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|                   |       |    |    |
|-------------------|-------|----|----|
| SOURCE            | Assn. |    |    |
| EFF.              | 88    | 05 | 01 |
| TERM.             | 90    | 04 | 30 |
| No. OF EMPLOYERS  | 1100  |    |    |
| NOMBRE D'EMPLOYÉS | 1100  |    |    |

**PRINCIPAL AGREEMENT**

**for Generation Projects Construction  
in the  
Electrical Power Systems Sector**

**made and entered into**

**BETWEEN**

**THE ELECTRICAL POWER SYSTEMS  
CONSTRUCTION ASSOCIATION  
(hereinafter called "EPSCA")**

**and**

**THE IBEW ELECTRICAL POWER SYSTEMS  
CONSTRUCTION COUNCIL OF ONTARIO  
representing the following affiliated Local Unions  
105, 115, 120, 303, 353, 402, 530, 586,  
594, 773, 804, 894, 1687, 1739, 1788  
(hereinafter called the "Union")**

*Coled Jh*

**May 1, 1988 - April 30, 1990**

SEP 14 1988

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## EPSCA/IBEW EPSCCO COLLECTIVE AGREEMENT

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## IBEW LOCAL UNION 1788 APPENDIX

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SECTION 1     PREAMBLE

100  
Witnesseth

A.   WHEREAS **EPSCA** is an Association formed to represent Employers engaged in construction industry work in the electrical power systems sector in collective bargaining and on their behalf enter into collective agreements covering those of their employees in the bargaining unit as hereinafter defined; and

WHEREAS the Union, as defined in the covering page of this Collective Agreement, has in its membership competent, skilled and qualified journeymen and apprentices to perform work coming within the trade and craft jurisdiction; and

WHEREAS **EPSCA** and the Union desire to mutually establish and **stabilize** wages, hours and working conditions for journeymen and apprentices employed by Employers within the electrical power systems sector of the construction industry, and further, to encourage closer co-operation and understanding between **EPSCA** and the Union to the end that a satisfactory, continuous and harmonious relationship will exist between the parties to this Agreement.

NOW THEREFORE, **EPSCA** and the Union mutually agree that the working conditions as set out below shall be applicable throughout the Province of Ontario.

SECTION 2     SCOPE OF AGREEMENT

200  
Recognition  
REV

A.   **EPSCA recognizes** the Union as the exclusive bargaining agency for a bargaining unit as defined in Item B engaged in all construction industry work performed in the Province of Ontario on Ontario **Hydro** property for the Generation Projects Division of Ontario **Hydro**. This work includes the building of generating stations, hydraulic works, heavy water facilities, microwave and repeater stations, but excludes the building of commercial type office facilities at urban locations remote from operating facilities and any work performed by Ontario **Hydro** on a Miscellaneous Hydraulic Project.

B.   The bargaining unit under this Agreement shall comprise the following classifications:

Electrician Journeyman including Foreman and Subforeman  
Electrician Welder  
Electrician Apprentice  
Communications Electrician

If additional classifications are required, they will be negotiated as appropriate for work in the electrical power systems sector.

- C. The Union **recognizes EPSCA** as the sole and exclusive collective bargaining agency for all of the Employers covered by this Agreement, and in all matters pertaining to the administration of this Collective Agreement.
- D. The term "employee" shall include all employees of the Employers in the classifications as set out in Item B above.
- E. A subforeman is an individual who exercises supervisory responsibility and may use the tools of the trade.
- F. The term "Employers" shall include individual members of **EPSCA** and any company, partnership, sole proprietorship, joint venture, contractor, subcontractor or any person that agrees to be bound by the terms and conditions of this Agreement.
- G. Notwithstanding the provisions contained in this Subsection, this Agreement does not alter existing agreements and practices operative between individual Employers and the Union with respect to General Foremen.
- H. The classifications referred to in Item B do not establish craft jurisdiction. Such jurisdiction is established in accordance with Section 4 of this Collective Agreement.
- A. This Agreement shall consist of a master portion of general application to the construction field forces represented by the Union together with the following Appendices and/or wage schedules of particular application to employees represented by the Union at **Projects** or in areas as noted in Subsection **202** below, and shall also be deemed to include any additional Appendix and/or wage schedule added, as the said Appendices and/or wage schedules may be revised by **EPSCA** and the Union from time to time.

201  
Form of  
Agreement

| 202<br>Geographic<br>Jurisdiction | A. | Local   | <u>Geographic Jurisdiction</u>   | <u>Project</u>                 |
|-----------------------------------|----|---|--|--------------------------------|
|                                   |    | Hamilton<br>(105)                                       | <b>Brant</b> , Norfolk, and Wentworth Counties, the Townships of Seneca, <b>Rainham</b> , North <b>Cayuga</b> , South <b>Cayuga</b> , Oneida and <b>Walpole</b> in <b>Haldimand</b> County and that portion of <b>Halton</b> County west of the Eighth Concession Line and south of Highway 401. | <b>Nanticoke</b>               |
|                                   |    | <b>Quinte-St. Lawrence Kingston)</b><br>(115)           | Counties of Prince Edward, Hastings, Lennox and <b>Addington</b> , <b>Frontenac</b> , Leeds, <b>Grenville</b> , <b>Dundas</b> , <b>Stormont</b> and <b>Glengarry</b> .   |                                |
|                                   |    | London<br>(120)   | Counties of Oxford, Huron, Middlesex and <b>Elgin</b> .  |                                |
|                                   |    | Niagara Peninsula<br>( <b>St. Catharines</b> )<br>(303) | Counties of Lincoln and <b>Welland</b> , the Townships of Canborough, Moulton, Dunn, <b>Sherbrooke</b> in the County of <b>Haldimand</b> .   |                                |
|                                   |    | Thunder Bay<br>(402)                                    | Districts of Thunder Bay, Rainy River and that portion of the District of <b>Kenora</b> bounded on the West by the Manitoba border and on the East by the 87 <sup>o</sup> Meridian, in the Province of Ontario.  | Thunder Bay<br><b>Atikokan</b> |
|                                   |    | Toronto<br>(353)  | The Counties of York and Peel and that portion of <b>Halton</b> County east of the Eighth Concession Line and that portion of Ontario County west of the Rouge River.  | <b>Lakeview R.L. Hearn</b>     |
|                                   |    | Sarnia<br>(530)   | Lambton County.  |                                |
|                                   |    | Ottawa<br>(586)   | Counties of Carleton, <b>Lanark</b> , Prescott and Russell in the Province of Ontario and the Counties of Hull, <b>Papineau</b> , <b>Gatineau</b> , and <b>Pontiac</b> in the Province of Quebec.  |                                |

| <u>Local</u>  | <u>Geographic Jurisdiction</u>   | <u>Project</u>   |
|---|--|--|
| Pembroke<br>(594)                                   | County of <b>Renfrew</b> .   |  |
| Windsor<br>(773)                                    | Essex and Kent Counties.   | J.C. Keith   |
| Central<br>Ontario<br>( <b>Kitchener</b> )<br>(804) | Counties of Bruce, Grey,<br>Dufferin, Perth, Waterloo<br>Wellington and <b>Halton</b> north<br>of the 401 Highway.   | Bruce  |
| <b>Oshawa-</b><br>Port Hope<br>(894)                | Counties of Ontario, Durham,<br>Victoria, Northumberland,<br>Peterborough and <b>Haliburton</b> ,<br>excepting all work performed<br>in that portion of Ontario<br>County on the westerly side<br>of the Rouge River.  | Pickering<br>Darlington<br><b>Wesley-</b><br><b>ville</b>  |
| <b>Sudbury</b><br>(1687)                            | Districts of <b>Algoma</b> ,<br><b>Cochrane</b> , <b>Nipissing</b> , <b>Sudbury</b> ,<br><b>Timiskaming</b> , <b>Manitoulin</b><br>island and the District of<br>Parry Sound save and except<br>the townships of Humphrey,<br><b>Conger</b> , Christie, Foley,<br><b>Cowper</b> , <b>McKellar</b> , McDougall<br>and Hagerman, that portion of<br>the District of <b>Kenora</b><br>bounded on the West by the<br><b>87<sup>o</sup></b> Meridian and on the East<br>by the Quebec border. |  |
| Georgian<br><b>Bay</b><br>(1739)                    | The Towns of <b>Barrie</b> and<br><b>Orillia</b> , all of <b>Simcoe</b> and<br><b>Muskoka</b> Counties, and the<br>Townships of Humphrey, <b>Conger</b> ,<br>Christie, Foley, <b>Cowper</b> ,<br><b>McKellar</b> , McDougall and<br><b>Hagerman</b> in the County of<br>Parry Sound.   |  |
| (1788)  | Province of Ontario.   | All<br>employees<br>of<br>Ontario<br><b>Hydro</b> for<br>whom the<br>Union<br>holds<br>bargaining<br>rights. |





### SECTION 3 DURATION OF AGREEMENT

- 300**  
Duration  
REV
- A. This Agreement shall become effective May 1, 1988 and will expire on April 30, 1990.
- 301**  
Notice
- A. Either party to this Agreement may give notice in writing to the other party not more than **90** days prior to the **expiry** date and not less than **30** days prior to the **expiry** date of this Agreement and negotiations must begin within **15** days of the giving of notice. If there is no notice given of change or termination of this Agreement, as mentioned in this Section, this Agreement shall remain in effect from term to term thereafter.
- 302**  
Amendments
- A. This Agreement shall be subject to amendment at any time by mutual consent of the parties hereto. Any such amendment agreed upon shall be reduced to writing, signed by the parties hereto and **approved** by the International Office of the Union, the same as this Agreement.

### SECTION 4 WORK ASSIGNMENT

- 400**  
Advance  
Notice
- A. **EPSCA** will advise the Union of all new construction work coming under **the** scope of this Agreement for the construction field forces of the Employers.
- EPSCA** will convene a **prejob** conference **before** work commences to discuss the preliminary details of the proposed work to be **performed** and to establish conditions in accordance with this **Agreement for the Project**.
- B.** Subsequent **prejob** conferences will be **convened** by **EPSCA** before specific portions of work commence to discuss the final details of the work and to establish conditions in accordance with this **Agreement** for that work.
- C.** Upon the request of the Union a **prejob** conference **will** be convened by **EPSCA**.
- D.** **EPSCA** will provide written notice to the Union as far in advance as **possible** of new work and **prejob** conferences as noted in Item A and Item B above.
- 401**  
Work  
Assignment
- A. Regular mark-up meetings will be conducted for each Project at times appropriate for the work in progress. The purpose of these mark-up meetings is to indicate to the Union the work which is about to be carried out by the employers in order to **minimize** the potential for jurisdictional disputes. New work assignments will be made as outlined in the Procedural Rules and Regulations of the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry.

EPSCA will provide written notice to the Union as far in advance as **possible** of mark-up meetings.

The Union will **attend** these mark-up meetings, and every effort will **be made** to settle questions of jurisdiction before **the** dates that Management indicates **the** work is expected to commence.

- B. The jurisdiction of the Union shall be that jurisdiction established by agreements **between** International Unions claiming the work or decisions of record **recognized** by the AFL-CIO for **the** various classifications and the **character** of work **performed**.
- C. In the event that a jurisdictional dispute arises over a work assignment, **the** Employer will **make** an assignment for the work to be **done**. If any Union or Unions **disagree** with such a work assignment, the parties will settle such jurisdictional dispute in accordance with **procedure** as outlined by the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry, or any successor **thereto**.
- D. In the event that a jurisdictional dispute cannot be **settled** on a local basis by the Unions involved, it shall be submitted to the International Unions **involved** for settlement without permitting it to interfere in any way with **the** progress of the work at any time. **In the** event the dispute is not **settled** by the International Unions involved, it shall then be submitted **to** the Plan **for** the **Settlement** Of Jurisdictional Disputes in the Construction Industry for resolution. The International Representative of the Union will advise **EPSCA** in writing of his intent to submit a jurisdictional dispute to the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry and will identify in detail the work in question. The decision of the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry will be final and binding to the parties to this Agreement.
- E. **EPSCA** shall have direct recourse to the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry when the Plan for the Settlement of Jurisdictional **Disputes** in the Construction Industry has under its consideration a dispute involving the assignment of work being done by employees who are covered by this Agreement.

SECTION 5 UNION RIGHTS AND REPRESENTATIVES

500  
Accredited  
Union  
Representa-  
tives

- A. The Union will designate local Union representatives as Accredited Union Representatives to handle the day-to-day administration of this Agreement on the basis of not more than two representatives from the Union for each Project. The Union will notify the **General Manager** of **EPSCA** in writing of the names of such Union representatives, or alternates in the event of illness or unavailability, so that they may be issued identification cards to permit entry to the site. Upon entering the job site, such representatives after identifying themselves to the **EPSCA Representative** and the **authorized** representative of the **Employer**, will be free to **observe** the progress and conduct of the work and to conduct normal union business associated with the administration of this Collective Agreement. The Union undertakes that these representatives will not unduly interfere in any way with said work.

501  
Union  
Stewards

- A. The Accredited Union Representative reserves the right to appoint or remove a steward or stewards on any job where workmen are employed under the terms of this Agreement.
- B. The **EPSCA Representative** and the Employer shall be notified in writing when a steward is appointed and **when** such **stewards** cease to act as stewards.
- C. The steward will be responsible for his regularly assigned work on behalf of his Employer.
- D. Such stewards shall be **allowed** sufficient time to see that the provisions of this **Agreement** are observed.
- E. No steward shall be discriminated against by the Employer because of the performance of his duties as a steward.
- F. Provided **he** is qualified to perform the work, the steward shall have the opportunity to work on all overtime. The **steward** shall be notified in advance of all overtime.
- G. Where appropriate and where more than one steward is required, one steward shall be appointed Chief Steward.
- H. The Chief Steward shall not have his employment terminated without the consent of the Accredited Union Representative until as near as possible to the completion of the job, unless with just cause. Where an Employer has only one steward appointed for a job, such steward will receive the same consideration given a Chief Steward as **noted above**.

26A-1

- I. The Employer shall receive the approval of the Accredited Union Representative prior to transferring a steward to **another** Project.

