

2019 – 2024 WFP-USW COLLECTIVE AGREEMENT

Standard Manufacturing Wage Scale

Group Level	Effective June 15, 2019	Effective June 15, 2020	Effective June 15, 2021	Effective June 15, 2022	Effective June 15, 2023
Group 1	\$30.36	\$30.97	\$31.59	\$32.54	\$33.35
Group 2	\$30.60	\$31.21	\$31.83	\$32.78	\$33.60
Group 3	\$30.88	\$31.50	\$32.13	\$33.09	\$33.92
Group 4	\$31.12	\$31.74	\$32.37	\$33.34	\$34.17
Group 5	\$31.38	\$32.01	\$32.65	\$33.63	\$34.47
Group 6	\$31.84	\$32.48	\$33.13	\$34.12	\$34.97
Group 7	\$32.26	\$32.91	\$33.57	\$34.58	\$35.44
Group 8	\$32.66	\$33.31	\$33.98	\$35.00	\$35.88
Group 9	\$33.12	\$33.78	\$34.46	\$35.49	\$36.38
Group 10	\$33.65	\$34.32	\$35.01	\$36.06	\$36.96
Group 11	\$34.28	\$34.97	\$35.67	\$36.74	\$37.66
Group 12	\$34.84	\$35.54	\$36.25	\$37.34	\$38.27
Group 13	\$35.40	\$36.11	\$36.83	\$37.93	\$38.88
Group 14	\$36.01	\$36.73	\$37.46	\$38.58	\$39.54
Group 15	\$36.55	\$37.28	\$38.03	\$39.17	\$40.15
Group 16	\$37.13	\$37.87	\$38.63	\$39.79	\$40.78
Group 17	\$37.74	\$38.49	\$39.26	\$40.44	\$41.45
Group 18	\$38.32	\$39.09	\$39.87	\$41.07	\$42.10
Group 19	\$38.85	\$39.63	\$40.42	\$41.63	\$42.67
Group 20	\$39.61	\$40.40	\$41.21	\$42.45	\$43.51
Group 21	\$40.31	\$41.12	\$41.94	\$43.20	\$44.28
Group 22	\$41.02	\$41.84	\$42.68	\$43.96	\$45.06
Group 23	\$41.75	\$42.59	\$43.44	\$44.74	\$45.86

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Certified Manufacturing Tradesmen

	Effective June 15, 2019	Effective June 15, 2020	Effective June 15, 2021	Effective June 15, 2022	Effective June 15, 2023
ELECTRICIAN					
HEAVY DUTY MECHANIC					
STEAMFITTER-PIPEFITTER					
CONSTRUCTION MILLWRIGHT/CARPENTER					
INSTRUMENT MECHANIC					
MACHINIST					
Journeyman (with certificate)	\$43.56	\$44.43	\$45.32	\$46.68	\$47.85
Journeyman (no certificate)	\$42.01	\$42.85	\$43.71	\$45.02	\$46.15
Improver (last 6 months of Apprenticeship)	\$39.20	\$39.98	\$40.78	\$42.00	\$43.05
Improver (3rd Yr. Apprenticeship completed)	\$38.77	\$39.55	\$40.34	\$41.55	\$42.59
Improver (2nd Yr. Apprenticeship completed)	\$37.04	\$37.78	\$38.54	\$39.70	\$40.69
Helper (1st Yr. Apprenticeship completed)	\$36.16	\$36.88	\$37.62	\$38.75	\$39.72
Helper	\$35.72	\$36.43	\$37.16	\$38.27	\$39.23
WELDER					
Journeyman (see NOTE 1) with certificate	\$43.56	\$44.43	\$45.32	\$46.68	\$47.85
Journeyman (DPW #1, or #2)	\$42.88	\$43.74	\$44.61	\$45.95	\$47.10
Journeyman (no certificate)	\$41.33	\$42.16	\$43.00	\$44.29	\$45.40
Improver (last 6 months of Apprenticeship)	\$39.20	\$39.98	\$40.78	\$42.00	\$43.05
Improver (2nd Yr. Apprenticeship completed)	\$38.77	\$39.55	\$40.34	\$41.55	\$42.59
Helper (1st Yr. Apprenticeship completed)	\$37.04	\$37.78	\$38.54	\$39.70	\$40.69
Helper	\$35.72	\$36.43	\$37.16	\$38.27	\$39.23
AUTO MECHANIC					
Journeyman (with certificate)	\$43.26	\$44.13	\$45.01	\$46.36	\$47.52
Journeyman (no certificate)	\$41.72	\$42.55	\$43.40	\$44.70	\$45.82
Improver (last 6 months of Apprenticeship)	\$38.93	\$39.71	\$40.50	\$41.72	\$42.76
Improver (3rd Yr. Apprenticeship completed)	\$38.50	\$39.27	\$40.06	\$41.26	\$42.29
Improver (2nd Yr. Apprenticeship completed)	\$36.78	\$37.52	\$38.27	\$39.42	\$40.41
Helper (1st Yr. Apprenticeship completed)	\$35.91	\$36.63	\$37.36	\$38.48	\$39.44
Helper	\$35.48	\$36.19	\$36.91	\$38.02	\$38.97
PLANER MECHANIC					
Journeyman (with certificate)	\$43.26	\$44.13	\$45.01	\$46.36	\$47.52
Journeyman (no certificate)	\$41.72	\$42.55	\$43.40	\$44.70	\$45.82

