

**Bricklayers****H Wages and Premiums**

<b>Effective 2014 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$32.33	\$32.38
Refractory (\$0.55)	\$32.88	\$32.93
Statutory Holidays 6.45%	Included in PTO Bank	\$2.09
Vacation 7.27%	Included in PTO Bank	\$2.35
Supp Vac 4.24%	Included in PTO Bank	\$Nil
Paid Time Off Bank 17.96%	\$5.81	\$Nil
Health/Welfare	\$2.750	\$2.750
Pension	\$2.968	\$1.520
Apprenticeship	\$0.675	\$0.675
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$44.553</b>	<b>\$41.785</b>

<b>Effective 2015 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$32.65	\$32.70
Refractory (\$0.55)	\$33.20	\$33.25
Statutory Holidays 6.45%	Included in PTO Bank	\$2.11
Vacation 7.27%	Included in PTO Bank	\$2.38
Supp Vac 4.24%	Included in PTO Bank	\$Nil
Paid Time Off Bank 17.96%	\$5.86	\$Nil
Health/Welfare	\$2.750	\$2.750
Pension	\$2.997	\$1.520
Apprenticeship	\$0.675	\$0.675
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$44.952</b>	<b>\$42.155</b>

<b>Effective 2016 July 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$32.81	\$32.86
Refractory (\$0.55)	\$33.36	\$33.41
Statutory Holidays 6.45%	Included in PTO Bank	\$2.12
Vacation 7.27%	Included in PTO Bank	\$2.39
Supp Vac 4.24%	Included in PTO Bank	\$Nil
Paid Time Off Bank 17.96%	\$5.89	\$Nil
Health/Welfare	\$2.750	\$2.750
Pension	\$3.012	\$1.520
Apprenticeship	\$0.675	\$0.675
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$45.157</b>	<b>\$42.335</b>

**Bricklayers**

<b>Effective 2017 May 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$33.14	\$33.19
Refractory (\$0.55)	\$33.69	\$33.74
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Statutory Holidays 6.45%	Included in PTO Bank	\$2.14
Vacation 7.27%	Included in PTO Bank	\$2.41
Supp Vac 4.24%	Included in PTO Bank	\$Nil
Paid Time Off Bank 17.96%	\$5.95	\$Nil
Health/Welfare	\$2.750	\$2.750
Pension	\$3.042	\$1.520
Apprenticeship	\$0.675	\$0.675
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$45.577</b>	<b>\$42.705</b>

<b>Effective 2017 July 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$33.31	\$33.36
Refractory (\$0.55)	\$33.86	\$33.91
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Statutory Holidays 6.45%	Included in PTO Bank	\$2.15
Vacation 7.27%	Included in PTO Bank	\$2.43
Supp Vac 4.24%	Included in PTO Bank	\$Nil
Paid Time Off Bank 17.96%	\$5.98	\$Nil
Health/Welfare	\$2.750	\$2.750
Pension	\$3.058	\$1.520
Apprenticeship	\$0.675	\$0.675
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$45.793</b>	<b>\$42.905</b>

<b>Effective 2018 May 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$33.64	\$33.69
Refractory (\$0.55)	\$34.19	\$32.24
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Statutory Holidays 6.45%	Included in PTO Bank	\$2.17
Vacation 7.27%	Included in PTO Bank	\$2.45
Supp Vac 4.24%	Included in PTO Bank	\$Nil
Paid Time Off Bank 17.96%	\$6.04	\$Nil
Health/Welfare	\$2.750	\$2.750
Pension	\$3.088	\$1.520
Apprenticeship	\$0.675	\$0.675
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$46.213</b>	<b>\$43.275</b>

**Bricklayers**

<b>Effective 2018 July 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeymen	\$33.81	\$33.86
Refractory (\$0.55)	\$34.36	\$34.41
Statutory Holidays 6.45%	Included in PTO Bank	\$2.18
Vacation 7.27%	Included in PTO Bank	\$2.46
Supp Vac 4.24%	Included in PTO Bank	\$Nil
Paid Time Off Bank 17.96%	\$6.07	\$Nil
Health/Welfare	\$2.750	\$2.750
Pension	\$3.104	\$1.520
Apprenticeship	\$0.675	\$0.675
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$46.429</b>	<b>\$43.465</b>

<b>Effective 2019 May 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeymen	\$34.15	\$34.20
Refractory (\$0.55)	\$34.70	\$34.75
Statutory Holidays 6.45%	Included in PTO Bank	\$2.21
Vacation 7.27%	Included in PTO Bank	\$2.49
Supp Vac 4.24%	Included in PTO Bank	\$Nil
Paid Time Off Bank 17.96%	\$6.13	\$Nil
Health/Welfare	\$2.750	\$2.750
Pension	\$3.135	\$1.520
Apprenticeship	\$0.675	\$0.675
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$46.860</b>	<b>\$43.865</b>

Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

\*Any Economic Stability Dividend (ESD) calculation made in accordance with Appendix A of the Provincial Framework Agreement will be applied as a percentage increase on the current collective agreement wages. All future wage increases will be based on the new revised wage rate with ESD.

