

## SCHEDULE "A1.3"

## INSIDE LOWER MAINLAND/FRASER VALLEY

## CARPENTERS

## MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

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

**"Inside" Lower Mainland/Fraser Valley****Effective April 28, 2024**

Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions										Total Package
						CMAW Benefits	CMAW Target Pension	CMAW Admin Fund	CMAW Training Fund	CEA	CAF	Rehab Plan	JA Plan	BCBCBTU Fund	D&A Society	
<b>Journeyman</b>																
> General Foreperson (GF)	125%	\$46.51	\$0.90	\$47.41	\$5.69	\$2.90	\$4.34	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$61.38
> Foreman (FM)	115%	\$42.79	\$0.90	\$43.69	\$5.24	\$2.90	\$4.34	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$57.21
> <b>Certified Journeyman (CJP)</b>	<b>100%</b>	<b>\$37.21</b>	<b>\$0.90</b>	<b>\$38.11</b>	<b>\$4.57</b>	<b>\$2.90</b>	<b>\$4.34</b>	<b>\$0.30</b>	<b>\$0.40</b>	<b>\$0.10</b>	<b>\$0.13</b>	<b>\$0.04</b>	<b>\$0.01</b>	<b>\$0.05</b>	<b>\$0.01</b>	<b>\$50.96</b>
<b>Apprentice Carpenter</b>																
> 4 <sup>th</sup> Term (4 <sup>th</sup> )	90%	\$33.49	\$0.90	\$34.39	\$4.13	\$2.90	\$3.26	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$45.72
> 3 <sup>rd</sup> Term (3 <sup>rd</sup> )	80%	\$29.77	\$0.90	\$30.67	\$3.68	\$2.90	\$3.26	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$41.55
> 2 <sup>nd</sup> Term (2 <sup>nd</sup> )	65%	\$24.19	\$0.90	\$25.09	\$3.01	\$2.90	\$2.39	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$34.43
> 1 <sup>st</sup> Term (1 <sup>st</sup> )	55%	\$20.47	\$0.90	\$21.37	\$2.56	\$2.90	\$2.39	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$30.26
<b>Unticketed Carpenter</b>	90%	\$33.49	\$0.90	\$34.39	\$4.13	\$2.90	\$3.26	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$45.72
<b>Material Handler/ Pre-Apprentice<sup>1</sup></b>	45%	TBD		TBD		\$2.90	n/a	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	TBD

1. Base rate for Material Handler/Pre-Apprentice equal to greater of 45% of Journeyman rate or BC Minimum Wage.

## SCHEDULE "A2.3"

## OUTSIDE LOWER MAINLAND/FRASER VALLEY

## CARPENTERS

## MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

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

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

Effective April 28, 2024

Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions											Total Package
						CMAW Benefits	CMAW Target Pension	CMAW Admin Fund	CMAW Training Fund	CEA	CAF	Rehab Plan	JA Plan	BCBCBTU Fund	D&A Society		
<b>Journeyman</b>																	
> General Foreperson (GF)	125%	\$46.51	n/a	\$46.51	\$5.58	\$2.90	\$4.34	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$60.37	
> Foreman (FM)	115%	\$42.79	n/a	\$42.79	\$5.13	\$2.90	\$4.34	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$56.20	
> <b>Certified Journeyman (CJP)</b>	<b>100%</b>	<b>\$37.21</b>	<b>n/a</b>	<b>\$37.21</b>	<b>\$4.47</b>	<b>\$2.90</b>	<b>\$4.34</b>	<b>\$0.30</b>	<b>\$0.40</b>	<b>\$0.10</b>	<b>\$0.13</b>	<b>\$0.04</b>	<b>\$0.01</b>	<b>\$0.05</b>	<b>\$0.01</b>	<b>\$49.96</b>	
<b>Apprentice Carpenter</b>																	
> 4 <sup>th</sup> Term (4 <sup>th</sup> )	90%	\$33.49	n/a	\$33.49	\$4.02	\$2.90	\$3.26	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$44.71	
> 3 <sup>rd</sup> Term (3 <sup>rd</sup> )	80%	\$29.77	n/a	\$29.77	\$3.57	\$2.90	\$3.26	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$40.54	
> 2 <sup>nd</sup> Term (2 <sup>nd</sup> )	65%	\$24.19	n/a	\$24.19	\$2.90	\$2.90	\$2.39	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$33.42	
> 1 <sup>st</sup> Term (1 <sup>st</sup> )	55%	\$20.47	n/a	\$20.47	\$2.46	\$2.90	\$2.39	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$29.26	
<b>Unticketed Carpenter</b>	90%	\$33.49	n/a	\$33.49	\$4.02	\$2.90	\$3.26	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$44.71	
<b>Material Handler/ Pre-Apprentice<sup>1</sup></b>	45%	TBD		TBD		\$2.90	n/a	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	TBD	

