National Sprinkler Fabrication Collective Agreement

BETWEEN

CASA

Canadian Automatic Sprinkler Association

AND

UNITED ASSOCIATION

Locals Unions

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

OCTOBER 1, 2025 TO SEPTEMBER 30, 2028

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ARTICLE 1
IDENTIFICATION OF PARTIES

This Agreement made this **15th day of September, 2025,** 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:

ABC Fire -Winnipeg, MB
AKV Fire -Airdrie, AB
All Right Fire Protection Ltd.
Allied Projects Fire Protection Systems
Apex Fabrication & Supply Ltd, London, ON
Assured Sprinkler Inspections Ltd.
C & C Welding Ltd, Limoges, ON
C & H Fire Suppression Systems Inc, Kitchener, ON.
CAM Industrial Solutions
Canadian Fire Protection Inc.
Constant Fire Protection Systems Ltd, Calgary, AB
Drapeau Automatic Sprinklers Corp, Kingston, ON
DT Fire
Escape Fire, Orleans, ON
Eurotech Safety Inc
Excel Fire Protection Inc.
Fire Protection's Finest- Stirling, ON
Fire Safety Solutions Canada Limited
General Sprinklers Inc, Weston, ON
Harding Fire Protection Inc.
Hardstone Fire- Kingston, ON
JD Sprinkler-Brantford, ON
LeBlanc Sprinklers- Memramcook, NB
Lisi Mechanical
Metrix Fabrication
Miller Fire Prevention
MM Limited Partnership
National Fire Fabrication Ltd., Concord, ON

Noble Fire Canada Inc, Concord, ON
Omega Fabrication Incorporated- Mississauga, ON
P & P Sprinkler
Page Fire
Paul & Douglas Sprinklers Ltd- Mississauga, ON
Sentry Fire Protection Services
Star Life / Star Group
Stevenson Sprinkler
Stumpf Fire
Torbram Fire-Etobicoke, ON
Troy Life & Fire Safety Ltd, All offices
Vanderstelt Fire
Viking Fire Protection
Western Fire Protection

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").

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, persons above the rank of **foreperson**, 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 **tasks** 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 **training** 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

Employer will notify Union representative in writing of all new employees on the day they commence employment. The employer shall also forward all required information to the respective union hall to register the employee with the union who shall issue a proper dispatch slip, such members must remain in good standing.

The Employer shall have the right to name hire any unemployed Metal trades member in good standing of the Local Union having jurisdiction and will be provided with a dispatch slip by the union. The Employer shall have the right to determine the competency and qualifications of such employees. 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, 2025**	**Oct 1, 2026**	**Oct 1, 2027**
CLASS "A"	**48.29**	**49.86**	**51.68**
CLASS "B"	**47.70**	**49.25**	**51.04**
CLASS "C'	**52.67**	**54.38**	**56.36**

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

Nova Scotia (new hires)	**Oct 1, 2025**	**Oct 1, 2026**	**Oct 1, 2027**
CLASS "A"	**45.31**	**47.46**	**49.91**
CLASS "A" 80%	**38.03**	**39.83**	**41.87**
CLASS "A" 60%	**30.75**	**32.21**	**33.83**
CLASS "B"	**37.45**	**39.23**	**41.25**
CLASS "B" 80%	**31.74**	**33.24**	**34.94**

CLASS “B” 60%	**26.04**	**27.26**	**28.64**
CLASS “C”	**49.39**	**51.73**	**54.40**
CLASS “C” 80%	**41.29**	**43.25**	**45.46**
CLASS “C” 60%	**33.20**	**34.77**	**36.53**

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

Newfoundland (existing)	**Oct 1, 2025**	**Oct 1, 2026**	**Oct 1, 2027**
CLASS “A”	**48.25**	**49.81**	**51.63**
CLASS “B”	**47.69**	**49.24**	**51.04**
CLASS “C’	**54.15**	**55.91**	**57.95**

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

Newfoundland (new hires)	**Oct 1, 2025**	**Oct 1, 2026**	**Oct 1, 2027**
CLASS “A”	**45.30**	**47.45**	**49.90**
CLASS “A” 80%	**37.67**	**39.31**	**41.16**
CLASS “A” 60%	**31.05**	**32.46**	**34.05**
CLASS “B”	**38.71**	**40.55**	**42.63**
CLASS “B” 80%	**32.90**	**34.43**	**36.16**
CLASS “B” 60%	**27.09**	**28.32**	**29.69**
CLASS “C”	**50.73**	**53.14**	**55.88**
CLASS “C” 80%	**42.52**	**44.51**	**46.76**
CLASS “C” 60%	**34.31**	**35.87**	**37.64**

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

N.B. & P.E.I. (Existing)	**Oct 1, 2025**	**Oct 1, 2026**	**Oct 1, 2027**
CLASS “A”	**48.26**	**49.83**	**51.65**
CLASS “B”	**47.68**	**49.23**	**51.03**
CLASS “C’	**54.14**	**55.90**	**57.94**

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

N.B. & P.E.I. (new hires)	**Oct 1, 2025**	**Oct 1, 2026**	**Oct 1, 2027**
CLASS “A”	**45.30**	**47.45**	**49.89**
CLASS “A” 80%	**38.06**	**39.82**	**41.82**
CLASS “A” 60%	**30.83**	**32.20**	**33.74**
CLASS “B”	**38.71**	**40.55**	**42.64**
CLASS “B” 80%	**32.79**	**34.30**	**36.01**
CLASS “B” 60%	**26.87**	**28.06**	**29.39**
CLASS “C”	**50.71**	**53.12**	**55.86**
CLASS “C” 80%	**42.39**	**44.36**	**46.59**
CLASS “C” 60%	**34.08**	**35.60**	**37.32**

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

Ontario (existing)	**Oct 1, 2025**	**Oct 1, 2026**	**Oct 1, 2027**
CLASS “A”	**51.04**	**52.70**	**54.63**
CLASS “B”	**50.48**	**52.12**	**54.02**
CLASS “C’	**57.16**	**59.02**	**61.17**

* (DeNovo will be paid **$0.05** per hour earned by employee and **$0.05** per hour earned by employer (Ontario Only)
(Existing employees are those that were hired before February 1, 2014)

Ontario (new hires)	**Oct 1, 2025**	**Oct 1, 2026**	**Oct 1, 2027**
CLASS “A”	**47.90**	**50.17**	**52.75**
CLASS “A” 80%	**40.23**	**42.10**	**44.21**
CLASS “A” 60%	**32.56**	**34.02**	**35.67**
CLASS “B”	**40.80**	**42.73**	**44.94**
CLASS “B” 80%	**34.55**	**36.15**	**37.96**
CLASS “B” 60%	**28.30**	**29.56**	**30.98**
CLASS “C”	**53.50**	**56.04**	**58.93**
CLASS “C” 80%	**44.71**	**46.79**	**49.15**
CLASS “C” 60%	**35.92**	**37.55**	**39.38**

* (DeNovo will be paid **$0.05** per hour earned by employee and **$0.05** per hour earned by employer (Ontario Only)
(New hires are employees that were hired after February 1, 2014)

Manitoba (existing)	**Oct 1, 2025**	**Oct 1, 2026**	**Oct 1, 2027**
CLASS “A”	**43.38**	**44.79**	**46.43**
CLASS “B”	**42.78**	**44.17**	**45.79**
CLASS “C’	**49.55**	**51.16**	**53.02**

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

Manitoba (new hires)	**Oct 1, 2025**	**Oct 1, 2026**	**Oct 1, 2027**
CLASS “A”	**40.81**	**42.75**	**44.95**
CLASS “A” 80%	**34.33**	**35.94**	**37.77**
CLASS “A” 60%	**27.85**	**29.14**	**30.58**
CLASS “B”	**34.93**	**36.59**	**38.47**
CLASS “B” 80%	**29.62**	**31.01**	**32.58**
CLASS “B” 60%	**24.32**	**25.44**	**26.69**
CLASS “C”	**46.49**	**48.70**	**51.21**
CLASS “C” 80%	**38.88**	**40.70**	**42.77**
CLASS “C” 60%	**31.26**	**32.70**	**34.33**

