

UA Local 324 Industrial Agreement

Breakdown of Monetary Package		April 28, 2024					May 4, 2025				
		Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Pension	Total Employer Contributions*	Total Monetary Package	Straight Time Hourly Wage Rate	Vacation & Holiday Pay (12%)	Pension	Total Employer Contributions*	Total Monetary Package
General Foreperson	120%	\$63.35	\$7.60	\$5.60	\$4.02	\$80.57	\$65.89	\$7.91	\$5.60	\$4.00	\$83.40
Foreperson	115%	\$60.71	\$7.29	\$5.60	\$4.02	\$77.62	\$63.15	\$7.58	\$5.60	\$4.00	\$80.33
Journey person	100%	\$52.79	\$6.33	\$5.60	\$4.02	\$68.74	\$54.91	\$6.59	\$5.60	\$4.00	\$71.10
<u>Apprentices:</u>											
7600 Hours	100%	\$52.79	\$6.33	\$5.60	\$4.02	\$68.74	\$54.91	\$6.59	\$5.60	\$4.00	\$71.10
6650 Hours	90%	\$47.51	\$5.70	\$5.04	\$4.02	\$62.27	\$49.42	\$5.93	\$5.04	\$4.00	\$64.39
5000 Hours (5700 Hours and 80% effective May 28, 2023)	85%	\$42.23	\$5.07	\$4.48	\$4.02	\$55.80	\$43.93	\$5.27	\$4.48	\$4.00	\$57.68
4750 Hours	75%	\$39.59	\$4.75	\$4.20	\$4.02	\$52.56	\$41.18	\$4.94	\$4.20	\$4.00	\$54.32
3800 Hours	70%	\$36.95	\$4.43	\$3.92	\$4.02	\$49.32	\$38.44	\$4.61	\$3.92	\$4.00	\$50.97
2850 Hours	65%	\$34.31	\$4.12	\$3.64	\$4.02	\$46.09	\$35.69	\$4.28	\$3.64	\$4.00	\$47.61
1900 Hours	60%	\$31.67	\$3.80	\$3.36	\$4.02	\$42.85	\$32.95	\$3.95	\$3.36	\$4.00	\$44.26
951 Hours	55%	\$29.03	\$3.48	\$3.08	\$4.02	\$39.61	\$30.20	\$3.62	\$3.08	\$4.00	\$40.90
0 - 950 Hours (50% effective May 28, 2023)	50%	\$26.40	\$3.17	\$2.80	\$4.02	\$36.39	\$27.46	\$3.30	\$2.80	\$4.00	\$37.56

Employer Contributions ¹		April 28, 2024	May 4, 2025
Health Benefit Fund	E	\$3.00	\$3.00
CLR Dues	W	\$0.13	\$0.11
Rehabilitation Fund	W	\$0.04	\$0.04
JAPlan	W	\$0.01	\$0.01
BCBCBTU Fund	W	\$0.05	\$0.05
D&A Policy	W	\$0.01	\$0.01
Apprenticeship (Including Canadian Training Fund)	W	\$0.60	\$0.60
MTPF (GST to be added)	W	\$0.18	\$0.18
* Total Employer Contributions - Straight Time Hours		\$4.02	\$4.00
* Total Employer Contributions - 1.5X Overtime Hours		\$5.52	\$5.50
* Total Employer Contributions - 2X Overtime Hours		\$7.02	\$7.00

All Employer Contributions marked "E" calculated based on Hours Earned, Employer Contributions marked "W" calculated based on Hours Worked.

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Employee Deductions	April 28, 2024					May 4, 2025				
	Hourly Dues (1.25% of ST Hourly Rate)	STAB	Building Trust Fund	Marketing Fund	Rehab Fund	Hourly Dues (1.25% of ST Hourly Rate)	STAB	Building Trust Fund	Marketing Fund	Rehab Fund
	E	W	E	W	W	E	W	E	W	W
General Foreperson	\$0.79	\$1.00	\$0.63	\$0.305	\$0.04	\$0.82	\$1.00	\$0.66	\$0.305	\$0.04
Foreperson	\$0.76	\$1.00	\$0.61	\$0.305	\$0.04	\$0.79	\$1.00	\$0.63	\$0.305	\$0.04
Journeyperson	\$0.66	\$1.00	\$0.53	\$0.305	\$0.04	\$0.69	\$1.00	\$0.55	\$0.305	\$0.04
Apprentices:										
7600 Hours	\$0.66	\$1.00	\$0.53	\$0.305	\$0.04	\$0.69	\$1.00	\$0.55	\$0.305	\$0.04
6650 Hours	\$0.59	\$0.90	\$0.48	\$0.305	\$0.04	\$0.62	\$0.90	\$0.49	\$0.305	\$0.04
5000 Hours	\$0.53	\$0.80	\$0.42	\$0.305	\$0.04	\$0.55	\$0.80	\$0.44	\$0.305	\$0.04
4750 Hours	\$0.49	\$0.75	\$0.40	\$0.305	\$0.04	\$0.51	\$0.75	\$0.41	\$0.305	\$0.04
3800 Hours	\$0.46	\$0.70	\$0.37	\$0.305	\$0.04	\$0.48	\$0.70	\$0.38	\$0.305	\$0.04
2850 Hours	\$0.43	\$0.65	\$0.34	\$0.305	\$0.04	\$0.45	\$0.65	\$0.36	\$0.305	\$0.04
1900 Hours	\$0.40	\$0.60	\$0.32	\$0.305	\$0.04	\$0.41	\$0.60	\$0.33	\$0.305	\$0.04
951 Hours	\$0.36	\$0.55	\$0.29	\$0.305	\$0.04	\$0.38	\$0.55	\$0.30	\$0.305	\$0.04
0 - 950 Hours	\$0.33	\$0.50	\$0.26	\$0.305	\$0.04	\$0.34	\$0.50	\$0.27	\$0.305	\$0.04
Monthly Dues	n/a					n/a				

	Total Employee Deductions				Total Employee Deductions		
	Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours		Straight Time Hours	1.5X Overtime Hours	2X Overtime Hours
General Foreperson	\$2.765	\$3.475	\$4.185		\$2.825	\$3.565	\$4.305
Foreperson	\$2.715	\$3.400	\$4.085		\$2.765	\$3.475	\$4.185
Journeyperson	\$2.535	\$3.130	\$3.725		\$2.585	\$3.205	\$3.825
Apprentices:							
7600 Hours	\$2.535	\$3.130	\$3.725		\$2.585	\$3.205	\$3.825
6650 Hours	\$2.315	\$2.850	\$3.385		\$2.355	\$2.910	\$3.465
5000 Hours	\$2.095	\$2.570	\$3.045		\$2.135	\$2.630	\$3.125
4750 Hours	\$1.985	\$2.430	\$2.875		\$2.015	\$2.475	\$2.935
3800 Hours	\$1.875	\$2.290	\$2.705		\$1.905	\$2.335	\$2.765
2850 Hours	\$1.765	\$2.150	\$2.535		\$1.805	\$2.210	\$2.615
1900 Hours	\$1.665	\$2.025	\$2.385		\$1.685	\$2.055	\$2.425
951 Hours	\$1.545	\$1.870	\$2.195		\$1.575	\$1.915	\$2.255
0 - 950 Hours	\$1.435	\$1.730	\$2.025		\$1.455	\$1.760	\$2.065

All Employee Deductions marked "E" calculated based on Hours Earned, Employee Deductions marked "W" calculated based on Hours Worked.