

GRADE AND STEP	CLASSIFICATIONS, OCCUPATION CODES AND EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	WELFARE (2)	PENSION (2)	UNION FUNDS (2)	TOTAL WAGE PACKAGE	EPSCA FUND (1)*
13-9	FOREMAN - 450065 (15%) above journeymen base hourly rate							
	May 1, 2019	49.85	4.99	2.30	7.57	1.96	66.67	0.30
	May 1, 2020	50.52	5.05	2.45	7.77	2.17	67.96	0.30
	May 1, 2021	51.51	5.15	2.45	8.03	2.17	69.31	0.30
	May 1, 2022	52.61	5.26	2.45	8.22	2.17	70.71	0.30
	May 1, 2023	53.73	5.37	2.45	8.41	2.17	72.13	0.30
	May 1, 2024	54.89	5.49	2.45	8.59	2.17	73.59	0.30
13-8	SUBFOREMAN-450055 (7.5%) above journeymen base hourly rate							
	May 1, 2019	46.60	4.66	2.30	7.57	1.96	63.09	0.30
	May 1, 2020	47.22	4.72	2.45	7.77	2.17	64.33	0.30
	May 1, 2021	48.15	4.82	2.45	8.03	2.17	65.62	0.30
	May 1, 2022	49.18	4.92	2.45	8.22	2.17	66.94	0.30
	May 1, 2023	50.22	5.02	2.45	8.41	2.17	68.27	0.30
	May 1, 2024	51.31	5.13	2.45	8.59	2.17	69.65	0.30
13-6	JOURNEYMAN-450035 PIPEWELDER - 450036							
	May 1, 2019	43.35	4.34	2.30	7.57	1.96	59.52	0.30
	May 1, 2020	43.93	4.39	2.45	7.77	2.17	60.71	0.30
	May 1, 2021	44.79	4.48	2.45	8.03	2.17	61.92	0.30
	May 1, 2022	45.75	4.57	2.45	8.22	2.17	63.16	0.30
	May 1, 2023	46.72	4.67	2.45	8.41	2.17	64.42	0.30
	May 1, 2024	47.73	4.77	2.45	8.59	2.17	65.71	0.30
13-0	APPRENTICE - 450015							
	1st Period - 40 % of Journeyman Rate							
	May 1, 2019	17.34	1.73	2.30	7.57	1.96	30.90	0.30
	May 1, 2020	17.57	1.76	2.45	7.77	2.17	31.72	0.30
	May 1, 2021	17.92	1.79	2.45	8.03	2.17	32.36	0.30
	May 1, 2022	18.30	1.83	2.45	8.22	2.17	32.97	0.30
	May 1, 2023	18.69	1.87	2.45	8.41	2.17	33.59	0.30
	May 1, 2024	19.09	1.91	2.45	8.59	2.17	34.21	0.30
13-1	2nd Period - 50 % of Journeyman Rate							
	May 1, 2019	21.68	2.17	2.30	7.57	1.96	35.68	0.30
	May 1, 2020	21.97	2.20	2.45	7.77	2.17	36.56	0.30
	May 1, 2021	22.40	2.24	2.45	8.03	2.17	37.29	0.30
	May 1, 2022	22.88	2.29	2.45	8.22	2.17	38.01	0.30
	May 1, 2023	23.36	2.34	2.45	8.41	2.17	38.73	0.30
	May 1, 2024	23.87	2.39	2.45	8.59	2.17	39.47	0.30
13-2	3rd Period -60% of Journeyman Rate							
	May 1, 2019	26.01	2.60	2.30	7.57	1.96	40.44	0.30
	May 1, 2020	26.36	2.64	2.45	7.77	2.17	41.39	0.30
	May 1, 2021	26.87	2.69	2.45	8.03	2.17	42.21	0.30
	May 1, 2022	27.45	2.75	2.45	8.22	2.17	43.04	0.30
	May 1, 2023	28.03	2.80	2.45	8.41	2.17	43.86	0.30
	May 1, 2024	28.64	2.86	2.45	8.59	2.17	44.71	0.30
13-3	4th Period - 70% of Journeyman Rate							
	May 1, 2019	30.35	3.04	2.30	7.57	1.96	45.22	0.30
	May 1, 2020	30.75	3.08	2.45	7.77	2.17	46.22	0.30
	May 1, 2021	31.35	3.14	2.45	8.03	2.17	47.14	0.30
	May 1, 2022	32.03	3.20	2.45	8.22	2.17	48.07	0.30
	May 1, 2023	32.70	3.27	2.45	8.41	2.17	49.00	0.30
	May 1, 2024	33.41	3.34	2.45	8.59	2.17	49.96	0.30
13-4	5th Period -80% of Journeyman Rate							
	May 1, 2019	34.68	3.47	2.30	7.57	1.96	49.98	0.30
	May 1, 2020	35.14	3.51	2.45	7.77	2.17	51.04	0.30
	May 1, 2021	35.83	3.58	2.45	8.03	2.17	52.06	0.30
	May 1, 2022	36.60	3.66	2.45	8.22	2.17	53.10	0.30
	May 1, 2023	37.38	3.74	2.45	8.41	2.17	54.15	0.30
	May 1, 2024	38.18	3.82	2.45	8.59	2.17	55.21	0.30

