CMAW All Employee Commercial/Institutional Agreement — **May 1, 2025 to April 30, 2028**

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

CARPENTERS — **ALL EMPLOYEE "COMMERCIAL/INSTITUTIONAL"**

Effective May 1, 2025

				Employer Contributions						
Employee Classifications	%	Base Rate	VP/SHP (12%)	CMAW Benefits	CW Pension Plan	Admin Fund	Training Fund	Rehab Plan	Mbr Assist	Total Package
Base Rates		38.37	12%	2.95	4.39	0.30	0.35	0.05	0.05	
Journeyperson										
General Foreman	125%	47.96	5.76	2.95	4.39	0.30	0.35	0.05	0.05	61.81
Foreman (FM)	115%	44.13	5.30	2.95	4.39	0.30	0.35	0.05	0.05	57.52
Certified Journey Person (CJP)	**100%**	**38.37**	**4.60**	**2.95**	**4.39**	**0.30**	**0.35**	**0.05**	**0.05**	**51.06**
Apprentice Carpenter										
4th Term (4th)	90%	34.53	4.14	2.95	4.39	0.30	0.35	0.05	0.05	46.76
3rd Term (3rd)	80%	30.70	3.68	2.95	4.39	0.30	0.35	0.05	0.05	42.47
2nd Term (2nd)	70%	26.86	3.22	2.95	4.39	0.30	0.35	0.05	0.05	38.17
1st Term (1st)	60%	23.02	2.76	2.95	4.39	0.30	0.35	0.05	0.05	33.87
Helper										
Up to 100 hours	55%	21.10	2.53	2.95	4.39	0.30	0.35	0.05	0.05	31.72
100 - 200 hours	60%	23.02	2.76	2.95	4.39	0.30	0.35	0.05	0.05	33.87
200 hours	65%	24.94	2.99	2.95	4.39	0.30	0.35	0.05	0.05	36.02
Utility Person	75%	28.78	3.45	2.95	4.39	0.30	0.35	0.05	0.05	40.32
Non-Ticketed	90%	34.53	4.14	2.95	4.39	0.30	0.35	0.05	0.05	46.76

CMAW All Employee Commercial/Institutional Agreement — **May 1, 2025 to April 30, 2028**

SCHEDULE "B1.1" — **EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

Effective May 01 2025

		Employer Classifications							
					<<<Apprentice Carpenters>>>				
		GF/FM/CJP	Not-Ticketed	Utility	4th	3rd	2nd	1st	Helper
Employer Contributions:			90%	75%	90%	80%	70%	60%	55%-65%
CMAW Benefit Plan	2.95	2.95	2.95	2.95	2.95	2.95	2.95	2.95	2.95
Carpentry Workers Pension Plan	4.39	4.39	4.39	4.39	4.39	4.39	4.39	4.39	4.39
CMAW Administration Fund	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
CMAW Training Fund	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35
Rehabilitation Plan	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Member Assistance	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
*** Total Employer Contributions**	**8.09**	**8.09**	**8.09**	**8.09**	**8.09**	**8.09**	**8.09**	**8.09**	**8.09**
Employee Contributions:									
Field Dues	0.95	0.95	0.95	0.95	0.95	0.95	0.95	0.95	0.95
Local Union Check Off		Refer to Article 4.11							
*** Total Employee Contributions**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**
Total Houry Remittance to CWF	**ST**	**9.04**	**9.04**	**9.04**	**9.04**	**9.04**	**9.04**	**9.04**	**9.04**
	1.5x OT	**9.04**	**9.04**	**9.04**	**9.04**	**9.04**	**9.04**	**9.04**	**9.04**
	2x OT	**9.04**	**9.04**	**9.04**	**9.04**	**9.04**	**9.04**	**9.04**	**9.04**
Total Hourly Remittance to Other Locals									
	ST	**Refer to Article 4.11**							
	1.5x OT	**Refer to Article 4.11**							
	2x OT	**Refer to Article 4.11**							

