

TRANS CANADA HIGHWAY #1 – KAMLOOPS TO ALBERTA BORDER 4-LANING PROJECT– Kicking Horse Canyon Project Phase 4¹

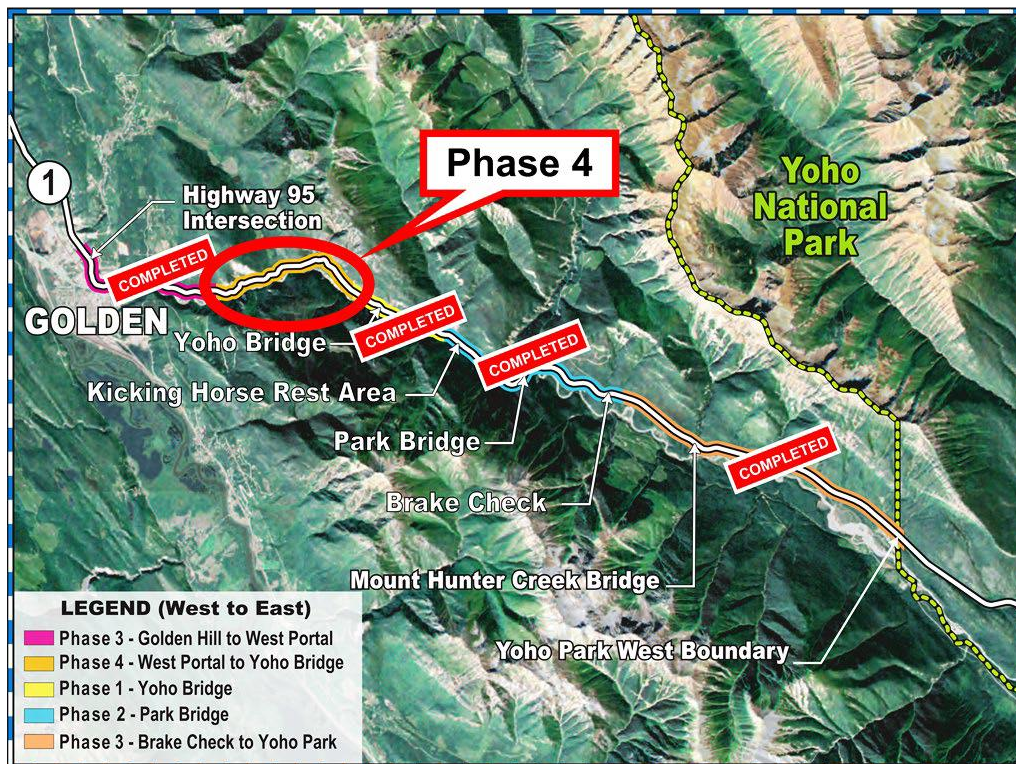
Site Location:

The Kicking Horse Canyon Project Phase 4 (KHCP4) is a major upgrade of approximately 4.8 kilometres of the Trans-Canada Highway between the Town of Golden and the west boundary of Yoho National Park (approximately 700 km north-east of Vancouver).

Project Description:

This portion of the Trans-Canada Highway is primarily a two lane undivided highway with substandard curves and subject to rock fall and avalanche hazards. The Project, depicted in Figure 1 below, will improve the entire corridor to a four lane divided cross section with a 100 kilometre per hour design speed.

Figure 1.



¹ The Kicking Horse Canyon Project Phase 4 is a Capital Project referenced in the Scope of Work within the Appendix to the CBA applicable to the Trans Canada Highway 1 Kamloops to Alberta Border Four-Laning Project.

Scope of Work:

The significant components of the anticipated scope for design and construction for the Project include the following:

- (a) realignment and upgrading of 4 kilometres of two-lane and 0.8 km of three-lane undivided highway to a four-lane 100 km/hr divided highway;
- (b) rock and soil excavation, including materials management;
- (c) design and construction of bridges, retaining walls, catchment ditches and other structures;
- (d) mitigation of rock fall and avalanche hazards;
- (e) traffic management;
- (f) utility and rail protection and utility relocations;
- (g) design and construction of wildlife exclusion fencing and wildlife passage structures;
- (h) maintaining the designated infrastructure to specified standards during construction (including pavement, structures, drainage maintenance, etc.); and
- (i) meeting quality, health and safety, communications and consultation, and environmental requirements.

