

MIA / Local 95 Wages, Contributions and Deductions Table

Schedule: A

Zone: 1 ICI

Duration: May 3rd, 2026 to May 1st, 2027

Revision: 3

Classification	Wage, Benefit & Pension Package						Employer Contributions					Employee Deductions		
	Base Rate	Vacation Pay		Benefit Fund	Pension Fund	Package Total	Living Allowance Fund	Denovo	Joint Apprenticeship Fund	MIA Fund	Total Employer Cost	Union Dues & Assessments	Living Allowance Fund	Joint Apprenticeship Fund
		Value	%											
Insulators														
Journey person	53.33	5.33	10.0%	3.95	7.50	70.11	0.25	0.05	0.21	0.23	70.85	3.10	0.25	0.11
4th Year	43.40	4.34	10.0%	3.95	4.40	56.09	0.25	0.05	0.21	0.23	56.83	2.75	0.25	0.11
3rd Year	37.03	3.70	10.0%	3.95	4.40	49.08	0.25	0.05	0.21	0.23	49.82	2.75	0.25	0.11
2nd Year	30.65	3.07	10.0%	3.95	4.40	42.07	0.25	0.05	0.21	0.23	42.81	2.75	0.25	0.11
1st Year	24.28	2.43	10.0%	3.95	4.40	35.06	0.25	0.05	0.21	0.23	35.80	2.75	0.25	0.11
Probationary	29.29	2.26	7.7%			31.55	0.25				31.80	1.05	0.25	
Provisional	34.66	2.67	7.7%			37.33					37.33	1.05		
Asbestos Removers														
Probationary	27.32	2.10	7.7%			29.42				0.23	29.65	0.80		
Level 1	27.32	2.10	7.7%			29.42			0.20	0.23	29.85	0.80		
Level 2	30.56	2.35	7.7%			32.91			0.20	0.23	33.34	0.80		
Level 3	29.57	2.87	9.7%	3.93	4.40	40.77		0.05	0.20	0.23	41.25	0.85		

Travel Expenses per Article 10:

Zone 1	\$12.05	Zone 4	\$23.00	Zone 7	\$30.75	Living Allowance	\$18.00
Zone 2	\$16.25	Zone 5	\$26.10	Zone 8	\$33.75		
Zone 3	\$20.85	Zone 6	\$28.15	Zone 9	\$46.00		

Downtown Toronto Travel Expense if parking is not provided \$24.00

Training Rates per Article 20:

Journey person \$25.00/hr Apprentice/ Asbestos remover \$20.00/hr

MIA / Local 95 Wages, Contributions and Deductions Table

Schedule: A

Zone: 1 ICI

Duration: May 2nd 2027 to May 6th, 2028

Revision: 3

Classification	Wage, Benefit & Pension Package						Employer Contributions					Employee Deductions		
	Base Rate	Vacation Pay		Benefit Fund	Pension Fund	Package Total	Living Allowance Fund	Denovo	Joint Apprenticeship Fund	MIA Fund	Total Employer Cost	Union Dues & Assessments	Living Allowance Fund	Joint Apprenticeship Fund
		Value	%											
Insulators														
Journey person	55.32	5.53	10.0%	3.95	7.50	72.30	0.25	0.05	0.21	0.23	73.04	3.10	0.25	0.11
4th Year	44.99	4.50	10.0%	3.95	4.40	57.84	0.25	0.05	0.21	0.23	58.58	2.75	0.25	0.11
3rd Year	38.42	3.84	10.0%	3.95	4.40	50.61	0.25	0.05	0.21	0.23	51.35	2.75	0.25	0.11
2nd Year	31.85	3.18	10.0%	3.95	4.40	43.38	0.25	0.05	0.21	0.23	44.12	2.75	0.25	0.11
1st Year	25.27	2.53	10.0%	3.95	4.40	36.15	0.25	0.05	0.21	0.23	36.89	2.75	0.25	0.11
Probationary	30.21	2.33	7.7%			32.54	0.25				32.79	1.05	0.25	
Provisional	35.96	2.77	7.7%			38.73					38.73	1.05		
Asbestos Removers														
Probationary	28.17	2.17	7.7%			30.34				0.23	30.57	0.80		
Level 1	28.17	2.17	7.7%			30.34			0.20	0.23	30.77	0.80		
Level 2	31.51	2.43	7.7%			33.94			0.20	0.23	34.37	0.80		
Level 3	30.73	2.98	9.7%	3.93	4.40	42.04		0.05	0.20	0.23	42.52	0.85		

