**CMAW / DLI CONTRACTORS INC. BC COMM/INST AGREEMENT** **January 1, 2025 to December 27, 2027**

**SCHEDULE "B1.1"** **EMPLOYER CONTRIBUTIONS**

**Effective February 2, 2025 to January 3, 2026**

| Employee Classification | Base Rate | VP/SHP (12%) | Sub Total | Employer Contributions: Benefits | Pension Plan | Appr Training | Admin Fund | Member Assist | Total Package |
|---|---|---|---|---|---|---|---|---|---|
| **Journeyperson** | $39.22 | 12.0% | | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | |
| **Carpenter** | $39.22 | $4.71 | $43.93 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $52.02 |
| **Cement Mason** | $38.68 | $4.64 | $43.32 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $51.41 |
| **Electrician** | $41.06 | $4.93 | $45.99 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $54.08 |
| **Helper - up to 400 hours** | $23.06 | $2.77 | $25.83 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $33.92 |
| **Insulator** | $39.22 | $4.71 | $43.93 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $52.02 |
| **Ironworker** | $39.22 | $4.71 | $43.93 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $52.02 |
| **Labourer - Entry Level** | $27.24 | $3.27 | $30.51 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $38.60 |
| **Labourer - Intermediate** | $30.23 | $3.63 | $33.86 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $41.95 |
| **Labourer - Skilled** | $34.42 | $4.13 | $38.55 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $46.64 |
| **Operator Equipment - Ligh** | $41.06 | $4.93 | $45.99 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $54.08 |
| **Pipefitter/Plumber** | $41.06 | $4.93 | $45.99 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $54.08 |
| **Scaffolder** | $39.22 | $4.71 | $43.93 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $52.02 |

** 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

moveUP

**SCHEDULE "B1.2"** **EMPLOYER CONTRIBUTIONS**

**Effective February 5, 2025 to January 3, 2026**

| 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% | | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | |
| **Apprentice - Carpenter** | | | | | | | | | | |
| | | $ 39.22 | | | | | | | | |
| 1st year | 60% | $23.53 | $2.82 | $26.35 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $34.44 |
| 2nd year | 70% | $27.45 | $3.29 | $30.74 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $38.83 |
| 3rd year | 80% | $31.38 | $3.77 | $35.15 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $43.24 |
| 4th year | 90% | $35.30 | $4.24 | $39.54 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $47.63 |
| **Apprentice - Cement Mason** | | | | | | | | | | |
| | | $ 38.68 | | | | | | | | |
| 1st year | 65% | $25.14 | $3.02 | $28.16 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $36.25 |
| 2nd year | 75% | $29.01 | $3.48 | $32.49 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $40.58 |
| 3rd year | 90% | $34.81 | $4.18 | $38.99 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $47.08 |
| **Apprentice - Electrician** | | | | | | | | | | |
| | | $ 41.06 | | | | | | | | |
| 1st year | 60% | $24.64 | $2.96 | $27.60 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $35.69 |
| 2nd year | 70% | $28.74 | $3.45 | $32.19 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $40.28 |
| 3rd year | 80% | $32.85 | $3.94 | $36.79 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $44.88 |
| 4th year | 90% | $36.95 | $4.43 | $41.38 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $49.47 |
| **Apprentice - Insulator** | | | | | | | | | | |
| | | $ 39.22 | | | | | | | | |
| 1st year | 60% | $23.53 | $2.82 | $26.35 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $34.44 |
| 2nd year | 70% | $27.45 | $3.29 | $30.74 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $38.83 |
| 3rd year | 80% | $31.38 | $3.77 | $35.15 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $43.24 |
| 4th year | 90% | $35.30 | $4.24 | $39.54 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $47.63 |
| **Apprentice - Ironworker** | | | | | | | | | | |
| | | $ 39.22 | | | | | | | | |
| 1st year | 65% | $25.49 | $3.06 | $28.55 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $36.64 |
| 2nd year | 75% | $29.42 | $3.53 | $32.95 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $41.04 |
| 3rd year | 90% | $35.30 | $4.24 | $39.54 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $47.63 |
| **Apprentice - Pipefitter/Plumber** | | | | | | | | | | |
| | | $ 41.06 | | | | | | | | |
| 1st year | 65% | $26.69 | $3.20 | $29.89 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $37.98 |
| 2nd year | 75% | $30.80 | $3.70 | $34.50 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $42.59 |
| 3rd year | 90% | $36.95 | $4.43 | $41.38 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $49.47 |

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**SCHEDULE "B1.3"** **EMPLOYER CONTRIBUTIONS**

