

SERVICE & MAINTENANCE AGREEMENT BETWEEN

**CLRA & LOCAL 516
VANCOUVER ISLAND**

MAY 1, 2023 BASIC MINIMUM WAGE SCALE & FRINGE BENEFITS

Change: Inc \$1.84 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%				\$ 50.02	\$ 5.91	\$ 2.81	\$ 10.75	\$ 69.49
FOREMAN (110%)*								
110%				\$ 54.94	\$ 6.50	\$ 2.81	\$ 10.75	\$ 75.00
GENERAL FOREMAN (115%)*								
115%				\$ 57.40	\$ 6.79	\$ 2.81	\$ 10.75	\$ 77.75
* Journeymen, Foremen, & General Foremen rates include Gas B Ticket of \$0.80 per hour. Holiday Pay is not calculated on Gas B.								
APPRENTICESHIPS ORIGINATING WITH LOCAL 516 PRIOR TO MAY 1, 2015								
Level 10	90%			\$ 44.30	\$ 5.32	\$ 2.81	\$ 9.68	\$ 62.11
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	\$ 17.23	\$ 2.07	\$ 2.81	\$ 3.76	\$ 25.87
Level 2	40%	901-1800	n/a	\$ 19.69	\$ 2.36	\$ 2.81	\$ 4.30	\$ 29.16
<i>Must complete TT1 (Technical Training) to advance to Level 3</i>								
Level 3	40%	1801-2700	1	\$ 19.69	\$ 2.36	\$ 2.81	\$ 4.30	\$ 29.16
Level 4	40%	2701-3600	1	\$ 19.69	\$ 2.36	\$ 2.81	\$ 4.30	\$ 29.16
Level 5	50%	3601-4500	1	\$ 24.61	\$ 2.95	\$ 2.81	\$ 5.38	\$ 35.75
<i>Must complete TT2 to advance to Level 6</i>								
Level 6	55%	4501-5400	2	\$ 27.07	\$ 3.25	\$ 2.81	\$ 5.91	\$ 39.04
Level 7	60%	5401-6300	2	\$ 29.53	\$ 3.54	\$ 2.81	\$ 6.45	\$ 42.33
<i>Must complete TT3 to advance to Level 8</i>								
Level 8	70%	6301-7200	3	\$ 34.45	\$ 4.13	\$ 2.81	\$ 7.53	\$ 48.92
<i>Must complete TT4 to advance to Level 9</i>								
Level 9*	80%	7201-8100	4 (no IPSE)	\$ 39.37	\$ 4.72	\$ 2.81	\$ 8.60	\$ 55.50
Level 10*	90%	8101-8999	4 (no IPSE)	\$ 44.29	\$ 5.31	\$ 2.81	\$ 9.68	\$ 62.09
* Rates only apply to employees hired prior to the 2021 date of ratification who have completed Level 4 schooling but not passed the IPSE.								
JP (excl Gas)	100%	7201+	4	\$ 49.22	\$ 5.91	\$ 2.81	\$ 10.75	\$ 68.69
EMPLOYER'S MONTHLY REMITTANCE REPORT SUMMARY OF INDUSTRY FUNDS								
Health & Welfare								\$ 2.81
Refrigeration Promo & Organizing Fund								0.45
CLRA Fund								0.13
Rehabilitation Fund								0.02
United Association Canadian Training Fund								0.05
Journeyman Apprentice Training Fund								0.60
TOTAL								\$ 4.06