

**ARTICLE XXI**

**Wages, Fringes**

109. The following is a breakdown of wages, contributions and deductions for the period of August 1, 2009 through July 31, 2010.

		1st Year	2nd Year	3rd Year	4th Year	5th Year
		Apprentice	Apprentice	Apprentice	Apprentice	Apprentice
	Journeyman	47%	55%	65%	75%	80%
<b>Straight Time</b>	<b>\$36.87</b>	<b>\$18.36</b>	<b>\$20.96</b>	<b>\$23.54</b>	<b>\$27.32</b>	<b>\$29.50</b>
<b>Time &amp; One-Half</b>	<b>\$55.31</b>	<b>\$27.54</b>	<b>\$31.44</b>	<b>\$35.31</b>	<b>\$40.98</b>	<b>\$44.25</b>
<b>Double Time</b>	<b>\$73.74</b>	<b>\$36.72</b>	<b>\$41.92</b>	<b>\$47.08</b>	<b>\$54.64</b>	<b>\$59.00</b>
<b>Working a Paid Holiday:</b>	<b>\$92.18</b>	<b>\$45.90</b>	<b>\$52.40</b>	<b>\$58.85</b>	<b>\$68.30</b>	<b>\$73.75</b>
<b>Holiday Pay and One and</b>						
<b>One-Half</b>						
<b>Shift Work @ 15% 5 days</b>	<b>\$42.40</b>	<b>\$21.11</b>	<b>\$24.10</b>	<b>\$27.07</b>	<b>\$31.42</b>	<b>\$33.93</b>
<b>Employer</b>						
<b>Contributions</b>						
<b>Medical Fund</b>	<b>\$5.86</b>	<b>\$5.86</b>	<b>\$5.86</b>	<b>\$5.86</b>	<b>\$5.86</b>	<b>\$5.86</b>
<b>Pension Fund</b>	<b>\$6.74</b>	<b>\$1.01</b>	<b>\$1.01</b>	<b>\$1.01</b>	<b>\$1.01</b>	<b>\$6.74</b>
<b>RSP</b>	<b>\$2.20</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$2.20</b>	<b>\$2.20</b>	<b>\$2.20</b>
<b>Apprenticeship Fund</b>	<b>\$0.62</b>	<b>\$0.62</b>	<b>\$0.62</b>	<b>\$0.62</b>	<b>\$0.62</b>	<b>\$0.62</b>
<b>Int. Training Fund</b>	<b>\$0.05</b>	<b>\$0.05</b>	<b>\$0.05</b>	<b>\$0.05</b>	<b>\$0.05</b>	<b>\$0.05</b>
<b>Industry Fund</b>	<b>\$0.09</b>	<b>\$0.09</b>	<b>\$0.09</b>	<b>\$0.09</b>	<b>\$0.09</b>	<b>\$0.09</b>
<b>Communication/</b>	<b>\$0.04</b>	<b>\$0.04</b>	<b>\$0.04</b>	<b>\$0.04</b>	<b>\$0.04</b>	<b>\$0.04</b>
<b>Productivity Fund</b>						
<b>Total Package</b>	<b>\$52.47</b>	<b>\$26.03</b>	<b>\$28.63</b>	<b>\$33.41</b>	<b>\$37.19</b>	<b>\$45.10</b>

1st year and 2nd year Apprentice no RSP. \$36.87 base rate + 2.20 used to calculate wage rate, for a total of \$39.07.

2<sup>nd</sup>, 3<sup>rd</sup> & 4<sup>th</sup> year base rate x the multiplier less pension differential (\$.53 for 2<sup>nd</sup> Year, \$.43 for 3<sup>rd</sup> Year and \$.33 for the 4<sup>th</sup> Year) for the terms of this contract.

