

ARTICLE XXI

Wages, Fringes

109. Effective 08/1/2008 the total wage packet will increase by \$2.75 per hour for journeymen and appropriate percentages for apprentices. The following is a breakdown of wages, contributions and deductions.

		1st Year	2nd Year	3rd Year	4th Year	5th Year
		Apprentice	Apprentice	Apprentice	Apprentice	Apprentice
Journeymen		47%	55%	65%	75%	80%
Straight Time	\$35.12	\$17.45	\$19.89	\$22.40	\$26.01	\$28.10
Time & One-Half	\$52.68	\$26.18	\$29.84	\$33.60	\$39.02	\$42.15
Double Time	\$70.24	\$34.90	\$39.78	\$44.80	\$52.02	\$56.20
Working a Paid Holiday:	\$87.80	\$43.63	\$49.73	\$56.00	\$65.03	\$70.25
Holiday Pay and One and						
One-Half						
Shift Work @ 15% 5 days	\$40.39	\$20.07	\$22.87	\$25.76	\$29.91	\$32.32
Employer						
Contributions						
Medical Fund	\$5.81	\$5.81	\$5.81	\$5.81	\$5.81	\$5.81
Pension Fund	\$6.24	\$0.94	\$0.94	\$0.94	\$0.94	\$6.24
RSP	\$2.00	\$0.00	\$0.00	\$2.00	\$2.00	\$2.00
Apprenticeship Fund	\$0.37	\$0.37	\$0.37	\$0.37	\$0.37	\$0.37
Int. Training Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
Industry Fund	\$0.09	\$0.09	\$0.09	\$0.09	\$0.09	\$0.09
Communication/	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
Productivity Fund						
Total Package	\$49.72	\$24.75	\$27.19	\$31.70	\$35.31	\$42.70

1st year and 2nd year Apprentice no RSP. \$35.12 base rate + 2.00 used to calculate wage rate, for a total of \$37.12. 2nd, 3rd & 4th year base rate x the multiplier less pension differential (\$.53 for 2nd Year, \$.43 for 3rd Year and \$.33 for the 4th Year) for the terms of this contract. Effective August 1, 2009, the rates will increase by \$2.75 per hour.

179. Helpers. Wage and Fringe Payments, effective August 1, 2008 through July 31, 2009.

First Year		\$12.05
	Time & One-Half	\$18.08
	Double Time	\$24.10
	Working a paid holiday, Holiday	
	Pay & One and One-Half	\$30.13
	Shift Work @ 15% 5 days	\$13.86
Second Year		\$12.55
	Time & One-Half	\$18.83
	Double Time	\$25.10
	Working a paid holiday, Holiday	
	Pay & One and One-Half	\$31.38
	Shift Work @ 15% 5 days	\$14.43
Third Year		\$13.40
	Time & One-Half	\$20.10
	Double Time	\$26.80
	Working a paid holiday, Holiday	
	Pay & One and One-Half	\$33.50
	Shift Work @ 15% 5 days	\$15.41
Fourth Year		\$14.70
	Time & One-Half	\$22.05
	Double Time	\$29.40
	Working a paid holiday, Holiday	
	Pay & One and One-Half	\$36.75
	Shift Work @ 15% 5 days	\$16.91
Paid by the Employer on Mechanical Helpers		
	Medical Fund	\$5.81
	Industry Fund	\$0.09
No other Fringes to be paid on Mechanical Helpers		
No Pension, Annuity, or Apprentice Fund		

For the 2009-2010 contract year the total package will increase by \$1.00.

35. Effective 08/1/2008 the total wage packet will increase by \$2.75 per hour for journeymen and appropriate percentages for apprentices. The following is a breakdown of wages, contributions and deductions.

		1st Year	2nd Year	3rd Year	4th Year	5th Year
		Apprentice	Apprentice	Apprentice	Apprentice	Apprentice
	Journeymen	47%	55%	65%	75%	80%
Straight Time	\$35.12	\$17.45	\$19.89	\$22.40	\$26.01	\$28.10
Time & One-Half	\$52.68	\$26.18	\$29.84	\$33.60	\$39.02	\$42.15
Double Time	\$70.24	\$34.90	\$39.78	\$44.80	\$52.02	\$56.20
Working a Paid Holiday:	\$87.80	\$43.63	\$49.73	\$56.00	\$65.03	\$70.25
Holiday Pay and One and One-Half						
Shift Work @ 15% 5 days	\$40.39	\$20.07	\$22.87	\$25.76	\$29.91	\$32.32
Employer Contributions						
Medical Fund	\$5.81	\$5.81	\$5.81	\$5.81	\$5.81	\$5.81
Pension Fund	\$6.24	\$0.94	\$0.94	\$0.94	\$0.94	\$6.24
RSP	\$2.00	\$0.00	\$0.00	\$2.00	\$2.00	\$2.00
Apprenticeship Fund	\$0.37	\$0.37	\$0.37	\$0.37	\$0.37	\$0.37
Int. Training Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
Industry Fund	\$0.09	\$0.09	\$0.09	\$0.09	\$0.09	\$0.09
Communication/Productivity Fund	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
Total Package	\$49.72	\$24.75	\$27.19	\$31.70	\$35.31	\$42.70

1st year and 2nd year Apprentice no RSP. \$35.12 base rate + 2.00 used to calculate wage rate, for a total of \$37.12. 2nd, 3rd & 4th year base rate x the multiplier less pension differential (\$.53 for 2nd Year, \$.43 for 3rd Year and \$.33 for the 4th Year) for the terms of this contract. Effective August 1, 2009, the rates will increase by \$2.75 per hour.

36. Residential Tradesmen. \$1.75 per hr. increase 8/1/2009 - 7/31/2010.

Straight Time	\$20.70
Time & One-Half	\$31.05
Double Time	\$41.40
Working a Paid Holiday, Holiday Pay and One & One-Half	\$51.75
Shift Work @ 15% 5 days	\$23.81
Employer Contributions	
Medical Fund	\$5.81
Pension Fund	\$6.24
RSP	\$2.00
Apprenticeship Fund	\$0.37
Int. Training Fund	\$0.05
Industry Fund	\$0.09
Communication/Productivity Fund	\$0.04
Total Package	\$35.30

37. Helper's Wages. . Wage and Fringe Payments, effective August 1, 2008 through July 31, 2009.

First Year		\$12.05
	Time & One-Half	\$18.08
	Double Time	\$24.10
	Working a paid holiday, Holiday	
	Pay & One and One-Half	\$30.13
	Shift Work @ 15% 5 days	\$13.86
Second Year		\$12.55
	Time & One-Half	\$18.83
	Double Time	\$25.10
	Working a paid holiday, Holiday	
	Pay & One and One-Half	\$31.38
	Shift Work @ 15% 5 days	\$14.43
Third Year		\$13.40
	Time & One-Half	\$20.10
	Double Time	\$26.80
	Working a paid holiday, Holiday	
	Pay & One and One-Half	\$33.50
	Shift Work @ 15% 5 days	\$15.41
Fourth Year		\$14.70
	Time & One-Half	\$22.05
	Double Time	\$29.40
	Working a paid holiday, Holiday	
	Pay & One and One-Half	\$36.75
	Shift Work @ 15% 5 days	\$16.91
Paid by the Employer on Mechanical Helpers		
	Medical Fund	\$5.81
	Industry Fund	\$0.09
No other Fringes to be paid on Mechanical Helpers		
No Pension, Annuity, or Apprentice Fund		

For the 2009-2010 contract year the total package will increase by \$1.00.