**K Core List: International Union of Bricklayers and Allied Craftworkers Local #2 BC**

<b>Name</b>	<b>Core List Date</b>
Exner, Alan	2007 September 05
McLane, Gerald	2008 July 14
Pitassi, Mario	2010 July 27

**Electricians****G Wages and Premiums**

<b>Effective 2014 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman (S/A)	\$33.19	\$32.46
Area Foremen (11%)	\$36.84	
Foreman A (11%)	\$36.84	
Forman B (5.6%) (Chargehand)	\$35.05	
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Statutory Holidays 6.45%	Included in PTO Bank	\$2.09
Vacation 7.27%	Included in PTO Bank	\$2.36
Supp Vac 4.24%	Included in PTO Bank	\$Nil
Paid Time Off Bank 17.96%	\$5.96	\$Nil
Health/Welfare	\$1.545	\$1.545
Pension	\$3.047	\$2.340
Apprenticeship	\$0.170	\$0.170
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$43.932</b>	<b>\$40.845</b>

<b>Effective 2015 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman (S/A)	\$33.52	\$32.78
Area Foremen (11%)	\$37.21	
Foreman A (11%)	\$37.21	
Forman B (5.6%) (Chargehand)	\$35.05	
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Statutory Holidays 6.45%	Included in PTO Bank	\$2.11
Vacation 7.27%	Included in PTO Bank	\$2.38
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.02	\$Nil
Health/Welfare	\$1.545	\$1.545
Pension	\$3.077	\$2.340
Apprenticeship	\$0.170	\$0.170
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$44.352</b>	<b>\$41.345</b>

<b>Effective 2016 July 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman (S/A)	\$33.69	\$32.94
Area Foremen (11%)	\$37.40	
Foreman A (11%)	\$37.40	
Forman B (5.6%) (Chargehand)	\$35.58	
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Statutory Holidays 6.45%	Included in PTO Bank	\$2.12
Vacation 7.27%	Included in PTO Bank	\$2.39
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.05	\$Nil
Health/Welfare	\$1.545	\$1.545
Pension	\$3.093	\$2.340
Apprenticeship	\$0.170	\$0.170

**Electricians**

Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$44.568</b>	<b>\$41.525</b>

<b>Effective 2017 May 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman (S/A)	\$34.03	\$33.27
Area Foremen (11%)	\$37.77	
Foreman A (11%)	\$37.77	
Forman B (5.6%) (Chargehand)	\$35.94	
Statutory Holidays 6.45%	Included in PTO Bank	\$2.15
Vacation 7.27%	Included in PTO Bank	\$2.42
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.11	\$Nil
Health/Welfare	\$1.545	\$1.545
Pension	\$3.124	\$2.340
Apprenticeship	\$0.170	\$0.170
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$44.999</b>	<b>\$41.915</b>

<b>Effective 2017 July 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman (S/A)	\$34.20	\$33.44
Area Foremen (11%)	\$37.96	
Foreman A (11%)	\$37.96	
Forman B (5.6%) (Chargehand)	\$36.12	
Statutory Holidays 6.45%	Included in PTO Bank	\$2.16
Vacation 7.27%	Included in PTO Bank	\$2.43
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.14	\$Nil
Health/Welfare	\$1.545	\$1.545
Pension	\$3.140	\$2.340
Apprenticeship	\$0.170	\$0.170
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$45.215</b>	<b>\$42.105</b>

<b>Effective 2018 May 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman (S/A)	\$34.54	\$33.77
Area Foremen (11%)	\$38.34	
Foreman A (11%)	\$38.34	
Forman B (5.6%) (Chargehand)	\$36.47	
Statutory Holidays 6.45%	Included in PTO Bank	\$2.18
Vacation 7.27%	Included in PTO Bank	\$2.46
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.20	\$Nil
Health/Welfare	\$1.545	\$1.545
Pension	\$3.171	\$2.340
Apprenticeship	\$0.170	\$0.170

**Electricians**

Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$45.646</b>	<b>\$42.485</b>

<b>Effective 2018 July 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeymen (S/A)	\$34.71	\$33.94
Area Foremen (11%)	\$38.53	
Foreman A (11%)	\$38.53	
Forman B (5.6%) (Chargehand)	\$36.65	
Statutory Holidays 6.45%	Included in PTO Bank	\$2.19
Vacation 7.27%	Included in PTO Bank	\$2.47
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.23	\$Nil
Health/Welfare	\$1.545	\$1.545
Pension	\$3.186	\$2.340
Apprenticeship	\$0.170	\$0.170
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$45.861</b>	<b>\$42.675</b>

<b>Effective 2019 May 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeymen (S/A)	\$35.06	\$34.28
Area Foremen (11%)	\$38.92	
Foreman A (11%)	\$38.92	
Forman B (5.6%) (Chargehand)	\$37.02	
Statutory Holidays 6.45%	Included in PTO Bank	\$2.21
Vacation 7.27%	Included in PTO Bank	\$2.49
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.30	\$Nil
Health/Welfare	\$1.545	\$1.545
Pension	\$3.219	\$2.340
Apprenticeship	\$0.170	\$0.170
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$46.314</b>	<b>\$43.055</b>

Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

\*Any Economic Stability Dividend (ESD) calculation made in accordance with Appendix A of the Provincial Framework Agreement will be applied as a percentage increase on the current collective agreement wages. All future wage increases will be based on the new revised wage rate with ESD.

**Pre-Apprentices**

Pre-apprentices will receive 40% of the negotiated Journeymen rate effective 2001 April 01.

