

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

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%				\$ 49.29	\$ 6.79	\$ 2.81	\$ 8.75	\$ 67.64
FOREMAN (110%)*								
110%				\$ 54.14	\$ 7.47	\$ 2.81	\$ 8.75	\$ 73.17
GENERAL FOREMAN (115%)*								
115%				\$ 56.56	\$ 7.81	\$ 2.81	\$ 8.75	\$ 75.93
* 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%			\$ 43.64	\$ 6.11	\$ 2.81	\$ 7.88	\$ 60.44
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	\$ 16.97	\$ 2.38	\$ 2.81	\$ 3.06	\$ 25.22
Level 2	40%	721-1440	n/a	\$ 19.40	\$ 2.72	\$ 2.81	\$ 3.50	\$ 28.43
<i>Must complete TT1 (Technical Training) to advance to Level 3</i>								
Level 3	40%	1441-2160	1	\$ 19.40	\$ 2.72	\$ 2.81	\$ 3.50	\$ 28.43
Level 4	40%	2161-2880	1	\$ 19.40	\$ 2.72	\$ 2.81	\$ 3.50	\$ 28.43
<i>Must complete TT2 to advance to Level 5</i>								
Level 5	50%	2881-3600	2	\$ 24.25	\$ 3.40	\$ 2.81	\$ 4.38	\$ 34.84
Level 6	55%	3601-4320	2	\$ 26.67	\$ 3.73	\$ 2.81	\$ 4.81	\$ 38.02
Level 7	60%	4321-5040	2	\$ 29.09	\$ 4.07	\$ 2.81	\$ 5.25	\$ 41.22
<i>Must complete TT3 to advance to Level 8</i>								
Level 8	70%	5041-5760	3	\$ 33.94	\$ 4.75	\$ 2.81	\$ 6.13	\$ 47.63
Level 9	80%	5760-6480	3	\$ 38.79	\$ 5.43	\$ 2.81	\$ 7.00	\$ 54.03
Level 10	90%	6481-7200	3	\$ 43.64	\$ 6.11	\$ 2.81	\$ 7.88	\$ 60.44
<i>Must complete TT4 & IPSE to advance to Level JP</i>								
JP (excl Gas)	100%	7201+	4	\$ 48.49	\$ 6.79	\$ 2.81	\$ 8.75	\$ 66.84
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