

PAINTERS STANDARD INDUSTRIAL AGREEMENT - LNG CANADA

October 29, 2023

WAGE RATES

CLASSIFICATION	%	12% x CA Straight Time (ST) Rate	Blended Rate 1 10 Hr Shift 1.175 x ST	Blended Rate 2 10-12 Hrs 1.75 x ST	Blended Rate 3 Over 12 Hrs 2 x ST	HP
GENERAL FOREPERSON	120%	\$ 57.88	\$ 68.01	\$ 101.29	\$ 115.76	12%
FOREPERSON A	115%	\$ 55.46	\$ 65.17	\$ 97.06	\$ 110.92	12%
FOREPERSON B	108%	\$ 52.09	\$ 61.21	\$ 91.16	\$ 104.18	12%
JOURNEYPERSON	100%	\$ 48.23	\$ 56.67	\$ 84.40	\$ 96.46	12%
JOURNEYPERSON APPRENTICE	100%	\$ 48.23	\$ 56.67	\$ 84.40	\$ 96.46	12%
A6 (5,001 hrs - 6,000 hrs)	80%	\$ 38.58	\$ 45.33	\$ 67.52	\$ 77.16	12%
A5 (4,001 hrs - 5,000 hrs)	75%	\$ 36.17	\$ 42.50	\$ 63.30	\$ 72.34	12%
A4 (3,001 hrs - 4,000 hrs)	70%	\$ 33.76	\$ 39.67	\$ 59.08	\$ 67.52	12%
A3 (2,001 hrs - 3,000 hrs)	65%	\$ 31.35	\$ 36.84	\$ 54.86	\$ 62.70	12%
A2 (1,001 hrs - 2,000 hrs)	60%	\$ 28.94	\$ 34.00	\$ 50.65	\$ 57.88	12%
A1 (0 hrs - 1,000 hrs)	55%	\$ 26.53	\$ 31.17	\$ 46.43	\$ 53.06	12%
PA Pre-Apprentice	40%	\$ 19.29	\$ 22.67	\$ 33.76	\$ 38.58	8%

CAS 2 CERTIFICATION	%	CAS					
GENERAL FOREPERSON	120%	\$ 2.29	\$ 60.17	\$ 70.70	\$ 105.30	\$ 120.34	12%
FOREPERSON A	115%	\$ 2.29	\$ 57.75	\$ 67.86	\$ 101.06	\$ 115.50	12%
FOREPERSON B	108%	\$ 2.29	\$ 54.38	\$ 63.90	\$ 95.17	\$ 108.76	12%
JOURNEYPERSON	100%	\$ 2.29	\$ 50.52	\$ 59.36	\$ 88.41	\$ 101.04	12%
JOURNEYPERSON APPRENTICE	100%	\$ 2.29	\$ 50.52	\$ 59.36	\$ 88.41	\$ 101.04	12%
A6 (5,001 hrs - 6,000 hrs)	80%	\$ 2.29	\$ 40.87	\$ 48.02	\$ 71.52	\$ 81.74	12%
A5 (4,001 hrs - 5,000 hrs)	75%	\$ 2.29	\$ 38.46	\$ 45.19	\$ 67.31	\$ 76.92	12%

**The ST (Straight Time) rate is equal to the straight time rate of the Painter's Standard Industrial Agreement plus 12%

CURRENT & UPCOMING CHANGES

Oct 01, 2022	New JPA & JPA-CAS classifications added. These classifications are restricted to specific employees for a limited period of time. For more information please see "LOU #5 - Red Seal
May 01, 2023	New Deduction (Employee Paid): IUPAT (International) Admin Dues; \$0.10 per hour worked FIAF rate decreases from 5.0% to 3.5%, until further notice.
May 28, 2023	Rate Increase for all classifications. Pension Increase from \$4.00 to \$4.75 per hour earned. Change of Ratio/Multiplier for A1 (from 50% to 55% of JP) and A2 (from 55% to 60% of JP) Joint Trade Society (JTS) increase of \$0.05/hour.
Oct 29, 2023	2.5% Rate Increase for all classifications (Inclusive of Vacation/Stat Holiday pay)
Apr 28, 2024	Rate Increase for all classifications Pension Increase from \$4.75 to \$5.50 per hour earned.
May 04, 2025	Rate Increase for all classifications.
Apr 30, 2026	Agreement Expires

