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Tab No.: _____ **S1**

Subject: _____ **WAGE SCALE**

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Text:

SUPPLEMENT NO. 1
WAGE SCALE
NON-EVALUATED CATEGORIES

The individual Wage Scale applicable to this particular Agreement, when signed by Company in addition to Union shall be attached to this section.

	July 1, 2018 (+ 2%)	July 1, 2019 (+ 2%)	July 1, 2020 (+ 2%)	July 1, 2021 (+ 2%)	July 1, 2022 (+ 2.5%)
TRADES - Manufacturing					
Auto Mechanic Apprentice - 0 to 1620 Hours	\$34.54	\$35.23	\$35.93	\$36.65	\$37.57
Auto Mechanic Apprentice - 1620 to 3240 Hours	\$34.99	\$35.69	\$36.40	\$37.13	\$38.06
Auto Mechanic Apprentice - 3240 to 4860 Hours	\$35.89	\$36.61	\$37.34	\$38.09	\$39.04
Auto Mechanic Apprentice - 4860 to 5670 Hours	\$36.84	\$37.58	\$38.33	\$39.10	\$40.08
Auto Mechanic Apprentice - 5670 Hours to Certification	\$38.26	\$39.03	\$39.81	\$40.61	\$41.63
Auto Mechanic Certified (ITA Minimum Total Hours - 6480)	\$42.08	\$42.92	\$43.78	\$44.66	\$45.78
Auto Mechanic - Uncertified (-\$0.50)	\$41.58	\$42.42	\$43.28	\$44.16	\$45.28
Carpenter Apprentice - 0 to 1250 Hours	\$34.54	\$35.23	\$35.93	\$36.65	\$37.57
Carpenter Apprentice - 1250 to 2500 Hours	\$34.98	\$35.68	\$36.39	\$37.12	\$38.05
Carpenter Apprentice - 2500 to 3750 Hours	\$35.87	\$36.59	\$37.32	\$38.07	\$39.02
Carpenter Apprentice - 3750 to 4375 Hours	\$36.82	\$37.56	\$38.31	\$39.08	\$40.06
Carpenter Apprentice - 4375 Hours to Certification	\$38.55	\$39.32	\$40.11	\$40.91	\$41.93
Carpenter Certified (ITA Minimum Total Hours - 5000)	\$42.37	\$43.22	\$44.08	\$44.96	\$46.08
Carpenter - Uncertified (-\$0.50)	\$41.87	\$42.72	\$43.58	\$44.46	\$45.58
Electrician Apprentice - 0 to 1500 Hours	\$34.54	\$35.23	\$35.93	\$36.65	\$37.57
Electrician Apprentice - 1500 to 3000 Hours	\$34.98	\$35.68	\$36.39	\$37.12	\$38.05
Electrician Apprentice - 3000 to 4500 Hours	\$35.87	\$36.59	\$37.32	\$38.07	\$39.02
Electrician Apprentice - 4500 to 5250 Hours	\$36.82	\$37.56	\$38.31	\$39.08	\$40.06
Electrician Apprentice - 5250 Hours to Certification	\$38.55	\$39.32	\$40.11	\$40.91	\$41.93
Electrician Certified (ITA Minimum Total Hours - 6000)	\$42.37	\$43.22	\$44.08	\$44.96	\$46.08
Electrician - Uncertified (-\$0.50)	\$41.87	\$42.72	\$43.58	\$44.46	\$45.58



