

**SERVICE & MAINTENANCE AGREEMENT BETWEEN  
INDEPENDENT CONTRACTORS & UA LOCAL 516  
MAINLAND**

**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	
<b>JOURNEYMEN*</b>								
			\$ 43.04	\$ 5.91	\$ 3.21	\$ 8.75	\$ 60.91	
<b>FOREMAN (110%)*</b>								
			\$ 47.26	\$ 6.50	\$ 3.21	\$ 8.75	\$ 65.72	
<b>GENERAL FOREMAN (115%)*</b>								
			\$ 49.38	\$ 6.80	\$ 3.21	\$ 8.75	\$ 68.14	
* Journeymen, Foremen, & General Foremen rates include Gas B Ticket of \$0.80 per hour. Holiday Pay is not calculated on Gas B.								
<b>APPRENTICES</b>								
Level 1	35%		\$ 14.78	\$ 2.07	\$ 3.21	\$ 3.06	\$ 23.12	
Level 2	40%		\$ 16.90	\$ 2.37	\$ 3.21	\$ 3.50	\$ 25.98	
Level 3	50%		\$ 21.12	\$ 2.96	\$ 3.21	\$ 4.38	\$ 31.67	
Level 4	55%		\$ 23.23	\$ 3.25	\$ 3.21	\$ 4.81	\$ 34.50	
Level 5	60%		\$ 25.34	\$ 3.55	\$ 3.21	\$ 5.25	\$ 37.35	
Level 6	65%		\$ 27.46	\$ 3.84	\$ 3.21	\$ 5.69	\$ 40.20	
Level 7	70%		\$ 29.57	\$ 4.14	\$ 3.21	\$ 6.13	\$ 43.05	
Level 8	75%		\$ 31.68	\$ 4.44	\$ 3.21	\$ 6.56	\$ 45.89	
Level 9	80%		\$ 33.79	\$ 4.73	\$ 3.21	\$ 7.00	\$ 48.73	
Level 10	90%		\$ 38.02	\$ 5.32	\$ 3.21	\$ 7.88	\$ 54.43	
<b>APPRENTICESHIPS ORIGINATING WITH LOCAL 516 AFTER MAY 1, 2015</b>								
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	\$ 14.78	\$ 2.07	\$ 3.21	\$ 3.06	\$ 23.12
<i>Must complete TT1 (Technical Training) to advance to Level 2</i>								
Level 2	40%	901-1800	1	\$ 16.90	\$ 2.37	\$ 3.21	\$ 3.50	\$ 25.98
Level 3	40%	1801-2700	1	\$ 16.90	\$ 2.37	\$ 3.21	\$ 3.50	\$ 25.98
Level 4	40%	2701-3600	1	\$ 16.90	\$ 2.37	\$ 3.21	\$ 3.50	\$ 25.98
<i>Must complete TT2 to advance to Level 5</i>								
Level 5	50%	3601-4500	2	\$ 21.12	\$ 2.96	\$ 3.21	\$ 4.38	\$ 31.67
Level 6	55%	4501-5400	2	\$ 23.23	\$ 3.25	\$ 3.21	\$ 4.81	\$ 34.50
<i>Must complete TT3 to advance to Level 7</i>								
Level 7	60%	5401-6300	3	\$ 25.34	\$ 3.55	\$ 3.21	\$ 5.25	\$ 37.35
Level 8	70%	6301-7200	3	\$ 29.57	\$ 4.14	\$ 3.21	\$ 6.13	\$ 43.05
<i>Must complete TT4 to advance to Level 9</i>								
Level 9	80%	7201-8100	4	\$ 33.79	\$ 4.73	\$ 3.21	\$ 7.00	\$ 48.73
Level 10	90%	8101-8999	4	\$ 38.02	\$ 5.32	\$ 3.21	\$ 7.88	\$ 54.43
<b>EMPLOYER'S MONTHLY REMITTANCE REPORT SUMMARY OF INDUSTRY FUNDS</b>								
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
<b>TOTAL</b>							\$	<b>5.15</b>