

SCHEDULE “A.1”

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

Schedule “A.1” shall apply to all applicable commercial, institutional, and residential projects which are located inside the Lower Mainland/Fraser Valley.

“Inside” Lower Mainland/Fraser Valley

Effective January 28, 2024 to April 27, 2024

| Employee Classifications: | % | Base Rate | Metro Travel | Sub Total | VP/SHP 12% | CMAW Benefits | Employer Contributions | | | | | | Total Monetary Package |
|---------------------------------------------|------|-----------|--------------|-----------|------------|---------------|----------------------------|-----------------|--------------------|------|------|------------|------------------------|
| | | | | | | | † CMAW Target Pension Plan | CMAW Admin Fund | CMAW Training Fund | ERF | CIRP | D&A Policy | |
| Journeyman | | | | | | | | | | | | | |
| General Foreperson (GF) | 125% | 44.97 | 0.90 | 45.87 | 5.50 | 2.80 | 4.29 | 0.30 | 0.36 | 0.23 | 0.04 | 0.01 | 59.40 |
| Foreperson (FP) | 115% | 41.38 | 0.90 | 42.28 | 5.07 | 2.80 | 4.29 | 0.30 | 0.36 | 0.23 | 0.04 | 0.01 | 55.38 |
| Certified (CJP) | 100% | 35.98 | 0.90 | 36.88 | 4.43 | 2.80 | 4.29 | 0.30 | 0.36 | 0.23 | 0.04 | 0.01 | 49.34 |
| Apprentice Carpenter | | | | | | | | | | | | | |
| 4 th Term (4th) | 90% | 32.38 | 0.90 | 33.28 | 3.99 | 2.80 | 3.86 | 0.30 | 0.36 | 0.23 | 0.04 | 0.01 | 44.87 |
| 3 rd Term (3rd) | 80% | 28.78 | 0.90 | 29.68 | 3.56 | 2.80 | 3.43 | 0.30 | 0.36 | 0.23 | 0.04 | 0.01 | 40.41 |
| 2 nd Term (2nd) | 70% | 25.19 | 0.90 | 26.09 | 3.13 | 2.80 | 3.00 | 0.30 | 0.36 | 0.23 | 0.04 | 0.01 | 35.96 |
| 1 st Term (1st) | 60% | 21.59 | 0.90 | 22.49 | 2.70 | 2.80 | 2.57 | 0.30 | 0.36 | 0.23 | 0.04 | 0.01 | 31.50 |
| Unticketed Carpenter (UTC) | 90% | 32.38 | 0.90 | 33.28 | 3.99 | 2.80 | 3.22 | 0.30 | 0.36 | 0.23 | 0.04 | 0.01 | 44.23 |
| Material Handler/ Pre-Apprentice (MH/PA) | | 16.80 | 0.90 | 17.70 | 2.12 | 2.80 | n/a | 0.30 | 0.36 | 0.23 | 0.04 | 0.01 | 23.56 |

† Pension contributions are NOT insurable earnings pursuant to CRA regulations.

SCHEDULE “B.1”

**INSIDE LOWER MAINLAND/FRASER VALLEY
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

Schedule “B.1” shall apply to all applicable commercial, institutional, and residential projects which are located inside the Lower Mainland/Fraser Valley.