Travel Expenses per Article 10:

Zone 1	\$12.40	Zone 4	\$23.70	Zone 7	\$31.70	Living Allowance	\$18.50
Zone 2	\$16.70	Zone 5	\$26.90	Zone 8	\$34.75		
Zone 3	\$21.45	Zone 6	\$29.00	Zone 9	\$47.35		

Downtown Toronto Travel Expense if parking is not provided \$25.00

Training Rates per Article 20:

Journey person \$25.00/hr Apprentice/ Asbestos remover \$20.00/hr

MIA / Local 95 Wages, Contributions and Deductions Table

Schedule: B

Zone: 2 ICI

Duration: May 3rd, 2026 to May 1st, 2027

Revision: 3

Classification	Wage, Benefit & Pension Package						Employer Contributions					Employee Deductions		
	Base Rate	Vacation Pay		Benefit Fund	Pension Fund	Package Total	Living Allowance Fund	Denovo	Joint Apprenticeship Fund	MIA Fund	Total Employer Cost	Union Dues & Assessments	Living Allowance Fund	Joint Apprenticeship Fund
		Value	%											
Insulators														
Journey person	52.70	5.27	10.0%	3.95	7.50	69.42	0.25	0.05	0.21	0.23	70.16	3.10	0.25	0.11
4th Year	42.90	4.29	10.0%	3.95	4.40	55.54	0.25	0.05	0.21	0.23	56.28	2.75	0.25	0.11
3rd Year	36.58	3.66	10.0%	3.95	4.40	48.59	0.25	0.05	0.21	0.23	49.33	2.75	0.25	0.11
2nd Year	30.27	3.03	10.0%	3.95	4.40	41.65	0.25	0.05	0.21	0.23	42.39	2.75	0.25	0.11
1st Year	23.96	2.40	10.0%	3.95	4.40	34.71	0.25	0.05	0.21	0.23	35.45	2.75	0.25	0.11
Probationary	29.01	2.23	7.7%			31.24	0.25				31.49	1.05	0.25	
Provisional	34.26	2.64	7.7%			36.89					36.89	1.05		
Asbestos Removers														
Probationary	27.32	2.10	7.7%			29.42				0.23	29.65	0.80		
Level 1	27.32	2.10	7.7%			29.42			0.20	0.23	29.85	0.80		
Level 2	30.56	2.35	7.7%			32.91			0.20	0.23	33.34	0.80		
Level 3	29.57	2.87	9.7%	3.93	4.40	40.77		0.05	0.20	0.23	41.25	0.85		

Travel Expenses per Article 10:

Zone 1	\$12.05	Zone 4	\$23.00	Zone 7	\$30.75	Living Allowance	\$18.00
Zone 2	\$16.25	Zone 5	\$26.10	Zone 8	\$33.75		
Zone 3	\$20.85	Zone 6	\$28.15	Zone 9	\$46.00		

Training Rates per Article 20:

Journey person \$25.00/hr Apprentice/ Asbestos remover \$20.00/hr

MIA / Local 95 Wages, Contributions and Deductions Table

Schedule: B

Zone: 2 ICI

Duration: May 2nd 2027 to May 6th, 2028

Revision: 3

Classification	Wage, Benefit & Pension Package						Employer Contributions					Employee Deductions		
	Base Rate	Vacation Pay		Benefit Fund	Pension Fund	Package Total	Living Allowance Fund	Denovo	Joint Apprenticeship Fund	MIA Fund	Total Employer Cost	Union Dues & Assessments	Living Allowance Fund	Joint Apprenticeship Fund
		Value	%											
Insulators														
Journey person	54.69	5.47	10.0%	3.95	7.50	71.61	0.25	0.05	0.21	0.23	72.35	3.10	0.25	0.11
4th Year	44.49	4.45	10.0%	3.95	4.40	57.29	0.25	0.05	0.21	0.23	58.03	2.75	0.25	0.11
3rd Year	37.98	3.80	10.0%	3.95	4.40	50.13	0.25	0.05	0.21	0.23	50.87	2.75	0.25	0.11
2nd Year	31.47	3.15	10.0%	3.95	4.40	42.97	0.25	0.05	0.21	0.23	43.71	2.75	0.25	0.11
1st Year	24.96	2.50	10.0%	3.95	4.40	35.81	0.25	0.05	0.21	0.23	36.55	2.75	0.25	0.11
Probationary	29.92	2.30	7.7%			32.22	0.25				32.47	1.05	0.25	
Provisional	35.55	2.74	7.7%			38.29					38.29	1.05		
Asbestos Removers														
Probationary	28.17	2.17	7.7%			30.34				0.23	30.57	0.80		
Level 1	28.17	2.17	7.7%			30.34			0.20	0.23	30.77	0.80		
Level 2	31.51	2.43	7.7%			33.94			0.20	0.23	34.37	0.80		
Level 3	30.73	2.98	9.7%	3.93	4.40	42.04		0.05	0.20	0.23	42.52	0.85		