**Electricians****I Wages and Premiums**

<b>Effective 2014 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman (S/A)	\$32.24	\$31.62
Statutory Holidays 6.45%	Included in PTO Bank	\$2.04
Vacation 7.27%	Included in PTO Bank	\$2.30
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$5.79	\$ Nil
Health/Welfare	\$1.800	\$1.800
Pension	\$2.960	\$2.050
Apprenticeship	\$0.140	\$0.140
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$42.950</b>	<b>\$39.970</b>

<b>Effective 2015 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman (S/A)	\$32.56	\$31.94
Statutory Holidays 6.45%	Included in PTO Bank	\$2.06
Vacation 7.27%	Included in PTO Bank	\$2.32
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$5.85	\$ Nil
Health/Welfare	\$1.800	\$1.800
Pension	\$2.989	\$2.050
Apprenticeship	\$0.140	\$0.140
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$43.409</b>	<b>\$40.330</b>

<b>Effective 2016 July 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman (S/A)	\$32.72	\$32.10
Statutory Holidays 6.45%	Included in PTO Bank	\$2.07
Vacation 7.27%	Included in PTO Bank	\$2.33
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$5.88	\$ Nil
Health/Welfare	\$1.800	\$1.800
Pension	\$3.004	\$2.050
Apprenticeship	\$0.140	\$0.140
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$43.614</b>	<b>\$40.510</b>

<b>Effective 2017 May 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman (S/A)	\$33.05	\$32.42
Statutory Holidays 6.45%	Included in PTO Bank	\$2.09
Vacation 7.27%	Included in PTO Bank	\$2.36
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$5.94	\$ Nil
Health/Welfare	\$1.800	\$1.800
Pension	\$3.034	\$2.050
Apprenticeship	\$0.140	\$0.140

**Electricians**

Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$44.034</b>	<b>\$40.880</b>

<b>Effective 2017 July 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman (S/A)	\$33.22	\$32.58
Statutory Holidays 6.45%	Included in PTO Bank	\$2.10
Vacation 7.27%	Included in PTO Bank	\$2.37
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$5.97	\$ Nil
Health/Welfare	\$1.800	\$1.800
Pension	\$3.050	\$2.050
Apprenticeship	\$0.140	\$0.140
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$44.300</b>	<b>\$41.060</b>

<b>Effective 2018 May 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman (S/A)	\$33.55	\$32.91
Statutory Holidays 6.45%	Included in PTO Bank	\$2.12
Vacation 7.27%	Included in PTO Bank	\$2.39
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.03	\$ Nil
Health/Welfare	\$1.800	\$1.800
Pension	\$3.080	\$2.050
Apprenticeship	\$0.140	\$0.140
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$44.720</b>	<b>\$41.430</b>

<b>Effective 2018 July 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman (S/A)	\$33.72	\$33.07
Statutory Holidays 6.45%	Included in PTO Bank	\$2.13
Vacation 7.27%	Included in PTO Bank	\$2.40
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.06	\$ Nil
Health/Welfare	\$1.800	\$1.800
Pension	\$3.095	\$2.050
Apprenticeship	\$0.140	\$0.140
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$44.935</b>	<b>\$41.610</b>

<b>Effective 2019 May 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman (S/A)	\$34.06	\$33.40
Statutory Holidays 6.45%	Included in PTO Bank	\$2.15
Vacation 7.27%	Included in PTO Bank	\$2.43
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.12	\$ Nil
Health/Welfare	\$1.800	\$1.800
Pension	\$3.127	\$2.050



**Electricians**

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Apprenticeship	\$0.140	\$0.140
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$45.367</b>	<b>\$42.090</b>

Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

\*Any Economic Stability Dividend (ESD) calculation made in accordance with Appendix A of the Provincial Framework Agreement will be applied as a percentage increase on the current collective agreement wages. All future wage increases will be based on the new revised wage rate with ESD.

**Electricians****G Wages and Premiums**

<b>Effective 2014 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$34.89	\$33.07
A Foremen (12%)	\$39.08	
B Foremen (7%)	\$37.34	
Service Person (7%)	\$37.34	
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Statutory Holidays 6.45%	Included in PTO Bank	\$2.13
Vacation 7.27%	Included in PTO Bank	\$2.40
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.27	\$ Nil
Health/Welfare	\$1.450	\$1.450
Pension	\$3.203	\$2.900
Apprenticeship	\$0.200	\$0.200
Rehabilitation	\$0.020	\$0.020
Bursary	\$0.050	\$0.050
<b>TOTAL</b>	<b>\$46.083</b>	<b>\$42.070</b>

<b>Effective 2015 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$35.24	\$33.40
A Foremen (12%)	\$39.47	
B Foremen (7%)	\$37.71	
Service Person (7%)	\$37.71	
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Statutory Holidays 6.45%	Included in PTO Bank	\$2.15
Vacation 7.27%	Included in PTO Bank	\$2.43
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.33	\$ Nil
Health/Welfare	\$1.450	\$1.450
Pension	\$3.235	\$2.900
Apprenticeship	\$0.200	\$0.200
Rehabilitation	\$0.020	\$0.020
Bursary	\$0.050	\$0.050
<b>TOTAL</b>	<b>\$46.525</b>	<b>\$42.600</b>

<b>Effective 2016 July 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$35.42	\$33.57
A Foremen (12%)	\$39.67	
B Foremen (7%)	\$37.90	
Service Person (7%)	\$37.90	
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Statutory Holidays 6.45%	Included in PTO Bank	\$2.17
Vacation 7.27%	Included in PTO Bank	\$2.44
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.36	\$ Nil
Health/Welfare	\$1.450	\$1.450
Pension	\$3.252	\$2.900
Apprenticeship	\$0.200	\$0.200
Rehabilitation	\$0.020	\$0.020
Bursary	\$0.050	\$0.050

