

**FABRICATION WAGE SCHEDULE**  
**UA LOCAL 325 –NEWBRUNSWICK - EXISTING**

| <b>CLASS "A"</b>       | <b>Oct. 1, 2025</b> | <b>Oct. 1, 2026</b> | <b>Oct. 1, 2027</b> | <b>Reference Notes</b> |
|------------------------|---------------------|---------------------|---------------------|------------------------|
| Basic                  | \$ 34.95            | \$ 36.17            | \$ 37.62            | Article 6              |
| Vacation Pay 12%       | \$ 4.19             | \$ 4.34             | \$ 4.51             | Article 9              |
| Health & Welfare       | \$ 2.75             | \$ 2.80             | \$ 2.85             | Article 15             |
| Pension                | \$ 6.15             | \$ 6.30             | \$ 6.45             | Article 16             |
| Helmets to Hardhats    | \$ 0.01             | \$ 0.01             | \$ 0.01             | Article 17             |
| National Organizing    | \$ 0.10             | \$ 0.10             | \$ 0.10             | Article 17             |
| Canadian Training Fund | \$ 0.05             | \$ 0.05             | \$ 0.05             | Article 17             |
| UA MAP Program         | \$ 0.05             | \$ 0.05             | \$ 0.05             | Article 17             |
| Remittance Admin       | \$ 0.01             | \$ 0.01             | \$ 0.01             | Article 17             |
| <b>TOTAL PACKAGE</b>   | <b>\$ 48.26</b>     | <b>\$ 49.83</b>     | <b>\$ 51.65</b>     |                        |

| <b>CLASS "B"</b>       | <b>Oct. 1, 2025</b> | <b>Oct. 1, 2026</b> | <b>Oct. 1, 2027</b> | <b>Reference Notes</b> |
|------------------------|---------------------|---------------------|---------------------|------------------------|
| Basic                  | \$ 34.43            | \$ 35.64            | \$ 37.06            | Article 6              |
| Vacation Pay 12%       | \$ 4.13             | \$ 4.28             | \$ 4.45             | Article 9              |
| Health & Welfare       | \$ 2.75             | \$ 2.80             | \$ 2.85             | Article 15             |
| Pension                | \$ 6.15             | \$ 6.30             | \$ 6.45             | Article 16             |
| Helmets to Hardhats    | \$ 0.01             | \$ 0.01             | \$ 0.01             | Article 17             |
| National Organizing    | \$ 0.10             | \$ 0.10             | \$ 0.10             | Article 17             |
| Canadian Training Fund | \$ 0.05             | \$ 0.05             | \$ 0.05             | Article 17             |
| UA MAP Program         | \$ 0.05             | \$ 0.05             | \$ 0.05             | Article 17             |
| Remittance Admin       | \$ 0.01             | \$ 0.01             | \$ 0.01             | Article 17             |
| <b>TOTAL PACKAGE</b>   | <b>\$ 47.68</b>     | <b>\$ 49.23</b>     | <b>\$ 51.03</b>     |                        |

| <b>CLASS "C"</b>       | <b>Oct. 1, 2025</b> | <b>Oct. 1, 2026</b> | <b>Oct. 1, 2027</b> | <b>Reference Notes</b> |
|------------------------|---------------------|---------------------|---------------------|------------------------|
| Basic                  | \$ 40.20            | \$ 41.59            | \$ 43.24            | Article 6              |
| Vacation Pay 12%       | \$ 4.82             | \$ 4.99             | \$ 5.19             | Article 9              |
| Health & Welfare       | \$ 2.75             | \$ 2.80             | \$ 2.85             | Article 15             |
| Pension                | \$ 6.15             | \$ 6.30             | \$ 6.45             | Article 16             |
| Helmets to Hardhats    | \$ 0.01             | \$ 0.01             | \$ 0.01             | Article 17             |
| National Organizing    | \$ 0.10             | \$ 0.10             | \$ 0.10             | Article 17             |
| Canadian Training Fund | \$ 0.05             | \$ 0.05             | \$ 0.05             | Article 17             |
| UA MAP Program         | \$ 0.05             | \$ 0.05             | \$ 0.05             | Article 17             |
| Remittance Admin       | \$ 0.01             | \$ 0.01             | \$ 0.01             | Article 17             |
| <b>TOTAL PACKAGE</b>   | <b>\$ 54.14</b>     | <b>\$ 55.90</b>     | <b>\$ 57.94</b>     |                        |

