

## SCHEDULE "A1.4"

INSIDE LOWER MAINLAND /FRASER VALLEY  
MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule "A1.4" shall apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley, except those which are superceded by the LM/FV exemption. Refer to Article 3.301 (a) for details.

"Inside" Lower Mainland/Fraser Valley

Effective May 01, 2022

Employee Classifications:	%	Base Rate	VP/SHP 12%	Employer Contributions									Total Package
				Benefit Plan	† Pension	Training Fund	CAF	CEA	CIRP	* JAPlan	BCBCBTU	D&A	
<b>Journeyman</b>													
General Foreperson (GFP)	120%	51.95	6.23	2.10	5.14	0.60	0.13	0.10	0.04	n/a	0.05	0.01	66.35
Foreperson (FP)	115%	49.78	5.97	2.10	4.93	0.60	0.13	0.10	0.04	n/a	0.05	0.01	63.71
<b>Certified (CJP)</b>	<b>100%</b>	<b>43.29</b>	<b>5.19</b>	<b>2.10</b>	<b>4.28</b>	<b>0.60</b>	<b>0.13</b>	<b>0.10</b>	<b>0.04</b>	<b>n/a</b>	<b>0.05</b>	<b>0.01</b>	<b>55.79</b>
Uncertified (UJP)	90%	38.96	4.68	2.10	3.86	0.60	0.13	0.10	0.04	n/a	0.05	0.01	50.53
<b>Apprentice or Semi Skilled Carpenter (SSC)</b>													
8th Term or Level 8	90%	38.96	4.68	2.10	2.70	0.60	0.13	0.10	0.04	n/a	0.05	0.01	49.37
7th Term or Level 7	85%	36.80	4.42	2.10	2.55	0.60	0.13	0.10	0.04	n/a	0.05	0.01	46.80
6th Term or Level 6	75%	32.47	3.90	2.10	2.25	0.60	0.13	0.10	0.04	n/a	0.05	0.01	41.65
5th Term or Level 5	70%	30.30	3.64	2.10	2.10	0.60	0.13	0.10	0.04	n/a	0.05	0.01	39.07
4th Term or Level 4	65%	28.14	3.38	2.10	1.95	0.60	0.13	0.10	0.04	n/a	0.05	0.01	36.50
3rd Term or Level 3	60%	25.97	3.12	2.10	1.80	0.60	0.13	0.10	0.04	n/a	0.05	0.01	33.92
2nd Term or Level 2	55%	23.81	2.86	2.10	1.65	0.60	0.13	0.10	0.04	n/a	0.05	0.01	31.35
1st Term or Level 1	50%	21.65	2.60	2.10	1.50	0.60	0.13	0.10	0.04	n/a	0.05	0.01	28.78
<b>Material Handler (MH)</b>	45%	19.48	2.34	2.10	n/a	0.60	0.13	0.10	0.04	n/a	0.05	0.01	24.85

† Pension contributions are NOT insurable earnings pursuant to CRA regulations.

\* Contributions to JAPlan have been temporarily suspended as of May 01, 2018.

## SCHEDULE "A2.4"

OUTSIDE LOWER MAINLAND /FRASER VALLEY  
 MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule "A2.4" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