**Effective January 4, 2026 to Janaury 2, 2027**

| Employee Classification | Base Rate | VP/SHP (12%) | Sub Total | Employer Contributions: Benefits | Pension Plan | Appr Training | Admin Fund | Member Assist | Total Package |
|---|---|---|---|---|---|---|---|---|---|
| **Journeyperson** | $40.44 | 12.0% | | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | |
| **Carpenter** | $40.44 | $4.85 | $45.29 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $53.58 |
| **Cement Mason** | $39.87 | $4.78 | $44.65 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $52.94 |
| **Electrician** | $42.34 | $5.08 | $47.42 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $55.71 |
| **Helper - up to 400 hours** | $23.79 | $2.85 | $26.64 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $34.93 |
| **Insulator** | $40.44 | $4.85 | $45.29 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $53.58 |
| **Ironworker** | $40.44 | $4.85 | $45.29 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $53.58 |
| **Labourer - Entry Level** | $28.10 | $3.37 | $31.47 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $39.76 |
| **Labourer - Intermediate** | $31.18 | $3.74 | $34.92 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $43.21 |
| **Labourer - Skilled** | $35.49 | $4.26 | $39.75 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $48.04 |
| **Operator Equipment - Ligh** | $42.34 | $5.08 | $47.42 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $55.71 |
| **Pipefitter/Plumber** | $42.34 | $5.08 | $47.42 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $55.71 |
| **Scaffolder** | $40.44 | $4.85 | $45.29 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $53.58 |

** 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

moveUP

**SCHEDULE "B1.4"** **EMPLOYER CONTRIBUTIONS**

**Effective January 4, 2026 to Janaury 2, 2027**

| 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% | | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | |
| **Apprentice - Carpenter** | | | | | | | | | | |
| | | $ 40.44 | | | | | | | | |
| 1st year | 60% | $24.26 | $2.91 | $27.17 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $35.46 |
| 2nd year | 70% | $28.31 | $3.40 | $31.71 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $40.00 |
| 3rd year | 80% | $32.35 | $3.88 | $36.23 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $44.52 |
| 4th year | 90% | $36.40 | $4.37 | $40.77 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $49.06 |
| **Apprentice - Cement Mason** | | | | | | | | | | |
| | | $ 39.87 | | | | | | | | |
| 1st year | 65% | $25.92 | $3.11 | $29.03 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $37.32 |
| 2nd year | 75% | $29.90 | $3.59 | $33.49 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $41.78 |
| 3rd year | 90% | $35.88 | $4.31 | $40.19 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $48.48 |
| **Apprentice - Electrician** | | | | | | | | | | |
| | | $ 42.34 | | | | | | | | |
| 1st year | 60% | $25.40 | $3.05 | $28.45 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $36.74 |
| 2nd year | 70% | $29.64 | $3.56 | $33.20 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $41.49 |
| 3rd year | 80% | $33.87 | $4.06 | $37.93 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $46.22 |
| 4th year | 90% | $38.11 | $4.57 | $42.68 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $50.97 |
| **Apprentice - Insulator** | | | | | | | | | | |
| | | $ 40.44 | | | | | | | | |
| 1st year | 60% | $24.26 | $2.91 | $27.17 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $35.46 |
| 2nd year | 70% | $28.31 | $3.40 | $31.71 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $40.00 |
| 3rd year | 80% | $32.35 | $3.88 | $36.23 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $44.52 |
| 4th year | 90% | $36.40 | $4.37 | $40.77 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $49.06 |
| **Apprentice - Ironworker** | | | | | | | | | | |
| | | $ 40.44 | | | | | | | | |
| 1st year | 65% | $26.29 | $3.15 | $29.44 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $37.73 |
| 2nd year | 75% | $30.33 | $3.64 | $33.97 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $42.26 |
| 3rd year | 90% | $36.40 | $4.37 | $40.77 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $49.06 |
| **Apprentice - Pipefitter/Plumber** | | | | | | | | | | |
| | | $ 42.34 | | | | | | | | |
| 1st year | 65% | $27.52 | $3.30 | $30.82 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $39.11 |
| 2nd year | 75% | $31.76 | $3.81 | $35.57 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $43.86 |
| 3rd year | 90% | $38.11 | $4.57 | $42.68 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $50.97 |

