

**SERVICE & MAINTENANCE AGREEMENT BETWEEN  
INDEPENDENT CONTRACTORS & UA LOCAL 516  
MAINLAND**

**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
<b>JOURNEYMEN*</b>					
	\$ 44.05	\$ 6.05	\$ 2.81	\$ 8.75	\$ 61.66
<b>FOREMAN (110%)*</b>					
	\$ 48.38	\$ 6.66	\$ 2.81	\$ 8.75	\$ 66.60
<b>GENERAL FOREMAN (115%)*</b>					
	\$ 50.54	\$ 6.96	\$ 2.81	\$ 8.75	\$ 69.06

\* 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%		\$ 15.14	\$ 2.12	\$ 23.13
Level 2	40%		\$ 17.30	\$ 2.42	\$ 26.03
Level 3	50%		\$ 21.63	\$ 3.03	\$ 31.85
Level 4	55%		\$ 23.79	\$ 3.33	\$ 34.74
Level 5	60%		\$ 25.95	\$ 3.63	\$ 37.64
Level 6	65%		\$ 28.11	\$ 3.94	\$ 40.55
Level 7	70%		\$ 30.28	\$ 4.24	\$ 43.46
Level 8	75%		\$ 32.44	\$ 4.54	\$ 46.35
Level 9	80%		\$ 34.60	\$ 4.84	\$ 49.25
Level 10	90%		\$ 38.93	\$ 5.45	\$ 55.07

**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	\$ 15.14	\$ 2.12	\$ 2.81	\$ 3.06	\$ 23.13
<i>Must complete TT1 (Technical Training) to advance to Level 2</i>								
Level 2	40%	901-1800	1	\$ 17.30	\$ 2.42	\$ 2.81	\$ 3.50	\$ 26.03
Level 3	40%	1801-2700	1	\$ 17.30	\$ 2.42	\$ 2.81	\$ 3.50	\$ 26.03
Level 4	40%	2701-3600	1	\$ 17.30	\$ 2.42	\$ 2.81	\$ 3.50	\$ 26.03
<i>Must complete TT2 to advance to Level 5</i>								
Level 5	50%	3601-4500	2	\$ 21.63	\$ 3.03	\$ 2.81	\$ 4.38	\$ 31.85
Level 6	55%	4501-5400	2	\$ 23.79	\$ 3.33	\$ 2.81	\$ 4.81	\$ 34.74
<i>Must complete TT3 to advance to Level 7</i>								
Level 7	60%	5401-6300	3	\$ 25.95	\$ 3.63	\$ 2.81	\$ 5.25	\$ 37.64
Level 8	70%	6301-7200	3	\$ 30.28	\$ 4.24	\$ 2.81	\$ 6.13	\$ 43.46
<i>Must complete TT4 to advance to Level 9</i>								
Level 9	80%	7201-8100	4	\$ 34.60	\$ 4.84	\$ 2.81	\$ 7.00	\$ 49.25
Level 10	90%	8101-8999	4	\$ 38.93	\$ 5.45	\$ 2.81	\$ 7.88	\$ 55.07

**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
<b>TOTAL</b>	<b>\$ 4.33</b>