

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	47.96	4.80	2.65	7.25	2.08	64.74	0.30
	May 1, 2020	50.97	5.10	2.65	7.57	2.17	68.46	0.30
	May 1, 2021	51.89	5.19	2.65	7.91	2.17	69.81	0.30
	May 1, 2022	53.10	5.31	2.45	8.15	2.22	71.23	0.30
	May 1, 2023	54.13	5.41	2.45	8.43	2.22	72.64	0.30
	May 1, 2024	55.29	5.53	2.45	8.62	2.22	74.11	0.30
New	Article 8.8 Qualification							
	May 1, 2020	48.75	4.88	2.65	7.57	2.17	66.02	0.30
	May 1, 2021	49.63	4.96	2.65	7.91	2.17	67.32	0.30
	May 1, 2022	50.79	5.08	2.45	8.15	2.22	68.69	0.30
	May 1, 2023	51.78	5.18	2.45	8.43	2.22	70.06	0.30
	May 1, 2024	52.89	5.29	2.45	8.62	2.22	71.47	0.30
13-8	SUBFOREMAN-450055 (7.5%) above journeymen base hourly rate							
	May 1, 2019	45.78	4.58	2.65	7.25	2.08	62.34	0.30
	May 1, 2020	47.64	4.76	2.65	7.57	2.17	64.79	0.30
	May 1, 2021	48.50	4.85	2.65	7.91	2.17	66.08	0.30
	May 1, 2022	49.63	4.96	2.45	8.15	2.22	67.41	0.30
	May 1, 2023	50.60	5.06	2.45	8.43	2.22	68.76	0.30
	May 1, 2024	51.69	5.17	2.45	8.62	2.22	70.15	0.30
13-6	JOURNEYMAN-450035							
	PIPEWELDER - 450036							
	May 1, 2019	43.60	4.36	2.65	7.25	2.08	59.94	0.30
	May 1, 2020	44.32	4.43	2.65	7.57	2.17	61.14	0.30
	May 1, 2021	45.12	4.51	2.65	7.91	2.17	62.36	0.30
	May 1, 2022	46.17	4.62	2.45	8.15	2.22	63.61	0.30
	May 1, 2023	47.07	4.71	2.45	8.43	2.22	64.88	0.30
	May 1, 2024	48.08	4.81	2.45	8.62	2.22	66.18	0.30
13-0	APPRENTICE - 450015							
	1st Period - 45 % of Journeyman Rate							
	May 1, 2019	19.62	1.96	2.65	7.25	2.08	33.56	0.30
	May 1, 2020	19.94	1.99	2.65	7.57	2.17	34.32	0.30
	May 1, 2021	20.30	2.03	2.65	7.91	2.17	35.06	0.30
	May 1, 2022	20.78	2.08	2.45	8.15	2.22	35.68	0.30
	May 1, 2023	21.18	2.12	2.45	8.43	2.22	36.40	0.30
	May 1, 2024	21.64	2.16	2.45	8.62	2.22	37.09	0.30
13-1	2nd Period - 55 % of Journeyman Rate							
	May 1, 2019	23.98	2.40	2.65	7.25	2.08	38.36	0.30
	May 1, 2020	24.38	2.44	2.65	7.57	2.17	39.21	0.30
	May 1, 2021	24.82	2.48	2.65	7.91	2.17	40.03	0.30
	May 1, 2022	25.39	2.54	2.45	8.15	2.22	40.75	0.30
	May 1, 2023	25.89	2.59	2.45	8.43	2.22	41.58	0.30
	May 1, 2024	26.44	2.64	2.45	8.62	2.22	42.37	0.30
13-2	3rd Period -65% of Journeyman Rate							
	May 1, 2019	28.34	2.83	2.65	7.25	2.08	43.15	0.30
	May 1, 2020	28.81	2.88	2.65	7.57	2.17	44.08	0.30
	May 1, 2021	29.33	2.93	2.65	7.91	2.17	44.99	0.30
	May 1, 2022	30.01	3.00	2.45	8.15	2.22	45.83	0.30
	May 1, 2023	30.60	3.06	2.45	8.43	2.22	46.76	0.30
	May 1, 2024	31.25	3.13	2.45	8.62	2.22	47.67	0.30
13-3	4th Period - 75% of Journeyman Rate							
	May 1, 2019	32.70	3.27	2.65	7.25	2.08	47.95	0.30
	May 1, 2020	33.24	3.32	2.65	7.57	2.17	48.95	0.30
	May 1, 2021	33.84	3.38	2.65	7.91	2.17	49.95	0.30
	May 1, 2022	34.63	3.46	2.45	8.15	2.22	50.91	0.30
	May 1, 2023	35.30	3.53	2.45	8.43	2.22	51.93	0.30
	May 1, 2024	36.06	3.61	2.45	8.62	2.22	52.96	0.30
13-4	5th Period -85% of Journeyman Rate							
	May 1, 2019	37.06	3.71	2.65	7.25	2.08	52.75	0.30
	May 1, 2020	37.67	3.77	2.65	7.57	2.17	53.83	0.30
	May 1, 2021	38.35	3.84	2.65	7.91	2.17	54.92	0.30
	May 1, 2022	39.24	3.92	2.45	8.15	2.22	55.98	0.30
	May 1, 2023	40.01	4.00	2.45	8.43	2.22	57.11	0.30
	May 1, 2024	40.87	4.09	2.45	8.62	2.22	58.25	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
Oshawa

E.P.S.C.A. WAGE SCHEDULE FOR PROJECTS WITHIN THE GEOGRAPHIC AREA
OF THIS LOCAL (52) (66) (82)

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
Subforeman Differential

15% above Journeymen Rate
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
OPPSPF -	\$0.18 per hour paid -effective May 1, 2016
Local Training -	\$0.50 per hour paid - effective May 1, 2020
Local Training -	\$0.55 per hour paid - effective May 1, 2022
Canadian Training -	\$0.14 per hour paid - effective Sept. 1, 2010
UA Canada Wellness	\$0.05 per hour paid - effective May 1, 2020
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 Associatio EPSCA Association Funds should be forwarded to:
EPSCA Associatio EPSCA Association Fund
190 Attwell Drive, 190 Attwell Drive, Suite 580
ETOBICOKE, ON 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 -

\$0.92 per hour paid - effective May 1, 2020

Union Dues are not included in Union Funds.

\$0.94 per hour paid - effective May 1, 2021

Union Dues are to be deducted from the Base Hourly Rate.

\$0.95 per hour paid - effective May 1, 2022

\$0.97 per hour paid - effective May 1, 2023

\$0.99 per hour paid - effective May 1, 2024

GEOGRAPHIC AREA: Pickering, Whitby, East Whitby, Darlington, Clarke, Hope, Hamilton, Haldiman, Cramahe, through Pickering to Brighton the centre of the Lake shall apply. Seymour, Belmont, Methuen, Wollaston, Faraday, Herschel, McClue, Sabine, Airy, Nightingale, Lawrence Livingston, McClintock, Sherborne, Hindon, Longford, Dalton, Carden, Eldon, Brock, Scott and Uxbridge.