**Electricians**

<b>TOTAL</b>	<b>\$46.752</b>	<b>\$42.800</b>
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<b>Effective 2017 May 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$35.77	\$33.91
A Foremen (12%)	\$40.06	
B Foremen (7%)	\$38.27	
Service Person (7%)	\$38.27	
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Statutory Holidays 6.45%	Included in PTO Bank	\$2.19
Vacation 7.27%	Included in PTO Bank	\$2.47
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.42	\$ Nil
Health/Welfare	\$1.450	\$1.450
Pension	\$3.284	\$2.900
Apprenticeship	\$0.200	\$0.200
Rehabilitation	\$0.020	\$0.020
Bursary	\$0.050	\$0.050
<b>TOTAL</b>	<b>\$47.194</b>	<b>\$43.190</b>

<b>Effective 2017 July 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$35.95	\$34.08
A Foremen (12%)	\$40.26	
B Foremen (7%)	\$38.47	
Service Person (7%)	\$38.47	
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Statutory Holidays 6.45%	Included in PTO Bank	\$2.20
Vacation 7.27%	Included in PTO Bank	\$2.48
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.46	\$ Nil
Health/Welfare	\$1.450	\$1.450
Pension	\$3.300	\$2.900
Apprenticeship	\$0.200	\$0.200
Rehabilitation	\$0.020	\$0.020
Bursary	\$0.050	\$0.050
<b>TOTAL</b>	<b>\$47.430</b>	<b>\$43.380</b>

<b>Effective 2018 May 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$36.31	\$34.42
A Foremen (12%)	\$40.66	
B Foremen (7%)	\$38.85	
Service Person (7%)	\$38.85	
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Statutory Holidays 6.45%	Included in PTO Bank	\$2.22
Vacation 7.27%	Included in PTO Bank	\$2.50
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.52	\$ Nil
Health/Welfare	\$1.450	\$1.450
Pension	\$3.333	\$2.900
Apprenticeship	\$0.200	\$0.200
Rehabilitation	\$0.020	\$0.020
Bursary	\$0.050	\$0.050
<b>TOTAL</b>	<b>\$47.883</b>	<b>\$43.760</b>

**Electricians**

<b>Effective 2018 July 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeymen	\$36.49	\$34.59
A Foremen (12%)	\$40.87	
B Foremen (7%)	\$39.04	
Service Person (7%)	\$39.04	
<hr/>		
Statutory Holidays 6.45%	Included in PTO Bank	\$2.23
Vacation 7.27%	Included in PTO Bank	\$2.51
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.55	\$ Nil
Health/Welfare	\$1.450	\$1.450
Pension	\$3.350	\$2.900
Apprenticeship	\$0.200	\$0.200
Rehabilitation	\$0.020	\$0.020
Bursary	\$0.050	\$0.050
<b>TOTAL</b>	<b>\$48.110</b>	<b>\$43.950</b>

<b>Effective 2019 May 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeymen	\$36.85	\$34.94
A Foremen (12%)	\$41.27	
B Foremen (7%)	\$39.43	
Service Person (7%)	\$39.43	
<hr/>		
Statutory Holidays 6.45%	Included in PTO Bank	\$2.25
Vacation 7.27%	Included in PTO Bank	\$2.54
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.62	\$ Nil
Health/Welfare	\$1.450	\$1.450
Pension	\$3.383	\$2.900
Apprenticeship	\$0.200	\$0.200
Rehabilitation	\$0.020	\$0.020
Bursary	\$0.050	\$0.050
<b>TOTAL</b>	<b>\$48.573</b>	<b>\$44.350</b>

Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

\*Any Economic Stability Dividend (ESD) calculation made in accordance with Appendix A of the Provincial Framework Agreement will be applied as a percentage increase on the current collective agreement wages. All future wage increases will be based on the new revised wage rate with ESD.

**Pre-Apprentices**

Pre-apprentices will receive forty per cent (40%) of the negotiated Journeyman rate effective 2001 April 01.

**E Wages and Premiums**

<b>Effective 2014 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$31.41	\$31.25
Statutory Holidays 6.45%	Included in PTO Bank	\$2.02
Vacation 7.27%	Included in PTO Bank	\$2.27
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$5.64	\$ Nil
Health/Welfare	\$2.340	\$2.340
Pension	\$2.883	\$2.900
Apprenticeship	\$0.070	\$0.070
Rehabilitation	\$0.020	\$0.020
Scholarship	\$0.005	\$0.005
Health/Safety	\$0.065	\$0.065
Educational	\$0.165	\$0.165
Municipal Pension Plan top up	\$0.814	\$ N/A
<b>TOTAL</b>	<b>\$43.412</b>	<b>\$40.965</b>

<b>Effective 2015 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$31.72	\$31.56
Statutory Holidays 6.45%	Included in PTO Bank	\$2.04
Vacation 7.27%	Included in PTO Bank	\$2.29
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$5.70	\$ Nil
Health/Welfare	\$2.340	\$2.340
Pension	\$2.912	\$2.900
Apprenticeship	\$0.070	\$0.070
Rehabilitation	\$0.020	\$0.020
Scholarship	\$0.005	\$0.005
Health/Safety	\$0.065	\$0.065
Educational	\$0.165	\$0.165
Municipal Pension Plan top up	\$0.814	\$ N/A
<b>TOTAL</b>	<b>\$43.811</b>	<b>\$41.455</b>

<b>Effective 2016 July 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$31.88	\$31.72
Statutory Holidays 6.45%	Included in PTO Bank	\$2.05
Vacation 7.27%	Included in PTO Bank	\$2.31
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$5.73	\$ Nil
Health/Welfare	\$2.340	\$2.340
Pension	\$2.927	\$2.900
Apprenticeship	\$0.070	\$0.070
Rehabilitation	\$0.020	\$0.020
Scholarship	\$0.005	\$0.005
Health/Safety	\$0.065	\$0.065
Educational	\$0.165	\$0.165
Municipal Pension Plan top up	\$0.814	\$ N/A
<b>TOTAL</b>	<b>\$44.016</b>	<b>\$41.645</b>

