

CANADIAN UNION OF  
SKILLED WORKERS  
CUSW - SARNIA

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

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	42.21	4.22	8.55	54.98	0.10
	2010-05-01	42.21	4.22	9.95	56.38	0.10
	2011-05-01	42.21	4.22	11.35	57.78	0.10
	2011-08-08	43.65	4.37	9.95	57.97	0.10
	2012-05-01	45.09	4.51	9.95	59.55	0.10
07-8	<b>SUBFOREMAN - 410155</b>					
	2009-11-05	39.96	4.00	8.55	52.51	0.10
	2010-05-01	39.96	4.00	9.95	53.91	0.10
	2011-05-01	39.96	4.00	11.35	55.31	0.10
	2011-08-08	41.33	4.13	9.95	55.41	0.10
	2012-05-01	42.69	4.27	9.95	56.91	0.10
<b>JOURNEYMAN - 410135, WELDER - 410136</b>						
07-6	<b>COMMUNICATIONS ELECTRICIAN - 410137</b>					
	2009-11-05	37.35	3.74	8.55	49.64	0.10
	2010-05-01	37.35	3.74	9.95	51.04	0.10
	2011-05-01	37.35	3.74	11.35	52.44	0.10
	2011-08-08	38.63	3.86	9.95	52.44	0.10
	2012-05-01	39.90	3.99	9.95	53.84	0.10
<b>ELECTRICIAN APPRENTICE - 410115</b>						
07-0	<b>1st Period</b>					
	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	15.45	1.55	9.95	26.95	0.10
	2012-05-01	15.96	1.60	9.95	27.51	0.10
07-1	<b>2nd Period</b>					
	2009-11-05	18.68	1.87	8.55	29.10	0.10
	2010-05-01	18.68	1.87	9.95	30.50	0.10
	2011-05-01	18.68	1.87	11.35	31.90	0.10
	2011-08-08	19.32	1.93	9.95	31.20	0.10
	2012-05-01	19.95	2.00	9.95	31.90	0.10
07-2	<b>3rd Period</b>					
	2009-11-05	22.41	2.24	8.55	33.20	0.10
	2010-05-01	22.41	2.24	9.95	34.60	0.10
	2011-05-01	22.41	2.24	11.35	36.00	0.10
	2011-08-08	23.18	2.32	9.95	35.45	0.10
	2012-05-01	23.94	2.39	9.95	36.28	0.10
07-3	<b>4th Period</b>					
	2009-11-05	26.15	2.62	8.55	37.32	0.10
	2010-05-01	26.15	2.62	9.95	38.72	0.10
	2011-05-01	26.15	2.62	11.35	40.12	0.10
	2011-08-08	27.04	2.70	9.95	39.69	0.10
	2012-05-01	27.93	2.79	9.95	40.67	0.10
07-4	<b>5th Period</b>					
	2009-11-05	29.88	2.99	8.55	41.42	0.10
	2010-05-01	29.88	2.99	9.95	42.82	0.10
	2011-05-01	29.88	2.99	11.35	44.22	0.10
	2011-08-08	30.90	3.09	9.95	43.94	0.10
	2012-05-01	31.92	3.19	9.95	45.06	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:** Lambton County