

## SCHEDULE "B1.4"

## EMPLOYER CONTRIBUTIONS

Effective January 1, 2024 to December 28, 2024

Employee Classification	Base Rate	VP/SHP (12%)	Sub Total	Employer Contributions					Total Package
				Benefits	Pension Plan	Appr Training	Admin Fund	Member Assist	
<b>Journeyman</b>	<b>\$37.55</b>	<b>12.0%</b>		<b>\$2.90</b>	<b>\$4.34</b>	<b>\$0.25</b>	<b>\$0.30</b>	<b>\$0.05</b>	
<b>Carpenter</b>	\$37.55	\$4.51	\$42.06	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$49.90
<b>Cement Mason</b>	\$37.03	\$4.44	\$41.47	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$49.31
<b>Electrician</b>	\$39.32	\$4.72	\$44.04	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$51.88
<b>Helper - up to 400 hours</b>	\$22.05	\$2.65	\$24.70	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$32.54
<b>Insulator</b>	\$37.55	\$4.51	\$42.06	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$49.90
<b>Ironworker</b>	\$37.55	\$4.51	\$42.06	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$49.90
<b>Labourer - Entry Level</b>	\$26.06	\$3.13	\$29.19	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$37.03
<b>Labourer - Intermediate</b>	\$28.93	\$3.47	\$32.40	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$40.24
<b>Labourer - Skilled</b>	\$32.95	\$3.95	\$36.90	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$44.74
<b>Operator Equipment - Light</b>	\$39.32	\$4.72	\$44.04	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$51.88
<b>Pipefitter/Plumber</b>	\$39.32	\$4.72	\$44.04	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$51.88
<b>Scaffolder</b>	\$37.55	\$4.51	\$42.06	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$49.90

## \*\* Premiums

Lead Hand - 105% of Journeyman Base Rate

Foreman - 115% of Journeyman Rate

General Foreman - 120% of Journeyman Rate

Job Steward - \$1.50 per hour

## SCHEDULE "B1.5"

## EMPLOYER CONTRIBUTIONS

Effective January 1, 2024 to December 28, 2024

Employee Classification	%	Base Rate	VP/SHP (12%)	Sub Total	Employer Contributions					Total Package
					Benefits	Pension Plan	Appr Training	Admin Fund	Member Assist	
Base Rates			12.0%		\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	
<b>Apprentice - Carpenter</b>										
		\$ 37.55								
1st year	60%	\$22.53	\$2.70	\$25.23	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$33.07
2nd year	70%	\$26.29	\$3.15	\$29.44	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$37.28
3rd year	80%	\$30.04	\$3.60	\$33.64	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$41.48
4th year	90%	\$33.80	\$4.06	\$37.86	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$45.70
<b>Apprentice - Cement Mason</b>										
		\$ 37.03								
1st year	65%	\$24.07	\$2.89	\$26.96	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$34.80
2nd year	75%	\$27.77	\$3.33	\$31.10	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$38.94
3rd year	90%	\$33.33	\$4.00	\$37.33	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$45.17
<b>Apprentice - Electrician</b>										
		\$ 39.32								
1st year	60%	\$23.59	\$2.83	\$26.42	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$34.26
2nd year	70%	\$27.52	\$3.30	\$30.82	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$38.66
3rd year	80%	\$31.46	\$3.78	\$35.24	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$43.08
4th year	90%	\$35.39	\$4.25	\$39.64	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$47.48
<b>Apprentice - Insulator</b>										
		\$ 37.55								
1st year	60%	\$22.53	\$2.70	\$25.23	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$33.07
2nd year	70%	\$26.29	\$3.15	\$29.44	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$37.28
3rd year	80%	\$30.04	\$3.60	\$33.64	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$41.48
4th year	90%	\$33.80	\$4.06	\$37.86	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$45.70
<b>Apprentice - Ironworker</b>										
		\$ 37.55								
1st year	65%	\$24.41	\$2.93	\$27.34	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$35.18
2nd year	75%	\$28.16	\$3.38	\$31.54	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$39.38
3rd year	90%	\$33.80	\$4.06	\$37.86	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$45.70
<b>Apprentice - Pipefitter/Plumber</b>										
		\$ 39.32								
1st year	65%	\$25.56	\$3.07	\$28.63	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$36.47
2nd year	75%	\$29.49	\$3.54	\$33.03	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$40.87
3rd year	90%	\$35.39	\$4.25	\$39.64	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$47.48