moveUP

**CMAW / DLI CONTRACTORS INC. BC COMM/INST AGREEMENT** **January 1, 2025 to December 27, 2027**

**SCHEDULE "B1.5"** **EMPLOYER CONTRIBUTIONS**

**Effective January 3, 2027 to Janaury 1, 2028**

| Employee Classification | Base Rate | VP/SHP (12%) | Sub Total | Employer Contributions: Benefits | Pension Plan | Appr Training | Admin Fund | Member Assist | Total Package |
|---|---|---|---|---|---|---|---|---|---|
| **Journeyperson** | $41.70 | 12.0% | | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | |
| **Carpenter** | $41.70 | $5.00 | $46.70 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $55.19 |
| **Cement Mason** | $41.12 | $4.93 | $46.05 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $54.54 |
| **Electrician** | $43.65 | $5.24 | $48.89 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $57.38 |
| **Helper - up to 400 hours** | $24.55 | $2.95 | $27.50 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $35.99 |
| **Insulator** | $41.70 | $5.00 | $46.70 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $55.19 |
| **Ironworker** | $41.70 | $5.00 | $46.70 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $55.19 |
| **Labourer - Entry Level** | $28.98 | $3.48 | $32.46 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $40.95 |
| **Labourer - Intermediate** | $32.15 | $3.86 | $36.01 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $44.50 |
| **Labourer - Skilled** | $36.60 | $4.39 | $40.99 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $49.48 |
| **Operator Equipment - Light** | $43.65 | $5.24 | $48.89 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $57.38 |
| **Pipefitter/Plumber** | $43.65 | $5.24 | $48.89 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $57.38 |
| **Scaffolder** | $41.70 | $5.00 | $46.70 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $55.19 |

** 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

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**SCHEDULE "B1.6"** **EMPLOYER CONTRIBUTIONS**

**Effective January 4, 2026 to Janaury 2, 2027**

| 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% | | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | |
| **Apprentice - Carpenter** | | | | | | | | | | |
| | | $ 41.70 | | | | | | | | |
| 1st year | 60% | $25.02 | $3.00 | $28.02 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $36.51 |
| 2nd year | 70% | $29.19 | $3.50 | $32.69 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $41.18 |
| 3rd year | 80% | $33.36 | $4.00 | $37.36 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $45.85 |
| 4th year | 90% | $37.53 | $4.50 | $42.03 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $50.52 |
| **Apprentice - Cement Mason** | | | | | | | | | | |
| | | $ 41.12 | | | | | | | | |
| 1st year | 65% | $26.73 | $3.21 | $29.94 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $38.43 |
| 2nd year | 75% | $30.84 | $3.70 | $34.54 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $43.03 |
| 3rd year | 90% | $37.01 | $4.44 | $41.45 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $49.94 |
| **Apprentice - Electrician** | | | | | | | | | | |
| | | $ 43.65 | | | | | | | | |
| 1st year | 60% | $26.19 | $3.14 | $29.33 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $37.82 |
| 2nd year | 70% | $30.56 | $3.67 | $34.23 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $42.72 |
| 3rd year | 80% | $34.92 | $4.19 | $39.11 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $47.60 |
| 4th year | 90% | $39.29 | $4.71 | $44.00 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $52.49 |
| **Apprentice - Insulator** | | | | | | | | | | |
| | | $ 41.70 | | | | | | | | |
| 1st year | 60% | $25.02 | $3.00 | $28.02 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $36.51 |
| 2nd year | 70% | $29.19 | $3.50 | $32.69 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $41.18 |
| 3rd year | 80% | $33.36 | $4.00 | $37.36 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $45.85 |
| 4th year | 90% | $37.53 | $4.50 | $42.03 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $50.52 |
| **Apprentice - Ironworker** | | | | | | | | | | |
| | | $ 41.70 | | | | | | | | |
| 1st year | 65% | $27.11 | $3.25 | $30.36 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $38.85 |
| 2nd year | 75% | $31.28 | $3.75 | $35.03 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $43.52 |
| 3rd year | 90% | $37.53 | $4.50 | $42.03 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $50.52 |
| **Apprentice - Pipefitter/Plumber** | | | | | | | | | | |
| | | $ 43.65 | | | | | | | | |
| 1st year | 65% | $28.37 | $3.40 | $31.77 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $40.26 |
| 2nd year | 75% | $32.74 | $3.93 | $36.67 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $45.16 |
| 3rd year | 90% | $39.29 | $4.71 | $44.00 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $52.49 |

