

The following funds apply to all employees:

| <b>Name of Fund</b>                          | <b>Article #</b> | <b>Rate</b>    |
|--|------------------|----------------|
| Jurisdictional Assignment                    | 4.700            | \$ 0.01        |
| Rehabilitation Fund                          | 10.203           | \$ 0.02        |
| Construction Industry Health and Safety Fund | 10.204           | \$ 0.02        |
| Skill Plan                                   | 10.205           | \$ 0.02        |
| Allied Hydro Council Fund                    | 21.000           | \$ 0.20        |
| <b>TOTAL:</b>                                |                  | <b>\$ 0.27</b> |

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Boilermakers (BM)</b> |             |                   |                   |
|---|-------------|-------------------|-------------------|
| <b>Job Classification</b>   | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Apprentice Boilermaker Term 1 (1-1000 hrs)                            | 63%         | \$ 30.06          | \$ 32.09          |
| Apprentice Boilermaker Term 2 (1001-2000 hrs)                         | 69%         | \$ 32.92          | \$ 35.14          |
| Apprentice Boilermaker Term 3 (2001-3000 hrs)                         | 75%         | \$ 35.78          | \$ 38.20          |
| Apprentice Boilermaker Term 4 (3001-4000 hrs)                         | 83%         | \$ 39.60          | \$ 42.27          |
| Apprentice Boilermaker Term 5 (4001+ hrs)                             | 90%         | \$ 42.94          | \$ 45.84          |
| <b>Boilermaker Journey person</b>                                     | <b>100%</b> | <b>\$ 47.71</b>   | <b>\$ 50.93</b>   |
| Boilermaker Foreperson  | 110%        | \$ 52.48          | \$ 56.02          |
| Boilermaker General Foreperson  | 115%        | \$ 54.87          | \$ 58.57          |
| <b>Vacation Pay</b>   | <b>12%</b>  |                   |                   |

| <b>Benefit Allocations:</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
|-----------------------------|-------------------|-------------------|
| Health and Welfare Fund     | 4.06              | 4.33              |
| Pension Trust Fund          | 8.84              | 9.44              |
| Apprenticeship Fund         | 0.32              | 0.34              |
| Trade Advancement Fund      | 0.34              | 0.36              |
| Affiliation Fund            | 0.04              | 0.04              |
| <b>Total:</b>               | <b>\$13.60</b>    | <b>\$14.52</b>    |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Bricklayers (BR)</b> |             |                   |                   |
|--|-------------|-------------------|-------------------|
| <b>Job Classification</b>  | <b>Rate</b> | <b>2022-07-01</b> | <b>2022-07-01</b> |
| Bricklayer Apprentice 1st term                                       | 55%         | \$ 25.15          | \$ 26.84          |
| Bricklayer Apprentice 2nd term                                       | 60%         | \$ 27.43          | \$ 29.28          |
| Bricklayer Apprentice 3rd term                                       | 65%         | \$ 29.72          | \$ 31.72          |
| Bricklayer Apprentice 4th term                                       | 75%         | \$ 34.29          | \$ 36.60          |
| Bricklayer Apprentice 5th term                                       | 80%         | \$ 36.58          | \$ 39.04          |
| Bricklayer Apprentice 6th term                                       | 85%         | \$ 38.86          | \$ 41.49          |
| Bricklayer Apprentice 7th term                                       | 90%         | \$ 41.15          | \$ 43.93          |
| Bricklayer Apprentice 8th term                                       | 95%         | \$ 43.43          | \$ 46.37          |
| <b>Bricklayer Journeyman</b>   | <b>100%</b> | <b>\$ 45.72</b>   | <b>\$ 48.81</b>   |
| Bricklayer Foreperson  | 115%        | \$ 52.58          | \$ 56.13          |
| <b>Vacation Pay</b>  | <b>12%</b>  |                   |                   |

| <b>Benefit Allocations:</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
|-------------------------------|-------------------|-------------------|
| Welfare Plan                  | 2.97              | 3.17              |
| Pension Trust Fund            | 2.97              | 3.17              |
| Advancement and Training Fund | 0.59              | 0.63              |
| Masonry Institute of BC Fund  | 0.00              | 0.00              |
| <b>Total</b>                  | <b>\$6.53</b>     | <b>\$6.97</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Carpenters/Lathers (CA) C1, C2, C3 &amp; C4</b> |             |                   |                   |
|---|-------------|-------------------|-------------------|
| <b>Job Classification</b>   | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Carpenter Apprentice 1st Term (0-1600 hours)  | 55%         | \$ 24.16          | \$ 25.79          |
| Carpenter Apprentice 2nd Term (1601-3200 hours)   | 65%         | \$ 28.55          | \$ 30.48          |
| Carpenter Apprentice 3rd Term (3201-4800 hours)   | 80%         | \$ 35.14          | \$ 37.52          |
| Carpenter Apprentice 4th Term (4801-6400 hours)   | 90%         | \$ 39.54          | \$ 42.21          |
| <b>Carpenter Journeyman</b>   | <b>100%</b> | <b>\$ 43.93</b>   | <b>\$ 46.90</b>   |
| Carpenter Foreperson  | 115%        | \$ 50.52          | \$ 53.93          |
| Carpenter General Foreperson  | 125%        | \$ 54.91          | \$ 58.62          |
| <b>Carpenter-Lather Journeyman</b>  | <b>100%</b> | <b>\$ 43.93</b>   | <b>\$ 46.90</b>   |
| Carpenter-Lather Foreperson   | 115%        | \$ 50.52          | \$ 53.93          |
| Carpenter-Lather General Foreperson   | 125%        | \$ 54.91          | \$ 58.62          |
| <b>Vacation Pay</b>   | <b>12%</b>  |                   |                   |

| <b>Benefit Allocations for CMAW (C1, C2, C3):</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| Trustees of the Carpentry Workers' Benefit Plan   | 2.23              | 2.80              |
| Trustees of the Carpentry Workers' Pension Plan   | 4.66              | 4.37              |
| Apprenticeship and Training Fund                  | 0.21              | 0.40              |
| Carpenters Administration Fund                    | 0.37              | 0.40              |
| <b>Total</b>                                      | <b>\$7.47</b>     | <b>\$7.97</b>     |

| <b>Benefit Allocations for BCRCC (C4):</b>               | <b>2022-07-01</b> | <b>2023-07-01</b> |
|--|-------------------|-------------------|
| BC Regional Council of Carpenters Benefit Fund           | 2.23              | 2.10              |
| Alberta Carpenters and Allied Workers Trust Funds (ACAW) | 4.66              | 4.37              |
| BCRCC Training Fund                                      | 0.21              | 0.80              |
| BCRCC Contract Administration Fund (BCRCC CAF)           | 0.37              | 0.70              |
| <b>Total</b>   | <b>\$7.47</b>     | <b>\$7.97</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Cement (CE)</b> |             |                   |                   |
|---|-------------|-------------------|-------------------|
| <b>Job Classification</b>                                       | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| A1 (1st Term - 1st to 6th Month) Apprentice                     | 70%         | \$ 29.12          | \$ 31.09          |
| A2 (2nd Term - 7th to 12th Month) Apprentice                    | 75%         | \$ 31.20          | \$ 33.31          |
| A3 (3rd Term - 13th to 18th Month) Apprentice                   | 80%         | \$ 33.28          | \$ 35.53          |
| A4 (4th Term - 19th to 24th Month) Apprentice                   | 85%         | \$ 35.36          | \$ 37.75          |
| A5 (5th Term - 25th to 30th Month) Apprentice                   | 90%         | \$ 37.44          | \$ 39.97          |
| A6 (6th Term - 31st to 36th Month) Apprentice                   | 95%         | \$ 39.52          | \$ 42.19          |
| <b>Journey person</b>   | <b>100%</b> | <b>\$ 41.60</b>   | <b>\$ 44.41</b>   |
| Leadhand  | \$0.35      | \$ 41.95          | \$ 44.76          |
| Working Foreperson  | 112%        | \$ 46.59          | \$ 49.74          |
| General Foreperson  | 116%        | \$ 48.26          | \$ 51.51          |
| <b>Vacation Pay</b>   | <b>12%</b>  |                   |                   |

| <b>Benefit Allocations:</b>               | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| Welfare Trust Fund                        | 2.73              | 2.91              |
| Pension Trust Fund                        | 3.69              | 3.94              |
| Apprenticeship and Trade Promotional Fund | 0.4               | 0.43              |
| <b>Total</b>                              | <b>\$6.82</b>     | <b>\$7.28</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Culinary Workers (CU)</b> |             |                   |                   |
|---|-------------|-------------------|-------------------|
| <b>Job Classification</b>   | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Chef  | n/a         | \$ 41.78          | \$ 44.60          |
| 1st Cook  | n/a         | \$ 36.99          | \$ 39.49          |
| Baker   | n/a         | \$ 36.99          | \$ 39.49          |
| 2nd Cook  | n/a         | \$ 33.83          | \$ 36.11          |
| 3rd Cook  | n/a         | \$ 31.89          | \$ 34.04          |
| Baker's Helper  | n/a         | \$ 28.25          | \$ 30.16          |
| Cook's Helper   | n/a         | \$ 28.25          | \$ 30.16          |
| Sandwich/Saladperson  | n/a         | \$ 28.70          | \$ 30.64          |
| Pantry/Coffee/Teaperson   | n/a         | \$ 28.29          | \$ 30.20          |
| Commissary  | n/a         | \$ 29.43          | \$ 31.42          |
| General Help  | n/a         | \$ 28.23          | \$ 30.14          |
| Mess Hall Attendant   | n/a         | \$ 28.23          | \$ 30.14          |
| Camp Attendant  | n/a         | \$ 27.77          | \$ 29.64          |
| Head Mess Hall Attendant  | n/a         | \$ 28.57          | \$ 30.50          |
| Assistant Head Mess Hall Attendant  | n/a         | \$ 28.23          | \$ 30.14          |
| Head Dishwasher   | n/a         | \$ 28.23          | \$ 30.14          |
| Head Camp Attendant   | n/a         | \$ 28.57          | \$ 30.50          |
| Assistant Head Camp Attendant   | n/a         | \$ 28.23          | \$ 30.14          |
| <b>Holiday Pay</b>  | <b>12%</b>  |                   |                   |

| <b>Benefit Allocations:</b>                | <b>2022-07-01</b> | <b>2023-07-01</b> |
|--|-------------------|-------------------|
| Health Care Plan                           | 2.22              | 2.37              |
| Pension Plan                               | 2.08              | 2.22              |
| Joint Industrial Catering Advancement Fund | 0.12              | 0.13              |
| Culinary Workers Joint Liaison Committee   | 0.02              | 0.02              |
| <b>Total</b>                               | <b>\$4.44</b>     | <b>\$4.74</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Drywall Taper and Finisher (DR)</b> |             |                   |                   |
|---|-------------|-------------------|-------------------|
| <b>Job Classification</b>   | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Drywaller Apprentice 1st Term (0-750 hours)   | 55%         | \$ 24.22          | \$ 25.86          |
| Drywaller Apprentice 2nd Term (751-1500 hours)                                      | 60%         | \$ 26.42          | \$ 28.21          |
| Drywaller Apprentice 3rd Term (1501-2250 hours)                                     | 65%         | \$ 28.63          | \$ 30.56          |
| Drywaller Apprentice 4th Term (2251-3000 hours)                                     | 70%         | \$ 30.83          | \$ 32.91          |
| Drywaller Apprentice 5th Term (3000-3750 hours)                                     | 75%         | \$ 33.03          | \$ 35.26          |
| Drywaller Apprentice 6th Term (3751-4500 hours)                                     | 80%         | \$ 35.23          | \$ 37.61          |
| Drywaller Apprentice 7th Term (4501-5250 hours)                                     | 85%         | \$ 37.43          | \$ 39.96          |
| Drywaller Apprentice 8th Term (5251-6000 hours)                                     | 90%         | \$ 39.64          | \$ 42.31          |
| <b>Drywaller Journeyperson</b>  | <b>100%</b> | <b>\$ 44.04</b>   | <b>\$ 47.01</b>   |
| Drywaller Foreperson  | 115%        | \$ 50.65          | \$ 54.06          |
| <b>Vacation Pay</b>   | <b>12%</b>  |                   |                   |

| <b>Benefit Allocations:</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| IUPAT Districk Council 38 Health & Welfare Trust Fund                   | 2.32              | 2.48              |
| International Union of Painters and Allied Trades Industry Pension Fund | 2.42              | 2.58              |
| Association of Wall and Ceiling Contractors of B.C. Promotional Fund    | 0.13              | 0.14              |
| District Council 38 Joint Trade Society Fund                            | 0.16              | 0.17              |
| <b>Total</b>  | <b>\$5.03</b>     | <b>\$5.37</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - IBEW Local 213 (EL)</b> |               |                   |                   |
|---|---------------|-------------------|-------------------|
| <b>Job Classification</b>   | <b>Rate</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Electrician Apprentice 1st Term   | 55%           | \$ 25.43          | \$ 27.14          |
| Electrician Apprentice 2nd Term   | 60%           | \$ 27.74          | \$ 29.61          |
| Electrician Apprentice 3rd Term   | 65%           | \$ 30.05          | \$ 32.08          |
| Electrician Apprentice 4th Term   | 70%           | \$ 32.36          | \$ 34.55          |
| Electrician Apprentice 5th Term   | 75%           | \$ 34.67          | \$ 37.01          |
| Electrician Apprentice 6th Term   | 80%           | \$ 36.98          | \$ 39.48          |
| Electrician Apprentice 7th Term   | 85%           | \$ 39.30          | \$ 41.95          |
| Electrician Apprentice 8th Term   | 90%           | \$ 41.61          | \$ 44.42          |
| <b>Inside Wire Journeyman, Winder</b>                                   | <b>100%</b>   | <b>\$ 46.23</b>   | <b>\$ 49.35</b>   |
| Instrument Technician   | 100%          | \$ 46.23          | \$ 49.35          |
| Serviceperson   | 107%          | \$ 49.47          | \$ 52.81          |
| Cable Splicer   | 112%          | \$ 51.78          | \$ 55.27          |
| Cable Splicer Foreperson  | 117%          | \$ 54.09          | \$ 57.74          |
| "B" Foreperson  | 107%          | \$ 49.47          | \$ 52.81          |
| "A" Foreperson  | 112%          | \$ 51.78          | \$ 55.27          |
| General Foreperson  | 117%          | \$ 54.09          | \$ 57.74          |
| <b>Vacation Pay</b>   | <b>12.36%</b> |                   |                   |

| <b>Benefit Allocations:</b>                           | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| RRSP Contribution                                     | 4.89              | 5.22              |
| Electrical Industry's Welfare Trust Fund              | 2.42              | 2.58              |
| Joint Industry Promotion Fund                         | 0.06              | 0.06              |
| Electrical Construction Industry of BC Indemnity Fund | 0.14              | 0.15              |
| Training Fund   | 0.14              | 0.15              |
| Apprenticeship Bursary Fund                           | 0.06              | 0.06              |
| <b>Total</b>  | <b>\$7.71</b>     | <b>\$8.23</b>     |

Other Premiums may be listed in the appropriate Trade Section.



Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - IBEW Local 230 (EL)</b> |               |                   |                   |
|---|---------------|-------------------|-------------------|
| <b>Job Classification</b>   | <b>Rate</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Electrician Apprentice 1st Term   | 55%           | \$ 25.65          | \$ 27.38          |
| Electrician Apprentice 2nd Term   | 60%           | \$ 27.98          | \$ 29.87          |
| Electrician Apprentice 3rd Term   | 65%           | \$ 30.32          | \$ 32.36          |
| Electrician Apprentice 4th Term   | 70%           | \$ 32.65          | \$ 34.85          |
| Electrician Apprentice 5th Term   | 75%           | \$ 34.98          | \$ 37.34          |
| Electrician Apprentice 6th Term   | 80%           | \$ 37.31          | \$ 39.83          |
| Electrician Apprentice 7th Term   | 85%           | \$ 39.64          | \$ 42.32          |
| Electrician Apprentice 8th Term   | 90%           | \$ 41.98          | \$ 44.81          |
| <b>Inside Wire Journeyman, Winder</b>                                   | <b>100%</b>   | <b>\$ 46.64</b>   | <b>\$ 49.79</b>   |
| Instrument Technician   | 100%          | \$ 46.64          | \$ 49.79          |
| Serviceperson   | 107%          | \$ 49.90          | \$ 53.27          |
| Cable Splicer   | 112%          | \$ 52.24          | \$ 55.76          |
| Cable Splicer Foreperson  | 117%          | \$ 54.57          | \$ 58.25          |
| "B" Foreperson  | 107%          | \$ 49.90          | \$ 53.27          |
| "A" Foreperson  | 112%          | \$ 52.24          | \$ 55.76          |
| General Foreperson  | 117%          | \$ 54.57          | \$ 58.25          |
| <b>Vacation Pay</b>   | <b>12.36%</b> |                   |                   |

| <b>Benefit Allocations:</b>                           | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| RRSP Contribution                                     | 4.97              | 5.31              |
| Welfare   | 2.79              | 2.98              |
| Joint Industry Promotion Fund                         | 0.06              | 0.06              |
| Electrical Construction Industry of BC Indemnity Fund | 0.13              | 0.14              |
| Training Fund   | 0.13              | 0.14              |
| Apprenticeship Bursary Fund                           | 0.06              | 0.06              |
| <b>Total</b>  | <b>\$ 8.14</b>    | <b>\$ 8.69</b>    |

Other Premiums may be listed in the appropriate Trade Section.

| <b>CHC/AHC Collective Agreement Wage Schedule - IBEW Local 993 (EL)</b> |               |                   |                   |
|---|---------------|-------------------|-------------------|
| <b>Job Classification</b>   | <b>Rate</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Electrician Apprentice 1st Term   | 55%           | \$ 25.65          | \$ 27.38          |
| Electrician Apprentice 2nd Term   | 60%           | \$ 27.98          | \$ 29.87          |
| Electrician Apprentice 3rd Term   | 65%           | \$ 30.32          | \$ 32.36          |
| Electrician Apprentice 4th Term   | 70%           | \$ 32.65          | \$ 34.85          |
| Electrician Apprentice 5th Term   | 75%           | \$ 34.98          | \$ 37.34          |
| Electrician Apprentice 6th Term   | 80%           | \$ 37.31          | \$ 39.83          |
| Electrician Apprentice 7th Term   | 85%           | \$ 39.64          | \$ 42.32          |
| Electrician Apprentice 8th Term   | 90%           | \$ 41.98          | \$ 44.81          |
| <b>Inside Wire Journeyman, Winder</b>                                   | <b>100%</b>   | <b>\$ 46.64</b>   | <b>\$ 49.79</b>   |
| Instrument Technician   | 100%          | \$ 46.64          | \$ 49.79          |
| Serviceperson   | 107%          | \$ 49.90          | \$ 53.27          |
| Cable Splicer   | 112%          | \$ 52.24          | \$ 55.76          |
| Cable Splicer Foreperson  | 117%          | \$ 54.57          | \$ 58.25          |
| "B" Foreperson  | 107%          | \$ 49.90          | \$ 53.27          |
| "A" Foreperson  | 112%          | \$ 52.24          | \$ 55.76          |
| General Foreperson  | 117%          | \$ 54.57          | \$ 58.25          |
| <b>Vacation Pay</b>   | <b>12.36%</b> |                   |                   |

| <b>Benefit Allocations:</b>                           | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| RRSP Contribution                                     | 4.97              | 5.31              |
| Welfare   | 2.79              | 2.98              |
| Joint Industry Promotion Fund                         | 0.06              | 0.06              |
| Electrical Construction Industry of BC Indemnity Fund | 0.13              | 0.14              |
| Training Fund   | 0.13              | 0.14              |
| Apprenticeship Bursary Fund                           | 0.06              | 0.06              |
| Library Fund  | 0.03              | 0.03              |
| <b>Total</b>  | <b>\$ 8.17</b>    | <b>\$ 8.72</b>    |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - IBEW Local 1003 (EL)</b> |               |                   |                   |
|--|---------------|-------------------|-------------------|
| <b>Job Classification</b>  | <b>Rate</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Electrician Apprentice 1st Term  | 55%           | \$ 25.65          | \$ 27.38          |
| Electrician Apprentice 2nd Term  | 60%           | \$ 27.98          | \$ 29.87          |
| Electrician Apprentice 3rd Term  | 65%           | \$ 30.32          | \$ 32.36          |
| Electrician Apprentice 4th Term  | 70%           | \$ 32.65          | \$ 34.85          |
| Electrician Apprentice 5th Term  | 75%           | \$ 34.98          | \$ 37.34          |
| Electrician Apprentice 6th Term  | 80%           | \$ 37.31          | \$ 39.83          |
| Electrician Apprentice 7th Term  | 85%           | \$ 39.64          | \$ 42.32          |
| Electrician Apprentice 8th Term  | 90%           | \$ 41.98          | \$ 44.81          |
| <b>Inside Wire Journeyman, Winder</b>                                    | <b>100%</b>   | <b>\$ 46.64</b>   | <b>\$ 49.79</b>   |
| Instrument Technician  | 100%          | \$ 46.64          | \$ 49.79          |
| Serviceperson  | 107%          | \$ 49.90          | \$ 53.27          |
| Cable Splicer  | 112%          | \$ 52.24          | \$ 55.76          |
| Cable Splicer Foreperson   | 117%          | \$ 54.57          | \$ 58.25          |
| "B" Foreperson   | 107%          | \$ 49.90          | \$ 53.27          |
| "A" Foreperson   | 112%          | \$ 52.24          | \$ 55.76          |
| General Foreperson   | 117%          | \$ 54.57          | \$ 58.25          |
| <b>Vacation Pay</b>  | <b>12.36%</b> |                   |                   |

| <b>Benefit Allocations:</b>                           | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| RRSP Contribution                                     | 4.97              | 5.31              |
| Welfare   | 2.79              | 2.98              |
| Joint Industry Promotion Fund                         | 0.06              | 0.06              |
| Electrical Construction Industry of BC Indemnity Fund | 0.13              | 0.14              |
| Training Fund   | 0.13              | 0.14              |
| Apprenticeship Bursary Fund                           | 0.06              | 0.06              |
| <b>Total</b>  | <b>\$ 8.14</b>    | <b>\$ 8.69</b>    |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - IBEW Line (ELL)</b> |                |                   |                   |
|---|----------------|-------------------|-------------------|
| <b>Job Classification</b>   | <b>Rate</b>    | <b>2022-07-01</b> | <b>2023-07-01</b> |
| <b>Driver / Helper</b>  |                | <b>\$ 32.77</b>   | <b>\$ 34.98</b>   |
| Assistant Foreperson  | 109.00%        | \$ 58.46          | \$ 62.40          |
| Lineworker General Foreperson                                       | 117.00%        | \$ 62.75          | \$ 66.98          |
| Lineworker Foreperson   | 112.00%        | \$ 60.07          | \$ 64.12          |
| <b>Lineworker Journeyman</b>  | <b>100.00%</b> | <b>\$ 53.63</b>   | <b>\$ 57.25</b>   |
| Lineworker Apprentice 1st 6 month term                              | 65.00%         | \$ 34.86          | \$ 37.21          |
| Lineworker Apprentice 2nd 6 month term                              | 70.00%         | \$ 37.54          | \$ 40.08          |
| Lineworker Apprentice 3rd 6 month term                              | 75.00%         | \$ 40.22          | \$ 42.94          |
| Lineworker Apprentice 4th 6 month term                              | 80.00%         | \$ 42.90          | \$ 45.80          |
| Lineworker Apprentice 5th 6 month term                              | 85.00%         | \$ 45.59          | \$ 48.66          |
| Lineworker Apprentice 6th 6 month term                              | 90.00%         | \$ 48.27          | \$ 51.53          |
| Lineworker Apprentice 7th 6 month term                              | 95.00%         | \$ 50.95          | \$ 54.39          |
| <b>Machine Operator</b>   |                | <b>\$ 49.65</b>   | <b>\$ 53.00</b>   |
| <b>Welder</b>   |                | <b>\$ 48.24</b>   | <b>\$ 51.50</b>   |
| <b>Cable Splicer Journeyman</b>                                     | <b>100.00%</b> | <b>\$ 57.47</b>   | <b>\$ 61.35</b>   |
| Cable Splicer Foreperson  | 117.00%        | \$ 62.75          | \$ 66.98          |
| <b>Oil Mechanic Journeyman</b>                                      |                | <b>\$ 57.47</b>   | <b>\$ 61.35</b>   |
| <b>Powderperson</b>   |                | <b>\$ 48.58</b>   | <b>\$ 51.86</b>   |
| <b>Vehicle Mechanic</b>   |                | <b>\$ 49.70</b>   | <b>\$ 53.05</b>   |
| Vacation Pay  | <b>10.4%</b>   |                   |                   |

| <b>Benefit Allocations:</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
|-----------------------------|-------------------|-------------------|
| Welfare Plan                | 2.90              | 3.10              |
| Training Fund               | 0.14              | 0.15              |
| Pension* (See note below)   | TBD               |                   |
| <b>Total*</b>               | <b>\$ 3.04</b>    | <b>\$ 3.25</b>    |

TBD in next round of collective bargaining.

| <b>CHC/AHC Collective Agreement Wage Schedule - Elevator (EV)</b> |             |                   |                   |
|---|-------------|-------------------|-------------------|
| <b>Job Classification</b>   | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| 55% Helper  | 55%         | \$ 34.53          | \$ 36.87          |
| 60% Helper  | 60%         | \$ 37.67          | \$ 40.22          |
| 70% Helper  | 70%         | \$ 43.95          | \$ 46.92          |
| 75% Helper  | 75%         | \$ 47.09          | \$ 50.27          |
| 80% Helper  | 80%         | \$ 50.23          | \$ 53.62          |
| <b>Mechanic</b>   | <b>100%</b> | <b>\$ 62.79</b>   | <b>\$ 67.03</b>   |
| 112.5% Mechanic   | 112.5%      | \$ 70.64          | \$ 75.41          |
| 115% Mechanic   | 115%        | \$ 72.21          | \$ 86.72          |
| 117% Mechanic   | 117%        | \$ 73.46          | \$ 101.46         |
| <b>Vacation Pay</b>   | <b>12%</b>  |                   |                   |

| <b>Benefit Allocations:</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
|-----------------------------|-------------------|-------------------|
| Welfare Plan                | 2.04              | 2.18              |
| Pension Plan                | 4.66              | 4.97              |
| Educational Fund            | 0.13              | 0.14              |
| <b>Total:</b>               | <b>\$ 6.83</b>    | <b>\$ 7.29</b>    |

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Floorlayers (FL)</b> |             |                   |                   |
|--|-------------|-------------------|-------------------|
| <b>Job Classification</b>  | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Floorlayer Apprentice 1st Term                                       | 50%         | \$ 22.21          | \$ 23.71          |
| Floorlayer Apprentice 2nd Term                                       | 55%         | \$ 24.43          | \$ 26.08          |
| Floorlayer Apprentice 3rd Term                                       | 65%         | \$ 28.87          | \$ 30.82          |
| Floorlayer Apprentice 4th Term                                       | 70%         | \$ 31.09          | \$ 33.19          |
| Floorlayer Apprentice 5th Term                                       | 80%         | \$ 35.54          | \$ 37.93          |
| Floorlayer Apprentice 6th Term                                       | 85%         | \$ 37.76          | \$ 40.31          |
| Floorlayer Apprentice 7th Term                                       | 90%         | \$ 39.98          | \$ 42.68          |
| <b>Journey person</b>  | <b>100%</b> | <b>\$ 44.42</b>   | <b>\$ 47.42</b>   |
| Foreperson   | 115%        | \$ 51.08          | \$ 54.53          |
| <b>Vacation Pay</b>  | <b>12%</b>  |                   |                   |

| <b>Benefit Allocations:</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
|-----------------------------|-------------------|-------------------|
| Health and Welfare          | 1.68              | 1.79              |
| Pension Plan                | 3.75              | 4.00              |
| <b>Total</b>                | <b>\$ 5.43</b>    | <b>\$ 5.80</b>    |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Glaziers (GL)</b> |             |                   |                   |
|---|-------------|-------------------|-------------------|
| <b>Job Classification</b>   | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Glazier Apprentice 1st 6 months                                   | 55%         | \$ 20.34          | \$ 21.71          |
| Glazier Apprentice 2nd 6 months                                   | 60%         | \$ 22.19          | \$ 23.69          |
| Glazier Apprentice 2nd year                                       | 65%         | \$ 24.04          | \$ 25.66          |
| Glazier Apprentice 3rd year                                       | 70%         | \$ 25.89          | \$ 27.63          |
| Glazier Apprentice 4th yr 1st 6 months                            | 75%         | \$ 27.74          | \$ 29.61          |
| Glazier Apprentice 4th yr 2nd 6 months                            | 80%         | \$ 29.58          | \$ 31.58          |
| <b>Journey person</b>   | <b>100%</b> | <b>\$ 36.98</b>   | <b>\$ 39.48</b>   |
| Foreperson  | 112%        | \$ 41.42          | \$ 44.21          |
| Foreperson "A"  | 117%        | \$ 43.27          | \$ 46.19          |
| <b>Vacation Pay</b>   | <b>12%</b>  |                   |                   |

| <b>Benefit Allocations:</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| IUPAT District Council 38 Health & Welfare Trust Fund                 | 2.35              | 2.51              |
| International Union of Painters & Allied Trades Industry Pension Fund | 1.49              | 1.59              |
| Joint Trade Board   | 0.14              | 0.15              |
| <b>Total</b>  | <b>\$3.98</b>     | <b>\$4.25</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Insulators (IN)</b> |             |                   |                   |
|---|-------------|-------------------|-------------------|
| <b>Job Classification</b>   | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Apprentice - 1st 3 months   | 50%         | \$ 20.82          | \$ 22.22          |
| Apprentice - 2nd 3 months   | 55%         | \$ 22.90          | \$ 24.44          |
| Apprentice - 3rd 6 months   | 65%         | \$ 27.06          | \$ 28.89          |
| Apprentice - 4th 6 months   | 70%         | \$ 29.14          | \$ 31.11          |
| Apprentice - 5th 6 months   | 75%         | \$ 31.22          | \$ 33.33          |
| Apprentice - 6th 6 months   | 80%         | \$ 33.30          | \$ 35.55          |
| Apprentice - 7th 6 months   | 85%         | \$ 35.39          | \$ 37.77          |
| Apprentice - 8th 6 months   | 90%         | \$ 37.47          | \$ 40.00          |
| <b>Journeyman Mechanic</b>  | <b>100%</b> | <b>\$ 41.63</b>   | <b>\$ 44.44</b>   |
| Mechanic Foreperson   | 110%        | \$ 45.79          | \$ 48.88          |
| General Foreperson  | 117%        | \$ 48.71          | \$ 51.99          |
| <b>Vacation Pay</b>   | <b>12%</b>  |                   |                   |

| <b>Benefit Allocations:</b>            | <b>2022-07-01</b> | <b>2023-07-01</b> |
|--|-------------------|-------------------|
| Health and Welfare Trust Fund          | \$ 2.87           | \$ 3.06           |
| Pension Trust Fund                     | \$ 4.85           | \$ 5.18           |
| Insulation Industry Promotion Fund     | \$ 0.38           | \$ 0.41           |
| Insulation Industry Education Fund     | \$ 0.15           | \$ 0.16           |
| Insulation Industry Health Hazard Fund | \$ 0.05           | \$ 0.05           |
| Apprenticeship Training Program Fund   | \$ 0.09           | \$ 0.10           |
| Insulation Industry Scholarship Fund   | \$ 0.01           | \$ 0.01           |
| <b>Total</b>                           | <b>\$8.40</b>     | <b>\$8.97</b>     |

Other Premiums may be listed in the appropriate Trade Section.



Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Ironworkers (IR)</b> |             |                   |                   |
|--|-------------|-------------------|-------------------|
| <b>Job Classification</b>  | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Ironworker Apprentice 1 (1-750 hours)                                | 63%         | \$ 28.95          | \$ 30.90          |
| Ironworker Apprentice 2 (751-1500 hours)                             | 68%         | \$ 31.25          | \$ 33.36          |
| Ironworker Apprentice 3 (1501-2250 hours)                            | 73%         | \$ 33.54          | \$ 35.81          |
| Ironworker Apprentice 4 (2251-3000 hours)                            | 78%         | \$ 35.84          | \$ 38.26          |
| Ironworker Apprentice 5 (3001-3750 hours)                            | 83%         | \$ 38.14          | \$ 40.71          |
| Ironworker Apprentice 6 (3751-4500 hours)                            | 90%         | \$ 41.36          | \$ 44.15          |
| <b>Journeyman Ironworker</b>   | <b>100%</b> | <b>\$ 45.95</b>   | <b>\$ 49.05</b>   |
| Ironworker Foreperson  | 110%        | \$ 50.55          | \$ 53.96          |
| <b>Vacation Pay</b>  | <b>12%</b>  |                   |                   |

| <b>Benefit Allocations: John Hart</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---------------------------------------|-------------------|-------------------|
| Health & Welfare                      | 2.41              | 2.57              |
| Pension                               | 5.93              | 6.33              |
| Ironworkers Trade Improvement Fund    | 0.4               | 0.43              |
| <b>Total</b>                          | <b>\$8.74</b>     | <b>\$9.33</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Labourers' Heavy (LA)   |            |            |
|--|------------|------------|
| Job Classification   | 2022-07-01 | 2023-07-01 |
| <b>Surface Classifications:</b>  |            |            |
| Traffic Control Person, Security Guards (Fire Prevention)  | \$ 38.52   | \$ 41.12   |
| Chainperson, Rodperson, Stakeperson  | \$ 38.52   | \$ 41.12   |
| ** Labourers (not J/P), Signalperson, Dumperson and Swamper  | \$ 38.80   | \$ 41.42   |
| Labourer Journeyperson   | \$ 38.80   | \$ 41.42   |
| Labourer J/P Apprentice First six (6) months 60%   | \$ 23.28   | \$ 24.85   |
| Labourer J/P Apprentice Second six (6) months 70%  | \$ 27.16   | \$ 28.99   |
| Labourer J/P Apprentice Third six (6) months 80%   | \$ 31.04   | \$ 33.14   |
| Labourer J/P Apprentice Fourth six (6) months 85%  | \$ 32.98   | \$ 35.21   |
| Labourer J/P Apprentice Fifth six (6) months 90%   | \$ 34.92   | \$ 37.28   |
| Labourer J/P Apprentice Sixth six (6) months 95%   | \$ 36.86   | \$ 39.35   |
| ** Driller's Helper (See LA.111 for Trainee Rates)   | \$ 36.90   | \$ 39.39   |
| Cement Power Buggy, Pumptender, Bobcat Lodader   | \$ 39.10   | \$ 41.74   |
| <b>First Aid Attendant:</b>  |            |            |
| - "Level 1" Ticket   | \$ 39.26   | \$ 41.91   |
| - "Level 2" Ticket   | \$ 39.49   | \$ 42.16   |
| - "Level 3" Ticket   | \$ 39.73   | \$ 42.41   |
| <b>* For additional first aid classifications see Article LA.111</b>                                       |            |            |
| Grinder, Mixer (under 1 yd.), Timberperson, Graderperson   | \$ 38.80   | \$ 41.42   |
| Caulked & Cementer Joint Tile and Pipelayer, Person Holer, Instrument person Utility 1                     | \$ 39.10   | \$ 41.74   |
| Power & Electric Tool Operator   | \$ 38.80   | \$ 41.42   |
| Signalperson Hook-up, Heat Fusion Machine  | \$ 39.38   | \$ 42.04   |
| Concrete Saw   | \$ 39.10   | \$ 41.74   |
| Vibrator   | \$ 39.38   | \$ 42.04   |
| Vibrator-6" diameter (when operated manually)  | \$ 39.38   | \$ 42.04   |
| Driller, Pneumatic, Airleg, Jackhammer Types   | \$ 39.38   | \$ 42.04   |
| Wagon Types, Instrument Person-Utility 2   | \$ 39.38   | \$ 42.04   |
| Air Trac (all models)  | \$ 39.68   | \$ 42.36   |
| Diamond Driller  | \$ 39.96   | \$ 42.66   |
| Powderperson, 2nd Class with Certificate (assisting in loading holes)                                      | \$ 41.14   | \$ 43.92   |
| High Scaler (when requested to work on dangerous faces and working with the aid of safety belts and lines) | \$ 40.26   | \$ 42.98   |
| Powderperson Tank Drill  | \$ 39.96   | \$ 42.66   |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Labourers' Heavy (LA)</b>  |                   |                   |
|--|-------------------|-------------------|
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Assistant Diamond Driller  | \$ 36.90          | \$ 39.39          |
| ** Driller Helper - Airleg, Air Trac, Wagon, etc. (See LA.111 for Trainee Rates)   | \$ 36.90          | \$ 39.39          |
| Fallers on Clearing  | \$ 39.38          | \$ 42.04          |
| Gunite and Grout - Gunite Nozzlerperson Hydro-Broom (over 1,000 P.S.I. nozzle pressure) (wet or dry)                             | \$ 39.68          | \$ 42.36          |
| Gunite Potperson, Hydro-Broom, (1,000 P.S.I. or less nozzle pressure) (wet or dry)   | \$ 39.68          | \$ 42.36          |
| Groutperson (Headerperson)   | \$ 39.68          | \$ 42.36          |
| <b>Underground Classifications:</b>  |                   |                   |
| Labourer   | \$ 41.10          | \$ 43.87          |
| Skiptender, Chucktender, Switchperson, Trackperson   | \$ 41.90          | \$ 44.73          |
| Miner, Timberperson, Powderperson, Form Cleaner, Form Setter, Tunnel Maintenance (miner carrying out repairs to timbering, etc.) | \$ 41.90          | \$ 44.73          |
| Tram Operator, Mucking Machine Operator (up to Eimco Model 40) L.H.D. Operator   | \$ 41.90          | \$ 44.73          |
| Raise Miner, Shaftperson, Shaft Maintenance  | \$ 41.90          | \$ 44.73          |
| Raise Borer (Robbins, Dresser and similar types), Clam Person  | \$ 41.90          | \$ 44.73          |
| Shaft Leader   | \$ 43.66          | \$ 46.61          |
| <b>Safety Miner shall receive \$.080 per hour above the applicable Miner Classification</b>                                      |                   |                   |
| <b>See Article LA.100 for First Aid Premiums</b>   |                   |                   |
| Foreperson (Premium payable over and above highest classification being supervised)  | \$ 1.75           | \$ 1.75           |
| <b>Vacation Pay</b> 12%  |                   |                   |
| <b>Benefit Allocations:</b>  |                   |                   |
| Welfare  | 2.91              | 3.11              |
| Pension  | 3.30              | 3.52              |
| Labourers Advancement Fund   | 0.51              | 0.54              |
| Labourers Training Fund  | 0.31              | 0.33              |
| <b>Total</b>   | <b>\$7.03</b>     | <b>\$7.50</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Labourers' Mason Tenders (LAM)</b>               |             |                   |                   |
|--|-------------|-------------------|-------------------|
| <b>Job Classification</b>  | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Masons Tender Trainee (1st Period: 0-1500 hours worked - 80% of Mason Tender rate)               | 80%         | \$ 31.24          | \$ 33.35          |
| Mason Tender Trainee (2nd Period: 1,501 - 2,000 hours worked - 90% of Masons Tender rate)        | 90%         | \$ 35.15          | \$ 37.52          |
| <b>Experienced Masons Tender</b>   | <b>100%</b> | <b>\$ 39.05</b>   | <b>\$ 41.69</b>   |
| Mason Tender Foreperson (Premium payable over and above highest classification being supervised) | 115%        | \$ 44.91          | \$ 47.94          |
| <b>Vacation Pay</b>  | <b>12%</b>  |                   |                   |

| <b>Benefit Allocations:</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
|-----------------------------|-------------------|-------------------|
| Welfare                     | 2.91              | 3.11              |
| Pension                     | 3.30              | 3.52              |
| Labourers Advancement Fund  | 0.51              | 0.54              |
| Labourers Training Fund     | 0.31              | 0.33              |
| <b>Total</b>                | <b>\$7.03</b>     | <b>\$7.50</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Labourers' Plasterers Helpers (LAP)</b>           |             |                   |                   |
|---|-------------|-------------------|-------------------|
| <b>Job Classification</b>   | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Plasterers Helper Trainee (1st Period: 0 - 1,500 hours worked - 80% of Plaster's Helper rate)     | 80%         | \$ 31.04          | \$ 33.14          |
| Plasterers Helper Trainee (2nd Period: 1,500 - 2,000 hours worked - 90% of Plaster's Helper rate) | 90%         | \$ 34.92          | \$ 37.28          |
| <b>Experienced Plasterers Helper</b>  | <b>100%</b> | <b>\$ 38.80</b>   | <b>\$ 41.42</b>   |
| Foreperson (Premium payable over and above highest classification being supervised)               | 115%        | \$ 44.62          | \$ 47.63          |
| <b>Vacation Pay</b>   | <b>12%</b>  |                   |                   |

| <b>Benefit Allocations:</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
|-----------------------------|-------------------|-------------------|
| Welfare                     | 2.91              | 3.11              |
| Pension                     | 3.30              | 3.52              |
| Labourers Advancement Fund  | 0.51              | 0.54              |
| Labourers Training Fund     | 0.31              | 0.33              |
| <b>Total</b>                | <b>\$7.03</b>     | <b>\$7.50</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Labourers Road Building (LAR)</b>   |                   |                   |
|---|-------------------|-------------------|
| <b>Interior/Kootenay</b>  |                   |                   |
| <b>Job Classification</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| * Labourer: Flagperson, Signalperson, Watchperson, Stakeperson, Chainperson, Rodperson, Dumpperson, Swamper and Weight Scales (Scaleperson) See LAR.111 for Trainee Classifications/Rates | \$ 31.83          | \$ 33.98          |
| * Driller Helper (See LAR.111 for Trainee Classifications/Rates)  | \$ 31.94          | \$ 34.10          |
| Grinder, Mixerperson under 1 yard, Gradperson   | \$ 32.12          | \$ 34.29          |
| Instrument Person   | \$ 33.83          | \$ 36.11          |
| Power and Electric Tool Operator (ie. Power Saw, Chipper, Tamper) Multiplate & Binwall Assembler, Pipelayer and Person Holer  | \$ 33.18          | \$ 35.42          |
| Rakeperson  | \$ 32.60          | \$ 34.80          |
| Driller, Pneumatic, Airleg Jackhammer Type  | \$ 33.85          | \$ 36.13          |
| <b>Driller Rates: when working from a basket, platform or using safety ropes, as follows:</b>   |                   |                   |
| - up to 25 feet   | \$ 34.23          | \$ 36.54          |
| - over 25 feet  | \$ 34.58          | \$ 36.91          |
| - over 100 feet   | \$ 34.98          | \$ 37.34          |
| Air Trac (all models)   | \$ 34.29          | \$ 36.60          |
| Tank Drill, Hydraulic Drill   | \$ 34.29          | \$ 36.60          |
| <b>High Scaler:</b>   |                   |                   |
| - up to 25 feet   | \$ 34.62          | \$ 36.96          |
| - over 25 feet  | \$ 35.02          | \$ 37.38          |
| - over 100 feet   | \$ 35.33          | \$ 37.71          |
| Powderperson  | \$ 35.26          | \$ 37.64          |
| Powderperson 2nd Class with Certificate (assisting in loading holes)  | \$ 35.26          | \$ 37.64          |
| Fallers on Clearing   | \$ 33.32          | \$ 35.57          |
| Air Placo Operator  | \$ 39.28          | \$ 41.93          |
| Gunite and Grout: Gunite Nozzleperson   | \$ 32.61          | \$ 34.81          |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Insulators (IN)</b> |             |                   |                   |
|---|-------------|-------------------|-------------------|
| <b>Job Classification</b>   | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Apprentice - 1st 3 months   | 50%         | \$ 20.82          | \$ 22.22          |
| Apprentice - 2nd 3 months   | 55%         | \$ 22.90          | \$ 24.44          |
| Apprentice - 3rd 6 months   | 65%         | \$ 27.06          | \$ 28.89          |
| Apprentice - 4th 6 months   | 70%         | \$ 29.14          | \$ 31.11          |
| Apprentice - 5th 6 months   | 75%         | \$ 31.22          | \$ 33.33          |
| Apprentice - 6th 6 months   | 80%         | \$ 33.30          | \$ 35.55          |
| Apprentice - 7th 6 months   | 85%         | \$ 35.39          | \$ 37.77          |
| Apprentice - 8th 6 months   | 90%         | \$ 37.47          | \$ 40.00          |
| <b>Journeyman Mechanic</b>  | <b>100%</b> | <b>\$ 41.63</b>   | <b>\$ 44.44</b>   |
| Mechanic Foreperson   | 110%        | \$ 45.79          | \$ 48.88          |
| General Foreperson  | 117%        | \$ 48.71          | \$ 51.99          |
| <b>Vacation Pay</b>   | <b>12%</b>  |                   |                   |

| <b>Benefit Allocations:</b>            | <b>2022-07-01</b> | <b>2023-07-01</b> |
|--|-------------------|-------------------|
| Health and Welfare Trust Fund          | \$ 2.87           | \$ 3.06           |
| Pension Trust Fund                     | \$ 4.85           | \$ 5.18           |
| Insulation Industry Promotion Fund     | \$ 0.38           | \$ 0.41           |
| Insulation Industry Education Fund     | \$ 0.15           | \$ 0.16           |
| Insulation Industry Health Hazard Fund | \$ 0.05           | \$ 0.05           |
| Apprenticeship Training Program Fund   | \$ 0.09           | \$ 0.10           |
| Insulation Industry Scholarship Fund   | \$ 0.01           | \$ 0.01           |
| <b>Total</b>                           | <b>\$8.40</b>     | <b>\$8.97</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Labourers Road Building (LAR)</b>              |                   |                   |
|--|-------------------|-------------------|
| <b>Interior/Kootenay</b>   |                   |                   |
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| <b>Gunite Potperson</b>  | <b>\$ 32.40</b>   | <b>\$ 34.59</b>   |
| <b>Groutperson (Headerperson)</b>  | <b>\$ 32.27</b>   | <b>\$ 34.45</b>   |
| Foreperson (Premium payable over and above highest classification being supervised) <b>10%</b> |                   |                   |
| For First Aid Premiums see LAR.113   |                   |                   |
| <b>Vacation Pay 12%</b>  |                   |                   |

| <b>Benefit Allocation:</b>      | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---------------------------------|-------------------|-------------------|
| Welfare                         | 2.91              | 3.11              |
| Pension                         | 3.30              | 3.52              |
| Advancement Fund                | 0.51              | 0.54              |
| Training and Upgrading Programs | 0.31              | 0.33              |
| <b>Total</b>                    | <b>\$7.03</b>     | <b>\$7.50</b>     |

Other Premiums may be listed in the appropriate Trade Section.



Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Labourers Road Building (LAR)  |            |            |
|---|------------|------------|
| Lower Mainland and Fraser Valley (Hope on the East, Vancouver on the West, the US Border on the South to Squamish on the North, inclusive.)   |            |            |
| Job Classification  | 2022-07-01 | 2023-07-01 |
| * Labourer: Flagperson, Signalperson, Watchperson, Stakeperson, Chainperson, Rodperson, Dumpperson, Swamper and Weight Scales (Scaleperson) See LAR.111 for Trainee Classifications/Rates | \$ 38.27   | \$ 40.85   |
| * Driller Helper (See LAR.111 for Trainee Classifications/Rates)  | \$ 38.35   | \$ 40.94   |
| Grinder, Mixerperson under 1 year, Gradperson   | \$ 38.54   | \$ 41.14   |
| Instrument Person   | \$ 41.85   | \$ 44.67   |
| Power and Electric Tool Operator (ie. Power Saw, Chipper, Tamper) Multiplate & Binwall Assembler, Pipelayer and Person Holer  | \$ 41.85   | \$ 44.67   |
| Rakeperson  | \$ 39.05   | \$ 41.69   |
| Driller, Pneumatic, Airleg Jackhammer Type  | \$ 39.16   | \$ 41.80   |
| Wagon Types   | \$ 39.16   | \$ 41.80   |
| Driller Rates: when working from a basket, platform or using safety ropes, as follows:  |            |            |
| - up to 25 feet   | \$ 39.55   | \$ 42.22   |
| - over 25 feet  | \$ 39.95   | \$ 42.65   |
| - over 100 feet   | \$ 40.34   | \$ 43.06   |
| Air Trac (all models)   | \$ 39.50   | \$ 42.17   |
| Tank Drill, Hydraulic Drill   | \$ 39.61   | \$ 42.28   |
| High Scaler:  |            |            |
| - up to 25 feet   | \$ 38.94   | \$ 41.57   |
| - over 25 feet  | \$ 39.38   | \$ 42.04   |
| - over 100 feet   | \$ 39.70   | \$ 42.38   |
| Powderperson  | \$ 39.60   | \$ 42.27   |
| Powderperson 2nd Class with Certificate (assisting in loading holes)  | \$ 38.73   | \$ 41.34   |
| Fallers on Clearing   | \$ 38.94   | \$ 41.57   |
| Air Placo Operator  | \$ 39.28   | \$ 41.93   |
| Gunite and Grout: Gunite Nozzleperson   | \$ 39.06   | \$ 41.70   |
| Gunite Potperson  | \$ 38.85   | \$ 41.47   |
| Groutperson (Headerperson)  | \$ 38.73   | \$ 41.34   |
| For First Aid Premiums see LAR.113  |            |            |
| Foreperson (Premium payable over and above highest classification being supervised) 10%   |            |            |
| <b>Vacation Pay</b>   | <b>12%</b> |            |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

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|--|
| <b>CHC/AHC Collective Agreement Wage Schedule - Labourers Road Building (LAR)</b>  |
| <b>Lower Mainland and Fraser Valley (Hope on the East, Vancouver on the West, the US Border on the South to Squamish on the North, inclusive.)</b> |

| <b>Benefit Allocation:</b>      | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---------------------------------|-------------------|-------------------|
| Welfare                         | 2.91              | 3.11              |
| Pension                         | 3.3               | 3.52              |
| Advancement Fund                | 0.51              | 0.54              |
| Training and Upgrading Programs | 0.31              | 0.33              |
| <b>Total</b>                    | <b>\$7.03</b>     | <b>\$7.50</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Labourers Road Building (LAR)</b>   |                   |                   |
|---|-------------------|-------------------|
| <b>Vancouver Island</b>   |                   |                   |
| <b>Job Classification</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| * Labourer: Flagperson, Signalperson, Watchperson, Stakeperson, Chainperson, Rodperson, Dumpperson, Swamper and Weight Scales (Scaleperson) See LAR.111 for Trainee Classifications/Rates | \$ 35.68          | \$ 38.09          |
| * Driller Helper (See LAR.111 for Trainee Classifications/Rates)  | \$ 36.40          | \$ 38.86          |
| Grinder, Mixerperson under 1 yard, Gradperson   | \$ 36.96          | \$ 39.45          |
| Instrument Person   | \$ 36.30          | \$ 38.75          |
| Power and Electric Tool Operator (ie. Power Saw, Chipper, Tamper) Multiplate & Binwall Assembler, Pipelayer and Person Holer  | \$ 36.01          | \$ 38.44          |
| Rakeperson  | \$ 36.40          | \$ 38.86          |
| Driller, Pneumatic, Airleg Jackhammer Type  | \$ 37.57          | \$ 40.11          |
| <b>Driller Rates: when working from a basket, platform or using safety ropes, as follows:</b>   |                   |                   |
| - up to 25 feet   | \$ 37.92          | \$ 40.48          |
| - over 25 feet  | \$ 38.33          | \$ 40.92          |
| - over 100 feet   | \$ 38.69          | \$ 41.30          |
| Air Trac (all models)   | \$ 37.89          | \$ 40.45          |
| Tank Drill, Hydraulic Drill   | \$ 37.98          | \$ 40.54          |
| <b>High Scaler:</b>   |                   |                   |
| - up to 25 feet   | \$ 37.36          | \$ 39.88          |
| - over 25 feet  | \$ 37.78          | \$ 40.33          |
| - over 100 feet   | \$ 38.09          | \$ 40.66          |
| Powderperson  | \$ 37.98          | \$ 40.54          |
| Powderperson 2nd Class with Certificate (assisting in loading holes)  | \$ 35.26          | \$ 37.64          |
| Fallers on Clearing   | \$ 38.94          | \$ 41.57          |
| Air Placo Operator  | \$ 39.28          | \$ 41.93          |
| Gunite and Grout: Gunite Nozzleperson   | \$ 39.06          | \$ 41.70          |
| Gunite Potperson  | \$ 38.85          | \$ 41.47          |
| Groutperson (Headerperson)  | \$ 38.73          | \$ 41.34          |
| <b>For First Aid Premiums see LAR.113</b>   |                   |                   |
| Foreperson (Premium payable over and above highest classification being supervised)   | <b>10%</b>        |                   |
| <b>Vacation Pay</b>   | <b>12%</b>        |                   |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

|   |
|---|
| <b>CHC/AHC Collective Agreement Wage Schedule - Labourers Road Building (LAR)</b> |
| <b>Vancouver Island</b>   |

| <b>Benefit Allocation:</b>      | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---------------------------------|-------------------|-------------------|
| Welfare                         | 2.91              | 3.11              |
| Pension                         | 3.3               | 3.52              |
| Advancement Fund                | 0.51              | 0.54              |
| Training and Upgrading Programs | 0.31              | 0.33              |
| <b>Total</b>                    | <b>\$7.03</b>     | <b>\$7.50</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule- Labourers Road Building (LAR)</b>   |                   |                   |
|--|-------------------|-------------------|
| <b>Northern</b>  |                   |                   |
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| * Labourer: Flagperson, Signalperson, Watchperson, Stakeperson, Chainperson, Rodperson, Dumperson, Swamper and Weight Scales (Scaleperson) See LAR.111 for Trainee Classifications/Rates | \$ 37.16          | \$ 39.67          |
| * Driller Helper (See LAR.111 for Trainee Classifications/Rates)   | \$ 37.24          | \$ 39.75          |
| Grinder, Mixersperson under 1 year, Gradperson   | \$ 37.43          | \$ 39.96          |
| Instrument Person  | \$ 37.67          | \$ 40.21          |
| Power and Electric Tool Operator (ie. Power Saw, Chipper, Tamper) Multiplate & Binwall Assembler, Pipelayer and Person Holer   | \$ 37.51          | \$ 40.04          |
| Rakeperson   | \$ 37.92          | \$ 40.48          |
| Driller, Pneumatic, Airleg Jackhammer Type   | \$ 38.05          | \$ 40.62          |
| Wagon Types  | \$ 38.05          | \$ 40.62          |
| <b>Driller Rates: when working from a basket, platform or using safety ropes, as follows:</b>  |                   |                   |
| - up to 25 feet  | \$ 38.41          | \$ 41.00          |
| - over 25 feet   | \$ 38.81          | \$ 41.43          |
| - over 100 feet  | \$ 39.19          | \$ 41.84          |
| Air Trac (all models)  | \$ 38.37          | \$ 40.96          |
| Tank Drill, Hydraulic Drill  | \$ 38.49          | \$ 41.09          |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule- Labourers Road Building (LAR)</b>    |            |          |
|---|------------|----------|
| <b>Northern</b>   |            |          |
| <b>High Scaler:</b>   |            |          |
| - up to 25 feet   | \$ 37.53   | \$ 40.06 |
| - over 25 feet  | \$ 38.26   | \$ 40.84 |
| - over 100 feet   | \$ 38.58   | \$ 41.18 |
| Powderperson  | \$ 38.51   | \$ 41.11 |
| Powderperson 2nd Class with Certificate (assisting in loading holes)                | \$ 37.64   | \$ 40.18 |
| Fallers on Clearing   | \$ 36.94   | \$ 39.43 |
| Air Placo Operator  | \$ 38.19   | \$ 40.77 |
| Gunite and Grout: Gunite Nozzleperson   | \$ 37.82   | \$ 40.37 |
| Gunite Potperson  | \$ 38.21   | \$ 40.79 |
| Groutperson (Headerperson)  | \$ 37.64   | \$ 40.18 |
| <b>For First Aid Premiums see LAR.113</b>   |            |          |
| Foreperson (Premium payable over and above highest classification being supervised) | <b>10%</b> |          |
| <b>Vacation Pay</b>   | <b>12%</b> |          |

| <b>Benefit Allocation:</b>      | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---------------------------------|-------------------|-------------------|
| Welfare                         | 2.91              | 3.11              |
| Pension                         | 3.3               | 3.52              |
| Advancement Fund                | 0.51              | 0.54              |
| Training and Upgrading Programs | 0.31              | 0.33              |
| <b>Total</b>                    | <b>\$7.03</b>     | <b>\$7.50</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Millwrights (MW)</b> |             |                   |                   |
|--|-------------|-------------------|-------------------|
| <b>Job Classification</b>  | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Millwright Apprentice 1st six months                                 | 55%         | \$ 25.86          | \$ 27.60          |
| Millwright Apprentice 2nd six months                                 | 60%         | \$ 28.21          | \$ 30.11          |
| Millwright Apprentice 3rd six months                                 | 65%         | \$ 30.56          | \$ 32.62          |
| Millwright Apprentice 4th six months                                 | 70%         | \$ 32.91          | \$ 35.13          |
| Millwright Apprentice 5th six months                                 | 75%         | \$ 35.26          | \$ 37.64          |
| Millwright Apprentice 6th six months                                 | 80%         | \$ 37.61          | \$ 40.15          |
| Millwright Apprentice 7th six months                                 | 85%         | \$ 39.96          | \$ 42.66          |
| Millwright Apprentice 8th six months                                 | 90%         | \$ 42.31          | \$ 45.16          |
| <b>Millwright Journeyman</b>   | <b>100%</b> | <b>\$ 47.01</b>   | <b>\$ 50.18</b>   |
| Millwright Foreperson  | 115%        | \$ 54.06          | \$ 57.71          |
| Millwright General Foreperson  | 120%        | \$ 56.41          | \$ 60.22          |
| <b>Vacation Pay</b>  | <b>12%</b>  |                   |                   |

| <b>Benefit Allocations:</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
|-----------------------------|-------------------|-------------------|
| Health Benefits Plan        | 2.21              | 2.36              |
| Pension Plan                | 3.59              | 3.83              |
| Apprenticeship Fund         | 0.46              | 0.49              |
| Joint Advisory Fund         | 0                 | 0.00              |
| Administration Fund         | 0.40              | 0.43              |
| <b>Total</b>                | <b>\$6.66</b>     | <b>\$7.11</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Office & Technical (OF) |            |            |
|--|------------|------------|
| Job Classification   | 2022-07-01 | 2023-07-01 |
| <b>Clerical Classifications</b>                                      |            |            |
| Office Assistant   | \$ 20.62   | \$ 22.01   |
| Data Entry Clerk   | \$ 22.75   | \$ 24.29   |
| Clerk I  | \$ 25.10   | \$ 26.79   |
| Clerk II   | \$ 27.74   | \$ 29.61   |
| Clerk III  | \$ 30.65   | \$ 32.72   |
| <b>Laboratory Classifications</b>                                    |            |            |
| Laboratory Assistant   | \$ 30.65   | \$ 32.72   |
| Junior Laboratory Technician   | \$ 33.82   | \$ 36.10   |
| Intermediate Laboratory Technician                                   | \$ 37.39   | \$ 39.91   |
| Laboratory Technician  | \$ 41.29   | \$ 44.08   |
| Senior Laboratory Technician   | \$ 45.61   | \$ 48.69   |
| <b>Instrumentation Classifications</b>                               |            |            |
| Instrumentation Helper   | \$ 30.65   | \$ 32.72   |
| Junior Instrumentation Technician                                    | \$ 33.82   | \$ 36.10   |
| Intermediate Instrumentation Tech.                                   | \$ 37.39   | \$ 39.91   |
| Instrumentation Technician   | \$ 41.29   | \$ 44.08   |
| Senior Instrumentation Technician                                    | \$ 45.61   | \$ 48.69   |
| <b>Photographic Classifications</b>                                  |            |            |
| Photographer   | \$ 43.21   | \$ 46.13   |
| <b>Quantities Classifications</b>                                    |            |            |
| Quantities Technician  | \$ 45.61   | \$ 48.69   |
| <b>Survey Classifications</b>  |            |            |
| Rodperson  | \$ 33.82   | \$ 36.10   |
| Surveyor I   | \$ 37.39   | \$ 39.91   |
| Surveyor II  | \$ 41.29   | \$ 44.08   |
| Surveyor III   | \$ 45.61   | \$ 48.69   |
| <b>Drafter Classifications</b>                                       |            |            |
| Drafter I  | \$ 33.82   | \$ 36.10   |
| Drafter II   | \$ 37.39   | \$ 39.91   |
| Drafter III  | \$ 41.29   | \$ 44.08   |
| <b>First Aid Classifications</b>                                     |            |            |
| First Aid Attendant  | \$ 41.29   | \$ 44.08   |
| For additional First Aid Classifications see OF.116                  |            |            |

Other Premiums may be listed in the appropriate Trade Section.



Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Office & Technical (OF) |              |            |
|--|--------------|------------|
| Job Classification   | 2022-07-01   | 2023-07-01 |
| <b>Inspection - Recorder Classifications</b>                         |              |            |
| Junior Inspector (Recorder)  | \$ 33.82     | \$ 36.10   |
| Intermediate Inspector (Recorder)                                    | \$ 37.39     | \$ 39.91   |
| Inspector (Recorder)   | \$ 41.29     | \$ 44.08   |
| Senior Inspector (Recorder)  | \$ 45.61     | \$ 48.69   |
| Senior Inspector (Recorder/Contract Administrator)                   | \$ 50.39     | \$ 53.79   |
| <b>Biology/Environment Classifications</b>                           |              |            |
| Junior Biologist/Environment Tech.                                   | \$ 33.82     | \$ 36.10   |
| Biologist/Environment Technician                                     | \$ 37.39     | \$ 39.91   |
| Senior Biologist/Environment Technician                              | \$ 41.29     | \$ 44.08   |
| Foreperson (see OF.115 for requirements to obtain premium) 10%       |              |            |
| <b>Vacation Pay</b>  | <b>12.4%</b> |            |

| Benefit Allocations:    | 2022-07-01     | 2023-07-01     |
|-------------------------|----------------|----------------|
| Health and Welfare Fund | 2.43           | 2.59           |
| Pension Plan Fund       | 2.59           | 2.76           |
| <b>Total</b>            | <b>\$ 5.02</b> | <b>\$ 5.36</b> |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Op. Engineers Heavy (OP)   |            |            |
|---|------------|------------|
| Job Classification  | 2022-07-01 | 2023-07-01 |
| <b>Group 1</b><br><ul style="list-style-type: none"> <li>• Track Excavator (7 yds and up to 10 yds) Shovels, all attachments (10 yds and up to 15 yds) *See OP.111 for Equipment Trainee Ratio</li> <li>• Kangaroo Model 1500 (Trainee required) Operator required to operate with boom length over 130 feet shall have the regular hourly rate increased by twenty-five (\$0.25) per hour</li> <li>• Front end loader and Scoop Trams all types (10 yds and up to 15 yds)</li> </ul>   | \$ 43.35   | \$ 46.28   |
| <b>Group 2</b><br><ul style="list-style-type: none"> <li>• Heavy Duty Mechanics, Welders, Mechanic Electricians, Vehicle Body Painters</li> <li>• Shovels, all attachments (7 yds and up to 10 yds) *See OP.111 for Equipment Trainee ratio</li> <li>• Kangaroo Model 750</li> <li>• Front End Loaders and Scoop Trams, all types (7 yds and up to 10 yds)</li> <li>• Aerial Cableways</li> <li>• Whirley Type Gantry Cranes (Operator required to operate with boom length over 130 ft. shall have the regular hourly rate increased by fifty cents (\$0.50)per hour</li> <li>• Concrete Mixing Batch Plants (up to 250 cu. Yds. Per hour) *Apprentice required</li> </ul> | \$ 42.89   | \$ 45.79   |
| <b>Group 3</b><br><ul style="list-style-type: none"> <li>• Track Excavator (3 yds and up to 5 yds) Shovels, all attachments (up to 7 yds) *See OP.111 for Equipment Trainee Ratio</li> <li>• Drill Doctors and Steel Sharpeners</li> <li>• Refrigeration Mechanics</li> <li>• Overhead and Front End Loader, all types (5 yds and up to 7 yds)</li> <li>• Scoop Trams and similar equipment (under 7 yds)</li> <li>• Crawler Tractor – D10</li> </ul>   | \$ 41.97   | \$ 44.80   |
| <b>Group 4</b><br><ul style="list-style-type: none"> <li>• Overhead Cranes</li> <li>• Gantry Cranes</li> <li>• Travel Lift Drott 1000</li> <li>• Tire Service - (vulcanizing experience)</li> <li>• No Joint Concrete Casting Machines and similar types</li> <li>• Mixer Mobiles (Mixer and Hoist Combination)</li> <li>• Concrete Pumps with boom attachment (42 meters in length &amp; over)</li> </ul>  | \$ 41.66   | \$ 44.47   |
| <b>Group 5</b><br><ul style="list-style-type: none"> <li>• Ross Carrier</li> <li>• Gradalls</li> <li>• Crawler Tractors in Tandem (one operator)</li> <li>• Rubber Tire Scrapers, all types and sizes when used in tandem (one operator)</li> <li>• Track Excavator (under 3 yds)</li> <li>• Concrete Hopper Rail Car</li> <li>• Mobile Concrete Pump with Boom Attachment (under 42 meters in length)</li> <li>• Derricks</li> <li>• Overhead and Front End Loaders, all types (up to 5 yds)</li> <li>• Crawler Tractors D5, 6, 7, 8, 9 types</li> <li>• Graders and Motor Patrols</li> </ul>  | \$ 41.24   | \$ 44.02   |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Op. Engineers Heavy (OP)  |            |            |
|--|------------|------------|
| Job Classification   | 2022-07-01 | 2023-07-01 |
| <b>Group 6</b> <ul style="list-style-type: none"> <li>• Dozer Compactor</li> <li>• Trenching Machines *See OP.111 for Equipment Trainee ratio</li> <li>• Rubber Tired Scrapers (under 30 yds) Curbing Machine</li> <li>• Concrete Spreaders or Finishing Machine Operators (all types and sizes)</li> <li>• Drills – Quarry Master, Reich, Bucyrus, Erie, Benoto and smilieri types</li> <li>• Mechanical Excavator (Mole)</li> <li>• Screening and Washing Plants (75 yds per hour and over) *Apprentice required</li> <li>• Mucking Machines (Conway 101 types)</li> <li>• Drills – Exploration (Cable, Core, Rotary, Churn and similar)</li> <li>• Stationary Engineer (Chief)</li> <li>• Hydraulic Backhoes (Tractor Mounted) (1/2 yd. rated capacity and over)</li> <li>• Mechanical Tamping Machines, all types</li> <li>• Crusher Operator *Apprentice Required</li> <li>• Jumbo Form Setter (power driven)</li> <li>• Air Tugger</li> <li>• Placo Operator</li> <li>• Ditch Witch</li> <li>• 4, 3, 2, 1 Drum Hoists</li> <li>• Construction Material and Person Hoist</li> </ul> | \$ 40.65   | \$ 43.39   |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Op. Engineers Heavy (OP)   |            |            |
|---|------------|------------|
| Job Classification  | 2022-07-01 | 2023-07-01 |
| <p><b>Group 7</b></p> <ul style="list-style-type: none"> <li>• Tree Farmer and similar type skidders</li> <li>• Service Truck Operator</li> <li>• Heavy Duty Greaser and Serviceperson</li> <li>• Mucking Machines (Eimco over Model 40)</li> <li>• Tire Service</li> <li>• Locomotives (Diesel, Gas, Steam, Electric)</li> <li>• Compressors (1000 cu. ft. and over)</li> <li>• Pumps (6" and over)</li> <li>• Stationary Engineers (shift)</li> <li>• Concrete Mixer (1yd &amp; over)</li> <li>• Screening &amp; Washing Plants (portable types)</li> <li style="padding-left: 20px;">*Apprentice required</li> <li>• Concrete Paving Machines (Jaeger and Koehring and similar types)</li> <li>• Line Concrete Pumps</li> <li>• Cement Hogs</li> <li>• Fuller Kenyon</li> <li>• Conveyor Belt and Conveyor Type Loaders (Barber Greene, Kolman and similar types)</li> <li>• Hydraulic Slip Form Operator</li> <li>• Crawler Tractors D2, D3 and D4 types</li> <li>• Hydra Hammers</li> <li>• Compactors – self propelled (other than on Asphalt Paving) (15 tons and over)</li> <li>• Crusher Topman</li> <li>• Hydraulic Backhoe (Tractor Mounted) (under ½ yd rating)</li> <li>• Hiab and A-Frame Trucks and similar folding boom types</li> <li>• Stinger and similar flat deck boom Cranes</li> </ul> | \$ 40.10   | \$ 42.81   |
| <p><b>Group 8</b></p> <ul style="list-style-type: none"> <li>• Forklifts, Bullmoose, Hysters similar type equipment</li> <li>• Elevator Operator</li> <li>• Skid Steer Loaders – Bobcat and similar type (under 1 yd)</li> <li>• ** Mechanic Electrician Helper</li> <li>• Crawler Tractors D2 types, Oliver, Cletrac, Farm Tractors (26 h.p. and under)</li> <li>• Padperson</li> <li>• Fireperson</li> <li>• ** Mechanic's Helper (See OP.110 for Helper Trainee's)</li> <li>• Compressor under 1,000 cu. ft.</li> <li>• Compactors – self propelled (other than on Asphalt paving) (under 15 tons)</li> <li>• Pumps (under 6")</li> <li>• Sheep Foot, Wobbly Wheel and similar compactors. Rate to be governed by type of towing equipment</li> <li>• Assistant Driller</li> </ul>   | \$ 35.12   | \$ 37.49   |
| * Denotes Apprentice or Equipment Trainee required as outlined in Article OP.111 or OP.114  |            |            |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Op. Engineers Heavy (OP)</b>  |                   |                   |
|---|-------------------|-------------------|
| <b>Job Classification</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| ** Mechanic's Helper Trainees<br>(1st Period: 0-1,500 hours worked – 80% of rate)<br>(2nd Period: 1501-2000 hours worked – 90% of rate) |                   |                   |
| <b>Conventional and Hydraulic Cranes</b>  |                   |                   |
| <b>Job Classification</b>   |                   |                   |
| <b>Crane Operator Rates - Conventional</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Under 20 Ton  | \$ 46.56          | \$ 49.70          |
| 21 - 50 Ton   | \$ 47.46          | \$ 50.66          |
| 51 - 99 Ton   | \$ 47.97          | \$ 51.21          |
| 100 - 149 Ton   | \$ 48.47          | \$ 51.74          |
| 150 - 199 Ton   | \$ 48.99          | \$ 52.30          |
| 200 - 249 Ton   | \$ 49.51          | \$ 52.85          |
| 250 - 299 Ton   | \$ 49.98          | \$ 53.35          |
| 300 - 349 ton   | \$ 51.70          | \$ 55.19          |
| 350 - 399 ton   | \$ 53.45          | \$ 57.06          |
| 400 - 449 ton   | \$ 55.14          | \$ 58.86          |
| 450 ton - 499 ton   | \$ 62.78          | \$ 67.02          |
| <b>Crane Operator Rates - Hydraulic</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Under 20 Ton  | \$ 45.43          | \$ 48.50          |
| 20 - 50 Ton   | \$ 46.36          | \$ 49.49          |
| 51 - 99 Ton   | \$ 46.86          | \$ 50.02          |
| 100 - 149 Ton   | \$ 47.38          | \$ 50.58          |
| 150 - 199 Ton   | \$ 47.89          | \$ 51.12          |
| 200 - 249 Ton   | \$ 48.75          | \$ 52.04          |
| 250 - 299 Ton   | \$ 49.58          | \$ 52.93          |
| 300 - 349 ton   | \$ 51.30          | \$ 54.76          |
| 350 - 399 ton   | \$ 52.96          | \$ 56.53          |
| 400 - 449 ton   | \$ 54.65          | \$ 58.34          |
| 450 ton - 499 ton   | \$ 56.33          | \$ 60.13          |
| <b>Other Classifications</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Tower Cranes - Over 10 Ton  | \$ 46.62          | \$ 49.77          |
| Tower Cranes - Under 10 Ton   | \$ 46.13          | \$ 49.24          |
| Kangaroo 1500   | \$ 46.62          | \$ 49.77          |
| Kangaroo 750  | \$ 46.13          | \$ 49.24          |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Op. Engineers Heavy (OP)</b>                                      |                   |                   |
|---|-------------------|-------------------|
| <b>Job Classification</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| See OP.111 for cranes over 499 ton, Kangaroo Model 1500 over 130 feet boom length and for apprentice requirements |                   |                   |
| For Foreperson Premiums see OP.200  |                   |                   |
| <b>Apprentice &amp; Equipment Trainee Rates (see OP.111)</b>  |                   |                   |
| <b>Job Classification</b>   | <b>Percentage</b> | <b>Percentage</b> |
| <b>Crane Apprentice</b>   |                   |                   |
| 1 - 600 Seat Time Hours   | 65%               | 65%               |
| 601 - 1200 Seat Time Hours  | 75%               | 75%               |
| 1201 - 1800 Seat Time Hours   | 85%               | 85%               |
| <b>Plant Apprentice</b>   |                   |                   |
| 1 - 1200 Hours  | 65%               | 65%               |
| 1201 - 240 Hours  | 75%               | 75%               |
| 2401 - 3600 Hours   | 85%               | 85%               |
| <b>Trades Apprentice</b>  |                   |                   |
| 1st Year  | 60%               | 60%               |
| 2nd Year  | 70%               | 70%               |
| 3rd year  | 80%               | 80%               |
| 4th Year  | 90%               | 90%               |
| <b>Equipment Trainee - No IUOE Training</b><br>(see OP.111 for Equipment Trainee Hiring Ratios)                   |                   |                   |
| 1 - 1000 hours  | 65%               | 65%               |
| 1001 - 2000 hours   | 75%               | 75%               |
| 2001 - 3000 hours   | 85%               | 85%               |
| <b>Equipment Trainee - With IUOE Training</b><br>(see OP.111 for Equipment Trainee Hiring Ratios)                 |                   |                   |
| 0 - 1000 hours  | 75%               | 75%               |
| 1000 - 3000 hours   | 85%               | 85%               |
| <b>Vacation Pay</b>   | <b>12%</b>        |                   |

