

**SERVICE & MAINTENANCE AGREEMENT BETWEEN
LOBLAW ENERGY AND FACILITIES & UA LOCAL 516**

MAY 5, 2024 BASIC MINIMUM WAGE SCALE & FRINGE BENEFITS

| Level | Hours | | % | Rate Per Hour (E) | Holiday & Vacation Pay* | Savings Plan Per Hour (E) | Total Per Hour (E) |
|---|-------|------|------|-------------------|-------------------------|---------------------------|--------------------|
| 1 | 0 | 900 | 40% | \$ 22.03 | as per CBA | \$ 3.40 | \$ 25.43 |
| 2 | 901 | 1800 | 40% | \$ 22.03 | as per CBA | \$ 3.40 | \$ 25.43 |
| Must complete TT1 (Technical Training) to advance to Level 3 | | | | | | | |
| 3 | 1801 | 2700 | 50% | \$ 27.54 | as per CBA | \$ 4.25 | \$ 31.79 |
| 4 | 2701 | 3600 | 50% | \$ 27.54 | as per CBA | \$ 4.25 | \$ 31.79 |
| 5 | 3601 | 4500 | 60% | \$ 33.05 | as per CBA | \$ 5.10 | \$ 38.15 |
| Must complete TT2 to advance to Level 6 | | | | | | | |
| 6 | 4501 | 5400 | 60% | \$ 33.05 | as per CBA | \$ 5.10 | \$ 38.15 |
| 7 | 5401 | 6300 | 70% | \$ 38.56 | as per CBA | \$ 5.95 | \$ 44.51 |
| Must complete TT3 to advance to Level 8 | | | | | | | |
| 8 | 6301 | 7200 | 80% | \$ 44.06 | as per CBA | \$ 6.80 | \$ 50.86 |
| Must complete TT4 & IPSE to advance to Level Journeyperson | | | | | | | |
| Journeyperson | | | 100% | \$ 55.08 | as per CBA | \$ 8.50 | \$ 63.58 |
| EMPLOYER'S MONTHLY REMITTANCE REPORT SUMMARY OF INDUSTRY FUNDS | | | | | | | |
| (W)orked, (E)arned | | | | | | | |
| EMPLOYER PAID FUNDS | | | | | | | |
| Health & Welfare | | | | | | E | \$ 2.81 |
| Rehabilitation Fund | | | | | | W | \$ 0.04 |
| 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 |
| Level 2 First Aid | | | | | | W | \$ 0.50 |
| Level 3 First Aid | | | | | | W | \$ 0.75 |
| *Holiday Pay as per Article 12. Vacation Pay as per Article 11. | | | | | | | |
| **Only one gas fitter certificate of qualification can be claimed | | | | | | | |