1. Base rate for Material Handler/Pre-Apprentice equal to greater of 45% of Journeyman rate or BC Minimum Wage.

**SCHEDULE "A3.3"****ALTERNATE LOWER MAINLAND/FRASER VALLEY****CARPENTERS****MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE**

Schedule "A3.3" shall apply to all industrial projects governed by Article 3.101(b) which are located inside the Lower Mainland/Fraser Valley.

**Alternate Industrial Schedule – "Inside" Lower Mainland/Fraser Valley****Effective April 28, 2024**

<b>Employee Classifications</b>	<b>%</b>	<b>Base Rate</b>	<b>Metro Travel</b>	<b>Sub Total</b>	<b>VP/SHP (12%)</b>	<b>Employer Contributions</b>										<b>Total Package</b>
						<b>CMAW Benefits</b>	<b>CMAW Target Pension</b>	<b>CMAW Admin Fund</b>	<b>CMAW Training Fund</b>	<b>CEA</b>	<b>CAF</b>	<b>Rehab Plan</b>	<b>JA Plan</b>	<b>BCBCBTU Fund</b>	<b>D&amp;A Society</b>	
<b>Journey person</b>																
> General Foreperson (GF)	125%	\$48.84	\$0.90	\$49.74	\$5.97	\$2.90	\$4.34	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$64.09
> Foreman (FM)	115%	\$44.93	\$0.90	\$45.83	\$5.50	\$2.90	\$4.34	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$59.71
> <b>Certified Journey person (CJP)</b>	<b>100%</b>	<b>\$39.07</b>	<b>\$0.90</b>	<b>\$39.97</b>	<b>\$4.80</b>	<b>\$2.90</b>	<b>\$4.34</b>	<b>\$0.40</b>	<b>\$0.40</b>	<b>\$0.10</b>	<b>\$0.13</b>	<b>\$0.04</b>	<b>\$0.01</b>	<b>\$0.05</b>	<b>\$0.01</b>	<b>\$53.15</b>
<b>Apprentice Carpenter</b>																
> 4 <sup>th</sup> Term (4 <sup>th</sup> )	90%	\$35.16	\$0.90	\$36.06	\$4.33	\$2.90	\$3.26	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$47.69
> 3 <sup>rd</sup> Term (3 <sup>rd</sup> )	80%	\$31.26	\$0.90	\$32.16	\$3.86	\$2.90	\$3.26	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$43.32
> 2 <sup>nd</sup> Term (2 <sup>nd</sup> )	65%	\$25.40	\$0.90	\$26.30	\$3.16	\$2.90	\$2.39	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$35.89
> 1 <sup>st</sup> Term (1 <sup>st</sup> )	55%	\$21.49	\$0.90	\$22.39	\$2.69	\$2.90	\$2.39	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$31.51
<b>Unticketed Carpenter</b>	90%	\$35.16	\$0.90	\$36.06	\$4.33	\$2.90	\$3.26	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$47.69
<b>Material Handler/ Pre-Apprentice<sup>1</sup></b>	45%	\$17.58	\$0.90	\$18.48	\$2.22	\$2.90	n/a	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$24.74