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REMITTANCES & DEDUCTIONS

EMPLOYER REMITTED FUNDS	Based on Hrs	Base Rate	Blended Rate 1	Blended Rate 2	Blended Rate 3
Health & Welfare	Worked	\$2.02			
Pension	Earned	\$ 4.75	\$ 5.58	\$ 8.31	\$ 9.50
Industry Funds					
AIM (Advanced Industrial Module)	Worked	\$0.150			
BCBCBTU (Bargaining Council of BC)	Worked	\$0.050			
CLR (Construction Labour Relations)	Worked	\$0.130			
Drug & Alcohol Policy	Worked	\$0.010			
DC38 Joint Trade Society (FTI)	Worked	\$1.135			
Jurisdictional Assignment Plan	Worked	\$0.010			
Master Painters & Decorators Assc.	Worked	\$0.100			
Construction Industry Rehab Plan	Worked	<u>\$0.040</u>			
Total Industry Funds	Worked	\$1.625			

EMPLOYEE DEDUCTIONS	Based on Hrs	Base Rate	Blended Rate 1	Blended Rate 2	Blended Rate 3
Administration Dues	Earned	2.20%			
FIAF (Painting Industry Advancement)	Earned	3.50%			
BC Building Trades (BCYT Fund)	Earned	\$ 0.050	\$ 0.059	\$ 0.088	\$ 0.100
DC38 Organizing Fund	Earned	\$ 0.040	\$ 0.047	\$ 0.070	\$ 0.080
Apprenticeship School Fund (App School)	Earned	\$ 1.000	\$ 1.175	\$ 1.750	\$ 2.000
Construction Industry Rehab Plan	Worked	\$0.040			
IUPAT (International) Admin Dues	Worked	\$0.100			
Basic Monthly Dues	Monthly	\$33.00			

Administration Dues - Based on hours earned, excluding premiums.

FIAF - Based on the Painters Standard Industrial Agreement's Journeyperson rate, on hours earned, to a maximum of 40 hours per week. See breakdown sheet for weekly maximum.