Applicable Project Trade Section Wage Scales:

The following wage scales are applicable to work performed on this Project. Where noted, different wage scales may be applicable to different components of the Work.

AFFILIATED UNION	Commercial Institutional	Industrial	Heavy Construction	Road Building	Other Rates	Wage Table Reference
British Columbia Regional Council of Carpenters					✓	For Project Specific Rates See table 1 below
Construction Maintenance and Allied Workers (Carpenters)					✓	For Project Specific Rates See table 1 below
International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers Local Union 97		✓				CBA Trade Section - Wages
International Association of Heat & Frost Insulators & Asbestos Workers Local Union 118	✓					CBA Trade Section - Wages
International Association of Sheet Metal, Air, Rail and Transportation Workers Local Union 280, Local Union 276	✓					CBA Trade Section - Wages
International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers Lodge 359		✓				CBA Trade Section - Wages
International Brotherhood of Electrical Workers Local Union 213, Local Union 993, Local Union 1003, and Local Union 230	✓					CBA Trade Section - Wages
International Brotherhood of Teamsters Local Union 213					✓	For Project Specific Rates See table 2 below
International Union of Bricklayers & Allied Craftworkers Local Union No. 2	✓					CBA Trade Section - Wages
International Union of Operating Engineers Local Union 115					✓	For Project Specific Rates See table 3 below
International Union of Painters & Allied Trades District Council 38 Painters 138, Glaziers 1527, and Drywall Finishers 2009		✓				CBA Trade Section - Wages
Labourers International Union of North America Construction and Specialized Workers Union Local 1611					✓	For Project Specific Rates See table 4 below
Move Up – A Movement of United Professionals					✓	CBA Trade Section - Wages

AFFILIATED UNION	Commercial Institutional	Industrial	Heavy Construction	Road Building	Other Rates	Wage Table Reference
Operative Plasterers' and Cement Masons' International Association of the United States and Canada Local Union 919					✓	For Project Specific Rates See table 5 below
United Association of Journeymen and Apprentices of the Plumbing & Pipefitting Industry of the United States and Canada Local Union 170, Local Union 516, Local 324	✓					CBA Trade Section - Wages
United Brotherhood of Carpenters and Joiners of America Floorlayers Local Union 1541	✓					CBA Trade Section - Wages
United Brotherhood of Carpenters and Joiners of America Millwrights, Machine Erectors & Maintenance		✓				CBA Trade Section - Wages
United Brotherhood of Carpenters and Joiners of America Piledrivers Local Union 2404	✓					CBA Trade Section - Wages
UNITE-HERE Local 40	✓					CBA Trade Section - Wages

Table 1

CA-KHCP4	Community Benefits Wage Schedule - Carpenters/Lathers - Other - KHCP4						
Job Classification	Rate	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Pre-Apprentice (Material Handler)	45%	\$ 18.63	\$ 19.00	\$ 19.38	\$ 19.77	\$ 20.17	\$ 20.57
Carpenter-Lather-Pre-Apprentice (Material Handler)	55%	\$ 22.77	\$ 23.23	\$ 23.69	\$ 24.16	\$ 24.65	\$ 25.14
Carpenter Apprentice 1st	55%	\$ 22.77	\$ 23.23	\$ 23.69	\$ 24.16	\$ 24.65	\$ 25.14
Carpenter Apprentice 2nd	65%	\$ 26.91	\$ 27.45	\$ 28.00	\$ 28.56	\$ 29.13	\$ 29.71
Carpenter Apprentice 3rd	80%	\$ 33.12	\$ 33.78	\$ 34.46	\$ 35.15	\$ 35.85	\$ 36.57
Carpenter Apprentice 4th	90%	\$ 37.26	\$ 38.01	\$ 38.77	\$ 39.54	\$ 40.33	\$ 41.14
Carpenter Journeyman	100%	\$ 41.40	\$ 42.23	\$ 43.07	\$ 43.93	\$ 44.81	\$ 45.71
Carpenter Foreman	115%	\$ 47.61	\$ 48.56	\$ 49.54	\$ 50.53	\$ 51.54	\$ 52.57
Carpenter-Lather	100%	\$ 41.40	\$ 42.23	\$ 43.07	\$ 43.94	\$ 44.81	\$ 45.71
Carpenter-Lather Foreman	115%	\$ 47.61	\$ 48.56	\$ 49.54	\$ 50.53	\$ 51.54	\$ 52.57
Carpenter-Lather General Foreman	125%	\$ 51.75	\$ 52.79	\$ 53.84	\$ 54.92	\$ 56.02	\$ 57.14
Vacation and Holiday Pay	10%						

