

CANADIAN UNION OF  
SKILLED WORKERS  
CUSW - OSHAWA / PORT HOPE

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS  
EMPLOYING CUSW MEMBERS IN OSHAWA / PORT HOPE

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	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	<b>SUBFOREMAN - 410155</b>					
	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
<b>JOURNEYMAN - 410135, WELDER - 410136</b>						
07-6	<b>COMMUNICATIONS ELECTRICIAN - 410137</b>					
	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
<b>ELECTRICIAN APPRENTICE - 410115</b>						
07-0	<b>1st Period</b>					
	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	<b>2nd Period</b>					
	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	<b>3rd Period</b>					
	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	<b>4th Period</b>					
	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	<b>5th Period</b>					
	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

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:** Durham (RM); Counties of Northumberland, Victoria, Peterborough and Haliburton; in Simcoe County the Townships of Rama and Mara