

LETTER OF UNDERSTANDING

In respect of the Quartz Creek Bridge Project

This **LETTER OF UNDERSTANDING** is entered into with effect as of the 25th day of October, 2022

BETWEEN:

BC INFRASTRUCTURE BENEFITS INC.

AND:

**ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION
COUNCIL OF BRITISH COLUMBIA**

WHEREAS:

- A. The parties entered into a Community Benefits Agreement dated the 17th day of July, 2018, as amended and restated on March 1, 2022, as may be further amended, supplemented or restated from time to time (the “**Community Benefits Agreement**”) which governs the terms and conditions of employment for Employees in respect of the Projects;
- B. Article 24 – Enabling Clause of the Community Benefits Agreement contemplates that the terms and conditions of the Community Benefits Agreement may be modified on agreement between the parties;
- C. The Quartz Creek Bridge Project (as part of the larger Trans Canada Highway #1 – Kamloops to Alberta Border 4-Laning Project) is to be delivered under the terms of the Community Benefits Agreement; and
- D. The parties wish to modify the terms of “Sub-Appendix – Quartz Creek Bridge Project” (which appears as part of the “Project Definition: Trans Canada Highway #1 – Kamloops to Alberta Border 4-Laning Project”) on the terms and conditions of this Letter of Understanding.

NOW, THEREFORE, for good and valuable consideration, the receipt and sufficiency of which are hereby irrevocably acknowledged by each party, the parties agree as follows:

1. MODIFICATIONS TO COMMUNITY BENEFITS AGREEMENT

- 1.1 As of and from the date of this Letter of Understanding (but, for clarity, not retroactive before that date) and in respect only of the Quartz Creek Bridge Project, the “Sub-Appendix – Quartz Creek Bridge Project” (which appears as part of the “Project Definition: Trans Canada Highway #1 – Kamloops to Alberta Border 4-Laning Project”) is deleted in its entirety and replaced with the document attached as Schedule 1 to this Letter of Understanding.

SCHEDULE 1
SUB-APPENDIX – QUARTZ CREEK BRIDGE PROJECT

(see attached)

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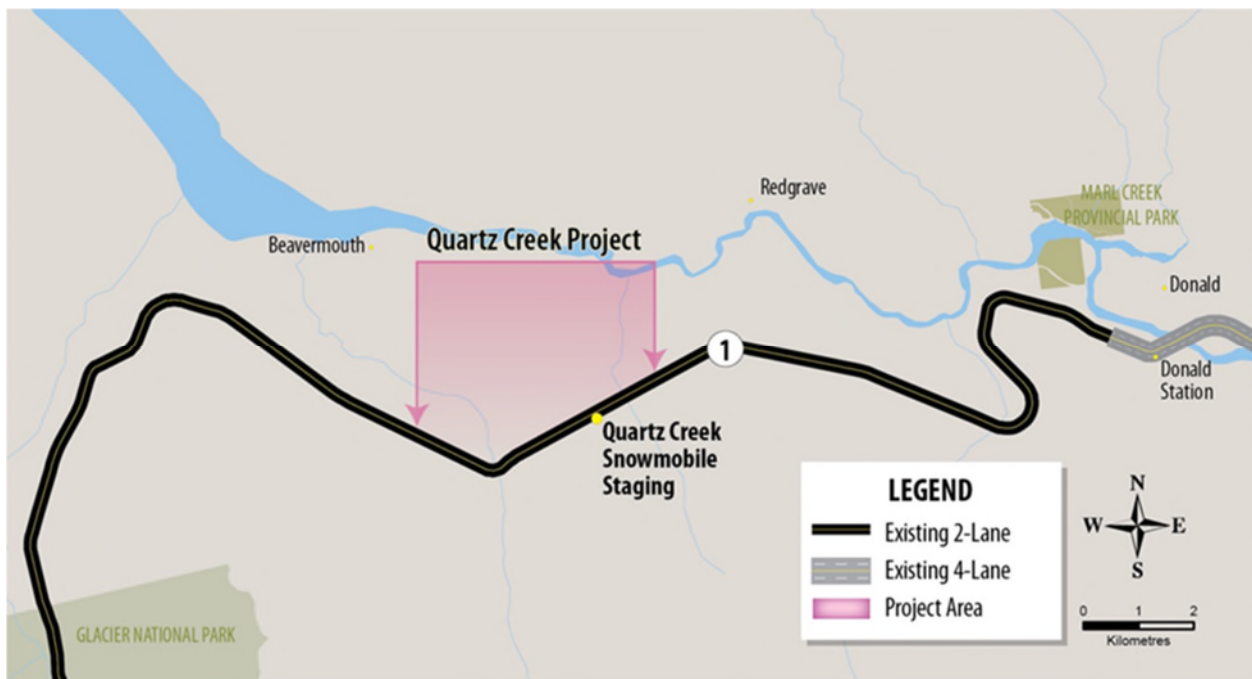
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COMMUNITY BENEFITS AGREEMENT
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SUB-APPENDIX
QUARTZ CREEK BRIDGE PROJECT⁵