Year	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 7.58	\$ 7.73	\$ 7.89	\$ 8.04	\$ 8.20	\$ 8.37

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Table 2

TE-KHCP4	Community Benefits Wage Schedule - Teamsters - Other - KHCP4					
Job Classification	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Dispatcher	\$ 36.73	\$ 37.46	\$ 38.21	\$ 38.98	\$ 39.76	\$ 40.55
Turnarockers and similar equipment all makes up to 30 yards	\$ 37.30	\$ 38.05	\$ 38.81	\$ 39.58	\$ 40.37	\$ 41.18
Over 30 yards	\$ 37.42	\$ 38.17	\$ 38.93	\$ 39.71	\$ 40.50	\$ 41.31
Bottom Dumps all makes, trailers and semi-trailers dumps less than 45 yards (Add 20¢ for each additional 20 yards)	\$ 37.36	\$ 38.11	\$ 38.87	\$ 39.65	\$ 40.44	\$ 41.25
Logging Trucks	\$ 37.56	\$ 38.31	\$ 39.08	\$ 39.86	\$ 40.66	\$ 41.47
Lumber Stackers, Carriers, Forklifts, Cranemobiles and similar equipment	\$ 37.25	\$ 38.00	\$ 38.75	\$ 39.53	\$ 40.32	\$ 41.13
Straddle Carriers	\$ 37.45	\$ 38.20	\$ 38.96	\$ 39.74	\$ 40.54	\$ 41.35
Straddle Carriers if equipped with Crane	\$ 36.55	\$ 37.28	\$ 38.03	\$ 38.79	\$ 39.56	\$ 40.35
Load Lugger and similar equipment under 3 tons	\$ 37.10	\$ 37.84	\$ 38.60	\$ 39.37	\$ 40.16	\$ 40.96
3 tons and over	\$ 37.25	\$ 38.00	\$ 38.75	\$ 39.53	\$ 40.32	\$ 41.13
Transit Mixers up to 5 yards and all other vehicles when hauling concrete shall be paid a minimum of this rate, or the rate of the equipment used if higher than this	\$ 36.93	\$ 37.67	\$ 38.42	\$ 39.19	\$ 39.97	\$ 40.77
Transit Mixer over 5 yards	\$ 37.19	\$ 37.93	\$ 38.69	\$ 39.47	\$ 40.26	\$ 41.06
Mobile Mix Trucks up to 5 yards	\$ 37.35	\$ 38.10	\$ 38.86	\$ 39.64	\$ 40.43	\$ 41.24
Mobile Mix Trucks 5 yards and over	\$ 37.57	\$ 38.32	\$ 39.09	\$ 39.87	\$ 40.67	\$ 41.48
Dumptors (Mules)	\$ 36.90	\$ 37.64	\$ 38.39	\$ 39.16	\$ 39.94	\$ 40.74
End Dump Trucks (measured capacity of dump but including side boards, if less than 8 yards)	\$ 36.70	\$ 37.43	\$ 38.18	\$ 38.95	\$ 39.73	\$ 40.52
End Dump Trucks 8 yards - less than 12	\$ 37.12	\$ 37.86	\$ 38.62	\$ 39.39	\$ 40.18	\$ 40.98
End Dump Trucks 12 yards - less than 24 yards (ADD 10¢ for additional 12 yard	\$ 37.35	\$ 38.10	\$ 38.86	\$ 39.64	\$ 40.43	\$ 41.24
End Dump trucks equipped with side winders - add 10¢ per hour						
All Semi-Trailer, Pole Trailers	\$ 36.90	\$ 37.64	\$ 38.39	\$ 39.16	\$ 39.94	\$ 40.74
When equipped with Hiab or Swedish	\$ 37.05	\$ 37.79	\$ 38.55	\$ 39.32	\$ 40.10	\$ 40.91
- Tilt Trailer - Small - add 20¢ per hour						

