

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

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%	\$ 23.33	\$ 3.27	\$ 4.00	\$ 30.60
2	901	1800	40%	\$ 23.33	\$ 3.27	\$ 4.00	\$ 30.60
Must complete TT1 (Technical Training) to advance to Level 3							
3	1801	2700	50%	\$ 29.19	\$ 4.09	\$ 5.00	\$ 38.28
4	2701	3600	50%	\$ 29.19	\$ 4.09	\$ 5.00	\$ 38.28
Must complete TT2 to advance to Level 5							
5	3601	4500	60%	\$ 35.01	\$ 4.90	\$ 6.00	\$ 45.91
6	4501	5400	60%	\$ 35.01	\$ 4.90	\$ 6.00	\$ 45.91
Must complete TT3 to advance to Level 7							
7	5401	6300	70%	\$ 40.85	\$ 5.72	\$ 7.00	\$ 53.57
8	6301	7200	80%	\$ 46.68	\$ 6.53	\$ 8.00	\$ 61.21
Must complete TT4 & IPSE to advance to Level Journeyperson							
Journeyperson			100%	\$ 58.35	\$ 8.17	\$ 10.00	\$ 76.52
Lead Journeyperson			105%	\$ 61.32	\$ 8.58	\$ 10.00	\$ 79.90
Foreperson			110%	\$ 64.29	\$ 9.00	\$ 10.00	\$ 83.29
General Foreperson			115%	\$ 67.26	\$ 9.42	\$ 10.00	\$ 86.68
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							