

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 industrial projects which are located inside the Lower Mainland/Fraser Valley

"Inside" Lower Mainland/Fraser Valley

Effective April 1 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 Assist | Rehab Plan | |
| Base Rates | | 45.74 | 1.25 | 46.99 | 12% | 2.80 | 4.34 | 0.40 | 0.25 | 0.05 | 0.05 | |
| Journeyman | | | | | | | | | | | | |
| General Foreman (GF) | 125% | 57.18 | 1.25 | 58.43 | 7.01 | 2.80 | 4.34 | 0.40 | 0.25 | 0.05 | 0.05 | 73.33 |
| Foreman (FM) | 115% | 52.60 | 1.25 | 53.85 | 6.46 | 2.80 | 4.34 | 0.40 | 0.25 | 0.05 | 0.05 | 68.20 |
| Certified Journey Person (CJP) | 100% | 45.74 | 1.25 | 46.99 | 5.64 | 2.80 | 4.34 | 0.40 | 0.25 | 0.05 | 0.05 | 60.52 |
| Apprentice Carpenter | | | | | | | | | | | | |
| 4th Term (4th) | 90% | 41.17 | 1.25 | 42.42 | 5.09 | 2.80 | 3.91 | 0.40 | 0.25 | 0.05 | 0.05 | 54.97 |
| 3rd Term (3rd) | 80% | 36.59 | 1.25 | 37.84 | 4.54 | 2.80 | 3.47 | 0.40 | 0.25 | 0.05 | 0.05 | 49.40 |
| 2nd Term (2nd) | 70% | 32.02 | 1.25 | 33.27 | 3.99 | 2.80 | 3.04 | 0.40 | 0.25 | 0.05 | 0.05 | 43.85 |
| 1st Term (1st) | 60% | 27.44 | 1.25 | 28.69 | 3.44 | 2.80 | 2.60 | 0.40 | 0.25 | 0.05 | 0.05 | 38.28 |
| Material Handler/Pre- Apprentice (MH/PA) | 55% | 25.16 | 1.25 | 26.41 | 3.17 | 2.80 | 2.39 | 0.40 | 0.25 | 0.05 | 0.05 | 35.52 |



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

SCHEDULE "B1.1"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
INSIDE LOWER MAINLAND/FRASER VALLEY

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

"Inside" Lower Mainland/Fraser Valley

Effective April 1 2023

| | Employer Classifications | | | | | | | | |
|--|-----------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | <<<Apprentice Carpenters>>> | | | | | | | | |
| | GF | FM | CJP | 4th | 3rd | 2nd | 1st | MH/PA | |
| Employer Contributions: | | | | | | | | | |
| CMAW Benefit Plan | 2.80 | 2.80 | 2.80 | 2.80 | 2.80 | 2.80 | 2.80 | 2.80 | 2.80 |
| Carpentry Workers Pension Plan | 4.34 | 4.34 | 4.34 | 4.34 | 3.91 | 3.47 | 3.04 | 2.60 | 2.39 |
| CMAW Administration Fund | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 |
| CMAW Training Fund | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 |
| Member Assistance | 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 |
| * Total Employer Contributions | 7.89 | 7.89 | 7.89 | 7.89 | 7.46 | 7.02 | 6.59 | 6.15 | 5.94 |
| 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 | 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 | 8.78 | 8.78 | 8.78 | 8.35 | 7.91 | 7.48 | 7.04 | 6.83 |
| | 1.5x OT | 13.17 | 13.17 | 13.17 | 12.53 | 11.87 | 11.22 | 10.56 | 10.25 |
| | 2x OT | 17.56 | 17.56 | 17.56 | 16.70 | 15.82 | 14.96 | 14.08 | 13.66 |
| Total Hourly Remittance to Other Locals | | | | | | | | | |
| | 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 "A2.1"

