

CANADIAN UNION OF  
SKILLED WORKERS  
CUSW - BRUCE

WAGE SCHEDULE FOR CUSW MEMBERS EMPLOYED BY BRUCE POWER LP (70)

| GRADE AND STEP | CLASSIFICATIONS, OCCUPATION CODES & EFFECTIVE DATES | BASE HOURLY RATE | VACATION AND STAT. HOLIDAY | UNION FUNDS (2) | TRAINING TRUST FUND (2) | TOTAL WAGE PACKAGE | AGC (1) |
|----------------|---|------------------|----------------------------|-----------------|-------------------------|--------------------|---------|
|----------------|---|------------------|----------------------------|-----------------|-------------------------|--------------------|---------|

**ELECTRICIAN SENIOR FOREPERSON - 410175**  
**POWERLINE SENIOR TECHNICIAN FOREPERSON - 415075**  
**INSTRUMENTATION AND CONTROL TECHNICIAN SENIOR FOREPERSON - 420175**  
**ELECTRICAL TECHNICIAN SENIOR FOREPERSON - 4300075**

|  |          |       |      |       |      |       |      |
|--|----------|-------|------|-------|------|-------|------|
|  | 1-May-25 | 63.46 | 6.35 | 11.50 | 0.45 | 81.76 | 0.10 |
|  | 1-May-26 | 66.36 | 6.64 | 12.00 | 0.45 | 85.45 | 0.10 |
|  | 1-May-27 | 69.34 | 6.93 | 12.15 | 0.50 | 88.92 | 0.10 |
|  | 1-May-28 | 71.62 | 7.16 | 12.30 | 0.55 | 91.63 | 0.10 |
|  | 1-May-29 | 73.98 | 7.40 | 12.45 | 0.60 | 94.43 | 0.10 |

**ELECTRICIAN FOREPERSON - 410165**  
**POWERLINE TECHNICIAN FOREPERSON - 415065**  
**INSTRUMENTATION AND CONTROL TECHNICIAN FOREPERSON - 420165**  
**ELECTRICAL TECHNICIAN FOREPERSON - 430065**

|      |          |       |      |       |      |       |      |
|------|----------|-------|------|-------|------|-------|------|
| 07-9 | 1-May-25 | 60.81 | 6.08 | 11.50 | 0.45 | 78.84 | 0.10 |
|      | 1-May-26 | 63.60 | 6.36 | 12.00 | 0.45 | 82.41 | 0.10 |
|      | 1-May-27 | 66.45 | 6.65 | 12.15 | 0.50 | 85.75 | 0.10 |
|      | 1-May-28 | 68.63 | 6.86 | 12.30 | 0.55 | 88.34 | 0.10 |
|      | 1-May-29 | 70.90 | 7.09 | 12.45 | 0.60 | 91.04 | 0.10 |

**ELECTRICIAN SUBFOREPERSON - 410155**  
**POWERLINE TECHNICIAN SUBFOREPERSON -415055**  
**INSTRUMENTATION AND CONTROL TECHNICIAN SUBFOREPERSON - 420155**  
**ELECTRICAL TECHNICIAN SUBFOREPERSON - 430055**

|      |          |       |      |       |      |       |      |
|------|----------|-------|------|-------|------|-------|------|
| 07-8 | 1-May-25 | 56.85 | 5.69 | 11.50 | 0.45 | 74.49 | 0.10 |
|      | 1-May-26 | 59.45 | 5.95 | 12.00 | 0.45 | 77.85 | 0.10 |
|      | 1-May-27 | 62.11 | 6.21 | 12.15 | 0.50 | 80.97 | 0.10 |
|      | 1-May-28 | 64.16 | 6.42 | 12.30 | 0.55 | 83.43 | 0.10 |
|      | 1-May-29 | 66.27 | 6.63 | 12.45 | 0.60 | 85.95 | 0.10 |

