0.50

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Regular time										
		6%	4.5%	0.33	2.80	4.19	0.25	0.05	0.29	
Pipefitter, Ironworker-Structural, Electrician, Instrument Technician										
General Foreman	57.31	3.44	2.58	0.33	2.80	4.19	0.25	0.05	0.29	71.24
Foreman	52.73	3.16	2.37	0.33	2.80	4.19	0.25	0.05	0.29	66.17
Lead Hand	48.14	2.89	2.17	0.33	2.80	4.19	0.25	0.05	0.29	61.11
Journeyman	45.85	2.75	2.06	0.33	2.80	4.19	0.25	0.05	0.29	58.57
Apprentice 1st Year	27.51	1.65	1.44	0.33	2.80	4.19	0.25	0.05	0.29	38.31
Apprentice 2nd Year	32.10	1.93	1.44	0.33	2.80	4.19	0.25	0.05	0.29	43.38
Apprentice 3rd Year	36.68	2.20	1.65	0.33	2.80	4.19	0.25	0.05	0.29	48.44
Apprentice 4th Year	41.27	2.48	1.86	0.33	2.80	4.19	0.25	0.05	0.29	53.52
Boilermaker, Operator Mobile Crane +250 T										
General Foreman	57.31	3.44	2.58	0.33	2.80	4.19	0.25	0.05	0.29	71.24
Foreman	52.73	3.16	2.37	0.33	2.80	4.19	0.25	0.05	0.29	66.17
Lead Hand	48.14	2.89	2.17	0.33	2.80	4.19	0.25	0.05	0.29	61.11
Journeyman	45.85	2.75	2.06	0.33	2.80	4.19	0.25	0.05	0.29	58.57
Apprentice 1st Year	32.10	1.93	1.44	0.33	2.80	4.19	0.25	0.05	0.29	43.38
Apprentice 2nd Year	36.68	2.20	1.65	0.33	2.80	4.19	0.25	0.05	0.29	48.44
Apprentice 3rd Year	41.27	2.48	1.86	0.33	2.80	4.19	0.25	0.05	0.29	53.52
Millwright, Analyzer Tech										
General Foreman	57.95	3.48	2.61	0.33	2.80	4.19	0.25	0.05	0.29	71.95
Foreman	53.31	3.20	2.40	0.33	2.80	4.19	0.25	0.05	0.29	66.82
Lead Hand	48.68	2.92	2.19	0.33	2.80	4.19	0.25	0.05	0.29	61.70
Journeyman	46.36	2.78	2.09	0.33	2.80	4.19	0.25	0.05	0.29	59.14
Apprentice 1st Year (Millwright Only)	27.82	1.67	1.25	0.33	2.80	4.19	0.25	0.05	0.29	38.65
Apprentice 2nd Year (Millwright Only)	32.45	1.95	1.46	0.33	2.80	4.19	0.25	0.05	0.29	43.77
Apprentice 3rd Year (Millwright Only)	37.09	2.23	1.67	0.33	2.80	4.19	0.25	0.05	0.29	48.90
Apprentice 4th Year (Millwright Only)	41.72	2.50	1.88	0.33	2.80	4.19	0.25	0.05	0.29	54.01
Welder B-Pressure										
General Foreman	59.20	3.55	2.66	0.33	2.80	4.19	0.25	0.05	0.29	73.32
Foreman	54.46	3.27	2.45	0.33	2.80	4.19	0.25	0.05	0.29	68.09
Lead Hand	49.73	2.98	2.24	0.33	2.80	4.19	0.25	0.05	0.29	62.86
Journeyman	47.36	2.84	2.13	0.33	2.80	4.19	0.25	0.05	0.29	60.24
Insulator, Scaffold, Carpenter										
General Foreman	56.08	3.36	2.52	0.33	2.80	4.19	0.25	0.05	0.29	69.87
Foreman	51.59	3.10	2.32	0.33	2.80	4.19	0.25	0.05	0.29	64.92
Lead Hand	47.10	2.83	2.12	0.33	2.80	4.19	0.25	0.05	0.29	59.96
Journeyman	44.86	2.69	2.02	0.33	2.80	4.19	0.25	0.05	0.29	57.48
Apprentice 1st Year	26.92	1.62	1.21	0.33	2.80	4.19	0.25	0.05	0.29	37.66