1. Base rate for Material Handler/Pre-Apprentice equal to greater of 45% of Journey person rate or BC Minimum Wage.

**SCHEDULE "B1.3"**

**INSIDE LOWER MAINLAND/FRASER VALLEY**

**CARPENTERS**

**EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

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

**"Inside" Lower Mainland/Fraser Valley**

**Effective April 28, 2024**

		<b>Employee Classifications</b>								
		<<< Apprentice Carpenters >>>						Unticketed		
		GF	FM	CJP	4th	3rd	2nd	1st	Carpenter	MH/PA
<b>* Employer Contributions:</b>										
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	\$3.26	\$3.26	\$2.39	\$2.39	\$3.26	n/a
CMAW Administration Fund		\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30
CMAW Training Fund		\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
Carpentry Employers Association (CEA)		\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Contract Administration Fund (CAF)		\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
JA Plan		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU Fund		\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
D&A Society		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
<b>Total Employer Contributions</b>		<b>\$8.28</b>	<b>\$8.28</b>	<b>\$8.28</b>	<b>\$7.20</b>	<b>\$7.20</b>	<b>\$6.33</b>	<b>\$6.33</b>	<b>\$7.20</b>	<b>\$3.94</b>
<b>* Employee Deductions:</b>										
Field Dues		\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
CMAW Local Check Off		\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
<b>Total Employee Deductions</b>		<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>
<b>Total Hourly Remittance to CWF</b>	<b>ST</b>	<b>\$9.21</b>	<b>\$9.21</b>	<b>\$9.21</b>	<b>\$8.13</b>	<b>\$8.13</b>	<b>\$7.26</b>	<b>\$7.26</b>	<b>\$8.13</b>	<b>\$4.87</b>
	<b>1.5X OT</b>	<b>\$9.21</b>	<b>\$9.21</b>	<b>\$9.21</b>	<b>\$8.13</b>	<b>\$8.13</b>	<b>\$7.26</b>	<b>\$7.26</b>	<b>\$8.13</b>	<b>\$4.87</b>
	<b>2X OT</b>	<b>\$9.21</b>	<b>\$9.21</b>	<b>\$9.21</b>	<b>\$8.13</b>	<b>\$8.13</b>	<b>\$7.26</b>	<b>\$7.26</b>	<b>\$8.13</b>	<b>\$4.87</b>
<b>Total Hourly Remittance to Local 1995</b>	<b>ST</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>
	<b>1.5X OT</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>
	<b>2X OT</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>

\* All Employer contributions and employee deductions shall be calculated on the basis of "Hours Worked"

**SCHEDULE "B2.3"**

**OUTSIDE LOWER MAINLAND/FRASER VALLEY**

**CARPENTERS**

**EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

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

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

**Effective April 28, 2024**

		<b>Employee Classifications</b>								
		<<< Apprentice Carpenters >>>						Unticketed		
		GF	FM	CJP	4th	3rd	2nd	1st	Carpenter	MH/PA
<b>* Employer Contributions:</b>										
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	\$3.26	\$3.26	\$2.39	\$2.39	\$3.26	n/a
CMAW Administration Fund		\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30
CMAW Training Fund		\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
Carpentry Employers Association (CEA)		\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Contract Administration Fund (CAF)		\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
JA Plan		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU Fund		\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
D&A Society		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
<b>Total Employer Contributions</b>		<b>\$8.28</b>	<b>\$8.28</b>	<b>\$8.28</b>	<b>\$7.20</b>	<b>\$7.20</b>	<b>\$6.33</b>	<b>\$6.33</b>	<b>\$7.20</b>	<b>\$3.94</b>
<b>* Employee Deductions:</b>										
Field Dues		\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
CMAW Local Check Off		Refer to Article 4.702								
<b>Total Employee Deductions</b>		<b>\$0.93</b>	<b>\$0.93</b>	<b>\$0.93</b>	<b>\$0.93</b>	<b>\$0.93</b>	<b>\$0.93</b>	<b>\$0.93</b>	<b>\$0.93</b>	<b>\$0.93</b>
<b>Total Hourly Remittance to CWF</b>	<b>ST</b>	<b>\$9.21</b>	<b>\$9.21</b>	<b>\$9.21</b>	<b>\$8.13</b>	<b>\$8.13</b>	<b>\$7.26</b>	<b>\$7.26</b>	<b>\$8.13</b>	<b>\$4.87</b>
	<b>1.5X OT</b>	<b>\$9.21</b>	<b>\$9.21</b>	<b>\$9.21</b>	<b>\$8.13</b>	<b>\$8.13</b>	<b>\$7.26</b>	<b>\$7.26</b>	<b>\$8.13</b>	<b>\$4.87</b>
	<b>2X OT</b>	<b>\$9.21</b>	<b>\$9.21</b>	<b>\$9.21</b>	<b>\$8.13</b>	<b>\$8.13</b>	<b>\$7.26</b>	<b>\$7.26</b>	<b>\$8.13</b>	<b>\$4.87</b>
<b>Total Hourly Remittance to Other Locals</b>	<b>ST</b>	Refer to Article 4.702								
	<b>1.5X OT</b>	Refer to Article 4.702								
	<b>2X OT</b>	Refer to Article 4.702								