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

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CMAW All Employee Commercial/Institutional Agreement **May 1, 2025 to April 30, 2028**

SCHEDULE "A1.2" **MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG**
CARPENTERS **ALL EMPLOYEE "COMMERCIAL/INSTITUTIONAL"**

Effective May 1, 2026

				Employer Contributions						
Employee Classifications	%	Base Rate	VP/SHP (12%)	CMAW Benefits	CW Pension Plan	Admin Fund	Training Fund	Rehab Plan	Mbr Assist	Total Package
Base Rates		39.22	12%	3.00	4.44	0.30	0.35	0.05	0.05	
Journeyperson										
General Foreman	125%	49.03	5.88	3.00	4.44	0.30	0.35	0.05	0.05	63.10
Foreman (FM)	115%	45.10	5.41	3.00	4.44	0.30	0.35	0.05	0.05	58.70
Certified Journey Person (CJP)	**100%**	**39.22**	**4.71**	**3.00**	**4.44**	**0.30**	**0.35**	**0.05**	**0.05**	**52.12**
Apprentice Carpenter										
4th Term (4th)	90%	35.30	4.24	3.00	4.44	0.30	0.35	0.05	0.05	47.73
3rd Term (3rd)	80%	31.38	3.77	3.00	4.44	0.30	0.35	0.05	0.05	43.34
2nd Term (2nd)	70%	27.45	3.29	3.00	4.44	0.30	0.35	0.05	0.05	38.93
1st Term (1st)	60%	23.53	2.82	3.00	4.44	0.30	0.35	0.05	0.05	34.54
Helper										
Up to 100 hours	55%	21.57	2.59	3.00	4.44	0.30	0.35	0.05	0.05	32.35
100 - 200 hours	60%	23.53	2.82	3.00	4.44	0.30	0.35	0.05	0.05	34.54
200 hours	65%	25.49	3.06	3.00	4.44	0.30	0.35	0.05	0.05	36.74
Utility Person	75%	29.42	3.53	3.00	4.44	0.30	0.35	0.05	0.05	41.14
Non-Ticketed	90%	35.30	4.24	3.00	4.44	0.30	0.35	0.05	0.05	47.73

CMAW All Employee Commercial/Institutional Agreement — **May 1, 2025 to April 30, 2028**

SCHEDULE "B1.2" — **EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

Effective May 01 2026

		Employer Classifications							
					<<<Apprentice Carpenters>>>				
		GF/FM/CJP	**Not-Ticketed**	**Utility**	**4th**	**3rd**	**2nd**	**1st**	**Helper**
Employer Contributions:			90%	75%	90%	80%	70%	60%	55%-65%
CMAW Benefit Plan	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Carpentry Workers Pension Plan	4.44	4.44	4.44	4.44	4.44	4.44	4.44	4.44	4.44
CMAW Administration Fund	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
CMAW Training Fund	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35
Rehabilitation Plan	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Member Assistance	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
*** Total Employer Contributions**	**8.19**	**8.19**	**8.19**	**8.19**	**8.19**	**8.19**	**8.19**	**8.19**	**8.19**
Employee Contributions:									
Field Dues	0.95	0.95	0.95	0.95	0.95	0.95	0.95	0.95	0.95
Local Union Check Off		Refer to Article 4.11							
*** Total Employee Contributions**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**
Total Houry Remittance to CWF	**ST**	**9.14**	**9.14**	**9.14**	**9.14**	**9.14**	**9.14**	**9.14**	**9.14**
	1.5x OT	**9.14**	**9.14**	**9.14**	**9.14**	**9.14**	**9.14**	**9.14**	**9.14**
	2x OT	**9.14**	**9.14**	**9.14**	**9.14**	**9.14**	**9.14**	**9.14**	**9.14**
Total Hourly Remittance to Other Locals									
	ST	**Refer to Article 4.11**							
	1.5x OT	**Refer to Article 4.11**							
	2x OT	**Refer to Article 4.11**							