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

Saskatchewan (existing)	**Oct 1, 2025**	**Oct 1, 2026**	**Oct 1, 2027**
CLASS “A”	**45.93**	**47.42**	**49.15**
CLASS “B”	**45.35**	**46.83**	**48.53**
CLASS “C’	**52.10**	**53.79**	**55.76**

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

Saskatchewan (new hires)	**Oct 1, 2025**	**Oct 1, 2026**	**Oct 1, 2027**
CLASS “A”	**43.16**	**45.21**	**47.54**
CLASS “A” 80%	**36.33**	**38.05**	**39.99**
CLASS “A” 60%	**29.50**	**30.89**	**32.45**
CLASS “B”	**36.92**	**38.68**	**40.67**
CLASS “B” 80%	**31.34**	**32.82**	**34.50**
CLASS “B” 60%	**25.76**	**26.97**	**28.33**
CLASS “C”	**48.86**	**51.18**	**53.82**
CLASS “C” 80%	**40.89**	**42.83**	**45.02**
CLASS “C” 60%	**32.96**	**34.51**	**36.25**

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

Edmonton (existing)	**Oct 1, 2025**	**Oct 1, 2026**	**Oct 1, 2027**
CLASS “A”	**57.21**	**58.35**	**59.52**
CLASS “B”	**56.41**	**57.54**	**58.69**
CLASS “C’	**63.85**	**65.12**	**66.43**

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

Edmonton (new hires)	**Oct 1, 2025**	**Oct 1, 2026**	**Oct 1, 2027**
CLASS “A”	**52.78**	**53.83**	**54.91**
CLASS “A” 80%	**44.04**	**44.96**	**45.85**
CLASS “A” 60%	**35.30**	**36.09**	**36.80**
CLASS “B”	**44.72**	**45.61**	**46.53**
CLASS “B” 80%	**37.59**	**38.39**	**39.15**
CLASS “B” 60%	**30.46**	**31.16**	**31.77**
CLASS “C”	**58.80**	**59.98**	**61.18**
CLASS “C” 80%	**48.86**	**49.88**	**50.87**
CLASS “C” 60%	**38.91**	**39.78**	**40.56**

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

Calgary (Existing)	**Oct 1, 2025**	**Oct 1, 2026**	**Oct 1, 2027**
CLASS “A”	**57.22**	**58.36**	**59.53**
CLASS “B”	**56.42**	**57.55**	**58.70**
CLASS “C’	**63.88**	**65.16**	**66.46**

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

Calgary (new hires)	**Oct 1, 2025**	**Oct 1, 2026**	**Oct 1, 2027**
CLASS “A”	**52.79**	**53.85**	**54.93**
CLASS “A” 80%	**44.02**	**44.89**	**45.83**
CLASS “A” 60%	**35.24**	**35.94**	**36.74**
CLASS “B”	**44.74**	**45.64**	**46.55**
CLASS “B” 80%	**37.58**	**38.32**	**39.13**
CLASS “B” 60%	**30.41**	**31.01**	**31.72**
CLASS “C”	**58.85**	**60.03**	**61.23**
CLASS “C” 80%	**48.86**	**49.83**	**50.88**
CLASS “C” 60%	**38.88**	**39.64**	**40.52**

(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 **daily** 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 two 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 9% 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

National Truth and Reconciliation 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**, inclusive of Vacation and Holiday 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 6% 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 their shop and shop yard. **If such work is subcontracted outside the Employers shop it shall be subcontracted to a UA Signatory shop.**

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 affect 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.

No injured employee shall be required to seek medical attention alone or transport themselves. The employer shall ensure that the injured employee is escorted to a medical facility by a designated company representative as chosen by the Employer and provided with safe transportation home.

Time spent by an employee in training that is required by the employer or by law is counted as work time. Time spent in training that is not required by the employer or by law in order for an employee to do his or her job is not counted as work time.

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 **member** is working:

	Oct. 1/25	Oct. 1/26	Oct. 1/27
Newfoundland	**3.00**	**3.15**	**3.31**
Nova Scotia	**2.50**	**2.75**	**3.00**
New Brunswick & P.E.I.	**2.75**	**2.80**	**2.85**
Ontario – Toronto	**3.03**	**3.13**	**3.23**
Manitoba	**2.04**	**2.19**	**2.34**
Saskatchewan	**2.64**	**2.89**	**3.14**
Alberta (Local 488) & N.W.T.	**2.70**	**2.95**	**2.95**
Alberta (Local 496)	**2.40**	**2.40**	**2.65**

Integrated online reporting of remittances by April 30, 2023. Welfare hours shall accumulate for a one month period and be submitted to a party as designated by the Local Union before the **15th** 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 **($6.15) six dollars and fifteen cents** per hour earned effective **October 1, 2025.** Effective **October 1, 2026**

such contributions will increase to **($6.30) six dollars and thirty cents.** Effective **October 1, 2027** such contributions will increase to **($6.45) six dollars and forty five cents**. The Employee contribution will continue to be five cents (5¢) per hour earned. If the pension plan is prohibited by law from accepting any contributions required by the terms of this Agreement on account of employees that are in receipt of a monthly pension from the pension plan, an amount equal to such contributions shall be paid by the Employer to that employee as additional wages.

Integrated online reporting of remittances by April 30, 2023. Such pension fund hours shall accumulate for a one month period and be submitted to the administration office before the **15th** 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.

Integrated online reporting of remittances by April 30, 2023.

(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 **15th** 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 **15th** 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 **$0.05** (five cents) per man hour earned, out of package.

(e) U.A. Local 853 Building Fund to be remitted at **$0.05** (five cents) per man hour earned**, out of package.**

(f) U.A. Local 853 Field Dues to be remitted at **$0.05** (five cents) per man hour earned, **out of package.**

(g) Canadian Training Fund remitted $0.10 (ten cents) per man hour earned, out of package all locals having jurisdiction. With $0.05 **(five cents)** being contributed to U.A. Canada's Health and Wellness Program.

(h) National Organizing Fund contribution of $0.10 **(ten cents)** for all hours earned. As articulated in the wage schedules.

(i) **Canadian Model for Drug and Alcohol Program, the parties to this Collective Agreement agree that when a Provincial drug and alcohol program is established, they will each contribute up to five ($0.05) cents per hour.**

(j) **In the Province of Ontario contractors shall remit an additional ten ($0.10) cents per hour earned to the DeNovo Centre through the Health and Welfare contribution, five ($0.05) cents shall be an employee payment and five ($0.05) cents an Employer payment. As articulated in the wage schedules.**

(k) **In the Province of Newfoundland and Labrador contractors shall remit ten ($0.10) per hour earned to the Local Member Family Assistance Program MFAP (Member Family) through the Health and Welfare contribution, five ($0.05) cents shall be an employee payment and five ($0.05) cents an Employer payment. As articulated in the wage schedules.**

(l) **In the Province of British Columbia, the contractors shall remit four ($0.04) cents per hour worked to the Construction Industry Rehabilitation Fund, with an additional four ($0.04) cents per hour worked deducted from the employee. As articulated in the wage schedules.**

(m) **All parties to the Collective Agreement shall fund remit one cent ($0.01) per hour earned to the Remittance Administration Fund. One cent ($0.01) from Labour from the Union to come out of the members total package, and an additional one cent ($0.01) from CASA's Labour Service Fee as referenced in Article 18.**

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.

ARTICLE 18
LABOUR SERVICE FEE

All Employers signatory to this Agreement shall be assessed a labour Service Fee of **five ($0.05)** 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.

Integrated online reporting of remittances by April 30, 2023.

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 employee shall be granted up to three (3) paid days bereavement leave, Monday to Friday, in the event of the death of an immediate family member. "Immediate family" includes the employee's spouse (husband, wife, common-law or same sex partner), parents (biological, adoptive, or step-parents), children (biological, adopted, or stepchildren), siblings (including step and half siblings), grandparents (biological, adopted, or step-grandparents), grandchildren (biological, adopted, or step-grandchildren), and in-laws (mother-in-law, father-in-law,sister-in-law, brother-in-law, son-in-law and daughter-in-law.