**ELECTRICIAN JOURNEYPerson - 410135**  
**POWERLINE TECHNICIAN JOURNEYPerson - 415035**  
**INSTRUMENTATION AND CONTROL TECHNICIAN JOURNEYPerson - 420135**  
**ELECTRICAL TECHNICIAN JOURNEYPerson - 430035**  
**WELDER JOURNEYPerson- 410136**  
**COMMUNICATIONS ELECTRICIAN JOURNEYPerson- 410137**

|      |          |       |      |       |      |       |      |
|------|----------|-------|------|-------|------|-------|------|
| 07-6 | 1-May-25 | 52.88 | 5.29 | 11.50 | 0.45 | 70.12 | 0.10 |
|      | 1-May-26 | 55.30 | 5.53 | 12.00 | 0.45 | 73.28 | 0.10 |
|      | 1-May-27 | 57.78 | 5.78 | 12.15 | 0.50 | 76.21 | 0.10 |
|      | 1-May-28 | 59.68 | 5.97 | 12.30 | 0.55 | 78.50 | 0.10 |
|      | 1-May-29 | 61.65 | 6.16 | 12.45 | 0.60 | 80.86 | 0.10 |

**ELECTRICIAN APPRENTICE - 410115**

1st Period

|      |          |       |      |       |      |       |      |
|------|----------|-------|------|-------|------|-------|------|
| 07-0 | 1-May-25 | 21.15 | 2.12 | 11.50 | 0.45 | 35.22 | 0.10 |
|      | 1-May-26 | 22.12 | 2.21 | 12.00 | 0.45 | 36.78 | 0.10 |
|      | 1-May-27 | 23.11 | 2.31 | 12.15 | 0.50 | 38.07 | 0.10 |
|      | 1-May-28 | 25.07 | 2.51 | 12.30 | 0.55 | 40.43 | 0.10 |
|      | 1-May-29 | 27.74 | 2.77 | 12.45 | 0.60 | 43.56 | 0.10 |

2nd Period

|      |          |       |      |       |      |       |      |
|------|----------|-------|------|-------|------|-------|------|
| 07-1 | 1-May-25 | 26.44 | 2.64 | 11.50 | 0.45 | 41.03 | 0.10 |
|      | 1-May-26 | 27.65 | 2.77 | 12.00 | 0.45 | 42.87 | 0.10 |
|      | 1-May-27 | 28.89 | 2.89 | 12.15 | 0.50 | 44.43 | 0.10 |
|      | 1-May-28 | 31.03 | 3.10 | 12.30 | 0.55 | 46.98 | 0.10 |
|      | 1-May-29 | 33.91 | 3.39 | 12.45 | 0.60 | 50.35 | 0.10 |

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

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| GRADE AND STEP    | CLASSIFICATIONS, OCCUPATION CODES & EFFECTIVE DATES | BASE HOURLY RATE | VACATION AND STAT. HOLIDAY | UNION FUNDS (2) | TRAINING TRUST FUND (2) | TOTAL WAGE PACKAGE | AGC (1) |
|-------------------|---|------------------|----------------------------|-----------------|-------------------------|--------------------|---------|
| <b>3rd Period</b> |   |                  |                            |                 |                         |                    |         |
| 07-2              | 1-May-25  | 31.73            | 3.17                       | 11.50           | 0.45                    | 46.85              | 0.10    |
|                   | 1-May-26  | 33.18            | 3.32                       | 12.00           | 0.45                    | 48.95              | 0.10    |
|                   | 1-May-27  | 34.67            | 3.47                       | 12.15           | 0.50                    | 50.79              | 0.10    |
|                   | 1-May-28  | 37.00            | 3.70                       | 12.30           | 0.55                    | 53.55              | 0.10    |
|                   | 1-May-29  | 40.07            | 4.01                       | 12.45           | 0.60                    | 57.13              | 0.10    |
| <b>4th Period</b> |   |                  |                            |                 |                         |                    |         |
| 07-3              | 1-May-25  | 37.02            | 3.70                       | 11.50           | 0.45                    | 52.67              | 0.10    |
|                   | 1-May-26  | 38.71            | 3.87                       | 12.00           | 0.45                    | 55.03              | 0.10    |
|                   | 1-May-27  | 40.45            | 4.05                       | 12.15           | 0.50                    | 57.15              | 0.10    |
|                   | 1-May-28  | 42.97            | 4.30                       | 12.30           | 0.55                    | 60.12              | 0.10    |
|                   | 1-May-29  | 46.24            | 4.62                       | 12.45           | 0.60                    | 63.91              | 0.10    |
| <b>5th Period</b> |   |                  |                            |                 |                         |                    |         |
| 07-4              | 1-May-25  | 42.30            | 4.23                       | 11.50           | 0.45                    | 58.48              | 0.10    |
|                   | 1-May-26  | 44.24            | 4.42                       | 12.00           | 0.45                    | 61.11              | 0.10    |
|                   | 1-May-27  | 46.22            | 4.62                       | 12.15           | 0.50                    | 63.49              | 0.10    |
|                   | 1-May-28  | 48.94            | 4.89                       | 12.30           | 0.55                    | 66.68              | 0.10    |
|                   | 1-May-29  | 52.40            | 5.24                       | 12.45           | 0.60                    | 70.69              | 0.10    |

