

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

F0.01 EFFECTIVE MARCH 26, 2023

STRAIGHT TIME

Classification	Basic Hourly Rate % Plus Premium	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Gross Hourly Pay
GEN. FOREMAN	100%+\$8.50	50.17	5.017	2.15	6.35	0.50	64.19
ICCS GEN. FOREMAN	(100%+\$8.50)+\$1.50	51.67	5.167	2.15	6.35	0.50	65.84
FOREMAN	100%+\$6.50	48.17	4.817	2.15	6.35	0.50	61.99
ICCS FOREMAN	(100%+\$6.50)+\$1.50	49.67	4.967	2.15	6.35	0.50	63.64
SUB-FOREMAN	100%+\$3.50	45.17	4.517	2.15	6.35	0.50	58.69
ICCS SUB-FOREMAN	(100%+\$3.50)+\$1.50	46.67	4.667	2.15	6.35	0.50	60.34
* JOURNEYMAN	100	41.67	4.167	2.15	6.35	0.50	54.84
4TH YEAR APP.	80	33.34	3.334	2.15	5.08	0.50	44.40
3RD YEAR APP.	70	29.17	2.917	2.15	4.45	0.50	39.18
2ND YEAR APP.	60	25.00	2.500	2.15	3.81	0.50	33.96
1ST YEAR APP.	50	20.84	2.084	2.15	0.00	0.50	25.57

* Journeyman Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
One Dollar (\$1.00) R.R.S.P. Deduction for each hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
** Additional Better Supervision, LSE, ICCS Supervisor Premium \$1.50/hour worked (Gen Foreman, Foreman, & Sub-Foreman) Article 9.01(f)
ECAA Industry Fund Article 17 - \$0.10/hour worked plus GST

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

F0.02 EFFECTIVE MARCH 26, 2023

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

Classification	Basic Hourly Rate % Plus Premium	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Gross Hourly Pay
GEN. FOREMAN	100%+\$12.75	75.26	7.526	2.15	6.35	0.50	91.79
ICCS GEN. FOREMAN	(100%+\$12.75)+\$1.50	76.76	7.676	2.15	6.35	0.50	93.44
FOREMAN	100%+\$9.75	72.26	7.226	2.15	6.35	0.50	88.49
ICCS FOREMAN	(100%+\$9.75)+\$1.50	73.76	7.376	2.15	6.35	0.50	90.14
SUB-FOREMAN	100%+\$5.25	67.76	6.776	2.15	6.35	0.50	83.54
ICCS SUB-FOREMAN	(100%+\$5.25)+\$1.50	69.26	6.926	2.15	6.35	0.50	85.19
* JOURNEYMAN	100	62.51	6.251	2.15	6.35	0.50	77.76
4TH YEAR APP.	80	50.01	5.001	2.15	5.08	0.50	62.74
3RD YEAR APP.	70	43.76	4.376	2.15	4.45	0.50	55.24
2ND YEAR APP.	60	37.50	3.750	2.15	3.81	0.50	47.71
1ST YEAR APP.	50	31.26	3.126	2.15	0.00	0.50	37.04

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Union dues (Article 4.08)
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APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

F0.03 EFFECTIVE OCTOBER 01, 2023)

STRAIGHT TIME

Classification	Basic Hourly Rate % Plus Premium	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Gross Hourly Pay
GEN. FOREMAN	100%+\$8.50	51.21	5.121	2.15	6.35	0.50	65.33
ICCS GEN. FOREMAN	(100%+\$8.50)+\$1.50	52.71	5.271	2.15	6.35	0.50	66.98
FOREMAN	100%+\$6.50	49.21	4.921	2.15	6.35	0.50	63.13
ICCS FOREMAN	(100%+\$6.50)+\$1.50	50.71	5.071	2.15	6.35	0.50	64.78
SUB-FOREMAN	100%+\$3.50	46.21	4.621	2.15	6.35	0.50	59.83
ICCS SUB-FOREMAN	(100%+\$3.50)+\$1.50	47.71	4.771	2.15	6.35	0.50	61.48
* JOURNEYMAN	100	42.71	4.271	2.15	6.35	0.50	55.98
4TH YEAR APP.	80	34.17	3.417	2.15	5.08	0.50	45.32
3RD YEAR APP.	70	29.90	2.990	2.15	4.45	0.50	39.99
2ND YEAR APP.	60	25.63	2.563	2.15	3.81	0.50	34.65
1ST YEAR APP.	50	21.36	2.136	2.15	0.00	0.50	26.15

