

Current Wage Package (2017-2018)	3-Year Agreement 2018-2021	Combined Total Package	Combined Total Increase
\$41.29	Wage	\$47.44	\$6.15
\$7.60	Health and Welfare	\$8.57	\$0.97
\$10.90	Pension	\$11.65	\$0.75
\$0.70	Apprentice	\$0.70	\$0.00
\$0.00	Natl. Apprentice	\$0.05	\$0.05
\$60.49	Total Package	\$68.41	\$7.92
13.09%	<i>Combined Increase to total Package Over 3-Years</i>		

Year 1	2018-2019	Proposed Package	Proposed Increase
5.08%	Wage	\$43.79	\$2.50
	Health and Welfare	\$7.82	\$0.22
	Pension	\$11.20	\$0.30
	Apprentice	\$0.70	\$0.00
	Natl. Apprentice	\$0.05	\$0.05
	Total Package	\$63.56	\$3.07

Year 2	2019-2020	Proposed Package	Proposed Increase
4.01%	Wage	\$45.84	\$2.05
	Health and Welfare	\$8.07	\$0.25
	Pension	\$11.45	\$0.25
	Apprentice	\$0.70	\$0.00
	Natl. Apprentice	\$0.05	\$0.00
	Total Package	\$66.11	\$2.55

Year 3	2020-2021	Proposed Package	Proposed Increase
3.48%	Wage	\$47.44	\$1.60
	Health and Welfare	\$8.57	\$0.50
	Pension	\$11.65	\$0.20
	Apprentice	\$0.70	\$0.00
	Natl. Apprentice	\$0.05	\$0.00
	Total Package	\$68.41	\$2.30

Item	Group 1AAA	Group 1AA	Group 1A	Group 1	Group 2	Group 3	Group 4
Current (2017-2018)	\$ 43.13	\$ 42.52	\$ 41.90	\$ 41.29	\$ 40.76	\$ 40.29	\$ 37.70
2018 - 2019	\$ 45.73	\$ 45.09	\$ 44.43	\$ 43.79	\$ 43.24	\$ 42.74	\$ 40.02
\$ increase over current	\$ 2.60	\$ 2.57	\$ 2.53	\$ 2.50	\$ 2.48	\$ 2.45	\$ 2.32
% increase over current	6.03%	6.04%	6.04%	6.05%	6.08%	6.08%	6.15%
2019 - 2020	\$ 47.85	\$ 47.19	\$ 46.51	\$ 45.84	\$ 45.26	\$ 44.75	\$ 41.92
\$ increase over 2018-19	\$ 2.12	\$ 2.10	\$ 2.08	\$ 2.05	\$ 2.02	\$ 2.01	\$ 1.90
% increase over 2018-19	4.64%	4.66%	4.68%	4.68%	4.67%	4.70%	4.75%
2020 - 2021	\$ 49.52	\$ 48.83	\$ 48.13	\$ 47.44	\$ 46.84	\$ 46.31	\$ 43.38
\$ increase over 2019-20	\$ 1.67	\$ 1.64	\$ 1.62	\$ 1.60	\$ 1.58	\$ 1.56	\$ 1.46
% increase over 2019-20	3.49%	3.48%	3.48%	3.49%	3.49%	3.49%	3.48%
\$ increase over current	\$ 6.39	\$ 6.31	\$ 6.23	\$ 6.15	\$ 6.08	\$ 6.02	\$ 5.68
% increase over current	14.82%	14.84%	14.87%	14.89%	14.92%	14.94%	15.07%

Item	Health and Welfare	Pension	Apprenticeship and Training	National Training	Total
Current (2017-2018)	\$7.60	\$10.90	\$0.70	\$0.00	\$19.20
2018 - 2019	\$7.82	\$11.20	\$0.70	\$0.05	\$19.77
\$ increase over current	\$0.22	\$0.30	\$0.00	\$0.05	\$0.57
% increase over current	2.89%	2.75%	0.00%		2.97%
2019 - 2020	\$8.07	\$11.45	\$0.70	\$0.05	\$20.27
\$ increase over 2018-19	\$0.25	\$0.25	\$0.00	\$0.00	\$0.50
% increase over 2018-19	3.20%	2.23%	0.00%	0.00%	2.53%
2020 - 2021	\$8.57	\$11.65	\$0.70	\$0.05	\$20.97
\$ increase over 2019-20	\$0.50	\$0.20	\$0.00	\$0.00	\$0.70
% increase over 2019-20	6.20%	1.75%	0.00%	0.00%	3.45%
\$ increase over current	\$0.97	\$0.75	\$0.00	\$0.05	\$1.77
% increase over current	12.76%	6.88%	0.00%		9.22%