



# CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA

CMAW Labour rates for Construction  
Valid from April 16, 2023 to April 27, 2024

TRADE CLASSIFICATION		BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	TOTAL COST
			10%		0.20	2.80	4.09	0.25	0.05	0.29	
Regular time											
<b>Pipefitter, Ironworker-Structural, Electrician, Instrument Technician</b>											
	General Foreman	60.94	6.09	67.03	0.20	2.80	4.09	0.25	0.05	0.29	74.71
	Foreman	56.06	5.61	61.67	0.20	2.80	4.09	0.25	0.05	0.29	69.35
	Lead Hand	51.19	5.12	56.31	0.20	2.80	4.09	0.25	0.05	0.29	63.99
	Journeyman	48.75	4.88	53.63	0.20	2.80	4.09	0.25	0.05	0.29	61.31
	Apprentice 1st Year	29.25	2.93	32.18	0.20	2.80	4.09	0.25	0.05	0.29	39.86
	Apprentice 2nd Year	34.13	3.41	37.54	0.20	2.80	4.09	0.25	0.05	0.29	45.22
	Apprentice 3rd Year	39.00	3.90	42.90	0.20	2.80	4.09	0.25	0.05	0.29	50.58
	Apprentice 4th Year	43.88	4.39	48.27	0.20	2.80	4.09	0.25	0.05	0.29	55.95
<b>Boilermaker, Operator Mobile Crane +250 T</b>											
	General Foreman	60.94	6.09	67.03	0.20	2.80	4.09	0.25	0.05	0.29	74.71
	Foreman	56.06	5.61	61.67	0.20	2.80	4.09	0.25	0.05	0.29	69.35
	Lead Hand	51.19	5.12	56.31	0.20	2.80	4.09	0.25	0.05	0.29	63.99
	Journeyman	48.75	4.88	53.63	0.20	2.80	4.09	0.25	0.05	0.29	61.31
	Apprentice 1st Year	29.25	2.93	32.18	0.20	2.80	4.09	0.25	0.05	0.29	39.86
	Apprentice 2nd Year	36.56	3.66	40.22	0.20	2.80	4.09	0.25	0.05	0.29	47.90
	Apprentice 3rd Year	43.88	4.39	48.27	0.20	2.80	4.09	0.25	0.05	0.29	55.95
<b>Millwright, Analyzer Tech</b>											
	General Foreman	61.58	6.16	67.74	0.20	2.80	4.09	0.25	0.05	0.29	75.42
	Foreman	56.66	5.67	62.33	0.20	2.80	4.09	0.25	0.05	0.29	70.01
	Lead Hand	51.73	5.17	56.90	0.20	2.80	4.09	0.25	0.05	0.29	64.58
	Journeyman	49.27	4.93	54.20	0.20	2.80	4.09	0.25	0.05	0.29	61.88
	Apprentice 1st Year (Millwright Only)	29.56	2.96	32.52	0.20	2.80	4.09	0.25	0.05	0.29	40.20
	Apprentice 2nd Year (Millwright Only)	34.49	3.45	37.94	0.20	2.80	4.09	0.25	0.05	0.29	45.62
	Apprentice 3rd Year (Millwright Only)	39.42	3.94	43.36	0.20	2.80	4.09	0.25	0.05	0.29	51.04
	Apprentice 4th Year (Millwright Only)	44.34	4.43	48.77	0.20	2.80	4.09	0.25	0.05	0.29	56.45
<b>Welder B-Pressure</b>											
	General Foreman	62.85	6.29	69.14	0.20	2.80	4.09	0.25	0.05	0.29	76.82
	Foreman	57.82	5.78	63.60	0.20	2.80	4.09	0.25	0.05	0.29	71.28
	Lead Hand	52.79	5.28	58.07	0.20	2.80	4.09	0.25	0.05	0.29	65.75
	Journeyman	50.28	5.03	55.31	0.20	2.80	4.09	0.25	0.05	0.29	62.99
<b>Insulator, Scaffolder, Carpenter</b>											
	General Foreman	59.70	5.97	65.67	0.20	2.80	4.09	0.25	0.05	0.29	73.35
	Foreman	54.92	5.49	60.41	0.20	2.80	4.09	0.25	0.05	0.29	68.09
	Lead Hand	50.15	5.01	55.16	0.20	2.80	4.09	0.25	0.05	0.29	62.84
	Journeyman	47.76	4.78	52.54	0.20	2.80	4.09	0.25	0.05	0.29	60.22
	Apprentice 1st Year	28.66	2.87	31.53	0.20	2.80	4.09	0.25	0.05	0.29	39.21
	Apprentice 2nd Year	33.43	3.34	36.77	0.20	2.80	4.09	0.25	0.05	0.29	44.45
	Apprentice 3rd Year	38.21	3.82	42.03	0.20	2.80	4.09	0.25	0.05	0.29	49.71
	Apprentice 4th Year	42.98	4.30	47.28	0.20	2.80	4.09	0.25	0.05	0.29	54.96

