

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

MAY 1, 2022 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%				\$ 47.50	\$ 6.54	\$ 2.81	\$ 10.75	\$ 67.60
FOREMAN (110%)*								
110%				\$ 52.17	\$ 7.19	\$ 2.81	\$ 10.75	\$ 72.92
GENERAL FOREMAN (115%)*								
115%				\$ 54.51	\$ 7.52	\$ 2.81	\$ 10.75	\$ 75.59
* 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%			\$ 42.03	\$ 5.88	\$ 2.81	\$ 9.68	\$ 60.40
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%	0-720	n/a	\$ 16.35	\$ 2.29	\$ 2.81	\$ 3.76	\$ 25.21
Level 2	40%	721-1440	n/a	\$ 18.68	\$ 2.62	\$ 2.81	\$ 4.30	\$ 28.41
<i>Must complete TT1 (Technical Training) to advance to Level 3</i>								
Level 3	40%	1441-2160	1	\$ 18.68	\$ 2.62	\$ 2.81	\$ 4.30	\$ 28.41
Level 4	40%	2161-2880	1	\$ 18.68	\$ 2.62	\$ 2.81	\$ 4.30	\$ 28.41
<i>Must complete TT2 to advance to Level 5</i>								
Level 5	50%	2881-3600	2	\$ 23.35	\$ 3.27	\$ 2.81	\$ 5.38	\$ 34.81
Level 6	55%	3601-4320	2	\$ 25.69	\$ 3.60	\$ 2.81	\$ 5.91	\$ 38.01
Level 7	60%	4321-5040	2	\$ 28.02	\$ 3.92	\$ 2.81	\$ 6.45	\$ 41.20
<i>Must complete TT3 to advance to Level 8</i>								
Level 8	70%	5041-5760	3	\$ 32.69	\$ 4.58	\$ 2.81	\$ 7.53	\$ 47.61
Level 9	80%	5761-6480	3	\$ 37.36	\$ 5.23	\$ 2.81	\$ 8.60	\$ 54.00
Level 10	90%	6481-7200	3	\$ 42.03	\$ 5.88	\$ 2.81	\$ 9.68	\$ 60.40
<i>Must complete TT4 & IPSE to advance to Level JP</i>								
JP (excl Gas)	100%	7201+	4	\$ 46.70	\$ 6.54	\$ 2.81	\$ 10.75	\$ 66.80
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