

SCHEDULE "A1.1"

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

Schedule "A1.1" 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apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley, except those which are superceded by the LM/FV exemption.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 28, 2023

<u>Employee Classifications:</u>	%	Base Rate	VP/SHP 12%	Benefit Plan	Pension ¹	Employer Contributions						Total Package	
						Training Fund	CAF	CEA	CIRP	JAPlan	BCBCBTU		D&A
Journeyman													
General Foreperson (GFP)	125%	57.74	6.93	2.10	5.14	0.65	0.13	0.10	0.04	0.01	0.05	0.01	72.90
Foreperson (FP)	115%	53.12	6.37	2.10	4.93	0.65	0.13	0.10	0.04	0.01	0.05	0.01	67.51
Certified (CJP)	100%	46.19	5.54	2.10	4.28	0.65	0.13	0.10	0.04	0.01	0.05	0.01	59.10
Uncertified (UJP)	90%	41.57	4.99	2.10	3.86	0.65	0.13	0.10	0.04	0.01	0.05	0.01	53.51
Apprentice or Skilled Carpenter (SC)													
8th Term or Level 8	90%	41.57	4.99	2.10	2.70	0.65	0.13	0.10	0.04	0.01	0.05	0.01	52.35
7th Term or Level 7	85%	39.26	4.71	2.10	2.55	0.65	0.13	0.10	0.04	0.01	0.05	0.01	49.61
6th Term or Level 6	80%	36.95	4.43	2.10	2.25	0.65	0.13	0.10	0.04	0.01	0.05	0.01	46.72
5th Term or Level 5	75%	34.64	4.16	2.10	2.10	0.65	0.13	0.10	0.04	0.01	0.05	0.01	43.99
4th Term or Level 4	70%	32.33	3.88	2.10	1.95	0.65	0.13	0.10	0.04	0.01	0.05	0.01	41.25
3rd Term or Level 3	65%	30.02	3.60	2.10	1.80	0.65	0.13	0.10	0.04	0.01	0.05	0.01	38.51
2nd Term or Level 2	60%	27.71	3.33	2.10	1.65	0.65	0.13	0.10	0.04	0.01	0.05	0.01	35.78
1st Term or Level 1	55%	25.40	3.05	2.10	1.50	0.65	0.13	0.10	0.04	0.01	0.05	0.01	33.04
Material Handler (MH)	50%	23.10	2.77	2.10	n/a	0.65	0.13	0.10	0.04	0.01	0.05	0.01	28.96

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

SCHEDULE "A2.1"

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

Schedule "A2.1" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

"Outside" Lower Mainland/Fraser Valley**Effective May 28, 2023**

<u>Employee Classifications:</u>	%	Base Rate	VP/SHP 12%	Benefit Plan	Pension ¹	Employer Contributions							Total Package
						Training Fund	CAF	CEA	CIRP	JAPlan	BCBCBTU	D&A	
Journeyman													
General Foreperson (GFP)	125%	56.4	6.77	2.10	5.02	0.65	0.13	0.10	0.04	0.01	0.05	0.01	71.28
Foreperson (FP)	115%	51.89	6.23	2.10	4.81	0.65	0.13	0.10	0.04	0.01	0.05	0.01	66.02
Certified (CJP)	100%	45.12	5.41	2.10	4.18	0.65	0.13	0.10	0.04	0.01	0.05	0.01	57.80
Uncertified (UJP)	90%	40.61	4.87	2.10	3.77	0.65	0.13	0.10	0.04	0.01	0.05	0.01	52.34
Apprentice or Skilled Carpenter (SC)													
8th Term or Level 8	90%	40.61	4.87	2.10	2.64	0.65	0.13	0.10	0.04	0.01	0.05	0.01	51.21
7th Term or Level 7	85%	38.35	4.60	2.10	2.49	0.65	0.13	0.10	0.04	0.01	0.05	0.01	48.53
6th Term or Level 6	80%	36.10	4.33	2.10	2.20	0.65	0.13	0.10	0.04	0.01	0.05	0.01	45.72
5th Term or Level 5	75%	33.84	4.06	2.10	2.05	0.65	0.13	0.10	0.04	0.01	0.05	0.01	43.04
4th Term or Level 4	70%	31.58	3.79	2.10	1.90	0.65	0.13	0.10	0.04	0.01	0.05	0.01	40.36
3rd Term or Level 3	65%	29.33	3.52	2.10	1.76	0.65	0.13	0.10	0.04	0.01	0.05	0.01	37.70
2nd Term or Level 2	60%	27.07	3.25	2.10	1.61	0.65	0.13	0.10	0.04	0.01	0.05	0.01	35.02
1st Term or Level 1	55%	24.82	2.98	2.10	1.46	0.65	0.13	0.10	0.04	0.01	0.05	0.01	32.35
Material Handler (MH)	50%	22.56	2.71	2.10	n/a	0.65	0.13	0.10	0.04	0.01	0.05	0.01	28.36