Apprentice 2nd Year	31.40	1.88	1.41	0.33	2.80	4.19	0.25	0.05	0.29	42.60
Apprentice 3rd Year	35.89	2.15	1.62	0.33	2.80	4.19	0.25	0.05	0.29	47.57
Apprentice 4th Year	40.37	2.42	1.82	0.33	2.80	4.19	0.25	0.05	0.29	52.52
Welder, Painter, Lat. Int. System Mech, Cement Finisher										
General Foreman	54.24	3.25	2.44	0.33	2.80	4.19	0.25	0.05	0.29	67.84
Foreman	49.90	2.99	2.25	0.33	2.80	4.19	0.25	0.05	0.29	63.05
Lead Hand	45.56	2.73	2.05	0.33	2.80	4.19	0.25	0.05	0.29	58.25
Journeyman	43.39	2.60	1.95	0.33	2.80	4.19	0.25	0.05	0.29	55.85
Apprentice 1st Year	30.37	1.82	1.37	0.33	2.80	4.19	0.25	0.05	0.29	41.47
Apprentice 2nd Year	34.71	2.08	1.56	0.33	2.80	4.19	0.25	0.05	0.29	46.26
Apprentice 3rd Year	39.05	2.34	1.76	0.33	2.80	4.19	0.25	0.05	0.29	51.06
Mechanic, Elevator Constructor, Roofer, Sheet Metal Worker										
General Foreman	54.19	3.25	2.44	0.33	2.80	4.19	0.25	0.05	0.29	67.79
Foreman	49.85	2.99	2.24	0.33	2.80	4.19	0.25	0.05	0.29	62.99
Lead Hand	45.52	2.73	2.05	0.33	2.80	4.19	0.25	0.05	0.29	58.21
Journeyman	43.35	2.60	1.95	0.33	2.80	4.19	0.25	0.05	0.29	55.81
Apprentice 1st Year	26.01	1.56	1.17	0.33	2.80	4.19	0.25	0.05	0.29	36.65
Apprentice 2nd Year	30.35	1.82	1.37	0.33	2.80	4.19	0.25	0.05	0.29	41.45
Apprentice 3rd Year	34.68	2.08	1.56	0.33	2.80	4.19	0.25	0.05	0.29	46.23
Apprentice 4th Year	39.02	2.34	1.76	0.33	2.80	4.19	0.25	0.05	0.29	51.03

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		6%	4.5%	0.33	2.80	4.19	0.25	0.05	0.29	
Plumber, Steam Fitter, Sprinkler Fitter, Refrigeration Mech, Heavy Duty Mechanic										
General Foreman	56.69	3.40	2.55	0.33	2.80	4.19	0.25	0.05	0.29	70.55
Foreman	52.15	3.13	2.35	0.33	2.80	4.19	0.25	0.05	0.29	65.54
Lead Hand	47.62	2.86	2.14	0.33	2.80	4.19	0.25	0.05	0.29	60.53
Journeyman	45.35	2.72	2.04	0.33	2.80	4.19	0.25	0.05	0.29	58.02
Apprentice 1st Year	27.21	1.63	1.22	0.33	2.80	4.19	0.25	0.05	0.29	37.97
Apprentice 2nd Year	31.75	1.91	1.43	0.33	2.80	4.19	0.25	0.05	0.29	43.00
Apprentice 3rd Year	36.28	2.18	1.63	0.33	2.80	4.19	0.25	0.05	0.29	48.00
Apprentice 4th Year	40.82	2.45	1.84	0.33	2.80	4.19	0.25	0.05	0.29	53.02
Ironworker - Reinforcing										
General Foreman	54.83	3.29	2.47	0.33	2.80	4.19	0.25	0.05	0.29	68.50
Foreman	50.44	3.03	2.27	0.33	2.80	4.19	0.25	0.05	0.29	63.65
Lead Hand	46.05	2.76	2.07	0.33	2.80	4.19	0.25	0.05	0.29	58.79
Journeyman	43.86	2.63	1.97	0.33	2.80	4.19	0.25	0.05	0.29	56.37
Apprentice 1st Year	28.32	1.58	1.18	0.33	2.80	4.19	0.25	0.05	0.29	36.99
Apprentice 2nd Year	30.70	1.84	1.38	0.33	2.80	4.19	0.25	0.05	0.29	41.83