<b>Effective 2017 May 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$32.20	\$32.04
Statutory Holidays 6.45%	Included in PTO Bank	\$2.07
Vacation 7.27%	Included in PTO Bank	\$2.33
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$5.78	\$ Nil
Health/Welfare	\$2.340	\$2.340
Pension	\$2.956	\$2.900
Apprenticeship	\$0.070	\$0.070
Rehabilitation	\$0.020	\$0.020
Scholarship	\$0.005	\$0.005
Health/Safety	\$0.065	\$0.065
Educational	\$0.165	\$0.165
Municipal Pension Plan top up	\$0.814	\$ N/A
<b>TOTAL</b>	<b>\$44.415</b>	<b>\$42.005</b>

<b>Effective 2017 July 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$32.36	\$32.20
Statutory Holidays 6.45%	Included in PTO Bank	\$2.08
Vacation 7.27%	Included in PTO Bank	\$2.34
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$5.81	\$ Nil
Health/Welfare	\$2.340	\$2.340
Pension	\$2.971	\$2.900
Apprenticeship	\$0.070	\$0.070
Rehabilitation	\$0.020	\$0.020
Scholarship	\$0.005	\$0.005
Health/Safety	\$0.065	\$0.065
Educational	\$0.165	\$0.165
Municipal Pension Plan top up	\$0.814	\$ N/A
<b>TOTAL</b>	<b>\$44.620</b>	<b>\$42.185</b>

<b>Effective 2018 May 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$32.68	\$32.52
Statutory Holidays 6.45%	Included in PTO Bank	\$2.10
Vacation 7.27%	Included in PTO Bank	\$2.36
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$5.87	\$ Nil
Health/Welfare	\$2.340	\$2.340
Pension	\$3.000	\$2.900
Apprenticeship	\$0.070	\$0.070
Rehabilitation	\$0.020	\$0.020
Scholarship	\$0.005	\$0.005
Health/Safety	\$0.065	\$0.065
Educational	\$0.165	\$0.165
Municipal Pension Plan top up	\$0.814	\$ N/A
<b>TOTAL</b>	<b>\$45.029</b>	<b>\$42.545</b>

<b>Effective 2018 July 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$32.84	\$32.68

Statutory Holidays 6.45%	Included in PTO Bank	\$2.11
Vacation 7.27%	Included in PTO Bank	\$2.38
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$5.90	\$ Nil
Health/Welfare	\$2.340	\$2.340
Pension	\$3.015	\$2.900
Apprenticeship	\$0.070	\$0.070
Rehabilitation	\$0.020	\$0.020
Scholarship	\$0.005	\$0.005
Health/Safety	\$0.065	\$0.065
Educational	\$0.165	\$0.165
Municipal Pension Plan top up	\$0.814	\$ N/A
<b>TOTAL</b>	<b>\$45.234</b>	<b>\$42.735</b>

<b>Effective 2019 May 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$33.17	\$33.01
Statutory Holidays 6.45%	Included in PTO Bank	\$2.13
Vacation 7.27%	Included in PTO Bank	\$2.40
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$5.96	\$ Nil
Health/Welfare	\$2.340	\$2.340
Pension	\$3.045	\$2.900
Apprenticeship	\$0.070	\$0.070
Rehabilitation	\$0.020	\$0.020
Scholarship	\$0.005	\$0.005
Health/Safety	\$0.065	\$0.065
Educational	\$0.165	\$0.165
Municipal Pension Plan top up	\$0.814	\$ N/A
<b>TOTAL</b>	<b>\$45.654</b>	<b>\$43.105</b>

Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

\*Any Economic Stability Dividend (ESD) calculation made in accordance with Appendix A of the Provincial Framework Agreement will be applied as a percentage increase on the current collective agreement wages. All future wage increases will be based on the new revised wage rate with ESD.

#### **Premium - Service Truck:**

A journeyman assigned to work on the Service Truck will receive a premium of seven per cent (7%) of the journeyman mechanic's rate.

### **G Wages and Premiums**

<b>Effective 2014 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$33.29	\$33.36
Statutory Holidays 6.45%	Included in PTO Bank	\$2.15
Vacation 7.27%	Included in PTO Bank	\$2.43
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$5.98	\$ Nil
Health/Welfare	\$1.605	\$1.605

Pension	\$3.056	\$0.750
<b>TOTAL</b>	<b>\$43.931</b>	<b>\$40.295</b>
Safety and Health from employee	\$0.18	\$0.18

<b>Effective 2015 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$33.62	\$33.69
Statutory Holidays 6.45%	Included in PTO Bank	\$2.17
Vacation 7.27%	Included in PTO Bank	\$2.45
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.04	\$ Nil
Health/Welfare	\$1.605	\$1.605
Pension	\$3.086	\$0.750
<b>TOTAL</b>	<b>\$44.351</b>	<b>\$40.665</b>
Safety and Health from employee	\$0.18	\$0.18

<b>Effective 2016 July 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$33.79	\$33.86
Statutory Holidays 6.45%	Included in PTO Bank	\$2.18
Vacation 7.27%	Included in PTO Bank	\$2.46
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.07	\$ Nil
Health/Welfare	\$1.605	\$1.605
Pension	\$3.102	\$0.750
<b>TOTAL</b>	<b>\$44.567</b>	<b>\$40.855</b>
Safety and Health from employee	\$0.18	\$0.18