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Heavy Duty Apprentice - 0 to 1500 Hours	\$34.54	\$35.23	\$35.93	\$36.65	\$37.57
Heavy Duty Mechanic Apprentice - 1500 to 3000 Hours	\$34.98	\$35.68	\$36.39	\$37.12	\$38.05
Heavy Duty Mechanic Apprentice - 3000 to 4500 Hours	\$35.87	\$36.59	\$37.32	\$38.07	\$39.02
Heavy Duty Mechanic Apprentice - 4500 to 5240 Hours	\$36.81	\$37.55	\$38.30	\$39.07	\$40.05
Heavy Duty Mechanic Apprentice - 5240 Hours to Certification	\$38.55	\$39.32	\$40.11	\$40.91	\$41.93
Heavy Duty Mechanic - Certified (ITA Minimum Total Hours -6000)	\$42.37	\$43.22	\$44.08	\$44.96	\$46.08
Heavy Duty Mechanic - Uncertified (-\$0.50)	\$41.87	\$42.72	\$43.58	\$44.46	\$45.58
	July 1, 2018 (+ 2%)	July 1, 2019 (+ 2%)	July 1, 2020 (+ 2%)	July 1, 2021 (+ 2%)	July 1, 2022 (+ 2.5%)
Machinist Apprentice - 0 to 1650 Hours	\$34.67	\$35.36	\$36.07	\$36.79	\$37.71
Machinist Apprentice - 1650 to 3300 Hours	\$35.16	\$35.86	\$36.58	\$37.31	\$38.24
Machinist Apprentice - 3300 to 4950 Hours	\$36.00	\$36.72	\$37.45	\$38.20	\$39.16
Machinist Apprentice - 4950 to 5775 Hours	\$37.02	\$37.76	\$38.52	\$39.29	\$40.27
Machinist Apprentice - 5775 Hours to Certification	\$38.55	\$39.32	\$40.11	\$40.91	\$41.93
Machinist - Certified (ITA Minimum Total Hours - 6600)	\$42.37	\$43.22	\$44.08	\$44.96	\$46.08
Machinist - Uncertified (-\$0.50)	\$41.87	\$42.72	\$43.58	\$44.46	\$45.58
Millwright Apprentice - 0 to 1650 Hours	\$34.54	\$35.23	\$35.93	\$36.65	\$37.57
Millwright Apprentice - 1650 to 3300 Hours	\$34.98	\$35.68	\$36.39	\$37.12	\$38.05
Millwright Apprentice - 3300 to 4950 Hours	\$35.87	\$36.59	\$37.32	\$38.07	\$39.02
Millwright Apprentice - 4950 to 5775 Hours	\$36.82	\$37.56	\$38.31	\$39.08	\$40.06
Millwright Apprentice - 5775 Hours to Certification	\$38.55	\$39.32	\$40.11	\$40.91	\$41.93
Millwright - Certified (ITA Minimum Total Hours - 6600)	\$42.37	\$43.22	\$44.08	\$44.96	\$46.08
Millwright - Uncertified (-\$0.50)	\$41.87	\$42.72	\$43.58	\$44.46	\$45.58
Painter Apprentice - 0 to 1350 Hours	\$34.57	\$35.26	\$35.97	\$36.69	\$37.61
Painter Apprentice - 1350 to 2700 Hours	\$35.20	\$35.90	\$36.62	\$37.35	\$38.28
Painter Apprentice - 2700 to 4050 Hours	\$36.07	\$36.79	\$37.53	\$38.28	\$39.24
Painter Apprentice - 4050 Hours to Certification	\$37.79	\$38.55	\$39.32	\$40.11	\$41.11
Painter - Certified (ITA Minimum Total Hours - 5400)	\$41.79	\$42.63	\$43.48	\$44.35	\$45.46
Painter - Uncertified (-\$0.50)	\$41.29	\$42.13	\$42.98	\$43.85	\$44.96
Planermill Maintenance Technician Apprentice - 0 to 803 Hours	\$34.73	\$35.42	\$36.13	\$36.85	\$37.77
Planermill Maintenance Technician II Apprentice - 803 to 1605 Hours	\$35.83	\$36.55	\$37.28	\$38.03	\$38.98



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Planermill Maintenance Technician II Apprentice - 1605 Hours to Certification	\$36.84	\$37.58	\$38.33	\$39.10	\$40.08
Planermill Maintenance Technician II - Certified (ITA Minimum Total Hours - 3210)	\$40.00	\$40.80	\$41.62	\$42.45	\$43.51
Planermill Maintenance Technician II - Uncertified (-\$0.50)	\$39.50	\$40.30	\$41.12	\$41.95	\$43.01
Planermill Maintenance Technician I - Apprentice - 0 to 1620 Hours	\$39.84	\$40.64	\$41.45	\$42.28	\$43.34
Planermill Maintenance Technician I - Certified (ITA Minimum Total Hours - 1620)	\$42.37	\$43.22	\$44.08	\$44.96	\$46.08
Planermill Maintenance Technician I - Uncertified (-\$0.50)	\$41.87	\$42.72	\$43.58	\$44.46	\$45.58