Apprentice 3rd Year	35.09	2.11	1.58	0.33	2.80	4.19	0.25	0.05	0.29	46.69
Apprentice 4th Year	39.47	2.37	1.78	0.33	2.80	4.19	0.25	0.05	0.29	51.53
Gas Fitter, Operator Mobile Crane 50-249T										
General Foreman	56.69	3.40	2.55	0.33	2.80	4.19	0.25	0.05	0.29	70.55
Foreman	52.15	3.13	2.35	0.33	2.80	4.19	0.25	0.05	0.29	65.54
Lead Hand	47.62	2.86	2.14	0.33	2.80	4.19	0.25	0.05	0.29	60.53
Journeyman	45.35	2.72	2.04	0.33	2.80	4.19	0.25	0.05	0.29	58.02
Apprentice 1st Year	31.75	1.91	1.43	0.33	2.80	4.19	0.25	0.05	0.29	43.00
Apprentice 2nd Year	36.28	2.18	1.63	0.33	2.80	4.19	0.25	0.05	0.29	48.00
Apprentice 3rd Year	40.82	2.45	1.84	0.33	2.80	4.19	0.25	0.05	0.29	53.02
Rig Welder										
Welders B Pressure w/Rig	99.22			0.33	2.80	4.19	0.25	0.05	0.29	107.13
Welders w/Rig	89.68			0.33	2.80	4.19	0.25	0.05	0.29	97.59
Labourer										
Foreman	34.75	2.09	1.56	0.33	2.80	4.19	0.25	0.05	0.29	46.31
Skilled	30.22	1.81	1.36	0.33	2.80	4.19	0.25	0.05	0.29	41.30
Intermediate	25.56	1.53	1.15	0.33	2.80	4.19	0.25	0.05	0.29	36.15
Entry Level	23.18	1.39	1.04	0.33	2.80	4.19	0.25	0.05	0.29	33.52
Equipment Operator (Light)										
Foreman	41.47	2.49	1.87	0.33	2.80	4.19	0.25	0.05	0.29	53.74
Equipment Operator (Light)	36.06	2.16	1.62	0.33	2.80	4.19	0.25	0.05	0.29	47.76
Boom Truck Operator										
Operator - Boom Truck	43.35	2.60	1.95	0.33	2.80	4.19	0.25	0.05	0.29	55.81
Apprentice 1st Year	34.68	2.08	1.56	0.33	2.80	4.19	0.25	0.05	0.29	46.23
Apprentice 2nd Year	39.02	2.34	1.76	0.33	2.80	4.19	0.25	0.05	0.29	51.03
Crane Operator										
Operator Crane - 0-49T	44.73	2.68	2.01	0.33	2.80	4.19	0.25	0.05	0.29	57.33
Apprentice 1st Year	31.31	1.88	1.41	0.33	2.80	4.19	0.25	0.05	0.29	42.51
Apprentice 2nd Year	35.78	2.15	1.61	0.33	2.80	4.19	0.25	0.05	0.29	47.45
Apprentice 3rd Year	40.26	2.42	1.81	0.33	2.80	4.19	0.25	0.05	0.29	52.40
Other										
Bricklayer - Masonry	43.35	2.60	1.95	0.33	2.80	4.19	0.25	0.05	0.29	55.81
Bricklayer - Refractory	45.35	2.72	2.04	0.33	2.80	4.19	0.25	0.05	0.29	58.02
Cladder	43.35	2.60	1.95	0.33	2.80	4.19	0.25	0.05	0.29	55.81
Decker	43.35	2.60	1.95	0.33	2.80	4.19	0.25	0.05	0.29	55.81
Operator Equipment - Heavy	43.35	2.60	1.95	0.33	2.80	4.19	0.25	0.05	0.29	55.81
Plasterer	43.35	2.60	1.95	0.33	2.80	4.19	0.25	0.05	0.29	55.81
Sheeter	43.35	2.60	1.95	0.33	2.80	4.19	0.25	0.05	0.29	55.81
Truck Driver - Basic	29.35	1.76	1.32	0.33	2.80	4.19	0.25	0.05	0.29	40.34
Truck Driver - Intermediate	39.09	2.35	1.76	0.33	2.80	4.19	0.25	0.05	0.29	51.11
Truck Driver - Heavy	43.35	2.60	1.95	0.33	2.80	4.19	0.25	0.05	0.29	55.81
PREMIUMS										