SECTION 6 EMPLOYEE DESIGNATION

**600**  
Foremen and  
Subforemen

- A. It is understood that foremen and subforemen hold responsible positions in the relationship between the Employers and the Union. Both parties agree that every effort should be made to recruit and retain foremen and **subforemen** who have a high degree of efficiency in the performance of **their** jobs and in the handling of **their** men. **Recognizing** the responsibilities involved in being a supervisor and a member of the Union, the **Employers** and the Union will make every effort to **minimize** problems that may arise which concern the relationship between the foremen and **subforemen**, the Employers and the Union.
- B. The parties **recognize** the responsibilities of foremen and subforemen to discharge their managerial duties. If the Union feels that the foreman or subforeman is not discharging his managerial duties in a manner that is fair and equitable, or if an Employer feels that the Union is interfering with the foreman or subforeman in **the** performance of his managerial **duties**, the Employer or the Union may refer the problem to the Executive Committee referred to in Section **14** - Committees, Subsection **1400** - Executive Committee, for resolution. If the matter cannot be resolved by **the** Executive Committee, the grievance procedure may be invoked by either party.
- C. The selection and retention of foremen and **subforemen** will be the **responsibility** of the **Employers**. When making appointments to the foreman and subforeman level, the Employers will give consideration to those journeymen they presently employ.
- D. Such foremen and subforemen shall be members of the **IBEW** and shall register at the local union office and shall be issued with clearance cards.
- E. In **the** interest of efficiency and productivity, **the Employer** shall have the right to move foremen and subforemen from construction site to construction site.
- F. The foremen's differential shall be the greater of one dollar (**\$1.00**) or the **differential** paid in the locality by Employers under agreement with the Union for construction work of a related nature. The subforemen's differential shall be the greater of seventy-five cents (**75¢**) or the differential paid in the locality by Employers **under** agreement with the Union for construction work of a related nature. The rates of pay for all foremen and **subforemen** covered by this Agreement will be set out in the wage schedules attached hereto.

- G. For conditions applying to **General** Foremen, refer to Subsection **200**, Item G.

SECTION 7 EMPLOYMENT PRACTICES/HIRING

700  
Employment  
Practices

- A. For purposes of this Section, a geographic area will be established for each Project in accordance with the geographic jurisdiction established in Section **200**, Subsection **202**, of this Agreement.
- B. An office will be established by **EPSCA** for each Project. A purpose of this office will be to coordinate employment as specified in this Section.
- C. **EPSCA** and the Union will exchange the names of their representatives in each of the areas described in Item A who will be responsible for co-operating in the referral and employment of reliable and competent Union members.
- D. **EPSCA** will notify the Union of future manpower requirements for all employees coming within the scope of this Agreement.
- E. The Union **recognizes** that **where** key tradesmen are required, the number will be jointly determined at a **prejob** conference provided for in Section **4**, Subsection **400**, of this Agreement.

701  
Hiring  
and  
Layoff

- A. The employment and layoff of tradesmen and **apprentices, excluding** key tradesmen, shall be carried out on the following basis and sequence:
  - (i) The Employer agrees to hire and employ only members of the International Brotherhood of Electrical Workers on all electrical work. The **EPSCA** office will request the appropriate Local Union office for certified tradesmen and apprentices required and no one will be employed unless they are in possession of a clearance card from the Local Union office.
  - (ii) If the Local Union is unable to furnish certified Local Union or travel card members to the **Employer** within **three (3)** working days of the time the Local Union office receives the request for tradesmen (**excepting** Saturdays, Sundays and Holidays), the **Employer** shall be afforded the right to employ certified tradesmen (travel card members or permit holders) as are available. The Local Union will issue clearance cards to tradesmen hired in these circumstances. All employees shall register with the **EPSCA** office prior to commencing work. Travel card members may be replaced by Local Union members and permit

holders may be replaced by Local Union **members** or travel card members who maintain a regular residence in the geographic area of the project after three **(3)** working days' notice to the Employer, but in no case until a tradesman has worked a minimum of one week.

- B.** In all cases-of layoff, except as noted in the Local Union **1788** Appendix, **the** Employer shall layoff its employees in the following sequence:
- i) permit holders;
  - ii) travel card members;
  - iii) Local Union members.
- C.** When possible, the Employer shall notify the Local Union Office three **(3)** days prior to layoff.

## SECTION 8 HOURS OF WORK

**800**  
Hours of  
Work

- A.** The normal **weekly** hours of work for all employees of **Employers** covered by this Agreement shall be **thirty-eight (38) except** as described in subsection **800B below.** 34-3800

The **weekly** hours shall be worked in four **(4)** eight **(8)** hour days, Monday to Thursday inclusive, with the remaining six **(6)** hours to **be** worked on Friday.

- B.** The normal hours of work for **employees** working the third shift shall be thirty-two and one-half **(32-1/2)** made up of five **(5)** days of six and one-half **(6-1/2)** hours **each.**

The hours of work on Miscellaneous Projects (excluding **Lakeview** and **R.L. Hearn** Generating Stations) shall **be** forty **(40)** hours per week made up of five **(5)** days of eight **(8)** hours each, Monday to Friday inclusive.

A Miscellaneous Project is any work undertaken by Ontario **Hydro** which will require less than one year to complete and comprise a total Employers' work force of not more than one hundred employees at one time.

**801**  
Daily  
Hours

- A.** The normal starting time for day work hours shall be **8:00** a.m. By mutual agreement **between EPSCA** and the Union, the starting time may be varied by one-half **(1/2)** hours either way. This variance will be established at the **prejob** conference or while the job is in progress.

**802**  
Rest  
Periods

- A.** For employees working normal hours, a fifteen **(15)** minute rest period will be allotted, at the time directed by the Employer, for each half shift worked. **Where** a half shift is less than four **(4)** hours, **there** shall be no rest period excluding the third shift.

- B. For employees required to work overtime, a ten (10) minute rest period will ~~be~~ allotted prior to the end of the normal shift ~~before~~ commencing overtime work.
- C. For employees working overtime, a fifteen (15) minute rest period will be allotted, at the time directed by the Employer, after ~~each~~ two hours of overtime worked.

**803**  
Reporting  
Pay

- A. An employee who reports for work, unless directed not to report the previous day by his **Employer**, shall receive a minimum of three (3) hours' pay ~~plus~~ his appropriate daily travel or board allowance at the applicable rate when he reports for work but is unable to commence or continue to work because of circumstances beyond his control. An employee will ~~not~~ receive this ~~allowance~~ if he is ~~unable~~ to complete his shift as a result of inclement weather. 46-03
- B. Notwithstanding Subsection 803, Item A above, when an Employer considers it necessary to shut down a job to avoid the possible loss of human life, because of an emergency situation that could ~~endanger~~ the life and safety of an employee, in such cases, employees will be compensated only for the actual time worked.

**804**  
Inclement  
Weather Pay

- A. An employee who reports for work at the beginning of a shift and is unable to commence work due to ~~inclement~~ weather will receive ~~three (3)~~ hours' pay at the applicable rate. To qualify, the employee must remain at a protected place or area as designated by the Employer for three (3) hours unless excused by an ~~authorized~~ representative of his Employer. 48C-1
- B. An employee who reports for and commences work but is unable to continue work due to inclement weather shall receive three (3) hours' pay at the applicable rate or pay for the actual time worked for that shift, whichever is the greater.
- C. An employee in receipt of inclement weather pay shall also receive travel or board allowance if applicable.

**805**  
Recognized  
Holidays

- A. The holidays ~~recognized~~ under this Agreement are:
 

|                |                  |
|----------------|------------------|
| New Year's Day | Civic Holiday    |
| Good Friday    | Labour Day       |
| Easter Monday  | Thanksgiving Day |
| Victoria Day   | Christmas Day    |
| Canada Day     | Boxing Day       |

53-100
- B. EPSCA agrees to ~~recognize~~ Heritage Day when proclaimed by legislation.

- C. **Recognized** holidays falling on a Saturday or Sunday shall be observed on the following Monday. When Christmas Day falls on a Saturday or Sunday, it shall be observed on the following Monday and Boxing Day on the following Tuesday. When New Year's Day falls on a Saturday or Sunday, it shall be **observed** either on the preceding Friday or following Monday.
- D. EPSCA reserves **the** right to change the day of observation of a **recognized** holiday **when** such holiday falls on a Tuesday or Thursday.

806  
Overtime  
Rates

- A. Overtime shall be paid at two times the straight time rate for all work performed outside of normal hours as defined in Section 8 and for work performed on **Saturday, Sunday** and the **recognized** holidays listed in Subsection 805, **Item A** above. 37A-E-0

- B. When an employee has not **been** notified the previous day that he will be required to work for more than two (2) hours beyond the normal quitting time of his shift and after approximately two (2) hours has been worked, he shall **be** provided with a lunch and allowed thirty (30) minutes to ~~consume same and~~ be paid at the base hourly rate of pay. After each additional four (4) hours is worked, ~~the~~ employee shall be allowed thirty (30) minutes to eat and **be** paid at the **base** hourly rate of pay and a lunch **when** work is required beyond that four (4) hour ~~period~~. **Where** an employee has been notified the previous day, no lunch will be provided, but the employee will be allowed thirty (30) minutes to eat and be paid at the base hourly rate of pay.

39A, 0-  
999

When a paid meal period overlaps a rest period, the paid meal period will supplant the rest period.

To qualify for the above-noted provisions, on a Friday, an employee will **be** required to work for more than four (4) hours beyond the normal quitting time of his shift.

The above-noted is not applicable to the first eight (8) hours worked on Saturdays, Sundays and **Recognized** Holidays.

807  
Call-In  
Pay

- A. When an employee is called in to work outside of his normal hours of work, he shall receive a minimum of two (2) hours' work at the appropriate premium rate plus travel allowance where applicable. 48D-1  
37F-0

- B. If the employee's normal hours of work commences within this two (2) hour period, the employee will be paid premium time for the actual hours worked and revert to his normal rate at the commencement of his normal hours of work.



808  
Shift Work

- A. (i) Shift work may be established providing there are at least four (4) consecutive days of shifts to be worked excluding Saturdays, Sundays and **Recognized** Holidays.
- (ii) Where shift work is established, the normal shift hours shall be the same as the day hours. The third shift hours shall be worked between 1:00 a.m. and 8:00 a.m. Monday through Friday with an unpaid one-half (1/2) hour lunch period.
- (iii) The normal starting time for day shift hours shall be ~~the~~ same as the day work hours described in Subsection 801.
- (iv) On Monday to Thursday inclusive, the second shift hours shall start at 4:30 p.m. or a variance of one-half (1/2) hour either way to coincide with the end of the day shift. On Friday, the second shift **hours** may start at 4:30 p.m. or at the end of ~~the~~ day **shift**.
- B. (i) Employees required to work shift work on the second shift of a two or three-shift operation shall receive a shift differential of time and **one-seventh** ~~(1/7)~~ for normal scheduled shift hours worked. *44-401700*  
**Employees** required to work shift work on the third shift shall receive a shift differential of time and one-fifth (1/5) for normal scheduled shift hours worked. *45-402000*
- (ii) No employee shall be required to work more than one shift in any twenty-four (24) hour period unless the overtime rate is paid.
- (iii) The shift rate will be based on the day in which the shift begins.

809  
Special  
Circumstances

- A. It may be necessary from time to time to vary the hours of work established in Subsections 801 and 808. Any amendments to the hours of work will be established by mutual agreement **between EPSCA** and the Union at the **prejob** conference or while the job is in progress.

SECTION 9 WAGES AND PAY PROCEDURE

900  
Wages

- A. The rates of pay for employees in the classifications listed in Subsection 200, Item B, of this Agreement and working on **Generation** Station Projects shall be as set forth in the wage schedules attached hereto. *50A-1*

## A. Normal

- (i) Employees shall be paid **weekly** and payment for any given **week** will **be** made not later than the sixth working day after the close of the payroll period, but in any event not later than Thursday of the following **week**.
- (ii) Wages shall be paid by the employers on the job site, before quitting time, in cash or by cheque, payable at par in the locality of the job site. Accompanying each payment of wages shall be a statement, in writing, which can be retained by the employee, setting forth:
  - (a) the period of time or the work for which the wages are being paid;
  - (b) the rate of wages to which the employee is entitled;
  - (c) the amount of wages to which the employee **is entitled**;
  - (d) the amount of each deduction from the wages of the employee and the purpose **for** which **each** deduction is made;
  - (e) any allowance or **other** payment to which the employee is entitled;
  - (f) the amount of vacation pay for which the employee is being credited;
  - (g) the amount of **recognized** holiday pay for which the employee is being credited; and
  - (h) the net amount of money being paid to the employee.
- (iii) In cases of inclement weather being declared on pay day, employees will receive their pay **before** leaving the site provided it is available on the site.

## B. On Termination

- (i) An employee who voluntarily terminates his employment will be provided his final pay on the next regular pay day.

- (ii) At projects where **the** Employer does not **have** an on-site pay office, an employee will have his final pay and termination documents **mailed** to his last known address by **registered** mail within **three (3)** working days from termination. This does not preclude an employee being paid his final pay, on the job, prior to the expiration of the three-day period.
- (iii) An employee who is discharged shall be provided with his final pay immediately if the Employer's pay facilities are on site or as per Item B (ii) above if the Employer's pay facilities **are not** on site.

**902**  
Vacation  
and  
**Recognized**  
Holiday  
Pay

- A. The vacation and **recognized** holiday pay rate shall be ten **(10)** percent of hourly earnings. For conditions applying to vacation and **recognized** holiday pay, refer to Section **10**, Subsection **1001**.

← 30-3 70A, B, K-998 70-999 70-999

**SECTION 10** UNION AND BENEFIT FUNDS

**1000**  
Benefit  
Funds

77-1  
79-9

- A. ~~The Employer agrees to~~ pay into operative **welfare, pension and S.U.B. plans** established or **recognized** in ~~the locality by Employers~~ under agreement with the Union for construction work of a **related** nature. The amounts of welfare, pension and **S.U.B.** contributions to be paid will be Set out in the wage **schedules** attached **hereto**. Payment to the above-noted funds shall be based on each hour earned.

**1001**  
Vacation and  
**Recognized**  
Holiday Pay

- A. The Employer agrees to pay vacation and **recognized** holiday pay on a weekly basis. The vacation pay rate shall be four **(4)** percent of hourly earnings and the **recognized** holiday pay rate shall be six **(6)** percent of **hourly** earnings.

**1002**  
Union  
Funds

- A. The Employer agrees to deduct from wages and remit to the Union, Union Funds. The amounts to be deducted and **remitted** will be as set out in the wage schedules attached hereto.

2-1

**1003**  
Administration

- A. The Union agrees to supply the Employers with administrative material and information regarding the Funds identified in this Section.

