

NATIONAL SPRINKLER FABRICATION COLLECTIVE AGREEMENT

BETWEEN



Canadian Automatic Sprinkler Association

AND



UNITED ASSOCIATION

LOCALS UNIONS

56, 179, 325, 254, 488, 496, 740 AND 853

OCTOBER 1, 2019 TO SEPTEMBER 30, 2022

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ARTICLE 1 IDENTIFICATION OF PARTIES

This Agreement made this **24th day of September, 2019**, by and between the Canadian Automatic Sprinkler Association for and on behalf of the following members' Fabricating Shops and Branch Shops and Plants that these members may establish during the life of this Agreement (hereinafter referred to as the Employer) as listed below:

Apex Fabrication & Supply, London, ON

B. Cardinal Welding & Fabricating, Ottawa, ON

Bytown Welding, Nepean, ON

C&C Welding Limited, Limoges, ON

C & H Fire Suppression Systems Inc, Kitchener, ON

Constant Fire Protection Systems Ltd, Calgary, AB

Drapeau Automatic Sprinkler, Kingston, ON

Epic Fire Protection, Vaughn, ON

Escape Fire Protection Ltd., Orleans, ON

Fire Stop Enterprises Ltd, Tatamagouche, ON

General Sprinklers Inc, Weston, ON

Legacy Fire Protection Inc, Calgary, AB

National Fire Fabrication, Concord, ON

Noble Corporation, Concord, ON

Ottawa Fabrication, Vars, ON

RST Pipe Fabricators Inc, Mississauga, ON

SimplexGrinnell, All offices

Speedy Fire Protection Inc., Woodbridge, ON

Spira Fire Protection Ltd, Guelph, ON

Standard Fire Protection, Toronto, ON

Sunny Corner Enterprises Inc, Riverview, NB

Troy Sprinkler Ltd, All offices

Viking Fire Protection Inc, All offices

Vipond Inc, All offices

and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada for and on behalf of Local Unions: 56, 179, 254, 488, 496, 740, 325 and 853 (hereinafter referred to as the "Union").

October 1, 2019 to September 30, 2022

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ARTICLE 2 PURPOSE OF AGREEMENT

The purpose of this Agreement is to provide reasonable wages, hours of work and other conditions of employment for all employees within the scope of this Agreement and involved in the manufacturing, fabrication and distribution of sprinkler and fire protection piping and materials, so as to promote orderly and peaceful relations between management and labour and to achieve uninterrupted operations and the highest level of employee's performance. The Company and the Union encourage the highest possible degree of friendly cooperative relationships between their respective representatives at all levels and with and between all employees. The officers of the Company and the Union realize that this goal depends on more than words in the Labour Agreement- that it depends primarily on the attitude between people in their respective organizations and at all levels of responsibility. They recognize that proper attitude must be based on full understanding of and regard for the respective rights and responsibilities of both the Company and the Union.

ARTICLE 3 RECOGNITION

The Employer does hereby recognize the Union as the exclusive bargaining agent of the employees of the bargaining unit defined herein.

The Union shall represent employees at the locations listed in Article 1 and any new Shop locations of said employer who are engaged in fabrication of sprinkler systems and fire protection piping and accessories for use with these systems save and except foremen, persons above the rank of foremen, office and design staff and persons covered by other Collective Agreements.

ARTICLE 4 MANAGEMENT

Except where abridged by the specified terms of this Agreement, the management of Employer's operations shall continue to be vested with the Employer.

Supervisory employees will not perform jobs normally performed by members of the bargaining unit, except for the following types of situations: in emergencies when regular employees are not immediately available, in the instruction of employees, on experimental work, new products or samples, in the performance of necessary work when emergency difficulties are encountered on the job.

ARTICLE 5 UNION SECURITY

All present employees covered by this Agreement shall, as a condition of employment, become members of the Union within thirty (30) calendar days following the signing of this Agreement, and shall remain members in good standing. All employees covered by this Agreement hereinafter employed by the Employer shall become members of the Union within thirty (30) calendar days after their employment and shall remain members of the Union in good standing.

Employer will notify Union representative in writing of all new employees on the day they commence employment.

Employer shall not discriminate against any employee for reason of their membership in the Union or their participation in its lawful activities, but may discharge any employee for just cause.

ARTICLE 6
WAGES – See Appendix A for
an expanded version of the wage schedule

The total packages are as follows:

Nova Scotia (existing)	Oct 1, 2019	Oct 1, 2020	Oct 1, 2021
CLASS "A"	40.06	40.86	41.68
CLASS "B"	39.57	40.36	41.17
CLASS "C"	43.70	44.57	45.46

(Existing employees are those that were hired before February 1, 2014)

Nova Scotia (new hires)	Oct 1, 2019	Oct 1, 2020	Oct 1, 2021
CLASS "A"	36.39	37.12	37.86
CLASS "A" 80%	30.49	31.13	31.77
CLASS "A" 60%	24.60	25.13	25.68
CLASS "B"	30.99	30.56	31.17
CLASS "B" 80%	26.18	25.88	26.42
CLASS "B" 60%	21.36	21.20	21.67
CLASS "C"	39.73	40.52	41.33
CLASS "C" 80%	33.16	33.85	34.55
CLASS "C" 60%	26.60	27.18	27.76

(New hires are employees that were hired after February 1, 2014)

Newfoundland (existing)	Oct 1, 2019	Oct 1, 2020	Oct 1, 2021
CLASS "A"	40.04	40.84	41.65
CLASS "B"	39.57	40.36	41.16
CLASS "C"	44.92	45.82	46.74

(Existing employees are those that were hired before February 1, 2014)

Newfoundland (new hires)	Oct 1, 2019	Oct 1, 2020	Oct 1, 2021
CLASS "A"	36.38	37.11	37.85
CLASS "A" 80%	30.60	31.23	31.88
CLASS "A" 60%	24.81	25.35	25.90
CLASS "B"	30.99	31.61	32.24
CLASS "B" 80%	26.29	26.83	27.39
CLASS "B" 60%	21.58	22.05	22.53
CLASS "C"	40.83	41.64	42.47
CLASS "C" 80%	34.15	34.86	35.57
CLASS "C" 60%	27.48	28.07	28.67

(New hires are employees that were hired after February 1, 2014)

N.B. & P.E.I. (Existing)	Oct 1, 2019	Oct 1, 2020	Oct 1, 2021
CLASS "A"	40.05	40.85	41.66
CLASS "B"	39.57	40.36	41.16
CLASS "C"	44.92	45.82	46.74

(Existing employees are those that were hired before February 1, 2014)

N.B. & P.E.I. (new hires)	Oct 1, 2019	Oct 1, 2020	Oct 1, 2021
CLASS "A"	36.38	37.11	37.85
CLASS "A" 80%	30.62	31.25	31.89
CLASS "A" 60%	24.85	25.39	25.93
CLASS "B"	30.99	31.61	32.24
CLASS "B" 80%	26.31	26.85	27.41
CLASS "B" 60%	21.62	22.09	22.57
CLASS "C"	40.81	41.62	42.46
CLASS "C" 80%	34.16	34.86	35.58
CLASS "C" 60%	27.51	28.10	28.70

(New hires are employees that were hired after February 1, 2014)

Ontario (existing)	Oct 1, 2019	Oct 1, 2020	Oct 1, 2021
CLASS "A"	42.35	43.20	44.06
CLASS "B"	41.88	42.72	43.57
CLASS "C"	47.42	48.37	49.34

*(DeNovo will be paid \$0.02 per hour earned by employee and \$0.02 per hour earned by employer (Ontario Only)

(Existing employees are those that were hired before February 1, 2014)

Ontario (new hires)	Oct 1, 2019	Oct 1, 2020	Oct 1, 2021
CLASS "A"	38.50	39.27	40.06
CLASS "A" 80%	32.35	33.03	33.73
CLASS "A" 60%	26.19	26.79	27.41
CLASS "B"	32.72	34.38	36.07
CLASS "B" 80%	27.73	29.12	30.54
CLASS "B" 60%	22.73	23.86	25.01
CLASS "C"	43.08	43.95	44.83
CLASS "C" 80%	36.01	36.77	37.55
CLASS "C" 60%	28.94	29.60	30.27

*(DeNovo will be paid \$0.02 per hour earned by employee and \$0.02 per hour earned by employer (Ontario Only)

(New hires are employees that were hired after February 1, 2014)

Manitoba (existing)	Oct 1, 2019	Oct 1, 2020	Oct 1, 2021
CLASS "A"	36.00	36.72	37.45
CLASS "B"	35.50	36.21	36.93
CLASS "C"	41.11	41.93	42.77

(Existing employees are those that were hired before February 1, 2014)

Manitoba (new hires)	Oct 1, 2019	Oct 1, 2020	Oct 1, 2021
CLASS "A"	32.71	33.37	34.03
CLASS "A" 80%	27.52	28.09	28.68
CLASS "A" 60%	22.33	22.82	23.32
CLASS "B"	27.90	28.46	29.03
CLASS "B" 80%	23.67	24.17	24.67
CLASS "B" 60%	19.44	19.88	20.32
CLASS "C"	37.36	38.11	38.87
CLASS "C" 80%	31.24	31.88	32.54
CLASS "C" 60%	25.11	25.66	26.22

(New hires are employees that were hired after February 1, 2014)

Saskatchewan (existing)	Oct 1, 2019	Oct 1, 2020	Oct 1, 2021
CLASS "A"	38.11	38.87	39.65
CLASS "B"	37.63	38.38	39.15
CLASS "C"	43.23	44.09	44.97

(Existing employees are those that were hired before February 1, 2014)

Saskatchewan (new hires)	Oct 1, 2019	Oct 1, 2020	Oct 1, 2021
CLASS "A"	34.63	35.32	36.03
CLASS "A" 80%	29.00	29.61	30.22
CLASS "A" 60%	23.38	23.90	24.42
CLASS "B"	29.53	30.12	30.72
CLASS "B" 80%	24.93	25.45	25.98
CLASS "B" 60%	20.32	20.78	21.24
CLASS "C"	39.29	40.08	40.88
CLASS "C" 80%	32.74	33.42	34.11
CLASS "C" 60%	26.18	26.75	27.33

(New hires are employees that were hired after February 1, 2014)

Edmonton (existing)	Oct 1, 2019	Oct 1, 2020	Oct 1, 2021
CLASS "A"	48.16	49.13	50.11
CLASS "B"	47.49	48.44	49.41
CLASS "C"	53.75	54.83	55.93

(Existing employees are those that were hired before February 1, 2014)

Edmonton (new hires)	Oct 1, 2019	Oct 1, 2020	Oct 1, 2021
CLASS "A"	43.77	44.65	45.54
CLASS "A" 80%	36.41	37.16	37.92
CLASS "A" 60%	29.04	29.67	30.30
CLASS "B"	36.99	37.73	38.48
CLASS "B" 80%	30.98	31.62	32.28
CLASS "B" 60%	24.97	25.52	26.07
CLASS "C"	48.84	49.82	50.82
CLASS "C" 80%	40.46	41.30	42.14
CLASS "C" 60%	32.09	32.77	33.47

(New hires are employees that were hired after February 1, 2014)

Calgary (Existing)	Oct 1, 2019	Oct 1, 2020	Oct 1, 2021
CLASS "A"	48.17	49.14	50.12
CLASS "B"	47.50	48.45	49.42
CLASS "C"	53.78	54.86	55.96

(Existing employees are those that were hired before February 1, 2014)

Calgary (new hires)	Oct 1, 2019	Oct 1, 2020	Oct 1, 2021
CLASS "A"	43.79	44.66	45.55
CLASS "A" 80%	36.30	37.05	37.81
CLASS "A" 60%	28.81	29.43	30.07
CLASS "B"	37.01	37.75	38.50
CLASS "B" 80%	30.87	31.52	32.17
CLASS "B" 60%	24.74	25.28	25.84
CLASS "C"	48.88	49.86	50.86
CLASS "C" 80%	40.38	41.21	42.05
CLASS "C" 60%	31.87	32.55	33.25

(New hires are employees that were hired after February 1, 2014)

- A - Shop Fabricators, and employees operating spot welders or automatic welding machines shall be paid Class A rates unless they are recognized to weld under N.F.P.A. Standards, in which case Class C rates shall apply.
- B - Warehousemen and Truck Drivers.
- C - An employee during the time he is welding shall be paid according to this category.