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

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

"Outside" Lower Mainland/Fraser Valley

Effective April 1 2023

| Employee Classifications | % | Base Rate | VP/SHP (12%) | Employer Contributions | | | | | | Total Package |
|---|-------------|--------------|-----------------|------------------------|-----------------|---------------|------------------|------------------|---------------|------------------|
| | | | | Benefit Plan | Pension Plan | Admin Fund | Training Fund | Member Assist | Rehab Plan | |
| Base Rates | | 46.01 | 12% | 2.80 | 4.34 | 0.40 | 0.25 | 0.05 | 0.05 | |
| Journeyman | | | | | | | | | | |
| General Foreman (GF) | 125% | 57.51 | 6.90 | 2.80 | 4.34 | 0.40 | 0.25 | 0.05 | 0.05 | 72.30 |
| Foreman (FM) | 115% | 52.91 | 6.35 | 2.80 | 4.34 | 0.40 | 0.25 | 0.05 | 0.05 | 67.15 |
| Certified Journey Person (CJP) | 100% | 46.01 | 5.52 | 2.80 | 4.34 | 0.40 | 0.25 | 0.05 | 0.05 | 59.42 |
| Apprentice Carpenter | | | | | | | | | | |
| 4th Term (4th) | 90% | 41.41 | 4.97 | 2.80 | 3.91 | 0.40 | 0.25 | 0.05 | 0.05 | 53.84 |
| 3rd Term (3rd) | 80% | 36.81 | 4.42 | 2.80 | 3.47 | 0.40 | 0.25 | 0.05 | 0.05 | 48.25 |
| 2nd Term (2nd) | 70% | 32.21 | 3.87 | 2.80 | 3.04 | 0.40 | 0.25 | 0.05 | 0.05 | 42.67 |
| 1st Term (1st) | 60% | 27.61 | 3.31 | 2.80 | 2.60 | 0.40 | 0.25 | 0.05 | 0.05 | 37.07 |
| Material Handler/Pre- Apprentice (MH/PA) | 55% | 25.31 | 3.04 | 2.80 | 2.39 | 0.40 | 0.25 | 0.05 | 0.05 | 34.29 |



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

SCHEDULE "B2.1"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
OUTSIDE LOWER MAINLAND/FRASER VALLEY

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

"Outside" Lower Mainland/Fraser Valley

Effective April 1 2023

| | Employer Classifications | | | | | | | | |
|--|--------------------------|------------------------|--------------|-----------------------------|--------------|--------------|--------------|--------------|--------------|
| | GF | FM | CJP | <<<Apprentice Carpenters>>> | | | 1st | MH/PA | |
| | | | | 4th | 3rd | 2nd | | | |
| Employer Contributions: | | | | 90% | 80% | 70% | 60% | 55% | |
| CMAW Benefit Plan | 2.80 | 2.80 | 2.80 | 2.80 | 2.80 | 2.80 | 2.80 | 2.80 | |
| Carpentry Workers Pension Plan | 4.34 | 4.34 | 4.34 | 3.91 | 3.47 | 3.04 | 2.60 | 2.39 | |
| CMAW Administration Fund | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 | |
| CMAW Training Fund | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | |
| Member Assistance | 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 | |
| * Total Employer Contributions | 7.89 | 7.89 | 7.89 | 7.89 | 7.46 | 7.02 | 6.59 | 6.15 | 5.94 |
| 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 | 8.78 | 8.78 | 8.78 | 8.35 | 7.91 | 7.48 | 7.04 | 6.83 |
| | 1.5x OT | 13.17 | 13.17 | 13.17 | 12.53 | 11.87 | 11.22 | 10.56 | 10.25 |
| | 2x OT | 17.56 | 17.56 | 17.56 | 16.70 | 15.82 | 14.96 | 14.08 | 13.66 |
| 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 "A1.2"

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

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

"Inside" Lower Mainland/Fraser Valley

Effective April 1 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 Assist | Rehab Plan | |
| Base Rates | | 47.95 | 1.25 | 49.20 | 12% | 2.90 | 4.44 | 0.40 | 0.30 | 0.05 | 0.05 | |
| Journeyman | | | | | | | | | | | | |
| General Foreman (GF) | 125% | 59.94 | 1.25 | 61.19 | 7.34 | 2.90 | 4.44 | 0.40 | 0.30 | 0.05 | 0.05 | 76.67 |
| Foreman (FM) | 115% | 55.14 | 1.25 | 56.39 | 6.77 | 2.90 | 4.44 | 0.40 | 0.30 | 0.05 | 0.05 | 71.30 |
| Certified Journey Person (CJP) | 100% | 47.95 | 1.25 | 49.20 | 5.90 | 2.90 | 4.44 | 0.40 | 0.30 | 0.05 | 0.05 | 63.24 |
| Apprentice Carpenter | | | | | | | | | | | | |
| 4th Term (4th) | 90% | 43.16 | 1.25 | 44.41 | 5.33 | 2.90 | 4.00 | 0.40 | 0.30 | 0.05 | 0.05 | 57.44 |
| 3rd Term (3rd) | 80% | 38.36 | 1.25 | 39.61 | 4.75 | 2.90 | 3.55 | 0.40 | 0.30 | 0.05 | 0.05 | 51.61 |
| 2nd Term (2nd) | 70% | 33.57 | 1.25 | 34.82 | 4.18 | 2.90 | 3.11 | 0.40 | 0.30 | 0.05 | 0.05 | 45.81 |
| 1st Term (1st) | 60% | 28.77 | 1.25 | 30.02 | 3.60 | 2.90 | 2.66 | 0.40 | 0.30 | 0.05 | 0.05 | 39.98 |
| Material Handler/Pre- Apprentice (MH/PA) | 55% | 26.37 | 1.25 | 27.62 | 3.31 | 2.90 | 2.44 | 0.40 | 0.30 | 0.05 | 0.05 | 37.07 |