**SECTION 11** TRAVEL AND ROOM AND BOARD ALLOWANCE

**1100**  
Daily  
Travel  
Allowance  
REV

- A. The daily travel allowance will be paid by the Employers to their employees who are not receiving room and board allowance as referred to in Subsection **1101**, on the following basis:

- (i) If an employee lives within **20 radius kilometers\*** of the project, no **travel** allowance will be paid.
- (ii) If an employee lives within **20 to 40radius kilometers** of the project, he shall receive **\$10.00** per day travel allowance for **each** day worked or **reported** for, effective **June 10, 1988**.
- (iii) If an employee lives within **40 to 56 radius kilometers** of the project, he shall receive **\$13.00** per day travel allowance for **each** day worked or reported for, effective **June 10, 1988**.
- (iv) **If** an employee lives within **56 to 80 radius kilometers** of **the** project, **he** shall receive **\$16.00** per day travel allowance for each day worked for reported for, effective **June 10, 1988**.
- (v) If an employee lives within **80 to 97 radius kilometers** of the project, he shall receive **\$19.00** per day travel allowance for each day worked or **reported** for, effective **June 10, 1988**.
- (vi) If an employee lives greater than **97 radius kilometers** from the project and does not qualify for **subsistence** allowance under Subsection **1101** below, he shall receive **\$23.00** per day travel allowance for each day worked or reported for provided **he** continues to travel greater than **97 radius kilometers** daily, effective **June 10, 1988**.
- (vii) **When** an employee is directed to report to a location that involves travelling around a natural barrier, the distance around the natural barrier shall be the **shortest distance** measured by a series of straight **lines**. The sum of the distances of these **straight lines** shall be applied to the ring concept to **establish** the employee's travel allowance entitlement, board allowance entitlement and initial and return allowance entitlement.

**\* For the purpose of this Section, "radius kilometers" shall be measured from the centre of the turbine hall on each project.**

**Note: Bruce G.S. "A", Bruce G.S. "B" and the Bruce Heavy Water Plants will be combined to form the Bruce Complex. Travel allowance for the Bruce Complex will be calculated from the midpoint of a straight line joining the centres of the Bruce G.S. "A" and Bruce G.S. "B" turbine halls.**

- (viii) A natural barrier is defined as any obstruction or impediment which creates an unreasonable relationship between radius kilometers and actual **kilometers** travelled.

**1101A.**  
Room and  
Board  
Allowance  
REV

The following conditions will apply for employees whose regular residence\* is more than **97** radius **kilometers from the** project:

- (i) An Employer may supply either:
  - (a) free room and board in camp or a good standard of board and lodging within a reasonable **distance** of a project; or
  - (b) a subsistence allowance; or
  - (c) a travel allowance.
- (ii) An employee may exercise his option not to stay in a camp or accept free room and board. An employee who exercises **this option** shall receive a room and board allowance as **follows**:

REV

- (a) **When** an employee's regular residence is more than **97** radius kilometers from the **Atikokan** Project and the employee maintains temporary accommodation at **or near** the Project, the employee shall be paid a **subsistence** allowance of **\$39.00** per day for each day worked or reported for, effective June **10, 1988** (effective May **1, 1989** - **\$42.00**).

REV

- (b) **When** an employee's regular **residence** is more than **97** radius kilometers from all other Projects and the employee maintains temporary accommodation at or near the project, the employee shall be paid a subsistence allowance of **\$38.00** per day effective June **10, 1988** (**\$41.00** per day effective May **1, 1989**) for each day worked or **reported** for, subject to (d) below.

• **An Employee's "Regular Residence" is:**

- 1. The place where the employee maintains a self-contained, domestic establishment (a dwelling house, apartment or similar place of residence where a person generally eats and sleeps and for which he can show proof of financial commitment). This is in contrast to a boarding house facility which is not self-contained; and**
- 2. The employee normally resides in the residence except for those periods of time when, because of the location of the work, the employee obtains temporary accommodation for that work location.**

- REV (c) When an employee's regular residence is more than **97** radius kilometers from the Project and the employee commutes to work on a daily basis, the employee shall receive **\$23.00** per day for each day worked or **reported** for, effective June **10, 1988**.
- REV (d) At the Pickering and Darlington Projects, employees who live beyond **97** radius kilometers from **the** Project, shall receive **\$25.00** per day for each day worked or reported for, effective June **10, 1988** (effective May 1, **1989 - \$28.00**).
- B.** An employee shall not qualify for daily travel allowance or room and board allowance as provided for in Subsection **1100** and Subsection **1101**, Item A **above**, when such employee reports for work but does **not** remain at work for his scheduled daily hours unless **excused** by an **authorized** representative of his Employer. Such permission shall not be unreasonably denied.
- C.** The Union **recognizes the** Employer's **right** to charge for board and other existing services. The **Employer** fixes the charge for board and other **existin** services in camps at **\$10.00** per day. This will be **applie8** on the following basis:
- (i) An employee who remains in camp on a normally scheduled work day on which **he** does not work will be charged **\$10.00** per day unless he is excused from work for a legitimate reason by the Project **medical** attendant or an **authorized** representative of his Employer.
- (ii) An employee who is absent from work on Friday without approval and who remains in camp and who is still **absent** from work on the following Monday without approval will be charged for room and board for Friday, Saturday, Sunday and Monday.
- (iii) An employee who remains in camp and who is **absent** from work without approval on Friday but who works the following Monday will be charged for **the** day of **absence** and will not be **charged** for Saturday and Sunday.
- (iv) An employee who remains in camp and who works the Friday and is absent from work without approval on the following Monday will be charged for the day of absence and will not **be** charged for Saturday and Sunday.

1102  
Initial and  
Return  
Travel and  
Transporta-  
tion

- A. On recruitment of tradesmen who live between **97** and **161** radius kilometers from the project, the **Employer** shall pay **\$20.00** for the initial trip to the project.
- B. On recruitment of tradesmen who live beyond **161** radius kilometers from the **project**, the **Employer** shall pay **22¢** per radius kilometer, effective **June 10, 1988**, plus travel time based on one hour's pay for each **80** radius kilometers of travel to a maximum of 8 hours' pay for **the** initial trip to the project from where the tradesman lives or the Local Union Referral Hall for the project, whichever is closer to the project.
- C. To qualify for payment in Items A or **B**, the **employee** must remain at the project for a minimum of fifteen **(15)** working days or the duration of the job, whichever is lesser.
- D. On termination of employment due to a reduction of staff, an employee entitled to payment **under Items** A or B shall be entitled to return expenses calculated in the same manner as in Items A or B above for the return trip from the project to where **the** tradesman lives or place of recruitment, whichever is closer to the project. An employee whose employment terminates for any reason other than reduction of staff shall not be eligible for return payment.
- E. (i) On the Thunder Bay Project and **Atikokan** Project, an employee shall qualify for a return trip from the **Project** to his regular **residence** for **each** thirty **(30)** days worked on the Project providing his regular residence is more than four hundred **(400)** radius kilometers from the Project.
- (ii) For each entitlement, the Employer shall pay travel expenses on the basis of the equivalent cost of public transportation plus travel time based on one **(1)** hour's pay for each eighty **(80)** radius kilometers of travel to a maximum of eight **(8)** hours' pay.

1103  
Use Of  
Personal  
Vehicle  
REV

- A. An employee who is **requested** or receives approval from an **authorized** representative of his Employer to **use** his personal vehicle for the convenience of his Employer shall be reimbursed twenty-six cents **(26¢)** effective **June 10, 1988** per **kilometer** travelled for such use of his vehicle.

SECTION 12 TOOLS AND CLOTHING

1200  
Tools and  
Clothing

A. Employees shall be required to provide themselves with the ordinary hand tools of the trade as specified in the attached tool list. The Employer will provide insofar as is practical, separate facilities for storing the tools, but shall not be held responsible for losses, except as noted hereunder:

REV (i) When personal tools valued in excess of **\$15.00** are lost due to fire, the Employer will consider replacement or payment value to a maximum of **\$400.00** based on the merit of each case. This will include only personal tools that a tradesman is required to have to perform his normal duties with the Employer.

REV (ii) The Employer agrees to compensate employees for tools lost by theft, as supported by claims submitted in writing with substantiating evidence to establish theft **resulting** from forcible entry to locked storage provided by ~~the~~ Employer to a maximum of **\$400.00**.

REV (iii) In the event of a loss by fire at an Employer operated camp or on an Ontario **Hydro** Project, replacement or payment of the full estimated value in excess of **\$15.00** but not exceeding **\$400.00** for the loss of personal clothing will be made.

B. Employees who have obtained tools from the Employer's tool crib shall be allowed sufficient time, in the **opinion** of Management, to return such tools to the tool crib during working hours. Employees receiving tools from such tool crib shall be held responsible for the return of such tools in good condition, subject to normal wear and tear. On layoff, employees will be allowed reasonable time to return tools to the tool crib.

C. Gang tools are tools which are issued to a foreman and are used by one or more members of the crew. Such tools are not identified on trade tool lists, nor are they the tools and equipment identified in Items A and B of this Section. Such tools shall be the responsibility of the Employer.

1201  
Protective  
Clothing and  
Equipment

A. Employees are required to wear protective clothing and use protective equipment appropriate for the work being done.



On abnormally dirty and/or corrosive work, in which the employee's clothing may be excessively or permanently damaged, the Employer will supply protective clothing and equipment (including gloves and coveralls where appropriate) at no cost to the employee.

- B. Employees shall supply themselves with, and wear at all times on the job, an approved safety helmet and safety shoes.

When an Employer wishes an employee to wear a specifically identified safety helmet, the Employer shall provide it on loan, complete with a new liner.

- C. Protective clothing and equipment (including gloves and coveralls) and rainwear that is provided by the Employer will be charged out to an employee and the employee shall be **responsible** for the return of such protective clothing and equipment (**including** gloves and coveralls) and rainwear upon completion of **the** work involved.

## SECTION 13 GRIEVANCES AND ARBITRATIONS

### 1300 Grievances

- A. Grievances within the meaning of the grievance and arbitration procedure shall consist only of disputes about the interpretation or application of particular clauses of this Agreement and about alleged violations of this Agreement. In the event of any dispute concerning the meaning or application of any provision of this Agreement or a **dispute** concerning an alleged violation of this Agreement, there shall be no suspension or disruption of work, but such dispute shall be treated as a grievance and shall be settled, if possible, by **EPSCA** and the Union. In the interests of expediting the procedure, the parties shall process grievances in the following manner.

- B. **PRELIMINARY DISCUSSION**

Disputes arising out of the interpretation or alleged violation of this Agreement shall, if possible, be settled by discussion between the employee and/or his steward and the employee's supervisor.

- C. **FIRST STEP**

If a dispute cannot be resolved by this method, the Accredited Union Representative for the Union may file a formal grievance on the prescribed form with the Manager of Construction. Such grievance shall be filed within fifteen **(15)** working days of the alleged grievous act.

Within ten (10) working days of the filing of the grievance, the Manager of Construction shall investigate the grievance and convene a meeting which he or the Accredited Union Representative considers necessary to resolve it. The Manager of Construction shall give his reply on the prescribed form to the Accredited Union Representative within five (5) working days from the date of the First Step meeting.

Copies of completed grievance forms signed by the appropriate parties shall be filed by the Manager of Construction with the General Manager of **EPSCA** and by the Accredited Union Representative with the Secretary of **the IBEW** Electrical Power Systems Construction Council of **Ontario**.

If a First Step grievance meeting is considered appropriate, the Management Committee shall comprise the Manager of Construction plus two **Management** officials, one of whom shall be a representative of **the** Employer against whom the grievance has been filed. The Union Committee shall comprise the Accredited Union Representative plus two additional Union officials.

#### **D. SECOND STEP**

If a dispute has not been resolved at the first Step of the grievance procedure, the Accredited Union Representative may refer the grievance on the prescribed form to **EPSCA's** Grievance Officer. Such grievances shall be referred within ten (10) working days after the disposition has been issued under the First Step of this procedure. A copy of the **grievance** form shall be forwarded by the Accredited Union **Representative** to the Secretary of the **IBEW** Electrical Power Systems Construction Council of Ontario.

The **EPSCA** Grievance Officer shall investigate the grievance and convene a meeting which he or the Secretary of the **IBEW** Electrical Power Systems Construction Council of Ontario considers necessary to resolve it and give his reply on the prescribed form to the Secretary of the **IBEW** Electrical Power Systems Construction Council of Ontario within five (5) working days from the receipt of the grievance form which was completed at First Step.

If a Second Step grievance meeting is considered appropriate, the Management Committee shall comprise the **EPSCA** Grievance Officer plus two other Management representatives, one of whom shall be a representative of the Employer against whom the grievance has been filed. The Union Committee shall comprise three persons, including the Secretary of the **IBEW** Electrical Power Systems Construction Council of

Ontario and the Accredited Representative for the **grievor**, plus one other representative of the Union.

**E. EPSCA OR UNION GRIEVANCES**

The processing of **EPSCA** grievances shall begin at the Second Step. **EPSCA** may submit either policy or specific grievances. The Union may also institute policy grievances at this Step. Such policy or specific grievances shall be submitted within thirty **(30)** days of the alleged grievous act.

**F. TIME LIMITS**

The time limits as to both documents and procedure set out in the above Subsections shall be complied with by the parties to this Agreement provided, however, that the parties may mutually **agree** in writing in respect to an extension or waiver of any of the time limits imposed. Where no answer is given within the time limits specified in the grievance procedure, the employee concerned, the Union or **EPSCA** shall be entitled to submit the grievance to the next step of the grievance procedure. Any grievance not processed within the time limits specified in the grievance procedure shall be deemed to have been withdrawn and ineligible for arbitration.

**G.** Alleged unjustified termination, discharge, suspension or **disciplinary** action may be grieved beginning at First Step.

**H.** Disputes about the interpretation or application of particular clauses of this Agreement and about **alleged** violations of this Agreement shall not be processed **under** Section **124** of the Labour Relations Act of Ontario by either party until the provisions set forth in this Section for the resolution of such disputes have been fully exhausted.

**I. GRIEVANCE FACILITIES**

**EPSCA** shall provide the necessary facilities for all grievance meetings.

**1301**  
Arbitrations

**A.** If any dispute about the interpretation or application of particular clauses of this Agreement or about an alleged violation of this Agreement cannot be settled through the grievance procedure outlined in Subsection **1300**, the matter may be submitted within thirty **(30)** days of its failure of settlement by grievance procedure by either **EPSCA** or the Union to a Board of Arbitration for adjudication. The party desiring to submit the dispute to arbitration shall notify the other party in writing of its desire and the notice shall contain the name of the first party's

nominee to an arbitration board. The recipient of the notice shall, within five (5) working days, inform the other party of the name of its nominee to the arbitration board. The two nominees so selected shall, within ten (10) working days of the appointment of the second of them, appoint a third person who shall be the Chairman. If the recipient of the notice fails to appoint a nominee, or if the nominees fail to agree upon a Chairman, the appointment shall be made by the Minister of Labour for Ontario upon the request of either party. The arbitration board, when selected or appointed, will proceed as soon as practicable to hear and determine the dispute and it shall issue a decision which is final and binding upon the parties and upon their respective members. The decision of a majority is the decision of the arbitration board, but if there is no majority, the decision of the Chairman governs.