**179. Helpers. Wage and Fringe Payments, effective August 1, 2009 through July 31, 2010.**

<b>First Year</b>		<b>\$13.00</b>
	<b>Time &amp; One-Half</b>	<b>\$19.50</b>
	<b>Double Time</b>	<b>\$26.00</b>
	<b>Working a paid holiday, Holiday</b>	
	<b>Pay &amp; One and One-Half</b>	<b>\$32.50</b>
	<b>Shift Work @ 15% 5 days</b>	<b>\$14.95</b>
<b>Second Year</b>		<b>\$13.50</b>
	<b>Time &amp; One-Half</b>	<b>\$20.25</b>
	<b>Double Time</b>	<b>\$27.00</b>
	<b>Working a paid holiday, Holiday</b>	
	<b>Pay &amp; One and One-Half</b>	<b>\$33.75</b>
	<b>Shift Work @ 15% 5 days</b>	<b>\$15.53</b>
<b>Third Year</b>		<b>\$14.35</b>
	<b>Time &amp; One-Half</b>	<b>\$21.53</b>
	<b>Double Time</b>	<b>\$28.70</b>
	<b>Working a paid holiday, Holiday</b>	
	<b>Pay &amp; One and One-Half</b>	<b>\$35.88</b>
	<b>Shift Work @ 15% 5 days</b>	<b>\$16.50</b>
<b>Fourth Year</b>		<b>\$15.65</b>
	<b>Time &amp; One-Half</b>	<b>\$23.48</b>
	<b>Double Time</b>	<b>\$31.30</b>
	<b>Working a paid holiday, Holiday</b>	
	<b>Pay &amp; One and One-Half</b>	<b>\$39.13</b>
	<b>Shift Work @ 15% 5 days</b>	<b>\$18.00</b>
<b>Paid by the Employer on Mechanical Helpers</b>		
	<b>Medical Fund</b>	<b>\$5.86</b>
	<b>Industry Fund</b>	<b>\$0.09</b>
<b>No other Fringes to be paid on Mechanical Helpers</b>		
<b>No Pension, Annuity, or Apprentice Fund</b>		

35. The following is a breakdown of wages, contributions and deductions for the period of August 1, 2009 through July 31, 2010.

		1st Year	2nd Year	3rd Year	4th Year	5th Year
		Apprentice	Apprentice	Apprentice	Apprentice	Apprentice
	Journeyman	47%	55%	65%	75%	80%
<b>Straight Time</b>	<b>\$36.87</b>	<b>\$18.36</b>	<b>\$20.96</b>	<b>\$23.54</b>	<b>\$27.32</b>	<b>\$29.50</b>
<b>Time &amp; One-Half</b>	<b>\$55.31</b>	<b>\$27.54</b>	<b>\$31.44</b>	<b>\$35.31</b>	<b>\$40.98</b>	<b>\$44.25</b>
<b>Double Time</b>	<b>\$73.74</b>	<b>\$36.72</b>	<b>\$41.92</b>	<b>\$47.08</b>	<b>\$54.64</b>	<b>\$59.00</b>
<b>Working a Paid Holiday:</b>	<b>\$92.18</b>	<b>\$45.90</b>	<b>\$52.40</b>	<b>\$58.85</b>	<b>\$68.30</b>	<b>\$73.75</b>
<b>Holiday Pay and One and</b>						
<b>One-Half</b>						
<b>Shift Work @ 15% 5 days</b>	<b>\$42.40</b>	<b>\$21.11</b>	<b>\$24.10</b>	<b>\$27.07</b>	<b>\$31.42</b>	<b>\$33.93</b>
<b>Employer</b>						
<b>Contributions</b>						
<b>Medical Fund</b>	<b>\$5.86</b>	<b>\$5.86</b>	<b>\$5.86</b>	<b>\$5.86</b>	<b>\$5.86</b>	<b>\$5.86</b>
<b>Pension Fund</b>	<b>\$6.74</b>	<b>\$1.01</b>	<b>\$1.01</b>	<b>\$1.01</b>	<b>\$1.01</b>	<b>\$6.74</b>
<b>RSP</b>	<b>\$2.20</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$2.20</b>	<b>\$2.20</b>	<b>\$2.20</b>
<b>Apprenticeship Fund</b>	<b>\$0.62</b>	<b>\$0.62</b>	<b>\$0.62</b>	<b>\$0.62</b>	<b>\$0.62</b>	<b>\$0.62</b>
<b>Int. Training Fund</b>	<b>\$0.05</b>	<b>\$0.05</b>	<b>\$0.05</b>	<b>\$0.05</b>	<b>\$0.05</b>	<b>\$0.05</b>
<b>Industry Fund</b>	<b>\$0.09</b>	<b>\$0.09</b>	<b>\$0.09</b>	<b>\$0.09</b>	<b>\$0.09</b>	<b>\$0.09</b>
<b>Communication/</b>	<b>\$0.04</b>	<b>\$0.04</b>	<b>\$0.04</b>	<b>\$0.04</b>	<b>\$0.04</b>	<b>\$0.04</b>
<b>Productivity Fund</b>						
<b>Total Package</b>	<b>\$52.47</b>	<b>\$26.03</b>	<b>\$28.63</b>	<b>\$33.41</b>	<b>\$37.19</b>	<b>\$45.10</b>

