Kingston, Ontario

Since 1986 CPFA Canadian Pipe Fabricators Association

As per Canadian National Standard Agreement for Commercial Manufacturing and Pipe Fabrication Shop *30-Apr-21*
Local 401 Zone 12 Fabrication Shop Wage Breakdown
Effective May 2021

CPFA Industry Fund ($0.07/hr) replaced by Annual $3,500.00

Description	ICI Rates	Fab Shop Rates Yourneymen, Foremen & Apprentic						Fab Shop Rates Metal Trade					Notes
	Journeyma	Journeyma	L1 App	L2 Appl	L3 Appl	L4 Appl	L5 Appl	MT 0.4	MT 0.47	MT 0.5C	MT 0.6C	MT 0.7C	
Funds Applicable to Fab Shop			40%	50%	60%	70%	80%	40%	47%	50%	60%	70%	
Employer													
Base Rate	$44.91	$44.91	$17.96	$22.46	$26.95	$31.44	$35.93	$17.96	$21.11	$22.46	$26.95	$31.44	Percentage
Vacation Pay 10%	$4.49	$4.49	$1.80	$2.25	$2.69	$3.14	$3.59	$1.80	$2.11	$2.25	$2.69	$3.14	Percentage
Health benefits	$2.45	$2.45	$2.45	$2.45	$2.45	$2.45	$2.45	$2.45	$2.45	$2.45	$2.45	$2.45	Fixed
Pension	$8.50	$8.50	$3.40	$4.25	$5.10	$5.95	$6.80	$3.40	$4.00	$4.25	$5.10	$5.95	Percentage
Training	$0.75	$0.75	$0.75	$0.75	$0.75	$0.75	$0.75	$0.75	$0.75	$0.75	$0.75	$0.75	Fixed
Benefit Coverage Art. 30/Bill 162	$0.03	$0.03	$0.03	$0.03	$0.03	$0.03	$0.03	$0.03	$0.03	$0.03	$0.03	$0.03	Fixed
Alcohol/Drug - Art 34 Denovo -Employer	$0.02	$0.02	$0.02	$0.02	$0.02	$0.02	$0.02	$0.02	$0.02	$0.02	$0.02	$0.02	Fixed
CPFA Industry Fund Art XI	*$0.00*	*$0.00*	*$0.00*	*$0.00*	*$0.00*	*$0.00*	*$0.00*	*$0.00*	*$0.00*	*$0.00*	*$0.00*	*$0.00*	***$3,500/year***
UA Administration - Art XII	$0.00	$0.07	$0.07	$0.07	$0.07	$0.07	$0.07	$0.07	$0.07	$0.07	$0.07	$0.07	Fixed
UA Canadian Training Fund - Art XIII	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	Fixed
UA Industry Enhencement Fund Art X	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	Fixed
Total	$61.25	$61.32	$26.58	$32.37	$38.16	$43.95	$49.74	$26.58	$30.63	$32.37	$38.16	$43.95	
Employee Deductior													
CPFA - National Wellness Fund	0	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	$0.05	
CPFA - National Organizang Fund	0	$0.10	$0.10	$0.10	$0.10	$0.10	$0.10	$0.10	$0.10	$0.10	$0.10	$0.10	
Alcohol/Drug -Art 34 Denovo -Employee	$0.02	$0.02	$0.02	$0.02	$0.02	$0.02	$0.02	$0.02	$0.02	$0.02	$0.02	$0.02	
Ontario Pipe Trades Funds - Art 20	$0.26	$0.26	$0.26	$0.26	$0.26	$0.26	$0.26	$0.00	$0.00	$0.00	$0.00	$0.00	
Union Field Dues	$0.97	$0.97	$0.97	$0.97	$0.97	$0.97	$0.97	$0.97	$0.97	$0.97	$0.97	$0.97	
Ont. Constr. Secr. (Bill 158)	$0.01	$0.01	$0.01	$0.01	$0.01	$0.01	$0.01	$0.00	$0.00	$0.00	$0.00	$0.00	
Contingency Fund	$0.10	$0.10	$0.10	$0.10	$0.10	$0.10	$0.10	$0.10	$0.10	$0.10	$0.10	$0.10	
National Organizing Fund	$0.1C	$0.0C	$0.0C	$0.0C	$0.0C	$0.0C	$0.0C	$0.0C	$0.0C	$0.0C	$0.0C	$0.0C	
	$1.46	$1.51	$1.51	$1.51	$1.51	$1.51	$1.51	$1.24	$1.24	$1.24	$1.24	$1.24	
Funds Not Applicable To Fab Shop													
(ICI only)													
SUB Article F	$0.10												
Zone Assocation Industry Fund Art G	$0.41												
Stabilization Fund	$1.00												
MIAC/WTF Funds	$0.05												
UA Wellness Program Art 23	$0.05												
Sick & Distressed Fund	$0.04												
Helmets to Hardhat	$0.01												
Total	**$1.6**												