	July 1, 2018 (+ 2%)	July 1, 2019 (+ 2%)	July 1, 2020 (+ 2%)	July 1, 2021 (+ 2%)	July 1, 2022 (+ 2.5%)
Steamfitter/Pipefitter Apprentice - 1405 to 2810 Hours	\$34.98	\$35.68	\$36.39	\$37.12	\$38.05
Steamfitter/Pipefitter Apprentice - 2810 to 4215 Hours	\$35.87	\$36.59	\$37.32	\$38.07	\$39.02
Steamfitter/Pipefitter Apprentice - 4215 to 4917.5 Hours	\$36.84	\$37.58	\$38.33	\$39.10	\$40.08
Steamfitter/Pipefitter Apprentice - 4917.5 to Certification	\$38.55	\$39.32	\$40.11	\$40.91	\$41.93
Steamfitter/Pipefitter - Certified (ITA Minimum Total Hours -5620)	\$42.37	\$43.22	\$44.08	\$44.96	\$46.08
Steamfitter/Pipefitter - Uncertified (-\$0.50)	\$41.87	\$42.72	\$43.58	\$44.46	\$45.58
Welder - Level C	\$41.48	\$42.31	\$43.16	\$44.02	\$45.12
Welder - Level B	\$42.08	\$42.92	\$43.78	\$44.66	\$45.78
Welder - Level A	\$42.37	\$43.22	\$44.08	\$44.96	\$46.08
MISCELLANEOUS CATEGORIES - Manufacturing					
Grinderman	\$33.22	\$33.88	\$34.56	\$35.25	\$36.13
Oiler	\$33.26	\$33.93	\$34.61	\$35.30	\$36.18
Second Class Engineer	\$44.18	\$45.06	\$45.96	\$46.88	\$48.05
Third Class Engineer	\$42.37	\$43.22	\$44.08	\$44.96	\$46.08
Fourth Class Engineer	\$40.33	\$41.14	\$41.96	\$42.80	\$43.87
Fireman (4th Class Ticket)	\$37.42	\$38.17	\$38.93	\$39.71	\$40.70
Fireman	\$31.08	\$31.70	\$32.33	\$32.98	\$33.80
Labourer	\$29.49	\$30.08	\$30.68	\$31.29	\$32.07



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LEGACY FILING ROOM CATEGORIES					
Saw Fitter Apprentice - 0 to 1680 Hours	\$34.57	\$35.26	\$35.97	\$36.69	\$37.61
Saw Fitter Apprentice - 1680 to 2520 Hours	\$35.46	\$36.17	\$36.89	\$37.63	\$38.57
Saw Fitter Apprentice - 2520 Hours to Certification	\$37.60	\$38.35	\$39.12	\$39.90	\$40.90
Saw Fitter - Certified (ITA Minimum Hours - 3360)	\$41.78	\$42.62	\$43.47	\$44.34	\$45.45
Saw Fitter - Uncertified (-\$0.50)	\$41.28	\$42.12	\$42.97	\$43.84	\$44.95
Circular Saw Filer Apprentice - 0 to 1680 Hours	\$41.76	\$42.60	\$43.45	\$44.32	\$45.43
Circular Saw Filer - Certified (ITA Minimum Hours - 1680)	\$42.37	\$43.22	\$44.08	\$44.96	\$46.08
Circular Saw Filer - Uncertified (-\$0.50)	\$41.87	\$42.72	\$43.58	\$44.46	\$45.58
Benchman Apprentice - 0 to 1680 Hours	\$42.30	\$43.15	\$44.01	\$44.89	\$46.01
Benchman - Certified (ITA Minimum Hours - 1680)	\$43.48	\$44.35	\$45.24	\$46.14	\$47.29
Benchman - Uncertified (-\$0.50)	\$42.98	\$43.85	\$44.74	\$45.64	\$46.79

