

SCHEDULE "A1.1"

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

"Inside" Lower Mainland/Fraser Valley

Effective February 01 2021

Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions						Total Package	
						CMAW Benefits	CW Pension Plan	Admin Fund	Training Fund	Rehab Plan	D&A Policy		JAPlan
Base Rates		33.32	0.90	34.22	12%	2.30	4.09	0.30	0.12	0.02	0.01	0.00	
Journey person													
Foreman (FM)	115%	38.32	0.90	39.22	4.71	2.30	4.09	0.30	0.12	0.02	0.01	0.00	50.76
Certified Journey Person (CJP)	100%	33.32	0.90	34.22	4.11	2.30	4.09	0.30	0.12	0.02	0.01	0.00	45.17
Apprentice Carpenter													
4th Term (4th)	90%	29.99	0.90	30.89	3.71	2.30	3.07	0.30	0.12	0.02	0.01	0.00	40.42
3rd Term (3rd)	80%	26.66	0.90	27.56	3.31	2.30	3.07	0.30	0.12	0.02	0.01	0.00	36.69
2nd Term (2nd)	65%	21.66	0.90	22.56	2.71	2.30	2.25	0.30	0.12	0.02	0.01	0.00	30.27
1st Term (1st)	55%	18.33	0.90	19.23	2.31	2.30	2.25	0.30	0.12	0.02	0.01	0.00	26.54
Material Handler/Pre-Apprentice (MH/PA)	50%	16.66	0.90	17.56	2.11	2.30	0.00	0.30	0.12	0.02	0.01	0.00	22.42

SCHEDULE "B1.1"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
INSIDE LOWER MAINLAND/FRASER VALLEY

"Inside" Lower Mainland/Fraser Valley

Effective February 01 2021

		Employee Classifications						
		<<< Apprentice Carpenters >>>						
<u>Employer Contributions:</u>		FM	CJP	4th	3rd	2nd	1st	MH/PA
CMAW Benefits	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30
Carpentry Workers' Pension Plan	4.09	4.09	4.09	3.07	3.07	2.25	2.25	0.00
JA Plan	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
D&A Policy	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Rehabilitation Plan	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
CMAW Administration Fund	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
CMAW Training Fund	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12
*Total Employer Contributions	6.84	6.84	6.84	5.82	5.82	5.00	5.00	2.75
 <u>Employee Deductions:</u>								
Field Dues	0.63	0.63	0.63	0.63	0.63	0.63	0.63	0.63
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	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88
 Total Hourly Remittance to CWF								
	ST	7.47	7.47	6.45	6.45	5.63	5.63	3.38
	1.5x OT	7.47	7.47	6.45	6.45	5.63	5.63	3.38
	2x OT	7.47	7.47	6.45	6.45	5.63	5.63	3.38
 Total Hourly Remittance to Local 1995								
	ST	0.25	0.25	0.25	0.25	0.25	0.25	0.25
	1.5x OT	0.25	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

* 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
INSIDE LOWER MAINLAND/FRASER VALLEY

"Inside" Lower Mainland/Fraser Valley

Effective February 1, 2022

Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions						Total Package	
						CMAW Benefits	CW Pension Plan	Admin Fund	Training Fund	Rehab Plan	D&A Policy		JAPlan
Base Rates		33.53	0.90	34.43	12%	2.35	4.14	0.30	0.12	0.02	0.01	0.00	
Journey person													
Foreman (FM)	115%	38.56	0.90	39.46	4.74	2.35	4.14	0.30	0.12	0.02	0.01	0.00	51.14
Certified Journey Person (CJP)	100%	33.53	0.90	34.43	4.13	2.35	4.14	0.30	0.12	0.02	0.01	0.00	45.50
Apprentice Carpenter													
4th Term (4th)	90%	30.18	0.90	31.08	3.73	2.35	3.07	0.30	0.12	0.02	0.01	0.00	40.68
3rd Term (3rd)	80%	26.82	0.90	27.72	3.33	2.35	3.07	0.30	0.12	0.02	0.01	0.00	36.92
2nd Term (2nd)	65%	21.79	0.90	22.69	2.72	2.35	2.25	0.30	0.12	0.02	0.01	0.00	30.46
1st Term (1st)	55%	18.44	0.90	19.34	2.32	2.35	2.25	0.30	0.12	0.02	0.01	0.00	26.71
Material Handler/Pre-Apprentice (MH/PA)	50%	16.77	0.90	17.67	2.12	2.35	0.00	0.30	0.12	0.02	0.01	0.00	22.59

