

SCHEDULE "A1.1"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG

Effective May 1, 2026

Employee Classifications	%	Base Rate	VP/SHP (12%)	SUB TOTAL	Employer Contributions						Total Package
					Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	Member Assist	
Base Rates		51.72	12%		3.00	4.39	0.35	0.35	0.05	0.05	
Journeyman											
General Foreperson (GFP)	120%	62.06	7.45	69.51	3.00	4.39	0.35	0.35	0.05	0.05	77.70
Foreperson (FP)	115%	59.48	7.14	66.62	3.00	4.39	0.35	0.35	0.05	0.05	74.81
Certified Journeyman (CJP)	100%	51.72	6.21	57.93	3.00	4.39	0.35	0.35	0.05	0.05	66.12
Apprentice - 4 Year Schedule											
4th Term	90%	46.55	5.59	52.14	3.00	3.95	0.35	0.35	0.05	0.05	59.89
3rd Term	80%	41.38	4.97	46.35	3.00	3.51	0.35	0.35	0.05	0.05	53.66
2nd Term	65%	33.62	4.03	37.65	3.00	2.85	0.35	0.35	0.05	0.05	44.30
1st Term	55%	28.45	3.41	31.86	3.00	2.41	0.35	0.35	0.05	0.05	38.07
Apprentice - 3 Year Schedule											
3rd Term	85%	43.96	5.28	49.24	3.00	3.73	0.35	0.35	0.05	0.05	56.77
2nd Term	75%	38.79	4.65	43.44	3.00	3.29	0.35	0.35	0.05	0.05	50.53
1st Term	60%	31.03	3.72	34.75	3.00	2.63	0.35	0.35	0.05	0.05	41.18
Labourer											
up to 100 hours	55%	28.45	3.41	31.86	3.00	2.41	0.35	0.35	0.05	0.05	38.07
100 - 200 hours	60%	31.03	3.72	34.75	3.00	2.63	0.35	0.35	0.05	0.05	41.18
200 hours	65%	33.62	4.03	37.65	3.00	2.85	0.35	0.35	0.05	0.05	44.30

Deductions & Field Dues of \$1.00 per hour are calculated on hours "Earned"

Local Union Check Off - see article 4.10

SCHEDULE "B1.1"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Effective May 1, 2026

		Employer Classifications								
		<<< Apprentice/Labourer >>>								
		CJP/FP/GFP	90%	85%	80%	75%	70%	65%	60%	55%
Employer Contributions:										
CMAW Benefit Plan	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
CMAW Pension Plan	4.39	4.39	3.95	3.73	3.51	3.29	3.07	2.85	2.63	2.41
CMAW Administration Fund	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35
CMAW Training Fund	0.35	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	0.05
Member Assistance	0.05	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	7.75	7.53	7.31	7.09	6.87	6.65	6.43	6.21
Employee Contributions:										
Field Dues	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Local Union Check Off		Refer to Article 4.10								
* Total Employee Contributions	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Total Hourly Remittance to CWF		ST	9.19	8.75	8.53	8.31	8.09	7.87	7.65	7.43
		1.5x OT	13.79	13.13	12.80	12.47	12.14	11.81	11.48	10.82
		2x OT	18.38	17.50	17.06	16.62	16.19	15.75	15.31	14.43
Total Hourly Remittance to Other Locals		ST	Refer to Article 4.10							
		1.5x OT	Refer to Article 4.10							
		2x OT	Refer to Article 4.10							

* 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

Effective May 1, 2027

Employee Classifications	%	Base Rate	VP/SHP (12%)	SUB TOTAL	Employer Contributions						Total Package
					Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	Member Assist	
Base Rates		52.97	12%		3.00	4.44	0.35	0.45	0.05	0.05	
Journey person											
General Foreperson (GFP)	120%	63.56	7.63	71.19	3.00	4.44	0.35	0.45	0.05	0.05	79.53
Foreperson (FP)	115%	60.92	7.31	68.23	3.00	4.44	0.35	0.45	0.05	0.05	76.57
Certified Journey person (CJP)	100%	52.97	6.36	59.33	3.00	4.44	0.35	0.45	0.05	0.05	67.67
Apprentice - 4 Year Schedule											
4th Term	90%	47.67	5.72	53.39	3.00	4.00	0.35	0.45	0.05	0.05	61.29
3rd Term	80%	42.38	5.09	47.47	3.00	3.55	0.35	0.45	0.05	0.05	54.92
2nd Term	65%	34.43	4.13	38.56	3.00	2.89	0.35	0.45	0.05	0.05	45.35
1st Term	55%	29.13	3.50	32.63	3.00	2.44	0.35	0.45	0.05	0.05	38.97
Apprentice - 3 Year Schedule											
3rd Term	85%	45.02	5.40	50.42	3.00	3.77	0.35	0.45	0.05	0.05	58.09
2nd Term	75%	39.73	4.77	44.50	3.00	3.33	0.35	0.45	0.05	0.05	51.73
1st Term	60%	31.78	3.81	35.59	3.00	2.66	0.35	0.45	0.05	0.05	42.15
Labourer											
up to 100 hours	55%	29.13	3.50	32.63	3.00	2.44	0.35	0.45	0.05	0.05	38.97
100 - 200 hours	60%	31.78	3.81	35.59	3.00	2.66	0.35	0.45	0.05	0.05	42.15
200 hours	65%	34.43	4.13	38.56	3.00	2.89	0.35	0.45	0.05	0.05	45.35

