

**SERVICE & MAINTENANCE AGREEMENT BETWEEN**

**CLRA & UA LOCAL 516**

**MAINLAND**

**MAY 1, 2020 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%				\$ 46.88	\$ 5.53	\$ 2.81	\$ 8.75	\$ 63.97
<b>FOREMAN (110%)*</b>								
110%				\$ 51.49	\$ 6.08	\$ 2.81	\$ 8.75	\$ 69.13
<b>GENERAL FOREMAN (115%)*</b>								
115%				\$ 53.79	\$ 6.36	\$ 2.81	\$ 8.75	\$ 71.71
* 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%			\$ 16.13	\$ 1.94	\$ 2.81	\$ 3.06	\$ 23.94
Level 2	40%			\$ 18.43	\$ 2.21	\$ 2.81	\$ 3.50	\$ 26.95
Level 3	50%			\$ 23.04	\$ 2.76	\$ 2.81	\$ 4.38	\$ 32.99
Level 4	55%			\$ 25.34	\$ 3.04	\$ 2.81	\$ 4.81	\$ 36.00
Level 5	60%			\$ 27.65	\$ 3.32	\$ 2.81	\$ 5.25	\$ 39.03
Level 6	65%			\$ 29.95	\$ 3.59	\$ 2.81	\$ 5.69	\$ 42.04
Level 7	70%			\$ 32.26	\$ 3.87	\$ 2.81	\$ 6.13	\$ 45.07
Level 8	75%			\$ 34.56	\$ 4.15	\$ 2.81	\$ 6.56	\$ 48.08
Level 9	80%			\$ 36.86	\$ 4.42	\$ 2.81	\$ 7.00	\$ 51.09
Level 10	90%			\$ 41.47	\$ 4.98	\$ 2.81	\$ 7.88	\$ 57.14
<b>APPRENTICESHIPS ORIGINATING WITH LOCAL 516 AFTER MAY 1, 2015</b>								
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	\$ 16.13	\$ 1.94	\$ 2.81	\$ 3.06	\$ 23.94
<i>Must complete TT1 (Technical Training) to advance to Level 2</i>								
Level 2	40%	901-1800	1	\$ 18.43	\$ 2.21	\$ 2.81	\$ 3.50	\$ 26.95
Level 3	40%	1801-2700	1	\$ 18.43	\$ 2.21	\$ 2.81	\$ 3.50	\$ 26.95
Level 4	40%	2701-3600	1	\$ 18.43	\$ 2.21	\$ 2.81	\$ 3.50	\$ 26.95
<i>Must complete TT2 to advance to Level 5</i>								
Level 5	50%	3601-4500	2	\$ 23.04	\$ 2.76	\$ 2.81	\$ 4.38	\$ 32.99
Level 6	55%	4501-5400	2	\$ 25.34	\$ 3.04	\$ 2.81	\$ 4.81	\$ 36.00
<i>Must complete TT3 to advance to Level 7</i>								
Level 7	60%	5401-6300	3	\$ 27.65	\$ 3.32	\$ 2.81	\$ 5.25	\$ 39.03
Level 8	70%	6301-7200	3	\$ 32.26	\$ 3.87	\$ 2.81	\$ 6.13	\$ 45.07
<i>Must complete TT4 to advance to Level 9</i>								
Level 9	80%	7201-8100	4	\$ 36.86	\$ 4.42	\$ 2.81	\$ 7.00	\$ 51.09
Level 10	90%	8101-8999	4	\$ 41.47	\$ 4.98	\$ 2.81	\$ 7.88	\$ 57.14
<b>EMPLOYER'S MONTHLY REMITTANCE REPORT SUMMARY OF INDUSTRY FUNDS</b>								
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>