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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, 2023 (+3%)	July 1, 2024 (+3%)	July 1, 2025 (+2.5%)	July 1, 2026 (+2.25%)
TRADES - Manufacturing				
Auto Mechanic Apprentice - 0 to 1590 Hours	\$38.70	\$39.86	\$40.86	\$41.78
Auto Mechanic Apprentice - 1590 to 3180 Hours	\$39.20	\$40.38	\$41.39	\$42.32
Auto Mechanic Apprentice - 3180 to 4770 Hours	\$40.21	\$41.42	\$42.46	\$43.42
Auto Mechanic Apprentice - 4770 to 5565 Hours	\$41.28	\$42.52	\$43.58	\$44.56
Auto Mechanic Apprentice - 5565 Hours to Certification	\$42.88	\$44.17	\$45.27	\$46.29
Auto Mechanic Certified (STBC Minimum Total Hours - 6360)	\$47.15	\$48.56	\$49.77	\$50.89
Auto Mechanic - Uncertified (-\$0.50)	\$46.65	\$48.06	\$49.27	\$50.39
Carpenter Apprentice - 0 to 1590 Hours	\$38.70	\$39.86	\$40.86	\$41.78
Carpenter Apprentice - 1590 to 3180 Hours	\$39.19	\$40.37	\$41.38	\$42.31
Carpenter Apprentice - 3180 to 4770 Hours	\$40.19	\$41.40	\$42.44	\$43.39
Carpenter Apprentice - 4770 to 5565 Hours	\$41.26	\$42.50	\$43.56	\$44.54
Carpenter Apprentice - 5565 Hours to Certification	\$43.19	\$44.49	\$45.60	\$46.63
Carpenter Certified (STBC Minimum Total Hours -6360)	\$47.46	\$48.88	\$50.10	\$51.23
Carpenter - Uncertified (-\$0.50)	\$46.96	\$48.38	\$49.60	\$50.73
Electrician Apprentice - 0 to 1500 Hours	\$38.70	\$39.86	\$40.86	\$41.78
Electrician Apprentice - 1500 to 3000 Hours	\$39.19	\$40.37	\$41.38	\$42.31
Electrician Apprentice - 3000 to 4500 Hours	\$40.19	\$41.40	\$42.44	\$43.39
Electrician Apprentice - 4500 to 5250 Hours	\$41.26	\$42.50	\$43.56	\$44.54
Electrician Apprentice - 5250 Hours to Certification	\$43.19	\$44.49	\$45.60	\$46.63



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Electrician Certified (STBC Minimum Total Hours - 6000)	\$47.46	\$48.88	\$50.10	\$51.23
Electrician - Uncertified (-\$0.50)	\$46.96	\$48.38	\$49.60	\$50.73
Heavy Duty Apprentice - 0 to 1583 Hours	\$38.70	\$39.86	\$40.86	\$41.78
Heavy Duty Mechanic Apprentice - 1583 to 3165 Hours	\$39.19	\$40.37	\$41.38	\$42.31
Heavy Duty Mechanic Apprentice - 3165 to 4748 Hours	\$40.19	\$41.40	\$42.44	\$43.39
Heavy Duty Mechanic Apprentice - 4748 to 5528 Hours	\$41.25	\$42.49	\$43.55	\$44.53
Heavy Duty Mechanic Apprentice - 5528 Hours to Certification	\$43.19	\$44.49	\$45.60	\$46.63
Heavy Duty Mechanic - Certified (STBC Minimum Total Hours -6330)	\$47.46	\$48.88	\$50.10	\$51.23
Heavy Duty Mechanic - Uncertified (-\$0.50)	\$46.96	\$48.38	\$49.60	\$50.73
Machinist Apprentice - 0 to 1583 Hours	\$38.84	\$40.01	\$41.01	\$41.93
Machinist Apprentice - 1583 to 3165 Hours	\$39.39	\$40.57	\$41.58	\$42.52
Machinist Apprentice - 3165 to 4748 Hours	\$40.33	\$41.54	\$42.58	\$43.54
Machinist Apprentice - 4748 to 5539 Hours	\$41.48	\$42.72	\$43.79	\$44.78
Machinist Apprentice - 5539 Hours to Certification	\$43.19	\$44.49	\$45.60	\$46.63
Machinist - Certified (STBC Minimum Total Hours - 6330)	\$47.46	\$48.88	\$50.10	\$51.23
Machinist - Uncertified (-\$0.50)	\$46.96	\$48.38	\$49.60	\$50.73
Millwright Apprentice - 0 to 1590 Hours	\$38.70	\$39.86	\$40.86	\$41.78
Millwright Apprentice - 1590 to 3180 Hours	\$39.19	\$40.37	\$41.38	\$42.31
Millwright Apprentice - 3180 to 4770 Hours	\$40.19	\$41.40	\$42.44	\$43.39
Millwright Apprentice - 4770 to 5565 Hours	\$41.26	\$42.50	\$43.56	\$44.54
Millwright Apprentice - 5565 Hours to Certification	\$43.19	\$44.49	\$45.60	\$46.63
Millwright - Certified (STBC Minimum Total Hours - 6360)	\$47.46	\$48.88	\$50.10	\$51.23
Millwright - Uncertified (-\$0.50)	\$46.96	\$48.38	\$49.60	\$50.73
Painter Apprentice - 0 to 1350 Hours	\$38.74	\$39.90	\$40.90	\$41.82
Painter Apprentice - 1350 to 2700 Hours	\$39.43	\$40.61	\$41.63	\$42.57
Painter Apprentice - 2700 to 4050 Hours	\$40.42	\$41.63	\$42.67	\$43.63
Painter Apprentice - 4050 Hours to Certification	\$42.34	\$43.61	\$44.70	\$45.71
Painter - Certified (STBC Minimum Total Hours - 5400)	\$46.82	\$48.22	\$49.43	\$50.54
Painter - Uncertified (-\$0.50)	\$46.32	\$47.72	\$48.93	\$50.04