- B. The arbitration board shall have no power to add to or subtract from or modify any of the terms of this Agreement. The arbitration board shall not substitute its discretion for that of the parties except where the board determines that an employee has been discharged or otherwise disciplined for cause when this Agreement does not contain a specific penalty for the infraction that is the subject matter of the arbitration. In such cases, the arbitration board may substitute such other penalty for the discharge or discipline as to the arbitration board seems just and reasonable in all circumstances. The arbitration board shall not exercise any responsibility or function of the parties. The arbitration board shall not deal with any matter not contained in the original statement of grievance filed by the party referring the matter to arbitration.
- C. In arbitration proceedings, each party shall pay the fees and expenses of its nominee, whether appointed by the party or by the Minister of Labour for Ontario, and the fees and expenses of the Chairman shall be shared equally by the parties.
- D. The time limits as to both documents and procedure set out in this Subsection shall be observed by the parties to this Agreement provided, however, that the parties may mutually agree in writing in respect to an extension or waiver of any of the time limits imposed.
- A. There shall be no strikes or lockouts so long as this Agreement continues to operate.

1302  
No Strike-  
No Lockout

SECTION 14 COMMITTEES

1400  
Executive  
Committee

- A. To advance harmonious relations between **EPSCA**, the Employers, the Union, and the employees, **EPSCA** and the Union shall each appoint an Executive Committee. The Executive Committee of **EPSCA** shall consist of the Board of Directors and Officers of the Association. The Executive Committee of the Union shall consist of the **IBEW** Electrical Power Systems Construction Council of Ontario.

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The Committee shall meet together at least annually to review matters associated with the administration of this Collective Agreement with the intent of achieving uniformity of application of this Agreement wherever employees are working in the Province.

The Committees may also consider matters related to construction safety.

1401  
Apprentice-  
ship  
Committee

- A. An Apprenticeship Council shall be established within each Local Union's jurisdictional area and shall meet on a regular basis. This Council shall consist of an equal number of members of the Local Union and representative of the Employers from the area covered by the Local Union. Where applicable, a representative of the Apprenticeship Branch of the Ontario Government may also be appointed as an advisor to the regular Council members.
- B. The Joint Apprenticeship Council shall be responsible for the establishment and maintenance of an apprenticeship training program, as well as adopting **operating** rules and conditions with respect thereto which are **complementary** to and in **keepin** with the intent of the Apprenticeship and Tradesmen's **8 ualification Act R.S.O. 1970** as amended.
- C. All founding documents and/or agreements, and terms of reference establishing and guiding the activities of the local Apprenticeship Councils shall be registered with the Provincial Joint Council.
- D. Apprentices shall be hired by the Employers, as and when required, from a pool of qualified apprentices established by the local **JAC** (or **LAC**) in accordance with the procedures established under the local **JAC (LAC)** Terms of Reference.
- E. All apprentices shall be governed by the Ontario Apprenticeship and Tradesman's Qualification Act and Regulations but the ratio of apprentices to journeymen may be set from time to time by the Executive Committee.

25C-1

- F. In order to expedite the Apprentice's entrance into Journeyman status, the following policy shall apply:
  - (i) The Apprentice must apply to the Apprenticeship Branch to write his examination as soon as possible after he has reached his total hours, less 300.
  - (ii) The Apprentice will give the **LAC/JAC** two weeks' notice that he is going to write his examination.
  - (iii) After writing the examination, the Apprentice will check his hours in his Progress Record Book, with **LAC/JAC**.
  - (iv) The Employer will commence paying the Journeyman's rate of pay the day after the Apprentice completes his hours and providing the following conditions have been met:
    - (a) The Employer is satisfied that the Apprentice has completed his hours. If there is a question concerning the completion of hours, confirmation will be supplied by the **LAC/JAC** and/or the Union, and,
    - (b) The Employer is shown written proof of Certification from the Apprenticeship Branch, or has verbal confirmation from the **LAC/JAC** and/or the Union, and
    - (c) The Apprentice has passed his examination for his Certification of Qualification (**C of Q**).
- G. In the event that an Apprentice fails his examination for his C of Q, he will be paid the journeyman rate of pay from the day he passes any future examinations.
- H. Where the Apprenticeship Council is unable to reach an agreement on any matter concerning apprenticeship, the issue shall be referred to the Executive Committee for their decision.

**SECTION 15 LUNCHROOM FACILITIES**

**1500**  
Lunchroom  
Facilities

- A. The Employer will provide clean and adequately heated facilities for employees to eat their lunch at **all** major work locations, where such facilities may reasonably be provided.

SECTION 16 ASSOCIATION FUND

1600  
Association  
Fund

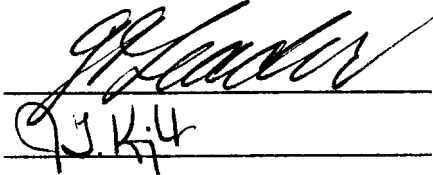
- A. Each Employer bound by this agreement shall contribute to the Electrical Power Systems Construction Association Fund, the amount specified on the wage schedules attached hereto for each hour worked by each employee covered by this Agreement.

The Employer shall remit such contribution to **EPSCA** together with the supporting information as required on the reporting forms.

Dated at Toronto, this 11<sup>TH</sup> day of August, 1988.

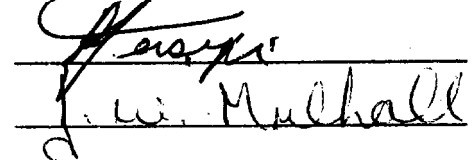
For:

THE ELECTRICAL POWER SYSTEMS  
CONSTRUCTION ASSOCIATION

  
\_\_\_\_\_  
J. Kil

For:

THE **IBEW** ELECTRICAL POWER  
SYSTEMS CONSTRUCTION  
COUNCIL OF ONTARIO

  
\_\_\_\_\_  
J. W. Mulhall

## TOOLLIST

All journeymen electricians are required to have the following tools:

- 1 Centre Punch
- 1 1/2" Cold Chisel
- 1 Half-round File
- 1 Ball **Peen** Hammer
- 1 Adjustable Hacksaw Frame
- 1 Knife
- 1 Medium Level
- 5 **Prs.** of Pliers -
- 8"** Sidecutters, **Diagonal, Longnose** and 2 pairs of **Channelock**
- 6 Screwdrivers, **Robertson and Standard types**
- 1 **6"** Square or Combination Square
- 1 Steel Tape, **10 or 12-foot**
- 1 **Small Tap** Wrench
- 1 **Tool box**
- 1 Tool Pouch and belt for hand tools



## APPENDIX A

### SHIFT WORK PROVISIONS - SEVEN DAYS PER WEEK COVERAGE

When working under the provisions of this appendix all conditions listed below will supercede those contained in the main agreement. Where this appendix is silent, the appropriate article in the collective agreement applies.

The following shift work provisions may be applied to **retube** or rehabilitation work programs, in existing operating plants, of a minimum of eight week duration requiring seven day per week scheduling. This does not apply to new construction work.

It is agreed by the Parties that upon ratification it will be agreed that Appendix A will apply to the **retube** program scheduled to start at Pickering **G.S.** All future implementation of the Appendix will be jointly determined as described in Section **809A** of the current collective agreement.

The schedule consists of:

- four consecutive shifts (day or night) followed by four scheduled days off
- 1. Shift work may be established by the employer to provide seven days per week work coverage, on a one or two shift per day basis, with shift hours being a minimum of ten up to a maximum of eleven per shift. When this occurs, a specific shift arrangement will be established by the Employer detailing the shift schedule to be worked and the Union will be so advised.
- 2. First Shift
  - (a) Regularly scheduled hours of work up to nine and one-half hours per shift Monday to Friday inclusive shall be paid at straight time hourly rates. Regularly scheduled hours of work beyond nine and one-half hours per shift Monday to Friday inclusive shall be paid at two times the straight time hourly rate.
  - (b) Regularly scheduled hours of work on Saturday, Sunday and **Recognized** Holidays shall be paid at two times the straight time hourly rate. **Recognized** Holidays will be observed on the actual day on which the holiday occurs.
  - (c) Overtime hours worked in excess of nine and one-half hours per day and on scheduled days off shall be paid at two times the straight time hourly rate.

#### 3. Second Shift

- (a) The first nine and one-half regularly scheduled hours of work Monday to Friday inclusive shall be paid at straight time hourly rates plus a shift differential of one-seventh of the straight time hourly rate. Regularly scheduled hours of work beyond nine and one-half hours per shift Monday to Friday inclusive shall be paid at two times the straight time hourly rate.

- (b) Regularly scheduled hours of work on Saturday, Sunday and **Recognized** Holidays shall be paid at two times the straight time hourly rate. **Recognized** Holidays will be observed on the day on which the holiday occurs.
  - (c) Overtime hours worked in excess of nine and one-half hours per day and on scheduled days off shall be paid at two times the straight time hourly rate.
4. The rate for the shift will be based on the day in which the shift begins.
  5. An unpaid lunch period of one-half hour shall be allowed to be taken no later than five hours after the commencement of a shift.
  6. For **employees** working regularly scheduled hours, two fifteen **(15)** minute rest **periods** will be allotted at the time and location directed by the Employer for employees to rest.
  7. It may be necessary, from time to time, to vary the established shift **arrangement**. When this occurs, a revised shift arrangement will be **established**.

**IBEW LOCAL UNION 1788 APPENDIX**

**PRINCIPAL AGREEMENT**

**Applicable to Ontario Hydro Employees Only**

**for Generation Projects Construction  
in the  
Electrical Power Systems Sector**

**made and entered into**

**BETWEEN**

**THE ELECTRICAL POWER SYSTEMS  
CONSTRUCTION ASSOCIATION**

**and**

**THE IBEW ELECTRICAL POWER SYSTEMS  
CONSTRUCTION COUNCIL OF ONTARIO**

**May 1, 1988 - April 30, 1990**



LOCAL UNION 1788 APPENDIX  
Applicable to  
Ontario Hydro Employees Only

SECTION 1     UNION SECURITY

100  
Union  
Security

- A. All employees falling under the jurisdiction of Local Union 1788 as noted in Section 2 - Scope of Agreement, Subsection 202 - Geographic Jurisdiction, of the master portion of this Agreement will be members or will apply for membership in Local Union 1788 within fifteen (15) calendar days, and will maintain such membership in good standing in the Union as a condition of employment.
- B. A checkoff system of Local Union 1788 initiation fees and dues will be made operative for the lifetime of this Agreement. The Employer will supply full checkoff lists of employees subject to checkoff at regular intervals, and agrees to collect monthly for the Union dues and initiation fees payable to Local Union 1788. The Employer will transmit the monies so collected to the designated officials of Local Union 1788. Local Union 1788 will indemnify the Employer for any liability arising from the deduction of initiation fees and dues as requested by Local Union 1788.
- C. Any changes in initiation fees or dues will be referred to the Employer through the Accredited Union Representative of Local Union 1788 before such changes are put into effect.
- D. The Employer will arrange for each workman falling under the jurisdiction of Local Union 1788, as noted in Section 2 - Scope of Agreement, Subsection 202 - Geographic Jurisdiction, of the master portion of this Agreement who is covered by this Agreement, to sign a Local Union 1788 dues checkoff **authorization** at the time he is employed.
- E. Local Union 1788 is required to make arrangements with new employees for them to join Local Union 1788 as provided for in Subsection 100, Item A, of this Section. The Employer will checkoff initiation fees on receipt from Local Union 1788 of such **authorization** signed by the employee.

SECTION 2     SENIORITY

200  
Seniority

- A. The purpose of this Section is to ensure fair and equitable treatment of employees in the event of reductions in the work force while, at the same time, allowing the Employer to direct and deploy the work force. Nothing in this Section restricts the Employer's right to transfer employees to meet work demands.

(i) The retention of employees who are members of Local Union **1788** and covered by this Agreement in the Employer's service shall be governed by this Section.

(ii) For the purposes of this Section, there shall be two **(2)** classifications of employee:

Electrician including Subforemen  
Electrician Apprentice

(iii) **Employees** to be retained must have the necessary **skills** and ability to satisfactorily perform the work to be done.

(iv) Seniority as used in this Section is based on the employee's Established Commencement Date **(E.C.D.)**.

(v) In the event of a reduction of staff (excluding standoffs\*) and subject to (iii) and (iv) above, employees who are not members of Local Union **1788** shall be laid off prior to employees who are members of Local Union **1788**. Employees who are not members of Local Union **1788** shall not be subject to the conditions contained in (vi) below.

(vi) Subject to (iii) and (iv) above, the following conditions shall apply:

(a) Employees shall qualify for consideration under this Section when they have nine **(9)** months' seniority.

(b) In the event of a reduction of staff (excluding standoffs), the Employer will decide which of the classifications listed in (ii) will be affected.

(c) In the event of a reduction of staff (excluding standoffs), employment **retention by seniority** shall be as follows:

|                     |   |       |
|---------------------|---|-------|
| 0 to 9 months       | - no seniority                                | 27c-1 |
| 9 months to 5 years | - seniority on employees' project             |       |
| over 5 years        | - seniority <b>province-</b> wide on projects |       |

**. An employee may be subject to standoff for up to six (6) weeks' time accumulated in any one calendar year (January 1st to December 31st).**

(d) When relocating employees as a result of the application of this Section, the Employer shall provide transportation or pay the equivalent of the cost of public transportation or mileage, whichever is deemed appropriate by the Employer, for the initial trip to the new work location from the employee's most recent work location. The Employer shall also pay travelling time at the appropriate straight-time rate up to a maximum of 8 hours per day.

29-06  
B. In cases involving reduction of staff, an employee will not lose his service credit unless he has a break in service of greater than ~~six (6) months~~ An employee terminated for any of the following reasons' will not lose his service credit unless he has a break in service of greater than three (3) months:

- (i) discharge for cause;
- (ii) voluntary termination;
- (iii) layoff necessitated by refusal to accept a transfer resulting from the implementation of the seniority clause.

SECTION 3 WELFARE AND PENSION

300  
Welfare  
and Pension

A. Notwithstanding Section 10 - Union and Benefit Funds, Subsection 1000 - ~~Benefit Funds, for those employees~~ who are members of Local Union 1788 and working within the jurisdiction of Local Union 1788 as noted in Section 2 - Scope of Agreement, ~~Subsection 202 - Geographic~~ Jurisdiction of the master ~~portion of this Agreement, the~~ amounts to be paid for ~~welfare, pension and S.U.B. will be~~ paid to the employees as a special allowance subject to Subsection 300 B below..

REV

B. The Employer agrees to deduct from the special allowance referred to in Subsection 300 A above and pay into an operative welfare plan eighty cents (80c) per hour for all hours earned, for those employees who are members of Local Union 1788 and working within the jurisdiction of Local Union 1788 as noted in Section 2 - Scope of Agreement, Subsection 202 - Geographic Jurisdiction of the master portion of this Agreement. Where the special allowance is not sufficient to accommodate this deduction, the amount due as special allowance will be supplemented by an additional amount derived from the wage rates which would otherwise be applicable for the area where such allowance and wage rates apply to produce the eighty cents (80c) per hour earned payment referred to above.