Pre-Apprentice exclude FIAF, BCYT and DC38 Organizing Fund

PAINTERS STANDARD INDUSTRIAL AGREEMENT - LNG CANADA

October 29, 2023

CLASS	RATE TYPE	EMPLOYER PAID AMOUNTS				EMPLOYEE PAID AMOUNTS									
		WAGE RATE	H&W [W]	PENSION [E]	INDUSTRY FUNDS [W]	ADMIN DUES [E]	FIAF		BCYT FUND [E]	ORGANIZING FUND [E]	REHAB PLAN (CIRP) [W]	INTL' ADMIN DUES [W]	APPR SCHOOL FUND [E]	MONTHLY DUES	
							PER HOUR RATE [E]	WEEKLY MAXIMUM							
GENERAL FOREPERSON	120%	BR1	\$ 68.01		\$ 5.58	\$ 1.625	\$ 1.247		\$ 0.059	\$ 0.047					
		BR2	\$ 101.29	\$ 2.02	\$ 8.31	\$ 1.625	\$ 1.857	\$ 1.507	\$ 60.28	\$ 0.088	\$ 0.070	\$ 0.040	\$ 0.100	N/A	\$ 33.00
		BR3	\$ 115.76		\$ 9.50		\$ 2.122			\$ 0.100	\$ 0.080				
FOREPERSON A	115%	BR1	\$ 65.17		\$ 5.58	\$ 1.625	\$ 1.247		\$ 0.059	\$ 0.047					
		BR2	\$ 97.06	\$ 2.02	\$ 8.31	\$ 1.625	\$ 1.857	\$ 1.507	\$ 60.28	\$ 0.088	\$ 0.070	\$ 0.040	\$ 0.100	N/A	\$ 33.00
		BR3	\$ 110.92		\$ 9.50		\$ 2.122			\$ 0.100	\$ 0.080				
FOREPERSON B	108%	BR1	\$ 61.21		\$ 5.58	\$ 1.625	\$ 1.247		\$ 0.059	\$ 0.047					
		BR2	\$ 91.16	\$ 2.02	\$ 8.31	\$ 1.625	\$ 1.857	\$ 1.507	\$ 60.28	\$ 0.088	\$ 0.070	\$ 0.040	\$ 0.100	N/A	\$ 33.00
		BR3	\$ 104.18		\$ 9.50		\$ 2.122			\$ 0.100	\$ 0.080				
JP	100%	BR1	\$ 56.67		\$ 5.58	\$ 1.625	\$ 1.247		\$ 0.059	\$ 0.047					
		BR2	\$ 84.40	\$ 2.02	\$ 8.31	\$ 1.625	\$ 1.857	\$ 1.507	\$ 60.28	\$ 0.088	\$ 0.070	\$ 0.040	\$ 0.100	N/A	\$ 33.00
		BR3	\$ 96.46		\$ 9.50		\$ 2.122			\$ 0.100	\$ 0.080				
JPA	100%	BR1	\$ 56.67		\$ 5.58	\$ 1.625	\$ 1.247		\$ 0.059	\$ 0.047			\$ 1.175		
		BR2	\$ 84.40	\$ 2.02	\$ 8.31	\$ 1.625	\$ 1.857	\$ 1.507	\$ 60.28	\$ 0.088	\$ 0.070	\$ 0.040	\$ 0.100	\$ 1.750	\$ 33.00
		BR3	\$ 96.46		\$ 9.50		\$ 2.122			\$ 0.100	\$ 0.080		\$ 2.000		
A6	80%	BR1	\$ 45.33			\$ 1.625	\$ 0.997		\$ 0.059	\$ 0.047			\$ 1.175		
		BR2	\$ 67.52	\$ 2.02	N/A	\$ 1.625	\$ 1.485	\$ 1.206	\$ 48.24	\$ 0.088	\$ 0.070	\$ 0.040	\$ 0.100	\$ 1.750	\$ 33.00
		BR3	\$ 77.16				\$ 1.698			\$ 0.100	\$ 0.080		\$ 2.000		
A5	75%	BR1	\$ 42.50			\$ 1.625	\$ 0.935		\$ 0.059	\$ 0.047			\$ 1.175		
		BR2	\$ 63.30	\$ 2.02	N/A	\$ 1.625	\$ 1.393	\$ 1.131	\$ 45.24	\$ 0.088	\$ 0.070	\$ 0.040	\$ 0.100	\$ 1.750	\$ 33.00
		BR3	\$ 72.34				\$ 1.591			\$ 0.100	\$ 0.080		\$ 2.000		
A4	70%	BR1	\$ 39.67			\$ 1.625	\$ 0.873		\$ 0.059	\$ 0.047			\$ 1.175		
		BR2	\$ 59.08	\$ 2.02	N/A	\$ 1.625	\$ 1.300	\$ 1.055	\$ 42.20	\$ 0.088	\$ 0.070	\$ 0.040	\$ 0.100	\$ 1.750	\$ 33.00
		BR3	\$ 67.52				\$ 1.485			\$ 0.100	\$ 0.080		\$ 2.000		
A3	65%	BR1	\$ 36.84			\$ 1.625	\$ 0.810		\$ 0.059	\$ 0.047			\$ 1.175		
		BR2	\$ 54.86	\$ 2.02	N/A	\$ 1.625	\$ 1.207	\$ 0.980	\$ 39.20	\$ 0.088	\$ 0.070	\$ 0.040	\$ 0.100	\$ 1.750	\$ 33.00
		BR3	\$ 62.70				\$ 1.379			\$ 0.100	\$ 0.080		\$ 2.000		
A2	60%	BR1	\$ 34.00			\$ 1.625	\$ 0.748		\$ 0.059	\$ 0.047			\$ 1.175		
		BR2	\$ 50.65	\$ 2.02	N/A	\$ 1.625	\$ 1.114	\$ 0.904	\$ 36.16	\$ 0.088	\$ 0.070	\$ 0.040	\$ 0.100	\$ 1.750	\$ 33.00
		BR3	\$ 57.88				\$ 1.273			\$ 0.100	\$ 0.080		\$ 2.000		
A1	55%	BR1	\$ 31.17			\$ 1.625	\$ 0.686		\$ 0.059	\$ 0.047			\$ 1.175		
		BR2	\$ 46.43	\$ 2.02	N/A	\$ 1.625	\$ 1.021	\$ 0.829	\$ 33.16	\$ 0.088	\$ 0.070	\$ 0.040	\$ 0.100	\$ 1.750	\$ 33.00
		BR3	\$ 53.06				\$ 1.167			\$ 0.100	\$ 0.080		\$ 2.000		
PA	40%	BR1	\$ 22.67			\$ 1.625	\$ 0.499								
		BR2	\$ 33.76	\$ 0.54	N/A	\$ 1.625	\$ 0.743	N/A	N/A	N/A	N/A	\$ 0.040	\$ 0.100	N/A	\$ 33.00
		BR3	\$ 38.58				\$ 0.849								

