# National Service & Maintenance Agreement Wage Sheet

**Effective October 1, 2019 thru September 30, 2020**

Note: All Wage & Contributions Listed Below are on a per hours Basis.

<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Journeyman</td>
<td>$45.90</td>
<td>$0.20</td>
<td>$0.60</td>
<td>$0.05</td>
<td>$0.05</td>
<td>4.9%</td>
<td>$0.90</td>
<td>$9.75</td>
<td>$0.48</td>
<td>$10.33</td>
<td>$0.06</td>
<td>$1.74</td>
<td>$0.10</td>
<td>$0.35</td>
<td>$0.02</td>
<td>$22.83</td>
<td>$68.73</td>
</tr>
<tr>
<td>Serviceman 1 (80% of MLA)</td>
<td>$36.72</td>
<td>$0.20</td>
<td>$0.60</td>
<td>$0.05</td>
<td>$0.05</td>
<td>4.9%</td>
<td>$0.90</td>
<td>N/A</td>
<td>$2.25</td>
<td>$3.84</td>
<td>$0.06</td>
<td>$1.74</td>
<td>$0.10</td>
<td>$0.35</td>
<td>$0.02</td>
<td>$8.36</td>
<td>$45.08</td>
</tr>
<tr>
<td>Serviceman 2 (72% of MLA)</td>
<td>$33.05</td>
<td>$0.20</td>
<td>$0.60</td>
<td>$0.05</td>
<td>$0.05</td>
<td>4.9%</td>
<td>$0.90</td>
<td>N/A</td>
<td>$2.25</td>
<td>$3.84</td>
<td>$0.06</td>
<td>$1.74</td>
<td>$0.10</td>
<td>$0.35</td>
<td>$0.02</td>
<td>$8.36</td>
<td>$41.41</td>
</tr>
<tr>
<td>Serviceman 3 (65% of MLA)</td>
<td>$29.84</td>
<td>$0.20</td>
<td>$0.60</td>
<td>$0.05</td>
<td>$0.05</td>
<td>4.9%</td>
<td>$0.90</td>
<td>N/A</td>
<td>$2.25</td>
<td>$3.84</td>
<td>$0.06</td>
<td>$1.74</td>
<td>$0.10</td>
<td>$0.35</td>
<td>$0.02</td>
<td>$8.36</td>
<td>$38.20</td>
</tr>
<tr>
<td>Serviceman 4 (57% of MLA)</td>
<td>$26.16</td>
<td>$0.20</td>
<td>$0.60</td>
<td>$0.05</td>
<td>$0.05</td>
<td>4.9%</td>
<td>$0.90</td>
<td>N/A</td>
<td>$2.25</td>
<td>$3.84</td>
<td>$0.06</td>
<td>$1.74</td>
<td>$0.10</td>
<td>$0.35</td>
<td>$0.02</td>
<td>$8.36</td>
<td>$34.52</td>
</tr>
<tr>
<td>Serviceman 5 (50% of MLA)</td>
<td>$22.95</td>
<td>$0.20</td>
<td>$0.60</td>
<td>$0.05</td>
<td>$0.05</td>
<td>4.9%</td>
<td>$0.90</td>
<td>N/A</td>
<td>$2.25</td>
<td>$3.84</td>
<td>$0.06</td>
<td>$1.74</td>
<td>$0.10</td>
<td>$0.35</td>
<td>$0.02</td>
<td>$8.36</td>
<td>$31.31</td>
</tr>
<tr>
<td>Tradesman (40% of MLA)</td>
<td>$18.36</td>
<td>$0.20</td>
<td>$0.60</td>
<td>$0.05</td>
<td>$0.05</td>
<td>4.9%</td>
<td>$0.90</td>
<td>N/A</td>
<td>$2.25</td>
<td>$3.84</td>
<td>$0.06</td>
<td>$1.74</td>
<td>$0.10</td>
<td>$0.35</td>
<td>$0.02</td>
<td>$7.61</td>
<td>$25.97</td>
</tr>
</tbody>
</table>

## Explanation
- **Base Wage Rate**
  - Journeyman: $45.90
  - Serviceman 1: $36.72
  - Serviceman 2: $33.05
  - Serviceman 3: $29.84
  - Serviceman 4: $26.16
  - Serviceman 5: $22.95
  - Tradesman: $18.36

- **Organizing Fund (Deduct)**
  - $0.20 across all levels

- **Market Recovery Fund (Deduct)**
  - $0.60 across all levels

- **UA Political Education Fund (Deduct)**
  - $0.05 across all levels

- **Community Action Fund (Deduct)**
  - $0.05 across all levels

- **Working Assessment 4.9% (Gross)**
  - 4.9% across all levels

- **TOTAL DEDUCTIONS**
  - $0.90 across all levels

- **Pension & Retirement**
  - $9.75 (Journeyman), N/A (Servicemen)

- **National Pension**
  - $0.48 (Journeyman), N/A (Servicemen)

- **Health & Welfare**
  - $10.33 (Journeyman), $3.84 (Servicemen)

- **Health & Welfare Drug Testing**
  - $0.06 across all levels

- **Apprentice/Journeyman Training**
  - $1.74 across all levels

- **UA National Training**
  - $0.10 across all levels

- **Contract Administration Fund**
  - $0.35 across all levels

- **UCIC**
  - $0.02 across all levels

- **TOTAL FRINGES**
  - $22.83 (Journeyman), $8.36 (Servicemen)

- **TOTAL WAGES AND FRINGES**
  - $68.73 (Journeyman), $45.08 (Serviceman 1), $41.41 (Serviceman 2), $38.20 (Serviceman 3), $34.52 (Serviceman 4), $31.31 (Serviceman 5), $25.97 (Tradesman)