

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

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%				\$ 47.68	\$ 6.56	\$ 2.81	\$ 8.75	\$ 65.80
FOREMAN (110%)*								
110%				\$ 52.37	\$ 7.22	\$ 2.81	\$ 8.75	\$ 71.15
GENERAL FOREMAN (115%)*								
115%				\$ 54.71	\$ 7.55	\$ 2.81	\$ 8.75	\$ 73.82
* 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%			\$ 42.19	\$ 5.91	\$ 2.81	\$ 7.88	\$ 58.79
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	\$ 16.41	\$ 2.30	\$ 2.81	\$ 3.06	\$ 24.58
Level 2	40%	721-1440	n/a	\$ 18.75	\$ 2.63	\$ 2.81	\$ 3.50	\$ 27.69
<i>Must complete TT1 (Technical Training) to advance to Level 3</i>								
Level 3	40%	1441-2160	1	\$ 18.75	\$ 2.63	\$ 2.81	\$ 3.50	\$ 27.69
Level 4	40%	2161-2880	1	\$ 18.75	\$ 2.63	\$ 2.81	\$ 3.50	\$ 27.69
<i>Must complete TT2 to advance to Level 5</i>								
Level 5	50%	2881-3600	2	\$ 23.44	\$ 3.28	\$ 2.81	\$ 4.38	\$ 33.91
Level 6	55%	3601-4320	2	\$ 25.78	\$ 3.61	\$ 2.81	\$ 4.81	\$ 37.01
Level 7	60%	4321-5040	2	\$ 28.13	\$ 3.94	\$ 2.81	\$ 5.25	\$ 40.13
<i>Must complete TT3 to advance to Level 8</i>								
Level 8	70%	5041-5760	3	\$ 32.82	\$ 4.59	\$ 2.81	\$ 6.13	\$ 46.35
Level 9	80%	5760-6480	3	\$ 37.50	\$ 5.25	\$ 2.81	\$ 7.00	\$ 52.56
Level 10	90%	6481-7200	3	\$ 42.19	\$ 5.91	\$ 2.81	\$ 7.88	\$ 58.79
<i>Must complete TT4 & IPSE to advance to Level JP</i>								
JP (excl Gas)	100%	7201+	4	\$ 46.88	\$ 6.56	\$ 2.81	\$ 8.75	\$ 65.00
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