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		WAGE RATE	H&W [W]	PENSION [E]	INDUSTRY FUNDS [W]	ADMIN DUES [E]	FIAF		BCYT FUND [E]	ORGANIZING FUND [E]	REHAB PLAN (CIRP) [W]	INTL' ADMIN DUES [W]	APPR SCHOOL FUND [E]	MONTHLY DUES	
							PER HOUR RATE [E]	WEEKLY MAXIMUM							
CERTIFIED APPLICATION SPECIALIST (CAS) RATES															
GENERAL FOREPERSON	120% + CAS	BR1	\$ 70.70		\$ 5.58		\$ 1.306		\$ 0.059	\$ 0.047					
		BR2	\$ 105.30	\$ 2.02	\$ 8.31	\$ 1.625	\$ 1.945	\$ 1.587	\$ 63.48	\$ 0.088	\$ 0.070	\$ 0.040	\$ 0.100	N/A	\$ 33.00
		BR3	\$ 120.34		\$ 9.50		\$ 2.223			\$ 0.100	\$ 0.080				
FOREPERSON A	115% + CAS	BR1	\$ 67.86		\$ 5.58		\$ 1.306		\$ 0.059	\$ 0.047					
		BR2	\$ 101.06	\$ 2.02	\$ 8.31	\$ 1.625	\$ 1.945	\$ 1.587	\$ 63.48	\$ 0.088	\$ 0.070	\$ 0.040	\$ 0.100	N/A	\$ 33.00
		BR3	\$ 115.50		\$ 9.50		\$ 2.223			\$ 0.100	\$ 0.080				
FOREPERSON B	108% + CAS	BR1	\$ 63.90		\$ 5.58		\$ 1.306		\$ 0.059	\$ 0.047					
		BR2	\$ 95.17	\$ 2.02	\$ 8.31	\$ 1.625	\$ 1.945	\$ 1.587	\$ 63.48	\$ 0.088	\$ 0.070	\$ 0.040	\$ 0.100	N/A	\$ 33.00
		BR3	\$ 108.76		\$ 9.50		\$ 2.223			\$ 0.100	\$ 0.080				
JP	100% + CAS	BR1	\$ 59.36		\$ 5.58		\$ 1.306		\$ 0.059	\$ 0.047					
		BR2	\$ 88.41	\$ 2.02	\$ 8.31	\$ 1.625	\$ 1.945	\$ 1.587	\$ 63.48	\$ 0.088	\$ 0.070	\$ 0.040	\$ 0.100	N/A	\$ 33.00
		BR3	\$ 101.04		\$ 9.50		\$ 2.223			\$ 0.100	\$ 0.080				
JPA	100% + CAS	BR1	\$ 59.36		\$ 5.58		\$ 1.306		\$ 0.059	\$ 0.047				\$ 1.175	
		BR2	\$ 88.41	\$ 2.02	\$ 8.31	\$ 1.625	\$ 1.945	\$ 1.587	\$ 63.48	\$ 0.088	\$ 0.070	\$ 0.040	\$ 0.100	\$ 1.750	\$ 33.00
		BR3	\$ 101.04		\$ 9.50		\$ 2.223			\$ 0.100	\$ 0.080			\$ 2.000	
A6	80% + CAS	BR1	\$ 48.02				\$ 1.056		\$ 0.059	\$ 0.047				\$ 1.175	
		BR2	\$ 71.52	\$ 2.02	N/A	\$ 1.625	\$ 1.573	\$ 1.286	\$ 51.44	\$ 0.088	\$ 0.070	\$ 0.040	\$ 0.100	\$ 1.750	\$ 33.00
		BR3	\$ 81.74				\$ 1.798			\$ 0.100	\$ 0.080			\$ 2.000	
A5	75% + CAS	BR1	\$ 45.19				\$ 0.994		\$ 0.059	\$ 0.047				\$ 1.175	
		BR2	\$ 67.31	\$ 2.02	N/A	\$ 1.625	\$ 1.481	\$ 1.210	\$ 48.40	\$ 0.088	\$ 0.070	\$ 0.040	\$ 0.100	\$ 1.750	\$ 33.00
		BR3	\$ 76.92				\$ 1.692			\$ 0.100	\$ 0.080			\$ 2.000	