Project and Site Location: The Quartz Creek Bridge Project (for the purposes of this Project Definition sub-Appendix, this “Project”) is a major upgrade of approximately 4.4 kilometres of the Trans Canada Highway west of Golden, including the replacement of the Quartz Creek Bridge.

Project Description: This Project, depicted in Figure 1 below, involves replacing the two-lane bridge crossing at Quartz Creek, 40 km west of Golden, with a new four-lane bridge, access improvements to forest service roads and widening 4.4 km of two-lane highway to four lanes.

Figure 1.



Scope of Work: Along with widening 4.4 kilometres of Highway 1 to four lanes with concrete median barrier, work on this Project will include:

- (a) replacing the existing two-lane Quartz Creek Bridge with a new 185-metre, four-lane structure to improve intersection access and achieve a 100-km/h design standard; and
- (b) access improvements to forest service roads.

⁵ The Quartz Creek Bridge Project is a “Capital Project” referenced in the Scope of Work within the main Appendix to the Community Benefits Agreement applicable to the Trans Canada Highway #1 – Kamloops to Alberta Border 4-Laning Project.

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Applicable Project Trade Section Wage Scales: The following wage tables are applicable to work performed on this Project. Where noted, different wage tables may be applicable to different components of the work.

AFFILIATED UNION	TRADE SECTION – WAGES Applicable Wage Table
British Columbia Regional Council of Carpenters	With effect as of October 25, 2022 (but, for clarity, not retroactive before that date) CA-QCBP (see attached at Exhibit 1) (prior to such date CA)
Construction Maintenance and Allied Workers (Carpenters)	With effect as of October 25, 2022 (but, for clarity, not retroactive before that date) CA-QCBP (see attached at Exhibit 1) (prior to such date CA)
International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers Local Union 97	IR-IND (for bridges*) IR (for all other work)
International Association of Heat & Frost Insulators & Asbestos Workers Local Union 118	IN
International Association of Sheet Metal, Air, Rail and Transportation Workers Local Union 280, Local Union 276	SH, SHR
International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers Lodge 359	N/A
International Brotherhood of Electrical Workers Local Union 213, Local Union 993, Local Union 1003, and Local Union 230	EW-993
International Brotherhood of Teamsters Local Union 213	With effect as of October 25, 2022 (but, for clarity, not retroactive before that date) TE-QCBP (see attached at Exhibit 1) (prior to such date TER-INT)
International Union of Bricklayers & Allied Craftworkers Local Union No. 2	BR

