

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

MAY 1, 2021 BASIC MINIMUM WAGE SCALE & FRINGE BENEFITS

Change: Increase \$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%				\$ 45.89	\$ 6.31	\$ 2.81	\$ 10.75	\$ 65.76
FOREMAN (110%)*								
110%				\$ 50.40	\$ 6.94	\$ 2.81	\$ 10.75	\$ 70.90
GENERAL FOREMAN (115%)*								
115%				\$ 52.65	\$ 7.26	\$ 2.81	\$ 10.75	\$ 73.47
* Journeymen, Foremen, & General Foremen rates include Gas B Ticket of \$0.80 per hour. Holiday Pay is not calculated on Gas B.								
APPRENTICES ORIGINATING WITH LOCAL 516 PRIOR TO MAY 1 2015								
Level 10	90%			\$ 40.58	\$ 5.68	\$ 2.81	\$ 9.68	\$ 58.75
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%	0-720	n/a	\$ 15.78	\$ 2.21	\$ 2.81	\$ 3.76	\$ 24.56
Level 2	40%	721-1440	n/a	\$ 18.04	\$ 2.53	\$ 2.81	\$ 4.30	\$ 27.68
<i>Must complete TT1 (Technical Training) to advance to Level 3</i>								
Level 3	40%	1441-2160	1	\$ 18.04	\$ 2.53	\$ 2.81	\$ 4.30	\$ 27.68
Level 4	40%	2161-2880	1	\$ 18.04	\$ 2.53	\$ 2.81	\$ 4.30	\$ 27.68
<i>Must complete TT2 to advance to Level 5</i>								
Level 5	50%	2881-3600	2	\$ 22.55	\$ 3.16	\$ 2.81	\$ 5.38	\$ 33.90
Level 6	55%	3601-4320	2	\$ 24.80	\$ 3.47	\$ 2.81	\$ 5.91	\$ 36.99
Level 7	60%	4321-5040	3	\$ 27.05	\$ 3.79	\$ 2.81	\$ 6.45	\$ 40.10
<i>Must complete TT3 to advance to Level 8</i>								
Level 8	70%	5041-5760	3	\$ 31.56	\$ 4.42	\$ 2.81	\$ 7.53	\$ 46.32
Level 9	80%	5761-6480	3	\$ 36.07	\$ 5.05	\$ 2.81	\$ 8.60	\$ 52.53
Level 10	90%	6481-7200	3	\$ 40.58	\$ 5.68	\$ 2.81	\$ 9.68	\$ 58.75
<i>Must complete TT4 & IPSE to advance to Level JP</i>								
JP (excl Gas)	100%	7201+	4	\$ 45.09	\$ 6.31	\$ 2.81	\$ 10.75	\$ 64.96
EMPLOYER'S MONTHLY REMITTANCE REPORT SUMMARY OF INDUSTRY FUNDS								
Health & Welfare								2.81
Refrigeration Promo & Organizing Fund								0.45
Rehabilitation Fund								0.02
United Association Canadian Training Fund								0.05
Journeyman Apprentice Training Fund								0.60
TOTAL								\$ 3.93