

SCHEDULE "A1.1"

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

Schedule "A1.1" shall apply to all commercial and institutional projects which are located inside the Lower Mainland/Fraser Valley

"Inside" Lower Mainland/Fraser Valley

Effective October 20 2023

Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions					Total Package	
						Benefit Plan	Pension Plan	Admin Fund	Training Fund	Member Assistance		Rehab Plan
Base Rates		36.33	1.25	37.58	12%	2.80	4.24	0.30	0.25	0.05	0.05	
<b>Journey person</b>												
General Foreman (GF)	125%	45.41	1.25	46.66	5.60	2.80	4.24	0.30	0.25	0.05	0.05	59.95
Foreman (FM)	115%	41.78	1.25	43.03	5.16	2.80	4.24	0.30	0.25	0.05	0.05	55.88
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>36.33</b>	<b>1.25</b>	<b>37.58</b>	<b>4.51</b>	<b>2.80</b>	<b>4.24</b>	<b>0.30</b>	<b>0.25</b>	<b>0.05</b>	<b>0.05</b>	<b>49.78</b>
Uncertified (CJP)	90%	32.70	1.25	33.95	4.07	2.80	4.24	0.30	0.25	0.05	0.05	45.71
<b>Apprentice Carpenter</b>												
4th Term (4th)	90%	32.70	1.25	33.95	4.07	2.80	3.82	0.30	0.25	0.05	0.05	45.29
3rd Term (3rd)	80%	29.06	1.25	30.31	3.64	2.80	3.39	0.30	0.25	0.05	0.05	40.79
2nd Term (2nd)	70%	25.43	1.25	26.68	3.20	2.80	2.97	0.30	0.25	0.05	0.05	36.30
1st Term (1st)	60%	21.80	1.25	23.05	2.77	2.80	2.54	0.30	0.25	0.05	0.05	31.81
<b>Material Handler/Pre- Apprentice (MH/PA)</b>	55%	19.98	1.25	21.23	2.55	2.80	2.33	0.30	0.25	0.05	0.05	29.56

Field Dues are calculated on hours 'Worked'



SCHEDULE "B1.1"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS  
INSIDE LOWER MAINLAND/FRASER VALLEY

Schedule "B1.1" shall apply to all commercial and institutional projects which are located inside the Lower Mainland/Fraser Valley.

"Inside" Lower Mainland/Fraser Valley

Effective October 20 2023

		Employer Classifications							
		<<<Apprentice Carpenters>>>							
		GF	FM	CJP	4th	3rd	2nd	1st	MH/PA
<b>Employer Contributions:</b>					90%	80%	70%	60%	55%
CMAW Benefit Plan	2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.80
CMAW Pension Plan	4.24	4.24	4.24	4.24	3.82	3.39	2.97	2.54	2.33
CMAW Administration Fund	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
CMAW Training Fund	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
Member Assistance Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Rehabilitation Plan	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
<b>* Total Employer Contributions</b>	<b>7.69</b>	<b>7.69</b>	<b>7.69</b>	<b>7.69</b>	<b>7.27</b>	<b>6.84</b>	<b>6.42</b>	<b>5.99</b>	<b>5.78</b>
<b>Employee Deductions:</b>									
Field Dues	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Local Union Check Off	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
<b>* Total Employee Deductions</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>
<b>Total Hourly Remittance to CWF</b>	ST	<b>8.58</b>	<b>8.58</b>	<b>8.58</b>	<b>8.16</b>	<b>7.73</b>	<b>7.31</b>	<b>6.88</b>	<b>6.67</b>
	1.5x OT	<b>8.58</b>	<b>8.58</b>	<b>8.58</b>	<b>8.16</b>	<b>7.73</b>	<b>7.31</b>	<b>6.88</b>	<b>6.67</b>
	2x OT	<b>8.58</b>	<b>8.58</b>	<b>8.58</b>	<b>8.16</b>	<b>7.73</b>	<b>7.31</b>	<b>6.88</b>	<b>6.67</b>
<b>Total Hourly Remittance to Other Locals</b>	ST	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>
	1.5x OT	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>
	2x OT	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>

