

**SERVICE & MAINTENANCE AGREEMENT BETWEEN
INDEPENDENT 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%	\$ 20.51	\$ 2.87	\$ 4.30	\$ 27.68
2	901	1800	40%	\$ 20.51	\$ 2.87	\$ 4.30	\$ 27.68
Must complete TT1 (Technical Training) to advance to Level 3							
3	1801	2700	50%	\$ 25.64	\$ 3.59	\$ 5.38	\$ 34.61
4	2701	3600	50%	\$ 25.64	\$ 3.59	\$ 5.38	\$ 34.61
5	3601	4500	60%	\$ 30.77	\$ 4.31	\$ 6.45	\$ 41.53
Must complete TT2 to advance to Level 6							
6	4501	5400	60%	\$ 30.77	\$ 4.31	\$ 6.45	\$ 41.53
7	5401	6300	70%	\$ 35.90	\$ 5.03	\$ 7.53	\$ 48.46
Must complete TT3 to advance to Level 8							
8	6301	7200	80%	\$ 41.02	\$ 5.74	\$ 8.60	\$ 55.36
Must complete TT4 & IPSE to advance to Journeyperson							
Journeyperson			100%	\$ 51.28	\$ 7.18	\$ 10.75	\$ 69.21
Lead Journeyperson			105%	\$ 53.94	\$ 7.55	\$ 10.75	\$ 72.24
Foreperson			110%	\$ 56.59	\$ 7.92	\$ 10.75	\$ 75.26
General Foreperson			115%	\$ 59.25	\$ 8.30	\$ 10.75	\$ 78.30
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							