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Planermill Maintenance Technician Apprentice - 0 to 803 Hours	\$38.90	\$40.07	\$41.07	\$41.99
Planermill Maintenance Technician II Apprentice - 803 to 1605 Hours	\$40.15	\$41.35	\$42.38	\$43.33
Planermill Maintenance Technician II Apprentice - 1605 Hours to Certification	\$41.28	\$42.52	\$43.58	\$44.56
Planermill Maintenance Technician II - Certified (STBC Minimum Total Hours - 3210)	\$44.82	\$46.16	\$47.31	\$48.37
Planermill Maintenance Technician II - Uncertified (-\$0.50)	\$44.32	\$45.66	\$46.81	\$47.87
Planermill Maintenance Technician I - Apprentice - 0 to 1620 Hours	\$44.64	\$45.98	\$47.13	\$48.19
Planermill Maintenance Technician I - Certified (STBC Minimum Total Hours - 1620)	\$47.46	\$48.88	\$50.10	\$51.23
Planermill Maintenance Technician I - Uncertified (-\$0.50)	\$46.96	\$48.38	\$49.60	\$50.73
Steamfitter/Pipefitter Apprentice - 1575 to 3150 Hours	\$39.19	\$40.37	\$41.38	\$42.31
Steamfitter/Pipefitter Apprentice - 3150 to 4725 Hours	\$40.19	\$41.40	\$42.44	\$43.39
Steamfitter/Pipefitter Apprentice - 4725 to 5512.5 Hours	\$41.28	\$42.52	\$43.58	\$44.56
Steamfitter/Pipefitter Apprentice - 5512.5 to Certification	\$43.19	\$44.49	\$45.60	\$46.63
Steamfitter/Pipefitter - Certified (STBC Minimum Total Hours -6300)	\$47.46	\$48.88	\$50.10	\$51.23
Steamfitter/Pipefitter - Uncertified (-\$0.50)	\$46.96	\$48.38	\$49.60	\$50.73
Welder - Level C	\$46.47	\$47.86	\$49.06	\$50.16
Welder - Level B	\$47.15	\$48.56	\$49.77	\$50.89
Welder - Level A	\$47.46	\$48.88	\$50.10	\$51.23
MISCELLANEOUS CATEGORIES - Manufacturing				
Grinderperson	\$37.21	\$38.58	\$39.54	\$40.43
Oiler	\$37.27	\$38.65	\$39.62	\$40.51
Second Class Engineer	\$49.49	\$50.97	\$52.24	\$53.42
Third Class Engineer	\$47.46	\$48.88	\$50.10	\$51.23
Fourth Class Engineer	\$45.19	\$46.55	\$47.71	\$48.78
Fireman (Fireperson) (4th Class Ticket)	\$41.92	\$43.18	\$44.26	\$45.26
Fireman (Fireperson)	\$34.81	\$35.85	\$36.75	\$37.58
Labourer	\$33.03	\$34.02	\$34.87	\$35.65
LEGACY FILING ROOM CATEGORIES				