New employees who are without previous experience shall be paid no less than sixty percent (60%) of the total package rate

for the first six months work commencing on their first day of employment, then; eighty percent (80%) of the total package for the next six months work; after completion of twelve (12) months engaged in the work, the full applicable rate shall be paid.

A premium of 1 dollar per hour to be paid to group leaders or lead hands. It is not mandatory for shops who do not have this category to create one where it does not currently exist.

Employees temporarily transferred for the convenience of the employer will receive the rate of the job to which they are transferred or their own rate, whichever is higher.

ARTICLE 7 HOURS OF WORK, OVERTIME, SHIFTS

Forty hours shall constitute a standard work week, Monday to Friday inclusive. Work will be performed for eight hours for five days or ten hours for four consecutive days, or nine hours per day from Monday to Thursday inclusive, and four hours on Friday, at the Employer's option.

Overtime worked Monday through Friday that is worked over the regularly scheduled hours, shall be paid for at one and one-half times the regular hourly rate for the first ten hours work. Overtime in addition to the ten hours will be paid at two times the regular hourly rate. All requests for overtime shall be requested 2 hours prior to the end of the shift.

Work performed on Saturday will be paid for at one and one-half times the hourly rate for the first four hours worked; overtime in addition to the four hours worked will be paid at two times the hourly rate. These overtime rates are applicable provided that the employee has worked at least 32 scheduled hours when regularly working five eight hour shifts; 30 hours on four ten hour shifts; and thirty one hours on a four nine and

4 hour shift previous to the Saturday, then the overtime hours shall be paid for at the regular hourly rate.

Any employee who has worked all regularly scheduled hours offered during the normal work week will be paid at the daily overtime premium without penalty.

Normal working hours shall be the applicable number of consecutive hours between 7:00 a.m. and 6:30 p.m. with one half hour for lunch. The Company reserves the right to change starting/quitting times if they consider it necessary.

Work performed on Sunday will be paid for at one-half times the hourly rate.

A fifteen minute break period will be given twice each shift. The breaks shall commence and end at the break room.

Employees who show up for work either at the company's request or at their regular starting time, unless otherwise previously notified by the company that no work is available, shall be paid a minimum of four (4) hours at the applicable rate of pay plus vacation and holiday pay and fringe benefits.

Shifts may be established in addition to the regular day shift. A premium of 6% to be paid to each employee working on second and third shifts.

Established Shift Work may be performed at the option of the employer, but when performed, it must continue for a period of not less than five (5) consecutive work shifts, or, in accordance with Article 7, first paragraph (Monday to Friday) excluding Saturday, Sunday and holidays. Seniority shall be in accordance with the provisions of Article 12.

The work week schedule for Calgary Local 496 shall be industry hours.

Work performed on the following recognized holidays will be paid for at two times the hourly rate, plus any applicable shift premium.

The following are designated as holidays:

New Year's Day	Labour Day	Good Friday
Thanksgiving Day	Victoria Day	Remembrance Day
Civic Holiday	Christmas Day	Dominion Day
Boxing Day	Family Day (where Applicable)	Heritage Day

Should any of the above holidays fall on a Saturday or Sunday, the following Monday will be observed. No work shall be performed on Labour Day, except for the preservation of life or imminent danger of property. Should Christmas Day fall on a Saturday or Sunday, the following Monday and Tuesday will be observed.

If a holiday is proclaimed by law Federal or Provincial, on any day during the calendar year it shall be deemed to be recognized as a holiday and added to the list of holidays named in this Collective Agreement and subject to the terms and conditions to this Agreement (period after Agreement)

If Remembrance Day is not designated by Provincial law that it is compulsory to celebrate same on a given day, the Employer and the Business Manager of the Local Union having jurisdiction may mutually agree to designate an alternate day.

ARTICLE 8 PAY DAY

Pay day shall be once a week. The employees are to be paid at the option of the Employer in cash, negotiable payroll cheque, or direct deposit before the end of the shift. The cheque or pay stub shall not be distributed later than 6 days. The payroll

period each week shall end on Saturday at midnight to coincide with an insurable week for E.I. purposes.

Pay for work done in a standard work week, or at the completion of a five day consecutive shift work week, shall be due and payable before the end of the shift not more than seven days after the end of that week. If paid by cheque, they shall not be distributed later than six days. If pays are not forthcoming as prescribed above, the employer upon request will make provision to advance monies.

All deductions and contributions such as Employment Insurance, Income Taxes, Union Dues, Pension, Welfare and Hours of Labour shall be shown clearly on a separate statement with the employees pay.

If an employee is laid off, fired, or quits, all accrued wages shall be paid within two working days of termination of employment either in person or by certified mail postmarked within two working days of termination of employment, to the address on record. Such pay shall be accompanied by the man's Record of Employment slip. Should such employee not be paid in accordance with the foregoing, he shall be paid at his regular rate of pay while waiting to be paid.

ARTICLE 9 VACATION AND HOLIDAY PAY

The holiday (vacation) pay shall be paid at the rate of 6% of the gross hourly pay earned. The statutory holiday pay shall be paid at the rate of 4% of the gross hourly pay earned.

Income tax on vacation pay and holiday pay shall be deducted weekly.

Employees who have attained seniority status (with the same Company) shall be entitled to two weeks' vacation. Upon

attaining 5 years seniority status an employee will be entitled to 3 weeks' vacation, upon attaining 10 years seniority status an employee will be entitled to 4 weeks' vacation, **and after 15 years of seniority an employee will be entitled to 5 weeks' vacation** out of the "Total Package" listed for their job category. **Timing of vacations must be mutually agreed upon.**

The same shall apply to any legislative provision that arises in any Province all benefits will be out of the "Total Package" contained in this agreement.

ARTICLE 10 FABRICATION

The work of the employee shall consist of all handling and all fabrication of all sprinkler and fire protection piping and materials incidental to the business of the employer in his shop and shop yard.

The painting, marking, cleaning and labelling of pipe, if performed in the shop will be performed by members in the bargaining unit, however, the employer has the right to sub-contract outside the shop, and in no case is the employer required to perform specialized operations such as sand blasting or special painting.

When yard work is required, the Employer is to provide suitable rain gear, with rubber boots, for outside work.

ARTICLE 11 STRIKES AND LOCKOUTS

The Union and the Employer agree that there shall be no strike or lockout during the life of this Agreement.

No disciplinary action will be taken against an employee that refuses to cross a legal picket line.

ARTICLE 12 SENIORITY

Following the completion of a probationary period, which is six months engaged in the work, to be completed within 12 months from date of hire, an employee's seniority shall date from six months prior to completion of the probationary period.

Provided qualifications are equal and consistent with operational requirements, junior employees will be laid off first and recalled last within their class. Employees who have previously worked within a class shall maintain seniority within that class.

Provided qualifications are equal and consistent with operational requirements, employees with greater seniority will be given preference for promotions, shifts or advancement to other classifications. Overtime shall be shared equally within such job classification when possible.

Employees who have attained seniority status shall retain recall rights for twelve (12) months following layoff, unless on leave of absence granted by the employer. Employees shall not lose seniority status if they refuse to cross a legal picket line.

The employer will post an up-to-date seniority list on the Bulletin Board every six (6) months. Employees shall have 30 days to grieve errors to seniority listing. If on presentation of evidence by the Union there is an error, the employer will correct the list.

The Union may use these boards for posting notices of Union activities, provided such notices are signed by the Business Representative of the Union and submitted to the authorized company representative before posting.

ARTICLE 13 GRIEVANCE PROCEDURES

Should any difference arise between the Company and any of its employees as to the interpretation, application, administration, or alleged violation of this Agreement, an earnest effort shall be made to settle such differences without undue delay in the following manner:

STEP 1

The aggrieved employee with the assistance of his Shop Steward shall submit his grievance in writing to his foreman in the shop within three working days of the occurrence giving rise to the grievance. No grievance shall be considered valid which has not been submitted within such three days. The employee and the Shop Steward may have the assistance of the Business Representative of the Union.

STEP 2

If within three working days from the time the grievance was first submitted to the foreman a decision satisfactory to the employee is not given, it shall be presented in writing to the Plant Manager or his representative within three additional working days, who shall meet with the Union Representative in an attempt to resolve the differences and render a written decision within seven working days.

A Union policy grievance which is defined as an alleged violation of this Agreement involving all or a substantial number of employees in the Bargaining Unit or a grievance involving the Union itself relating to the application or interpretation of this Agreement, may be brought forward in writing at Step 2 of the Grievance Procedure at any time within five full working days after the circumstances giving rise to such Policy Grievance occurred, and if it is not settled at this stage, it may be submitted to a Board of Arbitration in the same manner as a grievance of an employee.

STEP 3

If settlement is not reached in Step 2 within said five working days a Joint Conference Board meeting shall be convened and a written decision rendered within five working days. The Joint Conference Board shall be comprised of Two Union Representatives appointed by the Local Union and Two Representatives appointed by CASA. The findings of the Joint Conference Board shall be final and binding on both parties.

STEP 4

If the Joint Conference Board are unable to effect a settlement within the last mentioned five **days'** time limit in Step #3, the terms of ARBITRATOR shall be applied. If this Grievance is for delinquents, only the delinquent contractor shall pay all cost for the arbitrator expenses.

Any time limits provided in the four steps of this Article may be extended by mutual agreement between the Company and Union, but not otherwise.

ARBITRATION

Whenever either party to this Agreement desires to submit any grievance to arbitration, written notice shall be given to either party within ten days after the last step in the grievance procedure formally stating the subject of the grievance and at the same time nominating an arbitrator. Within seven days after receipt of such notice, the other party shall name an arbitrator.

The arbitrators representing the two parties shall, within 48 hours, attempt to agree upon a Chairman of the Arbitration Board and failing such an agreement, the Minister of Labour for the applicable province will be requested to name such a Chairman.

As soon as the Arbitration Board has been completed by the selection of a Chairman, it shall meet and hear the evidence and representation of both parties. It shall render a decision as soon as possible, the intention being that all decisions shall

be given within seven days after arbitration proceedings have commenced.