"Outside" Lower Mainland/Fraser Valley

Effective May 01, 2022

Employee Classifications:	%	Base Rate	Employer Contributions										Total Package
			VP/SHP 12%	Benefit Plan	† Pension	Training Fund	CAF	CEA	CIRP	* JAPlan	BCBCBTU	D&A	
<b>Journey person</b>													
General Foreperson (GFP)	120%	50.75	6.09	2.10	5.02	0.60	0.13	0.10	0.04	n/a	0.05	0.01	64.89
Foreperson (FP)	115%	48.63	5.84	2.10	4.81	0.60	0.13	0.10	0.04	n/a	0.05	0.01	62.31
<b>Certified (CJP)</b>	<b>100%</b>	<b>42.29</b>	<b>5.07</b>	<b>2.10</b>	<b>4.18</b>	<b>0.60</b>	<b>0.13</b>	<b>0.10</b>	<b>0.04</b>	<b>n/a</b>	<b>0.05</b>	<b>0.01</b>	<b>54.57</b>
Uncertified (UJP)	90%	38.06	4.57	2.10	3.77	0.60	0.13	0.10	0.04	n/a	0.05	0.01	49.43
<b>Apprentice or Semi Skilled Carpenter (SSC)</b>													
8th Term or Level 8	90%	38.06	4.57	2.10	2.64	0.60	0.13	0.10	0.04	n/a	0.05	0.01	48.30
7th Term or Level 7	85%	35.95	4.31	2.10	2.49	0.60	0.13	0.10	0.04	n/a	0.05	0.01	45.78
6th Term or Level 6	75%	31.72	3.81	2.10	2.20	0.60	0.13	0.10	0.04	n/a	0.05	0.01	40.76
5th Term or Level 5	70%	29.60	3.55	2.10	2.05	0.60	0.13	0.10	0.04	n/a	0.05	0.01	38.23
4th Term or Level 4	65%	27.49	3.30	2.10	1.90	0.60	0.13	0.10	0.04	n/a	0.05	0.01	35.72
3rd Term or Level 3	60%	25.37	3.04	2.10	1.76	0.60	0.13	0.10	0.04	n/a	0.05	0.01	33.20
2nd Term or Level 2	55%	23.26	2.79	2.10	1.61	0.60	0.13	0.10	0.04	n/a	0.05	0.01	30.69
1st Term or Level 1	50%	21.15	2.54	2.10	1.46	0.60	0.13	0.10	0.04	n/a	0.05	0.01	28.18
<b>Material Handler (MH)</b>	45%	19.03	2.28	2.10	n/a	0.60	0.13	0.10	0.04	n/a	0.05	0.01	24.34

† Pension contributions are NOT insurable earnings pursuant to CRA regulations.

\* Contributions to JAPlan have been temporarily suspended as of May 01, 2018.

## SCHEDULE "B1.4"

INSIDE LOWER MAINLAND/FRASER VALLEY  
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Schedule "B1.4" shall apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley, except those which are superceded by the LM/FV exemption. Refer to Article 3.301 (a) for details.

"Inside" Lower Mainland/Fraser Valley

Effective May 01, 2022

<b>Employer Contributions:</b>	<b>Employee Classifications</b>												
	<b>GFP</b>	<b>FP</b>	<b>CJP</b>	<b>UJP</b>	<b>8</b>	<b>7</b>	<b>6</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>MH</b>
* Union Benefit Plan	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10
* Union Pension Plan ‡	5.14	4.93	4.28	3.86	2.70	2.55	2.25	2.10	1.95	1.80	1.65	1.50	n/a
† Training Fund	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
† CAF (Contract Administration Fund)	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13
† CEA (Carpentry Employers Association)	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
† CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
† JAPlan	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
† BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
† D&A Policy	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
<b>Total Employer Contributions</b>	<b>8.17</b>	<b>7.96</b>	<b>7.31</b>	<b>6.89</b>	<b>5.73</b>	<b>5.58</b>	<b>5.28</b>	<b>5.13</b>	<b>4.98</b>	<b>4.83</b>	<b>4.68</b>	<b>4.53</b>	<b>3.03</b>
<b>Employee Deductions:</b>													
* Union Dues	1.27	1.27	1.27	1.27	1.27	1.27	1.27	1.27	1.27	1.27	1.27	1.27	1.27
† CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
<b>Total Employee Deductions</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>
<b>Total Hourly Remittance</b>	<b>ST 9.48</b>	<b>9.27</b>	<b>8.62</b>	<b>8.20</b>	<b>7.04</b>	<b>6.89</b>	<b>6.59</b>	<b>6.44</b>	<b>6.29</b>	<b>6.14</b>	<b>5.99</b>	<b>5.84</b>	<b>4.34</b>
	<b>1.5X OT 13.74</b>	<b>13.42</b>	<b>12.45</b>	<b>11.82</b>	<b>10.08</b>	<b>9.85</b>	<b>9.40</b>	<b>9.18</b>	<b>8.95</b>	<b>8.73</b>	<b>8.50</b>	<b>8.28</b>	<b>6.03</b>
	<b>2X OT 17.99</b>	<b>17.57</b>	<b>16.27</b>	<b>15.43</b>	<b>13.11</b>	<b>12.81</b>	<b>12.21</b>	<b>11.91</b>	<b>11.61</b>	<b>11.31</b>	<b>11.01</b>	<b>10.71</b>	<b>7.71</b>

