

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	<b>FOREMAN - 450065 (15%) above journeymen base hourly rate</b>							
	May 1, 2019	47.94	4.79	2.65	7.25	2.08	64.71	0.30
	<b>May 1, 2020</b>	<b>50.95</b>	<b>5.10</b>	<b>2.65</b>	<b>7.57</b>	<b>2.17</b>	<b>68.44</b>	<b>0.30</b>
	May 1, 2021	51.87	5.19	2.65	7.91	2.17	69.79	0.30
	May 1, 2022	52.87	5.29	2.65	8.15	2.22	71.18	0.30
	May 1, 2023	53.90	5.39	2.65	8.43	2.22	72.59	0.30
	May 1, 2024	55.06	5.51	2.65	8.62	2.22	74.06	0.30
13-8	<b>SUBFOREMAN-450055 (7.5%) above journeymen base hourly rate</b>							
	May 1, 2019	45.76	4.58	2.65	7.25	2.08	62.32	0.30
	<b>May 1, 2020</b>	<b>47.62</b>	<b>4.76</b>	<b>2.65</b>	<b>7.57</b>	<b>2.17</b>	<b>64.77</b>	<b>0.30</b>
	May 1, 2021	48.48	4.85	2.65	7.91	2.17	66.06	0.30
	May 1, 2022	49.42	4.94	2.65	8.15	2.22	67.38	0.30
	May 1, 2023	50.39	5.04	2.65	8.43	2.22	68.73	0.30
	May 1, 2024	51.47	5.15	2.65	8.62	2.22	70.11	0.30
13-6	<b>JOURNEYMAN-450035</b>							
	<b>PIPEWELDER - 450036</b>							
	May 1, 2019	43.58	4.36	2.65	7.25	2.08	59.92	0.30
	<b>May 1, 2020</b>	<b>44.30</b>	<b>4.43</b>	<b>2.65</b>	<b>7.57</b>	<b>2.17</b>	<b>61.12</b>	<b>0.30</b>
	May 1, 2021	45.10	4.51	2.65	7.91	2.17	62.34	0.30
	May 1, 2022	45.97	4.60	2.65	8.15	2.22	63.59	0.30
	May 1, 2023	46.87	4.69	2.65	8.43	2.22	64.86	0.30
	May 1, 2024	47.88	4.79	2.65	8.62	2.22	66.16	0.30
13-0	<b>APPRENTICE - 450015</b>							
	<b>1st Period - 45 % of Journeyman Rate</b>							
	May 1, 2019	19.61	1.96	2.65	7.25	2.08	33.55	0.30
	<b>May 1, 2020</b>	<b>19.94</b>	<b>1.99</b>	<b>2.65</b>	<b>7.57</b>	<b>2.17</b>	<b>34.32</b>	<b>0.30</b>
	May 1, 2021	20.30	2.03	2.65	7.91	2.17	35.06	0.30
	May 1, 2022	20.69	2.07	2.65	8.15	2.22	35.78	0.30
	May 1, 2023	21.09	2.11	2.65	8.43	2.22	36.50	0.30
	May 1, 2024	21.55	2.16	2.65	8.62	2.22	37.20	0.30
13-1	<b>2nd Period - 55 % of Journeyman Rate</b>							
	May 1, 2019	23.97	2.40	2.65	7.25	2.08	38.35	0.30
	<b>May 1, 2020</b>	<b>24.37</b>	<b>2.44</b>	<b>2.65</b>	<b>7.57</b>	<b>2.17</b>	<b>39.20</b>	<b>0.30</b>
	May 1, 2021	24.81	2.48	2.65	7.91	2.17	40.02	0.30
	May 1, 2022	25.28	2.53	2.65	8.15	2.22	40.83	0.30
	May 1, 2023	25.78	2.58	2.65	8.43	2.22	41.66	0.30
	May 1, 2024	26.33	2.63	2.65	8.62	2.22	42.45	0.30
13-2	<b>3rd Period -65% of Journeyman Rate</b>							
	May 1, 2019	28.33	2.83	2.65	7.25	2.08	43.14	0.30
	<b>May 1, 2020</b>	<b>28.80</b>	<b>2.88</b>	<b>2.65</b>	<b>7.57</b>	<b>2.17</b>	<b>44.07</b>	<b>0.30</b>
	May 1, 2021	29.32	2.93	2.65	7.91	2.17	44.98	0.30
	May 1, 2022	29.88	2.99	2.65	8.15	2.22	45.89	0.30
	May 1, 2023	30.47	3.05	2.65	8.43	2.22	46.82	0.30
	May 1, 2024	31.12	3.11	2.65	8.62	2.22	47.72	0.30
13-3	<b>4th Period - 75% of Journeyman Rate</b>							
	May 1, 2019	32.69	3.27	2.65	7.25	2.08	47.94	0.30
	<b>May 1, 2020</b>	<b>33.23</b>	<b>3.32</b>	<b>2.65</b>	<b>7.57</b>	<b>2.17</b>	<b>48.94</b>	<b>0.30</b>
	May 1, 2021	33.83	3.38	2.65	7.91	2.17	49.94	0.30
	May 1, 2022	34.48	3.45	2.65	8.15	2.22	50.95	0.30
	May 1, 2023	35.15	3.52	2.65	8.43	2.22	51.97	0.30
	May 1, 2024	35.91	3.59	2.65	8.62	2.22	52.99	0.30
13-4	<b>5th Period -85% of Journeyman Rate</b>							
	May 1, 2019	37.04	3.70	2.65	7.25	2.08	52.72	0.30
	<b>May 1, 2020</b>	<b>37.66</b>	<b>3.77</b>	<b>2.65</b>	<b>7.57</b>	<b>2.17</b>	<b>53.82</b>	<b>0.30</b>
	May 1, 2021	38.34	3.83	2.65	7.91	2.17	54.90	0.30
	May 1, 2022	39.07	3.91	2.65	8.15	2.22	56.00	0.30
	May 1, 2023	39.84	3.98	2.65	8.43	2.22	57.12	0.30
	May 1, 2024	40.70	4.07	2.65	8.62	2.22	58.26	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**

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
OPPSPF -	\$0.18 per hour paid -effective May 1, 2016
Local Training -	<b>\$0.50 per hour paid - effective May 1, 2020</b>
Local Training -	<b>\$0.55 per hour paid - effective May 1, 2022</b>
Canadian Training -	\$0.14 per hour paid - effective Sept. 1, 2010
UA Canada Wellness	<b>\$0.05 per hour paid - effective May 1, 2020</b>
Bill 162 -	\$0.03 per hour paid
DeNovo -	\$0.02 per hour paid - (includes a \$0.02 per hour Employee Deduction and a \$0.02 per hour Employer contribution)
Helmets to Hardhats -	<b>\$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)</b>

**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 EPSCA Association Funds should be forwarded to:**

EPSCA Association 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.