

# Inside Wire Agreement - Local 993 - Commercial, Institutional, Industrial Projects

| Breakdown of Monetary Package       | May 1, 2020  |                              |            |                                |                          | May 1, 2021                    |                              |            |                                |                          |
|-------------------------------------|--|------------------------------|------------|--------------------------------|--------------------------|--------------------------------|------------------------------|------------|--------------------------------|--------------------------|
|                                     | Straight Time Hourly Wage Rate                       | Vacation & Holiday Pay (12%) | Retirement | Total Employer Contributions * | Total Monetary Package * | Straight Time Hourly Wage Rate | Vacation & Holiday Pay (12%) | Retirement | Total Employer Contributions * | Total Monetary Package * |
| General Chargehand                  | 133%   | \$55.05                      | \$6.61     | \$5.10                         | \$3.42                   | \$55.65                        | \$6.68                       | \$5.40     | \$3.43                         | \$71.16                  |
| "A" Chargehand                      | 123%   | \$50.91                      | \$6.11     | \$5.10                         | \$3.42                   | \$51.46                        | \$6.18                       | \$5.40     | \$3.43                         | \$66.47                  |
| "B" Chargehand                      | 112%   | \$46.36                      | \$5.56     | \$5.10                         | \$3.42                   | \$46.86                        | \$5.62                       | \$5.40     | \$3.43                         | \$61.31                  |
| Cable Splicer Chargehand            | 120%   | \$49.67                      | \$5.96     | \$5.10                         | \$3.42                   | \$50.21                        | \$6.03                       | \$5.40     | \$3.43                         | \$65.07                  |
| Cable Splicer                       | 112%   | \$46.36                      | \$5.56     | \$5.10                         | \$3.42                   | \$46.86                        | \$5.62                       | \$5.40     | \$3.43                         | \$61.31                  |
| Service Electrician                 | 112%   | \$46.36                      | \$5.56     | \$5.10                         | \$3.42                   | \$46.86                        | \$5.62                       | \$5.40     | \$3.43                         | \$61.31                  |
| Instrument Technician               | 100%   | \$41.39                      | \$4.97     | \$5.10                         | \$3.42                   | \$41.84                        | \$5.02                       | \$5.40     | \$3.43                         | \$55.69                  |
| Journey Electrician                 | 100%   | \$41.39                      | \$4.97     | \$5.10                         | \$3.42                   | \$41.84                        | \$5.02                       | \$5.40     | \$3.43                         | \$55.69                  |
| 8 <sup>th</sup> Term Apprentice     | 90%  | \$37.25                      | \$4.47     | \$3.83                         | \$3.42                   | \$37.66                        | \$4.52                       | \$4.05     | \$3.43                         | \$49.66                  |
| 7 <sup>th</sup> Term Apprentice     | 85%  | \$35.18                      | \$4.22     | \$3.83                         | \$3.42                   | \$35.56                        | \$4.27                       | \$4.05     | \$3.43                         | \$47.31                  |
| 6 <sup>th</sup> Term Apprentice     | 80%  | \$33.11                      | \$3.97     | \$2.55                         | \$3.42                   | \$33.47                        | \$4.02                       | \$2.70     | \$3.43                         | \$43.62                  |
| 5 <sup>th</sup> Term Apprentice     | 75%  | \$31.04                      | \$3.73     | \$2.55                         | \$3.42                   | \$31.38                        | \$3.77                       | \$2.70     | \$3.43                         | \$41.28                  |
| 4 <sup>th</sup> Term Apprentice     | 70%  | \$28.97                      | \$3.48     | \$1.28                         | \$3.42                   | \$29.29                        | \$3.52                       | \$1.35     | \$3.43                         | \$37.59                  |
| 3 <sup>rd</sup> Term Apprentice     | 65%  | \$26.90                      | \$3.23     | \$1.28                         | \$3.42                   | \$27.20                        | \$3.26                       | \$1.35     | \$3.43                         | \$35.24                  |
| 2 <sup>nd</sup> Term Apprentice     | 60%  | \$24.83                      | \$2.98     | \$0.00                         | \$3.42                   | \$25.10                        | \$3.01                       | \$0.00     | \$3.43                         | \$31.54                  |
| 1 <sup>st</sup> Term Apprentice     | 55%  | \$22.76                      | \$2.73     | \$0.00                         | \$3.42                   | \$23.01                        | \$2.76                       | \$0.00     | \$3.43                         | \$29.20                  |
| Pre-Apprentice                      | 45%  | \$18.63                      | \$2.24     | \$0.00                         | \$3.42                   | \$18.83                        | \$2.26                       | \$0.00     | \$3.43                         | \$24.52                  |
| Pre-Apprentice                      | 40%  | \$16.56                      | \$1.99     | \$0.00                         | \$3.42                   | \$16.74                        | \$2.01                       | \$0.00     | \$3.43                         | \$22.18                  |
|                                     |  |                              |            |                                |                          |                                |                              |            |                                |                          |
| Employer Contributions <sup>1</sup> | May 1, 2020  |                              |            |                                |                          | May 1, 2021                    |                              |            |                                |                          |
|                                     | Health & Welfare                                     | E                            |            | \$2.50                         |                          |                                |                              | \$2.50     |                                |                          |
|                                     | Industry Training Fund                               | W                            |            | \$0.31                         |                          |                                |                              | \$0.31     |                                |                          |
|                                     | Electrical Industry Bursary Fund                     | W                            |            | \$0.07                         |                          |                                |                              | \$0.07     |                                |                          |
|                                     | Industry Drug & Alcohol Rehabilitation Fund          | W                            |            | \$0.04                         |                          |                                |                              | \$0.04     |                                |                          |
|                                     | Jurisdictional Assignment Plan <sup>2</sup>          | W                            |            | n/a                            |                          |                                |                              | \$0.01     |                                |                          |
|                                     | Joint Industry Promotion Fund                        | W                            |            | \$0.10                         |                          |                                |                              | \$0.10     |                                |                          |
|                                     | Electrical Contractors Association                   | W                            |            | \$0.17                         |                          |                                |                              | \$0.17     |                                |                          |
|                                     | Contract Administration                              | W                            |            | \$0.13                         |                          |                                |                              | \$0.13     |                                |                          |
|                                     | BCBCBTU  | W                            |            | \$0.05                         |                          |                                |                              | \$0.05     |                                |                          |
|                                     | D&A Policy   | W                            |            | \$0.01                         |                          |                                |                              | \$0.01     |                                |                          |
|                                     | Library Fund   | W                            |            | \$0.04                         |                          |                                |                              | \$0.04     |                                |                          |
|                                     | * Total Employer Contributions - Straight Time Hours |                              |            | \$3.42                         |                          |                                |                              | \$3.43     |                                |                          |
|                                     | * Total Employer Contributions - 1.5X Overtime Hours |                              |            | \$4.67                         |                          |                                |                              | \$4.68     |                                |                          |
|                                     | * Total Employer Contributions - 2X Overtime Hours   |                              |            | \$5.92                         |                          |                                |                              | \$5.93     |                                |                          |