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AFFILIATED UNION	TRADE SECTION – WAGES Applicable Wage Table
International Union of Operating Engineers Local Union 115	With effect as of October 25, 2022 (but, for clarity, not retroactive before that date) OP-QCBP (see attached at Exhibit 1) (prior to such date OPR-INT)
International Union of Painters & Allied Trades District Council 38 Painters 138, Glaziers 1527, and Drywall Finishers 2009	PA-IND (for bridges*) PA, GL, DR (for all other work)
Labourers International Union of North America Construction and Specialized Workers Union Local 1611	With effect as of October 25, 2022 (but, for clarity, not retroactive before that date) LA-QCBP (see attached at Exhibit 1) (prior to such date LAR-INT)
Move Up - A Movement of United Professionals	OF
Operative Plasterers' and Cement Masons' International Association of the United States and Canada Local Union 919	PLA With effect as of October 25, 2022 (but, for clarity, not retroactive before that date) CE-QCBP (see attached at Exhibit 1) (prior to such date CE)
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	PL, RE
United Brotherhood of Carpenters and Joiners of America Floorlayers Local Union 1541	FL
United Brotherhood of Carpenters and Joiners of America Millwrights, Machine Erectors & Maintenance	N/A
United Brotherhood of Carpenters and Joiners of America Piledrivers Local Union 2404	PI
UNITE-HERE Local 40	CU

*identified as a bridge in engineering drawings.

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Modifications to Community Benefits Agreement for this Project: With effect as of January 6, 2022 (but, for clarity, not retroactive before that date), the following modifications are made to the Community Benefits Agreement only for and only in respect of this Project:

- (a) Articles 2.315(a)(i) and 2.315(a)(ii) of the Community Benefits Agreement are modified to read as follows:
 - “(i) within one hundred (100) Road Kilometres of the applicable Site for a period of six (6) months prior to the commencement of construction work on the Site; or
 - (ii) who had a residence in a local community (being a community whose jurisdictional boundaries lay, at least in part, within one hundred (100) kilometres driving distance (excluding distances travelled by ferries) of the applicable Site (the shortest route using well-maintained all-weather roads will be used in the calculation)) for one year prior to the date of hire after the commencement of construction. The Employer will designate and advise the Council of the “commencement of construction” date at the beginning of each Project.”
- (b) The first paragraph of Article 17.100 of the Community Benefits Agreement is modified to read as follows:

“17.100 Room and board or Living Out Allowance shall be provided by the Contractor to all Employees who are not Local Residents at no cost to such Employees and shall be paid in accordance with the following.”
- (c) The first paragraph of Article 17.100 of the Community Benefits Agreement as it appears in the Interior Road Building Addendum is modified to read as follows:

“17.100 Room and board or Living Out Allowance shall be provided by the Contractor to all Employees who are not Local Residents at no cost to such Employees and shall be paid in accordance with the following.”
- (d) Notwithstanding the modifications to the Community Benefits Agreement effected pursuant to paragraphs (a), (b) and (c) immediately above, each Employee hired for this Project prior to January 6, 2022 that has received or is receiving (in each case, on or before January 5, 2022) a Living Out Allowance on this Project will remain eligible to receive a Living Out Allowance for this Project only, provided:
 - (i) such Employee continues to meet the requirements of eligibility for receiving a Living Out Allowance as such requirements stood immediately preceding January 6, 2022; and

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(ii) such Employee agrees to continue to receive a Living Out Allowance.

In the event of any conflict between the above provisions and any other provision, express or implied, in the remainder of the Agreement, the above provisions shall take precedence.

