

Date: August 13, 2026
To: Members of the Knappett Projects Employees' Association
From: KPEA Board
Subject: Wage Review

Dear Members,

The annual wage review with Management has been completed. As outlined in the agreement negotiated in July 2025, Carpenters have received a \$1.00 per hour wage increase. In addition, workers in all other classifications have also received a \$1.00 per hour increase, effective August 1, 2026.

The \$1.00 per hour increase applies to existing wage rates of current Apprentices. As a result, the \$1.00 increase will provide Apprentices with a temporary wage boost above the posted rate for their current classification and, upon advancing to the next apprenticeship classification, their wage will move to the applicable rate as set out in the agreement's wage rate chart. The agreement wage chart rates for Apprentices have increased as a percentage of Carpenter rates as per the agreement structure.

Example of the impact of the \$1.00/hr increase to Apprentice wage progression:

Prior to August 1, 2026, the Apprentice 3 and 4 rates were \$27.30 and \$29.40 per hour, respectively. Effective August 1, 2026, the posted rates increase to \$27.95 for Apprentice 3 and \$30.10 for Apprentice 4.

With the additional \$1.00 per hour increase, a currently employed Apprentice 3 earning \$27.30 would move to \$28.30 per hour. When that Apprentice advances to Apprentice 4, their wage would then move to the posted rate of \$30.10 per hour.

For any questions or concerns, please email info@knappettea.ca.

Sincerely,

- The KPEA Board of Directors and Representatives

Updated Wage Chart – effective August 1, 2026:

Classification	Base Rate Range	Wage Burden*	Vacation		Tool Allowance 1%	H&W 50%**	RSP		Education & Training 0.375%	Total	Total (After 5 Years)	Total (After 10 Years)
			4%	6%(5 yrs)			3%	5% (10 yrs)				
Carpenter	\$38-\$43	\$43.00	\$1.72	\$2.58	\$0.43	\$1.08	\$1.29	\$2.15	\$0.16	\$47.68	\$48.54	\$49.40
Non-Ticketed Carpenter	\$35-\$41	\$38.00	\$1.52	\$2.28	\$0.38	\$1.08	\$1.14	\$1.90	\$0.14	\$42.26	\$43.02	\$43.78
Labourer	(Minimum Wage)	\$18.25	\$0.73	\$1.10	\$0.18	\$1.08	\$0.55	\$0.91	\$0.07	\$20.86	\$21.22	\$21.59
Apprentice 1 - 1st 6 months	\$23.65	\$23.65	\$0.95	\$1.42	\$0.24	\$1.08	\$0.71	\$1.18	\$0.09	\$26.71	\$27.18	\$27.66
Apprentice 2 - 2nd 6 months	\$25.80	\$25.80	\$1.03	\$1.55	\$0.26	\$1.08	\$0.77	\$1.29	\$0.10	\$29.04	\$29.56	\$30.07
Apprentice 3 - 3rd 6 months	\$27.95	\$27.95	\$1.12	\$1.68	\$0.28	\$1.08	\$0.84	\$1.40	\$0.10	\$31.37	\$31.93	\$32.49
Apprentice 4 - 4th 6 months	\$30.10	\$30.10	\$1.20	\$1.81	\$0.30	\$1.08	\$0.90	\$1.51	\$0.11	\$33.70	\$34.30	\$34.90
Apprentice 5 - 5th 6 months	\$32.25	\$32.25	\$1.29	\$1.94	\$0.32	\$1.08	\$0.97	\$1.61	\$0.12	\$36.03	\$36.68	\$37.32
Apprentice 6 - 6th 6 months	\$34.40	\$34.40	\$1.38	\$2.06	\$0.34	\$1.08	\$1.03	\$1.72	\$0.13	\$38.36	\$39.05	\$39.74
Apprentice 7 - 7th 6 months	\$36.55	\$36.55	\$1.46	\$2.19	\$0.37	\$1.08	\$1.10	\$1.83	\$0.14	\$40.69	\$41.42	\$42.15
Apprentice 8 - 8th 6 months	\$38.70	\$38.70	\$1.55	\$2.32	\$0.39	\$1.08	\$1.16	\$1.94	\$0.15	\$43.02	\$43.80	\$44.57

***Wage Burden - within this table, Vacation pay, Tool Allowance, RSP percentage, and Education and Training are calculated off the wage burden dollar value as an example of how the percentages work. Each worker will know their own hourly rate and can calculate their values accordingly.**

**** The Employer contributions for the benefits plan outlined in Schedule A will be updated to average 50% of the H&W premium. This will be approximately \$0.69 per hour for all hours worked for workers with no dependents on the plan. For workers that have dependents on the plan, their contribution will be approximately \$1.46/hour. \$1.08 noted in the table is the midpoint of \$0.69 and \$1.46 for information purposes.**