

Independent Commercial Rates
Effective January 1st, 2025

Carpentry

Journeyman

Base Rate	\$29.24
Vacation Pay	\$2.92
Health & Welfare	\$2.80
Pension	\$3.22
Training	\$0.90
Total	\$39.08

1st Year Apprentice (70%)

Base Rate	\$20.47
Vacation Pay	\$2.05
Health & Welfare	\$2.80
Pension	\$3.22
Training	\$0.90
Total	\$29.44

2nd Year Apprentice (80%)

Base Rate	\$23.39
Vacation Pay	\$2.34
Health & Welfare	\$2.80
Pension	\$3.22
Training	\$0.90
Total	\$32.65

3rd Year Apprentice (85%)

Base Rate	\$24.85
Vacation Pay	\$2.49
Health & Welfare	\$2.80
Pension	\$3.22
Training	\$0.90
Total	\$34.26

4th Year Apprentice (90%)

Base Rate	\$26.32
Vacation Pay	\$2.63
Health & Welfare	\$2.80
Pension	\$3.22
Training	\$0.90
Total	\$35.87

Working Dues Deductions (3.5%):

Journeyman	\$1.02
1 st Year Apprentice	\$0.72
2 nd Year Apprentice	\$0.82
3 rd Year Apprentice	\$0.87
4 th Year Apprentice	\$0.92
Red Seal Journeyman	\$1.06

Local Dues Deductions:

Journeyman	\$0.15/hour
Apprentice	\$0.20/hour

**The Independent Region includes
work done in the following**

Counties:

York
Carleton
Madawaska
Victoria
Sunbury

Red Seal Journeyman

Base Rate	\$30.24
Vacation Pay (10%)	\$3.02
Health & Welfare	\$2.80
Pension	\$3.22
Training	\$0.90
Total	\$40.18

Indep • Industrial Carpentry Rates
Effective July 20, 2025

Journeyman

Base Rate	\$39.15
Vacation Pay (10%)	3.92
Health & Welfare	2.92
Pension	5.10
Training	0.90
TOTAL	\$51.99

Red Seal Journeymen

Base Rate	\$40.56
Vacation Pay	4.06
Health & Welfare	2.92
Pension	5.10
Training	0.90
TOTAL	\$53.54

1st Year Apprentice (80%)

Base Rate	\$31.32
Vacation Pay (10%)	3.13
Health & Welfare	2.92
Pension	5.10
Training	0.90
TOTAL	\$43.37

UBCJA Local 1386 Deduction:

Journeyman \$0.20 cents/hour
 Apprentice \$0.20 cents/hour

The Saint John Region includes work done in the following counties:

Saint John
 Charlotte
 Kings
 Queens

2nd Year Apprentice (85%)

Base Rate	\$33.28
Vacation Pay	3.33
Health & Welfare	2.92
Pension	5.10
Training	0.90
TOTAL	\$45.53

Building Trades Deduction:

\$0.05 cents/hour

3rd Year Apprentice (90%)

Base Rate	\$35.24
Vacation Pay	3.52
Health & Welfare	2.92
Pension	5.10
Training	0.90
TOTAL	\$47.68

Working Dues Deduction (3.5%):

Journeyman	\$1.37
1 st yr Apprentice	\$1.10
2 nd yr Apprentice	\$1.16
3 rd yr Apprentice	\$1.23
4 th yr Apprentice	\$1.30
Red Seal	\$1.42

4th Year Apprentice (95%)

Base Rate	\$37.19
Vacation pay	3.72
Health & Welfare	2.92
Pension	5.10
Training	0.90
TOTAL	\$49.83

*On all overtime hours there shall be a \$3.00 pension premium above the regular pension rate

Independent ISM Rates
Effective January 1st, 2025

Drywall

Journeyman

Base Rate	\$31.19
Vacation Pay	\$3.12
Health & Welfare	\$2.80
Pension	\$3.35
Training	\$0.90
Total	\$41.36

Working Dues Deductions (3.5%):

Journeyman	\$1.09
1 st Year Apprentice	\$0.82
2 nd Year Apprentice	\$0.87
3 rd Year Apprentice	\$0.93
4 th Year Apprentice	\$0.98

1st Year Apprentice (75%)

Base Rate	\$23.39
Vacation Pay	\$2.34
Health & Welfare	\$2.80
Pension	\$3.35
Training	\$0.90
Total	\$32.78

Local Dues Deductions:

Journeyman	\$0.15/hour
Apprentice	\$0.20/hour

2nd Year Apprentice (80%)

Base Rate	\$24.95
Vacation Pay	\$2.50
Health & Welfare	\$2.80
Pension	\$3.35
Training	\$0.90
Total	\$34.49

**The Independent Region includes
work done in the following**

Counties:

York
Carleton
Madawaska
Victoria
Sunbury

3rd Year Apprentice (85%)

Base Rate	\$26.51
Vacation Pay	\$2.65
Health & Welfare	\$2.80
Pension	\$3.35
Training	\$0.90
Total	\$36.21

4th Year Apprentice (90%)

Base Rate	\$28.07
Vacation Pay	\$2.81
Health & Welfare	\$2.80
Pension	\$3.35
Training	\$0.90
Total	\$37.93

Indep. Industrial Scaffolding Rates
Effective July 20, 2025

Journeyman

Base Rate	\$39.52
Vacation Pay (10%)	3.95
Health & Welfare	2.92
Pension	5.10
Training	0.90
TOTAL	\$52.39

1st Year Apprentice (80%)

Base Rate	\$31.61
Vacation Pay (10%)	3.16
Health & Welfare	2.92
Pension	5.10
Training	0.90
TOTAL	\$43.69

2nd Year Apprentice (85%)

Base Rate	\$33.59
Vacation Pay	3.36
Health & Welfare	2.92
Pension	5.10
Training	0.90
TOTAL	\$45.87

3rd Year Apprentice (90%)

Base Rate	\$35.57
Vacation Pay	3.56
Health & Welfare	2.92
Pension	5.10
Training	0.90
TOTAL	\$48.05

4th Year Apprentice (95%)

Base Rate	\$37.54
Vacation pay	3.75
Health & Welfare	2.92
Pension	5.10
Training	0.90
TOTAL	\$50.21

Working Dues Deductions (3.5%)

Journeyman	\$1.38
1 st Year Apprentice	\$1.11
2 nd Year Apprentice	\$1.18
3 rd Year Apprentice	\$1.24
4 th Year Apprentice	\$1.31
Red Seal Journeyman	\$1.42

The Saint John Region includes work done in the following counties:

Queens
Charlotte
Saint John
Kings

Building Trades Deduction:

\$0.05 cents/hour

UBCJA Local 1386 Deduction:

Journeyman \$0.20 cents/hour
Apprentice \$0.20 cents/hour

Red Seal Journeyman

Base Rate	\$40.56
Vacation pay	4.06
Health and Welfare	2.92
Pension	5.10
Training	0.90
TOTAL	\$53.54

*On all overtime hours there shall be a \$3.00 pension premium above the regular pension rate