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**EXHIBIT 1
QUARTZ CREEK BRIDGE PROJECT WAGE SCALES
(CA-QCBP, TE-QCBP, OP-QCBP, LA-QCBP, CE-QCBP)**

(see attached)

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CA-QCBP

CA-QCBP		Community Benefits Wage Schedule - Carpenters/Lathers - Other - QCBP			
Job Classification	Rate	Dec-2022	Jul-2023	Jul-2024	
Pre-Apprentice (Material Handler)	45% \$	19.77 \$	20.17 \$	20.57	
Carpenter-Lather-Pre-Apprentice (Material Handler)	55% \$	24.16 \$	24.64 \$	25.13	
Carpenter Apprentice 1st	55% \$	24.16 \$	24.64 \$	25.13	
Carpenter Apprentice 2nd	65% \$	28.56 \$	29.13 \$	29.71	
Carpenter Apprentice 3rd	80% \$	35.15 \$	35.85 \$	36.57	
Carpenter Apprentice 4th	90% \$	39.55 \$	40.34 \$	41.15	
Carpenter Journeyperson	100% \$	43.93 \$	44.81 \$	45.71	
Carpenter Foreperson	115% \$	50.52 \$	51.53 \$	52.56	
Carpenter General Foreperson	125% \$	54.93 \$	56.03 \$	57.15	
Carpenter-Lather	100% \$	43.93 \$	44.81 \$	45.71	
Carpenter-Lather Foreperson	115% \$	50.52 \$	51.53 \$	52.56	
Carpenter-Lather General Foreperson	125% \$	54.93 \$	56.03 \$	57.15	
Vacation and Holiday Pay	10%				
	Year	Dec-2022	Jul-2023	Jul-2024	
	Pre-Apprentice, 1st/2nd Year Apprentice	\$ 5.83 \$	\$ 5.95 \$	6.07	
	3rd/4th Year Apprentice	\$ 6.74 \$	\$ 6.87 \$	7.01	
	All Other Classification Benefit Total	\$ 7.88 \$	\$ 8.04 \$	8.20	
<p>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.</p>					

TE-QCBP	Job Classification	Community Benefits Wage Schedule - Teamsters - Other - QCBP		
		Dec-2022	Jul-2023	Jul-2024
Dispatcher		\$ 38.97	\$ 39.75	\$ 40.55
Turnarockers and similar equipment all makes up to 30 yards		\$ 39.59	\$ 40.38	\$ 41.19
Over 30 yards		\$ 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)		\$ 39.65	\$ 40.44	\$ 41.25
Logging Trucks		\$ 39.86	\$ 40.66	\$ 41.47
Lumber Stackers, Carriers, Forklifts, Cranemobiles and similar equipment		\$ 39.54	\$ 40.33	\$ 41.14
Straddle Carriers		\$ 39.74	\$ 40.53	\$ 41.34
Straddle Carriers if equipped with Crane		\$ 38.79	\$ 39.57	\$ 40.36
Load Lugger and similar equipment under 3 tons		\$ 39.37	\$ 40.16	\$ 40.96
3 tons and over		\$ 39.54	\$ 40.33	\$ 41.14
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		\$ 39.19	\$ 39.97	\$ 40.77
Transit Mixer over 5 yards		\$ 39.46	\$ 40.25	\$ 41.06
Mobile Mix Trucks up to 5 yards		\$ 39.64	\$ 40.43	\$ 41.24
Mobile Mix Trucks 5 yards and over		\$ 39.87	\$ 40.67	\$ 41.48
Dumptors (Mules)		\$ 39.16	\$ 39.94	\$ 40.74
End Dump Trucks (measured capacity of dump but including side boards, if less than 8 yards)		\$ 38.94	\$ 39.72	\$ 40.51
End Dump Trucks 8 yards - less than 12 yards		\$ 39.39	\$ 40.18	\$ 40.98
End Dump Trucks 12 yards - less than 24 yards (ADD 10¢ for additional 12 yard capacity)		\$ 39.64	\$ 40.43	\$ 41.24
End Dump trucks equipped with side winders - add 10¢ per hour				
All Semi-Trailer, Pole Trailers		\$ 39.16	\$ 39.94	\$ 40.74
When equipped with Hiab or Swedish Type Crane		\$ 39.32	\$ 40.11	\$ 40.91
- Tilt Trailer - Small - add 20¢ per hour				
Pup, Transfer or Slider Trailer - Sixty (60¢) per hour Lowbeds		\$ 40.21	\$ 41.01	\$ 41.83
Asphalt Spray Trucks		\$ 39.18	\$ 39.96	\$ 40.76

