

**ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES**

**10.01 EFFECTIVE MARCH 26, 2023**

**STRAIGHT TIME**

| Classification    | 'Basic Hourly Rate % Plus Premium | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Workforce Development Fund | Contractor RRSP | Gross Hourly Pay |
|-------------------|-----------------------------------|----------------------|------------------------------------|------------------------------|--------------------|----------------------|----------------------------|-----------------|------------------|
| GEN. FOREMAN      | 100%+\$10.00                      | 61.17                | 6.117                              | 2.15                         | 6.35               | 0.50                 | 0.01                       | 0.00            | 76.30            |
| ICCS GEN. FOREMAN | (100%+\$10.00)+\$1.50             | 62.67                | 6.267                              | 2.15                         | 6.35               | 0.50                 | 0.01                       | 0.00            | 77.95            |
| FOREMAN           | 100%+\$7.00                       | 58.17                | 5.817                              | 2.15                         | 6.35               | 0.50                 | 0.01                       | 0.00            | 73.00            |
| ICCS FOREMAN      | (100%+\$7.00)+\$1.50              | 59.67                | 5.967                              | 2.15                         | 6.35               | 0.50                 | 0.01                       | 0.00            | 74.65            |
| SUB-FOREMAN       | 100%+\$4.00                       | 55.17                | 5.517                              | 2.15                         | 6.35               | 0.50                 | 0.01                       | 0.00            | 69.70            |
| ICCS SUB-FOREMAN  | (100%+\$4.00)+\$1.50              | 56.67                | 5.667                              | 2.15                         | 6.35               | 0.50                 | 0.01                       | 0.00            | 71.35            |
| * JOURNEYMAN      | 100                               | 51.17                | 5.117                              | 2.15                         | 6.35               | 0.50                 | 0.01                       | 0.00            | 65.30            |
| 4TH YEAR APP.     | 80                                | 40.94                | 4.094                              | 2.15                         | 5.08               | 0.50                 | 0.01                       | 0.00            | 52.77            |
| 3RD YEAR APP.     | 70                                | 35.82                | 3.582                              | 2.15                         | 4.45               | 0.50                 | 0.01                       | 0.00            | 46.51            |
| 2ND YEAR APP.     | 60                                | 30.70                | 3.070                              | 2.15                         | 3.81               | 0.50                 | 0.01                       | 0.00            | 40.24            |
| 1ST YEAR APP.     | 50                                | 25.59                | 2.56                               | 2.15                         | 0.00               | 0.50                 | 0.01                       | 0.00            | 30.81            |

\* Journeyman Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)

Union dues (Article 4.08)

Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))

One Dollar (\$1.00) R.R.S.P. Deduction for each hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

\*\* Additional Better Supervision, LSE, ICCS Supervisor Premium \$1.50/hour worked (Gen Foreman, Foreman, & Sub-Foreman) Article 9.01(f)

ECAA Industry Fund Article 17 - \$0.12/hour worked (Explanation and caveat: \$0.12 includes the Employer portion of the Workforce Development Fund contribution, \$0.10 plus GST ECAA Industry Fund contribution and the Employee portion of the Workforce Development Fund contribution as listed in the above schedule. ECAA forwards \$0.02 to the Workforce Development Fund). NMA, LMA and GPMA \$0.06 plus GST (Article 17)

UCAD – (Article 20) Construction, NMA, and LMA \$0.08/hour worked plus GST, GPMA \$0.04/ hour worked plus GST

**ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES**

**10.02 EFFECTIVE MARCH 26,2023**

**ONE AND ONE HALF (1-1/2) TIMES THE HOURLY RATE**

| Classification    | Basic Hourly Rate % Plus Premium | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Workforce Development Fund | Contractor RRSP | Gross Hourly Pay |
|-------------------|----------------------------------|----------------------|------------------------------------|------------------------------|--------------------|----------------------|----------------------------|-----------------|------------------|
| GEN. FOREMAN      | 100%+\$15.00                     | 91.76                | 9.176                              | 2.15                         | 6.35               | 0.50                 | 0.01                       | 3.18            | 113.13           |
| ICCS GEN. FOREMAN | (100%+\$15.00)+\$1.50            | 93.26                | 9.326                              | 2.15                         | 6.35               | 0.50                 | 0.01                       | 3.18            | 114.78           |
| FOREMAN           | 100%+\$10.50                     | 87.26                | 8.726                              | 2.15                         | 6.35               | 0.50                 | 0.01                       | 3.18            | 108.18           |
| ICCS FOREMAN      | (100%+\$10.50)+\$1.50            | 88.76                | 8.876                              | 2.15                         | 6.35               | 0.50                 | 0.01                       | 3.18            | 109.83           |
| SUB-FOREMAN       | 100%+\$6.00                      | 82.76                | 8.276                              | 2.15                         | 6.35               | 0.50                 | 0.01                       | 3.18            | 103.23           |
| ICCS SUB-FOREMAN  | (100%+\$6.00)+\$1.50             | 84.26                | 8.426                              | 2.15                         | 6.35               | 0.50                 | 0.01                       | 3.18            | 104.88           |
| * JOURNEYMAN      | 100                              | 76.76                | 7.676                              | 2.15                         | 6.35               | 0.50                 | 0.01                       | 3.18            | 96.63            |
| 4TH YEAR APP.     | 80                               | 61.41                | 6.141                              | 2.15                         | 5.08               | 0.50                 | 0.01                       | 0.00            | 75.29            |
| 3RD YEAR APP.     | 70                               | 53.73                | 5.373                              | 2.15                         | 4.45               | 0.50                 | 0.01                       | 0.00            | 66.21            |
| 2ND YEAR APP.     | 60                               | 46.05                | 4.605                              | 2.15                         | 3.81               | 0.50                 | 0.01                       | 0.00            | 57.13            |
| 1ST YEAR APP.     | 50                               | 38.39                | 3.839                              | 2.15                         | 0.00               | 0.50                 | 0.01                       | 0.00            | 44.89            |

\* Journeyman Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)

Union dues (Article 4.08)

Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))

One Dollar (\$1.00) R.R.S.P. Deduction for each hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

\*\* Additional Better Supervision, LSE, ICCS Supervisor Premium \$1.50/hour worked (Gen Foreman, Foreman, & Sub-Foreman) Article 9.01(f)

ECAA Industry Fund Article 17 - \$0.12/hour worked (Explanation and caveat: \$0.12 includes the Employer portion of the Workforce Development Fund contribution, \$0.10 plus GST ECAA Industry Fund contribution and the Employee portion of the Workforce Development Fund contribution as listed in the above schedule. ECAA forwards \$0.02 to the Workforce Development Fund). NMA, LMA and GPMA \$0.06 plus GST (Article 17)

UCAD – (Article 20) Construction, NMA, and LMA \$0.08/hour worked plus GST, GPMA \$0.04/ hour worked plus GST

**ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES**

**10.03 EFFECTIVE MARCH 26, 2023**

**TWO (2) TIMES THE HOURLY RATE**

| Classification    | Basic Hourly Rate % Plus Premium | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Workforce Development Fund | Contractor RRSP | Gross Hourly Pay |
|-------------------|----------------------------------|----------------------|------------------------------------|------------------------------|--------------------|----------------------|----------------------------|-----------------|------------------|
| GEN. FOREMAN      | 100%+\$20.00                     | 122.34               | 12.234                             | 2.15                         | 6.35               | 0.50                 | 0.01                       | 6.35            | 149.93           |
| ICCS GEN. FOREMAN | (100%+\$20.00)+\$1.50            | 123.84               | 12.384                             | 2.15                         | 6.35               | 0.50                 | 0.01                       | 6.35            | 151.58           |
| FOREMAN           | 100%+\$14.00                     | 116.34               | 11.634                             | 2.15                         | 6.35               | 0.50                 | 0.01                       | 6.35            | 143.33           |
| ICCS FOREMAN      | (100%+\$14.00)+\$1.50            | 117.84               | 11.784                             | 2.15                         | 6.35               | 0.50                 | 0.01                       | 6.35            | 144.98           |
| SUB-FOREMAN       | 100%+\$8.00                      | 110.34               | 11.034                             | 2.15                         | 6.35               | 0.50                 | 0.01                       | 6.35            | 136.73           |
| ICCS SUB-FOREMAN  | (100%+\$8.00)+\$1.50             | 111.84               | 11.184                             | 2.15                         | 6.35               | 0.50                 | 0.01                       | 6.35            | 138.38           |
| * JOURNEYMAN      | 100                              | 102.34               | 10.234                             | 2.15                         | 6.35               | 0.50                 | 0.01                       | 6.35            | 127.93           |
| 4TH YEAR APP.     | 80                               | 81.88                | 8.188                              | 2.15                         | 5.08               | 0.50                 | 0.01                       | 0.00            | 97.81            |
| 3RD YEAR APP.     | 70                               | 71.64                | 7.164                              | 2.15                         | 4.45               | 0.50                 | 0.01                       | 0.00            | 85.91            |
| 2ND YEAR APP.     | 60                               | 61.40                | 6.140                              | 2.15                         | 3.81               | 0.50                 | 0.01                       | 0.00            | 74.01            |
| 1ST YEAR APP.     | 50                               | 51.18                | 5.118                              | 2.15                         | 0.00               | 0.50                 | 0.01                       | 0.00            | 58.96            |

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|---|
| * Journeyman Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)  |
| Union dues (Article 4.08)   |
| Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))   |
| One Dollar (\$1.00) R.R.S.P. Deduction for each hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)  |
| ** Additional Better Supervision, LSE, ICCS Supervisor Premium \$1.50/hour worked (Gen Foreman, Foreman, & Sub-Foreman) Article 9.01(f)   |
| ECAA Industry Fund Article 17 - \$0.12/hour worked (Explanation and caveat: \$0.12 includes the Employer portion of the Workforce Development Fund contribution, \$0.10 plus GST ECAA Industry Fund contribution and the Employee portion of the Workforce Development Fund contribution as listed in the above schedule. ECAA forwards \$0.02 to the Workforce Development Fund). NMA, LMA and GPMA \$0.06 plus GST (Article 17) |
| UCAD – (Article 20) Construction, NMA, and LMA \$0.08/hour worked plus GST, GPMA \$0.04/ hour worked plus GST   |

**ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES**

**10.04 EFFECTIVE OCTOBER 01, 2023**

**STRAIGHT TIME**

| Classification    | Basic Hourly Rate % Plus Premium | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Workforce Development Fund | Contractor RRSP | Gross Hourly Pay |
|-------------------|----------------------------------|----------------------|------------------------------------|------------------------------|--------------------|----------------------|----------------------------|-----------------|------------------|
| GEN. FOREMAN      | 100%+\$10.00                     | 63.22                | 6.322                              | 2.15                         | 6.35               | 0.50                 | 0.01                       | 0.00            | 78.55            |
| ICCS GEN. FOREMAN | (100%+\$10.00)+\$1.50            | 64.72                | 6.472                              | 2.15                         | 6.35               | 0.50                 | 0.01                       | 0.00            | 80.20            |
| FOREMAN           | 100%+\$7.00                      | 60.22                | 6.022                              | 2.15                         | 6.35               | 0.50                 | 0.01                       | 0.00            | 75.25            |
| ICCS FOREMAN      | (100%+\$7.00)+\$1.50             | 61.72                | 6.172                              | 2.15                         | 6.35               | 0.50                 | 0.01                       | 0.00            | 76.90            |
| SUB-FOREMAN       | 100%+\$4.00                      | 57.22                | 5.722                              | 2.15                         | 6.35               | 0.50                 | 0.01                       | 0.00            | 71.95            |
| ICCS SUB-FOREMAN  | (100%+\$4.00)+\$1.50             | 58.72                | 5.872                              | 2.15                         | 6.35               | 0.50                 | 0.01                       | 0.00            | 73.60            |
| * JOURNEYMAN      | 100                              | 53.22                | 5.322                              | 2.15                         | 6.35               | 0.50                 | 0.01                       | 0.00            | 67.55            |
| 4TH YEAR APP.     | 80                               | 42.58                | 4.258                              | 2.15                         | 5.08               | 0.50                 | 0.01                       | 0.00            | 54.58            |
| 3RD YEAR APP.     | 70                               | 37.25                | 3.725                              | 2.15                         | 4.45               | 0.50                 | 0.01                       | 0.00            | 48.08            |
| 2ND YEAR APP.     | 60                               | 31.93                | 3.193                              | 2.15                         | 3.81               | 0.50                 | 0.01                       | 0.00            | 41.59            |
| 1ST YEAR APP.     | 50                               | 26.61                | 2.66                               | 2.15                         | 0.00               | 0.50                 | 0.01                       | 0.00            | 31.93            |

