

**WAGE RATES**  
**Horizon Construction Management Ltd (HCML)**  
**August 21, 2016 to August, 20 2017**

Journey person	Base Wage	Vac Stat	SUB TOTAL	Boot Allowance	Employer Contributions					Total
					H&W	Pension	Appr Training	CMAW Mbr. Assistance	Admin Fund	
		<b>10%</b>		<b>\$0.15</b>	<b>\$2.35</b>	<b>\$3.84</b>	<b>\$0.25</b>	<b>\$0.05</b>	<b>\$0.24</b>	
Boilermaker	\$43.33	<b>\$4.33</b>	\$47.66	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$54.54
Bricklayer-Masonry	\$41.29	<b>\$4.13</b>	\$45.42	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$52.30
Bricklayer-Refractory	\$43.33	<b>\$4.33</b>	\$47.66	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$54.54
Carpenter	\$41.29	<b>\$4.13</b>	\$45.42	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$52.30
Cement Finisher	\$41.29	<b>\$4.13</b>	\$45.42	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$52.30
Cladder	\$41.29	<b>\$4.13</b>	\$45.42	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$52.30
Decker	\$41.29	<b>\$4.13</b>	\$45.42	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$52.30
Drywall Taper	\$41.29	<b>\$4.13</b>	\$45.42	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$52.30
Electrician	\$43.33	<b>\$4.33</b>	\$47.66	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$54.54
Elevator Constructor	\$43.33	<b>\$4.33</b>	\$47.66	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$54.54
Floor Coverer	\$41.29	<b>\$4.13</b>	\$45.42	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$52.30
Gas Fitter	\$43.33	<b>\$4.33</b>	\$47.66	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$54.54
Glass Worker	\$41.29	<b>\$4.13</b>	\$45.42	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$52.30
Instrumentation Technician	\$43.33	<b>\$4.33</b>	\$47.66	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$54.54
Insulator	\$41.29	<b>\$4.13</b>	\$45.42	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$52.30
Ironworker -Reinforcing	\$41.29	<b>\$4.13</b>	\$45.42	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$52.30
Ironworker -Structural	\$43.33	<b>\$4.33</b>	\$47.66	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$54.54
Labourer - Entry Level	\$23.72	<b>\$2.37</b>	\$26.09	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$32.97
Labourer - Intermediate	\$26.03	<b>\$2.60</b>	\$28.63	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$35.51
Labourer - Skilled	\$28.74	<b>\$2.87</b>	\$31.61	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$38.49
Lat. Int. System Mech.	\$41.29	<b>\$4.13</b>	\$45.42	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$52.30
Mechanic	\$41.29	<b>\$4.13</b>	\$45.42	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$52.30
Mechanic - Heavy Duty	\$43.33	<b>\$4.33</b>	\$47.66	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$54.54
Millwright	\$43.33	<b>\$4.33</b>	\$47.66	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$54.54
Operator, Boom Truck	\$41.29	<b>\$4.13</b>	\$45.42	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$52.30

Operator, Crane 0-49 T	\$42.69	<b>\$4.27</b>	\$46.96	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$53.84
Operator, Crane 50-249 T	\$43.33	<b>\$4.33</b>	\$47.66	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$54.54
Operator, Crane +250 T	\$43.85	<b>\$4.39</b>	\$48.24	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$55.12
Operator Equipment -Light	\$37.49	<b>\$3.75</b>	\$41.24	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$48.12
Operator Equipment -Heavy	\$41.29	<b>\$4.13</b>	\$45.42	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$52.30
Painter	\$41.29	<b>\$4.13</b>	\$45.42	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$52.30
Pipefitter	\$43.33	<b>\$4.33</b>	\$47.66	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$54.54
Plasterer	\$41.29	<b>\$4.13</b>	\$45.42	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$52.30
Plumber	\$43.33	<b>\$4.33</b>	\$47.66	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$54.54
Refrigeration Mechanic	\$43.33	<b>\$4.33</b>	\$47.66	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$54.54
Roofer	\$41.29	<b>\$4.13</b>	\$45.42	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$52.30
Scaffolder	\$41.29	<b>\$4.13</b>	\$45.42	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$52.30
Sheet Metal Worker	\$41.29	<b>\$4.13</b>	\$45.42	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$52.30
Sheeter	\$41.29	<b>\$4.13</b>	\$45.42	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$52.30
Sprinkler Fitter	\$43.33	<b>\$4.33</b>	\$47.66	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$54.54
Steamfitter	\$43.33	<b>\$4.33</b>	\$47.66	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$54.54
Tile Setter	\$41.29	<b>\$4.13</b>	\$45.42	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$52.30
Truck Driver - Basic	\$28.74	<b>\$2.87</b>	\$31.61	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$38.49
Truck Driver - Intermediate	\$37.49	<b>\$3.75</b>	\$41.24	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$48.12
Truck Driver - Heavy	\$41.29	<b>\$4.13</b>	\$45.42	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$52.30
Welder	\$41.29	<b>\$4.13</b>	\$45.42	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$52.30
Welder - B Pressure	\$43.33	<b>\$4.33</b>	\$47.66	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$54.54