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

## SCHEDULE "A2.1"

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

Schedule "A2.1" shall apply to all commercial and institutional projects which are located outside the Lower Mainland/Fraser Valley

**"Outside" Lower Mainland/Fraser Valley**

Effective October 20 2023

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions						Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Member Assistance	Rehab Plan	
Base Rates		36.61	12%	2.80	4.24	0.30	0.25	0.05	0.05	
<b>Journey person</b>										
General Foreman (GF)	125%	45.76	5.49	2.80	4.24	0.30	0.25	0.05	0.05	58.94
Foreman (FM)	115%	42.10	5.05	2.80	4.24	0.30	0.25	0.05	0.05	54.84
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>36.61</b>	<b>4.39</b>	<b>2.80</b>	<b>4.24</b>	<b>0.30</b>	<b>0.25</b>	<b>0.05</b>	<b>0.05</b>	<b>48.69</b>
Uncertified (CJP)	90%	32.95	3.95	2.80	4.24	0.30	0.25	0.05	0.05	44.59
<b>Apprentice Carpenter</b>										
4th Term (4th)	90%	32.95	3.95	2.80	3.82	0.30	0.25	0.05	0.05	44.17
3rd Term (3rd)	80%	29.29	3.51	2.80	3.39	0.30	0.25	0.05	0.05	39.64
2nd Term (2nd)	70%	25.63	3.08	2.80	2.97	0.30	0.25	0.05	0.05	35.13
1st Term (1st)	60%	21.97	2.64	2.80	2.54	0.30	0.25	0.05	0.05	30.60
<b>Material Handler/Pre-Apprentice</b>	55%	20.14	2.42	2.80	2.33	0.30	0.25	0.05	0.05	28.34

Field Dues are calculated on hours 'Worked'

SCHEDULE "B2.1"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS  
OUTSIDE LOWER MAINLAND/FRASER VALLEY

Schedule "B2.1" shall apply to all commercial and institutional projects which are located outside the Lower Mainland/Fraser Valley

"Outside" Lower Mainland/Fraser Valley

Effective October 20 2023

	Employer Classifications								
	<<<Apprentice Carpenters>>>								
	GF	FM	CJP	4th	3rd	2nd	1st	MH/PA	
<b>Employer Contributions:</b>				90%	80%	70%	60%	55%	
CMAW Benefit Plan	2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.80	
CMAW Pension Plan	4.24	4.24	4.24	3.82	3.39	2.97	2.54	2.33	
CMAW Administration Fund	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	
CMAW Training Fund	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	
Member Assistance Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	
Rehabilitation Plan	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	
<b>* Total Employer Contributions</b>	<b>7.69</b>	<b>7.69</b>	<b>7.69</b>	<b>7.27</b>	<b>6.84</b>	<b>6.42</b>	<b>5.99</b>	<b>5.78</b>	
<b>Employee Deductions:</b>									
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					
<b>* Total Employee Deductions</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	
<b>Total Hourly Remittance to CWF</b>	ST	8.58	8.58	8.58	8.16	7.73	7.31	6.88	6.67
	1.5x OT	8.58	8.58	8.58	8.16	7.73	7.31	6.88	6.67
	2x OT	8.58	8.58	8.58	8.16	7.73	7.31	6.88	6.67
<b>Total Hourly Remittance to Other Locals</b>	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".

