

**SERVICE & MAINTENANCE AGREEMENT BETWEEN
INDEPENDENT CONTRACTORS & UA LOCAL 516
VANCOUVER ISLAND
MAY 4, 2025 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%	\$ 22.07	\$ 3.09	\$ 4.80	\$ 29.96
2	901	1800	40%	\$ 22.07	\$ 3.09	\$ 4.80	\$ 29.96
Must complete TT1 (Technical Training) to advance to Level 3							
3	1801	2700	50%	\$ 27.61	\$ 3.86	\$ 6.00	\$ 37.47
4	2701	3600	50%	\$ 27.61	\$ 3.86	\$ 6.00	\$ 37.47
5	3601	4500	60%	\$ 33.12	\$ 4.64	\$ 7.20	\$ 44.96
Must complete TT2 to advance to Level 6							
6	4501	5400	60%	\$ 33.12	\$ 4.64	\$ 7.20	\$ 44.96
7	5401	6300	70%	\$ 38.65	\$ 5.41	\$ 8.40	\$ 52.46
Must complete TT3 to advance to Level 8							
8	6301	7200	80%	\$ 44.16	\$ 6.18	\$ 9.60	\$ 59.94
Must complete TT4 & IPSE to advance to Journeyperson							
Journeyperson			100%	\$ 55.19	\$ 7.73	\$ 12.00	\$ 74.92
Lead Journeyperson			105%	\$ 58.10	\$ 8.13	\$ 12.00	\$ 78.23
Foreperson			110%	\$ 60.99	\$ 8.54	\$ 12.00	\$ 81.53
General Foreperson			115%	\$ 63.90	\$ 8.95	\$ 12.00	\$ 84.85
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 Qualificaiton**						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							