TE-QCBP	Job Classification	Community Benefits Wage Schedule - Teamsters - Other - QCBP		
		Dec-2022	Jul-2023	Jul-2024
	Asphalt Spray Trucks, Semi-Trailers	\$ 39.47	\$ 40.26	\$ 41.07
	Manhaul, Crummie, Bus and all equipment transporting personnel (requires Class 2 Licence with air endorsement)	\$ 38.81	\$ 39.59	\$ 40.38
	Small forklifts and similar equipment used in the warehouse	\$ 38.68	\$ 39.45	\$ 40.24
	Fuel Trucks up to 2,000 gallons	\$ 38.73	\$ 39.50	\$ 40.29
	2,000 gallons up to 4,000 gallons	\$ 38.87	\$ 39.65	\$ 40.44
	4,000 gallons and over (does not include semis or trailers)	\$ 39.05	\$ 39.83	\$ 40.63
	Water trucks up to 2,000 gallons	\$ 38.65	\$ 39.42	\$ 40.21
	2,000 gallons up to 4,000 gallons	\$ 38.81	\$ 39.59	\$ 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	\$ 38.95	\$ 39.73	\$ 40.52
	Flat Deck Trucks under 4 tons	\$ 38.65	\$ 39.42	\$ 40.21
	Flat Deck Trucks 4 tons up to 10 tons	\$ 38.81	\$ 39.59	\$ 40.38
	Flat Deck Trucks 10 tons and over	\$ 38.95	\$ 39.73	\$ 40.52
	Equipped with winch add 10¢ "A" Frame and Swedish type crane, trucks, Hiab, etc.	\$ 39.11	\$ 39.89	\$ 40.69
	Pick-up and Panel Trucks and Pilot Cars and similar equipment	\$ 38.12	\$ 38.88	\$ 39.66
	Power Wagon	\$ 38.76	\$ 39.54	\$ 40.33
	Power Wagons with winch	\$ 38.87	\$ 39.65	\$ 40.44
	Service Truck Driver	\$ 39.35	\$ 40.14	\$ 40.94
	Nodwell, Bombardiers and similar equipment	\$ 39.42	\$ 40.21	\$ 41.01
	Farm type tractor	\$ 38.59	\$ 39.36	\$ 40.15
	Scootcrete and similar equipment	\$ 39.38	\$ 40.17	\$ 40.97
	Warehouseperson Class 1	\$ 39.92	\$ 40.72	\$ 41.53
	Warehouseperson Class 2	\$ 39.61	\$ 40.40	\$ 41.21
	Warehouseperson Class 3	\$ 38.98	\$ 39.76	\$ 40.56
	Warehouseperson Class 4	\$ 37.91	\$ 38.67	\$ 39.44

TE-QCBP	Job Classification	Community Benefits Wage Schedule - Teamsters - Other - QCBP		
		Dec-2022	Jul-2023	Jul-2024
	Field Warehouse Pick-Up Person	\$ 38.97	\$ 39.75	\$ 40.55
	When required to do Class 2 warehouse duties	\$ 38.64	\$ 39.41	\$ 40.20
	Foreperson premium (Clause XXII (4) Payable over and above highest Teamster classification being supervised)	110%	110%	110%
	Warehouse Foreperson (Clause XXIV (a) Above the Class 1 Warehouseperson's rate)	110%	110%	110%
	Vacation and Holiday Pay	10%		
	Trainee (rates applied to all non-trainee job classifications)	Dec-2022	Jul-2023	Jul-2024
	0-700 Hrs	70%	70%	70%
	701-1400 Hrs	80%	80%	80%
	1401-2100 Hrs	90%	90%	90%
	Year	Dec-2022	Jul-2023	Jul-2024
	Benefit Total	\$ 7.94	\$ 8.10	\$ 8.26
<p>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.</p>				

