

**CMAW All Employee Agreement  
 Petrowest B.C. Construction Ltd.  
 SCHEDULE "A1.8"**

**MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG**

**Effective January 1, 2024**

<u>Employee Classifications</u>	%	Base Rate	VP/SHP (12%)	Employer Contributions					Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	
Base Rates		45.32	12%	2.80	4.19	0.30	0.25	0.02	
<b>Journey person</b>									
General Foreman (GF)	125%	56.65	6.80	2.80	4.19	0.30	0.25	0.02	71.01
Foreman (FM)	115%	52.12	6.25	2.80	4.19	0.30	0.25	0.02	65.93
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>45.32</b>	<b>5.44</b>	<b>2.80</b>	<b>4.19</b>	<b>0.30</b>	<b>0.25</b>	<b>0.02</b>	<b>58.32</b>
<b>Apprentice Carpenter</b>									
4th Term (4th)	90%	40.79	4.89	2.80	3.77	0.30	0.25	0.02	52.82
3rd Term (3rd)	80%	36.26	4.35	2.80	3.35	0.30	0.25	0.02	47.33
2nd Term (2nd)	70%	31.72	3.81	2.80	2.93	0.30	0.25	0.02	41.83
1st Term (1st)	55%	24.93	2.99	2.80	2.30	0.30	0.25	0.02	33.59
<b>Helper</b>									
up to 500 hours	55%	24.93	2.99	2.80	2.30	0.30	0.25	0.02	33.59
500 - 1000 hours	60%	27.19	3.26	2.80	2.51	0.30	0.25	0.02	36.33
1000 to 1500 hours	65%	29.46	3.54	2.80	2.72	0.30	0.25	0.02	39.09
Utility Person	75%	33.99	4.08	2.80	3.14	0.30	0.25	0.02	44.58
Skilled Helper	80%	36.26	4.35	2.80	4.19	0.30	0.25	0.02	48.17

**Employee Deductions and Employer Contributions per hour on hours "EARNED":**

Hourly Dues	\$0.89
Local Union Check Off	\$0.25