

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

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%				\$ 50.90	\$ 7.02	\$ 2.81	\$ 8.75	\$ 69.48
FOREMAN (110%)*								
110%				\$ 55.91	\$ 7.72	\$ 2.81	\$ 8.75	\$ 75.19
GENERAL FOREMAN (115%)*								
115%				\$ 58.42	\$ 8.07	\$ 2.81	\$ 8.75	\$ 78.05
* 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%			\$ 45.09	\$ 6.31	\$ 2.81	\$ 7.88	\$ 62.09
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	\$ 17.54	\$ 2.46	\$ 2.81	\$ 3.06	\$ 25.87
Level 2	40%	721-1440	n/a	\$ 20.04	\$ 2.81	\$ 2.81	\$ 3.50	\$ 29.16
<i>Must complete TT1 (Technical Training) to advance to Level 3</i>								
Level 3	40%	1441-2160	1	\$ 20.04	\$ 2.81	\$ 2.81	\$ 3.50	\$ 29.16
Level 4	40%	2161-2880	1	\$ 20.04	\$ 2.81	\$ 2.81	\$ 3.50	\$ 29.16
<i>Must complete TT2 to advance to Level 5</i>								
Level 5	50%	2881-3600	2	\$ 25.05	\$ 3.51	\$ 2.81	\$ 4.38	\$ 35.75
Level 6	55%	3601-4320	2	\$ 27.56	\$ 3.86	\$ 2.81	\$ 4.81	\$ 39.04
Level 7	60%	4321-5040	2	\$ 30.06	\$ 4.21	\$ 2.81	\$ 5.25	\$ 42.33
<i>Must complete TT3 to advance to Level 8</i>								
Level 8	70%	5041-5760	3	\$ 35.07	\$ 4.91	\$ 2.81	\$ 6.13	\$ 48.92
Level 9	80%	5760-6480	3	\$ 40.08	\$ 5.61	\$ 2.81	\$ 7.00	\$ 55.50
Level 10	90%	6481-7200	3	\$ 45.09	\$ 6.31	\$ 2.81	\$ 7.88	\$ 62.09
<i>Must complete TT4 & IPSE to advance to Level JP</i>								
JP (excl Gas)	100%	7201+	4	\$ 50.10	\$ 7.01	\$ 2.81	\$ 8.75	\$ 68.67
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