Each of the parties hereto will bear the expenses of the arbitrator appointed by them and the parties will jointly bear the expenses, if any of the Chairmen of the Arbitration Board and other incidental expenses incurred directly by such arbitration.

No matter may be submitted to arbitration which has not been properly processed through all previous steps of the grievance procedure or as otherwise provided herein.

The Arbitration Board shall not have authority to add to, alter, modify or amend this Agreement, nor shall it be authorized to make any decision inconsistent with the provisions of this Agreement. Decisions shall be final and binding on both parties.

ARTICLE 14 HEALTH & SAFETY

It shall be fully understood that the working regulations and conditions, where applicable, must comply to the Provincial and Federal Health and Safety Regulations. Drivers will be governed by the applicable Highways Act.

It is further understood that in the event of an employee injured during the working day and in the event outside medical aid is required, said employee shall be paid for hours lost for that day.

ARTICLE 15 HEALTH AND WELFARE

Employer shall pay for each hour earned, rates noted below, for all employees covered by this Collective Agreement into the Local Health and Welfare Fund where the man is working:

	<u>Oct. 01/19</u>	<u>Oct.1/20</u>	<u>Oct. 1/21</u>
<u>Newfoundland</u>	<u>2.25</u>	<u>2.25</u>	<u>2.25</u>
<u>Nova Scotia</u>	<u>2.05</u>	<u>2.05</u>	<u>2.05</u>
<u>New Brunswick & P.E.I.</u>	<u>2.70</u>	<u>2.70</u>	<u>2.70</u>
<u>Ontario - Toronto</u>	<u>2.87</u>	<u>2.97</u>	<u>3.07</u>
<u>Manitoba</u>	<u>1.89</u>	<u>1.89</u>	<u>1.89</u>
<u>Saskatchewan</u>	<u>1.65</u>	<u>1.65</u>	<u>1.65</u>
<u>Alberta (Local 488) & N.W.T.</u>	<u>2.04</u>	<u>2.04</u>	<u>2.04</u>
<u>Alberta (Local 496)</u>	<u>1.40</u>	<u>1.40</u>	<u>1.40</u>

Welfare hours shall accumulate for a one month period and be submitted to a party as designated by the Local Union before the 20th of the month following, along with a schedule listing employees by Social Insurance Numbers, hours each employee earned, and a cheque covering the hours so listed.

Change to the welfare rates may be made on the following two calendar dates: May 1 or November 1.

If the rates, as noted above, for contributions into any Local Health & Welfare Fund are adjusted by the Funds' Trustees, any difference (plus or minus) shall be reflected in the wage rate. Any such adjustment shall be made in the month following the adjustment date.

ARTICLE 16 PENSION

The Employer contribution to the Sprinkler Industry Pension Plan will be **(\$4.75) four dollars and seventy-five cents** per hour earned effective **October 1, 2019**. Effective **October 1, 2020** such contributions will increase to **(\$5.00) five dollars**. Effective **October 1, 2021** such contributions will increase to **(\$5.25) five dollars and twenty-five cents**. The Employee contribution will continue to be five cents (5¢) per hour earned.

Such pension fund hours shall accumulate for a one month period and be submitted to the administration office before the 20th of the month following, along with a list of employees' names and Social Insurance Numbers and a cheque covering the hours so listed.

The policies and procedure necessary to operate and maintain this plan will be governed by a Board of Trustees formed of three (3) members appointed by the United Association Director of Canadian Affairs, and three (3) members designated by the Canadian Automatic Sprinkler Association.

All employees covered by this plan must become members and continue membership in the Union.

The Employer and the Union agree to comply with all the provisions and requirements of the Pension Trust Fund and the declaration of Trust, between the Employers and the Union dated January 1, 1965 and such rules and regulations as the Trustees of the fund deem necessary for the successful operation of the said trust fund.

The Trustees shall have full authority by majority vote with equal representation on both sides to determine the amounts and select the forms of pension benefits to be provided under the Pension Plan, and shall be responsible for the administration of the plan, increasing and decreasing of benefits payable, and the eligibility of claims payable and be responsible for carrying out all of the provisions and requirements of the Federal and Provincial laws relating to Government Registered Pension Plans.

ARTICLE 17 UNION DEDUCTION

- (a) The Employer shall, as a condition of employment, deduct union dues and initiation fees from the pay of all employees covered by this Agreement upon the presentation of an authorization slip from the employee.

- (b) All such dues shall be deducted from the first pay of each month and shall be remitted to the Local Union having jurisdiction before the 20th of the month following with a list of names and Social Insurance Numbers of employees for whom dues have been deducted.
- (c) Under the jurisdiction of Local 56, each employee shall have withheld from his net wages 5 cents per hour for each hour worked. These monies shall be remitted to the Local Union before the 20th of the month following with a list of names and Social Insurance numbers of employees for whom dues have been deducted. These monies shall be used for a Building Fund.
- (d) Alberta and Northwest Territories (District of MacKenzie) Building Trades Council to be remitted at .5¢ (five cents) per man hour earned, out of package.
- (e) U.A. Local 853 Building Fund to be remitted at .5¢ (five cents) per man hour earned, to be deducted from employee's pay cheque.
- (f) U.A. Local 853 Field Dues to be remitted at .5¢ (five cents) per man hour earned, to be deducted from employee's pay cheque.
- (g) Canadian Training Fund remitted **\$0.10 (ten cents)** per man hour earned, out of package all locals having jurisdiction. **With \$0.05 being contributed to U.A. Canada's Health and Wellness Program.**

Should a Local Union decide to reallocate monies from wages to other funds, after the signing of the Agreement and prior to the expiry of the Agreement, such reallocation of monies shall be allowed twice annually, only on October 1st and April 1st. Such notice of reallocation of money would have to be forwarded to the C.A.S.A. office no later than ninety (90) days prior to the above dates and must be accompanied by revised Wage Schedules.

DeNovo will be paid \$0.02 per hour earned by employee and \$0.02 per hour earned by employer (Ontario Only)

ARTICLE 18 LABOUR SERVICE FEE

All Employers signatory to this Agreement shall be assessed a labour Service Fee of four (4 cents) cents per man hour earned payable to the Canadian Automatic Sprinkler Association.

Such Labour Service Fee hours shall accumulate for a one month period and be submitted to the administration office before the 15th (fifteenth) of each month following, along with a list of employees names and social insurance numbers and a cheque covering the hours so listed. It is understood that the Canadian Automatic Sprinkler Association waives the Union responsibility for collection.

ARTICLE 19 SAVINGS CLAUSE

Should any Article, or any provision or any part of the Agreement be void by reason of being contrary to law, the remainder of this Agreement shall not be affected thereby. Where legislature provisions exceed any provisions of this Agreement, the higher shall prevail.

ARTICLE 20 SHOP STEWARDS

- (a) Where, in the opinion of the Union, a Shop Steward is required, the Business Representative shall appointment from among the Company employees, one steward for each shift.

- (b) The Union shall notify the Company by letter of the name of the Steward or any replacement.
- (c) The Steward's first duty is to the work required to be performed by themselves for the Company. It is recognized, however, that the Steward is the Union representative in the plant and is responsible for safeguarding the Union's interests in the plant and administering this Collective Agreement.
- (d) The Steward shall be the second to last employee employed in the shop regardless of seniority provided said Steward is able to perform the available work at the time.

ARTICLE 21 WASH UP TIME

Employees shall have five (5) minute wash up time prior to the end of their scheduled shift.

ARTICLE 22 BEREAVEMENT LEAVE AND PAY

An bargaining unit employee will be granted up to 3 (three) full days leave of absence with pay between Monday and Friday inclusive in the event of a death of a member of his or her family, which shall be limited to husband, wife, parents, children, sister, brother, grandparents, mother-in-law or father-in-law.

Such possible day or day's leave of absence shall be between the day of death and the day of internment or celebration of life. If this article is less than applicable Provincial Legislation shall apply.

ARTICLE 23 NON-DISCRIMINATION

The Company and the Union agrees that they will continue the policy of not discriminating because of race, religion, colour, national origin, age or sex.

ARTICLE 24 UNION LABEL/STAMP

CASA and the U.A. will work together on a suitable standard design Union Label, and/or stamp to be applied to sprinkler and fire protection pipe fabrication and bill of materials. Labels/stamps shall be supplied by the Union.

ARTICLE 25 SAFETY SHOES

The wearing of safety shoes while working is a condition of employment. The employer will grant an annual allowance of **three hundred (\$300.00)** to be used towards the purchase of approved safety shoes. **Twenty Five dollars (\$25.00)** per month worked, payable on leaving, if separation is after boot allowance paid (total of **\$300.00** per year).

ARTICLE 26 DEFAULT OF PAYMENT

If any contractor shall default in remitting payments required to be made to Trust Funds pursuant to the terms of this Collective Agreement, and default shall continue for ten days or more, then in addition to any other remedy available to the Local Union, such defaulting contractor shall pay to the Trustees, as liquidated damages and not as a penalty, an amount equal to 5% of the arrears for each month or part thereof during which such default continues. The said damages shall become due and payable

upon the 21st day of the month following the month for which contributions were to be made. The 5% of the said arrears shall become due and be payable by such contractor on the 21st day of each successive month while default continues. For the purpose of calculating the 5% as aforesaid, "arrears" shall be deemed to include all accumulated damages remaining unpaid.

The foregoing "Default of Payment Clause" shall apply to the following trust funds:

- Article 17 – Union Deductions
- Article 9 – Holiday & Vacation Pay Trust Funds
- Article 15 – Health and Welfare
- Article 16 – Pension Fund
- Article 18 – Labour Service Fee

ARTICLE 27 DURATION AND RENEWAL OF AGREEMENT

This Agreement shall be in full force and effect for a term commencing **October 1, 2019** and terminating at midnight **September 30, 2022** and shall automatically continue in operation from year to year thereafter, unless either party hereto shall give to the other party a notice in writing of a desire to modify this Agreement. Such notice shall be served by registered mail upon the other party, at least ninety (90) days prior to the expiration date of the Agreement.

If notice to negotiate has been given by either party, this Agreement shall remain in full force and effect during any period of negotiations, even though such negotiations may extend beyond the expiry date, or until discontinued by notice in writing from either party.

This Agreement is entered into this **24th day of September, 2019.**

Signed on behalf of the Canadian Automatic Sprinkler
Association:

Bernie Beliveau

John Galt

Randy Bird

Jamie McKenzie

Signed on behalf of the United Association of Journeymen and
Apprentices of the Plumbing and Pipe Fitting Industry of the
United States and Canada, for and on behalf of Local Unions
488, 496, 179, 254, 853, 740, 325 and 56.

Greg Mitchell,

U.A. International Representative

Jamey Brown,

U.A. Local 325

Dale Hawrychuk,

U.A. Local 853

Kyle Kalcsics,

U.A. Local 254

Angus Potskin,

U.A. Local 488

This program is designed to promote our UA members' world-class skills and safe, efficient work practices on the jobs performed by our signatory contractors for our customers and owner-clients.



Canadian Standard for Excellence Operating Rules and Regulations

Definitions

CBA – Collective Bargaining Agreement

Discharge/Laid Off for Cause (including but not limited to absenteeism, safety violations, timekeeping or productivity; not including lay off due simply to a lack of, or, downturn in work)
- Occurs when an employer asserts cause for the discharge/layoff of an employee, and no arbitration or board of arbitration finds that there was no such cause.

