

Brick and Allied Craft Union (BACU)  
Local 23 (Sarnia)  
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 PENSION	PENSION*	IPF TOP-UP	TOTAL WAGE PACKAGE	LOCAL DUES	BACU DED	LOCAL TRAINING FUND	ORG FUND	IND. FUND	TRAINING & DEV. FUND
<b>FOREMAN</b>															
<b>XX</b>	<b>2009-05-01</b>	36.09	3.61	1.10	0.86	3.00	4.00	0.30	48.96	0.60	0.31	0.10	0.25	0.50	0.14
	<b>2010-05-01</b>	36.27	3.63	1.10	0.86	3.00	4.50	0.30	49.66	1.20	0.31	0.10	0.25	0.50	0.14
	<b>2010-07-01</b>	36.27	3.63	1.10	0.86	3.00	4.50	0.30	49.66	1.20	0.31	0.10	0.25	0.50	0.19
	<b>2011-05-01</b>	37.39	3.74	1.12	0.86	3.00	4.50	0.30	50.91	1.20	0.31	0.10	0.25	0.50	0.19
	<b>2012-05-01</b>	38.51	3.85	1.14	0.86	3.00	4.50	0.30	52.16	1.20	0.31	0.10	0.25	0.50	0.19
<b>SUB-FOREMAN</b>															
<b>XX</b>	<b>2009-05-01</b>	34.59	3.46	1.10	0.86	3.00	4.00	0.30	47.31	0.60	0.31	0.10	0.25	0.50	0.14
	<b>2010-05-01</b>	34.77	3.48	1.10	0.86	3.00	4.50	0.30	48.01	1.20	0.31	0.10	0.25	0.50	0.14
	<b>2010-07-01</b>	34.77	3.48	1.10	0.86	3.00	4.50	0.30	48.01	1.20	0.31	0.10	0.25	0.50	0.19
	<b>2011-05-01</b>	35.89	3.59	1.12	0.86	3.00	4.50	0.30	49.26	1.20	0.31	0.10	0.25	0.50	0.19
	<b>2012-05-01</b>	37.01	3.70	1.14	0.86	3.00	4.50	0.30	50.51	1.20	0.31	0.10	0.25	0.50	0.19
<b>JOURNEYMAN</b>															
<b>XX</b>	<b>2009-05-01</b>	33.59	3.36	1.10	0.86	3.00	4.00	0.30	46.21	0.60	0.31	0.10	0.25	0.50	0.14
	<b>2010-05-01</b>	33.77	3.38	1.10	0.86	3.00	4.50	0.30	46.91	1.20	0.31	0.10	0.25	0.50	0.14
	<b>2010-07-01</b>	33.77	3.38	1.10	0.86	3.00	4.50	0.30	46.91	1.20	0.31	0.10	0.25	0.50	0.19
	<b>2011-05-01</b>	34.89	3.49	1.12	0.86	3.00	4.50	0.30	48.16	1.20	0.31	0.10	0.25	0.50	0.19
	<b>2012-05-01</b>	36.01	3.60	1.14	0.86	3.00	4.50	0.30	49.41	1.20	0.31	0.10	0.25	0.50	0.19
<b>APPRENTICE</b>															
<b>1st Year (50% of journeyman rate)</b>															
<b>XX-0</b>	<b>2009-05-01</b>	16.80	1.68	1.10	0.86	3.00	4.00	0.30	27.74	0.60	0.31	0.10	0.25	0.50	0.14
	<b>2010-05-01</b>	16.89	1.69	1.10	0.86	3.00	4.50	0.30	28.34	1.20	0.31	0.10	0.25	0.50	0.14
	<b>2010-07-01</b>	16.89	1.69	1.10	0.86	3.00	4.50	0.30	28.34	1.20	0.31	0.10	0.25	0.50	0.19
	<b>2011-05-01</b>	17.45	1.75	1.12	0.86	3.00	4.50	0.30	28.98	1.20	0.31	0.10	0.25	0.50	0.19
	<b>2012-05-01</b>	18.01	1.80	1.14	0.86	3.00	4.50	0.30	29.61	1.20	0.31	0.10	0.25	0.50	0.19
<b>2nd Year (65% of journeyman rate)</b>															
<b>XX-1</b>	<b>2009-05-01</b>	21.83	2.18	1.10	0.86	3.00	4.00	0.30	33.27	0.60	0.31	0.10	0.25	0.50	0.14
	<b>2010-05-01</b>	21.95	2.20	1.10	0.86	3.00	4.50	0.30	33.91	1.20	0.31	0.10	0.25	0.50	0.14
	<b>2010-07-01</b>	21.95	2.20	1.10	0.86	3.00	4.50	0.30	33.91	1.20	0.31	0.10	0.25	0.50	0.19
	<b>2011-05-01</b>	22.68	2.27	1.12	0.86	3.00	4.50	0.30	34.73	1.20	0.31	0.10	0.25	0.50	0.19
	<b>2012-05-01</b>	23.41	2.34	1.14	0.86	3.00	4.50	0.30	35.55	1.20	0.31	0.10	0.25	0.50	0.19

\* Per hour paid

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	<b>3rd Year</b>	(80% of journeyman rate)													
<b>XX-2</b>	<b>2009-05-01</b>	26.87	2.69	1.10	0.86	3.00	4.00	0.30	38.82	0.60	0.31	0.10	0.25	0.50	0.14
	<b>2010-05-01</b>	27.02	2.70	1.10	0.86	3.00	4.50	0.30	39.48	1.20	0.31	0.10	0.25	0.50	0.14
	<b>2010-07-01</b>	27.02	2.70	1.10	0.86	3.00	4.50	0.30	39.48	1.20	0.31	0.10	0.25	0.50	0.19
	<b>2011-05-01</b>	27.91	2.79	1.12	0.86	3.00	4.50	0.30	40.48	1.20	0.31	0.10	0.25	0.50	0.19
	<b>2012-05-01</b>	28.81	2.88	1.14	0.86	3.00	4.50	0.30	41.49	1.20	0.31	0.10	0.25	0.50	0.19
	<b>4th Year</b>	(90% of journeyman rate)													
<b>XX-3</b>	<b>2009-05-01</b>	30.23	3.02	1.10	0.86	3.00	4.00	0.30	42.51	0.60	0.31	0.10	0.25	0.50	0.14
	<b>2010-05-01</b>	30.39	3.04	1.10	0.86	3.00	4.50	0.30	43.19	1.20	0.31	0.10	0.25	0.50	0.14
	<b>2010-07-01</b>	30.39	3.04	1.10	0.86	3.00	4.50	0.30	43.19	1.20	0.31	0.10	0.25	0.50	0.19
	<b>2011-05-01</b>	31.40	3.14	1.12	0.86	3.00	4.50	0.30	44.32	1.20	0.31	0.10	0.25	0.50	0.19
	<b>2012-05-01</b>	32.41	3.24	1.14	0.86	3.00	4.50	0.30	45.45	1.20	0.31	0.10	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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M9W 6A9