Local Union 1788 agrees to supply the Employer with all information regarding the welfare plan and also all administrative material that is required for the implementation of the welfare plan.

- C. The Employer agrees to deduct from the special allowance referred to in Subsection 300 A above and pay into an operative pension plan one dollar (\$1.00) per hour for all hours earned, for those employees who are members of Local Union 1788 and working within the jurisdiction of Local Union 1788 as noted in Section 2 - Scope of Agreement, Subsection 202 - Geographic Jurisdiction of the master portion of this Agreement. Where the special allowance is not sufficient to accommodate this deduction, the amount due as special allowance will be supplemented by an additional amount derived from the wage rates which would otherwise be applicable for the area where such allowance and wage rates apply to produce the one dollar (\$1.00) per hour earned payment referred to above.

Local Union 1788 agrees to supply the Employer with all information regarding the pension plan and also all administrative material that is required for the implementation of the pension plan.

#### SECTION 4 TRANSFER OF EMPLOYEES

**400**  
Transfer of  
Employees

- A. The Employer **reserves** the right to transfer employees to meet its needs, having regard for the special requirements of thermal, nuclear or hydraulic generation and transmission and transformation construction. The Employer shall provide transportation or pay the equivalent of ~~the~~ cost of public transportation or mileage, whichever is deemed appropriate by Management, for the initial trip to the new work location from the employee's most recent work location. The Employer shall also pay travelling time at the appropriate straight-time rate up to a maximum of 8 hours per day.

#### SECTION 5 MATERNITY LEAVE

**NEW**

56A-017

Provisions of the ~~Employment Standards Act will~~ apply to a pregnant employee. In addition, an employee's seniority will accumulate while on leave provided this does not affect the normal date of layoff.



ELECTRICAL WORKERS  
Local 773/Local 1788  
Windsor

**EPSCA WAGE** SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| <b>ELECTRICIAN AND LINEMAN</b>            |                        |                                |                |                             |                |                          |                            |                    |
| <b>FOREMAN</b>                            |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 23.01                  | 2.30                           | 0.80           | 2.34                        | 1.50           | 29.95                    | 0.03                       | 0.01               |
| 89-05-01                                  | 23.45                  | 2.35                           | 0.80           | 2.92                        | 1.50           | 31.02                    | 0.03                       | 0.03               |
| <b>SUBFOREMAN</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 20.76                  | 2.08                           | 0.80           | 2.34                        | 1.50           | 27.48                    | 0.03                       | 0.01               |
| 89-05-01                                  | 21.14                  | 2.11                           | 0.80           | 2.92                        | 1.50           | 28.47                    | 0.03                       | 0.03               |
| <b>JOURNEYMAN,<br/>WELDER</b>             |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 20.01                  | 2.00                           | 0.80           | 2.34                        | 1.50           | 26.65                    | 0.03                       | 0.01               |
| 89-05-01                                  | 20.39                  | 2.04                           | 0.80           | 2.92                        | 1.50           | 27.65                    | 0.03                       | 0.03               |
| <b>COMMUNICATIONS<br/>ELECTRICIAN</b>     |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 20.01                  | 2.00                           | 0.80           | 2.34                        | 1.50           | 26.65                    | 0.03                       | 0.01               |
| 89-05-01                                  | 20.39                  | 2.04                           | 0.80           | 2.92                        | 1.50           | 27.65                    | 0.03                       | 0.03               |
| <b>ELECTRICIAN<br/>APPRENTICE</b>         |                        |                                |                |                             |                |                          |                            |                    |
| <b>1st Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 8.00                   | 0.80                           | 0.80           | 2.34                        | 1.50           | 13.44                    | 0.03                       | 0.01               |
| 89-05-01                                  | 8.16                   | 0.82                           | 0.80           | 2.92                        | 1.50           | 14.20                    | 0.03                       | 0.03               |
| <b>2nd Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 10.01                  | 1.00                           | 0.80           | 2.34                        | 1.50           | 15.65                    | 0.03                       | 0.01               |
| 89-05-01                                  | 10.20                  | 1.02                           | 0.80           | 2.92                        | 1.50           | 16.44                    | 0.03                       | 0.03               |
| <b>3rd Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 12.01                  | 1.20                           | 0.80           | 2.34                        | 1.50           | 17.85                    | 0.03                       | 0.01               |
| 89-05-01                                  | 12.23                  | 1.22                           | 0.80           | 2.92                        | 1.50           | 18.67                    | 0.03                       | 0.03               |
| <b>4th Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 14.01                  | 1.40                           | 0.80           | 2.34                        | 1.50           | 20.05                    | 0.03                       | 0.01               |
| 89-05-01                                  | 14.27                  | 1.43                           | 0.80           | 2.92                        | 1.50           | 20.92                    | 0.03                       | 0.03               |
| <b>5th Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 16.01                  | 1.60                           | 0.80           | 2.34                        | 1.50           | 22.25                    | 0.03                       | 0.01               |
| 89-05-01                                  | 16.31                  | 1.63                           | 0.80           | 2.92                        | 1.50           | 23.16                    | 0.03                       | 0.03               |

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

*8/27/89*

ELECTRICAL WORKERS  
Local 773/Local 1788  
Windsor

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|

**LINEMAN**

APPRENTICE/LEARNER

(employed as apprentice  
in sector before  
81-09-07)

1st Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 12.01 | 1.20 | 0.80 | 2.34 | 1.50 | 17.85 | 0.03 | 0.01 |
| 89-05-01 | 12.23 | 1.22 | 0.80 | 2.92 | 1.50 | 18.67 | 0.03 | 0.03 |

2nd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 14.01 | 1.40 | 0.80 | 2.34 | 1.50 | 20.05 | 0.03 | 0.01 |
| 89-05-01 | 14.27 | 1.43 | 0.80 | 2.92 | 1.50 | 20.92 | 0.03 | 0.03 |

3rd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 16.01 | 1.60 | 0.80 | 2.34 | 1.50 | 22.25 | 0.03 | 0.01 |
| 89-05-01 | 16.31 | 1.63 | 0.80 | 2.92 | 1.50 | 23.16 | 0.03 | 0.03 |

4th Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 18.01 | 1.80 | 0.80 | 2.34 | 1.50 | 24.45 | 0.03 | 0.01 |
| 89-05-01 | 18.35 | 1.84 | 0.80 | 2.92 | 1.50 | 25.41 | 0.03 | 0.03 |

(employed as apprentice  
in sector after  
81-09-07)

1st Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 10.01 | 1.00 | 0.80 | 2.34 | 1.50 | 15.65 | 0.03 | 0.01 |
| 89-05-01 | 10.20 | 1.02 | 0.80 | 2.92 | 1.50 | 16.44 | 0.03 | 0.03 |

2nd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 12.01 | 1.20 | 0.80 | 2.34 | 1.50 | 17.85 | 0.03 | 0.01 |
| 89-05-01 | 12.23 | 1.22 | 0.80 | 2.92 | 1.50 | 18.67 | 0.03 | 0.03 |

3rd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 14.01 | 1.40 | 0.80 | 2.34 | 1.50 | 20.05 | 0.03 | 0.01 |
| 89-05-01 | 14.27 | 1.43 | 0.80 | 2.92 | 1.50 | 20.92 | 0.03 | 0.03 |

4th Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 16.01 | 1.60 | 0.80 | 2.34 | 1.50 | 22.25 | 0.03 | 0.01 |
| 89-05-01 | 16.31 | 1.63 | 0.80 | 2.92 | 1.50 | 23.16 | 0.03 | 0.03 |

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

ELECTRICAL WORKERS  
Local 773/Local 1788  
Windsor

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| <b>GROUND WORK</b>                        |                        |                                |                |                             |                |                          |                            |                    |
| <b>FOREMAN</b>                            |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 18.41                  | 1.84                           | 0.80           | 2.34                        | 1.50           | 24.89                    | 0.03                       | 0.01               |
| 89-05-01                                  | 18.76                  | 1.88                           | 0.80           | 2.92                        | 1.50           | 25.86                    | 0.03                       | 0.03               |
| <b>GROUND WORK</b>                        |                        |                                |                |                             |                |                          |                            |                    |
| <b>SUBFOREMAN</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 16.76                  | 1.68                           | 0.80           | 2.34                        | 1.50           | 23.08                    | 0.03                       | 0.01               |
| 89-05-01                                  | 17.06                  | 1.71                           | 0.80           | 2.92                        | 1.50           | 23.99                    | 0.03                       | 0.03               |
| <b>GROUNDMAN</b>                          |                        |                                |                |                             |                |                          |                            |                    |
| <b>1st Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 12.01                  | 1.20                           | 0.80           | 2.34                        | 1.50           | 17.85                    | 0.03                       | 0.01               |
| 89-05-01                                  | 12.23                  | 1.22                           | 0.80           | 2.92                        | 1.50           | 18.67                    | 0.03                       | 0.03               |
| <b>2nd Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 14.01                  | 1.40                           | 0.80           | 2.34                        | 1.50           | 20.05                    | 0.03                       | 0.01               |
| 89-05-01                                  | 14.27                  | 1.43                           | 0.80           | 2.92                        | 1.50           | 20.92                    | 0.03                       | 0.03               |
| <b>3rd Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 16.01                  | 1.60                           | 0.80           | 2.34                        | 1.50           | 22.25                    | 0.03                       | 0.01               |
| 89-05-01                                  | 16.31                  | 1.63                           | 0.80           | 2.92                        | 1.50           | 23.16                    | 0.03                       | 0.03               |
| <b>GROUNDMAN</b>                          |                        |                                |                |                             |                |                          |                            |                    |
| <b>DRIVER</b>                             |                        |                                |                |                             |                |                          |                            |                    |
| <b>1st Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 12.01                  | 1.20                           | 0.80           | 2.34                        | 1.50           | 17.85                    | 0.03                       | 0.01               |
| 89-05-01                                  | 12.23                  | 1.22                           | 0.80           | 2.92                        | 1.50           | 18.67                    | 0.03                       | 0.03               |
| <b>2nd Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 14.01                  | 1.40                           | 0.80           | 2.34                        | 1.50           | 20.05                    | 0.03                       | 0.01               |
| 89-05-01                                  | 14.27                  | 1.43                           | 0.80           | 2.92                        | 1.50           | 20.92                    | 0.03                       | 0.03               |
| <b>3rd Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 16.01                  | 1.60                           | 0.80           | 2.34                        | 1.50           | 22.25                    | 0.03                       | 0.01               |
| 89-05-01                                  | 16.31                  | 1.63                           | 0.80           | 2.92                        | 1.50           | 23.16                    | 0.03                       | 0.03               |

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

ELECTRICAL WORKERS  
Local 773/Local 1788  
Windsor

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| <b>GROUNDMAN</b>                          |                        |                                |                |                             |                |                          |                            |                    |
| OPERATOR                                  |                        |                                |                |                             |                |                          |                            |                    |
| 1st Year                                  |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 14.01                  | 1.40                           | 0.80           | 2.34                        | 1.50           | 20.05                    | 0.03                       | 0.01               |
| 89-05-01                                  | 14.27                  | 1.43                           | 0.80           | 2.92                        | 1.50           | 20.92                    | 0.03                       | 0.03               |
| 2nd Year                                  |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 16.01                  | 1.60                           | 0.80           | 2.34                        | 1.50           | 22.25                    | 0.03                       | 0.01               |
| 89-05-01                                  | 16.31                  | 1.63                           | 0.80           | 2.92                        | 1.50           | 23.16                    | 0.03                       | 0.03               |
| 3rd Year                                  |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 18.01                  | 1.80                           | 0.80           | 2.34                        | 1.50           | 24.45                    | 0.03                       | 0.01               |
| 89-05-01                                  | 18.35                  | 1.84                           | 0.80           | 2.92                        | 1.50           | 25.41                    | 0.03                       | 0.03               |
| <b>UTILITYMAN</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 10.01                  | 1.00                           | 0.80           | 2.34                        | 1.50           | 15.65                    | 0.03                       | 0.01               |
| 89-05-01                                  | 10.20                  | 1.02                           | 0.80           | 2.92                        | 1.50           | 16.44                    | 0.03                       | 0.03               |

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

GEOGRAPHIC AREA: Counties of Essex and Kent

ELECTRICAL WORKERS  
Local 530/Local 1788  
Sarnia

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| <b>ELECTRICIAN AND LINEMAN</b>            |                        |                                |                |                             |                |                          |                            |                    |
| <b>F O R E M A N</b>                      |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 23.91                  | 2.39                           | 0.80           | 0.66                        | 1.50           | 29.26                    | 0.03                       | 0.01               |
| 89-05-01                                  | 24.77                  | 2.48                           | 0.80           | 0.72                        | 1.50           | 30.27                    | 0.03                       | 0.03               |
| <b>SUBFOREMAN</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 22.91                  | 2.29                           | 0.80           | 0.66                        | 1.50           | 28.16                    | 0.03                       | 0.01               |
| 89-05-01                                  | 23.77                  | 2.38                           | 0.80           | 0.72                        | 1.50           | 29.17                    | 0.03                       | 0.03               |
| <b>JOURNEYMAN,<br/>WELDER</b>             |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 22.16                  | 2.22                           | 0.80           | 0.66                        | 1.50           | 27.34                    | 0.03                       | 0.01               |
| 89-05-01                                  | 23.02                  | 2.30                           | 0.80           | 0.72                        | 1.50           | 28.34                    | 0.03                       | 0.03               |
| <b>COMMUNICATIONS<br/>ELECTRICIAN</b>     |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 22.16                  | 2.22                           | 0.80           | 0.66                        | 1.50           | 27.34                    | 0.03                       | 0.01               |
| 89-05-01                                  | 23.02                  | 2.30                           | 0.80           | 0.72                        | 1.50           | 28.34                    | 0.03                       | 0.03               |
| <b>ELECTRICIAN<br/>APPRENTICE</b>         |                        |                                |                |                             |                |                          |                            |                    |
| <b>1st Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 8.41                   | 0.84                           | 0.80           |                             | 1.50           | 11.55                    | 0.03                       | 0.01               |
| 89-05-01                                  | 8.76                   | 0.88                           | 0.80           |                             | 1.50           | 11.94                    | 0.03                       | 0.03               |
| <b>2nd Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 10.67                  | 1.07                           | 0.80           |                             | 1.50           | 14.04                    | 0.03                       | 0.01               |
| 89-05-01                                  | 11.10                  | 1.11                           | 0.80           |                             | 1.50           | 14.51                    | 0.03                       | 0.03               |
| <b>3rd Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 12.92                  | 1.29                           | 0.80           |                             | 1.50           | 16.51                    | 0.03                       | 0.01               |
| 89-05-01                                  | 13.43                  | 1.34                           | 0.80           |                             | 1.50           | 17.07                    | 0.03                       | 0.03               |
| <b>4th Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 15.17                  | 1.52                           | 0.80           |                             | 1.50           | 18.99                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.77                  | 1.58                           | 0.80           |                             | 1.50           | 19.65                    | 0.03                       | 0.03               |
| <b>5th Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 17.42                  | 1.74                           | 0.80           |                             | 1.50           | 21.46                    | 0.03                       | 0.01               |
| 89-05-01                                  | 18.11                  | 1.81                           | 0.80           |                             | 1.50           | 22.22                    | 0.03                       | 0.03               |

