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 | CLASSIFICATIONS | BASE | VACATION | UNION | TOTAL | AGC |
|--------------|--|--|---|--|---|---|
| ND TEP | OCCUPATION CODES | HOURLY | & STAT. HOLIDAY | FUNDS | WAGE | FUNDS (1) |
| IEP | & EFFECTIVE DATES | RATE | HOLIDAY | (2) | PACKAGE | (1) |
| | ELECTRICIAN | | | | | |
| 7-9 | FOREPERSON - 410165 | | | | | |
| . • | 2020-05-01 | 50.49 | 5.05 | 11.30 | 66.84 | 0.10 |
| | 2021-05-01 | 51.05 | 5.11 | 11.35 | 67.51 | 0.10 |
| | 2022-05-01 | 51.63 | 5.16 | 11.40 | 68.19 | 0.10 |
| | 2023-05-01 | 55.96 | 5.60 | 11.40 | 72.96 | 0.10 |
| | 2024-05-01 | 57.01 | 5.70 | 11.70 | 74.41 | 0.10 |
| | 2021.000. | •• | 5 5 | • | | •• |
| 7-8 | SUBFOREPERSON - 410 | 0155 | | | | |
| | 2020-05-01 | 47.81 | 4.78 | 11.30 | 63.89 | 0.10 |
| | 2021-05-01 | 48.34 | 4.83 | 11.35 | 64.52 | 0.10 |
| | 2022-05-01 | 48.89 | 4.89 | 11.40 | 65.18 | 0.10 |
| | 2023-05-01 | 52.31 | 5.23 | 11.40 | 68.94 | 0.10 |
| | 2024-05-01 | 53.29 | 5.33 | 11.70 | 70.32 | 0.10 |
| | | | | | | |
| 7-6 | JOURNEYPERSON - 410 | 135 | | | | |
| | LINEPERSON JOURNEY | PERSON - 4 | 15035 | | | |
| | INSTRUMENTATION AN | D CONTROL | JOURNEYPERSON - 420135 | | | |
| | ELECTRICAL TECHNICI | AN - 410138 | | | | |
| | WELDER - 410136 | | | | | |
| | COMMUNICATIONS ELE | CTRICIAN - | 410137 | | | |
| | 2020-05-01 | 44.68 | 4.47 | 11.30 | 60.45 | 0.10 |
| | 2021-05-01 | 45.18 | 4.52 | 11.35 | 61.05 | 0.10 |
| | 2022-05-01 | 45.69 | 4.57 | 11.40 | 61.66 | 0.10 |
| | 2023-05-01 | 48.66 | 4.87 | 11.40 | 64.93 | 0.10 |
| | 2024-05-01 | 49.57 | 4.95 | 11.70 | 66.23 | 0.10 |
| | | | | | | |
| | ELECTRICIAN APPRENT | TICE - 41011 | 5 | | | |
| 07-0 | 1st Period (40% of Journ | nevperson's | rate) | | | |
| | 2020-05-01 | 17.87 | 1.79 | 11.30 | 30.96 | 0.10 |
| | 2021-05-01 | 18.07 | 1.81 | 11.35 | 31.23 | 0.10 |
| | 2022-05-01 | 18.28 | 1.83 | 11.40 | 31.51 | 0.10 |
| | 2023-05-01 | 19.46 | 1.95 | 11.40 | 32.81 | 0.10 |
| | 2024-05-01 | 19.83 | 1.98 | 11.70 | 33.51 | 0.10 |
| | | | | | | |
| 07-1 | 2nd Period (50% of Jour | neyperson's | rate) | | | |
| | 2020-05-01 | 22.34 | 2.23 | 11.30 | 35.87 | 0.10 |
| | 2021-05-01 | 22.59 | 2.26 | 11.35 | 36.20 | 0.10 |
| | 2022-05-01 | 22.85 | 2.29 | 11.40 | 36.54 | 0.10 |
| | 2023-05-01 | 24.33 | 2.43 | 11.40 | 38.16 | 0.10 |
| | 2024-05-01 | 24.79 | 2.48 | 11.70 | 38.97 | 0.10 |
| | | | | | | |
| 07-2 | 3rd Period (60% of Jour | neyperson's | rate) | | | |
| | 2020-05-01 | 26.81 | 2.68 | 11.30 | 40.79 | 0.10 |
| | 2021-05-01 | 27.11 | 2.71 | 11.35 | 41.17 | 0.10 |
| | 2022-05-01 | 27.41 | 2.74 | 11.40 | 41.55 | 0.10 |
| | 2023-05-01 | 29.20 | 2.92 | 11.40 | 43.52 | 0.10 |
| | 2024-05-01 | 29.74 | 2.97 | 11.70 | 44.41 | 0.10 |
| | | | | | | |
| | | | | | | |
| 7-3 | 4th Period (70% of Journ | neyperson's | rate) | | | |
| 17-3 | 4th Period (70% of Journ 2020-05-01 | neyperson's 31.28 | rate) 3.13 | 11.30 | 45.71 | 0.10 |
| 7-3 | | | | 11.30 11.35 | 45.71 46.14 | 0.10 0.10 |
| 17-3 | 2020-05-01 | 31.28 | 3.13 | | | |
|)7-3 | 2020-05-01 2021-05-01 | 31.28 31.63 | 3.13 3.16 | 11.35 | 46.14 | 0.10 |
| 07-3 | 2020-05-01 2021-05-01 2022-05-01 2023-05-01 | 31.28 31.63 31.98 | 3.13 3.16 3.20 | 11.35 11.40 11.40 | 46.14 46.58 | 0.10 0.10 |
| 17-3 | 2020-05-01 2021-05-01 2022-05-01 | 31.28 31.63 31.98 34.06 | 3.13 3.16 3.20 3.41 | 11.35 11.40 | 46.14 46.58 48.87 | 0.10 0.10 0.10 |
| | 2020-05-01 2021-05-01 2022-05-01 2023-05-01 | 31.28 31.63 31.98 34.06 34.70 | 3.13 3.16 3.20 3.41 3.47 | 11.35 11.40 11.40 | 46.14 46.58 48.87 | 0.10 0.10 0.10 |
| | 2020-05-01 2021-05-01 2022-05-01 2023-05-01 2024-05-01 5th Period (80% of Journ | 31.28 31.63 31.98 34.06 34.70 | 3.13 3.16 3.20 3.41 3.47 | 11.35 11.40 11.40 11.70 | 46.14 46.58 48.87 | 0.10 0.10 0.10 |
| | 2020-05-01 2021-05-01 2022-05-01 2023-05-01 2024-05-01 5th Period (80% of Journ 2020-05-01 | 31.28 31.63 31.98 34.06 34.70 neyperson's 35.74 | 3.13 3.16 3.20 3.41 3.47 rate) 3.57 | 11.35 11.40 11.40 11.70 | 46.14 46.58 48.87 49.87 50.61 | 0.10 0.10 0.10 0.10 |
| | 2020-05-01 2021-05-01 2022-05-01 2023-05-01 2024-05-01 5th Period (80% of Journ 2020-05-01 2021-05-01 | 31.28 31.63 31.98 34.06 34.70 neyperson's 35.74 36.14 | 3.13 3.16 3.20 3.41 3.47 rate) 3.57 3.61 | 11.35 11.40 11.40 11.70 11.30 11.35 | 46.14 46.58 48.87 49.87 50.61 51.10 | 0.10 0.10 0.10 0.10 0.10 |
| 07-3 07-4 | 2020-05-01 2021-05-01 2022-05-01 2023-05-01 2024-05-01 5th Period (80% of Journ 2020-05-01 | 31.28 31.63 31.98 34.06 34.70 neyperson's 35.74 | 3.13 3.16 3.20 3.41 3.47 rate) 3.57 | 11.35 11.40 11.40 11.70 | 46.14 46.58 48.87 49.87 50.61 | 0.10 0.10 0.10 0.10 |

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

 MAP CODE:
 ISSUED:
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 PAGE:

 N/A
 May 1, 2016
 April 10, 2024
 2 OF 3

CANADIAN UNION OF SKILLED WORKERS EMPLOYING CUSW MEMBERS AT NUCLEAR WASTE OPERATIONS - BRUCE SITE (70)

| GRADE | CLASSIFICATIONS | BASE | VACATION | UNION | TOTAL | AGC |
|-------|--------------------------|-------------|---------------------|-------|---------|-------|
| AND | OCCUPATION CODES | HOURLY | & STAT. | FUNDS | WAGE | FUNDS |
| STEP | & EFFECTIVE DATES | RATE | HOLIDAY | (2) | PACKAGE | (1) |
| | LINEPERSON APPRENT | ICE - 41501 | 5 | | | |
| | INSTRUMENTATION AN | D CONTROL | APPRENTICE - 420115 | | | |
| 07-10 | 1st Period (50% of Journ | nevperson's | rate) | | | |
| | 2023-05-01 | 24.33 | 2.43 | 11.40 | 38.16 | 0.10 |
| | 2024-05-01 | 24.79 | 2.48 | 11.70 | 38.97 | 0.10 |
| 07-11 | 2nd Period (60% of Jour | nevperson's | rate) | | | |
| | 2023-05-01 | 29.20 | 2.92 | 11.40 | 43.52 | 0.10 |
| | 2024-05-01 | 29.74 | 2.97 | 11.70 | 44.41 | 0.10 |
| 07-12 | 3rd Period (70% of Jour | nevperson's | rate) | | | |
| | 2023-05-01 | 34.06 | 3.41 | 11.40 | 48.87 | 0.10 |
| | 2024-05-01 | 34.70 | 3.47 | 11.70 | 49.87 | 0.10 |
| 07-13 | 4th Period (80% of Jour | nevperson's | rate) | | | |
| | 2023-05-01 | 38.93 | 3.89 | 11.40 | 54.22 | 0.10 |
| | 2024-05-01 | 39.66 | 3.97 | 11.70 | 55.33 | 0.10 |

^{(1) =} per hour worked; (2) = per hour paid

MAP CODE: ISSUED: REVISED: PAGE: N/A May 1, 2016 April 10, 2024 3 OF 3

CANADIAN UNION OF ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS SKILLED WORKERS EMPLOYING CUSW MEMBERS AT NUCLEAR WASTE OPERATIONS -CUSW - NWO - BRUCE 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

GRSP **-

UNION FUNDS:

Union Funds include the following items:

\$2.25 Welfare* per hour paid

per hour paid (effective May 1, 2013) \$3.00 per hour paid (effective May 1, 2024) \$3.25

Training Trust Fund -\$0.30 per hour paid

\$0.35 per hour paid (effective May 1, 2021) \$0.40 per hour paid (effective May 1, 2022) \$0.45 per hour paid (effective May 1, 2024) \$8.00 per hour paid (effective May 1, 2014) \$9.39 per hour paid (May 1, 2015)

per hour paid (April 30, 2016) \$8.00 * 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-/ May 1 2024 \$3.20

APPRENTICESHIP GOVERNANCE COUNCIL (AGC) 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 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

GRSP Note

GEOGRAPHIC AREA: BNPD/Bruce Power project site.

CANADIAN UNION OF SKILLED WORKERS CUSW - PICKERING

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

| RADE | CLASSIFICATIONS OCCUPATION CODES | BASE HOURLY | VACATION & STAT. | UNION FUNDS | TOTAL WAGE | AGC FUNDS | | | | |
|------------|---|--|---------------------|-------------------------|----------------|--------------|--|--|--|--|
| ΓEΡ | & EFFECTIVE DATES | RATE | HOLIDAY | (2) | PACKAGE | (1) | | | | |
| | ELECTRICIAN | | | | | | | | | |
| -9 | FOREPERSON - 410165 | | | | | | | | | |
| | 2020-05-01 | 52.27 | 5.23 | 11.30 | 68.80 | 0.10 | | | | |
| | 2021-05-01 | 52.86 | 5.29 | 11.35 | 69.50 | 0.10 | | | | |
| | 2022-05-01 | 53.46 | 5.35 | 11.40 | 70.21 | 0.10 | | | | |
| | 2023-05-01 | 57.93 | 5.79 | 11.40 | 75.12 | 0.10 | | | | |
| | 2024-05-01 | 59.02 | 5.90 | 11.70 | 76.62 | 0.10 | | | | |
| -8 | SUBFOREPERSON - 410 | 1155 | | | | | | | | |
| • | 2020-05-01 | 49.50 | 4.95 | 11.30 | 65.75 | 0.10 | | | | |
| | 2021-05-01 | 50.05 | 5.01 | 11.35 | 66.41 | 0.10 | | | | |
| | 2022-05-01 | 50.62 | 5.06 | 11.40 | 67.08 | 0.10 | | | | |
| | 2023-05-01 | 54.15 | 5.42 | 11.40 | 70.97 | 0.10 | | | | |
| | 2024-05-01 | 55.17 | 5.52 | 11.70 | 72.39 | 0.10 | | | | |
| • | | | | | | | | | | |
| '-6 | JOURNEYPERSON - 410 LINEPERSON JOURNEY | | 115035 | | | | | | | |
| | INSTRUMENTATION AN | INSTRUMENTATION AND CONTROL JOURNEYPERSON - 420135 ELECTRICAL TECHNICIAN - 410138 WEI DEP 410436 | | | | | | | | |
| | WELDER - 410136 | CTDICIAN | 440427 | | | | | | | |
| | COMMUNICATIONS ELE | | | 44.00 | 60.40 | 0.40 | | | | |
| | 2020-05-01 | 46.26 | 4.63 | 11.30 | 62.19 | 0.10 | | | | |
| | 2021-05-01 | 46.78 | 4.68 | 11.35 | 62.81 | 0.10 | | | | |
| | 2022-05-01 | 47.31 | 4.73 | 11.40 | 63.44 | 0.10 | | | | |
| | 2023-05-01 | 50.37 | 5.04 | 11.40 | 66.81 | 0.10 | | | | |
| | 2024-05-01 | 51.32 | 5.13 | 11.70 | 68.15 | 0.10 | | | | |
| | ELECTRICIAN APPRENT | TICE - 41011 | 5 | | | | | | | |
| '-0 | 1st Period (40% of Journ | neyperson's | rate) | | | | | | | |
| | 2020-05-01 | 18.50 | 1.85 | 11.30 | 31.65 | 0.10 | | | | |
| | 2021-05-01 | 18.71 | 1.87 | 11.35 | 31.93 | 0.10 | | | | |
| | 2022-05-01 | 18.92 | 1.89 | 11.40 | 32.21 | 0.10 | | | | |
| | 2023-05-01 | 20.15 | 2.02 | 11.40 | 33.57 | 0.10 | | | | |
| | 2024-05-01 | 20.53 | 2.05 | 11.70 | 34.28 | 0.10 | | | | |
| | | | | | | | | | | |
| 7-1 | 2nd Period (50% of Journeyperson's rate) | | | | | | | | | |
| | 2020-05-01 | 23.13 | 2.31 | 11.30 | 36.74 | 0.10 | | | | |
| | 2021-05-01 | 23.39 | 2.34 | 11.35 | 37.08 | 0.10 | | | | |
| | 2022-05-01 | 23.66 | 2.37 | 11.40 | 37.43 | 0.10 | | | | |
| | 2023-05-01 | 25.19 | 2.52 | 11.40 | 39.11 | 0.10 | | | | |
| | 2024-05-01 | 25.66 | 2.57 | 11.70 | 39.93 | 0.10 | | | | |
| 7-2 | 3rd Period (60% of Journ | nevnerson's | rate) | | | | | | | |
| - | 2020-05-01 | 27.76 | 2.78 | 11.30 | 41.84 | 0.10 | | | | |
| | 2021-05-01 | 28.07 | 2.81 | 11.35 | 42.23 | 0.10 | | | | |
| | 2022-05-01 | 28.39 | 2.84 | 11.40 | 42.23 42.63 | 0.10 | | | | |
| | | | | | | | | | | |
| | 2023-05-01 2024-05-01 | 30.22 30.79 | 3.02 3.08 | 11.40 11.70 | 44.64 45.57 | 0.10 0.10 | | | | |
| | 2027-00-01 | 50.75 | 0.00 | 11.70 | 40.01 | 0.10 | | | | |
| 7-3 | 4th Period (70% of Journ | | | | | | | | | |
| | 2020-05-01 | 32.38 | 3.24 | 11.30 | 46.92 | 0.10 | | | | |
| | 2021-05-01 | 32.75 | 3.28 | 11.35 | 47.38 | 0.10 | | | | |
| | 2022-05-01 | 33.12 | 3.31 | 11.40 | 47.83 | 0.10 | | | | |
| | 2023-05-01 | 35.26 | 3.53 | 11.40 | 50.19 | 0.10 | | | | |
| | 2024-05-01 | 35.92 | 3.59 | 11.70 | 51.21 | 0.10 | | | | |
| -4 | 5th Period (80% of Journ | nevnereon'e | rate) | | | | | | | |
| | | | | 11 20 | 52.01 | 0.40 | | | | |
| | 2020-05-01 | 37.01 | 3.70 | 11.30 | | 0.10 | | | | |
| | 2021-05-01 | 37.42 | 3.74 | 11.35 | 52.51 | 0.10 | | | | |
| | | | | | | | | | | |
| | 2022-05-01 | 37.85 | 3.79 | 11.40 | 53.04 | 0.10 | | | | |
| | 2022-05-01 2023-05-01 2024-05-01 | 40.30 41.06 | 4.03 4.11 | 11.40 11.40 11.70 | 55.73 56.87 | 0.10 0.10 | | | | |