\* All Employer contributions and employee deductions shall be calculated on the basis of "Hours Worked"

**SCHEDULE "B3.3"**

**CARPENTERS**

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

Schedule "B3.3" shall apply to all industrial projects governed by Article 3.101(b) which are located inside the Lower Mainland/Fraser Valley.

**Alternate Industrial Schedule – "Inside" Lower Mainland/Fraser Valley**

**Effective April 28, 2024**

		<b>Employee Classifications</b>								
		<<< Apprentice Carpenters >>>						Unticketed		
		GF	FM	CJP	4th	3rd	2nd	1st	Carpenter	MH/PA
<b>* Employer Contributions:</b>										
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	\$3.26	\$3.26	\$2.39	\$2.39	\$3.26	n/a
CMAW Administration Fund		\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
CMAW Training Fund		\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
Carpentry Employers Association (CEA)		\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Contract Administration Fund (CAF)		\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
JA Plan		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU Fund		\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
D&A Society		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
	<b>Total Employer Contributions</b>	<b>\$8.38</b>	<b>\$8.38</b>	<b>\$8.38</b>	<b>\$7.30</b>	<b>\$7.30</b>	<b>\$6.43</b>	<b>\$6.43</b>	<b>\$7.30</b>	<b>\$4.04</b>
<b>* Employee Deductions:</b>										
Field Dues		\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
CMAW Local Check Off		\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
	<b>Total Employee Deductions</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>
<b>Total Hourly Remittance to CWF</b>	<b>ST</b>	<b>\$9.31</b>	<b>\$9.31</b>	<b>\$9.31</b>	<b>\$8.23</b>	<b>\$8.23</b>	<b>\$7.36</b>	<b>\$7.36</b>	<b>\$8.23</b>	<b>\$4.97</b>
	<b>1.5X OT</b>	<b>\$13.38</b>	<b>\$13.38</b>	<b>\$13.38</b>	<b>\$11.76</b>	<b>\$11.76</b>	<b>\$10.45</b>	<b>\$10.45</b>	<b>\$11.76</b>	<b>\$6.87</b>
	<b>2X OT</b>	<b>\$17.44</b>	<b>\$17.44</b>	<b>\$17.44</b>	<b>\$15.28</b>	<b>\$15.28</b>	<b>\$13.54</b>	<b>\$13.54</b>	<b>\$15.28</b>	<b>\$8.76</b>
<b>Total Hourly Remittance to Local 1995</b>	<b>ST</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>
	<b>1.5X OT</b>	<b>\$0.38</b>	<b>\$0.38</b>	<b>\$0.38</b>	<b>\$0.38</b>	<b>\$0.38</b>	<b>\$0.38</b>	<b>\$0.38</b>	<b>\$0.38</b>	<b>\$0.38</b>
	<b>2X OT</b>	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>

1. CMAW Benefits, CMAW Target Pension Plan, Field Dues and CMAW Local Check Off based on "hours earned"  
All other employer contributions and employee deductions based on "hours worked"

## SCHEDULE "C1.3"

## INSIDE LOWER MAINLAND/FRASER VALLEY

## SCAFFOLDERS

## MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule "C1.3" shall apply to all Commercial/Institutional projects governed by the Scaffold Addendum which are located inside the Lower Mainland/Fraser Valley.