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

ELECTRICAL YORKERS  
Local 530/Local 1788  
Sarnia

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|

**LINEMAN**  
APPRENTICE/LEARNER

(employed as apprentice  
in sector before  
81-09-07)

1st Period

|          |       |      |      |  |      |       |      |      |
|----------|-------|------|------|--|------|-------|------|------|
| 88-05-24 | 12.92 | 1.29 | 0.80 |  | 1.50 | 16.51 | 0.03 | 0.01 |
| 89-05-01 | 13.43 | 1.34 | 0.80 |  | 1.50 | 17.07 | 0.03 | 0.03 |

2nd Period

|          |       |      |      |  |      |       |      |      |
|----------|-------|------|------|--|------|-------|------|------|
| 88-05-24 | 15.17 | 1.52 | 0.80 |  | 1.50 | 18.99 | 0.03 | 0.01 |
| 89-05-01 | 15.77 | 1.58 | 0.80 |  | 1.50 | 19.65 | 0.03 | 0.03 |

3rd Period

|          |       |      |      |  |      |       |      |      |
|----------|-------|------|------|--|------|-------|------|------|
| 88-05-24 | 17.42 | 1.74 | 0.80 |  | 1.50 | 21.46 | 0.03 | 0.01 |
| 89-05-01 | 18.11 | 1.81 | 0.80 |  | 1.50 | 22.22 | 0.03 | 0.03 |

4th Period

|          |       |      |      |  |      |       |      |      |
|----------|-------|------|------|--|------|-------|------|------|
| 88-05-24 | 19.58 | 1.96 | 0.80 |  | 1.50 | 23.84 | 0.03 | 0.01 |
| 89-05-01 | 20.36 | 2.04 | 0.80 |  | 1.50 | 24.70 | 0.03 | 0.03 |

(employed as apprentice  
in sector after  
81-09-07)

1st Period

|          |       |      |      |  |      |       |      |      |
|----------|-------|------|------|--|------|-------|------|------|
| 88-05-24 | 10.67 | 1.07 | 0.80 |  | 1.50 | 14.04 | 0.03 | 0.01 |
| 89-05-01 | 11.10 | 1.11 | 0.80 |  | 1.50 | 14.51 | 0.03 | 0.03 |

2nd Period

|          |       |      |      |  |      |       |      |      |
|----------|-------|------|------|--|------|-------|------|------|
| 88-05-24 | 12.92 | 1.29 | 0.80 |  | 1.50 | 16.51 | 0.03 | 0.01 |
| 89-05-01 | 13.43 | 1.34 | 0.80 |  | 1.50 | 17.07 | 0.03 | 0.03 |

3rd Period

|          |       |      |      |  |      |       |      |      |
|----------|-------|------|------|--|------|-------|------|------|
| 88-05-24 | 15.17 | 1.52 | 0.80 |  | 1.50 | 18.99 | 0.03 | 0.01 |
| 89-05-01 | 15.77 | 1.58 | 0.80 |  | 1.50 | 19.65 | 0.03 | 0.03 |

4th Period

|          |       |      |      |  |      |       |      |      |
|----------|-------|------|------|--|------|-------|------|------|
| 88-05-24 | 17.42 | 1.74 | 0.80 |  | 1.50 | 21.46 | 0.03 | 0.01 |
| 89-05-01 | 18.11 | 1.81 | 0.80 |  | 1.50 | 22.22 | 0.03 | 0.03 |

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

ELECTRICAL WORKERS  
Local 530/Local 1788  
Sarnia

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| GROUND WORK                               |                        |                                |                |                             |                |                          |                            |                    |
| FOREMAN                                   |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 19.48                  | 1.95                           | 0.80           | 0.66                        | 1.50           | 24.39                    | 0.03                       | 0.01               |
| 89-05-01                                  | 20.17                  | 2.02                           | 0.80           | 0.72                        | 1.50           | 25.21                    | 0.03                       | 0.03               |
| GROUND WORK                               |                        |                                |                |                             |                |                          |                            |                    |
| SUBFOREMAN                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 18.48                  | 1.85                           | 0.80           | 0.66                        | 1.50           | 23.29                    | 0.03                       | 0.01               |
| 89-05-01                                  | 19.17                  | 1.92                           | 0.80           | 0.72                        | 1.50           | 24.11                    | 0.03                       | 0.03               |
| GROUNDMAN                                 |                        |                                |                |                             |                |                          |                            |                    |
| 1st Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 13.30                  | 1.33                           | 0.80           | 0.66                        | 1.50           | 17.59                    | 0.03                       | 0.01               |
| 89-05-01                                  | 13.81                  | 1.38                           | 0.80           | 0.72                        | 1.50           | 18.21                    | 0.03                       | 0.03               |
| 2nd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 15.51                  | 1.55                           | 0.80           | 0.66                        | 1.50           | 20.02                    | 0.03                       | 0.01               |
| 89-05-01                                  | 16.11                  | 1.61                           | 0.80           | 0.72                        | 1.50           | 20.74                    | 0.03                       | 0.03               |
| 3rd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 17.73                  | 1.77                           | 0.80           | 0.66                        | 1.50           | 22.46                    | 0.03                       | 0.01               |
| 89-05-01                                  | 18.42                  | 1.84                           | 0.80           | 0.72                        | 1.50           | 23.28                    | 0.03                       | 0.03               |
| GROUNDMAN                                 |                        |                                |                |                             |                |                          |                            |                    |
| DRIVER                                    |                        |                                |                |                             |                |                          |                            |                    |
| 1st Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 13.30                  | 1.33                           | 0.80           | 0.66                        | 1.50           | 17.59                    | 0.03                       | 0.01               |
| 89-05-01                                  | 13.81                  | 1.38                           | 0.80           | 0.72                        | 1.50           | 18.21                    | 0.03                       | 0.03               |
| 2nd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 15.51                  | 1.55                           | 0.80           | 0.66                        | 1.50           | 20.02                    | 0.03                       | 0.01               |
| 89-05-01                                  | 16.11                  | 1.61                           | 0.80           | 0.72                        | 1.50           | 20.74                    | 0.03                       | 0.03               |
| 3rd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 17.73                  | 1.77                           | 0.80           | 0.66                        | 1.50           | 22.46                    | 0.03                       | 0.01               |
| 89-05-01                                  | 18.42                  | 1.84                           | 0.80           | 0.72                        | 1.50           | 23.28                    | 0.03                       | 0.03               |

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

ELECTRICAL WORKERS  
Local 530/Local 1788  
Sarnia

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE FUND (1) | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|-----------------------------------|----------------------------|--------------------|
| <b>GROUNDMAN</b>                          |                        |                                |                |                             |                |                                   |                            |                    |
| <b>OPERATOR</b>                           |                        |                                |                |                             |                |                                   |                            |                    |
| <b>1st Year</b>                           |                        |                                |                |                             |                |                                   |                            |                    |
| 88-05-24                                  | 15.51                  | 1.55                           | 0.80           | 0.66                        | 1.50           | 20.02                             | 0.03                       | 0.01               |
| 89-05-01                                  | 16.11                  | 1.61                           | 0.80           | 0.72                        | 1.50           | 20.74                             | 0.03                       | 0.03               |
| <b>2nd Year</b>                           |                        |                                |                |                             |                |                                   |                            |                    |
| 88-05-24                                  | 17.73                  | 1.77                           | 0.80           | 0.66                        | 1.50           | 22.46                             | 0.03                       | 0.01               |
| 89-05-01                                  | 18.42                  | 1.84                           | 0.80           | 0.72                        | 1.50           | 23.28                             | 0.03                       | 0.03               |
| <b>3rd Year</b>                           |                        |                                |                |                             |                |                                   |                            |                    |
| 88-05-24                                  | 19.94                  | 1.99                           | 0.80           | 0.66                        | 1.50           | 24.89                             | 0.03                       | 0.01               |
| 89-05-01                                  | 20.72                  | 2.07                           | 0.80           | 0.72                        | 1.50           | 25.81                             | 0.03                       | 0.03               |
| <b>UTILITYMAN</b>                         |                        |                                |                |                             |                |                                   |                            |                    |
| 88-05-24                                  | 11.08                  | 1.11                           | 0.80           | 0.66                        | 1.50           | 15.15                             | 0.03                       | 0.01               |
| 89-05-01                                  | 11.51                  | 1.15                           | 0.80           | 0.72                        | 1.50           | 15.68                             | 0.03                       | 0.03               |

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

GEOGRAPHIC AREA: Lambton County



ELECTRICAL WORKERS  
Local 120/Local 1788  
London

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| <b>ELECTRICIAN AND LINEMAN</b>            |                        |                                |                |                             |                |                          |                            |                    |
| <b>FOREMAN</b>                            |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 23.12                  | 2.31                           | 0.80           | 0.90                        | 1.50           | 28.63                    | 0.03                       | 0.01               |
| 89-05-01                                  | 24.02                  | 2.40                           | 0.80           | 1.00                        | 1.50           | 29.72                    | 0.03                       | 0.03               |
| <b>SUBFOREMAN</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 21.77                  | 2.18                           | 0.80           | 0.90                        | 1.50           | 27.15                    | 0.03                       | 0.01               |
| 89-05-01                                  | 22.59                  | 2.26                           | 0.80           | 1.00                        | 1.50           | 28.15                    | 0.03                       | 0.03               |
| <b>JOURNEYMAN,<br/>#ELDER</b>             |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 21.02                  | 2.16                           | 0.80           | 0.90                        | 1.50           | 26.32                    | 0.03                       | 0.01               |
| 89-05-01                                  | 21.84                  | 2.18                           | 0.80           | 1.00                        | 1.50           | 27.32                    | 0.03                       | 0.03               |
| <b>COMMUNICATIONS<br/>ELECTRICIAN</b>     |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 21.02                  | 2.10                           | 0.80           | 0.90                        | 1.50           | 26.32                    | 0.03                       | 0.01               |
| 89-05-01                                  | 21.84                  | 2.18                           | 0.80           | 1.00                        | 1.50           | 27.32                    | 0.03                       | 0.03               |
| <b>ELECTRICIAN<br/>APPRENTICE</b>         |                        |                                |                |                             |                |                          |                            |                    |
| <b>1st Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 8.41                   | 0.84                           | 0.80           | 0.90                        | 1.50           | 12.45                    | 0.03                       | 0.01               |
| 89-05-01                                  | 8.74                   | 0.87                           | 0.80           | 1.00                        | 1.50           | 12.91                    | 0.03                       | 0.03               |
| <b>2nd Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 10.52                  | 1.05                           | 0.80           | 0.90                        | 1.50           | 14.77                    | 0.03                       | 0.01               |
| 89-05-01                                  | 10.93                  | 1.09                           | 0.80           | 1.00                        | 1.50           | 15.32                    | 0.03                       | 0.03               |
| <b>3rd Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 12.62                  | 1.26                           | 0.80           | 0.90                        | 1.50           | 17.08                    | 0.03                       | 0.01               |
| 89-05-01                                  | 13.11                  | 1.31                           | 0.80           | 1.00                        | 1.50           | 17.72                    | 0.03                       | 0.03               |
| <b>4th Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 14.72                  | 1.47                           | 0.80           | 0.90                        | 1.50           | 19.39                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.29                  | 1.53                           | 0.80           | 1.00                        | 1.50           | 20.12                    | 0.03                       | 0.03               |
| <b>5th Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 16.82                  | 1.68                           | 0.80           | 0.90                        | 1.50           | 21.70                    | 0.03                       | 0.01               |
| 89-05-01                                  | 17.47                  | 1.75                           | 0.80           | 1.00                        | 1.50           | 22.52                    | 0.03                       | 0.03               |

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

ELECTRICAL WORKERS  
Local 120/Local 1788  
London

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|

LINEMAN  
APPRENTICE/LEARNER

(employed as apprentice  
in sector before  
81-09-07)

1st Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 12.62 | 1.26 | 0.80 | 0.90 | 1.50 | 17.08 | 0.03 | 0.01 |
| 89-05-01 | 13.11 | 1.31 | 0.80 | 1.00 | 1.50 | 17.72 | 0.03 | 0.03 |

2nd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 14.72 | 1.47 | 0.80 | 0.90 | 1.50 | 19.39 | 0.03 | 0.01 |
| 89-05-01 | 15.29 | 1.53 | 0.80 | 1.00 | 1.50 | 20.12 | 0.03 | 0.03 |

3rd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 16.82 | 1.68 | 0.80 | 0.90 | 1.50 | 21.70 | 0.03 | 0.01 |
| 89-05-01 | 17.47 | 1.75 | 0.80 | 1.00 | 1.50 | 22.52 | 0.03 | 0.03 |

4th Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 18.92 | 1.89 | 0.80 | 0.90 | 1.50 | 24.01 | 0.03 | 0.01 |
| 89-05-01 | 19.66 | 1.97 | 0.80 | 1.00 | 1.50 | 24.93 | 0.03 | 0.03 |

(employed as apprentice  
in sector after  
81-09-07)

1st Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 10.52 | 1.05 | 0.80 | 0.90 | 1.50 | 14.77 | 0.03 | 0.01 |
| 89-05-01 | 10.93 | 1.09 | 0.80 | 1.00 | 1.50 | 15.32 | 0.03 | 0.03 |

2nd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 12.62 | 1.26 | 0.80 | 0.90 | 1.50 | 17.08 | 0.03 | 0.01 |
| 89-05-01 | 13.11 | 1.31 | 0.80 | 1.00 | 1.50 | 17.72 | 0.03 | 0.03 |

3rd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 14.72 | 1.47 | 0.80 | 0.90 | 1.50 | 19.39 | 0.03 | 0.01 |
| 89-05-01 | 15.29 | 1.53 | 0.80 | 1.00 | 1.50 | 20.12 | 0.03 | 0.03 |

4th Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 16.82 | 1.68 | 0.80 | 0.90 | 1.50 | 21.70 | 0.03 | 0.01 |
| 89-05-01 | 17.47 | 1.75 | 0.80 | 1.00 | 1.50 | 22.52 | 0.03 | 0.03 |

