

900 J.4

**WAGES & FRINGE BENEFITS - MARKET RECOVERY 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	\$ 37.45	\$ 3.75	\$ 8.37	\$ 49.57	\$ 0.32	\$ 49.89
	May-01-23	\$ 38.38	\$ 3.84	\$ 8.51	\$ 50.73	\$ 0.32	\$ 51.05
	May-01-24	\$ 39.18	\$ 3.92	\$ 8.61	\$ 51.71	\$ 0.32	\$ 52.03
Sub-Foreman (110%)	May-01-22	\$ 41.20	\$ 4.12	\$ 8.90	\$ 54.22	\$ 0.32	\$ 54.54
	May-01-23	\$ 42.22	\$ 4.22	\$ 9.04	\$ 55.48	\$ 0.32	\$ 55.80
	May-01-24	\$ 43.10	\$ 4.31	\$ 9.16	\$ 56.57	\$ 0.32	\$ 56.89
Foreman (112%)	May-01-22	\$ 41.94	\$ 4.19	\$ 9.00	\$ 55.13	\$ 0.32	\$ 55.45
	May-01-23	\$ 42.99	\$ 4.30	\$ 9.13	\$ 56.42	\$ 0.32	\$ 56.74
	May-01-24	\$ 43.88	\$ 4.39	\$ 9.27	\$ 57.54	\$ 0.32	\$ 57.86
General Foreman (118%)	May-01-22	\$ 44.19	\$ 4.42	\$ 9.30	\$ 57.91	\$ 0.32	\$ 58.23
	May-01-23	\$ 45.29	\$ 4.53	\$ 9.46	\$ 59.28	\$ 0.32	\$ 59.60
	May-01-24	\$ 46.23	\$ 4.62	\$ 9.59	\$ 60.44	\$ 0.32	\$ 60.76
Apprentices	May-01-22						
40% 1st Period		\$ 14.98	\$ 1.50	\$ 5.28	\$ 21.76	\$ 0.32	\$ 22.08
50% 2nd Period		\$ 18.73	\$ 1.87	\$ 5.80	\$ 26.40	\$ 0.32	\$ 26.72
60% 3rd Period		\$ 22.47	\$ 2.25	\$ 6.32	\$ 31.04	\$ 0.32	\$ 31.36
70% 4th Period		\$ 26.22	\$ 2.62	\$ 6.84	\$ 35.68	\$ 0.32	\$ 36.00
80% 5th Period		\$ 29.96	\$ 3.00	\$ 7.35	\$ 40.31	\$ 0.32	\$ 40.63
Apprentices	May-01-23						
40% 1st Period		\$ 15.35	\$ 1.54	\$ 5.34	\$ 22.23	\$ 0.32	\$ 22.55
50% 2nd Period		\$ 19.19	\$ 1.92	\$ 5.87	\$ 26.98	\$ 0.32	\$ 27.30
60% 3rd Period		\$ 23.03	\$ 2.30	\$ 6.40	\$ 31.73	\$ 0.32	\$ 32.05
70% 4th Period		\$ 26.87	\$ 2.69	\$ 6.91	\$ 36.47	\$ 0.32	\$ 36.79
80% 5th Period		\$ 30.70	\$ 3.07	\$ 7.45	\$ 41.22	\$ 0.32	\$ 41.54
Apprentices	May-01-24						
40% 1st Period		\$ 15.67	\$ 1.57	\$ 5.40	\$ 22.64	\$ 0.32	\$ 22.96
50% 2nd Period		\$ 19.59	\$ 1.96	\$ 5.92	\$ 27.47	\$ 0.32	\$ 27.79
60% 3rd Period		\$ 23.51	\$ 2.35	\$ 6.47	\$ 32.33	\$ 0.32	\$ 32.65
70% 4th Period		\$ 27.43	\$ 2.74	\$ 7.01	\$ 37.18	\$ 0.32	\$ 37.50
80% 5th Period		\$ 31.34	\$ 3.13	\$ 7.54	\$ 42.01	\$ 0.32	\$ 42.33

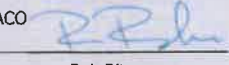
* Vacation Pay & Statutory Holiday Pay: 10% of Base Rate

**** Breakdown of Union Funds:**

Pension Contributions: Defined Contribution - 4% 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 - \$0.21
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, 2022 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.