OP-QCBP	Job Classification	Community Benefits Wage Schedule - Operating Engineers - Other - QCBP		
		Dec-2022	Jul-2023	Jul-2024
Journeypersons:				
<ul style="list-style-type: none"> • Heavy Duty Mechanic • Welder • Drill Doctor • Steel Sharpener • Paving Plant Foreperson • Bodyperson Painter 				
		\$ 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 				
		\$ 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 				
		\$ 39.54	\$ 40.33	\$ 41.14
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 • Tireperson • 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 • Serviceperson/Truck Operator • Hydraulic Backhoes (Tractor Mounted) (All) • Tractor Mounted Chip Rock Spreader 				
		\$ 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 				
		\$ 35.33	\$ 36.04	\$ 36.76
Apprentices		As determined by IUOE Local 115 Training Association		

OP-QCBP		Community Benefits Wage Schedule - Operating Engineers - Other - QCBP		
		Dec-2022	Jul-2023	Jul-2024
	Job Classification			
Uncertified Operators		98.65% of applicable rate above		
		*Mechanic shall receive \$1.00/hour Tool Premium.		
Vacation and Holiday Pay		8%		
Trainee (rates applied to all non-trainee job classifications)		Dec-2022	Jul-2023	Jul-2024
	0-1000 Hrs	65%	65%	65%
	1001-2000 Hrs	75%	75%	75%
	2001-3000 Hrs	85%	85%	85%
	Year	Dec-2022	Jul-2023	Jul-2024
	Benefit Total	\$ 9.01	\$ 9.19	\$ 9.37
Note: Crane Operator Rates – Group #1 Conventional and Group #2 Hydraulic are as per the OP Wage Rate Table.				
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.				

LA-QCBP	Job Classification	Community Benefits Wage Schedule - Labourers - Other -		
		Dec-2022	QC BP Jul-2023	Jul-2024
Schedule A				
	Flagperson (red circled)	\$ 32.94	\$ 33.60	\$ 34.27
	Labourer, including: Signalperson, Watchperson, Stakeperson, Chainperson, Rodperson, Dumpperson, Swamper and Weight Scales (Scaleperson)	\$ 38.40	\$ 39.17	\$ 39.95
	Driller Helper	\$ 38.48	\$ 39.25	\$ 40.04
	Instrument Person	\$ 42.00	\$ 42.84	\$ 43.70
	Power and Electric Tool Operator, (ie. Power Saw Chipper, Tamper) Multiplate & Binwall Assembler Pipelayer	\$ 38.76	\$ 39.54	\$ 40.33
	Rakerperson	\$ 39.18	\$ 39.96	\$ 40.76
	Driller, Pneumatic, Airleg Jackhammer Type	\$ 39.30	\$ 40.09	\$ 40.89
	Driller Rates: When working from a basket, Platform or using safety ropes, as follows:			
	- up to 25 feet	\$ 39.68	\$ 40.47	\$ 41.28
	- over 25 feet	\$ 40.09	\$ 40.89	\$ 41.71
	- over 100 feet	\$ 40.47	\$ 41.28	\$ 42.11
	Air Trac (all models)	\$ 39.64	\$ 40.43	\$ 41.24
	Tank Drill, Hydraulic Drill	\$ 39.73	\$ 40.52	\$ 41.33
	High Scaler:			
	- up to 25 feet	\$ 39.08	\$ 39.86	\$ 40.66
	- over 25 feet	\$ 39.51	\$ 40.30	\$ 41.11
	- over 100 feet	\$ 39.84	\$ 40.64	\$ 41.45
	Powderperson	\$ 39.73	\$ 40.52	\$ 41.33
	Powderperson 2nd Class with Certificate (assisting in loading holes)	\$ 38.87	\$ 39.65	\$ 40.44
	Fallers on Clearing	\$ 39.08	\$ 39.86	\$ 40.66
	Air Place Operator	\$ 39.41	\$ 40.20	\$ 41.00
	Gunite & Grout: Gunite Nozzleperson	\$ 39.19	\$ 39.97	\$ 40.77
	Gunite Potperson	\$ 38.98	\$ 39.76	\$ 40.56
	Groutperson (Headerperson)	\$ 38.87	\$ 39.65	\$ 40.44
	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		
	Foreperson shall be employed at 10% over the highest classification under his/her jurisdiction			
Schedule B		Dec-2022	Jul-2023	Jul-2024
Traffic Control				
	- Low Volume Flag Person	\$ 24.21	\$ 24.69	\$ 25.18
	- High Volume Flag Person	\$ 26.52	\$ 27.05	\$ 27.59
	Trainee (Applies to "Labourer" Job Classification only)			
	Level 1 Trainee 0 - 800 hours	\$ 21.54	\$ 21.97	\$ 22.41
	Level 2 Trainee 801 - 1,600 hours	\$ 24.75	\$ 25.25	\$ 25.76