<b>Effective 2017 May 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$34.13	\$34.20
Statutory Holidays 6.45%	Included in PTO Bank	\$2.21
Vacation 7.27%	Included in PTO Bank	\$2.49
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.13	\$ Nil
Health/Welfare	\$1.605	\$1.605
Pension	\$3.133	\$0.750
<b>TOTAL</b>	<b>\$44.998</b>	<b>\$41.255</b>
Safety and Health from employee	\$0.18	\$0.18

<b>Effective 2017 July 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$34.30	\$34.37
Statutory Holidays 6.45%	Included in PTO Bank	\$2.22
Vacation 7.27%	Included in PTO Bank	\$2.50
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.16	\$ Nil
Health/Welfare	\$1.605	\$1.605
Pension	\$3.149	\$0.750
<b>TOTAL</b>	<b>\$45.214</b>	<b>\$41.445</b>
Safety and Health from employee	\$0.18	\$0.18



<b>Effective 2018 May 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeymen	\$34.64	\$34.71
Statutory Holidays 6.45%	Included in PTO Bank	\$2.24
Vacation 7.27%	Included in PTO Bank	\$2.52
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.22	\$ Nil
Health/Welfare Pension	\$1.605	\$1.605
	\$3.180	\$0.750
<b>TOTAL</b>	<b>\$45.645</b>	<b>\$41.825</b>
Safety and Health from employee	\$0.18	\$0.18

<b>Effective 2018 July 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeymen	\$34.81	\$34.88
Statutory Holidays 6.45%	Included in PTO Bank	\$2.25
Vacation 7.27%	Included in PTO Bank	\$2.54
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.25	\$ Nil
Health/Welfare Pension	\$1.605	\$1.605
	\$3.196	\$0.750
<b>TOTAL</b>	<b>\$45.861</b>	<b>\$42.025</b>
Safety and Health from employee	\$0.18	\$0.18

<b>Effective 2019 May 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeymen	\$35.16	\$35.23
Statutory Holidays 6.45%	Included in PTO Bank	\$2.27
Vacation 7.27%	Included in PTO Bank	\$2.56
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.31	\$ Nil
Health/Welfare Pension	\$1.605	\$1.605
	\$3.228	\$0.750
<b>TOTAL</b>	<b>\$46.303</b>	<b>\$42.415</b>
Safety and Health from employee	\$0.18	\$0.18

**Note: A five cent (\$0.05) tool allowance is included in the above wage rates.**

Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

\*Any Economic Stability Dividend (ESD) calculation made in accordance with Appendix A of the Provincial Framework Agreement will be applied as a percentage increase on the current collective agreement wages. All future wage increases will be based on the new revised wage rate with ESD.

**Classifications:**

- Machinist Foreman A & B
- Journeymen/Tradesman

**F Wages and Premiums**

<b>Effective 2014 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$33.44	\$31.49
Statutory Holidays 6.45%	Included in PTO Bank	\$2.03
Vacation 7.27%	Included in PTO Bank	\$2.29
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.01	\$ Nil
Medical/Dental	\$1.470	\$1.470
Pension	\$3.070	\$2.500
Rehabilitation	\$0.020	\$0.020
Apprentice	\$0.080	\$0.080
Health/Safety	\$0.020	\$0.020
Trade Improvement Fund	\$0.100	\$0.100
<b>TOTAL</b>	<b>\$44.210</b>	<b>\$39.860</b>

<b>Effective 2015 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$33.77	\$31.80
Statutory Holidays 6.45%	Included in PTO Bank	\$2.05
Vacation 7.27%	Included in PTO Bank	\$2.31
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.07	\$ Nil
Medical/Dental	\$1.470	\$1.470
Pension	\$3.100	\$2.500
Rehabilitation	\$0.020	\$0.020
Apprentice	\$0.080	\$0.080
Health/Safety	\$0.020	\$0.020
Trade Improvement Fund	\$0.100	\$0.100
<b>TOTAL</b>	<b>\$44.630</b>	<b>\$40.350</b>

<b>Effective 2016 July 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$33.94	\$31.96
Statutory Holidays 6.45%	Included in PTO Bank	\$2.06
Vacation 7.27%	Included in PTO Bank	\$2.32
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.10	\$ Nil
Medical/Dental	\$1.470	\$1.470
Pension	\$3.116	\$2.500
Rehabilitation	\$0.020	\$0.020
Apprentice	\$0.080	\$0.080
Health/Safety	\$0.020	\$0.020
Trade Improvement Fund	\$0.100	\$0.100
<b>TOTAL</b>	<b>\$44.846</b>	<b>\$40.530</b>

<b>Effective 2017 May 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$34.28	\$32.28
Statutory Holidays 6.45%	Included in PTO Bank	\$2.08

Vacation 7.27%	Included in PTO Bank	\$2.35
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.16	\$ Nil
Medical/Dental	\$1.470	\$1.470
Pension	\$3.147	\$2.500
Rehabilitation	\$0.020	\$0.020
Apprentice	\$0.080	\$0.080
Health/Safety	\$0.020	\$0.020
Trade Improvement Fund	\$0.100	\$0.100
<b>TOTAL</b>	<b>\$45.277</b>	<b>\$40.900</b>

<b>Effective 2017 July 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$34.45	\$32.44
Statutory Holidays 6.45%	Included in PTO Bank	\$2.09
Vacation 7.27%	Included in PTO Bank	\$2.36
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.19	\$ Nil
Medical/Dental	\$1.470	\$1.470
Pension	\$3.163	\$2.500
Rehabilitation	\$0.020	\$0.020
Apprentice	\$0.080	\$0.080
Health/Safety	\$0.020	\$0.020
Trade Improvement Fund	\$0.100	\$0.100
<b>TOTAL</b>	<b>\$45.493</b>	<b>\$41.080</b>