Travel Expenses per Article 10:

Zone 1	\$12.40	Zone 4	\$23.70	Zone 7	\$31.70	Living Allowance	\$18.50
Zone 2	\$16.70	Zone 5	\$26.90	Zone 8	\$34.75		
Zone 3	\$21.45	Zone 6	\$29.00	Zone 9	\$47.35		

Training Rates per Article 20:

Journey person \$25.00/hr Apprentice/ Asbestos remover \$20.00/hr

MIA / Local 95 Wages, Contributions and Deductions Table

Schedule: C

Zone: 3 ICI

Duration: May 3rd, 2026 to May 1st, 2027

Revision: 3

Classification	Wage, Benefit & Pension Package						Employer Contributions					Employee Deductions		
	Base Rate	Vacation Pay		Benefit Fund	Pension Fund	Package Total	Living Allowance Fund	Denovo	Joint Apprenticeship Fund	MIA Fund	Total Employer Cost	Union Dues & Assessments	Living Allowance Fund	Joint Apprenticeship Fund
		Value	%											
Insulators														
Journey person	51.63	5.16	10.0%	3.95	7.50	68.24	0.25	0.05	0.21	0.23	68.98	3.10	0.25	0.11
4th Year	42.04	4.20	10.0%	3.95	4.40	54.59	0.25	0.05	0.21	0.23	55.33	2.75	0.25	0.11
3rd Year	35.84	3.58	10.0%	3.95	4.40	47.77	0.25	0.05	0.21	0.23	48.51	2.75	0.25	0.11
2nd Year	29.63	2.96	10.0%	3.95	4.40	40.94	0.25	0.05	0.21	0.23	41.68	2.75	0.25	0.11
1st Year	23.43	2.34	10.0%	3.95	4.40	34.12	0.25	0.05	0.21	0.23	34.86	2.75	0.25	0.11
Probationary	28.51	2.20	7.7%			30.71	0.25				30.96	1.05	0.25	
Provisional	33.56	2.58	7.7%			36.14					36.14	1.05		
Asbestos Removers														
Probationary	27.32	2.10	7.7%			29.42				0.23	29.65	0.80		
Level 1	27.32	2.10	7.7%			29.42			0.20	0.23	29.85	0.80		
Level 2	30.56	2.35	7.7%			32.91			0.20	0.23	33.34	0.80		
Level 3	29.57	2.87	9.7%	3.93	4.40	40.77		0.05	0.20	0.23	41.25	0.85		

Travel Expenses per Article 10:

Zone 1 \$12.05 Zone 4 \$23.00 Zone 7 \$30.75 Living Allowance \$18.00

Zone 2 \$16.25 Zone 5 \$26.10 Zone 8 \$33.75

Zone 3 \$20.85 Zone 6 \$28.15 Zone 9 \$46.00

Downtown Ottawa Travel Expense if parking is not provided \$19.00

Training Rates per Article 20:

Journey person \$25.00/hr Apprentice/ Asbestos remover \$20.00/hr

MIA / Local 95 Wages, Contributions and Deductions Table

Schedule: C

Zone: 3 ICI

Duration: May 2nd 2027 to May 6th, 2028

Revision: 3

Classification	Wage, Benefit & Pension Package						Employer Contributions					Employee Deductions		
	Base Rate	Vacation Pay		Benefit Fund	Pension Fund	Package Total	Living Allowance Fund	Denovo	Joint Apprenticeship Fund	MIA Fund	Total Employer Cost	Union Dues & Assessments	Living Allowance Fund	Joint Apprenticeship Fund
		Value	%											
Insulators														
Journey person	53.62	5.36	10.0%	3.95	7.50	70.43	0.25	0.05	0.21	0.23	71.17	3.10	0.25	0.11
4th Year	43.63	4.36	10.0%	3.95	4.40	56.34	0.25	0.05	0.21	0.23	57.08	2.75	0.25	0.11
3rd Year	37.23	3.72	10.0%	3.95	4.40	49.30	0.25	0.05	0.21	0.23	50.04	2.75	0.25	0.11
2nd Year	30.83	3.08	10.0%	3.95	4.40	42.26	0.25	0.05	0.21	0.23	43.00	2.75	0.25	0.11
1st Year	24.42	2.44	10.0%	3.95	4.40	35.22	0.25	0.05	0.21	0.23	35.96	2.75	0.25	0.11
Probationary	29.42	2.27	7.7%			31.69	0.25				31.94	1.05	0.25	
Provisional	34.85	2.68	7.7%			37.54					37.54	1.05		
Asbestos Removers														
Probationary	28.17	2.17	7.7%			30.34				0.23	30.57	0.80		
Level 1	28.17	2.17	7.7%			30.34			0.20	0.23	30.77	0.80		
Level 2	31.51	2.43	7.7%			33.94			0.20	0.23	34.37	0.80		
Level 3	30.73	2.98	9.7%	3.93	4.40	42.04		0.05	0.20	0.23	42.52	0.85		

Travel Expenses per Article 10:

Zone 1	\$12.40	Zone 4	\$23.70	Zone 7	\$31.70	Living Allowance	\$18.50
Zone 2	\$16.70	Zone 5	\$26.90	Zone 8	\$34.75		
Zone 3	\$21.45	Zone 6	\$29.00	Zone 9	\$47.35		

Downtown Ottawa Travel Expense if parking is not provided \$20.00

Training Rates per Article 20:

Journey person \$25.00/hr Apprentice/ Asbestos remover \$20.00/hr

MIA / Local 95 Wages, Contributions and Deductions Table

Schedule: D

Zone: 1 MAINTENANCE

Duration: May 3rd, 2026 to May 1st, 2027

Revision: 3

Classification	Wage, Benefit & Pension Package						Employer Contributions					Employee Deductions		
	Base Rate	Vacation Pay		Benefit Fund	Pension Fund	Package Total	Living Allowance Fund	Denovo	Joint Apprenticeship Fund	MIA Fund	Total Employer Cost	Union Dues & Assessments	Living Allowance Fund	Joint Apprenticeship Fund
		Value	%											
Insulators														
Journey person	50.78	5.08	10.0%	3.95	7.50	67.31	0.25	0.05	0.21	0.23	68.05	3.10	0.25	0.11
4th Year	41.36	4.14	10.0%	3.95	4.40	53.85	0.25	0.05	0.21	0.23	54.59	2.75	0.25	0.11
3rd Year	35.25	3.52	10.0%	3.95	4.40	47.12	0.25	0.05	0.21	0.23	47.86	2.75	0.25	0.11
2nd Year	29.13	2.91	10.0%	3.95	4.40	40.39	0.25	0.05	0.21	0.23	41.13	2.75	0.25	0.11
1st Year	23.00	2.30	10.0%	3.95	4.40	33.66	0.25	0.05	0.21	0.23	34.40	2.75	0.25	0.11
Probationary	28.12	2.17	7.7%			30.29	0.25				30.54	1.05	0.25	
Provisional	33.01	2.54	7.7%			35.55					35.55	1.05		

Travel Expenses per Maintenance Agreement Article 2

Living Out Allowance \$18.00

Between 30 and 50 miles radius \$19.15

Over 50 miles if eligible for Living Allowance but is returning home daily \$46.00

Training Rates per Article 20:

Journey person \$25.00/hr Apprentice/ Asbestos remover \$20.00/hr

MIA / Local 95 Wages, Contributions and Deductions Table

Schedule: D

Zone: 1 MAINTENANCE

Duration: May 2nd 2027 to May 6th, 2028

Revision: 3

Classification	Wage, Benefit & Pension Package						Employer Contributions					Employee Deductions		
	Base Rate	Vacation Pay		Benefit Fund	Pension Fund	Package Total	Living Allowance Fund	Denovo	Joint Apprenticeship Fund	MIA Fund	Total Employer Cost	Union Dues & Assessments	Living Allowance Fund	Joint Apprenticeship Fund
		Value	%											
Insulators														
Journey person	52.69	5.27	10.0%	3.95	7.50	69.41	0.25	0.05	0.21	0.23	70.15	3.10	0.25	0.11
4th Year	42.89	4.29	10.0%	3.95	4.40	55.53	0.25	0.05	0.21	0.23	56.27	2.75	0.25	0.11
3rd Year	36.58	3.66	10.0%	3.95	4.40	48.59	0.25	0.05	0.21	0.23	49.33	2.75	0.25	0.11
2nd Year	30.27	3.03	10.0%	3.95	4.40	41.65	0.25	0.05	0.21	0.23	42.39	2.75	0.25	0.11
1st Year	23.96	2.40	10.0%	3.95	4.40	34.71	0.25	0.05	0.21	0.23	35.45	2.75	0.25	0.11
Probationary	29.00	2.23	7.7%			31.23	0.25				31.48	1.05	0.25	
Provisional	34.25	2.64	7.7%			36.89					36.89	1.05		

Travel Expenses per Maintenance Agreement Article 2

Living Out Allowance \$18.50

Between 30 and 50 miles radius \$19.70

Over 50 miles if eligible for Living Allowance but is returning home daily \$47.35

Training Rates per Article 20:

Journey person \$25.00/hr Apprentice/ Asbestos remover \$20.00/hr

MIA / Local 95 Wages, Contributions and Deductions Table

Schedule: E

Zone: 2 MAINTENANCE

Duration: May 3rd, 2026 to May 1st, 2027

Revision: 3

Classification	Wage, Benefit & Pension Package						Employer Contributions					Employee Deductions		
	Base Rate	Vacation Pay		Benefit Fund	Pension Fund	Package Total	Living Allowance Fund	Denovo	Joint Apprenticeship Fund	MIA Fund	Total Employer Cost	Union Dues & Assessments	Living Allowance Fund	Joint Apprenticeship Fund
		Value	%											
Insulators														
Journey person	50.17	5.02	10.0%	3.95	7.50	66.64	0.25	0.05	0.21	0.23	67.38	3.10	0.25	0.11
4th Year	40.87	4.09	10.0%	3.95	4.40	53.31	0.25	0.05	0.21	0.23	54.05	2.75	0.25	0.11
3rd Year	34.82	3.48	10.0%	3.95	4.40	46.65	0.25	0.05	0.21	0.23	47.39	2.75	0.25	0.11
2nd Year	28.75	2.88	10.0%	3.95	4.40	39.98	0.25	0.05	0.21	0.23	40.72	2.75	0.25	0.11
1st Year	22.70	2.27	10.0%	3.95	4.40	33.32	0.25	0.05	0.21	0.23	34.06	2.75	0.25	0.11
Probationary	27.85	2.14	7.7%			29.99	0.25				30.24	1.05	0.25	
Provisional	32.61	2.51	7.7%			35.12					35.12	1.05		

Travel Expenses per Maintenance Agreement Article 2

Living Out Allowance \$18.00

Between 30 and 50 miles radius \$19.15

Over 50 miles if eligible for Living Allowance but is returning home daily \$46.00

Training Rates per Article 20:

Journey person \$25.00/hr Apprentice/ Asbestos remover \$20.00/hr

MIA / Local 95 Wages, Contributions and Deductions Table

Schedule: E

Zone: 2 MAINTENANCE

Duration: May 2nd 2027 to May 6th, 2028

Revision: 3

Classification	Wage, Benefit & Pension Package						Employer Contributions					Employee Deductions		
	Base Rate	Vacation Pay		Benefit Fund	Pension Fund	Package Total	Living Allowance Fund	Denovo	Joint Apprenticeship Fund	MIA Fund	Total Employer Cost	Union Dues & Assessments	Living Allowance Fund	Joint Apprenticeship Fund
		Value	%											
Insulators														
Journey person	52.09	5.21	10.0%	3.95	7.50	68.75	0.25	0.05	0.21	0.23	69.49	3.10	0.25	0.11
4th Year	42.41	4.24	10.0%	3.95	4.40	55.00	0.25	0.05	0.21	0.23	55.74	2.75	0.25	0.11
3rd Year	36.16	3.62	10.0%	3.95	4.40	48.13	0.25	0.05	0.21	0.23	48.87	2.75	0.25	0.11
2nd Year	29.91	2.99	10.0%	3.95	4.40	41.25	0.25	0.05	0.21	0.23	41.99	2.75	0.25	0.11
1st Year	23.66	2.37	10.0%	3.95	4.40	34.38	0.25	0.05	0.21	0.23	35.12	2.75	0.25	0.11
Probationary	28.73	2.21	7.7%			30.94	0.25				31.19	1.05	0.25	
Provisional	33.86	2.61	7.7%			36.47					36.47	1.05		