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

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CMAW All Employee Commercial/Institutional Agreement **May 1, 2025 to April 30, 2028**

SCHEDULE "A1.3"
CARPENTERS

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG
ALL EMPLOYEE "COMMERCIAL/INSTITUTIONAL"

Effective May 1, 2027

				Employer Contributions						
Employee Classifications	%	Base Rate	VP/SHP (12%)	CMAW Benefits	CW Pension Plan	Admin Fund	Training Fund	Rehab Plan	Mbr Assist	Total Package
Base Rates		40.07	12%	3.00	4.49	0.30	0.35	0.05	0.05	
Journeyperson										
General Foreman	125%	50.09	6.01	3.00	4.49	0.30	0.35	0.05	0.05	64.34
Foreman (FM)	115%	46.08	5.53	3.00	4.49	0.30	0.35	0.05	0.05	59.85
Certified Journey Person (CJP)	**100%**	**40.07**	**4.81**	**3.00**	**4.49**	**0.30**	**0.35**	**0.05**	**0.05**	**53.12**
Apprentice Carpenter										
4th Term (4th)	90%	36.06	4.33	3.00	4.49	0.30	0.35	0.05	0.05	48.63
3rd Term (3rd)	80%	32.06	3.85	3.00	4.49	0.30	0.35	0.05	0.05	44.15
2nd Term (2nd)	70%	28.05	3.37	3.00	4.49	0.30	0.35	0.05	0.05	39.66
1st Term (1st)	60%	24.04	2.88	3.00	4.49	0.30	0.35	0.05	0.05	35.16
Helper										
Up to 100 hours	55%	22.04	2.64	3.00	4.49	0.30	0.35	0.05	0.05	32.92
100 - 200 hours	60%	24.04	2.88	3.00	4.49	0.30	0.35	0.05	0.05	35.16
200 hours	65%	26.05	3.13	3.00	4.49	0.30	0.35	0.05	0.05	37.42
Utility Person	75%	30.05	3.61	3.00	4.49	0.30	0.35	0.05	0.05	41.90
Non-Ticketed	90%	36.06	4.33	3.00	4.49	0.30	0.35	0.05	0.05	48.63

CMAW All Employee Commercial/Institutional Agreement — **May 1, 2025 to April 30, 2028**

SCHEDULE "B1.3" — **EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

Effective May 01 2027

		Employer Classifications							
					<<<Apprentice Carpenters>>>				
		GF/FM/CJP	**Not-Ticketed**	**Utility**	**4th**	**3rd**	**2nd**	**1st**	**Helper**
Employer Contributions:			90%	75%	90%	80%	70%	60%	55%-65%
CMAW Benefit Plan	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Carpentry Workers Pension Plan	4.49	4.49	4.49	4.49	4.49	4.49	4.49	4.49	4.49
CMAW Administration Fund	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
CMAW Training Fund	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35
Rehabilitation Plan	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Member Assistance	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
*** Total Employer Contributions**	**8.24**	**8.24**	**8.24**	**8.24**	**8.24**	**8.24**	**8.24**	**8.24**	**8.24**
Employee Contributions:									
Field Dues	0.95	0.95	0.95	0.95	0.95	0.95	0.95	0.95	0.95
Local Union Check Off		Refer to Article 4.11							
*** Total Employee Contributions**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**
Total Houry Remittance to CWF	**ST**	**9.19**	**9.19**	**9.19**	**9.19**	**9.19**	**9.19**	**9.19**	**9.19**
	1.5x OT	**9.19**	**9.19**	**9.19**	**9.19**	**9.19**	**9.19**	**9.19**	**9.19**
	2x OT	**9.19**	**9.19**	**9.19**	**9.19**	**9.19**	**9.19**	**9.19**	**9.19**
Total Hourly Remittance to Other Locals									
	ST	**Refer to Article 4.11**							
	1.5x OT	**Refer to Article 4.11**							
	2x OT	**Refer to Article 4.11**							