**\*\*Does not include employer remittances under Article 18**

**Additional Employer Remittances**

CASA Labour Service Fee

**Reference Notes**

0.05 Article 18

# NEW HIRES 325- Jan 30, 2014

| CLASS "A"              | Oct. 1, 2025    | Oct. 1, 2026    | Oct. 1, 2027    | Reference Notes |
|------------------------|-----------------|-----------------|-----------------|-----------------|
| Basic                  | \$ 32.30        | \$ 34.04        | \$ 36.05        | Article 6       |
| Vacation Pay 12%       | \$ 3.88         | \$ 4.09         | \$ 4.33         | Article 9       |
| Health & Welfare       | \$ 2.75         | \$ 2.80         | \$ 2.85         | Article 15      |
| Pension                | \$ 6.15         | \$ 6.30         | \$ 6.45         | Article 16      |
| Helmets to Hardhats    | \$ 0.01         | \$ 0.01         | \$ 0.01         | Article 17      |
| National Organizing    | \$ 0.10         | \$ 0.10         | \$ 0.10         | Article 17      |
| Canadian Training Fund | \$ 0.05         | \$ 0.05         | \$ 0.05         | Article 17      |
| UA MAP Program         | \$ 0.05         | \$ 0.05         | \$ 0.05         | Article 17      |
| Remittance Admin       | \$ 0.01         | \$ 0.01         | \$ 0.01         | Article 17      |
| <b>TOTAL PACKAGE</b>   | <b>\$ 45.30</b> | <b>\$ 47.45</b> | <b>\$ 49.89</b> |                 |

| CLASS "A" "80"%        | Oct. 1, 2025    | Oct. 1, 2026    | Oct. 1, 2027    | Reference Notes |
|------------------------|-----------------|-----------------|-----------------|-----------------|
| Basic                  | \$ 25.84        | \$ 27.23        | \$ 28.84        | Article 6       |
| Vacation Pay 12%       | \$ 3.10         | \$ 3.27         | \$ 3.46         | Article 9       |
| Health & Welfare       | \$ 2.75         | \$ 2.80         | \$ 2.85         | Article 15      |
| Pension                | \$ 6.15         | \$ 6.30         | \$ 6.45         | Article 16      |
| Helmets to Hardhats    | \$ 0.01         | \$ 0.01         | \$ 0.01         | Article 17      |
| National Organizing    | \$ 0.10         | \$ 0.10         | \$ 0.10         | Article 17      |
| Canadian Training Fund | \$ 0.05         | \$ 0.05         | \$ 0.05         | Article 17      |
| UA MAP Program         | \$ 0.05         | \$ 0.05         | \$ 0.05         | Article 17      |
| Remittance Admin       | \$ 0.01         | \$ 0.01         | \$ 0.01         | Article 17      |
| <b>TOTAL PACKAGE</b>   | <b>\$ 38.06</b> | <b>\$ 39.82</b> | <b>\$ 41.82</b> |                 |

| CLASS "A" "60"%        | Oct. 1, 2025    | Oct. 1, 2026    | Oct. 1, 2027    | Reference Notes |
|------------------------|-----------------|-----------------|-----------------|-----------------|
| Basic                  | \$ 19.38        | \$ 20.43        | \$ 21.63        | Article 6       |
| Vacation Pay 12%       | \$ 2.33         | \$ 2.45         | \$ 2.60         | Article 9       |
| Health & Welfare       | \$ 2.75         | \$ 2.80         | \$ 2.85         | Article 15      |
| Pension                | \$ 6.15         | \$ 6.30         | \$ 6.45         | Article 16      |
| Helmets to Hardhats    | \$ 0.01         | \$ 0.01         | \$ 0.01         | Article 17      |
| National Organizing    | \$ 0.10         | \$ 0.10         | \$ 0.10         | Article 17      |
| Canadian Training Fund | \$ 0.05         | \$ 0.05         | \$ 0.05         | Article 17      |
| UA MAP Program         | \$ 0.05         | \$ 0.05         | \$ 0.05         | Article 17      |
| Remittance Admin       | \$ 0.01         | \$ 0.01         | \$ 0.01         | Article 17      |
| <b>TOTAL PACKAGE</b>   | <b>\$ 30.83</b> | <b>\$ 32.20</b> | <b>\$ 33.74</b> |                 |

