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CANADIAN UNION OF  
SKILLED WORKERS  
CUSW - OTTAWA

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

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	41.43	4.14	8.55	54.12	0.10
	2010-05-01	41.43	4.14	9.95	55.52	0.10
	2011-05-01	41.43	4.14	11.35	56.92	0.10
	2011-08-08	42.87	4.29	9.95	57.11	0.10
	2012-05-01	44.31	4.43	9.95	58.69	0.10
07-8	<b>SUBFOREMAN - 410155</b>					
	2009-11-05	39.23	3.92	8.55	51.70	0.10
	2010-05-01	39.23	3.92	9.95	53.10	0.10
	2011-05-01	39.23	3.92	11.35	54.50	0.10
	2011-08-08	40.60	4.06	9.95	54.61	0.10
	2012-05-01	41.95	4.20	9.95	56.10	0.10
<b>JOURNEYMAN - 410135, WELDER - 410136</b>						
07-6	<b>COMMUNICATIONS ELECTRICIAN - 410137</b>					
	2009-11-05	36.66	3.67	8.55	48.88	0.10
	2010-05-01	36.66	3.67	9.95	50.28	0.10
	2011-05-01	36.66	3.67	11.35	51.68	0.10
	2011-08-08	37.94	3.79	9.95	51.68	0.10
	2012-05-01	39.21	3.92	9.95	53.08	0.10
<b>ELECTRICIAN APPRENTICE - 410115</b>						
07-0	<b>1st Period</b>					
	2009-11-05	14.66	1.47	8.55	24.68	0.10
	2010-05-01	14.66	1.47	9.95	26.08	0.10
	2011-05-01	14.66	1.47	11.35	27.48	0.10
	2011-08-08	15.18	1.52	9.95	26.65	0.10
	2012-05-01	15.68	1.57	9.95	27.20	0.10
07-1	<b>2nd Period</b>					
	2009-11-05	18.33	1.83	8.55	28.71	0.10
	2010-05-01	18.33	1.83	9.95	30.11	0.10
	2011-05-01	18.33	1.83	11.35	31.51	0.10
	2011-08-08	18.97	1.90	9.95	30.82	0.10
	2012-05-01	19.61	1.96	9.95	31.52	0.10
07-2	<b>3rd Period</b>					
	2009-11-05	22.00	2.20	8.55	32.75	0.10
	2010-05-01	22.00	2.20	9.95	34.15	0.10
	2011-05-01	22.00	2.20	11.35	35.55	0.10
	2011-08-08	22.76	2.28	9.95	34.99	0.10
	2012-05-01	23.53	2.35	9.95	35.83	0.10
07-3	<b>4th Period</b>					
	2009-11-05	25.66	2.57	8.55	36.78	0.10
	2010-05-01	25.66	2.57	9.95	38.18	0.10
	2011-05-01	25.66	2.57	11.35	39.58	0.10
	2011-08-08	26.56	2.66	9.95	39.17	0.10
	2012-05-01	27.45	2.75	9.95	40.15	0.10
07-4	<b>5th Period</b>					
	2009-11-05	29.33	2.93	8.55	40.81	0.10
	2010-05-01	29.33	2.93	9.95	42.21	0.10
	2011-05-01	29.33	2.93	11.35	43.61	0.10
	2011-08-08	30.35	3.04	9.95	43.34	0.10
	2012-05-01	31.37	3.14	9.95	44.46	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](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:** Ottawa-Carleton (RM); Counties of Lanark, Prescott, Russell and Renfrew