<b>Effective 2018 May 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$34.79	\$32.76
Statutory Holidays 6.45%	Included in PTO Bank	\$2.11
Vacation 7.27%	Included in PTO Bank	\$2.38
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.25	\$ Nil
Medical/Dental	\$1.470	\$1.470
Pension	\$3.194	\$2.500
Rehabilitation	\$0.020	\$0.020
Apprentice	\$0.080	\$0.080
Health/Safety	\$0.020	\$0.020
Trade Improvement Fund	\$0.100	\$0.100
<b>TOTAL</b>	<b>\$45.924</b>	<b>\$41.440</b>

<b>Effective 2018 July 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$34.96	\$32.92
Statutory Holidays 6.45%	Included in PTO Bank	\$2.12
Vacation 7.27%	Included in PTO Bank	\$2.39
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.28	\$ Nil
Medical/Dental	\$1.470	\$1.470
Pension	\$3.209	\$2.500
Rehabilitation	\$0.020	\$0.020
Apprentice	\$0.080	\$0.080
Health/Safety	\$0.020	\$0.020

Trade Improvement Fund	\$0.100	\$0.100
<b>TOTAL</b>	<b>\$46.139</b>	<b>\$41.620</b>

<b>Effective 2019 May 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeymen	\$35.31	\$33.25
Statutory Holidays 6.45%	Included in PTO Bank	\$2.14
Vacation 7.27%	Included in PTO Bank	\$2.42
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.34	\$ Nil
Medical/Dental	\$1.470	\$1.470
Pension	\$3.241	\$2.500
Rehabilitation	\$0.020	\$0.020
Apprentice	\$0.080	\$0.080
Health/Safety	\$0.020	\$0.020
Trade Improvement Fund	\$0.100	\$0.100
<b>TOTAL</b>	<b>\$46.581</b>	<b>\$42.000</b>

Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

\*Any Economic Stability Dividend (ESD) calculation made in accordance with Appendix A of the Provincial Framework Agreement will be applied as a percentage increase on the current collective agreement wages. All future wage increases will be based on the new revised wage rate with ESD.

**Premiums:** The following premiums will be paid per hour in addition to the hourly rate

Spray Painting, Sandblasting and Building Cleaning (by steam or other process)	\$1.25
Paperhanging, Wallcovering or other Sheeting Work	\$0.75

**E Wages and Premiums**

<b>Effective 2014 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$34.22	\$32.89
Statutory Holidays 6%	Included in PTO Bank	\$2.12
Vacation 7.27%	Included in PTO Bank	\$2.39
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.15	\$ Nil
Welfare	\$1.250	\$1.250
Pension	\$3.141	\$3.000
Rehabilitation	\$0.325	\$0.325
Apprentice	\$0.230	\$0.230
<b>TOTAL</b>	<b>\$45.316</b>	<b>\$42.055</b>

<b>Effective 2015 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$34.56	\$33.22
Statutory Holidays 6%	Included in PTO Bank	\$2.14
Vacation 7.27%	Included in PTO Bank	\$2.42
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.21	\$ Nil
Welfare	\$1.250	\$1.250
Pension	\$3.173	\$3.000
Rehabilitation	\$0.325	\$0.325
Apprentice	\$0.230	\$0.230
<b>TOTAL</b>	<b>\$45.748</b>	<b>\$42.585</b>

<b>Effective 2016 July 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$34.73	\$33.39
Statutory Holidays 6%	Included in PTO Bank	\$2.15
Vacation 7.27%	Included in PTO Bank	\$2.43
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.24	\$ Nil
Welfare	\$1.250	\$1.250
Pension	\$3.188	\$3.000
Rehabilitation	\$0.325	\$0.325
Apprentice	\$0.230	\$0.230
<b>TOTAL</b>	<b>\$45.963</b>	<b>\$42.775</b>

<b>Effective 2017 May 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$35.08	\$33.72
Statutory Holidays 6%	Included in PTO Bank	\$2.17
Vacation 7.27%	Included in PTO Bank	\$2.45
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.30	\$ Nil
Welfare	\$1.250	\$1.250
Pension	\$3.220	\$3.000
Rehabilitation	\$0.325	\$0.325

Apprentice	\$0.230	\$0.230
<b>TOTAL</b>	<b>\$46.405</b>	<b>\$43.145</b>

<b>Effective 2017 July 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$35.26	\$33.89
Statutory Holidays 6%	Included in PTO Bank	\$2.19
Vacation 7.27%	Included in PTO Bank	\$2.46
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.33	\$ Nil
Welfare	\$1.250	\$1.250
Pension	\$3.237	\$3.000
Rehabilitation	\$0.325	\$0.325
Apprentice	\$0.230	\$0.230
<b>TOTAL</b>	<b>\$46.632</b>	<b>\$43.345</b>

<b>Effective 2018 May 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$35.61	\$34.23
Statutory Holidays 6%	Included in PTO Bank	\$2.21
Vacation 7.27%	Included in PTO Bank	\$2.49
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.40	\$ Nil
Welfare	\$1.250	\$1.250
Pension	\$3.269	\$3.000
Rehabilitation	\$0.325	\$0.325
Apprentice	\$0.230	\$0.230
<b>TOTAL</b>	<b>\$47.084</b>	<b>\$43.735</b>