\* Employer contributions and employee deductions calculated on the basis of hours earned.

† Employer contributions and employee deductions calculated on the basis of hours w

‡ Pension contributions are NOT insurable earnings pursuant to CRA regulations.

## SCHEDULE "B2.4"

OUTSIDE LOWER MAINLAND/FRASER VALLEY  
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Schedule "B2.4" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

**"Outside" Lower Mainland/Fraser Valley**

Effective May 01, 2022

<b>Employer Contributions:</b>	<b>Employee Classifications</b>												
	<b>GFP</b>	<b>FP</b>	<b>CJP</b>	<b>UJP</b>	<b>8</b>	<b>7</b>	<b>6</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>MH</b>
* Union Benefit Plan	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10
* Union Pension Plan ‡	5.02	4.81	4.18	3.77	2.64	2.49	2.20	2.05	1.90	1.76	1.61	1.46	n/a
† Training Fund	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
† CAF (Contract Administration Fund)	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13
† CEA (Carpentry Employers Association)	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
† CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
† JAPlan	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
† BCBCBTU Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
† D&A Policy	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
<b>Total Employer Contributions</b>	<b>8.05</b>	<b>7.84</b>	<b>7.21</b>	<b>6.80</b>	<b>5.67</b>	<b>5.52</b>	<b>5.23</b>	<b>5.08</b>	<b>4.93</b>	<b>4.79</b>	<b>4.64</b>	<b>4.49</b>	<b>3.03</b>
<b>Employee Deductions:</b>													
* Union Dues	1.27	1.27	1.27	1.27	1.27	1.27	1.27	1.27	1.27	1.27	1.27	1.27	1.27
† CIRP (Rehabilitation Plan)	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
<b>Total Employee Deductions</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>	<b>1.31</b>
<b>Total Hourly Remittance</b>	<b>ST 9.36</b>	<b>9.15</b>	<b>8.52</b>	<b>8.11</b>	<b>6.98</b>	<b>6.83</b>	<b>6.54</b>	<b>6.39</b>	<b>6.24</b>	<b>6.10</b>	<b>5.95</b>	<b>5.80</b>	<b>4.34</b>
	<b>1.5X OT 13.56</b>	<b>13.24</b>	<b>12.30</b>	<b>11.68</b>	<b>9.99</b>	<b>9.76</b>	<b>9.33</b>	<b>9.10</b>	<b>8.88</b>	<b>8.67</b>	<b>8.44</b>	<b>8.22</b>	<b>6.03</b>
	<b>2X OT 17.75</b>	<b>17.33</b>	<b>16.07</b>	<b>15.25</b>	<b>12.99</b>	<b>12.69</b>	<b>12.11</b>	<b>11.81</b>	<b>11.51</b>	<b>11.23</b>	<b>10.93</b>	<b>10.63</b>	<b>7.71</b>

\* Employer contributions and employee deductions calculated on the basis of hours earned.

† Employer contributions and employee deductions calculated on the basis of hours wor

‡ Pension contributions are NOT insurable earnings pursuant to CRA regulations.