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

SCHEDULE "B1.1"

**INSIDE LOWER MAINLAND/FRASER VALLEY
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

Schedule "B1.1" 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 28, 2023

Employer Contributions:	Employee Classifications													
	GFP	FP	CJP	UJP	8	7	6	5	4	3	2	1	MH	
* 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 ¹	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	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	
† 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	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	
† 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	
<u>Total Employer Contributions</u>	8.23	8.02	7.37	6.95	5.79	5.64	5.34	5.19	5.04	4.89	4.74	4.59	3.09	
<u>Employee Deductions:</u>														
* Union Dues	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	
† 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	
<u>Total Employee Deductions</u>	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	
Total Hourly Remittance	ST	9.58	9.37	8.72	8.30	7.14	6.99	6.69	6.54	6.39	6.24	6.09	5.94	4.44
	1.5X OT	13.86	13.54	12.57	11.94	10.20	9.97	9.52	9.30	9.07	8.85	8.62	8.40	6.15
	2X OT	18.13	17.71	16.41	15.57	13.25	12.95	12.35	12.05	11.75	11.45	11.15	10.85	7.85

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

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

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

SCHEDULE "B2.1"

**OUTSIDE LOWER MAINLAND/FRASER VALLEY
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

Schedule "B2.1" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

"Outside" Lower Mainland/Fraser Valley

Effective May 28, 2023

Employer Contributions:	Employee Classifications													
	GFP	FP	CJP	UJP	8	7	6	5	4	3	2	1	MH	
* 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 ¹	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	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	
† 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	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	
† 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	
<u>Total Employer Contributions</u>	8.11	7.90	7.27	6.86	5.73	5.58	5.29	5.14	4.99	4.85	4.70	4.55	3.09	
<u>Employee Deductions:</u>														
* Union Dues	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	
† 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	
<u>Total Employee Deductions</u>	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	1.35	
Total Hourly Remittance	ST	9.46	9.25	8.62	8.21	7.08	6.93	6.64	6.49	6.34	6.20	6.05	5.90	4.44
	1.5X OT	13.68	13.36	12.42	11.80	10.11	9.88	9.45	9.22	9.00	8.79	8.56	8.34	6.15
	2X OT	17.89	17.47	16.21	15.39	13.13	12.83	12.25	11.95	11.65	11.37	11.07	10.77	7.85

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

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

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

SCHEDULE "A3.1"

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

Schedule "A3.1" shall apply to work on the LNG CANADA PROJECT ONLY

"Outside" Lower Mainland/Fraser Valley - LNG Canada Project ONLY

Effective May 28, 2023

<u>Employee Classifications:</u>	%	Base Rate	VP/SHP 12%	Benefit Plan	Pension ¹	Employer Contributions							Total Package
						Training Fund	CAF	CEA	CIRP	JAPlan	BCBCBTU	D&A	
Journeyman													
General Foreperson (GFP)	125%	63.16	7.58	2.10	5.02	0.65	0.13	0.10	0.04	0.01	0.05	0.01	78.85
Foreperson (FP)	115%	58.11	6.97	2.10	4.81	0.65	0.13	0.10	0.04	0.01	0.05	0.01	72.98
Certified (CJP)	100%	50.53	6.06	2.10	4.18	0.65	0.13	0.10	0.04	0.01	0.05	0.01	63.86
Uncertified (UJP)	90%	45.48	5.46	2.10	3.77	0.65	0.13	0.10	0.04	0.01	0.05	0.01	57.80
Apprentice or Skilled Carpenter (SC)													
8th Term or Level 8	90%	45.48	5.46	2.10	2.64	0.65	0.13	0.10	0.04	0.01	0.05	0.01	56.67
7th Term or Level 7	85%	42.95	5.15	2.10	2.49	0.65	0.13	0.10	0.04	0.01	0.05	0.01	53.68
6th Term or Level 6	80%	40.42	4.85	2.10	2.20	0.65	0.13	0.10	0.04	0.01	0.05	0.01	50.56
5th Term or Level 5	75%	37.90	4.55	2.10	2.05	0.65	0.13	0.10	0.04	0.01	0.05	0.01	47.59
4th Term or Level 4	70%	35.37	4.24	2.10	1.90	0.65	0.13	0.10	0.04	0.01	0.05	0.01	44.60
3rd Term or Level 3	65%	32.84	3.94	2.10	1.76	0.65	0.13	0.10	0.04	0.01	0.05	0.01	41.63
2nd Term or Level 2	60%	30.32	3.64	2.10	1.61	0.65	0.13	0.10	0.04	0.01	0.05	0.01	38.66
1st Term or Level 1	55%	27.79	3.33	2.10	1.46	0.65	0.13	0.10	0.04	0.01	0.05	0.01	35.67
Material Handler (MH)	50%	25.27	3.03	2.10	n/a	0.65	0.13	0.10	0.04	0.01	0.05	0.01	31.39

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