

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

EFFECTIVE May 1, 2023

| | Journeyman | 1st Year | 2nd Year | 3rd Year | 4th Year | 5th Year |
|----------------------------------|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Base Rate | 44.42 | 17.74 | 22.18 | 26.64 | 31.07 | 35.53 |
| Vacation Pay (10%) | 4.44 | 1.77 | 2.22 | 2.66 | 3.11 | 3.55 |
| Union Field Dues | 1.06 | 1.06 | 1.06 | 1.06 | 1.06 | 1.06 |
| O.P.T.P.F | 0.26 | 0.26 | 0.26 | 0.26 | 0.26 | 0.26 |
| Ontario Construction Secretariat | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 |
| Welfare (Plus 8%) | 2.45 | 2.45 | 2.45 | 2.45 | 2.45 | 2.45 |
| Pension | 8.50 | 3.40 | 4.25 | 5.10 | 5.95 | 6.80 |
| Stabilization Fund | 0.05 | 0.05 | 0.05 | 0.05 | 0.05 | 0.05 |
| Local Training | 0.85 | 0.85 | 0.85 | 0.85 | 0.85 | 0.85 |
| 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 |
| MAPS | 0.04 | 0.04 | 0.04 | 0.04 | 0.04 | 0.04 |
| Sick and 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 |
| SUB | 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 |
| TOTAL | 62.61 | 28.16 | 33.90 | 39.65 | 45.38 | 51.13 |
| Association Fund (+13% HST) | 0.34 | 0.34 | 0.34 | 0.34 | 0.34 | 0.34 |
| MIAC/WTF (+13% HST) | 0.05 | 0.05 | 0.05 | 0.05 | 0.05 | 0.05 |
| TOTAL | 63.00 | 28.55 | 34.29 | 40.04 | 45.77 | 51.52 |

Local 401 Eastern does not have "Union Field Dues", "Ontario Pipe Trades Promotion Fund", "OCS (Ontario Construction Secretariat) Fund" or "Contingency 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. 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.

*Board and Transportation Allowance \$0.62 per km to a maximum of \$77.63 per day.