Deductions & Field Dues of \$1.00 per hour are calculated on hours "Earned"

Local Union Check Off - see article 4.10

SCHEDULE "B1.2"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Effective May 1, 2027

		Employer Classifications									
		<<< Apprentice/Labourer >>>									
		CJP/FP/GFP	90%	85%	80%	75%	70%	65%	60%	55%	
Employer Contributions:											
CMAW Benefit Plan	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	
CMAW Pension Plan	4.44	4.44	4.00	3.77	3.55	3.33	3.11	2.89	2.66	2.44	
CMAW Administration Fund	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	
CMAW Training Fund	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	
Rehabilitation Plan	0.05	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	0.05	
* Total Employer Contributions	8.34	8.34	7.90	7.67	7.45	7.23	7.01	6.79	6.56	6.34	
Employee Contributions:											
Field Dues	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Local Union Check Off		Refer to Article 4.10									
* Total Employee Contributions	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Total Hourly Remittance to CWF		ST	9.34	8.90	8.67	8.45	8.23	8.01	7.79	7.56	7.34
	1.5x OT	14.01	13.34	13.01	12.68	12.35	12.01	11.68	11.35	11.01	
	2x OT	18.68	17.79	17.35	16.90	16.46	16.02	15.57	15.13	14.68	
Total Hourly Remittance to Other Locals		ST	Refer to Article 4.10								
	1.5x OT		Refer to Article 4.10								
	2x OT		Refer to Article 4.10								

* 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

Effective May 1, 2028

Employee Classifications	%	Base Rate	VP/SHP (12%)	SUB TOTAL	Employer Contributions						Total Package
					Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	Member Assist	
Base Rates		54.26	12%		3.05	4.49	0.35	0.50	0.05	0.05	
Journeyman											
General Foreperson (GFP)	120%	65.11	7.81	72.92	3.05	4.49	0.35	0.50	0.05	0.05	81.41
Foreperson (FP)	115%	62.40	7.49	69.89	3.05	4.49	0.35	0.50	0.05	0.05	78.38
Certified Journeyman (CJP)	100%	54.26	6.51	60.77	3.05	4.49	0.35	0.50	0.05	0.05	69.26
Apprentice - 4 Year Schedule											
4th Term	90%	48.83	5.86	54.69	3.05	4.04	0.35	0.50	0.05	0.05	62.73
3rd Term	80%	43.41	5.21	48.62	3.05	3.59	0.35	0.50	0.05	0.05	56.21
2nd Term	65%	35.27	4.23	39.50	3.05	2.92	0.35	0.50	0.05	0.05	46.42
1st Term	55%	29.84	3.58	33.42	3.05	2.47	0.35	0.50	0.05	0.05	39.89
Apprentice - 3 Year Schedule											
3rd Term	85%	46.12	5.53	51.65	3.05	3.82	0.35	0.50	0.05	0.05	59.47
2nd Term	75%	40.70	4.88	45.58	3.05	3.37	0.35	0.50	0.05	0.05	52.95
1st Term	60%	32.56	3.91	36.47	3.05	2.69	0.35	0.50	0.05	0.05	43.16
Labourer											
up to 100 hours	55%	29.84	3.58	33.42	3.05	2.47	0.35	0.50	0.05	0.05	39.89
100 - 200 hours	60%	32.56	3.91	36.47	3.05	2.69	0.35	0.50	0.05	0.05	43.16
200 hours	65%	35.27	4.23	39.50	3.05	2.92	0.35	0.50	0.05	0.05	46.42

Deductions & Field Dues of \$1.00 per hour are calculated on hours "Earned"

Local Union Check Off - see article 4.10

SCHEDULE "B1.3"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Effective May 1, 2028