moveUp

**CMAW / DLI CONTRACTORS INC. BC INDUSTRIAL AGREEMENT** **January 1, 2025 - December 27, 2027**

**SCHEDULE "A1.1** **EMPLOYER CONTRIBUTIONS**

**Effective February 2, 2025 to January 3, 2026**

| Employee Classification | Base Rate | VP/SHP (12%) | Sub Total | Employer Contributions | | | | | Total Package |
|---|---|---|---|---|---|---|---|---|---|
| | | | | Benefits | Pension Plan | Appr Training | Admin Fund | Member Assist | |
| **Journeyperson Base Rates** | | 12.0% | | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | |
| **Boilermaker** | $49.54 | $5.94 | $55.48 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $63.57 |
| **Carpenter** | $47.87 | $5.74 | $53.61 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $61.70 |
| **Electrician** | $49.54 | $5.94 | $55.48 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $63.57 |
| **Insulator** | $47.87 | $5.74 | $53.61 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $61.70 |
| **Instrument Technician** | $52.90 | $6.35 | $59.25 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $67.34 |
| **Helper - up to 200 hours** | $26.44 | $3.17 | $29.61 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $37.70 |
| **Helper - up to 400 hours** | $28.64 | $3.44 | $32.08 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $40.17 |
| **Helper - 400+ hours** | $30.86 | $3.70 | $34.56 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $42.65 |
| **Ironworker** | $47.87 | $5.74 | $53.61 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $61.70 |
| **Labourer - Entry Level** | $25.56 | $3.07 | $28.63 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $36.72 |
| **Labourer - Intermediate** | $30.03 | $3.60 | $33.63 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $41.72 |
| **Labourer - Skilled** | $33.93 | $4.07 | $38.00 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $46.09 |
| **Machinist** | $49.54 | $5.94 | $55.48 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $63.57 |
| **Millwright** | $52.90 | $6.35 | $59.25 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $67.34 |
| **Pipefitter** | $49.54 | $5.94 | $55.48 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $63.57 |
| **Scaffolder** | $47.87 | $5.74 | $53.61 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $61.70 |
| **Utility Person** | $33.36 | $4.00 | $37.36 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $45.45 |
| **Welder B. Pressure** | $51.22 | $6.15 | $57.37 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $65.46 |
| **Welder C. Ticket** | $47.31 | $5.68 | $52.99 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $61.08 |
| **Operator Equipment - Light** | $33.93 | $4.07 | $38.00 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $46.09 |
| **Operator Equipment - Heavy** | $47.87 | $5.74 | $53.61 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $61.70 |
| **Truck Driver - Basic** | $34.18 | $4.10 | $38.28 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $46.37 |
| **Truck Driver - Intermediate** | $43.72 | $5.25 | $48.97 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $57.06 |
| **Truck Driver - Heavy** | $47.87 | $5.74 | $53.61 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $61.70 |
| **Operator, Crane 0 - 49 T** | $48.18 | $5.78 | $53.96 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $62.05 |
| **Operator, C rane 50 - 249 T** | $48.87 | $5.86 | $54.73 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $62.82 |
| **Operator, Crane + 250 T** | $49.54 | $5.94 | $55.48 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $63.57 |

** Premiums
Foreman - 115% of Journeyperson Rate
General Foreman - 120% of Journeyperson Rate
Job Steward - $1.50 per hour

