

**CMAW All Employee Agreement - Site C Camp Expansion**  
**Atco Structures & Logistics**

**SCHEDULE "A1.1" MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG**

**Effective May 1, 2024**

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions					Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	
Base Rates		<b>44.07</b>	<b>12%</b>	<b>2.60</b>	<b>4.14</b>	<b>0.30</b>	<b>0.25</b>	<b>0.02</b>	
<b>Journeyman</b>									
General Foreman (GF)	125%	55.09	6.61	2.60	4.14	0.30	0.25	0.02	69.01
Foreman (FM)	115%	50.68	6.08	2.60	4.14	0.30	0.25	0.02	64.07
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>44.07</b>	<b>5.29</b>	<b>2.60</b>	<b>4.14</b>	<b>0.30</b>	<b>0.25</b>	<b>0.02</b>	<b>56.67</b>
<b>Apprentice Carpenter</b>									
4th Term (4th)	90%	39.66	4.76	2.60	3.73	0.30	0.25	0.02	51.32
3rd Term (3rd)	80%	35.26	4.23	2.60	3.31	0.30	0.25	0.02	45.97
2nd Term (2nd)	70%	30.85	3.70	2.60	2.90	0.30	0.25	0.02	40.62
1st Term (1st)	60%	26.44	3.17	2.60	2.48	0.30	0.25	0.02	35.26
<b>Helper</b>									
up to 500 hours	55%	24.24	2.91	2.60	2.28	0.30	0.25	0.02	32.60
500 - 1000 hours	60%	26.44	3.17	2.60	2.48	0.30	0.25	0.02	35.26
1000 to 1500 hours	65%	28.65	3.44	2.60	2.69	0.30	0.25	0.02	37.95
Utility Person	75%	33.05	3.97	2.60	3.11	0.30	0.25	0.02	43.30
Skilled Helper	80%	35.26	4.23	2.60	4.14	0.30	0.25	0.02	46.80

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

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

**CMAW All Employee Agreement - Site C Camp Expansion**  
**Atco Structures & Logistics**

**SCHEDULE "A1.2" MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG**

**Effective May 1, 2025**

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions					Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	
Base Rates		<b>45.14</b>	<b>12%</b>	<b>2.75</b>	<b>4.19</b>	<b>0.30</b>	<b>0.30</b>	<b>0.02</b>	
<b>Journeyman</b>									
General Foreman (GF)	125%	56.43	6.77	2.75	4.19	0.30	0.30	0.02	70.76
Foreman (FM)	115%	51.91	6.23	2.75	4.19	0.30	0.30	0.02	65.70
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>45.14</b>	<b>5.42</b>	<b>2.75</b>	<b>4.19</b>	<b>0.30</b>	<b>0.30</b>	<b>0.02</b>	<b>58.12</b>
<b>Apprentice Carpenter</b>									
4th Term (4th)	90%	40.63	4.88	2.75	3.77	0.30	0.30	0.02	52.65
3rd Term (3rd)	80%	36.11	4.33	2.75	3.35	0.30	0.30	0.02	47.16
2nd Term (2nd)	70%	31.60	3.79	2.75	2.93	0.30	0.30	0.02	41.69
1st Term (1st)	60%	27.08	3.25	2.75	2.51	0.30	0.30	0.02	36.21
<b>Helper</b>									
up to 500 hours	55%	24.83	2.98	2.75	2.30	0.30	0.30	0.02	33.48
500 - 1000 hours	60%	27.08	3.25	2.75	2.51	0.30	0.30	0.02	36.21
1000 to 1500 hours	65%	29.34	3.52	2.75	2.72	0.30	0.30	0.02	38.95
Utility Person	75%	33.86	4.06	2.75	3.14	0.30	0.30	0.02	44.43
Skilled Helper	80%	36.11	4.33	2.75	4.19	0.30	0.30	0.02	48.00

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

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

**CMAW All Employee Agreement - Site C Camp Expansion**  
**Atco Structures & Logistics**

**SCHEDULE "A1.3" MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG**

Effective May 1, 2026

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions					Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	
Base Rates		46.29	12%	2.90	4.24	0.30	0.30	0.02	
<b>Journeyman</b>									
General Foreman (GF)	125%	57.86	6.94	2.90	4.24	0.30	0.30	0.02	72.56
Foreman (FM)	115%	53.23	6.39	2.90	4.24	0.30	0.30	0.02	67.38
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>46.29</b>	<b>5.55</b>	<b>2.90</b>	<b>4.24</b>	<b>0.30</b>	<b>0.30</b>	<b>0.02</b>	<b>59.60</b>
<b>Apprentice Carpenter</b>									
4th Term (4th)	90%	41.66	5.00	2.90	3.82	0.30	0.30	0.02	54.00
3rd Term (3rd)	80%	37.03	4.44	2.90	3.39	0.30	0.30	0.02	48.38
2nd Term (2nd)	70%	32.40	3.89	2.90	2.97	0.30	0.30	0.02	42.78
1st Term (1st)	60%	27.77	3.33	2.90	2.54	0.30	0.30	0.02	37.16
<b>Helper</b>									
up to 500 hours	55%	25.46	3.06	2.90	2.33	0.30	0.30	0.02	34.37
500 - 1000 hours	60%	27.77	3.33	2.90	2.54	0.30	0.30	0.02	37.16
1000 to 1500 hours	65%	30.09	3.61	2.90	2.76	0.30	0.30	0.02	39.98
Utility Person	75%	34.72	4.17	2.90	3.18	0.30	0.30	0.02	45.59
Skilled Helper	80%	37.03	4.44	2.90	4.24	0.30	0.30	0.02	49.23

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

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