Notes

The PA (Pre-Apprentice) rate is the greater of of the Journeyman Rate x 40%, or the Minium Wage rate set by the province of BC.

Administration Dues are based on hours earned, excluding premiums.

FIAF is based on the Painters Standard Industrial Agreement's Journeyman rate, on hours earned, to a maximum of 40 hours per week.

Employer Contributions and Employee Deductions marked with [E] are paid and deducted based on Hours Earned; Those marked with [W] are based on hours Worked.

In the event of a discrepancy between the rates provided in these sheets and the rates in the collective agreement, refer to the rates found in the collective agreement.

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FIAF (FINISHING INDUSTRY ADVANCEMENT FUND) previous referred to as PIAF

FIAF EXAMPLE #1

Journeyperson who Worked and Earned more than 40 hours:

Weekly Hours	Worked	Multiplier	Earned
Blended Rate 1	40.00	1.175	47.00
Blended Rate 2	8.00	1.750	14.00
Blended Rate 3	<u>2.50</u>	2.000	<u>5.00</u>
Total	50.50		66.00

Total Hrs Earned	66.00
Maximum FIAF Hrs	40.00
Minimum of Hrs Earned & Max FIAF Hours	40.00

FIAF Hours	40.00
FIAF Rate Per Hour	<u>1.507</u>
JM Amount	60.28

This person earned more than 40 hours, so their FIAF Deduction for the week would be the equal to the weekly maximum listed on the breakdown sheet

FIAF EXAMPLE #2

Journeyperson who Worked less than 40 hours, but Earned more than 40 hours:

Weekly Hours	Worked	Multiplier	Earned
Blended Rate 1	31.00	1.175	36.43
Blended Rate 2	4.00	1.750	7.00
Blended Rate 3	<u>2.50</u>	2.000	<u>5.00</u>
Total	37.50		48.43

Total Hrs Earned	48.43
Maximum FIAF Hrs	40.00
Minimum of Hrs Earned & Max FIAF Hours	40.00

FIAF Hours	40.00
FIAF Rate Per Hour	<u>1.507</u>
JM Amount	60.28

This person earned more than 40 hours, so their FIAF Deduction for the week would be the equal to the weekly maximum listed on the breakdown sheet

FIAF EXAMPLE #3

Journeyperson who Worked and Earned less than 40 hours

Weekly Hours	Worked	Multiplier	Earned
Blended Rate 1	25.00	1.175	29.38
Blended Rate 2	4.00	1.750	7.00
Blended Rate 3	<u>1.00</u>	2.000	<u>2.00</u>
Total	30.00		38.38

Total Hrs Earned	38.38
Maximum FIAF Hrs	40.00
Minimum of Hrs Earned & Max FIAF Hours	38.38

FIAF Hours	38.38
FIAF Rate Per Hour	<u>1.507</u>
JM Amount	57.83

This person earned less than 40 hours, so their FIAF deduction would be the equal to their Hours Earned multiplied by the FIAF Rate per hour, as found on the breakdown sheet.