Night Shift	3.00									3.00
Chief Steward	2.50									2.50
Steward	2.00									2.00
CSO	1.00									1.00
Multi-Skilling	1.00									1.00
Alloy Welder	3.00									3.00
Leadership for Safety Excellence (LSE)	0.50									0.50
First Aid Ticket W/CPR	0.50									0.50
Crane - Friction, Brake & Clutch System	0.50									0.50

CMAW Manual Labor Rates
 Valid from February 2, 2025 through January 3, 2026

TRADE CLASSIFICATION	BASE RATE	VACATION PAY	STATUTOR Y HOLIDAY PAY	BOOT ALLOWANC E	HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANC E	ADMIN FUND	SUBTOTAL
Regular time										
		6%	4.5%	0.33	2.85	4.19	0.25	0.05	0.29	
Pipefitter, Ironworker-Structural, Electrician, Instrument Technician										
General Foreman	58.95	3.54	2.65	0.33	2.85	4.19	0.25	0.05	0.29	73.10
Foreman	54.23	3.25	2.44	0.33	2.85	4.19	0.25	0.05	0.29	67.88
Lead Hand	49.52	2.97	2.23	0.33	2.85	4.19	0.25	0.05	0.29	62.68
Journeyman	47.16	2.83	2.12	0.33	2.85	4.19	0.25	0.05	0.29	60.07
Apprentice 1st Year	28.30	1.70	1.27	0.33	2.85	4.19	0.25	0.05	0.29	39.23
Apprentice 2nd Year	33.01	1.98	1.49	0.33	2.85	4.19	0.25	0.05	0.29	44.44
Apprentice 3rd Year	37.73	2.26	1.70	0.33	2.85	4.19	0.25	0.05	0.29	49.65
Apprentice 4th Year	42.44	2.55	1.91	0.33	2.85	4.19	0.25	0.05	0.29	54.86
Boilermaker, Operator Mobile Crane +250 T										
General Foreman	58.95	3.54	2.65	0.33	2.85	4.19	0.25	0.05	0.29	73.10
Foreman	54.23	3.25	2.44	0.33	2.85	4.19	0.25	0.05	0.29	67.88
Lead Hand	49.52	2.97	2.23	0.33	2.85	4.19	0.25	0.05	0.29	62.68
Journeyman	47.16	2.83	2.12	0.33	2.85	4.19	0.25	0.05	0.29	60.07
Apprentice 1st Year	33.01	1.98	1.49	0.33	2.85	4.19	0.25	0.05	0.29	44.44
Apprentice 2nd Year	37.73	2.26	1.70	0.33	2.85	4.19	0.25	0.05	0.29	49.65
Apprentice 3rd Year	42.44	2.55	1.91	0.33	2.85	4.19	0.25	0.05	0.29	54.86
Millwright, Analyzer Tech										
General Foreman	59.59	3.58	2.68	0.33	2.85	4.19	0.25	0.05	0.29	73.81
Foreman	54.82	3.29	2.47	0.33	2.85	4.19	0.25	0.05	0.29	68.54
Lead Hand	50.05	3.00	2.25	0.33	2.85	4.19	0.25	0.05	0.29	63.26
Journeyman	47.67	2.86	2.15	0.33	2.85	4.19	0.25	0.05	0.29	60.64
Apprentice 1st Year (Millwright Only)	28.60	1.72	1.29	0.33	2.85	4.19	0.25	0.05	0.29	39.57
Apprentice 2nd Year (Millwright Only)	33.37	2.00	1.50	0.33	2.85	4.19	0.25	0.05	0.29	44.83
Apprentice 3rd Year (Millwright Only)	38.14	2.29	1.72	0.33	2.85	4.19	0.25	0.05	0.29	50.11
Apprentice 4th Year (Millwright Only)	42.90	2.57	1.93	0.33	2.85	4.19	0.25	0.05	0.29	55.36
Welder B-Pressure										
General Foreman	60.84	3.65	2.74	0.33	2.85	4.19	0.25	0.05	0.29	75.19
Foreman	55.97	3.36	2.52	0.33	2.85	4.19	0.25	0.05	0.29	69.81