\*\*Does not include employer remittances under Article 18

## Additional Employer Remittances

CASA Labour Service Fee

## Reference Notes

0.05 Article 18

**NEW HIRES 325- Jan 30, 2014**

| <b>CLASS "B"</b>       | <b>Oct. 1, 2025</b> | <b>Oct. 1, 2026</b> | <b>Oct. 1, 2027</b> | <b>Reference Notes</b> |
|------------------------|---------------------|---------------------|---------------------|------------------------|
| Basic                  | \$ 26.42            | \$ 27.88            | \$ 29.57            | Article 6              |
| Vacation Pay 12%       | \$ 3.17             | \$ 3.35             | \$ 3.55             | Article 9              |
| Health & Welfare       | \$ 2.75             | \$ 2.80             | \$ 2.85             | Article 15             |
| Pension                | \$ 6.15             | \$ 6.30             | \$ 6.45             | Article 16             |
| Helmets to Hardhats    | \$ 0.01             | \$ 0.01             | \$ 0.01             | Article 17             |
| National Organizing    | \$ 0.10             | \$ 0.10             | \$ 0.10             | Article 17             |
| Canadian Training Fund | \$ 0.05             | \$ 0.05             | \$ 0.05             | Article 17             |
| UA MAP Program         | \$ 0.05             | \$ 0.05             | \$ 0.05             | Article 17             |
| Remittance Admin       | \$ 0.01             | \$ 0.01             | \$ 0.01             | Article 17             |
| <b>TOTAL PACKAGE</b>   | <b>\$ 38.71</b>     | <b>\$ 40.55</b>     | <b>\$ 42.64</b>     |                        |

| <b>CLASS "B" "80" %</b> | <b>Oct. 1, 2025</b> | <b>Oct. 1, 2026</b> | <b>Oct. 1, 2027</b> | <b>Reference Notes</b> |
|-------------------------|---------------------|---------------------|---------------------|------------------------|
| Basic                   | \$ 21.14            | \$ 22.31            | \$ 23.65            | Article 6              |
| Vacation Pay 12%        | \$ 2.54             | \$ 2.68             | \$ 2.84             | Article 9              |
| Health & Welfare        | \$ 2.75             | \$ 2.80             | \$ 2.85             | Article 15             |
| Pension                 | \$ 6.15             | \$ 6.30             | \$ 6.45             | Article 16             |
| Helmets to Hardhats     | \$ 0.01             | \$ 0.01             | \$ 0.01             | Article 17             |
| National Organizing     | \$ 0.10             | \$ 0.10             | \$ 0.10             | Article 17             |
| Canadian Training Fund  | \$ 0.05             | \$ 0.05             | \$ 0.05             | Article 17             |
| UA MAP Program          | \$ 0.05             | \$ 0.05             | \$ 0.05             | Article 17             |
| Remittance Admin        | \$ 0.01             | \$ 0.01             | \$ 0.01             | Article 17             |
| <b>TOTAL PACKAGE</b>    | <b>\$ 32.79</b>     | <b>\$ 34.30</b>     | <b>\$ 36.01</b>     |                        |

| <b>CLASS "B" "60" %</b> | <b>Oct. 1, 2025</b> | <b>Oct. 1, 2026</b> | <b>Oct. 1, 2027</b> | <b>Reference Notes</b> |
|-------------------------|---------------------|---------------------|---------------------|------------------------|
| Basic                   | \$15.85             | \$16.73             | \$17.74             | Article 6              |
| Vacation Pay 12%        | \$1.90              | \$2.01              | \$2.13              | Article 9              |
| Health & Welfare        | \$ 2.75             | \$ 2.80             | \$ 2.85             | Article 15             |
| Pension                 | \$ 6.15             | \$ 6.30             | \$ 6.45             | Article 16             |
| Helmets to Hardhats     | \$0.01              | \$0.01              | \$0.01              | Article 17             |
| National Organizing     | \$0.10              | \$0.10              | \$0.10              | Article 17             |
| Canadian Training Fund  | \$0.05              | \$0.05              | \$0.05              | Article 17             |
| UA MAP Program          | \$0.05              | \$0.05              | \$0.05              | Article 17             |
| Remittance Admin        | \$ 0.01             | \$ 0.01             | \$ 0.01             | Article 17             |
| <b>TOTAL PACKAGE</b>    | <b>\$26.87</b>      | <b>\$28.06</b>      | <b>\$29.39</b>      |                        |