moveUP

**SCHEDULE "A1.2"** **EMPLOYER CONTRIBUTIONS**

**Effective February 2, 2025 to January 3, 2026**

| 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% | | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | |
| **Apprentice - Boilermaker** | | | | | | | | | | |
| | | $ 49.54 | | | | | | | | |
| 1st year | 60% | $29.72 | $3.57 | $33.29 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $41.38 |
| 2nd year | 70% | $34.68 | $4.16 | $38.84 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $46.93 |
| 3rd year | 80% | $39.63 | $4.76 | $44.39 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $52.48 |
| 4th year | 90% | $44.59 | $5.35 | $49.94 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $58.03 |
| **Apprentice - Carpenter** | | | | | | | | | | |
| | | $ 47.87 | | | | | | | | |
| 1st year | 60% | $28.72 | $3.45 | $32.17 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $40.26 |
| 2nd year | 70% | $33.51 | $4.02 | $37.53 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $45.62 |
| 3rd year | 80% | $38.30 | $4.60 | $42.90 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $50.99 |
| 4th year | 90% | $43.08 | $5.17 | $48.25 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $56.34 |
| **Apprentice - Electrician** | | | | | | | | | | |
| | | $ 49.54 | | | | | | | | |
| 1st year | 60% | $29.72 | $3.57 | $33.29 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $41.38 |
| 2nd year | 70% | $34.68 | $4.16 | $38.84 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $46.93 |
| 3rd year | 80% | $39.63 | $4.76 | $44.39 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $52.48 |
| 4th year | 90% | $44.59 | $5.35 | $49.94 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $58.03 |
| **Apprentice - Insulator** | | | | | | | | | | |
| | | $ 47.87 | | | | | | | | |
| 1st year | 60% | $28.72 | $3.45 | $32.17 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $40.26 |
| 2nd year | 70% | $33.51 | $4.02 | $37.53 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $45.62 |
| 3rd year | 80% | $38.30 | $4.60 | $42.90 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $50.99 |
| 4th year | 90% | $43.08 | $5.17 | $48.25 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $56.34 |
| **Apprentice - Instrument Technician** | | | | | | | | | | |
| | | $ 52.90 | | | | | | | | |
| 1st year | 60% | $31.74 | $3.81 | $35.55 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $43.64 |
| 2nd year | 70% | $37.03 | $4.44 | $41.47 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $49.56 |
| 3rd year | 80% | $42.32 | $5.08 | $47.40 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $55.49 |
| 4th year | 90% | $47.61 | $5.71 | $53.32 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $61.41 |
| **Apprentice - Ironworker** | | | | | | | | | | |
| | | $ 47.87 | | | | | | | | |
| 1st year | 65% | $31.12 | $3.73 | $34.85 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $42.94 |
| 2nd year | 75% | $35.90 | $4.31 | $40.21 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $48.30 |
| 3rd year | 90% | $43.08 | $5.17 | $48.25 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $56.34 |
| **Apprentice - Millwright/Machinist** | | | | | | | | | | |
| | | $ 52.90 | | | | | | | | |
| 1st year | 60% | $31.74 | $3.81 | $35.55 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $43.64 |
| 2nd year | 70% | $37.03 | $4.44 | $41.47 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $49.56 |
| 3rd year | 80% | $42.32 | $5.08 | $47.40 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $55.49 |
| 4th year | 90% | $47.61 | $5.71 | $53.32 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $61.41 |
| **Apprentice - Pipefitter** | | | | | | | | | | |
| | | $ 49.54 | | | | | | | | |
| 1st year | 60% | $29.72 | $3.57 | $33.29 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $41.38 |
| 2nd year | 70% | $34.68 | $4.16 | $38.84 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $46.93 |
| 3rd year | 80% | $39.63 | $4.76 | $44.39 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $52.48 |
| 4th year | 90% | $44.59 | $5.35 | $49.94 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $58.03 |
| **Apprentice - Welder C** | | | | | | | | | | |
| | | $ 47.31 | | | | | | | | |
| 1st year | 65% | $30.75 | $3.69 | $34.44 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $42.53 |
| 2nd year | 75% | $35.48 | $4.26 | $39.74 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $47.83 |
| 3rd year | 90% | $42.58 | $5.11 | $47.69 | $3.00 | $4.34 | $0.35 | $0.35 | $0.05 | $55.78 |

