

Brick and Allied Craft Union (BACU)
Local 12 (Kitchener)
Province of Ontario
Plasterers

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* | DENTAL | LOCAL TRN | LOCAL PENSION RRSP | PENSION* | IPF TOP-UP | TOTAL WAGE PACKAGE | LOCAL DUES | BACU DED | ORG FUND | IND. FUND | TRAINING & DEV. FUND |
|--|--|------------------------|------------------------|----------|--------|--------------|--------------------------|----------|---------------|--------------------------|---------------|-------------|-------------|--------------|----------------------------|
| FOREMAN | | | | | | | | | | | | | | | |
| XX | 2009-05-01 | 35.87 | 3.59 | 1.05 | 0.86 | | 4.11 | 2.61 | 0.30 | 48.39 | 0.50 | 0.31 | 0.25 | 0.50 | 0.14 |
| | 2010-05-01 | 36.46 | 3.65 | 1.10 | 0.86 | 0.00 | 4.11 | 2.61 | 0.30 | 49.09 | 0.65 | 0.31 | 0.25 | 0.50 | 0.14 |
| | 2010-07-01 | 36.46 | 3.65 | 1.10 | 0.86 | 0.00 | 4.11 | 2.61 | 0.30 | 49.09 | 0.65 | 0.31 | 0.25 | 0.50 | 0.19 |
| | 2011-05-01 | 37.45 | 3.75 | 1.12 | 0.86 | 0.15 | 4.11 | 2.61 | 0.30 | 50.35 | 0.65 | 0.31 | 0.25 | 0.50 | 0.19 |
| | 2012-05-01 | 38.43 | 3.84 | 1.29 | 0.86 | 0.15 | 4.11 | 2.61 | 0.30 | 51.59 | 0.65 | 0.31 | 0.25 | 0.50 | 0.19 |
| SUB-FOREMAN | | | | | | | | | | | | | | | |
| XX | 2009-05-01 | 34.37 | 3.44 | 1.05 | 0.86 | | 4.11 | 2.61 | 0.30 | 46.74 | 0.50 | 0.31 | 0.25 | 0.50 | 0.14 |
| | 2010-05-01 | 34.96 | 3.50 | 1.10 | 0.86 | 0.00 | 4.11 | 2.61 | 0.30 | 47.44 | 0.65 | 0.31 | 0.25 | 0.50 | 0.14 |
| | 2010-07-01 | 34.96 | 3.50 | 1.10 | 0.86 | 0.00 | 4.11 | 2.61 | 0.30 | 47.44 | 0.65 | 0.31 | 0.25 | 0.50 | 0.19 |
| | 2011-05-01 | 35.95 | 3.60 | 1.12 | 0.86 | 0.15 | 4.11 | 2.61 | 0.30 | 48.70 | 0.65 | 0.31 | 0.25 | 0.50 | 0.19 |
| | 2012-05-01 | 36.93 | 3.69 | 1.29 | 0.86 | 0.15 | 4.11 | 2.61 | 0.30 | 49.94 | 0.65 | 0.31 | 0.25 | 0.50 | 0.19 |
| JOURNEYMAN | | | | | | | | | | | | | | | |
| XX | 2009-05-01 | 33.37 | 3.34 | 1.05 | 0.86 | | 4.11 | 2.61 | 0.30 | 45.64 | 0.50 | 0.31 | 0.25 | 0.50 | 0.14 |
| | 2010-05-01 | 33.96 | 3.40 | 1.10 | 0.86 | 0.00 | 4.11 | 2.61 | 0.30 | 46.34 | 0.65 | 0.31 | 0.25 | 0.50 | 0.14 |
| | 2010-07-01 | 33.96 | 3.40 | 1.10 | 0.86 | 0.00 | 4.11 | 2.61 | 0.30 | 46.34 | 0.65 | 0.31 | 0.25 | 0.50 | 0.19 |
| | 2011-05-01 | 34.95 | 3.49 | 1.12 | 0.86 | 0.15 | 4.11 | 2.61 | 0.30 | 47.59 | 0.65 | 0.31 | 0.25 | 0.50 | 0.19 |
| | 2012-05-01 | 35.93 | 3.59 | 1.29 | 0.86 | 0.15 | 4.11 | 2.61 | 0.30 | 48.84 | 0.65 | 0.31 | 0.25 | 0.50 | 0.19 |
| APPRENTICE | | | | | | | | | | | | | | | |
| 1st Year (50% of journeyman rate) | | | | | | | | | | | | | | | |