Such possible day or days 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, the Provincial Legislation shall apply.

ARTICLE 23
NON_DISCRIMINATION

The Employer and the Union agree that all employees shall be treated with dignity and respect, and there shall be no discrimination, harassment, or unequal treatment in the workplace based on any grounds prohibited by the Canadian Human Rights Act, the applicable Provincial human rights legislation, or other relevant laws.

This includes, but is not limited to, discrimination or harassment based on race, colour, ancestry, place of origin, ethnic origin, citizenship, creed, sex, gender identity, sexual orientation, marital status, family status, age, disability, or any other protected characteristics.

The Employer is committed to providing a workplace free from discrimination and harassment and will take appropriate measures to address and prevent such issues.

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 funds pursuant to the terms of this Collective Agreement, and default shall continue for ten (10) days or more, the contractor shall pay to the applicable Trust Fund as liquidated damages and not as a penalty, an amount equal to 10% of the arrears for each month or part thereof in which the contractor is in default. The failure to pay each month shall constitute a separate offense and shall subject the Contractor to the 10% payment. Thereafter interest shall run at the rate of 2% per month on any unpaid arrears, including liquidated damages.

Where an Employee performs work that would require the Employer to contribute hourly contributions of the Trust Funds set out in the Agreement, at such an hourly contribution rate as may from time to time be applicable in the Collective Agreement, then the Employer shall and shall be deemed to have kept such an amount separate and apart from their own monies and shall be deemed to hold the sum so deducted in trust on behalf of the employees until the Employer has paid such monies to the applicable trust fund. Further, in the event of any liquidation, assignment or bankruptcy of such an Employer, an amount equal to the amount that is owed to the applicable Trust Fund by the Employer on whose behalf employees have performed work entitling them to receive contributions to the fund(s) and such shall be deemed to be separate from and form no part of the estate in liquidation, assignment or bankruptcy, whether or not that amount has in fact been kept separate and apart from the employer's own money from the assets of the estate.

Following notification by the Business Manager, and at the discretion of the Trustees of the Health & Welfare and/or Pension Funds, contractors who are delinquent sixty (60) or more days will be imposed with a "Security Bond" equal to, two months total contributions to all Funds included in the Agreement, based on their average over the previous twelve (12) months. The foregoing "Default of Payment Clause" shall apply to any and all funds covered under this Collective Agreement.

ARTICLE 27
DURATION AND RENEWAL OF AGREEMENT

This Agreement shall be in full force and effect for a term commencing **October 1, 2025** and terminating at midnight **September 30, 2028** 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 **15th day of September, 2025.**

Signed on behalf of the Canadian Automatic Sprinkler Association:

Bernie Beliveau
John Galt
Matt Osburn
Rick Berwick
Dan Webster

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.

Terry Snooks, UA Director of Canadian Affairs
Greg Mitchell, U.A. International Representative
Dale Hawrychuk, U.A. Local 853

Letter of Understanding, March 22, 2023

Recruitment and Retention

All parties to this agreement, agree to form a committee, to develop policies around recruitment and retention. This committee shall be formed within twelve (12) months upon ratification of this agreement.

Letter of Understanding, March 22, 2023

Potential Elimination of Existing Two-Tiered Wage Rates

Whereas "the Union" and "CASA" recognize the wage disparity created between the "Existing Hires" and the "New Hires" (Pre vs. Post 2014 Hires) in all three wage classifications (class "A", "B", and "C") in Article six (6) of the collective bargaining agreement AND Further Whereas it is the mutual desire of both parties to eliminate said disparity.

Both parties agree to meet to discuss solutions for the potential elimination of the existing two-tiered wage rates (New Hire and Existing Hire – "pre 2014 hires/post 2014 hires) language and implement One Wage Rate for each Classification – Class A, Class B and Class C. It is further agreed that both parties are mutually committed to strive to reach a consensus on this matter.

Both parties agree that this committee shall meet within a year prior to the expiration of the term of this agreement (September 31st, 2025).

Canadian Piping Trades
UACanada.ca

CANADIAN STANDARD FOR EXCELLENCE

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.

CASA
Canadian Automatic Sprinkler Association

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. They 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.

OTHER PARTIES FOR INFORMATION

Terence Snooks, *UA Director of Canadian Affairs*
442 Gilmour Street, Ottawa, Ontario K2P 0R8
Tel: (613) 565-1100 Fax: (613) 565-1200

Trevor Robertson, *Administrative Assistant to the General President*
442 Gilmour Street, Ottawa, Ontario K2P 0R8
Tel: (613) 565-1100

Greg Mitchell, *International Representative*
442 Gilmour Street, Ottawa, ON, K2P 0R8
Tel: (416) 720-8787

Heiko Wiechern, *International Representative*
Box 343, Sanford MB, R0G 2J0
Tel: (204) 471-2528

Bruce Myles, *International Representative*
120 Marshall Hill Rd., Wards Creek, NB, E4E 4M7
Tel: (506) 432-0349

John Galt, *Canadian Automatic Sprinkler Assoc.*
315 Renfrew Dr. Suite 302, Markham, ON L3R 9S7
Tel: (905) 477-2270 Fax: (905) 477-3611

Tom Suffield, *Global Benefit Plan Consultants Inc*
191 The West Mall #901, Etobicoke, ON, M9C 5K8
Tel: (416) 635-6000 Fax: (416) 635-6464

Mark McManus, *UA General President*
Three (3) Park Place, Annapolis, Maryland 21404
Tel: (410) 269-2000

Derrick Kualapai, *UA General Secretary-Treasurer*
Three (3) Park Place, Annapolis, Maryland 21404
Tel: (410) 269-2000

U.A. LOCAL UNIONS WITH SPRINKLER JURISDICTION

Local 853 (Ontario)	60 Performance Drive Richmond Hill, Ontario L4S 0G6	(905) 477-6022 Fax (416) 498-5141
Local 740 (Newfoundland)	P.O. Box 8583, Station A St. John's, Newfoundland A1B 3P2	(709) 747-2249 Fax (709) 747-0364
Local 56 (Nova Scotia)	31 Ragus Road Dartmouth, Nova Scotia B2Y 4W5	(902) 466-9920 Fax (902) 466-2368
Local 325 (New Brunswick)	P.O. Box 1060 Station A Fredericton, New Brunswick E3B 5C2	(506) 459-6044 Fax (506) 453-1416
Local 144 (Quebec)	9735 St-Laurent Blvd. Montreal, Quebec H3L 2N4	(514) 385-1171 Fax (514) 385-1173
Local 254 (Winnipeg)	20 Dunlop Ave. Winnipeg, Manitoba R2X 2M3	(204) 947-0497 Fax (204) 947-1512
Local 179 (Saskatchewan)	402 Solomon Dr Regina, Saskatchewan S4N 5A8	(306) 569-0624 Fax (306) 781-8052
Local 488 (North Alberta)	16214 – 118 Avenue Edmonton, Alberta T5V 1M6	(403) 452-7080 Fax (403) 452-1291
Local 496 (South Alberta)	5649 Burbank Road S.E. Calgary, Alberta T2H 1Z5	(403) 252-1166 Fax (403) 252-4591
Local 170 (B.C. & Yukon)	201 – 1658 Foster's Way Delta, B.C. V3M 6S6	(604) 526-0441

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

CLASS "A"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$35.15	$36.19	$37.46
Vacation Pay 12%	$4.22	$4.34	$4.50
Health & Welfare	$2.50	$2.75	$3.00
Pension	$6.15	$6.30	$6.45
Building Fund	$0.05	$0.05	$0.05
Helmets	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$48.29**	**$49.86**	**$51.68**

CLASS "B"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$34.62	$35.65	$36.90
Vacation Pay 12%	$4.15	$4.28	$4.43
Health & Welfare	$2.50	$2.75	$3.00
Pension	$6.15	$6.30	$6.45
Building Fund	$0.05	$0.05	$0.05
Helmets	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$47.70**	**$49.25**	**$51.04**