Lead Hand	51.10	3.07	2.30	0.33	2.85	4.19	0.25	0.05	0.29	64.43
Journeyman	48.67	2.92	2.19	0.33	2.85	4.19	0.25	0.05	0.29	61.74
Insulator, Scaffolder, Carpenter										
General Foreman	57.71	3.46	2.60	0.33	2.85	4.19	0.25	0.05	0.29	71.73
Foreman	53.10	3.19	2.39	0.33	2.85	4.19	0.25	0.05	0.29	66.64
Lead Hand	48.48	2.91	2.18	0.33	2.85	4.19	0.25	0.05	0.29	61.53
Journeyman	46.17	2.77	2.08	0.33	2.85	4.19	0.25	0.05	0.29	58.98
Apprentice 1st Year	27.70	1.66	1.25	0.33	2.85	4.19	0.25	0.05	0.29	38.57
Apprentice 2nd Year	32.32	1.94	1.45	0.33	2.85	4.19	0.25	0.05	0.29	43.67
Apprentice 3rd Year	36.94	2.22	1.66	0.33	2.85	4.19	0.25	0.05	0.29	48.78
Apprentice 4th Year	41.55	2.49	1.87	0.33	2.85	4.19	0.25	0.05	0.29	53.87
Welder, Painter, Lat. Int. System Mech, Cement Finisher										
General Foreman	55.88	3.35	2.51	0.33	2.85	4.19	0.25	0.05	0.29	69.70
Foreman	51.41	3.08	2.31	0.33	2.85	4.19	0.25	0.05	0.29	64.76
Lead Hand	46.94	2.82	2.11	0.33	2.85	4.19	0.25	0.05	0.29	59.83
Journeyman	44.70	2.68	2.01	0.33	2.85	4.19	0.25	0.05	0.29	57.35
Apprentice 1st Year	31.29	1.88	1.41	0.33	2.85	4.19	0.25	0.05	0.29	42.54
Apprentice 2nd Year	35.76	2.15	1.61	0.33	2.85	4.19	0.25	0.05	0.29	47.48
Apprentice 3rd Year	40.23	2.41	1.81	0.33	2.85	4.19	0.25	0.05	0.29	52.41
Mechanic, Elevator Constructor, Roofer, Sheet Metal Worker										
General Foreman	55.83	3.35	2.51	0.33	2.85	4.19	0.25	0.05	0.29	69.65
Foreman	51.36	3.08	2.31	0.33	2.85	4.19	0.25	0.05	0.29	64.71
Lead Hand	46.89	2.81	2.11	0.33	2.85	4.19	0.25	0.05	0.29	59.77
Journeyman	44.66	2.68	2.01	0.33	2.85	4.19	0.25	0.05	0.29	57.31
Apprentice 1st Year	26.80	1.61	1.21	0.33	2.85	4.19	0.25	0.05	0.29	37.58
Apprentice 2nd Year	31.26	1.88	1.41	0.33	2.85	4.19	0.25	0.05	0.29	42.51
Apprentice 3rd Year	35.73	2.14	1.61	0.33	2.85	4.19	0.25	0.05	0.29	47.44
Apprentice 4th Year	40.19	2.41	1.81	0.33	2.85	4.19	0.25	0.05	0.29	52.37

CMAW Manual Labor Rates
 Valid from February 2, 2025 through January 3, 2026

TRADE CLASSIFICATION	BASE RATE	VACATION PAY	STATUTOR Y HOLIDAY PAY	BOOT ALLOWANC E	HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANC E	ADMIN FUND	SUBTOTAL
		6%	4.5%	0.33	2.85	4.19	0.25	0.05	0.29	
Plumber, Steam Fitter, Sprinkler Fitter, Refrigeration Mech, Heavy Duty Mechanic										
General Foreman	58.33	3.50	2.62	0.33	2.85	4.19	0.25	0.05	0.29	72.41
Foreman	53.66	3.22	2.41	0.33	2.85	4.19	0.25	0.05	0.29	67.25
Lead Hand	48.99	2.94	2.20	0.33	2.85	4.19	0.25	0.05	0.29	62.09
Journeyman	46.66	2.80	2.10	0.33	2.85	4.19	0.25	0.05	0.29	59.52
Apprentice 1st Year	28.00	1.68	1.26	0.33	2.85	4.19	0.25	0.05	0.29	38.90
