SERVICE & MAINTENANCE AGREEMENT BETWEEN

CLRA & UA LOCAL 516

MAINLAND

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%				$ 51.81	$ 6.12	$ 2.81	$ 8.75	$ 69.49
FOREMAN (110%)*								
110%				$ 56.91	$ 6.73	$ 2.81	$ 8.75	$ 75.20
GENERAL FOREMAN (115%)*								
115%				$ 59.46	$ 7.04	$ 2.81	$ 8.75	$ 78.06
*** 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%			$ 45.91	$ 5.51	$ 2.81	$ 7.88	$ 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	$ 17.85	$ 2.14	$ 2.81	$ 3.06	$ 25.86
Level 2	40%	901-1800	n/a	$ 20.40	$ 2.45	$ 2.81	$ 3.50	$ 29.16
Must complete TT1 (Technicial Training) to advance to Level 3								
Level 3	40%	1801-2700	1	$ 20.40	$ 2.45	$ 2.81	$ 3.50	$ 29.16
Level 4	40%	2701-3600	1	$ 20.40	$ 2.45	$ 2.81	$ 3.50	$ 29.16
Level 5	50%	3601-4500	1	$ 25.50	$ 3.06	$ 2.81	$ 4.38	$ 35.75
Must complete TT2 to advance to Level 6								
Level 6	55%	4501-5400	2	$ 28.06	$ 3.37	$ 2.81	$ 4.81	$ 39.05
Level 7	60%	5401-6300	2	$ 30.61	$ 3.67	$ 2.81	$ 5.25	$ 42.34
Must complete TT3 to advance to Level 8								
Level 8	70%	6301-7200	3	$ 35.71	$ 4.29	$ 2.81	$ 6.13	$ 48.94
Must complete TT4 to advance to Level 9								
Level 9*	80%	7201-8100	4 (no IPSE)	$ 40.80	$ 4.90	$ 2.81	$ 7.00	$ 55.51
Level 10*	90%	8101-8999	4 (no IPSE)	$ 45.90	$ 5.51	$ 2.81	$ 7.88	$ 62.10
*** 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	$ 51.01	$ 6.12	$ 2.81	$ 8.75	$ 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