Independent Commercial Rates Effective January 1st, 2025

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Journeyman		Working Dues Deductions (3.5%)
Base Rate	\$29.24	Journeyman \$1.02
Vacation Pay	\$2.92	1 st Year Apprentice \$0.72
Health & Welfare	\$2.80	2 nd Year Apprentice \$0.82
Pension	\$3.22	3 rd Year Apprentice \$0.87
Training	\$0.90	4 th Year Apprentice \$0.92
Total	\$39.08	Red Seal Journeyman \$1.06
1st Voor Americal	- (man)	
1 st Year Apprentice Base Rate		Local Dues Deductions:
	\$20.47	Journeyman \$0.15/hour
Vacation Pay	\$2.05	Apprentice \$0.20/hour
Health & Welfare	\$2.80	
Pension	\$3.22	
Training	\$0.90	
Total	\$29.44	
2 nd Year Apprentic	e (80%)	The Independent Region includes
Base Rate	\$23.39	work done in the following
Vacation Pay	\$2.34	Counties:
Health & Welfare	\$2.80	York
Pension	\$3.22	Carleton
Training	\$0.90	Madawaska
Total	\$32.65	Victoria
		Sunbury
3 rd Year Apprentic	e (85%)	Sunsai y
Base Rate	\$24.85	
Vacation Pay	\$2.49	
Health & Welfare	\$2.80	
Pension	\$3.22	Red Seal Journeyman
Training	\$0.90	Base Rate \$30.24
Total	\$34.26	Vacation Pay (10%) \$3.02
		Health & Weifare \$2.80
4th Year Apprentic	e (90%)	Pension \$3.22
Base Rate	\$26.32	Training \$0.90
Vacation Pay	\$2.63	Total \$40.18
Health & Welfare	\$2.80	348.18
Pension	\$3.22	4
Training	\$0.90	
Total	\$35.87	
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Trodep - Industrial Carpentry Rates Effective July 20, 2025

Journeyman		Red Seal Jon	irneymen
Base Rate	\$39.15	Base Rate	\$40.56
Vacation Pay (10%)	3.92	Vacation Pay	4.06
Health & Welfare	2.92	Health & We	lfare 2.92
Pension	5.10	Pension	5.10
Training	0.90	Training	0.90
TOTAL	\$51.99	TOTAL	\$53.54
1st Year Apprentice	(80%)	UBCJA Local 1386	Deduction:
Base Rate	\$31.32	Journeyman \$0.20 co	ents/hour
Vacation Pay (10%)	3.13	Apprentice \$0.20 cents/hour	
Health & Welfare	2.92	11	
Pension	5.10	The Saint John Res	ion includes work done in the
Training	0.90	following counties:	
TOTAL	\$43.37	Saint John	
		Charlotte	
2nd Year Apprentice	(85%)	Kings	
Base Rate	\$33.28	Queens	
Vacation Pay	3.33		
Health & Welfare	2.92	Building Trades Deduction:	
Pension	5.10	\$0.05 cents/hour	
Training	0.90		
TOTAL	\$45.53		
3 rd Year Apprentice	(90%)		
Base Rate	\$35.24		
Vacation Pay	3.52	Working Dues Ded	uction (3.5%):
Health & Welfare	2.92		
Pension	5.10	Journeyman	\$1.37
Training	0.90	1st yr Apprentice	\$1.10
TOTAL	\$47.68	2 nd yr Apprentice	\$1.16
		3 rd yr Apprentice	\$1.23
4th Year Apprentice	(95%)	4th yr Apprentice	\$1.30
Base Rate	\$37.19	Red Seal	\$1.42
Vacation pay	3.72		*
Health & Welfare	2.92		
Pension	5.10		
Training	0.90	*On all overtime hours there shall be a \$3.00	
TOTAL	\$49.83		ove the regular pension rate
		•	<u> </u>

independent ISM Rates Effective January 1st, 2025

Drywall

Journeyman		Working Dues Deductions (3.5%):
Base Rate	531.19	Journeyman \$1.09
Vacation Pay	\$3.12	1st Year Apprentice \$0.82
Health & Welfare	52.80	Z nd Year Apprentice \$0.87
Pension	\$3.35	3rd Year Apprentice \$0.93
Training	50.90	4th Year Apprentice \$0.98
Total	\$41.36	
1st Year Apprentice	e (75%)	Local Dues Deductions:
Base Rate	\$23.39	Journeyman St. 15/hour
Vacation Pay	\$2.34	Apprentice \$0.20/hour
Health & Welfare	\$2.80	
Pension	\$3,35	
Training	\$0.90	
Total	\$32.78	
2 nd Year Apprentic	e (80%)	The Independent Region includes
Base Rate	\$24.95	work done in the following
Vacation Pay	\$2.50	Counties:
Health & Welfare	\$2,80	York
Pension	\$3.35	Carleton
Training	\$0.90	Madawaska
Total	\$34.49	Victoria
		Sunbury
3 rd Year Apprentic	e (85%)	
Base Rate	\$26,51	
Vacation Pay	\$2.65	
Health & Welfare	\$2,80	
Pension	\$3.35	
Training	\$0.90	
Total	\$36.21	
4th Year Apprentic	e (90%)	
Base Rate	\$28.07	
Vacation Pay	\$2.81	
Health & Welfare	\$2.80	
Pension.	\$3.35	

\$0.90

Training Total

Indep. Industrial Scaffolding Rates Effective July 20, 2025

Journeyman		Working Dues Deductions (3.5%)		
Base Rate	\$39.52	Journeyman \$1.38		
Vacarion Pay (10%)	3.95	1st Year Apprentice \$1.11		
Health & Welfare	2.92	2 nd Year Apprentice \$1.18		
Pension	5.10	3 rd Year Apprentice \$1.24		
Training	0.90	4th Year Apprentice \$1.31		
TOTAL	\$52.39	Red Seal Journeyman \$1.42		
1st Year Apprentice ((80%)			
Base Rate	\$31.61			
Vacation Pay (10%)	3.16	The Saint John Region includes work done in the		
Health & Welfare	2.92	following counties:		
Pension	5.10	Queens		
Training	0.90	Charlotte		
TOTAL	\$43.69	Saint John		
		Kings		
		Building Trades Deduction:		
2 nd Year Apprentice		\$0.05 cents/hour		
Base Rate	\$33.59			
Vacation Pay	3.36	UBCJA Local 1386 Deduction:		
Health & Welfare	2.92	Journeyman \$0.20 cents/hour		
Pension	5.10	Apprentice \$0.20 cents/hour		
Training	0.90			
TOTAL	\$45.87			
3rd Year Apprentice		Red Seal Journeyman		
Base Rate	\$35.57	Base Rate \$40.56		
Vacation Pay	3.56	Vacation pay 4.06		
Health & Welfare	2.92	Health and Welfare 2.92		
Pension	5.10	Pension 5.10		
Training	0.90	Training 0.90		
TOTAL	\$48.05	TOTAL \$53.54		
4th 37	(0.80/)			
4th Year Apprentice				
Base Rate	\$37.54			
Vacation pay	3.75			
Health & Welfare	2.92			
Pension	5.10			
Training	0.90	*On all overtime hours there shall be a \$3.00		
TOTAL	\$50.21	pension premium above the regular pension rate		