

CANADIAN UNION OF
SKILLED WORKERS
CUSW - NWO - BRUCE

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

GRADE AND STEP	CLASSIFICATIONS OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	UNION FUNDS (2)	TOTAL WAGE PACKAGE	AGC FUNDS (1)
SENIOR						
FOREPERSON - CONTRACTORS ONLY						
	2025-05-01	63.82	6.38	11.70	81.90	0.10
	2026-05-01	67.15	6.72	12.50	86.37	0.10
	2027-05-01	70.74	7.07	12.55	90.36	0.10
	2028-05-01	73.21	7.32	12.60	93.13	0.10
	2029-05-01	74.94	7.49	12.60	95.03	0.10
ELECTRICIAN						
07-9	FOREPERSON - 410165					
	2025-05-01	61.16	6.12	11.70	78.98	0.10
	2026-05-01	64.35	6.44	12.50	83.29	0.10
	2027-05-01	67.79	6.78	12.55	87.12	0.10
	2028-05-01	70.16	7.02	12.60	89.78	0.10
	2029-05-01	71.82	7.18	12.60	91.60	0.10
07-8	SUBFOREPERSON - 410155					
	2025-05-01	57.17	5.72	11.70	74.59	0.10
	2026-05-01	60.16	6.02	12.50	78.68	0.10
	2027-05-01	63.37	6.34	12.55	82.26	0.10
	2028-05-01	65.59	6.56	12.60	84.75	0.10
	2029-05-01	67.13	6.71	12.60	86.44	0.10
07-6	JOURNEYPerson - 410135					
	LINEPERSON JOURNEYPerson - 415035					
	INSTRUMENTATION AND CONTROL JOURNEYPerson - 420135					
	ELECTRICAL TECHNICIAN - 410138					
	WELDER - 410136					
	COMMUNICATIONS ELECTRICIAN - 410137					
	2025-05-01	53.18	5.32	11.70	70.20	0.10
	2026-05-01	55.96	5.60	12.50	74.06	0.10
	2027-05-01	58.95	5.89	12.55	77.39	0.10
	2028-05-01	61.01	6.10	12.60	79.71	0.10
	2029-05-01	62.45	6.25	12.60	81.30	0.10
ELECTRICIAN APPRENTICE - 410115						
07-0	1st Period (40% of Journeyperson's rate; 42% effective May 01, 2028; 45% effective May 01, 2029)					
	2025-05-01	21.27	2.13	11.70	35.10	0.10
	2026-05-01	22.38	2.24	12.50	37.12	0.10
	2027-05-01	23.58	2.36	12.55	38.49	0.10
	2028-05-01	25.62	2.56	12.60	40.78	0.10
	2029-05-01	28.10	2.81	12.60	43.51	0.10
07-1	2nd Period (50% of Journeyperson's rate; 52% effective May 01, 2028; 55% effective May 01, 2029)					
	2025-05-01	26.59	2.66	11.70	40.95	0.10
	2026-05-01	27.98	2.80	12.50	43.28	0.10
	2027-05-01	29.48	2.95	12.55	44.98	0.10
	2028-05-01	31.73	3.17	12.60	47.50	0.10
	2029-05-01	34.35	3.44	12.60	50.39	0.10
07-2	3rd Period (60% of Journeyperson's rate; 62% effective May 01, 2028; 65% effective May 01, 2029)					
	2025-05-01	31.91	3.19	11.70	46.80	0.10
	2026-05-01	33.58	3.36	12.50	49.44	0.10
	2027-05-01	35.37	3.54	12.55	51.46	0.10
	2028-05-01	37.83	3.78	12.60	54.21	0.10
	2029-05-01	40.59	4.06	12.60	57.25	0.10
07-3	4th Period (70% of Journeyperson's rate; 72% effective May 01, 2028; 75% effective May 01, 2029)					
	2025-05-01	37.23	3.72	11.70	52.65	0.10
	2026-05-01	39.17	3.92	12.50	55.59	0.10
	2027-05-01	41.27	4.13	12.55	57.95	0.10
	2028-05-01	43.93	4.39	12.60	60.92	0.10
	2029-05-01	46.84	4.68	12.60	64.12	0.10
07-4	5th Period (80% of Journeyperson's rate; 82% effective May 01, 2028; 85% effective May 01, 2029)					
	2025-05-01	42.54	4.25	11.70	58.49	0.10
	2026-05-01	44.77	4.48	12.50	61.75	0.10
	2027-05-01	47.16	4.72	12.55	64.43	0.10
	2028-05-01	50.03	5.00	12.60	67.63	0.10
	2029-05-01	53.08	5.31	12.60	70.99	0.10

