

SCHEDULE "A1.4"

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

"Inside" Lower Mainland/Fraser Valley

Effective August 01 2023

Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions						Total Package
						CMAW Benefits	CW Pension Plan	Admin Fund	Training Fund	Rehab Plan	D&A Policy	
Base Rates		46.56	0.90	47.46	0.12	2.90	4.24	0.40	0.30	0.04	0.01	
<b>Journey person</b>												
General Foreman (GF)	125%	58.20	0.90	59.10	7.09	2.90	4.24	0.40	0.30	0.04	0.01	74.08
Foreman (FM)	115%	53.54	0.90	54.44	6.53	2.90	4.24	0.40	0.30	0.04	0.01	68.86
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>46.56</b>	<b>0.90</b>	<b>47.46</b>	5.70	<b>2.90</b>	<b>4.24</b>	<b>0.40</b>	0.30	<b>0.04</b>	<b>0.01</b>	<b>61.05</b>
<b>Apprentice Carpenter</b>												
4th Term (4th)	90%	41.90	0.90	42.80	5.14	2.90	3.18	0.40	0.30	0.04	0.01	54.77
3rd Term (3rd)	80%	37.25	0.90	38.15	4.58	2.90	3.18	0.40	0.30	0.04	0.01	49.56
2nd Term (2nd)	65%	30.26	0.90	31.16	3.74	2.90	2.33	0.40	0.30	0.04	0.01	40.88
1st Term (1st)	55%	25.61	0.90	26.51	3.18	2.90	2.33	0.40	0.30	0.04	0.01	35.67
<b>Semi Skilled Carpenter</b>												
Level 4 (L4)	90%	41.90	0.90	42.80	5.14	2.90	3.18	0.40	0.30	0.04	0.01	54.77
Level 3 (L3)	80%	37.25	0.90	38.15	4.58	2.90	3.18	0.40	0.30	0.04	0.01	49.56
Level 2 (L2)	65%	30.26	0.90	31.16	3.74	2.90	2.33	0.40	0.30	0.04	0.01	40.88
Level 1 (L1)	55%	25.61	0.90	26.51	3.18	2.90	2.33	0.40	0.30	0.04	0.01	35.67
<b>Material Handler/Pre-Apprentice (MH/PA)</b>	45%	20.95	0.90	21.85	2.62	2.90	1.91	0.40	0.30	0.04	0.01	30.03

SCHEDULE "B1.4"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS INSIDE LOWER MAINLAND/FRASER VALLEY

"Inside" Lower Mainland/Fraser Valley

Effective August 01 2023

		Employee Classifications										
		<<< Apprentice Carpenters >>>					<<< Semi Skilled Carpenters >>>					
		FM	CJP	4th	3rd	2nd	1st	L4	L3	L2	L1	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	2.90	2.90	2.90
Carpentry Workers' Pension Plan	4.24	4.24	4.24	3.18	3.18	2.33	2.33	3.18	3.18	2.33	2.33	1.91
Administration Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
Training Fund	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
Rehabilitation Plan	0.04	0.04	0.04	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	0.01	0.01	0.01
<b>*Total Employer Contributions</b>	<b>7.89</b>	<b>7.89</b>	<b>7.89</b>	<b>6.83</b>	<b>6.83</b>	<b>5.98</b>	<b>5.98</b>	<b>6.83</b>	<b>6.83</b>	<b>5.98</b>	<b>5.98</b>	<b>5.56</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	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	0.25	0.25	0.25
<b>*Total Employee Deductions</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>	<b>1.14</b>
<b>Total Hourly Remittance to CWF</b>	<b>ST</b>	<b>8.78</b>	<b>8.78</b>	<b>7.72</b>	<b>7.72</b>	<b>6.87</b>	<b>6.87</b>	<b>7.72</b>	<b>7.72</b>	<b>6.87</b>	<b>6.87</b>	<b>6.45</b>
	<b>1.5x OT</b>	<b>13.17</b>	<b>13.17</b>	<b>11.58</b>	<b>11.58</b>	<b>10.31</b>	<b>10.31</b>	<b>11.58</b>	<b>11.58</b>	<b>10.31</b>	<b>10.31</b>	<b>9.67</b>
	<b>2x OT</b>	<b>17.56</b>	<b>17.56</b>	<b>15.44</b>	<b>15.44</b>	<b>13.74</b>	<b>13.74</b>	<b>15.44</b>	<b>15.44</b>	<b>13.74</b>	<b>13.74</b>	<b>12.90</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>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>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>	<b>0.50</b>	<b>0.50</b>

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