

**H Wages and Premiums**

<b>Effective 2022 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyperson	\$38.60	\$38.68
Refractory (\$0.55)	\$39.15	\$39.23
Statutory Holidays 6.85%	Included in PTO Bank	\$2.65
Vacation 7.27%	Included in PTO Bank	\$2.81
Supp Vac 4.24%	Included in PTO Bank	\$Nil
Paid Time Off Bank <u>18.36%</u>	\$7.087	\$Nil
Health/Welfare	\$2.750	\$2.750
Pension	\$3.594	\$1.520
Apprenticeship	\$0.675	\$0.675
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$57.726</b>	<b>\$49.107</b>

<b>Effective 2023 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyperson	\$41.25	\$41.33
Refractory (\$0.55)	\$41.80	\$41.88
Statutory Holidays 6.85%	Included in PTO Bank	\$2.83
Vacation 7.27%	Included in PTO Bank	\$3.00
Supp Vac 4.24%	Included in PTO Bank	\$Nil
Paid Time Off Bank <u>18.36%</u>	\$7.574	\$Nil
Health/Welfare	\$2.750	\$2.750
Pension	\$3.840	\$1.520
Apprenticeship	\$0.675	\$0.675
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$56.109</b>	<b>\$52.131</b>

<b>Effective 2024 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyperson	\$42.15	\$42.22
Refractory (\$0.55)	\$42.70	\$42.77
Statutory Holidays 6.85%	Included in PTO Bank	\$2.89
Vacation 7.27%	Included in PTO Bank	\$3.07
Supp Vac 4.24%	Included in PTO Bank	\$Nil
Paid Time Off Bank <u>18.36%</u>	\$7.739	\$Nil
Health/Welfare	\$2.750	\$2.750
Pension	\$3.9.24	\$1.520
Apprenticeship	\$0.675	\$0.675
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$57.258</b>	<b>\$53.146</b>

**July 01, 2024 COLA adjustments will be confirmed by PSEC in March each year. 2024 COLA is maximum 1%.**

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

## Carpenters

### G Wages and Premiums

Effective 2022 July 01	Municipal Pension	Union Pension
Journey person (S/A)	\$39.40	\$38.55
Area Foreperson (11%)	\$43.73	
Foreperson A (11%)	\$43.73	
Foreperson B (5.6%) (Chargehand)	\$41.61	
Statutory Holidays 6.85%	Included in PTO Bank	\$2.64
Vacation 7.27%	Included in PTO Bank	\$2.80
Supp Vac 4.24%	Included in PTO Bank	\$Nil
Paid Time Off Bank <b>18.36%</b>	\$7.23	\$Nil
Health/Welfare	\$1.710	\$1.710
Pension	\$3.668	\$2.340
Apprenticeship	\$0.170	\$0.170
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$52.202</b>	<b>\$48.233</b>

## Carpenters

Effective 2023 July 01	Municipal Pension	Union Pension
Journeyman (S/A)	\$42.06	\$41.15
Area Foreperson (11%)	\$46.68	
Foreperson A (11%)	\$46.68	
Foreperson B (5.6%) (Chargehand)	\$44.41	
Statutory Holidays 6.85%	Included in PTO Bank	\$2.82
Vacation 7.27%	Included in PTO Bank	\$2.99
Supp Vac 4.24%	Included in PTO Bank	\$Nil
Paid Time Off Bank <b>18.36%</b>	\$7.72	\$Nil
Health/Welfare	\$1.740	\$1.740
Pension	\$3.916	\$2.340
Apprenticeship	\$0.170	\$0.170
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$55.628</b>	<b>\$51.230</b>

Effective 2024 July 01	Municipal Pension	Union Pension
Journeyman (S/A)	\$42.90	\$41.97
Area Forepersons (11%)	\$48.08	
Foreperson A (11%)	\$48.08	
Foreperson B (5.6%) (Chargehand)	\$45.74	
Statutory Holidays 6.85%	Included in PTO Bank	\$2.87
Vacation 7.27%	Included in PTO Bank	\$3.05
Supp Vac 4.24%	Included in PTO Bank	\$Nil
Paid Time Off Bank <b>18.36%</b>	\$7.88	\$Nil
Health/Welfare	\$1.790	\$1.790
Pension	\$3.994	\$2.340
Apprenticeship	\$0.170	\$0.170
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$56.750</b>	<b>\$52.216</b>

