SCHEDULE "A1.1" **MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG**
CARPENTERS **INSIDE LOWER MAINLAND/FRASER VALLEY**

"Inside" Lower Mainland/Fraser Valley **Effective May 1 2025**

Schedule "A1.1" shall apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley, except those which are superceded by the LM/FV exemption. Refer to Article 3.101 (b) for details.

				Employer Contributions							
Employee Classifications	%	Base Rate	VP/SHP (12%)	CMAW Benefits	CW Pension Plan	CMAW Admin Fund	CMAW Training Fund	CEA	JAPlan	Joint Advisory	Total Package
Base Rates		50.05	0.12	3.00	4.39	0.40	0.40	0.25	0.01	0.02	
Journeyperson											
General Foreman (GF)	122%	61.06	7.33	3.00	4.39	0.40	0.40	0.25	0.01	0.02	76.86
Foreman (FM)	115%	57.56	6.91	3.00	4.39	0.40	0.40	0.25	0.01	0.02	72.94
Certified Journey Person (CJP)	**100%**	**50.05**	6.01	**3.00**	**4.39**	**0.40**	**0.40**	**0.25**	**0.01**	**0.02**	**64.53**
Apprentice Carpenter											
4th Term (4th)	90%	45.05	5.41	3.00	3.29	0.40	0.40	0.25	0.01	0.02	57.83
3rd Term (3rd)	80%	40.04	4.80	3.00	3.29	0.40	0.40	0.25	0.01	0.02	52.21
2nd Term (2nd)	65%	32.53	3.90	3.00	2.63	0.40	0.40	0.25	0.01	0.02	43.14
1st Term (1st)	60%	30.03	3.60	3.00	2.63	0.40	0.40	0.25	0.01	0.02	40.34
Non-Ticketed Carpenter	90%	45.05	5.41	3.00	3.95	0.40	0.40	0.25	0.01	0.02	58.49
Material Handler/Pre-Apprentice (MH/PA)	60%	30.03	3.60	3.00	0.00	0.40	0.40	0.25	0.01	0.02	37.71

SCHEDULE "B1.1"
CARPENTERS

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
INSIDE LOWER MAINLAND/FRASER VALLEY

"Inside" Lower Mainland/Fraser Valley **Effective May 1 2025**

Schedule "B1.1" shall apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley, except those which are superceded by the LM/FV exemption. Refer to Article 3.101 (b) for details.

		Employee Classifications							
				<<< Apprentice Carpenters >>>					
Employer Contributions:		**GF/FM**	**CJP**	**4th**	**3rd**	**2nd**	**1st**	**Non-Tick Carp**	**MH/PA**
CMAW Benefits	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Carpentry Workers' Pension Plan	4.39	4.39	4.39	3.29	3.29	2.63	2.63	3.95	0.00
CMAW Admin Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
CMAW Training Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
Carpentry Employers Association (CEA)	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
JAPlan	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Joint Advisory	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
***Total Employer Contributions**	**8.47**	**8.47**	**8.47**	**7.37**	**7.37**	**6.71**	**6.71**	**8.03**	**4.08**
Employee Deductions:									
Field Dues	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Local Union Check Off	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**
Total Hourly Remittance to CWF	**ST**	**9.36**	**9.36**	**8.26**	**8.26**	**7.60**	**7.60**	**8.92**	**4.97**
	1.5x OT	**14.04**	**14.04**	**12.39**	**12.39**	**11.40**	**11.40**	**13.38**	**7.46**
	2x OT	**18.72**	**18.72**	**16.52**	**16.52**	**15.20**	**15.20**	**17.84**	**9.94**
Total Hourly Remittance to CMAW Locals	**ST**	**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**
	2x OT	**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 "A2.1" **MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG**
CARPENTERS **OUTSIDE LOWER MAINLAND/FRASER VALLEY**

"Outside" Lower Mainland/Fraser Valley **Effective May 1 2025**

Schedule "A2.1" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

				Employer Contributions							
Employee Classifications	%	Base Rate	VP/SHP (12%)	CMAW Benefits	CW Pension Plan	CMAW Admin Fund	CMAW Training Fund	CEA	JAPlan	Joint Advisory	Total Package
Base Rates		48.80	0.12	3.00	4.39	0.40	0.40	0.25	0.01	0.02	
Journeyperson											
General Foreman (GF)	122%	59.54	7.14	3.00	4.39	0.40	0.40	0.25	0.01	0.02	75.15
Foreman (FM)	115%	56.12	6.73	3.00	4.39	0.40	0.40	0.25	0.01	0.02	71.32
Certified Journey Person (CJP)	**100%**	**48.80**	**5.86**	**3.00**	**4.39**	**0.40**	**0.40**	**0.25**	**0.01**	**0.02**	**63.13**
Apprentice Carpenter											
4th Term (4th)	90%	43.92	5.27	3.00	3.29	0.40	0.40	0.25	0.01	0.02	56.56
3rd Term (3rd)	80%	39.04	4.68	3.00	3.29	0.40	0.40	0.25	0.01	0.02	51.09
2nd Term (2nd)	65%	31.72	3.81	3.00	2.63	0.40	0.40	0.25	0.01	0.02	42.24
1st Term (1st)	60%	29.28	3.51	3.00	2.63	0.40	0.40	0.25	0.01	0.02	39.50
Non-Ticketed Carpenter	90%	43.92	5.27	3.00	3.95	0.40	0.40	0.25	0.01	0.02	57.22
Material Handler/Pre-Apprentice (MH/PA)	60%	29.28	3.51	3.00	0.00	0.40	0.40	0.25	0.01	0.02	36.87

SCHEDULE "B2.1"
CARPENTERS

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
OUTSIDE LOWER MAINLAND/FRASER VALLEY

"Outside" Lower Mainland/Fraser Valley — **Effective May 1 2025**

Schedule "B2.1" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

		Employee Classifications							
				<<< Apprentice Carpenters >>>					
Employer Contributions:		**GF/FM**	**CJP**	**4th**	**3rd**	**2nd**	**1st**	**Non-Tick Carp**	**MH/PA**
CMAW Benefits	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Carpentry Workers' Pension Plan	4.39	4.39	4.39	3.29	3.29	2.63	2.63	3.95	0.00
CMAW Admin Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
CMAW Training Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
Carpentry Employers Association (CEA)	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
JAPlan	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Joint Advisory	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
***Total Employer Contributions**	**8.47**	**8.47**	**8.47**	**7.37**	**7.37**	**6.71**	**6.71**	**8.03**	**4.08**
Employee Deductions:									
Field Dues	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Local Union Check Off		Refer to Article 4.702							
***Total Employee Deductions**	**0.89**	**0.89**	**0.89**	**0.89**	**0.89**	**0.89**	**0.89**	**0.89**	**0.89**
Total Hourly Remittance to CWF	**ST**	**9.36**	**9.36**	**8.26**	**8.26**	**7.60**	**7.60**	**8.92**	**4.97**
	1.5x OT	**14.04**	**14.04**	**12.39**	**12.39**	**11.40**	**11.40**	**13.38**	**7.46**
	2x OT	**18.72**	**18.72**	**16.52**	**16.52**	**15.20**	**15.20**	**17.84**	**9.94**
Total Hourly Remittance to CMAW Locals	**ST**	**Refer to Article 4.702**							
	1.5x OT	**Refer to Article 4.702**							
	2x OT	**Refer to Article 4.702**							

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