

Description	ICI Rates		Fab Shop Rates: Journeymen & Apprentices					Fab Shop Rates Metal Trades					Notes
	Journeyman	Journeyman	L1 Appr.	L2 Appr.	L3 Appr.	L4 Appr.	L5 Appr.	MT 0.4	MT 0.47	MT 0.50	MT 0.60	MT 0.70	
Funds Applicable to Fab Shop			40%	50%	60%	70%	80%	40%	47%	50%	60%	70%	
Employer													
Base Rate	\$50.25	\$50.25	\$20.07	\$25.11	\$30.13	\$35.16	\$40.18	\$20.10	\$23.62	\$25.13	\$30.15	\$35.18	Percentage
Vacation Pay 10%	\$5.02	\$5.03	\$2.01	\$2.51	\$3.01	\$3.52	\$4.02	\$2.01	\$2.36	\$2.51	\$3.02	\$3.52	Percentage
Health benefits	\$2.45	\$2.45	\$2.45	\$2.45	\$2.45	\$2.45	\$2.45	\$2.45	\$2.45	\$2.45	\$2.45	\$2.45	Fixed
Pension	\$9.05	\$9.05	\$3.62	\$4.53	\$5.43	\$6.34	\$7.24	\$3.62	\$4.25	\$4.53	\$5.43	\$6.34	Percentage
Training	\$0.85	\$0.85	\$0.85	\$0.85	\$0.85	\$0.85	\$0.85	\$0.65	\$0.65	\$0.65	\$0.65	\$0.65	Fixed
Stabilization Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	n/a	n/a	n/a	n/a	n/a	N/A to MT
SUB Fund - Article F	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	n/a	n/a	n/a	n/a	n/a	N/A to MT
Sick & Distressed Fund	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	Fixed
MAP / Art.34 Denovo - Employer	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	Fixed
CPFA Industry Fund - Art.XI	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,500/year
UA Administration - Art.XII	0	\$0.07	\$0.07	\$0.07	\$0.07	\$0.07	\$0.07	\$0.07	\$0.07	\$0.07	\$0.07	\$0.07	Fixed
UA Canadian Training Fund - Art.XIII	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	Fixed
UA Industry Enhancement Fund Art.XIII	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	Fixed
Sub Total	\$67.93	\$68.01	\$29.38	\$35.83	\$42.25	\$48.70	\$55.12	\$29.06	\$33.56	\$35.50	\$41.93	\$48.37	
Employee Portion													
CPFA - National Wellness Fund	0	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	
CPFA - National Organizing Fund	0	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	
MAP / Art.34 Denovo - Employee	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	MAP
Ontario Pipe Trades Funds - Art.20	\$0.26	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Union Field Dues	\$1.06	\$1.06	\$1.06	\$1.06	\$1.06	\$1.06	\$1.06	\$1.06	\$1.06	\$1.06	\$1.06	\$1.06	
Ont. Constr. Sec. (Bill 158)	\$0.01	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Contingency Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	
National Organizing Fund	\$0.10	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Sub Total	\$1.55	\$1.33	\$1.33	\$1.33	\$1.33	\$1.33	\$1.33	\$1.33	\$1.33	\$1.33	\$1.33	\$1.33	
Funds Not Applicable To Fab Shop													
(ICI only)													
Zone Association Industry Fund - Art.G	\$0.34												
Benefit Coverage - Art.30/Bill 162	\$0.03												
MIAC/WTF Funds	\$0.05												
UA Wellness Program - Art.23	\$0.05												
Helmets to Hardhats	\$0.01												
Sub Total	\$0.48												
TOTAL	\$69.96	\$69.34	\$30.71	\$37.16	\$43.58	\$50.03	\$56.45	\$30.39	\$34.89	\$36.83	\$43.26	\$49.70	

Foreman: 12% above Journeyman Wage Rate (plus 10% Vacation Pay)
 Plus same fringes as Journeyman

\$ 56.28	\$ 5.63
Wage	Vac.

NOTE: Increases to 15% if foreman completes
 Approved Foreman Training Course

NOTE: Local 401 (Eastern) does not have "Union Field Dues", "Ontario Pipe Trades Promotion Fund", "Contingency Fund" or "OCS (Ontario Construction Secretariat) Fund" included in the Base Rate. In this case, each fund is added to the Base Rate for taxing only. The full amount of each fund is deducted and remitted in accordance with the Local Appendix. The MIAC/WTF Funds are HST taxable; HST Registration number for these funds is: 124252065.