

## 2023 Residential Proposal

- 3-year term of agreement, April 1, 2023 – March 31, 2026
- Modify apprentice steps, Go from current three-steps to four-steps.
  - 0-1,000 hours 60%
  - 1,001 – 2,000 hours 65%
  - 2,001 – 3,000 hours 70%
  - 3,001 + Hours 80%
- Effective 4/1/2023 \$1.00 increase to Journeyman wage
- Effective 10/1/2023 \$.50 increase to Journeyman wage
- Effective 4/1/2024 \$.75 increase to Journeyman wage
- Effective 10/1/2024 \$.75 increase to Journeyman wage
- Effective 4/1/2025 \$1.25 increase to Journeyman wage
- Effective 10/1/2025 \$1.25 increase to Journeyman wage
- All increases to be allocated by the union.
- Union may allocate into FMCP HRA (Special Fund)
- All other terms and conditions to remain the same

→ UPON RATIFICATION.

TA  
CHRISTIAN GAULT  
4/12/2023

TA  
Ken Brown  
4/12/2023