

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	47.52	4.75	2.65	7.25	2.08	64.25	0.30
	May 1, 2020	50.51	5.05	2.65	7.56	2.17	67.94	0.30
	May 1, 2021	51.50	5.15	2.65	7.82	2.17	69.29	0.30
	May 1, 2022	52.81	5.28	2.45	8.01	2.17	70.72	0.30
	May 1, 2023	53.92	5.39	2.45	8.20	2.17	72.13	0.30
	May 1, 2024	55.09	5.51	2.45	8.38	2.17	73.60	0.30
13-8	SUBFOREMAN-450055 (7.5%) above journeymen base hourly rate							
	May 1, 2019	45.36	4.54	2.65	7.25	2.08	61.88	0.30
	May 1, 2020	47.21	4.72	2.65	7.56	2.17	64.31	0.30
	May 1, 2021	48.14	4.81	2.65	7.82	2.17	65.59	0.30
	May 1, 2022	49.36	4.94	2.45	8.01	2.17	66.93	0.30
	May 1, 2023	50.41	5.04	2.45	8.20	2.17	68.27	0.30
	May 1, 2024	51.49	5.15	2.45	8.38	2.17	69.64	0.30
13-6	JOURNEYMAN-450035							
	PIPEWELDER - 450036							
	May 1, 2019	43.20	4.32	2.65	7.25	2.08	59.50	0.30
	May 1, 2020	43.92	4.39	2.65	7.56	2.17	60.69	0.30
	May 1, 2021	44.78	4.48	2.65	7.82	2.17	61.90	0.30
	May 1, 2022	45.92	4.59	2.45	8.01	2.17	63.14	0.30
	May 1, 2023	46.89	4.69	2.45	8.20	2.17	64.40	0.30
	May 1, 2024	47.90	4.79	2.45	8.38	2.17	65.69	0.30
13-0	APPRENTICE - 450015							
	1st Period - 45 % of Journeyman Rate							
	May 1, 2019	19.44	1.94	2.65	7.25	2.08	33.36	0.30
	May 1, 2020	19.76	1.98	2.65	7.56	2.17	34.12	0.30
	May 1, 2021	20.15	2.02	2.65	7.82	2.17	34.81	0.30
	May 1, 2022	20.66	2.07	2.45	8.01	2.17	35.36	0.30
	May 1, 2023	21.10	2.11	2.45	8.20	2.17	36.03	0.30
	May 1, 2024	21.56	2.16	2.45	8.38	2.17	36.72	0.30
13-1	2nd Period - 55 % of Journeyman Rate							
	May 1, 2019	23.76	2.38	2.65	7.25	2.08	38.12	0.30
	May 1, 2020	24.16	2.42	2.65	7.56	2.17	38.96	0.30
	May 1, 2021	24.63	2.46	2.65	7.82	2.17	39.73	0.30
	May 1, 2022	25.26	2.53	2.45	8.01	2.17	40.42	0.30
	May 1, 2023	25.79	2.58	2.45	8.20	2.17	41.19	0.30
	May 1, 2024	26.35	2.64	2.45	8.38	2.17	41.99	0.30
13-2	3rd Period -65% of Journeyman Rate							
	May 1, 2019	28.08	2.81	5.65	7.25	2.08	45.87	0.30
	May 1, 2020	28.55	2.86	2.65	7.56	2.17	43.79	0.30
	May 1, 2021	29.11	2.91	2.65	7.82	2.17	44.66	0.30
	May 1, 2022	29.85	2.99	2.45	8.01	2.17	45.47	0.30
	May 1, 2023	30.48	3.05	2.45	8.20	2.17	46.35	0.30
	May 1, 2024	31.14	3.11	2.45	8.38	2.17	47.25	0.30
13-3	4th Period - 75% of Journeyman Rate							
	May 1, 2019	32.40	3.24	2.65	7.25	2.08	47.62	0.30
	May 1, 2020	32.94	3.29	2.65	7.56	2.17	48.61	0.30
	May 1, 2021	33.59	3.36	2.65	7.82	2.17	49.59	0.30
	May 1, 2022	34.44	3.44	2.45	8.01	2.17	50.51	0.30
	May 1, 2023	35.17	3.52	2.45	8.20	2.17	51.51	0.30
	May 1, 2024	35.93	3.59	2.45	8.38	2.17	52.52	0.30
13-4	5th Period -85% of Journeyman Rate							
	May 1, 2019	36.72	3.67	2.65	7.25	2.08	52.37	0.30
	May 1, 2020	37.33	3.73	2.65	7.56	2.17	53.44	0.30
	May 1, 2021	38.06	3.81	2.65	7.82	2.17	54.51	0.30
	May 1, 2022	39.03	3.90	2.45	8.01	2.17	55.56	0.30
	May 1, 2023	39.86	3.99	2.45	8.20	2.17	56.67	0.30
	May 1, 2024	40.72	4.07	2.45	8.38	2.17	57.79	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.

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.

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:

- Stabilization - \$1.00 per hour paid
- Contingency - \$0.10 per hour paid
- S&D - \$0.04 per hour paid - effective Sept. 1, 2010
- SUB - \$0.10 per hour paid
- OPSPF - \$0.18 per hour paid - effective May 1, 2016
- Local Training - **\$0.50 per hour paid - effective May 1, 2020**
- UA Canada Wellness - \$0.05 per hour paid - effective May 1, 2020**
- Canadian Training - \$0.14 per hour paid - effective Sept. 1, 2010
- Bill 162 - \$0.03 per hour paid
- DeNovo - \$0.04 per hour paid - (includes a \$0.02 per hour Employee Deduction and a \$0.02 per hour Employer contribution)
- De Novo - **\$0.02 per hour paid - effective May 1, 2020**
- 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 -	5/1/2020	5/1/2021	5/1/2022	5/1/2023	5/1/2024
	\$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: Prince Edward County, the Townships of Sidney, Thurlow, Tyendinga, Rawdon, Huntingdon, Hungerford, Marmora, Madoc and Elzivir in the County of Hastings and the Townships of Murray and Brighton in the County of Northumberland.