SCHEDULE "B1.2"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
INSIDE LOWER MAINLAND/FRASER VALLEY

"Inside" Lower Mainland/Fraser Valley

Effective February 01 2022

		Employee Classifications						
		<<< Apprentice Carpenters >>>						
<u>Employer Contributions:</u>		FM	CJP	4th	3rd	2nd	1st	MH/PA
CMAW Benefits	2.35	2.35	2.35	2.35	2.35	2.35	2.35	2.35
Carpentry Workers' Pension Plan	4.14	4.14	4.14	3.07	3.07	2.25	2.25	0.00
JA Plan	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
D&A Policy	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Rehabilitation Plan	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
CMAW Administration Fund	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
CMAW Training Fund	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12
*Total Employer Contributions	2.30	6.94	6.94	5.87	5.87	5.05	5.05	2.80
 <u>Employee Deductions:</u>								
Field Dues	0.63	0.63	0.63	0.63	0.63	0.63	0.63	0.63
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	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88
 Total Hourly Remittance to CWF								
	ST	7.57	7.57	6.50	6.50	5.68	5.68	3.43
	1.5x OT	7.57	7.57	6.50	6.50	5.68	5.68	3.43
	2x OT	7.57	7.57	6.50	6.50	5.68	5.68	3.43
 Total Hourly Remittance to Local 1995								
	ST	0.25	0.25	0.25	0.25	0.25	0.25	0.25
	1.5x OT	0.25	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

* 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
INSIDE LOWER MAINLAND/FRASER VALLEY

"Inside" Lower Mainland/Fraser Valley

Effective February 01 2023

Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions						Total Package	
						CMAW Benefits	CW Pension Plan	Admin Fund	Training Fund	Rehab Plan	D&A Policy		JAPlan
Base Rates		33.93	0.90	34.83	12%	2.40	4.19	0.30	0.12	0.02	0.01	0.00	
Journeyman													
Foreman (FM)	115%	39.02	0.90	39.92	4.79	2.40	4.19	0.30	0.12	0.02	0.01	0.00	51.75
Certified Journeyman (CJP)	100%	33.93	0.90	34.83	4.18	2.40	4.19	0.30	0.12	0.02	0.01	0.00	46.05
Apprentice Carpenter													
4th Term (4th)	90%	30.54	0.90	31.44	3.77	2.40	3.07	0.30	0.12	0.02	0.01	0.00	41.13
3rd Term (3rd)	80%	27.14	0.90	28.04	3.37	2.40	3.07	0.30	0.12	0.02	0.01	0.00	37.33
2nd Term (2nd)	65%	22.05	0.90	22.95	2.75	2.40	2.25	0.30	0.12	0.02	0.01	0.00	30.80
1st Term (1st)	55%	18.66	0.90	19.56	2.35	2.40	2.25	0.30	0.12	0.02	0.01	0.00	27.01
Material Handler/Pre-Apprentice (MH/PA)	50%	16.97	0.90	17.87	2.14	2.40	0.00	0.30	0.12	0.02	0.01	0.00	22.86

SCHEDULE "B1.3"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
INSIDE LOWER MAINLAND/FRASER VALLEY

"Inside" Lower Mainland/Fraser Valley

Effective February 01 2023

		Employee Classifications						
		<<< Apprentice Carpenters >>>						
<u>Employer Contributions:</u>		FM	CJP	4th	3rd	2nd	1st	MH/PA
CMAW Benefits	2.40	2.40	2.40	2.40	2.40	2.40	2.40	2.40
Carpentry Workers' Pension Plan	4.19	4.19	4.19	3.07	3.07	2.25	2.25	0.00
JA Plan	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
D&A Policy	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Rehabilitation Plan	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
CMAW Administration Fund	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
CMAW Training Fund	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12
*Total Employer Contributions	7.04	7.04	7.04	5.92	5.92	5.10	5.10	2.85
<u>Employee Deductions:</u>								
Field Dues	0.76	0.76	0.76	0.76	0.76	0.76	0.76	0.76
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	1.01	1.01	1.01	1.01	1.01	1.01	1.01	1.01
Total Hourly Remittance to CWF	ST	7.80	7.80	6.68	6.68	5.86	5.86	3.61
	1.5x OT	7.80	7.80	6.68	6.68	5.86	5.86	3.61
	2x OT	7.80	7.80	6.68	6.68	5.86	5.86	3.61
Total Hourly Remittance to Local 1995	ST	0.25	0.25	0.25	0.25	0.25	0.25	0.25
	1.5x OT	0.25	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

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