

CANADIAN UNION OF
SKILLED WORKERS
CUSW - NWO - BRUCE

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT NUCLEAR WASTE OPERATIONS -
BRUCE SITE (70)

GRADE AND STEP	CLASSIFICATIONS OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	UNION FUNDS (2)	TOTAL WAGE PACKAGE	JAC FUNDS (1)	Paid to Employee
							BILL 148 * PAID PEL (1)
ELECTRICIAN							
07-9	FOREMAN - 410165						
	2014-05-01	45.47	4.55	11.30	61.32	0.10	
	2015-05-01	45.47	4.55	12.69	62.71	0.10	
	2016-04-30	46.90	4.69	11.30	62.89	0.10	
	2016-05-01	47.63	4.76	11.30	63.69	0.10	
	2017-05-01	48.36	4.84	11.30	64.50	0.10	
	2018-05-01	49.11	4.91	11.30	65.32	0.10	0.39
	2019-05-01	49.88	4.99	11.30	66.17	0.10	0.40
SUBFOREMAN - 410155							
07-8							
	2014-05-01	43.06	4.31	11.30	58.67	0.10	
	2015-05-01	43.06	4.31	12.69	60.06	0.10	
	2016-04-30	44.41	4.44	11.30	60.15	0.10	
	2016-05-01	45.10	4.51	11.30	60.91	0.10	
	2017-05-01	45.80	4.58	11.30	61.68	0.10	
	2018-05-01	46.50	4.65	11.30	62.45	0.10	0.37
	2019-05-01	47.23	4.72	11.30	63.25	0.10	0.38
JOURNEYMAN - 410135, WELDER - 410136							
07-6	COMMUNICATIONS ELECTRICIAN - 410137						
	2014-05-01	40.24	4.02	11.30	55.56	0.10	
	2015-05-01	40.24	4.02	12.69	56.95	0.10	
	2016-04-30	41.50	4.15	11.30	56.95	0.10	
	2016-05-01	42.15	4.22	11.30	57.66	0.10	
	2017-05-01	42.80	4.28	11.30	58.38	0.10	
	2018-05-01	43.46	4.35	11.30	59.11	0.10	0.35
	2019-05-01	44.14	4.41	11.30	59.85	0.10	0.35
ELECTRICIAN APPRENTICE - 410115							
07-0	1st Period (40% of Journeyman's rate)						
	2014-05-01	16.10	1.61	11.30	29.01	0.10	
	2015-05-01	16.10	1.61	12.69	30.40	0.10	
	2016-04-30	16.60	1.66	11.30	29.56	0.10	
	2016-05-01	16.86	1.69	11.30	29.85	0.10	
	2017-05-01	17.12	1.71	11.30	30.13	0.10	
	2018-05-01	17.38	1.74	11.30	30.42	0.10	0.14
	2019-05-01	17.66	1.77	11.30	30.73	0.10	0.14
07-1	2nd Period (50% of Journeyman's rate)						
	2014-05-01	20.12	2.01	11.30	33.43	0.10	
	2015-05-01	20.12	2.01	12.69	34.82	0.10	
	2016-04-30	20.75	2.08	11.30	34.13	0.10	
	2016-05-01	21.08	2.11	11.30	34.49	0.10	
	2017-05-01	21.40	2.14	11.30	34.84	0.10	
	2018-05-01	21.73	2.17	11.30	35.20	0.10	0.17
	2019-05-01	22.07	2.21	11.30	35.58	0.10	0.18
07-2	3rd Period (60% of Journeyman's rate)						
	2014-05-01	24.14	2.41	11.30	37.85	0.10	
	2015-05-01	24.14	2.41	12.69	39.24	0.10	
	2016-04-30	24.90	2.49	11.30	38.69	0.10	
	2016-05-01	25.29	2.53	11.30	39.12	0.10	
	2017-05-01	25.68	2.57	11.30	39.55	0.10	
	2018-05-01	26.08	2.61	11.30	39.99	0.10	0.21
	2019-05-01	26.48	2.65	11.30	40.43	0.10	0.21
07-3	4th Period (70% of Journeyman's rate)						
	2014-05-01	28.17	2.82	11.30	42.29	0.10	
	2015-05-01	28.17	2.82	12.69	43.68	0.10	
	2016-04-30	29.05	2.91	11.30	43.26	0.10	
	2016-05-01	29.51	2.95	11.30	43.76	0.10	
	2017-05-01	29.96	3.00	11.30	44.26	0.10	
	2018-05-01	30.42	3.04	11.30	44.76	0.10	0.24
	2019-05-01	30.90	3.09	11.30	45.29	0.10	0.25
07-4	5th Period (80% of Journeyman's rate)						
	2014-05-01	32.19	3.22	11.30	46.71	0.10	
	2015-05-01	32.19	3.22	12.69	48.10	0.10	
	2016-04-30	33.20	3.32	11.30	47.82	0.10	
	2016-05-01	33.72	3.37	11.30	48.39	0.10	
	2017-05-01	34.24	3.42	11.30	48.96	0.10	
	2018-05-01	34.77	3.48	11.30	49.55	0.10	0.28
	2019-05-01	35.31	3.53	11.30	50.14	0.10	0.28

(1) = per hour worked; (2) = per hour paid

* The Bill 148 Paid PEL column is for informational purposes only for contractors to comply with the *Employment Standards Act* and does not form part of the wage schedule negotiated pursuant to and forming part of the Collective Agreement.

MAP CODE:
N/A

ISSUED:
May 1, 2016

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CANADIAN UNION OF
SKILLED WORKERS
CUSW - NWO - BRUCE

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT NUCLEAR WASTE OPERATIONS -
BRUCE SITE (70)

OVERTIME RATE:

Mon-Fri: Scheduled Work Days - 1 1/2 times for up to and including 2 hours beyond the normal daily scheduled number of hours. This applies for both 4 day x 10 hours per day schedule and 5 day by 8 hour per day schedule. Non-Scheduled Work Days - 2 times for all hours worked.

Sat: 2 times for all hours worked.

Sun & Hol: 2 times for all hours worked.

UNION FUNDS:

Union Funds include the following items:

Welfare* -	\$2.25	per hour paid
	\$3.00	per hour paid (effective May 1, 2013)
Training Trust Fund -	\$0.30	per hour paid
GRSP **-	\$8.00	per hour paid (effective May 1, 2014)
	\$9.39	per hour paid (May 1, 2015)
	\$8.00	per hour paid (April 30, 2016)

* Welfare includes \$0.03 for Bill 162 benefits and \$0.05 for Member and Family Assistance Program (MFAP)

* RST is payable on the welfare and Bill 162 portions - \$2.95 per paid hour of the welfare amount

** GRSP - funds are different for each classification (to calculate: GRSP = Union Fund - \$2.55)

JOINT APPRENTICESHIP COUNCIL (JAC) FUNDS:

\$0.10 per hour worked

UNION DUES:

Union Dues Checkoff - \$1.05 per hour paid

Union Dues Checkoff is not included in above noted Union Funds.

Union Dues Checkoff is to be deducted from the Base Hourly Rate.

BENEFITS:

All remittances (welfare, apprenticeship, training, GRSP and dues) are to be sent to:

Power Sector Retirement & Benefit Plan
555 Burnhamthorpe Road, Suite 603
TORONTO, ON M9C 2Y3

Phone number: 416-240-8083
Fax Number: 416-240-0993
Email: remittances@psbt.ca
Website: www.psbt.ca

GEOGRAPHIC AREA: BNP/Bruce Power project site.

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CANADIAN UNION OF
SKILLED WORKERS
CUSW - PICKERING

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT PICKERING (62)

GRADE AND STEP	CLASSIFICATIONS OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	UNION FUNDS (2)	TOTAL WAGE PACKAGE	JAC FUNDS (1)	Paid to Employee
							BILL 148 * PAID PEL (1)
ELECTRICIAN							
07-9	FOREMAN - 410165						
	2014-05-01	47.11	4.71	11.30	63.12	0.10	
	2015-05-01	47.11	4.71	12.73	64.55	0.10	
	2016-04-30	48.58	4.86	11.30	64.74	0.10	
	2016-05-01	49.32	4.93	11.30	65.55	0.10	
	2017-05-01	50.09	5.01	11.30	66.40	0.10	
	2018-05-01	50.86	5.09	11.30	67.25	0.10	0.41
	2019-05-01	51.64	5.16	11.30	68.10	0.10	0.41
07-8	SUBFOREMAN - 410155						
	2014-05-01	44.61	4.46	11.30	60.37	0.10	
	2015-05-01	44.61	4.46	12.73	61.80	0.10	
	2016-04-30	46.00	4.60	11.30	61.90	0.10	
	2016-05-01	46.71	4.67	11.30	62.68	0.10	
	2017-05-01	47.43	4.74	11.30	63.47	0.10	
	2018-05-01	48.16	4.82	11.30	64.28	0.10	0.39
	2019-05-01	48.90	4.89	11.30	65.09	0.10	0.39
JOURNEYMAN - 410135, WELDER - 410136							
07-6	COMMUNICATIONS ELECTRICIAN - 410137						
	2014-05-01	41.69	4.17	11.30	57.16	0.10	
	2015-05-01	41.69	4.17	12.73	58.59	0.10	
	2016-04-30	42.99	4.30	11.30	58.59	0.10	
	2016-05-01	43.65	4.37	11.30	59.32	0.10	
	2017-05-01	44.33	4.43	11.30	60.06	0.10	
	2018-05-01	45.01	4.50	11.30	60.81	0.10	0.36
	2019-05-01	45.70	4.57	11.30	61.57	0.10	0.37
ELECTRICIAN APPRENTICE - 410115							
07-0	1st Period (40% of Journeyman's rate)						
	2014-05-01	16.68	1.67	11.30	29.65	0.10	
	2015-05-01	16.68	1.67	12.73	31.08	0.10	
	2016-04-30	17.20	1.72	11.30	30.22	0.10	
	2016-05-01	17.46	1.75	11.30	30.51	0.10	
	2017-05-01	17.73	1.77	11.30	30.80	0.10	
	2018-05-01	18.00	1.80	11.30	31.10	0.10	0.14
	2019-05-01	18.28	1.83	11.30	31.41	0.10	0.15
07-1	2nd Period (50% of Journeyman's rate)						
	2014-05-01	20.85	2.09	11.30	34.24	0.10	
	2015-05-01	20.85	2.09	12.73	35.67	0.10	
	2016-04-30	21.50	2.15	11.30	34.95	0.10	
	2016-05-01	21.83	2.18	11.30	35.31	0.10	
	2017-05-01	22.17	2.22	11.30	35.69	0.10	
	2018-05-01	22.51	2.25	11.30	36.06	0.10	0.18
	2019-05-01	22.85	2.29	11.30	36.44	0.10	0.18
07-2	3rd Period (60% of Journeyman's rate)						
	2014-05-01	25.01	2.50	11.30	38.81	0.10	
	2015-05-01	25.01	2.50	12.73	40.24	0.10	
	2016-04-30	25.79	2.58	11.30	39.67	0.10	
	2016-05-01	26.19	2.62	11.30	40.11	0.10	
	2017-05-01	26.60	2.66	11.30	40.56	0.10	
	2018-05-01	27.01	2.70	11.30	41.01	0.10	0.22
	2019-05-01	27.42	2.74	11.30	41.46	0.10	0.22
07-3	4th Period (70% of Journeyman's rate)						
	2014-05-01	29.18	2.92	11.30	43.40	0.10	
	2015-05-01	29.18	2.92	12.73	44.83	0.10	
	2016-04-30	30.09	3.01	11.30	44.40	0.10	
	2016-05-01	30.56	3.06	11.30	44.92	0.10	
	2017-05-01	31.03	3.10	11.30	45.43	0.10	
	2018-05-01	31.51	3.15	11.30	45.96	0.10	0.25
	2019-05-01	31.99	3.20	11.30	46.49	0.10	0.26
07-4	5th Period (80% of Journeyman's rate)						
	2014-05-01	33.35	3.34	11.30	47.99	0.10	
	2015-05-01	33.35	3.34	12.73	49.42	0.10	
	2016-04-30	34.39	3.44	11.30	49.13	0.10	
	2016-05-01	34.92	3.49	11.30	49.71	0.10	
	2017-05-01	35.46	3.55	11.30	50.31	0.10	
	2018-05-01	36.01	3.60	11.30	50.91	0.10	0.29
	2019-05-01	36.56	3.66	11.30	51.52	0.10	0.29

(1) = per hour worked; (2) = per hour paid

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CANADIAN UNION OF
SKILLED WORKERS
CUSW - PICKERING

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT PICKERING (62)

OVERTIME RATE:

Mon-Fri: Scheduled Work Days - 1 1/2 times for up to and including 2 hours beyond the normal daily scheduled number of hours. This applies for both 4 day x 10 hours per day schedule and 5 day by 8 hour per day schedule.
Non-Scheduled Work Days - 2 times for all hours worked.
Sat: 2 times for all hours worked.
Sun & Hol: 2 times for all hours worked.

UNION FUNDS:

Union Funds include the following items:

Welfare* -	\$2.25	per hour paid
	\$3.00	per hour paid (effective May 1, 2013)
Training Trust Fund -	\$0.30	per hour paid
GRSP **-	\$8.00	per hour paid effective May 1, 2014
GRSP **-	\$9.43	per hour paid (May 1, 2015)
GRSP **-	\$8.00	per hour paid (April 30, 2016)

* Welfare includes \$0.03 for Bill 162 benefits and \$0.05 for Member and Family Assistance Program (MFAP)
* RST is payable on the welfare and Bill 162 portions - \$2.95 per paid hour of the welfare amount
** GRSP - funds are different for each classification (to calculate: GRSP = Union Fund - \$2.55)

JOINT APPRENTICESHIP COUNCIL (JAC) FUNDS:

\$0.10 per hour worked

UNION DUES:

Union Dues Checkoff - \$1.05 per hour paid

Union Dues Checkoff is not included in above noted Union Funds.
Union Dues Checkoff is to be deducted from the Base Hourly Rate.

BENEFITS:

All remittances (welfare, apprenticeship, training, GRSP and dues) are to be sent to:

Power Sector Retirement & Benefit Plan
555 Burnhamthorpe Road, Suite 603
TORONTO, ON M9C 2Y3

Phone number: 416-240-8083
Fax Number: 416-240-0993
Email: remittances@psbt.ca
Website: www.psbt.ca

GEOGRAPHIC AREA: Pickering NGS Project Site.