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

MAP CODE:
N/A

ISSUED:
May 1, 2026

REVISED:
March 25, 2026

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CANADIAN UNION OF
SKILLED WORKERS
CUSW - NWO - BRUCE

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

GRADE AND STEP	CLASSIFICATIONS OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	UNION FUNDS (2)	TOTAL WAGE PACKAGE	AGC FUNDS (1)
LINEPERSON APPRENTICE - 415015						
INSTRUMENTATION AND CONTROL APPRENTICE - 420115						
07-10	1st Period (50% of Journeyman's rate; 52% effective May 01, 2028; 55% effective May 01, 2029)					
	2025-05-01	26.59	2.66	11.70	40.95	0.10
	2026-05-01	27.98	2.80	12.50	43.28	0.10
	2027-05-01	29.48	2.95	12.55	44.98	0.10
	2028-05-01	31.73	3.17	12.60	47.50	0.10
	2029-05-01	34.35	3.44	12.60	50.39	0.10
07-11	2nd Period (60% of Journeyman's rate; 62% effective May 01, 2028; 65% effective May 01, 2029)					
	2025-05-01	31.91	3.19	11.70	46.80	0.10
	2026-05-01	33.58	3.36	12.50	49.44	0.10
	2027-05-01	35.37	3.54	12.55	51.46	0.10
	2028-05-01	37.83	3.78	12.60	54.21	0.10
	2029-05-01	40.59	4.06	12.60	57.25	0.10
07-12	3rd Period (70% of Journeyman's rate; 72% effective May 01, 2028; 75% effective May 01, 2029)					
	2025-05-01	37.23	3.72	11.70	52.65	0.10
	2026-05-01	39.17	3.92	12.50	55.59	0.10
	2027-05-01	41.27	4.13	12.55	57.95	0.10
	2028-05-01	43.93	4.39	12.60	60.92	0.10
	2029-05-01	46.84	4.68	12.60	64.12	0.10
07-13	4th Period (80% of Journeyman's rate; 82% effective May 01, 2028; 85% effective May 01, 2029)					
	2025-05-01	42.54	4.25	11.70	58.49	0.10
	2026-05-01	44.77	4.48	12.50	61.75	0.10
	2027-05-01	47.16	4.72	12.55	64.43	0.10
	2028-05-01	50.03	5.00	12.60	67.63	0.10
	2029-05-01	53.08	5.31	12.60	70.99	0.10

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

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May 1, 2026

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March 25, 2026

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CANADIAN UNION OF
SKILLED WORKERS
CUSW - NWO - BRUCE

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

OVERTIME RATE:

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

UNION FUNDS:

Union Funds include the following items:

Welfare* -	\$3.25	per hour paid (effective May 1, 2024)
	\$4.00	per hour paid (effective May 1, 2026)
Training Trust Fund -	\$0.45	per hour paid (effective May 1, 2024)
	\$0.50	per hour paid (effective May 1, 2026)
	\$0.55	per hour paid (effective May 1, 2027)
	\$0.60	per hour paid (effective May 1, 2028)
GRSP ** -	\$8.00	per hour paid (April 30, 2016)

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

* **RST is payable on the Welfare and Bill 162 portions - \$3.95 per paid hour of the welfare amount - May 1 2026**

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.psbtc.ca

GEOGRAPHIC AREA: BNP/Bruce Power project site.