Apprentice 2nd Year	32.66	1.96	1.47	0.33	2.85	4.19	0.25	0.05	0.29	44.05
Apprentice 3rd Year	37.33	2.24	1.68	0.33	2.85	4.19	0.25	0.05	0.29	49.21
Apprentice 4th Year	41.99	2.52	1.89	0.33	2.85	4.19	0.25	0.05	0.29	54.36
Ironworker - Reinforcing										
General Foreman	56.46	3.39	2.54	0.33	2.85	4.19	0.25	0.05	0.29	70.35
Foreman	51.95	3.12	2.34	0.33	2.85	4.19	0.25	0.05	0.29	65.37
Lead Hand	47.43	2.85	2.13	0.33	2.85	4.19	0.25	0.05	0.29	60.37
Journeyman	45.17	2.71	2.03	0.33	2.85	4.19	0.25	0.05	0.29	57.87
Apprentice 1st Year	27.10	1.63	1.22	0.33	2.85	4.19	0.25	0.05	0.29	37.91
Apprentice 2nd Year	31.62	1.90	1.42	0.33	2.85	4.19	0.25	0.05	0.29	42.90
Apprentice 3rd Year	36.14	2.17	1.63	0.33	2.85	4.19	0.25	0.05	0.29	47.90
Apprentice 4th Year	40.65	2.44	1.83	0.33	2.85	4.19	0.25	0.05	0.29	52.88
Gas Fitter, Operator Mobile Crane 50-249T										
General Foreman	58.33	3.50	2.62	0.33	2.85	4.19	0.25	0.05	0.29	72.41
Foreman	53.66	3.22	2.41	0.33	2.85	4.19	0.25	0.05	0.29	67.25
Lead Hand	48.99	2.94	2.20	0.33	2.85	4.19	0.25	0.05	0.29	62.09
Journeyman	46.66	2.80	2.10	0.33	2.85	4.19	0.25	0.05	0.29	59.52
Apprentice 1st Year	32.66	1.96	1.47	0.33	2.85	4.19	0.25	0.05	0.29	44.05
Apprentice 2nd Year	37.33	2.24	1.68	0.33	2.85	4.19	0.25	0.05	0.29	49.21
Apprentice 3rd Year	41.99	2.52	1.89	0.33	2.85	4.19	0.25	0.05	0.29	54.36
Rig Welder										
Welders B Pressure w/Rig	100.67			0.33	2.85	4.19	0.25	0.05	0.29	108.63
Welders w/Rig	91.13			0.33	2.85	4.19	0.25	0.05	0.29	99.09
Labourer										
Foreman	36.26	2.18	1.63	0.33	2.85	4.19	0.25	0.05	0.29	48.03
Skilled	31.53	1.89	1.42	0.33	2.85	4.19	0.25	0.05	0.29	42.80
Intermediate	26.87	1.61	1.21	0.33	2.85	4.19	0.25	0.05	0.29	37.65
Entry Level	24.49	1.47	1.10	0.33	2.85	4.19	0.25	0.05	0.29	35.02
Equipment Operator (Light)										
Foreman	42.98	2.58	1.93	0.33	2.85	4.19	0.25	0.05	0.29	55.45
Equipment Operator (Light)	37.37	2.24	1.68	0.33	2.85	4.19	0.25	0.05	0.29	49.25
Boom Truck Operator										
Operator - Boom Truck	44.66	2.68	2.01	0.33	2.85	4.19	0.25	0.05	0.29	57.31
Apprentice 1st Year	35.73	2.14	1.61	0.33	2.85	4.19	0.25	0.05	0.29	47.44
Apprentice 2nd Year	40.19	2.41	1.81	0.33	2.85	4.19	0.25	0.05	0.29	52.37
Crane Operator										
Operator Crane - 0-49T	46.04	2.76	2.07	0.33	2.85	4.19	0.25	0.05	0.29	58.83
Apprentice 1st Year	32.23	1.93	1.45	0.33	2.85	4.19	0.25	0.05	0.29	43.57
Apprentice 2nd Year	36.83	2.21	1.66	0.33	2.85	4.19	0.25	0.05	0.29	48.66
Apprentice 3rd Year	41.44	2.49	1.86	0.33	2.85	4.19	0.25	0.05	0.29	53.75
Other										
