

SCHEDULE "A1.3"

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

Schedule "A1.3" shall apply to all commercial and institutional projects which are located inside the Lower Mainland/Fraser Valley

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

Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions						Total Package
						Benefit Plan	Pension Plan	Admin Fund	Training Fund	Member Assist	Rehab Plan	
Base Rates		39.63	1.25	40.88	12%	2.70	4.24	0.30	0.18	0.05	0.05	
Journey person												
General Foreman (GF)	125%	49.54	1.25	50.79	6.09	2.70	4.24	0.30	0.18	0.05	0.05	64.40
Foreman (FM)	115%	45.57	1.25	46.82	5.62	2.70	4.24	0.30	0.18	0.05	0.05	59.96
Certified Journey Person (CJP)	100%	39.63	1.25	40.88	4.91	2.70	4.24	0.30	0.18	0.05	0.05	53.31
Uncertified (CJP)	90%	35.67	1.25	36.92	4.43	2.70	4.24	0.30	0.18	0.05	0.05	48.87
Apprentice Carpenter												
4th Term (4th)	90%	35.67	1.25	36.92	4.43	2.70	3.82	0.30	0.18	0.05	0.05	48.45
3rd Term (3rd)	80%	31.70	1.25	32.95	3.95	2.70	3.39	0.30	0.18	0.05	0.05	43.57
2nd Term (2nd)	70%	27.74	1.25	28.99	3.48	2.70	2.97	0.30	0.18	0.05	0.05	38.72
1st Term (1st)	60%	23.78	1.25	25.03	3.00	2.70	2.54	0.30	0.18	0.05	0.05	33.85
Material Handler/Pre- Apprentice (MH/PA)	55%	21.80	1.25	23.05	2.77	2.70	2.54	0.30	0.18	0.05	0.05	31.64

Field Dues are calculated on hours 'Worked'

SCHEDULE "B1.3"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
INSIDE LOWER MAINLAND/FRASER VALLEY

Schedule "B1.3" shall apply to all commercial and institutional projects which are located inside the Lower Mainland/Fraser Valley.

"Inside" Lower Mainland/Fraser Valley

Effective April 1 2025

		Employer Classifications							
		<<<Apprentice Carpenters>>>							
		GF	FM	CJP	4th	3rd	2nd	1st	MH/PA
Employer Contributions:					90%	80%	70%	60%	55%
CMAW Benefit Plan	2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.70
Carpentry Workers Pension Plan	4.24	4.24	4.24	4.24	3.82	3.39	2.97	2.54	2.33
CMAW Administration Fund	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
CMAW Training Fund	0.18	0.18	0.18	0.18	0.18	0.18	0.18	0.18	0.18
Member Assistance	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Rehabilitation Plan	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
* Total Employer Contributions	7.52	7.52	7.52	7.52	7.10	6.67	6.25	5.82	5.61
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	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
* Total Employee Contributions	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20
Total Hourly Remittance to CWF									
ST	8.47	8.47	8.47	8.47	8.05	7.62	7.20	6.77	6.56
1.5x OT	8.47	8.47	8.47	8.47	8.05	7.62	7.20	6.77	6.56
2x OT	8.47	8.47	8.47	8.47	8.05	7.62	7.20	6.77	6.56
Total Hourly Remittance to Other Locals									
ST	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
1.5x OT	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
2x OT	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25

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

SCHEDULE "A2.3"

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

Schedule "A2.3" shall apply to all commercial and institutional projects which are located outside the Lower Mainland/Fraser Valley

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

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions						Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Member Assist	Rehab Plan	
Base Rates		39.87	12%	2.70	4.24	0.30	0.18	0.05	0.05	
Journey person										
General Foreman (GF)	125%	49.84	5.98	2.70	4.24	0.30	0.18	0.05	0.05	63.34
Foreman (FM)	115%	45.85	5.50	2.70	4.24	0.30	0.18	0.05	0.05	58.87
Certified Journey Person (CJP)	100%	39.87	4.78	2.70	4.24	0.30	0.18	0.05	0.05	52.17
Uncertified (CJP)	90%	35.88	4.31	2.70	4.24	0.30	0.18	0.05	0.05	47.71
Apprentice Carpenter										
4th Term (4th)	90%	35.88	4.31	2.70	3.82	0.30	0.18	0.05	0.05	47.29
3rd Term (3rd)	80%	31.90	3.83	2.70	3.39	0.30	0.18	0.05	0.05	42.40
2nd Term (2nd)	70%	27.91	3.35	2.70	2.97	0.30	0.18	0.05	0.05	37.51
1st Term (1st)	60%	23.92	2.87	2.70	2.54	0.30	0.18	0.05	0.05	32.62
Material Handler/Pre-Apprentice	55%	21.93	2.63	2.70	2.33	0.30	0.18	0.05	0.05	30.17

