

CANADIAN UNION OF
SKILLED WORKERS
CUSW - BRUCE

WAGE SCHEDULE FOR CUSW MEMBERS EMPLOYED BY BRUCE POWER LP (70)

GRADE AND STEP	CLASSIFICATIONS, OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION AND STAT. HOLIDAY	SPECIAL RSP ** (2)	UNION FUNDS (2)	TRAINING TRUST FUND (2)	TOTAL WAGE PACKAGE	JAC/ JLAC (1)
ELECTRICIAN								
FOREMAN - 410165								
07-9	1-May-15	46.14	4.61	1.39	10.35	0.30	61.40	0.10
	1-May-16	46.14	4.61	2.10	10.35	0.30	61.40	0.10
	1-Aug-16	47.67	4.77		10.95	0.30	63.69	0.10
	1-May-17	48.42	4.84		10.95	0.30	64.51	0.10
	1-May-18	49.17	4.92		10.95	0.30	65.34	0.10
	1-May-19	49.92	4.99		10.95	0.30	66.16	0.10
SUBFOREMAN - 410155								
07-8	1-May-15	43.69	4.37	1.39	10.35	0.30	58.71	0.10
	1-May-16	43.69	4.37	2.10	10.35	0.30	58.71	0.10
	1-Aug-16	45.14	4.51		10.95	0.30	60.90	0.10
	1-May-17	45.85	4.59		10.95	0.30	61.69	0.10
	1-May-18	46.56	4.66		10.95	0.30	62.47	0.10
	1-May-19	47.27	4.73		10.95	0.30	63.25	0.10
JOURNEYMAN - 410135, WELDER - 410136								
COMMUNICATIONS ELECTRICIAN - 410137								
07-6	1-May-15	40.83	4.08	1.39	10.35	0.30	55.56	0.10
	1-May-16	40.83	4.08	2.10	10.35	0.30	55.56	0.10
	1-Aug-16	42.19	4.22		10.95	0.30	57.66	0.10
	1-May-17	42.85	4.28		10.95	0.30	58.38	0.10
	1-May-18	43.51	4.35		10.95	0.30	59.11	0.10
	1-May-19	44.18	4.42		10.95	0.30	59.85	0.10
ELECTRICIAN APPRENTICE - 410115								
1st Period								
07-0	1-May-15	16.33	1.63	1.39	10.35	0.30	28.61	0.10
	1-May-16	16.33	1.63	2.10	10.35	0.30	28.61	0.10
	1-Aug-16	16.88	1.69		10.95	0.30	29.82	0.10
	1-May-17	17.14	1.71		10.95	0.30	30.10	0.10
	1-May-18	17.40	1.74		10.95	0.30	30.39	0.10
	1-May-19	17.67	1.77		10.95	0.30	30.69	0.10
2nd Period								
07-1	1-May-15	20.42	2.04	1.39	10.35	0.30	33.11	0.10
	1-May-16	20.42	2.04	2.10	10.35	0.30	33.11	0.10
	1-Aug-16	21.10	2.11		10.95	0.30	34.46	0.10
	1-May-17	21.43	2.14		10.95	0.30	34.82	0.10
	1-May-18	21.76	2.18		10.95	0.30	35.19	0.10
	1-May-19	22.09	2.21		10.95	0.30	35.55	0.10

(1) = per hour worked; (2) = per hour paid

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3rd Period								
07-2	1-May-15	24.50	2.45	1.39	10.35	0.30	37.60	0.10
	1-May-16	24.50	2.45	2.10	10.35	0.30	37.60	0.10
	1-Aug-16	25.31	2.53		10.95	0.30	39.09	0.10
	1-May-17	25.71	2.57		10.95	0.30	39.53	0.10
	1-May-18	26.11	2.61		10.95	0.30	39.97	0.10
	1-May-19	26.51	2.65		10.95	0.30	40.41	0.10
4th Period								
07-3	1-May-15	28.58	2.86	1.39	10.35	0.30	42.09	0.10
	1-May-16	28.58	2.86	2.10	10.35	0.30	42.09	0.10
	1-Aug-16	29.53	2.95		10.95	0.30	43.73	0.10
	1-May-17	30.00	3.00		10.95	0.30	44.25	0.10
	1-May-18	30.46	3.05		10.95	0.30	44.76	0.10
	1-May-19	30.93	3.09		10.95	0.30	45.27	0.10
5th Period								
07-4	1-May-15	32.66	3.27	1.39	10.35	0.30	46.58	0.10
	1-May-16	32.66	3.27	2.10	10.35	0.30	46.58	0.10
	1-Aug-16	33.75	3.38		10.95	0.30	48.38	0.10
	1-May-17	34.28	3.43		10.95	0.30	48.96	0.10
	1-May-18	34.81	3.48		10.95	0.30	49.54	0.10
	1-May-19	35.34	3.53		10.95	0.30	50.12	0.10

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OVERTIME RATE:

Mon-Fri: Scheduled Work Days - 1 1/2 times for up to and including 2 hours beyond the normal daily scheduled number of hours. This applies for both 4 day x 10 hours per day schedule and 5 day by 8 hour per day schedule.
Non-Scheduled Work Days - 2 times for all hours worked.

Sat: 2 times for all hours worked.

Sun & Hol: 2 times for all hours worked.

UNION FUNDS:

Union Funds include the following items:

Welfare* - \$2.95 per hour paid.

GRSP - \$7.40 per hour paid. (\$8.00 effective Aug 1, 2016)

** Special RSP - in order to meet the terms of Memorandum of Settlement, the May 1, 2015 and May 1, 2016

Economic increase is paid as a special benefit fund in order that no retroactive wage increase is required until Aug 1, 2016. The Special RSP amount is in addition to the total wage calculation effective May 1 2015 to July 31, 2016.

* Welfare includes \$0.03 for Bill 162 benefits, and \$0.05 for Member Assistance Plan

* RST is to be paid on only \$2.90 per hour (paid) of the Welfare amount.

Joint Apprenticeship Council - \$0.05 per hour paid, as part of Union Funds, \$0.10 per hour worked, outside of the package.

UNION DUES:

Union Dues Checkoff - \$1.05 per hour paid

Union Dues Checkoff is not included in above noted Union Funds. Union Dues Checkoff is to be deducted from the Base Hourly Rate.

BENEFITS:

All remittances (welfare, training, apprenticeship, GRSP, JAC and dues) are to be sent to:

Power Sector Retirement & Benefit Trust

555 Burnhamthorpe Road, Suite 603

Toronto ON M9C 2Y3

Phone: 416-245-9270

Fax: 416-240-0993

Email: remittances@psbt.ca

Website: www.psbt.ca

GEOGRAPHIC AREA: Bruce Power LP Generating Station in Bruce County