(1) =per hour worked: (2) = per hour paid

*Employer contributions to De Novo (2 cents/hour worked) and Helmets to Hardhats (1 cent/hour worked) are included in the EPSCA Association Fund of .30 cents.

PLUMBERS
Local 401
Kingston

**E.P.S.C.A. WAGE SCHEDULE FOR PROJECTS WITHIN THE GEOGRAPHIC AREA
OF THIS LOCAL (52)**

OVERTIME RATE:

Mon to Fri. Scheduled Work Days - 1 1/2 times for up to and including 2 hours beyond the normal daily scheduled number of hours. This applies for both 4 day x 10 hours per day schedule and 5 day by 8 hour per day schedule.

Sat. 2 times for all hours worked.

Sun & Hol 2 times for all hours worked.

Foreman Differential 15% above Journeymen Rate
Subforeman Differential 7.5% above Journeymen Rate

Union Funds

Union Funds include the following items:

OPPSPF -	\$0.18 per hour paid - effective May 1, 2016	
Sub -	\$0.10 per hour paid - effective May 1, 2020	\$2.17
Local Training -	\$0.40 per hour paid - effective May 1, 2012	
Local Training -	\$0.45 per hour paid - effective May 1, 2020	
Local Training -	\$0.50 per hour paid - effective May 1, 2016	
Canadian Training -	\$0.13 per hour paid	
Canadian Training -	\$0.14 per hour paid - effective Sept 1, 2010	
UA Canada Wellness-	\$0.05 per hour paid- effective May 1, 2020	
Sick & Distressed -	\$0.04 per hour paid - effective Sept 1, 2015	
Stabilization -	\$1.00 per hour paid	
Contingency Fund -	\$0.10 per hour paid - effective Sept 1, 2015	
Bill 162 -	\$0.03 per hour paid	
DeNovo/MAP -	\$0.02 per hour paid (includes a \$0.02 per hour Employee Deduction and a \$0.02 per hour Employer contribution)	
Helmets to Hardhats -	\$0.01 per hour paid - effective May 1, 2020(includes a \$0.01 per hour Employee Deduction and a \$0.01 per hour Employer contribution)	

Benefits Administration

All remittances (Employer Contributions, Employee Deductions and Union Dues), excluding the EPSCA Association Fund and the Canadian Training Fund, are to be sent to:

U.A. Local 401 Oshawa
#3 - 26 Caristrap St.
Bowmanville, ON L1C 3Y7

EPSCA Association Funds should be forwarded to:

EPSCA Association Fund
190 Attwell Drive, Suite 580
ETOBICOKE, ON M9W 6H8

The CTF and the UA Canada Wellness amounts should be forwarded to:

U.A. Canadian Office
442 Gilmour Street
Ottawa, ON K2P 0R8

Helmets to Hardhat remittances should be forwarded to:

Helmets to Hardhats Canada
72 Chamberlain Avenue
Ottawa, ON
K1S 1V9

Union Dues

Local Union Dues Checkoff -	01-May-20	01-May-21	01-May-22	01-May-23	01-May-24
	\$0.91	\$0.93	\$0.95	\$0.97	\$0.99

Union Dues are not included in Union Funds.
Union Dues are to be deducted from the Base Hourly Rate.

GEOGRAPHIC AREA: The City of Kingston and the Counties of Lennox-Addington, Frontenac, Leeds and that portion of the County of Grenville west of Edward Street in the Town of Prescott.