CANADIAN UNION OF
SKILLED WORKERS
CUSW - PICKERING

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

GRADE AND STEP	CLASSIFICATIONS OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	UNION FUNDS (2)	TOTAL WAGE PACKAGE	AGC FUNDS (1)
SENIOR						
FOREPERSON - CONTRACTORS ONLY						
	2025-05-01	66.05	6.61	11.70	84.36	0.10
	2026-05-01	69.50	6.95	12.50	88.95	0.10
	2027-05-01	73.19	7.32	12.55	93.06	0.10
	2028-05-01	75.74	7.57	12.60	95.91	0.10
	2029-05-01	77.53	7.75	12.60	97.88	0.10
ELECTRICIAN						
07-9	FOREPERSON - 410165					
	2025-05-01	63.30	6.33	11.70	81.33	0.10
	2026-05-01	66.61	6.66	12.50	85.77	0.10
	2027-05-01	70.14	7.01	12.55	89.70	0.10
	2028-05-01	72.59	7.26	12.60	92.45	0.10
	2029-05-01	74.30	7.43	12.60	94.33	0.10
07-8	SUBFOREPERSON - 410155					
	2025-05-01	59.17	5.92	11.70	76.79	0.10
	2026-05-01	62.26	6.23	12.50	80.99	0.10
	2027-05-01	65.56	6.56	12.55	84.67	0.10
	2028-05-01	67.85	6.79	12.60	87.24	0.10
	2029-05-01	69.46	6.95	12.60	89.01	0.10
07-6	JOURNEYPerson - 410135, LINEPERSON JOURNEYPerson - 415035 INSTRUMENTATION AND CONTROL JOURNEYPerson - 420135 ELECTRICAL TECHNICIAN - 410138 WELDER - 410136 COMMUNICATIONS ELECTRICIAN - 410137					
	2025-05-01	55.04	5.50	11.70	72.24	0.10
	2026-05-01	57.92	5.79	12.50	76.21	0.10
	2027-05-01	60.99	6.10	12.55	79.64	0.10
	2028-05-01	63.12	6.31	12.60	82.03	0.10
	2029-05-01	64.61	6.46	12.60	83.67	0.10
ELECTRICIAN APPRENTICE - 410115						
07-0	1st Period (40% of Journeyperson's rate; 42% effective May 01, 2028; 45% effective May 01, 2029)					
	2025-05-01	22.02	2.20	11.70	35.92	0.10
	2026-05-01	23.17	2.32	12.50	37.99	0.10
	2027-05-01	24.40	2.44	12.55	39.39	0.10
	2028-05-01	26.51	2.65	12.60	41.76	0.10
	2029-05-01	29.07	2.91	12.60	44.58	0.10
07-1	2nd Period (50% of Journeyperson's rate; 52% effective May 01, 2028; 55% effective May 01, 2029)					
	2025-05-01	27.52	2.75	11.70	41.97	0.10
	2026-05-01	28.96	2.90	12.50	44.36	0.10
	2027-05-01	30.50	3.05	12.55	46.10	0.10
	2028-05-01	32.82	3.28	12.60	48.70	0.10
	2029-05-01	35.54	3.55	12.60	51.69	0.10
07-2	3rd Period (60% of Journeyperson's rate; 62% effective May 01, 2028; 65% effective May 01, 2029)					
	2025-05-01	33.02	3.30	11.70	48.02	0.10
	2026-05-01	34.75	3.48	12.50	50.73	0.10
	2027-05-01	36.59	3.66	12.55	52.80	0.10
	2028-05-01	39.13	3.91	12.60	55.64	0.10
	2029-05-01	42.00	4.20	12.60	58.80	0.10
07-3	4th Period (70% of Journeyperson's rate; 72% effective May 01, 2028; 75% effective May 01, 2029)					
	2025-05-01	38.53	3.85	11.70	54.08	0.10
	2026-05-01	40.54	4.05	12.50	57.09	0.10
	2027-05-01	42.69	4.27	12.55	59.51	0.10
	2028-05-01	45.45	4.55	12.60	62.60	0.10
	2029-05-01	48.46	4.85	12.60	65.91	0.10
07-4	5th Period (80% of Journeyperson's rate; 82% effective May 01, 2028; 85% effective May 01, 2029)					
	2025-05-01	44.03	4.40	11.70	60.13	0.10
	2026-05-01	46.34	4.63	12.50	63.47	0.10
	2027-05-01	48.79	4.88	12.55	66.22	0.10
	2028-05-01	51.76	5.18	12.60	69.54	0.10
	2029-05-01	54.92	5.49	12.60	73.01	0.10

