

CANADIAN UNION OF
SKILLED WORKERS
CUSW - HAMILTON

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT HAMILTON

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	42.19	4.22	8.55	54.96	0.10
	2010-05-01	42.19	4.22	9.95	56.36	0.10
	2011-05-01	42.19	4.22	11.35	57.76	0.10
	2011-08-08	43.63	4.36	9.95	57.94	0.10
	2012-05-01	45.06	4.51	9.95	59.52	0.10
07-8	SUBFOREMAN - 410155					
	2009-11-05	39.95	4.00	8.55	52.50	0.10
	2010-05-01	39.95	4.00	9.95	53.90	0.10
	2011-05-01	39.95	4.00	11.35	55.30	0.10
	2011-08-08	41.31	4.13	9.95	55.39	0.10
	2012-05-01	42.67	4.27	9.95	56.89	0.10
JOURNEYMAN - 410135, WELDER - 410136						
07-6	COMMUNICATIONS ELECTRICIAN - 410137					
	2009-11-05	37.34	3.73	8.55	49.62	0.10
	2010-05-01	37.34	3.73	9.95	51.02	0.10
	2011-05-01	37.34	3.73	11.35	52.42	0.10
	2011-08-08	38.61	3.86	9.95	52.42	0.10
	2012-05-01	39.88	3.99	9.95	53.82	0.10
ELECTRICIAN APPRENTICE - 410115						
07-0	1st Period					
	2009-11-05	14.94	1.49	8.55	24.98	0.10
	2010-05-01	14.94	1.49	9.95	26.38	0.10
	2011-05-01	14.94	1.49	11.35	27.78	0.10
	2011-08-08	15.44	1.54	9.95	26.93	0.10
	2012-05-01	15.95	1.60	9.95	27.50	0.10
07-1	2nd Period					
	2009-11-05	18.67	1.87	8.55	29.09	0.10
	2010-05-01	18.67	1.87	9.95	30.49	0.10
	2011-05-01	18.67	1.87	11.35	31.89	0.10
	2011-08-08	19.31	1.93	9.95	31.19	0.10
	2012-05-01	19.94	1.99	9.95	31.88	0.10
07-2	3rd Period					
	2009-11-05	22.40	2.24	8.55	33.19	0.10
	2010-05-01	22.40	2.24	9.95	34.59	0.10
	2011-05-01	22.40	2.24	11.35	35.99	0.10
	2011-08-08	23.17	2.32	9.95	35.44	0.10
	2012-05-01	23.93	2.39	9.95	36.27	0.10
07-3	4th Period					
	2009-11-05	26.14	2.61	8.55	37.30	0.10
	2010-05-01	26.14	2.61	9.95	38.70	0.10
	2011-05-01	26.14	2.61	11.35	40.10	0.10
	2011-08-08	27.03	2.70	9.95	39.68	0.10
	2012-05-01	27.92	2.79	9.95	40.66	0.10
07-4	5th Period					
	2009-11-05	29.87	2.99	8.55	41.41	0.10
	2010-05-01	29.87	2.99	9.95	42.81	0.10
	2011-05-01	29.87	2.99	11.35	44.21	0.10
	2011-08-08	30.89	3.09	9.95	43.93	0.10
	2012-05-01	31.90	3.19	9.95	45.04	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
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: Hamilton-Wentworth(RM); Haldimand-Norfolk(RM) except the Town of Dunnville; Brant County; in Waterloo (RM) that portion of the City of Cambridge east of a line drawn from the intersection of the southeast corner of Wellington County and Waterloo (RM) to the northeast corner of Brant County; Halton (RM) west of the 8th line and south of Hwy 401