CASA – Canadian Automatic Sprinkler Association

Parties to this Agreement – The parties to this agreement are the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada on behalf of its Local Unions and the Canadian Automatic Sprinkler Association of Canada.

SC - Standard Coordinator/Job Steward – An individual whose job it is to ensure the continuity of the projects by working to solve problems brought to them. The SC shall be appointed by the Union Business Manager and may be from the Employer's existing work force. Additional SC's may be appointed based upon job and/or crew size.

SFE - Standard for Excellence

Local Union Responsibilities

The Local Union will provide training for the Standard Coordinator with respect to the purpose and intent of this Standard for Excellence.

The SC is empowered by the Business Manager of the Local Union to work with members and management to correct and solve problems related to job labour performance that have been reported to the Union.

The SC will communicate on a regular basis with the supervision on site and the contractor to convey job progress, work schedules, and work process problems to the employee/ members.

Meetings will be established between the Local Union Business Manager or Business Agent and the SC to discuss and resolve issues related to the compliance of the SFE.

If applicable, management will be invited to attend and participate in the process. When deemed necessary, the Local International Representative will be invited to attend and participate in the process.

In the event a member(s) is not meeting SFE responsibilities, the Local Union Business Manager or Business Agent and his respective Executive Board Member will assume the responsibility to address problem member(s) not meeting their obligations.

The role of the union is to make every effort to correct the problem by whatever means, to the extent allowed by applicable law, including, but not limited to, the applicable Labour Laws and the Constitution of the United Association.

Employee, Member and Local Union Responsibilities:

To ensure the Standard for Excellence platform meets and maintains its goals, the Business Managers, in partnership with their implementation teams, including Standard Coordinators and the Local membership, shall ensure all members:

- Respect the UA, the customer, client, and contractor by dressing in a manner appropriate for our highly skilled and professional craft. (Offensive words and symbols on clothing and buttons are not acceptable.)
- Eliminate disruptions on the job and safely work towards the on-time completion of the project.
- Meet their responsibilities to the employer and their fellow worker by arriving on the job ready to work, every day on time (Absenteeism and tardiness will not be tolerated.)
- Adhere to the contractual starting and quitting times, including lunch (personal cell phones will not be used during the workday with the exception of lunch and break periods.)
- Meet their responsibility as highly skilled craft workers by respecting those tools and equipment supplied by the employer.
- Use and promote the Local union and international training and certification systems to the membership so they may continue on the road of lifelong learning, thus ensuring Local craft workers are the most highly trained and sought after workers.
- Meet their responsibility to be fit for duty, ensuring a zero tolerance policy for on the job substance abuse is strictly met.

- Be productive and keep inactive time to a minimum.
- Respect and observe the customer, client, and employer and their rules and policies.
- Follow safe, reasonable management directives.
- Communicate with the Site Supervision and SCs in preventing and resolving work/labour problems especially where lack of material and guidance are observed.
- Accept and abide by the Standard for Excellence Operating Rules and Regulations.

Process for Addressing Employee Discharges or Layoffs for Cause

Employees who are discharged/laid off by a contractor for cause shall be subject to the following procedures:

1. After 1st discharge or layoff for cause, the employee/member will meet with the Local Union Business manager or the Regional Business Agent and receive verbal counseling. The content of the counseling will include SFE Disciplinary Guideline and Operating Rules and Regulations and the possible penalties which could be imposed under the SFE as a result of any future discharge or layoff for cause.
2. After the 2nd discharge or layoff for cause within a thirty-six (36) month period, the employee/member will meet with the Local Union Business Manager, Local Union Executive Board, for evaluation and counselling related to the reasons for the discharges or layoffs. The employee/member will be counseled related to the reasons for the discharges or layoffs. The employee/member will be advised that any further discharge or layoffs for cause may

result in temporary or permanent removal from the Out-of-Work list.

3. After the 3rd discharge or layoff for cause within a thirty-six (36) month period, the employee/member will meet with the Executive Board, which shall review the facts and make a recommendation for action against the employee/member, with a maximum recommended penalty up to and including permanent elimination from the Out of Work List.

Any penalties imposed as a result of two or more discharges or layoffs for cause within a thirty-six (36) month period, other than permanent elimination from the Out-of-Work list, will be removed from the employee/member's record after thirty-six (36) months.

In the event that the basis for an employee/member's discharge or layoff by a Contractor is challenged as lacking the requisite cause, by a timely grievance filed by the Local Union or the employee/member, that issue shall be resolved pursuant to the provisions of the Grievance and Arbitration Procedure of the applicable CBA prior to any action being taken by the Executive Board.

The suspension of an employee/member's eligibility for referrals from the Out-of-Work List as a result of multiple discharges or layoffs for cause shall not constitute a violation of any provision or section or clause of any applicable Collective Agreement.

The above process may:

1. Require the employee/member to obtain drug and/or alcohol counseling or further training from the JATC before again being eligible for referral.

2. Disqualify the employee/member for referral from the Out-of-Work List for a period of two (2) or more weeks, or permanently, depending on the seriousness and/or repetitive nature of the conduct, with the Executive Board making the final determination as to the employee/member's continued eligibility for referral.
3. Refer the employee/member to an approved employee assistance program for evaluation and recommended action.
4. Declare the member eligible for continued referral employment pursuant to the CBA, including when an employee/member can satisfy his/her onus of showing why he/she should be restored on the referral list, with or without conditions.

In the event that any portion of the SFE Disciplinary Guideline and Operating Rules and Regulations conflict with any provision of the CBA, the CBA shall prevail, unless otherwise specifically stated herein. Nothing in the SFE Disciplinary Guideline and Operating Rules and Regulations shall be construed to amend, modify, restrict, or expand upon, any right, obligation, or provision contained in the CBA.

The SFE Disciplinary Guideline and Operating Rules and Regulations shall constitute any addendum to the CBA. Any changes to the SFE Disciplinary Guideline and Operating Rules and Regulations during the term of the CBA must be in writing and signed by the parties. Nothing in the SFE shall hinder the right of the employee/member to file a grievance as allowed for in the CBA.

Employer and Management Responsibilities:

The ultimate responsibility of job management falls on the contractor management. Contractors will become signatory to the SFE Disciplinary Guideline and Operating Rules and

Regulations before being able to utilize it in their company marketing.

Contractors who are bound to this Standard recognize their obligation to manage their jobs effectively, and as such shall have the following responsibilities under this Standard of Excellence:

- Educate Superintendents, General Forepersons and Forepersons about the purpose, intent and proper use of the Standard of Excellence.
- Provide reasons in writing for returning unsatisfactory general foremen, foremen, journey workers and apprentices to the hiring hall.
- Provide worker recognition for a job well done.
- Supply all necessary tools, equipment, material and information in a timely manner to ensure a successful project.
- Provide the necessary leadership and problem-solving skills to jobsite Supervision.
- Create and maintain a safe work environment by providing site specific training, proper equipment and following occupational health and safety guidelines.
- Promote and support continued education and training for employees while encouraging career building skills.
- Treat all employees in a respectful and dignified manner, acknowledging their contributions to a successful project.
- Cooperate and communicate with the Site Supervision and Standards Coordinator in preventing and resolving work problems.

- Problems with Contractor performance shall be addressed as follows:
 - Management will address concerns brought forth by the Standard Coordinator. If the lowest level of management does not resolve the problem, the Local Union Business Manager and Standard Coordinator will address the issues with higher levels of management.
 - If the issues are not corrected, the Union, or the Contractor shall call for a Labour-Management meeting to resolve concerns or issues.
 - If the issue is not resolved, the MCA, Business Manager and the UA International Representative shall meet with the affected contractor and attempt to correct the management problems on the project.
 - Accept and abide by the Standard for Excellence Disciplinary Guideline and Operating Rules and Regulations.

OTHER PARTIES FOR INFORMATION

Mark McManus, General President

Patrick Kellett, General Secretary-Treasurer

Bradley Karbowsky, National Sprinkler Advisory Chairman

3 Park Place, Annapolis, Maryland 21401

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Terence Snooks, U.A. Director of Canadian Affairs

442 Gilmour Street, Ottawa, ON K2P 0R8

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Tel (416) 325-2929

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James Hogarth

Business Manager, Ontario Pipe Trades Council

400 Dundas Street East, Suite 206 Whitby, Ontario L1N 3X2

Tel (905) 573-3703

Fax (905) 573-0804

**UNITED ASSOCIATION LOCALS WITH
FABRICATION JURISDICTION**

Local 56 (Halifax)	30 Neptune Crescent Halifax, Nova Scotia, B2Y 4R8	(902) 466-9920 Fax (902) 466-2368
Local 179 (Regina)	402 Solomon Drive Regina, Saskatchewan, S4N 5A8	(306) 569-0624 Fax (306) 781-8052
Local 254 (Winnipeg)	34 Higgins Avenue Winnipeg, Manitoba, R3B 0A5	(204) 947-0497 Fax (204) 947-1512
Local 325 (New Brunswick)	P.O Box 1060 Fredericton, New Brunswick, E3B 5C2	(506) 459-6044 Fax (506) 453-1416
Local 488 (Edmonton)	16214-118 Avenue Edmonton, Alberta, T5V 1M6	(780) 482-9504 Fax (780) 452-1291
Local 496 (Calgary)	5649 Burbank Rd. S.E. Calgary, Alberta, T2H 1Z5	(403) 252-1166 Fax (403) 252-4591

Local 740 P.O. Box 8583 Station .A (709) 747-2249
(Newfoundland) St. Jon's, Newfoundland, Fax (709) 747-0364
A1B 3P2

Local 853 60 Shields Court (905) 477-6022
(Ont. Sprinkler) Markham, Ontario Fax (416) 498-5141
L3R 9T5

APPENDIX "A"
UA LOCAL 56 –NOVA SCOTIA - EXISTING

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "A"			
Basic	<u>\$30.13</u>	<u>\$30.64</u>	<u>\$31.15</u>
Vacation Pay 10%	<u>\$3.01</u>	<u>\$3.06</u>	<u>\$3.12</u>
Health & Welfare	<u>\$2.05</u>	<u>\$2.05</u>	<u>\$2.05</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$40.06</u>	<u>\$40.86</u>	<u>\$41.68</u>
CLASS "B"			
Basic	<u>\$29.69</u>	<u>\$30.18</u>	<u>\$30.69</u>
Vacation Pay 10%	<u>\$2.97</u>	<u>\$3.02</u>	<u>\$3.07</u>
Health & Welfare	<u>\$2.05</u>	<u>\$2.05</u>	<u>\$2.05</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$39.57</u>	<u>\$40.36</u>	<u>\$41.17</u>
CLASS "C"			
Basic	<u>\$33.44</u>	<u>\$34.01</u>	<u>\$34.59</u>
Vacation Pay 10%	<u>\$3.34</u>	<u>\$3.40</u>	<u>\$3.46</u>
Health & Welfare	<u>\$2.05</u>	<u>\$2.05</u>	<u>\$2.05</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$43.70</u>	<u>\$44.57</u>	<u>\$45.46</u>

