

**SERVICE & MAINTENANCE AGREEMENT BETWEEN
INDEPENDENT CONTRACTORS & UA LOCAL 516
VANCOUVER ISLAND**

NOVEMBER 3, 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%	\$ 21.74	\$ 3.04	\$ 4.30	\$ 29.08
2	901	1800	40%	\$ 21.74	\$ 3.04	\$ 4.30	\$ 29.08
Must complete TT1 (Technical Training) to advance to Level 3							
3	1801	2700	50%	\$ 27.18	\$ 3.80	\$ 5.38	\$ 36.36
4	2701	3600	50%	\$ 27.18	\$ 3.80	\$ 5.38	\$ 36.36
5	3601	4500	60%	\$ 32.61	\$ 4.57	\$ 6.45	\$ 43.63
Must complete TT2 to advance to Level 6							
6	4501	5400	60%	\$ 32.61	\$ 4.57	\$ 6.45	\$ 43.63
7	5401	6300	70%	\$ 38.05	\$ 5.33	\$ 7.53	\$ 50.91
Must complete TT3 to advance to Level 8							
8	6301	7200	80%	\$ 43.48	\$ 6.09	\$ 8.60	\$ 58.17
Must complete TT4 & IPSE to advance to Journeyperson							
Journeyperson			100%	\$ 54.35	\$ 7.61	\$ 10.75	\$ 72.71
Lead Journeyperson			105%	\$ 57.16	\$ 8.00	\$ 10.75	\$ 75.91
Foreperson			110%	\$ 59.96	\$ 8.39	\$ 10.75	\$ 79.10
General Foreperson			115%	\$ 62.77	\$ 8.79	\$ 10.75	\$ 82.31
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							