\* Wage reopener June 12, 2017

**WAGE RATES for APPRENTICES**  
**Horizon Construction Management Ltd (HCML)**  
**August 21, 2016 to August, 20 2017**

						Employer Contributions					
Journeyman		Base Wage	Vac Stat	SUB TOTAL	Boot Allowance	H&W	Pension	Appr Training	CMAW Mbr. Assistance	Admin Fund	Total
			10%		\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	
<b>Apprentice - Boilermaker</b>		<b>\$43.33</b>									
1st year	60%	\$26.00	\$2.60	\$28.60	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$35.48
2nd year	70%	\$30.33	\$3.03	\$33.36	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$40.24
3rd year	80%	\$34.66	\$3.47	\$38.13	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$45.01
4th year	90%	\$39.00	\$3.90	\$42.90	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$49.78
<b>Apprentice - Carpenter/Scaffolder</b>		<b>\$41.29</b>									
1st year	60%	\$24.77	\$2.48	\$27.25	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$34.13
2nd year	70%	\$28.90	\$2.89	\$31.79	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$38.67
3rd year	80%	\$33.03	\$3.30	\$36.34	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$43.22
4th year	90%	\$37.16	\$3.72	\$40.88	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$47.76
<b>Apprentice - Cement Finisher</b>		<b>\$41.29</b>									
1st year	70%	\$28.90	\$2.89	\$31.79	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$38.67
2nd year	80%	\$33.03	\$3.30	\$36.34	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$43.22
3rd year	90%	\$37.16	\$3.72	\$40.88	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$47.76
<b>Apprentice - Electrician</b>											
		<b>\$43.33</b>									
1st year	60%	\$26.00	\$2.60	\$28.60	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$35.48
2nd year	70%	\$30.33	\$3.03	\$33.36	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$40.24
3rd year	80%	\$34.66	\$3.47	\$38.13	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$45.01
4th year	90%	\$39.00	\$3.90	\$42.90	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$49.78
<b>Apprentice - Pipefitter, Plumber, Steam Fitter, Sprinkler Fitter</b>											
		<b>\$43.33</b>									
1st year	70%	\$30.33	\$3.03	\$33.36	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$40.24
2nd year	80%	\$34.66	\$3.47	\$38.13	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$45.01
3rd year	90%	\$39.00	\$3.90	\$42.90	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$49.78
<b>Apprentice - Elevator Constructor</b>		<b>\$43.33</b>									
Helper	60%	\$26.00	\$2.60	\$28.60	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$35.48
Helper 1	70%	\$30.33	\$3.03	\$33.36	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$40.24
Helper 2	80%	\$34.66	\$3.47	\$38.13	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$45.01
Helper 3	90%	\$39.00	\$3.90	\$42.90	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$49.78
<b>Apprentice - Gas Fitter 1st Class</b>		<b>\$43.33</b>									
1st year	70%	\$30.33	\$3.03	\$33.36	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$40.24
2nd year	80%	\$34.66	\$3.47	\$38.13	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$45.01
3rd year	90%	\$39.00	\$3.90	\$42.90	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$49.78