CLASS "C"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$39.06	$40.23	$41.64
Vacation Pay 12%	$4.69	$4.83	$5.00
Health & Welfare	$2.50	$2.75	$3.00
Pension	$6.15	$6.30	$6.45
Building Fund	$0.05	$0.05	$0.05
Helmets	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$52.67**	**$54.38**	**$56.36**

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

NEW HIRES 56 – Jan. 30, 2014

CLASS "A"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$32.49	$34.06	$35.88
Vacation Pay 12%	$3.90	$4.09	$4.31
Health & Welfare	$2.50	$2.75	$3.00
Pension	$6.15	$6.30	$6.45
Building Fund	$0.05	$0.05	$0.05
Helmets	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$45.31**	**$47.46**	**$49.91**

CLASS "A" "80"%	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$25.99	$27.24	$28.70
Vacation Pay 12%	$3.12	$3.27	$3.44
Health & Welfare	$2.50	$2.75	$3.00
Pension	$6.15	$6.30	$6.45
Building Fund	$0.05	$0.05	$0.05
Helmets	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$38.03**	**$39.83**	**$41.87**

CLASS "A" "60"%	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$19.49	$20.43	$21.53
Vacation Pay 12%	$2.34	$2.45	$2.58
Health & Welfare	$2.50	$2.75	$3.00
Pension	$6.15	$6.30	$6.45
Building Fund	$0.05	$0.05	$0.05
Helmets	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$30.75**	**$32.21**	**$33.83**

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

NEW HIRES 56 – Jan. 30, 2014

CLASS "B"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$25.47	$26.70	$28.15
Vacation Pay 12%	$3.06	$3.20	$3.38
Health & Welfare	$2.50	$2.75	$3.00
Pension	$6.15	$6.30	$6.45
Building Fund	$0.05	$0.05	$0.05
Helmets	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$37.45**	**$39.23**	**$41.25**

CLASS "B" "80"%	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$20.38	$21.36	$22.52
Vacation Pay 12%	$2.45	$2.56	$2.70
Health & Welfare	$2.50	$2.75	$3.00
Pension	$6.15	$6.30	$6.45
Building Fund	$0.05	$0.05	$0.05
Helmets	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$31.74**	**$33.24**	**$34.94**

CLASS "B" "60"%	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$15.28	$16.02	$16.89
Vacation Pay 12%	$1.83	$1.92	$2.03
Health & Welfare	$2.50	$2.75	$3.00
Pension	$6.15	$6.30	$6.45
Building Fund	$0.05	$0.05	$0.05
Helmets	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$26.04**	**$27.26**	**$28.64**

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

NEW HIRES 56 – Jan. 30, 2014

CLASS "C"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$36.13	$37.87	$39.89
Vacation Pay 12%	$4.34	$4.54	$4.79
Health & Welfare	$2.50	$2.75	$3.00
Pension	$6.15	$6.30	$6.45
Building Fund	$0.05	$0.05	$0.05
Helmets	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$49.39**	**$51.73**	**$54.40**

CLASS "C" "80"%	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$28.91	$30.30	$31.91
Vacation Pay 12%	$3.47	$3.64	$3.83
Health & Welfare	$2.50	$2.75	$3.00
Pension	$6.15	$6.30	$6.45
Building Fund	$0.05	$0.05	$0.05
Helmets	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$41.29**	**$43.25**	**$45.46**

CLASS "C" "60"%	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$21.68	$22.72	$23.94
Vacation Pay 12%	$2.60	$2.73	$2.87
Health & Welfare	$2.50	$2.75	$3.00
Pension	$6.15	$6.30	$6.45
Building Fund	$0.05	$0.05	$0.05
Helmets	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$33.20**	**$34.77**	**$36.53**

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

UA LOCAL 179 – SASKATCHEWAN - EXISTING

CLASS "A"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$32.96	$33.94	$35.13
Vacation Pay 12%	$3.96	$4.07	$4.22
Health & Welfare	$2.64	$2.89	$3.14
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$45.93**	**$47.42**	**$49.15**

CLASS "8"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$32.45	$33.41	$34.58
Vacation Pay 12%	$3.89	$4.01	$4.15
Health & Welfare	$2.64	$2.89	$3.14
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$45.35**	**$46.83**	**$48.53**

CLASS "C"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$38.47	$39.63	$41.02
Vacation Pay 12%	$4.62	$4.76	$4.92
Health & Welfare	$2.64	$2.89	$3.14
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$52.10**	**$53.79**	**$55.76**

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

NEW HIRES 179 – Jan. 30, 2014

CLASS "A"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$30.49	$31.97	$33.69
Vacation Pay 12%	$3.66	$3.84	$4.04
Health & Welfare	$2.64	$2.89	$3.14
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$43.16**	**$45.21**	**$47.54**

CLASS "A" "80"%	Oct. 1, 2025	Oct.1, 2026	Oct. 1, 2027
Basic	$24.39	$25.57	$26.95
Vacation Pay 12%	$2.93	$3.07	$3.23
Health & Welfare	$2.64	$2.89	$3.14
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$36.33**	**$38.05**	**$39.99**

CLASS "A" "60"%	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$18.30	$19.18	$20.21
Vacation Pay 12%	$2.20	$2.30	$2.43
Health & Welfare	$2.64	$2.89	$3.14
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$29.50**	**$30.89**	**$32.45**

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

NEW HIRES 179 – Jan. 30, 2014

CLASS "B"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$24.92	$26.13	$27.55
Vacation Pay 12%	$2.99	$3.14	$3.31
Health & Welfare	$2.64	$2.89	$3.14
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$36.92**	**$38.68**	**$40.67**

CLASS "B" "80"%	Oct.1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$19.94	$20.90	$22.04
Vacation Pay 12%	$2.39	$2.51	$2.65
Health & Welfare	$2.64	$2.89	$3.14
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$31.34**	**$32.82**	**$34.50**

CLASS "B" "60"%	Oct.1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$14.95	$15.68	$16.53
Vacation Pay 12%	$1.79	$1.88	$1.98
Health & Welfare	$2.64	$2.89	$3.14
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$25.76**	**$26.97**	**$28.33**

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

NEW HIRES 179 – Jan. 30, 2014

CLASS "C"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$35.58	$37.30	$39.29
Vacation Pay 12%	$4.27	$4.48	$4.72
Health & Welfare	$2.64	$2.89	$3.14
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$48.86**	**$51.18**	**$53.82**

CLASS "C" "80"%	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$28.46	$29.84	$31.43
Vacation Pay 12%	$3.42	$3.58	$3.77
Health & Welfare	$2.64	$2.89	$3.14
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$40.89**	**$42.83**	**$45.02**

CLASS "C" "60"%	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$21.35	$22.38	$23.58
Vacation Pay 12%	$2.56	$2.69	$2.83
Health & Welfare	$2.64	$2.89	$3.14
Pension	$6.15	$6.30	$6.45
MAP	$0.05	$0.05	$0.05
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$32.96**	**$34.51**	**$36.25**

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

UA LOCAL 254 – MANITOBA - EXISTING

CLASS "A"	Oct.1, 2025	Oct.1, 2026	Oct.1, 2027
Basic	$31.23	$32.22	$33.41
Vacation Pay 12%	$3.75	$3.87	$4.01
Health & Welfare	$2.04	$2.19	$2.34
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Administration	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$43.38**	**$44.79**	**$46.43**

CLASS "B"	Oct.1, 2025	Oct.1, 2026	Oct.1, 2027
Basic	$30.69	$31.66	$32.84
Vacation Pay 12%	$3.68	$3.80	$3.94
Health & Welfare	$2.04	$2.19	$2.34
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Administration	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$42.78**	**$44.17**	**$45.79**

CLASS "C"	Oct.1, 2025	Oct. -1, 2026	Oct.1, 2027
Basic	$36.73	$37.90	$39.30
Vacation Pay 12%	$4.41	$4.55	$4.72
Health & Welfare	$2.04	$2.19	$2.34
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Administration	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$49.55**	**$51.16**	**$53.02**

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

NEW HIRES 254 – Jan. 30, 2014

CLASS "A"	Oct.1, 2025	Oct.1, 2026	Oct.1, 2027
Basic	$28.93	$30.40	$32.09
Vacation Pay 12%	$3.47	$3.65	$3.85
Health & Welfare	$2.04	$2.19	$2.34
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Administration	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$40.81**	**$42.75**	**$44.95**