^{(1) =} per hour worked; (2) = per hour paid

CANADIAN UNION OF SKILLED WORKERS CUSW - PICKERING

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

| GRADE | CLASSIFICATIONS | BASE | VACATION | UNION | TOTAL | AGC | | | | | |
|-------|---|--|------------------------|-------|---------|-------|--|--|--|--|--|
| AND | OCCUPATION CODES | HOURLY | & STAT. | FUNDS | WAGE | FUNDS | | | | | |
| STEP | & EFFECTIVE DATES | RATE | HOLIDAY | (2) | PACKAGE | (1) | | | | | |
| | LINEPERSON JOURNEY | PERSON - 4 | 15035 | | | | | | | | |
| | INSTRUMENTATION AN | D CONTROL | JOURNEYPERSON - 420135 | | | | | | | | |
| 07-10 | 1st Period (50% of Journ | 1st Period (50% of Journeyperson's rate) | | | | | | | | | |
| | 2023-05-01 | 25.19 | 2.52 | 11.40 | 39.11 | 0.10 | | | | | |
| | 2024-05-01 | 25.66 | 2.57 | 11.70 | 39.93 | 0.10 | | | | | |
| 07-11 | 2nd Period 60% of Journeyperson's rate) | | | | | | | | | | |
| | 2023-05-01 | 30.22 | 3.02 | 11.40 | 44.64 | 0.10 | | | | | |
| | 2024-05-01 | 30.79 | 3.08 | 11.70 | 45.57 | 0.10 | | | | | |
| 07-12 | 3rd Period (70% of Journ | neyperson's | rate) | | | | | | | | |
| | 2023-05-01 | 35.26 | 3.53 | 11.40 | 50.19 | 0.10 | | | | | |
| | 2024-05-01 | 35.92 | 3.59 | 11.70 | 51.21 | 0.10 | | | | | |
| 07-13 | 4th Period (80% of Journ | neyperson's | rate) | | | | | | | | |
| | 2023-05-01 | 40.30 | 4.03 | 11.40 | 55.73 | 0.10 | | | | | |
| | 2024-05-01 | 41.06 | 4.11 | 11.70 | 56.87 | 0.10 | | | | | |

^{(1) =} per hour worked; (2) = per hour paid

MAP CODE: ISSUED: REVISED: PAGE: N/A May 1, 2016 April 10, 2024

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

\$3.00 per hour paid (effective May 1, 2013) per hour paid (effective May 1, 2024) \$3.25

Training Trust Fund per hour paid \$0.30

per hour paid (effective May 1, 2021) \$0.35 \$0.40 per hour paid (effective May 1, 2022) \$0.45 per hour paid (effective May 1, 2024) \$8.00 per hour paid effective May 1, 2014

GRSP **-\$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- May 1 2024 \$3.20

APPRENTICESHIP GOVERNANCE COUNCIL (AGC) 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 Phone number: 416-245-9270 10 Carlson Court, Suite 802 TORONTO, ON M9W 6L2 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 | CLASSIFICATIONS | BASE | VACATION | UNION | TOTAL | AGC |
|-------|-----------------------------|-----------------------|--------------------------|----------------|---------|-------|
| AND | OCCUPATION CODES | HOURLY | & STAT. | FUNDS | WAGE | FUNDS |
| STEP | & EFFECTIVE DATES | RATE | HOLIDAY | (2) | PACKAGE | (1) |
| | EL ECTRICIAN | | | | | |
| 07.0 | ELECTRICIAN 440465 | | | | | |
| 07-9 | FOREPERSON - 410165 | | 5.00 | 44.00 | 07.40 | 0.40 |
| | 2020-05-01 | 50.75 | 5.08 | 11.30 | 67.13 | 0.10 |
| | 2021-05-01 | 51.32 | 5.13 | 11.35 | 67.80 | 0.10 |
| | 2022-05-01 | 51.90 | 5.19 | 11.40 | 68.49 | 0.10 |
| | 2023-05-01 | 56.26 | 5.63 | 11.40 | 73.29 | 0.10 |
| | 2024-05-01 | 57.30 | 5.73 | 11.70 | 74.73 | 0.10 |
| 07.0 | CHDEODEREDOON |)4EF | | | | |
| 07-8 | SUBFOREPERSON - 410 | | 4.91 | 44.00 | 64.46 | 0.40 |
| | 2020-05-01 | 48.05 | 4.81 | 11.30 | 64.16 | 0.10 |
| | 2021-05-01 | 48.60 | 4.86 | 11.35 | 64.81 | 0.10 |
| | 2022-05-01 | 49.15 | 4.92 | 11.40 | 65.47 | 0.10 |
| | 2023-05-01 | 52.59 | 5.26 | 11.40 | 69.25 | 0.10 |
| | 2024-05-01 | 53.57 | 5.36 | 11.70 | 70.63 | 0.10 |
| 07.0 | IOUDNEYDEDOO:: :: | 405 | | | | |
| 07-6 | JOURNEYPERSON- 410 | | 45025 | | | |
| | LINEPERSON JOURNEY | | | _ | | |
| | | | . JOURNEYPERSON - 420135 | 5 | | |
| | ELECTRICAL TECHNICIA | AN - 410138 | | | | |
| | WELDER - 410136 | | | | | |
| | COMMUNICATIONS ELE | | | | | |
| | 2020-05-01 | 44.91 | 4.49 | 11.30 | 60.70 | 0.10 |
| | 2021-05-01 | 45.42 | 4.54 | 11.35 | 61.31 | 0.10 |
| | 2022-05-01 | 45.93 | 4.59 | 11.40 | 61.92 | 0.10 |
| | 2023-05-01 | 48.92 | 4.89 | 11.40 | 65.21 | 0.10 |
| | 2024-05-01 | 49.83 | 4.98 | 11.70 | 66.51 | 0.10 |
| | | | | - | | |
| | ELECTRICIAN APPRENT | TICE - 41011 | 5 | | | |
| 07-0 | 1st Period (40% of Journ | | | | | |
| | 2020-05-01 | 17.96 | 1.80 | 11.30 | 31.06 | 0.10 |
| | 2021-05-01 | 18.17 | 1.82 | 11.35 | 31.34 | 0.10 |
| | 2022-05-01 | 18.37 | 1.84 | 11.40 | 31.61 | 0.10 |
| | 2023-05-01 | 19.57 | 1.96 | 11.40 | 32.93 | 0.10 |
| | 2024-05-01 | 19.93 | 1.99 | 11.70 | 33.62 | 0.10 |
| | | | | · ···· • | **** | **** |
| 07-1 | 2nd Period (50% of Jour | neyperson's | rate) | | | |
| | 2020-05-01 | 22.46 | 2.25 | 11.30 | 36.01 | 0.10 |
| | 2021-05-01 | 22.71 | 2.27 | 11.35 | 36.33 | 0.10 |
| | 2022-05-01 | 22.97 | 2.30 | 11.40 | 36.67 | 0.10 |
| | 2023-05-01 | 24.46 | 2.45 | 11.40 | 38.31 | 0.10 |
| | 2024-05-01 | 24.46 | 2.49 | 11.40 | 39.11 | 0.10 |
| | | 2-7.52 | 2.70 | 11.70 | JJ.11 | 5.10 |
| 07-2 | 3rd Period (60% of Journ | nevperson's | rate) | | | |
| | 2020-05-01 | 26.95 | 2.70 | 11.30 | 40.95 | 0.10 |
| | 2020-05-01 | 27.25 | 2.73 | 11.35 | 41.33 | 0.10 |
| | 2022-05-01 | 27.25 27.56 | 2.76 | 11.35 | 41.72 | 0.10 |
| | | | 2.76 | | | |
| | 2023-05-01 | 29.35 29.90 | 2.94 2.99 | 11.40 11.70 | 43.69 | 0.10 |
| | 2024-05-01 | ∠9.90 | 2.33 | 11.70 | 44.59 | 0.10 |
| 07-3 | 4th Daried /700/ of January | anunoroon'- | rato) | | | |
| 01-3 | 4th Period (70% of Journ | | | 44.00 | 45.00 | 0.40 |
| | 2020-05-01 | 31.44 | 3.14 | 11.30 | 45.88 | 0.10 |
| | 2021-05-01 | 31.79 | 3.18 | 11.35 | 46.32 | 0.10 |
| | 2022-05-01 | 32.15 | 3.22 | 11.40 | 46.77 | 0.10 |
| | 2023-05-01 | 34.24 | 3.42 | 11.40 | 49.06 | 0.10 |
| | 2024-05-01 | 34.88 | 3.49 | 11.70 | 50.07 | 0.10 |
| a= 4 | Eth David at (000) | | | | | |
| 07-4 | 5th Period (80% of Journ | | | | | |
| | 2020-05-01 | 35.93 | 3.59 | 11.30 | 50.82 | 0.10 |
| | 2021-05-01 | 36.34 | 3.63 | 11.35 | 51.32 | 0.10 |
| | 2022-05-01 | 36.74 | 3.67 | 11.40 | 51.81 | 0.10 |
| | 2023-05-01 | 39.14 | 3.91 | 11.40 | 54.45 | 0.10 |
| | 2024-05-01 | 39.86 | 3.99 | 11.70 | 55.55 | 0.10 |
| | | | | | | |

^{(1) =} per hour worked; (2) = per hour paid

CANADIAN UNION OF SKILLED WORKERS CUSW - DARLINGTON

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

| GRADE | CLASSIFICATIONS | BASE | VACATION | UNION | TOTAL | AGC |
|-------|--------------------------|--------------|---------------------|-------|---------|-------|
| AND | OCCUPATION CODES | HOURLY | & STAT. | FUNDS | WAGE | FUNDS |
| STEP | & EFFECTIVE DATES | RATE | HOLIDAY | (2) | PACKAGE | (1) |
| | LINEPERSON APPRENT | TICE - 41501 | 5 | | | |
| | INSTRUMENTATION AN | D CONTROL | APPRENTICE - 420115 | | | |
| 07-10 | 1st Period (50% of Journ | nevperson's | rate) | | | |
| | 2023-05-01 | 24.46 | 2.45 | 11.40 | 38.31 | 0.10 |
| | 2024-05-01 | 24.92 | 2.49 | 11.70 | 39.11 | 0.10 |
| 7-11 | 2nd Period (60% of Jour | neyperson's | | | | |
| | 2023-05-01 | 29.35 | 2.94 | 11.40 | 43.69 | 0.10 |
| | 2024-05-01 | 29.90 | 2.99 | 11.70 | 44.59 | 0.10 |
| 7-12 | 3rd Period (70% of Jour | nevperson's | rate) | | | |
| | 2023-05-01 | 34.24 | 3.42 | 11.40 | 49.06 | 0.10 |
| | 2024-05-01 | 34.88 | 3.49 | 11.70 | 50.07 | 0.10 |
| 07-13 | 4th Period (80% of Jour | nevperson's | rate) | | | |
| | 2023-05-01 | 39.14 | 3.91 | 11.40 | 54.45 | 0.10 |
| | 2024-05-01 | 39.86 | 3.99 | 11.70 | 55.55 | 0.10 |

^{(1) =} per hour worked; (2) = per hour paid

MAP CODE: ISSUED: REVISED: PAGE: N/A May 1, 2016 April 10, 2024

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

\$3.00 per hour paid (effective May 1, 2013) per hour paid (effective May 1, 2024) \$3.25

Training Trust Fund -\$0.30 per hour paid

per hour paid (effective May 1, 2021) \$0.35 \$0.40 per hour paid (effective May 1, 2022) \$0.45 per hour paid (effective May 1, 2024) \$8.00 per hour paid (effective May 1, 2014) \$9.40

per hour paid (May 1, 2015) per hour paid (April 30, 2016) \$8.00

- * 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- May 1 2024 \$3.20

APPRENTICESHIP GOVERNANCE COUNCIL (AGC) FUNDS:

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.

GRSP **-

BENEFITS:

All remittances (welfare, apprenticeship, training, GRSP and 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: Darlington NGS Project Site.

MAP CODE: ISSUED: REVISED: PAGE: N/A May 1, 2016 April 10, 2024 1 OF 3

CANADIAN UNION OF SKILLED WORKERS

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

39.32

40.06

4.01

2024-05-01

CUSW - WINDSOR

GRADE CLASSIFICATIONS BASE VACATION UNION TOTAL AGC AND OCCUPATION CODES HOURLY & STAT. **FUNDS** WAGE **FUNDS** STEP & EFFECTIVE DATES RATE HOLIDAY (2) PACKAGE (1) ELECTRICIAN FOREPERSON - 410165 2020-05-01 07-9 51 00 5.10 11 30 67 40 0.10 68.08 2021-05-01 51.57 5.16 11.35 0.10 2022-05-01 52.15 5.22 11.40 68.77 0.10 2023-05-01 56.52 5.65 5.76 11.40 11.70 73.57 75.04 0.10 0.10 2024-05-01 57.58 SUBFOREPERSON - 410155 07-8 2020-05-01 48.29 4.83 11.30 64.42 0.10 2021-05-01 4.88 11.35 65.06 0.10 2022-05-01 49.38 4.94 11.40 65.72 0.10 2023-05-01 52.84 5.28 11.40 69.52 0.10 2024-05-01 11.70 0.10 JOURNEYPERSON - 410135 07-6 LINEPERSON JOURNEYPERSON - 415035 INSTRUMENTATION AND CONTROL JOURNEYPERSON - 420135 ELECTRICAL TECHNICIAN - 410138 **COMMUNICATIONS ELECTRICIAN - 410137** 2020-05-01 4.51 60.94 0.10 45.13 11.30 45.64 4.56 11.35 61.55 0.10 2021-05-01 2022-05-01 46.15 4 62 11.40 62 17 0.10 2023-05-01 11.40 65.47 49.15 4.92 0.10 2024-05-01 50.07 5.01 11.70 66.78 0.10 FLECTRICIAN APPRENTICE - 410115 07-0 1st Period (40% of Journeyperson's rate) 2020-05-01 1.81 11.30 31.16 0.10 2021-05-01 18.26 18.46 1.83 1.85 11.35 11.40 31.44 31.71 0.10 0.10 2022-05-01 2023-05-01 19.66 1.97 11.40 33.03 0.10 2024-05-01 20.03 2.00 11.70 33.73 0.10 07-1 2nd Period (50% of Journeyperson's rate) 2020-05-01 22.57 2.26 11.30 36.13 0.10 2021-05-01 22.82 2.28 11.35 36.45 0.10 2022-05-01 23.08 2.31 11.40 36.79 0.10 2023-05-01 24.58 2.46 11.40 38.44 0.10 2024-05-01 25.04 2.50 11.70 39.24 0.10 07-2 3rd Period (60% of Journeyperson's rate) 2.71 41.09 0.10 2020-05-01 27.08 11.30 2021-05-01 27.38 2.74 11.35 41.47 0.10 2022-05-01 27.69 2.77 11.40 41.86 0.10 2023-05-01 29.49 2.95 11.40 43.84 0.10 2024-05-01 30.04 3.00 11.70 44.74 0.10 07-3 4th Period (70% of Journeyperson's rate) 2020-05-01 46.05 31.59 3.16 11.30 0.10 2021-05-01 31.95 11.35 46.50 0.10 2022-05-01 32.31 3 23 11.40 46 94 0.10 2023-05-01 34.41 11.40 49.25 3.44 0.10 2024-05-01 0.10 07-4 5th Period (80% of Journeyperson's rate) 2020-05-01 3.61 11.30 51.01 0.10 51.51 52.01 0.10 0.10 2021-05-01 36.51 3.65 11.35 2022-05-01 36.92 3.69 11.40 2023-05-01

54.65

55.77

11.70

0.10

0.10

CANADIAN UNION OF SKILLED WORKERS CUSW - WINDSOR

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

| GRADE | CLASSIFICATIONS | BASE | VACATION | UNION | TOTAL | AGC |
|-------|--------------------------|---------------|---------------------|-------|---------|-------|
| AND | OCCUPATION CODES | HOURLY | & STAT. | FUNDS | WAGE | FUNDS |
| STEP | & EFFECTIVE DATES | RATE | HOLIDAY | (2) | PACKAGE | (1) |
| | LINEPERSON APPRENT | TICE - 415015 | 5 | | | |
| | INSTRUMENTATION AN | D CONTROL | APPRENTICE - 420115 | | | |
| 7-10 | 1st Period (50% of Journ | nevperson's | rate) | | | |
| | 2023-05-01 | 24.58 | 2.46 | 11.40 | 38.44 | 0.10 |
| | 2024-05-01 | 25.04 | 2.50 | 11.70 | 39.24 | 0.10 |
| 7-11 | 2nd Period (60% of Jour | nevperson's | rate) | | | |
| | 2023-05-01 | 29.49 | 2.95 | 11.40 | 43.84 | 0.10 |
| | 2024-05-01 | 30.04 | 3.00 | 11.70 | 44.74 | 0.10 |
| 7-12 | 3rd Period (70% of Jour | nevperson's | rate) | | | |
| | 2023-05-01 | 34.41 | 3.44 | 11.40 | 49.25 | 0.10 |
| | 2024-05-01 | 35.05 | 3.51 | 11.70 | 50.26 | 0.10 |
| 7-13 | 4th Period (80% of Journ | nevperson's | rate) | | | |
| - | 2023-05-01 | 39.32 | 3.93 | 11.40 | 54.65 | 0.10 |
| | 2024-05-01 | 40.06 | 4.01 | 11.70 | 55.77 | 0.10 |

^{(1) =} per hour worked; (2) = per hour paid

 MAP CODE:
 ISSUED:
 REVISED:
 PAGE:

 N/A
 May 1, 2016
 April 10, 2024
 3 OF 3

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

\$8.00

\$3.00 per hour paid (effective May 1, 2013) \$3.25 per hour paid (effective May 1, 2024)

Training Trust Fund - \$0.30 per hour paid

\$0.35 per hour paid (effective May 1, 2021) \$0.40 per hour paid (effective May 1, 2022) \$0.45 per hour paid (effective May 1, 2024)

per hour paid (April 30, 2016)

GRSP **- \$8.00 per hour paid (effective May 1, 2024)
\$9.40 per hour paid (effective May 1, 2014)
per hour paid (May 1, 2015)

* 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- May 1 2024 \$3.20

APPRENTICESHIP GOVERNANCE COUNCIL (AGC) 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 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: Counties of Essex and Kent