Bricklayer - Masonry	44.66	2.68	2.01	0.33	2.85	4.19	0.25	0.05	0.29	57.31
Bricklayer - Refractory	46.66	2.80	2.10	0.33	2.85	4.19	0.25	0.05	0.29	59.52
Cladder	44.66	2.68	2.01	0.33	2.85	4.19	0.25	0.05	0.29	57.31
Decker	44.66	2.68	2.01	0.33	2.85	4.19	0.25	0.05	0.29	57.31
Operator Equipment - Heavy	44.66	2.68	2.01	0.33	2.85	4.19	0.25	0.05	0.29	57.31
Plasterer	44.66	2.68	2.01	0.33	2.85	4.19	0.25	0.05	0.29	57.31
Sheeter	44.66	2.68	2.01	0.33	2.85	4.19	0.25	0.05	0.29	57.31
Truck Driver - Basic	30.66	1.84	1.38	0.33	2.85	4.19	0.25	0.05	0.29	41.84
Truck Driver - Intermediate	40.41	2.42	1.82	0.33	2.85	4.19	0.25	0.05	0.29	52.61
Truck Driver - Heavy	44.66	2.68	2.01	0.33	2.85	4.19	0.25	0.05	0.29	57.31
PREMIUMS										
Night Shift	3.00									3.00
Chief Steward	2.50									2.50
Steward	2.00									2.00
CSO	1.00									1.00
Multi-Skilling	1.00									1.00
Alloy Welder	3.00									3.00
Leadership for Safety Excellence (LSE)	0.50									0.50
First Aid Ticket W/CPR	0.50									0.50
Crane - Friction, Brake & Clutch System	0.50									0.50

CMAW Manual Labor Rates
 Valid from January 4, 2026 through December 2026

TRADE CLASSIFICATION	BASE RATE	VACATION PAY	STATUTOR Y HOLIDAY PAY	BOOT ALLOWANC E	HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	SUBTOTAL
Regular time		6%	4.5%	0.38	2.90	4.25	0.25	0.05	0.29	
Pipefitter, Ironworker-Structural, Electrician, Instrument Technician										
General Foreman	60.46	3.63	2.72	0.38	2.90	4.25	0.25	0.05	0.29	74.93
Foreman	55.63	3.34	2.50	0.38	2.90	4.25	0.25	0.05	0.29	69.59
Lead Hand	50.79	3.05	2.29	0.38	2.90	4.25	0.25	0.05	0.29	64.25
Journeyman	48.37	2.90	2.18	0.38	2.90	4.25	0.25	0.05	0.29	61.57
Apprentice 1st Year	29.02	1.74	1.31	0.38	2.90	4.25	0.25	0.05	0.29	40.19
Apprentice 2nd Year	33.86	2.03	1.52	0.38	2.90	4.25	0.25	0.05	0.29	45.53
Apprentice 3rd Year	38.70	2.32	1.74	0.38	2.90	4.25	0.25	0.05	0.29	50.88
Apprentice 4th Year	43.53	2.61	1.96	0.38	2.90	4.25	0.25	0.05	0.29	56.22
Boilermaker, Operator Mobile Crane +250 T										
General Foreman	60.46	3.63	2.72	0.38	2.90	4.25	0.25	0.05	0.29	74.93
Foreman	55.63	3.34	2.50	0.38	2.90	4.25	0.25	0.05	0.29	69.59
Lead Hand	50.79	3.05	2.29	0.38	2.90	4.25	0.25	0.05	0.29	64.25
Journeyman	48.37	2.90	2.18	0.38	2.90	4.25	0.25	0.05	0.29	61.57
Apprentice 1st Year	33.86	2.03	1.52	0.38	2.90	4.25	0.25	0.05	0.29	45.53
Apprentice 2nd Year	38.70	2.32	1.74	0.38	2.90	4.25	0.25	0.05	0.29	50.88
Apprentice 3rd Year	43.53	2.61	1.96	0.38	2.90	4.25	0.25	0.05	0.29	56.22
Millwright, Analyzer Tech										
General Foreman	61.11	3.67	2.75	0.38	2.90	4.25	0.25	0.05	0.29	75.65
