

**SERVICE & MAINTENANCE AGREEMENT BETWEEN
CLRA & UA LOCAL 516
MAINLAND**

MAY 1, 2018 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
JOURNEYMEN*					
	\$ 44.83	\$ 5.28	\$ 2.81	\$ 8.75	\$ 61.67
FOREMAN (110%)*					
	\$ 49.23	\$ 5.81	\$ 2.81	\$ 8.75	\$ 66.60
GENERAL FOREMAN (115%)*					
	\$ 51.43	\$ 6.08	\$ 2.81	\$ 8.75	\$ 69.07

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

APPRENTICES							
Level 1	35%		\$ 15.41	\$ 1.85	\$ 2.81	\$ 3.06	\$ 23.13
Level 2	40%		\$ 17.61	\$ 2.11	\$ 2.81	\$ 3.50	\$ 26.03
Level 3	50%		\$ 22.02	\$ 2.64	\$ 2.81	\$ 4.38	\$ 31.85
Level 4	55%		\$ 24.22	\$ 2.91	\$ 2.81	\$ 4.81	\$ 34.75
Level 5	60%		\$ 26.42	\$ 3.17	\$ 2.81	\$ 5.25	\$ 37.65
Level 6	65%		\$ 28.62	\$ 3.43	\$ 2.81	\$ 5.69	\$ 40.55
Level 7	70%		\$ 30.82	\$ 3.70	\$ 2.81	\$ 6.13	\$ 43.46
Level 8	75%		\$ 33.02	\$ 3.96	\$ 2.81	\$ 6.56	\$ 46.35
Level 9	80%		\$ 35.22	\$ 4.23	\$ 2.81	\$ 7.00	\$ 49.26
Level 10	90%		\$ 39.63	\$ 4.76	\$ 2.81	\$ 7.88	\$ 55.08

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	\$ 15.41	\$ 1.85	\$ 2.81	\$ 3.06	\$ 23.13
<i>Must complete TT1 (Technical Training) to advance to Level 2</i>								
Level 2	40%	901-1800	1	\$ 17.61	\$ 2.11	\$ 2.81	\$ 3.50	\$ 26.03
Level 3	40%	1801-2700	1	\$ 17.61	\$ 2.11	\$ 2.81	\$ 3.50	\$ 26.03
Level 4	40%	2701-3600	1	\$ 17.61	\$ 2.11	\$ 2.81	\$ 3.50	\$ 26.03
<i>Must complete TT2 to advance to Level 5</i>								
Level 5	50%	3601-4500	2	\$ 22.02	\$ 2.64	\$ 2.81	\$ 4.38	\$ 31.85
Level 6	55%	4501-5400	2	\$ 24.22	\$ 2.91	\$ 2.81	\$ 4.81	\$ 34.75
<i>Must complete TT3 to advance to Level 7</i>								
Level 7	60%	5401-6300	3	\$ 26.42	\$ 3.17	\$ 2.81	\$ 5.25	\$ 37.65
Level 8	70%	6301-7200	3	\$ 30.82	\$ 3.70	\$ 2.81	\$ 6.13	\$ 43.46
<i>Must complete TT4 to advance to Level 9</i>								
Level 9	80%	7201-8100	4	\$ 35.22	\$ 4.23	\$ 2.81	\$ 7.00	\$ 49.26
Level 10	90%	8101-8999	4	\$ 39.63	\$ 4.76	\$ 2.81	\$ 7.88	\$ 55.08

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	1.00
TOTAL	\$ 4.46