1. Prior to June 17, 2019 All Employer Contributions were based on Hours Earned  
After June 17, 2019, Health & Welfare and Pension based on Hours Earned, other contributions based on Hours Worked
2. Effective May 1, 2021 the JAPlan contribution has been reinstated.

# Inside Wire Agreement - Local 993 - Enabled Industrial Projects

| Breakdown of Monetary Package                      |      | May 1, 2020  |                              |            |                                |                          | May 1, 2021                    |                              |            |                                |                          |
|--|------|--|------------------------------|------------|--------------------------------|--------------------------|--------------------------------|------------------------------|------------|--------------------------------|--------------------------|
|  |      | Straight Time Hourly Wage Rate                       | Vacation & Holiday Pay (12%) | Retirement | Total Employer Contributions * | Total Monetary Package * | Straight Time Hourly Wage Rate | Vacation & Holiday Pay (12%) | Retirement | Total Employer Contributions * | Total Monetary Package * |
| General Chargehand                                 | 133% | \$59.45  | \$7.13                       | \$5.10     | \$3.42                         | \$75.10                  | \$60.05                        | \$7.21                       | \$5.40     | \$3.43                         | \$76.09                  |
| "A" Chargehand                                     | 123% | \$54.98  | \$6.60                       | \$5.10     | \$3.42                         | \$70.10                  | \$55.53                        | \$6.66                       | \$5.40     | \$3.43                         | \$71.02                  |
| "B" Chargehand                                     | 112% | \$50.06  | \$6.01                       | \$5.10     | \$3.42                         | \$64.59                  | \$50.57                        | \$6.07                       | \$5.40     | \$3.43                         | \$65.47                  |
| Cable Splicer Chargehand                           | 120% | \$53.64  | \$6.44                       | \$5.10     | \$3.42                         | \$68.60                  | \$54.18                        | \$6.50                       | \$5.40     | \$3.43                         | \$69.51                  |
| Cable Splicer                                      | 112% | \$50.06  | \$6.01                       | \$5.10     | \$3.42                         | \$64.59                  | \$50.57                        | \$6.07                       | \$5.40     | \$3.43                         | \$65.47                  |
| Service Electrician                                | 112% | \$50.06  | \$6.01                       | \$5.10     | \$3.42                         | \$64.59                  | \$50.57                        | \$6.07                       | \$5.40     | \$3.43                         | \$65.47                  |
| Instrument Technician                              | 100% | \$44.70  | \$5.36                       | \$5.10     | \$3.42                         | \$58.58                  | \$45.15                        | \$5.42                       | \$5.40     | \$3.43                         | \$59.40                  |
| Journey Electrician                                | 100% | \$44.70  | \$5.36                       | \$5.10     | \$3.42                         | \$58.58                  | \$45.15                        | \$5.42                       | \$5.40     | \$3.43                         | \$59.40                  |
| 8 <sup>th</sup> Term Apprentice                    | 90%  | \$40.23  | \$4.83                       | \$3.83     | \$3.42                         | \$52.31                  | \$40.64                        | \$4.88                       | \$4.05     | \$3.43                         | \$53.00                  |
| 7 <sup>th</sup> Term Apprentice                    | 85%  | \$38.00  | \$4.56                       | \$3.83     | \$3.42                         | \$49.81                  | \$38.38                        | \$4.61                       | \$4.05     | \$3.43                         | \$50.47                  |
| 6 <sup>th</sup> Term Apprentice                    | 80%  | \$35.76  | \$4.29                       | \$2.55     | \$3.42                         | \$46.02                  | \$36.12                        | \$4.33                       | \$2.70     | \$3.43                         | \$46.58                  |
| 5 <sup>th</sup> Term Apprentice                    | 75%  | \$33.53  | \$4.02                       | \$2.55     | \$3.42                         | \$43.52                  | \$33.86                        | \$4.06                       | \$2.70     | \$3.43                         | \$44.05                  |
| 4 <sup>th</sup> Term Apprentice                    | 70%  | \$31.29  | \$3.76                       | \$1.28     | \$3.42                         | \$39.75                  | \$31.61                        | \$3.79                       | \$1.35     | \$3.43                         | \$40.18                  |
| 3 <sup>rd</sup> Term Apprentice                    | 65%  | \$29.06  | \$3.49                       | \$1.28     | \$3.42                         | \$37.25                  | \$29.35                        | \$3.52                       | \$1.35     | \$3.43                         | \$37.65                  |
| 2 <sup>nd</sup> Term Apprentice                    | 60%  | \$26.82  | \$3.22                       | \$0.00     | \$3.42                         | \$33.46                  | \$27.09                        | \$3.25                       | \$0.00     | \$3.43                         | \$33.77                  |
