SERVICE & MAINTENANCE AGREEMENT BETWEEN

CLRA & LOCAL 516

VANCOUVER ISLAND

MAY 1, 2021 BASIC MINIMUM WAGE SCALE & FRINGE BENEFITS

Change: Inc $1.84 between Wages & Holiday Pay

				Rate Per Hour	Holiday Pay Per Hour	Health/Welfare Per Hour	Savings Plan Per Hour	Total Package Per Hour
JOURNEYMEN*								
100%				$ 46.74	$ 5.51	$ 2.81	$ 10.75	$ 65.81
FOREMAN (110%)*								
110%				$ 51.33	$ 6.06	$ 2.81	$ 10.75	$ 70.95
GENERAL FOREMAN (115%)*								
115%				$ 53.63	$ 6.34	$ 2.81	$ 10.75	$ 73.53
*** Journeymen, Foremen, & General Foremen rates include Gas B Ticket of $0.80 per hour. Holiday Pay is not calculated on Gas B.**								
APPRENTICESHIPS ORIGINATING WITH LOCAL 516 PRIOR TO MAY 1, 2015								
Level 10	90%			$ 41.35	$ 4.96	$ 2.81	$ 9.68	$ 58.80
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	$ 16.08	$ 1.93	$ 2.81	$ 3.76	$ 24.58
Level 2	40%	901-1800	n/a	$ 18.38	$ 2.21	$ 2.81	$ 4.30	$ 27.70
Must complete TT1 (Technicial Training) to advance to Level 3								
Level 3	40%	1801-2700	1	$ 18.38	$ 2.21	$ 2.81	$ 4.30	$ 27.70
Level 4	40%	2701-3600	1	$ 18.38	$ 2.21	$ 2.81	$ 4.30	$ 27.70
Level 5	50%	3601-4500	1	$ 22.97	$ 2.76	$ 2.81	$ 5.38	$ 33.92
Must complete TT2 to advance to Level 6								
Level 6	55%	4501-5400	2	$ 25.27	$ 3.03	$ 2.81	$ 5.91	$ 37.02
Level 7	60%	5401-6300	2	$ 27.56	$ 3.31	$ 2.81	$ 6.45	$ 40.13
Must complete TT3 to advance to Level 8								
Level 8	70%	6301-7200	3	$ 32.16	$ 3.86	$ 2.81	$ 7.53	$ 46.36
Must complete TT4 to advance to Level 9								
Level 9*	80%	7201-8100	4 (no IPSE)	$ 36.76	$ 4.41	$ 2.81	$ 8.60	$ 52.58
Level 10*	90%	8101-8999	4 (no IPSE)	$ 41.35	$ 4.96	$ 2.81	$ 9.68	$ 58.80
*** Rates only apply to employees hired prior to the 2021 date of ratification who have completed Level 4 schooling but not passed the IPSE.**								
JP (excl Gas)	100%	7201+	4	$ 45.94	$ 5.51	$ 2.81	$ 10.75	$ 65.01

EMPLOYER'S MONTHLY REMITTANCE REPORT SUMMARY OF INDUSTRY FUNDS

Health & Welfare	$ 2.81
Refrigeration Promo & Organizing Fund	0.45
CLRA Fund	0.13
Rehabilitation Fund	0.02
United Association Canadian Training Fund	0.05
Journeyman Apprentice Training Fund	0.60
TOTAL	$ 4.06