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

SCHEDULE "B1.2"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
INSIDE LOWER MAINLAND/FRASER VALLEY

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

"Inside" Lower Mainland/Fraser Valley

Effective April 1 2024

| | Employer Classifications | | | | | | | | |
|--|-----------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | <<<Apprentice Carpenters>>> | | | | | | | | |
| | GF | FM | CJP | 4th | 3rd | 2nd | 1st | MH/PA | |
| Employer Contributions: | | | | | | | | | |
| CMAW Benefit Plan | 2.90 | 2.90 | 2.90 | 2.90 | 2.90 | 2.90 | 2.90 | 2.90 | 2.90 |
| Carpentry Workers Pension Plan | 4.44 | 4.44 | 4.44 | 4.44 | 4.00 | 3.55 | 3.11 | 2.66 | 2.44 |
| CMAW Administration Fund | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 |
| CMAW Training Fund | 0.30 | 0.30 | 0.30 | 0.30 | 0.30 | 0.30 | 0.30 | 0.30 | 0.30 |
| Member Assistance | 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 |
| * Total Employer Contributions | 8.14 | 8.14 | 8.14 | 8.14 | 7.70 | 7.25 | 6.81 | 6.36 | 6.14 |
| 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 | 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 | 9.03 | 9.03 | 9.03 | 8.59 | 8.14 | 7.70 | 7.25 | 7.03 |
| | 1.5x OT | 13.55 | 13.55 | 13.55 | 12.89 | 12.21 | 11.55 | 10.88 | 10.55 |
| | 2x OT | 18.06 | 18.06 | 18.06 | 17.18 | 16.28 | 15.40 | 14.50 | 14.06 |
| Total Hourly Remittance to Other Locals | | | | | | | | | |
| | 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 "A2.2"

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

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

"Outside" Lower Mainland/Fraser Valley

Effective April 1 2024

| Employee Classifications | % | Base Rate | VP/SHP (12%) | Employer Contributions | | | | | | Total Package |
|---|-------------|--------------|-----------------|------------------------|-----------------|---------------|------------------|------------------|---------------|------------------|
| | | | | Benefit Plan | Pension Plan | Admin Fund | Training Fund | Member Assist | Rehab Plan | |
| Base Rates | | 48.17 | 12% | 2.90 | 4.44 | 0.40 | 0.30 | 0.05 | 0.05 | |
| Journey person | | | | | | | | | | |
| General Foreman (GF) | 125% | 60.21 | 7.23 | 2.90 | 4.44 | 0.40 | 0.30 | 0.05 | 0.05 | 75.58 |
| Foreman (FM) | 115% | 55.40 | 6.65 | 2.90 | 4.44 | 0.40 | 0.30 | 0.05 | 0.05 | 70.19 |
| Certified Journey Person (CJP) | 100% | 48.17 | 5.78 | 2.90 | 4.44 | 0.40 | 0.30 | 0.05 | 0.05 | 62.09 |
| Apprentice Carpenter | | | | | | | | | | |
| 4th Term (4th) | 90% | 43.35 | 5.20 | 2.90 | 4.00 | 0.40 | 0.30 | 0.05 | 0.05 | 56.25 |
| 3rd Term (3rd) | 80% | 38.54 | 4.62 | 2.90 | 3.55 | 0.40 | 0.30 | 0.05 | 0.05 | 50.41 |
| 2nd Term (2nd) | 70% | 33.72 | 4.05 | 2.90 | 3.11 | 0.40 | 0.30 | 0.05 | 0.05 | 44.58 |
| 1st Term (1st) | 60% | 28.90 | 3.47 | 2.90 | 2.66 | 0.40 | 0.30 | 0.05 | 0.05 | 38.73 |
| Material Handler/Pre- Apprentice (MH/PA) | 55% | 26.49 | 3.18 | 2.90 | 2.44 | 0.40 | 0.30 | 0.05 | 0.05 | 35.81 |