<b>Welder, Painter, Lat. Int. System Mech, Cement Finisher</b>											
	General Foreman	57.85	5.79	63.64	0.20	2.80	4.09	0.25	0.05	0.29	71.32
	Foreman	53.22	5.32	58.54	0.20	2.80	4.09	0.25	0.05	0.29	66.22
	Lead Hand	48.59	4.86	53.45	0.20	2.80	4.09	0.25	0.05	0.29	61.13
	Journeyman	46.28	4.63	50.91	0.20	2.80	4.09	0.25	0.05	0.29	58.59
	Apprentice 1st Year	27.77	2.78	30.55	0.20	2.80	4.09	0.25	0.05	0.29	38.23
	Apprentice 2nd Year	34.71	3.47	38.18	0.20	2.80	4.09	0.25	0.05	0.29	45.86
	Apprentice 3rd Year	41.65	4.17	45.82	0.20	2.80	4.09	0.25	0.05	0.29	53.50
<b>Mechanic, Elevator Constructor, Roofer, Sheet Metal Worker</b>											
	General Foreman	57.79	5.78	63.57	0.20	2.80	4.09	0.25	0.05	0.29	71.25
	Foreman	53.16	5.32	58.48	0.20	2.80	4.09	0.25	0.05	0.29	66.16
	Lead Hand	48.54	4.85	53.39	0.20	2.80	4.09	0.25	0.05	0.29	61.07
	Journeyman	46.23	4.62	50.85	0.20	2.80	4.09	0.25	0.05	0.29	58.53
	Apprentice 1st Year	27.74	2.77	30.51	0.20	2.80	4.09	0.25	0.05	0.29	38.19
	Apprentice 2nd Year	32.36	3.24	35.60	0.20	2.80	4.09	0.25	0.05	0.29	43.28
	Apprentice 3rd Year	36.98	3.70	40.68	0.20	2.80	4.09	0.25	0.05	0.29	48.36
	Apprentice 4th Year	41.61	4.16	45.77	0.20	2.80	4.09	0.25	0.05	0.29	53.45
<b>Plumber, Steam Fitter, Sprinkler Fitter, Refrigeration Mech, Heavy Duty Mechanic</b>											
	General Foreman	60.31	6.03	66.34	0.20	2.80	4.09	0.25	0.05	0.29	74.02
	Foreman	55.49	5.55	61.04	0.20	2.80	4.09	0.25	0.05	0.29	68.72
	Lead Hand	50.66	5.07	55.73	0.20	2.80	4.09	0.25	0.05	0.29	63.41
	Journeyman	48.25	4.83	53.08	0.20	2.80	4.09	0.25	0.05	0.29	60.76
	Apprentice 1st Year	28.95	2.90	31.85	0.20	2.80	4.09	0.25	0.05	0.29	39.53
	Apprentice 2nd Year	33.78	3.38	37.16	0.20	2.80	4.09	0.25	0.05	0.29	44.84
	Apprentice 3rd Year	38.60	3.86	42.46	0.20	2.80	4.09	0.25	0.05	0.29	50.14
	Apprentice 4th Year	43.43	4.34	47.77	0.20	2.80	4.09	0.25	0.05	0.29	55.45
<b>Ironworker - Reinforcing</b>											
	General Foreman	58.44	5.84	64.28	0.20	2.80	4.09	0.25	0.05	0.29	71.96
	Foreman	53.76	5.38	59.14	0.20	2.80	4.09	0.25	0.05	0.29	66.82
	Lead Hand	49.09	4.91	54.00	0.20	2.80	4.09	0.25	0.05	0.29	61.68
	Journeyman	46.75	4.68	51.43	0.20	2.80	4.09	0.25	0.05	0.29	59.11
	Apprentice 1st Year	28.05	2.81	30.86	0.20	2.80	4.09	0.25	0.05	0.29	38.54
	Apprentice 2nd Year	32.73	3.27	36.00	0.20	2.80	4.09	0.25	0.05	0.29	43.68
	Apprentice 3rd Year	37.40	3.74	41.14	0.20	2.80	4.09	0.25	0.05	0.29	48.82
	Apprentice 4th Year	42.08	4.21	46.29	0.20	2.80	4.09	0.25	0.05	0.29	53.97
<b>Gas Fitter, Operator Mobile Crane 50-249T</b>											
	General Foreman	60.31	6.03	66.34	0.20	2.80	4.09	0.25	0.05	0.29	74.02
	Foreman	55.49	5.55	61.04	0.20	2.80	4.09	0.25	0.05	0.29	68.72
	Lead Hand	50.66	5.07	55.73	0.20	2.80	4.09	0.25	0.05	0.29	63.41
	Journeyman	48.25	4.83	53.08	0.20	2.80	4.09	0.25	0.05	0.29	60.76
	Apprentice 1st Year	28.95	2.90	31.85	0.20	2.80	4.09	0.25	0.05	0.29	39.53
	Apprentice 2nd Year	36.19	3.62	39.81	0.20	2.80	4.09	0.25	0.05	0.29	47.49
	Apprentice 3rd Year	43.43	4.34	47.77	0.20	2.80	4.09	0.25	0.05	0.29	55.45
<b>Rig Welder</b>											
	Welders B Pressure w/Rig	100.61		100.61							100.61
	Welders w/Rig	91.31		91.31							91.31
<b>Labourer</b>											
	Foreman	38.00	3.80	41.80	0.20	2.80	4.09	0.25	0.05	0.29	49.48
	Skilled	33.04	3.30	36.34	0.20	2.80	4.09	0.25	0.05	0.29	44.02
	Intermediate	29.25	2.93	32.18	0.20	2.80	4.09	0.25	0.05	0.29	39.86
	Entry Level	26.79	2.68	29.47	0.20	2.80	4.09	0.25	0.05	0.29	37.15
<b>Equipment Operator (Light)</b>											
	Foreman	44.75	4.47	49.22	0.20	2.80	4.09	0.25	0.05	0.29	56.90
	Equipment Operator (Light)	38.91	3.89	42.80	0.20	2.80	4.09	0.25	0.05	0.29	50.48
<b>Boom Truck Operator</b>											
	Operator - Boom Truck	46.23	4.62	50.85	0.20	2.80	4.09	0.25	0.05	0.29	58.53
	Apprentice 1st Year	36.98	3.70	40.68	0.20	2.80	4.09	0.25	0.05	0.29	48.36
	Apprentice 2nd Year	41.61	4.16	45.77	0.20	2.80	4.09	0.25	0.05	0.29	53.45