“Inside” Lower Mainland/Fraser Valley

Effective January 28, 2024 to April 27, 2024

| | Employee Classifications | | | | | | | | |
|---------------------------------------------------|--------------------------|-------------|-------------|----------------------|----------------------|----------------------|----------------------|-------------|-------------|
| | GF | FP | CJP | 4 th Term | 3 rd Term | 2 nd Term | 1 st Term | UTC | MH/PA |
| ‡ Employer Contributions: | | | | | | | | | |
| CMAW Benefits | 2.80 | 2.80 | 2.80 | 2.80 | 2.80 | 2.80 | 2.80 | 2.80 | 2.80 |
| CMAW Target Pension Plan † | 4.29 | 4.29 | 4.29 | 3.86 | 3.43 | 3.00 | 2.57 | 3.22 | n/a |
| CMAW Admin Fund | 0.30 | 0.30 | 0.30 | 0.30 | 0.30 | 0.30 | 0.30 | 0.30 | 0.30 |
| CMAW Training Plan | 0.36 | 0.36 | 0.36 | 0.36 | 0.36 | 0.36 | 0.36 | 0.36 | 0.36 |
| ERF (Employer Representation Funds) | 0.23 | 0.23 | 0.23 | 0.23 | 0.23 | 0.23 | 0.23 | 0.23 | 0.23 |
| CIRP (Rehabilitation Plan) | 0.04 | 0.04 | 0.04 | 0.04 | 0.04 | 0.04 | 0.04 | 0.04 | 0.04 |
| D&A Policy | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 |
| ‡ Total Employer Contributions | 8.03 | 8.03 | 8.03 | 7.60 | 7.17 | 6.74 | 6.31 | 6.96 | 3.74 |
| ‡ Employee Deductions: | | | | | | | | | |
| Field Dues | 0.89 | 0.89 | 0.89 | 0.89 | 0.89 | 0.89 | 0.89 | 0.89 | 0.89 |
| Local Union Check Off (CMAW Local 1995) | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 |
| CIRP (Rehabilitation Plan) | 0.04 | 0.04 | 0.04 | 0.04 | 0.04 | 0.04 | 0.04 | 0.04 | 0.04 |
| ‡ Total Employee Deductions | 1.18 | 1.18 | 1.18 | 1.18 | 1.18 | 1.18 | 1.18 | 1.18 | 1.18 |
| Total Hourly Remittance to CWF | ST 8.96 | 8.96 | 8.96 | 8.53 | 8.10 | 7.67 | 7.24 | 7.89 | 4.67 |
| | 1.5x OT | 8.96 | 8.96 | 8.96 | 8.53 | 8.10 | 7.67 | 7.24 | 4.67 |
| | 2x OT | 8.96 | 8.96 | 8.96 | 8.53 | 8.10 | 7.67 | 7.24 | 4.67 |
| Total Hourly Remittance to CMAW Local 1995 | ST 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 |
| | 1.5x OT | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 |
| | 2x OT | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 |

† Pension contributions are NOT insurable earnings pursuant to CRA regulations.

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

SCHEDULE "A.1"

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

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

"Inside" Lower Mainland/Fraser Valley

Effective April 28, 2024 to May 03, 2025

| Employee Classifications: | % | Base Rate | Metro Travel | Sub Total | VP/SHP 12% | CMAW Benefits | Employer Contributions | | | | | | Total Monetary Package |
|-----------------------------------------------------|-------------|--------------|--------------|--------------|-------------|---------------|----------------------------|-----------------|--------------------|-------------|-------------|-------------|------------------------|
| | | | | | | | † CMAW Target Pension Plan | CMAW Admin Fund | CMAW Training Fund | ERF | CIRP | D&A Policy | |
| Journeyman | | | | | | | | | | | | | |
| General Foreperson (GF) | 125% | 46.58 | 0.90 | 47.48 | 5.70 | 2.90 | 4.34 | 0.30 | 0.40 | 0.23 | 0.04 | 0.01 | 61.40 |
| Foreperson (FP) | 115% | 42.85 | 0.90 | 43.75 | 5.25 | 2.90 | 4.34 | 0.30 | 0.40 | 0.23 | 0.04 | 0.01 | 57.22 |
| Certified (CJP) | 100% | 37.26 | 0.90 | 38.16 | 4.58 | 2.90 | 4.34 | 0.30 | 0.40 | 0.23 | 0.04 | 0.01 | 50.96 |
| Apprentice Carpenter | | | | | | | | | | | | | |
| 4 th Term (4th) | 90% | 33.53 | 0.90 | 34.43 | 4.13 | 2.90 | 3.91 | 0.30 | 0.40 | 0.23 | 0.04 | 0.01 | 46.35 |
| 3 rd Term (3rd) | 80% | 29.81 | 0.90 | 30.71 | 3.69 | 2.90 | 3.47 | 0.30 | 0.40 | 0.23 | 0.04 | 0.01 | 41.75 |
| 2 nd Term (2nd) | 70% | 26.08 | 0.90 | 26.98 | 3.24 | 2.90 | 3.04 | 0.30 | 0.40 | 0.23 | 0.04 | 0.01 | 37.14 |
| 1 st Term (1st) | 60% | 22.36 | 0.90 | 23.26 | 2.79 | 2.90 | 2.60 | 0.30 | 0.40 | 0.23 | 0.04 | 0.01 | 32.53 |
| Unticketed Carpenter (UTC) | 90% | 33.53 | 0.90 | 34.43 | 4.13 | 2.90 | 3.26 | 0.30 | 0.40 | 0.23 | 0.04 | 0.01 | 45.70 |
| Material Handler/ Pre-Apprentice (MH/PA) | | 17.40 | 0.90 | 18.30 | 2.20 | 2.90 | n/a | 0.30 | 0.40 | 0.23 | 0.04 | 0.01 | 24.38 |