Travel Expenses per Maintenance Agreement Article 2

Living Out Allowance \$18.50

Between 30 and 50 miles radius \$19.70

Over 50 miles if eligible for Living Allowance but is returning home daily \$47.35

Training Rates per Article 20:

Journey person \$25.00/hr Apprentice/ Asbestos remover \$20.00/hr

MIA / Local 95 Wages, Contributions and Deductions Table

Schedule: F

Zone: 3 MAINTENANCE

Duration: May 3rd, 2026 to May 1st, 2027

Revision: 3

Classification	Wage, Benefit & Pension Package						Employer Contributions					Employee Deductions		
	Base Rate	Vacation Pay		Benefit Fund	Pension Fund	Package Total	Living Allowance Fund	Denovo	Joint Apprenticeship Fund	MIA Fund	Total Employer Cost	Union Dues & Assessments	Living Allowance Fund	Joint Apprenticeship Fund
		Value	%											
Insulators														
Journey person	49.15	4.91	10.0%	3.95	7.50	65.51	0.25	0.05	0.21	0.23	66.25	3.10	0.25	0.11
4th Year	40.05	4.01	10.0%	3.95	4.40	52.41	0.25	0.05	0.21	0.23	53.15	2.75	0.25	0.11
3rd Year	34.10	3.41	10.0%	3.95	4.40	45.86	0.25	0.05	0.21	0.23	46.60	2.75	0.25	0.11
2nd Year	28.15	2.81	10.0%	3.95	4.40	39.31	0.25	0.05	0.21	0.23	40.05	2.75	0.25	0.11
1st Year	22.19	2.22	10.0%	3.95	4.40	32.76	0.25	0.05	0.21	0.23	33.50	2.75	0.25	0.11
Probationary	27.37	2.11	7.7%			29.48	0.25				29.73	1.05	0.25	
Provisional	31.94	2.46	7.7%			34.40					34.40	1.05		

Travel Expenses per Maintenance Agreement Article 2

Living Out Allowance \$18.00

Between 30 and 50 miles radius \$19.15

Over 50 miles if eligible for Living Allowance but is returning home daily \$46.00

Training Rates per Article 20:

Journey person \$25.00/hr Apprentice/ Asbestos remover \$20.00/hr

MIA / Local 95 Wages, Contributions and Deductions Table

Schedule: F

Zone: 3 MAINTENANCE

Duration: May 2nd 2027 to May 6th, 2028

Revision: 3

Classification	Wage, Benefit & Pension Package						Employer Contributions					Employee Deductions		
	Base Rate	Vacation Pay		Benefit Fund	Pension Fund	Package Total	Living Allowance Fund	Denovo	Joint Apprenticeship Fund	MIA Fund	Total Employer Cost	Union Dues & Assessments	Living Allowance Fund	Joint Apprenticeship Fund
		Value	%											
Insulators														
Journey person	51.05	5.11	10.0%	3.95	7.50	67.61	0.25	0.05	0.21	0.23	68.35	3.10	0.25	0.11
4th Year	41.58	4.16	10.0%	3.95	4.40	54.09	0.25	0.05	0.21	0.23	54.83	2.75	0.25	0.11
3rd Year	35.44	3.54	10.0%	3.95	4.40	47.33	0.25	0.05	0.21	0.23	48.07	2.75	0.25	0.11
2nd Year	29.29	2.93	10.0%	3.95	4.40	40.57	0.25	0.05	0.21	0.23	41.31	2.75	0.25	0.11
1st Year	23.14	2.31	10.0%	3.95	4.40	33.81	0.25	0.05	0.21	0.23	34.55	2.75	0.25	0.11
Probationary	28.25	2.17	7.7%			30.42	0.25				30.67	1.05	0.25	
Provisional	33.19	2.56	7.7%			35.74					35.74	1.05		

Travel Expenses per Maintenance Agreement Article 2

Living Out Allowance \$18.50

Between 30 and 50 miles radius \$19.70

Over 50 miles if eligible for Living Allowance but is returning home daily \$47.35

Training Rates per Article 20:

Journey person \$25.00/hr Apprentice/ Asbestos remover \$20.00/hr