"Inside" Lower Mainland/Fraser Valley

Effective April 28, 2024

Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions										Total Package
						CMAW Benefits	CMAW Target Pension	CMAW Admin Fund	CMAW Training Fund	CEA	CAF	Rehab Plan	JA Plan	BCBCBTU Fund	D&A Society	
<b>Journeyman</b>																
> General Foreperson (GF)	125%	\$46.51	\$0.90	\$47.41	\$5.69	\$2.90	\$4.34	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$61.38
> Foreman (FM)	115%	\$42.79	\$0.90	\$43.69	\$5.24	\$2.90	\$4.34	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$57.21
> <b>Certified Journeyman (CJP)</b>	<b>100%</b>	<b>\$37.21</b>	<b>\$0.90</b>	<b>\$38.11</b>	<b>\$4.57</b>	<b>\$2.90</b>	<b>\$4.34</b>	<b>\$0.30</b>	<b>\$0.40</b>	<b>\$0.10</b>	<b>\$0.13</b>	<b>\$0.04</b>	<b>\$0.01</b>	<b>\$0.05</b>	<b>\$0.01</b>	<b>\$50.96</b>
<b>Apprentice Scaffolder</b>																
> 3 <sup>rd</sup> Term (3 <sup>rd</sup> )	80%	\$29.77	\$0.90	\$30.67	\$3.68	\$2.90	\$3.26	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$41.55
> 2 <sup>nd</sup> Term (2 <sup>nd</sup> )	65%	\$24.19	\$0.90	\$25.09	\$3.01	\$2.90	\$2.39	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$34.43
> 1 <sup>st</sup> Term (1 <sup>st</sup> )	55%	\$20.47	\$0.90	\$21.37	\$2.56	\$2.90	\$2.39	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$30.26
<b>Unticketed Scaffolder<sup>1</sup></b>	90%	\$33.49	\$0.90	\$34.39	\$4.13	\$2.90	\$3.26	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$45.72
<b>Material Handler/ Pre-Apprentice<sup>2</sup></b>	45%	TBD		TBD		\$2.90	n/a	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	TBD

1. An Unticketed Scaffolder is a Scaffolder with 8,000 provable hours of experience in the trade who has not either completed the Apprenticeship program described in the Scaffold Addendum or successfully challenged the associated testing.
2. Base rate for Material Handler/Pre-Apprentice equal to greater of 45% of Journeyman rate or BC Minimum Wage.

## SCHEDULE "C2.3"

## OUTSIDE LOWER MAINLAND/FRASER VALLEY

## SCAFFOLDERS

## MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule "C2.3" shall apply to all Commercial/Institutional projects governed by the Scaffold Addendum which are located outside the Lower Mainland/Fraser Valley.

## "Outside" Lower Mainland/Fraser Valley

Effective April 28, 2024

Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions										Total Package
						CMAW Benefits	CMAW Target Pension	CMAW Admin Fund	CMAW Training Fund	CEA	CAF	Rehab Plan	JA Plan	BCBCBTU Fund	D&A Society	
<b>Journeyman</b>																
> General Foreperson (GF)	125%	\$46.51	n/a	\$46.51	\$5.58	\$2.90	\$4.34	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$60.37
> Foreman (FM)	115%	\$42.79	n/a	\$42.79	\$5.13	\$2.90	\$4.34	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$56.20
> <b>Certified Journeyman (CJP)</b>	<b>100%</b>	<b>\$37.21</b>	<b>n/a</b>	<b>\$37.21</b>	<b>\$4.47</b>	<b>\$2.90</b>	<b>\$4.34</b>	<b>\$0.30</b>	<b>\$0.40</b>	<b>\$0.10</b>	<b>\$0.13</b>	<b>\$0.04</b>	<b>\$0.01</b>	<b>\$0.05</b>	<b>\$0.01</b>	<b>\$49.96</b>
<b>Apprentice Scaffolder</b>																
> 3 <sup>rd</sup> Term (3 <sup>rd</sup> )	80%	\$29.77	n/a	\$29.77	\$3.57	\$2.90	\$3.26	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$40.54
> 2 <sup>nd</sup> Term (2 <sup>nd</sup> )	65%	\$24.19	n/a	\$24.19	\$2.90	\$2.90	\$2.39	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$33.42
> 1 <sup>st</sup> Term (1 <sup>st</sup> )	55%	\$20.47	n/a	\$20.47	\$2.46	\$2.90	\$2.39	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$29.26
<b>Unticketed Scaffolder<sup>1</sup></b>	90%	\$33.49	n/a	\$33.49	\$4.02	\$2.90	\$3.26	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$44.71
<b>Material Handler/ Pre-Apprentice<sup>2</sup></b>	45%	TBD		TBD		\$2.90	n/a	\$0.30	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	TBD

