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July 12, 2011

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CANADIAN UNION OF
SKILLED WORKERS
CUSW - PICKERING

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT PICKERING (62)

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	42.67	4.27	8.55	55.49	0.10
	2010-05-01	42.67	4.27	9.95	56.89	0.10
	2011-05-01	42.67	4.27	11.35	58.29	0.10
	2011-08-08	44.12	4.41	9.95	58.48	0.10
	2012-05-01	45.55	4.56	9.95	60.06	0.10
07-8	SUBFOREMAN - 410155					
	2009-11-05	40.40	4.04	8.55	52.99	0.10
	2010-05-01	40.40	4.04	9.95	54.39	0.10
	2011-05-01	40.40	4.04	11.35	55.79	0.10
	2011-08-08	41.77	4.18	9.95	55.90	0.10
	2012-05-01	43.13	4.31	9.95	57.39	0.10
JOURNEYMAN - 410135, WELDER - 410136						
07-6	COMMUNICATIONS ELECTRICIAN - 410137					
	2009-11-05	37.76	3.78	8.55	50.09	0.10
	2010-05-01	37.76	3.78	9.95	51.49	0.10
	2011-05-01	37.76	3.78	11.35	52.89	0.10
	2011-08-08	39.04	3.90	9.95	52.89	0.10
	2012-05-01	40.31	4.03	9.95	54.29	0.10
ELECTRICIAN APPRENTICE - 410115						
07-0	1st Period (40% of Journeyman's rate)					
	2009-11-05	15.10	1.51	8.55	25.16	0.10
	2010-05-01	15.10	1.51	9.95	26.56	0.10
	2011-05-01	15.10	1.51	11.35	27.96	0.10
	2011-08-08	15.62	1.56	9.95	27.13	0.10
	2012-05-01	16.12	1.61	9.95	27.68	0.10
07-1	2nd Period (50% of Journeyman's rate)					
	2009-11-05	18.88	1.89	8.55	29.32	0.10
	2010-05-01	18.88	1.89	9.95	30.72	0.10
	2011-05-01	18.88	1.89	11.35	32.12	0.10
	2011-08-08	19.52	1.95	9.95	31.42	0.10
	2012-05-01	20.16	2.02	9.95	32.13	0.10
07-2	3rd Period (60% of Journeyman's rate)					
	2009-11-05	22.66	2.27	8.55	33.48	0.10
	2010-05-01	22.66	2.27	9.95	34.88	0.10
	2011-05-01	22.66	2.27	11.35	36.28	0.10
	2011-08-08	23.42	2.34	9.95	35.71	0.10
	2012-05-01	24.19	2.42	9.95	36.56	0.10
07-3	4th Period (70% of Journeyman's rate)					
	2009-11-05	26.43	2.64	8.55	37.62	0.10
	2010-05-01	26.43	2.64	9.95	39.02	0.10
	2011-05-01	26.43	2.64	11.35	40.42	0.10
	2011-08-08	27.33	2.73	9.95	40.01	0.10
	2012-05-01	28.22	2.82	9.95	40.99	0.10
07-4	5th Period (80% of Journeyman's rate)					
	2009-11-05	30.21	3.02	8.55	41.78	0.10
	2010-05-01	30.21	3.02	9.95	43.18	0.10
	2011-05-01	30.21	3.02	11.35	44.58	0.10
	2011-08-08	31.23	3.12	9.95	44.30	0.10
	2012-05-01	32.25	3.23	9.95	45.43	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: Pickering NGS Project Site.