SCHEDULE "A1.1"

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

"Inside" Lower Mainland/Fraser Valley **Effective August 01 2024**

						Employer Contributions							
Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	CMAW Benefits	CW Pension Plan	Admin Fund	Training Fund	Member Assis	Rehab Plan	D&A Policy	Total Package
Base Rates		48.75	0.90	49.65	0.12	3.00	4.29	0.40	0.40	0.05	0.04	0.01	
Journeyperson													
General Foreman (GF)	125%	60.94	0.90	61.84	7.42	3.00	4.29	0.40	0.40	0.05	0.04	0.01	77.45
Foreman (FM)	115%	56.06	0.90	56.96	6.84	3.00	4.29	0.40	0.40	0.05	0.04	0.01	71.99
Certified Journey Person (CJP)	**100%**	**48.75**	**0.90**	**49.65**	**5.96**	**3.00**	**4.29**	**0.40**	**0.40**	**0.05**	**0.04**	**0.01**	**63.80**
Apprentice Carpenter													
4th Term (4th)	90%	43.88	0.90	44.78	5.37	3.00	3.22	0.40	0.40	0.05	0.04	0.01	57.27
3rd Term (3rd)	80%	39.00	0.90	39.90	4.79	3.00	3.22	0.40	0.40	0.05	0.04	0.01	51.81
2nd Term (2nd)	65%	31.69	0.90	32.59	3.91	3.00	2.36	0.40	0.40	0.05	0.04	0.01	42.76
1st Term (1st)	55%	26.81	0.90	27.71	3.33	3.00	2.36	0.40	0.40	0.05	0.04	0.01	37.30
Semi Skilled Carpenter													
Level 4 (L4)	90%	43.88	0.90	44.78	5.37	3.00	3.22	0.40	0.40	0.05	0.04	0.01	57.27
Level 3 (L3)	80%	39.00	0.90	39.90	4.79	3.00	3.22	0.40	0.40	0.05	0.04	0.01	51.81
Level 2 (L2)	65%	31.69	0.90	32.59	3.91	3.00	2.36	0.40	0.40	0.05	0.04	0.01	42.76
Level 1 (L1)	55%	26.81	0.90	27.71	3.33	3.00	2.36	0.40	0.40	0.05	0.04	0.01	37.30
Material Handler/Pre-Apprentice (MH/PA)	45%	21.94	0.90	22.84	2.74	3.00	1.93	0.40	0.40	0.05	0.04	0.01	31.41

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SCHEDULE "B1.1"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS INSIDE LOWER MAINLAND/FRASER VALLEY

"Inside" Lower Mainland/Fraser Valley **Effective August 01 2024**

		Employee Classifications										
				<<< Apprentice Carpenters >>>				<<< Semi Skilled Carpenters >>>				
Employer Contributions:		**FM**	**CJP**	**4th**	**3rd**	**2nd**	**1st**	**L4**	**L3**	**L2**	**L1**	**MH/PA**
CMAW Benefits	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Carpentry Workers' Pension Plan	4.29	4.29	4.29	3.22	3.22	2.36	2.36	3.22	3.22	2.36	2.36	1.93
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	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
Member Assistance Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
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
***Total Employer Contributions**	**8.19**	**8.19**	**8.19**	**7.12**	**7.12**	**6.26**	**6.26**	**7.12**	**7.12**	**6.26**	**6.26**	**5.83**
Employee Deductions:												
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
***Total Employee Deductions**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**
Total Hourly Remittance to CWF	**ST**	**9.08**	**9.08**	**8.01**	**8.01**	**7.15**	**7.15**	**8.01**	**8.01**	**7.15**	**7.15**	**6.72**
	1.5x OT	**13.62**	**13.62**	**12.02**	**12.02**	**10.73**	**10.73**	**12.02**	**12.02**	**10.73**	**10.73**	**10.08**
	2x OT	**18.16**	**18.16**	**16.02**	**16.02**	**14.30**	**14.30**	**16.02**	**16.02**	**14.30**	**14.30**	**13.44**
Total Hourly Remittance to Local 1995	**ST**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**
	1.5x OT	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**
	2x OT	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**

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

SCHEDULE "A1.2"