Field Dues are calculated on hours 'Worked'



SCHEDULE "B2.3"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
OUTSIDE LOWER MAINLAND/FRASER VALLEY

Schedule "B2.3" shall apply to all commercial and institutional projects which are located outside the Lower Mainland/Fraser Valley

"Outside" Lower Mainland/Fraser Valley

Effective April 1 2025

		Employer Classifications							
		<<<Apprentice Carpenters>>>							
		GF	FM	CJP	4th	3rd	2nd	1st	MH/PA
Employer Contributions:					90%	80%	70%	60%	55%
CMAW Benefit Plan	2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.70
Carpentry Workers Pension Plan	4.24	4.24	4.24	4.24	3.82	3.39	2.97	2.54	2.33
CMAW Administration Fund	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
CMAW Training Fund	0.18	0.18	0.18	0.18	0.18	0.18	0.18	0.18	0.18
Member Assistance	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Rehabilitation Plan	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
* Total Employer Contributions	7.52	7.52	7.52	7.52	7.10	6.67	6.25	5.82	5.61
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 4.702							
* 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	8.47	8.47	8.47	8.47	8.05	7.62	7.20	6.77	6.56
1.5x OT	8.47	8.47	8.47	8.47	8.05	7.62	7.20	6.77	6.56
2x OT	8.47	8.47	8.47	8.47	8.05	7.62	7.20	6.77	6.56
Total Hourly Remittance to Other 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 worked".

SCHEDULE "A1.3"

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

Schedule "A1.3" shall apply to all residential projects which are located outside the Lower Mainland/Fraser Valley

"Outside" Lower Mainland/Fraser Valley

Effective April 01 2025

<u>Employee Classifications</u>	<u>%</u>	<u>Base Rate</u>	<u>VP/SHP (12%)</u>	<u>Employer Contributions</u>						<u>Total Package</u>
				<u>Benefit Plan</u>	<u>Pension Plan</u>	<u>Admin Fund</u>	<u>Training Fund</u>	<u>Member Assistance</u>	<u>Rehab Plan</u>	
Base Rates		37.17	12%	2.70	4.24	0.30	0.18	0.05	0.05	
Journey person										
General Foreman (GF)	125%	46.46	5.58	2.70	4.24	0.30	0.18	0.05	0.05	59.56
Foreman (FM)	115%	42.75	5.13	2.70	4.24	0.30	0.18	0.05	0.05	55.40
Certified Journey Person (CJP)	100%	37.17	4.46	2.70	4.24	0.30	0.18	0.05	0.05	49.15
Uncertified (CJP)	90%	33.45	4.01	2.70	4.24	0.30	0.18	0.05	0.05	44.98
Apprentice Carpenter										
4th Term (4th)	90%	33.45	4.01	2.70	3.82	0.30	0.18	0.05	0.05	44.56
3rd Term (3rd)	80%	29.74	3.57	2.70	3.39	0.30	0.18	0.05	0.05	39.98
2nd Term (2nd)	65%	24.16	2.90	2.70	2.76	0.30	0.18	0.05	0.05	33.10
1st Term (1st)	55%	20.44	2.45	2.70	2.33	0.30	0.18	0.05	0.05	28.51
Material Handler/Pre-Apprentice (MH/PA)	55%	20.44	2.45	2.70	2.33	0.30	0.18	0.05	0.05	28.51

Field Dues are calculated on hours 'Worked'

SCHEDULE "B1.3"

**EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
 OUTSIDE LOWER MAINLAND/FRASER VALLEY**

Schedule "B1.3" shall apply to all residential projects which are located outside the Lower Mainland/Fraser Valley

"Outside" Lower Mainland/Fraser Valley

Effective April 01 2025

		Employer Classifications							
		<<<Apprentice Carpenters>>>							
		GF	FM	CJP	4th	3rd	2nd	1st	MH/PA
Employer Contributions:					90%	80%	65%	55%	55%
CMAW Benefit Plan	2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.70
Carpentry Workers Pension Plan	4.24	4.24	4.24	4.24	3.82	3.39	2.76	2.33	2.33
CMAW Administration Fund	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
CMAW Training Fund	0.18	0.18	0.18	0.18	0.18	0.18	0.18	0.18	0.18
Member Assistance Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Rehabilitation Plan	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
* Total Employer Contributions	7.52	7.52	7.52	7.52	7.10	6.67	6.04	5.61	5.61
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 4.702							
* 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	8.47	8.47	8.47	8.05	7.62	6.99	6.56
	1.5x OT	8.47	8.47	8.47	8.05	7.62	6.99	6.56	6.56
	2x OT	8.47	8.47	8.47	8.05	7.62	6.99	6.56	6.56
Total Hourly Remittance to Other 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 worked".