CLASS "A" "80"%	Oct.1, 2025	Oct.1, 2026	Oct.1, 2027
Basic	$23.15	$24.32	$25.67
Vacation Pay 12%	$2.78	$2.92	$3.08
Health & Welfare	$2.04	$2.19	$2.34
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Administration	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$34.33**	**$35.94**	**$37.77**

CLASS "A" "60"%	Oct.1, 2025	Oct.1, 2026	Oct.1, 2027
Basic	$17.36	$18.24	$19.26
Vacation Pay 12%	$2.08	$2.19	$2.31
Health & Welfare	$2.04	$2.19	$2.34
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Administration	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$27.85**	**$29.14**	**$30.58**

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

NEW HIRES 254 – Jan. 30, 2014

CLASS "B"	Oct.1, 2025	Oct.1, 2026	Oct.1, 2027
Basic	$23.68	$24.89	$26.30
Vacation Pay 12%	$2.84	$2.99	$3.16
Health & Welfare	$2.04	$2.19	$2.34
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Administration	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$34.93**	**$36.59**	**$38.47**

CLASS "B" "80"%	Oct.1, 2025	Oct.1, 2026	Oct.1, 2027
Basic	$18.94	$19.91	$21.04
Vacation Pay 10%	$2.27	$2.39	$2.53
Health & Welfare	$2.04	$2.19	$2.34
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Administration	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$29.62**	**$31.01**	**$32.58**

CLASS "B" "60"%	Oct.1, 2025	Oct.1, 2026	Oct.1, 2027
Basic	$14.21	$14.93	$15.78
Vacation Pay 12%	$1.70	$1.79	$1.89
Health & Welfare	$2.04	$2.19	$2.34
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Administration	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$24.32**	**$25.44**	**$26.69**

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

NEW HIRES 254 – Jan. 30, 2014

CLASS "C"	Oct.1, 2025	Oct.1, 2026	Oct.1, 2027
Basic	$34.00	$35.71	$37.68
Vacation Pay 12%	$4.08	$4.28	$4.52
Health & Welfare	$2.04	$2.19	$2.34
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Administration	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$46.49**	**$48.70**	**$51.21**

CLASS "C" "80"%	Oct.1, 2025	Oct.1, 2026	Oct.1, 2027
Basic	$27.20	$28.56	$30.14
Vacation Pay 12%	$3.26	$3.43	$3.62
Health & Welfare	$2.04	$2.19	$2.34
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Administration	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$38.88**	**$40.70**	**$42.77**

CLASS "C" "60"%	Oct.1, 2025	Oct.1, 2026	Oct.1, 2027
Basic	$20.40	$21.42	$22.61
Vacation Pay 12%	$2.45	$2.57	$2.71
Health & Welfare	$2.04	$2.19	$2.34
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Administration	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$31.26**	**$32.70**	**$34.33**

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

UA LOCAL 325 – NEW BRUNSWICK - EXISTING

CLASS "A"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$34.95	$36.17	$37.62
Vacation Pay 12%	$4.19	$4.34	$4.51
Health & Welfare	$2.75	$2.80	$2.85
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$48.26**	**$49.83**	**$51.65**

CLASS "B"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$34.43	$35.64	$37.06
Vacation Pay 12%	$4.13	$4.28	$4.45
Health & Welfare	$2.75	$2.80	$2.85
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$47.68**	**$49.23**	**$51.03**

CLASS "C"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$40.20	$41.59	$43.24
Vacation Pay 12%	$4.82	$4.99	$5.19
Health & Welfare	$2.75	$2.80	$2.85
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$54.14**	**$55.90**	**$57.94**

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

NEW HIRES 325 – Jan. 30, 2014

CLASS "A"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$32.30	$34.04	$36.05
Vacation Pay 12%	$3.88	$4.09	$4.33
Health & Welfare	$2.75	$2.80	$2.85
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$45.30**	**$47.45**	**$49.89**

CLASS "A" "80"%	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$25.84	$27.23	$28.84
Vacation Pay 12%	$3.10	$3.27	$3.46
Health & Welfare	$2.75	$2.80	$2.85
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$38.06**	**$39.82**	**$41.82**

CLASS "A" "60"%	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$19.38	$20.43	$21.63
Vacation Pay 12%	$2.33	$2.45	$2.60
Health & Welfare	$2.75	$2.80	$2.85
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$30.83**	**$32.20**	**$33.74**

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

NEW HIRES 325 – Jan. 30, 2014

CLASS "B"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$26.42	$27.88	$29.57
Vacation Pay 12%	$3.17	$3.35	$3.55
Health & Welfare	$2.75	$2.80	$2.85
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$38.71**	**$40.55**	**$42.64**

CLASS "8" "80"%	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$21.14	$22.31	$23.65
Vacation Pay 12%	$2.54	$2.68	$2.84
Health & Welfare	$2.75	$2.80	$2.85
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$32.79**	**$34.30**	**$36.01**

CLASS "B" "60"%	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$15.85	$16.73	$17.74
Vacation Pay 12%	$1.90	$2.01	$2.13
Health & Welfare	$2.75	$2.80	$2.85
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$26.87**	**$28.06**	**$29.39**

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

NEW HIRES 325 – Jan. 30, 2014

CLASS "C"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$37.14	$39.11	$41.37
Vacation Pay 12%	$4.46	$4.69	$4.96
Health & Welfare	$2.75	$2.80	$2.85
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$50.71**	**$53.12**	**$55.86**

CLASS "C" "80"%	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$29.71	$31.29	$33.10
Vacation Pay 12%	$3.57	$3.75	$3.97
Health & Welfare	$2.75	$2.80	$2.85
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$42.39**	**$44.36**	**$46.59**

CLASS "C" "60"%	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$22.28	$23.47	$24.82
Vacation Pay 12%	$2.67	$2.82	$2.98
Health & Welfare	$2.75	$2.80	$2.85
Pension	$6.15	$6.30	$6.45
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$34.08**	**$35.60**	**$37.32**

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

UA LOCAL 488 – EDMONTON - EXISTING

CLASS "A"	Oct. 1, 2025	Oct. 1, 2026	Oct.1, 2027
Basic	$42.97	$43.64	$44.54
Vacation Pay 12%	$5.16	$5.24	$5.35
Health & Welfare	$2.70	$2.95	$2.95
Pension	$6.15	$6.30	$6.45
Building Trades	$0.01	$0.01	$0.01
Helmets to Hardhats	$0.01	$0.01	$0.01
UA MAP Program	$0.05	$0.05	$0.05
National Organzing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$57.21**	**$58.35**	**$59.52**

CLASS "B"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$42.26	$42.91	$43.80
Vacation Pay 12%	$5.07	$5.15	$5.26
Health & Welfare	$2.70	$2.95	$2.95
Pension	$6.15	$6.30	$6.45
Building Trades	$0.01	$0.01	$0.01
Helmets to Hardhats	$0.01	$0.01	$0.01
UA MAP Program	$0.05	$0.05	$0.05
National Organzing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$56.41**	**$57.54**	**$58.69**

CLASS "C"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$48.90	$49.68	$50.71
Vacation Pay 12%	$5.87	$5.96	$6.09
Health & Welfare	$2.70	$2.95	$2.95
Pension	$6.15	$6.30	$6.45
Building Trades	$0.01	$0.01	$0.01
Helmets to Hardhats	$0.01	$0.01	$0.01
UA MAP Program	$0.05	$0.05	$0.05
National Organzing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$63.85**	**$65.12**	**$66.43**

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

NEW HIRES 488 – Jan. 30, 2014

CLASS "A"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$39.02	$39.60	$40.43
Vacation Pay 12%	$4.68	$4.75	$4.85
Health & Welfare	$2.70	$2.95	$2.95
Pension	$6.15	$6.30	$6.45
Building Trades	$0.01	$0.01	$0.01
Helmets to Hardhats	$0.01	$0.01	$0.01
UA MAP Program	$0.05	$0.05	$0.05
National Organzing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$52.78**	**$53.83**	**$54.91**