**\*\*Does not include employer remittances under Article 18**

**Additional Employer Remittances**

CASA Labour Service Fee

**Reference Notes**

0.05 Article 18

**NEW HIRES 325- Jan 30, 2014**

| <b>CLASS "C"</b>       | <b>Oct. 1, 2025</b> | <b>Oct. 1, 2026</b> | <b>Oct. 1, 2027</b> | <b>Reference Notes</b> |
|------------------------|---------------------|---------------------|---------------------|------------------------|
| Basic                  | \$ 37.14            | \$ 39.11            | \$ 41.37            | Article 6              |
| Vacation Pay 12%       | \$ 4.46             | \$ 4.69             | \$ 4.96             | Article 9              |
| Health & Welfare       | \$ 2.75             | \$ 2.80             | \$ 2.85             | Article 15             |
| Pension                | \$ 6.15             | \$ 6.30             | \$ 6.45             | Article 16             |
| Helmets to Hardhats    | \$ 0.01             | \$ 0.01             | \$ 0.01             | Article 17             |
| National Organizing    | \$ 0.10             | \$ 0.10             | \$ 0.10             | Article 17             |
| Canadian Training Fund | \$ 0.05             | \$ 0.05             | \$ 0.05             | Article 17             |
| UA MAP Program         | \$ 0.05             | \$ 0.05             | \$ 0.05             | Article 17             |
| Remittance Admin       | \$ 0.01             | \$ 0.01             | \$ 0.01             | Article 17             |
| <b>TOTAL PACKAGE</b>   | <b>\$ 50.71</b>     | <b>\$ 53.12</b>     | <b>\$ 55.86</b>     |                        |

| <b>CLASS "C" "80" %</b> | <b>Oct. 1, 2025</b> | <b>Oct. 1, 2026</b> | <b>Oct. 1, 2027</b> | <b>Reference Notes</b> |
|-------------------------|---------------------|---------------------|---------------------|------------------------|
| Basic                   | \$29.71             | \$31.29             | \$33.10             | Article 6              |
| Vacation Pay 12%        | \$3.57              | \$3.75              | \$3.97              | Article 9              |
| Health & Welfare        | \$ 2.75             | \$ 2.80             | \$ 2.85             | Article 15             |
| Pension                 | \$ 6.15             | \$ 6.30             | \$ 6.45             | Article 16             |
| Helmets to Hardhats     | \$0.01              | \$0.01              | \$0.01              | Article 17             |
| National Organizing     | \$0.10              | \$0.10              | \$0.10              | Article 17             |
| Canadian Training Fund  | \$0.05              | \$0.05              | \$0.05              | Article 17             |
| UA MAP Program          | \$0.05              | \$0.05              | \$0.05              | Article 17             |
| Remittance Admin        | \$ 0.01             | \$ 0.01             | \$ 0.01             | Article 17             |
| <b>TOTAL PACKAGE</b>    | <b>\$42.39</b>      | <b>\$44.36</b>      | <b>\$46.59</b>      |                        |

| <b>CLASS "C" "60" %</b> | <b>Oct. 1, 2025</b> | <b>Oct. 1, 2026</b> | <b>Oct. 1, 2027</b> | <b>Reference Notes</b> |
|-------------------------|---------------------|---------------------|---------------------|------------------------|
| Basic                   | \$22.28             | \$23.47             | \$24.82             | Article 6              |
| Vacation Pay 12%        | \$2.67              | \$2.82              | \$2.98              | Article 9              |
| Health & Welfare        | \$ 2.75             | \$ 2.80             | \$ 2.85             | Article 15             |
| Pension                 | \$ 6.15             | \$ 6.30             | \$ 6.45             | Article 16             |
| Helmets to Hardhats     | \$0.01              | \$0.01              | \$0.01              | Article 17             |
| National Organizing     | \$0.10              | \$0.10              | \$0.10              | Article 17             |
| Canadian Training Fund  | \$0.05              | \$0.05              | \$0.05              | Article 17             |
| UA MAP Program          | \$0.05              | \$0.05              | \$0.05              | Article 17             |
| Remittance Admin        | \$ 0.01             | \$ 0.01             | \$ 0.01             | Article 17             |
| <b>TOTAL PACKAGE</b>    | <b>\$34.08</b>      | <b>\$35.60</b>      | <b>\$37.32</b>      |                        |

**\*\*Does not include employer remittances under Article 18**

**Additional Employer Remittances**

CASA Labour Service Fee

**Reference Notes**

0.05 Article 18