

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

MAY 4, 2025 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%	\$ 24.14	as per CBA	\$ 3.40	\$ 27.54
2	901	1800	40%	\$ 24.14	as per CBA	\$ 3.40	\$ 27.54
Must complete TT1 (Technical Training) to advance to Level 3							
3	1801	2700	50%	\$ 30.17	as per CBA	\$ 4.25	\$ 34.42
4	2701	3600	50%	\$ 30.17	as per CBA	\$ 4.25	\$ 34.42
5	3601	4500	60%	\$ 36.20	as per CBA	\$ 5.10	\$ 41.30
Must complete TT2 to advance to Level 6							
6	4501	5400	60%	\$ 36.20	as per CBA	\$ 5.10	\$ 41.30
7	5401	6300	70%	\$ 42.24	as per CBA	\$ 5.95	\$ 48.19
Must complete TT3 to advance to Level 8							
8	6301	7200	80%	\$ 48.27	as per CBA	\$ 6.80	\$ 55.07
Must complete TT4 & IPSE to advance to Level Journeyman							
Journeyman			100%	\$ 60.34	as per CBA	\$ 8.50	\$ 68.84
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