CANADIAN UNION OF
SKILLED WORKERS
CUSW - DARLINGTON

ONTARIO POWER GENERATION WAGE SCHEDULE FOR
EMPLOYERS EMPLOYING CUSW MEMBERS AT DARLINGTON (82)

GRADE AND STEP	CLASSIFICATIONS OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	UNION FUNDS (2)	TOTAL WAGE PACKAGE	JAC FUNDS (1)	Paid to Employee
							BILL 148 * PAID PEL (1)
ELECTRICIAN							
07-9	FOREMAN - 410165						
	2014-05-01	45.71	4.57	11.30	61.58	0.10	
	2015-05-01	45.71	4.57	12.70	62.98	0.10	
	2016-04-30	47.15	4.72	11.30	63.17	0.10	
	2016-05-01	47.88	4.79	11.30	63.97	0.10	
	2017-05-01	48.62	4.86	11.30	64.78	0.10	
	2018-05-01	49.37	4.94	11.30	65.61	0.10	0.39
	2019-05-01	50.13	5.01	11.30	66.44	0.10	0.40
SUBFOREMAN - 410155							
07-8							
	2014-05-01	43.28	4.33	11.30	58.91	0.10	
	2015-05-01	43.28	4.33	12.70	60.31	0.10	
	2016-04-30	44.65	4.47	11.30	60.42	0.10	
	2016-05-01	45.34	4.53	11.30	61.17	0.10	
	2017-05-01	46.04	4.60	11.30	61.94	0.10	
	2018-05-01	46.75	4.68	11.30	62.73	0.10	0.37
	2019-05-01	47.47	4.75	11.30	63.52	0.10	0.38
JOURNEYMAN - 410135, WELDER - 410136							
07-6	COMMUNICATIONS ELECTRICIAN - 410137						
	2014-05-01	40.45	4.05	11.30	55.80	0.10	
	2015-05-01	40.45	4.05	12.70	57.20	0.10	
	2016-04-30	41.73	4.17	11.30	57.20	0.10	
	2016-05-01	42.37	4.24	11.30	57.91	0.10	
	2017-05-01	43.03	4.30	11.30	58.63	0.10	
	2018-05-01	43.69	4.37	11.30	59.36	0.10	0.35
	2019-05-01	44.36	4.44	11.30	60.10	0.10	0.35
ELECTRICIAN APPRENTICE - 410115							
07-0	1st Period (40% of Journeyman's rate)						
	2014-05-01	16.18	1.62	11.30	29.10	0.10	
	2015-05-01	16.18	1.62	12.70	30.50	0.10	
	2016-04-30	16.69	1.67	11.30	29.66	0.10	
	2016-05-01	16.95	1.70	11.30	29.95	0.10	
	2017-05-01	17.21	1.72	11.30	30.23	0.10	
	2018-05-01	17.48	1.75	11.30	30.53	0.10	0.14
	2019-05-01	17.74	1.77	11.30	30.81	0.10	0.14
07-1	2nd Period (50% of Journeyman's rate)						
	2014-05-01	20.23	2.02	11.30	33.55	0.10	
	2015-05-01	20.23	2.02	12.70	34.95	0.10	
	2016-04-30	20.87	2.09	11.30	34.26	0.10	
	2016-05-01	21.19	2.12	11.30	34.61	0.10	
	2017-05-01	21.52	2.15	11.30	34.97	0.10	
	2018-05-01	21.85	2.19	11.30	35.34	0.10	0.17
	2019-05-01	22.18	2.22	11.30	35.70	0.10	0.18
07-2	3rd Period (60% of Journeyman's rate)						
	2014-05-01	24.27	2.43	11.30	38.00	0.10	
	2015-05-01	24.27	2.43	12.70	39.40	0.10	
	2016-04-30	25.04	2.50	11.30	38.84	0.10	
	2016-05-01	25.42	2.54	11.30	39.26	0.10	
	2017-05-01	25.82	2.58	11.30	39.70	0.10	
	2018-05-01	26.21	2.62	11.30	40.13	0.10	0.21
	2019-05-01	26.62	2.66	11.30	40.58	0.10	0.21
07-3	4th Period (70% of Journeyman's rate)						
	2014-05-01	28.32	2.83	11.30	42.45	0.10	
	2015-05-01	28.32	2.83	12.70	43.85	0.10	
	2016-04-30	29.21	2.92	11.30	43.43	0.10	
	2016-05-01	29.66	2.97	11.30	43.93	0.10	
	2017-05-01	30.12	3.01	11.30	44.43	0.10	
	2018-05-01	30.58	3.06	11.30	44.94	0.10	0.24
	2019-05-01	31.05	3.11	11.30	45.46	0.10	0.25
07-4	5th Period (80% of Journeyman's rate)						
	2014-05-01	32.36	3.24	11.30	46.90	0.10	
	2015-05-01	32.36	3.24	12.70	48.30	0.10	
	2016-04-30	33.38	3.34	11.30	48.02	0.10	
	2016-05-01	33.90	3.39	11.30	48.59	0.10	
	2017-05-01	34.42	3.44	11.30	49.16	0.10	
	2018-05-01	34.95	3.50	11.30	49.75	0.10	0.28
	2019-05-01	35.49	3.55	11.30	50.34	0.10	0.28

(1) = per hour worked; (2) = per hour paid

* The Bill 148 Paid PEL column is for informational purposes only for contractors to comply with the *Employment Standards Act* and does not form part of the wage schedule negotiated pursuant to and forming part of the Collective Agreement.

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CANADIAN UNION OF
SKILLED WORKERS
CUSW - DARLINGTON

ONTARIO POWER GENERATION WAGE SCHEDULE FOR
EMPLOYERS EMPLOYING CUSW MEMBERS AT DARLINGTON (82)

OVERTIME RATE:

Mon-Fri: Scheduled Work Days - 1 1/2 times for up to and including 2 hours beyond the normal daily scheduled number of hours. This applies for both 4 day x 10 hours per day schedule and 5 day by 8 hour per day schedule.
Non-Scheduled Work Days - 2 times for all hours worked.
Sat: 2 times for all hours worked.
Sun & Hol: 2 times for all hours worked.

UNION FUNDS:

Union Funds include the following items:

Welfare* -	\$2.25	per hour paid
	\$3.00	per hour paid (effective May 1, 2013)
Training Trust Fund -	\$0.30	per hour paid
GRSP **-	\$8.00	per hour paid (effective May 1, 2014)
	\$9.40	per hour paid (May 1, 2015)
	\$8.00	per hour paid (April 30, 2016)

* Welfare includes \$0.03 for Bill 162 benefits and \$0.05 for Member and Family Assistance Program (MFAP)
* RST is payable on the welfare and Bill 162 portions - \$2.95 per paid hour of the welfare amount
** GRSP - funds are different for each classification (to calculate: GRSP = Union Fund - \$2.55)

JOINT APPRENTICESHIP COUNCIL (JAC) FUNDS:

\$0.10 per hour worked

UNION DUES:

Union Dues Checkoff - \$1.05 per hour paid

Union Dues Checkoff is not included in above noted Union Funds.
Union Dues Checkoff is to be deducted from the Base Hourly Rate.

BENEFITS:

All remittances (welfare, apprenticeship, training, GRSP and dues) are to be sent to:

*Power Sector Retirement & Benefit Plan
555 Burnhamthorpe Road, Suite 603
TORONTO, ON M9C 2Y3*

*Phone number: 416-240-8083
Fax Number: 416-240-0993
Email: remittances@psbt.ca
Website: www.psbt.ca*

GEOGRAPHIC AREA: Darlington NGS Project Site.

CANADIAN UNION OF
SKILLED WORKERS
CUSW - WINDSOR

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT WINDSOR

GRADE AND STEP	CLASSIFICATIONS OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	UNION FUNDS (2)	TOTAL WAGE PACKAGE	JAC FUNDS (1)	Paid to Employee
							BILL 148 * PAID PEL (1)
ELECTRICIAN							
07-9	FOREMAN - 410165						
	2014-05-01	45.93	4.59	11.30	61.82	0.10	
	2015-05-01	45.93	4.59	12.70	63.22	0.10	
	2016-04-30	47.37	4.74	11.30	63.41	0.10	
	2016-05-01	48.10	4.81	11.30	64.21	0.10	
	2017-05-01	48.86	4.89	11.30	65.05	0.10	
	2018-05-01	49.62	4.96	11.30	65.88	0.10	0.40
	2019-05-01	50.38	5.04	11.30	66.72	0.10	0.40
SUBFOREMAN - 410155							
07-8							
	2014-05-01	43.50	4.35	11.30	59.15	0.10	
	2015-05-01	43.50	4.35	12.70	60.55	0.10	
	2016-04-30	44.85	4.49	11.30	60.64	0.10	
	2016-05-01	45.55	4.56	11.30	61.41	0.10	
	2017-05-01	46.27	4.63	11.30	62.20	0.10	
	2018-05-01	46.98	4.70	11.30	62.98	0.10	0.38
	2019-05-01	47.70	4.77	11.30	63.77	0.10	0.38
JOURNEYMAN - 410135							
WELDER - 410136							
07-6	COMMUNICATIONS ELECTRICIAN - 410137						
	2014-05-01	40.65	4.06	11.30	56.01	0.10	
	2015-05-01	40.65	4.06	12.70	57.41	0.10	
	2016-04-30	41.92	4.19	11.30	57.41	0.10	
	2016-05-01	42.57	4.26	11.30	58.13	0.10	
	2017-05-01	43.24	4.32	11.30	58.86	0.10	
	2018-05-01	43.91	4.39	11.30	59.60	0.10	0.35
	2019-05-01	44.58	4.46	11.30	60.34	0.10	0.36
ELECTRICIAN APPRENTICE - 410115							
07-0	1st Period						
	2014-05-01	16.26	1.63	11.30	29.19	0.10	
	2015-05-01	16.26	1.63	12.70	30.59	0.10	
	2016-04-30	16.77	1.68	11.30	29.75	0.10	
	2016-05-01	17.03	1.70	11.30	30.03	0.10	
	2017-05-01	17.30	1.73	11.30	30.33	0.10	
	2018-05-01	17.56	1.76	11.30	30.62	0.10	0.14
	2019-05-01	17.83	1.78	11.30	30.91	0.10	0.14
07-1	2nd Period						
	2014-05-01	20.33	2.03	11.30	33.66	0.10	
	2015-05-01	20.33	2.03	12.70	35.06	0.10	
	2016-04-30	20.96	2.10	11.30	34.36	0.10	
	2016-05-01	21.29	2.13	11.30	34.72	0.10	
	2017-05-01	21.62	2.16	11.30	35.08	0.10	
	2018-05-01	21.96	2.20	11.30	35.46	0.10	0.18
	2019-05-01	22.29	2.23	11.30	35.82	0.10	0.18
07-2	3rd Period						
	2014-05-01	24.39	2.44	11.30	38.13	0.10	
	2015-05-01	24.39	2.44	12.70	39.53	0.10	
	2016-04-30	25.15	2.52	11.30	38.97	0.10	
	2016-05-01	25.54	2.55	11.30	39.39	0.10	
	2017-05-01	25.94	2.59	11.30	39.83	0.10	
	2018-05-01	26.35	2.64	11.30	40.29	0.10	0.21
	2019-05-01	26.75	2.68	11.30	40.73	0.10	0.21
07-3	4th Period						
	2014-05-01	28.46	2.85	11.30	42.61	0.10	
	2015-05-01	28.46	2.85	12.70	44.01	0.10	
	2016-04-30	29.34	2.93	11.30	43.57	0.10	
	2016-05-01	29.80	2.98	11.30	44.08	0.10	
	2017-05-01	30.27	3.03	11.30	44.60	0.10	
	2018-05-01	30.74	3.07	11.30	45.11	0.10	0.25
	2019-05-01	31.21	3.12	11.30	45.63	0.10	0.25
07-4	5th Period						
	2014-05-01	32.52	3.25	11.30	47.07	0.10	
	2015-05-01	32.52	3.25	12.70	48.47	0.10	
	2016-04-30	33.54	3.35	11.30	48.19	0.10	
	2016-05-01	34.06	3.41	11.30	48.77	0.10	
	2017-05-01	34.59	3.46	11.30	49.35	0.10	
	2018-05-01	35.13	3.51	11.30	49.94	0.10	0.28
	2019-05-01	35.66	3.57	11.30	50.53	0.10	0.29

(1) = per hour worked; (2) = per hour paid

* The Bill 148 Paid PEL column is for informational purposes only for contractors to comply with the *Employment Standards Act* and does not form part of the wage schedule negotiated pursuant to and forming part of the Collective Agreement.

MAP CODE:
N/A

ISSUED:
May 1, 2016

REVISED:
May 1, 2018

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CANADIAN UNION OF
SKILLED WORKERS
CUSW - WINDSOR

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT WINDSOR

OVERTIME RATE:

Mon-Fri: Scheduled Work Days - 1 1/2 times for up to and including 2 hours beyond the normal daily scheduled number of hours. This applies for both 4 day x 10 hours per day schedule and 5 day by 8 hour per day schedule.
Non-Scheduled Work Days - 2 times for all hours worked.
Sat: 2 times for all hours worked.
Sun & Hol: 2 times for all hours worked.

UNION FUNDS:

Union Funds include the following items:

Welfare* -	\$2.25	per hour paid
	\$3.00	per hour paid (effective May 1, 2013)
Training Trust Fund -	\$0.30	per hour paid
GRSP **-	\$8.00	per hour paid (effective May 1, 2014)
	\$9.40	per hour paid (May 1, 2015)
	\$8.00	per hour paid (April 30, 2016)

* Welfare includes \$0.03 for Bill 162 benefits and \$0.05 for Member and Family Assistance Program (MFAP)
* RST is payable on the welfare and Bill 162 portions - \$2.95 per paid hour of the welfare amount
** GRSP - funds are different for each classification (to calculate: GRSP = Union Fund - \$2.55)

JOINT APPRENTICESHIP COUNCIL (JAC) FUNDS:

\$0.10 per hour worked

UNION DUES:

Union Dues Checkoff - \$1.05 per hour paid

Union Dues Checkoff is not included in above noted Union Funds.
Union Dues Checkoff is to be deducted from the Base Hourly Rate.