NEW HIRES - Jan 30, 2014

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "A"			
Basic	<u>\$26.80</u>	<u>\$27.23</u>	<u>\$27.68</u>
Vacation Pay 10%	<u>\$2.68</u>	<u>\$2.72</u>	<u>\$2.77</u>
Health & Welfare	<u>\$2.05</u>	<u>\$2.05</u>	<u>\$2.05</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$36.39</u>	<u>\$37.12</u>	<u>\$37.86</u>
CLASS "A" "80"%			
Basic	<u>\$21.44</u>	<u>\$21.79</u>	<u>\$22.15</u>
Vacation Pay 10%	<u>\$2.14</u>	<u>\$2.18</u>	<u>\$2.21</u>
Health & Welfare	<u>\$2.05</u>	<u>\$2.05</u>	<u>\$2.05</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$30.49</u>	<u>\$31.13</u>	<u>\$31.77</u>
CLASS "A" "60"%			
Basic	<u>\$16.08</u>	<u>\$16.34</u>	<u>\$16.61</u>
Vacation Pay 10%	<u>\$1.61</u>	<u>\$1.63</u>	<u>\$1.66</u>
Health & Welfare	<u>\$2.05</u>	<u>\$2.05</u>	<u>\$2.05</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$24.60</u>	<u>\$25.13</u>	<u>\$25.88</u>

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "B"			
Basic	<u>\$21.89</u>	<u>\$21.27</u>	<u>\$21.60</u>
Vacation Pay 10%	<u>\$2.19</u>	<u>\$2.13</u>	<u>\$2.16</u>
Health & Welfare	<u>\$2.05</u>	<u>\$2.05</u>	<u>\$2.05</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$30.99</u>	<u>\$30.56</u>	<u>\$31.17</u>
CLASS "B" "80"%			
Basic	<u>\$17.51</u>	<u>\$17.02</u>	<u>\$17.28</u>
Vacation Pay 10%	<u>\$1.75</u>	<u>\$1.70</u>	<u>\$1.73</u>
Health & Welfare	<u>\$2.05</u>	<u>\$2.05</u>	<u>\$2.05</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$26.18</u>	<u>\$25.88</u>	<u>\$26.42</u>
CLASS "B" "60"%			
Basic	<u>\$13.14</u>	<u>\$12.76</u>	<u>\$12.96</u>
Vacation Pay 10%	<u>\$1.31</u>	<u>\$1.28</u>	<u>\$1.30</u>
Health & Welfare	<u>\$2.05</u>	<u>\$2.05</u>	<u>\$2.05</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$21.36</u>	<u>\$21.20</u>	<u>\$21.67</u>

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "C"			
Basic	<u>\$29.83</u>	<u>\$30.33</u>	<u>\$30.84</u>
Vacation Pay 10%	<u>\$2.98</u>	<u>\$3.03</u>	<u>\$3.08</u>
Health & Welfare	<u>\$2.05</u>	<u>\$2.05</u>	<u>\$2.05</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$39.73</u>	<u>\$40.52</u>	<u>\$41.33</u>
CLASS "C" "80"%			
Basic	<u>\$23.87</u>	<u>\$24.26</u>	<u>\$24.67</u>
Vacation Pay 10%	<u>\$2.39</u>	<u>\$2.43</u>	<u>\$2.47</u>
Health & Welfare	<u>\$2.05</u>	<u>\$2.05</u>	<u>\$2.05</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$33.16</u>	<u>\$33.85</u>	<u>\$34.55</u>
CLASS "C" "60"%			
Basic	<u>\$17.90</u>	<u>\$18.20</u>	<u>\$18.50</u>
Vacation Pay 10%	<u>\$1.79</u>	<u>\$1.82</u>	<u>\$1.85</u>
Health & Welfare	<u>\$2.05</u>	<u>\$2.05</u>	<u>\$2.05</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$26.60</u>	<u>\$27.18</u>	<u>\$27.76</u>

UA LOCAL 179 –SASKATCHEWAN - EXISTING

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "A"			
Basic	<u>\$28.72</u>	<u>\$29.19</u>	<u>\$29.67</u>
Vacation Pay 10%	<u>\$2.87</u>	<u>\$2.92</u>	<u>\$2.97</u>
Health & Welfare	<u>\$1.65</u>	<u>\$1.65</u>	<u>\$1.65</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$38.11</u>	<u>\$38.87</u>	<u>\$39.65</u>
CLASS "B"			
Basic	<u>\$28.29</u>	<u>\$28.75</u>	<u>\$29.22</u>
Vacation Pay 10%	<u>\$2.83</u>	<u>\$2.87</u>	<u>\$2.92</u>
Health & Welfare	<u>\$1.65</u>	<u>\$1.65</u>	<u>\$1.65</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$37.63</u>	<u>\$38.38</u>	<u>\$39.15</u>
CLASS "C"			
Basic	<u>\$33.38</u>	<u>\$33.94</u>	<u>\$34.51</u>
Vacation Pay 10%	<u>\$3.34</u>	<u>\$3.39</u>	<u>\$3.45</u>
Health & Welfare	<u>\$1.65</u>	<u>\$1.65</u>	<u>\$1.65</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$43.23</u>	<u>\$44.09</u>	<u>\$44.97</u>

NEW HIRES - Jan 30, 2014

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "A"			
Basic	<u>\$25.56</u>	<u>\$25.96</u>	<u>\$26.38</u>
Vacation Pay 10%	<u>\$2.56</u>	<u>\$2.60</u>	<u>\$2.64</u>
Health & Welfare	<u>\$1.65</u>	<u>\$1.65</u>	<u>\$1.65</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$34.63</u>	<u>\$35.32</u>	<u>\$36.03</u>
CLASS "A" "80"%			
Basic	<u>\$20.45</u>	<u>\$20.77</u>	<u>\$21.10</u>
Vacation Pay 10%	<u>\$2.04</u>	<u>\$2.08</u>	<u>\$2.11</u>
Health & Welfare	<u>\$1.65</u>	<u>\$1.65</u>	<u>\$1.65</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$29.00</u>	<u>\$29.61</u>	<u>\$30.22</u>
CLASS "A" "60"%			
Basic	<u>\$15.34</u>	<u>\$15.58</u>	<u>\$15.83</u>
Vacation Pay 10%	<u>\$1.53</u>	<u>\$1.56</u>	<u>\$1.58</u>
Health & Welfare	<u>\$1.65</u>	<u>\$1.65</u>	<u>\$1.65</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$23.38</u>	<u>\$23.90</u>	<u>\$24.42</u>

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "B"			
Basic	<u>\$20.93</u>	<u>\$21.24</u>	<u>\$21.56</u>
Vacation Pay 10%	<u>\$2.09</u>	<u>\$2.12</u>	<u>\$2.16</u>
Health & Welfare	<u>\$1.65</u>	<u>\$1.65</u>	<u>\$1.65</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$29.53</u>	<u>\$30.12</u>	<u>\$30.72</u>
CLASS "B" "80"%			
Basic	<u>\$16.74</u>	<u>\$16.99</u>	<u>\$17.25</u>
Vacation Pay 10%	<u>\$1.67</u>	<u>\$1.70</u>	<u>\$1.72</u>
Health & Welfare	<u>\$1.65</u>	<u>\$1.65</u>	<u>\$1.65</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$24.93</u>	<u>\$25.45</u>	<u>\$25.98</u>
CLASS "B" "60"%			
Basic	<u>\$12.56</u>	<u>\$12.74</u>	<u>\$12.93</u>
Vacation Pay 10%	<u>\$1.26</u>	<u>\$1.27</u>	<u>\$1.29</u>
Health & Welfare	<u>\$1.65</u>	<u>\$1.65</u>	<u>\$1.65</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$20.32</u>	<u>\$20.78</u>	<u>\$21.24</u>

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "C"			
Basic	<u>\$29.80</u>	<u>\$30.29</u>	<u>\$30.79</u>
Vacation Pay 10%	<u>\$2.98</u>	<u>\$3.03</u>	<u>\$3.08</u>
Health & Welfare	<u>\$1.65</u>	<u>\$1.65</u>	<u>\$1.65</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$39.29</u>	<u>\$40.08</u>	<u>\$40.88</u>
CLASS "C" "80"%			
Basic	<u>\$23.84</u>	<u>\$24.23</u>	<u>\$24.63</u>
Vacation Pay 10%	<u>\$2.38</u>	<u>\$2.42</u>	<u>\$2.46</u>
Health & Welfare	<u>\$1.65</u>	<u>\$1.65</u>	<u>\$1.65</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$32.74</u>	<u>\$33.42</u>	<u>\$34.11</u>
CLASS "C" "60"%			
Basic	<u>\$17.88</u>	<u>\$18.17</u>	<u>\$18.48</u>
Vacation Pay 10%	<u>\$1.79</u>	<u>\$1.82</u>	<u>\$1.85</u>
Health & Welfare	<u>\$1.65</u>	<u>\$1.65</u>	<u>\$1.65</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$26.18</u>	<u>\$26.75</u>	<u>\$27.33</u>

UA LOCAL 254 –MANITOBA - EXISTING

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "A"			
Basic	<u>\$26.59</u>	<u>\$27.01</u>	<u>\$27.45</u>
Vacation Pay 10%	<u>\$2.66</u>	<u>\$2.70</u>	<u>\$2.75</u>
Health & Welfare	<u>\$1.89</u>	<u>\$1.89</u>	<u>\$1.89</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$36.00</u>	<u>\$36.72</u>	<u>\$37.45</u>
CLASS "B"			
Basic	<u>\$26.13</u>	<u>\$26.55</u>	<u>\$26.98</u>
Vacation Pay 10%	<u>\$2.61</u>	<u>\$2.66</u>	<u>\$2.70</u>
Health & Welfare	<u>\$1.89</u>	<u>\$1.89</u>	<u>\$1.89</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$35.50</u>	<u>\$36.21</u>	<u>\$36.93</u>
CLASS "C"			
Basic	<u>\$31.23</u>	<u>\$31.75</u>	<u>\$32.29</u>
Vacation Pay 10%	<u>\$3.12</u>	<u>\$3.18</u>	<u>\$3.23</u>
Health & Welfare	<u>\$1.89</u>	<u>\$1.89</u>	<u>\$1.89</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$41.11</u>	<u>\$41.93</u>	<u>\$42.77</u>

NEW HIRES - Jan 30, 2014

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "A"			
Basic	<u>\$23.60</u>	<u>\$23.97</u>	<u>\$24.35</u>
Vacation Pay 10%	<u>\$2.36</u>	<u>\$2.40</u>	<u>\$2.43</u>
Health & Welfare	<u>\$1.89</u>	<u>\$1.89</u>	<u>\$1.89</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$32.71</u>	<u>\$33.37</u>	<u>\$34.03</u>
CLASS "A" "80"%			
Basic	<u>\$18.88</u>	<u>\$19.18</u>	<u>\$19.48</u>
Vacation Pay 10%	<u>\$1.89</u>	<u>\$1.92</u>	<u>\$1.95</u>
Health & Welfare	<u>\$1.89</u>	<u>\$1.89</u>	<u>\$1.89</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$27.52</u>	<u>\$28.09</u>	<u>\$28.68</u>
CLASS "A" "60"%			
Basic	<u>\$14.16</u>	<u>\$14.38</u>	<u>\$14.61</u>
Vacation Pay 10%	<u>\$1.42</u>	<u>\$1.44</u>	<u>\$1.46</u>
Health & Welfare	<u>\$1.89</u>	<u>\$1.89</u>	<u>\$1.89</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$22.33</u>	<u>\$22.82</u>	<u>\$23.32</u>