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CANADIAN UNION OF
SKILLED WORKERS
CUSW - PICKERING

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

GRADE AND STEP	CLASSIFICATIONS OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	UNION FUNDS (2)	TOTAL WAGE PACKAGE	AGC FUNDS (1)
LINEPERSON JOURNEYPerson - 415035						
INSTRUMENTATION AND CONTROL JOURNEYPerson - 420135						
07-10	1st Period (50% of Journeyperson's rate; 52% effective May 01, 2028; 55% effective May 01, 2029)					
	2025-05-01	27.52	2.75	11.70	41.97	0.10
	2026-05-01	28.96	2.90	12.50	44.36	0.10
	2027-05-01	30.50	3.05	12.55	46.10	0.10
	2028-05-01	32.82	3.28	12.60	48.70	0.10
	2029-05-01	35.54	3.55	12.60	51.69	0.10
07-11	2nd Period (60% of Journeyperson's rate; 62% effective May 01, 2028; 65% effective May 01, 2029)					
	2025-05-01	33.02	3.30	11.70	48.02	0.10
	2026-05-01	34.75	3.48	12.50	50.73	0.10
	2027-05-01	36.59	3.66	12.55	52.80	0.10
	2028-05-01	39.13	3.91	12.60	55.64	0.10
	2029-05-01	42.00	4.20	12.60	58.80	0.10
07-12	3rd Period (70% of Journeyperson's rate; 72% effective May 01, 2028; 75% effective May 01, 2029)					
	2025-05-01	38.53	3.85	11.70	54.08	0.10
	2026-05-01	40.54	4.05	12.50	57.09	0.10
	2027-05-01	42.69	4.27	12.55	59.51	0.10
	2028-05-01	45.45	4.55	12.60	62.60	0.10
	2029-05-01	48.46	4.85	12.60	65.91	0.10
07-13	4th Period (80% of Journeyperson's rate; 82% effective May 01, 2028; 85% effective May 01, 2029)					
	2025-05-01	44.03	4.40	11.70	60.13	0.10
	2026-05-01	46.34	4.63	12.50	63.47	0.10
	2027-05-01	48.79	4.88	12.55	66.22	0.10
	2028-05-01	51.76	5.18	12.60	69.54	0.10
	2029-05-01	54.92	5.49	12.60	73.01	0.10

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May 1, 2026

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March 25, 2026

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CANADIAN UNION OF
SKILLED WORKERS
CUSW - PICKERING

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

OVERTIME RATE:

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

UNION FUNDS:

Union Funds include the following items:

Welfare* -	\$3.25	per hour paid (effective May 1, 2024)
	\$4.00	per hour paid (effective May 1, 2026)
Training Trust Fund -	\$0.45	per hour paid (effective May 1, 2024)
	\$0.50	per hour paid (effective May 1, 2026)
	\$0.55	per hour paid (effective May 1, 2027)
	\$0.60	per hour paid (effective May 1, 2028)
GRSP ** -	\$8.00	per hour paid (April 30, 2016)

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

* **RST is payable on the Welfare and Bill 162 portions - \$3.95 per paid hour of the welfare amount - May 1 2026**

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.psbtc.ca*

GEOGRAPHIC AREA: Pickering NGS Project Site.

