

Brick and Allied Craft Union (BACU)
Local 12 (Kitchener)
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*	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	36.35	3.64	1.10	0.86		4.11	2.61	0.30	48.97	0.50	0.31	0.25	0.50	0.14
	2010-05-01	36.98	3.70	1.10	0.86	0.00	4.11	2.61	0.30	49.66	0.65	0.31	0.25	0.50	0.14
	2010-07-01	36.98	3.70	1.10	0.86	0.00	4.11	2.61	0.30	49.66	0.65	0.31	0.25	0.50	0.19
	2011-05-01	37.96	3.80	1.12	0.86	0.15	4.11	2.61	0.30	50.91	0.65	0.31	0.25	0.50	0.19
	2012-05-01	38.95	3.90	1.29	0.86	0.15	4.11	2.61	0.30	52.17	0.65	0.31	0.25	0.50	0.19
SUB-FOREMAN															
XX	2009-05-01	34.85	3.49	1.10	0.86		4.11	2.61	0.30	47.32	0.50	0.31	0.25	0.50	0.14
	2010-05-01	35.48	3.55	1.10	0.86	0.00	4.11	2.61	0.30	48.01	0.65	0.31	0.25	0.50	0.14
	2010-07-01	35.48	3.55	1.10	0.86	0.00	4.11	2.61	0.30	48.01	0.65	0.31	0.25	0.50	0.19
	2011-05-01	36.46	3.65	1.12	0.86	0.15	4.11	2.61	0.30	49.26	0.65	0.31	0.25	0.50	0.19
	2012-05-01	37.45	3.75	1.29	0.86	0.15	4.11	2.61	0.30	50.52	0.65	0.31	0.25	0.50	0.19
JOURNEYMAN															
XX	2009-05-01	33.85	3.38	1.10	0.86		4.11	2.61	0.30	46.21	0.50	0.31	0.25	0.50	0.14
	2010-05-01	34.48	3.45	1.10	0.86	0.00	4.11	2.61	0.30	46.91	0.65	0.31	0.25	0.50	0.14
	2010-07-01	34.48	3.45	1.10	0.86	0.00	4.11	2.61	0.30	46.91	0.65	0.31	0.25	0.50	0.19
	2011-05-01	35.46	3.55	1.12	0.86	0.15	4.11	2.61	0.30	48.16	0.65	0.31	0.25	0.50	0.19
	2012-05-01	36.45	3.64	1.29	0.86	0.15	4.11	2.61	0.30	49.41	0.65	0.31	0.25	0.50	0.19
APPRENTICE															
1st Year (50% of journeyman rate)															
XX-0	2009-05-01	16.93	1.69	1.10	0.86		4.11	2.61	0.30	27.60	0.50	0.31	0.25	0.50	0.14
	2010-05-01	17.24	1.72	1.10	0.86	0.00	4.11	2.61	0.30	27.94	0.65	0.31	0.25	0.50	0.14
	2010-07-01	17.24	1.72	1.10	0.86	0.00	4.11	2.61	0.30	27.94	0.65	0.31	0.25	0.50	0.19
	2011-05-01	17.73	1.77	1.12	0.86	0.15	4.11	2.61	0.30	28.65	0.65	0.31	0.25	0.50	0.19
	2012-05-01	18.23	1.82	1.29	0.86	0.15	4.11	2.61	0.30	29.37	0.65	0.31	0.25	0.50	0.19
2nd Year (65% of journeyman rate)															
XX-1	2009-05-01	22.00	2.20	1.10	0.86		4.11	2.61	0.30	33.18	0.50	0.31	0.25	0.50	0.14
	2010-05-01	22.41	2.24	1.10	0.86	0.00	4.11	2.61	0.30	33.63	0.65	0.31	0.25	0.50	0.14
	2010-07-01	22.41	2.24	1.10	0.86	0.00	4.11	2.61	0.30	33.63	0.65	0.31	0.25	0.50	0.19
	2011-05-01	23.05	2.31	1.12	0.86	0.15	4.11	2.61	0.30	34.51	0.65	0.31	0.25	0.50	0.19
	2012-05-01	23.69	2.37	1.29	0.86	0.15	4.11	2.61	0.30	35.38	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	27.08	2.71	1.10	0.86		4.11	2.61	0.30	38.77	0.50	0.31	0.25	0.50	0.14
	2010-05-01	27.58	2.76	1.10	0.86	0.00	4.11	2.61	0.30	39.32	0.65	0.31	0.25	0.50	0.14
	2010-07-01	27.58	2.76	1.10	0.86	0.00	4.11	2.61	0.30	39.32	0.65	0.31	0.25	0.50	0.19
	2011-05-01	28.37	2.84	1.12	0.86	0.15	4.11	2.61	0.30	40.36	0.65	0.31	0.25	0.50	0.19
	2012-05-01	29.16	2.92	1.29	0.86	0.15	4.11	2.61	0.30	41.40	0.65	0.31	0.25	0.50	0.19
	4th Year	(90% of journeyman rate)													
XX-3	2009-05-01	30.47	3.05	1.10	0.86		4.11	2.61	0.30	42.50	0.50	0.31	0.25	0.50	0.14
	2010-05-01	31.03	3.10	1.10	0.86	0.00	4.11	2.61	0.30	43.11	0.65	0.31	0.25	0.50	0.14
	2010-07-01	31.03	3.10	1.10	0.86	0.00	4.11	2.61	0.30	43.11	0.65	0.31	0.25	0.50	0.19
	2011-05-01	31.91	3.19	1.12	0.86	0.15	4.11	2.61	0.30	44.25	0.65	0.31	0.25	0.50	0.19
	2012-05-01	32.81	3.28	1.29	0.86	0.15	4.11	2.61	0.30	45.41	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
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