| <b>Benefit Allocations:</b>                 | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| Operating Engineers' Benefits Plan          | 2.43              | 2.48              |
| Pension Plan                                | 4.07              | 4.50              |
| IUOE Local 115 Training Association Fund    | 0.38              | 0.38              |
| Mechanics, Serviceperson Tool Allownce Fund | 0.06              | 0.18              |
| Operating Engineers' Advancement Fund       | 0.18              | 0.06              |
| <b>Total</b>                                | <b>\$7.12</b>     | <b>\$7.60</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Operating Clam (OPC)</b>   |                   |                   |
|--|-------------------|-------------------|
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Operator - 7 yards and up to 10 yards) - Deck Engineer required in dredging  | \$ 50.03          | \$ 53.41          |
| Operator (5 yards and up to 7 yards) - Deck Engineer required in dredging  | \$ 48.81          | \$ 52.10          |
| Operator (3 yards and under 5 yards) - Deck Engineer required in dredging  | \$ 48.25          | \$ 51.51          |
| Gantry Crane   | \$ 48.25          | \$ 51.51          |
| Operator - (under 3 yards) – Deck Engineer required in dredging  | \$ 47.65          | \$ 50.87          |
| Front End Loader (over 5 yards)  | \$ 47.41          | \$ 50.61          |
| Fixed Floating Pile Drivers – Skid Rigs (Hammerperson)   | \$ 47.65          | \$ 50.87          |
| Rotary Type Drill (Truck and Crawler Mounted)  | \$ 47.41          | \$ 50.61          |
| Mechanics, Welders, Bodyperson Painter   | \$ 46.96          | \$ 50.13          |
| Front End Loader (under 5 yards)   | \$ 45.63          | \$ 48.71          |
| Boatman (up to 225 h.p.)   | \$ 44.70          | \$ 47.72          |
| Boatperson (over 225 h.p.)   | \$ 45.84          | \$ 48.93          |
| Service Truck, Heavy Duty Greaser, Serviceperson, Forklift, Bullmoose and Hyster Operator (around Yard), Firefighters  | \$ 45.22          | \$ 48.27          |
| Deck Engineer  | \$ 41.50          | \$ 44.30          |
| Assistant Driller  | \$ 38.87          | \$ 41.49          |
| Deck Hand  | \$ 36.12          | \$ 38.56          |
| * Padpersons and Mechanics Helpers<br>(see OP.100 for Trainee rates)   | \$ 31.52          | \$ 33.65          |
| Scow Winder  | \$ 36.94          | \$ 39.43          |
| Boat Deckhand  | \$ 36.12          | \$ 38.56          |
| All rated capacities referred to are maximum manufacturers' factory rating for struck capacity of the machine.   |                   |                   |
| On Heavy Construction jobs where Boat Operators and Deck Hands are required to perform work relating to debris control and removal in Navigable Rivers and where the work performed may be that of flood control and where the work is not in conjunction with Clamshell or Dipper Dredging operations, the above rates shall apply. |                   |                   |
| For Foreperson premiums see OPC.200.   |                   |                   |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Operating Clam (OPC)</b> |                   |                   |
|--|-------------------|-------------------|
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| <b>Apprentices</b><br>(see OPC.410 for Apprentice Hiring Requirements)   |                   |                   |
| <b>Job Classification</b>  | <b>Percentage</b> | <b>Percentage</b> |
| <b>Crane Apprentice</b>  |                   |                   |
| 1 - 600 Seat Time Hours  | 65%               | 65%               |
| 601 - 1200 Seat Time Hours   | 75%               | 75%               |
| 1201 - 1800 Seat Time Hours  | 85%               | 85%               |
| <b>Trades Apprentice</b>   |                   |                   |
| 1st Year   | 60%               | 60%               |
| 2nd Year   | 70%               | 70%               |
| 3rd Year   | 80%               | 80%               |
| 4th Year   | 90%               | 90%               |
| <b>Vacation Pay</b>  | <b>12%</b>        |                   |

| <b>Benefit Allocations:</b>                 | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| Operating Engineers' Benefits Plan          | 2.43              | 2.48              |
| Pension Plan                                | 4.07              | 4.50              |
| IUOE Local 115 Training Association Fund    | 0.38              | 0.38              |
| Mechanics, Serviceperson Tool Allownce Fund | 0.06              | 0.18              |
| Operating Engineers' Advancement Fund       | 0.18              | 0.06              |
| <b>Total</b>                                | <b>\$7.12</b>     | <b>\$7.60</b>     |

Other Premiums may be listed in the appropriate Trade Section.



Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Operating Hydraulic (OPH)</b> |             |                   |                   |
|---|-------------|-------------------|-------------------|
| <b>Job Classification</b>   | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Leverperson   |             | \$ 46.75          | \$ 49.91          |
| Leverperson on Project  |             | \$ 53.36          | \$ 56.96          |
| Chief Engineer  |             | \$ 45.56          | \$ 48.64          |
| Chief Engineer on Project   |             | \$ 52.11          | \$ 55.63          |
| Operator Equipment  |             | \$ 43.58          | \$ 46.52          |
| Operator Lead Hand  |             | \$ 44.95          | \$ 47.98          |
| Dewater Pump Operator   |             | \$ 41.64          | \$ 44.45          |
| Shift Engineer (Mechanical or Electrical)                                     |             | \$ 45.00          | \$ 48.04          |
| Welder  |             | \$ 45.00          | \$ 48.04          |
| Mate  |             | \$ 44.18          | \$ 47.16          |
| Boatperson  |             | \$ 43.64          | \$ 46.59          |
| Deckhand  |             | \$ 36.53          | \$ 39.00          |
| Leveeperson   |             | \$ 35.51          | \$ 37.91          |
| For Foreperson premiums see OPH.200   |             |                   |                   |
| <b>Vacation Pay</b>   | <b>12%</b>  |                   |                   |

| <b>Benefit Allocations:</b>                 | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| Operating Engineers' Benefits Plan          | 2.43              | 2.48              |
| Pension Plan                                | 4.07              | 4.50              |
| IUOE Local 115 Training Association Fund    | 0.38              | 0.38              |
| Mechanics, Serviceperson Tool Allownce Fund | 0.18              | 0.18              |
| Operating Engineers' Advancement Fund       | 0.06              | 0.06              |
| <b>Total</b>                                | <b>\$7.12</b>     | <b>\$7.60</b>     |

Other Premiums may be listed in the appropriate Trade Section.

| CHC/AHC Collective Agreement Wage Schedule - Operating Road Building (OPR)  |            |            |
|---|------------|------------|
| Interior/Kootenay   |            |            |
| Job Classification  | 2022-07-01 | 2023-07-01 |
| Heavy Duty Mechanic, Welder   | \$ 35.42   | \$ 37.81   |
| <b>Group 1</b> <ul style="list-style-type: none"> <li>• Grader Operator</li> <li>• Overhead &amp; Front End Loaders all types (over 10 yds. up to and including 15 yds. Add twenty-five cents (\$0.25) per hour)</li> <li>• Overhead &amp; Front End Loaders all types (over 7 yds up to and including 10 yards)</li> <li>• Paving Plant Foreperson<br/>(The Paving Plant Foreperson shall receive an additional fifty cents (\$0.50) per hour)</li> <li>• Excavator, all attachments (5 yds. &amp; under 7 yds.)</li> <li>• Screed</li> </ul>  | \$ 34.76   | \$ 37.11   |
| <b>Group 2</b> <ul style="list-style-type: none"> <li>• Asphalt Plant Operator</li> <li>• Dozer (D-10) and similar types</li> <li>• Overhead &amp; Front End Loaders all types (5 yds. and up to and including 7 yds.)</li> <li>• Excavator, all attachments (3 yds. &amp; under 5 yds.)</li> <li>• Paver</li> </ul>  | \$ 33.30   | \$ 35.55   |
| <b>Group 3</b> <ul style="list-style-type: none"> <li>• Bodyman Painter</li> <li>• Dozer (D9 and Komatsu 355)</li> <li>• Dozer in tandem (one operator)</li> <li>• Drills over 9" exploration (cable core, rotary and similar types)</li> <li>• Gradalls</li> <li>• Multi-Plant Operator (Aggregate) (one operator)</li> <li>• Rubber Tired Scrapers, all types &amp; sizes when used in tandem (one operator)</li> <li>• Rubber Tired Scrapers, all types (30 yds. &amp; over)</li> <li>• Excavator, all attachments (under 3 yds.)</li> <li>• Asphalt Roller (over 2 tons)</li> </ul> | \$ 32.78   | \$ 34.99   |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Operating Road Building (OPR)   |            |            |
|--|------------|------------|
| Interior/Kootenay  |            |            |
| Job Classification   | 2022-07-01 | 2023-07-01 |
| <b>Group 4</b> <ul style="list-style-type: none"> <li>• Dozer (D5, 6, 7 and 8 types)</li> <li>• Crusher Operators</li> <li>• Dozer Compactor</li> <li>• Drills - 9" and under exploration (cable core, rotary and similar types)</li> <li>• Dual Articulated Rollers</li> <li>• Backhoe (1/2 yd. rated capacity and over)</li> <li>• Mechanical Tamping Machine (all types)</li> <li>• Overhead &amp; Front End Loaders, all types (over 1 yd &amp; under 5 yds.)</li> <li>• Road Profilers (Roto Mill and similar types)</li> <li>• Rubber Tired Scrapers (under 30 yds.)</li> <li>• Screening &amp; Washing Plants (75 yds. per hour &amp; over)</li> <li>• Vibratory Roller Operator (over 2 tons)</li> </ul> | \$ 32.65   | \$ 34.85   |
| <b>Group 5</b> <ul style="list-style-type: none"> <li>• Conveyor</li> <li>• Crawler Tractors D4 and D2 types</li> <li>• Fork Lifts, Bullmooses, Hysters, Straddle Carriers</li> <li>• Backhoe</li> <li>• Overhead &amp; Front End Loaders, including Skid Steer, all types (1 yd &amp; under)</li> <li>• Power Broom</li> <li>• Rollers, all types (other than walk behind)</li> <li>• Screening &amp; Washing Plants (portable types)</li> <li>• Serviceperson</li> <li>• Skidders (Tree Farmer &amp; similar type equipment)</li> <li>• Vibratory Roller Operator (2 tons and under)</li> </ul>  | \$ 32.07   | \$ 34.23   |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Operating Road Building (OPR)</b>  |                   |                   |
|--|-------------------|-------------------|
| <b>Interior/Kootenay</b>   |                   |                   |
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| <b>Group 6</b>   |                   |                   |
| <ul style="list-style-type: none"> <li>• Concrete Mixing Batch Plants - all types</li> <li>• Cranes - all types</li> <li>• Mechanics Helper</li> <li>• Sheep Foot, Wobly Wheel &amp; similar compactors (Rate to be governed by type of towing equipment)</li> </ul> | \$ 31.22          | \$ 33.33          |
| <b>Packer (Non-Ashpalt Work)</b>   | \$ 27.58          | \$ 29.44          |
| See Article OPR.200 for Forepeson Premiums   |                   |                   |
| <ul style="list-style-type: none"> <li>• Cranes - all types</li> </ul> <p>Where the aforesaid classifications are required, they shall be in accordance with the Operating Engineers Heavy (OP) Trade Section.</p>   |                   |                   |
| <b>Job Classification</b>  | <b>Percentage</b> | <b>Percentage</b> |
| <b>Mechanic Apprentice</b>   |                   |                   |
| 1st Year   | 60%               | 60%               |
| 2nd Year   | 70%               | 70%               |
| 3rd Year   | 80%               | 80%               |
| 4th Year   | 90%               | 90%               |
| <b>Equipment Trainee (OPR.110)</b>   |                   |                   |
| No IUOE Training   |                   |                   |
| 0 - 1000 hours   | 65%               | 65%               |
| 1001 - 2000  | 75%               | 75%               |
| 2001 - 3000  | 85%               | 85%               |
| <b>With IUOE Training</b>  |                   |                   |
| 0 - 1000 hours   | 75%               | 75%               |
| 1001 - 3000 hours  | 85%               | 85%               |
| <b>Vacation Pay</b>  | <b>12.5%</b>      |                   |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Operating Road Building (OPR)</b> |                   |                   |
|---|-------------------|-------------------|
| <b>Interior/Kootenay</b>  |                   |                   |
| <b>Job Classification</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |

| <b>Benefit Allocation:</b>               | <b>2022-07-01</b> | <b>2023-07-01</b> |
|--|-------------------|-------------------|
| Operating Engineers' Benefits Plan       | 2.43              | 2.48              |
| Pension Plan                             | 4.07              | 4.50              |
| IUOE Local 115 Training Association Fund | 0.38              | 0.38              |
| O.E. Advancement Fund                    | 0.18              | 0.18              |
| Tool Allowance Fund                      | 0.06              | 0.06              |
| <b>Total</b>                             | <b>\$7.12</b>     | <b>\$7.60</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Operating Road Building (OPR)</b>  |                   |                   |
|--|-------------------|-------------------|
| <b>Lower Mainland and Fraser Valley (Hope on the East, Vancouver on the West, the US Border on the South to Squamish on the North, inclusive.)</b>   |                   |                   |
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| <b>Heavy Duty Mechanics, Welders, Drill Doctors and Steel Sharpeners</b>   | <b>43.19</b>      | <b>46.11</b>      |
| <b>Group 1</b><br><ul style="list-style-type: none"> <li>• Excavators, all attachments (5 yds and under 7 yds)</li> <li>• Front End Loaders all types (over 7 yds. up to and including 15 yds.)</li> <li>• Ashpalt/Concrete Plant Operator</li> </ul>  | \$ 40.12          | 42.83             |
| <b>Group 2</b><br><ul style="list-style-type: none"> <li>• Excavators, all attachments (3 yds. And under 5 yds)</li> <li>• Front End Loaders all types (5 yds. and up to 7 yds.)</li> <li>• Crawler Tractors (D-10) and similar types</li> <li>• Multi Plant Operator</li> <li>• Crushing/Screening &amp; Washing Plants - over 75 yards per hour</li> </ul> | \$ 39.72          | 42.40             |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Operating Road Building (OPR)</b>   |                   |                   |
|---|-------------------|-------------------|
| <b>Lower Mainland and Fraser Valley (Hope on the East, Vancouver on the West, the US Border on the South to Squamish on the North, inclusive.)</b>  |                   |                   |
| <b>Job Classification</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| <b>Group 3</b> <ul style="list-style-type: none"> <li>• Excavators, all attachments (under 3 yds.)</li> <li>• All Drills exploration (cable core, rotary and similar types)</li> <li>• All Crawler Tractors</li> <li>• Rubber Tired Scrapers</li> <li>• Gradalls</li> <li>• Tire Technician</li> <li>• Paver, Screed</li> <li>• Asphalt Rollers</li> <li>• Track Curb Machines</li> <li>• Concrete Finishing/Paving and Spreading Machines</li> <li>• Tractor Loader Backhoes (all)</li> <li>• Road Profilers (Roto Mill, Reclaimer, Pulvimixer, Hydro Hammer and similar types)</li> <li>• Slurry Seal Machine</li> <li>• Front End Loaders (1 yard to 5 yards)</li> <li>• Crushing/Screening Wash Plant under 75 yards per hour</li> <li>• Hiabs and similar equipment under 10 ton</li> <li>• Forklifts and similar equipment</li> <li>• Huber Maintainer and similar types</li> <li>• Serviceperson/Truck Operator</li> <li>• Hydraulic Backhoes (Tractor Mounted) (All)</li> <li>• Tractor Mounted Chip Rock Spreader</li> </ul> | <b>\$ 39.15</b>   | <b>41.79</b>      |
| <b>Group 4</b> <ul style="list-style-type: none"> <li>• All Compressors/Pumps</li> <li>• Belt and Conveyor Type Loaders</li> <li>• Power Broom</li> <li>• Grade rollers/compactors/tampers</li> <li>• Pumpcrete &amp; Grout Pumps and/or equivalent</li> <li>• Skid Steer</li> </ul>  | <b>\$ 35.50</b>   | <b>37.90</b>      |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Operating Road Building (OPR)</b>   |                   |                   |
|---|-------------------|-------------------|
| <b>Lower Mainland and Fraser Valley (Hope on the East, Vancouver on the West, the US Border on the South to Squamish on the North, inclusive.)</b>                      |                   |                   |
| <b>Job Classification</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| See Article OPR.200 for Forepeson Premiums  |                   |                   |
| <ul style="list-style-type: none"> <li>• Cranes - all types</li> </ul> Where the aforesaid classifications are required, they shall be in accordance with the Operating |                   |                   |
| <b>Apprentice &amp; Equipment Trainee Rates</b>   |                   |                   |
| <b>Job Classification</b>   | <b>Percentage</b> | <b>Percentage</b> |
| <b>Mechanic Apprentice</b>  |                   |                   |
| 1st Year  | 60%               | 60%               |
| 2nd Year  | 70%               | 70%               |
| 3rd Year  | 80%               | 80%               |
| 4th Year  | 90%               | 90%               |
| <b>Equipment Trainee (OPR.111)</b>  |                   |                   |
| No IUOE Training  |                   |                   |
| 0 - 1000 hours  | 65%               | 65%               |
| 1001 - 2000   | 75%               | 75%               |
| 2001 - 3000   | 85%               | 85%               |
| <b>With IUOE Training</b>   |                   |                   |
| 0 - 1000 hours  | 75%               | 75%               |
| 1001 - 3000 hours   | 85%               | 85%               |
| <b>Vacation Pay</b>   | <b>12.5%</b>      |                   |

| <b>Benefit Allocation:</b>               | <b>2022-07-01</b> | <b>2023-07-01</b> |
|--|-------------------|-------------------|
| Operating Engineers' Benefits Plan       | 2.43              | 2.48              |
| Pension Plan                             | 4.07              | 4.50              |
| IUOE Local 115 Training Association Fund | 0.38              | 0.38              |
| O.E. Advancement Fund                    | 0.18              | 0.18              |
| Tool Allowance Fund                      | 0.06              | 0.06              |
| <b>Total</b>                             | <b>\$7.12</b>     | <b>\$7.60</b>     |

Other Premiums may be listed in the appropriate Trade Section.



Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Operators Road Building (OPR)</b>  |                   |                   |
|--|-------------------|-------------------|
| <b>Vancouver Island</b>  |                   |                   |
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Heavy Duty Mechanics, Welders, Drill Doctors, and Steel Sharpeners   | \$ 38.82          | \$ 41.44          |
| <b>Group 1</b><br><ul style="list-style-type: none"> <li>• Excavators, all attachments (5 yds and under 7 yds)</li> <li>• Front End Loaders all types (over 7 yds. up to and including 15 yds.)</li> <li>• Ashpalt/Concrete Plant Operator</li> </ul>  | \$ 38.08          | \$ 40.65          |
| <b>Group 2</b><br><ul style="list-style-type: none"> <li>• Excavators, all attachments (3 yds. And under 5 yds)</li> <li>• Front End Loaders all types (5 yds. and up to 7 yds.)</li> <li>• Crawler Tractors (D-10) and similar types</li> <li>• Multi Plant Operator</li> <li>• Crushing/Screening &amp; Washing Plants - over 75 yards per hour</li> </ul> | \$ 37.68          | \$ 40.22          |

Other Premiums may be listed in the appropriate Trade Section.

| CHC/AHC Collective Agreement Wage Schedule - Operators Road Building (OPR)  |            |            |
|---|------------|------------|
| Vancouver Island  |            |            |
| Job Classification  | 2022-07-01 | 2023-07-01 |
| <b>Group 3</b> <ul style="list-style-type: none"> <li>• Excavators, all attachments (under 3 yds.)</li> <li>• All Drills exploration (cable core, rotary and similar types)</li> <li>• All Crawler Tractors</li> <li>• Rubber Tired Scrapers</li> <li>• Gradalls</li> <li>• Tire Technician</li> <li>• Paver, Screed</li> <li>• Asphalt Rollers</li> <li>• Track Curb Machines</li> <li>• Concrete Finishing/Paving and Spreading Machines</li> <li>• Tractor Loader Backhoes (all)</li> <li>• Road Profilers (Roto Mill, Reclaimer, Pulvimixer, Hydro Hammer and similar types)</li> <li>• Slurry Seal Machine</li> <li>• Front End Loaders (1 yard to 5 yards)</li> <li>• Crushing/Screening Wash Plant under 75 yards per hour</li> <li>• Hiabs and similar equipment under 10 ton</li> <li>• Forklifts and similar equipment</li> <li>• Huber Maintainer and similar types</li> <li>• Serviceperson/Truck Operator</li> <li>• Hydraulic Backhoes (Tractor Mounted) (All)</li> <li>• Tractor Mounted Chip Rock Spreader</li> </ul> | \$ 37.17   | \$ 39.68   |
| <b>Group 4</b> <ul style="list-style-type: none"> <li>• All Compressors/Pumps</li> <li>• Belt and Conveyor Type Loaders</li> <li>• Power Broom</li> <li>• Grade rollers/compactors/tampers</li> <li>• Pumpcrete &amp; Grout Pumps and/or equivalent</li> <li>• Skid Steer</li> </ul>  | \$ 37.02   | \$ 39.52   |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Operators Road Building (OPR)</b>   |                   |                   |
|---|-------------------|-------------------|
| <b>Vancouver Island</b>   |                   |                   |
| <b>Job Classification</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| See Article OPR.200 for Forepeson Premiums  |                   |                   |
| <ul style="list-style-type: none"> <li>• Cranes - all types</li> </ul> Where the aforesaid classifications are required, they shall be in accordance with the Operating Engineers Heavy (OP) Trade Section. |                   |                   |
| <b>Apprentice &amp; Equipment Trainee Rates</b>   |                   |                   |
| <b>Job Classification</b>   | <b>Percentage</b> | <b>Percentage</b> |
| <b>Mechanic Apprentice</b>  |                   |                   |
| 1st Year  | 60%               | 60%               |
| 2nd Year  | 70%               | 70%               |
| 3rd Year  | 80%               | 80%               |
| 4th Year  | 90%               | 90%               |
| <b>Equipment Trainee (OPR.111)</b>  |                   |                   |
| No IUOE Training  |                   |                   |
| 0 - 1000 hours  | 65%               | 65%               |
| 1001 - 2000   | 75%               | 75%               |
| 2001 - 3000   | 85%               | 85%               |
| <b>With IUOE Training</b>   |                   |                   |
| 0 - 1000 hours  | 75%               | 75%               |
| 1001 - 3000 hours   | 85%               | 85%               |
| <b>Vacation Pay</b>   | <b>12.5%</b>      |                   |

| <b>Benefit Allocation:</b>               | <b>2022-07-01</b> | <b>2023-07-01</b> |
|--|-------------------|-------------------|
| Operating Engineers' Benefits Plan       | 2.43              | 2.48              |
| Pension Plan                             | 4.07              | 4.50              |
| IUOE Local 115 Training Association Fund | 0.38              | 0.38              |
| O.E. Advancement Fund                    | 0.18              | 0.18              |
| Tool Allowance Fund                      | 0.06              | 0.06              |
| <b>Total</b>                             | <b>\$7.12</b>     | <b>\$7.60</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Op. Road Building (OPR)</b>  |                   |                   |
|--|-------------------|-------------------|
| <b>Northern BC</b>   |                   |                   |
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Heavy Duty Mechanics, Welders, Drill Doctors, and Steel Sharpeners   | \$ 41.42          | \$ 44.22          |
| <b>Group 1</b>   |                   |                   |
| <ul style="list-style-type: none"> <li>• Excavators, all attachments<br/>(5 yds and under 7 yds)</li> <li>• Front End Loaders all types (over 7 yds. up to and including 15 yds.)</li> <li>• Ashpalt/Concrete Plant Operator</li> </ul>  | \$ 40.92          | \$ 43.68          |
| <b>Group 2</b>   |                   |                   |
| <ul style="list-style-type: none"> <li>• Excavators, all attachments (3 yds. And under 5 yds)</li> <li>• Front End Loaders all types (5 yds. and up to 7 yds.)</li> <li>• Crawler Tractors (D-10) and similar types</li> <li>• Multi Plant Operator</li> <li>• Crushing/Screening &amp; Washing Plants - over 75 yards per hour</li> </ul> | \$ 40.24          | \$ 42.96          |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Op. Road Building (OPR)   |            |            |
|--|------------|------------|
| Northern BC  |            |            |
| Job Classification   | 2022-07-01 | 2023-07-01 |
| <p><b>Group 3</b></p> <ul style="list-style-type: none"> <li>• Excavators, all attachments (under 3 yds.)</li> <li>• All Drills exploration (cable core, rotary and similar types)</li> <li>• All Crawler Tractors</li> <li>• Rubber Tired Scrapers</li> <li>• Gradalls</li> <li>• Tire Technician</li> <li>• Paver, Screed</li> <li>• Asphalt Rollers</li> <li>• Track Curb Machines</li> <li>• Concrete Finishing/Paving and Spreading Machines</li> <li>• Tractor Loader Backhoes (all)</li> <li>• Road Profilers (Roto Mill, Reclaimer, Pulvimixer, Hydro Hammer and similar types)</li> <li>• Slurry Seal Machine</li> <li>• Front End Loaders (1 yard to 5 yards)</li> <li>• Crushing/Screening Wash Plant under 75 yards per hour</li> <li>• Hiabs and similar equipment under 10 ton</li> <li>• Forklifts and similar equipment</li> <li>• Huber Maintainer and similar types</li> <li>• Serviceperson/Truck Operator</li> <li>• Hydraulic Backhoes (Tractor Mounted) (All)</li> <li>• Tractor Mounted Chip Rock Spreader</li> </ul> | \$ 39.72   | \$ 42.40   |
| <p><b>Group 4</b></p> <ul style="list-style-type: none"> <li>• All Compressors/Pumps</li> <li>• Belt and Conveyor Type Loaders</li> <li>• Power Broom</li> <li>• Grade rollers/compactors/tampers</li> <li>• Pumpcrete &amp; Grout Pumps and/or equivalent</li> <li>• Skid Steer</li> </ul>  | \$ 39.50   | \$ 42.17   |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Op. Road Building (OPR)</b>   |                   |                   |
|---|-------------------|-------------------|
| <b>Northern BC</b>  |                   |                   |
| <b>Job Classification</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| <b>See Article OPR.200 for Forepeson Premiums</b>   |                   |                   |
| <ul style="list-style-type: none"> <li>• Cranes - all types</li> </ul> Where the aforesaid classifications are required, they shall be in accordance with the Operating Engineers |                   |                   |
| <b>Apprentice &amp; Equipment Trainee Rates</b><br>(see OP.111 for hiring ratio's)  |                   |                   |
| <b>Job Classification</b>   | <b>Percentage</b> | <b>Percentage</b> |
| <b>Mechanic Apprentice</b>  |                   |                   |
| 1st Year  | 60%               | 60%               |
| 2nd Year  | 70%               | 70%               |
| 3rd Year  | 80%               | 80%               |
| 4th Year  | 90%               | 90%               |
| <b>Equipment Trainee (OPR.111)</b>  |                   |                   |
| No IUOE Training  |                   |                   |
| 0 - 1000 hours  | 65%               | 65%               |
| 1001 - 2000   | 75%               | 75%               |
| 2001 - 3000   | 85%               | 85%               |
| <b>With IUOE Training</b>   |                   |                   |
| 0 - 1000 hours  | 75%               | 75%               |
| 1001 - 3000 hours   | 85%               | 85%               |
| <b>Vacation Pay</b>   | <b>12.5%</b>      |                   |
| <b>Benefit Allocation:</b>  |                   |                   |
|   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Operating Engineers' Benefits Plan  | 2.43              | 2.48              |
| Pension Plan  | 4.07              | 4.50              |
| IUOE Local 115 Training Association Fund  | 0.38              | 0.38              |
| O.E. Advancement Fund   | 0.18              | 0.18              |
| Tool Allowance Fund   | 0.06              | 0.06              |
| <b>Total</b>  | <b>\$7.12</b>     | <b>\$7.60</b>     |

Other Premiums may be listed in the appropriate Trade Section.

| <b>CHC/AHC Collective Agreement Wage Schedule - Operating Engineers Steel Erection (OPS)</b>  |             |                   |                   |
|---|-------------|-------------------|-------------------|
| <b>Cranes - Hourly Wage Rates</b>   |             |                   |                   |
| <b>Job Classification</b>   | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| <b>Conventional Cranes</b>  |             |                   |                   |
| Under 20 Tons   |             | \$ 46.56          | \$ 49.70          |
| 20 - 50 Tons  |             | \$ 47.46          | \$ 50.66          |
| 51 - 99 Tons  |             | \$ 47.97          | \$ 51.21          |
| 100 - 149 Tons  |             | \$ 48.47          | \$ 51.74          |
| 150 - 199 Tons  |             | \$ 48.99          | \$ 52.30          |
| 200 - 249 Tons  |             | \$ 49.51          | \$ 52.85          |
| 250 - 299 Tons  |             | \$ 49.98          | \$ 53.35          |
| 300 - 349 Tons  |             | \$ 51.70          | \$ 55.19          |
| 350 - 399 Tons  |             | \$ 53.45          | \$ 57.06          |
| 400 - 449 Tons  |             | \$ 55.14          | \$ 58.86          |
| 450 - 499 Tons  |             | \$ 56.84          | \$ 60.68          |
| <b>Hydraulic Cranes</b>   |             |                   |                   |
| Under 20 Tons   |             | \$ 45.43          | \$ 48.50          |
| 20 - 50 Tons  |             | \$ 46.36          | \$ 49.49          |
| 51 - 99 Tons  |             | \$ 46.86          | \$ 50.02          |
| 100 - 149 Tons  |             | \$ 47.38          | \$ 50.58          |
| 150 - 199 Tons  |             | \$ 47.89          | \$ 51.12          |
| 200 - 249 Tons  |             | \$ 48.75          | \$ 52.04          |
| 250 - 299 Tons  |             | \$ 49.58          | \$ 52.93          |
| 300 - 349 Tons  |             | \$ 51.30          | \$ 54.76          |
| 350 - 399 Tons  |             | \$ 52.96          | \$ 56.53          |
| 400 - 449 Tons  |             | \$ 54.65          | \$ 58.34          |
| 450 - 499 Tons  |             | \$ 56.33          | \$ 60.13          |
| The Wage Rate for Cranes of 500 ton capacity and over shall be calculated at two cents (\$0.02) per ton for each ton over 499 plus the rate established for the 450 - 499 ton size.   |             |                   |                   |
| Any equipment not specifically referred to shall be paid at the "under 20 ton" rate.  |             |                   |                   |
| It is agreed that the "under 20 ton" rate shall be payable where an Operating Engineer works five (5) or more days in the Employer's shop or yard and is not assigned to the operation of a crane where a higher tonnage capacity would normally apply. |             |                   |                   |
| <b>Vacation Pay</b>   | <b>12%</b>  |                   |                   |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Operating Engineers Steel Erection (OPS)</b> |                   |                   |
|--|-------------------|-------------------|
| <b>Cranes - Hourly Wage Rates</b>  |                   |                   |
| <b>Benefit Allocations:</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Operating Engineers' Benefits Plan   | 2.58              | 2.63              |
| Pension Plan   | 4.29              | 4.75              |
| IUOE Local 115 Training Association Fund   | 0.41              | 0.41              |
| Mechanics, Welders and Serviceperson Tool  | 0.08              | 0.19              |
| Operating Engineers' Advancement Fund  | 0.19              | 0.08              |
| <b>Total</b>   | <b>\$7.55</b>     | <b>\$8.06</b>     |

Other Premiums may be listed in the appropriate Trade Section.



Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Painters (PA)</b>                          |             |                   |                   |
|--|-------------|-------------------|-------------------|
| <b>Job Classification</b>  | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Painter Apprentice 1st Term - 900 hours  | 50%         | \$ 20.16          | \$ 21.52          |
| Painter Apprentice 2nd Term - 901 - 1800 hours   | 55%         | \$ 22.18          | \$ 23.67          |
| Painter Apprentice 3rd Term 1801 - 2700 hours  | 65%         | \$ 26.21          | \$ 27.98          |
| Painter Apprentice 4th Term - 2701 - 3600 hours  | 70%         | \$ 28.22          | \$ 30.13          |
| Painter Apprentice 5th Term - 3601 - 4500 hours  | 75%         | \$ 30.24          | \$ 32.28          |
| Painter Apprentice 6th Term - 4501 - 5400 hours  | 80%         | \$ 32.26          | \$ 34.43          |
| <b>Painter Journeyman (Brush Painting, Roller Painting and Building Cleaning, by hand)</b> | <b>100%</b> | <b>\$ 40.32</b>   | <b>\$ 43.04</b>   |
| Foreperson B   | 108%        | \$ 43.55          | \$ 46.48          |
| Foreperson A   | 115%        | \$ 46.37          | \$ 49.50          |
| Foreperson A + CAS   | \$2.29      | \$ 48.66          | \$ 51.79          |
| Foreperson B + CAS   | \$2.29      | \$ 45.84          | \$ 48.77          |
| Painter Journeyman CAS - 100% + \$2.29   | \$2.29      | \$ 42.61          | \$ 45.33          |
| Painter Apprentice 5th Term CAS - 75% + \$2.29   | \$2.29      | \$ 32.53          | \$ 34.57          |
| Painter Apprentice 6th Term CAS - 80% + \$2.29   | \$2.29      | \$ 34.55          | \$ 36.72          |
| <b>Vacation Pay</b>  | <b>12%</b>  |                   |                   |

| <b>Benefit Allocations:</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| IUPAT District Council 38 Health & Welfare Trust Fund                       | 2.30              | 2.46              |
| International Union of Painters and Allied Trades and Industry Pension Fund | 2.95              | 3.15              |
| District Council 38 Joint Trade Society Fund                                | 0.09              | 0.10              |
| <b>Total</b>  | <b>\$5.34</b>     | <b>\$5.70</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Piledrivers (PI)</b> |             |                   |                   |
|--|-------------|-------------------|-------------------|
| <b>Job Classification</b>  | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Apprentice 1st year  | 70%         | \$ 30.77          | \$ 32.85          |
| Apprentice 2nd year  | 80%         | \$ 35.17          | \$ 37.54          |
| Apprentice 3rd year  | 90%         | \$ 39.56          | \$ 42.23          |
| <b>Bridgeworker</b>  | <b>100%</b> | <b>\$ 43.96</b>   | <b>\$ 46.93</b>   |
| Bridgeworker Foreperson  | 114.7%      | \$ 50.42          | \$ 53.83          |
| <b>Tender</b>  |             | <b>\$ 43.96</b>   | <b>\$ 46.93</b>   |
| <b>Standby Diver</b>   |             | <b>\$ 55.28</b>   | <b>\$ 59.01</b>   |
| <b>Diver</b>   |             | <b>\$ 75.25</b>   | <b>\$ 80.33</b>   |
| <b>Diving Supervisor</b>   |             | <b>\$ 82.76</b>   | <b>\$ 88.35</b>   |
| <b>Vacation Pay</b>  | <b>12%</b>  |                   |                   |

| <b>Benefit Allocations: (Piledrivers)</b>             | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| Health & Welfare                                      | 2.72              | 2.90              |
| Pension   | 5.18              | 5.53              |
| Piledrivers Apprenticeship and Trade Promotional Fund | 0.13              | 0.14              |
| <b>Total</b>  | <b>\$8.03</b>     | <b>\$8.57</b>     |

| <b>Benefit Allocations: (Divers)</b>                  | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| Health & Welfare                                      | 2.72              | 2.77              |
| Pension   | 4.93              | 5.03              |
| Piledrivers Apprenticeship and Trade Promotional Fund | 0.13              | 0.13              |
| <b>Total</b>  | <b>\$7.78</b>     | <b>\$7.94</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Plumbers &amp; Pipefitters (PL)</b> |               |                   |                   |
|---|---------------|-------------------|-------------------|
| <b>Job Classification</b>   | <b>Rate</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Plumber Apprentice 1st 6 months   | 45%           | \$ 21.82          | \$ 23.29          |
| Plumber Apprentice 2nd 6 months   | 50%           | \$ 24.25          | \$ 25.88          |
| Plumber Apprentice 3rd 6 months   | 55%           | \$ 26.67          | \$ 28.47          |
| Plumber Apprentice 4th 6 months   | 60%           | \$ 29.09          | \$ 31.06          |
| Plumber Apprentice 5th 6 months   | 65%           | \$ 31.52          | \$ 33.65          |
| Plumber Apprentice 6th 6 months   | 70%           | \$ 33.94          | \$ 36.23          |
| Plumber Apprentice 7th 6 months   | 75%           | \$ 36.37          | \$ 38.82          |
| Plumber Apprentice 8th 6 months   | 80%           | \$ 38.79          | \$ 41.41          |
| Present Member Building Trades Helper<br>(see PL.112 for Helper Trainee's)          | 86.9%         | \$ 42.14          | \$ 44.98          |
| <b>Journeyman Fitter</b>  | <b>100%</b>   | <b>\$ 48.49</b>   | <b>\$ 51.76</b>   |
| <b>Journeyman Welder</b>  | <b>100%</b>   | <b>\$ 48.49</b>   | <b>\$ 51.76</b>   |
| <b>Instrument Calibrators</b>   | <b>\$1.00</b> | <b>\$ 49.49</b>   | <b>\$ 52.76</b>   |
| Foreperson  | 115%          | \$ 55.76          | \$ 59.53          |
| General Foreperson  | 120%          | \$ 58.19          | \$ 62.12          |
| <b>Vacation Pay</b>   | <b>12%</b>    |                   |                   |

| <b>Benefit Allocations:</b>                             | <b>2022-07-01</b> | <b>2022-07-02</b> |
|---|-------------------|-------------------|
| Local Union 170 Welfare Plan                            | 3.00              | 3.20              |
| Local Union 170 Pension Plan                            | 5.14              | 5.49              |
| Piping Industry Apprenticeship Fund                     | 0.84              | 0.90              |
| Journeyman Training and General Industry Promotion Fund | 0.36              | 0.38              |
| <b>Total</b>  | <b>\$9.34</b>     | <b>\$9.97</b>     |

Other Premiums may be listed in the appropriate Trade Section.

| <b>CHC/AHC Collective Agreement Wage Schedule - Plasterers (PLA)</b> |             |                   |                   |
|--|-------------|-------------------|-------------------|
| <b>Job Classification</b>  | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| 1st 6 month period   | 50%         | \$ 21.82          | \$ 23.29          |
| 2nd 6 month period   | 55%         | \$ 24.00          | \$ 25.62          |
| 3rd 6 month period   | 60%         | \$ 26.18          | \$ 27.95          |
| 4th 6 month period   | 70%         | \$ 30.55          | \$ 32.61          |
| 5th 6 month period   | 80%         | \$ 34.91          | \$ 37.27          |
| 6th 6 month period   | 90%         | \$ 39.28          | \$ 41.93          |
| <b>Journey person</b>  | <b>100%</b> | <b>\$ 43.64</b>   | <b>\$ 46.59</b>   |
| Foreperson   | 115%        | \$ 50.19          | \$ 53.57          |
| <b>Vacation Pay</b>  | <b>12%</b>  |                   |                   |

| <b>Benefit Allocations:</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
|-----------------------------|-------------------|-------------------|
| Health & Welfare            | 2.37              | 2.53              |
| Group RRSP                  | 1.06              | 1.13              |
| Apprenticeship Fund         | 0.00              | 0.00              |
| Industry Promotion Fund     | 0.11              | 0.12              |
| <b>Total</b>                | <b>\$3.54</b>     | <b>\$3.78</b>     |

Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Quality Control (QU)                       |            |            |
|---|------------|------------|
| Job Classification  | 2022-07-01 | 2023-07-01 |
| <b>Technician II</b>  |            |            |
| <b>Radiography or Ultrasonics or Eddy Current Level II</b>                              |            |            |
| Plus 2 Certificates   |            |            |
| less than 2 Certificates  |            |            |
| unchargeable time   |            |            |
| <b>Technician I, Radiography Level I, Ultrasonics Level I, M.P. &amp; L.P. Level II</b> |            |            |
| plus 1 Certificate  |            |            |
| less than 1 Certificate   |            |            |
| unchargeable time   |            |            |
| <b>Trainee</b>  |            |            |
| with 1 Certificate  |            |            |
| unchargeable time   |            |            |
| other trainee   |            |            |
| <b>Visual Inspectors notwithstanding NDT Certifications</b>                             |            |            |
| C.W.B. certified Level III  |            |            |
| C.W.B. certified Level III - unchargeable time  |            |            |
| C.W.B. certified Level II   |            |            |
| C.W.B. certified Level II - unchargeable time   |            |            |
| C.W.B. certified Level I  |            |            |
| C.W.B. certified Level I - unchargeable time  |            |            |
| No Certificate  |            |            |
| No Certificate - unchargeable time  |            |            |
| <b>Stress Relief Technicians</b>  |            |            |
| Stress Relief Technician II   |            |            |
| Stress Relief Technician II - unchargeable time   |            |            |
| Stress Relief Technician I  |            |            |
| Stress Relief Technician I - unchargeable time  |            |            |
| Premium for Record Keeping & Directing Crew (See QU.114)                                |            |            |
| Premium for General Foreperson<br>(See QU.203)  |            |            |
| <b>Vacation Pay</b>   | <b>12%</b> |            |

Other Premiums may be listed in the appropriate Trade Section.

| <b>CHC/AHC Collective Agreement Wage Schedule - Quality Control (QU)</b> |                   |                   |
|--|-------------------|-------------------|
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| <b>Hourly Benefit Allocation:</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Pension  | 4.55              | 4.86              |
| Employee Assistance Fund   | 0.03              | 0.03              |
| Industry Training, Upgrading and Rehab Fund                              | 0.30              | 0.32              |
| <b>Total Employer Remittance</b>   | <b>\$4.88</b>     | <b>\$5.21</b>     |

| <b>Other Benefit Allocations:</b>                                 | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| <b>Full Plan (employees working over 90 hours per month)</b>      |                   |                   |
| Health & Welfare (per month)                                      |                   |                   |
| <b>Mini Plan (employees working less than 90 hours per month)</b> |                   |                   |
| Health & Welfare (per month)                                      |                   |                   |
| NDT Administration Fund (% of gross earnings)                     |                   |                   |

TBD in next round of collective bargaining.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Refrigeration (RE)</b> |             |                   |                   |
|--|-------------|-------------------|-------------------|
| <b>Job Classification</b>  | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| <b>Helpers</b>   | 50%         | \$ 24.34          | \$ 25.98          |
| Apprentice 1st 6 months  | 50%         | \$ 24.34          | \$ 25.98          |
| Apprentice 2nd 6 months  | 55%         | \$ 26.77          | \$ 28.58          |
| Apprentice 3rd 6 months  | 60%         | \$ 29.20          | \$ 31.17          |
| Apprentice 4th 6 months  | 65%         | \$ 31.64          | \$ 33.77          |
| Apprentice 5th 6 months  | 70%         | \$ 34.07          | \$ 36.37          |
| Apprentice 6th 6 months  | 75%         | \$ 36.50          | \$ 38.97          |
| Apprentice 7th 6 months  | 80%         | \$ 38.94          | \$ 41.56          |
| Apprentice 8th 6 months  | 90%         | \$ 43.80          | \$ 46.76          |
| <b>Journeyman</b>  | <b>100%</b> | <b>\$ 48.67</b>   | <b>\$ 51.96</b>   |
| Foreperson   | 110%        | \$ 53.54          | \$ 57.15          |
| General Foreperson   | 115%        | \$ 55.97          | \$ 59.75          |
| <b>Vacation Pay</b>  | <b>12%</b>  |                   |                   |

| <b>Benefit Allocations:</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
|-----------------------------|-------------------|-------------------|
| Health & Welfare Plan       | 2.40              | 2.56              |
| Savings Plan Trust Fund     | 6.06              | 6.47              |
| <b>Total</b>                | <b>\$ 8.46</b>    | <b>\$ 9.03</b>    |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Sheetmetal (SH)</b> |             |                   |                   |
|---|-------------|-------------------|-------------------|
| <b>Job Classification</b>   | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Apprentice 0 - 1600 Hours   | 50%         | \$ 21.53          | \$ 22.98          |
| Apprentice 1601 - 3200 Hours  | 60%         | \$ 25.84          | \$ 27.58          |
| Apprentice 3201 - 4800 Hours  | 70%         | \$ 30.14          | \$ 32.18          |
| Apprentice 4801 - 6400 Hours  | 80%         | \$ 34.45          | \$ 36.77          |
| <b>Journeyman Sheet Metal Worker</b>                                | <b>100%</b> | <b>\$ 43.06</b>   | <b>\$ 45.97</b>   |
| Material Handler  | 50%         | \$ 21.53          | \$ 22.98          |
| "B" Foreman   | 110%        | \$ 47.37          | \$ 50.56          |
| "A" Foreman   | 115%        | \$ 49.52          | \$ 52.86          |
| <b>Journeyman Sheet Metal Welder</b>                                | <b>100%</b> | <b>\$ 42.96</b>   | <b>\$ 45.86</b>   |
| Sheet Metal Welder  | 85%         | \$ 36.52          | \$ 38.98          |
| <b>Vacation Pay</b>   | <b>12%</b>  |                   |                   |

| <b>Benefit Allocations:</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
|-------------------------------|-------------------|-------------------|
| Health Benefit Fund           | 3.27              | 2.61              |
| Pension Fund                  | 3.77              | 4.52              |
| Apprentice and Schooling Fund | 0.19              | 0.59              |
| Promotion Fund                | 0.03              | 0.03              |
| Sheet Metal Industry Fund     | 0.18              | 0.19              |
| <b>Total</b>                  | <b>\$7.44</b>     | <b>\$7.94</b>     |

Other Premiums may be listed in the appropriate Trade Section.



Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Sheetmetal Roofer (SHR)</b> |                |                   |                   |
|---|----------------|-------------------|-------------------|
| <b>Job Classification</b>   | <b>Rate</b>    | <b>2022-07-01</b> | <b>2023-07-01</b> |
| 1st period 300 hours  | 50%            | \$ 16.12          | \$ 17.20          |
| 2nd period 300 hours  | 55%            | \$ 17.73          | \$ 18.92          |
| 3rd period 700 hours  | 65%            | \$ 20.95          | \$ 22.36          |
| 4th period 700 hours  | 75%            | \$ 24.17          | \$ 25.80          |
| 5th period 700 hours  | 80%            | \$ 25.78          | \$ 27.52          |
| 6th period 700 hours  | 90%            | \$ 29.01          | \$ 30.96          |
| Inexperienced Workers   | 50%            | \$ 16.12          | \$ 17.20          |
| <b>Journeyman Roofer</b>  | <b>100%</b>    | <b>\$ 32.23</b>   | <b>\$ 34.41</b>   |
| <b>Roofer Foreperson "B"</b>  | <b>\$ 2.50</b> | <b>\$ 34.73</b>   | <b>\$ 36.91</b>   |
| <b>Roofer Foreperson "A"</b>  | <b>\$ 3.50</b> | <b>\$ 35.73</b>   | <b>\$ 37.91</b>   |
| (For Shingle Workers see Article SHR.460)                                   |                |                   |                   |
| <b>Vacation Pay</b>   | <b>12%</b>     |                   |                   |

| <b>Benefit Allocations:</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> | <b>2023 Union Request</b> |
|---|-------------------|-------------------|---------------------------|
| Health Benefit Fund   | 3.69              | 3.94              | 2.85                      |
| Pension Fund  | 3.77              | 4.02              | 5.16                      |
| Roofers Apprenticeship and Schooling Fund   | 0.15              | 0.16              | 0.12                      |
| Roofing Contractors Association Fund  | 0.10              | 0.11              | 0.11                      |
| <b>Total</b>  | <b>\$7.71</b>     | <b>\$8.23</b>     | <b>\$8.24</b>             |
| Inexperienced Workers are not entitled to all Benefits, please see trade section for details. |                   |                   |                           |

Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Teamsters (TE)  |      |            |            |
|--|------|------------|------------|
| Job Classification   | Rate | 2022-07-01 | 2023-07-03 |
| <b>Group 1</b> <ul style="list-style-type: none"> <li>• Bottom Dumps - all makes - Trailers and Semi-Trailers Dumps - sixty-five (65) yards to eighty-five (85) yards (add \$0.22 for each additional 20 yards)</li> <li>• End Dump Trucks (measured capacity of dump, but including side boards if used) – 60 yards – less than 72 yards (add \$0.10 for each additional 12 yards)</li> <li>• Lowbeds - over 150 tons</li> <li>• Warehouseperson - Class I</li> </ul>   |      | \$ 39.32   | \$ 41.97   |
| <b>Group 2</b> <ul style="list-style-type: none"> <li>• Bottom Dumps – all makes – Trailers and Semi-Trailers Dumps – 45 yards to 65 yards</li> <li>• Concrete Buggies, scootcrete or converted equipment, whichever is greater – 16 yards and over</li> <li>• End Dump Trucks (measured capacity of dump, but including side boards if used) – 36 yards – less than 60 yards</li> </ul>   |      | \$ 38.73   | \$ 41.34   |
| <b>Group 3</b> <ul style="list-style-type: none"> <li>• End Dump Trucks (measured capacity of dump, but including side boards if used) – 24 yards – less than 36 yards</li> <li>• Logging Trucks</li> <li>• Transit Mixers, agitators, mobile mix and all other similar vehicles over 13 yards</li> </ul>  |      | \$ 38.31   | \$ 40.90   |
| <b>Group 4</b> <ul style="list-style-type: none"> <li>• Concrete Buggies, scootcrete or converted equipment, whichever is greater – 10 yards up to 16 yards</li> <li>• End Dump Trucks (measured capacity of dump but including side boards if used) – 12 yards – less than 24 yards</li> <li>• Lowbeds – 100 tons and up to 150 tons</li> <li>• Straddle Carriers, if equipped with crane</li> <li>• Transit Mixers, agitators, mobile mix and all other similar vehicles – 9 and up to 13 yards</li> <li>• Turnarockers and similar equipment – over 30 yards</li> <li>• Warehouseperson – Class II</li> </ul> |      | \$ 37.92   | \$ 40.48   |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Teamsters (TE)  |      |            |            |
|--|------|------------|------------|
| Job Classification   | Rate | 2022-07-01 | 2023-07-03 |
| <b>Group 5</b> <ul style="list-style-type: none"> <li>• Bottom Dumps, all makes, Trailers and Semi-Trailers Dumps less than 45 yards</li> <li>• Load Lugger and similar equipment 3 tons and over</li> <li>• Lowbeds up to 100 tons</li> <li>• Straddle Carriers</li> <li>• Turnarockers and similar equipment 3 tons and over</li> <li>• Large Tile Trailers</li> </ul>   |      | \$ 37.80   | \$ 40.35   |
| <b>Group 6</b> <ul style="list-style-type: none"> <li>• “A” Frame; Swedish Type Truck Crane; Pitman; Hiab and Stinger; Boom Trucks; Semi-Trailer with Hiab, etc. (excluding pup trailer units) over 5 tons lifting capacity</li> <li>• Concrete Buggies, scootcrete or converted equipment, whichever is greater up to 10 yards</li> <li>• End Dump Trucks (measured capacity of dump, but including side boards if used) – 8 yards – less than 12 yards</li> <li>• Load Lugger and similar equipment under 3 tons</li> <li>• Nodwells, Bombardiers and similar equipment</li> <li>• Service Truck Driver</li> <li>• Transit Mixers, agitators, mobile mix and all other similar vehicles up to 9 yards</li> </ul> |      | \$ 37.76   | \$ 40.31   |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Teamsters (TE)  |      |            |            |
|--|------|------------|------------|
| Job Classification   | Rate | 2022-07-01 | 2023-07-03 |
| <b>Group 7</b> <ul style="list-style-type: none"> <li>• “A” Frame; Swedish Type Truck Crane; Pitman; Hiab and Stinger; Boom Trucks, Semi-Trailer with Hiab, etc. (excluding pup trailer units) up to and including 5 tons lifting capacity</li> <li>• Asphalt Spray Truck – Semi-Trailers</li> <li>• Dispatcher</li> <li>• Dumpsters (Mules)</li> <li>• End Dump Trucks (measured capacity of dump, but including side boards if used) – less than 8 yards</li> <li>• Flat Deck Trucks 10 tons and over</li> <li>• Forklifts, Lumber stackers, cranemobiles, etc. over 4 tons lifting capacity</li> <li>• Fuel trucks - 4,000 gallons and over (does not include semis or trailers)</li> <li>• Semi-Trailers, Pole Trailers</li> <li>• Water Trucks 4,000 gallons and over (does not include semis or trailers)</li> </ul> |      | \$ 37.30   | \$ 39.82   |
| <b>Group 8</b> <ul style="list-style-type: none"> <li>• Asphalt Spray Trucks</li> <li>• Farm Type Tractors</li> <li>• Flat Deck Trucks up to 10 tons</li> <li>• Forklifts, Lumber stackers, cranemobiles, etc. up to and including 4 tons lifting capacity</li> <li>• Fuel trucks up to 4,000 gallons</li> <li>• Personhaul, Cummie, Bus and all equipment transporting personnel (requires “Class 2” License</li> <li>• Power Wagons (with and without winch)</li> <li>• Water Trucks up to 4,000 gallons</li> <li>• Warehouseperson – Class III</li> </ul>   |      | \$ 36.98   | \$ 39.48   |
| <b>Group 9</b> <ul style="list-style-type: none"> <li>• Pickup and Panel Trucks and Pilot cars with similar equipment</li> <li>• Warehouse Trainee Class IV</li> </ul>   | 80%  | \$ 29.58   | \$ 31.58   |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Teamsters (TE)</b>   |             |                   |                   |
|--|-------------|-------------------|-------------------|
| <b>Job Classification</b>  | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-03</b> |
| NOTE:<br>- End Dump Trucks Equipped with side winders - add \$0.10 per hour<br>- End Dump Trucks with Small Tilt Trailer - add \$0.10 per hour<br>- End Dump Trucks with Pup Trailer - add \$0.30 per hour |             |                   |                   |
| See Article TE.200 for Foreperson Rates  |             |                   |                   |
| <b>Vacation Pay</b>  | <b>12%</b>  |                   |                   |

| <b>CHC/AHC Collective Agreement Wage schedule - Teamsters (TE)</b>   |             |                   |                   |
|--|-------------|-------------------|-------------------|
| <b>Owner Operators</b>   |             |                   |                   |
| <b>Job Classification</b>  | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| For TE Owner Operator classifications and hourly rates they shall be paid the applicable Owner Operator rates for the area where the work is performed as per the TER Wage Schedules. For TE Owner Operator Benefits please see below. |             |                   |                   |
| <b>Vacation Pay</b>  | <b>N/A</b>  |                   |                   |

| <b>Benefit Allocations (including Owner Operators/Dependent Contractors):</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| Health & Welfare  | 3.22              | 3.44              |
| Pension   | 3.67              | 3.92              |
| Teamsters Local Union No. 213 Training Trust Fund                             | 0.32              | 0.34              |
| Teamsters Local Union No. 213 Building, Recreational and Legal Fund           | 0.12              | 0.13              |
| <b>Total</b>  | <b>\$7.33</b>     | <b>\$7.82</b>     |

| <b>Benefit Allocations (Owner Operators/Dependent Contractors only):</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
|--|-------------------|-------------------|
| Teamster Advancement Fund (Owner Operator/Dependent Contractor)          | 0.02              | 0.02              |

Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Teamsters Roadbuilding (TER)   |            |            |
|---|------------|------------|
| Interior/Kootenay   |            |            |
| Job Classification  | 2022-07-01 | 2023-07-01 |
| Dispatcher  | \$ 31.33   | \$ 33.44   |
| Turnarockers and similar equipment all makes up to 30 yards   | \$ 31.91   | \$ 34.06   |
| Over 30 yards   | \$ 32.05   | \$ 34.21   |
| Bottom Dumps all makes, trailers and semi-trailers dumps less than 45 yards (Add 20¢ for each additional 20 yards)  | \$ 31.98   | \$ 34.14   |
| Logging Trucks  | \$ 32.19   | \$ 34.36   |
| Lumber Stackers, Carriers, Forklifts, Cranemobiles and similar equipment  | \$ 31.64   | \$ 33.78   |
| Straddle Carriers   | \$ 31.85   | \$ 34.00   |
| Straddle Carriers if equipped with Crane  | \$ 32.11   | \$ 34.28   |
| Load Luger and similar equipment under 3 tons   | \$ 31.70   | \$ 33.84   |
| 3 tons and over   | \$ 31.84   | \$ 33.99   |
| Transit Mixers up to 5 yards and all other vehicles when hauling concrete shall be paid a minimum of this rate, or the rate of the equipment used if higher than this | \$ 30.44   | \$ 32.49   |
| Transit Mixer over 5 yards  | \$ 31.80   | \$ 33.95   |
| Mobile Mix Trucks up to 5 yards   | \$ 31.96   | \$ 34.12   |
| Mobile Mix Trucks 5 yards and over  | \$ 32.19   | \$ 34.36   |
| Dumptors (Mules)  | \$ 31.53   | \$ 33.66   |
| End Dump Trucks (measured capacity of dump but including side boards, if less than 8 yards)   | \$ 31.44   | \$ 33.56   |
| - 8 yards - less than 12 yards  | \$ 31.71   | \$ 33.85   |
| -12 yards - less than 24 yards (Add 10¢ for each additional 12 yards capacity) End Dump Trucks equipped with side winders - add ten cents (\$0.10) per hour           | \$ 31.81   | \$ 33.96   |
| All Semi-Trailer, Pole Trailers   | \$ 31.53   | \$ 33.66   |
| When equipped with Hiab or Swedish Type Crane   | \$ 31.68   | \$ 33.82   |
| - Pup, Transfer or Slider Trailer - sixty cents (\$0.60) per hour   |            |            |
| Lowbeds   | \$ 33.71   | \$ 35.99   |
| Asphalt Spray Trucks  | \$ 31.81   | \$ 33.96   |
| Asphalt Spray Trucks, Semi-Trailers   | \$ 32.98   | \$ 35.21   |
| Personhaul, Crummie, Bus and all equipment transporting personnel (requires Class 2 Licence with air endorsement)   | \$ 31.15   | \$ 33.25   |
| Small forklifts and similar equipment used in the warehouse   | \$ 31.08   | \$ 33.18   |
| Fuel Trucks up to 2,000 gallons   | \$ 31.10   | \$ 33.20   |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Teamsters Roadbuilding (TER) |            |            |
|---|------------|------------|
| Interior/Kootenay   |            |            |
| Job Classification  | 2022-07-01 | 2023-07-01 |
| 2,000 gallons up to 4,000 gallons   | \$ 31.22   | \$ 33.33   |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Teamsters Roadbuilding (TER) |              |            |
|---|--------------|------------|
| Interior/Kootenay   |              |            |
| Job Classification  | 2022-07-01   | 2023-07-01 |
| 4,000 gallons and over (does not include semis and trailers)              | \$ 31.29     | \$ 33.40   |
| Flat Deck Trucks (Equipped with winch add 10¢)                            |              |            |
| under 4 tons  | \$ 31.01     | \$ 33.10   |
| 4 tons up to 10 tons  | \$ 31.15     | \$ 33.25   |
| 10 tons and over  | \$ 31.29     | \$ 33.40   |
| "A" Frame and Swedish type crane, trucks, Hiab, etc.                      | \$ 31.49     | \$ 33.62   |
| Pick-up and Panel Trucks and Pilot Cars and similar equipment             | \$ 30.52     | \$ 32.58   |
| Power Wagon   | \$ 31.10     | \$ 33.20   |
| Power Wagons with winch   | \$ 31.22     | \$ 33.33   |
| Service Truck Driver  | \$ 31.69     | \$ 33.83   |
| Nodwell, Bombardiers and similar equipment                                | \$ 31.73     | \$ 33.87   |
| Farm type tractor   | \$ 30.98     | \$ 33.07   |
| Scootcrete and similar equipment  | \$ 31.71     | \$ 33.85   |
| Warehouseman Class 1  | \$ 32.26     | \$ 34.44   |
| Warehouseman Class 2  | \$ 31.93     | \$ 34.09   |
| Warehouseman Class 3  | \$ 31.34     | \$ 33.46   |
| Warehouseman Class 4  | \$ 30.27     | \$ 32.31   |
| Field Warehouse Pick-Up person  | \$ 31.34     | \$ 33.46   |
| When required to do Class 2 warehouse duties                              | \$ 31.93     | \$ 34.09   |
| See Article TER.200 and TER.112 for Foreperson Premiums                   |              |            |
| <b>Vacation Pay</b>   | <b>12.5%</b> |            |

| Benefit Allocations: (Does not apply to Owner Operators) | 2022-07-01    | 2023-07-01    |
|--|---------------|---------------|
| Pension  | \$ 3.04       | \$ 3.25       |
| Health & Welfare   | \$ 2.98       | \$ 3.18       |
| Training & Upgrading                                     | \$ 0.34       | \$ 0.36       |
| Teamsters Advancement Fund                               | \$ 0.17       | \$ 0.18       |
| <b>Total</b>   | <b>\$6.53</b> | <b>\$6.97</b> |

| Job Classification | Min Legal Payload | 2022-07-01 | 2023-07-01 |
|--------------------|-------------------|------------|------------|
| Tandmen            | 13 tonne          | \$ 106.88  | \$ 114.09  |
| Tri-drive          | 20 tonne          | \$ 131.58  | \$ 140.46  |

Other Premiums may be listed in the appropriate Trade Section.



Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Teamsters Roadbuilding (TER) |          |            |            |
|---|----------|------------|------------|
| Interior/Kootenay   |          |            |            |
| Job Classification  |          | 2022-07-01 | 2023-07-01 |
| Belly Dump/End Dump 5 Axle  | 23 tonne | \$ 130.58  | \$ 139.39  |
| Tandem & Tandem Pony  | 25 tonne | \$ 132.03  | \$ 140.94  |
| Belly Dump/End Dump 6 Axle  | 28 tonne | \$ 144.00  | \$ 153.72  |
| Tandem & Tridem Pony  | 29 tonne | \$ 156.45  | \$ 167.01  |
| Tri Drive & Tandem Pony   | 31 tonne | \$ 156.45  | \$ 167.01  |
| Tandem & Triaxle  | 33 tonne | \$ 162.64  | \$ 173.62  |
| Dump/3 Axle Transfer Belly Dump, 7 Axle                                   | 34 tonne | \$ 168.88  | \$ 180.28  |
| Tri Drive & Tridem Pony   | 34 tonne | \$ 168.88  | \$ 180.28  |
| Tandem & Quad Dump/Quad Transfer  | 40 tonne | \$ 181.32  | \$ 193.56  |
| Vacation Pay  | N/A      |            |            |

| Owner Operator Benefit Allocations:                  | 2022-07-01 | 2023-07-01 |
|--|------------|------------|
| Training & Upgrading Fund (per day*)                 | \$ 2.73    | \$ 2.91    |
| Owner Operator Advancement Fund (per ton hour*)      | \$ 0.02    | \$ 0.02    |
| Owner Operator Building, Recreational and Legal Fund | \$ 0.12    | \$ 0.13    |

\*see Article TER.141 and TER.143 for more information

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Teamsters Roadbuilding (TER)</b>  |                   |                   |
|---|-------------------|-------------------|
| <b>Lower Mainland/Fraser Valley (Hope on the East, Vancouver on the West, the US Border on the South to Squamish on the North, inclusive.)</b>                        |                   |                   |
| <b>Job Classification</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Dispatcher  | \$ 38.97          | \$ 41.60          |
| Turnarockers and similar equipment all makes up to 30 yards   | \$ 39.59          | \$ 42.26          |
| Over 30 yards   | \$ 39.71          | \$ 42.39          |
| Bottom Dumps all makes, trailers and semi-trailers dumps less than 45 yards (Add 20¢ for each additional 20 yards)  | \$ 40.74          | \$ 43.49          |
| Logging Trucks  | \$ 39.86          | \$ 42.55          |
| Lumber Stackers, Carriers, Forklifts, Cranemobiles and similar equipment  | \$ 39.54          | \$ 42.21          |
| Straddle Carriers   | \$ 39.75          | \$ 42.43          |
| Straddle Carriers if equipped with Crane  | \$ 38.79          | \$ 41.41          |
| Load Lugger and similar equipment under 3 tons  | \$ 39.37          | \$ 42.03          |
| 3 tons and over   | \$ 39.54          | \$ 42.21          |
| Transit Mixers up to 5 yards and all other vehicles when hauling concrete shall be paid a minimum of this rate, or the rate of the equipment used if higher than this | \$ 39.19          | \$ 41.84          |
| Transit Mixer over 5 yards  | \$ 39.46          | \$ 42.12          |
| Mobile Mix Trucks up to 5 yards   | \$ 39.64          | \$ 42.32          |
| Mobile Mix Trucks 5 yards and over  | \$ 39.87          | \$ 42.56          |
| Dumptors (Mules)  | \$ 39.16          | \$ 41.80          |
| End Dump Trucks (measured capacity of dump but including side boards, if less than 8 yards)   | \$ 38.94          | \$ 41.57          |
| - 8 yards - less than 12 yards  | \$ 39.39          | \$ 42.05          |
| -12 yards - less than 24 yards (Add 10¢ for each additional 12 yards capacity) End Dump Trucks equipped with side winders - add ten cents (\$0.10) per hour           | \$ 39.64          | \$ 42.32          |
| All Semi-Trailer, Pole Trailers   | \$ 39.16          | \$ 41.80          |
| When equipped with Hiab or Swedish Type Crane   | \$ 39.32          | \$ 41.97          |
| - Pup, Transfer or Slider Trailer - sixty cents (\$0.60) per hour   |                   |                   |
| Lowbeds   | \$ 40.21          | \$ 42.92          |
| Asphalt Spray Trucks  | \$ 39.18          | \$ 41.82          |
| Asphalt Spray Trucks, Semi-Trailers   | \$ 39.48          | \$ 42.14          |
| Personhaul, Crummie, Bus and all equipment transporting personnel (requires Class 2 Licence with air endorsement)   | \$ 38.81          | \$ 41.43          |
| Small forklifts and similar equipment used in the warehouse   | \$ 38.68          | \$ 41.29          |
| Fuel Trucks up to 2,000 gallons   | \$ 38.73          | \$ 41.34          |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Teamsters Roadbuilding (TER)</b>   |                   |                   |
|--|-------------------|-------------------|
| <b>Lower Mainland/Fraser Valley (Hope on the East, Vancouver on the West, the US Border on the South to Squamish on the North, inclusive.)</b> |                   |                   |
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| 2,000 gallons up to 4,000 gallons  | \$ 38.87          | \$ 41.49          |
| 4,000 gallons and over (does not include semis and trailers)   | \$ 39.05          | \$ 41.69          |
| Water Trucks up to 2,000 gallons   | \$ 38.65          | \$ 41.26          |
| 2,000 gallons up to 4,000 gallons  | \$ 38.81          | \$ 41.43          |
| 4,000 gallons and over (does not include semis and trailers)   | \$ 38.96          | \$ 41.59          |
| - (Converted equipment shall be paid at the equipment rate whichever is the greater)   |                   |                   |
| Flat Deck Trucks (Equipped with winch add 10¢)   |                   |                   |
| under 4 tons   | \$ 38.65          | \$ 41.26          |
| 4 tons up to 10 tons   | \$ 38.81          | \$ 41.43          |
| 10 tons and over   | \$ 38.96          | \$ 41.59          |
| "A" Frame and Swedish type crane, trucks, Hiab, etc.   | \$ 39.11          | \$ 41.75          |
| Pick-up and Panel Trucks and Pilot Cars and similar equipment  | \$ 38.12          | \$ 40.69          |
| Power Wagon  | \$ 38.74          | \$ 41.35          |
| Power Wagons with winch  | \$ 38.87          | \$ 41.49          |
| Service Truck Driver   | \$ 39.35          | \$ 42.01          |
| Nodwell, Bombardiers and similar equipment   | \$ 39.42          | \$ 42.08          |
| Farm type tractor  | \$ 38.59          | \$ 41.19          |
| Scotcrete and similar equipment  | \$ 39.38          | \$ 42.04          |
| Warehouseman Class 1   | \$ 39.92          | \$ 42.61          |
| Warehouseman Class 2   | \$ 39.61          | \$ 42.28          |
| Warehouseman Class 3   | \$ 38.98          | \$ 41.61          |
| Warehouseman Class 4   | \$ 37.92          | \$ 40.48          |
| Field Warehouse Pick-Up person   | \$ 38.97          | \$ 41.60          |
| When required to do Class 2 warehouse duties   | \$ 38.64          | \$ 41.25          |
| See Article TER.200 and TER.112 for Foreperson Premiums  |                   |                   |
| <b>Vacation Pay</b>  | <b>12.5%</b>      |                   |
| <b>Benefit Allocations: (Does not apply to Owner Operators)</b>  |                   |                   |
| Pension  | 3.04              | 3.25              |
| Health & Welfare   | 2.98              | 3.18              |
| Training & Upgrading   | 0.34              | 0.36              |
| Teamsters Advancement Fund   | 0.17              | 0.18              |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Teamsters Roadbuilding (TER)</b>   |                   |                   |
|--|-------------------|-------------------|
| <b>Lower Mainland/Fraser Valley (Hope on the East, Vancouver on the West, the US Border on the South to Squamish on the North, inclusive.)</b> |                   |                   |
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| <b>Total</b>   | <b>\$6.53</b>     | <b>\$6.97</b>     |
| Tandems (Ashpalt) - Legal Load   | \$ 105.53         | \$ 112.65         |
| Tandem & Pony (Ashpalt) - Legal Load   | \$ 130.33         | \$ 139.13         |
| Tandem & 3 Axle Trailer (Ashpalt) - Legal Load   | \$ 144.80         | \$ 154.57         |
| Tandem & 4 Axle Trailer (Asphalt) - Legal Load   | \$ 171.48         | \$ 183.05         |
| Tanden/Tandem - Legal Load   | \$ 109.92         | \$ 117.34         |
| Tandem/Tandem & Pony - Legal Load  | \$ 145.52         | \$ 155.34         |
| Tridem - Legal Load  | \$ 114.73         | \$ 122.47         |
| Tridem & Tridem - Legal Load   | \$ 157.66         | \$ 168.30         |
| <b>Vacation Pay</b>  | <b>N/A</b>        |                   |

| <b>Owner Operator Benefit Allocations:</b>           | <b>2022-07-01</b> | <b>2023-07-01</b> |
|--|-------------------|-------------------|
| Training & Upgrading Fund (per day*)                 | \$ 2.73           | \$ 2.91           |
| Owner Operator Advancement Fund (per ton hour*)      | \$ 0.02           | \$ 0.02           |
| Owner Operator Building, Recreational and Legal Fund | \$ 0.12           | \$ 0.13           |

\*see Article TER.141 and TER.143 for more information

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Teamsters Roadbuilding (TER)</b>  |                   |                   |
|---|-------------------|-------------------|
| <b>Vancouver Island</b>   |                   |                   |
| <b>Job Classification</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Dispatcher  | \$ 36.33          | \$ 38.78          |
| Turnarockers and similar equipment all makes up to 30 yards   | \$ 36.89          | \$ 39.38          |
| Over 30 yards   | \$ 37.03          | \$ 39.53          |
| Bottom Dumps all makes, trailers and semi-trailers dumps less than 45 yards<br>(Add 20¢ for each additional 20 yards)   | \$ 36.96          | \$ 39.45          |
| Logging Trucks  | \$ 37.17          | \$ 39.68          |
| Lumber Stackers, Carriers, Forklifts, Cranemobiles and similar equipment  | \$ 36.58          | \$ 39.05          |
| Straddle Carriers   | \$ 36.85          | \$ 39.34          |
| Straddle Carriers if equipped with Crane  | \$ 37.07          | \$ 39.57          |
| Load Lugger and similar equipment under 3 tons  | \$ 36.68          | \$ 39.16          |
| 3 tons and over   | \$ 36.85          | \$ 39.34          |
| Transit Mixers up to 5 yards and all other vehicles when hauling concrete shall be paid a minimum of this rate, or the rate of the equipment used if higher than this | \$ 36.54          | \$ 39.01          |
| Transit Mixer over 5 yards  | \$ 36.78          | \$ 39.26          |
| Mobile Mix Trucks up to 5 yards   | \$ 36.95          | \$ 39.44          |
| Mobile Mix Trucks 5 yards and over  | \$ 37.17          | \$ 39.68          |
| Dumptors (Mules)  | \$ 36.49          | \$ 38.95          |
| End Dump Trucks (measured capacity of dump but including side boards, if less than 8 yards)   | \$ 36.57          | \$ 39.04          |
| - 8 yards - less than 12 yards  | \$ 36.69          | \$ 39.17          |
| -12 yards - less than 24 yards (Add 10¢ for each additional 12 yards capacity)<br>End Dump Trucks equipped with side winders - add ten cents (\$0.10) per hour        | \$ 36.95          | \$ 39.44          |
| All Semi-Trailer, Pole Trailers   | \$ 36.49          | \$ 38.95          |
| When equipped with Hiab or Swedish Type Crane   | \$ 36.65          | \$ 39.12          |
| - Tilt Trailer - Small - twenty cents (\$0.20) per hour<br>- Pup, Transfer or Slider Trailer - sixty cents (\$0.60) per hour  |                   |                   |
| Lowbeds   | \$ 37.49          | \$ 40.02          |
| Asphalt Spray Trucks  | \$ 36.53          | \$ 39.00          |
| Asphalt Spray Trucks, Semi-Trailers   | \$ 36.79          | \$ 39.27          |
| Personhaul, Crummie, Bus and all equipment transporting personnel (requires Class 2 Licence with air endorsement)   | \$ 36.18          | \$ 38.62          |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Teamsters Roadbuilding (TER)</b>     |                   |                   |
|--|-------------------|-------------------|
| <b>Vancouver Island</b>  |                   |                   |
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Small forklifts and similar equipment used in the warehouse                          | \$ 36.04          | \$ 38.47          |
| Fuel Trucks up to 2,000 gallons  | \$ 36.10          | \$ 38.54          |
| 2,000 gallons up to 4,000 gallons  | \$ 36.18          | \$ 38.62          |
| 4,000 gallons and over (does not include semis and trailers)                         | \$ 36.39          | \$ 38.85          |
| Water Trucks up to 2,000 gallons   | \$ 36.01          | \$ 38.44          |
| 2,000 gallons up to 4,000 gallons  | \$ 36.18          | \$ 38.62          |
| 4,000 gallons and over (does not include semis and trailers)                         | \$ 36.30          | \$ 38.75          |
| - (Converted equipment shall be paid at the equipment rate whichever is the greater) |                   |                   |
| Flat Deck Trucks (Equipped with winch add 10¢)                                       |                   |                   |
| under 4 tons   | \$ 36.01          | \$ 38.44          |
| 4 tons up to 10 tons   | \$ 36.18          | \$ 38.62          |
| 10 tons and over   | \$ 36.30          | \$ 38.75          |
| "A" Frame and Swedish type crane, trucks, Hiab, etc.                                 | \$ 36.47          | \$ 38.93          |
| Pick-up and Panel Trucks and Pilot Cars and similar equipment                        | \$ 35.53          | \$ 37.93          |
| Power Wagon  | \$ 36.10          | \$ 38.54          |
| Power Wagons with winch  | \$ 36.25          | \$ 38.70          |
| Service Truck Driver   | \$ 36.66          | \$ 39.13          |
| Nodwell, Bombardiers and similar equipment   | \$ 36.75          | \$ 39.23          |
| Farm type tractor  | \$ 35.93          | \$ 38.36          |
| Scotcrete and similar equipment  | \$ 36.69          | \$ 39.17          |
| Warehouseman Class 1   | \$ 37.22          | \$ 39.73          |
| Warehouseman Class 2   | \$ 36.92          | \$ 39.41          |
| Warehouseman Class 3   | \$ 36.20          | \$ 38.64          |
| Warehouseman Class 4   | \$ 35.32          | \$ 37.70          |
| Field Warehouse Pick-Up person   | \$ 36.33          | \$ 38.78          |
| When required to do Class 2 warehouse duties   | \$ 36.92          | \$ 39.41          |
| See Article TER.200 and TER.112 for Foreperson Premiums                              |                   |                   |
| <b>Vacation Pay</b>  | <b>12.5%</b>      |                   |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Teamsters Roadbuilding (TER)</b> |                   |                   |
|--|-------------------|-------------------|
| <b>Vancouver Island</b>  |                   |                   |
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |

| <b>Benefit Allocations: (Does not apply to Owner Operators)</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| Pension   | 3.04              | 3.25              |
| Health & Welfare  | 2.98              | 3.18              |
| Training & Upgrading  | 0.34              | 0.36              |
| Teamsters Advancement Fund                                      | 0.17              | 0.18              |
| <b>Total</b>  | <b>\$6.53</b>     | <b>\$6.97</b>     |
|   |                   |                   |

| <b>Owner Operators</b>    |                   |                   |
|---------------------------|-------------------|-------------------|
| <b>Job Classification</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Truck                     | \$ 98.70          | \$ 105.36         |
| Truck & Pup               | \$ 129.47         | \$ 138.21         |
| <b>Vacation Pay</b>       | <b>N/A</b>        |                   |

| <b>Owner Operator Benefit Allocations:</b>           | <b>2022-07-01</b> | <b>2023-07-01</b> |
|--|-------------------|-------------------|
| Training & Upgrading Fund (per day*)                 | \$ 2.73           | \$ 2.91           |
| Owner Operator Advancement Fund (per ton hour*)      | \$ 0.02           | \$ 0.02           |
| Owner Operator Building, Recreational and Legal Fund | \$ 0.12           | \$ 0.13           |

\*see Article TER.141 and TER.143 for more information

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Teamsters Roadbuilding (TER)</b>  |                   |                   |
|---|-------------------|-------------------|
| <b>Northern Interior</b>  |                   |                   |
| <b>Job Classification</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Dispatcher  | \$ 35.20          | \$ 37.58          |
| Turnarockers and similar equipment all makes up to 30 yards   | \$ 36.77          | \$ 39.25          |
| Over 30 yards   | \$ 36.89          | \$ 39.38          |
| Bottom Dumps all makes, trailers and semi-trailers dumps less than 45 yards<br>(Add 20¢ for each additional 20 yards)   | \$ 36.84          | \$ 39.33          |
| Logging Trucks  | \$ 37.04          | \$ 39.54          |
| Lumber Stackers, Carriers, Forklifts, Cranemobiles and similar equipment  | \$ 36.50          | \$ 38.96          |
| Straddle Carriers   | \$ 36.74          | \$ 39.22          |
| Straddle Carriers if equipped with Crane  | \$ 36.74          | \$ 39.22          |
| Load Luger and similar equipment under 3 tons   | \$ 36.59          | \$ 39.06          |
| 3 tons and over   | \$ 36.73          | \$ 39.21          |
| Transit Mixers up to 5 yards and all other vehicles when hauling concrete shall be paid a minimum of this rate, or the rate of the equipment used if higher than this | \$ 36.44          | \$ 38.90          |
| Transit Mixer over 5 yards  | \$ 36.68          | \$ 39.16          |
| Mobile Mix Trucks up to 5 yards   | \$ 36.60          | \$ 39.07          |
| Mobile Mix Trucks 5 yards and over  | \$ 37.04          | \$ 39.54          |
| Dumptors (Mules)  | \$ 36.42          | \$ 38.88          |
| End Dump Trucks (measured capacity of dump but including side boards, if less than 8 yards)   | \$ 36.22          | \$ 38.66          |
| - 8 yards - less than 12 yards  | \$ 36.60          | \$ 39.07          |
| -12 yards - less than 24 yards (Add 10¢ for each additional 12 yards capacity) End Dump Trucks equipped with side winders - add ten cents (\$0.10) per hour           | \$ 36.83          | \$ 39.32          |
| All Semi-Trailer, Pole Trailers   | \$ 36.42          | \$ 38.88          |
| When equipped with Hiab or Swedish Type Crane   | \$ 36.56          | \$ 39.03          |
| - Pup, Transfer or Slider Trailer - sixty cents (\$0.60) per hour   |                   |                   |
| Lowbeds   | \$ 37.30          | \$ 39.82          |
| Asphalt Spray Trucks  | \$ 36.44          | \$ 38.90          |
| Asphalt Spray Trucks, Semi-Trailers   | \$ 36.70          | \$ 39.18          |
| Personhaul, Crummie, Bus and all equipment transporting personnel (requires Class 2 Licence with air endorsement)   | \$ 36.11          | \$ 38.55          |
| Small forklifts and similar equipment used in the warehouse   | \$ 36.01          | \$ 38.44          |

Other Premiums may be listed in the appropriate Trade Section.



Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Teamsters Roadbuilding (TER)</b>     |                   |                   |
|--|-------------------|-------------------|
| <b>Northern Interior</b>   |                   |                   |
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Fuel Trucks up to 2,000 gallons  | \$ 36.06          | \$ 38.49          |
| <b>Owner Operators</b>   |                   |                   |
| 2,000 gallons up to 4,000 gallons  | \$ 36.18          | \$ 38.62          |
| 4,000 gallons and over (does not include semis and trailers)                         | \$ 36.31          | \$ 38.76          |
| Water Trucks up to 2,000 gallons   | \$ 35.98          | \$ 38.41          |
| 2,000 gallons up to 4,000 gallons  | \$ 36.01          | \$ 38.44          |
| 4,000 gallons and over (does not include semis and trailers)                         | \$ 36.23          | \$ 38.68          |
| - (Converted equipment shall be paid at the equipment rate whichever is the greater) |                   |                   |
| Flat Deck Trucks (Equipped with winch add 10¢)                                       |                   |                   |
| under 4 tons   | \$ 35.98          | \$ 38.41          |
| 4 tons up to 10 tons   | \$ 36.11          | \$ 38.55          |
| 10 tons and over   | \$ 36.23          | \$ 38.68          |
| "A" Frame and Swedish type crane, trucks, Hiab, etc.                                 | \$ 36.40          | \$ 38.86          |
| Pick-up and Panel Trucks and Pilot Cars and similar equipment                        | \$ 35.53          | \$ 37.93          |
| Power Wagon  | \$ 36.06          | \$ 38.49          |
| Power Wagons with winch  | \$ 36.18          | \$ 38.62          |
| Service Truck Driver   | \$ 36.58          | \$ 39.05          |
| Nodwell, Bombardiers and similar equipment   | \$ 36.63          | \$ 39.10          |
| Farm type tractor  | \$ 35.91          | \$ 38.33          |
| Scotcrete and similar equipment  | \$ 36.60          | \$ 39.07          |
| Warehouseman Class 1   | \$ 37.09          | \$ 39.59          |
| Warehouseman Class 2   | \$ 36.80          | \$ 39.28          |
| Warehouseman Class 3   | \$ 36.25          | \$ 38.70          |
| Warehouseman Class 4   | \$ 35.34          | \$ 37.73          |
| Field Warehouse Pick-Up person   | \$ 36.25          | \$ 38.70          |
| When required to do Class 2 warehouse duties   | \$ 36.80          | \$ 39.28          |
| See Article TER.200 and TER.112 for Foreperson Premiums                              |                   |                   |
| <b>Vacation Pay</b>  | <b>12.5%</b>      |                   |
| <b>Benefit Allocations: (Does not apply to Owner Operators)</b>                      |                   |                   |
| Pension  | 3.04              | 3.25              |
| Health & Welfare   | 2.98              | 3.18              |
| Training & Upgrading   | 0.34              | 0.36              |
| Teamsters Advancement Fund   | 0.17              | 0.18              |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Teamsters Roadbuilding (TER)</b> |                   |                   |
|--|-------------------|-------------------|
| <b>Northern Interior</b>   |                   |                   |
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| <b>Total</b>   | <b>\$6.53</b>     | <b>\$6.97</b>     |

| <b>Owner Operators</b>                 |                   |                   |
|--|-------------------|-------------------|
| <b>Job Classification (Legal Load)</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Tandems                                | \$ 104.14         | \$ 111.17         |
| Tridem Single                          | \$ 130.39         | \$ 139.19         |
| Tandem & Pony                          | \$ 133.66         | \$ 142.68         |
| Tandem & 3 Axle                        | \$ 146.79         | \$ 156.70         |
| Tandem & 4 Axle                        | \$ 168.65         | \$ 180.03         |
| Belly Dump 2 Axle                      | \$ 133.66         | \$ 142.68         |
| Belly Dump 3 Axle                      | \$ 146.79         | \$ 156.70         |
| End Dump 2 Axle                        | \$ 133.66         | \$ 142.68         |
| End Dump 3 Axle                        | \$ 146.79         | \$ 156.70         |
| Tridem & 2 Axle Pup                    | \$ 146.79         | \$ 156.70         |
| Tridem & 3 Axle Pup                    | \$ 168.65         | \$ 180.03         |
| <b>Vacation Pay</b>                    | <b>N/A</b>        |                   |

| <b>Owner Operator Benefit Allocations:</b>           | <b>2022-07-01</b> | <b>2023-07-01</b> |
|--|-------------------|-------------------|
| Training & Upgrading Fund (per day*)                 | \$ 2.73           | \$ 2.91           |
| Owner Operator Advancement Fund (per ton hour*)      | \$ 0.02           | \$ 0.02           |
| Owner Operator Building, Recreational and Legal Fund | \$ 0.12           | \$ 0.13           |

\*see Article TER.141 and TER.143 for more information

| CHC/AHC Collective Agreement Wage Schedule - Tilersetters (TI) |               |                 |                 |
|--|---------------|-----------------|-----------------|
| Job Classification   | Rate          | 2022-07-01      | 2023-07-01      |
| <b>Apprentice's</b>  |               |                 |                 |
| 1st 6 months   | 55%           | \$ 17.84        | \$ 19.05        |
| 2nd 6 months   | 60%           | \$ 19.46        | \$ 20.78        |
| 3rd 6 months   | 65%           | \$ 21.09        | \$ 22.51        |
| 4th 6 months   | 70%           | \$ 22.71        | \$ 24.24        |
| 5th 6 months   | 80%           | \$ 25.95        | \$ 27.70        |
| 6th 6 months   | 90%           | \$ 29.20        | \$ 31.17        |
| Improver   | 85%           | \$ 27.57        | \$ 29.44        |
| <b>Journey person</b>  | <b>100%</b>   | <b>\$ 32.44</b> | <b>\$ 34.63</b> |
| "B" Foreperson   | 100% + \$1.00 | \$ 33.44        | \$ 35.63        |
| "A" Foreperson   | 115%          | \$ 37.31        | \$ 39.82        |
| <b>Vacation Pay</b>  | <b>12%</b>    |                 |                 |

| <b>Benefit Allocations:</b>                     | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| Welfare Trust Fund                              | 2.97              | 3.17              |
| Pension Plan                                    | 1.54              | 1.64              |
| Ceramic Tile Promotion and Contract Admin Funds | 0.59              | 0.63              |
| <b>Total</b>                                    | <b>\$5.10</b>     | <b>\$5.44</b>     |

Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Terrazzo (TR) |               |                |                |
|--|---------------|----------------|----------------|
| Job Classification   | Rate          | 2022-07-01     | 2023-07-01     |
| <b>Apprentice's</b>  |               |                |                |
| 1st 6 months   | 55%           | \$21.35        | \$22.79        |
| 2nd 6 months   | 60%           | \$23.29        | \$24.86        |
| 3rd 6 months   | 65%           | \$25.23        | \$26.93        |
| 4th 6 months   | 70%           | \$27.17        | \$29.00        |
| 5th 6 months   | 80%           | \$31.05        | \$33.14        |
| 6th 6 months   | 90%           | \$34.93        | \$37.29        |
| Helper   | 85%           | \$32.99        | \$35.22        |
| <b>Terrazzo Mechanic</b>                                   | <b>100%</b>   | <b>\$38.81</b> | <b>\$41.43</b> |
| "B" Foreperson   | 100% + \$1.00 | \$39.81        | \$42.43        |
| "A" Foreperson   | 115%          | \$44.63        | \$47.64        |
| <b>Vacation Pay</b>  | <b>12%</b>    |                |                |

| <b>Benefit Allocations:</b>                   | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| Welfare Plan                                  | 2.97              | 3.17              |
| Pension Plan                                  | 2.97              | 3.17              |
| Promotion Fund                                | 0.31              | 0.33              |
| Terrazo Workers Advancement and Training Fund | 0.31              | 0.33              |
| <b>Total</b>                                  | <b>\$6.56</b>     | <b>\$7.00</b>     |

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Labourers Road Building (LAR)</b>              |                   |                   |
|--|-------------------|-------------------|
| <b>Interior/Kootenay</b>   |                   |                   |
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| <b>Gunite Potperson</b>  | <b>\$ 32.40</b>   | <b>\$ 34.59</b>   |
| <b>Groutperson (Headerperson)</b>  | <b>\$ 32.27</b>   | <b>\$ 34.45</b>   |
| Foreperson (Premium payable over and above highest classification being supervised) <b>10%</b> |                   |                   |
| For First Aid Premiums see LAR.113   |                   |                   |
| <b>Vacation Pay 12%</b>  |                   |                   |

| <b>Benefit Allocation:</b>      | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---------------------------------|-------------------|-------------------|
| Welfare                         | 2.91              | 3.11              |
| Pension                         | 3.30              | 3.52              |
| Advancement Fund                | 0.51              | 0.54              |
| Training and Upgrading Programs | 0.31              | 0.33              |
| <b>Total</b>                    | <b>\$7.03</b>     | <b>\$7.50</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Labourers Road Building (LAR)</b>   |                   |                   |
|---|-------------------|-------------------|
| <b>Lower Mainland and Fraser Valley (Hope on the East, Vancouver on the West, the US Border on the South to Squamish on the North, inclusive.)</b>  |                   |                   |
| <b>Job Classification</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| * Labourer: Flagperson, Signalperson, Watchperson, Stakeperson, Chainperson, Rodperson, Dumpperson, Swamper and Weight Scales (Scaleperson) See LAR.111 for Trainee Classifications/Rates | \$ 38.27          | \$ 40.85          |
| * Driller Helper (See LAR.111 for Trainee Classifications/Rates)  | \$ 38.35          | \$ 40.94          |
| Grinder, Mixerperson under 1 year, Gradperson   | \$ 38.54          | \$ 41.14          |
| Instrument Person   | \$ 41.85          | \$ 44.67          |
| Power and Electric Tool Operator (ie. Power Saw, Chipper, Tamper) Multiplate & Binwall Assembler, Pipelayer and Person Holer  | \$ 41.85          | \$ 44.67          |
| Rakeperson  | \$ 39.05          | \$ 41.69          |
| Driller, Pneumatic, Airleg Jackhammer Type  | \$ 39.16          | \$ 41.80          |
| Wagon Types   | \$ 39.16          | \$ 41.80          |
| Driller Rates: when working from a basket, platform or using safety ropes, as follows:  |                   |                   |
| - up to 25 feet   | \$ 39.55          | \$ 42.22          |
| - over 25 feet  | \$ 39.95          | \$ 42.65          |
| - over 100 feet   | \$ 40.34          | \$ 43.06          |
| Air Trac (all models)   | \$ 39.50          | \$ 42.17          |
| Tank Drill, Hydraulic Drill   | \$ 39.61          | \$ 42.28          |
| High Scaler:  |                   |                   |
| - up to 25 feet   | \$ 38.94          | \$ 41.57          |
| - over 25 feet  | \$ 39.38          | \$ 42.04          |
| - over 100 feet   | \$ 39.70          | \$ 42.38          |
| Powderperson  | \$ 39.60          | \$ 42.27          |
| Powderperson 2nd Class with Certificate (assisting in loading holes)  | \$ 38.73          | \$ 41.34          |
| Fallers on Clearing   | \$ 38.94          | \$ 41.57          |
| Air Placo Operator  | \$ 39.28          | \$ 41.93          |
| Gunite and Grout: Gunite Nozzleperson   | \$ 39.06          | \$ 41.70          |
| Gunite Potperson  | \$ 38.85          | \$ 41.47          |
| Groutperson (Headerperson)  | \$ 38.73          | \$ 41.34          |
| For First Aid Premiums see LAR.113  |                   |                   |
| Foreperson (Premium payable over and above highest classification being supervised) <b>10%</b>  |                   |                   |
| <b>Vacation Pay</b>   | <b>12%</b>        |                   |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

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| <b>CHC/AHC Collective Agreement Wage Schedule - Labourers Road Building (LAR)</b>  |
| <b>Lower Mainland and Fraser Valley (Hope on the East, Vancouver on the West, the US Border on the South to Squamish on the North, inclusive.)</b> |

| <b>Benefit Allocation:</b>      | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---------------------------------|-------------------|-------------------|
| Welfare                         | 2.91              | 3.11              |
| Pension                         | 3.3               | 3.52              |
| Advancement Fund                | 0.51              | 0.54              |
| Training and Upgrading Programs | 0.31              | 0.33              |
| <b>Total</b>                    | <b>\$7.03</b>     | <b>\$7.50</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Labourers Road Building (LAR)</b>   |                   |                   |
|---|-------------------|-------------------|
| <b>Vancouver Island</b>   |                   |                   |
| <b>Job Classification</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| * Labourer: Flagperson, Signalperson, Watchperson, Stakeperson, Chainperson, Rodperson, Dumpperson, Swamper and Weight Scales (Scaleperson) See LAR.111 for Trainee Classifications/Rates | \$ 35.68          | \$ 38.09          |
| * Driller Helper (See LAR.111 for Trainee Classifications/Rates)  | \$ 36.40          | \$ 38.86          |
| Grinder, Mixerperson under 1 yard, Gradperson   | \$ 36.96          | \$ 39.45          |
| Instrument Person   | \$ 36.30          | \$ 38.75          |
| Power and Electric Tool Operator (ie. Power Saw, Chipper, Tamper) Multiplate & Binwall Assembler, Pipelayer and Person Holer  | \$ 36.01          | \$ 38.44          |
| Rakeperson  | \$ 36.40          | \$ 38.86          |
| Driller, Pneumatic, Airleg Jackhammer Type  | \$ 37.57          | \$ 40.11          |
| <b>Driller Rates: when working from a basket, platform or using safety ropes, as follows:</b>   |                   |                   |
| - up to 25 feet   | \$ 37.92          | \$ 40.48          |
| - over 25 feet  | \$ 38.33          | \$ 40.92          |
| - over 100 feet   | \$ 38.69          | \$ 41.30          |
| Air Trac (all models)   | \$ 37.89          | \$ 40.45          |
| Tank Drill, Hydraulic Drill   | \$ 37.98          | \$ 40.54          |
| <b>High Scaler:</b>   |                   |                   |
| - up to 25 feet   | \$ 37.36          | \$ 39.88          |
| - over 25 feet  | \$ 37.78          | \$ 40.33          |
| - over 100 feet   | \$ 38.09          | \$ 40.66          |
| Powderperson  | \$ 37.98          | \$ 40.54          |
| Powderperson 2nd Class with Certificate (assisting in loading holes)  | \$ 35.26          | \$ 37.64          |
| Fallers on Clearing   | \$ 38.94          | \$ 41.57          |
| Air Placo Operator  | \$ 39.28          | \$ 41.93          |
| Gunite and Grout: Gunite Nozzleperson   | \$ 39.06          | \$ 41.70          |
| Gunite Potperson  | \$ 38.85          | \$ 41.47          |
| Groutperson (Headerperson)  | \$ 38.73          | \$ 41.34          |
| <b>For First Aid Premiums see LAR.113</b>   |                   |                   |
| Foreperson (Premium payable over and above highest classification being supervised)   | <b>10%</b>        |                   |
| <b>Vacation Pay</b>   | <b>12%</b>        |                   |

Other Premiums may be listed in the appropriate Trade Section.