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

ELECTRICAL WORKERS  
Local 120/Local 1788  
London

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| GROUND WORK                               |                        |                                |                |                             |                |                          |                            |                    |
| <b>FOREMAN</b>                            |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 18.50                  | 1.85                           | 0.80           | 0.90                        | 1.50           | 23.55                    | 0.03                       | 0.01               |
| 89-05-01                                  | 19.22                  | 1.92                           | 0.80           | 1.00                        | 1.50           | 24.44                    | 0.03                       | 0.03               |
| GROUND WORK                               |                        |                                |                |                             |                |                          |                            |                    |
| <b>SUBFOREMAN</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 17.57                  | 1.76                           | 0.80           | 0.90                        | 1.50           | 22.53                    | 0.03                       | 0.01               |
| 89-05-01                                  | 18.22                  | 1.82                           | 0.80           | 1.00                        | 1.50           | 23.34                    | 0.03                       | 0.03               |
| <b>GROUNDMAN</b>                          |                        |                                |                |                             |                |                          |                            |                    |
| 1st Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 12.62                  | 1.26                           | 0.80           | 0.90                        | 1.50           | 17.08                    | 0.03                       | 0.01               |
| 89-05-01                                  | 13.11                  | 1.31                           | 0.80           | 1.00                        | 1.50           | 17.72                    | 0.03                       | 0.03               |
| 2nd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 14.72                  | 1.47                           | 0.80           | 0.90                        | 1.50           | 19.39                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.29                  | 1.53                           | 0.80           | 1.00                        | 1.50           | 20.12                    | 0.03                       | 0.03               |
| 3rd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 16.82                  | 1.68                           | 0.80           | 0.90                        | 1.50           | 21.70                    | 0.03                       | 0.01               |
| 89-05-01                                  | 17.47                  | 1.75                           | 0.80           | 1.00                        | 1.50           | 22.52                    | 0.03                       | 0.03               |
| <b>GROUNDMAN</b>                          |                        |                                |                |                             |                |                          |                            |                    |
| <b>DRIVER</b>                             |                        |                                |                |                             |                |                          |                            |                    |
| 1st Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 12.62                  | 1.26                           | 0.80           | 0.90                        | 1.50           | 17.08                    | 0.03                       | 0.01               |
| 89-05-01                                  | 13.11                  | 1.31                           | 0.80           | 1.00                        | 1.50           | 17.72                    | 0.03                       | 0.03               |
| 2nd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 14.72                  | 1.47                           | 0.80           | 0.90                        | 1.50           | 19.39                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.29                  | 1.53                           | 0.80           | 1.00                        | 1.50           | 20.12                    | 0.03                       | 0.03               |
| 3rd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 16.82                  | 1.68                           | 0.80           | 0.90                        | 1.50           | 21.70                    | 0.03                       | 0.01               |
| 89-05-01                                  | 17.47                  | 1.75                           | 0.80           | 1.00                        | 1.50           | 22.52                    | 0.03                       | 0.03               |

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

ELECTRICAL WORKERS  
Local 120/Local 1788  
London

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY &<br>RATE | VACATION<br>& STAT,<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|--------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| <b>GROUNDMAN</b>                          |                          |                                |                |                             |                |                          |                            |                    |
| OPERATOR                                  |                          |                                |                |                             |                |                          |                            |                    |
| 1st Year                                  |                          |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 14.72                    | 1.47                           | 0.80           | 0.90                        | 1.50           | 19.39                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.29                    | 1.53                           | 0.80           | 1.00                        | 1.50           | 20.12                    | 0.03                       | 0.03               |
| 2nd Year                                  |                          |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 16.82                    | 1.68                           | 0.80           | 0.90                        | 1.50           | 21.70                    | 0.03                       | 0.01               |
| 89-05-01                                  | 17.47                    | 1.75                           | 0.80           | 1.00                        | 1.50           | 22.52                    | 0.03                       | 0.03               |
| 3rd Year                                  |                          |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 18.92                    | 1.89                           | 0.80           | 0.90                        | 1.50           | 24.01                    | 0.03                       | 0.01               |
| 89-05-01                                  | 19.66                    | 1.97                           | 0.80           | 1.00                        | 1.50           | 24.93                    | 0.03                       | 0.03               |
| UTILITYMAN                                |                          |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 10.52                    | 1.05                           | 0.80           | 0.90                        | 1.50           | 14.77                    | 0.03                       | 0.01               |
| 89-05-01                                  | 10.93                    | 1.09                           | 0.80           | 1.00                        | 1.50           | 15.32                    | 0.03                       | 0.03               |

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

.....  
GEOGRAPHIC AREA: Counties of Oxford, Huron, Middlesex and Elgin  
.....

ELECTRICAL WORKERS  
Local 105/Local 1788  
Hamilton

**EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION**

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION & STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|-----------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| <b>ELECTRICIAN AND LINEMAN</b>            |                        |                             |                |                             |                |                          |                            |                    |
| <b>FOREMAN</b>                            |                        |                             |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 24.67                  | 2.47                        | 0.80           | 0.41                        | 1.50           | 29.85                    | 0.03                       | 0.01               |
| 89-05-01                                  | 25.67                  | 2.57                        | 0.80           | 0.41                        | 1.50           | 30.95                    | 0.03                       | 0.03               |
| <b>SUBFOREMAN</b>                         |                        |                             |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 23.18                  | 2.32                        | 0.80           | 0.41                        | 1.50           | 28.21                    | 0.03                       | 0.01               |
| 89-05-01                                  | 24.09                  | 2.41                        | 0.80           | 0.41                        | 1.50           | 29.21                    | 0.03                       | 0.03               |
| <b>JOURNEYMAN,<br/>WELDER</b>             |                        |                             |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 22.43                  | 2.24                        | 0.80           | 0.41                        | 1.50           | 27.38                    | 0.03                       | 0.01               |
| 89-05-01                                  | 23.34                  | 2.33                        | 0.80           | 0.41                        | 1.50           | 28.38                    | 0.03                       | 0.03               |
| <b>COMMUNICATIONS<br/>ELECTRICIAN</b>     |                        |                             |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 22.43                  | 2.24                        | 0.80           | 0.41                        | 1.50           | 27.38                    | 0.03                       | 0.01               |
| 89-05-01                                  | 23.34                  | 2.33                        | 0.80           | 0.41                        | 1.50           | 28.38                    | 0.03                       | 0.03               |
| <b>ELECTRICIAN<br/>APPRENTICE</b>         |                        |                             |                |                             |                |                          |                            |                    |
| <b>1st Period</b>                         |                        |                             |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 8.99                   | 0.90                        | 0.80           | 0.41                        | 1.50           | 12.60                    | 0.03                       | 0.01               |
| 89-05-01                                  | 9.34                   | 0.93                        | 0.80           | 0.41                        | 1.50           | 12.98                    | 0.03                       | 0.03               |
| <b>2nd Period</b>                         |                        |                             |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 11.22                  | 1.12                        | 0.80           | 0.41                        | 1.50           | 15.05                    | 0.03                       | 0.01               |
| 89-05-01                                  | 11.68                  | 1.17                        | 0.80           | 0.41                        | 1.50           | 15.56                    | 0.03                       | 0.03               |
| <b>3rd Period</b>                         |                        |                             |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 13.46                  | 1.35                        | 0.80           | 0.41                        | 1.50           | 17.52                    | 0.03                       | 0.01               |
| 89-05-01                                  | 14.01                  | 1.40                        | 0.80           | 0.41                        | 1.50           | 18.12                    | 0.03                       | 0.03               |
| <b>4th Period</b>                         |                        |                             |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 15.70                  | 1.57                        | 0.80           | 0.41                        | 1.50           | 19.98                    | 0.03                       | 0.01               |
| 89-05-01                                  | 16.34                  | 1.63                        | 0.80           | 0.41                        | 1.50           | 20.68                    | 0.03                       | 0.03               |
| <b>5th Period</b>                         |                        |                             |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 17.95                  | 1.80                        | 0.80           | 0.41                        | 1.50           | 22.46                    | 0.03                       | 0.01               |
| 89-05-01                                  | 18.67                  | 1.87                        | 0.80           | 0.41                        | 1.50           | 23.25                    | 0.03                       | 0.03               |

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

ELECTRICAL WORKERS  
Local 105/Local 1788  
Hamilton

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | EASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|

LINEMAN  
APPRENTICE/LEARNER

(employed as apprentice  
in sector before  
81-09-07)

1st Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 13.46 | 1.35 | 0.80 | 0.41 | 1.50 | 17.52 | 0.03 | 0.01 |
| 89-05-01 | 14.01 | 1.40 | 0.80 | 0.41 | 1.50 | 18.12 | 0.03 | 0.03 |

2nd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 15.70 | 1.57 | 0.80 | 0.41 | 1.50 | 19.98 | 0.03 | 0.01 |
| 89-05-01 | 16.34 | 1.63 | 0.80 | 0.41 | 1.50 | 20.68 | 0.03 | 0.03 |

3rd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 17.95 | 1.80 | 0.80 | 0.41 | 1.50 | 22.46 | 0.03 | 0.01 |
| 89-05-01 | 18.67 | 1.87 | 0.80 | 0.41 | 1.50 | 23.25 | 0.03 | 0.03 |

4th Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 20.19 | 2.02 | 0.80 | 0.41 | 1.50 | 24.92 | 0.03 | 0.01 |
| 89-05-01 | 21.01 | 1.94 | 0.80 | 0.41 | 1.50 | 25.66 | 0.03 | 0.03 |

(employed as apprentice  
in sector after  
81-09-07)

1st Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 11.22 | 1.12 | 0.80 | 0.41 | 1.50 | 15.05 | 0.03 | 0.01 |
| 89-05-01 | 11.68 | 1.17 | 0.80 | 0.41 | 1.50 | 15.56 | 0.03 | 0.03 |

2nd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 13.46 | 1.35 | 0.80 | 0.41 | 1.50 | 17.52 | 0.03 | 0.01 |
| 89-05-01 | 14.01 | 1.40 | 0.80 | 0.41 | 1.50 | 18.12 | 0.03 | 0.03 |

3rd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 15.70 | 1.57 | 0.80 | 0.41 | 1.50 | 19.98 | 0.03 | 0.01 |
| 89-05-01 | 16.34 | 1.63 | 0.80 | 0.41 | 1.50 | 20.68 | 0.03 | 0.03 |

4th Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 17.95 | 1.80 | 0.80 | 0.41 | 1.50 | 22.46 | 0.03 | 0.01 |
| 89-05-01 | 18.67 | 1.87 | 0.80 | 0.41 | 1.50 | 23.25 | 0.03 | 0.03 |

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

ELECTRICAL WORKERS  
Local 105/Local 1788  
Hamilton

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| GROUND WORK                               |                        |                                |                |                             |                |                          |                            |                    |
| FOREMAN                                   |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 19.75                  | 1.98                           | 0.80           | 0.41                        | 1.50           | 24.44                    | 0.03                       | 0.01               |
| 89-05-01                                  | 20.54                  | 2.05                           | 0.80           | 0.41                        | 1.50           | 25.30                    | 0.03                       | 0.03               |
| GROUND WORK<br>SUBFOREMAN                 |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 18.70                  | 1.87                           | 0.80           | 0.41                        | 1.50           | 23.28                    | 0.03                       | 0.01               |
| 89-05-01                                  | 19.42                  | 1.94                           | 0.80           | 0.41                        | 1.50           | 24.07                    | 0.03                       | 0.03               |
| GROUNDHAN                                 |                        |                                |                |                             |                |                          |                            |                    |
| 1st Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 13.46                  | 1.35                           | 0.80           | 0.41                        | 1.50           | 17.52                    | 0.03                       | 0.01               |
| 89-05-01                                  | 14.01                  | 1.40                           | 0.80           | 0.41                        | 1.50           | 18.12                    | 0.03                       | 0.03               |
| 2nd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 15.70                  | 1.57                           | 0.80           | 0.41                        | 1.50           | 19.98                    | 0.03                       | 0.01               |
| 89-05-01                                  | 16.34                  | 1.63                           | 0.80           | 0.41                        | 1.50           | 20.68                    | 0.03                       | 0.03               |
| 3rd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 17.95                  | 1.80                           | 0.80           | 0.41                        | 1.50           | 22.46                    | 0.03                       | 0.01               |
| 89-05-01                                  | 18.67                  | 1.87                           | 0.80           | 0.41                        | 1.50           | 23.25                    | 0.03                       | 0.03               |
| GROUNDMAN                                 |                        |                                |                |                             |                |                          |                            |                    |
| DRIVER                                    |                        |                                |                |                             |                |                          |                            |                    |
| 1st Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 13.46                  | 1.35                           | 0.80           | 0.41                        | 1.50           | 17.52                    | 0.03                       | 0.01               |
| 89-05-01                                  | 12.94                  | 1.29                           | 0.80           | 0.41                        | 1.50           | 16.94                    | 0.03                       | 0.03               |
| 2nd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 15.70                  | 1.57                           | 0.80           | 0.41                        | 1.50           | 19.98                    | 0.03                       | 0.01               |
| 89-05-01                                  | 16.34                  | 1.63                           | 0.80           | 0.41                        | 1.50           | 20.68                    | 0.03                       | 0.03               |
| 3rd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 17.95                  | 1.80                           | 0.80           | 0.41                        | 1.50           | 22.46                    | 0.03                       | 0.01               |
| 89-05-01                                  | 18.67                  | 1.87                           | 0.80           | 0.41                        | 1.50           | 23.25                    | 0.03                       | 0.03               |

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

ELECTRICAL WORKERS  
Local 105/Local 1788  
Hamilton

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WADE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| <b>GROUNDMAN</b>                          |                        |                                |                |                             |                |                          |                            |                    |
| OPERATOR                                  |                        |                                |                |                             |                |                          |                            |                    |
| 1st Year                                  |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 15.70                  | 1.57                           | 0.80           | 0.41                        | 1.50           | 19.98                    | 0.03                       | 0.01               |
| 89-05-01                                  | 16.34                  | 1.63                           | 0.80           | 0.41                        | 1.50           | 20.68                    | 0.03                       | 0.03               |
| 2nd Year                                  |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 17.95                  | 1.80                           | 0.80           | 0.41                        | 1.50           | 22.46                    | 0.03                       | 0.01               |
| 89-05-01                                  | 18.67                  | 1.87                           | 0.80           | 0.41                        | 1.50           | 23.25                    | 0.03                       | 0.03               |
| 3rd Year                                  |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 20.19                  | 2.02                           | 0.80           | 0.41                        | 1.50           | 24.92                    | 0.03                       | 0.01               |
| 89-05-01                                  | 21.01                  | 1.94                           | 0.80           | 0.41                        | 1.50           | 25.66                    | 0.03                       | 0.03               |
| UTILITYMAN                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 11.22                  | 1.12                           | 0.80           | 0.41                        | 1.50           | 15.05                    | 0.03                       | 0.01               |
| 89-05-01                                  | 11.68                  | 1.17                           | 0.80           | 0.41                        | 1.50           | 15.56                    | 0.03                       | 0.03               |

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

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 GEOGRAPHIC AREA: Hamilton-Wentworth (RM); Haldimand-Norfolk (RM) except the Town of Dunnville; Brant County in Waterloo (RM) that portion of the City of Cambridge east of a line drawn from the intersection of the southwest corner of Wellington County and Waterloo (RM) to the northeast corner of Brant County; Halton (RM) west of the 8th line and south of Hwy 401  
 .....



