

Brick and Allied Craft Union (BACU)
Local 4 (St Catharines)
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	ORG FUND	IND. FUND	TRAINING & DEV. FUND
FOREMAN														
XX	2009-05-01	34.83	3.48	2.55	0.30	2.50	6.00		49.66	0.60	0.31	0.25	0.50	0.14
	2010-05-01	35.37	3.54	2.65	0.30	2.50	6.00		50.36	0.70	0.31	0.25	0.50	0.14
	2010-07-01	35.37	3.54	2.65	0.30	2.50	6.00		50.36	0.70	0.31	0.25	0.50	0.19
	2011-05-01	35.96	3.60	2.75	0.30	2.50	6.50		51.61	0.70	0.31	0.25	0.50	0.19
	2012-05-01	36.65	3.67	2.75	0.30	3.00	6.50		52.87	0.70	0.31	0.25	0.50	0.19
SUB-FOREMAN														
XX	2009-05-01	33.33	3.33	2.55	0.30	2.50	6.00		48.01	0.60	0.31	0.25	0.50	0.14
	2010-05-01	33.87	3.39	2.65	0.30	2.50	6.00		48.71	0.70	0.31	0.25	0.50	0.14
	2010-07-01	33.87	3.39	2.65	0.30	2.50	6.00		48.71	0.70	0.31	0.25	0.50	0.19
	2011-05-01	34.46	3.45	2.75	0.30	2.50	6.50		49.96	0.70	0.31	0.25	0.50	0.19
	2012-05-01	35.15	3.52	2.75	0.30	3.00	6.50		51.22	0.70	0.31	0.25	0.50	0.19
JOURNEYMAN														
XX	2009-05-01	32.33	3.23	2.55	0.30	2.50	6.00		46.91	0.60	0.31	0.25	0.50	0.14
	2010-05-01	32.87	3.29	2.65	0.30	2.50	6.00		47.61	0.70	0.31	0.25	0.50	0.14
	2010-07-01	32.87	3.29	2.65	0.30	2.50	6.00		47.61	0.70	0.31	0.25	0.50	0.19
	2011-05-01	33.46	3.35	2.75	0.30	2.50	6.50		48.86	0.70	0.31	0.25	0.50	0.19
	2012-05-01	34.15	3.41	2.75	0.30	3.00	6.50		50.11	0.70	0.31	0.25	0.50	0.19
APPRENTICE														
1st Year (50% of journeyman rate)														
XX-0	2009-05-01	16.17	1.62	2.55	0.30	2.50	6.00		29.14	0.60	0.31	0.25	0.50	0.14
	2010-05-01	16.44	1.64	2.65	0.30	2.50	6.00		29.53	0.70	0.31	0.25	0.50	0.14
	2010-07-01	16.44	1.64	2.65	0.30	2.50	6.00		29.53	0.70	0.31	0.25	0.50	0.19
	2011-05-01	16.73	1.67	2.75	0.30	2.50	6.50		30.45	0.70	0.31	0.25	0.50	0.19
	2012-05-01	17.08	1.71	2.75	0.30	3.00	6.50		31.34	0.70	0.31	0.25	0.50	0.19
2nd Year (65% of journeyman rate)														
XX-1	2009-05-01	21.01	2.10	2.55	0.30	2.50	6.00		34.46	0.60	0.31	0.25	0.50	0.14
	2010-05-01	21.37	2.14	2.65	0.30	2.50	6.00		34.96	0.70	0.31	0.25	0.50	0.14
	2010-07-01	21.37	2.14	2.65	0.30	2.50	6.00		34.96	0.70	0.31	0.25	0.50	0.19
	2011-05-01	21.75	2.18	2.75	0.30	2.50	6.50		35.98	0.70	0.31	0.25	0.50	0.19
	2012-05-01	22.20	2.22	2.75	0.30	3.00	6.50		36.97	0.70	0.31	0.25	0.50	0.19

* Per hour paid

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	3rd Year	(80% of journeyman rate)												
XX-2	2009-05-01	25.86	2.59	2.55	0.30	2.50	6.00		39.80	0.60	0.31	0.25	0.50	0.14
	2010-05-01	26.30	2.63	2.65	0.30	2.50	6.00		40.38	0.70	0.31	0.25	0.50	0.14
	2010-07-01	26.30	2.63	2.65	0.30	2.50	6.00		40.38	0.70	0.31	0.25	0.50	0.19
	2011-05-01	26.77	2.68	2.75	0.30	2.50	6.50		41.50	0.70	0.31	0.25	0.50	0.19
	2012-05-01	27.32	2.73	2.75	0.30	3.00	6.50		42.60	0.70	0.31	0.25	0.50	0.19
	4th Year	(90% of journeyman rate)												
XX-3	2009-05-01	29.10	2.91	2.55	0.30	2.50	6.00		43.36	0.60	0.31	0.25	0.50	0.14
	2010-05-01	29.58	2.96	2.65	0.30	2.50	6.00		43.99	0.70	0.31	0.25	0.50	0.14
	2010-07-01	29.58	2.96	2.65	0.30	2.50	6.00		43.99	0.70	0.31	0.25	0.50	0.19
	2011-05-01	30.11	3.01	2.75	0.30	2.50	6.50		45.17	0.70	0.31	0.25	0.50	0.19
	2012-05-01	30.74	3.07	2.75	0.30	3.00	6.50		46.36	0.70	0.31	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
180 Attwell Drive, Suite 130
Etobicoke, ON
M9W 6A9