BENEFITS:

All remittances (welfare, apprenticeship, training, GRSP and dues) are to be sent to:

*Power Sector Retirement & Benefit Plan
555 Burnhamthorpe Road, Suite 603
TORONTO, ON M9C 2Y3*

*Phone number: 416-240-8083
Fax Number: 416-240-0993
Email: remittances@psbt.ca
Website: www.psbt.ca*

GEOGRAPHIC AREA: Counties of Essex and Kent

CANADIAN UNION OF
SKILLED WORKERS
CUSW - SARNIA

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT SARNIA

GRADE AND STEP	CLASSIFICATIONS AND OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	UNION FUNDS (2)	TOTAL WAGE PACKAGE	JAC FUNDS (1)	Paid to Employee
							BILL 148 * PAID PEL (1)
ELECTRICIAN							
07-9	FOREMAN - 410165						
	2014-05-01	46.65	4.67	11.30	62.62	0.10	
	2015-05-01	46.65	4.67	12.72	64.04	0.10	
	2016-04-30	48.10	4.81	11.30	64.21	0.10	
	2016-05-01	48.86	4.89	11.30	65.05	0.10	
	2017-05-01	49.62	4.96	11.30	65.88	0.10	
	2018-05-01	50.38	5.04	11.30	66.72	0.10	0.40
	2019-05-01	51.14	5.11	11.30	67.55	0.10	0.41
07-8	SUBFOREMAN - 410155						
	2014-05-01	44.17	4.42	11.30	59.89	0.10	
	2015-05-01	44.17	4.42	12.72	61.31	0.10	
	2016-04-30	45.55	4.56	11.30	61.41	0.10	
	2016-05-01	46.27	4.63	11.30	62.20	0.10	
	2017-05-01	46.98	4.70	11.30	62.98	0.10	
	2018-05-01	47.70	4.77	11.30	63.77	0.10	0.38
	2019-05-01	48.43	4.84	11.30	64.57	0.10	0.39
JOURNEYMAN - 410135, WELDER - 410136							
07-6	COMMUNICATIONS ELECTRICIAN - 410137						
	2014-05-01	41.28	4.13	11.30	56.71	0.10	
	2015-05-01	41.28	4.13	12.72	58.13	0.10	
	2016-04-30	42.57	4.26	11.30	58.13	0.10	
	2016-05-01	43.24	4.32	11.30	58.86	0.10	
	2017-05-01	43.91	4.39	11.30	59.60	0.10	
	2018-05-01	44.58	4.46	11.30	60.34	0.10	0.36
	2019-05-01	45.26	4.53	11.30	61.09	0.10	0.36
ELECTRICIAN APPRENTICE - 410115							
07-0	1st Period						
	2014-05-01	16.51	1.65	11.30	29.46	0.10	
	2015-05-01	16.51	1.65	12.72	30.88	0.10	
	2016-04-30	17.03	1.70	11.30	30.03	0.10	
	2016-05-01	17.30	1.73	11.30	30.33	0.10	
	2017-05-01	17.56	1.76	11.30	30.62	0.10	
	2018-05-01	17.83	1.78	11.30	30.91	0.10	0.14
	2019-05-01	18.10	1.81	11.30	31.21	0.10	0.14
07-1	2nd Period						
	2014-05-01	20.64	2.06	11.30	34.00	0.10	
	2015-05-01	20.64	2.06	12.72	35.42	0.10	
	2016-04-30	21.29	2.13	11.30	34.72	0.10	
	2016-05-01	21.62	2.16	11.30	35.08	0.10	
	2017-05-01	21.96	2.20	11.30	35.46	0.10	
	2018-05-01	22.29	2.23	11.30	35.82	0.10	0.18
	2019-05-01	22.63	2.26	11.30	36.19	0.10	0.18
07-2	3rd Period						
	2014-05-01	24.77	2.48	11.30	38.55	0.10	
	2015-05-01	24.77	2.48	12.72	39.97	0.10	
	2016-04-30	25.54	2.55	11.30	39.39	0.10	
	2016-05-01	25.94	2.59	11.30	39.83	0.10	
	2017-05-01	26.35	2.64	11.30	40.29	0.10	
	2018-05-01	26.75	2.68	11.30	40.73	0.10	0.21
	2019-05-01	27.16	2.72	11.30	41.18	0.10	0.22
07-3	4th Period						
	2014-05-01	28.90	2.89	11.30	43.09	0.10	
	2015-05-01	28.90	2.89	12.72	44.51	0.10	
	2016-04-30	29.80	2.98	11.30	44.08	0.10	
	2016-05-01	30.27	3.03	11.30	44.60	0.10	
	2017-05-01	30.74	3.07	11.30	45.11	0.10	
	2018-05-01	31.21	3.12	11.30	45.63	0.10	0.25
	2019-05-01	31.68	3.17	11.30	46.15	0.10	0.25
07-4	5th Period						
	2014-05-01	33.02	3.30	11.30	47.62	0.10	
	2015-05-01	33.02	3.30	12.72	49.04	0.10	
	2016-04-30	34.06	3.41	11.30	48.77	0.10	
	2016-05-01	34.59	3.46	11.30	49.35	0.10	
	2017-05-01	35.13	3.51	11.30	49.94	0.10	
	2018-05-01	35.66	3.57	11.30	50.53	0.10	0.29
	2019-05-01	36.21	3.62	11.30	51.13	0.10	0.29

(1) = per hour worked; (2) = per hour paid

* The Bill 148 Paid PEL column is for informational purposes only for contractors to comply with the *Employment Standards Act* and does not form part of the wage schedule negotiated pursuant to and forming part of the Collective Agreement.

MAP CODE:
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ISSUED:
May 1, 2016

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CANADIAN UNION OF
SKILLED WORKERS
CUSW - SARNIA

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT SARNIA

OVERTIME RATE:

Mon-Fri: Scheduled Work Days - 1 1/2 times for up to and including 2 hours beyond the normal daily scheduled number of hours. This applies for both 4 day x 10 hours per day schedule and 5 day by 8 hour per day schedule.
Non-Scheduled Work Days - 2 times for all hours worked.
Sat: 2 times for all hours worked.
Sun & Hol: 2 times for all hours worked.

UNION FUNDS:

Union Funds include the following items:

Welfare* -	\$2.25	per hour paid
	\$3.00	per hour paid (effective May 1, 2013)
Training Trust Fund -	\$0.30	per hour paid
GRSP **-	\$8.00	per hour paid (effective May 1, 2014)
	\$9.42	per hour paid (May 1, 2015)
	\$8.00	per hour paid (April 30, 2016)

* Welfare includes \$0.03 for Bill 162 benefits and \$0.05 for Member and Family Assistance Program (MFAP)

* RST is payable on the welfare and Bill 162 portions - \$2.95 per paid hour of the welfare amount

** GRSP - funds are different for each classification (to calculate: GRSP = Union Fund - \$2.55)

JOINT APPRENTICESHIP COUNCIL (JAC) FUNDS:

\$0.10 per hour worked

UNION DUES:

Union Dues Checkoff - \$1.05 per hour paid

Union Dues Checkoff is not included in above noted Union Funds.

Union Dues Checkoff is to be deducted from the Base Hourly Rate.

BENEFITS:

All remittances (welfare, apprenticeship, training, GRSP and dues) are to be sent to:

Power Sector Retirement & Benefit Plan
555 Burnhamthorpe Road, Suite 603
TORONTO, ON M9C 2Y3

Phone number: 416-240-8083
Fax Number: 416-240-0993
Email: remittances@psbt.ca
Website: www.psbtc.ca

GEOGRAPHIC AREA: Lambton County

CANADIAN UNION OF
SKILLED WORKERS
CUSW - LONDON

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT LONDON

GRADE AND STEP	CLASSIFICATIONS OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	WELFARE (2)	PENSION (2)	UNION FUNDS (2)	TOTAL WAGE PACKAGE	JAC FUNDS (1)	Paid to Employee
									BILL 148 * PAID PEL (1)
ELECTRICIAN									
07-9	FOREMAN - 410165								
	2014-05-01	45.56	4.56			11.30	61.42	0.10	
	2015-05-01	45.56	4.56			12.69	62.81	0.10	
	2016-04-30	46.99	4.70			11.30	62.99	0.10	
	2016-05-01	47.72	4.77			11.30	63.79	0.10	
	2017-05-01	48.45	4.85			11.30	64.60	0.10	
	2018-05-01	49.21	4.92			11.30	65.43	0.10	0.39
	2019-05-01	49.97	5.00			11.30	66.27	0.10	0.40
07-8	SUBFOREMAN - 410155								
	2014-05-01	43.14	4.31			11.30	58.75	0.10	
	2015-05-01	43.14	4.31			12.69	60.14	0.10	
	2016-04-30	44.49	4.45			11.30	60.24	0.10	
	2016-05-01	45.19	4.52			11.30	61.01	0.10	
	2017-05-01	45.88	4.59			11.30	61.77	0.10	
	2018-05-01	46.60	4.66			11.30	62.56	0.10	0.37
	2019-05-01	47.32	4.73			11.30	63.35	0.10	0.38
JOURNEYMAN - 410135, WELDER - 410136									
07-6	COMMUNICATIONS ELECTRICIAN - 410137								
	2014-05-01	40.32	4.03			11.30	55.65	0.10	
	2015-05-01	40.32	4.03			12.69	57.04	0.10	
	2016-04-30	41.58	4.16			11.30	57.04	0.10	
	2016-05-01	42.23	4.22			11.30	57.75	0.10	
	2017-05-01	42.88	4.29			11.30	58.47	0.10	
	2018-05-01	43.55	4.36			11.30	59.20	0.10	0.35
	2019-05-01	44.22	4.42			11.30	59.94	0.10	0.35
ELECTRICIAN APPRENTICE - 410115									
07-0	1st Period								
	2014-05-01	16.13	1.61			11.30	29.04	0.10	
	2015-05-01	16.13	1.61			12.69	30.43	0.10	
	2016-04-30	16.63	1.66			11.30	29.59	0.10	
	2016-05-01	16.89	1.69			11.30	29.88	0.10	
	2017-05-01	17.15	1.72			11.30	30.17	0.10	
	2018-05-01	17.42	1.74			11.30	30.46	0.10	0.14
	2019-05-01	17.69	1.77			11.30	30.76	0.10	0.14
07-1	2nd Period								
	2014-05-01	20.16	2.02			11.30	33.48	0.10	
	2015-05-01	20.16	2.02			12.69	34.87	0.10	
	2016-04-30	20.79	2.08			11.30	34.17	0.10	
	2016-05-01	21.12	2.11			11.30	34.53	0.10	
	2017-05-01	21.44	2.14			11.30	34.88	0.10	
	2018-05-01	21.78	2.18			11.30	35.26	0.10	0.17
	2019-05-01	22.11	2.21			11.30	35.62	0.10	0.18
07-2	3rd Period								
	2014-05-01	24.19	2.42			11.30	37.91	0.10	
	2015-05-01	24.19	2.42			12.69	39.30	0.10	
	2016-04-30	24.95	2.50			11.30	38.75	0.10	
	2016-05-01	25.34	2.53			11.30	39.17	0.10	
	2017-05-01	25.73	2.57			11.30	39.60	0.10	
	2018-05-01	26.13	2.61			11.30	40.04	0.10	0.21
	2019-05-01	26.53	2.65			11.30	40.48	0.10	0.21
07-3	4th Period								
	2014-05-01	28.22	2.82			11.30	42.34	0.10	
	2015-05-01	28.22	2.82			12.69	43.73	0.10	
	2016-04-30	29.11	2.91			11.30	43.32	0.10	
	2016-05-01	29.56	2.96			11.30	43.82	0.10	
	2017-05-01	30.02	3.00			11.30	44.32	0.10	
	2018-05-01	30.49	3.05			11.30	44.84	0.10	0.24
	2019-05-01	30.95	3.10			11.30	45.35	0.10	0.25
07-4	5th Period								
	2014-05-01	32.26	3.23			11.30	46.79	0.10	
	2015-05-01	32.26	3.23			12.69	48.18	0.10	
	2016-04-30	33.26	3.33			11.30	47.89	0.10	
	2016-05-01	33.78	3.38			11.30	48.46	0.10	
	2017-05-01	34.30	3.43			11.30	49.03	0.10	
	2018-05-01	34.84	3.48			11.30	49.62	0.10	0.28
	2019-05-01	35.38	3.54			11.30	50.22	0.10	0.28

(1) = per hour worked; (2) = per hour paid

* The Bill 148 Paid PEL column is for informational purposes only for contractors to comply with the *Employment Standards Act* and does not form part of the wage schedule negotiated pursuant to and forming part of the Collective Agreement.

MAP CODE:
N/A

ISSUED:
May 1, 2016

REVISED:
May 1, 2018

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CANADIAN UNION OF
SKILLED WORKERS
CUSW - LONDON

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT LONDON

OVERTIME RATE:

Mon-Fri: Scheduled Work Days - 1 1/2 times for up to and including 2 hours beyond the normal daily scheduled number of hours. This applies for both 4 day x 10 hours per day schedule and 5 day by 8 hour per day schedule.
Non-Scheduled Work Days - 2 times for all hours worked.
Sat: 2 times for all hours worked.
Sun & Hol: 2 times for all hours worked.

UNION FUNDS:

Union Funds include the following items:

Welfare* -	\$2.25	per hour paid
	\$3.00	per hour paid (effective May 1, 2013)
Training Trust Fund -	\$0.30	per hour paid
GRSP **-	\$8.00	per hour paid (effective May 1, 2014)
	\$9.39	per hour paid (May 1, 2015)
	\$8.00	per hour paid (April 30, 2016)

* Welfare includes \$0.03 for Bill 162 benefits and \$0.05 for Member and Family Assistance Program (MFAP)
* RST is payable on the welfare and Bill 162 portions - \$2.95 per paid hour of the welfare amount
** GRSP - funds are different for each classification (to calculate: GRSP = Union Fund - \$2.55)

JOINT APPRENTICESHIP COUNCIL (JAC) FUNDS:

\$0.10 per hour worked

UNION DUES:

Union Dues Checkoff - \$1.05 per hour paid

Union Dues Checkoff is not included in above noted Union Funds.
Union Dues Checkoff is to be deducted from the Base Hourly Rate.