**CMAW / DLI CONTRACTORS INC. BC INDUSTRIAL AGREEMENT** **January 1, 2025 - December 27, 2027**

**SCHEDULE "A1.3** **EMPLOYER CONTRIBUTIONS**

**Effective January 4, 2026 to January 2, 2027**

| Employee Classification | Base Rate | VP/SHP (12%) | Sub Total | Employer Contributions | | | | | Total Package |
|---|---|---|---|---|---|---|---|---|---|
| | | | | Benefits | Pension Plan | Appr Training | Admin Fund | Member Assist | |
| **Journeyperson Base Rates** | | 12.0% | | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | |
| **Boilermaker** | $51.06 | $6.13 | $57.19 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $65.48 |
| **Carpenter** | $49.35 | $5.92 | $55.27 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $63.56 |
| **Electrician** | $51.06 | $6.13 | $57.19 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $65.48 |
| **Insulator** | $49.35 | $5.92 | $55.27 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $63.56 |
| **Instrument Technician** | $54.53 | $6.54 | $61.07 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $69.36 |
| **Helper - up to 200 hours** | $27.27 | $3.27 | $30.54 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $38.83 |
| **Helper - up to 400 hours** | $29.54 | $3.54 | $33.08 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $41.37 |
| **Helper - 400+ hours** | $31.82 | $3.82 | $35.64 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $43.93 |
| **Ironworker** | $49.35 | $5.92 | $55.27 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $63.56 |
| **Labourer - Entry Level** | $26.37 | $3.16 | $29.53 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $37.82 |
| **Labourer - Intermediate** | $30.96 | $3.72 | $34.68 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $42.97 |
| **Labourer - Skilled** | $34.98 | $4.20 | $39.18 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $47.47 |
| **Machinist** | $51.06 | $6.13 | $57.19 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $65.48 |
| **Millwright** | $54.53 | $6.54 | $61.07 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $69.36 |
| **Pipefitter** | $51.06 | $6.13 | $57.19 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $65.48 |
| **Scaffolder** | $49.35 | $5.92 | $55.27 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $63.56 |
| **Utility Person** | $34.40 | $4.13 | $38.53 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $46.82 |
| **Welder B. Pressure** | $52.79 | $6.33 | $59.12 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $67.41 |
| **Welder C. Ticket** | $48.77 | $5.85 | $54.62 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $62.91 |
| **Operator Equipment - Light** | $34.98 | $4.20 | $39.18 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $47.47 |
| **Operator Equipment - Heavy** | $49.35 | $5.92 | $55.27 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $63.56 |
| **Truck Driver - Basic** | $35.24 | $4.23 | $39.47 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $47.76 |
| **Truck Driver - Intermediate** | $45.07 | $5.41 | $50.48 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $58.77 |
| **Truck Driver - Heavy** | $49.35 | $5.92 | $55.27 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $63.56 |
| **Operator, Crane 0 - 49 T** | $49.66 | $5.96 | $55.62 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $63.91 |
| **Operator, C rane 50 - 249 T** | $50.38 | $6.05 | $56.43 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $64.72 |
| **Operator, Crane + 250 T** | $51.06 | $6.13 | $57.19 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $65.48 |

** Premiums
Foreman - 115% of Journeyperson Rate
General Foreman - 120% of Journeyperson Rate
Job Steward - $1.50 per hour

moveUP

**SCHEDULE "A1.4"** **EMPLOYER CONTRIBUTIONS**

**Effective January 4, 2026 to January 2, 2027**

| 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% | | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | |
| **Apprentice - Boilermaker** | | | | | | | | | | |
| | | $ 51.06 | | | | | | | | |
| 1st year | 60% | $30.64 | $3.68 | $34.32 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $42.61 |
| 2nd year | 70% | $35.74 | $4.29 | $40.03 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $48.32 |
| 3rd year | 80% | $40.85 | $4.90 | $45.75 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $54.04 |
| 4th year | 90% | $45.95 | $5.51 | $51.46 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $59.75 |
| **Apprentice - Carpenter** | | | | | | | | | | |
| | | $ 49.35 | | | | | | | | |
| 1st year | 60% | $29.61 | $3.55 | $33.16 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $41.45 |
| 2nd year | 70% | $34.55 | $4.15 | $38.70 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $46.99 |
| 3rd year | 80% | $39.48 | $4.74 | $44.22 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $52.51 |
| 4th year | 90% | $44.42 | $5.33 | $49.75 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $58.04 |
| **Apprentice - Electrician** | | | | | | | | | | |
| | | $ 51.06 | | | | | | | | |
| 1st year | 60% | $30.64 | $3.68 | $34.32 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $42.61 |
| 2nd year | 70% | $35.74 | $4.29 | $40.03 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $48.32 |
| 3rd year | 80% | $40.85 | $4.90 | $45.75 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $54.04 |
| 4th year | 90% | $45.95 | $5.51 | $51.46 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $59.75 |
| **Apprentice - Insulator** | | | | | | | | | | |
| | | $ 49.35 | | | | | | | | |
| 1st year | 60% | $29.61 | $3.55 | $33.16 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $41.45 |
| 2nd year | 70% | $34.55 | $4.15 | $38.70 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $46.99 |
| 3rd year | 80% | $39.48 | $4.74 | $44.22 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $52.51 |
| 4th year | 90% | $44.42 | $5.33 | $49.75 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $58.04 |
| **Apprentice - Instrument Technician** | | | | | | | | | | |
| | | $ 54.53 | | | | | | | | |
| 1st year | 60% | $32.72 | $3.93 | $36.65 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $44.94 |
| 2nd year | 70% | $38.17 | $4.58 | $42.75 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $51.04 |
| 3rd year | 80% | $43.62 | $5.23 | $48.85 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $57.14 |
| 4th year | 90% | $49.08 | $5.89 | $54.97 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $63.26 |
| **Apprentice - Ironworker** | | | | | | | | | | |
| | | $ 49.35 | | | | | | | | |
| 1st year | 65% | $32.08 | $3.85 | $35.93 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $44.22 |
| 2nd year | 75% | $37.01 | $4.44 | $41.45 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $49.74 |
| 3rd year | 90% | $44.42 | $5.33 | $49.75 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $58.04 |
| **Apprentice - Millwright/Machinist** | | | | | | | | | | |
| | | $ 54.53 | | | | | | | | |
| 1st year | 60% | $32.72 | $3.93 | $36.65 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $44.94 |
| 2nd year | 70% | $38.17 | $4.58 | $42.75 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $51.04 |
| 3rd year | 80% | $43.62 | $5.23 | $48.85 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $57.14 |
| 4th year | 90% | $49.08 | $5.89 | $54.97 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $63.26 |
| **Apprentice - Pipefitter** | | | | | | | | | | |
| | | $ 51.06 | | | | | | | | |
| 1st year | 60% | $30.64 | $3.68 | $34.32 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $42.61 |
| 2nd year | 70% | $35.74 | $4.29 | $40.03 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $48.32 |
| 3rd year | 80% | $40.85 | $4.90 | $45.75 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $54.04 |
| 4th year | 90% | $45.95 | $5.51 | $51.46 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $59.75 |
| **Apprentice - Welder C** | | | | | | | | | | |
| | | $ 48.77 | | | | | | | | |
| 1st year | 65% | $31.70 | $3.80 | $35.50 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $43.79 |
| 2nd year | 75% | $36.58 | $4.39 | $40.97 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $49.26 |
| 3rd year | 90% | $43.89 | $5.27 | $49.16 | $3.05 | $4.39 | $0.40 | $0.40 | $0.05 | $57.45 |