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

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CMAW All Employee Industrial Agreement **May 1, 2025 to April 30, 2028**

SCHEDULE "A2.1" **MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG**
CARPENTERS **ALL EMPLOYEE "INDUSTRIAL"**

Effective May 1, 2025

				Employer Contributions						
Employee Classifications	%	Base Rate	VP/SHP (12%)	CMAW Benefits	CW Pension Plan	Admin Fund	Training Fund	Rehab Plan	Mbr Assist	Total Package
Base Rates		48.29	12%	2.95	4.39	0.35	0.40	0.05	0.05	
Journeyperson										
General Foreperson	125%	60.36	7.24	2.95	4.39	0.35	0.40	0.05	0.05	75.79
Foreperson (FP)	115%	55.53	6.66	2.95	4.39	0.35	0.40	0.05	0.05	70.38
Certified Journey Person (CJP)	**100%**	**48.29**	**5.79**	**2.95**	**4.39**	**0.35**	**0.40**	**0.05**	**0.05**	**62.27**
Apprentice Carpenter										
4th Term (4th)	90%	43.46	5.22	2.95	4.39	0.35	0.40	0.05	0.05	56.87
3rd Term (3rd)	80%	38.63	4.64	2.95	4.39	0.35	0.40	0.05	0.05	51.46
2nd Term (2nd)	70%	33.80	4.06	2.95	4.39	0.35	0.40	0.05	0.05	46.05
1st Term (1st)	60%	28.97	3.48	2.95	4.39	0.35	0.40	0.05	0.05	40.64
Helper										
Up to 100 hours	55%	26.56	3.19	2.95	4.39	0.35	0.40	0.05	0.05	37.94
100 - 200 hours	60%	28.97	3.48	2.95	4.39	0.35	0.40	0.05	0.05	40.64
200 hours	65%	31.39	3.77	2.95	4.39	0.35	0.40	0.05	0.05	43.35
Utility Person	75%	36.22	4.35	2.95	4.39	0.35	0.40	0.05	0.05	48.76
Non-Ticketed	90%	43.46	5.22	2.95	4.39	0.35	0.40	0.05	0.05	56.87

SCHEDULE "B2.1" **EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

Effective May 1, 2025

		Employer Classifications							
					<<<Apprentice Carpenters>>>				
		GF/FM/CJP	**Not-Ticketed**	**Utility**	**4th**	**3rd**	**2nd**	**1st**	**Helper**
Employer Contributions:			90%	75%	90%	80%	70%	60%	55%-65%
CMAW Benefit Plan	2.95	2.95	2.95	2.95	2.95	2.95	2.95	2.95	2.95
Carpentry Workers Pension Plan	4.39	4.39	4.39	4.39	4.39	4.39	4.39	4.39	4.39
CMAW Administration Fund	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35
CMAW Training Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
Rehabilitation Plan	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Member Assistance	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
*** Total Employer Contributions**	**8.19**	**8.19**	**8.19**	**8.19**	**8.19**	**8.19**	**8.19**	**8.19**	**8.19**
Employee Contributions:									
Field Dues	0.95	0.95	0.95	0.95	0.95	0.95	0.95	0.95	0.95
Local Union Check Off		Refer to Article 4.11							
*** Total Employee Contributions**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**
Total Hourly Remittance to CWF	**ST**	**9.14**	**9.14**	**9.14**	**9.14**	**9.14**	**9.14**	**9.14**	**9.14**
	1.5x OT	**13.71**	**13.71**	**13.71**	**13.71**	**13.71**	**13.71**	**13.71**	**13.71**
	2x OT	**18.28**	**18.28**	**18.28**	**18.28**	**18.28**	**18.28**	**18.28**	**18.28**
Total Hourly Remittance to Other Locals									
	ST	**Refer to Article 4.11**							
	1.5x OT	**Refer to Article 4.11**							
	2x OT	**Refer to Article 4.11**							

