

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

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%	\$ 46.06	\$ 6.34	\$ 2.81	\$ 8.75	\$ 63.96
FOREMAN (110%)*					
110%	\$ 50.59	\$ 6.97	\$ 2.81	\$ 8.75	\$ 69.12
GENERAL FOREMAN (115%)*					
115%	\$ 52.85	\$ 7.29	\$ 2.81	\$ 8.75	\$ 71.70

* 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%		\$ 15.84	\$ 2.22	\$ 23.93
Level 2	40%		\$ 18.10	\$ 2.53	\$ 26.94
Level 3	50%		\$ 22.63	\$ 3.17	\$ 32.99
Level 4	55%		\$ 24.89	\$ 3.48	\$ 35.99
Level 5	60%		\$ 27.16	\$ 3.80	\$ 39.02
Level 6	65%		\$ 29.42	\$ 4.12	\$ 42.04
Level 7	70%		\$ 31.68	\$ 4.44	\$ 45.06
Level 8	75%		\$ 33.95	\$ 4.75	\$ 48.07
Level 9	80%		\$ 36.21	\$ 5.07	\$ 51.09
Level 10	90%		\$ 40.73	\$ 5.70	\$ 57.12

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	\$ 15.84	\$ 2.22	\$ 2.81	\$ 3.06	\$ 23.93
<i>Must complete TT1 (Technical Training) to advance to Level 2</i>								
Level 2	40%	901-1800	1	\$ 18.10	\$ 2.53	\$ 2.81	\$ 3.50	\$ 26.94
Level 3	40%	1801-2700	1	\$ 18.10	\$ 2.53	\$ 2.81	\$ 3.50	\$ 26.94
Level 4	40%	2701-3600	1	\$ 18.10	\$ 2.53	\$ 2.81	\$ 3.50	\$ 26.94
<i>Must complete TT2 to advance to Level 5</i>								
Level 5	50%	3601-4500	2	\$ 22.63	\$ 3.17	\$ 2.81	\$ 4.38	\$ 32.99
Level 6	55%	4501-5400	2	\$ 24.89	\$ 3.48	\$ 2.81	\$ 4.81	\$ 35.99
<i>Must complete TT3 to advance to Level 7</i>								
Level 7	60%	5401-6300	3	\$ 27.16	\$ 3.80	\$ 2.81	\$ 5.25	\$ 39.02
Level 8	70%	6301-7200	3	\$ 31.68	\$ 4.44	\$ 2.81	\$ 6.13	\$ 45.06
<i>Must complete TT4 to advance to Level 9</i>								
Level 9	80%	7201-8100	4	\$ 36.21	\$ 5.07	\$ 2.81	\$ 7.00	\$ 51.09
Level 10	90%	8101-8999	4	\$ 40.73	\$ 5.70	\$ 2.81	\$ 7.88	\$ 57.12

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