

MAP CODE:
N/A

ISSUED:
July 12, 2011

REVISED:
September 29, 2011

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CANADIAN UNION OF
SKILLED WORKERS
CUSW - THUNDER BAY

ONTARIO POWER GENERATION WAGE SCHEDULE FOR EMPLOYERS
EMPLOYING CUSW MEMBERS AT THUNDER BAY

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	40.73	4.07	8.55	53.35	0.10
	2010-05-01	40.73	4.07	9.95	54.75	0.10
	2011-05-01	40.73	4.07	11.35	56.15	0.10
	2011-08-08	42.16	4.22	9.95	56.33	0.10
	2012-05-01	43.60	4.36	9.95	57.91	0.10
07-8	SUBFOREMAN - 410155					
	2009-11-05	38.56	3.86	8.55	50.97	0.10
	2010-05-01	38.56	3.86	9.95	52.37	0.10
	2011-05-01	38.56	3.86	11.35	53.77	0.10
	2011-08-08	39.92	3.99	9.95	53.86	0.10
	2012-05-01	41.28	4.13	9.95	55.36	0.10
JOURNEYMAN - 410135, WELDER - 410136						
07-6	COMMUNICATIONS ELECTRICIAN - 410137					
	2009-11-05	36.04	3.60	8.55	48.19	0.10
	2010-05-01	36.04	3.60	9.95	49.59	0.10
	2011-05-01	36.04	3.60	11.35	50.99	0.10
	2011-08-08	37.31	3.73	9.95	50.99	0.10
	2012-05-01	38.58	3.86	9.95	52.39	0.10
ELECTRICIAN APPRENTICE - 410115						
07-0	1st Period					
	2009-11-05	14.42	1.44	8.55	24.41	0.10
	2010-05-01	14.42	1.44	9.95	25.81	0.10
	2011-05-01	14.42	1.44	11.35	27.21	0.10
	2011-08-08	14.92	1.49	9.95	26.36	0.10
	2012-05-01	15.43	1.54	9.95	26.92	0.10
07-1	2nd Period					
	2009-11-05	18.02	1.80	8.55	28.37	0.10
	2010-05-01	18.02	1.80	9.95	29.77	0.10
	2011-05-01	18.02	1.80	11.35	31.17	0.10
	2011-08-08	18.66	1.87	9.95	30.48	0.10
	2012-05-01	19.29	1.93	9.95	31.17	0.10
07-2	3rd Period					
	2009-11-05	21.62	2.16	8.55	32.33	0.10
	2010-05-01	21.62	2.16	9.95	33.73	0.10
	2011-05-01	21.62	2.16	11.35	35.13	0.10
	2011-08-08	22.39	2.24	9.95	34.58	0.10
	2012-05-01	23.15	2.32	9.95	35.42	0.10
07-3	4th Period					
	2009-11-05	25.23	2.52	8.55	36.30	0.10
	2010-05-01	25.23	2.52	9.95	37.70	0.10
	2011-05-01	25.23	2.52	11.35	39.10	0.10
	2011-08-08	26.12	2.61	9.95	38.68	0.10
	2012-05-01	27.01	2.70	9.95	39.66	0.10
07-4	5th Period					
	2009-11-05	28.83	2.88	8.55	40.26	0.10
	2010-05-01	28.83	2.88	9.95	41.66	0.10
	2011-05-01	28.83	2.88	11.35	43.06	0.10
	2011-08-08	29.85	2.99	9.95	42.79	0.10
	2012-05-01	30.86	3.09	9.95	43.90	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: Districts of Thunder Bay and Rainy River; District of Kenora, and Patricia