

**SERVICE & MAINTENANCE AGREEMENT BETWEEN
LOBLAW ENERGY AND FACILITIES & UA LOCAL 516**

NOV 3, 2024 BASIC MINIMUM WAGE SCALE & FRINGE BENEFITS

Level	Hours		%	Rate Per Hour (E)	Holiday & Vacation Pay*	Savings Plan Per Hour (E)	Total Per Hour (E)
1	0	900	40%	\$ 23.32	as per CBA	\$ 3.40	\$ 26.72
2	901	1800	40%	\$ 23.32	as per CBA	\$ 3.40	\$ 26.72
Must complete TT1 (Technical Training) to advance to Level 3							
3	1801	2700	50%	\$ 29.16	as per CBA	\$ 4.25	\$ 33.41
4	2701	3600	50%	\$ 29.16	as per CBA	\$ 4.25	\$ 33.41
5	3601	4500	60%	\$ 34.99	as per CBA	\$ 5.10	\$ 40.09
Must complete TT2 to advance to Level 6							
6	4501	5400	60%	\$ 34.99	as per CBA	\$ 5.10	\$ 40.09
7	5401	6300	70%	\$ 40.82	as per CBA	\$ 5.95	\$ 46.77
Must complete TT3 to advance to Level 8							
8	6301	7200	80%	\$ 46.65	as per CBA	\$ 6.80	\$ 53.45
Must complete TT4 & IPSE to advance to Level Journeyman							
Journeyman			100%	\$ 58.31	as per CBA	\$ 8.50	\$ 66.81
EMPLOYER'S MONTHLY REMITTANCE REPORT SUMMARY OF INDUSTRY FUNDS							
(W)orked, (E)arned							
EMPLOYER PAID FUNDS							
Health & Welfare						E	\$ 2.81
Rehabilitation Fund						W	\$ 0.04
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
Level 2 First Aid						W	\$ 0.50
Level 3 First Aid						W	\$ 0.75
*Holiday Pay as per Article 12. Vacation Pay as per Article 11.							
**Only one gas fitter certificate of qualification can be claimed							