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Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
One Dollar (\$1.00) R.R.S.P. Deduction for each hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
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APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

F0.04 EFFECTIVE OCTOBER 01, 2023

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

Classification	Basic Hourly Rate % Plus Premium	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Gross Hourly Pay
GEN. FOREMAN	100%+\$12.75	76.82	7.682	2.15	6.35	0.50	93.50
ICCS GEN. FOREMAN	(100%+\$12.75)+\$1.50	78.32	7.832	2.15	6.35	0.50	95.15
FOREMAN	100%+\$9.75	73.82	7.382	2.15	6.35	0.50	90.20
ICCS FOREMAN	(100%+\$9.75)+\$1.50	75.32	7.532	2.15	6.35	0.50	91.85
SUB-FOREMAN	100%+\$5.25	69.32	6.932	2.15	6.35	0.50	85.25
ICCS SUB-FOREMAN	(100%+\$5.25)+\$1.50	70.82	7.082	2.15	6.35	0.50	86.90
* JOURNEYMAN	100	64.07	6.407	2.15	6.35	0.50	79.48
4TH YEAR APP.	80	51.26	5.126	2.15	5.08	0.50	64.12
3RD YEAR APP.	70	44.85	4.485	2.15	4.45	0.50	56.44
2ND YEAR APP.	60	38.45	3.845	2.15	3.81	0.50	48.76
1ST YEAR APP.	50	32.04	3.204	2.15	0.00	0.50	37.89

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Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
One Dollar (\$1.00) R.R.S.P. Deduction for each hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
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APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

F0.05 EFFECTIVE MAY 05, 2024

STRAIGHT TIME

Classification	Basic Hourly Rate % Plus Premium	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Gross Hourly Pay
GEN. FOREMAN	100%+\$8.50	52.28	5.228	2.20	6.35	0.60	66.66
ICCS GEN. FOREMAN	(100%+\$8.50)+\$1.50	53.78	5.378	2.20	6.35	0.60	68.31
FOREMAN	100%+\$6.50	50.28	5.028	2.20	6.35	0.60	64.46
ICCS FOREMAN	(100%+\$6.50)+\$1.50	51.78	5.178	2.20	6.35	0.60	66.11
SUB-FOREMAN	100%+\$3.50	47.28	4.728	2.20	6.35	0.60	61.16
ICCS SUB-FOREMAN	(100%+\$3.50)+\$1.50	48.78	4.878	2.20	6.35	0.60	62.81
* JOURNEYMAN	100	43.78	4.378	2.20	6.35	0.60	57.31
4TH YEAR APP.	80	35.02	3.502	2.20	5.08	0.60	46.40
3RD YEAR APP.	70	30.65	3.065	2.20	4.45	0.60	40.96
2ND YEAR APP.	60	26.27	2.627	2.20	3.81	0.60	35.51
1ST YEAR APP.	50	21.89	2.189	2.20	0.00	0.60	26.88

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Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
One Dollar (\$1.00) R.R.S.P. Deduction for each hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
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F0.06 EFFECTIVE MAY 05, 2024