SCHEDULE "A1.4

EMPLOYER CONTRIBUTIONS

Effective January 1, 2024 to December 28, 2024

Employee Classification	Base Rate	VP/SHP (12%)	Sub Total	Employer Contributions					Total Package
				Benefits	Pension Plan	Appr Trainin g	Admin Fund	Member Assist	
<b>Journey person</b>									
<b>Base Rates</b>		12.0%		\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	
<b>Boilermaker</b>	\$47.45	\$5.69	\$53.14	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$60.98
<b>Carpenter</b>	\$45.85	\$5.50	\$51.35	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$59.19
<b>Electrician</b>	\$47.45	\$5.69	\$53.14	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$60.98
<b>Insulator</b>	\$45.85	\$5.50	\$51.35	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$59.19
<b>Instrument Technician</b>	\$50.67	\$6.08	\$56.75	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$64.59
<b>Helper - up to 200 hours</b>	\$25.29	\$3.03	\$28.32	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$36.16
<b>Helper - up to 400 hours</b>	\$27.40	\$3.29	\$30.69	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$38.53
<b>Helper - 400+ hours</b>	\$29.53	\$3.54	\$33.07	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$40.91
<b>Ironworker</b>	\$45.85	\$5.50	\$51.35	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$59.19
<b>Labourer - Entry Level</b>	\$24.45	\$2.93	\$27.38	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$35.22
<b>Labourer - Intermediate</b>	\$28.73	\$3.45	\$32.18	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$40.02
<b>Labourer - Skilled</b>	\$32.47	\$3.90	\$36.37	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$44.21
<b>Machinist</b>	\$47.45	\$5.69	\$53.14	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$60.98
<b>Millwright</b>	\$50.67	\$6.08	\$56.75	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$64.59
<b>Pipefitter</b>	\$47.45	\$5.69	\$53.14	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$60.98
<b>Scaffolder</b>	\$45.85	\$5.50	\$51.35	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$59.19
<b>Utility Person</b>	\$31.93	\$3.83	\$35.76	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$43.60
<b>Welder B. Pressure</b>	\$49.06	\$5.89	\$54.95	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$62.79
<b>Welder C. Ticket</b>	\$45.31	\$5.44	\$50.75	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$58.59
<b>Operator Equipment - Light</b>	\$32.47	\$3.90	\$36.37	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$44.21
<b>Operator Equipment - Heavy</b>	\$45.85	\$5.50	\$51.35	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$59.19
<b>Truck Driver - Basic</b>	\$32.71	\$3.93	\$36.64	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$44.48
<b>Truck Driver - Intermediate</b>	\$41.87	\$5.02	\$46.89	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$54.73
<b>Truck Driver - Heavy</b>	\$45.85	\$5.50	\$51.35	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$59.19
<b>Operator, Crane 0 - 49 T</b>	\$46.14	\$5.54	\$51.68	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$59.52
<b>Operator, C rane 50 - 249 T</b>	\$46.81	\$5.62	\$52.43	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$60.27
<b>Operator, Crane + 250 T</b>	\$47.45	\$5.69	\$53.14	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$60.98

\*\* Premiums

- Foreman - 115% of Journey person Rate
- General Foreman - 120% of Journey person Rate
- Job Steward - \$1.50 per hour

SCHEDULE "A1.5"

EMPLOYER CONTRIBUTIONS

Effective January 1, 2024 to December 28, 2024

Employee Classification	%	Base Rate	VP/SHP (12%)	Sub Total	Employer Contributions					Total Package
					Benefits	Pension Plan	Appr Training	Admin Fund	Member Assist	
Base Rates			12.0%		\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	
<b>Apprentice - Boilermaker</b>										
		\$ 47.45								
1st year	60%	\$28.47	\$3.42	\$31.89	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$39.73
2nd year	70%	\$33.22	\$3.99	\$37.21	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$45.05
3rd year	80%	\$37.96	\$4.56	\$42.52	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$50.36
4th year	90%	\$42.71	\$5.13	\$47.84	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$55.68
<b>Apprentice - Carpenter</b>										
		\$ 45.85								
1st year	60%	\$27.51	\$3.30	\$30.81	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$38.65
2nd year	70%	\$32.10	\$3.85	\$35.95	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$43.79
3rd year	80%	\$36.68	\$4.40	\$41.08	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$48.92
4th year	90%	\$41.27	\$4.95	\$46.22	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$54.06
<b>Apprentice - Electrician</b>										
		\$ 47.45								
1st year	60%	\$28.47	\$3.42	\$31.89	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$39.73
2nd year	70%	\$33.22	\$3.99	\$37.21	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$45.05
3rd year	80%	\$37.96	\$4.56	\$42.52	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$50.36
4th year	90%	\$42.71	\$5.13	\$47.84	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$55.68
<b>Apprentice - Insulator</b>										
		\$ 45.85								
1st year	60%	\$27.51	\$3.30	\$30.81	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$38.65
2nd year	70%	\$32.10	\$3.85	\$35.95	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$43.79
3rd year	80%	\$36.68	\$4.40	\$41.08	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$48.92
4th year	90%	\$41.27	\$4.95	\$46.22	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$54.06
<b>Apprentice - Instrument Technician</b>										
		\$ 50.67								
1st year	60%	\$30.40	\$3.65	\$34.05	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$41.89
2nd year	70%	\$35.47	\$4.26	\$39.73	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$47.57
3rd year	80%	\$40.54	\$4.86	\$45.40	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$53.24
4th year	90%	\$45.60	\$5.47	\$51.07	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$58.91
<b>Apprentice - Ironworker</b>										
		\$ 45.85								
1st year	65%	\$29.80	\$3.58	\$33.38	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$41.22
2nd year	75%	\$34.39	\$4.13	\$38.52	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$46.36
3rd year	90%	\$41.27	\$4.95	\$46.22	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$54.06
<b>Apprentice - Millwright/Machinist</b>										
		\$ 50.67								
1st year	60%	\$30.40	\$3.65	\$34.05	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$41.89
2nd year	70%	\$35.47	\$4.26	\$39.73	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$47.57
3rd year	80%	\$40.54	\$4.86	\$45.40	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$53.24
4th year	90%	\$45.60	\$5.47	\$51.07	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$58.91
<b>Apprentice - Pipefitter</b>										
		\$ 47.45								
1st year	60%	\$28.47	\$3.42	\$31.89	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$39.73
2nd year	70%	\$33.22	\$3.99	\$37.21	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$45.05
3rd year	80%	\$37.96	\$4.56	\$42.52	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$50.36
4th year	90%	\$42.71	\$5.13	\$47.84	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$55.68
<b>Apprentice - Welder C</b>										
		\$ 45.31								
1st year	65%	\$29.45	\$3.53	\$32.98	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$40.82
2nd year	75%	\$33.98	\$4.08	\$38.06	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$45.90
3rd year	90%	\$40.78	\$4.89	\$45.67	\$2.90	\$4.34	\$0.25	\$0.30	\$0.05	\$53.51