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| * Journeyman Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)  |
| Union dues (Article 4.08)   |
| Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))   |
| One Dollar (\$1.00) R.R.S.P. Deduction for each hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)  |
| ** Additional Better Supervision, LSE, ICCS Supervisor Premium \$1.50/hour worked (Gen Foreman, Foreman, & Sub-Foreman) Article 9.01(f)   |
| ECAA Industry Fund Article 17 - \$0.12/hour worked (Explanation and caveat: \$0.12 includes the Employer portion of the Workforce Development Fund contribution, \$0.10 plus GST ECAA Industry Fund contribution and the Employee portion of the Workforce Development Fund contribution as listed in the above schedule. ECAA forwards \$0.02 to the Workforce Development Fund). NMA, LMA and GPMA \$0.06 plus GST (Article 17) |
| UCAD – (Article 20) Construction, NMA, and LMA \$0.08/hour worked plus GST, GPMA \$0.04/ hour worked plus GST   |

**ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES**

**10.05 EFFECTIVE OCTOBER 01, 2023**

**ONE AND ONE HALF (1-1/2) TIMES THE HOURLY RATE**

| Classification    | Basic Hourly Rate % Plus Premium | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Workforce Development Fund | Contractor RRSP | Gross Hourly Pay |
|-------------------|----------------------------------|----------------------|------------------------------------|------------------------------|--------------------|----------------------|----------------------------|-----------------|------------------|
| GEN. FOREMAN      | 100%+\$15.00                     | 94.83                | 9.483                              | 2.15                         | 6.35               | 0.50                 | 0.01                       | 3.18            | 116.50           |
| ICCS GEN. FOREMAN | (100%+\$15.00)+\$1.50            | 96.33                | 9.633                              | 2.15                         | 6.35               | 0.50                 | 0.01                       | 3.18            | 118.15           |
| FOREMAN           | 100%+\$10.50                     | 90.33                | 9.033                              | 2.15                         | 6.35               | 0.50                 | 0.01                       | 3.18            | 111.55           |
| ICCS FOREMAN      | (100%+\$10.50)+\$1.50            | 91.83                | 9.183                              | 2.15                         | 6.35               | 0.50                 | 0.01                       | 3.18            | 113.20           |
| SUB-FOREMAN       | 100%+\$6.00                      | 85.83                | 8.583                              | 2.15                         | 6.35               | 0.50                 | 0.01                       | 3.18            | 106.60           |
| ICCS SUB-FOREMAN  | (100%+\$6.00)+\$1.50             | 87.33                | 8.733                              | 2.15                         | 6.35               | 0.50                 | 0.01                       | 3.18            | 108.25           |
| * JOURNEYMAN      | 100                              | 79.83                | 7.983                              | 2.15                         | 6.35               | 0.50                 | 0.01                       | 3.18            | 100.00           |
| 4TH YEAR APP.     | 80                               | 63.87                | 6.387                              | 2.15                         | 5.08               | 0.50                 | 0.01                       | 0.00            | 78.00            |
| 3RD YEAR APP.     | 70                               | 55.88                | 5.588                              | 2.15                         | 4.45               | 0.50                 | 0.01                       | 0.00            | 68.58            |
| 2ND YEAR APP.     | 60                               | 47.90                | 4.790                              | 2.15                         | 3.81               | 0.50                 | 0.01                       | 0.00            | 59.16            |
| 1ST YEAR APP.     | 50                               | 39.92                | 3.992                              | 2.15                         | 0.00               | 0.50                 | 0.01                       | 0.00            | 46.57            |