**SCHEDULE "A1.5** **EMPLOYER CONTRIBUTIONS**

**Effective January 3, 2027 to January 1, 2028**

| Employee Classification | Base Rate | VP/SHP (12%) | Sub Total | Employer Contributions | | | | | Total Package |
|---|---|---|---|---|---|---|---|---|---|
| | | | | Benefits | Pension Plan | Appr Training | Admin Fund | Member Assist | |
| **Journeyperson Base Rates** | | 12.0% | | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | |
| **Boilermaker** | $52.63 | $6.32 | $58.95 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $67.44 |
| **Carpenter** | $50.87 | $6.10 | $56.97 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $65.46 |
| **Electrician** | $52.63 | $6.32 | $58.95 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $67.44 |
| **Insulator** | $50.87 | $6.10 | $56.97 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $65.46 |
| **Instrument Technician** | $56.20 | $6.74 | $62.94 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $71.43 |
| **Helper - up to 200 hours** | $28.12 | $3.37 | $31.49 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $39.98 |
| **Helper - up to 400 hours** | $30.46 | $3.66 | $34.12 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $42.61 |
| **Helper - 400+ hours** | $32.82 | $3.94 | $36.76 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $45.25 |
| **Ironworker** | $50.87 | $6.10 | $56.97 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $65.46 |
| **Labourer - Entry Level** | $27.20 | $3.26 | $30.46 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $38.95 |
| **Labourer - Intermediate** | $31.94 | $3.83 | $35.77 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $44.26 |
| **Labourer - Skilled** | $36.08 | $4.33 | $40.41 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $48.90 |
| **Machinist** | $52.63 | $6.32 | $58.95 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $67.44 |
| **Millwright** | $56.20 | $6.74 | $62.94 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $71.43 |
| **Pipefitter** | $52.63 | $6.32 | $58.95 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $67.44 |
| **Scaffolder** | $50.87 | $6.10 | $56.97 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $65.46 |
| **Utility Person** | $35.47 | $4.26 | $39.73 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $48.22 |
| **Welder B. Pressure** | $54.43 | $6.53 | $60.96 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $69.45 |
| **Welder C. Ticket** | $50.28 | $6.03 | $56.31 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $64.80 |
| **Operator Equipment - Light** | $36.08 | $4.33 | $40.41 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $48.90 |
| **Operator Equipment - Heavy** | $50.87 | $6.10 | $56.97 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $65.46 |
| **Truck Driver - Basic** | $36.34 | $4.36 | $40.70 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $49.19 |
| **Truck Driver - Intermediate** | $46.46 | $5.58 | $52.04 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $60.53 |
| **Truck Driver - Heavy** | $50.87 | $6.10 | $56.97 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $65.46 |
| **Operator, Crane 0 - 49 T** | $51.20 | $6.14 | $57.34 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $65.83 |
| **Operator, C rane 50 - 249 T** | $51.94 | $6.23 | $58.17 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $66.66 |
| **Operator, Crane + 250 T** | $52.63 | $6.32 | $58.95 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $67.44 |