CANADIAN UNION OF SKILLED WORKERS

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

| SKILLED WORKERS | EMPLOYING CUSW MEMBERS AT |
|-----------------|---------------------------|
| CUSW - SARNIA | |

| GRADE | CLASSIFICATIONS | BASE | VACATION | UNION | TOTAL | AGC |
|-------|---------------------------------|-----------------------|---------------------|-----------------------|-----------------------|---------------------|
| AND | OCCUPATION CODES | HOURLY | & STAT. | FUNDS | WAGE | FUNDS |
| STEP | & EFFECTIVE DATES | RATE | HOLIDAY | (2) | PACKAGE | (1) |
| | | | | • | | |
| | ELECTRICIAN | | | | | |
| 07-9 | FOREPERSON - 410165 | E4 70 | 5.40 | 44.00 | 00.00 | 0.40 |
| | 2020-05-01 2021-05-01 | 51.78 | 5.18 5.24 | 11.30 | 68.26 68.95 | 0.10 0.10 |
| | | 52.36 | 5.29 | 11.35 | 69.63 | |
| | 2022-05-01 2023-05-01 | 52.94 57.37 | 5.7 4 | 11.40 11.40 | 74.51 | 0.10 0.10 |
| | 2024-05-01 | 57.37 58.45 | 5.85 | 11.70 | 76.00 | 0.10 |
| | 2024-03-01 | 30.43 | 3.03 | 11.70 | 70.00 | 0.10 |
| 07-8 | SUBFOREPERSON - 410 | 155 | | | | |
| | 2020-05-01 | 49.03 | 4.90 | 11.30 | 65.23 | 0.10 |
| | 2021-05-01 | 49.58 | 4.96 | 11.35 | 65.89 | 0.10 |
| | 2022-05-01 | 50.13 | 5.01 | 11.40 | 66.54 | 0.10 |
| | 2023-05-01 | 53.63 | 5.36 | 11.40 | 70.39 | 0.10 |
| | 2024-05-01 | 54.64 | 5.46 | 11.70 | 71.80 | 0.10 |
| | JOURNEYPERSON - 410 | 135. | | | | |
| | LINEPERSON JOURNEY | | 115035 | | | |
| | INSTRUMENTATION AN | | | 120135 | | |
| | ELECTRICAL TECHNICIA | | | | | |
| | WELDER - 410136 | | | | | |
| 07-6 | COMMUNICATIONS ELE | CTRICIAN - | 410137 | | | |
| | 2020-05-01 | 45.82 | 4.58 | 11.30 | 61.70 | 0.10 |
| | 2021-05-01 | 46.34 | 4.63 | 11.35 | 62.32 | 0.10 |
| | 2022-05-01 | 46.85 | 4.69 | 11.40 | 62.94 | 0.10 |
| | 2023-05-01 | 49.89 | 4.99 | 11.40 | 66.28 | 0.10 |
| | 2024-05-01 | 50.83 | 5.08 | 11.70 | 67.61 | 0.10 |
| | ELECTRICIAN APPRENT | TICE - 41011 | 5 | | | |
| 07-0 | 1st Period (40% of Journ | | | | | |
| 0.0 | 2020-05-01 | 18.33 | 1.83 | 11.30 | 31.46 | 0.10 |
| | 2021-05-01 | 18.54 | 1.85 | 11.35 | 31.74 | 0.10 |
| | 2022-05-01 | 18.74 | 1.87 | 11.40 | 32.01 | 0.10 |
| | 2023-05-01 | 19.96 | 2.00 | 11.40 | 33.36 | 0.10 |
| | 2024-05-01 | 20.33 | 2.03 | 11.70 | 34.06 | 0.10 |
| | | | | | | |
| 07-1 | 2nd Period (50% of Jour | | | 44.00 | 00.50 | 0.40 |
| | 2020-05-01 | 22.91 | 2.29 | 11.30 | 36.50 | 0.10 |
| | 2021-05-01 | 23.17 | 2.32 | 11.35 | 36.84 | 0.10 |
| | 2022-05-01 | 23.43 | 2.34 | 11.40 | 37.17 | 0.10 |
| | 2023-05-01 | 24.95 | 2.50 | 11.40 | 38.85 | 0.10 |
| | 2024-05-01 | 25.42 | 2.54 | 11.70 | 39.66 | 0.10 |
| 07-2 | 3rd Period (60% of Journ | neyperson's | rate) | | | |
| | 2020-05-01 | 27.49 | 2.75 | 11.30 | 41.54 | 0.10 |
| | 2021-05-01 | 27.80 | 2.78 | 11.35 | 41.93 | 0.10 |
| | 2022-05-01 | 28.11 | 2.81 | 11.40 | 42.32 | 0.10 |
| | 2023-05-01 | 29.93 | 2.99 | 11.40 | 44.32 | 0.10 |
| | 2024-05-01 | 30.50 | 3.05 | 11.70 | 45.25 | 0.10 |
| 07-3 | 4th Period (70% of Journ | nevnerson's | rate) | | | |
| | 2020-05-01 | 32.07 | 3.21 | 11.30 | 46.58 | 0.10 |
| | 2021-05-01 | 32.44 | 3.24 | 11.35 | 47.03 | 0.10 |
| | 2022-05-01 | 32.80 | 3.28 | 11.40 | 47.48 | 0.10 |
| | 2023-05-01 | 34.92 | 3.49 | 11.40 | 49.81 | 0.10 |
| | 2024-05-01 | 35.58 | 3.56 | 11.70 | 50.84 | 0.10 |
| 07.6 | Eth Davied (000) - 5 1 | | \ | | | |
| 07-4 | 5th Period (80% of Journ | | | 44.30 | E4.60 | 0.40 |
| | 2020-05-01 | 36.66 | 3.67 | 11.30 | 51.63 | 0.10 |
| | 2021-05-01 2022-05-01 | 37.07 37.48 | 3.71 3.75 | 11.35 11.40 | 52.13 52.63 | 0.10 0.10 |
| | 2023-05-01 | 37.46 39.91 | 3.75 3.99 | 11.40 11.40 | 52.63 55.30 | 0.10 0.10 |
| | 2024-05-01 | 40.66 | 4.07 | 11.70 | 56.43 | 0.10 |
| | 2027-00-01 | 70.00 | 7.01 | 11.70 | 30.43 | 0.10 |
| | | | | | | |

CANADIAN UNION OF SKILLED WORKERS CUSW - LONDON

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

| GRADE | CLASSIFICATIONS | BASE | VACATION | | | UNION | TOTAL | AGC |
|-------|--------------------------|-------------|----------|------------|---------|-------|---------|-------|
| AND | OCCUPATION CODES | HOURLY | & STAT. | WELFARE | PENSION | FUNDS | WAGE | FUNDS |
| STEP | & EFFECTIVE DATES | RATE | HOLIDAY | (2) | (2) | (2) | PACKAGE | (1) |
| | LINEPERSON APPRENT | ICE - 41501 | 5 | | | | | |
| | INSTRUMENTATION AN | | | E - 420115 | | | | |
| 07-10 | 1st Period (50% of Journ | nevperson's | rate) | | | | | |
| · - | 2023-05-01 | 24.95 | 2.50 | | | 11.40 | 38.85 | 0.10 |
| | 2024-05-01 | 25.42 | 2.54 | | | 11.70 | 39.66 | 0.10 |
| 07-11 | 2nd Period (60% of Jour | nevperson's | rate) | | | | | |
| | 2023-05-01 | 29.93 | 2.99 | | | 11.40 | 44.32 | 0.10 |
| | 2024-05-01 | 30.50 | 3.05 | | | 11.70 | 45.25 | 0.10 |
| 07-12 | 3rd Period (70% of Jour | nevperson's | s rate) | | | | | |
| | 2023-05-01 | 34.92 | 3.49 | | | 11.40 | 49.81 | 0.10 |
| | 2024-05-01 | 35.58 | 3.56 | | | 11.70 | 50.84 | 0.10 |
| 07-13 | 4th Period (80% of Journ | nevnerson's | rate) | | | | | |
| | 2023-05-01 | 39.91 | 3.99 | | | 11.40 | 55.30 | 0.10 |
| | 2024-05-01 | 40.66 | 4.07 | | | 11.70 | 56.43 | 0.10 |

^{(1) =} per hour worked; (2) = per hour paid

MAP CODE: ISSUED: REVISED: PAGE: N/A May 1, 2016 April 10, 2024 2 OF 2

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.

GRSP **-

UNION FUNDS:

Union Funds include the following items:

Welfare* -\$2.25 per hour paid

\$3.00 per hour paid (effective May 1, 2013) \$3.25

per hour paid (effective May 1, 2024)

Training Trust Fund -\$0.30 per hour paid

\$0.35 per hour paid (effective May 1, 2021) \$0.40 per hour paid (effective May 1, 2022)

per hour paid (effective May 1, 2024) per hour paid (effective May 1, 2014) per hour paid (May 1, 2015) \$0.45 \$8.00

\$9.42

\$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- May 1 2024 \$3.20

APPRENTICESHIP GOVERNANCE COUNCIL (AGC) 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 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: Lambton County

CANADIAN UNION OF SKILLED WORKERS CUSW - LONDON

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

| CDARE | CI ASSISICATIONS | DACE | VACATION | | | LINION | TOTAL | 400 |
|--------------|---------------------------------------|----------------|---------------------|-------------|---------|----------------|-----------------|---------------------|
| GRADE AND | | BASE HOURLY | VACATION & STAT. | WELEARE | DENGION | UNION FUNDS | TOTAL | AGC FUNDS |
| STEP | OCCUPATION CODES & EFFECTIVE DATES | RATE | & STAT. | WELFARE | | (2) | WAGE PACKAGE | FUNDS (1) |
| SIEP | a EFFECTIVE DATES | RAIE | HULIDAY | (2) | (2) | (2) | FAUNAUE | (1) |
| | ELECTRICIAN | | | | | | | |
| 07-9 | FOREPERSON - 410165 | | | | | | | |
| | 2020-05-01 | 50.58 | 5.06 | | | 11.30 | 66.94 | 0.10 |
| | 2021-05-01 | 51.16 | 5.12 | | | 11.35 | 67.63 | 0.10 |
| | 2022-05-01 | 51.73 | 5.17 | | | 11.40 | 68.30 | 0.10 |
| | 2023-05-01 | 56.07 | 5.61 | | | 11.40 | 73.08 | 0.10 |
| | 2024-05-01 | 57.12 | 5.71 | | | 11.70 | 74.53 | 0.10 |
| | | | | | | | | |
| 07-8 | SUBFOREPERSON - 410 | 0155 | | | | | | |
| | 2020-05-01 | 47.89 | 4.79 | | | 11.30 | 63.98 | 0.10 |
| | 2021-05-01 | 48.44 | 4.84 | | | 11.35 | 64.63 | 0.10 |
| | 2022-05-01 | 48.98 | 4.90 | | | 11.40 | 65.28 | 0.10 |
| | 2023-05-01 | 52.42 | 5.24 | | | 11.40 | 69.06 | 0.10 |
| | 2024-05-01 | 53.40 | 5.34 | | | 11.70 | 70.44 | 0.10 |
| | | | | | | | | |
| 07-6 | JOURNEYPERSON - 410 | | | | | | | |
| | LINEPERSON JOURNEY | | | | | | | |
| | INSTRUMENTATION AN | | JOURNEYP | ERSON - 420 | 1735 | | | |
| | ELECTRICAL TECHNICI | AN - 410138 | | | | | | |
| | WELDER - 410136 | OTDIC: AL | 440427 | | | | | |
| | COMMUNICATIONS ELE | | | | | 44.20 | 60.54 | 0.40 |
| | 2020-05-01 | 44.76 | 4.48 | | | 11.30 | 60.54 | 0.10 |
| | 2021-05-01 2022-05-01 | 45.27 45.78 | 4.53 4.58 | | | 11.35 11.40 | 61.15 61.76 | 0.10 0.10 |
| | 2022-05-01 2023-05-01 | 48.76 | 4.88 | | | 11.40 11.40 | 65.04 | 0.10 0.10 |
| | 2024-05-01 | 49.67 | 4.97 | | | 11.70 | 66.34 | 0.10 |
| | 2024-03-01 | 43.07 | 4.51 | | | 11.70 | 00.34 | 0.10 |
| | ELECTRICIAN APPREN | TICE - 41011 | 5 | | | | | |
| 07-0 | 1st Period (40% of Journ | | | | | | | |
| 0.0 | 2020-05-01 | 17.90 | 1.79 | | | 11.30 | 30.99 | 0.10 |
| | 2021-05-01 | 18.11 | 1.81 | | | 11.35 | 31.27 | 0.10 |
| | 2022-05-01 | 18.31 | 1.83 | | | 11.40 | 31.54 | 0.10 |
| | 2023-05-01 | 19.50 | 1.95 | | | 11.40 | 32.85 | 0.10 |
| | 2024-05-01 | 19.87 | 1.99 | | | 11.70 | 33.56 | 0.10 |
| | | | | | | | | |
| 07-1 | 2nd Period (50% of Jour | nevperson's | rate) | | | | | |
| • | 2020-05-01 | 22.38 | 2.24 | | | 11.30 | 35.92 | 0.10 |
| | 2021-05-01 | 22.64 | 2.26 | | | 11.35 | 36.25 | 0.10 |
| | 2022-05-01 | 22.89 | 2.29 | | | 11.40 | 36.58 | 0.10 |
| | 2023-05-01 | 24.38 | 2.44 | | | 11.40 | 38.22 | 0.10 |
| | 2024-05-01 | 24.84 | 2.48 | | | 11.70 | 39.02 | 0.10 |
| | | | | | | | | |
| 07-2 | 3rd Period (60% of Jour | neyperson's | rate) | | | | | |
| | 2020-05-01 | 26.86 | 2.69 | | | 11.30 | 40.85 | 0.10 |
| | 2021-05-01 | 27.16 | 2.72 | | | 11.35 | 41.23 | 0.10 |
| | 2022-05-01 | 27.47 | 2.75 | | | 11.40 | 41.62 | 0.10 |
| | 2023-05-01 | 29.26 | 2.93 | | | 11.40 | 43.59 | 0.10 |
| | 2024-05-01 | 29.80 | 2.98 | | | 11.70 | 44.48 | 0.10 |
| | | | | | | | | |
| 07-3 | 4th Period (70% of Journ | | | | | | | |
| | 2020-05-01 | 31.33 | 3.13 | | | 11.30 | 45.76 | 0.10 |
| | 2021-05-01 | 31.69 | 3.17 | | | 11.35 | 46.21 | 0.10 |
| | 2022-05-01 | 32.05 | 3.21 | | | 11.40 | 46.66 | 0.10 |
| | 2023-05-01 | 34.13 | 3.41 | | | 11.40 | 48.94 | 0.10 |
| | 2024-05-01 | 34.77 | 3.48 | | | 11.70 | 49.95 | 0.10 |
| 07.4 | Eth Davied (000/ -5 1 | | | | | | | |
| 07-4 | 5th Period (80% of Journ | | | | | 44.00 | E0.00 | 0.40 |
| | 2020-05-01 | 35.81 | 3.58 | | | 11.30 | 50.69 | 0.10 |
| | 2021-05-01 | 36.22 | 3.62 | | | 11.35 | 51.19 | 0.10 |
| | 2022-05-01 | 36.62 | 3.66 | | | 11.40 | 51.68 | 0.10 |
| | 2023-05-01 | 39.01 | 3.90 | | | 11.40 | 54.31 55.44 | 0.10 |
| | 2024-05-01 | 39.74 | 3.97 | | | 11.70 | 55.41 | 0.10 |
| | | | | | | | | |

^{(1) =} per hour worked; (2) = per hour paid

CANADIAN UNION OF SKILLED WORKERS CUSW - LONDON

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

| GRADE | CLASSIFICATIONS | BASE | VACATION | | | UNION | TOTAL | AGC |
|-------|--------------------------|--------------|----------|------------|---------|-------|---------|-------|
| AND | OCCUPATION CODES | HOURLY | & STAT. | WELFARE | PENSION | FUNDS | WAGE | FUNDS |
| STEP | & EFFECTIVE DATES | RATE | HOLIDAY | (2) | (2) | (2) | PACKAGE | (1) |
| | | | _ | | | | | |
| | LINEPERSON APPRENT | | | | | | | |
| | INSTRUMENTATION AN | | | E - 420115 | | | | |
| 07-10 | 1st Period (50% of Journ | neyperson's | rate) | | | | | |
| | 2023-05-01 | 24.38 | 2.44 | | | 11.40 | 38.22 | 0.10 |
| | 2024-05-01 | 24.84 | 2.48 | | | 11.70 | 39.02 | 0.10 |
| 07-11 | 2nd Period (60% of Jour | neyperson's | rate) | | | | | |
| | 2023-05-01 | 29.26 | 2.93 | | | 11.40 | 43.59 | 0.10 |
| | 2024-05-01 | 29.80 | 2.98 | | | 11.70 | 44.48 | 0.10 |
| 07-12 | 3rd Period (70% of Jour | rnevperson's | s rate) | | | | | |
| | 2023-05-01 | 34.13 | 3.41 | | | 11.40 | 48.94 | 0.10 |
| | 2024-05-01 | 34.77 | 3.48 | | | 11.70 | 49.95 | 0.10 |
| 07-13 | 4th Period (80% of Journ | nevperson's | rate) | | | | | |
| | 2023-05-01 | 39.01 | 3.90 | | | 11.40 | 54.31 | 0.10 |
| | 2024-05-01 | 39.74 | 3.97 | | | 11.70 | 55.41 | 0.10 |

^{(1) =} per hour worked; (2) = per hour paid

 MAP CODE:
 ISSUED:
 REVISED:
 PAGE:

 N/A
 May 1, 2016
 April 10, 2024
 3 OF 3

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 Davs - 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) \$3.25 per hour paid (effective May 1, 2024)

Training Trust Fund - \$0.30 per hour paid

\$0.35 per hour paid (effective May 1, 2021) \$0.40 per hour paid (effective May 1, 2022) **\$0.45 per hour paid (effective May 1, 2024)** \$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)

\$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- May 1 2024 \$3.20

APPRENTICESHIP GOVERNANCE COUNCIL (AGC) 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.

