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July 12, 2011

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CANADIAN UNION OF
SKILLED WORKERS
CUSW - DARLINGTON

ONTARIO POWER GENERATION WAGE SCHEDULE FOR
EMPLOYERS EMPLOYING CUSW MEMBERS AT DARLINGTON (82)

GRADE AND STEP	CLASSIFICATIONS OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	UNION FUNDS (2)	TOTAL WAGE PACKAGE	JAC FUNDS (1)
ELECTRICIAN						
07-9	FOREMAN - 410165					
	2009-11-05	41.28	4.13	8.55	53.96	0.10
	2010-05-01	41.28	4.13	9.95	55.36	0.10
	2011-05-01	41.28	4.13	11.35	56.76	0.10
	2011-08-08	42.71	4.27	9.95	56.93	0.10
	2012-05-01	44.15	4.42	9.95	58.52	0.10
07-8	SUBFOREMAN - 410155					
	2009-11-05	39.09	3.91	8.55	51.55	0.10
	2010-05-01	39.09	3.91	9.95	52.95	0.10
	2011-05-01	39.09	3.91	11.35	54.35	0.10
	2011-08-08	40.45	4.05	9.95	54.45	0.10
	2012-05-01	41.80	4.18	9.95	55.93	0.10
JOURNEYMAN - 410135, WELDER - 410136						
07-6	COMMUNICATIONS ELECTRICIAN - 410137					
	2009-11-05	36.53	3.65	8.55	48.73	0.10
	2010-05-01	36.53	3.65	9.95	50.13	0.10
	2011-05-01	36.53	3.65	11.35	51.53	0.10
	2011-08-08	37.80	3.78	9.95	51.53	0.10
	2012-05-01	39.07	3.91	9.95	52.93	0.10
ELECTRICIAN APPRENTICE - 410115						
07-0	1st Period (40% of Journeyman's rate)					
	2009-11-05	14.61	1.46	8.55	24.62	0.10
	2010-05-01	14.61	1.46	9.95	26.02	0.10
	2011-05-01	14.61	1.46	11.35	27.42	0.10
	2011-08-08	15.12	1.51	9.95	26.58	0.10
	2012-05-01	15.63	1.56	9.95	27.14	0.10
07-1	2nd Period (50% of Journeyman's rate)					
	2009-11-05	18.27	1.83	8.55	28.65	0.10
	2010-05-01	18.27	1.83	9.95	30.05	0.10
	2011-05-01	18.27	1.83	11.35	31.45	0.10
	2011-08-08	18.90	1.89	9.95	30.74	0.10
	2012-05-01	19.54	1.95	9.95	31.44	0.10
07-2	3rd Period (60% of Journeyman's rate)					
	2009-11-05	21.92	2.19	8.55	32.66	0.10
	2010-05-01	21.92	2.19	9.95	34.06	0.10
	2011-05-01	21.92	2.19	11.35	35.46	0.10
	2011-08-08	22.68	2.27	9.95	34.90	0.10
	2012-05-01	23.44	2.34	9.95	35.73	0.10
07-3	4th Period (70% of Journeyman's rate)					
	2009-11-05	25.57	2.56	8.55	36.68	0.10
	2010-05-01	25.57	2.56	9.95	38.08	0.10
	2011-05-01	25.57	2.56	11.35	39.48	0.10
	2011-08-08	26.46	2.65	9.95	39.06	0.10
	2012-05-01	27.35	2.74	9.95	40.04	0.10
07-4	5th Period (80% of Journeyman's rate)					
	2009-11-05	29.22	2.92	8.55	40.69	0.10
	2010-05-01	29.22	2.92	9.95	42.09	0.10
	2011-05-01	29.22	2.92	11.35	43.49	0.10
	2011-08-08	30.24	3.02	9.95	43.21	0.10
	2012-05-01	31.26	3.13	9.95	44.34	0.10

(1) = per hour worked; (2) = per hour paid

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OVERTIME RATE:

Mon-Fri: Scheduled Work Days - 1 1/2 times for up to and including 2 hours beyond the normal daily scheduled number of hours. This applies for both 4 day x 10 hours per day schedule and 5 day by 8 hour per day schedule.
Non-Scheduled Work Days - 2 times for all hours worked.
Sat: 2 times for all hours worked.
Sun & Hol: 2 times for all hours worked.

UNION FUNDS:

Union Funds include the following items:

Welfare* -	\$2.25	per hour paid
Training Trust Fund -	\$0.30	per hour paid
GRSP **-	\$6.00	per hour paid
	\$7.40	per hour paid - effective May 01, 2010 (for Journeyman)
	\$8.80	per hour paid - effective May 01, 2011 (for Journeyman)
	\$7.40	per hour paid - effective August 08, 2011 (for Journeyman)

* Welfare includes \$0.03 for Bill 162 benefits and \$0.05 for Member and Family Assistance Program (MFAP)

* RST is payable on the welfare and Bill 162 portions - \$2.20 per paid hour of the welfare amount

** GRSP - funds are different for each classification (to calculate: GRSP = Union Fund - \$2.55)

JOINT APPRENTICESHIP COUNCIL (JAC) FUNDS:

\$0.10 per hour worked

UNION DUES:

Union Dues Checkoff - \$1.05 per hour paid

Union Dues Checkoff is not included in above noted Union Funds.
Union Dues Checkoff is to be deducted from the Base Hourly Rate.

BENEFITS:

All remittances (welfare, apprenticeship, training, GRSP and dues) are to be sent to:

Power Sector Retirement & Benefit Plan
Attn: Karen Kassak
555 Burnhamthorpe Road, Suite 603
TORONTO, ON M9C 2Y3

Phone number: 416-240-9384
Fax Number: 416-240-0993
Email: kkassak@psbt.ca
Website: www.psbtc.ca

NOTE: All retro pay associated with the period of **May 01, 2010 to August 07, 2011 (inclusive)** is to be paid into the employee's GRSPs.

GEOGRAPHIC AREA: Darlington NGS Project Site.