SCHEDULE "A1.2"

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

Schedule "A1.2" shall apply to all commercial and institutional projects which are located inside the Lower Mainland/Fraser Valley

"Inside" Lower Mainland/Fraser Valley

Effective April 01 2024

Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions					Total Package	
						Benefit Plan	Pension Plan	Admin Fund	Training Fund	Member Assistance		Rehab Plan
Base Rates		38.15	1.25	39.40	12%	2.90	4.29	0.30	0.30	0.05	0.05	
<b>Journey person</b>												
General Foreman (GF)	125%	47.69	1.25	48.94	5.87	2.90	4.29	0.30	0.30	0.05	0.05	62.70
Foreman (FM)	115%	43.87	1.25	45.12	5.41	2.90	4.29	0.30	0.30	0.05	0.05	58.42
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>38.15</b>	<b>1.25</b>	<b>39.40</b>	<b>4.73</b>	<b>2.90</b>	<b>4.29</b>	<b>0.30</b>	<b>0.30</b>	<b>0.05</b>	<b>0.05</b>	<b>52.02</b>
Uncertified (CJP)	90%	34.34	1.25	35.59	4.27	2.90	4.29	0.30	0.30	0.05	0.05	47.75
<b>Apprentice Carpenter</b>												
4th Term (4th)	90%	34.34	1.25	35.59	4.27	2.90	3.86	0.30	0.30	0.05	0.05	47.32
3rd Term (3rd)	80%	30.52	1.25	31.77	3.81	2.90	3.43	0.30	0.30	0.05	0.05	42.61
2nd Term (2nd)	70%	26.71	1.25	27.96	3.36	2.90	3.00	0.30	0.30	0.05	0.05	37.92
1st Term (1st)	60%	22.89	1.25	24.14	2.90	2.90	2.57	0.30	0.30	0.05	0.05	33.21
<b>Material Handler/Pre- Apprentice (MH/PA)</b>	55%	20.98	1.25	22.23	2.67	2.90	2.36	0.30	0.30	0.05	0.05	30.86

Field Dues are calculated on hours 'Worked'



SCHEDULE "B1.2"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS  
INSIDE LOWER MAINLAND/FRASER VALLEY

Schedule "B1.2" shall apply to all commercial and institutional projects which are located inside the Lower Mainland/Fraser Valley.

"Inside" Lower Mainland/Fraser Valley

Effective April 01 2024

		Employer Classifications							
		<<<Apprentice Carpenters>>>							
		GF	FM	CJP	4th	3rd	2nd	1st	MH/PA
<b>Employer Contributions:</b>					90%	80%	70%	60%	55%
CMAW Benefit Plan	2.90	2.90	2.90	2.90	2.90	2.90	2.90	2.90	2.90
CMAW Pension Plan	4.29	4.29	4.29	4.29	3.86	3.43	3.00	2.57	2.36
CMAW Administration Fund	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
CMAW Training Fund	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
Member Assistance Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Rehabilitation Plan	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
<b>* Total Employer Contributions</b>	<b>7.89</b>	<b>7.89</b>	<b>7.89</b>	<b>7.89</b>	<b>7.46</b>	<b>7.03</b>	<b>6.60</b>	<b>6.17</b>	<b>5.96</b>
<b>Employee Deductions:</b>									
Field Dues	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Local Union Check Off	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
<b>* Total Employee Deductions</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>
<b>Total Hourly Remittance to CWF</b>	<b>ST</b>	<b>8.78</b>	<b>8.78</b>	<b>8.78</b>	<b>8.35</b>	<b>7.92</b>	<b>7.49</b>	<b>7.06</b>	<b>6.85</b>
	<b>1.5x OT</b>	<b>8.78</b>	<b>8.78</b>	<b>8.78</b>	<b>8.35</b>	<b>7.92</b>	<b>7.49</b>	<b>7.06</b>	<b>6.85</b>
	<b>2x OT</b>	<b>8.78</b>	<b>8.78</b>	<b>8.78</b>	<b>8.35</b>	<b>7.92</b>	<b>7.49</b>	<b>7.06</b>	<b>6.85</b>
<b>Total Hourly Remittance to Other Locals</b>	<b>ST</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>
	<b>1.5x OT</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>
	<b>2x OT</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>