	July 1, 2018 (+ 2%)	July 1, 2019 (+ 2%)	July 1, 2020 (+ 2%)	July 1, 2021 (+ 2%)	July 1, 2022 (+ 2.5%)
NEW GENERATION FILING ROOM CATEGORIES					
Saw Filer Apprentice - 0 to 2520 Hours	\$34.54	\$35.23	\$35.93	\$36.65	\$37.57
Saw Filer Apprentice - 2520 to 4200 Hours	\$35.89	\$36.61	\$37.34	\$38.09	\$39.04
Saw Filer - Certified (ITA Minimum Hours - 4200)	\$42.37	\$43.22	\$44.08	\$44.96	\$46.08
Saw Filer - Uncertified (-\$0.50)	\$41.87	\$42.72	\$43.58	\$44.46	\$45.58
Benchperson - Certified (ITA Minimum Hours - 1680)	\$43.48	\$44.35	\$45.24	\$46.14	\$47.29
Benchperson - Uncertified (-\$0.50)	\$42.98	\$43.85	\$44.74	\$45.64	\$46.79



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Red Circled Jobs

- a) The Company shall supply the Union with a list of employees holding red circled jobs, the said list to include the name of the job category filled, the negotiated rate for the job and the actual rate paid.
- b) Employees on red circle rate who are promoted to a higher group shall regain the red circle rate if subsequently found incompetent to continue in the higher group.
- c) Employees holding red circled jobs who are demoted during a reduction of forces, shall be paid only the negotiated rate for the job to which they are assigned. If at a later date an employee is reassigned to his/her former job, he/she shall regain his/her red circle rate.
- d) If an employee is temporarily transferred at the request of the Company, he/she shall retain his/her existing rate or receive the rate for the new job, whichever is higher. On return to his/her regular job the said employee shall regain his/her red circle rate.



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Guidelines:

Supplement No. 1

Wage Scale

This supplement contains the hourly rates for all positions, which are not subject to the job evaluation program. These include categories in:

- Trades (and apprentices) in Manufacturing
- Miscellaneous manufacturing categories

The content entitled “Red Circled Jobs” is an exact reproduction of the language in Supplement No. 6, Article II – Red Circle Protection. See Supplement No. 6 for guidelines on this subject.

Historically, the measurement of progression of an apprentice was calendar year based. In mid-2007 the Industry Training Authority (ITA) changed the criteria for apprenticeship progression to an “hours-based” system. CONIFER and the USW Locals met to sort out the implications of the change regarding wage administration and related matters. An LOU was executed on December 3, 2007 designed to clarify aspects of Apprenticeship pay and convert the wage categories to be consistent with the hours-based system of the ITA. This resulted in the now apparent hours-based wage increments applicable to apprentices as outlined in Supplement No. 1. All but the wage table in the December 3, 2007 LOU is provided here for reference:



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LETTER OF UNDERSTANDING

Between: Council on Northern Interior Forest Employment Relations
(CONIFER)
Specified member companies:
Ainsworth OSB, 100 Mile Operation
Abitibi- Bowater Inc., Mackenzie Wood Products Ltd.
Carrier Lumber Ltd.
Dunkley Lumber Ltd.
Hampton Affiliates, Babine Forest Products Ltd.
Lakeland Mills Ltd.
Pope and Talbot, Ft. St. James Division
Stella-Jones Inc.
Tolko Industries Ltd.
Soda Creek Division
Lakeview Division
Creekside Division
Questwood Division
Winton Global Lumber Ltd.

And: USW, Locals 1-424 and 1-425

RE: Amendment to Supplement No.I
Apprentice incremental rates of pay
As a result of IT A progression tracking - hours based system.

The parties recognize that the Industry Training Authority has changed the basis for tracking progression in an apprenticeship to an hours based measure, where as the subject matter in the collective agreement pertaining to apprenticeship training was originally negotiated on an annualized basis.

Therefore, effective December 3, 2007, the parties agree to apply the incremental wage rates for apprentices, as outlined in Supplement No. 1 of the collective agreement, in accordance with the following table. The table has been designed with direct reference to the ITA trade training program outline for each respective trade (apprenticeship).



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It is understood that progression to the subsequent pay rate increment in the table is contingent on completion of the required technical training.

Should the IT A make further changes to the basis for measuring apprentice progression and completion or should the ITA change the minimum hours required for any given apprenticeship (trade), then CONIFER and the USW Locals 1-424 and 1-425 will meet to discuss implications for the application of this letter of understanding.

Point to note:

- The ITA does NOT recognize hours spent in technical training as part of the hours of work required to progress through the apprenticeship. Stated otherwise, hours at school do not count for the purpose of measuring hours work to activate progression to the next incremental pay rate.