BENEFITS:

All remittances (welfare, apprenticeship, training, GRSP and dues) are to be sent to:

Power Sector Retirement & Benefit Plan
555 Burnhamthorpe Road, Suite 603
TORONTO, ON M9C 2Y3

Phone number: 416-240-8083
Fax Number: 416-240-0993
Email: remittances@psbt.ca
Website: www.psbt.ca

GEOGRAPHIC AREA: Counties of Oxford, Huron, Middlesex and Elgin

CANADIAN UNION OF
SKILLED WORKERS
CUSW - HAMILTON

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT HAMILTON

GRADE AND STEP	CLASSIFICATIONS AND OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	UNION FUNDS (2)	TOTAL WAGE PACKAGE	JAC FUNDS (1)	Paid to Employee
							BILL 148 * PAID PEL (1)
ELECTRICIAN							
07-9	FOREMAN - 410165						
	2014-05-01	46.62	4.66	11.30	62.58	0.10	
	2015-05-01	46.62	4.66	12.72	64.00	0.10	
	2016-04-30	48.08	4.81	11.30	64.19	0.10	
	2016-05-01	48.84	4.88	11.30	65.02	0.10	
	2017-05-01	49.60	4.96	11.30	65.86	0.10	
	2018-05-01	50.35	5.04	11.30	66.69	0.10	0.40
	2019-05-01	51.13	5.11	11.30	67.54	0.10	0.41
07-8	SUBFOREMAN - 410155						
	2014-05-01	44.15	4.42	11.30	59.87	0.10	
	2015-05-01	44.15	4.42	12.72	61.29	0.10	
	2016-04-30	45.53	4.55	11.30	61.38	0.10	
	2016-05-01	46.25	4.63	11.30	62.18	0.10	
	2017-05-01	46.96	4.70	11.30	62.96	0.10	
	2018-05-01	47.68	4.77	11.30	63.75	0.10	0.38
	2019-05-01	48.42	4.84	11.30	64.56	0.10	0.39
JOURNEYMAN - 410135, WELDER - 410136							
07-6	COMMUNICATIONS ELECTRICIAN - 410137						
	2014-05-01	41.26	4.13	11.30	56.69	0.10	
	2015-05-01	41.26	4.13	12.72	58.11	0.10	
	2016-04-30	42.55	4.26	11.30	58.11	0.10	
	2016-05-01	43.22	4.32	11.30	58.84	0.10	
	2017-05-01	43.89	4.39	11.30	59.58	0.10	
	2018-05-01	44.56	4.46	11.30	60.32	0.10	0.36
	2019-05-01	45.25	4.52	11.30	61.07	0.10	0.36
ELECTRICIAN APPRENTICE - 410115							
07-0	1st Period						
	2014-05-01	16.50	1.65	11.30	29.45	0.10	
	2015-05-01	16.50	1.65	12.72	30.87	0.10	
	2016-04-30	17.02	1.70	11.30	30.02	0.10	
	2016-05-01	17.29	1.73	11.30	30.32	0.10	
	2017-05-01	17.56	1.76	11.30	30.62	0.10	
	2018-05-01	17.82	1.78	11.30	30.90	0.10	0.14
	2019-05-01	18.10	1.81	11.30	31.21	0.10	0.14
07-1	2nd Period						
	2014-05-01	20.63	2.06	11.30	33.99	0.10	
	2015-05-01	20.63	2.06	12.72	35.41	0.10	
	2016-04-30	21.28	2.13	11.30	34.71	0.10	
	2016-05-01	21.61	2.16	11.30	35.07	0.10	
	2017-05-01	21.95	2.20	11.30	35.45	0.10	
	2018-05-01	22.28	2.23	11.30	35.81	0.10	0.18
	2019-05-01	22.63	2.26	11.30	36.19	0.10	0.18
07-2	3rd Period						
	2014-05-01	24.76	2.48	11.30	38.54	0.10	
	2015-05-01	24.76	2.48	12.72	39.96	0.10	
	2016-04-30	25.53	2.55	11.30	39.38	0.10	
	2016-05-01	25.93	2.59	11.30	39.82	0.10	
	2017-05-01	26.33	2.63	11.30	40.26	0.10	
	2018-05-01	26.74	2.67	11.30	40.71	0.10	0.21
	2019-05-01	27.15	2.72	11.30	41.17	0.10	0.22
07-3	4th Period						
	2014-05-01	28.88	2.89	11.30	43.07	0.10	
	2015-05-01	28.88	2.89	12.72	44.49	0.10	
	2016-04-30	29.79	2.98	11.30	44.07	0.10	
	2016-05-01	30.25	3.03	11.30	44.58	0.10	
	2017-05-01	30.72	3.07	11.30	45.09	0.10	
	2018-05-01	31.19	3.12	11.30	45.61	0.10	0.25
	2019-05-01	31.68	3.17	11.30	46.15	0.10	0.25
07-4	5th Period						
	2014-05-01	33.01	3.30	11.30	47.61	0.10	
	2015-05-01	33.01	3.30	12.72	49.03	0.10	
	2016-04-30	34.04	3.40	11.30	48.74	0.10	
	2016-05-01	34.58	3.46	11.30	49.34	0.10	
	2017-05-01	35.11	3.51	11.30	49.92	0.10	
	2018-05-01	35.65	3.57	11.30	50.52	0.10	0.29
	2019-05-01	36.20	3.62	11.30	51.12	0.10	0.29

(1) = per hour worked; (2) = per hour paid

* The Bill 148 Paid PEL column is for informational purposes only for contractors to comply with the *Employment Standards Act* and does not form part of the wage schedule negotiated pursuant to and forming part of the Collective Agreement.

MAP CODE:
N/A

ISSUED:
May 1, 2016

REVISED:
May 1, 2018

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CANADIAN UNION OF
SKILLED WORKERS
CUSW - HAMILTON

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT HAMILTON

OVERTIME RATE:

Mon-Fri: Scheduled Work Days - 1 1/2 times for up to and including 2 hours beyond the normal daily scheduled number of hours. This applies for both 4 day x 10 hours per day schedule and 5 day by 8 hour per day schedule.
Non-Scheduled Work Days - 2 times for all hours worked.
Sat: 2 times for all hours worked.
Sun & Hol: 2 times for all hours worked.

UNION FUNDS:

Union Funds include the following items:

Welfare* -	\$2.25	per hour paid
	\$3.00	per hour paid (effective May 1, 2013)
Training Trust Fund -	\$0.30	per hour paid
GRSP **-	\$8.00	per hour paid (effective May 1, 2014)
	\$9.42	per hour paid (May 1, 2015)
	\$8.00	per hour paid (April 30, 2016)

* Welfare includes \$0.03 for Bill 162 benefits and \$0.05 for Member and Family Assistance Program (MFAP)
* RST is payable on the welfare and Bill 162 portions - \$2.95 per paid hour of the welfare amount
** GRSP - funds are different for each classification (to calculate: GRSP = Union Fund - \$2.55)

JOINT APPRENTICESHIP COUNCIL (JAC) FUNDS:

\$0.10 per hour worked

UNION DUES:

Union Dues Checkoff - \$1.05 per hour paid

Union Dues Checkoff is not included in above noted Union Funds.
Union Dues Checkoff is to be deducted from the Base Hourly Rate.

BENEFITS:

All remittances (welfare, apprenticeship, training, GRSP and dues) are to be sent to:

*Power Sector Retirement & Benefit Plan
555 Burnhamthorpe Road, Suite 603
TORONTO, ON M9C 2Y3*

*Phone number: 416-240-8083
Fax Number: 416-240-0993
Email: remittances@psbt.ca
Website: www.psbtc.ca*

GEOGRAPHIC AREA: Hamilton-Wentworth(RM); Haldimand-Norfolk(RM) except the Town of Dunnville; Brant County; in Waterloo (RM) that portion of the City of Cambridge east of a line drawn from the intersection of the southeast corner of Wellington County and Waterloo (RM) to the northeast corner of Brant County; Halton (RM) west of the 8th line and south of Hwy 401

CANADIAN UNION OF SKILLED WORKERS
CUSW - NIAGARA PENINSULA

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT NIAGARA PENINSULA

GRADE AND STEP	CLASSIFICATIONS AND OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	UNION FUNDS (2)	TOTAL WAGE PACKAGE	JAC FUNDS (1)	Paid to Employee
							BILL 148 * PAID PEL (1)
ELECTRICIAN							
07-9	FOREMAN - 410165						
	2014-05-01	45.91	4.59	11.30	61.80	0.10	
	2015-05-01	45.91	4.59	12.70	63.20	0.10	
	2016-04-30	47.35	4.74	11.30	63.39	0.10	
	2016-05-01	48.08	4.81	11.30	64.19	0.10	
	2017-05-01	48.84	4.88	11.30	65.02	0.10	
	2018-05-01	49.60	4.96	11.30	65.86	0.10	0.40
	2019-05-01	50.35	5.04	11.30	66.69	0.10	0.40
SUBFOREMAN - 410155							
07-8							
	2014-05-01	43.47	4.35	11.30	59.12	0.10	
	2015-05-01	43.47	4.35	12.70	60.52	0.10	
	2016-04-30	44.83	4.48	11.30	60.61	0.10	
	2016-05-01	45.53	4.55	11.30	61.38	0.10	
	2017-05-01	46.25	4.63	11.30	62.18	0.10	
	2018-05-01	46.96	4.70	11.30	62.96	0.10	0.38
	2019-05-01	47.68	4.77	11.30	63.75	0.10	0.38
JOURNEYMAN - 410135, WELDER - 410136							
07-6	COMMUNICATIONS ELECTRICIAN - 410137						
	2014-05-01	40.63	4.06	11.30	55.99	0.10	
	2015-05-01	40.63	4.06	12.70	57.39	0.10	
	2016-04-30	41.90	4.19	11.30	57.39	0.10	
	2016-05-01	42.55	4.26	11.30	58.11	0.10	
	2017-05-01	43.22	4.32	11.30	58.84	0.10	
	2018-05-01	43.89	4.39	11.30	59.58	0.10	0.35
	2019-05-01	44.56	4.46	11.30	60.32	0.10	0.36
ELECTRICIAN APPRENTICE - 410115							
07-0	1st Period						
	2014-05-01	16.25	1.63	11.30	29.18	0.10	
	2015-05-01	16.25	1.63	12.70	30.58	0.10	
	2016-04-30	16.76	1.68	11.30	29.74	0.10	
	2016-05-01	17.02	1.70	11.30	30.02	0.10	
	2017-05-01	17.29	1.73	11.30	30.32	0.10	
	2018-05-01	17.56	1.76	11.30	30.62	0.10	0.14
	2019-05-01	17.82	1.78	11.30	30.90	0.10	0.14
07-1	2nd Period						
	2014-05-01	20.32	2.03	11.30	33.65	0.10	
	2015-05-01	20.32	2.03	12.70	35.05	0.10	
	2016-04-30	20.95	2.10	11.30	34.35	0.10	
	2016-05-01	21.28	2.13	11.30	34.71	0.10	
	2017-05-01	21.61	2.16	11.30	35.07	0.10	
	2018-05-01	21.95	2.20	11.30	35.45	0.10	0.18
	2019-05-01	22.28	2.23	11.30	35.81	0.10	0.18
07-2	3rd Period						
	2014-05-01	24.38	2.44	11.30	38.12	0.10	
	2015-05-01	24.38	2.44	12.70	39.52	0.10	
	2016-04-30	25.14	2.51	11.30	38.95	0.10	
	2016-05-01	25.53	2.55	11.30	39.38	0.10	
	2017-05-01	25.93	2.59	11.30	39.82	0.10	
	2018-05-01	26.33	2.63	11.30	40.26	0.10	0.21
	2019-05-01	26.74	2.67	11.30	40.71	0.10	0.21
07-3	4th Period						
	2014-05-01	28.44	2.84	11.30	42.58	0.10	
	2015-05-01	28.44	2.84	12.70	43.98	0.10	
	2016-04-30	29.33	2.93	11.30	43.56	0.10	
	2016-05-01	29.79	2.98	11.30	44.07	0.10	
	2017-05-01	30.25	3.03	11.30	44.58	0.10	
	2018-05-01	30.72	3.07	11.30	45.09	0.10	0.25
	2019-05-01	31.19	3.12	11.30	45.61	0.10	0.25
07-4	5th Period						
	2014-05-01	32.50	3.25	11.30	47.05	0.10	
	2015-05-01	32.50	3.25	12.70	48.45	0.10	
	2016-04-30	33.52	3.35	11.30	48.17	0.10	
	2016-05-01	34.04	3.40	11.30	48.74	0.10	
	2017-05-01	34.58	3.46	11.30	49.34	0.10	
	2018-05-01	35.11	3.51	11.30	49.92	0.10	0.28
	2019-05-01	35.65	3.57	11.30	50.52	0.10	0.29

(1) = per hour worked; (2) = per hour paid

* The Bill 148 Paid PEL column is for informational purposes only for contractors to comply with the *Employment Standards Act* and does not form part of the wage schedule negotiated pursuant to and forming part of the Collective Agreement.

MAP CODE:
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May 1, 2016

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CANADIAN UNION OF
SKILLED WORKERS
CUSW - NIAGARA PENINSULA

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT NIAGARA PENINSULA

OVERTIME RATE:

Mon-Fri: Scheduled Work Days - 1 1/2 times for up to and including 2 hours beyond the normal daily scheduled number of hours. This applies for both 4 day x 10 hours per day schedule and 5 day by 8 hour per day schedule.
Non-Scheduled Work Days - 2 times for all hours worked.
Sat: 2 times for all hours worked.
Sun & Hol: 2 times for all hours worked.

UNION FUNDS:

Union Funds include the following items:

Welfare* -	\$2.25	per hour paid
	\$3.00	per hour paid (effective May 1, 2013)
Training Trust Fund -	\$0.30	per hour paid
GRSP **-	\$8.00	per hour paid 2016-04-30
	\$9.40	per hour paid (May 1, 2015)
	\$8.00	per hour paid (April 30, 2016)

* Welfare includes \$0.03 for Bill 162 benefits and \$0.05 for Member and Family Assistance Program (MFAP)
* RST is payable on the welfare and Bill 162 portions - \$2.95 per paid hour of the welfare amount
** GRSP - funds are different for each classification (to calculate: GRSP = Union Fund - \$2.55)

JOINT APPRENTICESHIP COUNCIL (JAC) FUNDS:

\$0.10 per hour worked

UNION DUES:

Union Dues Checkoff - \$1.05 per hour paid

Union Dues Checkoff is not included in above noted Union Funds.
Union Dues Checkoff is to be deducted from the Base Hourly Rate.

