

WAGES & FRINGE BENEFITS - 'PATHWAYS' - PRE-APPRENTICES AND CO-OP/OYAP
MEMORANDUM OF AGREEMENT
L.U. 804 - CENTRAL ONTARIO

	Date	Base Rate	VP & SHP*	Union Funds**	Wage Package	ECA *** Fund	Total Package
Pre-Apprentice	May 1, 2022	\$ 16.07	\$ 1.61	\$ 7.20	\$ 24.88	\$ -	\$ 24.88
	May 1, 2023	\$ 16.74	\$ 1.67	\$ 7.57	\$ 25.98	\$ -	\$ 25.98
	May 1, 2024	\$ 17.37	\$ 1.74	\$ 7.94	\$ 27.05	\$ -	\$ 27.05
COOP/OYAP	May 1, 2022	\$ -	\$ -	\$ 24.88	\$ 24.88	\$ -	\$ 24.88
	May 1, 2023	\$ -	\$ -	\$ 25.98	\$ 25.98	\$ -	\$ 25.98
	May 1, 2024	\$ -	\$ -	\$ 27.05	\$ 27.05	\$ -	\$ 27.05

* Vacation Pay & Statutory Holiday Pay: 10% of Base Rate

** Breakdown of Union Funds for Pre-Apprentice:

Health & Welfare - May 1, 2022 - \$3.20, May 1, 2023 - \$3.40, May 1, 2024 - \$3.60

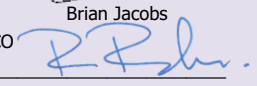
Training Facility Fund - \$4.00 (May 1, 2023 - \$4.17, May 1, 2024 - \$4.34)

** Breakdown of Union Funds for COOP/OYAP:

Training Facility Fund - \$24.88 (May 1, 2023 - \$25.98, May 1, 2024 - \$27.05)

*** Breakdown of ECA Funds:

ECACO - \$0.00

	Approved	Date
IBEW		12-Apr-23
ECACO		12-Apr-23
	Bob Ritzmann	

NOTE:

1. On agreement of the ETBA and IBEW-CCO, Total Package amounts for the period May 1, 2022 to April 30, 2025 inclusive may be subject to amendment prior to expiry
2. A Union Dues checkoff of two percent (2%) of the hourly base rate to be deducted from the Employee's wages.
3. The Pre-Apprentice wage schedule is based on the J.4 Low Rise Residential Agreement Total Package.
This rate applies to all sectors of the agreement that the Pre-Apprentice may be working under.
4. COOP/OYAP rates are subject to change if UTIP funding is revoked.