

SCHEDULE "A1.5"

**MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG
ALL EMPLOYEE "INDUSTRIAL"**

Effective May 5 2024

<u>Employee Classifications</u>	%	Base Rate	VP/SHP (12%)	SUB TOTAL	Employer Contributions						Total Package
					Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	Member Assist	
Base Rates		51.79	12%	\$	2.90	4.34	0.35	0.40	0.04	0.05	
Journeyman											
General Foreman (GF)	120%	62.15	7.46	69.61	2.90	4.34	0.35	0.40	0.04	0.05	77.69
Foreman (FM)	115%	59.56	7.15	66.71	2.90	4.34	0.35	0.40	0.04	0.05	74.79
Tradesperson	100%	51.79	6.21	58.00	2.90	4.34	0.35	0.40	0.04	0.05	66.08
Apprentice Millwright											
after 6 mos served & completed 4th Term (4th)	90%	46.61	5.59	52.20	2.90	4.34	0.35	0.40	0.04	0.05	60.28
after 6 mos served & completed 3rd Term (3rd)	85%	44.02	5.28	49.30	2.90	4.34	0.35	0.40	0.04	0.05	57.38
after 6 mos served & completed 2nd Term (2nd)	80%	41.43	4.97	46.40	2.90	4.34	0.35	0.40	0.04	0.05	54.48
after 6 mos served & completed 1st Term (1st)	75%	38.84	4.66	43.50	2.90	4.34	0.35	0.40	0.04	0.05	51.58
after 6 mos served & completed 4th Term (4th)	70%	36.25	4.35	40.60	2.90	4.34	0.35	0.40	0.04	0.05	48.68
after 6 mos served & completed 3rd Term (3rd)	65%	33.66	4.04	37.70	2.90	4.34	0.35	0.40	0.04	0.05	45.78
after 6 mos served & completed 2nd Term (2nd)	60%	31.07	3.73	34.80	2.90	4.34	0.35	0.40	0.04	0.05	42.88
after 6 mos served & completed 1st Term (1st)	55%	28.48	3.42	31.90	2.90	4.34	0.35	0.40	0.04	0.05	39.98
Helper											
**Helper - up to 100 hours	55%	28.48	3.42	31.90	2.90	4.34	0.35	0.40	0.04	0.05	39.98
**Helper - up to 200 hours	60%	31.07	3.73	34.80	2.90	4.34	0.35	0.40	0.04	0.05	42.88
**Helper - 200 + hours	65%	33.66	4.04	37.70	2.90	4.34	0.35	0.40	0.04	0.05	45.78
Utility Person	75%	38.84	4.66	43.50	2.90	4.34	0.35	0.40	0.04	0.05	51.58

Deductions & Field Dues of \$.89 per hour are calculated on hours "Earned"

Local Union Check Off - see article 4.10

SCHEDULE "B1.5"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Effective May 5 2024

	Employer Classifications						
	TP/FM/GF	Utility	4th	3rd	2nd	1st	Helper
	<<<Apprentice Millwright>>>						
Employer Contributions:	100%-125%	75%	90%	80%	65%	55%	55%-65%
CMAW Benefit Plan	2.90	2.90	2.90	2.90	2.90	2.90	2.90
Carpentry Workers Pension Plan	4.34	4.34	4.34	4.34	4.34	4.34	4.34
CMAW Administration Fund	0.35	0.35	0.35	0.35	0.35	0.35	0.35
CMAW Training Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40
Rehabilitation Plan	0.04	0.04	0.04	0.04	0.04	0.04	0.04
Member Assistance	0.05	0.05	0.05	0.05	0.05	0.05	0.05
* Total Employer Contributions	8.08	8.08	8.08	8.08	8.08	8.08	8.08
Employee Deductions:							
Field Dues	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Local Union Check Off	Refer to Article 4.10						
* Total Employee Deductions	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Total Hourly Remittance to CWF	ST	8.97	8.97	8.97	8.97	8.97	8.97
	1.5x OT	13.46	13.46	13.46	13.46	13.46	13.46
	2x OT	17.94	17.94	17.94	17.94	17.94	17.94
Total Hourly Remittance to Other Locals	ST	Refer to Article 4.10					
	1.5x OT	Refer to Article 4.10					
	2x OT	Refer to Article 4.10					