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

SCHEDULE "A2.2"

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

Schedule "A2.2" shall apply to all commercial and institutional projects which are located outside the Lower Mainland/Fraser Valley

"Outside" Lower Mainland/Fraser Valley

Effective April 01 2024

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions						Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Member Assistance	Rehab Plan	
Base Rates		38.38	12%	2.90	4.29	0.30	0.30	0.05	0.05	
<b>Journey person</b>										
General Foreman (GF)	125%	47.98	5.76	2.90	4.29	0.30	0.30	0.05	0.05	61.63
Foreman (FM)	115%	44.14	5.30	2.90	4.29	0.30	0.30	0.05	0.05	57.33
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>38.38</b>	<b>4.61</b>	<b>2.90</b>	<b>4.29</b>	<b>0.30</b>	<b>0.30</b>	<b>0.05</b>	<b>0.05</b>	<b>50.88</b>
Uncertified (CJP)	90%	34.54	4.14	2.90	4.29	0.30	0.30	0.05	0.05	46.57
<b>Apprentice Carpenter</b>										
4th Term (4th)	90%	34.54	4.14	2.90	3.86	0.30	0.30	0.05	0.05	46.14
3rd Term (3rd)	80%	30.70	3.68	2.90	3.43	0.30	0.30	0.05	0.05	41.41
2nd Term (2nd)	70%	26.87	3.22	2.90	3.00	0.30	0.30	0.05	0.05	36.69
1st Term (1st)	60%	23.03	2.76	2.90	2.57	0.30	0.30	0.05	0.05	31.96
<b>Material Handler/Pre-Apprentice</b>	55%	21.11	2.53	2.90	2.36	0.30	0.30	0.05	0.05	29.60

Field Dues are calculated on hours 'Worked'



SCHEDULE "B2.2"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS  
OUTSIDE LOWER MAINLAND/FRASER VALLEY

Schedule "B2.2" shall apply to all commercial and institutional projects which are located outside the Lower Mainland/Fraser Valley

"Outside" Lower Mainland/Fraser Valley

Effective April 01 2024

	Employer Classifications								
	<<<Apprentice Carpenters>>>								
	GF	FM	CJP	4th	3rd	2nd	1st	MH/PA	
<b>Employer Contributions:</b>				90%	80%	70%	60%	55%	
CMAW Benefit Plan	2.90	2.90	2.90	2.90	2.90	2.90	2.90	2.90	
CMAW Pension Plan	4.29	4.29	4.29	3.86	3.43	3.00	2.57	2.36	
CMAW Administration Fund	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	
CMAW Training Fund	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	
Member Assistance Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	
Rehabilitation Plan	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	
<b>* Total Employer Contributions</b>	<b>7.89</b>	<b>7.89</b>	<b>7.89</b>	<b>7.46</b>	<b>7.03</b>	<b>6.60</b>	<b>6.17</b>	<b>5.96</b>	
<b>Employee Deductions:</b>									
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					
<b>* Total Employee Deductions</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	
<b>Total Hourly Remittance to CWF</b>	ST	<b>8.78</b>	<b>8.78</b>	<b>8.78</b>	<b>8.35</b>	<b>7.92</b>	<b>7.49</b>	<b>7.06</b>	<b>6.85</b>
	1.5x OT	<b>8.78</b>	<b>8.78</b>	<b>8.78</b>	<b>8.35</b>	<b>7.92</b>	<b>7.49</b>	<b>7.06</b>	<b>6.85</b>
	2x OT	<b>8.78</b>	<b>8.78</b>	<b>8.78</b>	<b>8.35</b>	<b>7.92</b>	<b>7.49</b>	<b>7.06</b>	<b>6.85</b>
<b>Total Hourly Remittance to Other Locals</b>	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".