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "B"			
Basic	<u>\$19.23</u>	<u>\$19.51</u>	<u>\$19.80</u>
Vacation Pay 10%	<u>\$1.92</u>	<u>\$1.95</u>	<u>\$1.98</u>
Health & Welfare	<u>\$1.89</u>	<u>\$1.89</u>	<u>\$1.89</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$27.90</u>	<u>\$28.46</u>	<u>\$29.03</u>
CLASS "B" "80"%			
Basic	<u>\$15.38</u>	<u>\$15.61</u>	<u>\$15.84</u>
Vacation Pay 10%	<u>\$1.54</u>	<u>\$1.56</u>	<u>\$1.58</u>
Health & Welfare	<u>\$1.89</u>	<u>\$1.89</u>	<u>\$1.89</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$23.67</u>	<u>\$24.17</u>	<u>\$24.67</u>
CLASS "B" "60"%			
Basic	<u>\$11.54</u>	<u>\$11.71</u>	<u>\$11.88</u>
Vacation Pay 10%	<u>\$1.15</u>	<u>\$1.17</u>	<u>\$1.19</u>
Health & Welfare	<u>\$1.89</u>	<u>\$1.89</u>	<u>\$1.89</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$19.44</u>	<u>\$19.88</u>	<u>\$20.32</u>

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "C"			
Basic	<u>\$27.83</u>	<u>\$28.28</u>	<u>\$28.74</u>
Vacation Pay 10%	<u>\$2.78</u>	<u>\$2.83</u>	<u>\$2.87</u>
Health & Welfare	<u>\$1.89</u>	<u>\$1.89</u>	<u>\$1.89</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$37.36</u>	<u>\$38.11</u>	<u>\$38.87</u>
CLASS "C" "80"%			
Basic	<u>\$22.26</u>	<u>\$22.62</u>	<u>\$22.99</u>
Vacation Pay 10%	<u>\$2.23</u>	<u>\$2.26</u>	<u>\$2.30</u>
Health & Welfare	<u>\$1.89</u>	<u>\$1.89</u>	<u>\$1.89</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$31.24</u>	<u>\$31.88</u>	<u>\$32.54</u>
CLASS "C" "60"%			
Basic	<u>\$16.70</u>	<u>\$16.97</u>	<u>\$17.25</u>
Vacation Pay 10%	<u>\$1.67</u>	<u>\$1.70</u>	<u>\$1.72</u>
Health & Welfare	<u>\$1.89</u>	<u>\$1.89</u>	<u>\$1.89</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$25.11</u>	<u>\$25.66</u>	<u>\$26.22</u>

UA LOCAL 325 –NEW BRUNSWICK - EXISTING

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "A"			
Basic	<u>\$29.53</u>	<u>\$30.03</u>	<u>\$30.55</u>
Vacation Pay 10%	<u>\$2.95</u>	<u>\$3.00</u>	<u>\$3.05</u>
Health & Welfare	<u>\$2.70</u>	<u>\$2.70</u>	<u>\$2.70</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$40.05</u>	<u>\$40.85</u>	<u>\$41.66</u>
CLASS "B"			
Basic	<u>\$29.10</u>	<u>\$29.59</u>	<u>\$30.09</u>
Vacation Pay 10%	<u>\$2.91</u>	<u>\$2.96</u>	<u>\$3.01</u>
Health & Welfare	<u>\$2.70</u>	<u>\$2.70</u>	<u>\$2.70</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$39.57</u>	<u>\$40.36</u>	<u>\$41.16</u>
CLASS "C"			
Basic	<u>\$33.96</u>	<u>\$34.55</u>	<u>\$35.16</u>
Vacation Pay 10%	<u>\$3.40</u>	<u>\$3.46</u>	<u>\$3.52</u>
Health & Welfare	<u>\$2.70</u>	<u>\$2.70</u>	<u>\$2.70</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$44.92</u>	<u>\$45.82</u>	<u>\$46.74</u>

NEW HIRES - Jan 30, 2014

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "A"			
Basic	<u>\$26.20</u>	<u>\$26.63</u>	<u>\$27.08</u>
Vacation Pay 10%	<u>\$2.62</u>	<u>\$2.66</u>	<u>\$2.71</u>
Health & Welfare	<u>\$2.70</u>	<u>\$2.70</u>	<u>\$2.70</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$36.38</u>	<u>\$37.11</u>	<u>\$37.85</u>
CLASS "A" "80"%			
Basic	<u>\$20.96</u>	<u>\$21.31</u>	<u>\$21.66</u>
Vacation Pay 10%	<u>\$2.10</u>	<u>\$2.13</u>	<u>\$2.17</u>
Health & Welfare	<u>\$2.70</u>	<u>\$2.70</u>	<u>\$2.70</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$30.62</u>	<u>\$31.25</u>	<u>\$31.89</u>
CLASS "A" "60"%			
Basic	<u>\$15.72</u>	<u>\$15.98</u>	<u>\$16.25</u>
Vacation Pay 10%	<u>\$1.57</u>	<u>\$1.60</u>	<u>\$1.62</u>
Health & Welfare	<u>\$2.70</u>	<u>\$2.70</u>	<u>\$2.70</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$24.85</u>	<u>\$25.39</u>	<u>\$25.93</u>

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "B"			
Basic	<u>\$21.30</u>	<u>\$21.64</u>	<u>\$21.99</u>
Vacation Pay 10%	<u>\$2.13</u>	<u>\$2.16</u>	<u>\$2.20</u>
Health & Welfare	<u>\$2.70</u>	<u>\$2.70</u>	<u>\$2.70</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$30.99</u>	<u>\$31.61</u>	<u>\$32.24</u>
CLASS "B" "80"%			
Basic	<u>\$17.04</u>	<u>\$17.31</u>	<u>\$17.59</u>
Vacation Pay 10%	<u>\$1.70</u>	<u>\$1.73</u>	<u>\$1.76</u>
Health & Welfare	<u>\$2.70</u>	<u>\$2.70</u>	<u>\$2.70</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$26.31</u>	<u>\$26.85</u>	<u>\$27.41</u>
CLASS "B" "60"%			
Basic	<u>\$12.78</u>	<u>\$12.98</u>	<u>\$13.19</u>
Vacation Pay 10%	<u>\$1.28</u>	<u>\$1.30</u>	<u>\$1.32</u>
Health & Welfare	<u>\$2.70</u>	<u>\$2.70</u>	<u>\$2.70</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$21.62</u>	<u>\$22.09</u>	<u>\$22.57</u>

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "C"			
Basic	<u>\$30.23</u>	<u>\$30.74</u>	<u>\$31.27</u>
Vacation Pay 10%	<u>\$3.02</u>	<u>\$3.07</u>	<u>\$3.13</u>
Health & Welfare	<u>\$2.70</u>	<u>\$2.70</u>	<u>\$2.70</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$40.81</u>	<u>\$41.62</u>	<u>\$42.46</u>
CLASS "C" "80"%			
Basic	<u>\$24.18</u>	<u>\$24.59</u>	<u>\$25.02</u>
Vacation Pay 10%	<u>\$2.42</u>	<u>\$2.46</u>	<u>\$2.50</u>
Health & Welfare	<u>\$2.70</u>	<u>\$2.70</u>	<u>\$2.70</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$34.16</u>	<u>\$34.86</u>	<u>\$35.58</u>
CLASS "C" "60"%			
Basic	<u>\$18.14</u>	<u>\$18.44</u>	<u>\$18.76</u>
Vacation Pay 10%	<u>\$1.81</u>	<u>\$1.84</u>	<u>\$1.88</u>
Health & Welfare	<u>\$2.70</u>	<u>\$2.70</u>	<u>\$2.70</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$27.51</u>	<u>\$28.10</u>	<u>\$28.70</u>

UA LOCAL 488 – EDMONTON - EXISTING

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "A"			
Basic	\$37.47	\$38.12	\$38.78
Vacation Pay 10%	\$3.75	\$3.81	\$3.88
Health & Welfare	\$2.04	\$2.04	\$2.04
Pension	\$4.75	\$5.00	\$5.25
Training Fund	\$0.05	\$0.05	\$0.05
Building Trades	\$0.05	\$0.05	\$0.05
MAP	\$0.05	\$0.05	\$0.05
Helmets to Hardhats	\$0.01	\$0.01	\$0.01
TOTAL PACKAGE	\$48.16	\$49.13	\$50.11
CLASS "B"			
Basic	\$36.86	\$37.49	\$38.15
Vacation Pay 10%	\$3.69	\$3.75	\$3.81
Health & Welfare	\$2.04	\$2.04	\$2.04
Pension	\$4.75	\$5.00	\$5.25
Training Fund	\$0.05	\$0.05	\$0.05
Building Trades	\$0.05	\$0.05	\$0.05
MAP	\$0.05	\$0.05	\$0.05
Helmets to Hardhats	\$0.01	\$0.01	\$0.01
TOTAL PACKAGE	\$47.49	\$48.44	\$49.41
CLASS "C"			
Basic	\$42.55	\$43.30	\$44.07
Vacation Pay 10%	\$4.25	\$4.33	\$4.41
Health & Welfare	\$2.04	\$2.04	\$2.04
Pension	\$4.75	\$5.00	\$5.25
Training Fund	\$0.05	\$0.05	\$0.05
Building Trades	\$0.05	\$0.05	\$0.05
MAP	\$0.05	\$0.05	\$0.05
Helmets to Hardhats	\$0.01	\$0.01	\$0.01
TOTAL PACKAGE	\$53.75	\$54.83	\$55.93

NEW HIRES - Jan 30, 2014

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "A"			
Basic	<u>\$33.48</u>	<u>\$34.04</u>	<u>\$34.63</u>
Vacation Pay 10%	<u>\$3.35</u>	<u>\$3.40</u>	<u>\$3.46</u>
Health & Welfare	<u>\$2.04</u>	<u>\$2.04</u>	<u>\$2.04</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Building Trades	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$43.77</u>	<u>\$44.65</u>	<u>\$45.54</u>
CLASS "A" "80"%			
Basic	<u>\$26.78</u>	<u>\$27.24</u>	<u>\$27.70</u>
Vacation Pay 10%	<u>\$2.68</u>	<u>\$2.72</u>	<u>\$2.77</u>
Health & Welfare	<u>\$2.04</u>	<u>\$2.04</u>	<u>\$2.04</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Building Trades	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$36.41</u>	<u>\$37.16</u>	<u>\$37.92</u>
CLASS "A" "60"%			
Basic	<u>\$20.09</u>	<u>\$20.43</u>	<u>\$20.78</u>
Vacation Pay 10%	<u>\$2.01</u>	<u>\$2.04</u>	<u>\$2.08</u>
Health & Welfare	<u>\$2.04</u>	<u>\$2.04</u>	<u>\$2.04</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Building Trades	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$29.04</u>	<u>\$29.67</u>	<u>\$30.30</u>