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

| GRADE AND STEP  | CLASSIFICATIONS, OCCUPATION CODES & EFFECTIVE DATES | BASE HOURLY RATE | VACATION AND STAT. HOLIDAY | UNION FUNDS (2) | TRAINING TRUST FUND (2) | TOTAL WAGE PACKAGE | AGC (1) |
|---|---|------------------|----------------------------|-----------------|-------------------------|--------------------|---------|
| <b>POWERLINE TECHNICIAN APPRENTICE - 415015</b>                   |   |                  |                            |                 |                         |                    |         |
| <b>INSTRUMENTATION AND CONTROL TECHNICIAN APPRENTICE - 420115</b> |   |                  |                            |                 |                         |                    |         |
| <b>1st Period</b>   |   |                  |                            |                 |                         |                    |         |
|   | 1-May-25  | 26.44            | 2.64                       | 11.50           | 0.45                    | 41.03              | 0.10    |
|   | 1-May-26  | 27.65            | 2.77                       | 12.00           | 0.45                    | 42.87              | 0.10    |
|   | 1-May-27  | 28.89            | 2.89                       | 12.15           | 0.50                    | 44.43              | 0.10    |
|   | 1-May-28  | 29.84            | 2.98                       | 12.30           | 0.55                    | 45.67              | 0.10    |
|   | 1-May-29  | 30.83            | 3.08                       | 12.45           | 0.60                    | 46.96              | 0.10    |
| <b>2nd Period</b>   |   |                  |                            |                 |                         |                    |         |
|   | 1-May-25  | 31.73            | 3.17                       | 11.50           | 0.45                    | 46.85              | 0.10    |
|   | 1-May-26  | 33.18            | 3.32                       | 12.00           | 0.45                    | 48.95              | 0.10    |
|   | 1-May-27  | 34.67            | 3.47                       | 12.15           | 0.50                    | 50.79              | 0.10    |
|   | 1-May-28  | 35.81            | 3.58                       | 12.30           | 0.55                    | 52.24              | 0.10    |
|   | 1-May-29  | 36.99            | 3.70                       | 12.45           | 0.60                    | 53.74              | 0.10    |
| <b>3rd Period</b>   |   |                  |                            |                 |                         |                    |         |
|   | 1-May-25  | 37.02            | 3.70                       | 11.50           | 0.45                    | 52.67              | 0.10    |
|   | 1-May-26  | 38.71            | 3.87                       | 12.00           | 0.45                    | 55.03              | 0.10    |
|   | 1-May-27  | 40.45            | 4.05                       | 12.15           | 0.50                    | 57.15              | 0.10    |
|   | 1-May-28  | 41.78            | 4.18                       | 12.30           | 0.55                    | 58.81              | 0.10    |
|   | 1-May-29  | 43.16            | 4.32                       | 12.45           | 0.60                    | 60.53              | 0.10    |
| <b>4th Period</b>   |   |                  |                            |                 |                         |                    |         |
|   | 1-May-25  | 42.30            | 4.23                       | 11.50           | 0.45                    | 58.48              | 0.10    |
|   | 1-May-26  | 44.24            | 4.42                       | 12.00           | 0.45                    | 61.11              | 0.10    |
|   | 1-May-27  | 46.22            | 4.62                       | 12.15           | 0.50                    | 63.49              | 0.10    |
|   | 1-May-28  | 47.74            | 4.77                       | 12.30           | 0.55                    | 65.36              | 0.10    |
|   | 1-May-29  | 49.32            | 4.93                       | 12.45           | 0.60                    | 67.30              | 0.10    |

