

**APPENDIX 12**  
**ZONE 12 KINGSTON - LOCAL UNION 401 (EASTERN)**  
**SMALL JOB PACKAGE**  
**JOURNEYMAN & APPRENTICES RATE OF WAGE**

**EFFECTIVE May 3, 2026**

	<b>Journeyman</b>	<b>1st Year</b>	<b>2nd Year</b>	<b>3rd Year</b>	<b>4th Year</b>	<b>5th Year</b>
Base Rate	49.59	19.81	24.77	29.74	34.70	39.66
Vacation Pay (10%)	4.96	1.98	2.48	2.97	3.47	3.97
**Union Field Dues	1.17	1.17	1.17	1.17	1.17	1.17
O.P.T.P.F	0.28	0.28	0.28	0.28	0.28	0.28
Ontario Construction Secretariat	0.01	0.01	0.01	0.01	0.01	0.01
Welfare (+ 8% RST)	2.95	2.95	2.95	2.95	2.95	2.95
Pension	8.92	3.57	4.46	5.35	6.24	7.14
Stabilization Fund	0.05	0.05	0.05	0.05	0.05	0.05
Local Training	0.80	0.80	0.80	0.80	0.80	0.80
Article 23 (C.T.F. & I.T.F.)	0.15	0.15	0.15	0.15	0.15	0.15
Article 30 (Bill 162)	0.03	0.03	0.03	0.03	0.03	0.03
Denovo	0.05	0.05	0.05	0.05	0.05	0.05
Sick & Distressed Fund	0.04	0.04	0.04	0.04	0.04	0.04
**Contingency Fund	0.10	0.10	0.10	0.10	0.10	0.10
S.U.B	0.10	0.10	0.10	0.10	0.10	0.10
National Organizing	0.10	0.10	0.10	0.10	0.10	0.10
**Helmets to Hardhats	0.01	0.01	0.01	0.01	0.01	0.01
<b>TOTAL</b>	<b>69.31</b>	<b>31.20</b>	<b>37.55</b>	<b>43.90</b>	<b>50.25</b>	<b>56.61</b>
Denovo	0.05	0.05	0.05	0.05	0.05	0.05
**Worker Ready Training	0.12	0.12	0.12	0.12	0.12	0.12
Industry Fund (+ 13% HST)	0.36	0.36	0.36	0.36	0.36	0.36
MIAC/WTF (+13% HST)	0.05	0.05	0.05	0.05	0.05	0.05
<b>TOTAL</b>	<b>69.89</b>	<b>31.78</b>	<b>38.13</b>	<b>44.48</b>	<b>50.83</b>	<b>57.19</b>

Local 401 Eastern does not have "Union Field Dues", "OPTPF (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 the Union Field Dues, OPTPF, Contingency and OCS funds are deducted and remitted in accordance with the Local Appendix. Vacation Pay is calculated only on the specified Base Rate. The MIAC/WTF Funds are HST Taxable, HST Registration number for these funds is: 124252065.

**\*\* Indicates funds remitted on Hours WORKED, all other funds remitted on Hours PAID**