| 1 <sup>st</sup> Term Apprentice                    | 55%  | \$24.59  | \$2.95                       | \$0.00     | \$3.42                         | \$30.96                  | \$24.83                        | \$2.98                       | \$0.00     | \$3.43                         | \$31.24                  |
| Pre-Apprentice                                     | 45%  | \$20.12  | \$2.41                       | \$0.00     | \$3.42                         | \$25.95                  | \$20.32                        | \$2.44                       | \$0.00     | \$3.43                         | \$26.19                  |
| Pre-Apprentice                                     | 40%  | \$17.88  | \$2.15                       | \$0.00     | \$3.42                         | \$23.45                  | \$18.06                        | \$2.17                       | \$0.00     | \$3.43                         | \$23.66                  |
| Employer Contributions <sup>1</sup>                |      | May 1, 2020  |                              |            |                                |                          | May 1, 2021                    |                              |            |                                |                          |
|  |      |  |                              |            |                                |                          |                                |                              |            |                                |                          |
|  |      | Health & Welfare                                     | E                            |            | \$2.50                         |                          |                                | \$2.50                       |            |                                |                          |
|  |      | Industry Training Fund                               | W                            |            | \$0.31                         |                          |                                | \$0.31                       |            |                                |                          |
|  |      | Electrical Industry Bursary Fund                     | W                            |            | \$0.07                         |                          |                                | \$0.07                       |            |                                |                          |
|  |      | Industry Drug & Alcohol Rehabilitation Fund          | W                            |            | \$0.04                         |                          |                                |                              |            |                                |                          |
|  |      | Jurisdictional Assignment Plan <sup>2</sup>          | W                            |            | n/a                            |                          |                                |                              |            | \$0.01                         |                          |
|  |      | Joint Industry Promotion Fund                        | W                            |            | \$0.10                         |                          |                                |                              |            | \$0.10                         |                          |
|  |      | Electrical Contractors Association                   | W                            |            | \$0.17                         |                          |                                |                              |            | \$0.17                         |                          |
|  |      | Contract Administration                              | W                            |            | \$0.13                         |                          |                                |                              |            | \$0.13                         |                          |
|  |      | BCBCBTU  | W                            |            | \$0.05                         |                          |                                |                              |            | \$0.05                         |                          |
|  |      | D&A Policy   | W                            |            | \$0.01                         |                          |                                |                              |            | \$0.01                         |                          |
|  |      | Library Fund   | W                            |            | \$0.04                         |                          |                                |                              |            | \$0.04                         |                          |
|  |      | * Total Employer Contributions - Straight Time Hours |                              |            | \$3.42                         |                          |                                |                              |            | \$3.43                         |                          |
|  |      | * Total Employer Contributions - 1.5X Overtime Hours |                              |            | \$4.67                         |                          |                                |                              |            | \$4.68                         |                          |
| * Total Employer Contributions - 2X Overtime Hours |      |  | \$5.92                       |            |                                |                          |                                | \$5.93                       |            |                                |                          |

1. Prior to June 17, 2019 All Employer Contributions were based on Hours Earned  
After June 17, 2019, Health & Welfare and Pension based on Hours Earned, other contributions based on Hours Worked
2. Effective May 1, 2021 the JAPlan contribution has been reinstated.