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

SCHEDULE "B2.2"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
OUTSIDE LOWER MAINLAND/FRASER VALLEY

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

"Outside" Lower Mainland/Fraser Valley

Effective April 1 2024

| | Employer Classifications | | | | | | | | |
|--|-----------------------------|------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | <<<Apprentice Carpenters>>> | | | | | | | | |
| | GF | FM | CJP | 4th | 3rd | 2nd | 1st | MH/PA | |
| Employer Contributions: | | | | 90% | 80% | 70% | 60% | 55% | |
| CMAW Benefit Plan | 2.90 | 2.90 | 2.90 | 2.90 | 2.90 | 2.90 | 2.90 | 2.90 | |
| Carpentry Workers Pension Plan | 4.44 | 4.44 | 4.44 | 4.00 | 3.55 | 3.11 | 2.66 | 2.44 | |
| CMAW Administration Fund | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 | |
| CMAW Training Fund | 0.30 | 0.30 | 0.30 | 0.30 | 0.30 | 0.30 | 0.30 | 0.30 | |
| Member Assistance | 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 | |
| * Total Employer Contributions | 8.14 | 8.14 | 8.14 | 8.14 | 7.70 | 7.25 | 6.81 | 6.36 | 6.14 |
| 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 | 9.03 | 9.03 | 9.03 | 8.59 | 8.14 | 7.70 | 7.25 | 7.03 |
| | 1.5x OT | 13.55 | 13.55 | 13.55 | 12.89 | 12.21 | 11.55 | 10.88 | 10.55 |
| | 2x OT | 18.06 | 18.06 | 18.06 | 17.18 | 16.28 | 15.40 | 14.50 | 14.06 |
| 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 "A1.3"

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

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

"Inside" Lower Mainland/Fraser Valley

Effective April 1 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 Assist | Rehab Plan | |
| Base Rates | | 50.27 | 1.25 | 51.52 | 12% | 3.00 | 4.54 | 0.40 | 0.35 | 0.05 | 0.05 | |
| Journey person | | | | | | | | | | | | |
| General Foreman (GF) | 125% | 62.84 | 1.25 | 64.09 | 7.69 | 3.00 | 4.54 | 0.40 | 0.35 | 0.05 | 0.05 | 80.17 |
| Foreman (FM) | 115% | 57.81 | 1.25 | 59.06 | 7.09 | 3.00 | 4.54 | 0.40 | 0.35 | 0.05 | 0.05 | 74.54 |
| Certified Journey Person (CJP) | 100% | 50.27 | 1.25 | 51.52 | 6.18 | 3.00 | 4.54 | 0.40 | 0.35 | 0.05 | 0.05 | 66.09 |
| Apprentice Carpenter | | | | | | | | | | | | |
| 4th Term (4th) | 90% | 45.24 | 1.25 | 46.49 | 5.58 | 3.00 | 4.09 | 0.40 | 0.35 | 0.05 | 0.05 | 60.01 |
| 3rd Term (3rd) | 80% | 40.22 | 1.25 | 41.47 | 4.98 | 3.00 | 3.63 | 0.40 | 0.35 | 0.05 | 0.05 | 53.93 |
| 2nd Term (2nd) | 70% | 35.19 | 1.25 | 36.44 | 4.37 | 3.00 | 3.18 | 0.40 | 0.35 | 0.05 | 0.05 | 47.84 |
| 1st Term (1st) | 60% | 30.16 | 1.25 | 31.41 | 3.77 | 3.00 | 2.72 | 0.40 | 0.35 | 0.05 | 0.05 | 41.75 |
| Material Handler/Pre- Apprentice (MH/PA) | 55% | 27.65 | 1.25 | 28.90 | 3.47 | 3.00 | 2.50 | 0.40 | 0.35 | 0.05 | 0.05 | 38.72 |



