

**SERVICE & MAINTENANCE AGREEMENT BETWEEN
INDEPENDENT CONTRACTORS & UA LOCAL 516
VANCOUVER ISLAND**

MAY 1, 2017 BASIC MINIMUM WAGE SCALE & FRINGE BENEFITS

			Rate Per Hour	Holiday Pay Per Hour	Health/Welfare Per Hour	Savings Plan Per Hour	Total Package Per Hour	
JOURNEYMEN*								
			\$ 41.25	\$ 5.66	\$ 3.21	\$ 10.75	\$ 60.87	
FOREMAN (110%)*								
			\$ 45.30	\$ 6.23	\$ 3.21	\$ 10.75	\$ 65.49	
GENERAL FOREMAN (115%)*								
			\$ 47.32	\$ 6.51	\$ 3.21	\$ 10.75	\$ 67.79	
* Journeymen, Foremen, & General Foremen rates include Gas B Ticket of \$0.80 per hour. Holiday Pay is not calculated on Gas B.								
APPRENTICES								
Level 1	35%		\$ 14.16	\$ 1.98	\$ 3.21	\$ 3.76	\$ 23.11	
Level 2	40%		\$ 16.18	\$ 2.27	\$ 3.21	\$ 4.30	\$ 25.96	
Level 3	50%		\$ 20.23	\$ 2.83	\$ 3.21	\$ 5.38	\$ 31.65	
Level 4	55%		\$ 22.25	\$ 3.12	\$ 3.21	\$ 5.91	\$ 34.49	
Level 5	60%		\$ 24.27	\$ 3.40	\$ 3.21	\$ 6.45	\$ 37.33	
Level 6	65%		\$ 26.29	\$ 3.68	\$ 3.21	\$ 6.99	\$ 40.17	
Level 7	70%		\$ 28.32	\$ 3.96	\$ 3.21	\$ 7.53	\$ 43.02	
Level 8	75%		\$ 30.34	\$ 4.25	\$ 3.21	\$ 8.06	\$ 45.86	
Level 9	80%		\$ 32.36	\$ 4.53	\$ 3.21	\$ 8.60	\$ 48.70	
Level 10	90%		\$ 36.41	\$ 5.10	\$ 3.21	\$ 9.68	\$ 54.40	
APPRENTICESHIPS ORIGINATING WITH LOCAL 516 AFTER MAY 1, 2015								
Level	%	Hours	School Required	Rate Per Hour	Holiday Pay Per Hour	Health/Welfare Per Hour	Savings Plan Per Hour	Total Package Per Hour
Level 1	35%	0-900	n/a	\$ 14.16	\$ 1.98	\$ 3.21	\$ 3.76	\$ 23.11
<i>Must complete TT1 (Technical Training) to advance to Level 2</i>								
Level 2	40%	901-1800	1	\$ 16.18	\$ 2.27	\$ 3.21	\$ 4.30	\$ 25.96
Level 3	40%	1801-2700	1	\$ 16.18	\$ 2.27	\$ 3.21	\$ 4.30	\$ 25.96
Level 4	40%	2701-3600	1	\$ 16.18	\$ 2.27	\$ 3.21	\$ 4.30	\$ 25.96
<i>Must complete TT2 to advance to Level 5</i>								
Level 5	50%	3601-4500	2	\$ 20.23	\$ 2.83	\$ 3.21	\$ 5.38	\$ 31.65
Level 6	55%	4501-5400	2	\$ 22.25	\$ 3.12	\$ 3.21	\$ 5.91	\$ 34.49
<i>Must complete TT3 to advance to Level 7</i>								
Level 7	60%	5401-6300	3	\$ 24.27	\$ 3.40	\$ 3.21	\$ 6.45	\$ 37.33
Level 8	70%	6301-7200	3	\$ 28.32	\$ 3.96	\$ 3.21	\$ 7.53	\$ 43.02
<i>Must complete TT4 to advance to Level 9</i>								
Level 9	80%	7201-8100	4	\$ 32.36	\$ 4.53	\$ 3.21	\$ 8.60	\$ 48.70
Level 10	90%	8101-8999	4	\$ 36.41	\$ 5.10	\$ 3.21	\$ 9.68	\$ 54.40
EMPLOYER'S MONTHLY REMITTANCE REPORT SUMMARY OF INDUSTRY FUNDS								
Health & Welfare							\$	3.21
Refrigeration Joint Administration Fund								0.87
Rehabilitation Fund								0.02
United Association Canadian Training Fund								0.05
Subtotal							\$	4.15
JARTS Education Fund								1.00
TOTAL							\$	5.15