

900 J.1
**WAGES & FRINGE BENEFITS - INDUSTRIAL, COMMERCIAL AND INSTITUTIONAL (ICI)
PRINCIPAL AGREEMENT
L.U. 804 - CENTRAL ONTARIO**

	Date	Base Rate	VP & SHP*	Union Funds**	Wage Package	ECA *** Fund	Total Package
Journeyman	May-01-22	\$ 49.20	\$ 5.90	\$ 15.72	\$ 70.82	\$ 0.46	\$ 71.28
	May-01-23	\$ 50.41	\$ 6.05	\$ 16.01	\$ 72.47	\$ 0.46	\$ 72.93
	May-01-24	\$ 51.43	\$ 6.17	\$ 16.27	\$ 73.87	\$ 0.46	\$ 74.33
Sub-Foreman (110%)	May-01-22	\$ 54.12	\$ 6.49	\$ 16.94	\$ 77.55	\$ 0.46	\$ 78.01
	May-01-23	\$ 55.45	\$ 6.65	\$ 17.27	\$ 79.37	\$ 0.46	\$ 79.83
	May-01-24	\$ 56.57	\$ 6.79	\$ 17.53	\$ 80.89	\$ 0.46	\$ 81.35
Foreman (112%)	May-01-22	\$ 55.10	\$ 6.61	\$ 17.18	\$ 78.89	\$ 0.46	\$ 79.35
	May-01-23	\$ 56.46	\$ 6.77	\$ 17.51	\$ 80.74	\$ 0.46	\$ 81.20
	May-01-24	\$ 57.60	\$ 6.91	\$ 17.79	\$ 82.30	\$ 0.46	\$ 82.76
General Foreman (118%)	May-01-22	\$ 58.06	\$ 6.97	\$ 17.91	\$ 82.94	\$ 0.46	\$ 83.40
	May-01-23	\$ 59.48	\$ 7.14	\$ 18.26	\$ 84.88	\$ 0.46	\$ 85.34
	May-01-24	\$ 60.69	\$ 7.28	\$ 18.56	\$ 86.53	\$ 0.46	\$ 86.99
Apprentices	May-01-22						
40% 1st Period		\$ 19.68	\$ 2.36	\$ 8.42	\$ 30.46	\$ 0.46	\$ 30.92
50% 2nd Period		\$ 24.60	\$ 2.95	\$ 9.62	\$ 37.17	\$ 0.46	\$ 37.63
60% 3rd Period		\$ 29.52	\$ 3.54	\$ 10.85	\$ 43.91	\$ 0.46	\$ 44.37
70% 4th Period		\$ 34.44	\$ 4.13	\$ 12.07	\$ 50.64	\$ 0.46	\$ 51.10
80% 5th Period		\$ 39.36	\$ 4.72	\$ 13.30	\$ 57.38	\$ 0.46	\$ 57.84
Apprentices	May-01-23						
40% 1st Period		\$ 20.16	\$ 2.42	\$ 8.52	\$ 31.10	\$ 0.46	\$ 31.56
50% 2nd Period		\$ 25.21	\$ 3.03	\$ 9.78	\$ 38.02	\$ 0.46	\$ 38.48
60% 3rd Period		\$ 30.25	\$ 3.63	\$ 11.03	\$ 44.91	\$ 0.46	\$ 45.37
70% 4th Period		\$ 35.29	\$ 4.23	\$ 12.28	\$ 51.80	\$ 0.46	\$ 52.26
80% 5th Period		\$ 40.33	\$ 4.84	\$ 13.51	\$ 58.68	\$ 0.46	\$ 59.14
Apprentices	May-01-24						
40% 1st Period		\$ 20.57	\$ 2.47	\$ 8.62	\$ 31.66	\$ 0.46	\$ 32.12
50% 2nd Period		\$ 25.72	\$ 3.09	\$ 9.90	\$ 38.71	\$ 0.46	\$ 39.17
60% 3rd Period		\$ 30.86	\$ 3.70	\$ 11.17	\$ 45.73	\$ 0.46	\$ 46.19
70% 4th Period		\$ 36.00	\$ 4.32	\$ 12.45	\$ 52.77	\$ 0.46	\$ 53.23
80% 5th Period		\$ 41.14	\$ 4.94	\$ 13.73	\$ 59.81	\$ 0.46	\$ 60.27

* Vacation Pay & Statutory Holiday Pay: 12% 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 - \$0.35
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, 202 to April 30, 2025 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.