BENEFITS:

All remittances (welfare, apprenticeship, training, GRSP and dues) are to be sent to:

Power Sector Retirement & Benefit Plan
555 Burnhamthorpe Road, Suite 603
TORONTO, ON M9C 2Y3

Phone number: 416-240-8083
Fax Number: 416-240-0993
Email: remittances@psbt.ca
Website: www.psbt.ca

GEOGRAPHIC AREA: Niagara (RM); in Haldimand-Norfolk (RM), the Town of Dunnville

CANADIAN UNION OF SKILLED WORKERS
CUSW - CENTRAL ONTARIO

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS IN CENTRAL ONTARIO

GRADE AND STEP	CLASSIFICATIONS AND OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	UNION FUNDS (2)	TOTAL WAGE PACKAGE	JAC FUNDS (1)	Paid to Employee
							BILL 148 * PAID PEL (1)
ELECTRICIAN							
07-9	FOREMAN - 410165						
	2014-05-01	45.47	4.55	11.30	61.32	0.10	
	2015-05-01	45.47	4.55	12.69	62.71	0.10	
	2016-04-30	46.90	4.69	11.30	62.89	0.10	
	2016-05-01	47.63	4.76	11.30	63.69	0.10	
	2017-05-01	48.36	4.84	11.30	64.50	0.10	
	2018-05-01	49.11	4.91	11.30	65.32	0.10	0.39
	2019-05-01	49.88	4.99	11.30	66.17	0.10	0.40
SUBFOREMAN - 410155							
07-8							
	2014-05-01	43.06	4.31	11.30	58.67	0.10	
	2015-05-01	43.06	4.31	12.69	60.06	0.10	
	2016-04-30	44.41	4.44	11.30	60.15	0.10	
	2016-05-01	45.10	4.51	11.30	60.91	0.10	
	2017-05-01	45.80	4.58	11.30	61.68	0.10	
	2018-05-01	46.50	4.65	11.30	62.45	0.10	0.37
	2019-05-01	47.23	4.72	11.30	63.25	0.10	0.38
JOURNEYMAN - 410135							
WELDER - 410136							
07-6	COMMUNICATIONS ELECTRICIAN - 410137						
	2014-05-01	40.24	4.02	11.30	55.56	0.10	
	2015-05-01	40.24	4.02	12.69	56.95	0.10	
	2016-04-30	41.50	4.15	11.30	56.95	0.10	
	2016-05-01	42.15	4.22	11.30	57.66	0.10	
	2017-05-01	42.80	4.28	11.30	58.38	0.10	
	2018-05-01	43.46	4.35	11.30	59.11	0.10	0.35
	2019-05-01	44.14	4.41	11.30	59.85	0.10	0.35
ELECTRICIAN APPRENTICE - 410115							
07-0	1st Period						
	2014-05-01	16.10	1.61	11.30	29.01	0.10	
	2015-05-01	16.10	1.61	12.69	30.40	0.10	
	2016-04-30	16.60	1.66	11.30	29.56	0.10	
	2016-05-01	16.86	1.69	11.30	29.85	0.10	
	2017-05-01	17.12	1.71	11.30	30.13	0.10	
	2018-05-01	17.38	1.74	11.30	30.42	0.10	0.14
	2019-05-01	17.66	1.77	11.30	30.73	0.10	0.14
07-1	2nd Period						
	2014-05-01	20.12	2.01	11.30	33.43	0.10	
	2015-05-01	20.12	2.01	12.69	34.82	0.10	
	2016-04-30	20.75	2.08	11.30	34.13	0.10	
	2016-05-01	21.08	2.11	11.30	34.49	0.10	
	2017-05-01	21.40	2.14	11.30	34.84	0.10	
	2018-05-01	21.73	2.17	11.30	35.20	0.10	0.17
	2019-05-01	22.07	2.21	11.30	35.58	0.10	0.18
07-2	3rd Period						
	2014-05-01	24.14	2.41	11.30	37.85	0.10	
	2015-05-01	24.14	2.41	12.69	39.24	0.10	
	2016-04-30	24.90	2.49	11.30	38.69	0.10	
	2016-05-01	25.29	2.53	11.30	39.12	0.10	
	2017-05-01	25.68	2.57	11.30	39.55	0.10	
	2018-05-01	26.08	2.61	11.30	39.99	0.10	0.21
	2019-05-01	26.48	2.65	11.30	40.43	0.10	0.21
07-3	4th Period						
	2014-05-01	28.17	2.82	11.30	42.29	0.10	
	2015-05-01	28.17	2.82	12.69	43.68	0.10	
	2016-04-30	29.05	2.91	11.30	43.26	0.10	
	2016-05-01	29.51	2.95	11.30	43.76	0.10	
	2017-05-01	29.96	3.00	11.30	44.26	0.10	
	2018-05-01	30.42	3.04	11.30	44.76	0.10	0.24
	2019-05-01	30.90	3.09	11.30	45.29	0.10	0.25
07-4	5th Period						
	2014-05-01	32.19	3.22	11.30	46.71	0.10	
	2015-05-01	32.19	3.22	12.69	48.10	0.10	
	2016-04-30	33.20	3.32	11.30	47.82	0.10	
	2016-05-01	33.72	3.37	11.30	48.39	0.10	
	2017-05-01	34.24	3.42	11.30	48.96	0.10	
	2018-05-01	34.77	3.48	11.30	49.55	0.10	0.28
	2019-05-01	35.31	3.53	11.30	50.14	0.10	0.28

(1) = per hour worked; (2) = per hour paid

* The Bill 148 Paid PEL column is for informational purposes only for contractors to comply with the *Employment Standards Act* and does not form part of the wage schedule negotiated pursuant to and forming part of the Collective Agreement.

MAP CODE:
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May 1, 2016

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CANADIAN UNION OF
SKILLED WORKERS
CUSW - CENTRAL ONTARIO

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS IN CENTRAL ONTARIO

OVERTIME RATE:

Mon-Fri: Scheduled Work Days - 1 1/2 times for up to and including 2 hours beyond the normal daily scheduled number of hours. This applies for both 4 day x 10 hours per day schedule and 5 day by 8 hour per day schedule.
Non-Scheduled Work Days - 2 times for all hours worked.
Sat: 2 times for all hours worked.
Sun & Hol: 2 times for all hours worked.

UNION FUNDS:

Union Funds include the following items:

Welfare* -	\$2.25	per hour paid
	\$3.00	per hour paid (effective May 1, 2013)
Training Trust Fund -	\$0.30	per hour paid
GRSP **-	\$8.00	per hour paid (effective May 1, 2014)
	\$9.39	per hour paid (May 1, 2015)
	\$8.00	per hour paid (April 30, 2016)

* Welfare includes \$0.03 for Bill 162 benefits and \$0.05 for Member and Family Assistance Program (MFAP)
* RST is payable on the welfare and Bill 162 portions - \$2.95 per paid hour of the welfare amount
** GRSP - funds are different for each classification (to calculate: GRSP = Union Fund - \$2.55)

JOINT APPRENTICESHIP COUNCIL (JAC) FUNDS:

\$0.10 per hour worked

UNION DUES:

Union Dues Checkoff - \$1.05 per hour paid

Union Dues Checkoff is not included in above noted Union Funds.
Union Dues Checkoff is to be deducted from the Base Hourly Rate.

BENEFITS:

All remittances (welfare, apprenticeship, training, GRSP and dues) are to be sent to:

Power Sector Retirement & Benefit Plan
555 Burnhamthorpe Road, Suite 603
TORONTO, ON M9C 2Y3

Phone number: 416-240-8083
Fax Number: 416-240-0993
Email: remittances@psbt.ca
Website: www.psbtc.ca

GEOGRAPHIC AREA: Counties of Bruce, Grey, Dufferin, Perth and Wellington, Halton (RM) north of Highway 401; Waterloo (RM) except that portion of the City of Cambridge east of a line drawn from the intersection of the southwest corner of Wellington County and Waterloo (RM) to the northeast corner of Brant County

CANADIAN UNION OF
SKILLED WORKERS
CUSW - TORONTO

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT TORONTO

GRADE AND STEP	CLASSIFICATIONS OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	UNION FUNDS (2)	TOTAL WAGE PACKAGE	JAC FUNDS (1)	Paid to Employee BILL 148 * PAID PEL (1)
ELECTRICIAN							
07-9	FOREMAN - 410165						
	2014-05-01	47.17	4.72	11.30	63.19	0.10	
	2015-05-01	47.17	4.72	12.73	64.62	0.10	
	2016-04-30	48.64	4.86	11.30	64.80	0.10	
	2016-05-01	49.38	4.94	11.30	65.62	0.10	
	2017-05-01	50.14	5.01	11.30	66.45	0.10	
	2018-05-01	50.91	5.09	11.30	67.30	0.10	0.41
	2019-05-01	51.70	5.17	11.30	68.17	0.10	0.41
07-8	SUBFOREMAN - 410155						
	2014-05-01	44.66	4.47	11.30	60.43	0.10	
	2015-05-01	44.66	4.47	12.73	61.86	0.10	
	2016-04-30	46.05	4.61	11.30	61.96	0.10	
	2016-05-01	46.76	4.68	11.30	62.74	0.10	
	2017-05-01	47.48	4.75	11.30	63.53	0.10	
	2018-05-01	48.20	4.82	11.30	64.32	0.10	0.39
	2019-05-01	48.95	4.90	11.30	65.15	0.10	0.39
JOURNEYMAN - 410135							
WELDER - 410136							
07-6	COMMUNICATIONS ELECTRICIAN - 410137						
	2014-05-01	41.74	4.17	11.30	57.21	0.10	
	2015-05-01	41.74	4.17	12.73	58.64	0.10	
	2016-04-30	43.04	4.30	11.30	58.64	0.10	
	2016-05-01	43.70	4.37	11.30	59.37	0.10	
	2017-05-01	44.37	4.44	11.30	60.11	0.10	
	2018-05-01	45.05	4.51	11.30	60.86	0.10	0.36
	2019-05-01	45.75	4.57	11.30	61.62	0.10	0.37
ELECTRICIAN APPRENTICE - 410115							
07-0	1st Period						
	2014-05-01	16.70	1.67	11.30	29.67	0.10	
	2015-05-01	16.70	1.67	12.73	31.10	0.10	
	2016-04-30	17.22	1.72	11.30	30.24	0.10	
	2016-05-01	17.48	1.75	11.30	30.53	0.10	
	2017-05-01	17.75	1.78	11.30	30.83	0.10	
	2018-05-01	18.02	1.80	11.30	31.12	0.10	0.14
	2019-05-01	18.30	1.83	11.30	31.43	0.10	0.15
07-1	2nd Period						
	2014-05-01	20.87	2.09	11.30	34.26	0.10	
	2015-05-01	20.87	2.09	12.73	35.69	0.10	
	2016-04-30	21.52	2.15	11.30	34.97	0.10	
	2016-05-01	21.85	2.19	11.30	35.34	0.10	
	2017-05-01	22.19	2.22	11.30	35.71	0.10	
	2018-05-01	22.53	2.25	11.30	36.08	0.10	0.18
	2019-05-01	22.88	2.29	11.30	36.47	0.10	0.18
07-2	3rd Period						
	2014-05-01	25.04	2.50	11.30	38.84	0.10	
	2015-05-01	25.04	2.50	12.73	40.27	0.10	
	2016-04-30	25.82	2.58	11.30	39.70	0.10	
	2016-05-01	26.22	2.62	11.30	40.14	0.10	
	2017-05-01	26.62	2.66	11.30	40.58	0.10	
	2018-05-01	27.03	2.70	11.30	41.03	0.10	0.22
	2019-05-01	27.45	2.75	11.30	41.50	0.10	0.22
07-3	4th Period						
	2014-05-01	29.22	2.92	11.30	43.44	0.10	
	2015-05-01	29.22	2.92	12.73	44.87	0.10	
	2016-04-30	30.13	3.01	11.30	44.44	0.10	
	2016-05-01	30.59	3.06	11.30	44.95	0.10	
	2017-05-01	31.06	3.11	11.30	45.47	0.10	
	2018-05-01	31.54	3.15	11.30	45.99	0.10	0.25
	2019-05-01	32.03	3.20	11.30	46.53	0.10	0.26
07-4	5th Period						
	2014-05-01	33.39	3.34	11.30	48.03	0.10	
	2015-05-01	33.39	3.34	12.73	49.46	0.10	
	2016-04-30	34.43	3.44	11.30	49.17	0.10	
	2016-05-01	34.96	3.50	11.30	49.76	0.10	
	2017-05-01	35.50	3.55	11.30	50.35	0.10	
	2018-05-01	36.04	3.60	11.30	50.94	0.10	0.29
	2019-05-01	36.60	3.66	11.30	51.56	0.10	0.29

(1) = per hour worked; (2) = per hour paid

* The Bill 148 Paid PEL column is for informational purposes only for contractors to comply with the *Employment Standards Act* and does not form part of the wage schedule negotiated pursuant to and forming part of the Collective Agreement.

MAP CODE:
N/A

ISSUED:
May 1, 2016

REVISED:
May 1, 2018

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CANADIAN UNION OF
SKILLED WORKERS
CUSW - TORONTO

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT TORONTO

OVERTIME RATE:

Mon-Fri: Scheduled Work Days - 1 1/2 times for up to and including 2 hours beyond the normal daily scheduled number of hours. This applies for both 4 day x 10 hours per day schedule and 5 day by 8 hour per day schedule. Non-Scheduled Work Days - 2 times for all hours worked.

Sat: 2 times for all hours worked.

Sun & Hol: 2 times for all hours worked.

UNION FUNDS:

Union Funds include the following items:

Welfare* -	\$2.25	per hour paid
	\$3.00	per hour paid (effective May 1, 2013)
Training Trust Fund -	\$0.30	per hour paid
GRSP **-	\$8.00	per hour paid (effective May 1, 2014)
	\$9.43	per hour paid (May 1, 2015)
	\$8.00	per hour paid (April 30, 2016)

* Welfare includes \$0.03 for Bill 162 benefits and \$0.05 for Member and Family Assistance Program (MFAP)

* RST is payable on the welfare and Bill 162 portions - \$2.95 per paid hour of the welfare amount

** GRSP - funds are different for each classification (to calculate: GRSP = Union Fund - \$2.55)

JOINT APPRENTICESHIP COUNCIL (JAC) FUNDS:

\$0.10 per hour worked

UNION DUES:

Union Dues Checkoff - \$1.05 per hour paid

Union Dues Checkoff is not included in above noted Union Funds.

Union Dues Checkoff is to be deducted from the Base Hourly Rate.