Employer Classifications										
<<< Apprentice/Labourer >>>										
		CJP/FP/GFP	90%	85%	80%	75%	70%	65%	60%	55%
Employer Contributions:										
CMAW Benefit Plan	3.05	3.05	3.05	3.05	3.05	3.05	3.05	3.05	3.05	3.05
CMAW Pension Plan	4.49	4.49	4.04	3.82	3.59	3.37	3.14	2.92	2.69	2.47
CMAW Administration Fund	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35
CMAW Training Fund	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Rehabilitation Plan	0.05	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	0.05
* Total Employer Contributions	8.49	8.49	8.04	7.82	7.59	7.37	7.14	6.92	6.69	6.47
Employee Contributions:										
Field Dues	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Local Union Check Off		Refer to Article 4.10								
* Total Employee Contributions	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Total Hourly Remittance to CWF	ST	9.49	9.04	8.82	8.59	8.37	8.14	7.92	7.69	7.47
	1.5x OT	14.24	13.56	13.22	12.89	12.55	12.21	11.88	11.54	11.20
	2x OT	18.98	18.08	17.63	17.18	16.74	16.29	15.84	15.39	14.94
Total Hourly Remittance to Other Locals	ST	Refer to Article 4.10								
	1.5x OT	Refer to Article 4.10								
	2x OT	Refer to Article 4.10								

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

SCHEDULE "A1.4"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG

Effective May 1, 2029

Employee Classifications	%	Base Rate	VP/SHP (12%)	SUB TOTAL	Employer Contributions						Total Package
					Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	Member Assist	
Base Rates		55.58	12%		3.10	4.54	0.35	0.55	0.05	0.05	
Journeyman											
General Foreperson (GFP)	120%	66.70	8.00	74.70	3.10	4.54	0.35	0.55	0.05	0.05	83.34
Foreperson (FP)	115%	63.92	7.67	71.59	3.10	4.54	0.35	0.55	0.05	0.05	80.23
Certified Journeyman (CJP)	100%	55.58	6.67	62.25	3.10	4.54	0.35	0.55	0.05	0.05	70.89
Apprentice - 4 Year Schedule											
4th Term	90%	50.02	6.00	56.02	3.10	4.09	0.35	0.55	0.05	0.05	64.21
3rd Term	80%	44.46	5.34	49.80	3.10	3.63	0.35	0.55	0.05	0.05	57.53
2nd Term	65%	36.13	4.34	40.47	3.10	2.95	0.35	0.55	0.05	0.05	47.52
1st Term	55%	30.57	3.67	34.24	3.10	2.50	0.35	0.55	0.05	0.05	40.84
Apprentice - 3 Year Schedule											
3rd Term	85%	47.24	5.67	52.91	3.10	3.86	0.35	0.55	0.05	0.05	60.87
2nd Term	75%	41.69	5.00	46.69	3.10	3.41	0.35	0.55	0.05	0.05	54.20
1st Term	60%	33.35	4.00	37.35	3.10	2.72	0.35	0.55	0.05	0.05	44.17
Labourer											
up to 100 hours	55%	30.57	3.67	34.24	3.10	2.50	0.35	0.55	0.05	0.05	40.84
100 - 200 hours	60%	33.35	4.00	37.35	3.10	2.72	0.35	0.55	0.05	0.05	44.17
200 hours	65%	36.13	4.34	40.47	3.10	2.95	0.35	0.55	0.05	0.05	47.52

Deductions & Field Dues of \$1.00 per hour are calculated on hours "Earned"

Local Union Check Off - see article 4.10

SCHEDULE "B1.4"

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Effective May 1, 2029

		Employer Classifications									
		<<< Apprentice/Labourer >>>									
		CJP/FP/GFP	90%	85%	80%	75%	70%	65%	60%	55%	
Employer Contributions:											
CMAW Benefit Plan	3.10	3.10	3.10	3.10	3.10	3.10	3.10	3.10	3.10	3.10	
CMAW Pension Plan	4.54	4.54	4.09	3.86	3.63	3.41	3.18	2.95	2.72	2.50	
CMAW Administration Fund	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	
CMAW Training Fund	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	
Rehabilitation Plan	0.05	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	0.05	
* Total Employer Contributions	8.64	8.64	8.19	7.96	7.73	7.51	7.28	7.05	6.82	6.60	
Employee Contributions:											
Field Dues	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Local Union Check Off		Refer to Article 4.10									
* Total Employee Contributions	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Total Hourly Remittance to CWF		ST	9.64	9.19	8.96	8.73	8.51	8.28	8.05	7.82	7.60
	1.5x OT	14.46	13.78	13.44	13.10	12.76	12.42	12.08	11.74	11.40	
	2x OT	19.28	18.37	17.92	17.46	17.01	16.56	16.10	15.65	15.19	
Total Hourly Remittance to Other Locals		ST	Refer to Article 4.10								
	1.5x OT	Refer to Article 4.10									
	2x OT	Refer to Article 4.10									

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