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

SCHEDULE "B1.3"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
INSIDE LOWER MAINLAND/FRASER VALLEY

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

"Inside" Lower Mainland/Fraser Valley

Effective April 1 2025

| | Employer Classifications | | | | | | | | |
|--|-----------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | <<<Apprentice Carpenters>>> | | | | | | | | |
| | GF | FM | CJP | 4th | 3rd | 2nd | 1st | MH/PA | |
| Employer Contributions: | | | | 90% | 80% | 70% | 60% | 55% | |
| CMAW Benefit Plan | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | |
| Carpentry Workers Pension Plan | 4.54 | 4.54 | 4.54 | 4.09 | 3.63 | 3.18 | 2.72 | 2.50 | |
| CMAW Administration Fund | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 | |
| CMAW Training Fund | 0.35 | 0.35 | 0.35 | 0.35 | 0.35 | 0.35 | 0.35 | 0.35 | |
| Member Assistance | 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 | |
| * Total Employer Contributions | 8.39 | 8.39 | 8.39 | 8.39 | 7.94 | 7.48 | 7.03 | 6.57 | 6.35 |
| Employee Deductions: | | | | | | | | | |
| Field Dues | 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 | |
| * Total Employee Deductions | 1.14 | 1.14 | 1.14 | 1.14 | 1.14 | 1.14 | 1.14 | 1.14 | |
| Total Hourly Remittance to CWF | ST | 9.28 | 9.28 | 9.28 | 8.83 | 8.37 | 7.92 | 7.46 | 7.24 |
| | 1.5x OT | 13.92 | 13.92 | 13.92 | 13.25 | 12.56 | 11.88 | 11.19 | 10.86 |
| | 2x OT | 18.56 | 18.56 | 18.56 | 17.66 | 16.74 | 15.84 | 14.92 | 14.48 |
| Total Hourly Remittance to Other Locals | 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 "A2.3"

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

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

"Outside" Lower Mainland/Fraser Valley

Effective April 1 2025

| Employee Classifications | % | Base Rate | VP/SHP (12%) | Employer Contributions | | | | | | Total Package |
|---|-------------|--------------|-----------------|------------------------|-----------------|---------------|------------------|------------------|---------------|------------------|
| | | | | Benefit Plan | Pension Plan | Admin Fund | Training Fund | Member Assist | Rehab Plan | |
| Base Rates | | 50.44 | 12% | 3.00 | 4.54 | 0.40 | 0.35 | 0.05 | 0.05 | |
| Journeyman | | | | | | | | | | |
| General Foreman (GF) | 125% | 63.05 | 7.57 | 3.00 | 4.54 | 0.40 | 0.35 | 0.05 | 0.05 | 79.01 |
| Foreman (FM) | 115% | 58.01 | 6.96 | 3.00 | 4.54 | 0.40 | 0.35 | 0.05 | 0.05 | 73.36 |
| Certified Journey Person (CJP) | 100% | 50.44 | 6.05 | 3.00 | 4.54 | 0.40 | 0.35 | 0.05 | 0.05 | 64.88 |
| Apprentice Carpenter | | | | | | | | | | |
| 4th Term (4th) | 90% | 45.40 | 5.45 | 3.00 | 4.09 | 0.40 | 0.35 | 0.05 | 0.05 | 58.79 |
| 3rd Term (3rd) | 80% | 40.35 | 4.84 | 3.00 | 3.63 | 0.40 | 0.35 | 0.05 | 0.05 | 52.67 |
| 2nd Term (2nd) | 70% | 35.31 | 4.24 | 3.00 | 3.18 | 0.40 | 0.35 | 0.05 | 0.05 | 46.58 |
| 1st Term (1st) | 60% | 30.26 | 3.63 | 3.00 | 2.72 | 0.40 | 0.35 | 0.05 | 0.05 | 40.46 |
| Material Handler/Pre- Apprentice (MH/PA) | 55% | 27.74 | 3.33 | 3.00 | 2.50 | 0.40 | 0.35 | 0.05 | 0.05 | 37.42 |



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

SCHEDULE "B2.3"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
OUTSIDE LOWER MAINLAND/FRASER VALLEY

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

"Outside" Lower Mainland/Fraser Valley

Effective April 1 2025

| | Employer Classifications | | | | | | | | |
|--|-----------------------------|------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------|
| | <<<Apprentice Carpenters>>> | | | | | | | | |
| | GF | FM | CJP | 4th | 3rd | 2nd | 1st | MH/PA | |
| Employer Contributions: | | | | 90% | 80% | 70% | 60% | 55% | |
| CMAW Benefit Plan | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | |
| Carpentry Workers Pension Plan | 4.54 | 4.54 | 4.54 | 4.09 | 3.63 | 3.18 | 2.72 | 2.50 | |
| CMAW Administration Fund | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 | |
| CMAW Training Fund | 0.35 | 0.35 | 0.35 | 0.35 | 0.35 | 0.35 | 0.35 | 0.35 | |
| Member Assistance | 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 | |
| * Total Employer Contributions | 8.39 | 8.39 | 8.39 | 7.94 | 7.48 | 7.03 | 6.57 | 6.35 | |
| 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 | 9.28 | 9.28 | 9.28 | 8.83 | 8.37 | 7.92 | 7.46 | 7.24 |
| | 1.5x OT | 13.92 | 13.92 | 13.92 | 13.25 | 12.56 | 11.88 | 11.19 | 10.86 |
| | 2x OT | 18.56 | 18.56 | 18.56 | 17.66 | 16.74 | 15.84 | 14.92 | 14.48 |
| 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".