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| * Journeyman Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)  |
| Union dues (Article 4.08)   |
| Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))   |
| One Dollar (\$1.00) R.R.S.P. Deduction for each hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)  |
| ** Additional Better Supervision, LSE, ICCS Supervisor Premium \$1.50/hour worked (Gen Foreman, Foreman, & Sub-Foreman) Article 9.01(f)   |
| ECAA Industry Fund Article 17 - \$0.12/hour worked (Explanation and caveat: \$0.12 includes the Employer portion of the Workforce Development Fund contribution, \$0.10 plus GST ECAA Industry Fund contribution and the Employee portion of the Workforce Development Fund contribution as listed in the above schedule. ECAA forwards \$0.02 to the Workforce Development Fund). NMA, LMA and GPMA \$0.06 plus GST (Article 17) |
| UCAD – (Article 20) Construction, NMA, and LMA \$0.08/hour worked plus GST, GPMA \$0.04/ hour worked plus GST   |

**ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES**

**10.06 EFFECTIVE OCTOBER 01, 2023**

**TWO (2) TIMES THE HOURLY RATE**

| Classification    | Basic Hourly Rate % Plus Premium | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Workforce Development Fund | Contractor RRSP | Gross Hourly Pay |
|-------------------|----------------------------------|----------------------|------------------------------------|------------------------------|--------------------|----------------------|----------------------------|-----------------|------------------|
| GEN. FOREMAN      | 100%+\$20.00                     | 126.44               | 12.644                             | 2.15                         | 6.35               | 0.50                 | 0.01                       | 6.35            | 154.44           |
| ICCS GEN. FOREMAN | (100%+\$20.00)+\$1.50            | 127.94               | 12.794                             | 2.15                         | 6.35               | 0.50                 | 0.01                       | 6.35            | 156.09           |
| FOREMAN           | 100%+\$14.00                     | 120.44               | 12.044                             | 2.15                         | 6.35               | 0.50                 | 0.01                       | 6.35            | 147.84           |
| ICCS FOREMAN      | (100%+\$14.00)+\$1.50            | 121.94               | 12.194                             | 2.15                         | 6.35               | 0.50                 | 0.01                       | 6.35            | 149.49           |
| SUB-FOREMAN       | 100%+\$8.00                      | 114.44               | 11.444                             | 2.15                         | 6.35               | 0.50                 | 0.01                       | 6.35            | 141.24           |
| ICCS SUB-FOREMAN  | (100%+\$8.00)+\$1.50             | 115.94               | 11.594                             | 2.15                         | 6.35               | 0.50                 | 0.01                       | 6.35            | 142.89           |
| * JOURNEYMAN      | 100                              | 106.44               | 10.644                             | 2.15                         | 6.35               | 0.50                 | 0.01                       | 6.35            | 132.44           |
| 4TH YEAR APP.     | 80                               | 85.16                | 8.516                              | 2.15                         | 5.08               | 0.50                 | 0.01                       | 0.00            | 101.42           |
| 3RD YEAR APP.     | 70                               | 74.50                | 7.450                              | 2.15                         | 4.45               | 0.50                 | 0.01                       | 0.00            | 89.06            |
| 2ND YEAR APP.     | 60                               | 63.86                | 6.386                              | 2.15                         | 3.81               | 0.50                 | 0.01                       | 0.00            | 76.72            |
| 1ST YEAR APP.     | 50                               | 53.22                | 5.322                              | 2.15                         | 0.00               | 0.50                 | 0.01                       | 0.00            | 61.20            |