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	Effective June 15, 2019	Effective June 15, 2020	Effective June 15, 2021	Effective June 15, 2022	Effective June 15, 2023
FILING ROOM - Legacy Categories					
Benchman (with Certificate)	\$44.73	\$45.62	\$46.53	\$47.93	\$49.13
Benchman (no Certificate)	\$43.19	\$44.05	\$44.93	\$46.28	\$47.44
Benchman Helper	\$43.56	\$44.43	\$45.32	\$46.68	\$47.85
Circular Saw Filer (with Certificate)	\$43.56	\$44.43	\$45.32	\$46.68	\$47.85
Circular Saw Filer (no Certificate)	\$42.01	\$42.85	\$43.71	\$45.02	\$46.15
Circular Saw Filer Helper	\$42.99	\$43.85	\$44.73	\$46.07	\$47.22
Saw Fitter (with Certificate)	\$42.99	\$43.85	\$44.73	\$46.07	\$47.22
Saw Fitter (no Certificate)	\$41.45	\$42.28	\$43.13	\$44.42	\$45.53
Saw Fitter Helper (1st Yr. apprenticeship completed)	\$37.20	\$37.94	\$38.70	\$39.86	\$40.86
Saw Fitter Helper	\$36.75	\$37.49	\$38.24	\$39.39	\$40.37

FILING ROOM - New Generation Categories					
Benchman (with Certificate)	\$44.73	\$45.62	\$46.53	\$47.93	\$49.13
Benchman (no Certificate)	\$43.19	\$44.05	\$44.93	\$46.28	\$47.44
Circular Saw Filer (with Certificate)	\$43.56	\$44.43	\$45.32	\$46.68	\$47.85
Circular Saw Filer (no Certificate)	\$42.01	\$42.85	\$43.71	\$45.02	\$46.15
Saw Filer Level 1	\$37.33	\$38.08	\$38.84	\$40.01	\$41.01
Saw Filer Helper	\$36.75	\$37.49	\$38.24	\$39.39	\$40.37

Head Oiler and Oiler

	Effective June 15, 2019	Effective June 15, 2020	Effective June 15, 2021	Effective June 15, 2022	Effective June 15, 2023
Head Oiler 1	\$34.75	\$35.45	\$36.16	\$37.24	\$38.17
Head Oiler 2	\$33.34	\$34.01	\$34.69	\$35.73	\$36.62
Oiler 1	\$34.28	\$34.97	\$35.67	\$36.74	\$37.66
Oiler 2	\$32.93	\$33.59	\$34.26	\$35.29	\$36.17

Manufacturing Premiums

5th Class Engineer – Occupational Rate plus \$0.50 per hour

Graders & Grader-Tallymen

All employees holding lumber grading certificates will receive \$0.25 /hr

Employees performing lumber grading jobs will receive an additional \$0.25 /hr.

Charge Hands - Occupational Rate + \$0.22 /hr

First Aid Ticket - Designated Duty First Aid Attendants

Level 2 Certificate - Occupational Rate + \$0.50 /hr

Level 3 Certificate - Occupational Rate + \$1.00 /hr

Designated Level 3 – Occupational Rate + \$1.50 /hr

Shift Differential - \$0.60 /hr