BENEFITS:

All remittances (welfare, apprenticeship, training, GRSP and dues) are to be sent to:

Power Sector Retirement & Benefit Plan
555 Burnhamthorpe Road, Suite 603
TORONTO, ON M9C 2Y3

Phone number: 416-240-8083
Fax Number: 416-240-0993
Email: remittances@psbt.ca
Website: www.psbtc.ca

GEOGRAPHIC AREA: Metropolitan Toronto; York (RM), Peel (RM), Halton (RM) east of the 8th Line and south of Highway 401

CANADIAN UNION OF SKILLED WORKERS
CUSW - OSHAWA / PORT HOPE

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS IN OSHAWA / PORT HOPE

GRADE AND STEP	CLASSIFICATIONS AND OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	UNION FUNDS (2)	TOTAL WAGE PACKAGE	JAC FUNDS (1)	Paid to Employee
							BILL 148 * PAID PEL (1)
ELECTRICIAN							
07-9	FOREMAN - 410165						
	2014-05-01	45.71	4.57	11.30	61.58	0.10	
	2015-05-01	45.71	4.57	12.70	62.98	0.10	
	2016-04-30	47.15	4.72	11.30	63.17	0.10	
	2016-05-01	47.88	4.79	11.30	63.97	0.10	
	2017-05-01	48.62	4.86	11.30	64.78	0.10	
	2018-05-01	49.37	4.94	11.30	65.61	0.10	0.39
	2019-05-01	50.13	5.01	11.30	66.44	0.10	0.40
SUBFOREMAN - 410155							
07-8							
	2014-05-01	43.28	4.33	11.30	58.91	0.10	
	2015-05-01	43.28	4.33	12.70	60.31	0.10	
	2016-04-30	44.65	4.47	11.30	60.42	0.10	
	2016-05-01	45.34	4.53	11.30	61.17	0.10	
	2017-05-01	46.04	4.60	11.30	61.94	0.10	
	2018-05-01	46.75	4.68	11.30	62.73	0.10	0.37
	2019-05-01	47.47	4.75	11.30	63.52	0.10	0.38
JOURNEYMAN - 410135, WELDER - 410136							
07-6	COMMUNICATIONS ELECTRICIAN - 410137						
	2014-05-01	40.45	4.05	11.30	55.80	0.10	
	2015-05-01	40.45	4.05	12.70	57.20	0.10	
	2016-04-30	41.73	4.17	11.30	57.20	0.10	
	2016-05-01	42.37	4.24	11.30	57.91	0.10	
	2017-05-01	43.03	4.30	11.30	58.63	0.10	
	2018-05-01	43.69	4.37	11.30	59.36	0.10	0.35
	2019-05-01	44.36	4.44	11.30	60.10	0.10	0.35
ELECTRICIAN APPRENTICE - 410115							
07-0	1st Period						
	2014-05-01	16.18	1.62	11.30	29.10	0.10	
	2015-05-01	16.18	1.62	12.70	30.50	0.10	
	2016-04-30	16.69	1.67	11.30	29.66	0.10	
	2016-05-01	16.95	1.70	11.30	29.95	0.10	
	2017-05-01	17.21	1.72	11.30	30.23	0.10	
	2018-05-01	17.48	1.75	11.30	30.53	0.10	0.14
	2019-05-01	17.74	1.77	11.30	30.81	0.10	0.14
07-1	2nd Period						
	2014-05-01	20.23	2.02	11.30	33.55	0.10	
	2015-05-01	20.23	2.02	12.70	34.95	0.10	
	2016-04-30	20.87	2.09	11.30	34.26	0.10	
	2016-05-01	21.19	2.12	11.30	34.61	0.10	
	2017-05-01	21.52	2.15	11.30	34.97	0.10	
	2018-05-01	21.85	2.19	11.30	35.34	0.10	0.17
	2019-05-01	22.18	2.22	11.30	35.70	0.10	0.18
07-2	3rd Period						
	2014-05-01	24.27	2.43	11.30	38.00	0.10	
	2015-05-01	24.27	2.43	12.70	39.40	0.10	
	2016-04-30	25.04	2.50	11.30	38.84	0.10	
	2016-05-01	25.42	2.54	11.30	39.26	0.10	
	2017-05-01	25.82	2.58	11.30	39.70	0.10	
	2018-05-01	26.21	2.62	11.30	40.13	0.10	0.21
	2019-05-01	26.62	2.66	11.30	40.58	0.10	0.21
07-3	4th Period						
	2014-05-01	28.32	2.83	11.30	42.45	0.10	
	2015-05-01	28.32	2.83	12.70	43.85	0.10	
	2016-04-30	29.21	2.92	11.30	43.43	0.10	
	2016-05-01	29.66	2.97	11.30	43.93	0.10	
	2017-05-01	30.12	3.01	11.30	44.43	0.10	
	2018-05-01	30.58	3.06	11.30	44.94	0.10	0.24
	2019-05-01	31.05	3.11	11.30	45.46	0.10	0.25
07-4	5th Period						
	2014-05-01	32.36	3.24	11.30	46.90	0.10	
	2015-05-01	32.36	3.24	12.70	48.30	0.10	
	2016-04-30	33.38	3.34	11.30	48.02	0.10	
	2016-05-01	33.90	3.39	11.30	48.59	0.10	
	2017-05-01	34.42	3.44	11.30	49.16	0.10	
	2018-05-01	34.95	3.50	11.30	49.75	0.10	0.28
	2019-05-01	35.49	3.55	11.30	50.34	0.10	0.28

(1) = per hour worked; (2) = per hour paid

* The Bill 148 Paid PEL column is for informational purposes only for contractors to comply with the *Employment Standards Act* and does not form part of the wage schedule negotiated pursuant to and forming part of the Collective Agreement.

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CANADIAN UNION OF
SKILLED WORKERS
CUSW - OSHAWA/PORT HOPE

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS IN OSHAWA / PORT HOPE

OVERTIME RATE:

Mon-Fri: Scheduled Work Days - 1 1/2 times for up to and including 2 hours beyond the normal daily scheduled number of hours. This applies for both 4 day x 10 hours per day schedule and 5 day by 8 hour per day schedule.
Non-Scheduled Work Days - 2 times for all hours worked.
Sat: 2 times for all hours worked.
Sun & Hol: 2 times for all hours worked.

UNION FUNDS:

Union Funds include the following items:

Welfare* -	\$2.25	per hour paid
	\$3.00	per hour paid (effective May 1, 2013)
Training Trust Fund -	\$0.30	per hour paid
GRSP **-	\$8.00	per hour paid (effective May 1, 2014)
	\$9.40	per hour paid (May 1, 2015)
	\$8.00	per hour paid (April 30, 2016)

* Welfare includes \$0.03 for Bill 162 benefits and \$0.05 for Member and Family Assistance Program (MFAP)
* RST is payable on the welfare and Bill 162 portions - \$2.95 per paid hour of the welfare amount
** GRSP - funds are different for each classification (to calculate: GRSP = Union Fund - \$2.55)

JOINT APPRENTICESHIP COUNCIL (JAC) FUNDS:

\$0.10 per hour worked

UNION DUES:

Union Dues Checkoff - \$1.05 per hour paid

Union Dues Checkoff is not included in above noted Union Funds.
Union Dues Checkoff is to be deducted from the Base Hourly Rate.

BENEFITS:

All remittances (welfare, apprenticeship, training, GRSP and dues) are to be sent to:

*Power Sector Retirement & Benefit Plan
555 Burnhamthorpe Road, Suite 603
TORONTO, ON M9C 2Y3*

*Phone number: 416-240-8083
Fax Number: 416-240-0993
Email: remittances@psbt.ca
Website: www.psbt.ca*

GEOGRAPHIC AREA: Durham (RM); Counties of Northumberland, Victoria, Peterborough and Haliburton; in Simcoe County the Townships of Rama and Mara

CANADIAN UNION OF SKILLED WORKERS
CUSW - QUINTE/ST. LAWRENCE

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT QUINTE / ST. LAWRENCE

GRADE AND STEP	CLASSIFICATIONS AND OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	UNION FUNDS (2)	TOTAL WAGE PACKAGE	JAC FUNDS (1)	Paid to Employee BILL 148 * PAID PEL (1)
ELECTRICIAN							
07-9	FOREMAN - 410165						
	2014-05-01	45.38	4.54	11.30	61.22	0.10	
	2015-05-01	45.38	4.54	12.69	62.61	0.10	
	2016-04-30	46.82	4.68	11.30	62.80	0.10	
	2016-05-01	47.54	4.75	11.30	63.59	0.10	
	2017-05-01	48.28	4.83	11.30	64.41	0.10	
	2018-05-01	49.03	4.90	11.30	65.23	0.10	0.39
	2019-05-01	49.79	4.98	11.30	66.07	0.10	0.40
07-8	SUBFOREMAN - 410155						
	2014-05-01	42.97	4.30	11.30	58.57	0.10	
	2015-05-01	42.97	4.30	12.69	59.96	0.10	
	2016-04-30	44.33	4.43	11.30	60.06	0.10	
	2016-05-01	45.01	4.50	11.30	60.81	0.10	
	2017-05-01	45.72	4.57	11.30	61.59	0.10	
	2018-05-01	46.43	4.64	11.30	62.37	0.10	0.37
	2019-05-01	47.14	4.71	11.30	63.15	0.10	0.38
JOURNEYMAN - 410135, WELDER - 410136							
07-6	COMMUNICATIONS ELECTRICIAN - 410137						
	2014-05-01	40.16	4.02	11.30	55.48	0.10	
	2015-05-01	40.16	4.02	12.69	56.87	0.10	
	2016-04-30	41.43	4.14	11.30	56.87	0.10	
	2016-05-01	42.07	4.21	11.30	57.58	0.10	
	2017-05-01	42.73	4.27	11.30	58.30	0.10	
	2018-05-01	43.39	4.34	11.30	59.03	0.10	0.35
	2019-05-01	44.06	4.41	11.30	59.77	0.10	0.35
ELECTRICIAN APPRENTICE - 410115							
07-0	1st Period						
	2014-05-01	16.06	1.61	11.30	28.97	0.10	
	2015-05-01	16.06	1.61	12.69	30.36	0.10	
	2016-04-30	16.57	1.66	11.30	29.53	0.10	
	2016-05-01	16.83	1.68	11.30	29.81	0.10	
	2017-05-01	17.09	1.71	11.30	30.10	0.10	
	2018-05-01	17.36	1.74	11.30	30.40	0.10	0.14
	2019-05-01	17.62	1.76	11.30	30.68	0.10	0.14
07-1	2nd Period						
	2014-05-01	20.08	2.01	11.30	33.39	0.10	
	2015-05-01	20.08	2.01	12.69	34.78	0.10	
	2016-04-30	20.72	2.07	11.30	34.09	0.10	
	2016-05-01	21.04	2.10	11.30	34.44	0.10	
	2017-05-01	21.37	2.14	11.30	34.81	0.10	
	2018-05-01	21.70	2.17	11.30	35.17	0.10	0.17
	2019-05-01	22.03	2.20	11.30	35.53	0.10	0.18
07-2	3rd Period						
	2014-05-01	24.10	2.41	11.30	37.81	0.10	
	2015-05-01	24.10	2.41	12.69	39.20	0.10	
	2016-04-30	24.86	2.49	11.30	38.65	0.10	
	2016-05-01	25.24	2.52	11.30	39.06	0.10	
	2017-05-01	25.64	2.56	11.30	39.50	0.10	
	2018-05-01	26.03	2.60	11.30	39.93	0.10	0.21
	2019-05-01	26.44	2.64	11.30	40.38	0.10	0.21
07-3	4th Period						
	2014-05-01	28.11	2.81	11.30	42.22	0.10	
	2015-05-01	28.11	2.81	12.69	43.61	0.10	
	2016-04-30	29.00	2.90	11.30	43.20	0.10	
	2016-05-01	29.45	2.95	11.30	43.70	0.10	
	2017-05-01	29.91	2.99	11.30	44.20	0.10	
	2018-05-01	30.37	3.04	11.30	44.71	0.10	0.24
	2019-05-01	30.84	3.08	11.30	45.22	0.10	0.25
07-4	5th Period						
	2014-05-01	32.13	3.21	11.30	46.64	0.10	
	2015-05-01	32.13	3.21	12.69	48.03	0.10	
	2016-04-30	33.14	3.31	11.30	47.75	0.10	
	2016-05-01	33.66	3.37	11.30	48.33	0.10	
	2017-05-01	34.18	3.42	11.30	48.90	0.10	
	2018-05-01	34.71	3.47	11.30	49.48	0.10	0.28
	2019-05-01	35.25	3.53	11.30	50.08	0.10	0.28

(1) = per hour worked; (2) = per hour paid

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MAP CODE:
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CANADIAN UNION OF
SKILLED WORKERS
CUSW - QUINTE/ST. LAWRENCE

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT QUINTE / ST. LAWRENCE

OVERTIME RATE:

Mon-Fri: Scheduled Work Days - 1 1/2 times for up to and including 2 hours beyond the normal daily scheduled number of hours. This applies for both 4 day x 10 hours per day schedule and 5 day by 8 hour per day schedule.
Non-Scheduled Work Days - 2 times for all hours worked.
Sat: 2 times for all hours worked.
Sun & Hol: 2 times for all hours worked.

UNION FUNDS:

Union Funds include the following items:

Welfare* -	\$2.25	per hour paid
	\$3.00	per hour paid (effective May 1, 2013)
Training Trust Fund -	\$0.30	per hour paid
GRSP **-	\$8.00	per hour paid (effective May 1, 2014)
	\$9.39	per hour paid (May 1, 2015)
	\$8.00	per hour paid (April 30, 2016)

* Welfare includes \$0.03 for Bill 162 benefits and \$0.05 for Member and Family Assistance Program (MFAP)
* RST is payable on the welfare and Bill 162 portions - \$2.95 per paid hour of the welfare amount
** GRSP - funds are different for each classification (to calculate: GRSP = Union Fund - \$2.55)

JOINT APPRENTICESHIP COUNCIL (JAC) FUNDS:

\$0.10 per hour worked

UNION DUES:

Union Dues Checkoff - \$1.05 per hour paid

Union Dues Checkoff is not included in above noted Union Funds.
Union Dues Checkoff is to be deducted from the Base Hourly Rate.