SCHEDULE "A1.3"

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

Schedule "A1.3" shall apply to all commercial and institutional projects which are located inside the Lower Mainland/Fraser Valley

"Inside" Lower Mainland/Fraser Valley

Effective April 01 2025

Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions					Total Package	
						Benefit Plan	Pension Plan	Admin Fund	Training Fund	Member Assistance		Rehab Plan
Base Rates		40.06	1.25	41.31	12%	3.00	4.34	0.30	0.35	0.05	0.05	
<b>Journey person</b>												
General Foreman (GF)	125%	50.08	1.25	51.33	6.16	3.00	4.34	0.30	0.35	0.05	0.05	65.58
Foreman (FM)	115%	46.07	1.25	47.32	5.68	3.00	4.34	0.30	0.35	0.05	0.05	61.09
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>40.06</b>	<b>1.25</b>	<b>41.31</b>	<b>4.96</b>	<b>3.00</b>	<b>4.34</b>	<b>0.30</b>	<b>0.35</b>	<b>0.05</b>	<b>0.05</b>	<b>54.36</b>
Uncertified (CJP)	90%	36.05	1.25	37.30	4.48	3.00	4.34	0.30	0.35	0.05	0.05	49.87
<b>Apprentice Carpenter</b>												
4th Term (4th)	90%	36.05	1.25	37.30	4.48	3.00	3.91	0.30	0.35	0.05	0.05	49.44
3rd Term (3rd)	80%	32.05	1.25	33.30	4.00	3.00	3.47	0.30	0.35	0.05	0.05	44.52
2nd Term (2nd)	70%	28.04	1.25	29.29	3.51	3.00	3.04	0.30	0.35	0.05	0.05	39.59
1st Term (1st)	60%	24.04	1.25	25.29	3.03	3.00	2.60	0.30	0.35	0.05	0.05	34.67
<b>Material Handler/Pre- Apprentice (MH/PA)</b>	55%	22.03	1.25	23.28	2.79	3.00	2.39	0.30	0.35	0.05	0.05	32.21

Field Dues are calculated on hours 'Worked'



SCHEDULE "B1.3"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS  
INSIDE LOWER MAINLAND/FRASER VALLEY

Schedule "B1.3" shall apply to all commercial and institutional projects which are located inside the Lower Mainland/Fraser Valley.

"Inside" Lower Mainland/Fraser Valley

Effective April 01 2025

		Employer Classifications							
		<<<Apprentice Carpenters>>>							
		GF	FM	CJP	4th	3rd	2nd	1st	MH/PA
<b>Employer Contributions:</b>					90%	80%	70%	60%	55%
CMAW Benefit Plan	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
CMAW Pension Plan	4.34	4.34	4.34	4.34	3.91	3.47	3.04	2.60	2.39
CMAW Administration Fund	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
CMAW Training Fund	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35
Member Assistance Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Rehabilitation Plan	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
<b>* Total Employer Contributions</b>	<b>8.09</b>	<b>8.09</b>	<b>8.09</b>	<b>8.09</b>	<b>7.66</b>	<b>7.22</b>	<b>6.79</b>	<b>6.35</b>	<b>6.14</b>
<b>Employee Deductions:</b>									
Field Dues	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Local Union Check Off	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
<b>* Total Employee Deductions</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>
<b>Total Hourly Remittance to CWF</b>	ST	<b>8.98</b>	<b>8.98</b>	<b>8.98</b>	<b>8.55</b>	<b>8.11</b>	<b>7.68</b>	<b>7.24</b>	<b>7.03</b>
	1.5x OT	<b>8.98</b>	<b>8.98</b>	<b>8.98</b>	<b>8.55</b>	<b>8.11</b>	<b>7.68</b>	<b>7.24</b>	<b>7.03</b>
	2x OT	<b>8.98</b>	<b>8.98</b>	<b>8.98</b>	<b>8.55</b>	<b>8.11</b>	<b>7.68</b>	<b>7.24</b>	<b>7.03</b>
<b>Total Hourly Remittance to Other Locals</b>	ST	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>
	1.5x OT	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>
	2x OT	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>	<b>0.25</b>

