

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 1, 2025	\$ 54.10	\$ 6.49	\$ 17.53	\$ 78.12	\$ 0.46	\$ 78.58
	May 1, 2026	\$ 55.27	\$ 6.63	\$ 18.02	\$ 79.92	\$ 0.46	\$ 80.38
	May 1, 2027	\$ 56.48	\$ 6.78	\$ 18.51	\$ 81.77	\$ 0.46	\$ 82.23
Sub-Foreman (110%)	May 1, 2025	\$ 59.51	\$ 7.14	\$ 18.88	\$ 85.53	\$ 0.46	\$ 85.99
	May 1, 2026	\$ 60.80	\$ 7.30	\$ 19.39	\$ 87.49	\$ 0.46	\$ 87.95
	May 1, 2027	\$ 62.13	\$ 7.46	\$ 19.92	\$ 89.51	\$ 0.46	\$ 89.97
Foreman (112%)	May 1, 2025	\$ 60.59	\$ 7.27	\$ 19.13	\$ 86.99	\$ 0.46	\$ 87.45
	May 1, 2026	\$ 61.90	\$ 7.43	\$ 19.66	\$ 88.99	\$ 0.46	\$ 89.45
	May 1, 2027	\$ 63.26	\$ 7.59	\$ 20.20	\$ 91.05	\$ 0.46	\$ 91.51
General Foreman (118%)	May 1, 2025	\$ 63.84	\$ 7.66	\$ 19.95	\$ 91.45	\$ 0.46	\$ 91.91
	May 1, 2026	\$ 65.22	\$ 7.83	\$ 20.49	\$ 93.54	\$ 0.46	\$ 94.00
	May 1, 2027	\$ 66.65	\$ 8.00	\$ 21.04	\$ 95.69	\$ 0.46	\$ 96.15
Apprentices	May 1, 2025						
40% 1st Period		\$ 21.64	\$ 2.60	\$ 9.49	\$ 33.73	\$ 0.46	\$ 34.19
50% 2nd Period		\$ 27.05	\$ 3.25	\$ 10.84	\$ 41.14	\$ 0.46	\$ 41.60
60% 3rd Period		\$ 32.46	\$ 3.90	\$ 12.17	\$ 48.53	\$ 0.46	\$ 48.99
70% 4th Period		\$ 37.87	\$ 4.54	\$ 13.51	\$ 55.92	\$ 0.46	\$ 56.38
80% 5th Period		\$ 43.28	\$ 5.19	\$ 14.85	\$ 63.32	\$ 0.46	\$ 63.78
Apprentices	May 1, 2026						
40% 1st Period		\$ 22.11	\$ 2.65	\$ 9.82	\$ 34.58	\$ 0.46	\$ 35.04
50% 2nd Period		\$ 27.64	\$ 3.32	\$ 11.18	\$ 42.14	\$ 0.46	\$ 42.60
60% 3rd Period		\$ 33.16	\$ 3.98	\$ 12.55	\$ 49.69	\$ 0.46	\$ 50.15
70% 4th Period		\$ 38.69	\$ 4.64	\$ 13.91	\$ 57.24	\$ 0.46	\$ 57.70
80% 5th Period		\$ 44.22	\$ 5.31	\$ 15.28	\$ 64.81	\$ 0.46	\$ 65.27
Apprentices	May 1, 2027						
40% 1st Period		\$ 22.59	\$ 2.71	\$ 10.13	\$ 35.43	\$ 0.46	\$ 35.89
50% 2nd Period		\$ 28.24	\$ 3.39	\$ 11.53	\$ 43.16	\$ 0.46	\$ 43.62
60% 3rd Period		\$ 33.89	\$ 4.07	\$ 12.92	\$ 50.88	\$ 0.46	\$ 51.34
70% 4th Period		\$ 39.54	\$ 4.74	\$ 14.33	\$ 58.61	\$ 0.46	\$ 59.07
80% 5th Period		\$ 45.18	\$ 5.42	\$ 15.73	\$ 66.33	\$ 0.46	\$ 66.79

* Vacation Pay & Statutory Holiday Pay: 12% of Base Rate

**** Breakdown of Union Funds:**

Pension Contributions: Defined Benefit - 15% of Base Rate
Health & Welfare - \$3.80, (May 1, 2026 - \$4.00; May 1, 2027 - \$4.20)
Paid Leave Reserve (formerly WSIB162) - \$0.02, CCO Fund - \$0.20, JEPP - \$0.10, DeNovo Fund - \$0.01
Retirement Incentive Plan - \$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

Approved

Date: April 25, 2025

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

ECACO - \$0.35
ECAO - \$0.10
DeNovo Fund - \$0.01

IBEW

ECACO

Derek Brooks

Nick Mammoliti

NOTE:

1. On agreement of the ETBA and IBEW-CCO, Total Package amounts for the period May 1, 2025 to April 30, 2028 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.