Table 2 continued

Pup, Transfer or Slider Trailer - Sixty (60¢) per hour Lowbeds	\$ 37.89	\$ 38.65	\$ 39.42	\$ 40.21	\$ 41.01	\$ 41.83
Asphalt Spray Trucks	\$ 36.92	\$ 37.66	\$ 38.41	\$ 39.18	\$ 39.96	\$ 40.76
Asphalt Spray Trucks, Semi-Trailers	\$ 37.20	\$ 37.94	\$ 38.70	\$ 39.48	\$ 40.27	\$ 41.07
Manhaul, Crummie, Bus and all equipment transporting personnel (requires Class 2 Licence with air endorsement)	\$ 36.57	\$ 37.30	\$ 38.05	\$ 38.81	\$ 39.58	\$ 40.38
Small forklifts and similar equipment used in the warehouse	\$ 36.45	\$ 37.18	\$ 37.92	\$ 38.68	\$ 39.45	\$ 40.24
Fuel Trucks up to 2,000 gallons	\$ 36.50	\$ 37.23	\$ 37.97	\$ 38.73	\$ 39.51	\$ 40.30
2,000 gallons up to 4,000 gallons	\$ 36.63	\$ 37.36	\$ 38.11	\$ 38.87	\$ 39.65	\$ 40.44
4,000 gallons and over (does not include	\$ 36.79	\$ 37.53	\$ 38.28	\$ 39.04	\$ 39.82	\$ 40.62
Water trucks up to 2,000 gallons	\$ 36.42	\$ 37.15	\$ 37.89	\$ 38.65	\$ 39.42	\$ 40.21
2,000 gallons up to 4,000 gallons	\$ 36.57	\$ 37.30	\$ 38.05	\$ 38.81	\$ 39.58	\$ 40.38
4,000 gallons and over (does not include semis and trailers) Converted equipment rate or the converted unit rate, whichever is the greater	\$ 36.71	\$ 37.44	\$ 38.19	\$ 38.96	\$ 39.74	\$ 40.53
Flat Deck Trucks under 4 tons	\$ 36.42	\$ 37.15	\$ 37.89	\$ 38.65	\$ 39.42	\$ 40.21
Flat Deck Trucks 4 tons up to 10 tons	\$ 36.57	\$ 37.30	\$ 38.05	\$ 38.81	\$ 39.58	\$ 40.38
Flat Deck Trucks 10 tons and over	\$ 36.71	\$ 37.44	\$ 38.19	\$ 38.96	\$ 39.74	\$ 40.53
Equipped with winch add 10¢ "A" Frame and Swedish type crane, trucks, Hiab, etc.	\$ 36.85	\$ 37.59	\$ 38.34	\$ 39.11	\$ 39.89	\$ 40.69
Pick-up and Panel Trucks and Pilot Cars and similar equipment	\$ 35.92	\$ 36.64	\$ 37.37	\$ 38.12	\$ 38.88	\$ 39.66
Power Wagon	\$ 36.52	\$ 37.25	\$ 38.00	\$ 38.76	\$ 39.53	\$ 40.32
Power Wagons with winch	\$ 36.63	\$ 37.36	\$ 38.11	\$ 38.87	\$ 39.65	\$ 40.44
Service Truck Driver	\$ 37.08	\$ 37.82	\$ 38.58	\$ 39.35	\$ 40.14	\$ 40.94
Nodwell, Bombardiers and similar equipment	\$ 37.15	\$ 37.89	\$ 38.65	\$ 39.42	\$ 40.21	\$ 41.02
Farm type tractor	\$ 36.36	\$ 37.09	\$ 37.83	\$ 38.59	\$ 39.36	\$ 40.14

Table 2 continued

Scotcrete and similar equipment	\$ 37.11	\$ 37.85	\$ 38.61	\$ 39.38	\$ 40.17	\$ 40.97
Warehouseman Class 1	\$ 37.62	\$ 38.37	\$ 39.14	\$ 39.92	\$ 40.72	\$ 41.54
Warehouseman Class 2	\$ 37.32	\$ 38.07	\$ 38.83	\$ 39.60	\$ 40.40	\$ 41.20
Warehouseman Class 3	\$ 36.74	\$ 37.47	\$ 38.22	\$ 38.99	\$ 39.77	\$ 40.56
Warehouseman Class 4	\$ 35.73	\$ 36.44	\$ 37.17	\$ 37.92	\$ 38.68	\$ 39.45
Field Warehouse Pick-Up Man	\$ 36.73	\$ 37.46	\$ 38.21	\$ 38.98	\$ 39.76	\$ 40.55
When required to do Class 2 warehouse duties	\$ 36.41	\$ 37.14	\$ 37.88	\$ 38.64	\$ 39.41	\$ 40.20
Foreman premium (Clause XXII (4) Payable over and above highest Teamster classification being supervised)	110%	110%	110%	110%	110%	110%
Warehouse Foreman (Clause XXIV (a) Above the Class 1 Warehouseman's rate)	110%	110%	110%	110%	110%	110%
Vacation and Holiday Pay	10%					