LA-QCBP		Community Benefits Wage Schedule - Labourers - Other -			
		QCBP			
Job Classification		Dec-2022	Jul-2023	Jul-2024	
Level 3 Trainee 1,601 - 2,400 hours		\$ 27.97	\$ 28.53	\$ 29.10	
Level 4 Trainee 2,401 - 3,200 hours		\$ 31.16	\$ 31.78	\$ 32.42	
Level 5 Trainee 3,201 - 4,200 hours		\$ 34.37	\$ 35.06	\$ 35.76	
Vacation and Holiday Pay		10%			
Schedule A Benefit Package					
	Year	Dec-2022	Jul-2023	Jul-2024	
	Benefit Total	\$ 7.00	\$ 7.14	\$ 7.28	
Schedule B "Trainee" Benefit Package					
	Year	Dec-2022	Jul-2023	Jul-2024	
Benefit Total (0-800 hours)		\$ 1.54	\$ 1.57	\$ 1.60	
Benefit Total (801-3,200 hours)		\$ 2.98	\$ 3.04	\$ 3.10	
Benefit Total (3,201-4,200 hours)		\$ 3.30	\$ 3.36	\$ 3.43	
Schedule B "Traffic Control" Benefit Package					
	Year	Dec-2022	Jul-2023	Jul-2024	
Benefit Total (0-1,400 hours)		\$ 4.24	\$ 4.33	\$ 4.42	
Benefit Total (1,401-2,800 hours)		\$ 4.30	\$ 4.38	\$ 4.47	
<p>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.</p>					

Community Benefits Wage Schedule - Cement Masons - Other -						
CE-QCBP	Job Classification	Rate	QCBP			
			Dec-2022	Jul-2023	Jul-2024	
	Pre-Apprentice	45% \$	19.48 \$	19.87 \$	20.27	
	A1 (1st Term) Apprentice	70% \$	30.30 \$	30.91 \$	31.53	
	A2 (2nd Term) Apprentice	75% \$	32.47 \$	33.12 \$	33.78	
	A3 (3rd Term) Apprentice	80% \$	34.64 \$	35.33 \$	36.04	
	A4 (4th Term) Apprentice	85% \$	36.80 \$	37.54 \$	38.29	
	A5 (5th Term) Apprentice	90% \$	38.96 \$	39.74 \$	40.53	
	A6 (6th Term) Apprentice	95% \$	41.14 \$	41.96 \$	42.80	
	Journeyman	100% \$	43.30 \$	44.17 \$	45.05	
	Leadhand	\$	43.68 \$	44.55 \$	45.44	
	Foreperson	115% \$	49.80 \$	50.80 \$	51.82	
	Vacation and Holiday Pay	10%				
		Year	Dec-2022	Jul-2023	Jul-2024	
		Benefit Total	\$ 8.23 \$	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.