1. An Unticketed Scaffolder is a Scaffolder with 8,000 provable hours of experience in the trade who has not either completed the Apprenticeship program described in the Scaffold Addendum or successfully challenged the associated testing.

2. Base rate for Material Handler/Pre-Apprentice equal to greater of 45% of Journeyman rate or BC Minimum Wage.



**SCHEDULE "C3.3"****ALTERNATE LOWER MAINLAND/FRASER VALLEY****SCAFFOLDERS****MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE**

Schedule "C3.3" shall apply to all industrial projects governed by Article 3.101(b) which are located inside the Lower Mainland/Fraser Valley.

**Alternate Industrial Schedule – "Inside" Lower Mainland/Fraser Valley****Effective April 28, 2024**

<u>Employee Classifications</u>	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions										Total Package
						CMAW Benefits	CMAW Target Pension	CMAW Admin Fund	CMAW Training Fund	CEA	CAF	Rehab Plan	JA Plan	BCBCBTU Fund	D&A Society	
<b>Journeyman</b>																
> General Foreperson (GF)	125%	\$48.84	\$0.90	\$49.74	\$5.97	\$2.90	\$4.34	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$64.09
> Foreman (FM)	115%	\$44.93	\$0.90	\$45.83	\$5.50	\$2.90	\$4.34	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$59.71
> <b>Certified Journeyman (CJP)</b>	<b>100%</b>	<b>\$39.07</b>	<b>\$0.90</b>	<b>\$39.97</b>	<b>\$4.80</b>	<b>\$2.90</b>	<b>\$4.34</b>	<b>\$0.40</b>	<b>\$0.40</b>	<b>\$0.10</b>	<b>\$0.13</b>	<b>\$0.04</b>	<b>\$0.01</b>	<b>\$0.05</b>	<b>\$0.01</b>	<b>\$53.15</b>
<b>Apprentice Carpenter</b>																
> 3 <sup>rd</sup> Term (3 <sup>rd</sup> )	80%	\$31.26	\$0.90	\$32.16	\$3.86	\$2.90	\$3.26	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$43.32
> 2 <sup>nd</sup> Term (2 <sup>nd</sup> )	65%	\$25.40	\$0.90	\$26.30	\$3.16	\$2.90	\$2.39	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$35.89
> 1 <sup>st</sup> Term (1 <sup>st</sup> )	55%	\$21.49	\$0.90	\$22.39	\$2.69	\$2.90	\$2.39	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$31.51
<b>Unticketed Scaffolder<sup>1</sup></b>	90%	\$35.16	\$0.90	\$36.06	\$4.33	\$2.90	\$3.26	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$47.69
<b>Material Handler/Pre-Apprentice<sup>2</sup></b>	45%	\$17.58	\$0.90	\$18.48	\$2.22	\$2.90	n/a	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$24.74

1. An Unticketed Scaffolder is a Scaffolder with 8,000 provable hours of experience in the trade who has not either completed the Apprenticeship program described in the Scaffold Addendum or successfully challenged the associated testing.
2. Base rate for Material Handler/Pre-Apprentice is greater of 45% of the CJP rate or BC Minimum Wage

**SCHEDULE "D1.3"**

**INSIDE LOWER MAINLAND/FRASER VALLEY**

**SCAFFOLDERS**

**EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

Schedule "D1.3" shall apply to all Commercial/Institutional projects governed by the Scaffold Addendum which are located inside the Lower Mainland/Fraser Valley.

