

| Current Wage<br>Package<br>(2017-2018) | 3-Year Agreement<br>2018-2021                          |                    | Combined<br>Total Package | Combined<br>Total<br>Increase |
|--|--|--------------------|---------------------------|-------------------------------|
|  | Wage   | Health and Welfare |                           |                               |
| \$41.29                                |  |                    | \$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 | Proposed |
|--------|--------------------|----------|----------|
|        |                    | Package  | 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 | Proposed |
|        |                    | Package  | 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 | Proposed |
|        |                    | Package  | 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%   |