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

SCHEDULE "A2.3"

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

Schedule "A2.3" shall apply to all commercial and institutional projects which are located outside the Lower Mainland/Fraser Valley

"Outside" Lower Mainland/Fraser Valley

Effective April 01 2025

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions						Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Member Assistance	Rehab Plan	
Base Rates		40.25	12%	3.00	4.34	0.30	0.35	0.05	0.05	
<b>Journey person</b>										
General Foreman (GF)	125%	50.31	6.04	3.00	4.34	0.30	0.35	0.05	0.05	64.44
Foreman (FM)	115%	46.29	5.55	3.00	4.34	0.30	0.35	0.05	0.05	59.93
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>40.25</b>	<b>4.83</b>	<b>3.00</b>	<b>4.34</b>	<b>0.30</b>	<b>0.35</b>	<b>0.05</b>	<b>0.05</b>	<b>53.17</b>
Uncertified (CJP)	90%	36.23	4.35	3.00	4.34	0.30	0.35	0.05	0.05	48.67
<b>Apprentice Carpenter</b>										
4th Term (4th)	90%	36.23	4.35	3.00	3.91	0.30	0.35	0.05	0.05	48.24
3rd Term (3rd)	80%	32.20	3.86	3.00	3.47	0.30	0.35	0.05	0.05	43.28
2nd Term (2nd)	70%	28.18	3.38	3.00	3.04	0.30	0.35	0.05	0.05	38.35
1st Term (1st)	60%	24.15	2.90	3.00	2.60	0.30	0.35	0.05	0.05	33.40
<b>Material Handler/Pre-Apprentice</b>	55%	22.14	2.66	3.00	2.39	0.30	0.35	0.05	0.05	30.94

Field Dues are calculated on hours 'Worked'



SCHEDULE "B2.3"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS  
OUTSIDE LOWER MAINLAND/FRASER VALLEY

Schedule "B2.3" shall apply to all commercial and institutional projects which are located outside the Lower Mainland/Fraser Valley

"Outside" Lower Mainland/Fraser Valley

Effective April 01 2025

	Employer Classifications								
	<<<Apprentice Carpenters>>>								
	GF	FM	CJP	4th	3rd	2nd	1st	MH/PA	
<b>Employer Contributions:</b>				90%	80%	70%	60%	55%	
CMAW Benefit Plan	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	
CMAW Pension Plan	4.34	4.34	4.34	3.91	3.47	3.04	2.60	2.39	
CMAW Administration Fund	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	
CMAW Training Fund	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	
Member Assistance Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	
Rehabilitation Plan	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	
<b>* Total Employer Contributions</b>	<b>8.09</b>	<b>8.09</b>	<b>8.09</b>	<b>7.66</b>	<b>7.22</b>	<b>6.79</b>	<b>6.35</b>	<b>6.14</b>	
<b>Employee Deductions:</b>									
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					
<b>* Total Employee Deductions</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	
<b>Total Hourly Remittance to CWF</b>	ST	<b>8.98</b>	<b>8.98</b>	<b>8.98</b>	<b>8.55</b>	<b>8.11</b>	<b>7.68</b>	<b>7.24</b>	<b>7.03</b>
	1.5x OT	<b>8.98</b>	<b>8.98</b>	<b>8.98</b>	<b>8.55</b>	<b>8.11</b>	<b>7.68</b>	<b>7.24</b>	<b>7.03</b>
	2x OT	<b>8.98</b>	<b>8.98</b>	<b>8.98</b>	<b>8.55</b>	<b>8.11</b>	<b>7.68</b>	<b>7.24</b>	<b>7.03</b>
<b>Total Hourly Remittance to Other Locals</b>	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".