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SCHEDULE “B.1”

**INSIDE LOWER MAINLAND/FRASER VALLEY
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

Schedule “B.1” shall apply to all applicable commercial, institutional, and residential projects which are located inside the Lower Mainland/Fraser Valley.

“Inside” Lower Mainland/Fraser Valley

Effective April 28, 2024 to May 03, 2024

| | Employee Classifications | | | | | | | | |
|---------------------------------------------------|--------------------------|-------------|-------------|----------------------|----------------------|----------------------|----------------------|-------------|-------------|
| | GF | FP | CJP | 4 th Term | 3 rd Term | 2 nd Term | 1 st Term | UTC | MH/PA |
| ‡ Employer Contributions: | | | | | | | | | |
| CMAW Benefits | 2.90 | 2.90 | 2.90 | 2.90 | 2.90 | 2.90 | 2.90 | 2.90 | 2.90 |
| CMAW Target Pension Plan † | 4.34 | 4.34 | 4.34 | 3.91 | 3.47 | 3.04 | 2.60 | 3.26 | n/a |
| CMAW Admin Fund | 0.30 | 0.30 | 0.30 | 0.30 | 0.30 | 0.30 | 0.30 | 0.30 | 0.30 |
| CMAW Training Plan | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 | 0.40 |
| ERF (Employer Representation Funds) | 0.23 | 0.23 | 0.23 | 0.23 | 0.23 | 0.23 | 0.23 | 0.23 | 0.23 |
| CIRP (Rehabilitation Plan) | 0.04 | 0.04 | 0.04 | 0.04 | 0.04 | 0.04 | 0.04 | 0.04 | 0.04 |
| D&A Policy | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 |
| ‡ Total Employer Contributions | 8.22 | 8.22 | 8.22 | 7.79 | 7.35 | 6.92 | 6.48 | 7.14 | 3.88 |
| ‡ Employee Deductions: | | | | | | | | | |
| Field Dues | 0.89 | 0.89 | 0.89 | 0.89 | 0.89 | 0.89 | 0.89 | 0.89 | 0.89 |
| Local Union Check Off (CMAW Local 1995) | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 |
| CIRP (Rehabilitation Plan) | 0.04 | 0.04 | 0.04 | 0.04 | 0.04 | 0.04 | 0.04 | 0.04 | 0.04 |
| ‡ Total Employee Deductions | 1.18 | 1.18 | 1.18 | 1.18 | 1.18 | 1.18 | 1.18 | 1.18 | 1.18 |
| Total Hourly Remittance to CWF | ST 9.15 | 9.15 | 9.15 | 8.72 | 8.28 | 7.85 | 7.41 | 8.07 | 4.81 |
| | 1.5x OT | 9.15 | 9.15 | 8.72 | 8.28 | 7.85 | 7.41 | 8.07 | 4.81 |
| | 2x OT | 9.15 | 9.15 | 8.72 | 8.28 | 7.85 | 7.41 | 8.07 | 4.81 |
| Total Hourly Remittance to CMAW Local 1995 | ST 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 |
| | 1.5x OT | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 |
| | 2x OT | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 |

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