

**SERVICE & MAINTENANCE AGREEMENT BETWEEN  
INDEPENDENT CONTRACTORS & UA LOCAL 516  
VANCOUVER ISLAND  
MAY 3, 2026 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%	\$ 22.63	\$ 3.17	\$ 4.80	\$ 30.60
2	901	1800	40%	\$ 22.63	\$ 3.17	\$ 4.80	\$ 30.60
<b>Must complete TT1 (Technical Training) to advance to Level 3</b>							
3	1801	2700	50%	\$ 28.31	\$ 3.96	\$ 6.00	\$ 38.27
4	2701	3600	50%	\$ 28.31	\$ 3.96	\$ 6.00	\$ 38.27
<b>Must complete TT2 to advance to Level 5</b>							
5	3601	4500	60%	\$ 33.96	\$ 4.75	\$ 7.20	\$ 45.91
6	4501	5400	60%	\$ 33.96	\$ 4.75	\$ 7.20	\$ 45.91
<b>Must complete TT3 to advance to Level 7</b>							
7	5401	6300	70%	\$ 39.62	\$ 5.55	\$ 8.40	\$ 53.57
8	6301	7200	80%	\$ 45.27	\$ 6.34	\$ 9.60	\$ 61.21
<b>Must complete TT4 &amp; IPSE to advance to Journeyperson</b>							
Journeyperson			100%	\$ 56.59	\$ 7.92	\$ 12.00	\$ 76.51
Lead Journeyperson			105%	\$ 59.56	\$ 8.34	\$ 12.00	\$ 79.90
Foreperson			110%	\$ 62.53	\$ 8.75	\$ 12.00	\$ 83.28
General Foreperson			115%	\$ 65.51	\$ 9.17	\$ 12.00	\$ 86.68
<b>EMPLOYER'S MONTHLY REMITTANCE REPORT SUMMARY OF INDUSTRY FUNDS (W)orked, (E)arned</b>							
<b>EMPLOYER PAID FUNDS</b>							
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
<b>EMPLOYEE PAID FUNDS</b>							
Canadian Building Trades Fund						W	\$ 0.01
Rehabilitation Fund						W	\$ 0.04
<b>TICKETS</b>							
A-Gas Fitter Certificate of Qualificaiton**						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							