



National Service & Maintenance Agreement Wage Sheet

Effective October 1, 2023 - September 30, 2024

* All wages and contributions listed below are on a per hour basis*

HVAC Apprentices Only

	Step Level 10 (90%)	Step Level 9 (85%)	Step Level 8 (80%)	Step Level 7 (75%)	Step Level 6 (70%)	Step Level 5 (65%)	Step Level 4 (60%)	Step Level 3 (55%)	Step Level 2 (50%)	Step Level 1 (45%)
Base Wage Rate	\$48.60	\$45.90	\$43.20	\$40.50	\$37.80	\$35.10	\$32.40	\$29.70	\$27.00	\$24.30
Organizing Fund (Deduct)	[\$0.20]	[\$0.20]	[\$0.20]	[\$0.20]	[\$0.20]	[\$0.20]	[\$0.20]	[\$0.20]	[\$0.20]	[\$0.20]
Market Recovery Fund (Deduct)	[\$0.80]	[\$0.80]	[\$0.80]	[\$0.80]	[\$0.80]	[\$0.80]	[\$0.80]	[\$0.80]	[\$0.80]	[\$0.80]
UA Political Education Fund (Deduct)	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]
Community Action Fund (Deduct)	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]
Working Assessment 4.9% (Gross)	[4.9%]	[4.9%]	[4.9%]	[4.9%]	[4.9%]	[4.9%]	[4.9%]	[4.9%]	[4.9%]	[4.9%]
TOTAL DEDUCTIONS	\$1.10	\$1.10	\$1.10	\$1.10	\$1.10	\$1.10	\$1.10	\$1.10	\$1.10	\$1.10
Pension & Retirement	\$11.80	\$11.80	\$11.80	\$11.80	\$11.80	\$11.80	\$11.80	\$11.80	\$11.80	\$11.80
National Pension	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48
Health & Welfare	\$10.82	\$10.82	\$10.82	\$10.82	\$10.82	\$10.82	\$10.82	\$10.82	\$10.82	\$10.82
Health & Welfare Drug Testing	\$0.06	\$0.06	\$0.06	\$0.06	\$0.06	\$0.06	\$0.06	\$0.06	\$0.06	\$0.06
Apprentice/Journeyman Training	\$2.10	\$2.10	\$2.10	\$2.10	\$2.10	\$2.10	\$2.10	\$2.10	\$2.10	\$2.10
UA National Training	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Contract Administration Fund	\$0.35	\$0.35	\$0.35	\$0.35	\$0.35	\$0.35	\$0.35	\$0.35	\$0.35	\$0.35
UCIC	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
TOTAL FRINGES	\$25.73	\$25.73	\$25.73	\$25.73	\$25.73	\$25.73	\$25.73	\$25.73	\$25.73	\$25.73
TOTAL WAGES AND FRINGES	\$74.33	\$71.63	\$68.93	\$66.23	\$63.53	\$60.83	\$58.13	\$55.43	\$52.73	\$50.03

Per the NSMA, there is an additional \$0.08 per hour, not listed above, remitted on behalf of all individuals dispatched to the MSCA.

Please see the NSMA, paragraphs 79-83 for further information