GRSP **-

BENEFITS:

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

 Power Sector Retirement & Benefit Plan
 Phone number:
 416-245-9270

 10 Carlson Court, Suite 802
 Fax Number:
 416-240-0993

 TORONTO, ON M9W 6L2
 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

| CDARE | CI ACCIFICATIONS | DACE | VACATION | IIIIAI | TOTAL | ACC |
|--------------|-------------------------------------|----------------|---------------------|----------------|----------------|--------------|
| GRADE AND | CLASSIFICATIONS OCCUPATION CODES | BASE HOURLY | VACATION & STAT. | UNION FUNDS | TOTAL WAGE | AGC FUNDS |
| STEP | & EFFECTIVE DATES | RATE | HOLIDAY | (2) | PACKAGE | (1) |
| JILI | & ELLI ECTIVE DATES | IVATE | HOLIDAI | (2) | PACKAGE | (1) |
| | ELECTRICIAN | | | | | |
| 07-9 | FOREPERSON - 410165 | | | | | |
| | 2020-05-01 | 51.75 | 5.18 | 11.30 | 68.23 | 0.10 |
| | 2021-05-01 | 52.34 | 5.23 | 11.35 | 68.92 | 0.10 |
| | 2022-05-01 | 52.93 | 5.29 | 11.40 | 69.62 | 0.10 |
| | 2023-05-01 | 57.35 | 5.74 | 11.40 | 74.49 | 0.10 |
| | 2024-05-01 | 58.43 | 5.84 | 11.70 | 75.97 | 0.10 |
| | | | | | | |
| 07-8 | SUBFOREPERSON - 410 | | 4.00 | 44.00 | 05.04 | 0.40 |
| | 2020-05-01 | 49.01 | 4.90 | 11.30 | 65.21 | 0.10 |
| | 2021-05-01 | 49.56 | 4.96 | 11.35 | 65.87 | 0.10 |
| | 2022-05-01 | 50.12 | 5.01 | 11.40 | 66.53 | 0.10 |
| | 2023-05-01 | 53.61 | 5.36 | 11.40 | 70.37 | 0.10 |
| | 2024-05-01 | 54.62 | 5.46 | 11.70 | 71.78 | 0.10 |
| 07-6 | JOURNEYPERSON - 410 | 135, | | | | |
| | LINEPERSON JOURNEY | PERSON - 4 | 115035 | | | |
| | INSTRUMENTATION AN | D CONTROL | JOURNEYPERSON | - 420135 | | |
| | ELECTRICAL TECHNICIA | AN - 410138 | | | | |
| | WELDER - 410136 | | | | | |
| | COMMUNICATIONS ELE | CTRICIAN - | 410137 | | | |
| | 2020-05-01 | 45.80 | 4.58 | 11.30 | 61.68 | 0.10 |
| | 2021-05-01 | 46.32 | 4.63 | 11.35 | 62.30 | 0.10 |
| | 2022-05-01 | 46.84 | 4.68 | 11.40 | 62.92 | 0.10 |
| | 2023-05-01 | 49.87 | 4.99 | 11.40 | 66.26 | 0.10 |
| | 2024-05-01 | 50.81 | 5.08 | 11.70 | 67.59 | 0.10 |
| | | | | | | |
| | ELECTRICIAN APPRENT | | | | | |
| 07-0 | 1st Period (40% of Journ | | | | 04.45 | 0.40 |
| | 2020-05-01 | 18.32 | 1.83 | 11.30 | 31.45 | 0.10 |
| | 2021-05-01 | 18.53 | 1.85 | 11.35 | 31.73 | 0.10 |
| | 2022-05-01 | 18.74 | 1.87 | 11.40 | 32.01 | 0.10 |
| | 2023-05-01 | 19.95 | 2.00 | 11.40 | 33.35 | 0.10 |
| | 2024-05-01 | 20.32 | 2.03 | 11.70 | 34.05 | 0.10 |
| 07-1 | 2nd Period (50% of Jour | nevnerson's | s rate) | | | |
| 37-1 | 2020-05-01 | 22.90 | 2.29 | 11.30 | 36.49 | 0.10 |
| | | | | | | |
| | 2021-05-01 2022-05-01 | 23.16 23.42 | 2.32 2.34 | 11.35 | 36.83 | 0.10 0.10 |
| | | | 2.34 2.49 | 11.40 | 37.16 | |
| | 2023-05-01 2024-05-01 | 24.94 25.41 | 2.49 | 11.40 11.70 | 38.83 39.65 | 0.10 0.10 |
| | ZUZ4-UƏ-UʻI | 25.41 | 2.54 | 11.70 | 39.00 | 0.10 |
| 07-2 | 3rd Period (60% of Journ | nevperson's | rate) | | | |
| - | 2020-05-01 | 27.48 | 2.75 | 11.30 | 41.53 | 0.10 |
| | 2021-05-01 | 27.79 | 2.78 | 11.35 | 41.92 | 0.10 |
| | 2022-05-01 | 28.10 | 2.81 | 11.40 | 42.31 | 0.10 |
| | 2023-05-01 | 29.92 | 2.99 | 11.40 | 44.31 | 0.10 |
| | 2024-05-01 | 30.49 | 3.05 | 11.70 | 45.24 | 0.10 |
| | | | 0.00 | 1• | | |
| 07-3 | 4th Period (70% of Journ | | rate) | | | |
| | 2020-05-01 | 32.06 | 3.21 | 11.30 | 46.57 | 0.10 |
| | 2021-05-01 | 32.42 | 3.24 | 11.35 | 47.01 | 0.10 |
| | 2022-05-01 | 32.79 | 3.28 | 11.40 | 47.47 | 0.10 |
| | 2023-05-01 | 34.91 | 3.49 | 11.40 | 49.80 | 0.10 |
| | 2024-05-01 | 35.57 | 3.56 | 11.70 | 50.83 | 0.10 |
| | | | | | | |
| 07-4 | 5th Period (80% of Journ | | | | | |
| | 2020-05-01 | 36.64 | 3.66 | 11.30 | 51.60 | 0.10 |
| | 2021-05-01 | 37.06 | 3.71 | 11.35 | 52.12 | 0.10 |
| | 2022-05-01 | 37.47 | 3.75 | 11.40 | 52.62 | 0.10 |
| | 2023-05-01 | 39.90 | 3.99 | 11.40 | 55.29 | 0.10 |
| | 2024-05-01 | 40.65 | 4.07 | 11.70 | 56.42 | 0.10 |

^{(1) =} per hour worked; (2) = per hour paid

CANADIAN UNION OF SKILLED WORKERS CUSW - HAMILTON

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

| GRADE | CLASSIFICATIONS | BASE | VACATION | UNION | TOTAL | AGC |
|-------|--------------------------|--------------|---------------------|-------|---------|-------|
| AND | OCCUPATION CODES | HOURLY | & STAT. | FUNDS | WAGE | FUNDS |
| | | | | | | |
| STEP | & EFFECTIVE DATES | RATE | HOLIDAY | (2) | PACKAGE | (1) |
| | LINEPERSON APPRENT | ICE - 415015 | 5 | | | |
| | INSTRUMENTATION AN | D CONTROL | APPRENTICE - 420115 | | | |
| 07-10 | 1st Period (50% of Journ | neyperson's | rate) | | | |
| | 2023-05-01 | 24.94 | 2.49 | 11.40 | 38.83 | 0.10 |
| | 2024-05-01 | 25.41 | 2.54 | 11.70 | 39.65 | 0.10 |
| 07-11 | 2nd Period (60% of Jour | neyperson's | rate) | | | |
| | 2023-05-01 | 29.92 | 2.99 | 11.40 | 44.31 | 0.10 |
| | 2024-05-01 | 30.49 | 3.05 | 11.70 | 45.24 | 0.10 |
| 07-12 | 3rd Period (70% of Jour | nevperson's | rate) | | | |
| | 2023-05-01 | 34.91 | 3.49 | 11.40 | 49.80 | 0.00 |
| | 2024-05-01 | 35.57 | 3.56 | 11.70 | 50.83 | 0.00 |
| 07-13 | 4th Period (80% of Journ | nevperson's | rate) | | | |
| | 2023-05-01 | 39.90 | 3.99 | 11.40 | 55.29 | 0.10 |
| | 2024-05-01 | 40.65 | 4.07 | 11.70 | 56.42 | 0.10 |

^{(1) =} per hour worked; (2) = per hour paid

MAP CODE: ISSUED: REVISED: PAGE: N/A May 1, 2016 April 10, 2024 3 OF 3

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) \$3.25 per hour paid (effective May 1, 2024)

Training Trust Fund -\$0.30 per hour paid

per hour paid (effective May 1, 2021) \$0.35 per hour paid (effective May 1, 2022) \$0.40

per hour paid (effective May 1, 2024) \$0.45 \$8.00 per hour paid (effective May 1, 2014)

GRSP **-\$9.42 per hour paid (May 1, 2015) per hour paid (April 30, 2016) \$8.00

- * 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- May 1 2024 \$3.20

APPRENTICESHIP GOVERNANCE COUNCIL (AGC) 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 Phone number: 416-245-9270 10 Carlson Court, Suite 802 Fax Number: 416-240-0993 TORONTO, ON M9W 6L2 Email: remittances@psbt.ca Website: www.psbt.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 | CLASSIFICATIONS | BASE | VACATION | | UNION | TOTAL | AGC |
|-------|---|-----------------------|---------------------|-------------|-----------------------|----------------|---------------------|
| AND | OCCUPATION CODES | HOURLY | & STAT. | | FUNDS | WAGE | FUNDS |
| | | | | | | | |
| STEP | & EFFECTIVE DATES | RATE | HOLIDAY | | (2) | PACKAGE | (1) |
| | ELECTRICIAN | | | | | | |
| 07-9 | FOREPERSON - 410165 | | | | | | |
| 31-3 | 2020-05-01 | , 50.97 | 5.10 | | 11.30 | 67.37 | 0.10 |
| | 2020-05-01 | 51.55 | 5.16 | | 11.35 | 68.06 | 0.10 |
| | 2022-05-01 | 52.14 | 5.10 | | 11.40 | 68.75 | 0.10 |
| | 2022-05-01 2023-05-01 | 52.14 56.51 | 5.21 5.65 | | 11.40 11.40 | 73.56 | 0.10 0.10 |
| | 2023-05-01 | 56.51 57.56 | 5.65 5.76 | | 11.40 11.70 | 73.56 75.02 | 0.10 0.10 |
| | 2024-03-0 I | 57.56 | 5.76 | | 11.70 | 10.02 | 0.10 |
| 07-8 | SUBFOREPERSON - 41 | 0155 | | | | | |
| U1-0 | 2020-05-01 | 48.27 | 4.83 | | 11.30 | 64.40 | 0.10 |
| | 2020-05-01 | 48.27 48.81 | 4.88 | | 11.35 | 65.04 | 0.10 |
| | 2022-05-01 | 49.37 | 4.00 4.94 | | 11.40 | 65.71 | |
| | | 49.37 52.83 | 4.94 5.28 | | 11.40 11.40 | | 0.10 |
| | 2023-05-01 | | | | | 69.51 | 0.10 |
| | 2024-05-01 | 53.80 | 5.38 | | 11.70 | 70.88 | 0.10 |
| 07.0 | IOUDNEVDEDOOM 44 | 0425 | | | | | |
| 07-6 | JOURNEYPERSON - 410 LINEPERSON JOURNEY | | 145025 | | | | |
| | | | | NI 42042E | | | |
| | INSTRUMENTATION AN | | | JN - 420135 | | | |
| | ELECTRICAL TECHNICI | IAN - 410138 | | | | | |
| | WELDER - 410136 | COTDIC: AA: | 440427 | | | | |
| | COMMUNICATIONS ELI | | | | 44.00 | 00.00 | 0.40 |
| | 2020-05-01 | 45.11 | 4.51 | | 11.30 | 60.92 | 0.10 |
| | 2021-05-01 | 45.62 | 4.56 | | 11.35 | 61.53 | 0.10 |
| | 2022-05-01 | 46.14 | 4.61 | | 11.40 | 62.15 | 0.10 |
| | 2023-05-01 | 49.14 | 4.91 | | 11.40 | 65.45 | 0.10 |
| | 2024-05-01 | 50.05 | 5.01 | | 11.70 | 66.76 | 0.10 |
| | | | _ | | | | |
| | ELECTRICIAN APPREN | | | | | | |
| 07-0 | 1st Period (40% of Jour | | | | | | |
| | 2020-05-01 | 18.04 | 1.80 | | 11.30 | 31.14 | 0.10 |
| | 2021-05-01 | 18.25 | 1.83 | | 11.35 | 31.43 | 0.10 |
| | 2022-05-01 | 18.46 | 1.85 | | 11.40 | 31.71 | 0.10 |
| | 2023-05-01 | 19.66 | 1.97 | | 11.40 | 33.03 | 0.10 |
| | 2024-05-01 | 20.02 | 2.00 | | 11.70 | 33.72 | 0.10 |
| | | | | | | | |
| 07-1 | 2nd Period (50% of Jou | | | | | | |
| | 2020-05-01 | 22.56 | 2.26 | | 11.30 | 36.12 | 0.10 |
| | 2021-05-01 | 22.81 | 2.28 | | 11.35 | 36.44 | 0.10 |
| | 2022-05-01 | 23.07 | 2.31 | | 11.40 | 36.78 | 0.10 |
| | 2023-05-01 | 24.57 | 2.46 | | 11.40 | 38.43 | 0.10 |
| | 2024-05-01 | 25.03 | 2.50 | | 11.70 | 39.23 | 0.10 |
| | | | | | | | |
| 07-2 | 3rd Period (60% of Jour | neyperson's | rate) | | | | |
| | 2020-05-01 | 27.07 | 2.71 | | 11.30 | 41.08 | 0.10 |
| | 2021-05-01 | 27.37 | 2.74 | | 11.35 | 41.46 | 0.10 |
| | 2022-05-01 | 27.68 | 2.77 | | 11.40 | 41.85 | 0.10 |
| | 2023-05-01 | 29.48 | 2.95 | | 11.40 | 43.83 | 0.10 |
| | 2024-05-01 | 30.03 | 3.00 | | 11.70 | 44.73 | 0.10 |
| | | | | | - | * | |
| 07-3 | 4th Period (70% of Jour | nevperson's | rate) | | | | |
| | 2020-05-01 | 31.58 | 3.16 | | 11.30 | 46.04 | 0.10 |
| | 2021-05-01 | 31.93 | 3.19 | | 11.35 | 46.47 | 0.10 |
| | 2022-05-01 | 32.30 | 3.23 | | 11.40 | 46.93 | 0.10 |
| | 2023-05-01 | 34.40 | 3.44 | | 11.40 | 49.24 | 0.10 |
| | 2024-05-01 | 35.04 | 3.50 | | 11.70 | 50.24 | 0.10 |
| | | 00.04 | 0.00 | | 110 | VV.2-7 | 0.10 |
| 07-4 | 5th Period (80% of Jour | nevperson's | rate) | | | | |
| ٠ | 2020-05-01 | 36.09 | 3.61 | | 11.30 | 51.00 | 0.10 |
| | 2021-05-01 | 36.50 | 3.65 | | 11.35 | 51.50 | 0.10 |
| | 2022-05-01 | 36.91 | 3.69 | | 11.40 | 52.00 | 0.10 |
| | 2023-05-01 | 39.31 | 3.93 | | 11.40 | 54.64 | 0.10 |
| | 2023-05-01 | 40.04 | 4.00 | | 11.70 | 55.74 | 0.10 |
| | 2027-00-0 I | 40.04 | 4.00 | | 11.70 | 33.74 | 0.10 |

^{(1) =} per hour worked; (2) = per hour paid

CANADIAN UNION OF SKILLED WORKERS CUSW - NIAGARA PENINSULA

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

| GRADE | CLASSIFICATIONS | BASE | VACATION | UNION | TOTAL | AGC |
|-------|--------------------------|-------------|----------|-------|---------|-------|
| AND | OCCUPATION CODES | HOURLY | & STAT. | FUNDS | WAGE | FUNDS |
| STEP | & EFFECTIVE DATES | RATE | HOLIDAY | (2) | PACKAGE | (1) |
| | LINEPERSON APPRENT | ICE - 41501 | • | | | |
| | INSTRUMENTATION AN | | 7 | | | |
| 07-11 | | | | | | |
| J7-11 | 1st Period (50% of Journ | | | | | |
| | 2023-05-01 | 24.57 | 2.46 | 11.40 | 38.43 | 0.10 |
| | 2024-05-01 | 25.03 | 2.50 | 11.70 | 39.23 | 0.10 |
| 07-12 | 2nd Period (60% of Jour | neyperson's | rate) | | | |
| | 2024-05-01 | 29.48 | 2.95 | 11.40 | 43.83 | 0.10 |
| | 2024-05-01 | 30.03 | 3.00 | 11.70 | 44.73 | 0.10 |
| 07-12 | 3rd Period 70% of Journ | evperson's | rate) | | | |
| | 2024-05-01 | 34.40 | 3.44 | 11.40 | 49.24 | 0.10 |
| | 2024-05-01 | 35.04 | 3.50 | 11.70 | 50.24 | 0.10 |
| 07-13 | 4th Period (80% of Journ | nevnerson's | rate) | | | |
| | 2024-05-01 | 39.31 | 3.93 | 11.40 | 54.64 | 0.10 |
| | 2024-05-01 | 40.04 | 4.00 | 11.70 | 55.74 | 0.10 |

^{(1) =} per hour worked; (2) = per hour paid

MAP CODE: ISSUED: REVISED: PAGE: N/A May 1, 2016 April 10, 2024 3 OF 3

CANADIAN UNION OF ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS SKILLED WORKERS **EMPLOYING CUSW MEMBERS AT NIAGARA PENINSULA**

