

**900 L.1 (a) WAGES AND FRINGE BENEFITS - PRINCIPAL AGREEMENT  
L.U. 1687 - NORTHERN ONTARIO**

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	Date	Base Rate	VP & SHP	Union* Funds	Wage Package	ECA** Fund	Total Package
Journeyman	May 1, 2016	\$ 43.37	4.34	13.32	61.03	0.62	61.65
	May 1, 2017	\$ 44.31	4.43	13.73	62.47	0.63	63.10
	May 1, 2018	\$ 45.29	4.53	14.14	63.96	0.64	64.60
Sub-Foreman (7.5%) (EPS Work Only)	May 1, 2016	\$ 46.62	4.66	13.40	64.68	0.62	65.30
	May 1, 2017	\$ 47.63	4.76	13.81	66.20	0.63	66.83
	May 1, 2018	\$ 48.69	4.87	14.22	67.78	0.64	68.42
Sub-Foreman (10%)	May 1, 2016	\$ 47.71	4.77	13.42	65.90	0.62	66.52
	May 1, 2017	\$ 48.74	4.87	13.83	67.44	0.63	68.07
	May 1, 2018	\$ 49.82	4.98	14.25	69.05	0.64	69.69
Foreman (15%)	May 1, 2016	\$ 49.88	4.99	13.47	68.34	0.62	68.96
	May 1, 2017	\$ 50.96	5.10	13.88	69.94	0.63	70.57
	May 1, 2018	\$ 52.08	5.21	14.30	71.59	0.64	72.23
<b>Apprentices</b>							
	May 1, 2016						
40% 1st Period		\$ 17.35	1.74	7.05	26.14	0.62	26.76
50% 2nd Period		\$ 21.69	2.17	8.11	31.97	0.62	32.59
60% 3rd Period		\$ 26.02	2.60	9.14	37.76	0.62	38.38
70% 4th Period		\$ 30.36	3.04	10.20	43.60	0.62	44.22
80% 5th Period		\$ 34.70	3.47	11.23	49.40	0.62	50.02
<b>Apprentices</b>							
	May 1, 2017						
40% 1st Period		\$ 17.72	1.77	7.23	26.72	0.63	27.35
50% 2nd Period		\$ 22.16	2.22	8.32	32.70	0.63	33.33
60% 3rd Period		\$ 26.59	2.66	9.40	38.65	0.63	39.28
70% 4th Period		\$ 31.02	3.10	10.48	44.60	0.63	45.23
80% 5th Period		\$ 35.45	3.55	11.57	50.57	0.63	51.20
<b>Apprentices</b>							
	May 1, 2018						
40% 1st Period		\$ 18.12	1.81	7.41	27.34	0.64	27.98
50% 2nd Period		\$ 22.65	2.27	8.54	33.46	0.64	34.10
60% 3rd Period		\$ 27.17	2.72	9.65	39.54	0.64	40.18
70% 4th Period		\$ 31.70	3.17	10.78	45.65	0.64	46.29
80% 5th Period		\$ 36.23	3.62	11.90	51.75	0.64	52.39

**\* Breakdown of Union Funds:**

May 1, 2016: Health & Welfare - \$ 2.25,  
Pension - \$ 8.25 (Apprentices: 1<sup>st</sup> Term: \$3.30; 2<sup>nd</sup> Term: \$ 4.13; 3<sup>rd</sup> Term: \$ 4.95; 4<sup>th</sup> Term: \$ 5.78; 5<sup>th</sup> Term: \$ 6.60)  
CCO Fund - \$ 0.20, Education Fund - \$ 0.22, Recreation Fund - \$ 0.05, Working Dues - 2% of Gross Earnings, JEPP - \$ 0.10  
(include 13% HST with remittance), Member's Assistance Fund- \$ 0.03, DeNovo - \$ 0.02  
Stabilization Fund - \$ 1.25 (Apprentices: 1<sup>st</sup> Term: \$ 0.50; 2<sup>nd</sup> Term: \$ 0.63; 3<sup>rd</sup> Term: \$ 0.75; 4<sup>th</sup> Term: \$ 0.88; 5<sup>th</sup> Term: \$ 1.00)

May 1, 2017: Same as May 1, 2016 except: Recreation Fund - \$ 0.07;  
Stabilization Fund - \$ 1.62 (Apprentices: 1<sup>st</sup> Term: \$ 0.65; 2<sup>nd</sup> Term: \$ 0.81; 3<sup>rd</sup> Term: \$ 0.97; 4<sup>th</sup> Term: \$ 1.13; 5<sup>th</sup> Term: \$ 1.30)

