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July 12, 2011

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CANADIAN UNION OF
SKILLED WORKERS
CUSW - NIAGARA PENINSULA

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT NIAGARA PENINSULA

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	41.47	4.15	8.55	54.17	0.10
	2010-05-01	41.47	4.15	9.95	55.57	0.10
	2011-05-01	41.47	4.15	11.35	56.97	0.10
	2011-08-08	42.91	4.29	9.95	57.15	0.10
	2012-05-01	44.35	4.44	9.95	58.74	0.10
07-8	SUBFOREMAN - 410155					
	2009-11-05	39.27	3.93	8.55	51.75	0.10
	2010-05-01	39.27	3.93	9.95	53.15	0.10
	2011-05-01	39.27	3.93	11.35	54.55	0.10
	2011-08-08	40.63	4.06	9.95	54.64	0.10
	2012-05-01	42.00	4.20	9.95	56.15	0.10
JOURNEYMAN - 410135, WELDER - 410136						
07-6	COMMUNICATIONS ELECTRICIAN - 410137					
	2009-11-05	36.70	3.67	8.55	48.92	0.10
	2010-05-01	36.70	3.67	9.95	50.32	0.10
	2011-05-01	36.70	3.67	11.35	51.72	0.10
	2011-08-08	37.97	3.80	9.95	51.72	0.10
	2012-05-01	39.25	3.92	9.95	53.12	0.10
ELECTRICIAN APPRENTICE - 410115						
07-0	1st Period					
	2009-11-05	14.68	1.47	8.55	24.70	0.10
	2010-05-01	14.68	1.47	9.95	26.10	0.10
	2011-05-01	14.68	1.47	11.35	27.50	0.10
	2011-08-08	15.19	1.52	9.95	26.66	0.10
	2012-05-01	15.70	1.57	9.95	27.22	0.10
07-1	2nd Period					
	2009-11-05	18.35	1.84	8.55	28.74	0.10
	2010-05-01	18.35	1.84	9.95	30.14	0.10
	2011-05-01	18.35	1.84	11.35	31.54	0.10
	2011-08-08	18.99	1.90	9.95	30.84	0.10
	2012-05-01	19.63	1.96	9.95	31.54	0.10
07-2	3rd Period					
	2009-11-05	22.02	2.20	8.55	32.77	0.10
	2010-05-01	22.02	2.20	9.95	34.17	0.10
	2011-05-01	22.02	2.20	11.35	35.57	0.10
	2011-08-08	22.78	2.28	9.95	35.01	0.10
	2012-05-01	23.55	2.36	9.95	35.86	0.10
07-3	4th Period					
	2009-11-05	25.69	2.57	8.55	36.81	0.10
	2010-05-01	25.69	2.57	9.95	38.21	0.10
	2011-05-01	25.69	2.57	11.35	39.61	0.10
	2011-08-08	26.58	2.66	9.95	39.19	0.10
	2012-05-01	27.48	2.75	9.95	40.18	0.10
07-4	5th Period					
	2009-11-05	29.36	2.94	8.55	40.85	0.10
	2010-05-01	29.36	2.94	9.95	42.25	0.10
	2011-05-01	29.36	2.94	11.35	43.65	0.10
	2011-08-08	30.38	3.04	9.95	43.37	0.10
	2012-05-01	31.40	3.14	9.95	44.49	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: Niagara (RM); in Haldimand-Norfolk (RM), the Town of Dunnville