<b>Effective 2018 July 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$35.79	\$34.40
Statutory Holidays 6%	Included in PTO Bank	\$2.22
Vacation 7.27%	Included in PTO Bank	\$2.50
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.43	\$ Nil
Welfare	\$1.250	\$1.250
Pension	\$3.2861	\$3.000
Rehabilitation	\$0.325	\$0.325
Apprentice	\$0.230	\$0.230
<b>TOTAL</b>	<b>\$47.311</b>	<b>\$43.925</b>

<b>Effective 2019 May 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$36.15	\$34.74
Statutory Holidays 6%	Included in PTO Bank	\$2.24
Vacation 7.27%	Included in PTO Bank	\$2.53
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.49	\$ Nil
Welfare	\$1.250	\$1.250
Pension	\$3.319	\$3.000
Rehabilitation	\$0.325	\$0.325
Apprentice	\$0.230	\$0.230
<b>TOTAL</b>	<b>\$47.764</b>	<b>\$44.315</b>

Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

\*Any Economic Stability Dividend (ESD) calculation made in accordance with Appendix A of the Provincial Framework Agreement will be applied as a percentage increase on the current collective agreement wages. All future wage increases will be based on the new revised wage rate with ESD.

#### **Pre-Apprenticeship**

Pre-apprentices will receive 40% of the negotiated Journeyman rate effective 2001 April 01.

**H Wages and Premiums**

<b>Effective 2014 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$32.86	\$30.94
Statutory Holidays 6.45%	Included in PTO Bank	\$2.00
Vacation 7.27%	Included in PTO Bank	\$2.25
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$5.90	\$ Nil
Health Benefit Fund	\$1.490	\$1.490
Pension	\$3.017	\$3.430
Rehabilitation	\$0.150	\$0.150
Apprenticeship	\$0.170	\$0.170
<b>TOTAL</b>	<b>\$43.587</b>	<b>\$40.290</b>

<b>Effective 2015 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$33.19	\$31.25
Statutory Holidays 6.45%	Included in PTO Bank	\$2.02
Vacation 7.27%	Included in PTO Bank	\$2.27
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$5.96	\$ Nil
Health Benefit Fund	\$1.490	\$1.490
Pension	\$3.047	\$3.430
Rehabilitation	\$0.150	\$0.150
Apprenticeship	\$0.170	\$0.170
<b>TOTAL</b>	<b>\$44.007</b>	<b>\$40.780</b>

<b>Effective 2016 July 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$33.36	\$31.41
Statutory Holidays 6.45%	Included in PTO Bank	\$2.03
Vacation 7.27%	Included in PTO Bank	\$2.28
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$5.99	\$ Nil
Health Benefit Fund	\$1.490	\$1.490
Pension	\$3.062	\$3.430
Rehabilitation	\$0.150	\$0.150
Apprenticeship	\$0.170	\$0.170
<b>TOTAL</b>	<b>\$44.222</b>	<b>\$40.960</b>

<b>Effective 2017 May 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$33.69	\$31.72
Statutory Holidays 6.45%	Included in PTO Bank	\$2.05
Vacation 7.27%	Included in PTO Bank	\$2.31
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.05	\$ Nil
Health Benefit Fund	\$1.490	\$1.490
Pension	\$3.093	\$3.430
Rehabilitation	\$0.150	\$0.150
Apprenticeship	\$0.170	\$0.170



<b>TOTAL</b>	<b>\$44.643</b>	<b>\$41.320</b>
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<b>Effective 2017 July 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$33.86	\$31.88
Statutory Holidays 6.45%	Included in PTO Bank	\$2.06
Vacation 7.27%	Included in PTO Bank	\$2.32
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.08	\$ Nil
Health Benefit Fund	\$1.490	\$1.490
Pension	\$3.108	\$3.430
Rehabilitation	\$0.150	\$0.150
Apprenticeship	\$0.170	\$0.170
<b>TOTAL</b>	<b>\$44.858</b>	<b>\$41.500</b>

  

<b>Effective 2018 May 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$34.20	\$32.20
Statutory Holidays 6.45%	Included in PTO Bank	\$2.08
Vacation 7.27%	Included in PTO Bank	\$2.34
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.14	\$ Nil
Health Benefit Fund	\$1.490	\$1.490
Pension	\$3.140	\$3.430
Rehabilitation	\$0.150	\$0.150
Apprenticeship	\$0.170	\$0.170
<b>TOTAL</b>	<b>\$45.290</b>	<b>\$41.860</b>

  

<b>Effective 2018 July 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman	\$34.37	\$32.36
Statutory Holidays 6.45%	Included in PTO Bank	\$2.09
Vacation 7.27%	Included in PTO Bank	\$2.35
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.17	\$ Nil
Health Benefit Fund	\$1.490	\$1.490
Pension	\$3.155	\$3.430
Rehabilitation	\$0.150	\$0.150
Apprenticeship	\$0.170	\$0.170
<b>TOTAL</b>	<b>\$45.505</b>	<b>\$42.040</b>

<b>Effective 2019 May 01*</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeymen	\$34.71	\$32.68
Statutory Holidays 6.45%	Included in PTO Bank	\$2.11
Vacation 7.27%	Included in PTO Bank	\$2.38
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.23	\$ Nil
Health Benefit Fund	\$1.490	\$1.490
Pension	\$3.186	\$3.430
Rehabilitation	\$0.150	\$0.150
Apprenticeship	\$0.170	\$0.170
<b>TOTAL</b>	<b>\$45.936</b>	<b>\$42.410</b>

Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

\*Any Economic Stability Dividend (ESD) calculation made in accordance with Appendix A of the Provincial Framework Agreement will be applied as a percentage increase on the current collective agreement wages. All future wage increases will be based on the new revised wage rate with ESD.

Union Health Benefits, rehabilitation, apprenticeship and pension contributions may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.