CLASS "A" "80"%	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$31.21	$31.68	$32.34
Vacation Pay 12%	$3.75	$3.80	$3.88
Health & Welfare	$2.70	$2.95	$2.95
Pension	$6.15	$6.30	$6.45
Building Trades	$0.01	$0.01	$0.01
Helmets to Hardhats	$0.01	$0.01	$0.01
UA MAP Program	$0.05	$0.05	$0.05
National Organzing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$44.04**	**$44.96**	**$45.85**

CLASS "A" "60"%	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$23.41	$23.76	$24.26
Vacation Pay 12%	$2.81	$2.85	$2.91
Health & Welfare	$2.70	$2.95	$2.95
Pension	$6.15	$6.30	$6.45
Building Trades	$0.01	$0.01	$0.01
Helmets to Hardhats	$0.01	$0.01	$0.01
UA MAP Program	$0.05	$0.05	$0.05
National Organzing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$35.30**	**$36.09**	**$36.80**

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

NEW HIRES 488 – Jan. 30, 2014

CLASS "B"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$31.82	$32.26	$32.94
Vacation Pay 12%	$3.82	$3.87	$3.95
Health & Welfare	$2.70	$2.95	$2.95
Pension	$6.15	$6.30	$6.45
Building Trades	$0.01	$0.01	$0.01
Helmets to Hardhats	$0.01	$0.01	$0.01
UA MAP Program	$0.05	$0.05	$0.05
National Organzing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$44.72**	**$45.61**	**$46.53**

CLASS "B" "80"%	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$25.46	$25.81	$26.35
Vacation Pay 12%	$3.05	$3.10	$3.16
Health & Welfare	$2.70	$2.95	$2.95
Pension	$6.15	$6.30	$6.45
Building Trades	$0.01	$0.01	$0.01
Helmets to Hardhats	$0.01	$0.01	$0.01
UA MAP Program	$0.05	$0.05	$0.05
National Organzing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$37.59**	**$38.39**	**$39.15**

CLASS "B" "60"%	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$19.09	$19.36	$19.77
Vacation Pay 12%	$2.29	$2.32	$2.37
Health & Welfare	$2.70	$2.95	$2.95
Pension	$6.15	$6.30	$6.45
Building Trades	$0.01	$0.01	$0.01
Helmets to Hardhats	$0.01	$0.01	$0.01
UA MAP Program	$0.05	$0.05	$0.05
National Organzing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$30.46**	**$31.16**	**$31.77**

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

NEW HIRES 488 – Jan. 30, 2014

CLASS "C"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$44.39	$45.09	$46.02
Vacation Pay 12%	$5.33	$5.41	$5.52
Health & Welfare	$2.70	$2.95	$2.95
Pension	$6.15	$6.30	$6.45
Building Trades	$0.01	$0.01	$0.01
Helmets to Hardhats	$0.01	$0.01	$0.01
UA MAP Program	$0.05	$0.05	$0.05
National Organzing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$58.80**	**$59.98**	**$61.18**

CLASS "C" "80"%	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$35.51	$36.07	$36.82
Vacation Pay 12%	$4.26	$4.33	$4.42
Health & Welfare	$2.70	$2.95	$2.95
Pension	$6.15	$6.30	$6.45
Building Trades	$0.01	$0.01	$0.01
Helmets to Hardhats	$0.01	$0.01	$0.01
UA MAP Program	$0.05	$0.05	$0.05
National Organzing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$48.86**	**$49.88**	**$50.87**

CLASS "C" "60"%	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$26.64	$27.05	$27.61
Vacation Pay 12%	$3.20	$3.25	$3.31
Health & Welfare	$2.70	$2.95	$2.95
Pension	$6.15	$6.30	$6.45
Building Trades	$0.01	$0.01	$0.01
Helmets to Hardhats	$0.01	$0.01	$0.01
UA MAP Program	$0.05	$0.05	$0.05
National Organzing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$38.91**	**$39.78**	**$40.56**

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

UA LOCAL 496 – CALGARY - EXISTING

CLASS "A"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$43.12	$44.01	$44.70
Vacation Pay 12%	$5.17	$5.28	$5.36
Health & Welfare	$2.40	$2.40	$2.65
Pension	$6.15	$6.30	$6.45
Building Trades	$0.05	$0.05	$0.05
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Supp. Benefit Trust	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$57.22**	**$58.36**	**$59.53**
Employee Deduction (After taxes)	*$0.60*	*$0.60*	*$0.60*

CLASS "8"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$42.41	$43.28	$43.95
Vacation Pay 12%	$5.09	$5.19	$5.27
Health & Welfare	$2.40	$2.40	$2.65
Pension	$6.15	$6.30	$6.45
Building Trades	$0.05	$0.05	$0.05
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Supp. Benefit Trust	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$56.42**	**$57.55**	**$58.70**
Employee Deduction (After taxes)	*$0.60*	*$0.60*	*$0.60*

CLASS "C"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$49.07	$50.08	$50.89
Vacation Pay 12%	$5.89	$6.01	$6.11
Health & Welfare	$2.40	$2.40	$2.65
Pension	$6.15	$6.30	$6.45
Building Trades	$0.05	$0.05	$0.05
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Supp. Benefit Trust	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
Remittance Admin	$0.05	$0.05	$0.05
UA MAP Program	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$63.88**	**$65.16**	**$66.46**
Employee Deduction (After taxes)	*$0.60*	*$0.60*	*$0.60*

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

NEW HIRES 496 – Jan. 30, 2014

CLASS "A"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$39.17	$39.98	$40.59
Vacation Pay 12%	$4.70	$4.80	$4.87
Health & Welfare	$2.40	$2.40	$2.65
Pension	$6.15	$6.30	$6.45
Building Trades	$0.05	$0.05	$0.05
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Supp. Benefit Trust	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$52.79**	**$53.85**	**$54.93**
Employee Deduction (After taxes)	*$0.60*	*$0.60*	*$0.60*

CLASS "A" "80"%	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$31.34	$31.98	$32.47
Vacation Pay 12%	$3.76	$3.84	$3.90
Health & Welfare	$2.40	$2.40	$2.65
Pension	$6.15	$6.30	$6.45
Building Trades	$0.05	$0.05	$0.05
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Supp. Benefit Trust	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$44.02**	**$44.89**	**$45.83**
Employee Deduction (After taxes)	*$0.60*	*$0.60*	*$0.60*

CLASS "A" "60"%	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$23.50	$23.99	$24.35
Vacation Pay 12%	$2.82	$2.88	$2.92
Health & Welfare	$2.40	$2.40	$2.65
Pension	$6.15	$6.30	$6.45
Building Trades	$0.05	$0.05	$0.05
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Supp. Benefit Trust	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$35.24**	**$35.94**	**$36.74**
Employee Deduction (After taxes)	*$0.60*	*$0.60*	*$0.60*

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

NEW HIRES 496 – Jan. 30, 2014

CLASS "B"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$31.98	$32.65	$33.11
Vacation Pay 12%	$3.84	$3.92	$3.97
Health & Welfare	$2.40	$2.40	$2.65
Pension	$6.15	$6.30	$6.45
Building Trades	$0.05	$0.05	$0.05
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Supp. Benefit Trust	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$44.74**	**$45.64**	**$46.55**
Employee Deduction (After taxes)	*$0.60*	*$0.60*	*$0.60*

CLASS "B" "80"%	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$25.59	$26.12	$26.49
Vacation Pay 12%	$3.07	$3.13	$3.18
Health & Welfare	$2.40	$2.40	$2.65
Pension	$6.15	$6.30	$6.45
Building Trades	$0.05	$0.05	$0.05
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Supp. Benefit Trust	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$37.58**	**$38.32**	**$39.13**
Employee Deduction (After taxes)	*$0.60*	*$0.60*	*$0.60*

CLASS "B" "60"%	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$19.19	$19.59	$19.86
Vacation Pay 12%	$2.30	$2.35	$2.38
Health & Welfare	$2.40	$2.40	$2.65
Pension	$6.15	$6.30	$6.45
Building Trades	$0.05	$0.05	$0.05
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Supp. Benefit Trust	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$30.41**	**$31.01**	**$31.72**
Employee Deduction (After taxes)	*$0.60*	*$0.60*	*$0.60*