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| GRADE AND STEP | CLASSIFICATIONS, OCCUPATION CODES & EFFECTIVE DATES | BASE HOURLY RATE | VACATION AND STAT. HOLIDAY | UNION FUNDS (2) | TRAINING TRUST FUND (2) | TOTAL WAGE PACKAGE | AGC (1) |
|----------------|---|------------------|----------------------------|-----------------|-------------------------|--------------------|---------|
|----------------|---|------------------|----------------------------|-----------------|-------------------------|--------------------|---------|

**GROUNDPERSON - CONTRACTORS ONLY**

**1st Year**

|          |       |      |       |      |       |      |
|----------|-------|------|-------|------|-------|------|
| 1-May-25 | 31.73 | 3.17 | 11.50 | 0.45 | 46.85 | 0.10 |
| 1-May-26 | 33.18 | 3.32 | 12.00 | 0.45 | 48.95 | 0.10 |
| 1-May-27 | 34.67 | 3.47 | 12.15 | 0.50 | 50.79 | 0.10 |
| 1-May-28 | 35.81 | 3.58 | 12.30 | 0.55 | 52.24 | 0.10 |
| 1-May-29 | 36.99 | 3.70 | 12.45 | 0.60 | 53.74 | 0.10 |

**2nd Year**

|          |       |      |       |      |       |      |
|----------|-------|------|-------|------|-------|------|
| 1-May-25 | 37.02 | 3.70 | 11.50 | 0.45 | 52.67 | 0.10 |
| 1-May-26 | 38.71 | 3.87 | 12.00 | 0.45 | 55.03 | 0.10 |
| 1-May-27 | 40.45 | 4.05 | 12.15 | 0.50 | 57.15 | 0.10 |
| 1-May-28 | 41.78 | 4.18 | 12.30 | 0.55 | 58.81 | 0.10 |
| 1-May-29 | 43.16 | 4.32 | 12.45 | 0.60 | 60.53 | 0.10 |

**3rd Year**

|          |       |      |       |      |       |      |
|----------|-------|------|-------|------|-------|------|
| 1-May-25 | 42.30 | 4.23 | 11.50 | 0.45 | 58.48 | 0.10 |
| 1-May-26 | 44.24 | 4.42 | 12.00 | 0.45 | 61.11 | 0.10 |
| 1-May-27 | 46.22 | 4.62 | 12.15 | 0.50 | 63.49 | 0.10 |
| 1-May-28 | 47.74 | 4.77 | 12.30 | 0.55 | 65.36 | 0.10 |
| 1-May-29 | 49.32 | 4.93 | 12.45 | 0.60 | 67.30 | 0.10 |

**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\*** - \$3.50 per hour paid (\$4.00 effective May 1, 2026) (\$4.15 effective May 1, 2027) (\$4.30 effective May 1, 2028) (\$4.45 effective May 1, 2029)

**GRSP** - \$8.00 per hour paid effective May 1, 2025

\* **Welfare** includes \$0.03 for Bill 162 benefits, and \$0.05 for Member and Family Assistance Plan  
\* **RST** is to be paid on only -0.05 per hour (paid) of the Welfare amount.

**APPRENTICESHIP GOVERNANCE COUNCIL (AGC) FUNDS:** - \$0.10 per hour worked, outside of the package.

**ETTF** \$0.45 per hour paid (\$0.50 effective May 1, 2027), (\$0.55 effective May 1, 2028), (\$0.60 effective May 1, 2029)

**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, education and training trust fund (ETTF), group retirement savings plan (GRSP), apprenticeship and union dues) are to be sent to:

Power Sector Retirement & Benefit Plan  
10 Carlson Court, Suite 802  
Toronto, ON  
M9W 6L2  
Phone number: 416-245-9270  
Fax number: 416-240-0993  
email: remittances@psbt.ca  
website: www.psbt.ca

**GEOGRAPHIC AREA:** Bruce Power LP Generating Station in Bruce County