

WAGES & FRINGE BENEFITS - 'PATHWAYS' - PRE-APPRENTICES AND CO-OP/OYAP
MEMORANDUM OF AGREEMENT
L.U. 804 - CENTRAL ONTARIO

	Date	Base Rate	VP & SHP*	Union Funds**	Wage Package	ECA *** Fund	Total Package
Pre-Apprentice	May 1, 2025	\$ 18.11	\$ 1.81	\$ 8.32	\$ 28.24	\$ -	\$ 28.24
	May 1, 2026	\$ 18.73	\$ 1.87	\$ 8.66	\$ 29.26	\$ -	\$ 29.26
	May 1, 2027	\$ 19.38	\$ 1.94	\$ 9.04	\$ 30.36	\$ -	\$ 30.36
COOP/OYAP	May 1, 2025	\$ -	\$ -	\$ 28.24	\$ 28.24	\$ -	\$ 28.24
	May 1, 2026	\$ -	\$ -	\$ 29.26	\$ 29.26	\$ -	\$ 29.26
	May 1, 2027	\$ -	\$ -	\$ 30.36	\$ 30.36	\$ -	\$ 30.36

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

** Breakdown of Union Funds for Pre-Apprentice:

Health & Welfare - \$3.80, (May 1, 2026 - \$4.00; May 1, 2027 - \$4.20)
Training Facility Fund - \$4.52 (May 1, 2026 - \$4.66, May 1, 2027 - \$4.84)

** Breakdown of Union Funds for COOP/OYAP:

Training Facility Fund - \$28.24 (May 1, 2026 - \$29.26, May 1, 2027 - \$30.36)

*** Breakdown of ECA Funds:

ECACO - \$0.00

Approved


Date: April 25, 2025

IBEW


DEREK BROOKS (Apr 25, 2025 15:45 EDT)

Derek Brooks

ECACO


Nick Mammoliti (Apr 25, 2025 15:52 EDT)

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.
3. The Pre-Apprentice wage schedule is based on the J.4 Low Rise Residential Agreement Total Package.
This rate applies to all sectors of the agreement that the Pre-Apprentice may be working under.
4. COOP/OYAP rates are subject to change if UTIP/SDF funding is revoked.