

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

MAY 1, 2023 BASIC MINIMUM WAGE SCALE & FRINGE BENEFITS

Change: Increase \$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%				\$ 49.11	\$ 6.77	\$ 2.81	\$ 10.75	\$ 69.44
FOREMAN (110%)*								
110%				\$ 53.94	\$ 7.44	\$ 2.81	\$ 10.75	\$ 74.94
GENERAL FOREMAN (115%)*								
115%				\$ 56.36	\$ 7.78	\$ 2.81	\$ 10.75	\$ 77.70
* Journeymen, Foremen, & General Foremen rates include Gas B Ticket of \$0.80 per hour. Holiday Pay is not calculated on Gas B.								
APPRENTICES ORIGINATING WITH LOCAL 516 PRIOR TO MAY 1 2015								
Level 10	90%			\$ 43.48	\$ 6.09	\$ 2.81	\$ 9.68	\$ 62.06
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%	0-720	n/a	\$ 16.91	\$ 2.37	\$ 2.81	\$ 3.76	\$ 25.85
Level 2	40%	721-1440	n/a	\$ 19.32	\$ 2.70	\$ 2.81	\$ 4.30	\$ 29.13
<i>Must complete TT1 (Technical Training) to advance to Level 3</i>								
Level 3	40%	1441-2160	1	\$ 19.32	\$ 2.70	\$ 2.81	\$ 4.30	\$ 29.13
Level 4	40%	2161-2880	1	\$ 19.32	\$ 2.70	\$ 2.81	\$ 4.30	\$ 29.13
<i>Must complete TT2 to advance to Level 5</i>								
Level 5	50%	2881-3600	2	\$ 24.16	\$ 3.38	\$ 2.81	\$ 5.38	\$ 35.73
Level 6	55%	3601-4320	2	\$ 26.57	\$ 3.72	\$ 2.81	\$ 5.91	\$ 39.01
Level 7	60%	4321-5040	2	\$ 28.99	\$ 4.06	\$ 2.81	\$ 6.45	\$ 42.31
<i>Must complete TT3 to advance to Level 8</i>								
Level 8	70%	5041-5760	3	\$ 33.82	\$ 4.73	\$ 2.81	\$ 7.53	\$ 48.89
Level 9	80%	5761-6480	3	\$ 38.65	\$ 5.41	\$ 2.81	\$ 8.60	\$ 55.47
Level 10	90%	6481-7200	3	\$ 43.48	\$ 6.09	\$ 2.81	\$ 9.68	\$ 62.06
<i>Must complete TT4 & IPSE to advance to Level JP</i>								
JP (excl Gas)	100%	7201+	4	\$ 48.31	\$ 6.76	\$ 2.81	\$ 10.75	\$ 68.63
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