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

CMAW All Employee Industrial Agreement **May 1, 2025 to April 30, 2028**

SCHEDULE "A2.2" **MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG**
CARPENTERS **ALL EMPLOYEE "INDUSTRIAL"**

Effective May 1, 2026

				Employer Contributions						
Employee Classifications	%	Base Rate	VP/SHP (12%)	CMAW Benefits	CW Pension Plan	Admin Fund	Training Fund	Rehab Plan	Mbr Assist	Total Package
Base Rates		49.13	12%	3.00	4.44	0.35	0.4	0.05	0.05	
Journeyperson										
General Foreperson	125%	61.41	7.37	3.00	4.44	0.35	0.40	0.05	0.05	77.07
Foreperson (FP)	115%	56.50	6.78	3.00	4.44	0.35	0.40	0.05	0.05	71.57
Certified Journey Person (CJP)	**100%**	**49.13**	**5.90**	**3.00**	**4.44**	**0.35**	**0.40**	**0.05**	**0.05**	**63.32**
Apprentice Carpenter										
4th Term (4th)	90%	44.22	5.31	3.00	4.44	0.35	0.40	0.05	0.05	57.82
3rd Term (3rd)	80%	39.30	4.72	3.00	4.44	0.35	0.40	0.05	0.05	52.31
2nd Term (2nd)	70%	34.39	4.13	3.00	4.44	0.35	0.40	0.05	0.05	46.81
1st Term (1st)	60%	29.48	3.54	3.00	4.44	0.35	0.40	0.05	0.05	41.31
Helper										
Up to 100 hours	55%	27.02	3.24	3.00	4.44	0.35	0.40	0.05	0.05	38.55
100 - 200 hours	60%	29.48	3.54	3.00	4.44	0.35	0.40	0.05	0.05	41.31
200 hours	65%	31.93	3.83	3.00	4.44	0.35	0.40	0.05	0.05	44.05
Utility Person	75%	36.85	4.42	3.00	4.44	0.35	0.40	0.05	0.05	49.56
Non-Ticketed	90%	44.22	5.31	3.00	4.44	0.35	0.40	0.05	0.05	57.82

CMAW All Employee Industrial Agreement — **May 1, 2025 to April 30, 2028**

SCHEDULE "B2.2" — **EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

Effective May 1, 2026

		Employer Classifications							
					<<<Apprentice Carpenters>>>				
		GF/FM/CJP	Not-Ticketed	Utility	4th	3rd	2nd	1st	Helper
Employer Contributions:			90%	75%	90%	80%	70%	60%	55%-65%
CMAW Benefit Plan	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Carpentry Workers Pension Plan	4.44	4.44	4.44	4.44	4.44	4.44	4.44	4.44	4.44
CMAW Administration Fund	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35
CMAW Training Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
Rehabilitation Plan	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Member Assistance	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
*** Total Employer Contributions**	**8.29**	**8.29**	**8.29**	**8.29**	**8.29**	**8.29**	**8.29**	**8.29**	**8.29**
Employee Contributions:									
Field Dues	0.95	0.95	0.95	0.95	0.95	0.95	0.95	0.95	0.95
Local Union Check Off		Refer to Article 4.11							
*** Total Employee Contributions**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**
Total Hourly Remittance to CWF	**ST**	**9.24**	**9.24**	**9.24**	**9.24**	**9.24**	**9.24**	**9.24**	**9.24**
	1.5x OT	**13.86**	**13.86**	**13.86**	**13.86**	**13.86**	**13.86**	**13.86**	**13.86**
	2x OT	**18.48**	**18.48**	**18.48**	**18.48**	**18.48**	**18.48**	**18.48**	**18.48**
Total Hourly Remittance to Other Locals									
	ST	**Refer to Article 4.11**							
	1.5x OT	**Refer to Article 4.11**							
	2x OT	**Refer to Article 4.11**							