CANADIAN UNION OF ONTARIO POWER GENERATION WAGE SCHEDULE FOR
SKILLED WORKERS EMPLOYERS EMPLOYING CUSW MEMBERS AT DARLINGTON (82) / OSHAWA / PORT HOPE
CUSW - DARLINGTON/OSHAWA/PORT HOPE

GRADE AND STEP	CLASSIFICATIONS OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	UNION FUNDS (2)	TOTAL WAGE PACKAGE	AGC FUNDS (1)
SENIOR						
FOREPERSON - CONTRACTORS ONLY						
	2025-05-01	64.14	6.41	11.70	82.25	0.10
	2026-05-01	67.50	6.75	12.50	86.75	0.10
	2027-05-01	71.10	7.11	12.55	90.76	0.10
	2028-05-01	73.60	7.36	12.60	93.56	0.10
	2029-05-01	75.34	7.53	12.60	95.47	0.10
ELECTRICIAN						
07-9	FOREPERSON - 410165					
	2025-05-01	61.47	6.15	11.70	79.32	0.10
	2026-05-01	64.69	6.47	12.50	83.66	0.10
	2027-05-01	68.14	6.81	12.55	87.50	0.10
	2028-05-01	70.53	7.05	12.60	90.18	0.10
	2029-05-01	72.20	7.22	12.60	92.02	0.10
07-8	SUBFOREPERSON - 410155					
	2025-05-01	57.46	5.75	11.70	74.91	0.10
	2026-05-01	60.47	6.05	12.50	79.02	0.10
	2027-05-01	63.69	6.37	12.55	82.61	0.10
	2028-05-01	65.93	6.59	12.60	85.12	0.10
	2029-05-01	67.49	6.75	12.60	86.84	0.10
07-6	JOURNEYPerson- 410135					
	LINEPERSON JOURNEYPerson - 415035					
	INSTRUMENTATION AND CONTROL JOURNEYPerson - 420135					
	ELECTRICAL TECHNICIAN - 410138					
	WELDER - 410136					
	COMMUNICATIONS ELECTRICIAN - 410137					
	2025-05-01	53.45	5.35	11.70	70.50	0.10
	2026-05-01	56.25	5.63	12.50	74.38	0.10
	2027-05-01	59.25	5.93	12.55	77.73	0.10
	2028-05-01	61.33	6.13	12.60	80.06	0.10
	2029-05-01	62.78	6.28	12.60	81.66	0.10
07-0	ELECTRICIAN APPRENTICE - 410115					
	1st Period (40% of Journeyperson's rate; 42% effective May 01, 2028; 45% effective May 01, 2029)					
	2025-05-01	21.38	2.14	11.70	35.22	0.10
	2026-05-01	22.50	2.25	12.50	37.25	0.10
	2027-05-01	23.70	2.37	12.55	38.62	0.10
	2028-05-01	25.76	2.58	12.60	40.94	0.10
	2029-05-01	28.25	2.83	12.60	43.68	0.10
07-1	2nd Period (50% of Journeyperson's rate; 52% effective May 01, 2028; 55% effective May 01, 2029)					
	2025-05-01	26.73	2.67	11.70	41.10	0.10
	2026-05-01	28.13	2.81	12.50	43.44	0.10
	2027-05-01	29.63	2.96	12.55	45.14	0.10
	2028-05-01	31.89	3.19	12.60	47.68	0.10
	2029-05-01	34.53	3.45	12.60	50.58	0.10
07-2	3rd Period (60% of Journeyperson's rate; 62% effective May 01, 2028; 65% effective May 01, 2029)					
	2025-05-01	32.07	3.21	11.70	46.98	0.10
	2026-05-01	33.75	3.38	12.50	49.63	0.10
	2027-05-01	35.55	3.56	12.55	51.66	0.10
	2028-05-01	38.02	3.80	12.60	54.42	0.10
	2029-05-01	40.81	4.08	12.60	57.49	0.10
07-3	4th Period (70% of Journeyperson's rate; 72% effective May 01, 2028; 75% effective May 01, 2029)					
	2025-05-01	37.42	3.74	11.70	52.86	0.10
	2026-05-01	39.38	3.94	12.50	55.82	0.10
	2027-05-01	41.48	4.15	12.55	58.18	0.10
	2028-05-01	44.16	4.42	12.60	61.18	0.10
	2029-05-01	47.09	4.71	12.60	64.40	0.10
07-4	5th Period (80% of Journeyperson's rate; 82% effective May 01, 2028; 85% effective May 01, 2029)					
	2025-05-01	42.76	4.28	11.70	58.74	0.10
	2026-05-01	45.00	4.50	12.50	62.00	0.10
	2027-05-01	47.40	4.74	12.55	64.69	0.10
	2028-05-01	50.29	5.03	12.60	67.92	0.10
	2029-05-01	53.36	5.34	12.60	71.30	0.10