"Inside" Lower Mainland/Fraser Valley

Effective April 28, 2024

		Employee Classifications							
		<<< Apprentice Carpenters >>>					Unticketed		
		GF	FM	CJP	3rd	2nd	1st	Scaffolder	MH/PA
<b>* Employer Contributions:</b>									
CMAW Benefits		\$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	\$3.26	\$2.39	\$2.39	\$3.26	n/a
CMAW Administration Fund		\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30
CMAW Training Fund		\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
Carpentry Employers Association (CEA)		\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Contract Administration Fund (CAF)		\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
JA Plan		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU Fund		\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
D&A Society		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
<b>Total Employer Contributions</b>		<b>\$8.28</b>	<b>\$8.28</b>	<b>\$8.28</b>	<b>\$7.20</b>	<b>\$6.33</b>	<b>\$6.33</b>	<b>\$7.20</b>	<b>\$3.94</b>
<b>* Employee Deductions:</b>									
Field Dues		\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
CMAW Local Check Off		\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
<b>Total Employee Deductions</b>		<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>
<b>Total Hourly Remittance to CWF</b>	<b>ST</b>	<b>\$9.21</b>	<b>\$9.21</b>	<b>\$9.21</b>	<b>\$8.13</b>	<b>\$7.26</b>	<b>\$7.26</b>	<b>\$8.13</b>	<b>\$4.87</b>
	<b>1.5X OT</b>	<b>\$9.21</b>	<b>\$9.21</b>	<b>\$9.21</b>	<b>\$8.13</b>	<b>\$7.26</b>	<b>\$7.26</b>	<b>\$8.13</b>	<b>\$4.87</b>
	<b>2X OT</b>	<b>\$9.21</b>	<b>\$9.21</b>	<b>\$9.21</b>	<b>\$8.13</b>	<b>\$7.26</b>	<b>\$7.26</b>	<b>\$8.13</b>	<b>\$4.87</b>
<b>Total Hourly Remittance to Local 1995</b>	<b>ST</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>
	<b>1.5X OT</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>
	<b>2X OT</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>

\* All Employer contributions and employee deductions shall be calculated on the basis of "Hours Worked"

**SCHEDULE "D2.3"**

**OUTSIDE LOWER MAINLAND/FRASER VALLEY**

**SCAFFOLDERS**

**EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

Schedule "D2.3" shall apply to all Commercial/Institutional projects governed by the Scaffold Addendum which are located outside the Lower Mainland/Fraser Valley.

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

**Effective April 28, 2024**

		<b>Employee Classifications</b>							
		<<< Apprentice Carpenters >>>					Unticketed		
		GF	FM	CJP	3rd	2nd	1st	Scaffolder	MH/PA
<b>* Employer Contributions:</b>									
CMAW Benefits		\$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	\$3.26	\$2.39	\$2.39	\$3.26	n/a
CMAW Administration Fund		\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30
CMAW Training Fund		\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
Carpentry Employers Association (CEA)		\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Contract Administration Fund (CAF)		\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
JA Plan		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU Fund		\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
D&A Society		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
<b>Total Employer Contributions</b>		<b>\$8.28</b>	<b>\$8.28</b>	<b>\$8.28</b>	<b>\$7.20</b>	<b>\$6.33</b>	<b>\$6.33</b>	<b>\$7.20</b>	<b>\$3.94</b>
<b>* Employee Deductions:</b>									
Field Dues		\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
CMAW Local Check Off		Refer to Article 4.702							
<b>Total Employee Deductions</b>		<b>\$0.93</b>	<b>\$0.93</b>	<b>\$0.93</b>	<b>\$0.93</b>	<b>\$0.93</b>	<b>\$0.93</b>	<b>\$0.93</b>	<b>\$0.93</b>
<b>Total Hourly Remittance to CWF</b>	<b>ST</b>	<b>\$9.21</b>	<b>\$9.21</b>	<b>\$9.21</b>	<b>\$8.13</b>	<b>\$7.26</b>	<b>\$7.26</b>	<b>\$8.13</b>	<b>\$4.87</b>
	<b>1.5X OT</b>	<b>\$9.21</b>	<b>\$9.21</b>	<b>\$9.21</b>	<b>\$8.13</b>	<b>\$7.26</b>	<b>\$7.26</b>	<b>\$8.13</b>	<b>\$4.87</b>
	<b>2X OT</b>	<b>\$9.21</b>	<b>\$9.21</b>	<b>\$9.21</b>	<b>\$8.13</b>	<b>\$7.26</b>	<b>\$7.26</b>	<b>\$8.13</b>	<b>\$4.87</b>
<b>Total Hourly Remittance to Other Locals</b>	<b>ST</b>	Refer to Article 4.702							
	<b>1.5X OT</b>	Refer to Article 4.702							
	<b>2X OT</b>	Refer to Article 4.702							