**July 01, 2024 COLA adjustments will be confirmed by PSEC in March each year. 2024 COLA is maximum 1%.**

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

### Pre-Apprentices

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

**Cement Masons****I Wages and Premiums**

<b>Effective 2022 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman (S/A)	\$38.44	\$37.71
Statutory Holidays 6.85%	Included in PTO Bank	\$2.58
Vacation 7.27%	Included in PTO Bank	\$2.74
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank <b>18.36%</b>	\$7.06	\$ Nil
Health/Welfare	\$1.800	\$1.800
Pension	\$3.579	\$2.050
Apprenticeship	\$0.140	\$0.140
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$51.036</b>	<b>\$47.045</b>

**Cement Masons**

<b>Effective 2023 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman (S/A)	\$41.07	\$40.29
Statutory Holidays 6.85%	Included in PTO Bank	\$2.76
Vacation 7.27%	Included in PTO Bank	\$2.93
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank <b>18.36%</b>	\$7.54	\$ Nil
Health/Welfare	\$1.800	\$1.800
Pension	\$3.824	\$2.050
Apprenticeship	\$0.140	\$0.140
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$54.394</b>	<b>\$49.989</b>

<b>Effective 2024 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyman (S/A)	\$41.96	\$41.16
Statutory Holidays 6.85%	Included in PTO Bank	\$2.82
Vacation 7.27%	Included in PTO Bank	\$2.99
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank <b>18.36%</b>	\$7.70	\$ Nil
Health/Welfare	\$1.800	\$1.800
Pension	\$3.906	\$2.050
Apprenticeship	\$0.140	\$0.140
Rehabilitation	\$0.020	\$0.020
<b>TOTAL</b>	<b>\$55.530</b>	<b>\$50.982</b>

**July 01, 2024 COLA adjustments will be confirmed by PSEC in March each year. 2024 COLA is maximum 1%.**

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

**Market Adjustments:**

**Effective July 01, 2022: increase of \$0.20 per hour**

**Effective July 01, 2023: an additional increase of \$0.04 per hour**

**Effective July 01, 2024: an additional increase of \$0.06 per hour**

## Electricians

### G Wages and Premiums

Effective 2022 July 01	Municipal Pension	Union Pension
Journey person	\$41.43	\$39.27
A Foreperson (12%)	\$46.40	
B Foreperson (7%)	\$44.33	
Service Person (7%)	\$44.33	
Statutory Holidays 6.85%	Included in PTO Bank	\$2.69
Vacation 7.27%	Included in PTO Bank	\$2.85
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 18.36%	\$7.61	\$ Nil
Health/Welfare	\$1.650	\$1.650
Pension	\$3.857	\$2.900
Apprenticeship	\$0.200	\$0.200
Rehabilitation	\$0.020	\$0.020
Bursary	\$0.050	\$0.050
<b>TOTAL</b>	<b>\$54.814</b>	<b>\$49.635</b>

Effective 2023 July 01	Municipal Pension	Union Pension
Journey person	\$44.23	\$41.92
A Foreperson (12%)	\$49.54	
B Foreperson (7%)	\$47.33	
Service Person (7%)	\$47.33	
Statutory Holidays 6.85%	Included in PTO Bank	\$2.87
Vacation 7.27%	Included in PTO Bank	\$3.05
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 18.36%	\$8.12	\$ Nil
Health/Welfare	\$1.690	\$1.690
Pension	\$4.118	\$2.900
Apprenticeship	\$0.200	\$0.200
Rehabilitation	\$0.020	\$0.020
Bursary	\$0.050	\$0.050
<b>TOTAL</b>	<b>\$58.428</b>	<b>\$52.699</b>

Effective 2024 July 01	Municipal Pension	Union Pension
Journey person	\$45.11	\$42.76
A Foreperson (12%)	\$50.52	
B Foreperson (7%)	\$48.27	
Service Person (7%)	\$48.27	
Statutory Holidays 6.85%	Included in PTO Bank	\$2.93
Vacation 7.27%	Included in PTO Bank	\$3.11
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 18.36%	\$8.28	\$ Nil
Health/Welfare	\$1.770	\$1.770
Pension	\$4.200	\$2.900
Apprenticeship	\$0.200	\$0.200
Rehabilitation	\$0.020	\$0.020
Bursary	\$0.050	\$0.050
<b>TOTAL</b>	<b>\$59.632</b>	<b>\$53.738</b>

**Heat and Frost****E Wages and Premiums**

<b>Effective 2022 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journey person	\$37.31	\$37.11
Statutory Holidays 6.85%	Included in PTO Bank	\$2.54
Vacation 7.27%	Included in PTO Bank	\$2.70
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 18.36%	\$6.85	\$ Nil
Health/Welfare	\$2.490	\$2.490
Pension	\$3.474	\$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>\$51.263</b>	<b>\$48.065</b>