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "B"			
Basic	<u>\$27.31</u>	<u>\$27.75</u>	<u>\$28.21</u>
Vacation Pay 10%	<u>\$2.73</u>	<u>\$2.78</u>	<u>\$2.82</u>
Health & Welfare	<u>\$2.04</u>	<u>\$2.04</u>	<u>\$2.04</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Building Trades	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$36.99</u>	<u>\$37.73</u>	<u>\$38.48</u>
CLASS "B" "80"%			
Basic	<u>\$21.85</u>	<u>\$22.20</u>	<u>\$22.57</u>
Vacation Pay 10%	<u>\$2.18</u>	<u>\$2.22</u>	<u>\$2.26</u>
Health & Welfare	<u>\$2.04</u>	<u>\$2.04</u>	<u>\$2.04</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Building Trades	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$30.98</u>	<u>\$31.62</u>	<u>\$32.28</u>
CLASS "B" "60"%			
Basic	<u>\$16.38</u>	<u>\$16.65</u>	<u>\$16.93</u>
Vacation Pay 10%	<u>\$1.64</u>	<u>\$1.67</u>	<u>\$1.69</u>
Health & Welfare	<u>\$2.04</u>	<u>\$2.04</u>	<u>\$2.04</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Building Trades	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$24.97</u>	<u>\$25.52</u>	<u>\$26.07</u>

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "C"			
Basic	<u>\$38.08</u>	<u>\$38.74</u>	<u>\$39.42</u>
Vacation Pay 10%	<u>\$3.81</u>	<u>\$3.87</u>	<u>\$3.94</u>
Health & Welfare	<u>\$2.04</u>	<u>\$2.04</u>	<u>\$2.04</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Building Trades	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$48.84</u>	<u>\$49.82</u>	<u>\$50.82</u>
CLASS "C" "80"%			
Basic	<u>\$30.47</u>	<u>\$31.00</u>	<u>\$31.54</u>
Vacation Pay 10%	<u>\$3.05</u>	<u>\$3.10</u>	<u>\$3.15</u>
Health & Welfare	<u>\$2.04</u>	<u>\$2.04</u>	<u>\$2.04</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Building Trades	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$40.46</u>	<u>\$41.30</u>	<u>\$42.14</u>
CLASS "C" "60"%			
Basic	<u>\$22.85</u>	<u>\$23.25</u>	<u>\$23.65</u>
Vacation Pay 10%	<u>\$2.29</u>	<u>\$2.32</u>	<u>\$2.37</u>
Health & Welfare	<u>\$2.04</u>	<u>\$2.04</u>	<u>\$2.04</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Building Trades	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$32.09</u>	<u>\$32.77</u>	<u>\$33.47</u>

UA LOCAL 496 – CALGARY - EXISTING

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "A"			
Basic	<u>\$38.03</u>	<u>\$38.68</u>	<u>\$39.35</u>
Vacation Pay 10%	<u>\$3.80</u>	<u>\$3.87</u>	<u>\$3.93</u>
Health & Welfare	<u>\$1.40</u>	<u>\$1.40</u>	<u>\$1.40</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Supp. Benefit Trust	<u>\$0.03</u>	<u>\$0.03</u>	<u>\$0.03</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Building Trades	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
UA Wellness	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
TOTAL PACKAGE	<u>\$48.17</u>	<u>\$49.14</u>	<u>\$50.12</u>
CLASS "B"			
Basic	<u>\$37.42</u>	<u>\$38.06</u>	<u>\$38.71</u>
Vacation Pay 10%	<u>\$3.74</u>	<u>\$3.81</u>	<u>\$3.87</u>
Health & Welfare	<u>\$1.40</u>	<u>\$1.40</u>	<u>\$1.40</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Supp. Benefit Trust	<u>\$0.03</u>	<u>\$0.03</u>	<u>\$0.03</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Building Trades	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
UA Wellness	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
TOTAL PACKAGE	<u>\$47.50</u>	<u>\$48.45</u>	<u>\$49.42</u>
CLASS "C"			
Basic	<u>\$43.13</u>	<u>\$43.88</u>	<u>\$44.65</u>
Vacation Pay 10%	<u>\$4.31</u>	<u>\$4.39</u>	<u>\$4.47</u>
Health & Welfare	<u>\$1.40</u>	<u>\$1.40</u>	<u>\$1.40</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Supp. Benefit Trust	<u>\$0.03</u>	<u>\$0.03</u>	<u>\$0.03</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Building Trades	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
UA Wellness	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
TOTAL PACKAGE	<u>\$53.78</u>	<u>\$54.86</u>	<u>\$55.96</u>

NEW HIRES - Jan 30, 2014

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "A"			
Basic	<u>\$34.04</u>	<u>\$34.61</u>	<u>\$35.19</u>
Vacation Pay 10%	<u>\$3.40</u>	<u>\$3.46</u>	<u>\$3.52</u>
Health & Welfare	<u>\$1.40</u>	<u>\$1.40</u>	<u>\$1.40</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Supp. Benefit Trust	<u>\$0.03</u>	<u>\$0.03</u>	<u>\$0.03</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Building Trades	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
UA Wellness	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
TOTAL PACKAGE	<u>\$43.79</u>	<u>\$44.66</u>	<u>\$45.55</u>
CLASS "A" "80"%			
Basic	<u>\$27.23</u>	<u>\$27.69</u>	<u>\$28.16</u>
Vacation Pay 10%	<u>\$2.72</u>	<u>\$2.77</u>	<u>\$2.82</u>
Health & Welfare	<u>\$1.40</u>	<u>\$1.40</u>	<u>\$1.40</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Supp. Benefit Trust	<u>\$0.03</u>	<u>\$0.03</u>	<u>\$0.03</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Building Trades	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
UA Wellness	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
TOTAL PACKAGE	<u>\$36.30</u>	<u>\$37.05</u>	<u>\$37.81</u>
CLASS "A" "60"%			
Basic	<u>\$20.42</u>	<u>\$20.77</u>	<u>\$21.12</u>
Vacation Pay 10%	<u>\$2.04</u>	<u>\$2.08</u>	<u>\$2.11</u>
Health & Welfare	<u>\$1.40</u>	<u>\$1.40</u>	<u>\$1.40</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Supp. Benefit Trust	<u>\$0.03</u>	<u>\$0.03</u>	<u>\$0.03</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Building Trades	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
UA Wellness	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
TOTAL PACKAGE	<u>\$28.81</u>	<u>\$29.43</u>	<u>\$30.07</u>

	Oct. 1, 2019	Oct. 1, 2020	Oct. 1, 2021
CLASS "B"			
Basic	<u>\$27.88</u>	<u>\$28.33</u>	<u>\$28.78</u>
Vacation Pay 10%	<u>\$2.79</u>	<u>\$2.83</u>	<u>\$2.88</u>
Health & Welfare	<u>\$1.40</u>	<u>\$1.40</u>	<u>\$1.40</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Supp. Benefit Trust	<u>\$0.03</u>	<u>\$0.03</u>	<u>\$0.03</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Building Trades	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
UA Wellness	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
TOTAL PACKAGE	<u>\$37.01</u>	<u>\$37.75</u>	<u>\$38.50</u>
CLASS "B" "80"%			
Basic	<u>\$22.30</u>	<u>\$22.66</u>	<u>\$23.03</u>
Vacation Pay 10%	<u>\$2.23</u>	<u>\$2.27</u>	<u>\$2.30</u>
Health & Welfare	<u>\$1.40</u>	<u>\$1.40</u>	<u>\$1.40</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Supp. Benefit Trust	<u>\$0.03</u>	<u>\$0.03</u>	<u>\$0.03</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Building Trades	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
UA Wellness	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
TOTAL PACKAGE	<u>\$30.87</u>	<u>\$31.52</u>	<u>\$32.17</u>
CLASS "B" "60"%			
Basic	<u>\$16.73</u>	<u>\$17.00</u>	<u>\$17.27</u>
Vacation Pay 10%	<u>\$1.67</u>	<u>\$1.70</u>	<u>\$1.73</u>
Health & Welfare	<u>\$1.40</u>	<u>\$1.40</u>	<u>\$1.40</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Supp. Benefit Trust	<u>\$0.03</u>	<u>\$0.03</u>	<u>\$0.03</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Building Trades	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
UA Wellness	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
TOTAL PACKAGE	<u>\$24.74</u>	<u>\$25.28</u>	<u>\$25.84</u>

	Oct. 1, 2019	Oct. 1, 2020	Oct. 1, 2021
CLASS "C"			
Basic	<u>\$38.68</u>	<u>\$39.34</u>	<u>\$40.02</u>
Vacation Pay 10%	<u>\$3.87</u>	<u>\$3.93</u>	<u>\$4.00</u>
Health & Welfare	<u>\$1.40</u>	<u>\$1.40</u>	<u>\$1.40</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Supp. Benefit Trust	<u>\$0.03</u>	<u>\$0.03</u>	<u>\$0.03</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Building Trades	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
UA Wellness	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
TOTAL PACKAGE	<u>\$48.88</u>	<u>\$49.86</u>	<u>\$50.86</u>
CLASS "C" "80"%			
Basic	<u>\$30.94</u>	<u>\$31.47</u>	<u>\$32.01</u>
Vacation Pay 10%	<u>\$3.09</u>	<u>\$3.15</u>	<u>\$3.20</u>
Health & Welfare	<u>\$1.40</u>	<u>\$1.40</u>	<u>\$1.40</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Supp. Benefit Trust	<u>\$0.03</u>	<u>\$0.03</u>	<u>\$0.03</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Building Trades	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
UA Wellness	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
TOTAL PACKAGE	<u>\$40.38</u>	<u>\$41.21</u>	<u>\$42.05</u>
CLASS "C" "60"%			
Basic	<u>\$23.21</u>	<u>\$23.60</u>	<u>\$24.01</u>
Vacation Pay 10%	<u>\$2.32</u>	<u>\$2.36</u>	<u>\$2.40</u>
Health & Welfare	<u>\$1.40</u>	<u>\$1.40</u>	<u>\$1.40</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Supp. Benefit Trust	<u>\$0.03</u>	<u>\$0.03</u>	<u>\$0.03</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Building Trades	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
UA Wellness	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
TOTAL PACKAGE	<u>\$31.87</u>	<u>\$32.55</u>	<u>\$33.25</u>

UA LOCAL 740 – NEWFOUNDLAND - EXISTING

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "A"			
Basic	<u>\$29.61</u>	<u>\$30.11</u>	<u>\$30.63</u>
Vacation Pay 10%	<u>\$2.96</u>	<u>\$3.01</u>	<u>\$3.06</u>
Health & Welfare	<u>\$2.25</u>	<u>\$2.25</u>	<u>\$2.25</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Local 740 Training	<u>\$0.35</u>	<u>\$0.35</u>	<u>\$0.35</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmet to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$40.04</u>	<u>\$40.84</u>	<u>\$41.65</u>
CLASS "B"			
Basic	<u>\$29.19</u>	<u>\$29.68</u>	<u>\$30.19</u>
Vacation Pay 10%	<u>\$2.92</u>	<u>\$2.97</u>	<u>\$3.02</u>
Health & Welfare	<u>\$2.25</u>	<u>\$2.25</u>	<u>\$2.25</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Local 740 Training	<u>\$0.35</u>	<u>\$0.35</u>	<u>\$0.35</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmet to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$39.57</u>	<u>\$40.36</u>	<u>\$41.16</u>
CLASS "C"			
Basic	<u>\$34.06</u>	<u>\$34.64</u>	<u>\$35.25</u>
Vacation Pay 10%	<u>\$3.41</u>	<u>\$3.46</u>	<u>\$3.53</u>
Health & Welfare	<u>\$2.25</u>	<u>\$2.25</u>	<u>\$2.25</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Local 740 Training	<u>\$0.35</u>	<u>\$0.35</u>	<u>\$0.35</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmet to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$44.92</u>	<u>\$45.82</u>	<u>\$46.74</u>