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Saw Fitter Apprentice - 0 to 1680 Hours	\$38.74	\$39.90	\$40.90	\$41.82
Saw Fitter Apprentice - 1680 to 2520 Hours	\$39.73	\$40.92	\$41.94	\$42.88
Saw Fitter Apprentice - 2520 Hours to Certification	\$42.13	\$43.39	\$44.47	\$45.47
Saw Fitter - Certified (STBC Minimum Hours - 3360)	\$46.81	\$48.21	\$49.42	\$50.53
Saw Fitter - Uncertified (-\$0.50)	\$46.31	\$47.71	\$48.92	\$50.03
Circular Saw Filer Apprentice - 0 to 1680 Hours	\$46.79	\$48.19	\$49.39	\$50.50
Circular Saw Filer - Certified (STBC Minimum Hours - 1680)	\$47.46	\$48.88	\$50.10	\$51.23
Circular Saw Filer - Uncertified (-\$0.50)	\$46.96	\$48.38	\$49.60	\$50.73
Benchperson Apprentice - 0 to 1680 Hours	\$47.39	\$48.81	\$50.03	\$51.16
Benchperson - Certified (STBC Minimum Hours - 1680)	\$48.71	\$50.17	\$51.42	\$52.58
Benchperson - Uncertified (-\$0.50)	\$48.21	\$49.67	\$50.92	\$52.08
Saw Filer Apprentice - 0 to 2520 Hours	\$38.70	\$39.86	\$40.86	\$41.78
Saw Filer Apprentice - 2520 to 4200 Hours	\$40.21	\$41.42	\$42.46	\$43.42
Saw Filer - Certified (STBC Minimum Hours - 4200)	\$47.46	\$48.88	\$50.10	\$51.23
Saw Filer - Uncertified (-\$0.50)	\$46.96	\$48.38	\$49.60	\$50.73
Benchperson - Certified (STBC Minimum Hours - 1680)	\$48.71	\$50.17	\$51.42	\$52.58
Benchperson - Uncertified (-\$0.50)	\$48.21	\$49.67	\$50.92	\$52.08

Apprenticeship Wage Rate Progression

For an apprentice to progress to the subsequent wage rate (as outlined in the Supplement No. 1 Wage Table) in their respective trade the apprentice must have completed the requisite on-the-job training hours AND the corresponding level of technical training. In a case whereby the technical training is scheduled and completed after the realization of the hours increment (through no fault of the apprentice), the apprentice will be entitled to a retroactive adjustment to the hours increment upon successful completion of the corresponding technical training period.

In accordance with Supplement No. 4, Article V, Section 4: Journeyperson Qualifications, an apprentice must complete both the STBC required on the job training hours AND successfully pass the red seal trade certification exam in order to be eligible for the Certified wage rate. In the event the Company contributes to any delay in attendance in the last phase of technical training and completion of the red seal certification exam, the Apprentice will be eligible for a retroactive adjustment based on the certified rate for the corresponding period of delay.



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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 their former job, they shall regain their red circle rate.
- d) If an employee is temporarily transferred at the request of the Company, they shall retain their existing rate or receive the rate for the new job, whichever is higher. On return to their regular job the said employee shall regain their 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. 5, Article 11 – Red Circle Protection. See Supplement No. 5 for guidelines on this subject.

The “Apprenticeship Wage Rate Progression” language was negotiated in the 2023 - 2027 Collective Agreement. This additional content, footnoted at the bottom of Supplement No. 1 (non-evaluated wage scale), is intended to eliminate on-going routine confusion associated with the basis for an apprentice to escalate to the progressively higher wage rates as they move through the program. Any questions on this can continue to be directed to the staff at CONIFER.

Historically, the measurement of progression of an apprentice was calendar year based. In mid-2007 the Industry Training Authority (ITA) (now Skilled Trades BC) 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 ITA 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:

- Skilled Trades BC (formerly 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.