Foreman	56.22	3.37	2.53	0.38	2.90	4.25	0.25	0.05	0.29	70.24
Lead Hand	51.33	3.08	2.31	0.38	2.90	4.25	0.25	0.05	0.29	64.84
Journeyman	48.89	2.93	2.20	0.38	2.90	4.25	0.25	0.05	0.29	62.14
Apprentice 1st Year (Millwright Only)	29.33	1.76	1.32	0.38	2.90	4.25	0.25	0.05	0.29	40.53
Apprentice 2nd Year (Millwright Only)	34.22	2.05	1.54	0.38	2.90	4.25	0.25	0.05	0.29	45.93
Apprentice 3rd Year (Millwright Only)	39.11	2.35	1.76	0.38	2.90	4.25	0.25	0.05	0.29	51.34
Apprentice 4th Year (Millwright Only)	44.00	2.64	1.98	0.38	2.90	4.25	0.25	0.05	0.29	56.74
Welder B-Pressure										
General Foreman	62.36	3.74	2.81	0.38	2.90	4.25	0.25	0.05	0.29	77.03
Foreman	57.37	3.44	2.58	0.38	2.90	4.25	0.25	0.05	0.29	71.51
Lead Hand	52.38	3.14	2.36	0.38	2.90	4.25	0.25	0.05	0.29	66.00
Journeyman	49.89	2.99	2.25	0.38	2.90	4.25	0.25	0.05	0.29	63.25
Insulator, Scaffolder, Carpenter										
General Foreman	59.24	3.55	2.67	0.38	2.90	4.25	0.25	0.05	0.29	73.58
Foreman	54.50	3.27	2.45	0.38	2.90	4.25	0.25	0.05	0.29	68.34
Lead Hand	49.76	2.99	2.24	0.38	2.90	4.25	0.25	0.05	0.29	63.11
Journeyman	47.39	2.84	2.13	0.38	2.90	4.25	0.25	0.05	0.29	60.48
Apprentice 1st Year	28.43	1.71	1.28	0.38	2.90	4.25	0.25	0.05	0.29	39.54
Apprentice 2nd Year	33.17	1.99	1.49	0.38	2.90	4.25	0.25	0.05	0.29	44.77
Apprentice 3rd Year	37.91	2.27	1.71	0.38	2.90	4.25	0.25	0.05	0.29	50.01
Apprentice 4th Year	42.65	2.56	1.92	0.38	2.90	4.25	0.25	0.05	0.29	55.25
Welder, Painter, Lat. Int. System Mech, Cement Finisher										
General Foreman	57.39	3.44	2.58	0.38	2.90	4.25	0.25	0.05	0.29	71.53
Foreman	52.80	3.17	2.38	0.38	2.90	4.25	0.25	0.05	0.29	66.47
Lead Hand	48.21	2.89	2.17	0.38	2.90	4.25	0.25	0.05	0.29	61.39
Journeyman	45.91	2.75	2.07	0.38	2.90	4.25	0.25	0.05	0.29	58.85
Apprentice 1st Year	32.14	1.93	1.45	0.38	2.90	4.25	0.25	0.05	0.29	43.64
Apprentice 2nd Year	36.73	2.20	1.65	0.38	2.90	4.25	0.25	0.05	0.29	48.70
Apprentice 3rd Year	41.32	2.48	1.86	0.38	2.90	4.25	0.25	0.05	0.29	53.78
Mechanic, Elevator Constructor, Roofer, Sheet Metal Worker										
General Foreman	57.35	3.44	2.58	0.38	2.90	4.25	0.25	0.05	0.29	71.49
Foreman	52.76	3.17	2.37	0.38	2.90	4.25	0.25	0.05	0.29	66.42
Lead Hand	48.17	2.89	2.17	0.38	2.90	4.25	0.25	0.05	0.29	61.35
Journeyman	45.88	2.75	2.06	0.38	2.90	4.25	0.25	0.05	0.29	58.81
Apprentice 1st Year	27.53	1.65	1.24	0.38	2.90	4.25	0.25	0.05	0.29	38.54
Apprentice 2nd Year	32.12	1.93	1.45	0.38	2.90	4.25	0.25	0.05	0.29	43.62
Apprentice 3rd Year	36.70	2.20	1.65	0.38	2.90	4.25	0.25	0.05	0.29	48.67
Apprentice 4th Year	41.29	2.48	1.86	0.38	2.90	4.25	0.25	0.05	0.29	53.75