May 1, 2018: Same as May 1, 2017 except: Recreation Fund - \$ 0.09;  
Stabilization Fund - \$ 1.99 (Apprentices: 1<sup>st</sup> Term: \$ 0.80; 2<sup>nd</sup> Term: \$ 1.00; 3<sup>rd</sup> Term: \$ 1.19; 4<sup>th</sup> Term: \$ 1.39; 5<sup>th</sup> Term: \$ 1.59)

**\*\* Breakdown of ECA Fund:**

May 1, 2016: ECANO \$ 0.31, ECAO \$ 0.08, Education Fund \$ 0.22, Bill 158 \$ 0.01  
May 1, 2017: ECANO \$ 0.31, ECAO \$ 0.09, Education Fund \$ 0.22, Bill 158 \$ 0.01  
May 1, 2018: ECANO \$ 0.31, ECAO \$ 0.10, Education Fund \$ 0.22, Bill 158 \$ 0.01

**NOTE:**

1. On agreement of the ETBA and IBEW-CCO, Total Package amounts for the period May 1, 2016 to April 30, 2019 inclusive may be subject to amendment prior to expiry.
2. Working Dues are included in Union Funds reported above.

**900 L.1 (b) WAGES AND FRINGE BENEFITS - PRINCIPAL AGREEMENT  
L.U. 1687 - NORTHERN ONTARIO (Continued)**

**All Other Classifications Rate Table (Section 17 and Provincial Linework Agreement)**

	Date	Base Rate	VP & SHP	Union* Funds	Wage Package	ECA** Fund	Total Package
40% of J.L. Rate	May 1, 2016	\$ 17.35	1.74	12.00	31.09	0.62	31.71
50% of J.L. Rate		\$ 21.69	2.17	12.23	36.09	0.62	36.71
60% of J.L. Rate		\$ 26.02	2.60	12.44	41.06	0.62	41.68
70% of J.L. Rate		\$ 30.36	3.04	12.67	46.07	0.62	46.69
80% of J.L. Rate		\$ 34.70	3.47	12.88	51.05	0.62	51.67
90% of J.L. Rate		\$ 39.03	3.90	13.11	56.04	0.62	56.66
40% of J.L. Rate	May 1, 2017	\$ 17.72	1.77	12.18	31.67	0.63	32.30
50% of J.L. Rate		\$ 22.16	2.22	12.44	36.82	0.63	37.45
60% of J.L. Rate		\$ 26.59	2.66	12.70	41.95	0.63	42.58
70% of J.L. Rate		\$ 31.02	3.10	12.95	47.07	0.63	47.70
80% of J.L. Rate		\$ 35.45	3.55	13.22	52.22	0.63	52.85
90% of J.L. Rate		\$ 39.88	3.99	13.48	57.35	0.63	57.98
40% of J.L. Rate	May 1, 2018	\$ 18.12	1.81	12.36	32.29	0.64	32.93
50% of J.L. Rate		\$ 22.65	2.27	12.66	37.58	0.64	38.22
60% of J.L. Rate		\$ 27.17	2.72	12.95	42.84	0.64	43.48
70% of J.L. Rate		\$ 31.70	3.17	13.25	48.12	0.64	48.76
80% of J.L. Rate		\$ 36.23	3.62	13.55	53.40	0.64	54.04
90% of J.L. Rate		\$ 40.76	4.08	13.85	58.69	0.64	59.33

**\* Breakdown of Union Funds:**

May 1, 2016: Health & Welfare - \$ 2.25, Pension - \$ 8.25, CCO Fund - \$ 0.20, Education Fund - \$ 0.22, Recreation Fund - \$ 0.05, Working Dues - 2% of Gross Earnings, JEPP - \$ 0.10 (include 13% HST with remittance), Stabilization Fund - \$ 1.25 (Pro-rated), Member's Assistance Fund- \$ 0.03, DeNovo - \$ 0.02  
 May 1, 2017: Same as May 1, 2016 except: Recreation Fund - \$ 0.07; Stabilization Fund - \$ 1.62 (Pro-rated)  
 May 1, 2018: Same as May 1, 2017 except: Recreation Fund - \$ 0.09; Stabilization Fund - \$ 1.99 (Pro-rated)

**\*\* Breakdown of ECA Fund:**

May 1, 2016: ECANO \$ 0.31, ECAO \$ 0.08, Education Fund \$ 0.22, Bill 158 \$ 0.01  
 May 1, 2017: ECANO \$ 0.31, ECAO \$ 0.09, Education Fund \$ 0.22, Bill 158 \$ 0.01  
 May 1, 2018: ECANO \$ 0.31, ECAO \$ 0.10, Education Fund \$ 0.22, Bill 158 \$ 0.01

**NOTE:**

1. On agreement of the ETBA and IBEW-CCO, Total Package amounts for the period **May 1, 2016 to April 30, 2019 inclusive may be subject to amendment prior to expiry.**
2. Working Dues are included in Union Funds reported above.