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



SCHEDULE "A1.6"

**MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG
ALL EMPLOYEE "INDUSTRIAL"**

Effective Nov 1 2024

<u>Employee Classifications</u>	%	Base Rate	VP/SHP (12%)	SUB TOTAL	Employer Contributions						Total Package
					Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	Member Assist	
Base Rates		54.04	12%	\$	2.90	4.34	0.35	0.40	0.04	0.05	
Journeyman											
General Foreman (GF)	120%	64.85	7.78	72.63	2.90	4.34	0.35	0.40	0.04	0.05	80.71
Foreman (FM)	115%	62.15	7.46	69.61	2.90	4.34	0.35	0.40	0.04	0.05	77.69
Tradesperson	100%	54.04	6.48	60.52	2.90	4.34	0.35	0.40	0.04	0.05	68.60
Apprentice Millwright											
after 6 mos served & completed 4th Term (4th)	90%	48.64	5.84	54.48	2.90	4.34	0.35	0.40	0.04	0.05	62.56
after 6 mos served & completed 3rd Term (3rd)	85%	45.93	5.51	51.44	2.90	4.34	0.35	0.40	0.04	0.05	59.52
after 6 mos served & completed 2nd Term (2nd)	80%	43.23	5.19	48.42	2.90	4.34	0.35	0.40	0.04	0.05	56.50
after 6 mos served & completed 1st Term (1st)	75%	40.53	4.86	45.39	2.90	4.34	0.35	0.40	0.04	0.05	53.47
after 6 mos served & completed 1st Term (1st)	70%	37.83	4.54	42.37	2.90	4.34	0.35	0.40	0.04	0.05	50.45
after 6 mos served & completed 1st Term (1st)	65%	35.13	4.22	39.35	2.90	4.34	0.35	0.40	0.04	0.05	47.43
after 6 mos served & completed 1st Term (1st)	60%	32.42	3.89	36.31	2.90	4.34	0.35	0.40	0.04	0.05	44.39
after 6 mos served & completed 1st Term (1st)	55%	29.72	3.57	33.29	2.90	4.34	0.35	0.40	0.04	0.05	41.37
Helper											
**Helper - up to 100 hours	55%	29.72	3.57	33.29	2.90	4.34	0.35	0.40	0.04	0.05	41.37
**Helper - up to 200 hours	60%	32.42	3.89	36.31	2.90	4.34	0.35	0.40	0.04	0.05	44.39
**Helper - 200 + hours	65%	35.13	4.22	39.35	2.90	4.34	0.35	0.40	0.04	0.05	47.43
Utility Person	75%	40.53	4.86	45.39	2.90	4.34	0.35	0.40	0.04	0.05	53.47

Deductions & Field Dues of \$.89 per hour are calculated on hours "Earned"

Local Union Check Off - see article 4.10



SCHEDULE "B1.6"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Effective Nov 1 2024

	Employer Classifications							
	<<<Apprentice Millwright>>>							
	TP/FM/GF	Utility	4th	3rd	2nd	1st	Helper	
Employer Contributions:		100%-125%	75%	90%	80%	65%	55%	55%-65%
CMAW Benefit Plan	2.90	2.90	2.90	2.90	2.90	2.90	2.90	2.90
Carpentry Workers Pension Plan	4.34	4.34	4.34	4.34	4.34	4.34	4.34	4.34
CMAW Administration Fund	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35
CMAW Training Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
Rehabilitation Plan	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
Member Assistance	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
* Total Employer Contributions	8.08	8.08	8.08	8.08	8.08	8.08	8.08	8.08
Employee Deductions:								
Field Dues	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Local Union Check Off		Refer to Article 4.10						
* Total Employee Deductions	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Total Hourly Remittance to CWF	ST	8.97	8.97	8.97	8.97	8.97	8.97	8.97
	1.5x OT	13.46	13.46	13.46	13.46	13.46	13.46	13.46
	2x OT	17.94	17.94	17.94	17.94	17.94	17.94	17.94
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	1.5x OT	Refer to Article 4.10						
	2x OT	Refer to Article 4.10						

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