

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

**MAY 1, 2019 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		
<b>JOURNEYMEN*</b>								
100%		\$ 43.27	\$ 5.94	\$ 2.81	\$ 10.75	\$ 62.77		
<b>FOREMAN (110%)*</b>								
110%		\$ 47.52	\$ 6.54	\$ 2.81	\$ 10.75	\$ 67.62		
<b>GENERAL FOREMAN (115%)*</b>								
115%		\$ 49.64	\$ 6.84	\$ 2.81	\$ 10.75	\$ 70.04		
* 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%	\$ 14.86	\$ 2.08	\$ 2.81	\$ 3.76	\$ 23.51		
Level 2	40%	\$ 16.99	\$ 2.38	\$ 2.81	\$ 4.30	\$ 26.48		
Level 3	50%	\$ 21.24	\$ 2.97	\$ 2.81	\$ 5.38	\$ 32.40		
Level 4	55%	\$ 23.36	\$ 3.27	\$ 2.81	\$ 5.91	\$ 35.35		
Level 5	60%	\$ 25.48	\$ 3.57	\$ 2.81	\$ 6.45	\$ 38.31		
Level 6	65%	\$ 27.61	\$ 3.87	\$ 2.81	\$ 6.99	\$ 41.28		
Level 7	70%	\$ 29.73	\$ 4.16	\$ 2.81	\$ 7.53	\$ 44.23		
Level 8	75%	\$ 31.85	\$ 4.46	\$ 2.81	\$ 8.06	\$ 47.18		
Level 9	80%	\$ 33.98	\$ 4.76	\$ 2.81	\$ 8.60	\$ 50.15		
Level 10	90%	\$ 38.22	\$ 5.35	\$ 2.81	\$ 9.68	\$ 56.06		
<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	\$ 14.86	\$ 2.08	\$ 2.81	\$ 3.76	\$ 23.51
<i>Must complete TT1 (Technical Training) to advance to Level 2</i>								
Level 2	40%	901-1800	1	\$ 16.99	\$ 2.38	\$ 2.81	\$ 4.30	\$ 26.48
Level 3	40%	1801-2700	1	\$ 16.99	\$ 2.38	\$ 2.81	\$ 4.30	\$ 26.48
Level 4	40%	2701-3600	1	\$ 16.99	\$ 2.38	\$ 2.81	\$ 4.30	\$ 26.48
<i>Must complete TT2 to advance to Level 5</i>								
Level 5	50%	3601-4500	2	\$ 21.24	\$ 2.97	\$ 2.81	\$ 5.38	\$ 32.40
Level 6	55%	4501-5400	2	\$ 23.36	\$ 3.27	\$ 2.81	\$ 5.91	\$ 35.35
<i>Must complete TT3 to advance to Level 7</i>								
Level 7	60%	5401-6300	3	\$ 25.48	\$ 3.57	\$ 2.81	\$ 6.45	\$ 38.31
Level 8	70%	6301-7200	3	\$ 29.73	\$ 4.16	\$ 2.81	\$ 7.53	\$ 44.23
<i>Must complete TT4 to advance to Level 9</i>								
Level 9	80%	7201-8100	4	\$ 33.98	\$ 4.76	\$ 2.81	\$ 8.60	\$ 50.15
Level 10	90%	8101-8999	4	\$ 38.22	\$ 5.35	\$ 2.81	\$ 9.68	\$ 56.06
<b>EMPLOYER'S MONTHLY REMITTANCE REPORT SUMMARY OF INDUSTRY FUNDS</b>								
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							0.60	
<b>TOTAL</b>						\$	<b>3.93</b>	