CUSW - 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) per hour paid (effective May 1, 2024) \$3.25

Training Trust Fund -\$0.30 per hour paid

per hour paid (effective May 1, 2021) \$0.35 \$0.40 per hour paid (effective May 1, 2022) \$0.45 per hour paid (effective May 1, 2024) per hour paid 2016-04-30

GRSP **-\$8.00 per hour paid (May 1, 2015) per hour paid (April 30, 2016) \$9.40 \$8.00

- 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- May 1 2024 \$3.20

APPRENTICESHIP GOVERNANCE COUNCIL (AGC) FUNDS:

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 Phone number: 416-245-9270 10 Carlson Court, Suite 802 TORONTO, ON M9W 6L2 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 | CLASSIFICATIONS | BASE | VACATION | UNION | TOTAL | AGC |
|-------|---|----------------|------------------------|----------------|----------------|-------|
| AND | OCCUPATION CODES | HOURLY | & STAT. | FUNDS | WAGE | FUNDS |
| STEP | & EFFECTIVE DATES | RATE | HOLIDAY | (2) | PACKAGE | (1) |
| | | | | | | |
| 07-9 | ELECTRICIAN | | | | | |
| 07-9 | FOREPERSON - 410165 2020-05-01 | 50.49 | 5.05 | 11.30 | 66.84 | 0.10 |
| | 2020-05-01 | 51.05 | 5.11 | 11.35 | 67.51 | 0.10 |
| | 2022-05-01 | 51.63 | 5.16 | 11.40 | 68.19 | 0.10 |
| | 2022-05-01 2023-05-01 | 55.96 | 5.60 | 11.40 11.40 | 72.96 | 0.10 |
| | 2024-05-01 | 57.01 | 5.70 | 11.70 | 74.41 | 0.10 |
| | | | | | | |
| 07-8 | SUBFOREPERSON - 41 | | | | | |
| | 2020-05-01 | 47.81 | 4.78 | 11.30 | 63.89 | 0.10 |
| | 2021-05-01 | 48.34 | 4.83 | 11.35 | 64.52 | 0.10 |
| | 2022-05-01 | 48.89 | 4.89 | 11.40 | 65.18 | 0.10 |
| | 2023-05-01 | 52.31 | 5.23 | 11.40 | 68.94 | 0.10 |
| | 2024-05-01 | 53.29 | 5.33 | 11.70 | 70.32 | 0.10 |
| 07-6 | JOURNEYPERSON - 41 | 0135 | | | | |
| | LINEPERSON JOURNE | | 115035 | | | |
| | | | JOURNEYPERSON - 420135 | | | |
| | ELECTRICAL TECHNIC | | | | | |
| | WELDER - 410136 | | | | | |
| | COMMUNICATIONS ELI | ECTRICIAN - | 410137 | | | |
| | 2020-05-01 | 44.68 | 4.47 | 11.30 | 60.45 | 0.10 |
| | 2021-05-01 | 45.18 | 4.52 | 11.35 | 61.05 | 0.10 |
| | 2022-05-01 | 45.69 | 4.57 | 11.40 | 61.66 | 0.10 |
| | 2023-05-01 | 48.66 | 4.87 | 11.40 | 64.93 | 0.10 |
| | 2024-05-01 | 49.57 | 4.95 | 11.70 | 66.23 | 0.10 |
| | | | _ | | | |
| 07-0 | ELECTRICIAN APPREN 1st Period (40% of Jour | | | | | |
| 07-0 | | | | 11.30 | 30.96 | 0.10 |
| | 2020-05-01 | 17.87 | 1.79 1.81 | 11.35 | 31.23 | 0.10 |
| | 2021-05-01 2022-05-01 | 18.07 18.28 | 1.83 | 11.35 | 31.23 31.51 | 0.10 |
| | 2023-05-01 | 19.46 | 1.95 | 11.40 | 32.81 | 0.10 |
| | 2024-05-01 | 19.83 | 1.98 | 11.70 | 33.51 | 0.10 |
| | | | | | | |
| 07-1 | 2nd Period (50% of Jour | rneyperson's | rate) | | | |
| | 2020-05-01 | 22.34 | 2.23 | 11.30 | 35.87 | 0.10 |
| | 2021-05-01 | 22.59 | 2.26 | 11.35 | 36.20 | 0.10 |
| | 2022-05-01 | 22.85 | 2.29 | 11.40 | 36.54 | 0.10 |
| | 2023-05-01 | 24.33 | 2.43 | 11.40 | 38.16 | 0.10 |
| | 2024-05-01 | 24.79 | 2.48 | 11.70 | 38.97 | 0.10 |
| 07-2 | 3rd Period (60% of Jour | nevnerson's | rate) | | | |
| J | 2020-05-01 | 26.81 | 2.68 | 11.30 | 40.79 | 0.10 |
| | 2021-05-01 | 27.11 | 2.71 | 11.35 | 41.17 | 0.10 |
| | 2022-05-01 | 27.41 | 2.74 | 11.40 | 41.55 | 0.10 |
| | 2023-05-01 | 29.20 | 2.92 | 11.40 | 43.52 | 0.10 |
| | 2024-05-01 | 29.74 | 2.97 | 11.70 | 44.41 | 0.10 |
| | | | | | | |
| 07-3 | 4th Period (70% of Jour | | | | | |
| | 2020-05-01 | 31.28 | 3.13 | 11.30 | 45.71 | 0.10 |
| | 2021-05-01 | 31.63 | 3.16 | 11.35 | 46.14 | 0.10 |
| | 2022-05-01 | 31.98 | 3.20 | 11.40 | 46.58 | 0.10 |
| | 2023-05-01 | 34.06 | 3.41 | 11.40 | 48.87 | 0.10 |
| | 2024-05-01 | 34.70 | 3.47 | 11.70 | 49.87 | 0.10 |
| 07-4 | 5th Period (80% of Jour | nevperson's | rate) | | | |
| | 2020-05-01 | 35.74 | 3.57 | 11.30 | 50.61 | 0.10 |
| | 2021-05-01 | 36.14 | 3.61 | 11.35 | 51.10 | 0.10 |
| | 2022-05-01 | 36.55 | 3.66 | 11.40 | 51.61 | 0.10 |
| | 2023-05-01 | 38.93 | 3.89 | 11.40 | 54.22 | 0.10 |
| | 2024-05-01 | 39.66 | 3.97 | 11.70 | 55.33 | 0.10 |
| | | 55.00 | 3.01 | 11.70 | 33.33 | 0.10 |

^{(1) =} per hour worked; (2) = per hour paid

CANADIAN UNION OF SKILLED WORKERS CUSW - CENTRAL ONTARIO

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

| GRADE | CLASSIFICATIONS | BASE | VACATION | UNION | TOTAL | AGC | | | |
|-------|--|-------------|---------------------|-------|---------|-------|--|--|--|
| AND | OCCUPATION CODES | HOURLY | & STAT. | FUNDS | WAGE | FUNDS | | | |
| STEP | & EFFECTIVE DATES | RATE | HOLIDAY | (2) | PACKAGE | (1) | | | |
| | LINEPERSON APPRENT | ICE - 41501 | 5 | | | | | | |
| | INSTRUMENTATION AN | D CONTROL | APPRENTICE - 420115 | | | | | | |
| 7-10 | 1st Period (50% of Journeyperson's rate) | | | | | | | | |
| | 2023-05-01 | 24.33 | 2.43 | 11.40 | 38.16 | 0.10 | | | |
| | 2024-05-01 | 24.79 | 2.48 | 11.70 | 38.97 | 0.10 | | | |
| 7-11 | 2nd Period (60% of Journeyperson's rate) | | | | | | | | |
| | 2023-05-01 | 29.20 | 2.92 | 11.40 | 43.52 | 0.10 | | | |
| | 2024-05-01 | 29.74 | 2.97 | 11.70 | 44.41 | 0.10 | | | |
| 7-12 | 3rd Period (70% of Journ | nevperson's | rate) | | | | | | |
| | 2023-05-01 | 34.06 | 3.41 | 11.40 | 48.87 | 0.10 | | | |
| | 2024-05-01 | 34.70 | 3.47 | 11.70 | 49.87 | 0.10 | | | |
| 7-13 | 4th Period (80% of Journ | nevperson's | rate) | | | | | | |
| | 2023-05-01 | 38.93 | 3.89 | 11.40 | 54.22 | 0.10 | | | |
| | 2024-05-01 | 39.66 | 3.97 | 11.70 | 55.33 | 0.10 | | | |

^{(1) =} per hour worked; (2) = per hour paid

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 Davs - 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) \$3.25 per hour paid (effective May 1, 2024)

Training Trust Fund - \$0.30 per hour paid

\$0.35 per hour paid (effective May 1, 2021) \$0.40 per hour paid (effective May 1, 2022) \$0.45 per hour paid (effective May 1, 2024) \$8.00 per hour paid (effective May 1, 2014) per hour paid (May 1, 2015)

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- May 1 2024 \$3.20

APPRENTICESHIP GOVERNANCE COUNCIL (AGC) 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 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: 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

| CDADE | CI ASSIEICATIONS | DASE | VACATION | Ilbiion | TOTAL | AGC |
|--------------|--|----------------|---------------------|----------------|----------------|---------------------|
| GRADE AND | CLASSIFICATIONS OCCUPATION CODES | BASE HOURLY | VACATION & STAT. | UNION FUNDS | TOTAL WAGE | AGC FUNDS |
| STEP | & EFFECTIVE DATES | RATE | HOLIDAY | (2) | PACKAGE | (1) |
| UILI | G ELITEOTIVE DATES | IVAIL | HOLIDAI | (2) | TAGINGE | (1) |
| | ELECTRICIAN | | | | | |
| 07-9 | FOREPERSON - 410165 | | | | | |
| | 2020-05-01 | 52.33 | 5.23 | 11.30 | 68.86 | 0.10 |
| | 2021-05-01 | 52.92 | 5.29 | 11.35 | 69.56 | 0.10 |
| | 2022-05-01 | 53.51 | 5.35 | 11.40 | 70.26 | 0.10 |
| | 2023-05-01 | 57.98 | 5.80 | 11.40 | 75.18 | 0.10 |
| | 2024-05-01 | 59.06 | 5.91 | 11.70 | 76.67 | 0.10 |
| 07.0 | OUDFORFREDON 44 | | | | | |
| 07-8 | SUBFOREPERSON - 410 | | 4.00 | 44.00 | 05.04 | 0.40 |
| | 2020-05-01 | 49.55 50.11 | 4.96 | 11.30 | 65.81 | 0.10 |
| | 2021-05-01 2022-05-01 | 50.11 | 5.01 5.07 | 11.35 11.40 | 66.47 67.13 | 0.10 0.10 |
| | 2023-05-01 | 54.20 | 5.42 | 11.40 | 71.02 | 0.10 0.10 |
| | 2024-05-01 | 55.21 | 5.52 | 11.70 | 72.43 | 0.10 |
| | 2024-03-01 | 33.21 | 0.02 | 11.70 | 72.40 | 0.10 |
| 07-6 | JOURNEYPERSON - 410 | 0135 | | | | |
| | LINEPERSON JOURNEY | | 115035 | | | |
| | INSTRUMENTATION AN | D CONTROL | JOURNEYPERSO | l - 420135 | | |
| | ELECTRICAL TECHNICI | | | | | |
| | WELDER - 410136 | | | | | |
| | COMMUNICATIONS ELE | | | | | |
| | 2020-05-01 | 46.31 | 4.63 | 11.30 | 62.24 | 0.10 |
| | 2021-05-01 | 46.83 | 4.68 | 11.35 | 62.86 | 0.10 |
| | 2022-05-01 | 47.35 | 4.74 | 11.40 | 63.49 | 0.10 |
| | 2023-05-01 | 50.42 | 5.04 | 11.40 | 66.86 | 0.10 |
| | 2024-05-01 | 51.36 | 5.14 | 11.70 | 68.20 | 0.10 |
| | EL ECTRICIANI ADDRENI | TICE 44044 | - | | | |
| 07-0 | ELECTRICIAN APPRENT | | | | | |
| 07-0 | 1st Period (40% of Journ 2020-05-01 | 18.52 | 1.85 | 11.30 | 31.67 | 0.10 |
| | 2020-05-01 | 18.73 | 1.87 | 11.35 | 31.95 | 0.10 |
| | 2022-05-01 | 18.94 | 1.89 | 11.40 | 32.23 | 0.10 |
| | 2023-05-01 | 20.17 | 2.02 | 11.40 | 33.59 | 0.10 |
| | 2024-05-01 | 20.54 | 2.05 | 11.70 | 34.29 | 0.10 |
| | | | | | | |
| 07-1 | 2nd Period (50% of Jour | neyperson's | s rate) | | | |
| | 2020-05-01 | 23.16 | 2.32 | 11.30 | 36.78 | 0.10 |
| | 2021-05-01 | 23.42 | 2.34 | 11.35 | 37.11 | 0.10 |
| | 2022-05-01 | 23.68 | 2.37 | 11.40 | 37.45 | 0.10 |
| | 2023-05-01 | 25.21 | 2.52 | 11.40 | 39.13 | 0.10 |
| | 2024-05-01 | 25.68 | 2.57 | 11.70 | 39.95 | 0.10 |
| | | | | | | |
| 07-2 | 3rd Period (60% of Journ | | | | | |
| | 2020-05-01 | 27.79 | 2.78 | 11.30 | 41.87 | 0.10 |
| | 2021-05-01 | 28.10 | 2.81 | 11.35 | 42.26 | 0.10 |
| | 2022-05-01 | 28.41 | 2.84 | 11.40 | 42.65 | 0.10 |
| | 2023-05-01 | 30.25 30.82 | 3.03 3.08 | 11.40 | 44.68 45.60 | 0.10 |
| | 2024-05-01 | 30.62 | 3.00 | 11.70 | 45.60 | 0.10 |
| 07-3 | 4th Period (70% of Journ | novnoreon'e | rato) | | | |
| 07-3 | 2020-05-01 | 32.42 | 3.24 | 11.30 | 46.96 | 0.10 |
| | 2021-05-01 | 32.78 | 3.28 | 11.35 | 47.41 | 0.10 |
| | 2022-05-01 | 33.15 | 3.32 | 11.40 | 47.87 | 0.10 |
| | 2023-05-01 | 35.29 | 3.53 | 11.40 | 50.22 | 0.10 |
| | 2024-05-01 | 35.95 | 3.60 | 11.70 | 51.25 | 0.10 |
| | | | ==== | • | | == |
| 07-4 | 5th Period (80% of Journ | neyperson's | rate) | | | |
| | 2020-05-01 | 37.05 | 3.71 | 11.30 | 52.06 | 0.10 |
| | 2021-05-01 | 37.46 | 3.75 | 11.35 | 52.56 | 0.10 |
| | 2022-05-01 | 37.88 | 3.79 | 11.40 | 53.07 | 0.10 |
| | 2023-05-01 | 40.34 | 4.03 | 11.40 | 55.77 | 0.10 |
| | 2024-05-01 | 41.09 | 4.11 | 11.70 | 56.90 | 0.10 |
| | | | | | | |

^{(1) =} per hour worked; (2) = per hour paid

CANADIAN UNION OF SKILLED WORKERS CUSW - TORONTO

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

| GRADE | CLASSIFICATIONS | BASE | VACATION | UNION | TOTAL | AGC |
|-------|--------------------------|-------------|----------|-------|---------|-------|
| AND | OCCUPATION CODES | HOURLY | & STAT. | FUNDS | WAGE | FUNDS |
| STEP | & EFFECTIVE DATES | RATE | HOLIDAY | (2) | PACKAGE | (1) |
| | | | _ | | | |
| | LINEPERSON APPRENT | | | | | |
| | INSTRUMENTATION AN | | | | | |
| 07-10 | 1st Period (50% of Journ | | | | | |
| | 2023-05-01 | 25.21 | 2.52 | 11.40 | 39.13 | 0.10 |
| | 2024-05-01 | 25.68 | 2.57 | 11.70 | 39.95 | 0.10 |
| 07-11 | 2nd Period (60% of Jour | neyperson's | rate) | | | |
| | 2023-05-01 | 30.25 | 3.03 | 11.40 | 44.68 | 0.10 |
| | 2024-05-01 | 30.82 | 3.08 | 11.70 | 45.60 | 0.10 |
| 07-12 | 3rd Period (70% of Journ | nevperson's | rate) | | | |
| | 2023-05-01 | 35.29 | 3.53 | 11.40 | 50.22 | 0.10 |
| | 2024-05-01 | 35.95 | 3.60 | 11.70 | 51.25 | 0.10 |
| 07-13 | 4th Period (80% of Journ | nevnerson's | rate) | | | |
| 00 | 2023-05-01 | 40.34 | 4.03 | 11.40 | 55.77 | 0.10 |
| | 2024-05-01 | 41.09 | 4.11 | 11.70 | 56.90 | 0.10 |
| | 2024-03-01 | 71.03 | 7.11 | 11.70 | 30.90 | 0.10 |

^{(1) =} per hour worked; (2) = per hour paid

MAP CODE: ISSUED: REVISED: PAGE: N/A May 1, 2016 April 10, 2024 3 OF 3

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.

