APPENDIX "A" – WAGE AND BENEFITS SUMMARY

Breakdown of Monetary Package		May 28, 2023				October 29, 2023			
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Total Employer Contributions *	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Total Employer Contributions *	Total Monetary Package
General Foreperson	115%	$57.55	$6.91	$12.71	$77.17	$58.83	$7.06	$12.71	$78.60
Foreperson	110%	$55.04	$6.60	$12.71	$74.35	$56.28	$6.75	$12.71	$75.74
Journeyperson	**100%**	**$50.04**	**$6.00**	**$12.71**	**$68.75**	**$51.16**	**$6.14**	**$12.71**	**$70.01**
Level 5 – 5th 1000 Hours	90%	$45.04	$5.40	$12.71	$63.15	$46.04	$5.52	$12.71	$64.27
Level 4 – 4th 1000 Hours	83%	$41.53	$4.98	$12.71	$59.22	$42.46	$5.10	$12.71	$60.27
Level 3 – 3rd 1000 Hours	75%	$37.53	$4.50	$12.71	$54.74	$38.37	$4.60	$12.71	$55.68
Level 2 – 2nd 1000 Hours	69%	$34.53	$4.14	$12.71	$51.38	$35.30	$4.24	$12.71	$52.25
Level 1 – 1st 1000 Hours	63%	$31.53	$3.78	$12.71	$48.02	$32.23	$3.87	$12.71	$48.81
Pre Apprentice	55%	$27.52	$3.30	$12.71	$43.53	$28.14	$3.38	$12.71	$44.23

Funds[1]	May 28, 2023	October 29, 2023
Health & Welfare	$3.49	$3.49
Pension	$7.75	$7.75
CLR Dues	$0.13	$0.13
Rehabilitation Fund (CIRP)	$0.04	$0.04
JA Plan	$0.01	$0.01
BCBCBTU Fund	$0.05	$0.05
D&A Society	$0.01	$0.01
Promotional Fund	$0.17	$0.17
Apprenticeship and Trade Advancement	$0.76	$0.76
Job Ready Dispatch Fund	$0.30	$0.30

* Total Employer Contributions – Straight Time Hours	$12.71	$12.71
Total Employer Contributions – 1.5X Overtime Hours	$18.33	$18.33
Total Employer Contributions – 2X Overtime Hours	$23.95	$23.95

1. Health and Welfare and Pension calculated based on hours earned, all other contributions calculated based on hours worked.

APPENDIX "A" – WAGE AND BENEFITS SUMMARY (cont'd)

Employee Deductions	May 28, 2023		October 29, 2023	
	Hourly Dues	CIRP	Hourly Dues	CIRP
	E[1]	W[1]	E[1]	W[1]
General Foreperson	4.25% of Gross Earnings	$0.04	4.25% of Gross Earnings	$0.04
Foreperson		$0.04		$0.04
Journeyperson		**$0.04**		**$0.04**
Level 5 – 5th 1000 Hours		$0.04		$0.04
Level 4 – 4th 1000 Hours		$0.04		$0.04
Level 3 – 3rd 1000 Hours		$0.04		$0.04
Level 2 – 2nd 1000 Hours		$0.04		$0.04
Level 1 – 1st 1000 Hours		$0.04		$0.04
Pre Apprentice		$0.04		$0.04
Monthly Dues	TBD		TBD	

1. "W" indicates contribution is calculated based on hours worked, "E" indicates hours earned.

APPENDIX "A" – WAGE AND BENEFITS SUMMARY (cont'd)

Breakdown of Monetary Package		April 28, 2024				May 4, 2025			
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Total Employer Contributions *	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Total Employer Contributions *	Total Monetary Package
General Foreperson	115%	$61.19	$7.34	$12.71	$81.24	$63.65	$7.64	$12.71	$84.00
Foreperson	110%	$58.53	$7.02	$12.71	$78.26	$60.88	$7.31	$12.71	$80.90
Journeyperson	**100%**	**$53.21**	**$6.39**	**$12.71**	**$72.31**	**$55.35**	**$6.64**	**$12.71**	**$74.70**
Level 5 – 5th 1000 Hours	90%	$47.89	$5.75	$12.71	$66.35	$49.81	$5.98	$12.71	$68.50
Level 4 – 4th 1000 Hours	83%	$44.16	$5.30	$12.71	$62.17	$45.94	$5.51	$12.71	$64.16
Level 3 – 3rd 1000 Hours	75%	$39.91	$4.79	$12.71	$57.41	$41.51	$4.98	$12.71	$59.20
Level 2 – 2nd 1000 Hours	69%	$36.71	$4.41	$12.71	$53.83	$38.19	$4.58	$12.71	$55.48
Level 1 – 1st 1000 Hours	63%	$33.52	$4.02	$12.71	$50.25	$34.87	$4.18	$12.71	$51.76
Pre Apprentice	55%	$29.27	$3.51	$12.71	$45.49	$30.44	$3.65	$12.71	$46.80

Funds[1]	May 4, 2020	May 3, 2021
Health & Welfare	$3.49	$3.49
Pension	$7.75	$7.75
CLR Dues	$0.13	$0.13
Rehabilitation Fund (CIRP)	$0.04	$0.04
JA Plan	$0.01	$0.01
BCBCBTU Fund	$0.05	$0.05
D&A Society	$0.01	$0.01
Promotional Fund	$0.17	$0.17
Apprenticeship and Trade Advancement	$0.76	$0.76
Job Ready Dispatch Fund	$0.30	$0.30

* Total Employer Contributions – Straight Time Hours	$12.71	$12.71
Total Employer Contributions – 1.5X Overtime Hours	$18.33	$18.33
Total Employer Contributions – 2X Overtime Hours	$23.95	$23.95

1. Health and Welfare and Pension calculated based on hours earned, all other contributions calculated based on hours worked.

APPENDIX "A" – WAGE AND BENEFITS SUMMARY (cont'd)

Employee Deductions	April 28, 2024		May 4, 2025	
	Hourly Dues	CIRP	Hourly Dues	CIRP
	E[1]	W[1]	E[1]	W[1]
General Foreperson	4.25% of Gross Earnings	$0.04	4.25% of Gross Earnings	$0.04
Foreperson		$0.04		$0.04
Journeyperson		**$0.04**		**$0.04**
Level 5 – 5th 1000 Hours		$0.04		$0.04
Level 4 – 4th 1000 Hours		$0.04		$0.04
Level 3 – 3rd 1000 Hours		$0.04		$0.04
Level 2 – 2nd 1000 Hours		$0.04		$0.04
Level 1 – 1st 1000 Hours		$0.04		$0.04
Pre Apprentice		$0.04		$0.04
Monthly Dues	$47.80		TBD	

1. "W" indicates contribution is calculated based on hours worked, "E" indicates hours earned.