

CANADIAN UNION OF  
SKILLED WORKERS  
CUSW - GEORGIAN BAY

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS  
EMPLOYING CUSW MEMBERS AT GEORGIAN BAY

GRADE AND STEP	CLASSIFICATIONS OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	UNION FUNDS (2)	TOTAL WAGE PACKAGE	JAC FUNDS (1)
<b>ELECTRICIAN</b>						
07-9	<b>FOREMAN - 410165</b>					
	2009-11-05	40.96	4.10	8.55	53.61	0.10
	2010-05-01	40.96	4.10	9.95	55.01	0.10
	2011-05-01	40.96	4.10	11.35	56.41	0.10
	2011-08-08	42.41	4.24	9.95	56.60	0.10
	2012-05-01	43.84	4.38	9.95	58.17	0.10
07-8	<b>SUBFOREMAN - 410155</b>					
	2009-11-05	38.79	3.88	8.55	51.22	0.10
	2010-05-01	38.79	3.88	9.95	52.62	0.10
	2011-05-01	38.79	3.88	11.35	54.02	0.10
	2011-08-08	40.16	4.02	9.95	54.13	0.10
	2012-05-01	41.52	4.15	9.95	55.62	0.10
<b>JOURNEYMAN - 410135, WELDER - 410136</b>						
07-6	<b>COMMUNICATIONS ELECTRICIAN - 410137</b>					
	2009-11-05	36.25	3.63	8.55	48.43	0.10
	2010-05-01	36.25	3.63	9.95	49.83	0.10
	2011-05-01	36.25	3.63	11.35	51.23	0.10
	2011-08-08	37.53	3.75	9.95	51.23	0.10
	2012-05-01	38.80	3.88	9.95	52.63	0.10
<b>ELECTRICIAN APPRENTICE - 410115</b>						
07-0	<b>1st Period</b>					
	2009-11-05	14.50	1.45	8.55	24.50	0.10
	2010-05-01	14.50	1.45	9.95	25.90	0.10
	2011-05-01	14.50	1.45	11.35	27.30	0.10
	2011-08-08	15.01	1.50	9.95	26.46	0.10
	2012-05-01	15.52	1.55	9.95	27.02	0.10
07-1	<b>2nd Period</b>					
	2009-11-05	18.13	1.81	8.55	28.49	0.10
	2010-05-01	18.13	1.81	9.95	29.89	0.10
	2011-05-01	18.13	1.81	11.35	31.29	0.10
	2011-08-08	18.77	1.88	9.95	30.60	0.10
	2012-05-01	19.40	1.94	9.95	31.29	0.10
07-2	<b>3rd Period</b>					
	2009-11-05	21.75	2.18	8.55	32.48	0.10
	2010-05-01	21.75	2.18	9.95	33.88	0.10
	2011-05-01	21.75	2.18	11.35	35.28	0.10
	2011-08-08	22.52	2.25	9.95	34.72	0.10
	2012-05-01	23.28	2.33	9.95	35.56	0.10
07-3	<b>4th Period</b>					
	2009-11-05	25.38	2.54	8.55	36.47	0.10
	2010-05-01	25.38	2.54	9.95	37.87	0.10
	2011-05-01	25.38	2.54	11.35	39.27	0.10
	2011-08-08	26.27	2.63	9.95	38.85	0.10
	2012-05-01	27.16	2.72	9.95	39.83	0.10
07-4	<b>5th Period</b>					
	2009-11-05	29.00	2.90	8.55	40.45	0.10
	2010-05-01	29.00	2.90	9.95	41.85	0.10
	2011-05-01	29.00	2.90	11.35	43.25	0.10
	2011-08-08	30.02	3.00	9.95	42.97	0.10
	2012-05-01	31.04	3.10	9.95	44.09	0.10

MAP CODE:  
N/A

ISSUED:  
July 12, 2011

REVISED:  
September 29, 2011

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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](mailto:kkassak@psbt.ca)  
Website: [www.psbtc.ca](http://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:** Simcoe County except the Townships of Rama and Mara; Muskoka (DM); in the District of Parry Sound the Townships of Humphrey, Conger, Christie, Foley, Cowper, McKeller, McDougall and Hagerman