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

NEW HIRES 496 – Jan. 30, 2014

CLASS "C"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$44.58	$45.50	$46.21
Vacation Pay 12%	$5.35	$5.46	$5.55
Health & Welfare	$2.40	$2.40	$2.65
Pension	$6.15	$6.30	$6.45
Building Trades	$0.05	$0.05	$0.05
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Supp. Benefit Trust	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$58.85**	**$60.03**	**$61.23**
Employee Deduction (After taxes)	*$0.60*	*$0.60*	*$0.60*

CLASS "C" "80"%	Oct.1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$35.66	$36.40	$36.97
Vacation Pay 12%	$4.28	$4.37	$4.44
Health & Welfare	$2.40	$2.40	$2.65
Pension	$6.15	$6.30	$6.45
Building Trades	$0.05	$0.05	$0.05
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Supp. Benefit Trust	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$48.86**	**$49.83**	**$50.88**
Employee Deduction (After taxes)	*$0.60*	*$0.60*	*$0.60*

CLASS "C" "60"%	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$26.75	$27.30	$27.73
Vacation Pay 12%	$3.21	$3.28	$3.33
Health & Welfare	$2.40	$2.40	$2.65
Pension	$6.15	$6.30	$6.45
Building Trades	$0.05	$0.05	$0.05
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Supp. Benefit Trust	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$38.88**	**$39.64**	**$40.52**
Employee Deduction (After taxes)	*$0.60*	*$0.60*	*$0.60*

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

UA LOCAL 740 – NEWFOUNDLAND - EXISTING

CLASS "A"	May. 1, 2025	May. 1, 2026	May. 1, 2027
Basic	$34.44	$35.57	$36.92
Vacation Pay 12%	$4.13	$4.27	$4.43
Health & Welfare	$3.00	$3.15	$3.31
Pension	$6.15	$6.30	$6.45
Helmet to Hardhats	$0.01	$0.01	$0.01
Local 740 Training	$0.35	$0.35	$0.35
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$-	$-	$-
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$48.25**	**$49.81**	**$51.63**

CLASS "B"	May. 1, 2025	May. 1, 2026	May. 1, 2027
Basic	$33.95	$35.06	$36.39
Vacation Pay 12%	$4.07	$4.21	$4.37
Health & Welfare	$3.00	$3.15	$3.31
Pension	$6.15	$6.30	$. 6.45
Helmet to Hardhats	$0.01	$0.01	$0.01
Local 740 Training	$0.35	$0.35	$0.35
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$-	$-	$-
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$47.69**	**$49.24**	**$51.04**

CLASS "C"	May. 1, 2025	May. 1, 2026	May. 1, 2027
Basic	$39.71	$41.02	$42.56
Vacation Pay 12%	$4.77	$4.92	$5.11
Health & Welfare	$3.00	$3.15	$3.31
Pension	$6.15	$6.30	$6.45
Helmet to Hardhats	$0.01	$0.01	$0.01
Local 740 Training	$0.35	$0.35	$0.35
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$-	$-	$-
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$54.15**	**$55.91**	**$57.95**

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

NEW HIRES 740 – Jan. 30, 2014

CLASS "A"	May 1, 2025	May 1, 2026	May 1, 2027
Basic	$31.81	$33.47	$35.37
Vacation Pay 12%	$3.82	$4.02	$4.24
Health & Welfare	$3.00	$3.15	$3.31
Pension	$6.15	$6.30	$6.45
Helmet to Hardhats	$0.01	$0.01	$0.01
Local 740 Training	$0.35	$0.35	$0.35
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$-	$-	$-
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$45.30**	**$47.45**	**$49.90**

CLASS "A" "80"%	May 1, 2025	May 1, 2026	May 1, 2027
Basic	$25.45	$26.77	$28.30
Vacation Pay 12%	$3.05	$3.21	$3.40
Health & Welfare	$2.50	$2.50	$2.50
Pension	$6.15	$6.30	$6.45
Helmet to Hardhats	$0.01	$0.01	$0.01
Local 740 Training	$0.35	$0.35	$0.35
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$-	$-	$-
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$37.67**	**$39.31**	**$41.16**

CLASS "A" "60"%	May 1, 2025	May 1, 2026	May 1, 2027
Basic	$19.09	$20.08	$21.22
Vacation Pay 12%	$2.29	$2.41	$2.55
Health & Welfare	$3.00	$3.15	$3.31
Pension	$6.15	$6.30	$6.45
Helmet to Hardhats	$0.01	$0.01	$0.01
Local 740 Training	$0.35	$0.35	$0.35
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$-	$-	$-
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$31.05**	**$32.46**	**$34.05**

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

NEW HIRES 740 – Jan. 30, 2014

CLASS "B"	May. 1, 2025	May. 1, 2026	May. 1, 2027
Basic	$25.93	$27.30	$28.89
Vacation Pay 12%	$3.11	$3.28	$3.47
Health & Welfare	$2.50	$2.50	$2.50
Pension	$6.15	$6.30	$6.45
Helmet to Hardhats	$0.01	$0.01	$0.01
Local 740 Training	$0.35	$0.35	$0.35
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$-	$-	$-
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$38.71**	**$40.55**	**$42.63**

CLASS "B" "80"%	May. 1, 2025	May. 1, 2026	May. 1, 2027
Basic	$20.74	$21.84	$23.11
Vacation Pay 12%	$2.49	$2.62	$2.77
Health & Welfare	$3.00	$3.15	$3.31
Pension	$6.15	$6.30	$6.45
Helmet to Hardhats	$0.01	$0.01	$0.01
Local 740 Training	$0.35	$0.35	$0.35
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$-	$-	$-
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$32.90**	**$34.43**	**$36.16**

CLASS "B" "60"%	May. 1, 2025	May. 1, 2026	May. 1, 2027
Basic	$15.56	$16.38	$17.33
Vacation Pay 12%	$1.87	$1.97	$2.08
Health & Welfare	$3.00	$3.15	$3.31
Pension	$6.15	$6.30	$6.45
Helmet to Hardhats	$0.01	$0.01	$0.01
Local 740 Training	$0.35	$0.35	$0.35
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$-	$-	$-
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$27.09**	**$28.32**	**$29.69**

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

NEW HIRES 740 – Jan. 30, 2014

CLASS "C"	May. 1, 2025	May. 1, 2026	May. 1, 2027
Basic	$36.66	$38.55	$40.71
Vacation Pay 12%	$4.40	$4.63	$4.89
Health & Welfare	$3.00	$3.15	$3.31
Pension	$6.15	$6.30	$6.45
Helmet to Hardhats	$0.01	$0.01	$0.01
Local 740 Training	$0.35	$0.35	$0.35
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$-	$-	$-
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$50.73**	**$53.14**	**$55.88**

CLASS "C" "80"%	May. 1, 2025	May. 1, 2026	May. 1, 2027
Basic	$29.33	$30.84	$32.57
Vacation Pay 12%	$3.52	$3.70	$3.91
Health & Welfare	$3.00	$3.15	$3.31
Pension	$6.15	$6.30	$6.45
Helmet to Hardhats	$0.01	$0.01	$0.01
Local 740 Training	$0.35	$0.35	$0.35
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$-	$-	$-
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$42.52**	**$44.51**	**$46.76**

CLASS "C" "60"%	May. 1, 2025	May. 1, 2026	May. 1, 2027
Basic	$22.00	$23.13	$24.43
Vacation Pay 12%	$2.64	$2.78	$2.93
Health & Welfare	$3.00	$3.15	$3.31
Pension	$6.15	$6.30	$6.45
Helmet to Hardhats	$0.01	$0.01	$0.01
Local 740 Training	$0.35	$0.35	$0.35
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$-	$-	$-
Remittance Admin	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$34.31**	**$35.87**	**$37.64**

