

900 J.2

**WAGES & FRINGE BENEFITS
MAINTENANCE AGREEMENT
L.U. 804 - CENTRAL ONTARIO**

	Date	Base Rate	VP & SHP*	Union Funds**	Wage Package	ECA *** Fund	Total Package
Journeyman	May-01-22	\$ 47.30	\$ 4.73	\$ 15.25	\$ 67.28	\$ 0.44	\$ 67.72
	May-01-23	\$ 48.47	\$ 4.85	\$ 15.53	\$ 68.85	\$ 0.44	\$ 69.29
	May-01-24	\$ 49.45	\$ 4.95	\$ 15.78	\$ 70.18	\$ 0.44	\$ 70.62
Sub-Foreman (110%)	May-01-22	\$ 52.03	\$ 5.20	\$ 16.41	\$ 73.64	\$ 0.44	\$ 74.08
	May-01-23	\$ 53.32	\$ 5.33	\$ 16.74	\$ 75.39	\$ 0.44	\$ 75.83
	May-01-24	\$ 54.40	\$ 5.44	\$ 17.01	\$ 76.85	\$ 0.44	\$ 77.29
Foreman (112%)	May-01-22	\$ 52.98	\$ 5.30	\$ 16.65	\$ 74.93	\$ 0.44	\$ 75.37
	May-01-23	\$ 54.29	\$ 5.43	\$ 16.98	\$ 76.70	\$ 0.44	\$ 77.14
	May-01-24	\$ 55.38	\$ 5.54	\$ 17.26	\$ 78.18	\$ 0.44	\$ 78.62
General Foreman (118%)	May-01-22	\$ 55.81	\$ 5.58	\$ 17.37	\$ 78.76	\$ 0.44	\$ 79.20
	May-01-23	\$ 57.19	\$ 5.72	\$ 17.69	\$ 80.60	\$ 0.44	\$ 81.04
	May-01-24	\$ 58.35	\$ 5.84	\$ 17.99	\$ 82.18	\$ 0.44	\$ 82.62
Apprentices	May-01-22						
40% 1st Period		\$ 18.92	\$ 1.89	\$ 8.21	\$ 29.02	\$ 0.44	\$ 29.46
50% 2nd Period		\$ 23.65	\$ 2.37	\$ 9.39	\$ 35.41	\$ 0.44	\$ 35.85
60% 3rd Period		\$ 28.38	\$ 2.84	\$ 10.57	\$ 41.79	\$ 0.44	\$ 42.23
70% 4th Period		\$ 33.11	\$ 3.31	\$ 11.74	\$ 48.16	\$ 0.44	\$ 48.60
80% 5th Period		\$ 37.84	\$ 3.78	\$ 12.91	\$ 54.53	\$ 0.44	\$ 54.97
Apprentices	May-01-23						
40% 1st Period		\$ 19.39	\$ 1.94	\$ 8.35	\$ 29.68	\$ 0.44	\$ 30.12
50% 2nd Period		\$ 24.24	\$ 2.42	\$ 9.53	\$ 36.19	\$ 0.44	\$ 36.63
60% 3rd Period		\$ 29.08	\$ 2.91	\$ 10.75	\$ 42.74	\$ 0.44	\$ 43.18
70% 4th Period		\$ 33.93	\$ 3.39	\$ 11.94	\$ 49.26	\$ 0.44	\$ 49.70
80% 5th Period		\$ 38.78	\$ 3.88	\$ 13.13	\$ 55.79	\$ 0.44	\$ 56.23
Apprentices	May-01-24						
40% 1st Period		\$ 19.78	\$ 1.98	\$ 8.44	\$ 30.20	\$ 0.44	\$ 30.64
50% 2nd Period		\$ 24.73	\$ 2.47	\$ 9.65	\$ 36.85	\$ 0.44	\$ 37.29
60% 3rd Period		\$ 29.67	\$ 2.97	\$ 10.89	\$ 43.53	\$ 0.44	\$ 43.97
70% 4th Period		\$ 34.62	\$ 3.46	\$ 12.10	\$ 50.18	\$ 0.44	\$ 50.62
80% 5th Period		\$ 39.56	\$ 3.96	\$ 13.33	\$ 56.85	\$ 0.44	\$ 57.29

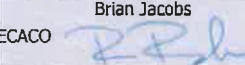
* Vacation Pay & Statutory Holiday Pay: 10% of Base Rate

**** Breakdown of Union Funds:**

Pension Contributions: Defined Benefit - 13% of Base Rate, Defined Contribution - 2% of Base Rate
 Health & Welfare - \$3.20
 Paid Leave Reserve (formerly WSIB162) - \$0.02, CCO Fund - \$0.20, JEPP - \$0.10, DeNovo Fund - \$0.01
 Education Fund - 0.75% of Base Rate
 Recreation Fund - 0.5% of Base Rate, Training Facility Fund - 1.5% of Base Rate
 Market Recovery Fund - 7% of Base Rate
 Retirement Incentive Plan - \$0.01

***** Breakdown of ECA Funds:**

ECACO - \$0.33
 ECAO - \$0.10
 DeNovo Fund - \$0.01

Approved	Date
IBEW 	21-Apr-22
ECACO 	21-Apr-22
Bob Ritzmann	

NOTE:

- On agreement of the ETBA and IBEW-CCO, Total Package amounts for the period May 1, 2012 to April 30, 2024 inclusive may be subject to amendment prior to expiry
- A Union Dues checkoff of two percent (2%) of the hourly base rate to be deducted from the Employee's wages.