NEW HIRES - Jan 30, 2014

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "A"			
Basic	<u>\$26.30</u>	<u>\$26.73</u>	<u>\$27.18</u>
Vacation Pay 10%	<u>\$2.63</u>	<u>\$2.67</u>	<u>\$2.72</u>
Health & Welfare	<u>\$2.25</u>	<u>\$2.25</u>	<u>\$2.25</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Local 740 Training	<u>\$0.35</u>	<u>\$0.35</u>	<u>\$0.35</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmet to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$36.38</u>	<u>\$37.11</u>	<u>\$37.85</u>
CLASS "A" "80"%			
Basic	<u>\$21.04</u>	<u>\$21.38</u>	<u>\$21.74</u>
Vacation Pay 10%	<u>\$2.10</u>	<u>\$2.14</u>	<u>\$2.17</u>
Health & Welfare	<u>\$2.25</u>	<u>\$2.25</u>	<u>\$2.25</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Local 740 Training	<u>\$0.35</u>	<u>\$0.35</u>	<u>\$0.35</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmet to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$30.60</u>	<u>\$31.23</u>	<u>\$31.88</u>
CLASS "A" "60"%			
Basic	<u>\$15.78</u>	<u>\$16.04</u>	<u>\$16.31</u>
Vacation Pay 10%	<u>\$1.58</u>	<u>\$1.60</u>	<u>\$1.63</u>
Health & Welfare	<u>\$2.25</u>	<u>\$2.25</u>	<u>\$2.25</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Local 740 Training	<u>\$0.35</u>	<u>\$0.35</u>	<u>\$0.35</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmet to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$24.81</u>	<u>\$25.35</u>	<u>\$25.90</u>

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "B"			
Basic	<u>\$21.39</u>	<u>\$21.73</u>	<u>\$22.08</u>
Vacation Pay 10%	<u>\$2.14</u>	<u>\$2.17</u>	<u>\$2.21</u>
Health & Welfare	<u>\$2.25</u>	<u>\$2.25</u>	<u>\$2.25</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Local 740 Training	<u>\$0.35</u>	<u>\$0.35</u>	<u>\$0.35</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmet to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$30.99</u>	<u>\$31.61</u>	<u>\$32.24</u>
CLASS "B" "80"%			
Basic	<u>\$17.11</u>	<u>\$17.38</u>	<u>\$17.66</u>
Vacation Pay 10%	<u>\$1.71</u>	<u>\$1.74</u>	<u>\$1.77</u>
Health & Welfare	<u>\$2.25</u>	<u>\$2.25</u>	<u>\$2.25</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Local 740 Training	<u>\$0.35</u>	<u>\$0.35</u>	<u>\$0.35</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmet to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$26.29</u>	<u>\$26.83</u>	<u>\$27.39</u>
CLASS "B" "60"%			
Basic	<u>\$12.84</u>	<u>\$13.04</u>	<u>\$13.25</u>
Vacation Pay 10%	<u>\$1.28</u>	<u>\$1.30</u>	<u>\$1.32</u>
Health & Welfare	<u>\$2.25</u>	<u>\$2.25</u>	<u>\$2.25</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Local 740 Training	<u>\$0.35</u>	<u>\$0.35</u>	<u>\$0.35</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmet to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$21.58</u>	<u>\$22.05</u>	<u>\$22.53</u>

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "C"			
Basic	<u>\$30.33</u>	<u>\$30.85</u>	<u>\$31.38</u>
Vacation Pay 10%	<u>\$3.03</u>	<u>\$3.08</u>	<u>\$3.14</u>
Health & Welfare	<u>\$2.25</u>	<u>\$2.25</u>	<u>\$2.25</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Local 740 Training	<u>\$0.35</u>	<u>\$0.35</u>	<u>\$0.35</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmet to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$40.83</u>	<u>\$41.64</u>	<u>\$42.47</u>
CLASS "C" "80"%			
Basic	<u>\$24.27</u>	<u>\$24.68</u>	<u>\$25.10</u>
Vacation Pay 10%	<u>\$2.43</u>	<u>\$2.47</u>	<u>\$2.51</u>
Health & Welfare	<u>\$2.25</u>	<u>\$2.25</u>	<u>\$2.25</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Local 740 Training	<u>\$0.35</u>	<u>\$0.35</u>	<u>\$0.35</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmet to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$34.15</u>	<u>\$34.86</u>	<u>\$35.57</u>
CLASS "C" "60"%			
Basic	<u>\$18.20</u>	<u>\$18.51</u>	<u>\$18.83</u>
Vacation Pay 10%	<u>\$1.82</u>	<u>\$1.85</u>	<u>\$1.88</u>
Health & Welfare	<u>\$2.25</u>	<u>\$2.25</u>	<u>\$2.25</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Local 740 Training	<u>\$0.35</u>	<u>\$0.35</u>	<u>\$0.35</u>
MAP	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
Helmet to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$27.48</u>	<u>\$28.07</u>	<u>\$28.67</u>

UA LOCAL 853 – ONTARIO - EXISTING

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "A"			
Basic	<u>\$31.47</u>	<u>\$31.92</u>	<u>\$32.39</u>
Vacation Pay 10%	<u>\$3.15</u>	<u>\$3.19</u>	<u>\$3.24</u>
Health & Welfare	<u>\$2.87</u>	<u>\$2.97</u>	<u>\$3.07</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$42.35</u>	<u>\$43.20</u>	<u>\$44.06</u>
CLASS "B"			
Basic	<u>\$31.05</u>	<u>\$31.49</u>	<u>\$31.95</u>
Vacation Pay 10%	<u>\$3.10</u>	<u>\$3.15</u>	<u>\$3.19</u>
Health & Welfare	<u>\$2.87</u>	<u>\$2.97</u>	<u>\$3.07</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$41.88</u>	<u>\$42.72</u>	<u>\$43.57</u>
CLASS "C"			
Basic	<u>\$36.08</u>	<u>\$36.63</u>	<u>\$37.19</u>
Vacation Pay 10%	<u>\$3.61</u>	<u>\$3.66</u>	<u>\$3.72</u>
Health & Welfare	<u>\$2.87</u>	<u>\$2.97</u>	<u>\$3.07</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$47.42</u>	<u>\$48.37</u>	<u>\$49.34</u>

NEW HIRES - Jan 30, 2014

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "A"			
Basic	<u>\$27.97</u>	<u>\$28.36</u>	<u>\$28.75</u>
Vacation Pay 10%	<u>\$2.80</u>	<u>\$2.84</u>	<u>\$2.88</u>
Health & Welfare	<u>\$2.87</u>	<u>\$2.97</u>	<u>\$3.07</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$38.50</u>	<u>\$39.27</u>	<u>\$40.06</u>
CLASS "A" "80"%			
Basic	<u>\$22.38</u>	<u>\$22.68</u>	<u>\$23.00</u>
Vacation Pay 10%	<u>\$2.24</u>	<u>\$2.27</u>	<u>\$2.30</u>
Health & Welfare	<u>\$2.87</u>	<u>\$2.97</u>	<u>\$3.07</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$32.35</u>	<u>\$33.03</u>	<u>\$33.73</u>
CLASS "A" "60"%			
Basic	<u>\$16.78</u>	<u>\$17.01</u>	<u>\$17.25</u>
Vacation Pay 10%	<u>\$1.68</u>	<u>\$1.70</u>	<u>\$1.73</u>
Health & Welfare	<u>\$2.87</u>	<u>\$2.97</u>	<u>\$3.07</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$26.19</u>	<u>\$26.79</u>	<u>\$27.41</u>

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "B"			
Basic	<u>\$22.72</u>	<u>\$23.91</u>	<u>\$25.12</u>
Vacation Pay 10%	<u>\$2.27</u>	<u>\$2.39</u>	<u>\$2.51</u>
Health & Welfare	<u>\$2.87</u>	<u>\$2.97</u>	<u>\$3.07</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$32.72</u>	<u>\$34.38</u>	<u>\$36.07</u>
CLASS "B" "80"%			
Basic	<u>\$18.18</u>	<u>\$19.13</u>	<u>\$20.10</u>
Vacation Pay 10%	<u>\$1.82</u>	<u>\$1.91</u>	<u>\$2.01</u>
Health & Welfare	<u>\$2.87</u>	<u>\$2.97</u>	<u>\$3.07</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$27.73</u>	<u>\$29.12</u>	<u>\$30.54</u>
CLASS "B" "60"%			
Basic	<u>\$13.63</u>	<u>\$14.34</u>	<u>\$15.07</u>
Vacation Pay 10%	<u>\$1.36</u>	<u>\$1.43</u>	<u>\$1.51</u>
Health & Welfare	<u>\$2.87</u>	<u>\$2.97</u>	<u>\$3.07</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$22.73</u>	<u>\$23.86</u>	<u>\$25.01</u>

	<u>Oct. 1, 2019</u>	<u>Oct. 1, 2020</u>	<u>Oct. 1, 2021</u>
CLASS "C"			
Basic	<u>\$32.14</u>	<u>\$32.61</u>	<u>\$33.09</u>
Vacation Pay 10%	<u>\$3.21</u>	<u>\$3.26</u>	<u>\$3.31</u>
Health & Welfare	<u>\$2.87</u>	<u>\$2.97</u>	<u>\$3.07</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$43.08</u>	<u>\$43.95</u>	<u>\$44.83</u>
CLASS "C" "80"%			
Basic	<u>\$25.71</u>	<u>\$26.08</u>	<u>\$26.47</u>
Vacation Pay 10%	<u>\$2.57</u>	<u>\$2.61</u>	<u>\$2.65</u>
Health & Welfare	<u>\$2.87</u>	<u>\$2.97</u>	<u>\$3.07</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$36.01</u>	<u>\$36.77</u>	<u>\$37.55</u>
CLASS "C" "60"%			
Basic	<u>\$19.28</u>	<u>\$19.56</u>	<u>\$19.85</u>
Vacation Pay 10%	<u>\$1.93</u>	<u>\$1.96</u>	<u>\$1.99</u>
Health & Welfare	<u>\$2.87</u>	<u>\$2.97</u>	<u>\$3.07</u>
Pension	<u>\$4.75</u>	<u>\$5.00</u>	<u>\$5.25</u>
Training Fund	<u>\$0.10</u>	<u>\$0.10</u>	<u>\$0.10</u>
Helmets to Hardhats	<u>\$0.01</u>	<u>\$0.01</u>	<u>\$0.01</u>
TOTAL PACKAGE	<u>\$28.94</u>	<u>\$29.60</u>	<u>\$30.27</u>

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NATIONAL SPRINKLER FABRICATION COLLECTIVE AGREEMENT

**OCTOBER 1, 2019
TO
SEPTEMBER 30, 2022**



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