

900 J.4

**WAGES & FRINGE BENEFITS - LOW RISE
RESIDENTIAL AGREEMENT
L.U. 804 - CENTRAL ONTARIO**

	Date	Base Rate	VP & SHP*	Union Funds**	Wage Package	ECA *** Fund	Total Package
Journeyman	May-01-22	\$ 40.17	\$ 4.02	\$ 13.17	\$ 57.36	\$ 0.37	\$ 57.73
	May-01-23	\$ 41.71	\$ 4.17	\$ 13.55	\$ 59.43	\$ 0.38	\$ 59.81
	May-01-24	\$ 43.10	\$ 4.31	\$ 13.90	\$ 61.31	\$ 0.38	\$ 61.69
Sub-Foreman (110%)	May-01-22	\$ 44.19	\$ 4.42	\$ 14.15	\$ 62.76	\$ 0.37	\$ 63.13
	May-01-23	\$ 45.88	\$ 4.59	\$ 14.58	\$ 65.05	\$ 0.38	\$ 65.43
	May-01-24	\$ 47.41	\$ 4.74	\$ 14.97	\$ 67.12	\$ 0.38	\$ 67.50
Foreman (112%)	May-01-22	\$ 44.99	\$ 4.50	\$ 14.36	\$ 63.85	\$ 0.37	\$ 64.22
	May-01-23	\$ 46.72	\$ 4.67	\$ 14.78	\$ 66.17	\$ 0.38	\$ 66.55
	May-01-24	\$ 48.27	\$ 4.83	\$ 15.18	\$ 68.28	\$ 0.38	\$ 68.66
General Foreman (118%)	May-01-22	\$ 47.40	\$ 4.74	\$ 14.97	\$ 67.11	\$ 0.37	\$ 67.48
	May-01-23	\$ 49.22	\$ 4.92	\$ 15.42	\$ 69.56	\$ 0.38	\$ 69.94
	May-01-24	\$ 50.86	\$ 5.09	\$ 15.81	\$ 71.76	\$ 0.38	\$ 72.14
Apprentices	May-01-22						
40% 1st Period		\$ 16.07	\$ 1.61	\$ 7.20	\$ 24.88	\$ 0.37	\$ 25.25
50% 2nd Period		\$ 20.09	\$ 2.01	\$ 8.20	\$ 30.30	\$ 0.37	\$ 30.67
60% 3rd Period		\$ 24.10	\$ 2.41	\$ 9.19	\$ 35.70	\$ 0.37	\$ 36.07
70% 4th Period		\$ 28.12	\$ 2.81	\$ 10.19	\$ 41.12	\$ 0.37	\$ 41.49
80% 5th Period		\$ 32.14	\$ 3.21	\$ 11.18	\$ 46.53	\$ 0.37	\$ 46.90
Apprentices	May-01-23						
40% 1st Period		\$ 16.68	\$ 1.67	\$ 7.36	\$ 25.71	\$ 0.38	\$ 26.09
50% 2nd Period		\$ 20.86	\$ 2.09	\$ 8.39	\$ 31.34	\$ 0.38	\$ 31.72
60% 3rd Period		\$ 25.03	\$ 2.50	\$ 9.43	\$ 36.96	\$ 0.38	\$ 37.34
70% 4th Period		\$ 29.20	\$ 2.92	\$ 10.46	\$ 42.58	\$ 0.38	\$ 42.96
80% 5th Period		\$ 33.37	\$ 3.34	\$ 11.50	\$ 48.21	\$ 0.38	\$ 48.59
Apprentices	May-01-24						
40% 1st Period		\$ 17.24	\$ 1.72	\$ 7.50	\$ 26.46	\$ 0.38	\$ 26.84
50% 2nd Period		\$ 21.55	\$ 2.16	\$ 8.56	\$ 32.27	\$ 0.38	\$ 32.65
60% 3rd Period		\$ 25.86	\$ 2.59	\$ 9.63	\$ 38.08	\$ 0.38	\$ 38.46
70% 4th Period		\$ 30.17	\$ 3.02	\$ 10.69	\$ 43.88	\$ 0.38	\$ 44.26
80% 5th Period		\$ 34.48	\$ 3.45	\$ 11.76	\$ 49.69	\$ 0.38	\$ 50.07

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

**** Breakdown of Union Funds:**

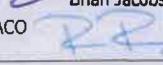
Pension Contributions: Defined Benefit - 13% of Base Rate, Defined Contribution - 2% of Base Rate
Health & Welfare - \$3.20
Paid Leave Reserve (formerly WSIB162) - \$0.02, DeNovo Fund - \$0.01
Education Fund - 0.75% of Base Rate
Recreation Fund - 0.5% of Base Rate, Training Facility Fund - 1.5% of Base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

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

ECACO - \$0.26 May 1, 2022
ECACO - \$0.27 May 1, 2023 & 2024
ECAO - \$0.10
DeNovo Fund - \$0.01

NOTE:

1. On agreement of the ETBA and IBEW-CCO, Total Package amounts for the period May 1, 2022 to April 30, 2024 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.

IBEW	Approved	Date
	Brian Jacobs	21-Apr-22
	Bob Ritzmann	21-Apr-22