<b>Effective 2023 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journey person	\$39.83	\$39.62
Statutory Holidays 6.85%	Included in PTO Bank	\$2.71
Vacation 7.27%	Included in PTO Bank	\$2.88
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 18.36%	\$7.31	\$ Nil
Health/Welfare	\$2.530	\$2.530
Pension	\$3.708	\$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>\$54.520</b>	<b>\$50.969</b>

## Heat and Frost

Effective 2024 July 01	Municipal Pension	Union Pension
Journey person	\$40.63	\$40.41
Statutory Holidays 6.85%	Included in PTO Bank	\$2.77
Vacation 7.27%	Included in PTO Bank	\$2.94
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 18.35%	\$7.46	\$ Nil
Health/Welfare	\$2.570	\$2.570
Pension	\$3.783	\$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>\$55.581</b>	<b>\$51.911</b>

**July 01, 2024 COLA adjustments will be confirmed by PSEC in March each year. 2024 COLA is maximum 1%.**

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

**Effective July 01, 2022 the Employer paid rate for Health/Welfare shall be \$2.49**

**Effective July 01, 2023 the Employer paid rate for Health/Welfare shall be \$2.53**

**Effective July 01, 2024 the Employer paid rate for Health/Welfare shall be \$2.57**

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

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



**Machinists****G Wages and Premiums**

<b>Effective 2022 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journey person	\$39.83	\$39.76
Statutory Holidays 6.85%	Included in PTO Bank	\$2.72
Vacation 7.27%	Included in PTO Bank	\$2.89
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 18.36%	\$7.31	\$ Nil
Health/Welfare	\$1.605	\$1.605
Pension	\$3.708	\$0.750
<b>TOTAL</b>	<b>\$52.456</b>	<b>\$47.729</b>

<b>Effective 2023 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journey person	\$42.56	\$42.48
Statutory Holidays 6.85%	Included in PTO Bank	\$2.91
Vacation 7.27%	Included in PTO Bank	\$3.09
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 18.36%	\$7.81	\$ Nil
Health/Welfare	\$1.605	\$1.605
Pension	\$3.962	\$0.750
<b>TOTAL</b>	<b>\$55.941</b>	<b>\$50.833</b>

## Machinists

Effective 2024 July 01	Municipal Pension	Union Pension
Journeyperson	\$43.47	\$43.39
Statutory Holidays 6.85%	Included in PTO Bank	\$2.97
Vacation 7.27%	Included in PTO Bank	\$3.15
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 18.36%	\$7.98	\$ Nil
Health/Welfare	\$1.605	\$1.605
Pension	\$4.047	\$0.750
<b>TOTAL</b>	<b>\$57.103</b>	<b>\$51.872</b>

July 01, 2024 COLA adjustments will be confirmed by PSEC in March each year. 2024 COLA is maximum 1%.

**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.

### Market Adjustment:

Effective July 01, 2022: increase of \$0.22/hour

Effective July 01, 2023: increase of \$0.04/hour, to an adjusted total of \$0.26

Effective July 01, 2024: increase of \$0.06/hour, to an adjusted total of \$0.32

### **Classifications:**

- Machinist Foreperson A & B
- Journeypersons/Tradesperson

## Painters

### F Wages and Premiums

Effective 2022 July 01	Municipal Pension	Union Pension
Journey person	\$39.71	\$37.40
Statutory Holidays 6.85%	Included in PTO Bank	\$2.56
Vacation 7.27%	Included in PTO Bank	\$2.72
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 18.36%	\$7.29	\$ Nil
Medical/Dental	\$1.860	\$1.860
Pension	\$3.697	\$2.500
Rehabilitation	\$0.020	\$0.020
Apprentice	\$0.050	\$0.050
<b>TOTAL</b>	<b>\$52.628</b>	<b>\$47.111</b>

Effective 2023 July 01	Municipal Pension	Union Pension
Journey person	\$42.39	\$39.93
Statutory Holidays 6.85%	Included in PTO Bank	\$2.74
Vacation 7.27%	Included in PTO Bank	\$2.90
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 18.36%	\$7.78	\$ Nil
Medical/Dental	\$1.900	\$1.900
Pension	\$3.947	\$2.500
Rehabilitation	\$0.020	\$0.020
Apprentice	\$0.050	\$0.050
<b>TOTAL</b>	<b>\$56.089</b>	<b>\$50.038</b>

Effective 2024 July 01	Municipal Pension	Union Pension
Journey person	\$43.23	\$40.73
Statutory Holidays 6.85%	Included in PTO Bank	\$2.79
Vacation 7.27%	Included in PTO Bank	\$2.96
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 18.36%	\$7.94	\$ Nil
Medical/Dental	\$1.970	\$1.970
Pension	\$4.025	\$2.500
Rehabilitation	\$0.020	\$0.020
Apprentice	\$0.050	\$0.050
<b>TOTAL</b>	<b>\$57.232</b>	<b>\$51.021</b>

July 01, 2024 COLA adjustments will be confirmed by PSEC in March each year. 2024 COLA is maximum 1%.