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

MAP CODE:
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ISSUED:
May 1, 2026

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March 25, 2026

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CANADIAN UNION OF SKILLED WORKERS
ONTARIO POWER GENERATION WAGE SCHEDULE FOR
EMPLOYERS EMPLOYING CUSW MEMBERS AT DARLINGTON (82) / OSHAWA / PORT HOPE
CUSW - DARLINGTON/OSHAWA/PORT HOPE

GRADE AND STEP	CLASSIFICATIONS AND OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	UNION FUNDS (2)	TOTAL WAGE PACKAGE	AGC FUNDS (1)
LINEPERSON APPRENTICE - 415015						
INSTRUMENTATION AND CONTROL APPRENTICE - 420115						
07-10	1st Period (50% of Journeyperson's rate; 52% effective May 01, 2028; 55% effective May 01, 2029)					
	2025-05-01	26.73	2.67	11.70	41.10	0.10
	2026-05-01	28.13	2.81	12.50	43.44	0.10
	2027-05-01	29.63	2.96	12.55	45.14	0.10
	2028-05-01	31.89	3.19	12.60	47.68	0.10
	2029-05-01	34.53	3.45	12.60	50.58	0.10
07-11	2nd Period (60% of Journeyperson's rate; 62% effective May 01, 2028; 65% effective May 01, 2029)					
	2025-05-01	32.07	3.21	11.70	46.98	0.10
	2026-05-01	33.75	3.38	12.50	49.63	0.10
	2027-05-01	35.55	3.56	12.55	51.66	0.10
	2028-05-01	38.02	3.80	12.60	54.42	0.10
	2029-05-01	40.81	4.08	12.60	57.49	0.10
07-12	3rd Period (70% of Journeyperson's rate; 72% effective May 01, 2028; 75% effective May 01, 2029)					
	2025-05-01	37.42	3.74	11.70	52.86	0.10
	2026-05-01	39.38	3.94	12.50	55.82	0.10
	2027-05-01	41.48	4.15	12.55	58.18	0.10
	2028-05-01	44.16	4.42	12.60	61.18	0.10
	2029-05-01	47.09	4.71	12.60	64.40	0.10
07-13	4th Period (80% of Journeyperson's rate; 82% effective May 01, 2028; 85% effective May 01, 2029)					
	2025-05-01	42.76	4.28	11.70	58.74	0.10
	2026-05-01	45.00	4.50	12.50	62.00	0.10
	2027-05-01	47.40	4.74	12.55	64.69	0.10
	2028-05-01	50.29	5.03	12.60	67.92	0.10
	2029-05-01	53.36	5.34	12.60	71.30	0.10

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

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CANADIAN UNION OF SKILLED WORKERS
CUSW - DARLINGTON/OSHAWA/PORT HOPE

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS EMPLOYING CUSW MEMBERS AT DARLINGTON (82) / 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* -	\$3.25	per hour paid (effective May 1, 2024)
	\$4.00	per hour paid (effective May 1, 2026)
Training Trust Fund -	\$0.45	per hour paid (effective May 1, 2024)
	\$0.50	per hour paid (effective May 1, 2026)
	\$0.55	per hour paid (effective May 1, 2027)
	\$0.60	per hour paid (effective May 1, 2028)
GRSP ** -	\$8.00	per hour paid (April 30, 2016)

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

* **RST is payable on the Welfare and Bill 162 portions - \$3.95 per paid hour of the welfare amount - May 1 2026**

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.psbtc.ca

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

CANADIAN UNION OF
SKILLED WORKERS
CUSW - PROVINCIAL

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT WINDSOR, SARNIA, LONDON, HAMILTON, NIAGARA PENINSULA, CENTRAL ONTARIO,
TORONTO, QUINTE/ST. LAWRENCE, OTTAWA, GEORGIAN BAY, SUDBURY, AND THUNDER BAY