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|---|
| * Journeyman Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)  |
| Union dues (Article 4.08)   |
| Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))   |
| One Dollar (\$1.00) R.R.S.P. Deduction for each hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)  |
| ** Additional Better Supervision, LSE, ICCS Supervisor Premium \$1.50/hour worked (Gen Foreman, Foreman, & Sub-Foreman) Article 9.01(f)   |
| ECAA Industry Fund Article 17 - \$0.12/hour worked (Explanation and caveat: \$0.12 includes the Employer portion of the Workforce Development Fund contribution, \$0.10 plus GST ECAA Industry Fund contribution and the Employee portion of the Workforce Development Fund contribution as listed in the above schedule. ECAA forwards \$0.02 to the Workforce Development Fund). NMA, LMA and GPMA \$0.06 plus GST (Article 17) |
| UCAD – (Article 20) Construction, NMA, and LMA \$0.08/hour worked plus GST, GPMA \$0.04/ hour worked plus GST   |

**ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES**

**10.07 EFFECTIVE MAY 05, 2024**

**STRAIGHT TIME**

| Classification    | Basic Hourly Rate % Plus Premium | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Workforce Development Fund | Contractor RRSP | Gross Hourly Pay |
|-------------------|----------------------------------|----------------------|------------------------------------|------------------------------|--------------------|----------------------|----------------------------|-----------------|------------------|
| GEN. FOREMAN      | 100%+\$10.00                     | 65.35                | 6.535                              | 2.20                         | 6.35               | 0.60                 | 0.01                       | 0.00            | 81.05            |
| ICCS GEN. FOREMAN | (100%+\$10.00)+\$1.50            | 66.85                | 6.685                              | 2.20                         | 6.35               | 0.60                 | 0.01                       | 0.00            | 82.70            |
| FOREMAN           | 100%+\$7.00                      | 62.35                | 6.235                              | 2.20                         | 6.35               | 0.60                 | 0.01                       | 0.00            | 77.75            |
| ICCS FOREMAN      | (100%+\$7.00)+\$1.50             | 63.85                | 6.385                              | 2.20                         | 6.35               | 0.60                 | 0.01                       | 0.00            | 79.40            |
| SUB-FOREMAN       | 100%+\$4.00                      | 59.35                | 5.935                              | 2.20                         | 6.35               | 0.60                 | 0.01                       | 0.00            | 74.45            |
| ICCS SUB-FOREMAN  | (100%+\$4.00)+\$1.50             | 60.85                | 6.085                              | 2.20                         | 6.35               | 0.60                 | 0.01                       | 0.00            | 76.10            |
| * JOURNEYMAN      | 100                              | 55.35                | 5.535                              | 2.20                         | 6.35               | 0.60                 | 0.01                       | 0.00            | 70.05            |
| 4TH YEAR APP.     | 80                               | 44.28                | 4.428                              | 2.20                         | 5.08               | 0.60                 | 0.01                       | 0.00            | 56.60            |
| 3RD YEAR APP.     | 70                               | 38.75                | 3.875                              | 2.20                         | 4.45               | 0.60                 | 0.01                       | 0.00            | 49.88            |
| 2ND YEAR APP.     | 60                               | 33.21                | 3.321                              | 2.20                         | 3.81               | 0.60                 | 0.01                       | 0.00            | 43.15            |
| 1ST YEAR APP.     | 50                               | 27.68                | 2.77                               | 2.20                         | 0.00               | 0.60                 | 0.01                       | 0.00            | 33.26            |