BENEFITS:

All remittances (welfare, apprenticeship, training, GRSP and dues) are to be sent to:

Power Sector Retirement & Benefit Plan
555 Burnhamthorpe Road, Suite 603
TORONTO, ON M9C 2Y3

Phone number: 416-240-8083
Fax Number: 416-240-0993
Email: remittances@psbt.ca
Website: www.psbtc.ca

GEOGRAPHIC AREA: Counties of Prince Edward, Hastings, Lennox and Addington, Frontenac, Leeds, Grenville, Dundas, Stormont and Glengarry

CANADIAN UNION OF
SKILLED WORKERS
CUSW - OTTAWA

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT OTTAWA

GRADE AND STEP	CLASSIFICATIONS AND OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	UNION FUNDS (2)	TOTAL WAGE PACKAGE	JAC FUNDS (1)	Paid to Employee
							BILL 148 * PAID PEL (1)
ELECTRICIAN							
07-9	FOREMAN - 410165						
	2014-05-01	45.87	4.59	11.30	61.76	0.10	
	2015-05-01	45.87	4.59	12.70	63.16	0.10	
	2016-04-30	47.30	4.73	11.30	63.33	0.10	
	2016-05-01	48.05	4.81	11.30	64.16	0.10	
	2017-05-01	48.79	4.88	11.30	64.97	0.10	
	2018-05-01	49.55	4.96	11.30	65.81	0.10	0.40
	2019-05-01	50.31	5.03	11.30	66.64	0.10	0.40
07-8	SUBFOREMAN - 410155						
	2014-05-01	43.43	4.34	11.30	59.07	0.10	
	2015-05-01	43.43	4.34	12.70	60.47	0.10	
	2016-04-30	44.79	4.48	11.30	60.57	0.10	
	2016-05-01	45.50	4.55	11.30	61.35	0.10	
	2017-05-01	46.20	4.62	11.30	62.12	0.10	
	2018-05-01	46.92	4.69	11.30	62.91	0.10	0.38
	2019-05-01	47.64	4.76	11.30	63.70	0.10	0.38
JOURNEYMAN - 410135, WELDER - 410136							
07-6	COMMUNICATIONS ELECTRICIAN - 410137						
	2014-05-01	40.59	4.06	11.30	55.95	0.10	
	2015-05-01	40.59	4.06	12.70	57.35	0.10	
	2016-04-30	41.86	4.19	11.30	57.35	0.10	
	2016-05-01	42.52	4.25	11.30	58.07	0.10	
	2017-05-01	43.18	4.32	11.30	58.80	0.10	
	2018-05-01	43.85	4.38	11.30	59.53	0.10	0.35
	2019-05-01	44.52	4.45	11.30	60.27	0.10	0.36
ELECTRICIAN APPRENTICE - 410115							
07-0	1st Period						
	2014-05-01	16.24	1.62	11.30	29.16	0.10	
	2015-05-01	16.24	1.62	12.70	30.56	0.10	
	2016-04-30	16.74	1.67	11.30	29.71	0.10	
	2016-05-01	17.01	1.70	11.30	30.01	0.10	
	2017-05-01	17.27	1.73	11.30	30.30	0.10	
	2018-05-01	17.54	1.75	11.30	30.59	0.10	0.14
	2019-05-01	17.81	1.78	11.30	30.89	0.10	0.14
07-1	2nd Period						
	2014-05-01	20.30	2.03	11.30	33.63	0.10	
	2015-05-01	20.30	2.03	12.70	35.03	0.10	
	2016-04-30	20.93	2.09	11.30	34.32	0.10	
	2016-05-01	21.26	2.13	11.30	34.69	0.10	
	2017-05-01	21.59	2.16	11.30	35.05	0.10	
	2018-05-01	21.93	2.19	11.30	35.42	0.10	0.18
	2019-05-01	22.26	2.23	11.30	35.79	0.10	0.18
07-2	3rd Period						
	2014-05-01	24.35	2.44	11.30	38.09	0.10	
	2015-05-01	24.35	2.44	12.70	39.49	0.10	
	2016-04-30	25.12	2.51	11.30	38.93	0.10	
	2016-05-01	25.51	2.55	11.30	39.36	0.10	
	2017-05-01	25.91	2.59	11.30	39.80	0.10	
	2018-05-01	26.31	2.63	11.30	40.24	0.10	0.21
	2019-05-01	26.71	2.67	11.30	40.68	0.10	0.21
07-3	4th Period						
	2014-05-01	28.41	2.84	11.30	42.55	0.10	
	2015-05-01	28.41	2.84	12.70	43.95	0.10	
	2016-04-30	29.30	2.93	11.30	43.53	0.10	
	2016-05-01	29.76	2.98	11.30	44.04	0.10	
	2017-05-01	30.23	3.02	11.30	44.55	0.10	
	2018-05-01	30.70	3.07	11.30	45.07	0.10	0.25
	2019-05-01	31.16	3.12	11.30	45.58	0.10	0.25
07-4	5th Period						
	2014-05-01	32.47	3.25	11.30	47.02	0.10	
	2015-05-01	32.47	3.25	12.70	48.42	0.10	
	2016-04-30	33.49	3.35	11.30	48.14	0.10	
	2016-05-01	34.02	3.40	11.30	48.72	0.10	
	2017-05-01	34.54	3.45	11.30	49.29	0.10	
	2018-05-01	35.08	3.51	11.30	49.89	0.10	0.28
	2019-05-01	35.62	3.56	11.30	50.48	0.10	0.28

(1) = per hour worked; (2) = per hour paid

* The Bill 148 Paid PEL column is for informational purposes only for contractors to comply with the *Employment Standards Act* and does not form part of the wage schedule negotiated pursuant to and forming part of the Collective Agreement.

MAP CODE:
N/A

ISSUED:
May 1, 2016

REVISED:
May 1, 2018

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CANADIAN UNION OF
SKILLED WORKERS
CUSW - OTTAWA

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT OTTAWA

OVERTIME RATE:

Mon-Fri: Scheduled Work Days - 1 1/2 times for up to and including 2 hours beyond the normal daily scheduled number of hours. This applies for both 4 day x 10 hours per day schedule and 5 day by 8 hour per day schedule.
Non-Scheduled Work Days - 2 times for all hours worked.
Sat: 2 times for all hours worked.
Sun & Hol: 2 times for all hours worked.

UNION FUNDS:

Union Funds include the following items:

Welfare* -	\$2.25	per hour paid
	\$3.00	per hour paid (effective May 1, 2013)
Training Trust Fund -	\$0.30	per hour paid
GRSP **-	\$8.00	per hour paid (effective May 1, 2014)
	\$9.40	per hour paid (May 1, 2015)
	\$8.00	per hour paid (April 30, 2016)

* Welfare includes \$0.03 for Bill 162 benefits and \$0.05 for Member and Family Assistance Program (MFAP)

* RST is payable on the welfare and Bill 162 portions - \$2.95 per paid hour of the welfare amount

** GRSP - funds are different for each classification (to calculate: GRSP = Union Fund - \$2.55)

JOINT APPRENTICESHIP COUNCIL (JAC) FUNDS:

\$0.10 per hour worked

UNION DUES:

Union Dues Checkoff - \$1.05 per hour paid

Union Dues Checkoff is not included in above noted Union Funds.

Union Dues Checkoff is to be deducted from the Base Hourly Rate.

BENEFITS:

All remittances (welfare, apprenticeship, training, GRSP and dues) are to be sent to:

Power Sector Retirement & Benefit Plan
555 Burnhamthorpe Road, Suite 603
TORONTO, ON M9C 2Y3

Phone number: 416-240-8083
Fax Number: 416-240-0993
Email: remittances@psbt.ca
Website: www.psbtc.ca

GEOGRAPHIC AREA: Ottawa-Carleton (RM); Counties of Lanark, Prescott, Russell and Renfrew

CANADIAN UNION OF
SKILLED WORKERS
CUSW - GEORGIAN BAY

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT GEORGIAN BAY

GRADE AND STEP	CLASSIFICATIONS AND OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	UNION FUNDS (2)	TOTAL WAGE PACKAGE	JAC FUNDS (1)	Paid to Employee
							BILL 148 * PAID PEL (1)
ELECTRICIAN							
07-9	FOREMAN - 410165						
	2014-05-01	45.40	4.54	11.30	61.24	0.10	
	2015-05-01	45.40	4.54	12.69	62.63	0.10	
	2016-04-30	46.84	4.68	11.30	62.82	0.10	
	2016-05-01	47.56	4.76	11.30	63.62	0.10	
	2017-05-01	48.31	4.83	11.30	64.44	0.10	
	2018-05-01	49.05	4.91	11.30	65.26	0.10	0.39
	2019-05-01	49.81	4.98	11.30	66.09	0.10	0.40
SUBFOREMAN - 410155							
07-8							
	2014-05-01	42.99	4.30	11.30	58.59	0.10	
	2015-05-01	42.99	4.30	12.69	59.98	0.10	
	2016-04-30	44.35	4.44	11.30	60.09	0.10	
	2016-05-01	45.04	4.50	11.30	60.84	0.10	
	2017-05-01	45.74	4.57	11.30	61.61	0.10	
	2018-05-01	46.45	4.65	11.30	62.40	0.10	0.37
	2019-05-01	47.17	4.72	11.30	63.19	0.10	0.38
JOURNEYMAN - 410135, WELDER - 410136							
07-6	COMMUNICATIONS ELECTRICIAN - 410137						
	2014-05-01	40.18	4.02	11.30	55.50	0.10	
	2015-05-01	40.18	4.02	12.69	56.89	0.10	
	2016-04-30	41.45	4.15	11.30	56.89	0.10	
	2016-05-01	42.09	4.21	11.30	57.60	0.10	
	2017-05-01	42.75	4.28	11.30	58.32	0.10	
	2018-05-01	43.41	4.34	11.30	59.05	0.10	0.35
	2019-05-01	44.08	4.41	11.30	59.79	0.10	0.35
ELECTRICIAN APPRENTICE - 410115							
07-0	1st Period						
	2014-05-01	16.07	1.61	11.30	28.98	0.10	
	2015-05-01	16.07	1.61	12.69	30.37	0.10	
	2016-04-30	16.58	1.66	11.30	29.54	0.10	
	2016-05-01	16.84	1.68	11.30	29.82	0.10	
	2017-05-01	17.10	1.71	11.30	30.11	0.10	
	2018-05-01	17.36	1.74	11.30	30.40	0.10	0.14
	2019-05-01	17.63	1.76	11.30	30.69	0.10	0.14
07-1	2nd Period						
	2014-05-01	20.09	2.01	11.30	33.40	0.10	
	2015-05-01	20.09	2.01	12.69	34.79	0.10	
	2016-04-30	20.73	2.07	11.30	34.10	0.10	
	2016-05-01	21.05	2.11	11.30	34.46	0.10	
	2017-05-01	21.38	2.14	11.30	34.82	0.10	
	2018-05-01	21.71	2.17	11.30	35.18	0.10	0.17
	2019-05-01	22.04	2.20	11.30	35.54	0.10	0.18
07-2	3rd Period						
	2014-05-01	24.11	2.41	11.30	37.82	0.10	
	2015-05-01	24.11	2.41	12.69	39.21	0.10	
	2016-04-30	24.87	2.49	11.30	38.66	0.10	
	2016-05-01	25.25	2.53	11.30	39.08	0.10	
	2017-05-01	25.65	2.57	11.30	39.52	0.10	
	2018-05-01	26.05	2.61	11.30	39.96	0.10	0.21
	2019-05-01	26.45	2.65	11.30	40.40	0.10	0.21
07-3	4th Period						
	2014-05-01	28.13	2.81	11.30	42.24	0.10	
	2015-05-01	28.13	2.81	12.69	43.63	0.10	
	2016-04-30	29.02	2.90	11.30	43.22	0.10	
	2016-05-01	29.46	2.95	11.30	43.71	0.10	
	2017-05-01	29.93	2.99	11.30	44.22	0.10	
	2018-05-01	30.39	3.04	11.30	44.73	0.10	0.24
	2019-05-01	30.86	3.09	11.30	45.25	0.10	0.25
07-4	5th Period						
	2014-05-01	32.14	3.21	11.30	46.65	0.10	
	2015-05-01	32.14	3.21	12.69	48.04	0.10	
	2016-04-30	33.16	3.32	11.30	47.78	0.10	
	2016-05-01	33.67	3.37	11.30	48.34	0.10	
	2017-05-01	34.20	3.42	11.30	48.92	0.10	
	2018-05-01	34.73	3.47	11.30	49.50	0.10	0.28
	2019-05-01	35.26	3.53	11.30	50.09	0.10	0.28

(1) = per hour worked; (2) = per hour paid

* The Bill 148 Paid PEL column is for informational purposes only for contractors to comply with the *Employment Standards Act* and does not form part of the wage schedule negotiated pursuant to and forming part of the Collective Agreement.

MAP CODE:
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ISSUED:
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CANADIAN UNION OF
SKILLED WORKERS
CUSW - GEORGIAN BAY

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT GEORGIAN BAY

OVERTIME RATE:

Mon-Fri: Scheduled Work Days - 1 1/2 times for up to and including 2 hours beyond the normal daily scheduled number of hours. This applies for both 4 day x 10 hours per day schedule and 5 day by 8 hour per day schedule.
Non-Scheduled Work Days - 2 times for all hours worked.
Sat: 2 times for all hours worked.
Sun & Hol: 2 times for all hours worked.

UNION FUNDS:

Union Funds include the following items:

Welfare* -	\$2.25	per hour paid
	\$3.00	per hour paid (effective May 1, 2013)
Training Trust Fund -	\$0.30	per hour paid
GRSP **-	\$8.00	per hour paid (effective May 1, 2013)
	\$9.39	per hour paid (May 1, 2015)
	\$8.00	per hour paid (April 30, 2016)

* Welfare includes \$0.03 for Bill 162 benefits and \$0.05 for Member and Family Assistance Program (MFAP)
* RST is payable on the welfare and Bill 162 portions - \$2.95 per paid hour of the welfare amount
** GRSP - funds are different for each classification (to calculate: GRSP = Union Fund - \$2.55)

JOINT APPRENTICESHIP COUNCIL (JAC) FUNDS:

\$0.10 per hour worked

UNION DUES:

Union Dues Checkoff - \$1.05 per hour paid

Union Dues Checkoff is not included in above noted Union Funds.
Union Dues Checkoff is to be deducted from the Base Hourly Rate.

