

Brick and Allied Craft Union (BACU)
Local 1 (Hamilton)
Province of Ontario

WAGE SCHEDULE FOR PROJECTS WITHIN THE GEOGRAPHIC AREA OF THIS LOCAL

GRADE AND STEP	CLASSIFICATIONS, OCC CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION PAY 10%	WELFARE*	IPF TOP-UP	LOCAL PENSION*	PENSION*	SUB	TOTAL WAGE PACKAGE	LOCAL DUES	BACU DED	LOCAL TRAINING FUND	ORG FUND	IND. FUND	TRAINING & DEV. FUND
FOREMAN															
XX	2009-05-01	35.78	3.58	2.75	0.20	3.00	4.00	0.35	49.66	0.71	0.31	0.12	0.25	0.50	0.14
	2010-05-01	36.33	3.63	2.85	0.20	3.00	4.00	0.35	50.36	0.72	0.31	0.12	0.25	0.50	0.14
	2010-07-01	36.33	3.63	2.85	0.20	3.00	4.00	0.35	50.36	0.72	0.31	0.12	0.25	0.50	0.19
	2011-05-01	37.37	3.74	2.95	0.20	3.00	4.00	0.35	51.61	0.74	0.31	0.12	0.25	0.50	0.19
	2012-05-01	38.42	3.84	3.05	0.20	3.00	4.00	0.35	52.86	0.76	0.31	0.13	0.25	0.50	0.19
SUB-FOREMAN															
XX	2009-05-01	34.28	3.43	2.75	0.20	3.00	4.00	0.35	48.01	0.71	0.31	0.12	0.25	0.50	0.14
	2010-05-01	34.83	3.48	2.85	0.20	3.00	4.00	0.35	48.71	0.72	0.31	0.12	0.25	0.50	0.14
	2010-07-01	34.83	3.48	2.85	0.20	3.00	4.00	0.35	48.71	0.72	0.31	0.12	0.25	0.50	0.19
	2011-05-01	35.87	3.59	2.95	0.20	3.00	4.00	0.35	49.96	0.74	0.31	0.12	0.25	0.50	0.19
	2012-05-01	36.92	3.69	3.05	0.20	3.00	4.00	0.35	51.21	0.76	0.31	0.13	0.25	0.50	0.19
JOURNEYMAN															
XX	2009-05-01	33.28	3.33	2.75	0.20	3.00	4.00	0.35	46.91	0.71	0.31	0.12	0.25	0.50	0.14
	2010-05-01	33.83	3.38	2.85	0.20	3.00	4.00	0.35	47.61	0.72	0.31	0.12	0.25	0.50	0.14
	2010-07-01	33.83	3.38	2.85	0.20	3.00	4.00	0.35	47.61	0.72	0.31	0.12	0.25	0.50	0.19
	2011-05-01	34.87	3.49	2.95	0.20	3.00	4.00	0.35	48.86	0.74	0.31	0.12	0.25	0.50	0.19
	2012-05-01	35.92	3.59	3.05	0.20	3.00	4.00	0.35	50.11	0.76	0.31	0.13	0.25	0.50	0.19
APPRENTICE															
1st Year (50% of Journeyman rate)															
XX-0	2009-05-01	16.64	1.66	2.75	0.20	3.00	4.00	0.35	28.60	0.71	0.31	0.12	0.25	0.50	0.14
	2010-05-01	16.92	1.69	2.85	0.20	3.00	4.00	0.35	29.01	0.72	0.31	0.12	0.25	0.50	0.14
	2010-07-01	16.92	1.69	2.85	0.20	3.00	4.00	0.35	29.01	0.72	0.31	0.12	0.25	0.50	0.19
	2011-05-01	17.44	1.74	2.95	0.20	3.00	4.00	0.35	29.68	0.74	0.31	0.12	0.25	0.50	0.19
	2012-05-01	17.96	1.80	3.05	0.20	3.00	4.00	0.35	30.36	0.76	0.31	0.13	0.25	0.50	0.19
2nd Year (65% of Journeyman rate)															
XX-1	2009-05-01	21.63	2.16	2.75	0.20	3.00	4.00	0.35	34.09	0.71	0.31	0.12	0.25	0.50	0.14
	2010-05-01	21.99	2.20	2.85	0.20	3.00	4.00	0.35	34.59	0.72	0.31	0.12	0.25	0.50	0.14
	2010-07-01	21.99	2.20	2.85	0.20	3.00	4.00	0.35	34.59	0.72	0.31	0.12	0.25	0.50	0.19
	2011-05-01	22.67	2.27	2.95	0.20	3.00	4.00	0.35	35.44	0.74	0.31	0.12	0.25	0.50	0.19
	2012-05-01	23.35	2.34	3.05	0.20	3.00	4.00	0.35	36.29	0.76	0.31	0.13	0.25	0.50	0.19

* Per hour paid

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	3rd Year	(80% of Journeyman rate)													
XX-2	2009-05-01	26.62	2.66	2.75	0.20	3.00	4.00	0.35	39.58	0.71	0.31	0.12	0.25	0.50	0.14
	2010-05-01	27.06	2.71	2.85	0.20	3.00	4.00	0.35	40.17	0.72	0.31	0.12	0.25	0.50	0.14
	2010-07-01	27.06	2.71	2.85	0.20	3.00	4.00	0.35	40.17	0.72	0.31	0.12	0.25	0.50	0.19
	2011-05-01	27.90	2.79	2.95	0.20	3.00	4.00	0.35	41.19	0.74	0.31	0.12	0.25	0.50	0.19
	2012-05-01	28.74	2.87	3.05	0.20	3.00	4.00	0.35	42.21	0.76	0.31	0.13	0.25	0.50	0.19
	4th Year	(90% of Journeyman rate)													
XX-3	2009-05-01	29.95	3.00	2.75	0.20	3.00	4.00	0.35	43.25	0.71	0.31	0.12	0.25	0.50	0.14
	2010-05-01	30.45	3.05	2.85	0.20	3.00	4.00	0.35	43.90	0.72	0.31	0.12	0.25	0.50	0.14
	2010-07-01	30.45	3.05	2.85	0.20	3.00	4.00	0.35	43.90	0.72	0.31	0.12	0.25	0.50	0.19
	2011-05-01	31.38	3.14	2.95	0.20	3.00	4.00	0.35	45.02	0.74	0.31	0.12	0.25	0.50	0.19
	2012-05-01	32.33	3.23	3.05	0.20	3.00	4.00	0.35	46.16	0.76	0.31	0.13	0.25	0.50	0.19

* Per hour paid

Overtime Rate

Mon - Fri = 1 1/2 times for work in excess of regular scheduled hours (Monday to Friday)

1 1/2 times for 1st 2 hours, then 2 times for work scheduled on Friday or Monday when on a 4 X 10 hour schedule

Sat = 2 times for all hours worked.

Sun & Hol = 2 times for all hours worked.

Note:

- Should the benefits contributions set out above change during the term of this agreement, a corresponding adjustment will be made to the base hourly rate. The total package will not change.
- Contractors add \$0.64 per hour worked to Local training Initiatives.
- Contractors add \$0.69 per hour worked to Local training Initiatives - Effective July 01, 2010.

Union Dues and Benefits

Sent to: BACU Canada
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Etobicoke, ON
M9W 6A9