GRSP **-

UNION FUNDS:

Union Funds include the following items:

Welfare* -\$2.25 per hour paid

\$3.00 per hour paid (effective May 1, 2013) per hour paid (effective May 1, 2024) \$3.25

Training Trust Fund -\$0.30 per hour paid

per hour paid (effective May 1, 2021) \$0.35 \$0.40 per hour paid (effective May 1, 2022) \$0.45 per hour paid (effective May 1, 2024) \$8.00 per hour paid (effective May 1, 2014)

per hour paid (May 1, 2015) per hour paid (April 30, 2016) \$9.43 \$8.00

- * 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- May 1 2024 \$3.20

APPRENTICESHIP GOVERNANCE COUNCIL (AGC) FUNDS:

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

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

CANADIAN UNION OF SKILLED WORKERS CUSW - OSHAWA / PORT HOPE

| GRADE AND | CLASSIFICATIONS OCCUPATION CODES | BASE HOURLY | VACATION & STAT. | UNION FUNDS | TOTAL WAGE | AGC FUNDS |
|--------------|---|-----------------------|--------------------------|-----------------------|-----------------------|---------------------|
| STEP | & EFFECTIVE DATES | RATE | HOLIDAY | (2) | PACKAGE | (1) |
| | ELECTRICIAN | | | | | |
| 7-9 | FOREPERSON - 410165 | | | | | |
| 1-5 | 2020-05-01 | 50.75 | 5.08 | 11.30 | 67.13 | 0.10 |
| | 2021-05-01 | 51.32 | 5.13 | 11.35 | 67.80 | 0.10 |
| | 2022-05-01 | 51.90 | 5.19 | 11.40 | 68.49 | 0.10 |
| | 2023-05-01 | 56.26 | 5.63 | 11.40 | 73.29 | 0.10 |
| | 2024-05-01 | 57.30 | 5.73 | 11.70 | 74.73 | 0.10 |
| 7-8 | SUBFOREPERSON - 410 | 155 | | | | |
| 7-0 | 2020-05-01 | 48.05 | 4.81 | 11.30 | 64.16 | 0.10 |
| | 2021-05-01 | 48.60 | 4.86 | 11.35 | 64.81 | 0.10 |
| | 2022-05-01 | 49.15 | 4.92 | 11.40 | 65.47 | 0.10 |
| | 2023-05-01 | 52.59 | 5.26 | 11.40 | 69.25 | 0.10 |
| | 2024-05-01 | 53.57 | 5.36 | 11.70 | 70.63 | 0.10 |
| 7-6 | IOUDNEVDEDSON 440 | 125 | | | | |
| 7-0 | JOURNEYPERSON - 410 LINEPERSON JOURNEY | | 15035 | | | |
| | | | JOURNEYPERSON - 420135 | | | |
| | ELECTRICAL TECHNICIA | | 000MME 11 ENOUN - 420100 | | | |
| | WELDER - 410136 | -14 - 410130 | | | | |
| | COMMUNICATIONS ELE | CTRICIAN - | 410137 | | | |
| | 2020-05-01 | 44.91 | 4.49 | 11.30 | 60.70 | 0.10 |
| | 2021-05-01 | 45.42 | 4.54 | 11.35 | 61.31 | 0.10 |
| | 2022-05-01 | 45.93 | 4.59 | 11.40 | 61.92 | 0.10 |
| | 2023-05-01 | 48.92 | 4.89 | 11.40 | 65.21 | 0.10 |
| | 2024-05-01 | 49.83 | 4.98 | 11.70 | 66.51 | 0.10 |
| | ELECTRICIAN APPRENT | ICE 44044 | - | | | |
| 07-0 | 1st Period (40% of Journ | | | | | |
| 7-0 | 2020-05-01 | 17.96 | 1.80 | 11.30 | 31.06 | 0.10 |
| | 2021-05-01 | 18.17 | 1.82 | 11.35 | 31.34 | 0.10 |
| | 2022-05-01 | 18.37 | 1.84 | 11.40 | 31.61 | 0.10 |
| | 2023-05-01 | 19.57 | 1.96 | 11.40 | 32.93 | 0.10 |
| | 2024-05-01 | 19.93 | 1.99 | 11.70 | 33.62 | 0.10 |
| 7-1 | 2nd Daried (E00/ of Jour | novnoroon'o | moto) | | | |
| //-1 | 2nd Period (50% of Jour 2020-05-01 | 22.46 | 2.25 | 11.30 | 36.01 | 0.10 |
| | | | | | | |
| | 2021-05-01 | 22.71 22.97 | 2.27 2.30 | 11.35 | 36.33 | 0.10 |
| | 2022-05-01 2023-05-01 | 22.97 24.46 | 2.30 2.45 | 11.40 11.40 | 36.67 38.31 | 0.10 0.10 |
| | 2023-05-01 | 24.46 | 2.49 | 11.70 | 39.11 | 0.10 |
| | 2024-05-01 | 24.52 | 2.45 | 11.70 | 39.11 | 0.10 |
| 7-2 | 3rd Period (60% of Journ | | | 44.00 | 40.05 | 0.40 |
| | 2020-05-01 | 26.95 | 2.70 | 11.30 | 40.95 | 0.10 |
| | 2021-05-01 | 27.25 | 2.73 | 11.35 | 41.33 | 0.10 |
| | 2022-05-01 | 27.56 | 2.76 | 11.40 | 41.72 | 0.10 |
| | 2023-05-01 | 29.35 | 2.94 | 11.40 | 43.69 | 0.10 |
| | 2024-05-01 | 29.90 | 2.99 | 11.70 | 44.59 | 0.10 |
| 7-3 | 4th Period (70% of Journ | | | | | |
| | 2020-05-01 | 31.44 | 3.14 | 11.30 | 45.88 | 0.10 |
| | 2021-05-01 | 31.79 | 3.18 | 11.35 | 46.32 | 0.10 |
| | 2022-05-01 | 32.15 | 3.22 | 11.40 | 46.77 | 0.10 |
| | 2023-05-01 | 34.24 | 3.42 | 11.40 | 49.06 | 0.10 |
| | 2024-05-01 | 34.88 | 3.49 | 11.70 | 50.07 | 0.10 |
| 7-4 | 5th Period (80% of Journ | | | | | |
| | 2020-05-01 | 35.93 | 3.59 | 11.30 | 50.82 | 0.10 |
| | 2021-05-01 | 36.34 | 3.63 | 11.35 | 51.32 | 0.10 |
| | 2022-05-01 | 36.74 | 3.67 | 11.40 | 51.81 | 0.10 |
| | 2023-05-01 | 39.14 | 3.91 | 11.40 | 54.45 | 0.10 |
| | 2024-05-01 | 39.86 | 3.99 | 11.70 | 55.55 | 0.10 |
| | | | | | | |

CANADIAN UNION OF SKILLED WORKERS CUSW - OSHAWA / PORT HOPE

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

| GRADE | CLASSIFICATIONS | BASE | VACATION | UNION | TOTAL | AGC |
|-------|--------------------------|---------------|---------------------|-------|---------|-------|
| AND | OCCUPATION CODES | HOURLY | & STAT. | FUNDS | WAGE | FUNDS |
| STEP | & EFFECTIVE DATES | RATE | HOLIDAY | (2) | PACKAGE | (1) |
| | LINEPERSON APPRENT | TICE - 415015 | i | | | |
| | INSTRUMENTATION AN | D CONTROL | APPRENTICE - 420115 | | | |
| 07-10 | 1st Period (50% of Journ | neyperson's | rate) | | | |
| | 2023-05-01 | 24.46 | 2.45 | 11.40 | 38.31 | 0.10 |
| | 2024-05-01 | 24.92 | 2.49 | 11.70 | 39.11 | 0.10 |
| 07-11 | 1st Period (60% of Journ | nevperson's | rate) | | | |
| | 2023-05-01 | 29.35 | 2.94 | 11.40 | 43.69 | 0.10 |
| | 2024-05-01 | 29.90 | 2.99 | 11.70 | 44.59 | 0.10 |
| 07-12 | 1st Period (70% of Journ | nevperson's | rate) | | | |
| | 2023-05-01 | 34.24 | 3.42 | 11.40 | 49.06 | 0.10 |
| | 2024-05-01 | 34.88 | 3.49 | 11.70 | 50.07 | 0.10 |
| 07-13 | 1st Period (80% of Journ | nevperson's | rate) | | | |
| | 2023-05-01 | 39.14 | 3.91 | 11.40 | 54,45 | 0.10 |
| | 2024-05-01 | 39.86 | 3.99 | 11.70 | 55.55 | 0.10 |

^{(1) =} per hour worked; (2) = per hour paid

MAP CODE: ISSUED: REVISED: PAGE: N/A May 1, 2016 April 10, 2024 3 OF 3

CANADIAN UNION OF ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS SKILLED WORKERS **EMPLOYING CUSW MEMBERS IN OSHAWA / PORT HOPE**

CUSW - 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

\$8.00

\$3.00 per hour paid (effective May 1, 2013) per hour paid (effective May 1, 2024) \$3.25

Training Trust Fund -\$0.30 per hour paid

per hour paid (effective May 1, 2021) \$0.35 \$0.40 per hour paid (effective May 1, 2022) \$0.45 per hour paid (effective May 1, 2024) \$8.00 per hour paid (effective May 1, 2014) per hour paid (May 1, 2015) per hour paid (April 30, 2016) \$9.40

* 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- May 1 2024 \$3.20

APPRENTICESHIP GOVERNANCE COUNCIL (AGC) FUNDS:

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.

GRSP **-

BENEFITS:

All remittances (welfare, apprenticeship, training, GRSP and 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: 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

| CD4D= | CI ACCITIONS | DACE | VACATION | IIIION | TOTAL | 400 |
|--------------|-------------------------------------|-----------------------|---------------------|----------------|-----------------------|---------------------|
| GRADE AND | CLASSIFICATIONS OCCUPATION CODES | BASE HOURLY | VACATION & STAT. | UNION FUNDS | TOTAL WAGE | AGC FUNDS |
| STEP | & EFFECTIVE DATES | RATE | HOLIDAY | (2) | PACKAGE | (1) |
| | | . | | 1-1 | | |
| | ELECTRICIAN | | | | | |
| 07-9 | FOREPERSON - 410165 | | | | | |
| | 2020-05-01 | 50.41 | 5.04 | 11.30 | 66.75 | 0.10 |
| | 2021-05-01 | 50.97 | 5.10 | 11.35 | 67.42 | 0.10 |
| | 2022-05-01 | 51.55 | 5.16 | 11.40 | 68.11 | 0.10 |
| | 2023-05-01 | 55.88 | 5.59 | 11.40 | 72.87 | 0.10 |
| | 2024-05-01 | 56.93 | 5.69 | 11.70 | 74.32 | 0.10 |
| 07-8 | SUBFOREPERSON - 41 | 0155 | | | | |
| 01-0 | 2020-05-01 | 47.73 | 4.77 | 11.30 | 63.80 | 0.10 |
| | 2021-05-01 | 48.27 | 4.83 | 11.35 | 64.45 | 0.10 |
| | 2022-05-01 | 48.81 | 4.88 | 11.40 | 65.09 | 0.10 |
| | 2023-05-01 | 52.23 | 5.22 | 11.40 | 68.85 | 0.10 |
| | 2024-05-01 | 53.21 | 5.32 | 11.70 | 70.23 | 0.10 |
| | | | V.V- | | | •• |
| 07-6 | JOURNEYPERSON - 41 | 0135, | | | | |
| | LINEPERSON JOURNEY | | | | | |
| | INSTRUMENTATION AN | | | 20135 | | |
| | ELECTRICAL TECHNIC | AN - 410138 | | | | |
| | WELDER - 410136 | | | | | |
| | COMMUNICATIONS ELI | | | | | |
| | 2020-05-01 | 44.61 | 4.46 | 11.30 | 60.37 | 0.10 |
| | 2021-05-01 | 45.11 | 4.51 | 11.35 | 60.97 | 0.10 |
| | 2022-05-01 | 45.62 | 4.56 | 11.40 | 61.58 | 0.10 |
| | 2023-05-01 | 48.59 | 4.86 | 11.40 | 64.85 | 0.10 |
| | 2024-05-01 | 49.50 | 4.95 | 11.70 | 66.15 | 0.10 |
| | ELECTRICIAN APPREN | TICE 44044 | _ | | | |
| 07-0 | 1st Period (40% of Jour | | | | | |
| 07-0 | 2020-05-01 | neyperson s 17.84 | 1.78 | 11.30 | 30.92 | 0.10 |
| | 2021-05-01 | 18.04 | 1.78 | 11.35 | 30.92 | 0.10 |
| | 2022-05-01 | 18.25 | 1.83 | 11.35 | 31.19 | 0.10 |
| | 2022-05-01 2023-05-01 | 19.44 | 1.94 | 11.40 | 32.78 | 0.10 0.10 |
| | 2024-05-01 | 19.80 | 1.98 | 11.70 | 33.48 | 0.10 |
| | | | | 11• | 30.40 | 5.10 |
| 07-1 | 2nd Period (50% of Jou | rneyperson's | s rate) | | | |
| | 2020-05-01 | 22.31 | 2.23 | 11.30 | 35.84 | 0.10 |
| | 2021-05-01 | 22.56 | 2.26 | 11.35 | 36.17 | 0.10 |
| | 2022-05-01 | 22.81 | 2.28 | 11.40 | 36.49 | 0.10 |
| | 2023-05-01 | 24.30 | 2.43 | 11.40 | 38.13 | 0.10 |
| | 2024-05-01 | 24.75 | 2.48 | 11.70 | 38.93 | 0.10 |
| | | | | | | |
| 07-2 | 3rd Period (60% of Jour | | | | | |
| | 2020-05-01 | 26.77 | 2.68 | 11.30 | 40.75 | 0.10 |
| | 2021-05-01 | 27.07 | 2.71 | 11.35 | 41.13 | 0.10 |
| | 2022-05-01 | 27.37 | 2.74 | 11.40 | 41.51 | 0.10 |
| | 2023-05-01 | 29.15 | 2.92 | 11.40 | 43.47 | 0.10 |
| | 2024-05-01 | 29.70 | 2.97 | 11.70 | 44.37 | 0.10 |
| 07-3 | 4th Period (70% of Jour | novnoroor!- | rato) | | | |
| 01-3 | | | 3.12 | 11.30 | 45.65 | 0.10 |
| | 2020-05-01 | 31.23 | 3.12 | | 45.65 46.00 | 0.10 0.10 |
| | 2021-05-01 2022-05-01 | 31.58 31.93 | 3.16 | 11.35 11.40 | 46.09 46.52 | 0.10 |
| | 2022-05-01 2023-05-01 | 31.93 34.01 | 3.19 3.40 | 11.40 | 46.52 48.81 | 0.10 0.10 |
| | 2023-05-01 | 34.65 | 3.40 3.47 | 11.70 | 49.82 | 0.10 |
| | 2027-00-0 I | 34.00 | J.+1 | 11.70 | 43.02 | 0.10 |
| 07-4 | 5th Period (80% of Jour | neyperson's | rate) | | | |
| | 2020-05-01 | 35.69 | 3.57 | 11.30 | 50.56 | 0.10 |
| | 2021-05-01 | 36.09 | 3.61 | 11.35 | 51.05 | 0.10 |
| | 2022-05-01 | 36.50 | 3.65 | 11.40 | 51.55 | 0.10 |
| | 2023-05-01 | 38.87 | 3.89 | 11.40 | 54.16 | 0.10 |
| | 2024-05-01 | 39.60 | 3.96 | 11.70 | 55.26 | 0.10 |
| | | | | | | |

^{(1) =} per hour worked; (2) = per hour paid

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

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

| GRADE | CLASSIFICATIONS | BASE | VACATION | UNION | TOTAL | AGC |
|-------|--------------------------|--------------|---------------------|-------|---------|-------|
| AND | OCCUPATION CODES | HOURLY | & STAT. | FUNDS | WAGE | FUNDS |
| STEP | & EFFECTIVE DATES | RATE | HOLIDAY | (2) | PACKAGE | (1) |
| | LINEPERSON APPRENT | ICE - 415015 | 5 | | | |
| | INSTRUMENTATION AN | D CONTROL | APPRENTICE - 420115 | | | |
| 07-10 | 1st Period (50% of Journ | nevperson's | rate) | | | |
| | 2023-05-01 | 24.30 | 2.43 | 11.40 | 38.13 | 0.10 |
| | 2024-05-01 | 24.75 | 2.48 | 11.70 | 38.93 | 0.10 |
| 07-11 | 2nd Period (60% of Jour | nevperson's | rate) | | | |
| | 2023-05-01 | 29.15 | 2.92 | 11.40 | 43.47 | 0.10 |
| | 2024-05-01 | 29.70 | 2.97 | 11.70 | 44.37 | 0.10 |
| 07-12 | 3rd Period (70% of Jour | nevperson's | rate) | | | |
| | 2023-05-01 | 34.01 | 3.40 | 11.40 | 48.81 | 0.10 |
| | 2024-05-01 | 34.65 | 3.47 | 11.70 | 49.82 | 0.10 |
| 07-13 | 4th Period (80% of Journ | nevperson's | rate) | | | |
| | 2023-05-01 | 38.87 | 3.89 | 11.40 | 54.16 | 0.10 |
| | 2024-05-01 | 39.60 | 3.96 | 11.70 | 55.26 | 0.10 |

^{(1) =} per hour worked; (2) = per hour paid

 MAP CODE:
 ISSUED:
 REVISED:
 PAGE:

 N/A
 May 1, 2016
 April 10, 2024
 3 OF 3

CANADIAN UNION OF ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS SKILLED WORKERS EMPLOYING CUSW MEMBERS AT QUINTE / ST. LAWRENCE

CUSW - 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.

