

**SERVICE & MAINTENANCE AGREEMENT BETWEEN
INDEPENDENT CONTRACTORS & UA LOCAL 516
VANCOUVER ISLAND**

MAY 1, 2018 BASIC MINIMUM WAGE SCALE & FRINGE BENEFITS

Change: Increase \$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*					
	\$ 42.26	\$ 5.80	\$ 2.81	\$ 10.75	\$ 61.62
FOREMAN (110%)*					
	\$ 46.41	\$ 6.39	\$ 2.81	\$ 10.75	\$ 66.36
GENERAL FOREMAN (115%)*					
	\$ 48.48	\$ 6.68	\$ 2.81	\$ 10.75	\$ 68.72

* 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%		\$ 14.51	\$ 2.03	\$ 23.11
Level 2	40%		\$ 16.58	\$ 2.32	\$ 26.01
Level 3	50%		\$ 20.73	\$ 2.90	\$ 31.82
Level 4	55%		\$ 22.80	\$ 3.19	\$ 34.71
Level 5	60%		\$ 24.88	\$ 3.48	\$ 37.62
Level 6	65%		\$ 26.95	\$ 3.77	\$ 40.52
Level 7	70%		\$ 29.02	\$ 4.06	\$ 43.42
Level 8	75%		\$ 31.10	\$ 4.35	\$ 46.32
Level 9	80%		\$ 33.17	\$ 4.64	\$ 49.22
Level 10	90%		\$ 37.31	\$ 5.22	\$ 55.02

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	\$ 14.51	\$ 2.03	\$ 2.81	\$ 3.76	\$ 23.11
<i>Must complete TT1 (Technical Training) to advance to Level 2</i>								
Level 2	40%	901-1800	1	\$ 16.58	\$ 2.32	\$ 2.81	\$ 4.30	\$ 26.01
Level 3	40%	1801-2700	1	\$ 16.58	\$ 2.32	\$ 2.81	\$ 4.30	\$ 26.01
Level 4	40%	2701-3600	1	\$ 16.58	\$ 2.32	\$ 2.81	\$ 4.30	\$ 26.01
<i>Must complete TT2 to advance to Level 5</i>								
Level 5	50%	3601-4500	2	\$ 20.73	\$ 2.90	\$ 2.81	\$ 5.38	\$ 31.82
Level 6	55%	4501-5400	2	\$ 22.80	\$ 3.19	\$ 2.81	\$ 5.91	\$ 34.71
<i>Must complete TT3 to advance to Level 7</i>								
Level 7	60%	5401-6300	3	\$ 24.88	\$ 3.48	\$ 2.81	\$ 6.45	\$ 37.62
Level 8	70%	6301-7200	3	\$ 29.02	\$ 4.06	\$ 2.81	\$ 7.53	\$ 43.42
<i>Must complete TT4 to advance to Level 9</i>								
Level 9	80%	7201-8100	4	\$ 33.17	\$ 4.64	\$ 2.81	\$ 8.60	\$ 49.22
Level 10	90%	8101-8999	4	\$ 37.31	\$ 5.22	\$ 2.81	\$ 9.68	\$ 55.02

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	1.00
TOTAL	\$ 4.33