

**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 1, 2025	\$ 45.28	\$ 4.53	\$ 15.03	\$ 64.84	\$ 0.38	\$ 65.22
	May 1, 2026	\$ 46.83	\$ 4.68	\$ 15.62	\$ 67.13	\$ 0.38	\$ 67.51
	May 1, 2027	\$ 48.44	\$ 4.84	\$ 16.22	\$ 69.50	\$ 0.38	\$ 69.88
Sub-Foreman (110%)	May 1, 2025	\$ 49.81	\$ 4.98	\$ 16.16	\$ 70.95	\$ 0.38	\$ 71.33
	May 1, 2026	\$ 51.51	\$ 5.15	\$ 16.79	\$ 73.45	\$ 0.38	\$ 73.83
	May 1, 2027	\$ 53.28	\$ 5.33	\$ 17.42	\$ 76.03	\$ 0.38	\$ 76.41
Foreman (112%)	May 1, 2025	\$ 50.71	\$ 5.07	\$ 16.38	\$ 72.16	\$ 0.38	\$ 72.54
	May 1, 2026	\$ 52.45	\$ 5.24	\$ 17.01	\$ 74.70	\$ 0.38	\$ 75.08
	May 1, 2027	\$ 54.25	\$ 5.43	\$ 17.66	\$ 77.34	\$ 0.38	\$ 77.72
General Foreman (118%)	May 1, 2025	\$ 53.43	\$ 5.34	\$ 17.05	\$ 75.82	\$ 0.38	\$ 76.20
	May 1, 2026	\$ 55.26	\$ 5.53	\$ 17.71	\$ 78.50	\$ 0.38	\$ 78.88
	May 1, 2027	\$ 57.16	\$ 5.72	\$ 18.38	\$ 81.26	\$ 0.38	\$ 81.64
Apprentices	May 1, 2025						
40% 1st Period		\$ 18.11	\$ 1.81	\$ 8.32	\$ 28.24	\$ 0.38	\$ 28.62
50% 2nd Period		\$ 22.64	\$ 2.26	\$ 9.43	\$ 34.33	\$ 0.38	\$ 34.71
60% 3rd Period		\$ 27.17	\$ 2.72	\$ 10.56	\$ 40.45	\$ 0.38	\$ 40.83
70% 4th Period		\$ 31.70	\$ 3.17	\$ 11.68	\$ 46.55	\$ 0.38	\$ 46.93
80% 5th Period		\$ 36.22	\$ 3.62	\$ 12.79	\$ 52.63	\$ 0.38	\$ 53.01
Apprentices	May 1, 2026						
40% 1st Period		\$ 18.73	\$ 1.87	\$ 8.66	\$ 29.26	\$ 0.38	\$ 29.64
50% 2nd Period		\$ 23.42	\$ 2.34	\$ 9.83	\$ 35.59	\$ 0.38	\$ 35.97
60% 3rd Period		\$ 28.10	\$ 2.81	\$ 10.98	\$ 41.89	\$ 0.38	\$ 42.27
70% 4th Period		\$ 32.78	\$ 3.28	\$ 12.14	\$ 48.20	\$ 0.38	\$ 48.58
80% 5th Period		\$ 37.46	\$ 3.75	\$ 13.30	\$ 54.51	\$ 0.38	\$ 54.89
Apprentices	May 1, 2027						
40% 1st Period		\$ 19.38	\$ 1.94	\$ 9.04	\$ 30.36	\$ 0.38	\$ 30.74
50% 2nd Period		\$ 24.22	\$ 2.42	\$ 10.22	\$ 36.86	\$ 0.38	\$ 37.24
60% 3rd Period		\$ 29.06	\$ 2.91	\$ 11.43	\$ 43.40	\$ 0.38	\$ 43.78
70% 4th Period		\$ 33.91	\$ 3.39	\$ 12.62	\$ 49.92	\$ 0.38	\$ 50.30
80% 5th Period		\$ 38.75	\$ 3.88	\$ 13.81	\$ 56.44	\$ 0.38	\$ 56.82

* Vacation Pay & Statutory Holiday Pay: 10% 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, 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

Approved

Date: April 25, 2025

IBEW

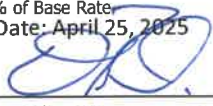
***** Breakdown of ECA Funds:**

ECACO - \$0.27
 ECAO - \$0.10
 DeNovo Fund - \$0.01

ECACO

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.


 Derek Brooks

 Nick Mammoliti