GRSP **-

UNION FUNDS:

Union Funds include the following items:

Welfare* - \$2.25 per hour paid

\$3.00 per hour paid (effective May 1, 2013) \$3.25 per hour paid (effective May 1, 2024)

Training Trust Fund - \$0.30 per hour paid

\$0.35 per hour paid (effective May 1, 2021) \$0.40 per hour paid (effective May 1, 2022) **\$0.45 per hour paid (effective May 1, 2024)** \$8.00 per hour paid (effective May 1, 2014) \$9.39 per hour paid (May 1, 2015)

\$9.39 per hour paid (May 1, 2015) \$8.00 per hour paid (April 30, 2016)

APPRENTICESHIP GOVERNANCE COUNCIL (AGC) 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
 Phone number:
 416-245-9270

 10 Carlson Court, Suite 802
 Fax Number:
 416-240-0993

 TORONTO, ON M9W 6L2
 Email: remittances@psbt.ca

 Wobbits:
 Water Plan

Website: <u>www.psbt.ca</u>

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

^{*} Welfare includes \$0.03

^{*} RST is payable on the welfare and Bill 162 portions - \$2.95 per paid hour of the welfare amount- May 1 2024 \$3.20

CANADIAN UNION OF SKILLED WORKERS CUSW - OTTAWA

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

| GRADE AND STEP | CLASSIFICATIONS OCCUPATION CODES & EFFECTIVE DATES | BASE HOURLY RATE | VACATION & STAT. HOLIDAY | UNION FUNDS (2) | TOTAL WAGE PACKAGE | AGC FUNDS (1) |
|----------------------|---|--|--------------------------------|-----------------------|--------------------------|---------------------|
| SIEP | G EFFECTIVE DATES | NAIE | HOLIDAI | \2) | FACRAGE | (1) |
| 7-9 | ELECTRICIAN FOREPERSON - 410165 | | | | | |
| | 2020-05-01 | 50.92 | 5.09 | 11.30 | 67.31 | 0.10 |
| | 2021-05-01 | 51.49 | 5.15 | 11.35 | 67.99 | 0.10 |
| | 2022-05-01 | 52.07 | 5.21 | 11.40 | 68.68 | 0.10 |
| | 2023-05-01 | 56.44 | 5.64 | 11.40 | 73.48 | 0.10 |
| | 2024-05-01 | 57.50 | 5.75 | 11.70 | 74.95 | 0.10 |
| 7-8 | SUBFOREPERSON - 410 | 155 | | | | |
| | 2020-05-01 | 48.21 | 4.82 | 11.30 | 64.33 | 0.10 |
| | 2021-05-01 | 48.76 | 4.88 | 11.35 | 64.99 | 0.10 |
| | 2022-05-01 | 49.31 | 4.93 | 11.40 | 65.64 | 0.10 |
| | 2023-05-01 | 52.76 | 5.28 | 11.40 | 69.44 | 0.10 |
| | 2024-05-01 | 53.75 | 5.38 | 11.70 | 70.83 | 0.10 |
| 7-6 | JOURNEYPERSON - 410 LINEPERSON JOURNEY INSTRUMENTATION AN ELECTRICAL TECHNICI WELDER - 410136 COMMUNICATIONS ELE | PERSON - 4 D CONTROL AN - 410138 | . JOURNEYPERSON - 420135 | | | |
| | 2020-05-01 | 45.06 | 4.51 | 11.30 | 60.87 | 0.10 |
| | 2021-05-01 | 45.57 | 4.56 | 11.35 | 61.48 | 0.10 |
| | 2022-05-01 | 46.08 | 4.61 | 11.40 | 62.09 | 0.10 |
| | 2023-05-01 | 49.08 | 4.91 | 11.40 | 65.39 | 0.10 |
| | 2024-05-01 | 50.00 | 5.00 | 11.70 | 66.70 | 0.10 |
| '-0 | ELECTRICIAN APPRENT 1st Period (40% of Journ | | | | | |
| | 2020-05-01 | 18.02 | 1.80 | 11.30 | 31.12 | 0.10 |
| | 2021-05-01 | 18.23 | 1.82 | 11.35 | 31.40 | 0.10 |
| | 2022-05-01 | 18.43 | 1.84 | 11.40 | 31.67 | 0.10 |
| | 2023-05-01 | 19.63 | 1.96 | 11.40 | 32.99 | 0.10 |
| | 2024-05-01 | 20.00 | 2.00 | 11.70 | 33.70 | 0.10 |
| 7-1 | 2nd Period (50% of Jour | nevnerson's | rate) | | | |
| | 2020-05-01 | 22.53 | 2.25 | 11.30 | 36.08 | 0.10 |
| | 2021-05-01 | 22.79 | 2.28 | 11.35 | 36.42 | 0.10 |
| | 2022-05-01 | 23.04 | 2.30 | 11.40 | 36.74 | 0.10 |
| | 2023-05-01 | 23.04 24.54 | 2.30 2.45 | 11.40 | 38.39 | 0.10 |
| | 2024-05-01 | 24.54 25.00 | 2.45 | 11.70 | 39.20 | 0.10 |
| 7-2 | 3rd Period (60% of Journ | nevperson's | rate) | | | |
| _ | 2020-05-01 | 27.04 | 2.70 | 11.30 | 41.04 | 0.10 |
| | 2021-05-01 | 27.34 | 2.73 | 11.35 | 41.42 | 0.10 |
| | 2022-05-01 | 27.65 | 2.77 | 11.40 | 41.82 | 0.10 |
| | 2022-05-01 2023-05-01 | 27.00 29.45 | 2.77 | 11.40 11.40 | 41.82 43.80 | 0.10 0.10 |
| | 2023-05-01 2024-05-01 | 30.00 | 3.00 | 11.40 11.70 | 43.80 44.70 | 0.10 |
| 7-3 | 4th Period (70% of Journ | nevnerson's | rate) | | | |
| | 2020-05-01 | 31.54 | 3.15 | 11.30 | 45.99 | 0.10 |
| | 2021-05-01 | 31.90 | 3.19 | 11.35 | 46.44 | 0.10 |
| | | | | | | |
| | 2022-05-01 | 32.26 | 3.23 | 11.40 | 46.89 | 0.10 |
| | 2023-05-01 2024-05-01 | 34.36 35.00 | 3.44 3.50 | 11.40 11.70 | 49.20 50.20 | 0.10 0.10 |
| 7.4 | | | | | | |
| 7-4 | 5th Period (80% of Journ | | | 44.00 | E0.00 | 0.40 |
| | 2020-05-01 | 36.05 | 3.61 | 11.30 | 50.96 | 0.10 |
| | 2021-05-01 | 36.46 | 3.65 | 11.35 | 51.46 | 0.10 |
| | 2022 05 04 | 36.86 | 3.69 | 11.40 | 51.95 | 0.10 |
| | 2022-05-01 | | | | | |
| | 2023-05-01 2023-05-01 | 39.26 | 3.93 | 11.40 | 54.59 | 0.10 |

^{(1) =} per hour worked; (2) = per hour paid

ISSUED: May 1, 2016 REVISED: April 10, 2024 PAGE: 2 OF 3 MAP CODE: 0.00

CANADIAN UNION OF SKILLED WORKERS CUSW - OTTAWA

07-12

07-13

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

| GRADE | CLASSIFICATIONS | BASE | VACATION | UNION | TOTAL | AGC |
|-------|-------------------------|--------------|-----------------------|-------|---------|-------|
| AND | OCCUPATION CODES | HOURLY | & STAT. | FUNDS | WAGE | FUNDS |
| STEP | & EFFECTIVE DATES | RATE | HOLIDAY | (2) | PACKAGE | (1) |
| | | | | | | |
| | LINEPERSON APPRENT | | - | | | |
| | INSTRUMENTATION AN | D CONTROL | . APPRENTICE - 420115 | | | |
| 07-10 | 1st Period (50% of Jour | neyperson's | rate) | | | |
| | 2023-05-01 | 24.54 | 2.45 | 11.40 | 38.39 | 0.10 |
| | 2024-05-01 | 25.00 | 2.50 | 11.70 | 39.20 | 0.10 |
| 07-11 | 2nd Period (60% of Jour | rneyperson's | s rate) | | | |
| | 2023-05-01 | 29.45 | 2.95 | 11.40 | 43.80 | 0.10 |
| | 2024-05-01 | 30.00 | 3.00 | 11.70 | 44.70 | 0.10 |

11.40 11.70

11.40 11.70

49.20

50.20

54.59 55.70

0.10

0.10

0.10 0.10

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

2024-05-01

3rd Period (70% of Journeyperson's rate) 2023-05-01 34.36 3.44

4th Period (80% of Journeyperson's rate) 2023-05-01 39.26 3 2024-05-01 40.00 4

35.00

3.50

3.93 4.00

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

\$8.00

\$3.00 per hour paid (effective May 1, 2013) \$3.25 per hour paid (effective May 1, 2024)

Training Trust Fund - \$0.30 per hour paid

\$0.35 per hour paid (effective May 1, 2021) \$0.40 per hour paid (effective May 1, 2022) \$0.45 per hour paid (effective May 1, 2024) per hour paid (effective May 1, 2014) per hour paid (May 1, 2015)

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- May 1 2024 \$3.20

APPRENTICESHIP GOVERNANCE COUNCIL (AGC) 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.

GRSP **-

BENEFITS:

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

Power Sector Retirement & Benefit Plan 10 Carlson Court, Suite 802 TORONTO, ON M9W 6L2

Fax Number: 416-240-0993

Email: remittances@psbt.ca

Website: www.psbt.ca

Phone number: 416-245-9270

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

MAP CODE: N/A ISSUED: May 1, 2016 REVISED: April 10, 2024 PAGE: 1 OF 3

CANADIAN UNION OF SKILLED WORKERS

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

| CUSW - GEORGIAN BAY | |
|---------------------|--|

| GRADE | CLASSIFICATIONS | BASE | VACATION | UNION | TOTAL | AGC |
|-------------|---------------------------------------|-----------------------|---------------------|-----------------------|-----------------------|---------------------|
| AND STEP | OCCUPATION CODES & EFFECTIVE DATES | HOURLY RATE | & STAT. HOLIDAY | FUNDS (2) | WAGE PACKAGE | FUNDS (1) |
| SIEF | & EFFECTIVE DATES | RAIL | HOLIDAI | (2) | FACRAGE | (1) |
| | ELECTRICIAN | | | | | |
| 07-9 | FOREPERSON - 410165 | | | | | |
| | 2020-05-01 | 50.43 | 5.04 | 11.30 | 66.77 | 0.10 |
| | 2021-05-01 | 51.00 | 5.10 | 11.35 | 67.45 | 0.10 |
| | 2022-05-01 | 51.57 | 5.16 | 11.40 | 68.13 | 0.10 |
| | 2023-05-01 | 55.90 | 5.59 | 11.40 | 72.89 | 0.10 |
| | 2024-05-01 | 56.95 | 5.70 | 11.70 | 74.35 | 0.10 |
| | | | | | | |
| 07-8 | SUBFOREPERSON - 41 | | 4.70 | 44.00 | 00.00 | 0.40 |
| | 2020-05-01 | 47.75 48.29 | 4.78 4.83 | 11.30 | 63.83 64.47 | 0.10 |
| | 2021-05-01 2022-05-01 | 48.83 | 4.88 | 11.35 11.40 | 65.11 | 0.10 0.10 |
| | 2023-05-01 | 52.26 | 5.23 | 11.40 | 68.89 | 0.10 0.10 |
| | 2024-05-01 | 53.23 | 5.32 | 11.70 | 70.25 | 0.10 |
| | 2024-00-01 | 33.23 | 5.52 | 11.70 | 70.23 | 0.10 |
| 07-6 | JOURNEYPERSON - 410 | 0135. | | | | |
| | LINEPERSON JOURNEY | | 415035 | | | |
| | INSTRUMENTATION AN | ID CONTROL | JOURNEYPERSO | N - 420135 | | |
| | ELECTRICAL TECHNICI | AN - 410138 | | | | |
| | WELDER - 410136 | | | | | |
| | COMMUNICATIONS ELE | | | | | |
| | 2020-05-01 | 44.63 | 4.46 | 11.30 | 60.39 | 0.10 |
| | 2021-05-01 | 45.13 | 4.51 | 11.35 | 60.99 | 0.10 |
| | 2022-05-01 | 45.64 | 4.56 | 11.40 | 61.60 | 0.10 |
| | 2023-05-01 | 48.61 | 4.86 | 11.40 | 64.87 | 0.10 |
| | 2024-05-01 | 49.52 | 4.95 | 11.70 | 66.17 | 0.10 |
| | ELECTRICIAN APPREN | TICE 41011 | E | | | |
| 07-0 | 1st Period (40% of Journ | | | | | |
| 07-0 | 2020-05-01 | 17.85 | 1.79 | 11.30 | 30.94 | 0.10 |
| | 2021-05-01 | 18.05 | 1.81 | 11.35 | 31.21 | 0.10 |
| | 2022-05-01 | 18.26 | 1.83 | 11.40 | 31.49 | 0.10 |
| | 2023-05-01 | 19.44 | 1.94 | 11.40 | 32.78 | 0.10 |
| | 2024-05-01 | 19.81 | 1.98 | 11.70 | 33.49 | 0.10 |
| | | | | | | |
| 07-1 | 2nd Period (50% of Jour | rneyperson's | s rate) | | | |
| | 2020-05-01 | 22.32 | 2.23 | 11.30 | 35.85 | 0.10 |
| | 2021-05-01 | 22.57 | 2.26 | 11.35 | 36.18 | 0.10 |
| | 2022-05-01 | 22.82 | 2.28 | 11.40 | 36.50 | 0.10 |
| | 2023-05-01 | 24.31 | 2.43 | 11.40 | 38.14 | 0.10 |
| | 2024-05-01 | 24.76 | 2.48 | 11.70 | 38.94 | 0.10 |
| | | | | | | |
| 07-2 | 3rd Period (60% of Jour | | | 44.00 | 40.70 | 0.40 |
| | 2020-05-01 | 26.78 | 2.68 | 11.30 | 40.76 | 0.10 |
| | 2021-05-01 2022-05-01 | 27.08 27.38 | 2.71 2.74 | 11.35 | 41.14 41.52 | 0.10 0.10 |
| | 2022-05-01 2023-05-01 | 27.36 29.17 | 2.74 2.92 | 11.40 11.40 | 41.52 43.49 | 0.10 0.10 |
| | 2024-05-01 | 29.71 | 2.97 | 11.70 | 44.38 | 0.10 |
| | 2024-03-01 | 29.71 | 2.51 | 11.70 | 44.30 | 0.10 |
| 07-3 | 4th Period (70% of Jour | nevperson's | rate) | | | |
| | 2020-05-01 | 31.24 | 3.12 | 11.30 | 45.66 | 0.10 |
| | 2021-05-01 | 31.59 | 3.16 | 11.35 | 46.10 | 0.10 |
| | 2022-05-01 | 31.95 | 3.20 | 11.40 | 46.55 | 0.10 |
| | 2023-05-01 | 34.03 | 3.40 | 11.40 | 48.83 | 0.10 |
| | 2024-05-01 | 34.66 | 3.47 | 11.70 | 49.83 | 0.10 |
| | | | | | | |
| 07-4 | 5th Period (80% of Jour | | | | | |
| | 2020-05-01 | 35.70 | 3.57 | 11.30 | 50.57 | 0.10 |
| | 2021-05-01 | 36.10 | 3.61 | 11.35 | 51.06 | 0.10 |
| | 2022-05-01 | 36.51 | 3.65 | 11.40 | 51.56 | 0.10 |
| | 2023-05-01 | 38.89 | 3.89 | 11.40 | 54.18 | 0.10 |
| (1) = no- h | 2024-05-01 | 39.62 | 3.96 | 11.70 | 55.28 | 0.10 |
| (1) = per h | our worked; (2) = per hour paid | | | | | |

MAP CODE: 0.00 ISSUED: May 1, 2016 REVISED: April 10, 2024 PAGE: 2 OF 3

CANADIAN UNION OF SKILLED WORKERS CUSW - GEORGIAN BAY

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

| GRADE | CLASSIFICATIONS | BASE | VACATION | UNION | TOTAL | AGC |
|-------|--------------------------|-------------|---------------------|-------|---------|-------|
| AND | OCCUPATION CODES | HOURLY | & STAT. | FUNDS | WAGE | FUNDS |
| STEP | & EFFECTIVE DATES | RATE | HOLIDAY | (2) | PACKAGE | (1) |
| | | | | | | |
| | LINEPERSON APPRENT | | | | | |
| | INSTRUMENTATION AN | D CONTROL | APPRENTICE - 420115 | | | |
| | 1st Period (50% of Journ | neyperson's | rate) | | | |
| | 2023-05-01 | 24.31 | 2.43 | 11.40 | 38.14 | 0.10 |
| | 2024-05-01 | 24.76 | 2.48 | 11.70 | 38.94 | 0.10 |
| | 2nd Period (60% of Jour | nevperson's | rate) | | | |
| | 2023-05-01 | 29.17 | 2.92 | 11.40 | 43.49 | 0.10 |
| | 2024-05-01 | 29.71 | 2.97 | 11.70 | 44.38 | 0.10 |
| | 3rd Period (70% of Jour | nevperson's | rate) | | | |
| | 2023-05-01 | 34.03 | 3.40 | 11.40 | 48.83 | 0.10 |
| | 2024-05-01 | 34.66 | 3.47 | 11.70 | 49.83 | 0.10 |
| | 4th Period (80% of Journ | nevperson's | rate) | | | |
| | 2023-05-01 | 38.89 | 3.89 | 11.40 | 54.18 | 0.10 |
| | 2024-05-01 | 39.62 | 3.96 | 11.70 | 55.28 | 0.10 |

^{(1) =} per hour worked; (2) = per hour paid

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) \$3.25 per hour paid (effective May 1, 2024)

Training Trust Fund - \$0.30 per hour paid

\$0.35 per hour paid (effective May 1, 2021) \$0.40 per hour paid (effective May 1, 2022) \$0.45 per hour paid (effective May 1, 2024) \$8.00 per hour paid (effective May 1, 2013)

GRSP **- \$8.00 per hour paid (effective May 1, 2 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- May 1 2024 \$3.20

APPRENTICESHIP GOVERNANCE COUNCIL (AGC) 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 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: 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

