



National Service & Maintenance Agreement Wage Sheet

Effective November 9, 2020 - September 30, 2021

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

	Service Journeyman	Serviceman 1 (80% of MLA)	Serviceman 2 (72% of MLA)	Serviceman 3 (65% of MLA)	Serviceman 4 (57% of MLA)	Serviceman 5 (50% of MLA)	Tradesman (40% of MLA)
Base Wage Rate	\$48.30	\$38.64	\$34.78	\$31.40	\$27.53	\$24.15	\$19.32
Organizing Fund (Deduct)	[\$0.20]	[\$0.20]	[\$0.20]	[\$0.20]	[\$0.20]	[\$0.20]	[\$0.20]
Market Recovery Fund (Deduct)	[\$0.70]	[\$0.70]	[\$0.70]	[\$0.70]	[\$0.70]	[\$0.70]	[\$0.70]
UA Political Education Fund (Deduct)	[\$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]
Working Assessment 4.9% (Gross)	[4.9%]	[4.9%]	[4.9%]	[4.9%]	[4.9%]	[4.9%]	[4.9%]
TOTAL DEDUCTIONS	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
Pension & Retirement	\$10.25	N/A	N/A	N/A	N/A	N/A	N/A
National Pension	\$0.48	\$2.25	\$2.25	\$2.25	\$2.25	\$2.25	\$1.50
Health & Welfare	\$10.33	\$3.84	\$3.84	\$3.84	\$3.84	\$3.84	\$3.84
Health & Welfare Drug Testing	\$0.06	\$0.06	\$0.06	\$0.06	\$0.06	\$0.06	\$0.06
Apprentice/Journeyman Training	\$1.84	\$1.84	\$1.84	\$1.84	\$1.84	\$1.84	\$1.84
UA National Training	\$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
UCIC	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
TOTAL FRINGES	\$23.43	\$8.46	\$8.46	\$8.46	\$8.46	\$8.46	\$7.71
TOTAL WAGES AND FRINGES	\$71.73	\$47.10	\$43.24	\$39.86	\$35.99	\$32.61	\$27.03

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



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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	\$43.47	\$41.01	\$38.64	\$36.23	\$34.23	\$31.40	\$28.98	\$26.57	\$24.15	\$21.74
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)	[\$0.70]	[\$0.70]	[\$0.70]	[\$0.70]	[\$0.70]	[\$0.70]	[\$0.70]	[\$0.70]	[\$0.70]	[\$0.70]
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	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
Pension & Retirement	\$10.25	\$9.50	\$9.50	\$9.50	\$9.50	\$9.50	\$9.50	\$9.50	\$9.50	\$9.50
National Pension	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48
Health & Welfare	\$10.33	\$10.33	\$10.33	\$10.33	\$10.33	\$10.33	\$10.33	\$10.33	\$10.33	\$10.33
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	\$1.84	\$1.84	\$1.84	\$1.84	\$1.84	\$1.84	\$1.84	\$1.84	\$1.84	\$1.84
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	\$23.43	\$22.68	\$22.68	\$22.68	\$22.68	\$22.68	\$22.68	\$22.68	\$22.68	\$22.68
TOTAL WAGES AND FRINGES	\$66.90	\$63.69	\$61.32	\$58.91	\$56.91	\$54.08	\$51.66	\$49.25	\$46.83	\$44.42

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

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