Schedule C

|   |
|---|
| <b>CHC/AHC Collective Agreement Wage Schedule - Labourers Road Building (LAR)</b> |
| <b>Vancouver Island</b>   |

| <b>Benefit Allocation:</b>      | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---------------------------------|-------------------|-------------------|
| Welfare                         | 2.91              | 3.11              |
| Pension                         | 3.3               | 3.52              |
| Advancement Fund                | 0.51              | 0.54              |
| Training and Upgrading Programs | 0.31              | 0.33              |
| <b>Total</b>                    | <b>\$7.03</b>     | <b>\$7.50</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule- Labourers Road Building (LAR)</b>   |                   |                   |
|--|-------------------|-------------------|
| <b>Northern</b>  |                   |                   |
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| * Labourer: Flagperson, Signalperson, Watchperson, Stakeperson, Chainperson, Rodperson, Dumperson, Swamper and Weight Scales (Scaleperson) See LAR.111 for Trainee Classifications/Rates | \$ 37.16          | \$ 39.67          |
| * Driller Helper (See LAR.111 for Trainee Classifications/Rates)   | \$ 37.24          | \$ 39.75          |
| Grinder, Mixerperson under 1 year, Gradperson  | \$ 37.43          | \$ 39.96          |
| Instrument Person  | \$ 37.67          | \$ 40.21          |
| Power and Electric Tool Operator (ie. Power Saw, Chipper, Tamper) Multiplate & Binwall Assembler, Pipelayer and Person Holer   | \$ 37.51          | \$ 40.04          |
| Rakeperson   | \$ 37.92          | \$ 40.48          |
| Driller, Pneumatic, Airleg Jackhammer Type   | \$ 38.05          | \$ 40.62          |
| Wagon Types  | \$ 38.05          | \$ 40.62          |
| <b>Driller Rates: when working from a basket, platform or using safety ropes, as follows:</b>  |                   |                   |
| - up to 25 feet  | \$ 38.41          | \$ 41.00          |
| - over 25 feet   | \$ 38.81          | \$ 41.43          |
| - over 100 feet  | \$ 39.19          | \$ 41.84          |
| Air Trac (all models)  | \$ 38.37          | \$ 40.96          |
| Tank Drill, Hydraulic Drill  | \$ 38.49          | \$ 41.09          |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule- Labourers Road Building (LAR)</b>    |            |          |
|---|------------|----------|
| <b>Northern</b>   |            |          |
| <b>High Scaler:</b>   |            |          |
| - up to 25 feet   | \$ 37.53   | \$ 40.06 |
| - over 25 feet  | \$ 38.26   | \$ 40.84 |
| - over 100 feet   | \$ 38.58   | \$ 41.18 |
| Powderperson  | \$ 38.51   | \$ 41.11 |
| Powderperson 2nd Class with Certificate (assisting in loading holes)                | \$ 37.64   | \$ 40.18 |
| Fallers on Clearing   | \$ 36.94   | \$ 39.43 |
| Air Placo Operator  | \$ 38.19   | \$ 40.77 |
| Gunite and Grout: Gunite Nozzleperson   | \$ 37.82   | \$ 40.37 |
| Gunite Potperson  | \$ 38.21   | \$ 40.79 |
| Groutperson (Headerperson)  | \$ 37.64   | \$ 40.18 |
| <b>For First Aid Premiums see LAR.113</b>   |            |          |
| Foreperson (Premium payable over and above highest classification being supervised) | <b>10%</b> |          |
| <b>Vacation Pay</b>   | <b>12%</b> |          |

| <b>Benefit Allocation:</b>      | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---------------------------------|-------------------|-------------------|
| Welfare                         | 2.91              | 3.11              |
| Pension                         | 3.3               | 3.52              |
| Advancement Fund                | 0.51              | 0.54              |
| Training and Upgrading Programs | 0.31              | 0.33              |
| <b>Total</b>                    | <b>\$7.03</b>     | <b>\$7.50</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Millwrights (MW)</b> |             |                   |                   |
|--|-------------|-------------------|-------------------|
| <b>Job Classification</b>  | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Millwright Apprentice 1st six months                                 | 55%         | \$ 25.86          | \$ 27.60          |
| Millwright Apprentice 2nd six months                                 | 60%         | \$ 28.21          | \$ 30.11          |
| Millwright Apprentice 3rd six months                                 | 65%         | \$ 30.56          | \$ 32.62          |
| Millwright Apprentice 4th six months                                 | 70%         | \$ 32.91          | \$ 35.13          |
| Millwright Apprentice 5th six months                                 | 75%         | \$ 35.26          | \$ 37.64          |
| Millwright Apprentice 6th six months                                 | 80%         | \$ 37.61          | \$ 40.15          |
| Millwright Apprentice 7th six months                                 | 85%         | \$ 39.96          | \$ 42.66          |
| Millwright Apprentice 8th six months                                 | 90%         | \$ 42.31          | \$ 45.16          |
| <b>Millwright Journeyman</b>   | <b>100%</b> | <b>\$ 47.01</b>   | <b>\$ 50.18</b>   |
| Millwright Foreperson  | 115%        | \$ 54.06          | \$ 57.71          |
| Millwright General Foreperson  | 120%        | \$ 56.41          | \$ 60.22          |
| <b>Vacation Pay</b>  | <b>12%</b>  |                   |                   |

| <b>Benefit Allocations:</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
|-----------------------------|-------------------|-------------------|
| Health Benefits Plan        | 2.21              | 2.36              |
| Pension Plan                | 3.59              | 3.83              |
| Apprenticeship Fund         | 0.46              | 0.49              |
| Joint Advisory Fund         | 0                 | 0.00              |
| Administration Fund         | 0.40              | 0.43              |
| <b>Total</b>                | <b>\$6.66</b>     | <b>\$7.11</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Office & Technical (OF) |            |            |
|--|------------|------------|
| Job Classification   | 2022-07-01 | 2023-07-01 |
| <b>Clerical Classifications</b>                                      |            |            |
| Office Assistant   | \$ 20.62   | \$ 22.01   |
| Data Entry Clerk   | \$ 22.75   | \$ 24.29   |
| Clerk I  | \$ 25.10   | \$ 26.79   |
| Clerk II   | \$ 27.74   | \$ 29.61   |
| Clerk III  | \$ 30.65   | \$ 32.72   |
| <b>Laboratory Classifications</b>                                    |            |            |
| Laboratory Assistant   | \$ 30.65   | \$ 32.72   |
| Junior Laboratory Technician   | \$ 33.82   | \$ 36.10   |
| Intermediate Laboratory Technician                                   | \$ 37.39   | \$ 39.91   |
| Laboratory Technician  | \$ 41.29   | \$ 44.08   |
| Senior Laboratory Technician   | \$ 45.61   | \$ 48.69   |
| <b>Instrumentation Classifications</b>                               |            |            |
| Instrumentation Helper   | \$ 30.65   | \$ 32.72   |
| Junior Instrumentation Technician                                    | \$ 33.82   | \$ 36.10   |
| Intermediate Instrumentation Tech.                                   | \$ 37.39   | \$ 39.91   |
| Instrumentation Technician   | \$ 41.29   | \$ 44.08   |
| Senior Instrumentation Technician                                    | \$ 45.61   | \$ 48.69   |
| <b>Photographic Classifications</b>                                  |            |            |
| Photographer   | \$ 43.21   | \$ 46.13   |
| <b>Quantities Classifications</b>                                    |            |            |
| Quantities Technician  | \$ 45.61   | \$ 48.69   |
| <b>Survey Classifications</b>  |            |            |
| Rodperson  | \$ 33.82   | \$ 36.10   |
| Surveyor I   | \$ 37.39   | \$ 39.91   |
| Surveyor II  | \$ 41.29   | \$ 44.08   |
| Surveyor III   | \$ 45.61   | \$ 48.69   |
| <b>Drafter Classifications</b>                                       |            |            |
| Drafter I  | \$ 33.82   | \$ 36.10   |
| Drafter II   | \$ 37.39   | \$ 39.91   |
| Drafter III  | \$ 41.29   | \$ 44.08   |
| <b>First Aid Classifications</b>                                     |            |            |
| First Aid Attendant  | \$ 41.29   | \$ 44.08   |
| For additional First Aid Classifications see OF.116                  |            |            |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Office & Technical (OF) |              |            |
|--|--------------|------------|
| Job Classification   | 2022-07-01   | 2023-07-01 |
| <b>Inspection - Recorder Classifications</b>                         |              |            |
| Junior Inspector (Recorder)  | \$ 33.82     | \$ 36.10   |
| Intermediate Inspector (Recorder)                                    | \$ 37.39     | \$ 39.91   |
| Inspector (Recorder)   | \$ 41.29     | \$ 44.08   |
| Senior Inspector (Recorder)  | \$ 45.61     | \$ 48.69   |
| Senior Inspector (Recorder/Contract Administrator)                   | \$ 50.39     | \$ 53.79   |
| <b>Biology/Environment Classifications</b>                           |              |            |
| Junior Biologist/Environment Tech.                                   | \$ 33.82     | \$ 36.10   |
| Biologist/Environment Technician                                     | \$ 37.39     | \$ 39.91   |
| Senior Biologist/Environment Technician                              | \$ 41.29     | \$ 44.08   |
| Foreperson (see OF.115 for requirements to obtain premium) 10%       |              |            |
| <b>Vacation Pay</b>  | <b>12.4%</b> |            |

| Benefit Allocations:    | 2022-07-01     | 2023-07-01     |
|-------------------------|----------------|----------------|
| Health and Welfare Fund | 2.43           | 2.59           |
| Pension Plan Fund       | 2.59           | 2.76           |
| <b>Total</b>            | <b>\$ 5.02</b> | <b>\$ 5.36</b> |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Op. Engineers Heavy (OP)   |            |            |
|---|------------|------------|
| Job Classification  | 2022-07-01 | 2023-07-01 |
| <b>Group 1</b><br><ul style="list-style-type: none"> <li>• Track Excavator (7 yds and up to 10 yds) Shovels, all attachments (10 yds and up to 15 yds) *See OP.111 for Equipment Trainee Ratio</li> <li>• Kangaroo Model 1500 (Trainee required) Operator required to operate with boom length over 130 feet shall have the regular hourly rate increased by twenty-five (\$0.25) per hour</li> <li>• Front end loader and Scoop Trams all types (10 yds and up to 15 yds)</li> </ul>   | \$ 43.35   | \$ 46.28   |
| <b>Group 2</b><br><ul style="list-style-type: none"> <li>• Heavy Duty Mechanics, Welders, Mechanic Electricians, Vehicle Body Painters</li> <li>• Shovels, all attachments (7 yds and up to 10 yds) *See OP.111 for Equipment Trainee ratio</li> <li>• Kangaroo Model 750</li> <li>• Front End Loaders and Scoop Trams, all types (7 yds and up to 10 yds)</li> <li>• Aerial Cableways</li> <li>• Whirley Type Gantry Cranes (Operator required to operate with boom length over 130 ft. shall have the regular hourly rate increased by fifty cents (\$0.50)per hour</li> <li>• Concrete Mixing Batch Plants (up to 250 cu. Yds. Per hour) *Apprentice required</li> </ul> | \$ 42.89   | \$ 45.79   |
| <b>Group 3</b><br><ul style="list-style-type: none"> <li>• Track Excavator (3 yds and up to 5 yds) Shovels, all attachments (up to 7 yds) *See OP.111 for Equipment Trainee Ratio</li> <li>• Drill Doctors and Steel Sharpeners</li> <li>• Refrigeration Mechanics</li> <li>• Overhead and Front End Loader, all types (5 yds and up to 7 yds)</li> <li>• Scoop Trams and similar equipment (under 7 yds)</li> <li>• Crawler Tractor – D10</li> </ul>   | \$ 41.97   | \$ 44.80   |
| <b>Group 4</b><br><ul style="list-style-type: none"> <li>• Overhead Cranes</li> <li>• Gantry Cranes</li> <li>• Travel Lift Drott 1000</li> <li>• Tire Service - (vulcanizing experience)</li> <li>• No Joint Concrete Casting Machines and similar types</li> <li>• Mixer Mobiles (Mixer and Hoist Combination)</li> <li>• Concrete Pumps with boom attachment (42 meters in length &amp; over)</li> </ul>  | \$ 41.66   | \$ 44.47   |
| <b>Group 5</b><br><ul style="list-style-type: none"> <li>• Ross Carrier</li> <li>• Gradalls</li> <li>• Crawler Tractors in Tandem (one operator)</li> <li>• Rubber Tire Scrapers, all types and sizes when used in tandem (one operator)</li> <li>• Track Excavator (under 3 yds)</li> <li>• Concrete Hopper Rail Car</li> <li>• Mobile Concrete Pump with Boom Attachment (under 42 meters in length)</li> <li>• Derricks</li> <li>• Overhead and Front End Loaders, all types (up to 5 yds)</li> <li>• Crawler Tractors D5, 6, 7, 8, 9 types</li> <li>• Graders and Motor Patrols</li> </ul>  | \$ 41.24   | \$ 44.02   |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Op. Engineers Heavy (OP)  |            |            |
|--|------------|------------|
| Job Classification   | 2022-07-01 | 2023-07-01 |
| <b>Group 6</b> <ul style="list-style-type: none"> <li>• Dozer Compactor</li> <li>• Trenching Machines *See OP.111 for Equipment Trainee ratio</li> <li>• Rubber Tired Scrapers (under 30 yds) Curbing Machine</li> <li>• Concrete Spreaders or Finishing Machine Operators (all types and sizes)</li> <li>• Drills – Quarry Master, Reich, Bucyrus, Erie, Benoto and smilieri types</li> <li>• Mechanical Excavator (Mole)</li> <li>• Screening and Washing Plants (75 yds per hour and over) *Apprentice required</li> <li>• Mucking Machines (Conway 101 types)</li> <li>• Drills – Exploration (Cable, Core, Rotary, Churn and similar)</li> <li>• Stationary Engineer (Chief)</li> <li>• Hydraulic Backhoes (Tractor Mounted) (1/2 yd. rated capacity and over)</li> <li>• Mechanical Tamping Machines, all types</li> <li>• Crusher Operator *Apprentice Required</li> <li>• Jumbo Form Setter (power driven)</li> <li>• Air Tugger</li> <li>• Placo Operator</li> <li>• Ditch Witch</li> <li>• 4, 3, 2, 1 Drum Hoists</li> <li>• Construction Material and Person Hoist</li> </ul> | \$ 40.65   | \$ 43.39   |

Other Premiums may be listed in the appropriate Trade Section.



Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Op. Engineers Heavy (OP)  |            |            |
|--|------------|------------|
| Job Classification   | 2022-07-01 | 2023-07-01 |
| <b>Group 7</b> <ul style="list-style-type: none"> <li>• Tree Farmer and similar type skidders</li> <li>• Service Truck Operator</li> <li>• Heavy Duty Greaser and Serviceperson</li> <li>• Mucking Machines (Eimco over Model 40)</li> <li>• Tire Service</li> <li>• Locomotives (Diesel, Gas, Steam, Electric)</li> <li>• Compressors (1000 cu. ft. and over)</li> <li>• Pumps (6" and over)</li> <li>• Stationary Engineers (shift)</li> <li>• Concrete Mixer (1yd &amp; over)</li> <li>• Screening &amp; Washing Plants (portable types)</li> <li style="padding-left: 20px;">*Apprentice required</li> <li>• Concrete Paving Machines (Jaeger and Koehring and similar types)</li> <li>• Line Concrete Pumps</li> <li>• Cement Hogs</li> <li>• Fuller Kenyon</li> <li>• Conveyor Belt and Conveyor Type Loaders (Barber Greene, Kolman and similar types)</li> <li>• Hydraulic Slip Form Operator</li> <li>• Crawler Tractors D2, D3 and D4 types</li> <li>• Hydra Hammers</li> <li>• Compactors – self propelled (other than on Asphalt Paving) (15 tons and over)</li> <li>• Crusher Topman</li> <li>• Hydraulic Backhoe (Tractor Mounted) (under ½ yd rating)</li> <li>• Hiab and A-Frame Trucks and similar folding boom types</li> <li>• Stinger and similar flat deck boom Cranes</li> </ul> | \$ 40.10   | \$ 42.81   |
| <b>Group 8</b> <ul style="list-style-type: none"> <li>• Forklifts, Bullmoose, Hysters similar type equipment</li> <li>• Elevator Operator</li> <li>• Skid Steer Loaders – Bobcat and similar type (under 1 yd)</li> <li>• ** Mechanic Electrician Helper</li> <li>• Crawler Tractors D2 types, Oliver, Cletrac, Farm Tractors (26 h.p. and under)</li> <li>• Padperson</li> <li>• Fireperson</li> <li>• ** Mechanic's Helper (See OP.110 for Helper Trainee's)</li> <li>• Compressor under 1,000 cu. ft.</li> <li>• Compactors – self propelled (other than on Asphalt paving) (under 15 tons)</li> <li>• Pumps (under 6")</li> <li>• Sheep Foot, Wobbly Wheel and similar compactors. Rate to be governed by type of towing equipment</li> <li>• Assistant Driller</li> </ul>   | \$ 35.12   | \$ 37.49   |
| * Denotes Apprentice or Equipment Trainee required as outlined in Article OP.111 or OP.114   |            |            |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Op. Engineers Heavy (OP)</b>  |                   |                   |
|---|-------------------|-------------------|
| <b>Job Classification</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| ** Mechanic's Helper Trainees<br>(1st Period: 0-1,500 hours worked – 80% of rate)<br>(2nd Period: 1501-2000 hours worked – 90% of rate) |                   |                   |
| <b>Conventional and Hydraulic Cranes</b>  |                   |                   |
| <b>Job Classification</b>   |                   |                   |
| <b>Crane Operator Rates - Conventional</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Under 20 Ton  | \$ 46.56          | \$ 49.70          |
| 21 - 50 Ton   | \$ 47.46          | \$ 50.66          |
| 51 - 99 Ton   | \$ 47.97          | \$ 51.21          |
| 100 - 149 Ton   | \$ 48.47          | \$ 51.74          |
| 150 - 199 Ton   | \$ 48.99          | \$ 52.30          |
| 200 - 249 Ton   | \$ 49.51          | \$ 52.85          |
| 250 - 299 Ton   | \$ 49.98          | \$ 53.35          |
| 300 - 349 ton   | \$ 51.70          | \$ 55.19          |
| 350 - 399 ton   | \$ 53.45          | \$ 57.06          |
| 400 - 449 ton   | \$ 55.14          | \$ 58.86          |
| 450 ton - 499 ton   | \$ 62.78          | \$ 67.02          |
| <b>Crane Operator Rates - Hydraulic</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Under 20 Ton  | \$ 45.43          | \$ 48.50          |
| 20 - 50 Ton   | \$ 46.36          | \$ 49.49          |
| 51 - 99 Ton   | \$ 46.86          | \$ 50.02          |
| 100 - 149 Ton   | \$ 47.38          | \$ 50.58          |
| 150 - 199 Ton   | \$ 47.89          | \$ 51.12          |
| 200 - 249 Ton   | \$ 48.75          | \$ 52.04          |
| 250 - 299 Ton   | \$ 49.58          | \$ 52.93          |
| 300 - 349 ton   | \$ 51.30          | \$ 54.76          |
| 350 - 399 ton   | \$ 52.96          | \$ 56.53          |
| 400 - 449 ton   | \$ 54.65          | \$ 58.34          |
| 450 ton - 499 ton   | \$ 56.33          | \$ 60.13          |
| <b>Other Classifications</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Tower Cranes - Over 10 Ton  | \$ 46.62          | \$ 49.77          |
| Tower Cranes - Under 10 Ton   | \$ 46.13          | \$ 49.24          |
| Kangaroo 1500   | \$ 46.62          | \$ 49.77          |
| Kangaroo 750  | \$ 46.13          | \$ 49.24          |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Op. Engineers Heavy (OP)</b>                                      |                   |                   |
|---|-------------------|-------------------|
| <b>Job Classification</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| See OP.111 for cranes over 499 ton, Kangaroo Model 1500 over 130 feet boom length and for apprentice requirements |                   |                   |
| For Foreperson Premiums see OP.200  |                   |                   |
| <b>Apprentice &amp; Equipment Trainee Rates (see OP.111)</b>  |                   |                   |
| <b>Job Classification</b>   | <b>Percentage</b> | <b>Percentage</b> |
| <b>Crane Apprentice</b>   |                   |                   |
| 1 - 600 Seat Time Hours   | 65%               | 65%               |
| 601 - 1200 Seat Time Hours  | 75%               | 75%               |
| 1201 - 1800 Seat Time Hours   | 85%               | 85%               |
| <b>Plant Apprentice</b>   |                   |                   |
| 1 - 1200 Hours  | 65%               | 65%               |
| 1201 - 240 Hours  | 75%               | 75%               |
| 2401 - 3600 Hours   | 85%               | 85%               |
| <b>Trades Apprentice</b>  |                   |                   |
| 1st Year  | 60%               | 60%               |
| 2nd Year  | 70%               | 70%               |
| 3rd year  | 80%               | 80%               |
| 4th Year  | 90%               | 90%               |
| <b>Equipment Trainee - No IUOE Training</b><br>(see OP.111 for Equipment Trainee Hiring Ratios)                   |                   |                   |
| 1 - 1000 hours  | 65%               | 65%               |
| 1001 - 2000 hours   | 75%               | 75%               |
| 2001 - 3000 hours   | 85%               | 85%               |
| <b>Equipment Trainee - With IUOE Training</b><br>(see OP.111 for Equipment Trainee Hiring Ratios)                 |                   |                   |
| 0 - 1000 hours  | 75%               | 75%               |
| 1000 - 3000 hours   | 85%               | 85%               |
| <b>Vacation Pay</b>   | <b>12%</b>        |                   |

| <b>Benefit Allocations:</b>                 | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| Operating Engineers' Benefits Plan          | 2.43              | 2.48              |
| Pension Plan                                | 4.07              | 4.50              |
| IUOE Local 115 Training Association Fund    | 0.38              | 0.38              |
| Mechanics, Serviceperson Tool Allownce Fund | 0.06              | 0.18              |
| Operating Engineers' Advancement Fund       | 0.18              | 0.06              |
| <b>Total</b>                                | <b>\$7.12</b>     | <b>\$7.60</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Operating Clam (OPC)</b>   |                   |                   |
|--|-------------------|-------------------|
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Operator - 7 yards and up to 10 yards) - Deck Engineer required in dredging  | \$ 50.03          | \$ 53.41          |
| Operator (5 yards and up to 7 yards) - Deck Engineer required in dredging  | \$ 48.81          | \$ 52.10          |
| Operator (3 yards and under 5 yards) - Deck Engineer required in dredging  | \$ 48.25          | \$ 51.51          |
| Gantry Crane   | \$ 48.25          | \$ 51.51          |
| Operator - (under 3 yards) – Deck Engineer required in dredging  | \$ 47.65          | \$ 50.87          |
| Front End Loader (over 5 yards)  | \$ 47.41          | \$ 50.61          |
| Fixed Floating Pile Drivers – Skid Rigs (Hammerperson)   | \$ 47.65          | \$ 50.87          |
| Rotary Type Drill (Truck and Crawler Mounted)  | \$ 47.41          | \$ 50.61          |
| Mechanics, Welders, Bodyperson Painter   | \$ 46.96          | \$ 50.13          |
| Front End Loader (under 5 yards)   | \$ 45.63          | \$ 48.71          |
| Boatman (up to 225 h.p.)   | \$ 44.70          | \$ 47.72          |
| Boatperson (over 225 h.p.)   | \$ 45.84          | \$ 48.93          |
| Service Truck, Heavy Duty Greaser, Serviceperson, Forklift, Bullmoose and Hyster Operator (around Yard), Firefighters  | \$ 45.22          | \$ 48.27          |
| Deck Engineer  | \$ 41.50          | \$ 44.30          |
| Assistant Driller  | \$ 38.87          | \$ 41.49          |
| Deck Hand  | \$ 36.12          | \$ 38.56          |
| * Padpersons and Mechanics Helpers<br>(see OP.100 for Trainee rates)   | \$ 31.52          | \$ 33.65          |
| Scow Winder  | \$ 36.94          | \$ 39.43          |
| Boat Deckhand  | \$ 36.12          | \$ 38.56          |
| All rated capacities referred to are maximum manufacturers' factory rating for struck capacity of the machine.   |                   |                   |
| On Heavy Construction jobs where Boat Operators and Deck Hands are required to perform work relating to debris control and removal in Navigable Rivers and where the work performed may be that of flood control and where the work is not in conjunction with Clamshell or Dipper Dredging operations, the above rates shall apply. |                   |                   |
| For Foreperson premiums see OPC.200.   |                   |                   |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Operating Clam (OPC)</b> |                   |                   |
|--|-------------------|-------------------|
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| <b>Apprentices</b><br>(see OPC.410 for Apprentice Hiring Requirements)   |                   |                   |
| <b>Job Classification</b>  | <b>Percentage</b> | <b>Percentage</b> |
| <b>Crane Apprentice</b>  |                   |                   |
| 1 - 600 Seat Time Hours  | 65%               | 65%               |
| 601 - 1200 Seat Time Hours   | 75%               | 75%               |
| 1201 - 1800 Seat Time Hours  | 85%               | 85%               |
| <b>Trades Apprentice</b>   |                   |                   |
| 1st Year   | 60%               | 60%               |
| 2nd Year   | 70%               | 70%               |
| 3rd Year   | 80%               | 80%               |
| 4th Year   | 90%               | 90%               |
| <b>Vacation Pay</b>  | <b>12%</b>        |                   |

| <b>Benefit Allocations:</b>                 | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| Operating Engineers' Benefits Plan          | 2.43              | 2.48              |
| Pension Plan                                | 4.07              | 4.50              |
| IUOE Local 115 Training Association Fund    | 0.38              | 0.38              |
| Mechanics, Serviceperson Tool Allownce Fund | 0.06              | 0.18              |
| Operating Engineers' Advancement Fund       | 0.18              | 0.06              |
| <b>Total</b>                                | <b>\$7.12</b>     | <b>\$7.60</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Operating Hydraulic (OPH)</b> |             |                   |                   |
|---|-------------|-------------------|-------------------|
| <b>Job Classification</b>   | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Leverperson   |             | \$ 46.75          | \$ 49.91          |
| Leverperson on Project  |             | \$ 53.36          | \$ 56.96          |
| Chief Engineer  |             | \$ 45.56          | \$ 48.64          |
| Chief Engineer on Project   |             | \$ 52.11          | \$ 55.63          |
| Operator Equipment  |             | \$ 43.58          | \$ 46.52          |
| Operator Lead Hand  |             | \$ 44.95          | \$ 47.98          |
| Dewater Pump Operator   |             | \$ 41.64          | \$ 44.45          |
| Shift Engineer (Mechanical or Electrical)                                     |             | \$ 45.00          | \$ 48.04          |
| Welder  |             | \$ 45.00          | \$ 48.04          |
| Mate  |             | \$ 44.18          | \$ 47.16          |
| Boatperson  |             | \$ 43.64          | \$ 46.59          |
| Deckhand  |             | \$ 36.53          | \$ 39.00          |
| Leveeperson   |             | \$ 35.51          | \$ 37.91          |
| For Foreperson premiums see OPH.200   |             |                   |                   |
| <b>Vacation Pay</b>   | <b>12%</b>  |                   |                   |

| <b>Benefit Allocations:</b>                 | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| Operating Engineers' Benefits Plan          | 2.43              | 2.48              |
| Pension Plan                                | 4.07              | 4.50              |
| IUOE Local 115 Training Association Fund    | 0.38              | 0.38              |
| Mechanics, Serviceperson Tool Allownce Fund | 0.18              | 0.18              |
| Operating Engineers' Advancement Fund       | 0.06              | 0.06              |
| <b>Total</b>                                | <b>\$7.12</b>     | <b>\$7.60</b>     |

Other Premiums may be listed in the appropriate Trade Section.

| CHC/AHC Collective Agreement Wage Schedule - Operating Road Building (OPR)  |            |            |
|---|------------|------------|
| Interior/Kootenay   |            |            |
| Job Classification  | 2022-07-01 | 2023-07-01 |
| Heavy Duty Mechanic, Welder   | \$ 35.42   | \$ 37.81   |
| <b>Group 1</b> <ul style="list-style-type: none"> <li>• Grader Operator</li> <li>• Overhead &amp; Front End Loaders all types (over 10 yds. up to and including 15 yds. Add twenty-five cents (\$0.25) per hour)</li> <li>• Overhead &amp; Front End Loaders all types (over 7 yds up to and including 10 yards)</li> <li>• Paving Plant Foreperson<br/>(The Paving Plant Foreperson shall receive an additional fifty cents (\$0.50) per hour)</li> <li>• Excavator, all attachments (5 yds. &amp; under 7 yds.)</li> <li>• Screed</li> </ul>  | \$ 34.76   | \$ 37.11   |
| <b>Group 2</b> <ul style="list-style-type: none"> <li>• Asphalt Plant Operator</li> <li>• Dozer (D-10) and similar types</li> <li>• Overhead &amp; Front End Loaders all types (5 yds. and up to and including 7 yds.)</li> <li>• Excavator, all attachments (3 yds. &amp; under 5 yds.)</li> <li>• Paver</li> </ul>  | \$ 33.30   | \$ 35.55   |
| <b>Group 3</b> <ul style="list-style-type: none"> <li>• Bodyman Painter</li> <li>• Dozer (D9 and Komatsu 355)</li> <li>• Dozer in tandem (one operator)</li> <li>• Drills over 9" exploration (cable core, rotary and similar types)</li> <li>• Gradalls</li> <li>• Multi-Plant Operator (Aggregate) (one operator)</li> <li>• Rubber Tired Scrapers, all types &amp; sizes when used in tandem (one operator)</li> <li>• Rubber Tired Scrapers, all types (30 yds. &amp; over)</li> <li>• Excavator, all attachments (under 3 yds.)</li> <li>• Asphalt Roller (over 2 tons)</li> </ul> | \$ 32.78   | \$ 34.99   |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Operating Road Building (OPR)   |            |            |
|--|------------|------------|
| Interior/Kootenay  |            |            |
| Job Classification   | 2022-07-01 | 2023-07-01 |
| <b>Group 4</b> <ul style="list-style-type: none"> <li>• Dozer (D5, 6, 7 and 8 types)</li> <li>• Crusher Operators</li> <li>• Dozer Compactor</li> <li>• Drills - 9" and under exploration (cable core, rotary and similar types)</li> <li>• Dual Articulated Rollers</li> <li>• Backhoe (1/2 yd. rated capacity and over)</li> <li>• Mechanical Tamping Machine (all types)</li> <li>• Overhead &amp; Front End Loaders, all types (over 1 yd &amp; under 5 yds.)</li> <li>• Road Profilers (Roto Mill and similar types)</li> <li>• Rubber Tired Scrapers (under 30 yds.)</li> <li>• Screening &amp; Washing Plants (75 yds. per hour &amp; over)</li> <li>• Vibratory Roller Operator (over 2 tons)</li> </ul> | \$ 32.65   | \$ 34.85   |
| <b>Group 5</b> <ul style="list-style-type: none"> <li>• Conveyor</li> <li>• Crawler Tractors D4 and D2 types</li> <li>• Fork Lifts, Bullmooses, Hysters, Straddle Carriers</li> <li>• Backhoe</li> <li>• Overhead &amp; Front End Loaders, including Skid Steer, all types (1 yd &amp; under)</li> <li>• Power Broom</li> <li>• Rollers, all types (other than walk behind)</li> <li>• Screening &amp; Washing Plants (portable types)</li> <li>• Serviceperson</li> <li>• Skidders (Tree Farmer &amp; similar type equipment)</li> <li>• Vibratory Roller Operator (2 tons and under)</li> </ul>  | \$ 32.07   | \$ 34.23   |

Other Premiums may be listed in the appropriate Trade Section.



Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Operating Road Building (OPR)</b>  |                   |                   |
|--|-------------------|-------------------|
| <b>Interior/Kootenay</b>   |                   |                   |
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| <b>Group 6</b>   |                   |                   |
| <ul style="list-style-type: none"> <li>• Concrete Mixing Batch Plants - all types</li> <li>• Cranes - all types</li> <li>• Mechanics Helper</li> <li>• Sheep Foot, Wobly Wheel &amp; similar compactors (Rate to be governed by type of towing equipment)</li> </ul> | \$ 31.22          | \$ 33.33          |
| <b>Packer (Non-Ashpalt Work)</b>   | \$ 27.58          | \$ 29.44          |
| See Article OPR.200 for Forepeson Premiums   |                   |                   |
| <ul style="list-style-type: none"> <li>• Cranes - all types</li> </ul> Where the aforesaid classifications are required, they shall be in accordance with the Operating Engineers Heavy (OP) Trade Section.  |                   |                   |
| <b>Job Classification</b>  | <b>Percentage</b> | <b>Percentage</b> |
| <b>Mechanic Apprentice</b>   |                   |                   |
| 1st Year   | 60%               | 60%               |
| 2nd Year   | 70%               | 70%               |
| 3rd Year   | 80%               | 80%               |
| 4th Year   | 90%               | 90%               |
| <b>Equipment Trainee (OPR.110)</b>   |                   |                   |
| No IUOE Training   |                   |                   |
| 0 - 1000 hours   | 65%               | 65%               |
| 1001 - 2000  | 75%               | 75%               |
| 2001 - 3000  | 85%               | 85%               |
| <b>With IUOE Training</b>  |                   |                   |
| 0 - 1000 hours   | 75%               | 75%               |
| 1001 - 3000 hours  | 85%               | 85%               |
| <b>Vacation Pay</b>  | <b>12.5%</b>      |                   |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Operating Road Building (OPR)</b> |                   |                   |
|---|-------------------|-------------------|
| <b>Interior/Kootenay</b>  |                   |                   |
| <b>Job Classification</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |

| <b>Benefit Allocation:</b>               | <b>2022-07-01</b> | <b>2023-07-01</b> |
|--|-------------------|-------------------|
| Operating Engineers' Benefits Plan       | 2.43              | 2.48              |
| Pension Plan                             | 4.07              | 4.50              |
| IUOE Local 115 Training Association Fund | 0.38              | 0.38              |
| O.E. Advancement Fund                    | 0.18              | 0.18              |
| Tool Allowance Fund                      | 0.06              | 0.06              |
| <b>Total</b>                             | <b>\$7.12</b>     | <b>\$7.60</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Operating Road Building (OPR)</b>  |                   |                   |
|--|-------------------|-------------------|
| <b>Lower Mainland and Fraser Valley (Hope on the East, Vancouver on the West, the US Border on the South to Squamish on the North, inclusive.)</b>   |                   |                   |
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| <b>Heavy Duty Mechanics, Welders, Drill Doctors and Steel Sharpeners</b>   | <b>43.19</b>      | <b>46.11</b>      |
| <b>Group 1</b><br><ul style="list-style-type: none"> <li>• Excavators, all attachments (5 yds and under 7 yds)</li> <li>• Front End Loaders all types (over 7 yds. up to and including 15 yds.)</li> <li>• Ashpalt/Concrete Plant Operator</li> </ul>  | \$ 40.12          | 42.83             |
| <b>Group 2</b><br><ul style="list-style-type: none"> <li>• Excavators, all attachments (3 yds. And under 5 yds)</li> <li>• Front End Loaders all types (5 yds. and up to 7 yds.)</li> <li>• Crawler Tractors (D-10) and similar types</li> <li>• Multi Plant Operator</li> <li>• Crushing/Screening &amp; Washing Plants - over 75 yards per hour</li> </ul> | \$ 39.72          | 42.40             |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Operating Road Building (OPR)</b>  |                   |                   |
|--|-------------------|-------------------|
| <b>Lower Mainland and Fraser Valley (Hope on the East, Vancouver on the West, the US Border on the South to Squamish on the North, inclusive.)</b>   |                   |                   |
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| <p><b>Group 3</b></p> <ul style="list-style-type: none"> <li>• Excavators, all attachments (under 3 yds.)</li> <li>• All Drills exploration (cable core, rotary and similar types)</li> <li>• All Crawler Tractors</li> <li>• Rubber Tired Scrapers</li> <li>• Gradalls</li> <li>• Tire Technician</li> <li>• Paver, Screed</li> <li>• Asphalt Rollers</li> <li>• Track Curb Machines</li> <li>• Concrete Finishing/Paving and Spreading Machines</li> <li>• Tractor Loader Backhoes (all)</li> <li>• Road Profilers (Roto Mill, Reclaimer, Pulvimixer, Hydro Hammer and similar types)</li> <li>• Slurry Seal Machine</li> <li>• Front End Loaders (1 yard to 5 yards)</li> <li>• Crushing/Screening Wash Plant under 75 yards per hour</li> <li>• Hiabs and similar equipment under 10 ton</li> <li>• Forklifts and similar equipment</li> <li>• Huber Maintainer and similar types</li> <li>• Serviceperson/Truck Operator</li> <li>• Hydraulic Backhoes (Tractor Mounted) (All)</li> <li>• Tractor Mounted Chip Rock Spreader</li> </ul> | <p>\$ 39.15</p>   | <p>41.79</p>      |
| <p><b>Group 4</b></p> <ul style="list-style-type: none"> <li>• All Compressors/Pumps</li> <li>• Belt and Conveyor Type Loaders</li> <li>• Power Broom</li> <li>• Grade rollers/compactors/tampers</li> <li>• Pumpcrete &amp; Grout Pumps and/or equivalent</li> <li>• Skid Steer</li> </ul>  | <p>\$ 35.50</p>   | <p>37.90</p>      |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Operating Road Building (OPR)</b>   |                   |                   |
|---|-------------------|-------------------|
| <b>Lower Mainland and Fraser Valley (Hope on the East, Vancouver on the West, the US Border on the South to Squamish on the North, inclusive.)</b>                      |                   |                   |
| <b>Job Classification</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| See Article OPR.200 for Forepeson Premiums  |                   |                   |
| <ul style="list-style-type: none"> <li>• Cranes - all types</li> </ul> Where the aforesaid classifications are required, they shall be in accordance with the Operating |                   |                   |
| <b>Apprentice &amp; Equipment Trainee Rates</b>   |                   |                   |
| <b>Job Classification</b>   | <b>Percentage</b> | <b>Percentage</b> |
| <b>Mechanic Apprentice</b>  |                   |                   |
| 1st Year  | 60%               | 60%               |
| 2nd Year  | 70%               | 70%               |
| 3rd Year  | 80%               | 80%               |
| 4th Year  | 90%               | 90%               |
| <b>Equipment Trainee (OPR.111)</b>  |                   |                   |
| No IUOE Training  |                   |                   |
| 0 - 1000 hours  | 65%               | 65%               |
| 1001 - 2000   | 75%               | 75%               |
| 2001 - 3000   | 85%               | 85%               |
| <b>With IUOE Training</b>   |                   |                   |
| 0 - 1000 hours  | 75%               | 75%               |
| 1001 - 3000 hours   | 85%               | 85%               |
| <b>Vacation Pay</b>   | <b>12.5%</b>      |                   |

| <b>Benefit Allocation:</b>               | <b>2022-07-01</b> | <b>2023-07-01</b> |
|--|-------------------|-------------------|
| Operating Engineers' Benefits Plan       | 2.43              | 2.48              |
| Pension Plan                             | 4.07              | 4.50              |
| IUOE Local 115 Training Association Fund | 0.38              | 0.38              |
| O.E. Advancement Fund                    | 0.18              | 0.18              |
| Tool Allowance Fund                      | 0.06              | 0.06              |
| <b>Total</b>                             | <b>\$7.12</b>     | <b>\$7.60</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Operators Road Building (OPR)</b>  |                   |                   |
|--|-------------------|-------------------|
| <b>Vancouver Island</b>  |                   |                   |
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Heavy Duty Mechanics, Welders, Drill Doctors, and Steel Sharpeners   | \$ 38.82          | \$ 41.44          |
| <b>Group 1</b><br><ul style="list-style-type: none"> <li>• Excavators, all attachments (5 yds and under 7 yds)</li> <li>• Front End Loaders all types (over 7 yds. up to and including 15 yds.)</li> <li>• Ashpalt/Concrete Plant Operator</li> </ul>  | \$ 38.08          | \$ 40.65          |
| <b>Group 2</b><br><ul style="list-style-type: none"> <li>• Excavators, all attachments (3 yds. And under 5 yds)</li> <li>• Front End Loaders all types (5 yds. and up to 7 yds.)</li> <li>• Crawler Tractors (D-10) and similar types</li> <li>• Multi Plant Operator</li> <li>• Crushing/Screening &amp; Washing Plants - over 75 yards per hour</li> </ul> | \$ 37.68          | \$ 40.22          |

Other Premiums may be listed in the appropriate Trade Section.

| CHC/AHC Collective Agreement Wage Schedule - Operators Road Building (OPR)   |                 |                 |
|--|-----------------|-----------------|
| Vancouver Island   |                 |                 |
| Job Classification   | 2022-07-01      | 2023-07-01      |
| <p><b>Group 3</b></p> <ul style="list-style-type: none"> <li>• Excavators, all attachments (under 3 yds.)</li> <li>• All Drills exploration (cable core, rotary and similar types)</li> <li>• All Crawler Tractors</li> <li>• Rubber Tired Scrapers</li> <li>• Gradalls</li> <li>• Tire Technician</li> <li>• Paver, Screed</li> <li>• Asphalt Rollers</li> <li>• Track Curb Machines</li> <li>• Concrete Finishing/Paving and Spreading Machines</li> <li>• Tractor Loader Backhoes (all)</li> <li>• Road Profilers (Roto Mill, Reclaimer, Pulvimixer, Hydro Hammer and similar types)</li> <li>• Slurry Seal Machine</li> <li>• Front End Loaders (1 yard to 5 yards)</li> <li>• Crushing/Screening Wash Plant under 75 yards per hour</li> <li>• Hiabs and similar equipment under 10 ton</li> <li>• Forklifts and similar equipment</li> <li>• Huber Maintainer and similar types</li> <li>• Serviceperson/Truck Operator</li> <li>• Hydraulic Backhoes (Tractor Mounted) (All)</li> <li>• Tractor Mounted Chip Rock Spreader</li> </ul> | <p>\$ 37.17</p> | <p>\$ 39.68</p> |
| <p><b>Group 4</b></p> <ul style="list-style-type: none"> <li>• All Compressors/Pumps</li> <li>• Belt and Conveyor Type Loaders</li> <li>• Power Broom</li> <li>• Grade rollers/compactors/tampers</li> <li>• Pumpcrete &amp; Grout Pumps and/or equivalent</li> <li>• Skid Steer</li> </ul>  | <p>\$ 37.02</p> | <p>\$ 39.52</p> |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Operators Road Building (OPR)</b>   |                   |                   |
|---|-------------------|-------------------|
| <b>Vancouver Island</b>   |                   |                   |
| <b>Job Classification</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| See Article OPR.200 for Forepeson Premiums  |                   |                   |
| <ul style="list-style-type: none"> <li>• Cranes - all types</li> </ul> Where the aforesaid classifications are required, they shall be in accordance with the Operating Engineers Heavy (OP) Trade Section. |                   |                   |
| <b>Apprentice &amp; Equipment Trainee Rates</b>   |                   |                   |
| <b>Job Classification</b>   | <b>Percentage</b> | <b>Percentage</b> |
| <b>Mechanic Apprentice</b>  |                   |                   |
| 1st Year  | 60%               | 60%               |
| 2nd Year  | 70%               | 70%               |
| 3rd Year  | 80%               | 80%               |
| 4th Year  | 90%               | 90%               |
| <b>Equipment Trainee (OPR.111)</b>  |                   |                   |
| No IUOE Training  |                   |                   |
| 0 - 1000 hours  | 65%               | 65%               |
| 1001 - 2000   | 75%               | 75%               |
| 2001 - 3000   | 85%               | 85%               |
| <b>With IUOE Training</b>   |                   |                   |
| 0 - 1000 hours  | 75%               | 75%               |
| 1001 - 3000 hours   | 85%               | 85%               |
| <b>Vacation Pay</b>   | <b>12.5%</b>      |                   |

| <b>Benefit Allocation:</b>               | <b>2022-07-01</b> | <b>2023-07-01</b> |
|--|-------------------|-------------------|
| Operating Engineers' Benefits Plan       | 2.43              | 2.48              |
| Pension Plan                             | 4.07              | 4.50              |
| IUOE Local 115 Training Association Fund | 0.38              | 0.38              |
| O.E. Advancement Fund                    | 0.18              | 0.18              |
| Tool Allowance Fund                      | 0.06              | 0.06              |
| <b>Total</b>                             | <b>\$7.12</b>     | <b>\$7.60</b>     |

Other Premiums may be listed in the appropriate Trade Section.



Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Op. Road Building (OPR)</b>  |                   |                   |
|--|-------------------|-------------------|
| <b>Northern BC</b>   |                   |                   |
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Heavy Duty Mechanics, Welders, Drill Doctors, and Steel Sharpeners   | \$ 41.42          | \$ 44.22          |
| <b>Group 1</b>   |                   |                   |
| <ul style="list-style-type: none"> <li>• Excavators, all attachments<br/>(5 yds and under 7 yds)</li> <li>• Front End Loaders all types (over 7 yds. up to and including 15 yds.)</li> <li>• Ashpalt/Concrete Plant Operator</li> </ul>  | \$ 40.92          | \$ 43.68          |
| <b>Group 2</b>   |                   |                   |
| <ul style="list-style-type: none"> <li>• Excavators, all attachments (3 yds. And under 5 yds)</li> <li>• Front End Loaders all types (5 yds. and up to 7 yds.)</li> <li>• Crawler Tractors (D-10) and similar types</li> <li>• Multi Plant Operator</li> <li>• Crushing/Screening &amp; Washing Plants - over 75 yards per hour</li> </ul> | \$ 40.24          | \$ 42.96          |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Op. Road Building (OPR)   |            |            |
|--|------------|------------|
| Northern BC  |            |            |
| Job Classification   | 2022-07-01 | 2023-07-01 |
| <p><b>Group 3</b></p> <ul style="list-style-type: none"> <li>• Excavators, all attachments (under 3 yds.)</li> <li>• All Drills exploration (cable core, rotary and similar types)</li> <li>• All Crawler Tractors</li> <li>• Rubber Tired Scrapers</li> <li>• Gradalls</li> <li>• Tire Technician</li> <li>• Paver, Screed</li> <li>• Asphalt Rollers</li> <li>• Track Curb Machines</li> <li>• Concrete Finishing/Paving and Spreading Machines</li> <li>• Tractor Loader Backhoes (all)</li> <li>• Road Profilers (Roto Mill, Reclaimer, Pulvimixer, Hydro Hammer and similar types)</li> <li>• Slurry Seal Machine</li> <li>• Front End Loaders (1 yard to 5 yards)</li> <li>• Crushing/Screening Wash Plant under 75 yards per hour</li> <li>• Hiabs and similar equipment under 10 ton</li> <li>• Forklifts and similar equipment</li> <li>• Huber Maintainer and similar types</li> <li>• Serviceperson/Truck Operator</li> <li>• Hydraulic Backhoes (Tractor Mounted) (All)</li> <li>• Tractor Mounted Chip Rock Spreader</li> </ul> | \$ 39.72   | \$ 42.40   |
| <p><b>Group 4</b></p> <ul style="list-style-type: none"> <li>• All Compressors/Pumps</li> <li>• Belt and Conveyor Type Loaders</li> <li>• Power Broom</li> <li>• Grade rollers/compactors/tampers</li> <li>• Pumpcrete &amp; Grout Pumps and/or equivalent</li> <li>• Skid Steer</li> </ul>  | \$ 39.50   | \$ 42.17   |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Op. Road Building (OPR)</b>   |                   |                   |
|---|-------------------|-------------------|
| <b>Northern BC</b>  |                   |                   |
| <b>Job Classification</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| <b>See Article OPR.200 for Forepeson Premiums</b>   |                   |                   |
| <ul style="list-style-type: none"> <li>• Cranes - all types</li> </ul> Where the aforesaid classifications are required, they shall be in accordance with the Operating Engineers |                   |                   |
| <b>Apprentice &amp; Equipment Trainee Rates</b><br>(see OP.111 for hiring ratio's)  |                   |                   |
| <b>Job Classification</b>   | <b>Percentage</b> | <b>Percentage</b> |
| <b>Mechanic Apprentice</b>  |                   |                   |
| 1st Year  | 60%               | 60%               |
| 2nd Year  | 70%               | 70%               |
| 3rd Year  | 80%               | 80%               |
| 4th Year  | 90%               | 90%               |
| <b>Equipment Trainee (OPR.111)</b>  |                   |                   |
| No IUOE Training  |                   |                   |
| 0 - 1000 hours  | 65%               | 65%               |
| 1001 - 2000   | 75%               | 75%               |
| 2001 - 3000   | 85%               | 85%               |
| <b>With IUOE Training</b>   |                   |                   |
| 0 - 1000 hours  | 75%               | 75%               |
| 1001 - 3000 hours   | 85%               | 85%               |
| <b>Vacation Pay</b>   | <b>12.5%</b>      |                   |
| <b>Benefit Allocation:</b>  |                   |                   |
|   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Operating Engineers' Benefits Plan  | 2.43              | 2.48              |
| Pension Plan  | 4.07              | 4.50              |
| IUOE Local 115 Training Association Fund  | 0.38              | 0.38              |
| O.E. Advancement Fund   | 0.18              | 0.18              |
| Tool Allowance Fund   | 0.06              | 0.06              |
| <b>Total</b>  | <b>\$7.12</b>     | <b>\$7.60</b>     |

Other Premiums may be listed in the appropriate Trade Section.

| <b>CHC/AHC Collective Agreement Wage Schedule - Operating Engineers Steel Erection (OPS)</b>  |             |                   |                   |
|---|-------------|-------------------|-------------------|
| <b>Cranes - Hourly Wage Rates</b>   |             |                   |                   |
| <b>Job Classification</b>   | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| <b>Conventional Cranes</b>  |             |                   |                   |
| Under 20 Tons   |             | \$ 46.56          | \$ 49.70          |
| 20 - 50 Tons  |             | \$ 47.46          | \$ 50.66          |
| 51 - 99 Tons  |             | \$ 47.97          | \$ 51.21          |
| 100 - 149 Tons  |             | \$ 48.47          | \$ 51.74          |
| 150 - 199 Tons  |             | \$ 48.99          | \$ 52.30          |
| 200 - 249 Tons  |             | \$ 49.51          | \$ 52.85          |
| 250 - 299 Tons  |             | \$ 49.98          | \$ 53.35          |
| 300 - 349 Tons  |             | \$ 51.70          | \$ 55.19          |
| 350 - 399 Tons  |             | \$ 53.45          | \$ 57.06          |
| 400 - 449 Tons  |             | \$ 55.14          | \$ 58.86          |
| 450 - 499 Tons  |             | \$ 56.84          | \$ 60.68          |
| <b>Hydraulic Cranes</b>   |             |                   |                   |
| Under 20 Tons   |             | \$ 45.43          | \$ 48.50          |
| 20 - 50 Tons  |             | \$ 46.36          | \$ 49.49          |
| 51 - 99 Tons  |             | \$ 46.86          | \$ 50.02          |
| 100 - 149 Tons  |             | \$ 47.38          | \$ 50.58          |
| 150 - 199 Tons  |             | \$ 47.89          | \$ 51.12          |
| 200 - 249 Tons  |             | \$ 48.75          | \$ 52.04          |
| 250 - 299 Tons  |             | \$ 49.58          | \$ 52.93          |
| 300 - 349 Tons  |             | \$ 51.30          | \$ 54.76          |
| 350 - 399 Tons  |             | \$ 52.96          | \$ 56.53          |
| 400 - 449 Tons  |             | \$ 54.65          | \$ 58.34          |
| 450 - 499 Tons  |             | \$ 56.33          | \$ 60.13          |
| The Wage Rate for Cranes of 500 ton capacity and over shall be calculated at two cents (\$0.02) per ton for each ton over 499 plus the rate established for the 450 - 499 ton size.   |             |                   |                   |
| Any equipment not specifically referred to shall be paid at the "under 20 ton" rate.  |             |                   |                   |
| It is agreed that the "under 20 ton" rate shall be payable where an Operating Engineer works five (5) or more days in the Employer's shop or yard and is not assigned to the operation of a crane where a higher tonnage capacity would normally apply. |             |                   |                   |
| <b>Vacation Pay</b>   | <b>12%</b>  |                   |                   |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Operating Engineers Steel Erection (OPS)</b> |                   |                   |
|--|-------------------|-------------------|
| <b>Cranes - Hourly Wage Rates</b>  |                   |                   |
| <b>Benefit Allocations:</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Operating Engineers' Benefits Plan   | 2.58              | 2.63              |
| Pension Plan   | 4.29              | 4.75              |
| IUOE Local 115 Training Association Fund   | 0.41              | 0.41              |
| Mechanics, Welders and Serviceperson Tool  | 0.08              | 0.19              |
| Operating Engineers' Advancement Fund  | 0.19              | 0.08              |
| <b>Total</b>   | <b>\$7.55</b>     | <b>\$8.06</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Painters (PA)</b>                          |             |                   |                   |
|--|-------------|-------------------|-------------------|
| <b>Job Classification</b>  | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Painter Apprentice 1st Term - 900 hours  | 50%         | \$ 20.16          | \$ 21.52          |
| Painter Apprentice 2nd Term - 901 - 1800 hours   | 55%         | \$ 22.18          | \$ 23.67          |
| Painter Apprentice 3rd Term 1801 - 2700 hours  | 65%         | \$ 26.21          | \$ 27.98          |
| Painter Apprentice 4th Term - 2701 - 3600 hours  | 70%         | \$ 28.22          | \$ 30.13          |
| Painter Apprentice 5th Term - 3601 - 4500 hours  | 75%         | \$ 30.24          | \$ 32.28          |
| Painter Apprentice 6th Term - 4501 - 5400 hours  | 80%         | \$ 32.26          | \$ 34.43          |
| <b>Painter Journeyman (Brush Painting, Roller Painting and Building Cleaning, by hand)</b> | <b>100%</b> | <b>\$ 40.32</b>   | <b>\$ 43.04</b>   |
| Foreperson B   | 108%        | \$ 43.55          | \$ 46.48          |
| Foreperson A   | 115%        | \$ 46.37          | \$ 49.50          |
| Foreperson A + CAS   | \$2.29      | \$ 48.66          | \$ 51.79          |
| Foreperson B + CAS   | \$2.29      | \$ 45.84          | \$ 48.77          |
| Painter Journeyman CAS - 100% + \$2.29   | \$2.29      | \$ 42.61          | \$ 45.33          |
| Painter Apprentice 5th Term CAS - 75% + \$2.29   | \$2.29      | \$ 32.53          | \$ 34.57          |
| Painter Apprentice 6th Term CAS - 80% + \$2.29   | \$2.29      | \$ 34.55          | \$ 36.72          |
| <b>Vacation Pay</b>  | <b>12%</b>  |                   |                   |

| <b>Benefit Allocations:</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| IUPAT District Council 38 Health & Welfare Trust Fund                       | 2.30              | 2.46              |
| International Union of Painters and Allied Trades and Industry Pension Fund | 2.95              | 3.15              |
| District Council 38 Joint Trade Society Fund                                | 0.09              | 0.10              |
| <b>Total</b>  | <b>\$5.34</b>     | <b>\$5.70</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Piledrivers (PI)</b> |             |                   |                   |
|--|-------------|-------------------|-------------------|
| <b>Job Classification</b>  | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Apprentice 1st year  | 70%         | \$ 30.77          | \$ 32.85          |
| Apprentice 2nd year  | 80%         | \$ 35.17          | \$ 37.54          |
| Apprentice 3rd year  | 90%         | \$ 39.56          | \$ 42.23          |
| <b>Bridgeworker</b>  | <b>100%</b> | <b>\$ 43.96</b>   | <b>\$ 46.93</b>   |
| Bridgeworker Foreperson  | 114.7%      | \$ 50.42          | \$ 53.83          |
| <b>Tender</b>  |             | <b>\$ 43.96</b>   | <b>\$ 46.93</b>   |
| <b>Standby Diver</b>   |             | <b>\$ 55.28</b>   | <b>\$ 59.01</b>   |
| <b>Diver</b>   |             | <b>\$ 75.25</b>   | <b>\$ 80.33</b>   |
| <b>Diving Supervisor</b>   |             | <b>\$ 82.76</b>   | <b>\$ 88.35</b>   |
| <b>Vacation Pay</b>  | <b>12%</b>  |                   |                   |

| <b>Benefit Allocations: (Piledrivers)</b>             | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| Health & Welfare                                      | 2.72              | 2.90              |
| Pension   | 5.18              | 5.53              |
| Piledrivers Apprenticeship and Trade Promotional Fund | 0.13              | 0.14              |
| <b>Total</b>  | <b>\$8.03</b>     | <b>\$8.57</b>     |

| <b>Benefit Allocations: (Divers)</b>                  | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| Health & Welfare                                      | 2.72              | 2.77              |
| Pension   | 4.93              | 5.03              |
| Piledrivers Apprenticeship and Trade Promotional Fund | 0.13              | 0.13              |
| <b>Total</b>  | <b>\$7.78</b>     | <b>\$7.94</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Plumbers &amp; Pipefitters (PL)</b> |               |                   |                   |
|---|---------------|-------------------|-------------------|
| <b>Job Classification</b>   | <b>Rate</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Plumber Apprentice 1st 6 months   | 45%           | \$ 21.82          | \$ 23.29          |
| Plumber Apprentice 2nd 6 months   | 50%           | \$ 24.25          | \$ 25.88          |
| Plumber Apprentice 3rd 6 months   | 55%           | \$ 26.67          | \$ 28.47          |
| Plumber Apprentice 4th 6 months   | 60%           | \$ 29.09          | \$ 31.06          |
| Plumber Apprentice 5th 6 months   | 65%           | \$ 31.52          | \$ 33.65          |
| Plumber Apprentice 6th 6 months   | 70%           | \$ 33.94          | \$ 36.23          |
| Plumber Apprentice 7th 6 months   | 75%           | \$ 36.37          | \$ 38.82          |
| Plumber Apprentice 8th 6 months   | 80%           | \$ 38.79          | \$ 41.41          |
| Present Member Building Trades Helper<br>(see PL.112 for Helper Trainee's)          | 86.9%         | \$ 42.14          | \$ 44.98          |
| <b>Journeyman Fitter</b>  | <b>100%</b>   | <b>\$ 48.49</b>   | <b>\$ 51.76</b>   |
| <b>Journeyman Welder</b>  | <b>100%</b>   | <b>\$ 48.49</b>   | <b>\$ 51.76</b>   |
| <b>Instrument Calibrators</b>   | <b>\$1.00</b> | <b>\$ 49.49</b>   | <b>\$ 52.76</b>   |
| Foreperson  | 115%          | \$ 55.76          | \$ 59.53          |
| General Foreperson  | 120%          | \$ 58.19          | \$ 62.12          |
| <b>Vacation Pay</b>   | <b>12%</b>    |                   |                   |

| <b>Benefit Allocations:</b>                             | <b>2022-07-01</b> | <b>2022-07-02</b> |
|---|-------------------|-------------------|
| Local Union 170 Welfare Plan                            | 3.00              | 3.20              |
| Local Union 170 Pension Plan                            | 5.14              | 5.49              |
| Piping Industry Apprenticeship Fund                     | 0.84              | 0.90              |
| Journeyman Training and General Industry Promotion Fund | 0.36              | 0.38              |
| <b>Total</b>  | <b>\$9.34</b>     | <b>\$9.97</b>     |

Other Premiums may be listed in the appropriate Trade Section.



| <b>CHC/AHC Collective Agreement Wage Schedule - Plasterers (PLA)</b> |             |                   |                   |
|--|-------------|-------------------|-------------------|
| <b>Job Classification</b>  | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| 1st 6 month period   | 50%         | \$ 21.82          | \$ 23.29          |
| 2nd 6 month period   | 55%         | \$ 24.00          | \$ 25.62          |
| 3rd 6 month period   | 60%         | \$ 26.18          | \$ 27.95          |
| 4th 6 month period   | 70%         | \$ 30.55          | \$ 32.61          |
| 5th 6 month period   | 80%         | \$ 34.91          | \$ 37.27          |
| 6th 6 month period   | 90%         | \$ 39.28          | \$ 41.93          |
| <b>Journey person</b>  | <b>100%</b> | <b>\$ 43.64</b>   | <b>\$ 46.59</b>   |
| Foreperson   | 115%        | \$ 50.19          | \$ 53.57          |
| <b>Vacation Pay</b>  | <b>12%</b>  |                   |                   |

| <b>Benefit Allocations:</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
|-----------------------------|-------------------|-------------------|
| Health & Welfare            | 2.37              | 2.53              |
| Group RRSP                  | 1.06              | 1.13              |
| Apprenticeship Fund         | 0.00              | 0.00              |
| Industry Promotion Fund     | 0.11              | 0.12              |
| <b>Total</b>                | <b>\$3.54</b>     | <b>\$3.78</b>     |

Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Quality Control (QU)                       |            |            |
|---|------------|------------|
| Job Classification  | 2022-07-01 | 2023-07-01 |
| <b>Technician II</b>  |            |            |
| <b>Radiography or Ultrasonics or Eddy Current Level II</b>                              |            |            |
| Plus 2 Certificates   |            |            |
| less than 2 Certificates  |            |            |
| unchargeable time   |            |            |
| <b>Technician I, Radiography Level I, Ultrasonics Level I, M.P. &amp; L.P. Level II</b> |            |            |
| plus 1 Certificate  |            |            |
| less than 1 Certificate   |            |            |
| unchargeable time   |            |            |
| <b>Trainee</b>  |            |            |
| with 1 Certificate  |            |            |
| unchargeable time   |            |            |
| other trainee   |            |            |
| <b>Visual Inspectors notwithstanding NDT Certifications</b>                             |            |            |
| C.W.B. certified Level III  |            |            |
| C.W.B. certified Level III - unchargeable time  |            |            |
| C.W.B. certified Level II   |            |            |
| C.W.B. certified Level II - unchargeable time   |            |            |
| C.W.B. certified Level I  |            |            |
| C.W.B. certified Level I - unchargeable time  |            |            |
| No Certificate  |            |            |
| No Certificate - unchargeable time  |            |            |
| <b>Stress Relief Technicians</b>  |            |            |
| Stress Relief Technician II   |            |            |
| Stress Relief Technician II - unchargeable time   |            |            |
| Stress Relief Technician I  |            |            |
| Stress Relief Technician I - unchargeable time  |            |            |
| Premium for Record Keeping & Directing Crew (See QU.114)                                |            |            |
| Premium for General Foreperson<br>(See QU.203)  |            |            |
| <b>Vacation Pay</b>   | <b>12%</b> |            |

Other Premiums may be listed in the appropriate Trade Section.

| <b>CHC/AHC Collective Agreement Wage Schedule - Quality Control (QU)</b> |                   |                   |
|--|-------------------|-------------------|
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| <b>Hourly Benefit Allocation:</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Pension  | 4.55              | 4.86              |
| Employee Assistance Fund   | 0.03              | 0.03              |
| Industry Training, Upgrading and Rehab Fund                              | 0.30              | 0.32              |
| <b>Total Employer Remittance</b>   | <b>\$4.88</b>     | <b>\$5.21</b>     |

| <b>Other Benefit Allocations:</b>                                 | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| <b>Full Plan (employees working over 90 hours per month)</b>      |                   |                   |
| Health & Welfare (per month)                                      |                   |                   |
| <b>Mini Plan (employees working less than 90 hours per month)</b> |                   |                   |
| Health & Welfare (per month)                                      |                   |                   |
| NDT Administration Fund (% of gross earnings)                     |                   |                   |

TBD in next round of collective bargaining.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Refrigeration (RE)</b> |             |                   |                   |
|--|-------------|-------------------|-------------------|
| <b>Job Classification</b>  | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| <b>Helpers</b>   | 50%         | \$ 24.34          | \$ 25.98          |
| Apprentice 1st 6 months  | 50%         | \$ 24.34          | \$ 25.98          |
| Apprentice 2nd 6 months  | 55%         | \$ 26.77          | \$ 28.58          |
| Apprentice 3rd 6 months  | 60%         | \$ 29.20          | \$ 31.17          |
| Apprentice 4th 6 months  | 65%         | \$ 31.64          | \$ 33.77          |
| Apprentice 5th 6 months  | 70%         | \$ 34.07          | \$ 36.37          |
| Apprentice 6th 6 months  | 75%         | \$ 36.50          | \$ 38.97          |
| Apprentice 7th 6 months  | 80%         | \$ 38.94          | \$ 41.56          |
| Apprentice 8th 6 months  | 90%         | \$ 43.80          | \$ 46.76          |
| <b>Journey person</b>  | <b>100%</b> | <b>\$ 48.67</b>   | <b>\$ 51.96</b>   |
| Foreperson   | 110%        | \$ 53.54          | \$ 57.15          |
| General Foreperson   | 115%        | \$ 55.97          | \$ 59.75          |
| <b>Vacation Pay</b>  | <b>12%</b>  |                   |                   |

| <b>Benefit Allocations:</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
|-----------------------------|-------------------|-------------------|
| Health & Welfare Plan       | 2.40              | 2.56              |
| Savings Plan Trust Fund     | 6.06              | 6.47              |
| <b>Total</b>                | <b>\$ 8.46</b>    | <b>\$ 9.03</b>    |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Sheetmetal (SH)</b> |             |                   |                   |
|---|-------------|-------------------|-------------------|
| <b>Job Classification</b>   | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Apprentice 0 - 1600 Hours   | 50%         | \$ 21.53          | \$ 22.98          |
| Apprentice 1601 - 3200 Hours  | 60%         | \$ 25.84          | \$ 27.58          |
| Apprentice 3201 - 4800 Hours  | 70%         | \$ 30.14          | \$ 32.18          |
| Apprentice 4801 - 6400 Hours  | 80%         | \$ 34.45          | \$ 36.77          |
| <b>Journeyman Sheet Metal Worker</b>                                | <b>100%</b> | <b>\$ 43.06</b>   | <b>\$ 45.97</b>   |
| Material Handler  | 50%         | \$ 21.53          | \$ 22.98          |
| "B" Foreman   | 110%        | \$ 47.37          | \$ 50.56          |
| "A" Foreman   | 115%        | \$ 49.52          | \$ 52.86          |
| <b>Journeyman Sheet Metal Welder</b>                                | <b>100%</b> | <b>\$ 42.96</b>   | <b>\$ 45.86</b>   |
| Sheet Metal Welder  | 85%         | \$ 36.52          | \$ 38.98          |
| <b>Vacation Pay</b>   | <b>12%</b>  |                   |                   |

| <b>Benefit Allocations:</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
|-------------------------------|-------------------|-------------------|
| Health Benefit Fund           | 3.27              | 2.61              |
| Pension Fund                  | 3.77              | 4.52              |
| Apprentice and Schooling Fund | 0.19              | 0.59              |
| Promotion Fund                | 0.03              | 0.03              |
| Sheet Metal Industry Fund     | 0.18              | 0.19              |
| <b>Total</b>                  | <b>\$7.44</b>     | <b>\$7.94</b>     |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Sheetmetal Roofer (SHR)</b> |                |                   |                   |
|---|----------------|-------------------|-------------------|
| <b>Job Classification</b>   | <b>Rate</b>    | <b>2022-07-01</b> | <b>2023-07-01</b> |
| 1st period 300 hours  | 50%            | \$ 16.12          | \$ 17.20          |
| 2nd period 300 hours  | 55%            | \$ 17.73          | \$ 18.92          |
| 3rd period 700 hours  | 65%            | \$ 20.95          | \$ 22.36          |
| 4th period 700 hours  | 75%            | \$ 24.17          | \$ 25.80          |
| 5th period 700 hours  | 80%            | \$ 25.78          | \$ 27.52          |
| 6th period 700 hours  | 90%            | \$ 29.01          | \$ 30.96          |
| Inexperienced Workers   | 50%            | \$ 16.12          | \$ 17.20          |
| <b>Journeyman Roofer</b>  | <b>100%</b>    | <b>\$ 32.23</b>   | <b>\$ 34.41</b>   |
| <b>Roofer Foreperson "B"</b>  | <b>\$ 2.50</b> | <b>\$ 34.73</b>   | <b>\$ 36.91</b>   |
| <b>Roofer Foreperson "A"</b>  | <b>\$ 3.50</b> | <b>\$ 35.73</b>   | <b>\$ 37.91</b>   |
| (For Shingle Workers see Article SHR.460)                                   |                |                   |                   |
| <b>Vacation Pay</b>   | <b>12%</b>     |                   |                   |

| <b>Benefit Allocations:</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> | <b>2023 Union Request</b> |
|---|-------------------|-------------------|---------------------------|
| Health Benefit Fund   | 3.69              | 3.94              | 2.85                      |
| Pension Fund  | 3.77              | 4.02              | 5.16                      |
| Roofers Apprenticeship and Schooling Fund   | 0.15              | 0.16              | 0.12                      |
| Roofing Contractors Association Fund  | 0.10              | 0.11              | 0.11                      |
| <b>Total</b>  | <b>\$7.71</b>     | <b>\$8.23</b>     | <b>\$8.24</b>             |
| Inexperienced Workers are not entitled to all Benefits, please see trade section for details. |                   |                   |                           |

Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Teamsters (TE)  |      |            |            |
|--|------|------------|------------|
| Job Classification   | Rate | 2022-07-01 | 2023-07-03 |
| <b>Group 1</b> <ul style="list-style-type: none"> <li>• Bottom Dumps - all makes - Trailers and Semi-Trailers Dumps - sixty-five (65) yards to eighty-five (85) yards (add \$0.22 for each additional 20 yards)</li> <li>• End Dump Trucks (measured capacity of dump, but including side boards if used) – 60 yards – less than 72 yards (add \$0.10 for each additional 12 yards)</li> <li>• Lowbeds - over 150 tons</li> <li>• Warehouseperson - Class I</li> </ul>   |      | \$ 39.32   | \$ 41.97   |
| <b>Group 2</b> <ul style="list-style-type: none"> <li>• Bottom Dumps – all makes – Trailers and Semi-Trailers Dumps – 45 yards to 65 yards</li> <li>• Concrete Buggies, scootcrete or converted equipment, whichever is greater – 16 yards and over</li> <li>• End Dump Trucks (measured capacity of dump, but including side boards if used) – 36 yards – less than 60 yards</li> </ul>   |      | \$ 38.73   | \$ 41.34   |
| <b>Group 3</b> <ul style="list-style-type: none"> <li>• End Dump Trucks (measured capacity of dump, but including side boards if used) – 24 yards – less than 36 yards</li> <li>• Logging Trucks</li> <li>• Transit Mixers, agitators, mobile mix and all other similar vehicles over 13 yards</li> </ul>  |      | \$ 38.31   | \$ 40.90   |
| <b>Group 4</b> <ul style="list-style-type: none"> <li>• Concrete Buggies, scootcrete or converted equipment, whichever is greater – 10 yards up to 16 yards</li> <li>• End Dump Trucks (measured capacity of dump but including side boards if used) – 12 yards – less than 24 yards</li> <li>• Lowbeds – 100 tons and up to 150 tons</li> <li>• Straddle Carriers, if equipped with crane</li> <li>• Transit Mixers, agitators, mobile mix and all other similar vehicles – 9 and up to 13 yards</li> <li>• Turnarockers and similar equipment – over 30 yards</li> <li>• Warehouseperson – Class II</li> </ul> |      | \$ 37.92   | \$ 40.48   |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Teamsters (TE)</b>  |             |                   |                   |
|---|-------------|-------------------|-------------------|
| <b>Job Classification</b>   | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-03</b> |
| <b>Group 5</b><br><ul style="list-style-type: none"> <li>• Bottom Dumps, all makes, Trailers and Semi-Trailers Dumps less than 45 yards</li> <li>• Load Lugger and similar equipment 3 tons and over</li> <li>• Lowbeds up to 100 tons</li> <li>• Straddle Carriers</li> <li>• Turnarockers and similar equipment 3 tons and over</li> <li>• Large Tile Trailers</li> </ul>   |             | \$ 37.80          | \$ 40.35          |
| <b>Group 6</b><br><ul style="list-style-type: none"> <li>• “A” Frame; Swedish Type Truck Crane; Pitman; Hiab and Stinger; Boom Trucks; Semi-Trailer with Hiab, etc. (excluding pup trailer units) over 5 tons lifting capacity</li> <li>• Concrete Buggies, scootcrete or converted equipment, whichever is greater up to 10 yards</li> <li>• End Dump Trucks (measured capacity of dump, but including side boards if used) – 8 yards – less than 12 yards</li> <li>• Load Lugger and similar equipment under 3 tons</li> <li>• Nodwells, Bombardiers and similar equipment</li> <li>• Service Truck Driver</li> <li>• Transit Mixers, agitators, mobile mix and all other similar vehicles up to 9 yards</li> </ul> |             | \$ 37.76          | \$ 40.31          |

Other Premiums may be listed in the appropriate Trade Section.



Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Teamsters (TE)  |      |            |            |
|--|------|------------|------------|
| Job Classification   | Rate | 2022-07-01 | 2023-07-03 |
| <b>Group 7</b> <ul style="list-style-type: none"> <li>• “A” Frame; Swedish Type Truck Crane; Pitman; Hiab and Stinger; Boom Trucks, Semi-Trailer with Hiab, etc. (excluding pup trailer units) up to and including 5 tons lifting capacity</li> <li>• Asphalt Spray Truck – Semi-Trailers</li> <li>• Dispatcher</li> <li>• Dumpsters (Mules)</li> <li>• End Dump Trucks (measured capacity of dump, but including side boards if used) – less than 8 yards</li> <li>• Flat Deck Trucks 10 tons and over</li> <li>• Forklifts, Lumber stackers, cranemobiles, etc. over 4 tons lifting capacity</li> <li>• Fuel trucks - 4,000 gallons and over (does not include semis or trailers)</li> <li>• Semi-Trailers, Pole Trailers</li> <li>• Water Trucks 4,000 gallons and over (does not include semis or trailers)</li> </ul> |      | \$ 37.30   | \$ 39.82   |
| <b>Group 8</b> <ul style="list-style-type: none"> <li>• Asphalt Spray Trucks</li> <li>• Farm Type Tractors</li> <li>• Flat Deck Trucks up to 10 tons</li> <li>• Forklifts, Lumber stackers, cranemobiles, etc. up to and including 4 tons lifting capacity</li> <li>• Fuel trucks up to 4,000 gallons</li> <li>• Personhaul, Cummins, Bus and all equipment transporting personnel (requires “Class 2” License)</li> <li>• Power Wagons (with and without winch)</li> <li>• Water Trucks up to 4,000 gallons</li> <li>• Warehouseperson – Class III</li> </ul>   |      | \$ 36.98   | \$ 39.48   |
| <b>Group 9</b> <ul style="list-style-type: none"> <li>• Pickup and Panel Trucks and Pilot cars with similar equipment</li> <li>• Warehouse Trainee Class IV</li> </ul>   | 80%  | \$ 29.58   | \$ 31.58   |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Teamsters (TE)</b>   |             |                   |                   |
|--|-------------|-------------------|-------------------|
| <b>Job Classification</b>  | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-03</b> |
| NOTE:<br>- End Dump Trucks Equipped with side winders - add \$0.10 per hour<br>- End Dump Trucks with Small Tilt Trailer - add \$0.10 per hour<br>- End Dump Trucks with Pup Trailer - add \$0.30 per hour |             |                   |                   |
| See Article TE.200 for Foreperson Rates  |             |                   |                   |
| <b>Vacation Pay</b>  | <b>12%</b>  |                   |                   |

| <b>CHC/AHC Collective Agreement Wage schedule - Teamsters (TE)</b>   |             |                   |                   |
|--|-------------|-------------------|-------------------|
| <b>Owner Operators</b>   |             |                   |                   |
| <b>Job Classification</b>  | <b>Rate</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| For TE Owner Operator classifications and hourly rates they shall be paid the applicable Owner Operator rates for the area where the work is performed as per the TER Wage Schedules. For TE Owner Operator Benefits please see below. |             |                   |                   |
| <b>Vacation Pay</b>  | <b>N/A</b>  |                   |                   |

| <b>Benefit Allocations (including Owner Operators/Dependent Contractors):</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| Health & Welfare  | 3.22              | 3.44              |
| Pension   | 3.67              | 3.92              |
| Teamsters Local Union No. 213 Training Trust Fund                             | 0.32              | 0.34              |
| Teamsters Local Union No. 213 Building, Recreational and Legal Fund           | 0.12              | 0.13              |
| <b>Total</b>  | <b>\$7.33</b>     | <b>\$7.82</b>     |

| <b>Benefit Allocations (Owner Operators/Dependent Contractors only):</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
|--|-------------------|-------------------|
| Teamster Advancement Fund (Owner Operator/Dependent Contractor)          | 0.02              | 0.02              |

Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Teamsters Roadbuilding (TER)   |            |            |
|---|------------|------------|
| Interior/Kootenay   |            |            |
| Job Classification  | 2022-07-01 | 2023-07-01 |
| Dispatcher  | \$ 31.33   | \$ 33.44   |
| Turnarockers and similar equipment all makes up to 30 yards   | \$ 31.91   | \$ 34.06   |
| Over 30 yards   | \$ 32.05   | \$ 34.21   |
| Bottom Dumps all makes, trailers and semi-trailers dumps less than 45 yards (Add 20¢ for each additional 20 yards)  | \$ 31.98   | \$ 34.14   |
| Logging Trucks  | \$ 32.19   | \$ 34.36   |
| Lumber Stackers, Carriers, Forklifts, Cranemobiles and similar equipment  | \$ 31.64   | \$ 33.78   |
| Straddle Carriers   | \$ 31.85   | \$ 34.00   |
| Straddle Carriers if equipped with Crane  | \$ 32.11   | \$ 34.28   |
| Load Luger and similar equipment under 3 tons   | \$ 31.70   | \$ 33.84   |
| 3 tons and over   | \$ 31.84   | \$ 33.99   |
| Transit Mixers up to 5 yards and all other vehicles when hauling concrete shall be paid a minimum of this rate, or the rate of the equipment used if higher than this | \$ 30.44   | \$ 32.49   |
| Transit Mixer over 5 yards  | \$ 31.80   | \$ 33.95   |
| Mobile Mix Trucks up to 5 yards   | \$ 31.96   | \$ 34.12   |
| Mobile Mix Trucks 5 yards and over  | \$ 32.19   | \$ 34.36   |
| Dumptors (Mules)  | \$ 31.53   | \$ 33.66   |
| End Dump Trucks (measured capacity of dump but including side boards, if less than 8 yards)   | \$ 31.44   | \$ 33.56   |
| - 8 yards - less than 12 yards  | \$ 31.71   | \$ 33.85   |
| -12 yards - less than 24 yards (Add 10¢ for each additional 12 yards capacity) End Dump Trucks equipped with side winders - add ten cents (\$0.10) per hour           | \$ 31.81   | \$ 33.96   |
| All Semi-Trailer, Pole Trailers   | \$ 31.53   | \$ 33.66   |
| When equipped with Hiab or Swedish Type Crane   | \$ 31.68   | \$ 33.82   |
| - Pup, Transfer or Slider Trailer - sixty cents (\$0.60) per hour   |            |            |
| Lowbeds   | \$ 33.71   | \$ 35.99   |
| Asphalt Spray Trucks  | \$ 31.81   | \$ 33.96   |
| Asphalt Spray Trucks, Semi-Trailers   | \$ 32.98   | \$ 35.21   |
| Personhaul, Crummie, Bus and all equipment transporting personnel (requires Class 2 Licence with air endorsement)   | \$ 31.15   | \$ 33.25   |
| Small forklifts and similar equipment used in the warehouse   | \$ 31.08   | \$ 33.18   |
| Fuel Trucks up to 2,000 gallons   | \$ 31.10   | \$ 33.20   |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Teamsters Roadbuilding (TER) |            |            |
|---|------------|------------|
| Interior/Kootenay   |            |            |
| Job Classification  | 2022-07-01 | 2023-07-01 |
| 2,000 gallons up to 4,000 gallons   | \$ 31.22   | \$ 33.33   |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Teamsters Roadbuilding (TER) |              |            |
|---|--------------|------------|
| Interior/Kootenay   |              |            |
| Job Classification  | 2022-07-01   | 2023-07-01 |
| 4,000 gallons and over (does not include semis and trailers)              | \$ 31.29     | \$ 33.40   |
| Flat Deck Trucks (Equipped with winch add 10¢)                            |              |            |
| under 4 tons  | \$ 31.01     | \$ 33.10   |
| 4 tons up to 10 tons  | \$ 31.15     | \$ 33.25   |
| 10 tons and over  | \$ 31.29     | \$ 33.40   |
| "A" Frame and Swedish type crane, trucks, Hiab, etc.                      | \$ 31.49     | \$ 33.62   |
| Pick-up and Panel Trucks and Pilot Cars and similar equipment             | \$ 30.52     | \$ 32.58   |
| Power Wagon   | \$ 31.10     | \$ 33.20   |
| Power Wagons with winch   | \$ 31.22     | \$ 33.33   |
| Service Truck Driver  | \$ 31.69     | \$ 33.83   |
| Nodwell, Bombardiers and similar equipment                                | \$ 31.73     | \$ 33.87   |
| Farm type tractor   | \$ 30.98     | \$ 33.07   |
| Scootcrete and similar equipment  | \$ 31.71     | \$ 33.85   |
| Warehouseman Class 1  | \$ 32.26     | \$ 34.44   |
| Warehouseman Class 2  | \$ 31.93     | \$ 34.09   |
| Warehouseman Class 3  | \$ 31.34     | \$ 33.46   |
| Warehouseman Class 4  | \$ 30.27     | \$ 32.31   |
| Field Warehouse Pick-Up person  | \$ 31.34     | \$ 33.46   |
| When required to do Class 2 warehouse duties                              | \$ 31.93     | \$ 34.09   |
| See Article TER.200 and TER.112 for Foreperson Premiums                   |              |            |
| <b>Vacation Pay</b>   | <b>12.5%</b> |            |

| Benefit Allocations: (Does not apply to Owner Operators) | 2022-07-01    | 2023-07-01    |
|--|---------------|---------------|
| Pension  | \$ 3.04       | \$ 3.25       |
| Health & Welfare   | \$ 2.98       | \$ 3.18       |
| Training & Upgrading                                     | \$ 0.34       | \$ 0.36       |
| Teamsters Advancement Fund                               | \$ 0.17       | \$ 0.18       |
| <b>Total</b>   | <b>\$6.53</b> | <b>\$6.97</b> |

| Job Classification | Min Legal Payload | 2022-07-01 | 2023-07-01 |
|--------------------|-------------------|------------|------------|
| Tandmen            | 13 tonne          | \$ 106.88  | \$ 114.09  |
| Tri-drive          | 20 tonne          | \$ 131.58  | \$ 140.46  |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Teamsters Roadbuilding (TER) |          |            |            |
|---|----------|------------|------------|
| Interior/Kootenay   |          |            |            |
| Job Classification  |          | 2022-07-01 | 2023-07-01 |
| Belly Dump/End Dump 5 Axle  | 23 tonne | \$ 130.58  | \$ 139.39  |
| Tandem & Tandem Pony  | 25 tonne | \$ 132.03  | \$ 140.94  |
| Belly Dump/End Dump 6 Axle  | 28 tonne | \$ 144.00  | \$ 153.72  |
| Tandem & Tridem Pony  | 29 tonne | \$ 156.45  | \$ 167.01  |
| Tri Drive & Tandem Pony   | 31 tonne | \$ 156.45  | \$ 167.01  |
| Tandem & Triaxle  | 33 tonne | \$ 162.64  | \$ 173.62  |
| Dump/3 Axle Transfer Belly Dump, 7 Axle                                   | 34 tonne | \$ 168.88  | \$ 180.28  |
| Tri Drive & Tridem Pony   | 34 tonne | \$ 168.88  | \$ 180.28  |
| Tandem & Quad Dump/Quad Transfer  | 40 tonne | \$ 181.32  | \$ 193.56  |
| Vacation Pay  | N/A      |            |            |

| Owner Operator Benefit Allocations:                  | 2022-07-01 | 2023-07-01 |
|--|------------|------------|
| Training & Upgrading Fund (per day*)                 | \$ 2.73    | \$ 2.91    |
| Owner Operator Advancement Fund (per ton hour*)      | \$ 0.02    | \$ 0.02    |
| Owner Operator Building, Recreational and Legal Fund | \$ 0.12    | \$ 0.13    |

\*see Article TER.141 and TER.143 for more information

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Teamsters Roadbuilding (TER)</b>  |                   |                   |
|---|-------------------|-------------------|
| <b>Lower Mainland/Fraser Valley (Hope on the East, Vancouver on the West, the US Border on the South to Squamish on the North, inclusive.)</b>                        |                   |                   |
| <b>Job Classification</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Dispatcher  | \$ 38.97          | \$ 41.60          |
| Turnarockers and similar equipment all makes up to 30 yards   | \$ 39.59          | \$ 42.26          |
| Over 30 yards   | \$ 39.71          | \$ 42.39          |
| Bottom Dumps all makes, trailers and semi-trailers dumps less than 45 yards (Add 20¢ for each additional 20 yards)  | \$ 40.74          | \$ 43.49          |
| Logging Trucks  | \$ 39.86          | \$ 42.55          |
| Lumber Stackers, Carriers, Forklifts, Cranemobiles and similar equipment  | \$ 39.54          | \$ 42.21          |
| Straddle Carriers   | \$ 39.75          | \$ 42.43          |
| Straddle Carriers if equipped with Crane  | \$ 38.79          | \$ 41.41          |
| Load Lugger and similar equipment under 3 tons  | \$ 39.37          | \$ 42.03          |
| 3 tons and over   | \$ 39.54          | \$ 42.21          |
| Transit Mixers up to 5 yards and all other vehicles when hauling concrete shall be paid a minimum of this rate, or the rate of the equipment used if higher than this | \$ 39.19          | \$ 41.84          |
| Transit Mixer over 5 yards  | \$ 39.46          | \$ 42.12          |
| Mobile Mix Trucks up to 5 yards   | \$ 39.64          | \$ 42.32          |
| Mobile Mix Trucks 5 yards and over  | \$ 39.87          | \$ 42.56          |
| Dumptors (Mules)  | \$ 39.16          | \$ 41.80          |
| End Dump Trucks (measured capacity of dump but including side boards, if less than 8 yards)   | \$ 38.94          | \$ 41.57          |
| - 8 yards - less than 12 yards  | \$ 39.39          | \$ 42.05          |
| -12 yards - less than 24 yards (Add 10¢ for each additional 12 yards capacity) End Dump Trucks equipped with side winders - add ten cents (\$0.10) per hour           | \$ 39.64          | \$ 42.32          |
| All Semi-Trailer, Pole Trailers   | \$ 39.16          | \$ 41.80          |
| When equipped with Hiab or Swedish Type Crane   | \$ 39.32          | \$ 41.97          |
| - Pup, Transfer or Slider Trailer - sixty cents (\$0.60) per hour   |                   |                   |
| Lowbeds   | \$ 40.21          | \$ 42.92          |
| Asphalt Spray Trucks  | \$ 39.18          | \$ 41.82          |
| Asphalt Spray Trucks, Semi-Trailers   | \$ 39.48          | \$ 42.14          |
| Personhaul, Crummie, Bus and all equipment transporting personnel (requires Class 2 Licence with air endorsement)   | \$ 38.81          | \$ 41.43          |
| Small forklifts and similar equipment used in the warehouse   | \$ 38.68          | \$ 41.29          |
| Fuel Trucks up to 2,000 gallons   | \$ 38.73          | \$ 41.34          |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Teamsters Roadbuilding (TER)</b>   |                   |                   |
|--|-------------------|-------------------|
| <b>Lower Mainland/Fraser Valley (Hope on the East, Vancouver on the West, the US Border on the South to Squamish on the North, inclusive.)</b> |                   |                   |
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| 2,000 gallons up to 4,000 gallons  | \$ 38.87          | \$ 41.49          |
| 4,000 gallons and over (does not include semis and trailers)   | \$ 39.05          | \$ 41.69          |
| Water Trucks up to 2,000 gallons   | \$ 38.65          | \$ 41.26          |
| 2,000 gallons up to 4,000 gallons  | \$ 38.81          | \$ 41.43          |
| 4,000 gallons and over (does not include semis and trailers)   | \$ 38.96          | \$ 41.59          |
| - (Converted equipment shall be paid at the equipment rate whichever is the greater)   |                   |                   |
| Flat Deck Trucks (Equipped with winch add 10¢)   |                   |                   |
| under 4 tons   | \$ 38.65          | \$ 41.26          |
| 4 tons up to 10 tons   | \$ 38.81          | \$ 41.43          |
| 10 tons and over   | \$ 38.96          | \$ 41.59          |
| "A" Frame and Swedish type crane, trucks, Hiab, etc.   | \$ 39.11          | \$ 41.75          |
| Pick-up and Panel Trucks and Pilot Cars and similar equipment  | \$ 38.12          | \$ 40.69          |
| Power Wagon  | \$ 38.74          | \$ 41.35          |
| Power Wagons with winch  | \$ 38.87          | \$ 41.49          |
| Service Truck Driver   | \$ 39.35          | \$ 42.01          |
| Nodwell, Bombardiers and similar equipment   | \$ 39.42          | \$ 42.08          |
| Farm type tractor  | \$ 38.59          | \$ 41.19          |
| Scotcrete and similar equipment  | \$ 39.38          | \$ 42.04          |
| Warehouseman Class 1   | \$ 39.92          | \$ 42.61          |
| Warehouseman Class 2   | \$ 39.61          | \$ 42.28          |
| Warehouseman Class 3   | \$ 38.98          | \$ 41.61          |
| Warehouseman Class 4   | \$ 37.92          | \$ 40.48          |
| Field Warehouse Pick-Up person   | \$ 38.97          | \$ 41.60          |
| When required to do Class 2 warehouse duties   | \$ 38.64          | \$ 41.25          |
| See Article TER.200 and TER.112 for Foreperson Premiums  |                   |                   |
| <b>Vacation Pay</b>  | <b>12.5%</b>      |                   |
| <b>Benefit Allocations: (Does not apply to Owner Operators)</b>  |                   |                   |
| Pension  | 3.04              | 3.25              |
| Health & Welfare   | 2.98              | 3.18              |
| Training & Upgrading   | 0.34              | 0.36              |
| Teamsters Advancement Fund   | 0.17              | 0.18              |

Other Premiums may be listed in the appropriate Trade Section.



Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Teamsters Roadbuilding (TER)</b>   |                   |                   |
|--|-------------------|-------------------|
| <b>Lower Mainland/Fraser Valley (Hope on the East, Vancouver on the West, the US Border on the South to Squamish on the North, inclusive.)</b> |                   |                   |
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| <b>Total</b>   | <b>\$6.53</b>     | <b>\$6.97</b>     |
| Tandems (Ashpalt) - Legal Load   | \$ 105.53         | \$ 112.65         |
| Tandem & Pony (Ashpalt) - Legal Load   | \$ 130.33         | \$ 139.13         |
| Tandem & 3 Axle Trailer (Ashpalt) - Legal Load   | \$ 144.80         | \$ 154.57         |
| Tandem & 4 Axle Trailer (Asphalt) - Legal Load   | \$ 171.48         | \$ 183.05         |
| Tanden/Tandem - Legal Load   | \$ 109.92         | \$ 117.34         |
| Tandem/Tandem & Pony - Legal Load  | \$ 145.52         | \$ 155.34         |
| Tridem - Legal Load  | \$ 114.73         | \$ 122.47         |
| Tridem & Tridem - Legal Load   | \$ 157.66         | \$ 168.30         |
| <b>Vacation Pay</b>  | <b>N/A</b>        |                   |

| <b>Owner Operator Benefit Allocations:</b>           | <b>2022-07-01</b> | <b>2023-07-01</b> |
|--|-------------------|-------------------|
| Training & Upgrading Fund (per day*)                 | \$ 2.73           | \$ 2.91           |
| Owner Operator Advancement Fund (per ton hour*)      | \$ 0.02           | \$ 0.02           |
| Owner Operator Building, Recreational and Legal Fund | \$ 0.12           | \$ 0.13           |

\*see Article TER.141 and TER.143 for more information

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Teamsters Roadbuilding (TER)</b>  |                   |                   |
|---|-------------------|-------------------|
| <b>Vancouver Island</b>   |                   |                   |
| <b>Job Classification</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Dispatcher  | \$ 36.33          | \$ 38.78          |
| Turnarockers and similar equipment all makes up to 30 yards   | \$ 36.89          | \$ 39.38          |
| Over 30 yards   | \$ 37.03          | \$ 39.53          |
| Bottom Dumps all makes, trailers and semi-trailers dumps less than 45 yards<br>(Add 20¢ for each additional 20 yards)   | \$ 36.96          | \$ 39.45          |
| Logging Trucks  | \$ 37.17          | \$ 39.68          |
| Lumber Stackers, Carriers, Forklifts, Cranemobiles and similar equipment  | \$ 36.58          | \$ 39.05          |
| Straddle Carriers   | \$ 36.85          | \$ 39.34          |
| Straddle Carriers if equipped with Crane  | \$ 37.07          | \$ 39.57          |
| Load Luger and similar equipment under 3 tons   | \$ 36.68          | \$ 39.16          |
| 3 tons and over   | \$ 36.85          | \$ 39.34          |
| Transit Mixers up to 5 yards and all other vehicles when hauling concrete shall be paid a minimum of this rate, or the rate of the equipment used if higher than this | \$ 36.54          | \$ 39.01          |
| Transit Mixer over 5 yards  | \$ 36.78          | \$ 39.26          |
| Mobile Mix Trucks up to 5 yards   | \$ 36.95          | \$ 39.44          |
| Mobile Mix Trucks 5 yards and over  | \$ 37.17          | \$ 39.68          |
| Dumptors (Mules)  | \$ 36.49          | \$ 38.95          |
| End Dump Trucks (measured capacity of dump but including side boards, if less than 8 yards)   | \$ 36.57          | \$ 39.04          |
| - 8 yards - less than 12 yards  | \$ 36.69          | \$ 39.17          |
| -12 yards - less than 24 yards (Add 10¢ for each additional 12 yards capacity)<br>End Dump Trucks equipped with side winders - add ten cents (\$0.10) per hour        | \$ 36.95          | \$ 39.44          |
| All Semi-Trailer, Pole Trailers   | \$ 36.49          | \$ 38.95          |
| When equipped with Hiab or Swedish Type Crane   | \$ 36.65          | \$ 39.12          |
| - Tilt Trailer - Small - twenty cents (\$0.20) per hour<br>- Pup, Transfer or Slider Trailer - sixty cents (\$0.60) per hour  |                   |                   |
| Lowbeds   | \$ 37.49          | \$ 40.02          |
| Asphalt Spray Trucks  | \$ 36.53          | \$ 39.00          |
| Asphalt Spray Trucks, Semi-Trailers   | \$ 36.79          | \$ 39.27          |
| Personhaul, Crummie, Bus and all equipment transporting personnel (requires Class 2 Licence with air endorsement)   | \$ 36.18          | \$ 38.62          |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Teamsters Roadbuilding (TER)</b>     |                   |                   |
|--|-------------------|-------------------|
| <b>Vancouver Island</b>  |                   |                   |
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Small forklifts and similar equipment used in the warehouse                          | \$ 36.04          | \$ 38.47          |
| Fuel Trucks up to 2,000 gallons  | \$ 36.10          | \$ 38.54          |
| 2,000 gallons up to 4,000 gallons  | \$ 36.18          | \$ 38.62          |
| 4,000 gallons and over (does not include semis and trailers)                         | \$ 36.39          | \$ 38.85          |
| Water Trucks up to 2,000 gallons   | \$ 36.01          | \$ 38.44          |
| 2,000 gallons up to 4,000 gallons  | \$ 36.18          | \$ 38.62          |
| 4,000 gallons and over (does not include semis and trailers)                         | \$ 36.30          | \$ 38.75          |
| - (Converted equipment shall be paid at the equipment rate whichever is the greater) |                   |                   |
| Flat Deck Trucks (Equipped with winch add 10¢)                                       |                   |                   |
| under 4 tons   | \$ 36.01          | \$ 38.44          |
| 4 tons up to 10 tons   | \$ 36.18          | \$ 38.62          |
| 10 tons and over   | \$ 36.30          | \$ 38.75          |
| "A" Frame and Swedish type crane, trucks, Hiab, etc.                                 | \$ 36.47          | \$ 38.93          |
| Pick-up and Panel Trucks and Pilot Cars and similar equipment                        | \$ 35.53          | \$ 37.93          |
| Power Wagon  | \$ 36.10          | \$ 38.54          |
| Power Wagons with winch  | \$ 36.25          | \$ 38.70          |
| Service Truck Driver   | \$ 36.66          | \$ 39.13          |
| Nodwell, Bombardiers and similar equipment   | \$ 36.75          | \$ 39.23          |
| Farm type tractor  | \$ 35.93          | \$ 38.36          |
| Scotcrete and similar equipment  | \$ 36.69          | \$ 39.17          |
| Warehouseman Class 1   | \$ 37.22          | \$ 39.73          |
| Warehouseman Class 2   | \$ 36.92          | \$ 39.41          |
| Warehouseman Class 3   | \$ 36.20          | \$ 38.64          |
| Warehouseman Class 4   | \$ 35.32          | \$ 37.70          |
| Field Warehouse Pick-Up person   | \$ 36.33          | \$ 38.78          |
| When required to do Class 2 warehouse duties   | \$ 36.92          | \$ 39.41          |
| See Article TER.200 and TER.112 for Foreperson Premiums                              |                   |                   |
| <b>Vacation Pay</b>  | <b>12.5%</b>      |                   |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Teamsters Roadbuilding (TER)</b> |                   |                   |
|--|-------------------|-------------------|
| <b>Vancouver Island</b>  |                   |                   |
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |

| <b>Benefit Allocations: (Does not apply to Owner Operators)</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| Pension   | 3.04              | 3.25              |
| Health & Welfare  | 2.98              | 3.18              |
| Training & Upgrading  | 0.34              | 0.36              |
| Teamsters Advancement Fund                                      | 0.17              | 0.18              |
| <b>Total</b>  | <b>\$6.53</b>     | <b>\$6.97</b>     |
|   |                   |                   |

| <b>Owner Operators</b>    |                   |                   |
|---------------------------|-------------------|-------------------|
| <b>Job Classification</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Truck                     | \$ 98.70          | \$ 105.36         |
| Truck & Pup               | \$ 129.47         | \$ 138.21         |
| <b>Vacation Pay</b>       | <b>N/A</b>        |                   |

| <b>Owner Operator Benefit Allocations:</b>           | <b>2022-07-01</b> | <b>2023-07-01</b> |
|--|-------------------|-------------------|
| Training & Upgrading Fund (per day*)                 | \$ 2.73           | \$ 2.91           |
| Owner Operator Advancement Fund (per ton hour*)      | \$ 0.02           | \$ 0.02           |
| Owner Operator Building, Recreational and Legal Fund | \$ 0.12           | \$ 0.13           |

\*see Article TER.141 and TER.143 for more information

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Teamsters Roadbuilding (TER)</b>  |                   |                   |
|---|-------------------|-------------------|
| <b>Northern Interior</b>  |                   |                   |
| <b>Job Classification</b>   | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Dispatcher  | \$ 35.20          | \$ 37.58          |
| Turnarockers and similar equipment all makes up to 30 yards   | \$ 36.77          | \$ 39.25          |
| Over 30 yards   | \$ 36.89          | \$ 39.38          |
| Bottom Dumps all makes, trailers and semi-trailers dumps less than 45 yards<br>(Add 20¢ for each additional 20 yards)   | \$ 36.84          | \$ 39.33          |
| Logging Trucks  | \$ 37.04          | \$ 39.54          |
| Lumber Stackers, Carriers, Forklifts, Cranemobiles and similar equipment  | \$ 36.50          | \$ 38.96          |
| Straddle Carriers   | \$ 36.74          | \$ 39.22          |
| Straddle Carriers if equipped with Crane  | \$ 36.74          | \$ 39.22          |
| Load Luger and similar equipment under 3 tons   | \$ 36.59          | \$ 39.06          |
| 3 tons and over   | \$ 36.73          | \$ 39.21          |
| Transit Mixers up to 5 yards and all other vehicles when hauling concrete shall be paid a minimum of this rate, or the rate of the equipment used if higher than this | \$ 36.44          | \$ 38.90          |
| Transit Mixer over 5 yards  | \$ 36.68          | \$ 39.16          |
| Mobile Mix Trucks up to 5 yards   | \$ 36.60          | \$ 39.07          |
| Mobile Mix Trucks 5 yards and over  | \$ 37.04          | \$ 39.54          |
| Dumptors (Mules)  | \$ 36.42          | \$ 38.88          |
| End Dump Trucks (measured capacity of dump but including side boards, if less than 8 yards)   | \$ 36.22          | \$ 38.66          |
| - 8 yards - less than 12 yards  | \$ 36.60          | \$ 39.07          |
| -12 yards - less than 24 yards (Add 10¢ for each additional 12 yards capacity) End Dump Trucks equipped with side winders - add ten cents (\$0.10) per hour           | \$ 36.83          | \$ 39.32          |
| All Semi-Trailer, Pole Trailers   | \$ 36.42          | \$ 38.88          |
| When equipped with Hiab or Swedish Type Crane   | \$ 36.56          | \$ 39.03          |
| - Pup, Transfer or Slider Trailer - sixty cents (\$0.60) per hour   |                   |                   |
| Lowbeds   | \$ 37.30          | \$ 39.82          |
| Asphalt Spray Trucks  | \$ 36.44          | \$ 38.90          |
| Asphalt Spray Trucks, Semi-Trailers   | \$ 36.70          | \$ 39.18          |
| Personhaul, Crummie, Bus and all equipment transporting personnel (requires Class 2 Licence with air endorsement)   | \$ 36.11          | \$ 38.55          |
| Small forklifts and similar equipment used in the warehouse   | \$ 36.01          | \$ 38.44          |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Teamsters Roadbuilding (TER)</b>     |                   |                   |
|--|-------------------|-------------------|
| <b>Northern Interior</b>   |                   |                   |
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Fuel Trucks up to 2,000 gallons  | \$ 36.06          | \$ 38.49          |
| <b>Owner Operators</b>   |                   |                   |
| 2,000 gallons up to 4,000 gallons  | \$ 36.18          | \$ 38.62          |
| 4,000 gallons and over (does not include semis and trailers)                         | \$ 36.31          | \$ 38.76          |
| Water Trucks up to 2,000 gallons   | \$ 35.98          | \$ 38.41          |
| 2,000 gallons up to 4,000 gallons  | \$ 36.01          | \$ 38.44          |
| 4,000 gallons and over (does not include semis and trailers)                         | \$ 36.23          | \$ 38.68          |
| - (Converted equipment shall be paid at the equipment rate whichever is the greater) |                   |                   |
| Flat Deck Trucks (Equipped with winch add 10¢)                                       |                   |                   |
| under 4 tons   | \$ 35.98          | \$ 38.41          |
| 4 tons up to 10 tons   | \$ 36.11          | \$ 38.55          |
| 10 tons and over   | \$ 36.23          | \$ 38.68          |
| "A" Frame and Swedish type crane, trucks, Hiab, etc.                                 | \$ 36.40          | \$ 38.86          |
| Pick-up and Panel Trucks and Pilot Cars and similar equipment                        | \$ 35.53          | \$ 37.93          |
| Power Wagon  | \$ 36.06          | \$ 38.49          |
| Power Wagons with winch  | \$ 36.18          | \$ 38.62          |
| Service Truck Driver   | \$ 36.58          | \$ 39.05          |
| Nodwell, Bombardiers and similar equipment   | \$ 36.63          | \$ 39.10          |
| Farm type tractor  | \$ 35.91          | \$ 38.33          |
| Scotcrete and similar equipment  | \$ 36.60          | \$ 39.07          |
| Warehouseman Class 1   | \$ 37.09          | \$ 39.59          |
| Warehouseman Class 2   | \$ 36.80          | \$ 39.28          |
| Warehouseman Class 3   | \$ 36.25          | \$ 38.70          |
| Warehouseman Class 4   | \$ 35.34          | \$ 37.73          |
| Field Warehouse Pick-Up person   | \$ 36.25          | \$ 38.70          |
| When required to do Class 2 warehouse duties   | \$ 36.80          | \$ 39.28          |
| See Article TER.200 and TER.112 for Foreperson Premiums                              |                   |                   |
| <b>Vacation Pay</b>  | <b>12.5%</b>      |                   |
| <b>Benefit Allocations: (Does not apply to Owner Operators)</b>                      |                   |                   |
| Pension  | 3.04              | 3.25              |
| Health & Welfare   | 2.98              | 3.18              |
| Training & Upgrading   | 0.34              | 0.36              |
| Teamsters Advancement Fund   | 0.17              | 0.18              |

Other Premiums may be listed in the appropriate Trade Section.

Schedule C

| <b>CHC/AHC Collective Agreement Wage Schedule - Teamsters Roadbuilding (TER)</b> |                   |                   |
|--|-------------------|-------------------|
| <b>Northern Interior</b>   |                   |                   |
| <b>Job Classification</b>  | <b>2022-07-01</b> | <b>2023-07-01</b> |
| <b>Total</b>   | <b>\$6.53</b>     | <b>\$6.97</b>     |

| <b>Owner Operators</b>                 |                   |                   |
|--|-------------------|-------------------|
| <b>Job Classification (Legal Load)</b> | <b>2022-07-01</b> | <b>2023-07-01</b> |
| Tandems                                | \$ 104.14         | \$ 111.17         |
| Tridem Single                          | \$ 130.39         | \$ 139.19         |
| Tandem & Pony                          | \$ 133.66         | \$ 142.68         |
| Tandem & 3 Axle                        | \$ 146.79         | \$ 156.70         |
| Tandem & 4 Axle                        | \$ 168.65         | \$ 180.03         |
| Belly Dump 2 Axle                      | \$ 133.66         | \$ 142.68         |
| Belly Dump 3 Axle                      | \$ 146.79         | \$ 156.70         |
| End Dump 2 Axle                        | \$ 133.66         | \$ 142.68         |
| End Dump 3 Axle                        | \$ 146.79         | \$ 156.70         |
| Tridem & 2 Axle Pup                    | \$ 146.79         | \$ 156.70         |
| Tridem & 3 Axle Pup                    | \$ 168.65         | \$ 180.03         |
| <b>Vacation Pay</b>                    | <b>N/A</b>        |                   |

| <b>Owner Operator Benefit Allocations:</b>           | <b>2022-07-01</b> | <b>2023-07-01</b> |
|--|-------------------|-------------------|
| Training & Upgrading Fund (per day*)                 | \$ 2.73           | \$ 2.91           |
| Owner Operator Advancement Fund (per ton hour*)      | \$ 0.02           | \$ 0.02           |
| Owner Operator Building, Recreational and Legal Fund | \$ 0.12           | \$ 0.13           |

\*see Article TER.141 and TER.143 for more information

| CHC/AHC Collective Agreement Wage Schedule - Tilersetters (TI) |               |                 |                 |
|--|---------------|-----------------|-----------------|
| Job Classification   | Rate          | 2022-07-01      | 2023-07-01      |
| <b>Apprentice's</b>  |               |                 |                 |
| 1st 6 months   | 55%           | \$ 17.84        | \$ 19.05        |
| 2nd 6 months   | 60%           | \$ 19.46        | \$ 20.78        |
| 3rd 6 months   | 65%           | \$ 21.09        | \$ 22.51        |
| 4th 6 months   | 70%           | \$ 22.71        | \$ 24.24        |
| 5th 6 months   | 80%           | \$ 25.95        | \$ 27.70        |
| 6th 6 months   | 90%           | \$ 29.20        | \$ 31.17        |
| Improver   | 85%           | \$ 27.57        | \$ 29.44        |
| <b>Journey person</b>  | <b>100%</b>   | <b>\$ 32.44</b> | <b>\$ 34.63</b> |
| "B" Foreperson   | 100% + \$1.00 | \$ 33.44        | \$ 35.63        |
| "A" Foreperson   | 115%          | \$ 37.31        | \$ 39.82        |
| <b>Vacation Pay</b>  | <b>12%</b>    |                 |                 |

| <b>Benefit Allocations:</b>                     | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| Welfare Trust Fund                              | 2.97              | 3.17              |
| Pension Plan                                    | 1.54              | 1.64              |
| Ceramic Tile Promotion and Contract Admin Funds | 0.59              | 0.63              |
| <b>Total</b>                                    | <b>\$5.10</b>     | <b>\$5.44</b>     |



Schedule C

| CHC/AHC Collective Agreement Wage Schedule - Terrazzo (TR) |               |                |                |
|--|---------------|----------------|----------------|
| Job Classification   | Rate          | 2022-07-01     | 2023-07-01     |
| <b>Apprentice's</b>  |               |                |                |
| 1st 6 months   | 55%           | \$21.35        | \$22.79        |
| 2nd 6 months   | 60%           | \$23.29        | \$24.86        |
| 3rd 6 months   | 65%           | \$25.23        | \$26.93        |
| 4th 6 months   | 70%           | \$27.17        | \$29.00        |
| 5th 6 months   | 80%           | \$31.05        | \$33.14        |
| 6th 6 months   | 90%           | \$34.93        | \$37.29        |
| Helper   | 85%           | \$32.99        | \$35.22        |
| <b>Terrazzo Mechanic</b>                                   | <b>100%</b>   | <b>\$38.81</b> | <b>\$41.43</b> |
| "B" Foreperson   | 100% + \$1.00 | \$39.81        | \$42.43        |
| "A" Foreperson   | 115%          | \$44.63        | \$47.64        |
| <b>Vacation Pay</b>  | <b>12%</b>    |                |                |

| <b>Benefit Allocations:</b>                   | <b>2022-07-01</b> | <b>2023-07-01</b> |
|---|-------------------|-------------------|
| Welfare Plan                                  | 2.97              | 3.17              |
| Pension Plan                                  | 2.97              | 3.17              |
| Promotion Fund                                | 0.31              | 0.33              |
| Terrazo Workers Advancement and Training Fund | 0.31              | 0.33              |
| <b>Total</b>                                  | <b>\$6.56</b>     | <b>\$7.00</b>     |