Trainee (rates applied to all non-trainee job classifications)	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
0-700 Hrs	70%	70%	70%	70%	70%	70%
701-1400 Hrs	80%	80%	80%	80%	80%	80%
1401-2100 Hrs	90%	90%	90%	90%	90%	90%

Year	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 7.48	\$ 7.63	\$ 7.78	\$ 7.94	\$ 8.10	\$ 8.26

If any changes are required to the wage rates and remiB42:l66 tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Table 3

OP-KHCP4	Community Benefits Wage Schedule - Operating Engineers - Other - KHCP4					
Job Classification	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Journeypersons: <ul style="list-style-type: none"> • Heavy Duty Mechanic • Welder • Drill Doctor • Steel Sharpener • Paving Plant Foreman • Bodyman Painter 	\$ 40.51	\$ 41.32	\$ 42.15	\$ 42.99	\$ 43.85	\$ 44.73
Group 1 <ul style="list-style-type: none"> • All excavators, all attachments (5 yards up to 7 yards) • Front End Loaders all types (over 7 yards up to and including 15 yards) • Grader Operator • Asphalt/Concrete Plant Operator 	\$ 37.62	\$ 38.37	\$ 39.14	\$ 39.92	\$ 40.72	\$ 41.53
Group 2 <ul style="list-style-type: none"> • Excavators, all attachments (3 yds up to 5 yds) • Front end Loaders (5 yds up to 7 yds) • Multi plant operator • Crushing/Screening & Washing Plants -over 75 yds per hour 	\$ 37.25	\$ 38.00	\$ 38.76	\$ 39.54	\$ 40.33	\$ 41.14

Table 3 continued

Group 3 <ul style="list-style-type: none"> • Excavators (under 3 yds) • All Drills exploration (cable core, rotary and similar types) • All Crawler Tractors • Rubber Tired Scrapers • Gradalls • Tireman • Paver, Screed • Asphalt rollers • Track Curb Machines • Concrete Finishing/Paving and Spreading Machines • Tractor Loader Backhoes (all) • Road Profilers (Rotc Mill, Reclaimer, Pulvimixer, Hydra Hammer and similar types) • Slurry Seal Machine • Front end Loaders (1 yd to 5 yds) • Crushing/Screening Wash plant under 75 yds per hr • Hiabs and similar equipment under 10 ton • Forklifts and similar equipment • Huber Maintainer and similar types • Serviceman/Truck Operator 	\$	36.71	\$	37.44	\$	38.19	\$	38.95	\$	39.73	\$	40.52
Group 4 <ul style="list-style-type: none"> • All Compressors/Pumps • Belt and Conveyor type Loaders • Power Broom • Grade rollers/compactors/tampers • Pumpcrete & Grout Pumps and/or equivalent • Skid Steer 	\$	33.29	\$	33.96	\$	34.64	\$	35.33	\$	36.04	\$	36.76
Apprentices	As determined by IUOE Local 115 Training Association											
Uncertified Operators	98.65% of applicable rate above											
	*Mechanic shall receive \$1.00/hour Tool Premium.											
Vacation and Holiday Pay		8%										

Table 3 continued

Trainee (rates applied to all non-trainee jobs)	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
0-1000 Hrs	65%	65%	65%	65%	65%	65%
1001-2000 Hrs	75%	75%	75%	75%	75%	75%
2001-3000 Hrs	85%	85%	85%	85%	85%	85%

Year	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 8.49	\$ 8.66	\$ 8.83	\$ 9.01	\$ 9.19	\$ 9.37

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Note: Crane Operator Rates – Group #1 Conventional and Group #2 Hydraulic are as per the CBA.