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| * Journeyman Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)  |
| Union dues (Article 4.08)   |
| Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))   |
| One Dollar (\$1.00) R.R.S.P. Deduction for each hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)  |
| ** Additional Better Supervision, LSE, ICCS Supervisor Premium \$1.50/hour worked (Gen Foreman, Foreman, & Sub-Foreman) Article 9.01(f)   |
| ECAA Industry Fund Article 17 - \$0.12/hour worked (Explanation and caveat: \$0.12 includes the Employer portion of the Workforce Development Fund contribution, \$0.10 plus GST ECAA Industry Fund contribution and the Employee portion of the Workforce Development Fund contribution as listed in the above schedule. ECAA forwards \$0.02 to the Workforce Development Fund). NMA, LMA and GPMA \$0.06 plus GST (Article 17) |
| UCAD – (Article 20) Construction, NMA, and LMA \$0.08/hour worked plus GST, GPMA \$0.04/ hour worked plus GST   |

**ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES**

**10.08 EFFECTIVE MAY 05, 2024**

**ONE AND ONE HALF (1-1/2) TIMES THE HOURLY RATE**

| Classification    | Basic Hourly Rate % Plus Premium | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Workforce Development Fund | Contractor RRSP | Gross Hourly Pay |        |
|-------------------|----------------------------------|----------------------|------------------------------------|------------------------------|--------------------|----------------------|----------------------------|-----------------|------------------|--------|
| GEN. FOREMAN      | 100%+\$15.00                     | 98.03                | 9.803                              | 2.20                         | 6.35               | 0.60                 | 0.01                       | 3.18            | 120.17           |        |
| ICCS GEN. FOREMAN | (100%+\$15.00)+\$1.50            | 99.53                | 9.953                              | 2.20                         | 6.35               | 0.60                 | 0.01                       | 3.18            | 121.82           |        |
| FOREMAN           | 100%+\$10.50                     | 93.53                | 9.353                              | 2.20                         | 6.35               | 0.60                 | 0.01                       | 3.18            | 115.22           |        |
| ICCS FOREMAN      | (100%+\$10.50)+\$1.50            | 95.03                | 9.503                              | 2.20                         | 6.35               | 0.60                 | 0.01                       | 3.18            | 116.87           |        |
| SUB-FOREMAN       | 100%+\$6.00                      | 89.03                | 8.903                              | 2.20                         | 6.35               | 0.60                 | 0.01                       | 3.18            | 110.27           |        |
| ICCS SUB-FOREMAN  | (100%+\$6.00)+\$1.50             | 90.53                | 9.053                              | 2.20                         | 6.35               | 0.60                 | 0.01                       | 3.18            | 111.92           |        |
| * JOURNEYMAN      |                                  | 100                  | 83.03                              | 8.303                        | 2.20               | 6.35                 | 0.60                       | 0.01            | 3.18             | 103.67 |
| 4TH YEAR APP.     |                                  | 80                   | 66.42                              | 6.642                        | 2.20               | 5.08                 | 0.60                       | 0.01            | 0.00             | 80.95  |
| 3RD YEAR APP.     |                                  | 70                   | 58.13                              | 5.813                        | 2.20               | 4.45                 | 0.60                       | 0.01            | 0.00             | 71.20  |
| 2ND YEAR APP.     |                                  | 60                   | 49.82                              | 4.982                        | 2.20               | 3.81                 | 0.60                       | 0.01            | 0.00             | 61.42  |
| 1ST YEAR APP.     |                                  | 50                   | 41.52                              | 4.152                        | 2.20               | 0.00                 | 0.60                       | 0.01            | 0.00             | 48.48  |

\* Journeyman Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)

Union dues (Article 4.08)

Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))

One Dollar (\$1.00) R.R.S.P. Deduction for each hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

\*\* Additional Better Supervision, LSE, ICCS Supervisor Premium \$1.50/hour worked (Gen Foreman, Foreman, & Sub-Foreman) Article 9.01(f)