1st year and 2nd year Apprentice no RSP. \$36.87 base rate + 2.20 used to calculate wage rate, for a total of \$39.07. 2<sup>nd</sup>, 3<sup>rd</sup> & 4<sup>th</sup> year base rate x the multiplier less pension differential (\$.53 for 2<sup>nd</sup> Year, \$.43 for 3<sup>rd</sup> Year and \$.33 for the 4<sup>th</sup> Year) for the terms of this contract.

36. Residential Tradesmen. Wages for the period of August 1, 2009 through July 31, 2010 are as follows.

<b>Straight Time</b>	<b>\$21.45</b>
<b>Time &amp; One-Half</b>	<b>\$32.18</b>
<b>Double Time</b>	<b>\$42.90</b>
<b>Working a Paid Holiday, Holiday</b>	
<b>Pay and One &amp; One-Half</b>	<b>\$53.63</b>
<b>Shift Work @ 15% 5 days</b>	<b>\$24.67</b>
<b>Employer Contributions</b>	
<b>Medical Fund</b>	<b>\$5.86</b>
<b>Pension Fund</b>	<b>\$6.74</b>
<b>RSP</b>	<b>\$2.20</b>
<b>Apprenticeship Fund</b>	<b>\$0.62</b>
<b>Int. Training Fund</b>	<b>\$0.05</b>
<b>Industry Fund</b>	<b>\$0.09</b>
<b>Communication/Productivity Fund</b>	<b>\$0.04</b>
<b>Total Package</b>	<b>\$37.05</b>

**37. Helper's Wages. . Wage and Fringe Payments,  
effective August 1, 2009 through July 31, 2010.**

<b>First Year</b>		<b>\$13.00</b>
	<b>Time &amp; One-Half</b>	<b>\$19.50</b>
	<b>Double Time</b>	<b>\$26.00</b>
	<b>Working a paid holiday, Holiday</b>	
	<b>Pay &amp; One and One-Half</b>	<b>\$32.50</b>
	<b>Shift Work @ 15% 5 days</b>	<b>\$14.95</b>
<b>Second Year</b>		<b>\$13.50</b>
	<b>Time &amp; One-Half</b>	<b>\$20.25</b>
	<b>Double Time</b>	<b>\$27.00</b>
	<b>Working a paid holiday, Holiday</b>	
	<b>Pay &amp; One and One-Half</b>	<b>\$33.75</b>
	<b>Shift Work @ 15% 5 days</b>	<b>\$15.53</b>
<b>Third Year</b>		<b>\$14.35</b>
	<b>Time &amp; One-Half</b>	<b>\$21.53</b>
	<b>Double Time</b>	<b>\$28.70</b>
	<b>Working a paid holiday, Holiday</b>	
	<b>Pay &amp; One and One-Half</b>	<b>\$35.88</b>
	<b>Shift Work @ 15% 5 days</b>	<b>\$16.50</b>
<b>Fourth Year</b>		<b>\$15.65</b>
	<b>Time &amp; One-Half</b>	<b>\$23.48</b>
	<b>Double Time</b>	<b>\$31.30</b>
	<b>Working a paid holiday, Holiday</b>	
	<b>Pay &amp; One and One-Half</b>	<b>\$39.13</b>
	<b>Shift Work @ 15% 5 days</b>	<b>\$18.00</b>
<b>Paid by the Employer on Mechanical Helpers</b>		
	<b>Medical Fund</b>	<b>\$5.86</b>
	<b>Industry Fund</b>	<b>\$0.09</b>
<b>No other Fringes to be paid on Mechanical Helpers</b>		
<b>No Pension, Annuity, or Apprentice Fund</b>		