<b>Apprentice - Glass Worker</b> <span style="float: right;"><b>\$41.29</b></span>											
1st year	60%	\$24.77	\$2.48	\$27.25	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$34.13
2nd year	70%	\$28.90	\$2.89	\$31.79	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$38.67
3rd year	80%	\$33.03	\$3.30	\$36.34	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$43.22
4th year	90%	\$37.16	\$3.72	\$40.88	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$47.76
<b>Apprentice - Instrument Technician</b> <span style="float: right;"><b>\$43.33</b></span>											
1st year	60%	\$26.00	\$2.60	\$28.60	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$35.48
2nd year	70%	\$30.33	\$3.03	\$33.36	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$40.24
3rd year	80%	\$34.66	\$3.47	\$38.13	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$45.01
4th year	90%	\$39.00	\$3.90	\$42.90	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$49.78
<b>Apprentice - Insulator</b> <span style="float: right;"><b>\$41.29</b></span>											
1st year	60%	\$24.77	\$2.48	\$27.25	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$34.13
2nd year	70%	\$28.90	\$2.89	\$31.79	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$38.67
3rd year	80%	\$33.03	\$3.30	\$36.34	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$43.22
4th year	90%	\$37.16	\$3.72	\$40.88	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$47.76
<b>Apprentice - Lat. Int. System Mech.</b> <span style="float: right;"><b>\$41.29</b></span>											
1st year	70%	\$28.90	\$2.89	\$31.79	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$38.67
2nd year	80%	\$33.03	\$3.30	\$36.34	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$43.22
3rd year	90%	\$37.16	\$3.72	\$40.88	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$47.76
<b>Apprentice - Mechanic</b> <span style="float: right;"><b>\$41.29</b></span>											
1st year	60%	\$24.77	\$2.48	\$27.25	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$34.13
2nd year	70%	\$28.90	\$2.89	\$31.79	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$38.67
3rd year	80%	\$33.03	\$3.30	\$36.34	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$43.22
4th year	90%	\$37.16	\$3.72	\$40.88	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$47.76
<b>Apprentice - Operator, Boom Truck</b> <span style="float: right;"><b>\$41.29</b></span>											
1st year	70%	\$28.90	\$2.89	\$31.79	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$38.67
2nd year	80%	\$33.03	\$3.30	\$36.34	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$43.22
<b>Apprentice - Operator, Mobile Crane (0-49T)</b> <span style="float: right;"><b>\$42.69</b></span>											
1st year	70%	\$29.88	\$2.99	\$32.87	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$39.75
2nd year	80%	\$34.15	\$3.42	\$37.57	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$44.45
3rd year	90%	\$38.42	\$3.84	\$42.26	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$49.14
<b>Apprentice - Painter</b> <span style="float: right;"><b>\$41.29</b></span>											
1st year	70%	\$28.90	\$2.89	\$31.79	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$38.67
2nd year	80%	\$33.03	\$3.30	\$36.34	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$43.22
3rd year	90%	\$37.16	\$3.72	\$40.88	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$47.76
<b>Apprentice - Refrigeration Mech.</b> <span style="float: right;"><b>\$43.33</b></span>											
1st year	60%	\$26.00	\$2.60	\$28.60	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$35.48
2nd year	70%	\$30.33	\$3.03	\$33.36	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$40.24
3rd year	80%	\$34.66	\$3.47	\$38.13	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$45.01
4th year	90%	\$39.00	\$3.90	\$42.90	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$49.78

<b>Apprentice - Reinforcing Ironworker</b> <span style="float: right;"><b>\$41.29</b></span>											
1st year	60%	\$24.77	\$2.48	\$27.25	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$34.13
2nd year	70%	\$28.90	\$2.89	\$31.79	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$38.67
3rd year	80%	\$33.03	\$3.30	\$36.34	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$43.22
4th year	90%	\$37.16	\$3.72	\$40.88	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$47.76
<b>Apprentice - Structural Ironworker, Heavy Duty Mechanic, Millwright</b>											
<b>\$43.33</b>											
1st year	60%	\$26.00	\$2.60	\$28.60	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$35.48
2nd year	70%	\$30.33	\$3.03	\$33.36	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$40.24
3rd year	80%	\$34.66	\$3.47	\$38.13	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$45.01
4th year	90%	\$39.00	\$3.90	\$42.90	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$49.78
<b>Apprentice - Roofer</b> <span style="float: right;"><b>\$41.29</b></span>											
1st year	60%	\$24.77	\$2.48	\$27.25	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$34.13
2nd year	70%	\$28.90	\$2.89	\$31.79	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$38.67
3rd year	80%	\$33.03	\$3.30	\$36.34	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$43.22
4th year	90%	\$37.16	\$3.72	\$40.88	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$47.76
<b>Apprentice - Sheet Metal Worker</b> <span style="float: right;"><b>\$41.29</b></span>											
1st year	60%	\$24.77	\$2.48	\$27.25	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$34.13
2nd year	70%	\$28.90	\$2.89	\$31.79	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$38.67
3rd year	80%	\$33.03	\$3.30	\$36.34	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$43.22
4th year	90%	\$37.16	\$3.72	\$40.88	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$47.76
<b>Apprentice - Tile Setter</b> <span style="float: right;"><b>\$41.29</b></span>											
1st year	70%	\$28.90	\$2.89	\$31.79	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$38.67
2nd year	80%	\$33.03	\$3.30	\$36.34	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$43.22
3rd year	90%	\$37.16	\$3.72	\$40.88	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$47.76
<b>Apprentice - Welder</b> <span style="float: right;"><b>\$41.29</b></span>											
1st year	70%	\$28.90	\$2.89	\$31.79	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$38.67
2nd year	80%	\$33.03	\$3.30	\$36.34	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$43.22
3rd year	90%	\$37.16	\$3.72	\$40.88	\$0.15	\$2.35	\$3.84	\$0.25	\$0.05	\$0.24	\$47.76