GRADE AND STEP	CLASSIFICATIONS OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	UNION FUNDS (2)	TOTAL WAGE PACKAGE	AGC FUNDS (1)
SENIOR FOREPERSON - CONTRACTORS ONLY						
	2026-05-01	67.81	6.78	12.50	87.09	0.10
	2027-05-01	71.42	7.14	12.55	91.11	0.10
	2028-05-01	73.92	7.39	12.60	93.91	0.10
	2029-05-01	75.67	7.57	12.60	95.84	0.10
ELECTRICIAN FOREPERSON - 410165						
07-9	2026-05-01	64.99	6.50	12.50	83.99	0.10
	2027-05-01	68.45	6.85	12.55	87.85	0.10
	2028-05-01	70.84	7.08	12.60	90.52	0.10
	2029-05-01	72.52	7.25	12.60	92.37	0.10
07-8 SUBFOREPERSON - 410155						
	2026-05-01	60.75	6.08	12.50	79.33	0.10
	2027-05-01	63.98	6.40	12.55	82.93	0.10
	2028-05-01	66.22	6.62	12.60	85.44	0.10
	2029-05-01	67.79	6.78	12.60	87.17	0.10
07-6 JOURNEYPerson - 410135, LINEPERSON JOURNEYPerson - 415035 INSTRUMENTATION AND CONTROL JOURNEYPerson - 420135 ELECTRICAL TECHNICIAN - 410138 WELDER - 410136 COMMUNICATIONS ELECTRICIAN - 410137						
	2026-05-01	56.51	5.65	12.50	74.66	0.10
	2027-05-01	59.52	5.95	12.55	78.02	0.10
	2028-05-01	61.60	6.16	12.60	80.36	0.10
	2029-05-01	63.06	6.30	12.60	81.97	0.10
07-0 ELECTRICIAN APPRENTICE - 410115						
	1st Period (40% of Journeyperson's rate; 42% effective May 01, 2028; 45% effective May 01, 2029)					
	2026-05-01	22.60	2.26	12.50	37.36	0.10
	2027-05-01	23.81	2.38	12.55	38.74	0.10
	2028-05-01	25.87	2.59	12.60	41.06	0.10
	2029-05-01	28.38	2.84	12.60	43.82	0.10
07-1 2nd Period (50% of Journeyperson's rate; 52% effective May 01, 2028; 55% effective May 01, 2029)						
	2026-05-01	28.26	2.83	12.50	43.59	0.10
	2027-05-01	29.76	2.98	12.55	45.29	0.10
	2028-05-01	32.03	3.20	12.60	47.83	0.10
	2029-05-01	34.68	3.47	12.60	50.75	0.10
07-2 3rd Period (60% of Journeyperson's rate; 62% effective May 01, 2028; 65% effective May 01, 2029)						
	2026-05-01	33.91	3.39	12.50	49.80	0.10
	2027-05-01	35.71	3.57	12.55	51.83	0.10
	2028-05-01	38.19	3.82	12.60	54.61	0.10
	2029-05-01	40.99	4.10	12.60	57.69	0.10
07-3 4th Period (70% of Journeyperson's rate; 72% effective May 01, 2028; 75% effective May 01, 2029)						
	2026-05-01	39.56	3.96	12.50	56.02	0.10
	2027-05-01	41.66	4.17	12.55	58.38	0.10
	2028-05-01	44.35	4.44	12.60	61.39	0.10
	2029-05-01	47.30	4.73	12.60	64.63	0.10
07-4 5th Period (80% of Journeyperson's rate; 82% effective May 01, 2028; 85% effective May 01, 2029)						
	2026-05-01	45.21	4.52	12.50	62.23	0.10
	2027-05-01	47.62	4.76	12.55	64.93	0.10
	2028-05-01	50.51	5.05	12.60	68.16	0.10
	2029-05-01	53.60	5.36	12.60	71.56	0.10

