

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

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
JOURNEYMEN*								
100%				\$ 45.86	\$ 5.40	\$ 2.81	\$ 8.75	\$ 62.82
FOREMAN (110%)*								
110%				\$ 50.37	\$ 5.95	\$ 2.81	\$ 8.75	\$ 67.88
GENERAL FOREMAN (115%)*								
115%				\$ 52.62	\$ 6.22	\$ 2.81	\$ 8.75	\$ 70.40
* 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%			\$ 15.77	\$ 1.89	\$ 2.81	\$ 3.06	\$ 23.53
Level 2	40%			\$ 18.02	\$ 2.16	\$ 2.81	\$ 3.50	\$ 26.49
Level 3	50%			\$ 22.53	\$ 2.70	\$ 2.81	\$ 4.38	\$ 32.42
Level 4	55%			\$ 24.78	\$ 2.97	\$ 2.81	\$ 4.81	\$ 35.37
Level 5	60%			\$ 27.04	\$ 3.24	\$ 2.81	\$ 5.25	\$ 38.34
Level 6	65%			\$ 29.29	\$ 3.51	\$ 2.81	\$ 5.69	\$ 41.30
Level 7	70%			\$ 31.54	\$ 3.78	\$ 2.81	\$ 6.13	\$ 44.26
Level 8	75%			\$ 33.80	\$ 4.06	\$ 2.81	\$ 6.56	\$ 47.23
Level 9	80%			\$ 36.05	\$ 4.33	\$ 2.81	\$ 7.00	\$ 50.19
Level 10	90%			\$ 40.55	\$ 4.87	\$ 2.81	\$ 7.88	\$ 56.11
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	\$ 15.77	\$ 1.89	\$ 2.81	\$ 3.06	\$ 23.53
Must complete TT1 (Technical Training) to advance to Level 2								
Level 2	40%	901-1800	1	\$ 18.02	\$ 2.16	\$ 2.81	\$ 3.50	\$ 26.49
Level 3	40%	1801-2700	1	\$ 18.02	\$ 2.16	\$ 2.81	\$ 3.50	\$ 26.49
Level 4	40%	2701-3600	1	\$ 18.02	\$ 2.16	\$ 2.81	\$ 3.50	\$ 26.49
Must complete TT2 to advance to Level 5								
Level 5	50%	3601-4500	2	\$ 22.53	\$ 2.70	\$ 2.81	\$ 4.38	\$ 32.42
Level 6	55%	4501-5400	2	\$ 24.78	\$ 2.97	\$ 2.81	\$ 4.81	\$ 35.37
Must complete TT3 to advance to Level 7								
Level 7	60%	5401-6300	3	\$ 27.04	\$ 3.24	\$ 2.81	\$ 5.25	\$ 38.34
Level 8	70%	6301-7200	3	\$ 31.54	\$ 3.78	\$ 2.81	\$ 6.13	\$ 44.26
Must complete TT4 to advance to Level 9								
Level 9	80%	7201-8100	4	\$ 36.05	\$ 4.33	\$ 2.81	\$ 7.00	\$ 50.19
Level 10	90%	8101-8999	4	\$ 40.55	\$ 4.87	\$ 2.81	\$ 7.88	\$ 56.11
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
TOTAL								\$ 4.06