ECAA Industry Fund Article 17 - \$0.12/hour worked (Explanation and caveat: \$0.12 includes the Employer portion of the Workforce Development Fund contribution, \$0.10 plus GST ECAA Industry Fund contribution and the Employee portion of the Workforce Development Fund contribution as listed in the above schedule. ECAA forwards \$0.02 to the Workforce Development Fund). NMA, LMA and GPMA \$0.06 plus GST (Article 17)

UCAD – (Article 20) Construction, NMA, and LMA \$0.08/hour worked plus GST, GPMA \$0.04/ hour worked plus GST

**ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES**

**10.09 EFFECTIVE MAY 05, 2024**

**TWO (2) TIMES THE HOURLY RATE**

| Classification    | Basic Hourly Rate % Plus Premium | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Workforce Development Fund | Contractor RRSP | Gross Hourly Pay |
|-------------------|----------------------------------|----------------------|------------------------------------|------------------------------|--------------------|----------------------|----------------------------|-----------------|------------------|
| GEN. FOREMAN      | 100%+\$20.00                     | 130.70               | 13.070                             | 2.20                         | 6.35               | 0.60                 | 0.01                       | 6.35            | 159.28           |
| ICCS GEN. FOREMAN | (100%+\$20.00)+\$1.50            | 132.20               | 13.220                             | 2.20                         | 6.35               | 0.60                 | 0.01                       | 6.35            | 160.93           |
| FOREMAN           | 100%+\$14.00                     | 124.70               | 12.470                             | 2.20                         | 6.35               | 0.60                 | 0.01                       | 6.35            | 152.68           |
| ICCS FOREMAN      | (100%+\$14.00)+\$1.50            | 126.20               | 12.620                             | 2.20                         | 6.35               | 0.60                 | 0.01                       | 6.35            | 154.33           |
| SUB-FOREMAN       | 100%+\$8.00                      | 118.70               | 11.870                             | 2.20                         | 6.35               | 0.60                 | 0.01                       | 6.35            | 146.08           |
| ICCS SUB-FOREMAN  | (100%+\$8.00)+\$1.50             | 120.20               | 12.020                             | 2.20                         | 6.35               | 0.60                 | 0.01                       | 6.35            | 147.73           |
| * JOURNEYMAN      | 100                              | 110.70               | 11.070                             | 2.20                         | 6.35               | 0.60                 | 0.01                       | 6.35            | 137.28           |
| 4TH YEAR APP.     | 80                               | 88.56                | 8.856                              | 2.20                         | 5.08               | 0.60                 | 0.01                       | 0.00            | 105.31           |
| 3RD YEAR APP.     | 70                               | 77.50                | 7.750                              | 2.20                         | 4.45               | 0.60                 | 0.01                       | 0.00            | 92.51            |
| 2ND YEAR APP.     | 60                               | 66.42                | 6.642                              | 2.20                         | 3.81               | 0.60                 | 0.01                       | 0.00            | 79.68            |
| 1ST YEAR APP.     | 50                               | 55.36                | 5.536                              | 2.20                         | 0.00               | 0.60                 | 0.01                       | 0.00            | 63.71            |

|   |
|---|
| * Journeyman Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)  |
| Union dues (Article 4.08)   |
| Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))   |
| One Dollar (\$1.00) R.R.S.P. Deduction for each hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)  |
| ** Additional Better Supervision, LSE, ICCS Supervisor Premium \$1.50/hour worked (Gen Foreman, Foreman, & Sub-Foreman) Article 9.01(f)   |
| ECAA Industry Fund Article 17 - \$0.12/hour worked (Explanation and caveat: \$0.12 includes the Employer portion of the Workforce Development Fund contribution, \$0.10 plus GST ECAA Industry Fund contribution and the Employee portion of the Workforce Development Fund contribution as listed in the above schedule. ECAA forwards \$0.02 to the Workforce Development Fund). NMA, LMA and GPMA \$0.06 plus GST (Article 17) |
| UCAD – (Article 20) Construction, NMA, and LMA \$0.08/hour worked plus GST, GPMA \$0.04/ hour worked plus GST   |