

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

MAY 1, 2020 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*								
100%		\$ 44.27	\$ 6.09	\$ 2.81	\$ 10.75	\$ 63.92		
FOREMAN (110%)*								
110%		\$ 48.62	\$ 6.69	\$ 2.81	\$ 10.75	\$ 68.87		
GENERAL FOREMAN (115%)*								
115%		\$ 50.79	\$ 7.00	\$ 2.81	\$ 10.75	\$ 71.35		
* 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%	\$ 15.21	\$ 2.13	\$ 2.81	\$ 3.76	\$ 23.91		
Level 2	40%	\$ 17.39	\$ 2.43	\$ 2.81	\$ 4.30	\$ 26.93		
Level 3	50%	\$ 21.74	\$ 3.04	\$ 2.81	\$ 5.38	\$ 32.97		
Level 4	55%	\$ 23.91	\$ 3.35	\$ 2.81	\$ 5.91	\$ 35.98		
Level 5	60%	\$ 26.08	\$ 3.65	\$ 2.81	\$ 6.45	\$ 38.99		
Level 6	65%	\$ 28.26	\$ 3.96	\$ 2.81	\$ 6.99	\$ 42.02		
Level 7	70%	\$ 30.43	\$ 4.26	\$ 2.81	\$ 7.53	\$ 45.03		
Level 8	75%	\$ 32.60	\$ 4.56	\$ 2.81	\$ 8.06	\$ 48.03		
Level 9	80%	\$ 34.78	\$ 4.87	\$ 2.81	\$ 8.60	\$ 51.06		
Level 10	90%	\$ 39.12	\$ 5.48	\$ 2.81	\$ 9.68	\$ 57.09		
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	\$ 15.21	\$ 2.13	\$ 2.81	\$ 3.76	\$ 23.91
<i>Must complete TT1 (Technical Training) to advance to Level 2</i>								
Level 2	40%	901-1800	1	\$ 17.39	\$ 2.43	\$ 2.81	\$ 4.30	\$ 26.93
Level 3	40%	1801-2700	1	\$ 17.39	\$ 2.43	\$ 2.81	\$ 4.30	\$ 26.93
Level 4	40%	2701-3600	1	\$ 17.39	\$ 2.43	\$ 2.81	\$ 4.30	\$ 26.93
<i>Must complete TT2 to advance to Level 5</i>								
Level 5	50%	3601-4500	2	\$ 21.74	\$ 3.04	\$ 2.81	\$ 5.38	\$ 32.97
Level 6	55%	4501-5400	2	\$ 23.91	\$ 3.35	\$ 2.81	\$ 5.91	\$ 35.98
<i>Must complete TT3 to advance to Level 7</i>								
Level 7	60%	5401-6300	3	\$ 26.08	\$ 3.65	\$ 2.81	\$ 6.45	\$ 38.99
Level 8	70%	6301-7200	3	\$ 30.43	\$ 4.26	\$ 2.81	\$ 7.53	\$ 45.03
<i>Must complete TT4 to advance to Level 9</i>								
Level 9	80%	7201-8100	4	\$ 34.78	\$ 4.87	\$ 2.81	\$ 8.60	\$ 51.06
Level 10	90%	8101-8999	4	\$ 39.12	\$ 5.48	\$ 2.81	\$ 9.68	\$ 57.09
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							0.60	
TOTAL						\$	3.93	