BENEFITS:

All remittances (welfare, apprenticeship, training, GRSP and dues) are to be sent to:

Power Sector Retirement & Benefit Plan
555 Burnhamthorpe Road, Suite 603
TORONTO, ON M9C 2Y3

Phone number: 416-240-8083
Fax Number: 416-240-0993
Email: remittances@psbt.ca
Website: www.psbt.ca

GEOGRAPHIC AREA: Simcoe County except the Townships of Rama and Mara; Muskoka (DM); in the District of Parry Sound the Townships of Humphrey, Conger, Christie, Foley, Cowper, McKeller, McDougall and Hagerman

CANADIAN UNION OF
SKILLED WORKERS
CUSW - SUDBURY

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT SUDBURY

GRADE AND STEP	CLASSIFICATIONS AND OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	UNION FUNDS (2)	TOTAL WAGE PACKAGE	JAC FUNDS (1)	Paid to Employee
							BILL 148 * PAID PEL (1)
ELECTRICIAN							
07-9	FOREMAN - 410165						
	2014-05-01	45.87	4.59	11.30	61.76	0.10	
	2015-05-01	45.87	4.59	12.70	63.16	0.10	
	2016-04-30	47.30	4.73	11.30	63.33	0.10	
	2016-05-01	48.05	4.81	11.30	64.16	0.10	
	2017-05-01	48.79	4.88	11.30	64.97	0.10	
	2018-05-01	49.55	4.96	11.30	65.81	0.10	0.40
	2019-05-01	50.31	5.03	11.30	66.64	0.10	0.40
07-8	SUBFOREMAN - 410155						
	2014-05-01	43.43	4.34	11.30	59.07	0.10	
	2015-05-01	43.43	4.34	12.70	60.47	0.10	
	2016-04-30	44.79	4.48	11.30	60.57	0.10	
	2016-05-01	45.50	4.55	11.30	61.35	0.10	
	2017-05-01	46.20	4.62	11.30	62.12	0.10	
	2018-05-01	46.92	4.69	11.30	62.91	0.10	0.38
	2019-05-01	47.64	4.76	11.30	63.70	0.10	0.38
JOURNEYMAN - 410135, WELDER - 410136							
07-6	COMMUNICATIONS ELECTRICIAN - 410137						
	2014-05-01	40.59	4.06	11.30	55.95	0.10	
	2015-05-01	40.59	4.06	12.70	57.35	0.10	
	2016-04-30	41.86	4.19	11.30	57.35	0.10	
	2016-05-01	42.52	4.25	11.30	58.07	0.10	
	2017-05-01	43.18	4.32	11.30	58.80	0.10	
	2018-05-01	43.85	4.38	11.30	59.53	0.10	0.35
	2019-05-01	44.52	4.45	11.30	60.27	0.10	0.36
ELECTRICIAN APPRENTICE - 410115							
07-0	1st Period						
	2014-05-01	16.24	1.62	11.30	29.16	0.10	
	2015-05-01	16.24	1.62	12.70	30.56	0.10	
	2016-04-30	16.74	1.67	11.30	29.71	0.10	
	2016-05-01	17.01	1.70	11.30	30.01	0.10	
	2017-05-01	17.27	1.73	11.30	30.30	0.10	
	2018-05-01	17.54	1.75	11.30	30.59	0.10	0.14
	2019-05-01	17.81	1.78	11.30	30.89	0.10	0.14
07-1	2nd Period						
	2014-05-01	20.30	2.03	11.30	33.63	0.10	
	2015-05-01	20.30	2.03	12.70	35.03	0.10	
	2016-04-30	20.93	2.09	11.30	34.32	0.10	
	2016-05-01	21.26	2.13	11.30	34.69	0.10	
	2017-05-01	21.59	2.16	11.30	35.05	0.10	
	2018-05-01	21.93	2.19	11.30	35.42	0.10	0.18
	2019-05-01	22.26	2.23	11.30	35.79	0.10	0.18
07-2	3rd Period						
	2014-05-01	24.35	2.44	11.30	38.09	0.10	
	2015-05-01	24.35	2.44	12.70	39.49	0.10	
	2016-04-30	25.12	2.51	11.30	38.93	0.10	
	2016-05-01	25.51	2.55	11.30	39.36	0.10	
	2017-05-01	25.91	2.59	11.30	39.80	0.10	
	2018-05-01	26.31	2.63	11.30	40.24	0.10	0.21
	2019-05-01	26.71	2.67	11.30	40.68	0.10	0.21
07-3	4th Period						
	2014-05-01	28.41	2.84	11.30	42.55	0.10	
	2015-05-01	28.41	2.84	12.70	43.95	0.10	
	2016-04-30	29.30	2.93	11.30	43.53	0.10	
	2016-05-01	29.76	2.98	11.30	44.04	0.10	
	2017-05-01	30.23	3.02	11.30	44.55	0.10	
	2018-05-01	30.70	3.07	11.30	45.07	0.10	0.25
	2019-05-01	31.16	3.12	11.30	45.58	0.10	0.25
07-4	5th Period						
	2014-05-01	32.47	3.25	11.30	47.02	0.10	
	2015-05-01	32.47	3.25	12.70	48.42	0.10	
	2016-04-30	33.49	3.35	11.30	48.14	0.10	
	2016-05-01	34.02	3.40	11.30	48.72	0.10	
	2017-05-01	34.54	3.45	11.30	49.29	0.10	
	2018-05-01	35.08	3.51	11.30	49.89	0.10	0.28
	2019-05-01	35.62	3.56	11.30	50.48	0.10	0.28

(1) = per hour worked; (2) = per hour paid

* The Bill 148 Paid PEL column is for informational purposes only for contractors to comply with the *Employment Standards Act* and does not form part of the wage schedule negotiated pursuant to and forming part of the Collective Agreement.

MAP CODE:
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ISSUED:
May 1, 2016

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CANADIAN UNION OF
SKILLED WORKERS
CUSW - SUDBURY

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT SUDBURY

OVERTIME RATE:

Mon-Fri: Scheduled Work Days - 1 1/2 times for up to and including 2 hours beyond the normal daily scheduled number of hours. This applies for both 4 day x 10 hours per day schedule and 5 day by 8 hour per day schedule.
Non-Scheduled Work Days - 2 times for all hours worked.
Sat: 2 times for all hours worked.
Sun & Hol: 2 times for all hours worked.

UNION FUNDS:

Union Funds include the following items:

Welfare* -	\$2.25	per hour paid
	\$3.00	per hour paid (effective May 1, 2013)
Training Trust Fund -	\$0.30	per hour paid
GRSP **-	\$8.00	per hour paid (effective May 1, 2014)
GRSP **-	\$9.40	per hour paid (May 1, 2015)
GRSP **-	\$8.00	per hour paid (April 30, 2016)

* Welfare includes \$0.03 for Bill 162 benefits and \$0.05 for Member and Family Assistance Program (MFAP)
* RST is payable on the welfare and Bill 162 portions - \$2.95 per paid hour of the welfare amount
** GRSP - funds are different for each classification (to calculate: GRSP = Union Fund - \$2.55)

JOINT APPRENTICESHIP COUNCIL (JAC) FUNDS:

\$0.10 per hour worked

UNION DUES:

Union Dues Checkoff - \$1.05 per hour paid

Union Dues Checkoff is not included in above noted Union Funds.
Union Dues Checkoff is to be deducted from the Base Hourly Rate.

BENEFITS:

All remittances (welfare, apprenticeship, training, GRSP and dues) are to be sent to:

Power Sector Retirement & Benefit Plan
555 Burnhamthorpe Road, Suite 603
TORONTO, ON M9C 2Y3

Phone number: 416-240-8083
Fax Number: 416-240-0993
Email: remittances@psbt.ca
Website: www.psbtc.ca

GEOGRAPHIC AREA: Districts of Sudbury, Algoma, Manitoulan, Nipissing, Timiskaming and Cochrane; Patricia Portion of the District of Kenora east of the 87th meridian; District of Parry Sound except the Townships of Humphrey, Conger, Christie, Foley, Cowper, McKeller, McDougall and Hagerman

CANADIAN UNION OF
SKILLED WORKERS
CUSW - THUNDER BAY

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT THUNDER BAY

GRADE AND STEP	CLASSIFICATIONS AND OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	UNION FUNDS (2)	TOTAL WAGE PACKAGE	JAC FUNDS (1)	Paid to Employee
							BILL 148 * PAID PEL (1)
ELECTRICIAN							
07-9	FOREMAN - 410165						
	2014-05-01	45.15	4.52	11.30	60.97	0.10	
	2015-05-01	45.15	4.52	12.68	62.35	0.10	
	2016-04-30	46.58	4.66	11.30	62.54	0.10	
	2016-05-01	47.30	4.73	11.30	63.33	0.10	
	2017-05-01	48.05	4.81	11.30	64.16	0.10	
	2018-05-01	48.79	4.88	11.30	64.97	0.10	0.39
	2019-05-01	49.55	4.96	11.30	65.81	0.10	0.40
SUBFOREMAN - 410155							
07-8							
	2014-05-01	42.76	4.28	11.30	58.34	0.10	
	2015-05-01	42.76	4.28	12.68	59.72	0.10	
	2016-04-30	44.11	4.41	11.30	59.82	0.10	
	2016-05-01	44.79	4.48	11.30	60.57	0.10	
	2017-05-01	45.50	4.55	11.30	61.35	0.10	
	2018-05-01	46.20	4.62	11.30	62.12	0.10	0.37
	2019-05-01	46.92	4.69	11.30	62.91	0.10	0.38
JOURNEYMAN - 410135, WELDER - 410136							
07-6	COMMUNICATIONS ELECTRICIAN - 410137						
	2014-05-01	39.96	4.00	11.30	55.26	0.10	
	2015-05-01	39.96	4.00	12.68	56.64	0.10	
	2016-04-30	41.22	4.12	11.30	56.64	0.10	
	2016-05-01	41.86	4.19	11.30	57.35	0.10	
	2017-05-01	42.52	4.25	11.30	58.07	0.10	
	2018-05-01	43.18	4.32	11.30	58.80	0.10	0.35
	2019-05-01	43.85	4.38	11.30	59.53	0.10	0.35
ELECTRICIAN APPRENTICE - 410115							
07-0	1st Period						
	2014-05-01	15.98	1.60	11.30	28.88	0.10	
	2015-05-01	15.98	1.60	12.68	30.26	0.10	
	2016-04-30	16.49	1.65	11.30	29.44	0.10	
	2016-05-01	16.74	1.67	11.30	29.71	0.10	
	2017-05-01	17.01	1.70	11.30	30.01	0.10	
	2018-05-01	17.27	1.73	11.30	30.30	0.10	0.14
	2019-05-01	17.54	1.75	11.30	30.59	0.10	0.14
07-1	2nd Period						
	2014-05-01	19.98	2.00	11.30	33.28	0.10	
	2015-05-01	19.98	2.00	12.68	34.66	0.10	
	2016-04-30	20.61	2.06	11.30	33.97	0.10	
	2016-05-01	20.93	2.09	11.30	34.32	0.10	
	2017-05-01	21.26	2.13	11.30	34.69	0.10	
	2018-05-01	21.59	2.16	11.30	35.05	0.10	0.17
	2019-05-01	21.93	2.19	11.30	35.42	0.10	0.18
07-2	3rd Period						
	2014-05-01	23.98	2.40	11.30	37.68	0.10	
	2015-05-01	23.98	2.40	12.68	39.06	0.10	
	2016-04-30	24.73	2.47	11.30	38.50	0.10	
	2016-05-01	25.12	2.51	11.30	38.93	0.10	
	2017-05-01	25.51	2.55	11.30	39.36	0.10	0.20
	2018-05-01	25.91	2.59	11.30	39.80	0.10	0.21
	2019-05-01						
07-3	4th Period						
	2014-05-01	27.97	2.80	11.30	42.07	0.10	
	2015-05-01	27.97	2.80	12.68	43.45	0.10	
	2016-04-30	28.85	2.89	11.30	43.04	0.10	
	2016-05-01	29.30	2.93	11.30	43.53	0.10	
	2017-05-01	29.76	2.98	11.30	44.04	0.10	
	2018-05-01	30.23	3.02	11.30	44.55	0.10	0.24
	2019-05-01	30.70	3.07	11.30	45.07	0.10	0.25
07-4	5th Period						
	2014-05-01	31.97	3.20	11.30	46.47	0.10	
	2015-05-01	31.97	3.20	12.68	47.85	0.10	
	2016-04-30	32.98	3.30	11.30	47.58	0.10	
	2016-05-01	33.49	3.35	11.30	48.14	0.10	
	2017-05-01	34.02	3.40	11.30	48.72	0.10	
	2018-05-01	34.54	3.45	11.30	49.29	0.10	0.28
	2019-05-01	35.08	3.51	11.30	49.89	0.10	0.28

(1) = per hour worked; (2) = per hour paid

* The Bill 148 Paid PEL column is for informational purposes only for contractors to comply with the *Employment Standards Act* and does not form part of the wage schedule negotiated pursuant to and forming part of the Collective Agreement.

MAP CODE:
N/A

ISSUED:
May 1, 2016

REVISED:
May 1, 2018

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CANADIAN UNION OF
SKILLED WORKERS
CUSW - THUNDER BAY

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT THUNDER BAY

OVERTIME RATE:

Mon-Fri: Scheduled Work Days - 1 1/2 times for up to and including 2 hours beyond the normal daily scheduled number of hours. This applies for both 4 day x 10 hours per day schedule and 5 day by 8 hour per day schedule.
Non-Scheduled Work Days - 2 times for all hours worked.
Sat: 2 times for all hours worked.
Sun & Hol: 2 times for all hours worked.

UNION FUNDS:

Union Funds include the following items:

Welfare* -	\$2.25	per hour paid
	\$3.00	per hour paid (effective May 1, 2013)
Training Trust Fund -	\$0.30	per hour paid
GRSP **-	\$8.00	per hour paid (effective May 1, 2014)
	\$9.38	per hour paid (May 1, 2015)
	\$8.00	per hour paid (April 30, 2016)

* Welfare includes \$0.03 for Bill 162 benefits and \$0.05 for Member and Family Assistance Program (MFAP)
* RST is payable on the welfare and Bill 162 portions - \$2.95 per paid hour of the welfare amount
** GRSP - funds are different for each classification (to calculate: GRSP = Union Fund - \$2.55)

JOINT APPRENTICESHIP COUNCIL (JAC) FUNDS:

\$0.10 per hour worked

UNION DUES:

Union Dues Checkoff - \$1.05 per hour paid

Union Dues Checkoff is not included in above noted Union Funds.
Union Dues Checkoff is to be deducted from the Base Hourly Rate.

BENEFITS:

All remittances (welfare, apprenticeship, training, GRSP and dues) are to be sent to:

Power Sector Retirement & Benefit Plan
555 Burnhamthorpe Road, Suite 603
TORONTO, ON M9C 2Y3

Phone number: 416-240-8083
Fax Number: 416-240-0993
Email: remittances@psbt.ca
Website: www.psbt.ca

GEOGRAPHIC AREA: Districts of Thunder Bay and Rainy River; District of Kenora, and Patricia