

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

	Date	Base Rate	VP & SHP	Union* Funds	Wage Package	ECA** Fund	Total Package
Journeyman	May 1, 2019	\$ 45.66	4.57	14.98	65.21	0.65	65.86
	May 1, 2020	\$ 46.92	4.69	15.00	66.61	0.66	67.27
	May 1, 2021	\$ 48.17	4.82	15.02	68.01	0.67	68.68
Sub-Foreman (7.5%) (EPS Work Only)	May 1, 2019	\$ 49.08	4.91	15.06	69.05	0.65	69.70
	May 1, 2020	\$ 50.44	5.04	15.08	70.56	0.66	71.22
	May 1, 2021	\$ 51.78	5.18	15.10	72.06	0.67	72.73
Sub-Foreman (10%)	May 1, 2019	\$ 50.23	5.02	15.08	70.33	0.65	70.98
	May 1, 2020	\$ 51.61	5.16	15.10	71.87	0.66	72.53
	May 1, 2021	\$ 52.99	5.30	15.13	73.42	0.67	74.09
Foreman (15%)	May 1, 2019	\$ 52.51	5.25	15.13	72.89	0.65	73.54
	May 1, 2020	\$ 53.96	5.40	15.16	74.52	0.66	75.18
	May 1, 2021	\$ 55.40	5.54	15.18	76.12	0.67	76.79
Apprentices	May 1, 2019						
40% 1st Period		\$ 18.26	1.83	7.78	27.87	0.65	28.52
50% 2nd Period		\$ 22.83	2.28	8.98	34.09	0.65	34.74
60% 3rd Period		\$ 27.40	2.74	10.17	40.31	0.65	40.96
70% 4th Period		\$ 31.96	3.20	11.37	46.53	0.65	47.18
80% 5th Period		\$ 36.53	3.65	12.58	52.76	0.65	53.41
Apprentices	May 1, 2020						
40% 1st Period		\$ 18.77	1.88	7.79	28.44	0.66	29.10
50% 2nd Period		\$ 23.46	2.35	8.99	34.80	0.66	35.46
60% 3rd Period		\$ 28.15	2.82	10.18	41.15	0.66	41.81
70% 4th Period		\$ 32.84	3.28	11.39	47.51	0.66	48.17
80% 5th Period		\$ 37.54	3.75	12.59	53.88	0.66	54.54
Apprentices	May 1, 2021						
40% 1st Period		\$ 19.27	1.93	7.79	28.99	0.67	29.66
50% 2nd Period		\$ 24.09	2.41	9.00	35.50	0.67	36.17
60% 3rd Period		\$ 28.90	2.89	10.20	41.99	0.67	42.66
70% 4th Period		\$ 33.72	3.37	11.40	48.49	0.67	49.16
80% 5th Period		\$ 38.54	3.85	12.61	55.00	0.67	55.67

*** Breakdown of Union Funds:**

May 1, 2019: Health & Welfare - \$ 2.30,
Pension - \$ 8.50 (Apprentices: 1st Term: \$3.40; 2nd Term: \$ 4.25; 3rd Term: \$ 5.10; 4th Term: \$ 5.95; 5th Term: \$ 6.80)
CCO Fund - \$ 0.20, Education Fund - \$ 0.22, Recreation Fund - \$ 0.09, Working Dues - \$ 1.02 (Pro rated), JEPP - \$ 0.10
(include 13% HST with remittance), Member's Assistance Fund- \$ 0.03, DeNovo - \$ 0.02
Stabilization Fund - \$ 2.49 (Apprentices: 1st Term: \$ 1.00; 2nd Term: \$ 1.25; 3rd Term: \$ 1.49; 4th Term: \$ 1.74; 5th Term: \$ 1.99)

May 1, 2020: Same as May 1, 2019 except: Working Dues - \$ 1.04 (Pro rated)

May 1, 2021: Same as May 1, 2019 except: Working Dues - \$ 1.06 (Pro rated)

**** Breakdown of ECA Fund:**

May 1, 2019: ECANO \$ 0.31, ECAO \$ 0.11, Education Fund \$ 0.22, Bill 158 \$ 0.01
May 1, 2020: ECANO \$ 0.32, ECAO \$ 0.11, Education Fund \$ 0.22, Bill 158 \$ 0.01
May 1, 2021: ECANO \$ 0.33, ECAO \$ 0.11, 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, 2019 to April 30, 2022 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, 2019	\$ 18.26	1.83	12.88	32.97	0.65	33.62
50% of J.L. Rate		\$ 22.83	2.28	13.23	38.34	0.65	38.99
60% of J.L. Rate		\$ 27.40	2.74	13.57	43.71	0.65	44.36
70% of J.L. Rate		\$ 31.96	3.20	13.92	49.08	0.65	49.73
80% of J.L. Rate		\$ 36.53	3.65	14.28	54.46	0.65	55.11
90% of J.L. Rate		\$ 41.09	4.11	14.63	59.83	0.65	60.48
40% of J.L. Rate	May 1, 2020	\$ 18.77	1.88	12.89	33.54	0.66	34.20
50% of J.L. Rate		\$ 23.46	2.35	13.24	39.05	0.66	39.71
60% of J.L. Rate		\$ 28.15	2.82	13.58	44.55	0.66	45.21
70% of J.L. Rate		\$ 32.84	3.28	13.94	50.06	0.66	50.72
80% of J.L. Rate		\$ 37.54	3.75	14.29	55.58	0.66	56.24
90% of J.L. Rate		\$ 42.23	4.22	14.65	61.10	0.66	61.76
40% of J.L. Rate	May 1, 2021	\$ 19.27	1.93	12.89	34.09	0.67	34.76
50% of J.L. Rate		\$ 24.09	2.41	13.25	39.75	0.67	40.42
60% of J.L. Rate		\$ 28.90	2.89	13.60	45.39	0.67	46.06
70% of J.L. Rate		\$ 33.72	3.37	13.95	51.04	0.67	51.71
80% of J.L. Rate		\$ 38.54	3.85	14.31	56.70	0.67	57.37
90% of J.L. Rate		\$ 43.35	4.34	14.66	62.35	0.67	63.02

*** Breakdown of Union Funds:**

May 1, 2019: Health & Welfare - \$ 2.30, Pension - \$ 8.50, CCO Fund - \$ 0.20, Education Fund - \$ 0.22, Recreation Fund - \$ 0.09, Working Dues - \$ 1.02 (Pro rated), JEPP - \$ 0.10 (include 13% HST with remittance), Stabilization Fund - \$ 2.49 (Pro-rated), Help Fund- \$ 0.03, DeNovo - \$ 0.03

May 1, 2020: Same as May 1, 2019 except: Working Dues - \$ 1.04 (Pro rated)

May 1, 2018: Same as May 1, 2019 except: Working Dues - \$ 1.06 (Pro rated)

**** Breakdown of ECA Fund:**

May 1, 2016: ECANO \$ 0.31, ECAO \$ 0.11, Education Fund \$ 0.22, Bill 158 \$ 0.01

May 1, 2017: ECANO \$ 0.32, ECAO \$ 0.11, Education Fund \$ 0.22, Bill 158 \$ 0.01

May 1, 2018: ECANO \$ 0.33, ECAO \$ 0.11, 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, 2019 to April 30, 2022 inclusive may be subject to amendment prior to expiry.**
2. Working Dues are included in Union Funds reported above.