

## Wage Rates 11/1/2016

		1st Year Step 1	1st Year Step 2	2nd Year Step 1	2nd Year Step 2	3rd Year Step 1	3rd Year Step 2	4th Year Step 1	4th Year Step 2	5th Year Step 1	5th Year Step 2
		Apprentice	Apprentice	Apprentice	Apprentice	Apprentice	Apprentice	Apprentice	Apprentice	Apprentice	Apprentice
	Journeyman	45%	47%	50%	55%	60%	65%	70%	75%	77%	80%
Straight Time	\$39.89	\$17.95	\$18.75	\$19.95	\$21.94	\$23.93	\$25.93	\$27.92	\$29.92	\$30.72	\$31.91
Time & One-Half	\$59.84	\$26.93	\$28.13	\$29.93	\$32.91	\$35.90	\$38.90	\$41.88	\$44.88	\$46.08	\$47.87
Double Time	\$79.78	\$35.90	\$37.50	\$39.90	\$43.88	\$47.86	\$51.86	\$55.84	\$59.84	\$61.44	\$63.82
Working a Paid Holiday: Holiday Pay and One and One-Half	\$99.73	\$44.88	\$46.88	\$49.88	\$54.85	\$59.83	\$64.83	\$69.80	\$74.80	\$76.80	\$79.78
Shift Work @ 15% 5 days	\$45.87	\$20.64	\$21.56	\$22.94	\$25.23	\$27.52	\$29.82	\$32.11	\$34.41	\$35.33	\$36.70
<b>Employer Contributions</b>											
Medical Fund	\$8.01	\$8.01	\$8.01	\$8.01	\$8.01	\$8.01	\$8.01	\$8.01	\$8.01	\$8.01	\$8.01
Pension Fund	\$8.34	\$1.25	\$1.25	\$1.25	\$1.25	\$1.25	\$1.25	\$1.25	\$1.25	\$8.34	\$8.34
RSP	\$3.08	\$0.00	\$0.00	\$0.00	\$0.00	\$3.08	\$3.08	\$3.08	\$3.08	\$3.08	\$3.08
Apprenticeship Fund	\$0.97	\$0.97	\$0.97	\$0.97	\$0.97	\$0.97	\$0.97	\$0.97	\$0.97	\$0.97	\$0.97
Int. Training Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Industry Fund	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
Communication/ Productivity Fund	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17
Scholarship Fund	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
<b>Total Package</b>	<b>\$60.71</b>	<b>\$28.60</b>	<b>\$29.40</b>	<b>\$30.60</b>	<b>\$32.59</b>	<b>\$37.66</b>	<b>\$39.66</b>	<b>\$41.65</b>	<b>\$43.65</b>	<b>\$51.54</b>	<b>\$52.73</b>

## Mechanical Helper 11/1/2016

<b>First Year</b>	\$13.96
Time & One-Half	\$21.21
Double Time	\$27.92
Working a paid holiday, Holiday	
Pay & One and One-Half	\$35.17
Shift Work @ 15% 5 days	\$16.05

<b>Second Year</b>	\$14.36
Time & One-Half	\$21.54
Double Time	\$28.72
Working a paid holiday, Holiday	
Pay & One and One-Half	\$35.90
Shift Work @ 15% 5 days	\$16.51

<b>Third Year</b>	\$15.56
Time & One-Half	\$23.34
Double Time	\$31.12
Working a paid holiday, Holiday	
Pay & One and One-Half	\$38.90
Shift Work @ 15% 5 days	\$17.89

<b>Fourth Year</b>	\$16.75
Time & One-Half	\$25.13
Double Time	\$33.50
Working a paid holiday, Holiday	
Pay & One and One-Half	\$41.88
Shift Work @ 15% 5 days	\$19.26

Paid by the Employer on Mechanical Helpers	
Medical Fund	\$8.01
Industry Fund	\$0.13

No other Fringes to be paid on Mechanical Helpers

No Pension, Annuity, or Apprentice Fund

## Residential Tradesman 11/1/2016

Straight Time	\$23.93
Time & One-Half	\$35.90
Double Time	\$47.86
Working a Paid Holiday, Holiday	
Pay and One & One-Half	\$59.83
Shift Work @ 15% 5 days	\$27.52

### **Employer Contributions**

Medical Fund	\$8.01
Pension Fund	\$8.34
RSP	\$3.08
Apprenticeship Fund	\$0.97
Int. Training Fund	\$0.10
Industry Fund	\$0.13
Communication/Productivity Fund	\$0.17
Scholarship Fund	\$0.02
<b>Total Package</b>	<hr/> \$44.75