Table 4

LA-KHCP4	Community Benefits Wage Schedule - Labourers - Other - KHCP4					
Job Classification	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Schedule A						
Flagperson (red circled)	\$ 30.91	\$ 31.53	\$ 32.16	\$ 32.80	\$ 33.46	\$ 34.13
Signalperson, Watchperson, Stakeperson, Chainperson, Rodperson, Dumpperson, Swamper and Weight Scales (Scaleperson)	\$ 36.06	\$ 36.78	\$ 37.52	\$ 38.27	\$ 39.04	\$ 39.82
Driller Helper	\$ 36.14	\$ 36.86	\$ 37.60	\$ 38.35	\$ 39.12	\$ 39.90
Labourer	\$ 36.06	\$ 36.78	\$ 37.52	\$ 38.27	\$ 39.04	\$ 39.82
Grinder, Mixerperson under 1 yard, Graderperson	\$ 36.31	\$ 37.04	\$ 37.78	\$ 38.54	\$ 39.31	\$ 40.10
Instrument Person	\$ 39.45	\$ 40.24	\$ 41.04	\$ 41.86	\$ 42.70	\$ 43.55
Power and Electric Tool Operator, (ie. Power Saw Chipper, Tamper) Multiplate & Binwall Assembler Pipelayer	\$ 36.39	\$ 37.12	\$ 37.86	\$ 38.62	\$ 39.39	\$ 40.18
Rakerperson	\$ 36.79	\$ 37.53	\$ 38.28	\$ 39.05	\$ 39.83	\$ 40.63
Driller, Pneumatic, Airleg Jackhammer Type	\$ 36.90	\$ 37.64	\$ 38.39	\$ 39.16	\$ 39.94	\$ 40.74

Table 4 continued

Driller Rates: When working from a basket, Platform or using safety ropes, as follows:						
- up to 25 feet	\$ 37.26	\$ 38.01	\$ 38.77	\$ 39.55	\$ 40.34	\$ 41.15
- over 25 feet	\$ 37.65	\$ 38.40	\$ 39.17	\$ 39.95	\$ 40.75	\$ 41.57
- over 100 feet	\$ 38.01	\$ 38.77	\$ 39.55	\$ 40.34	\$ 41.15	\$ 41.97
Air Trac (all models)	\$ 37.23	\$ 37.97	\$ 38.73	\$ 39.50	\$ 40.29	\$ 41.10
Tank Drill, Hydraulic Drill	\$ 37.31	\$ 38.06	\$ 38.82	\$ 39.60	\$ 40.39	\$ 41.20
High Scaler:						
- up to 25 feet	\$ 36.70	\$ 37.43	\$ 38.18	\$ 38.94	\$ 39.72	\$ 40.51
- over 25 feet	\$ 37.11	\$ 37.85	\$ 38.61	\$ 39.38	\$ 40.17	\$ 40.97
- over 100 feet	\$ 37.41	\$ 38.16	\$ 38.92	\$ 39.70	\$ 40.49	\$ 41.30
Powderperson	\$ 37.31	\$ 38.06	\$ 38.82	\$ 39.60	\$ 40.39	\$ 41.20
Powderperson 2nd Class with Certificate (assisting in loading holes)	\$ 36.50	\$ 37.23	\$ 37.97	\$ 38.73	\$ 39.50	\$ 40.29
Fallers on Clearing	\$ 36.70	\$ 37.43	\$ 38.18	\$ 38.94	\$ 39.72	\$ 40.51
Air Place Operator	\$ 37.01	\$ 37.75	\$ 38.51	\$ 39.28	\$ 40.07	\$ 40.87
Gunite & Grout: Gunite Nozzleperson	\$ 36.80	\$ 37.54	\$ 38.29	\$ 39.06	\$ 39.84	\$ 40.64
Gunite Potperson	\$ 36.61	\$ 37.34	\$ 38.09	\$ 38.85	\$ 39.63	\$ 40.42
Groutperson (Headerperson)	\$ 36.50	\$ 37.23	\$ 37.97	\$ 38.73	\$ 39.50	\$ 40.29
First Aid Attendant:						
- Level II Certificate	\$ 0.70	Designated First Aid Attendants shall have his/her hourly rate increased by:				
- Level II Certificate (w/ transportation)	\$ 0.90					
- Level III Certification	\$ 1.00					
Foreman shall be employed at 10% over the highest classification under his/her jurisdiction						