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

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CMAW All Employee Industrial Agreement **May 1, 2025 to April 30, 2028**

SCHEDULE "A2.3" **MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG**
CARPENTERS **ALL EMPLOYEE "INDUSTRIAL"**

Effective May 1, 2027

				Employer Contributions						
Employee Classifications	%	Base Rate	VP/SHP (12%)	CMAW Benefits	CW Pension Plan	Admin Fund	Training Fund	Rehab Plan	Mbr Assist	Total Package
Base Rates		49.98	12%	3.00	4.49	0.35	0.40	0.05	0.05	
Journeyperson										
General Foreperson	125%	62.48	7.50	3.00	4.49	0.35	0.40	0.05	0.05	78.32
Foreperson (FP)	115%	57.48	6.90	3.00	4.49	0.35	0.40	0.05	0.05	72.72
Certified Journey Person (CJP)	**100%**	**49.98**	**6.00**	**3.00**	**4.49**	**0.35**	**0.40**	**0.05**	**0.05**	**64.32**
Apprentice Carpenter										
4th Term (4th)	90%	44.98	5.40	3.00	4.49	0.35	0.40	0.05	0.05	58.72
3rd Term (3rd)	80%	39.98	4.80	3.00	4.49	0.35	0.40	0.05	0.05	53.12
2nd Term (2nd)	70%	34.99	4.20	3.00	4.49	0.35	0.40	0.05	0.05	47.53
1st Term (1st)	60%	29.99	3.60	3.00	4.49	0.35	0.40	0.05	0.05	41.93
Helper										
Up to 100 hours	55%	27.49	3.30	3.00	4.49	0.35	0.40	0.05	0.05	39.13
100 - 200 hours	60%	29.99	3.60	3.00	4.49	0.35	0.40	0.05	0.05	41.93
200 hours	65%	32.49	3.90	3.00	4.49	0.35	0.40	0.05	0.05	44.73
Utility Person	75%	37.49	4.50	3.00	4.49	0.35	0.40	0.05	0.05	50.33
Non-Ticketed	90%	44.98	5.40	3.00	4.49	0.35	0.40	0.05	0.05	58.72

CMAW All Employee Industrial Agreement — **May 1, 2025 to April 30, 2028**

SCHEDULE "B2.3 — **EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

Effective May 1, 2027

		Employer Classifications							
					<<<Apprentice Carpenters>>>				
		GF/FM/CJP	Not-Ticketed	Utility	4th	3rd	2nd	1st	Helper
Employer Contributions:			90%	75%	90%	80%	70%	60%	55%-65%
CMAW Benefit Plan	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Carpentry Workers Pension Plan	4.49	4.49	4.49	4.49	4.49	4.49	4.49	4.49	4.49
CMAW Administration Fund	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35
CMAW Training Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
Rehabilitation Plan	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Member Assistance	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
*** Total Employer Contributions**	**8.34**	**8.34**	**8.34**	**8.34**	**8.34**	**8.34**	**8.34**	**8.34**	**8.34**
Employee Contributions:									
Field Dues	0.95	0.95	0.95	0.95	0.95	0.95	0.95	0.95	0.95
Local Union Check Off		Refer to Article 4.11							
*** Total Employee Contributions**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**	**0.95**
Total Hourly Remittance to CWF	**ST**	**9.29**	**9.29**	**9.29**	**9.29**	**9.29**	**9.29**	**9.29**	**9.29**
	1.5x OT	**13.94**	**13.94**	**13.94**	**13.94**	**13.94**	**13.94**	**13.94**	**13.94**
	2x OT	**18.58**	**18.58**	**18.58**	**18.58**	**18.58**	**18.58**	**18.58**	**18.58**
Total Hourly Remittance to Other Locals									
	ST	**Refer to Article 4.11**							
	1.5x OT	**Refer to Article 4.11**							
	2x OT	**Refer to Article 4.11**							

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

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