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

**Plumbers****E Wages and Premiums**

<b>Effective 2022 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeypersons	\$40.80	\$39.23
Statutory Holidays 6.85%	Included in PTO Bank	\$2.69
Vacation 7.27%	Included in PTO Bank	\$2.85
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 18.36%	\$7.49	\$ Nil
Welfare	\$1.250	\$1.250
Pension	\$3.798	\$3.000
Rehabilitation	\$0.325	\$0.325
Apprentice	\$0.230	\$0.230
<b>TOTAL</b>	<b>\$53.894</b>	<b>\$49.574</b>

## Plumbers

Effective 2023 July 01	Municipal Pension	Union Pension
Journey person	\$43.59	\$41.91
Statutory Holidays 6.85%	Included in PTO Bank	\$2.87
Vacation 7.27%	Included in PTO Bank	\$3.05
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 18.36%	\$8.00	\$ Nil
Welfare	\$1.250	\$1.250
Pension	\$4.058	\$3.000
Rehabilitation	\$0.325	\$0.325
Apprentice	\$0.230	\$0.230
<b>TOTAL</b>	<b>\$57.456</b>	<b>\$52.633</b>

Effective 2024 July 01	Municipal Pension	Union Pension
Journey person	\$44.51	\$42.80
Statutory Holidays 6.85%	Included in PTO Bank	\$2.93
Vacation 7.27%	Included in PTO Bank	\$3.11
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 18.36%	\$8.17	\$ Nil
Welfare	\$1.250	\$1.250
Pension	\$4.144	\$3.000
Rehabilitation	\$0.325	\$0.325
Apprentice	\$0.230	\$0.230
<b>TOTAL</b>	<b>\$58.631</b>	<b>\$53.648</b>

**July 01, 2024 COLA adjustments will be confirmed by PSEC in March each year. 2024 COLA is maximum 1%.**

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

### Pre-Apprenticeship

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

### Market Adjustment

Effective July 01, 2022: an increase of \$0.16 per hour

Effective July 01, 2023: an additional increase of \$0.04 per hour

Effective July 01, 2024: an additional increase of \$0.05 per hour

**H Wages and Premiums**

<b>Effective 2022 July 01</b>	<b>Municipal Pension</b>	<b>Union Pension</b>
Journeyperson	\$39.24	\$36.96
Statutory Holidays 6.85%	Included in PTO Bank	\$2.53
Vacation 7.27%	Included in PTO Bank	\$2.69
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 18.36%	\$7.20	\$ Nil
Health Benefit Fund	\$1.490	\$1.490
Pension	\$3.653	\$3.430
Rehabilitation	\$0.150	\$0.150
Apprenticeship	\$0.170	\$0.170
<b>TOTAL</b>	<b>\$51.908</b>	<b>\$47.419</b>

## Sheet Metal

Effective 2023 July 01	Municipal Pension	Union Pension
Journeyman	\$41.92	\$39.50
Statutory Holidays 6.85%	Included in PTO Bank	\$2.71
Vacation 7.27%	Included in PTO Bank	\$2.87
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 18.36%	\$7.70	\$ Nil
Health Benefit Fund	\$1.490	\$1.490
Pension	\$3.903	\$3.430
Rehabilitation	\$0.150	\$0.150
Apprenticeship	\$0.170	\$0.170
<b>TOTAL</b>	<b>\$55.329</b>	<b>\$50.317</b>

Effective 2024 July 01	Municipal Pension	Union Pension
Journeyman	\$42.82	\$40.35
Statutory Holidays 6.85%	Included in PTO Bank	\$2.76
Vacation 7.27%	Included in PTO Bank	\$2.93
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 18.36%	\$7.86	\$ Nil
Health Benefit Fund	\$1.490	\$1.490
Pension	\$3.987	\$3.430
Rehabilitation	\$0.150	\$0.150
Apprenticeship	\$0.170	\$0.170
<b>TOTAL</b>	<b>\$56.478</b>	<b>\$51.287</b>

**July 01, 2024 COLA adjustments will be confirmed by PSEC in March each year. 2024 COLA is maximum 1%.**

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

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.

### **Market Adjustment**

**Effective July 01, 2022: an increase of \$0.20 per hour**

**Effective July 01, 2023: an additional increase of \$0.04 per hour**

**Effective July 01, 2024: an additional increase of \$0.06 per hour**