

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

MAY 5, 2024 BASIC MINIMUM WAGE SCALE & FRINGE BENEFITS

Level	Hours		%	Rate Per Hour (E)	Holiday & Vacation Per Hour* (E)	Savings Plan Per Hour (E)	Total Per Hour (E)
1	0	900	40%	\$ 21.22	\$ 2.97	\$ 3.50	\$ 27.69
2	901	1800	40%	\$ 21.22	\$ 2.97	\$ 3.50	\$ 27.69
Must complete TT1 (Technical Training) to advance to Level 3							
3	1801	2700	50%	\$ 26.52	\$ 3.71	\$ 4.38	\$ 34.61
4	2701	3600	50%	\$ 26.52	\$ 3.71	\$ 4.38	\$ 34.61
5	3601	4500	60%	\$ 31.82	\$ 4.46	\$ 5.25	\$ 41.53
Must complete TT2 to advance to Level 6							
6	4501	5400	60%	\$ 31.82	\$ 4.46	\$ 5.25	\$ 41.53
7	5401	6300	70%	\$ 37.13	\$ 5.20	\$ 6.13	\$ 48.46
Must complete TT3 to advance to Level 8							
8	6301	7200	80%	\$ 42.43	\$ 5.94	\$ 7.00	\$ 55.37
Must complete TT4 & IPSE to advance to Level Journeyman							
Journeyman			100%	\$ 53.04	\$ 7.43	\$ 8.75	\$ 69.22
Lead Journeyman			105%	\$ 55.69	\$ 7.80	\$ 8.75	\$ 72.24
Foreman			110%	\$ 58.34	\$ 8.17	\$ 8.75	\$ 75.26
General Foreman			115%	\$ 61.00	\$ 8.54	\$ 8.75	\$ 78.29
EMPLOYER'S MONTHLY REMITTANCE REPORT SUMMARY OF INDUSTRY FUNDS							
(W)orked, (E)arned							
EMPLOYER PAID FUNDS							
Health & Welfare						E	\$ 2.81
Refrigeration Promo & Organizing Fund						E	\$ 0.45
Rehabilitation Fund						W	\$ 0.04
United Association Canadian Training Trust Fund						W	\$ 0.05
Journeyman Apprentice Training Fund						W	\$ 0.60
EMPLOYEE PAID FUNDS							
Canadian Building Trades Fund						W	\$ 0.01
Rehabilitation Fund						W	\$ 0.04
TICKETS							
A-Gas Fitter Certificate of Qualification**						W	\$ 2.00
B-Gas Fitter Certificate of Qualification**						W	\$ 0.80
FSR-BR Electrical Certificate of Qualification						W	\$ 0.40
Cross Connection Control						W	\$ 0.40
*Holiday and Vacation combined rate of 14%							
**Only one gas fitter certificate of qualification can be claimed							