

**SERVICE & MAINTENANCE AGREEMENT BETWEEN  
CLR CONTRACTORS & UA LOCAL 516  
VANCOUVER ISLAND  
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%  | \$ 20.88          | \$ 2.51                          | \$ 4.30                   | \$ 27.69           |
| 2  | 901   | 1800 | 40%  | \$ 20.88          | \$ 2.51                          | \$ 4.30                   | \$ 27.69           |
| <b>Must complete TT1 (Technical Training) to advance to Level 3</b>                          |       |      |      |                   |                                  |                           |                    |
| 3  | 1801  | 2700 | 50%  | \$ 26.10          | \$ 3.13                          | \$ 5.38                   | \$ 34.61           |
| 4  | 2701  | 3600 | 50%  | \$ 26.10          | \$ 3.13                          | \$ 5.38                   | \$ 34.61           |
| 5  | 3601  | 4500 | 60%  | \$ 31.32          | \$ 3.76                          | \$ 6.45                   | \$ 41.53           |
| <b>Must complete TT2 to advance to Level 6</b>   |       |      |      |                   |                                  |                           |                    |
| 6  | 4501  | 5400 | 60%  | \$ 31.32          | \$ 3.76                          | \$ 6.45                   | \$ 41.53           |
| 7  | 5401  | 6300 | 70%  | \$ 36.54          | \$ 4.38                          | \$ 7.53                   | \$ 48.45           |
| <b>Must complete TT3 to advance to Level 8</b>   |       |      |      |                   |                                  |                           |                    |
| 8  | 6301  | 7200 | 80%  | \$ 41.76          | \$ 5.01                          | \$ 8.60                   | \$ 55.37           |
| <b>Must complete TT4 &amp; IPSE to advance to Level Journeyman</b>                           |       |      |      |                   |                                  |                           |                    |
| Journeyman   |       |      | 100% | \$ 52.20          | \$ 6.26                          | \$ 10.75                  | \$ 69.21           |
| Lead Journeyman  |       |      | 105% | \$ 54.81          | \$ 6.58                          | \$ 10.75                  | \$ 72.14           |
| Foreman  |       |      | 110% | \$ 57.42          | \$ 6.89                          | \$ 10.75                  | \$ 75.06           |
| General Foreman  |       |      | 115% | \$ 60.03          | \$ 7.20                          | \$ 10.75                  | \$ 77.98           |
| <b>EMPLOYER'S MONTHLY REMITTANCE REPORT SUMMARY OF INDUSTRY FUNDS<br/>(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            |
| A-Gas Fitter SUB Plan  |       |      |      |                   |                                  | W                         | \$ 0.25            |
| CLR - Contract Administration Fund (GST included)  |       |      |      |                   |                                  | W                         | \$ 0.13            |
| <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 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 12%   |       |      |      |                   |                                  |                           |                    |
| **Only one gas fitter certificate of qualification can be claimed                            |       |      |      |                   |                                  |                           |                    |