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CANADIAN UNION OF
SKILLED WORKERS
CUSW - PROVINCIAL

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT WINDSOR, SARNIA, LONDON, HAMILTON, NIAGARA PENINSULA, CENTRAL ONTARIO,
TORONTO, QUINTE/ST. LAWRENCE, OTTAWA, GEORGIAN BAY, SUDBURY, AND THUNDER BAY

GRADE AND STEP	CLASSIFICATIONS OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	UNION FUNDS (2)	TOTAL WAGE PACKAGE	AGC FUNDS (1)
LINEPERSON APPRENTICE - 415015						
INSTRUMENTATION AND CONTROL APPRENTICE - 420115						
07-10	1st Period (50% of Journeyperson's rate; 52% effective May 01, 2028; 55% effective May 01, 2029)					
	2026-05-01	28.26	2.83	12.50	43.59	0.10
	2027-05-01	29.76	2.98	12.55	45.29	0.10
	2028-05-01	32.03	3.20	12.60	47.83	0.10
	2029-05-01	34.68	3.47	12.60	50.75	0.10
07-11	2nd Period (60% of Journeyperson's rate; 62% effective May 01, 2028; 65% effective May 01, 2029)					
	2026-05-01	33.91	3.39	12.50	49.80	0.10
	2027-05-01	35.71	3.57	12.55	51.83	0.10
	2028-05-01	38.19	3.82	12.60	54.61	0.10
	2029-05-01	40.99	4.10	12.60	57.69	0.10
07-12	3rd Period (70% of Journeyperson's rate; 72% effective May 01, 2028; 75% effective May 01, 2029)					
	2026-05-01	39.56	3.96	12.50	56.02	0.10
	2027-05-01	41.66	4.17	12.55	58.38	0.10
	2028-05-01	44.35	4.44	12.60	61.39	0.10
	2029-05-01	47.30	4.73	12.60	64.63	0.10
07-13	4th Period (80% of Journeyperson's rate; 82% effective May 01, 2028; 85% effective May 01, 2029)					
	2026-05-01	45.21	4.52	12.50	62.23	0.10
	2027-05-01	47.62	4.76	12.55	64.93	0.10
	2028-05-01	50.51	5.05	12.60	68.16	0.10
	2029-05-01	53.60	5.36	12.60	71.56	0.10

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SKILLED WORKERS
CUSW - PROVINCIAL

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT WINDSOR, SARNIA, LONDON, HAMILTON, NIAGARA PENINSULA, CENTRAL ONTARIO,
TORONTO, QUINTE/ST. LAWRENCE, OTTAWA, GEORGIAN BAY, SUDBURY, AND THUNDER BAY

OVERTIME RATE:

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Non-Scheduled Work Days - 2 times for all hours worked.
Sat: 2 times for all hours worked.
Sun & Hol: 2 times for all hours worked.

UNION FUNDS:

Union Funds include the following items:

Welfare* -	\$3.25	per hour paid (effective May 1, 2024)
	\$4.00	per hour paid (effective May 1, 2026)
Training Trust Fund -	\$0.45	per hour paid (effective May 1, 2024)
	\$0.50	per hour paid (effective May 1, 2026)
	\$0.55	per hour paid (effective May 1, 2027)
	\$0.60	per hour paid (effective May 1, 2028)
GRSP ** -	\$8.00	per hour paid (April 30, 2016)

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

* **RST is payable on the Welfare and Bill 162 portions - \$3.95 per paid hour of the welfare amount - May 1 2026**

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.psbtc.ca*

GEOGRAPHIC AREA: Counties of Essex and Kent; Lambton County; Counties of Oxford, Huron, Middlesex and Elgin; 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; Niagara (RM); in Haldimand-Norfolk (RM), the Town of Dunnville; 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; Metropolitan Toronto; York (RM), Peel (RM), Halton (RM) east of the 8th Line and south of Highway 401; Counties of Prince Edward, Hastings, Lennox and Addington, Frontenac, Leeds, Grenville, Dundas, Stormont and Glengarry; Ottawa-Carleton (RM); Counties of Lanark, Prescott, Russell and Renfrew; 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; Districts of Sudbury, Algoma, Manitoulin, 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; Districts of Thunder Bay and Rainy River; District of Kenora, and Patricia