

**SERVICE & MAINTENANCE AGREEMENT BETWEEN**

**CLRA & LOCAL 516  
VANCOUVER ISLAND**

**MAY 1, 2019 BASIC MINIMUM WAGE SCALE & FRINGE BENEFITS**

Change: Inc \$1.15 between Wages & Holiday Pay

	Rate Per Hour	Holiday Pay Per Hour	Health/Welfare Per Hour	Savings Plan Per Hour	Total Package Per Hour
<b>JOURNEYMEN*</b>					
100%	\$ 44.07	\$ 5.19	\$ 2.81	\$ 10.75	\$ 62.82
<b>FOREMAN (110%)*</b>					
110%	\$ 48.40	\$ 5.71	\$ 2.81	\$ 10.75	\$ 67.67
<b>GENERAL FOREMAN (115%)*</b>					
115%	\$ 50.56	\$ 5.97	\$ 2.81	\$ 10.75	\$ 70.09

\* Journeymen, Foremen, & General Foremen rates include Gas B Ticket of \$0.80 per hour. Holiday Pay is not calculated on Gas B.

<b>APPRENTICES</b>					
Level 1	35%	\$ 15.14	\$ 1.82	\$ 2.81	\$ 23.53
Level 2	40%	\$ 17.31	\$ 2.08	\$ 2.81	\$ 26.50
Level 3	50%	\$ 21.64	\$ 2.60	\$ 2.81	\$ 32.43
Level 4	55%	\$ 23.80	\$ 2.86	\$ 2.81	\$ 35.38
Level 5	60%	\$ 25.96	\$ 3.12	\$ 2.81	\$ 38.34
Level 6	65%	\$ 28.13	\$ 3.38	\$ 2.81	\$ 41.31
Level 7	70%	\$ 30.29	\$ 3.63	\$ 2.81	\$ 44.26
Level 8	75%	\$ 32.45	\$ 3.89	\$ 2.81	\$ 47.21
Level 9	80%	\$ 34.62	\$ 4.15	\$ 2.81	\$ 50.18
Level 10	90%	\$ 38.94	\$ 4.67	\$ 2.81	\$ 56.10

**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	\$ 15.14	\$ 1.82	\$ 2.81	\$ 3.76	\$ 23.53
<i>Must complete TT1 (Technical Training) to advance to Level 2</i>								
Level 2	40%	901-1800	1	\$ 17.31	\$ 2.08	\$ 2.81	\$ 4.30	\$ 26.50
Level 3	40%	1801-2700	1	\$ 17.31	\$ 2.08	\$ 2.81	\$ 4.30	\$ 26.50
Level 4	40%	2701-3600	1	\$ 17.31	\$ 2.08	\$ 2.81	\$ 4.30	\$ 26.50
<i>Must complete TT2 to advance to Level 5</i>								
Level 5	50%	3601-4500	2	\$ 21.64	\$ 2.60	\$ 2.81	\$ 5.38	\$ 32.43
Level 6	55%	4501-5400	2	\$ 23.80	\$ 2.86	\$ 2.81	\$ 5.91	\$ 35.38
<i>Must complete TT3 to advance to Level 7</i>								
Level 7	60%	5401-6300	3	\$ 25.96	\$ 3.12	\$ 2.81	\$ 6.45	\$ 38.34
Level 8	70%	6301-7200	3	\$ 30.29	\$ 3.63	\$ 2.81	\$ 7.53	\$ 44.26
<i>Must complete TT4 to advance to Level 9</i>								
Level 9	80%	7201-8100	4	\$ 34.62	\$ 4.15	\$ 2.81	\$ 8.60	\$ 50.18
Level 10	90%	8101-8999	4	\$ 38.94	\$ 4.67	\$ 2.81	\$ 9.68	\$ 56.10

**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
<b>TOTAL</b>	<b>\$ 4.06</b>