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

"Inside" Lower Mainland/Fraser Valley **Effective August 01 2025**

						Employer Contributions							
Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	CMAW Benefits	CW Pension Plan	Admin Fund	Training Fund	Member Assis	Rehab Plan	D&A Policy	Total Package
Base Rates		50.85	0.90	51.75	0.12	3.05	4.34	0.45	0.45	0.05	0.04	0.01	
Journeyperson													
General Foreman (GF)	125%	63.56	0.90	64.46	7.74	3.05	4.34	0.45	0.45	0.05	0.04	0.01	80.59
Foreman (FM)	115%	58.48	0.90	59.38	7.13	3.05	4.34	0.45	0.45	0.05	0.04	0.01	74.90
Certified Journey Person (CJP)	**100%**	**50.85**	**0.90**	**51.75**	**6.21**	**3.05**	**4.34**	**0.45**	**0.45**	**0.05**	**0.04**	**0.01**	**66.35**
Apprentice Carpenter													
4th Term (4th)	90%	45.77	0.90	46.67	5.60	3.05	3.26	0.45	0.45	0.05	0.04	0.01	59.58
3rd Term (3rd)	80%	40.68	0.90	41.58	4.99	3.05	3.26	0.45	0.45	0.05	0.04	0.01	53.88
2nd Term (2nd)	65%	33.05	0.90	33.95	4.07	3.05	2.39	0.45	0.45	0.05	0.04	0.01	44.46
1st Term (1st)	55%	27.97	0.90	28.87	3.46	3.05	2.39	0.45	0.45	0.05	0.04	0.01	38.77
Semi Skilled Carpenter													
Level 4 (L4)	90%	45.77	0.90	46.67	5.60	3.05	3.26	0.45	0.45	0.05	0.04	0.01	59.58
Level 3 (L3)	80%	40.68	0.90	41.58	4.99	3.05	3.26	0.45	0.45	0.05	0.04	0.01	53.88
Level 2 (L2)	65%	33.05	0.90	33.95	4.07	3.05	2.39	0.45	0.45	0.05	0.04	0.01	44.46
Level 1 (L1)	55%	27.97	0.90	28.87	3.46	3.05	2.39	0.45	0.45	0.05	0.04	0.01	38.77
Material Handler/Pre-Apprentice (MH/PA)	45%	22.88	0.90	23.78	2.85	3.05	1.95	0.45	0.45	0.05	0.04	0.01	32.63

moveUP

SCHEDULE "B1.2"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS INSIDE LOWER MAINLAND/FRASER VALLEY

"Inside" Lower Mainland/Fraser Valley — **Effective August 01 2025**

		Employee Classifications										
				<<< Apprentice Carpenters >>>				<<< Semi Skilled Carpenters >>>				
Employer Contributions:		**FM**	**CJP**	**4th**	**3rd**	**2nd**	**1st**	**L4**	**L3**	**L2**	**L1**	**MH/PA**
CMAW Benefits	3.05	3.05	3.05	3.05	3.05	3.05	3.05	3.05	3.05	3.05	3.05	3.05
Carpentry Workers' Pension Plan	4.34	4.34	4.34	3.26	3.26	2.39	2.39	3.26	3.26	2.39	2.39	1.95
Administration Fund	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Training Fund	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Member Assistance Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
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
***Total Employer Contributions**	**8.39**	**8.39**	**8.39**	**7.31**	**7.31**	**6.44**	**6.44**	**7.31**	**7.31**	**6.44**	**6.44**	**6.00**
Employee Deductions:												
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
***Total Employee Deductions**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**
Total Hourly Remittance to CWF	**ST**	**9.28**	**9.28**	**8.20**	**8.20**	**7.33**	**7.33**	**8.20**	**8.20**	**7.33**	**7.33**	**6.89**
	1.5x OT	**13.92**	**13.92**	**12.30**	**12.30**	**11.00**	**11.00**	**12.30**	**12.30**	**11.00**	**11.00**	**10.34**
	2x OT	**18.56**	**18.56**	**16.4**	**16.4**	**14.66**	**14.66**	**16.4**	**16.4**	**14.66**	**14.66**	**13.78**
Total Hourly Remittance to Local 1995	**ST**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**
	1.5x OT	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**
	2x OT	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**

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

SCHEDULE "A1.3"