** Premiums
Foreman - 115% of Journeyperson Rate
General Foreman - 120% of Journeyperson Rate
Job Steward - $1.50 per hour

moveUP

**SCHEDULE "A1.6"** **EMPLOYER CONTRIBUTIONS**

**Effective January 3, 2027 to January 1, 2028**

| 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% | | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | |
| **Apprentice - Boilermaker** | | | | | | | | | | |
| | | $ 52.63 | | | | | | | | |
| 1st year | 60% | $31.58 | $3.79 | $35.37 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $43.86 |
| 2nd year | 70% | $36.84 | $4.42 | $41.26 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $49.75 |
| 3rd year | 80% | $42.10 | $5.05 | $47.15 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $55.64 |
| 4th year | 90% | $47.37 | $5.68 | $53.05 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $61.54 |
| **Apprentice - Carpenter** | | | | | | | | | | |
| | | $ 50.87 | | | | | | | | |
| 1st year | 60% | $30.52 | $3.66 | $34.18 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $42.67 |
| 2nd year | 70% | $35.61 | $4.27 | $39.88 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $48.37 |
| 3rd year | 80% | $40.70 | $4.88 | $45.58 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $54.07 |
| 4th year | 90% | $45.78 | $5.49 | $51.27 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $59.76 |
| **Apprentice - Electrician** | | | | | | | | | | |
| | | $ 52.63 | | | | | | | | |
| 1st year | 60% | $31.58 | $3.79 | $35.37 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $43.86 |
| 2nd year | 70% | $36.84 | $4.42 | $41.26 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $49.75 |
| 3rd year | 80% | $42.10 | $5.05 | $47.15 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $55.64 |
| 4th year | 90% | $47.37 | $5.68 | $53.05 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $61.54 |
| **Apprentice - Insulator** | | | | | | | | | | |
| | | $ 50.87 | | | | | | | | |
| 1st year | 60% | $30.52 | $3.66 | $34.18 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $42.67 |
| 2nd year | 70% | $35.61 | $4.27 | $39.88 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $48.37 |
| 3rd year | 80% | $40.70 | $4.88 | $45.58 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $54.07 |
| 4th year | 90% | $45.78 | $5.49 | $51.27 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $59.76 |
| **Apprentice - Instrument Technician** | | | | | | | | | | |
| | | $ 56.20 | | | | | | | | |
| 1st year | 60% | $33.72 | $4.05 | $37.77 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $46.26 |
| 2nd year | 70% | $39.34 | $4.72 | $44.06 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $52.55 |
| 3rd year | 80% | $44.96 | $5.40 | $50.36 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $58.85 |
| 4th year | 90% | $50.58 | $6.07 | $56.65 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $65.14 |
| **Apprentice - Ironworker** | | | | | | | | | | |
| | | $ 50.87 | | | | | | | | |
| 1st year | 65% | $33.07 | $3.97 | $37.04 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $45.53 |
| 2nd year | 75% | $38.15 | $4.58 | $42.73 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $51.22 |
| 3rd year | 90% | $45.78 | $5.49 | $51.27 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $59.76 |
| **Apprentice - Millwright/Machinist** | | | | | | | | | | |
| | | $ 56.20 | | | | | | | | |
| 1st year | 60% | $33.72 | $4.05 | $37.77 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $46.26 |
| 2nd year | 70% | $39.34 | $4.72 | $44.06 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $52.55 |
| 3rd year | 80% | $44.96 | $5.40 | $50.36 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $58.85 |
| 4th year | 90% | $50.58 | $6.07 | $56.65 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $65.14 |
| **Apprentice - Pipefitter** | | | | | | | | | | |
| | | $ 52.63 | | | | | | | | |
| 1st year | 60% | $31.58 | $3.79 | $35.37 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $43.86 |
| 2nd year | 70% | $36.84 | $4.42 | $41.26 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $49.75 |
| 3rd year | 80% | $42.10 | $5.05 | $47.15 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $55.64 |
| 4th year | 90% | $47.37 | $5.68 | $53.05 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $61.54 |
| **Apprentice - Welder C** | | | | | | | | | | |
| | | $ 50.28 | | | | | | | | |
| 1st year | 65% | $32.68 | $3.92 | $36.60 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $45.09 |
| 2nd year | 75% | $37.71 | $4.53 | $42.24 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $50.73 |
| 3rd year | 90% | $45.25 | $5.43 | $50.68 | $3.10 | $4.44 | $0.45 | $0.45 | $0.05 | $59.17 |