| XX-0 | 2009-05-01 | 16.69 | 1.67 | 1.05 | 0.86 | | 4.11 | 2.61 | 0.30 | 27.29 | 0.50 | 0.31 | 0.25 | 0.50 | 0.14 |
| | 2010-05-01 | 16.98 | 1.70 | 1.10 | 0.86 | 0.00 | 4.11 | 2.61 | 0.30 | 27.66 | 0.65 | 0.31 | 0.25 | 0.50 | 0.14 |
| | 2010-07-01 | 16.98 | 1.70 | 1.10 | 0.86 | 0.00 | 4.11 | 2.61 | 0.30 | 27.66 | 0.65 | 0.31 | 0.25 | 0.50 | 0.19 |
| | 2011-05-01 | 17.48 | 1.75 | 1.12 | 0.86 | 0.15 | 4.11 | 2.61 | 0.30 | 28.38 | 0.65 | 0.31 | 0.25 | 0.50 | 0.19 |
| | 2012-05-01 | 17.97 | 1.80 | 1.29 | 0.86 | 0.15 | 4.11 | 2.61 | 0.30 | 29.09 | 0.65 | 0.31 | 0.25 | 0.50 | 0.19 |
| 2nd Year (65% of journeyman rate) | | | | | | | | | | | | | | | |
| XX-1 | 2009-05-01 | 21.69 | 2.17 | 1.05 | 0.86 | | 4.11 | 2.61 | 0.30 | 32.79 | 0.50 | 0.31 | 0.25 | 0.50 | 0.14 |
| | 2010-05-01 | 22.07 | 2.21 | 1.10 | 0.86 | 0.00 | 4.11 | 2.61 | 0.30 | 33.26 | 0.65 | 0.31 | 0.25 | 0.50 | 0.14 |
| | 2010-07-01 | 22.07 | 2.21 | 1.10 | 0.86 | 0.00 | 4.11 | 2.61 | 0.30 | 33.26 | 0.65 | 0.31 | 0.25 | 0.50 | 0.19 |
| | 2011-05-01 | 22.72 | 2.27 | 1.12 | 0.86 | 0.15 | 4.11 | 2.61 | 0.30 | 34.14 | 0.65 | 0.31 | 0.25 | 0.50 | 0.19 |
| | 2012-05-01 | 23.35 | 2.34 | 1.29 | 0.86 | 0.15 | 4.11 | 2.61 | 0.30 | 35.01 | 0.65 | 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 | 26.70 | 2.67 | 1.05 | 0.86 | | 4.11 | 2.61 | 0.30 | 38.30 | 0.50 | 0.31 | 0.25 | 0.50 | 0.14 |
| | 2010-05-01 | 27.17 | 2.72 | 1.10 | 0.86 | 0.00 | 4.11 | 2.61 | 0.30 | 38.87 | 0.65 | 0.31 | 0.25 | 0.50 | 0.14 |
| | 2010-07-01 | 27.17 | 2.72 | 1.10 | 0.86 | 0.00 | 4.11 | 2.61 | 0.30 | 38.87 | 0.65 | 0.31 | 0.25 | 0.50 | 0.19 |
| | 2011-05-01 | 27.96 | 2.80 | 1.12 | 0.86 | 0.15 | 4.11 | 2.61 | 0.30 | 39.91 | 0.65 | 0.31 | 0.25 | 0.50 | 0.19 |
| | 2012-05-01 | 28.74 | 2.87 | 1.29 | 0.86 | 0.15 | 4.11 | 2.61 | 0.30 | 40.93 | 0.65 | 0.31 | 0.25 | 0.50 | 0.19 |
| | 4th Year | (90% of journeyman rate) | | | | | | | | | | | | | |
| XX-3 | 2009-05-01 | 30.03 | 3.00 | 1.05 | 0.86 | | 4.11 | 2.61 | 0.30 | 41.96 | 0.50 | 0.31 | 0.25 | 0.50 | 0.14 |
| | 2010-05-01 | 30.56 | 3.06 | 1.10 | 0.86 | 0.00 | 4.11 | 2.61 | 0.30 | 42.60 | 0.65 | 0.31 | 0.25 | 0.50 | 0.14 |
| | 2010-07-01 | 30.56 | 3.06 | 1.10 | 0.86 | 0.00 | 4.11 | 2.61 | 0.30 | 42.60 | 0.65 | 0.31 | 0.25 | 0.50 | 0.19 |
| | 2011-05-01 | 31.46 | 3.15 | 1.12 | 0.86 | 0.15 | 4.11 | 2.61 | 0.30 | 43.76 | 0.65 | 0.31 | 0.25 | 0.50 | 0.19 |
| | 2012-05-01 | 32.34 | 3.23 | 1.29 | 0.86 | 0.15 | 4.11 | 2.61 | 0.30 | 44.89 | 0.65 | 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