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

"Inside" Lower Mainland/Fraser Valley **Effective August 01 2026**

Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions							Total Package
						CMAW Benefits	CW Pension Plan	Admin Fund	Training Fund	Member Assis	Rehab Plan	D&A Policy	
Base Rates		53.04	0.90	53.94	0.12	3.10	4.39	0.50	0.50	0.05	0.04	0.01	
Journeyperson													
General Foreman (GF)	125%	66.30	0.90	67.20	8.06	3.10	4.39	0.50	0.50	0.05	0.04	0.01	83.85
Foreman (FM)	115%	61.00	0.90	61.90	7.43	3.10	4.39	0.50	0.50	0.05	0.04	0.01	77.92
Certified Journey Person (CJP)	**100%**	**53.04**	**0.90**	**53.94**	**6.47**	**3.10**	**4.39**	**0.50**	**0.50**	**0.05**	**0.04**	**0.01**	**69.00**
Apprentice Carpenter													
4th Term (4th)	90%	47.74	0.90	48.64	5.84	3.10	3.29	0.50	0.50	0.05	0.04	0.01	61.97
3rd Term (3rd)	80%	42.43	0.90	43.33	5.20	3.10	3.29	0.50	0.50	0.05	0.04	0.01	56.02
2nd Term (2nd)	65%	34.48	0.90	35.38	4.25	3.10	2.41	0.50	0.50	0.05	0.04	0.01	46.24
1st Term (1st)	55%	29.17	0.90	30.07	3.61	3.10	2.41	0.50	0.50	0.05	0.04	0.01	40.29
Semi Skilled Carpenter													
Level 4 (L4)	90%	47.74	0.90	48.64	5.84	3.10	3.29	0.50	0.50	0.05	0.04	0.01	61.97
Level 3 (L3)	80%	42.43	0.90	43.33	5.20	3.10	3.29	0.50	0.50	0.05	0.04	0.01	56.02
Level 2 (L2)	65%	34.48	0.90	35.38	4.25	3.10	2.41	0.50	0.50	0.05	0.04	0.01	46.24
Level 1 (L1)	55%	29.17	0.90	30.07	3.61	3.10	2.41	0.50	0.50	0.05	0.04	0.01	40.29
Material Handler/Pre-Apprentice (MH/PA)	45%	23.87	0.90	24.77	2.97	3.10	1.98	0.50	0.50	0.05	0.04	0.01	33.92

moveUP

SCHEDULE "B1.3"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS INSIDE LOWER MAINLAND/FRASER VALLEY

"Inside" Lower Mainland/Fraser Valley — **Effective August 01 2026**

		Employee Classifications										
				<<< Apprentice Carpenters >>>				<<< Semi Skilled Carpenters >>>				
Employer Contributions:		**FM**	**CJP**	**4th**	**3rd**	**2nd**	**1st**	**L4**	**L3**	**L2**	**L1**	**MH/PA**
CMAW Benefits	3.10	3.10	3.10	3.10	3.10	3.10	3.10	3.10	3.10	3.10	3.10	3.10
Carpentry Workers' Pension Plan	4.39	4.39	4.39	3.29	3.29	2.41	2.41	3.29	3.29	2.41	2.41	1.98
Administration Fund	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Training Fund	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Member Assistance Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
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
***Total Employer Contributions**	**8.59**	**8.59**	**8.59**	**7.49**	**7.49**	**6.61**	**6.61**	**7.49**	**7.49**	**6.61**	**6.61**	**6.18**
Employee Deductions:												
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
***Total Employee Deductions**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**
Total Hourly Remittance to CWF	**ST**	**9.48**	**9.48**	**8.38**	**8.38**	**7.50**	**7.50**	**8.38**	**8.38**	**7.50**	**7.50**	**7.07**
	1.5x OT	**14.22**	**14.22**	**12.57**	**12.57**	**11.25**	**11.25**	**12.57**	**12.57**	**11.25**	**11.25**	**10.60**
	2x OT	**18.96**	**18.96**	**16.76**	**16.76**	**15.00**	**15.00**	**16.76**	**16.76**	**15.00**	**15.00**	**14.14**
Total Hourly Remittance to Local 1995	**ST**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**
	1.5x OT	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**
	2x OT	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**

moveUP

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