Table 4 continued

Schedule B												
Low Volume Flag Person	\$	22.69	\$	23.14	\$	23.60	\$	24.07	\$	24.55	\$	25.04
High Volume Flag Person	\$	24.86	\$	25.36	\$	25.87	\$	26.39	\$	26.92	\$	27.46
Level 1 Trainee 0 - 1,800 Hours	\$	20.18	\$	20.58	\$	20.99	\$	21.41	\$	21.84	\$	22.28
Level 2 Trainee 801 - 1,600 Hours	\$	23.19	\$	23.65	\$	24.12	\$	24.60	\$	25.09	\$	25.59
Level 3 Trainee 1,601 Hours - 2,400 Hours	\$	26.23	\$	26.75	\$	27.29	\$	27.84	\$	28.40	\$	28.97
Level 4 Trainee 2,401 - 3,200 Hours	\$	29.24	\$	29.82	\$	30.42	\$	31.03	\$	31.65	\$	32.28
Level 5 Trainee 3,201 - 4,200 Hours	\$	32.26	\$	32.91	\$	33.57	\$	34.24	\$	34.92	\$	35.62
Vacation and Holiday Pay		10%										

Schedule A benefit package												
Year	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01						
Benefit Total	\$	6.73	\$	6.86	\$	7.00	\$	7.14	\$	7.28	\$	7.43

Schedule B "Trainee" benefit package												
Year	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01						
Benefit Total (Hours 0-800)	\$	1.48	\$	1.51	\$	1.54	\$	1.57	\$	1.60	\$	1.63
Benefit Total (Hours 801-3,200)	\$	2.86	\$	2.92	\$	2.98	\$	3.04	\$	3.10	\$	3.16
Benefit Total (Hours 3,201-4,000)	\$	3.17	\$	3.23	\$	3.30	\$	3.36	\$	3.43	\$	3.50

Schedule B "Traffic Control" benefit package												
Year	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01						
Benefit Total (Hours 0-1,400)	\$	4.08	\$	4.16	\$	4.24	\$	4.33	\$	4.42	\$	4.50
Benefit Total (Hours 1,401-2,800)	\$	4.13	\$	4.21	\$	4.30	\$	4.38	\$	4.47	\$	4.56

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.


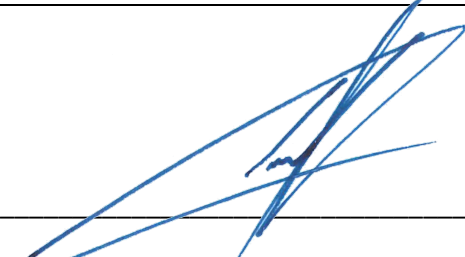
Table 5

CE-KHCP4		Community Benefits Wage Schedule - Cement Masons - Other - KHCP4					
Job Classification	Rate	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Pre-Apprentice	45%	\$ 18.36	\$ 18.73	\$ 19.10	\$ 19.48	\$ 19.87	\$ 20.27
A1 (1st Term) Apprentice	70%	\$ 28.56	\$ 29.13	\$ 29.71	\$ 30.31	\$ 30.91	\$ 31.53
A2 (2nd Term) Apprentice	75%	\$ 30.60	\$ 31.21	\$ 31.84	\$ 32.47	\$ 33.12	\$ 33.78
A3 (3rd Term) Apprentice	80%	\$ 32.64	\$ 33.29	\$ 33.96	\$ 34.64	\$ 35.33	\$ 36.04
A4 (4th Term) Apprentice	85%	\$ 34.68	\$ 35.37	\$ 36.08	\$ 36.80	\$ 37.54	\$ 38.29
A5 (5th Term) Apprentice	90%	\$ 36.72	\$ 37.45	\$ 38.20	\$ 38.97	\$ 39.75	\$ 40.54
A6 (6th Term) Apprentice	95%	\$ 38.76	\$ 39.54	\$ 40.33	\$ 41.13	\$ 41.96	\$ 42.79
Journeyman	100%	\$ 40.80	\$ 41.62	\$ 42.45	\$ 43.30	\$ 44.16	\$ 45.05
Leadhand		\$ 41.16	\$ 41.98	\$ 42.82	\$ 43.68	\$ 44.55	\$ 45.44
Foreman	115%	\$ 46.92	\$ 47.86	\$ 48.82	\$ 49.79	\$ 50.79	\$ 51.80
Vacation and Holiday Pay	10%						

Year	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 7.75	\$ 7.91	\$ 8.06	\$ 8.22	\$ 8.39	\$ 8.56

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Dated for reference this ___ day of January 2020.

For	For
BC Infrastructure Benefits Inc.	The Allied Infrastructure and Related Construction Council of British Columbia
	
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