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

Classification	Basic Hourly Rate % Plus Premium	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Gross Hourly Pay
GEN. FOREMAN	100%+\$12.75	78.42	7.842	2.20	6.35	0.60	95.41
ICCS GEN. FOREMAN	(100%+\$12.75)+\$1.50	79.92	7.992	2.20	6.35	0.60	97.06
FOREMAN	100%+\$9.75	75.42	7.542	2.20	6.35	0.60	92.11
ICCS FOREMAN	(100%+\$9.75)+\$1.50	76.92	7.692	2.20	6.35	0.60	93.76
SUB-FOREMAN	100%+\$5.25	70.92	7.092	2.20	6.35	0.60	87.16
ICCS SUB-FOREMAN	(100%+\$5.25)+\$1.50	72.42	7.242	2.20	6.35	0.60	88.81
* JOURNEYMAN	100	65.67	6.567	2.20	6.35	0.60	81.39
4TH YEAR APP.	80	52.53	5.253	2.20	5.08	0.60	65.66
3RD YEAR APP.	70	45.98	4.598	2.20	4.45	0.60	57.83
2ND YEAR APP.	60	39.41	3.941	2.20	3.81	0.60	49.96
1ST YEAR APP.	50	32.84	3.284	2.20	0.00	0.60	38.92

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Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
One Dollar (\$1.00) R.R.S.P. Deduction for each hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
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APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

F0.07 EFFECTIVE NOVEMBER 03, 2024

STRAIGHT TIME

Classification	Basic Hourly Rate % Plus Premium	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Gross Hourly Pay
GEN. FOREMAN	100%+\$8.50	53.59	5.359	2.20	6.35	0.60	68.10
ICCS GEN. FOREMAN	(100%+\$8.50)+\$1.50	55.09	5.509	2.20	6.35	0.60	69.75
FOREMAN	100%+\$6.50	51.59	5.159	2.20	6.35	0.60	65.90
ICCS FOREMAN	(100%+\$6.50)+\$1.50	53.09	5.309	2.20	6.35	0.60	67.55
SUB-FOREMAN	100%+\$3.50	48.59	4.859	2.20	6.35	0.60	62.60
ICCS SUB-FOREMAN	(100%+\$3.50)+\$1.50	50.09	5.009	2.20	6.35	0.60	64.25
* JOURNEYMAN	100	45.09	4.509	2.20	6.35	0.60	58.75
4TH YEAR APP.	80	36.07	3.607	2.20	5.08	0.60	47.56
3RD YEAR APP.	70	31.56	3.156	2.20	4.45	0.60	41.96
2ND YEAR APP.	60	27.05	2.705	2.20	3.81	0.60	36.37
1ST YEAR APP.	50	22.55	2.255	2.20	0.00	0.60	27.61

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Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
One Dollar (\$1.00) R.R.S.P. Deduction for each hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
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F0.08 EFFECTIVE NOVEMBER 03, 2024

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

Classification	Basic Hourly Rate % Plus Premium	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Gross Hourly Pay
GEN. FOREMAN	100%+\$12.75	80.39	8.039	2.20	6.35	0.60	97.58
ICCS GEN. FOREMAN	(100%+\$12.75)+\$1.50	81.89	8.189	2.20	6.35	0.60	99.23
FOREMAN	100%+\$9.75	77.39	7.739	2.20	6.35	0.60	94.28
ICCS FOREMAN	(100%+\$9.75)+\$1.50	78.89	7.889	2.20	6.35	0.60	95.93
SUB-FOREMAN	100%+\$5.25	72.89	7.289	2.20	6.35	0.60	89.33
ICCS SUB-FOREMAN	(100%+\$5.25)+\$1.50	74.39	7.439	2.20	6.35	0.60	90.98
* JOURNEYMAN	100	67.64	6.764	2.20	6.35	0.60	83.55
4TH YEAR APP.	80	54.11	5.411	2.20	5.08	0.60	67.40
3RD YEAR APP.	70	47.34	4.734	2.20	4.45	0.60	59.32
2ND YEAR APP.	60	40.58	4.058	2.20	3.81	0.60	51.25
1ST YEAR APP.	50	33.83	3.383	2.20	0.00	0.60	40.01

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Union dues (Article 4.08)
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