<b>Crane Operator</b>											
	<b>Operator Crane - 0-49T</b>	47.62	4.76	<b>52.38</b>	0.20	2.80	4.09	0.25	0.05	0.29	<b>60.06</b>
	<b>Apprentice 1st Year</b>	28.57	2.86	<b>31.43</b>	0.20	2.80	4.09	0.25	0.05	0.29	<b>39.11</b>
	<b>Apprentice 2nd Year</b>	35.72	3.57	<b>39.29</b>	0.20	2.80	4.09	0.25	0.05	0.29	<b>46.97</b>
	<b>Apprentice 3rd Year</b>	42.86	4.29	<b>47.15</b>	0.20	2.80	4.09	0.25	0.05	0.29	<b>54.83</b>
<b>Other</b>											
	<b>Bricklayer - Masonry</b>	46.23	4.62	<b>50.85</b>	0.20	2.80	4.09	0.25	0.05	0.29	<b>58.53</b>
	<b>Bricklayer - Refractory</b>	48.25	4.83	<b>53.08</b>	0.20	2.80	4.09	0.25	0.05	0.29	<b>60.76</b>
	<b>Cladder</b>	46.23	4.62	<b>50.85</b>	0.20	2.80	4.09	0.25	0.05	0.29	<b>58.53</b>
	<b>Decker</b>	46.23	4.62	<b>50.85</b>	0.20	2.80	4.09	0.25	0.05	0.29	<b>58.53</b>
	<b>Operator Equipment - Heavy</b>	46.23	4.62	<b>50.85</b>	0.20	2.80	4.09	0.25	0.05	0.29	<b>58.53</b>
	<b>Plasterer</b>	46.23	4.62	<b>50.85</b>	0.20	2.80	4.09	0.25	0.05	0.29	<b>58.53</b>
	<b>Sheeter</b>	46.23	4.62	<b>50.85</b>	0.20	2.80	4.09	0.25	0.05	0.29	<b>58.53</b>
	<b>Truck Driver - Basic</b>	32.17	3.22	<b>35.39</b>	0.20	2.80	4.09	0.25	0.05	0.29	<b>43.07</b>
	<b>Truck Driver - Intermediate</b>	41.97	4.20	<b>46.17</b>	0.20	2.80	4.09	0.25	0.05	0.29	<b>53.85</b>
	<b>Truck Driver - Heavy</b>	46.22	4.62	<b>50.84</b>	0.20	2.80	4.09	0.25	0.05	0.29	<b>58.52</b>