MAP CODE: N/A ISSUED: May 1, 2016 REVISED: April 10, 2024 PAGE: 1 OF 3

CANADIAN UNION OF SKILLED WORKERS CUSW - SUDBURY

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

| GRADE | CI ASSIEICATIONS | DACE | VACATION | LINION | TOTAL | ACC |
|-------|-------------------------------------|-----------------------|---------------------|-----------------------|----------------|---------------------|
| AND | CLASSIFICATIONS OCCUPATION CODES | BASE HOURLY | VACATION & STAT. | UNION FUNDS | TOTAL WAGE | AGC FUNDS |
| STEP | & EFFECTIVE DATES | RATE | HOLIDAY | (2) | PACKAGE | (1) |
| UILI | G ELITEOTIVE DATES | IVAIL | HOLIDAI | (-) | TAGINGE | (1) |
| | ELECTRICIAN | | | | | |
| 07-9 | FOREPERSON - 410165 | | | | | |
| | 2020-05-01 | 50.92 | 5.09 | 11.30 | 67.31 | 0.10 |
| | 2021-05-01 | 51.49 | 5.15 | 11.35 | 67.99 | 0.10 |
| | 2022-05-01 | 52.07 | 5.21 | 11.40 | 68.68 | 0.10 |
| | 2023-05-01 | 56.44 | 5.64 | 11.40 | 73.48 | 0.10 |
| | 2024-05-01 | 57.50 | 5.75 | 11.70 | 74.95 | 0.10 |
| | | | | | | |
| 07-8 | SUBFOREPERSON - 410 | | | | | |
| | 2020-05-01 | 48.21 | 4.82 | 11.30 | 64.33 | 0.10 |
| | 2021-05-01 | 48.76 | 4.88 | 11.35 | 64.99 | 0.10 |
| | 2022-05-01 | 49.31 | 4.93 | 11.40 | 65.64 | 0.10 |
| | 2023-05-01 | 52.76 | 5.28 | 11.40 | 69.44 | 0.10 |
| | 2024-05-01 | 53.75 | 5.38 | 11.70 | 70.83 | 0.10 |
| | | | | | | |
| 07-6 | JOURNEYPERSON - 410 | | | | | |
| | LINEPERSON JOURNEY | | | | | |
| | INSTRUMENTATION AN | | | JN - 420135 | | |
| | ELECTRICAL TECHNICI | AN - 410138 | | | | |
| | WELDER - 410136 | OTDIOIA: | 440407 | | | |
| | COMMUNICATIONS ELE | | | 44.00 | co 07 | 0.40 |
| | 2020-05-01 | 45.06 | 4.51 | 11.30 | 60.87 | 0.10 |
| | 2021-05-01 | 45.57 | 4.56 | 11.35 | 61.48 | 0.10 |
| | 2022-05-01 | 46.08 | 4.61 | 11.40 | 62.09 | 0.10 |
| | 2023-05-01 | 49.08 | 4.91 | 11.40 | 65.39 | 0.10 |
| | 2024-05-01 | 50.00 | 5.00 | 11.70 | 66.70 | 0.10 |
| | EL ECTRICIANI ADDRENI | TICE 44044 | - | | | |
| A-7 A | ELECTRICIAN APPREN | | | | | |
| 07-0 | 1st Period (40% of Journ | | | 44.00 | 04.40 | 0.40 |
| | 2020-05-01 | 18.02 | 1.80 | 11.30 | 31.12 | 0.10 |
| | 2021-05-01 | 18.23 | 1.82 | 11.35 | 31.40 | 0.10 |
| | 2022-05-01 | 18.43 | 1.84 | 11.40 | 31.67 | 0.10 |
| | 2023-05-01 | 19.63 | 1.96 | 11.40 | 32.99 | 0.10 |
| | 2024-05-01 | 20.00 | 2.00 | 11.70 | 33.70 | 0.10 |
| 07.4 | 2nd Davied (500) of law | | | | | |
| 07-1 | 2nd Period (50% of Jour | | | 44.00 | 00.00 | 0.40 |
| | 2020-05-01 | 22.53 | 2.25 | 11.30 | 36.08 | 0.10 |
| | 2021-05-01 | 22.79 | 2.28 | 11.35 | 36.42 | 0.10 |
| | 2022-05-01 | 23.04 | 2.30 | 11.40 | 36.74 | 0.10 |
| | 2023-05-01 | 24.54 | 2.45 | 11.40 | 38.39 | 0.10 |
| | 2024-05-01 | 25.00 | 2.50 | 11.70 | 39.20 | 0.10 |
| 07.0 | 2nd Danied (COS) of January | | | | | |
| 07-2 | 3rd Period (60% of Journ | | 2.70 | 11.30 | 41.04 | 0.10 |
| | 2020-05-01 2021-05-01 | 27.04 27.34 | 2.70 | 11.30 | 41.04 41.42 | 0.10 |
| | 2021-05-01 | 27.34 27.65 | 2.73 2.77 | 11.35 | 41.42 41.82 | 0.10 |
| | | | 2.77 | | | |
| | 2023-05-01 2024-05-01 | 29.45 30.00 | 3.00 | 11.40 11.70 | 43.80 44.70 | 0.10 0.10 |
| | 2024-05-01 | 30.00 | 3.00 | 11.70 | 44.70 | 0.10 |
| 07-3 | 4th Period (70% of Journ | nevnerson's | rate) | | | |
| 01-3 | 2020-05-01 | 31.54 | 3.15 | 11.30 | 45.99 | 0.10 |
| | 2020-05-01 | 31.90 | 3.19 | 11.35 | 46.44 | 0.10 |
| | 2022-05-01 | 32.26 | 3.19 | 11.40 | 46.89 | 0.10 |
| | 2022-05-01 2023-05-01 | 34.36 | 3.23 3.44 | 11.40 11.40 | 49.20 | 0.10 0.10 |
| | 2023-05-01 | 34.36 35.00 | 3.44 3.50 | 11.40 | 50.20 | 0.10 |
| | 2027-00-0 I | 33.00 | 3.50 | 11.70 | 30.20 | 0.10 |
| 07-4 | 5th Period (80% of Journ | nevnereor's | rate) | | | |
| J1-4 | 2020-05-01 | 36.05 | 3.61 | 11.30 | 50.96 | 0.10 |
| | | | | | | |
| | 2021-05-01 | 36.46 | 3.65 | 11.35 | 51.46 | 0.10 |
| | 2022-05-01 | 36.86 39.26 | 3.69 3.93 | 11.40 | 51.95 | 0.10 |
| | 2023-05-01 | | | 11.40 11.70 | 54.59 55.70 | 0.10 |
| | 2024-05-01 | 40.00 | 4.00 | 11.70 | 55.70 | 0.10 |
| | | | | | | |

^{(1) =} per hour worked; (2) = per hour paid

MAP CODE: N/A ISSUED: May 1, 2016 REVISED: April 10, 2024 PAGE: 2 OF 3

CANADIAN UNION OF SKILLED WORKERS CUSW - SUDBURY

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

| ODADE | OL ADDIELO ATIONIO | DAGE | MAGATION | LINION | TOTAL | 400 |
|-------|-------------------------|-------------|-----------------------|--------|---------|-------|
| GRADE | CLASSIFICATIONS | BASE | VACATION | UNION | TOTAL | AGC |
| AND | OCCUPATION CODES | HOURLY | & STAT. | FUNDS | WAGE | FUNDS |
| STEP | & EFFECTIVE DATES | RATE | HOLIDAY | (2) | PACKAGE | (1) |
| | | | _ | | | |
| | LINEPERSON APPRENT | | - | | | |
| | INSTRUMENTATION AN | D CONTROL | . APPRENTICE - 420115 | | | |
| 07-10 | 1st Period (50% of Jour | neyperson's | rate) | | | |
| | 2023-05-01 | 24.54 | 2.45 | 11.40 | 38.39 | 0.10 |
| | 2024-05-01 | 25.00 | 2.50 | 11.70 | 39.20 | 0.10 |
| 07-11 | 2nd Period (60% of Jour | neyperson's | rate) | | | |
| | 2023-05-01 | 29.45 | 2.95 | 11.40 | 43.80 | 0.10 |
| | 2024-05-01 | 30.00 | 3.00 | 11.70 | 44.70 | 0.10 |
| 07-12 | 3rd Period (70% of Jour | nevperson's | rate) | | | |
| | 2023-05-01 | 34.36 | 3.44 | 11.40 | 49.20 | 0.10 |
| | 2024-05-01 | 35.00 | 3.50 | 11.70 | 50.20 | 0.10 |
| 07-13 | 4th Period (80% of Jour | nevperson's | rate) | | | |
| | 2023-05-01 | 39.26 | 3.93 | 11.40 | 54.59 | 0.10 |
| | 2024-05-01 | 40.00 | 4.00 | 11.70 | 55.70 | 0.10 |

^{(1) =} per hour worked; (2) = per hour paid

CANADIAN UNION OF SKILLED WORKERS

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

CUSW - SUDBURY

OVERTIME RATE:

Mon-Fri: Scheduled Work Davs - 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.

GRSP **-

GRSP **-

GRSP **-

UNION FUNDS:

Union Funds include the following items:

Welfare* - \$2.25 per hour paid

\$3.00 per hour paid (effective May 1, 2013) \$3.25 per hour paid (effective May 1, 2024)

Training Trust Fund - \$0.30 per hour paid

\$0.35 per hour paid (effective May 1, 2021) \$0.40 per hour paid (effective May 1, 2022) **\$0.45 per hour paid (effective May 1, 2024)** \$8.00 per hour paid (effective May 1, 2014) 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- May 1 2024 \$3.20

APPRENTICESHIP GOVERNANCE COUNCIL (AGC) 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 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: 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

MAP CODE: N/A ISSUED: May 1, 2016 REVISED: April 10, 2024 PAGE: 1 OF 3

CANADIAN UNION OF SKILLED WORKERS CUSW - THUNDER BAY

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

| GRADE AND | CLASSIFICATIONS OCCUPATION CODES | BASE HOURLY | VACATION & STAT. | UNION FUNDS | TOTAL WAGE | AGC FUNDS |
|--------------|---|----------------|--------------------------|-----------------------|-----------------------|---------------------|
| STEP | & EFFECTIVE DATES | RATE | HOLIDAY | (2) | PACKAGE | (1) |
| | ELECTRICIAN | | | | | |
| -9 | FOREPERSON - 410165 | | | | | |
| • | 2020-05-01 | 50.16 | 5.02 | 11.30 | 66.48 | 0.10 |
| | 2021-05-01 | 50.73 | 5.07 | 11.35 | 67.15 | 0.10 |
| | 2022-05-01 | 51.30 | 5.13 | 11.40 | 67.83 | 0.10 |
| | 2023-05-01 | 55.61 | 5.56 | 11.40 | 72.57 | 0.10 |
| | 2024-05-01 | 56.65 | 5.67 | 11.70 | 74.02 | 0.10 |
| | | | | | | |
| 7-8 | SUBFOREPERSON - 410 | 155 | | | | |
| | 2020-05-01 | 47.50 | 4.75 | 11.30 | 63.55 | 0.10 |
| | 2021-05-01 | 48.03 | 4.80 | 11.35 | 64.18 | 0.10 |
| | 2022-05-01 | 48.58 | 4.86 | 11.40 | 64.84 | 0.10 |
| | 2023-05-01 | 51.99 | 5.20 | 11.40 | 68.59 | 0.10 |
| | 2024-05-01 | 52.95 | 5.30 | 11.70 | 69.95 | 0.10 |
| '-6 | JOURNEYPERSON - 410 LINEPERSON JOURNEY | PERSON - 4 | | | | |
| | INSTRUMENTATION AND ELECTRICAL TECHNICA WELDER - 410136 | | . JOURNEYPERSON - 420135 | | | |
| | COMMUNICATIONS ELE | CTRICIAN - | 410137 | | | |
| | 2020-05-01 | 44.39 | 4.44 | 11.30 | 60.13 | 0.10 |
| | 2021-05-01 | 44.89 | 4.49 | 11.35 | 60.73 | 0.10 |
| | 2022-05-01 | 45.40 | 4.54 | 11.40 | 61.34 | 0.10 |
| | 2023-05-01 | 48.36 | 4.84 | 11.40 | 64.60 | 0.10 |
| | 2024-05-01 | 49.26 | 4.93 | 11.70 | 65.89 | 0.10 |
| | | | | | | |
| | ELECTRICIAN APPRENT | | | | | |
| 7-0 | 1st Period (40% of Journ | | | | | |
| | 2020-05-01 | 17.76 | 1.78 | 11.30 | 30.84 | 0.10 |
| | 2021-05-01 | 17.96 | 1.80 | 11.35 | 31.11 | 0.10 |
| | 2022-05-01 | 18.16 | 1.82 | 11.40 | 31.38 | 0.10 |
| | 2023-05-01 | 19.34 | 1.93 | 11.40 | 32.67 | 0.10 |
| | 2024-05-01 | 19.70 | 1.97 | 11.70 | 33.37 | 0.10 |
| 7-1 | 0 - d D - d - d (500) - 6 J | | | | | |
| 7-1 | 2nd Period (50% of Journ | | | 44.00 | 05.70 | 0.40 |
| | 2020-05-01 | 22.20 | 2.22 | 11.30 | 35.72 | 0.10 |
| | 2021-05-01 | 22.45 | 2.25 | 11.35 | 36.05 | 0.10 |
| | 2022-05-01 | 22.70 | 2.27 | 11.40 | 36.37 | 0.10 |
| | 2023-05-01 | 24.18 | 2.42 | 11.40 | 38.00 | 0.10 |
| | 2024-05-01 | 24.63 | 2.46 | 11.70 | 38.79 | 0.10 |
| 7-2 | 3rd Period (60% of Journ | avnereon's | rato) | | | |
| | 2020-05-01 | 26.63 | 2.66 | 11.30 | 40.59 | 0.10 |
| | 2021-05-01 | 26.93 | 2.69 | 11.35 | 40.97 | 0.10 |
| | 2022-05-01 | 27.24 | 2.72 | 11.40 | 41.36 | 0.10 |
| | 2023-05-01 | 29.02 | 2.90 | 11.40 | 43.32 | 0.10 |
| | 2024-05-01 | 29.56 | 2.96 | 11.70 | 44.22 | 0.10 |
| | | 20.00 | =: | | 77.22 | 0.10 |
| 7-3 | 4th Period (70% of Journ | evperson's | rate) | | | |
| - | 2020-05-01 | 31.07 | 3.11 | 11.30 | 45.48 | 0.10 |
| | 2021-05-01 | 31.42 | 3.14 | 11.35 | 45.91 | 0.10 |
| | 2022-05-01 | 31.78 | 3.18 | 11.40 | 46.36 | 0.10 |
| | 2023-05-01 | 33.85 | 3.39 | 11.40 | 48.64 | 0.10 |
| | 2024-05-01 | 34.48 | 3.45 | 11.70 | 49.63 | 0.10 |
| | | | | | | |
| 7-4 | 5th Period (80% of Journ | eyperson's | rate) | | | |
| 07-4 | 2020-05-01 | 35.51 | 3.55 | 11.30 | 50.36 | 0.10 |
| | 0004 05 04 | 35.91 | 3.59 | 11.35 | 50.85 | 0.10 |
| | 2021-05-01 | 00.01 | | | | |
| | 2022-05-01 | 36.32 | 3.63 | 11.40 | 51.35 | 0.10 |
| | | | | 11.40 11.40 | 51.35 53.96 | 0.10 0.10 |

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

MAP CODE: 0.00 ISSUED: May 1, 2016 REVISED: April 10, 2024 PAGE: 2 OF 3

CANADIAN UNION OF SKILLED WORKERS CUSW - THUNDER BAY

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

| GRADE | CLASSIFICATIONS | BASE | VACATION | UNION | TOTAL | AGC |
|-------|--------------------------|--------------|---------------------|-------|---------|-------|
| AND | OCCUPATION CODES | HOURLY | & STAT. | FUNDS | WAGE | FUNDS |
| STEP | & EFFECTIVE DATES | RATE | HOLIDAY | (2) | PACKAGE | (1) |
| | LINEPERSON APPRENT | TICE - 41501 | 5 | | | |
| | INSTRUMENTATION AN | D CONTROL | APPRENTICE - 420115 | | | |
| 07-10 | 1st Period (50% of Journ | neyperson's | rate) | | | |
| | 2023-05-01 | 24.18 | 2.42 | 11.40 | 38.00 | 0.10 |
| | 2024-05-01 | 24.63 | 2.46 | 11.70 | 38.79 | 0.10 |
| 07-11 | 2nd Period (60% of Jour | neyperson's | rate) | | | |
| | 2023-05-01 | 29.02 | 2.90 | 11.40 | 43.32 | 0.10 |
| | 2024-05-01 | 29.56 | 2.96 | 11.70 | 44.22 | 0.10 |
| 07-12 | 3rd Period (70% of Jour | nevperson's | rate) | | | |
| | 2023-05-01 | 33.85 | 3.39 | 11.40 | 48.64 | 0.10 |
| | 2024-05-01 | 34.48 | 3.45 | 11.70 | 49.63 | 0.10 |
| 07-13 | 4th Period (80% of Journ | nevnerson's | rate) | | | |
| | 2023-05-01 | 38.69 | 3.87 | 11.40 | 53.96 | 0.10 |
| | 2024-05-01 | 39.41 | 3.94 | 11.70 | 55.05 | 0.10 |

^{(1) =} per hour worked; (2) = per hour paid

CANADIAN UNION OF SKILLED WORKERS CUSW - THUNDER BAY ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS EMPLOYING CUSW MEMBERS AT THUNDER BAY

CUSW - 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.

GRSP **-

UNION FUNDS:

Union Funds include the following items:

Welfare* - \$2.25 per hour paid

\$3.00 per hour paid (effective May 1, 2013) \$3.25 per hour paid (effective May 1, 2024)

Training Trust Fund - \$0.30 per hour paid

\$0.35 per hour paid (effective May 1, 2021) \$0.40 per hour paid (effective May 1, 2022) \$0.45 per hour paid (effective May 1, 2024)

\$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)

APPRENTICESHIP GOVERNANCE COUNCIL (AGC) 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 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: Districts of Thunder Bay and Rainy River; District of Kenora, and Patricia

^{*} Welfare includes \$0.03

^{*} RST is payable on the welfare and Bill 162 portions - \$2.95 per paid hour of the welfare amount- May 1 2024 \$3.20