\* All Employer contributions and employee deductions shall be calculated on the basis of "Hours Worked"

**SCHEDULE "D3.3"****SCAFFOLDERS****ALTERNATE LOWER MAINLAND/FRASER VALLEY  
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

Schedule "D3.3" shall apply to all industrial projects governed by Article 3.101(b) which are located inside the Lower Mainland/Fraser Valley.

**Alternate Industrial Schedule – "Inside" Lower Mainland/Fraser Valley**

Effective April 28, 2024

		<b>Employee Classifications</b>							
		<<< Apprentice Carpenters >>>					Unticketed		
<b>* Employer Contributions:</b>		<b>GF</b>	<b>FM</b>	<b>CJP</b>	<b>3rd</b>	<b>2nd</b>	<b>1st</b>	<b>Scaffolder</b>	<b>MH/PA</b>
CMAW Benefits		\$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	\$3.26	\$2.39	\$2.39	\$3.26	n/a
CMAW Administration Fund		\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
CMAW Training Fund		\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
Carpentry Employers Association (CEA)		\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Contract Administration Fund (CAF)		\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
JA Plan		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU Fund		\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
D&A Society		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
<b>Total Employer Contributions</b>		<b>\$8.38</b>	<b>\$8.38</b>	<b>\$8.38</b>	<b>\$7.30</b>	<b>\$6.43</b>	<b>\$6.43</b>	<b>\$7.30</b>	<b>\$4.04</b>
<b>* Employee Deductions:</b>									
Field Dues		\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89	\$0.89
Rehabilitation Plan		\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
CMAW Local Check Off		\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
<b>Total Employee Deductions</b>		<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>
<b>Total Hourly Remittance to CWF</b>	<b>ST</b>	<b>\$9.31</b>	<b>\$9.31</b>	<b>\$9.31</b>	<b>\$8.23</b>	<b>\$7.36</b>	<b>\$7.36</b>	<b>\$8.23</b>	<b>\$4.97</b>
	<b>1.5X OT</b>	<b>\$13.38</b>	<b>\$13.38</b>	<b>\$13.38</b>	<b>\$11.76</b>	<b>\$10.45</b>	<b>\$10.45</b>	<b>\$11.76</b>	<b>\$6.87</b>
	<b>2X OT</b>	<b>\$17.44</b>	<b>\$17.44</b>	<b>\$17.44</b>	<b>\$15.28</b>	<b>\$13.54</b>	<b>\$13.54</b>	<b>\$15.28</b>	<b>\$8.76</b>
<b>Total Hourly Remittance to Local 1995</b>	<b>ST</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>	<b>\$0.25</b>
	<b>1.5X OT</b>	<b>\$0.38</b>	<b>\$0.38</b>	<b>\$0.38</b>	<b>\$0.38</b>	<b>\$0.38</b>	<b>\$0.38</b>	<b>\$0.38</b>	<b>\$0.38</b>
	<b>2X OT</b>	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>	<b>\$0.50</b>

1. CMAW Benefits, CMAW Target Pension Plan, Field Dues and CMAW Local Check Off based on "hours earned"  
All other employer contributions and employee deductions based on "hours worked"