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

UA LOCAL 853 – ONTARIO - EXISTING

CLASS "A"	**Oct. 1, 2025**	**Oct. 1, 2026**	**Oct. 1, 2027**
Basic	$37.05	$38.31	$39.80
Vacation Pay 12%	$4.45	$4.60	$4.78
Health & Welfare	$3.03	$3.13	$3.23
DeNovo (Employee)	$0.05	$0.05	$0.05
Pension	$6.15	$6.30	$6.45
Building Fund	$0.05	$0.05	$0.05
Field Dues	$0.05	$0.05	$0.05
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Administration	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$51.04**	**$52.70**	**$54.63**
DeNovo (Employer)	*$0.05*	*$0.05*	*$0.05*

CLASS 118"	**Oct. 1, 2025**	**Oct. 1, 2026**	**Oct. 1, 2027**
Basic	$36.54	$37.78	$39.26
Vacation Pay 12%	$4.38	$4.53	$4.71
Health & Welfare	$3.03	$3.13	$3.23
DeNovo (Employee)	$0.05	$0.05	$0.05
Pension	$6.15	$6.30	$6.45
Building Fund	$0.05	$0.05	$0.05
Field Dues	$0.05	$0.05	$0.05
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Administration	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$50.48**	**$52.12**	**$54.02**
DeNovo (Employer)	*$0.05*	*$0.05*	*$0.05*

CLASS "C"	**Oct. 1, 2025**	**Oct. 1, 2026**	**Oct. 1, 2027**
Basic	$42.51	$43.94	$45.65
Vacation Pay 12%	$5.10	$5.27	$5.48
Health & Welfare	$3.03	$3.13	$3.23
DeNovo (Employee)	$0.05	$0.05	$0.05
Pension	$6.15	$6.30	$6.45
Building Fund	$0.05	$0.05	$0.05
Field Dues	$0.05	$0.05	$0.05
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Administration	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$57.16**	**$59.02**	**$61.17**
DeNovo (Employer)	*$0.05*	*$0.05*	*$0.05*

**Does not include employer remittances under Article 18

Additional Employer Remitances		**Reference Notes**
CASA Labour Service Fee	0.05	Article 18

NEW HIRES 853 – Jan. 30, 2014

CLASS "A"	**Oct. 1, 2025**	**Oct.1, 2026**	**Oct.1, 2027**
Basic	$34.24	$36.05	$38.13
Vacation Pay 12%	$4.11	$4.33	$4.58
Health & Welfare	$3.03	$3.13	$3.23
DeNovo (Employee)	$0.05	$0.05	$0.05
Pension	$6.15	$6.30	$6.45
Building Fund	$0.05	$0.05	$0.05
Field Dues	$0.05	$0.05	$0.05
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Administration	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$47.90**	**$50.17**	**$52.75**
DeNovo (Employer)	*$0.05*	*$0.05*	*$0.05*

CLASS "A" "80"%	**Oct.1, 2025**	**Oct.1, 2026**	**Oct. 1, 2027**
Basic	$27.39	$28.84	$30.50
Vacation Pay 12%	$3.29	$3.46	$3.66
Health & Welfare	$3.03	$3.13	$3.23
DeNovo (Employee)	$0.05	$0.05	$0.05
Pension	$6.15	$6.30	$6.45
Building Fund	$0.05	$0.05	$0.05
Field Dues	$0.05	$0.05	$0.05
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Administration	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$40.23**	**$42.10**	**$44.21**
DeNovo (Employer)	*$0.05*	*$0.05*	*$0.05*

CLASS "A" "60"%	**Oct. 1, 2025**	**Oct. 1, 2026**	**Oct.1, 2027**
Basic	$20.54	$21.63	$22.88
Vacation Pay 12%	$2.47	$2.60	$2.75
Health & Welfare	$3.03	$3.13	$3.23
DeNovo (Employee)	$0.05	$0.05	$0.05
Pension	$6.15	$6.30	$6.45
Building Fund	$0.05	$0.05	$0.05
Field Dues	$0.05	$0.05	$0.05
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Administration	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$32.56**	**$34.02**	**$35.67**
DeNovo (Employer)	*$0.05*	*$0.05*	*$0.05*

**Does not include employer remittances under Article 18

Additional Employer Remitances		**Reference Notes**
CASA Labour Service Fee	0.05	Article 18

NEW HIRES 853 – Jan. 30, 2014

CLASS "8"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$27.90	$29.41	$31.15
Vacation Pay 12%	$3.35	$3.53	$3.74
Health & Welfare	$3.03	$3.13	$3.23
DeNovo (Employee)	$0.05	$0.05	$0.05
Pension	$6.15	$6.30	$6.45
Building Fund	$0.05	$0.05	$0.05
Field Dues	$0.05	$0.05	$0.05
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Administration	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$40.80**	**$42.73**	**$44.94**
DeNovo (Employer)	*$0.05*	*$0.05*	*$0.05*

CLASS "8" "80"%	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$22.32	$23.52	$24.92
Vacation Pay 12%	$2.68	$2.82	$2.99
Health & Welfare	$3.03	$3.13	$3.23
DeNovo (Employee)	$0.05	$0.05	$0.05
Pension	$6.15	$6.30	$6.45
Building Fund	$0.05	$0.05	$0.05
Field Dues	$0.05	$0.05	$0.05
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Administration	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$34.55**	**$36.15**	**$37.96**
DeNovo (Employer)	*$0.05*	*$0.05*	*$0.05*

*CLASS "8" "60"% or Minimum Wage	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$16.74	$17.64	$18.69
Vacation Pay 12%	$2.01	$2.12	$2.24
Health & Welfare	$3.03	$3.13	$3.23
DeNovo (Employee)	$0.05	$0.05	$0.05
Pension	$6.15	$6.30	$6.45
Building Fund	$0.05	$0.05	$0.05
Field Dues	$0.05	$0.05	$0.05
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Administration	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$28.30**	**$29.56**	**$30.98**
DeNovo (Employer)	*$0.05*	*$0.05*	*$0.05*

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

NEW HIRES 853 – Jan. 30, 2014

CLASS "C"	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$39.24	$41.29	$43.64
Vacation Pay 12%	$4.71	$4.95	$5.24
Health & Welfare	$3.03	$3.13	$3.23
DeNovo (Employee)	$0.05	$0.05	$0.05
Pension	$6.15	$6.30	$6.45
Building Fund	$0.05	$0.05	$0.05
Field Dues	$0.05	$0.05	$0.05
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Administration	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$53.50**	**$56.04**	**$58.93**
DeNovo (Employer)	*$0.05*	*$0.05*	*$0.05*

CLASS "C" "80"%	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$31.39	$33.03	$34.91
Vacation Pay 12%	$3.77	$3.96	$4.19
Health & Welfare	$3.03	$3.13	$3.23
DeNovo (Employee)	$0.05	$0.05	$0.05
Pension	$6.15	$6.30	$6.45
Building Fund	$0.05	$0.05	$0.05
Field Dues	$0.05	$0.05	$0.05
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Administration	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$44.71**	**$46.79**	**$49.15**
DeNovo (Employer)	*$0.05*	*$0.05*	*$0.05*

CLASS "C" "60"%	Oct. 1, 2025	Oct. 1, 2026	Oct. 1, 2027
Basic	$23.55	$24.77	$26.19
Vacation Pay 12%	$2.83	$2.97	$3.14
Health & Welfare	$3.03	$3.13	$3.23
DeNovo (Employee)	$0.05	$0.05	$0.05
Pension	$6.15	$6.30	$6.45
Building Fund	$0.05	$0.05	$0.05
Field Dues	$0.05	$0.05	$0.05
Helmets to Hardhats	$0.01	$0.01	$0.01
National Organizing	$0.10	$0.10	$0.10
Canadian Training Fund	$0.05	$0.05	$0.05
UA MAP Program	$0.05	$0.05	$0.05
Administration	$0.01	$0.01	$0.01
TOTAL PACKAGE	**$35.92**	**$37.55**	**$39.38**
DeNovo (Employer)	*$0.05*	*$0.05*	*$0.05*

**Does not include employer remittances under Article 18

Additional Employer Remitances		Reference Notes
CASA Labour Service Fee	0.05	Article 18

National Sprinkler Fabrication Collective Agreement

OCTOBER 1, 2025

TO

SEPTEMBER 30, 2028

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