ELECTRICAL WORKERS  
Local 303/Local 1788  
Niagara Peninsula

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| <b>ELECTRICIAN AND LINEMAN</b>            |                        |                                |                |                             |                |                          |                            |                    |
| <b>FOREMAN</b>                            |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 23.95                  | 2.40                           | 0.80           | 0.41                        | 1.50           | 29.06                    | 0.03                       | 0.01               |
| 89-05-01                                  | 24.95                  | 2.50                           | 0.80           | 0.41                        | 1.50           | 30.16                    | 0.03                       | 0.03               |
| <b>SUBFOREMAN</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 22.52                  | 2.25                           | 0.80           | 0.41                        | 1.50           | 27.48                    | 0.03                       | 0.01               |
| 89-05-01                                  | 23.43                  | 2.34                           | 0.80           | 0.41                        | 1.50           | 28.48                    | 0.03                       | 0.03               |
| <b>JOURNEYMAN,<br/>WELDER</b>             |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 21.77                  | 2.18                           | 0.80           | 0.41                        | 1.50           | 26.66                    | 0.03                       | 0.01               |
| 89-05-01                                  | 22.68                  | 2.27                           | 0.80           | 0.41                        | 1.50           | 27.66                    | 0.03                       | 0.03               |
| <b>COMMUNICATIONS<br/>ELECTRICIAN</b>     |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 21.77                  | 2.18                           | 0.80           | 0.41                        | 1.50           | 26.66                    | 0.03                       | 0.01               |
| 89-05-01                                  | 22.68                  | 2.27                           | 0.80           | 0.41                        | 1.50           | 27.66                    | 0.03                       | 0.03               |
| <b>ELECTRICIAN<br/>APPRENTICE</b>         |                        |                                |                |                             |                |                          |                            |                    |
| <b>1st Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 8.70                   | 0.87                           | 0.80           | 0.41                        | 1.50           | 12.28                    | 0.03                       | 0.01               |
| 89-05-01                                  | 9.07                   | 0.91                           | 0.80           | 0.41                        | 1.50           | 12.69                    | 0.03                       | 0.03               |
| <b>2nd Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 10.88                  | 1.09                           | 0.80           | 0.41                        | 1.50           | 14.68                    | 0.03                       | 0.01               |
| 89-05-01                                  | 11.35                  | 1.13                           | 0.80           | 0.41                        | 1.50           | 15.19                    | 0.03                       | 0.03               |
| <b>3rd Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 13.06                  | 1.31                           | 0.80           | 0.41                        | 1.50           | 17.08                    | 0.03                       | 0.01               |
| 89-05-01                                  | 13.60                  | 1.36                           | 0.80           | 0.41                        | 1.50           | 17.67                    | 0.03                       | 0.03               |
| <b>4th Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 15.25                  | 1.52                           | 0.80           | 0.41                        | 1.50           | 19.48                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.87                  | 1.59                           | 0.80           | 0.41                        | 1.50           | 20.17                    | 0.03                       | 0.03               |
| <b>5th Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 17.41                  | 1.74                           | 0.80           | 0.41                        | 1.50           | 21.86                    | 0.03                       | 0.01               |
| 89-05-01                                  | 18.15                  | 1.81                           | 0.80           | 0.41                        | 1.50           | 22.67                    | 0.03                       | 0.03               |

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



ELECTRICAL WORKERS  
Local 303/Local 1788  
Niagara Peninsula

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY &<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|--------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| GROUND WORK                               |                          |                                |                |                             |                |                          |                            |                    |
| FOREMAN                                   |                          |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 19.15                    | 1.92                           | 0.80           | 0.41                        | 1.50           | 23.78                    | 0.03                       | 0.01               |
| 89-05-01                                  | 19.97                    | 2.00                           | 0.80           | 0.41                        | 1.50           | 24.68                    | 0.03                       | 0.03               |
| GROUND WORK                               |                          |                                |                |                             |                |                          |                            |                    |
| SUBFOREMAN                                |                          |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 18.16                    | 1.82                           | 0.80           | 0.41                        | 1.50           | 22.69                    | 0.03                       | 0.01               |
| 89-05-01                                  | 18.90                    | 1.89                           | 0.80           | 0.41                        | 1.50           | 23.50                    | 0.03                       | 0.03               |
| GROUNDMAN                                 |                          |                                |                |                             |                |                          |                            |                    |
| 1st Period                                |                          |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 13.06                    | 1.31                           | 0.80           | 0.41                        | 1.50           | 17.08                    | 0.03                       | 0.01               |
| 89-05-01                                  | 13.60                    | 1.36                           | 0.80           | 0.41                        | 1.50           | 17.67                    | 0.03                       | 0.03               |
| 2nd Period                                |                          |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 15.25                    | 1.52                           | 0.80           | 0.41                        | 1.50           | 19.48                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.87                    | 1.59                           | 0.80           | 0.41                        | 1.50           | 20.17                    | 0.03                       | 0.03               |
| 3rd Period                                |                          |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 17.41                    | 1.74                           | 0.80           | 0.41                        | 1.50           | 21.86                    | 0.03                       | 0.01               |
| 89-05-01                                  | 18.15                    | 1.81                           | 0.80           | 0.41                        | 1.50           | 22.67                    | 0.03                       | 0.03               |
| GROUNDMAN                                 |                          |                                |                |                             |                |                          |                            |                    |
| DRIVER                                    |                          |                                |                |                             |                |                          |                            |                    |
| 1st Period                                |                          |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 13.06                    | 1.31                           | 0.80           | 0.41                        | 1.50           | 17.08                    | 0.03                       | 0.01               |
| 89-05-01                                  | 13.60                    | 1.36                           | 0.80           | 0.41                        | 1.50           | 17.67                    | 0.03                       | 0.03               |
| 2nd Period                                |                          |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 15.25                    | 1.52                           | 0.80           | 0.41                        | 1.50           | 19.48                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.87                    | 1.59                           | 0.80           | 0.41                        | 1.50           | 20.17                    | 0.03                       | 0.03               |
| 3rd Period                                |                          |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 17.41                    | 1.74                           | 0.80           | 0.41                        | 1.50           | 21.86                    | 0.03                       | 0.01               |
| 89-05-01                                  | 18.15                    | 1.81                           | 0.80           | 0.41                        | 1.50           | 22.67                    | 0.03                       | 0.03               |

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

ELECTRICAL WORKERS  
Local 303/Local 1788  
Niagara Peninsula

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>P A C K & E | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|------------------------------|----------------------------|--------------------|
| GROUNDMAN                                 |                        |                                |                |                             |                |                              |                            |                    |
| OPERATOR                                  |                        |                                |                |                             |                |                              |                            |                    |
| 1st Year                                  |                        |                                |                |                             |                |                              |                            |                    |
| 88-05-24                                  | 15.25                  | 1.52                           | 0.80           | 0.41                        | 1.50           | 19.48                        | 0.03                       | 0.01               |
| 89-05-01                                  | 15.87                  | 1.59                           | 0.80           | 0.41                        | 1.50           | 20.17                        | 0.03                       | 0.03               |
| 2nd Year                                  |                        |                                |                |                             |                |                              |                            |                    |
| 88-05-24                                  | 17.41                  | 1.74                           | 0.80           | 0.41                        | 1.50           | 21.86                        | 0.03                       | 0.01               |
| 89-05-01                                  | 18.15                  | 1.81                           | 0.80           | 0.41                        | 1.50           | 22.67                        | 0.03                       | 0.03               |
| 3rd Year                                  |                        |                                |                |                             |                |                              |                            |                    |
| 88-05-24                                  | 19.59                  | 1.96                           | 0.80           | 0.41                        | 1.50           | 24.26                        | 0.03                       | 0.01               |
| 89-05-01                                  | 20.41                  | 2.04                           | 0.80           | 0.41                        | 1.50           | 25.16                        | 0.03                       | 0.03               |
| UTILITYMAN                                |                        |                                |                |                             |                |                              |                            |                    |
| 88-05-24                                  | 10.88                  | 1.09                           | 0.80           | 0.41                        | 1.50           | 14.68                        | 0.03                       | 0.01               |
| 89-05-01                                  | 11.35                  | 1.13                           | 0.80           | 0.41                        | 1.50           | 15.19                        | 0.03                       | 0.03               |

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

.....  
GEOGRAPHIC AREA: Niagara (RM); in Haldimand-Norfolk (RM) the Town of Dunnville  
.....

ELECTRICAL WORKERS  
Local 804/Local 1788  
Central Ontario

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| ELECTRICIAN AND LINEMAN                   |                        |                                |                |                             |                |                          |                            |                    |
| FOREMAN                                   |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 22.97                  | 2.30                           | 0.80           | 1.14                        | 1.50           | 28.71                    | 0.03                       | 0.01               |
| 89-05-01                                  | 23.90                  | 2.39                           | 0.80           | 1.22                        | 1.50           | 29.81                    | 0.03                       | 0.03               |
| SUBFOREMAN                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 21.63                  | 2.16                           | 0.80           | 1.04                        | 1.50           | 27.13                    | 0.03                       | 0.01               |
| 89-05-01                                  | 22.48                  | 2.25                           | 0.80           | 1.11                        | 1.50           | 28.14                    | 0.03                       | 0.03               |
| JOURNEYMAN,<br>WELDER                     |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 20.88                  | 2.09                           | 0.80           | 0.98                        | 1.50           | 26.25                    | 0.03                       | 0.01               |
| 89-05-01                                  | 21.73                  | 2.17                           | 0.80           | 1.05                        | 1.50           | 27.25                    | 0.03                       | 0.03               |
| COMMUNICATIONS<br>ELECTRICIAN             |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 20.88                  | 2.09                           | 0.80           | 0.98                        | 1.50           | 26.25                    | 0.03                       | 0.01               |
| 89-05-01                                  | 21.73                  | 2.17                           | 0.80           | 1.05                        | 1.50           | 27.25                    | 0.03                       | 0.03               |
| ELECTRICIAN<br>APPRENTICE                 |                        |                                |                |                             |                |                          |                            |                    |
| 1st Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 8.15                   | 0.81                           | 0.80           |                             | 1.50           | 11.26                    | 0.03                       | 0.01               |
| 89-05-01                                  | 8.50                   | 0.85                           | 0.80           |                             | 1.50           | 11.65                    | 0.03                       | 0.03               |
| 2nd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 10.42                  | 1.04                           | 0.80           |                             | 1.50           | 13.76                    | 0.03                       | 0.01               |
| 89-05-01                                  | 10.85                  | 1.09                           | 0.80           | 0.02                        | 1.50           | 14.26                    | 0.03                       | 0.03               |
| 3rd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 12.53                  | 1.25                           | 0.80           | 0.17                        | 1.50           | 16.25                    | 0.03                       | 0.01               |
| 89-05-01                                  | 13.04                  | 1.30                           | 0.80           | 0.21                        | 1.50           | 16.85                    | 0.03                       | 0.03               |
| 4th Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 14.64                  | 1.46                           | 0.80           | 0.34                        | 1.50           | 18.74                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.25                  | 1.52                           | 0.80           | 0.38                        | 1.50           | 19.45                    | 0.03                       | 0.03               |
| 5th Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 16.15                  | 1.68                           | 0.80           | 0.50                        | 1.50           | 21.24                    | 0.03                       | 0.01               |
| 89-05-01                                  | 17.44                  | 1.74                           | 0.80           | 0.56                        | 1.50           | 22.04                    | 0.03                       | 0.03               |

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

ELECTRICAL WORKERS  
Local 804/Local 1788  
Central Ontario

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|

**LINEMAN**  
APPRENTICE /LEARNER

(employed as apprentice  
in sector before  
81-09-07)

1st Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 12.53 | 1.25 | 0.80 | 0.17 | 1.50 | 16.25 | 0.03 | 0.01 |
| 89-05-01 | 13.04 | 1.30 | 0.80 | 0.21 | 1.50 | 16.85 | 0.03 | 0.03 |

2nd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 14.64 | 1.46 | 0.80 | 0.34 | 1.50 | 18.74 | 0.03 | 0.01 |
| 89-05-01 | 15.25 | 1.52 | 0.80 | 0.38 | 1.50 | 19.45 | 0.03 | 0.03 |

3rd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 16.76 | 1.68 | 0.80 | 0.50 | 1.50 | 21.24 | 0.03 | 0.01 |
| 89-05-01 | 17.44 | 1.74 | 0.80 | 0.56 | 1.50 | 22.04 | 0.03 | 0.03 |

4th Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 18.79 | 1.88 | 0.80 | 0.66 | 1.50 | 23.63 | 0.03 | 0.01 |
| 89-05-01 | 19.56 | 1.96 | 0.80 | 0.72 | 1.50 | 24.54 | 0.03 | 0.03 |

(employed as apprentice  
in sector after  
81-09-07)

1st Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 10.42 | 1.04 | 0.80 |      | 1.50 | 13.76 | 0.03 | 0.01 |
| 89-05-01 | 10.85 | 1.09 | 0.80 | 0.02 | 1.50 | 14.26 | 0.03 | 0.03 |

2nd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 12.53 | 1.25 | 0.80 | 0.17 | 1.50 | 16.25 | 0.03 | 0.01 |
| 89-05-01 | 13.04 | 1.30 | 0.80 | 0.21 | 1.50 | 16.85 | 0.03 | 0.03 |

3rd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 14.64 | 1.46 | 0.80 | 0.34 | 1.50 | 18.74 | 0.03 | 0.01 |
| 89-05-01 | 15.25 | 1.52 | 0.80 | 0.38 | 1.50 | 19.45 | 0.03 | 0.03 |

4th Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 16.76 | 1.68 | 0.80 | 0.50 | 1.50 | 21.24 | 0.03 | 0.01 |
| 89-05-01 | 17.44 | 1.74 | 0.80 | 0.56 | 1.50 | 22.04 | 0.03 | 0.03 |

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

ELECTRICAL WORKERS  
Local 804/Local 1788  
Central Ontario

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAG<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| GROUND WORK                               |                        |                                |                |                             |                |                          |                            |                    |
| FOREMAN                                   |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 18.44                  | 1.84                           | 0.80           | 0.50                        | 1.50           | 23.08                    | 0.03                       | 0.01               |
| 89-05-01                                  | 19.18                  | 1.92                           | 0.80           | 0.56                        | 1.50           | 23.96                    | 0.03                       | 0.03               |
| GROUND WORK<br>SUBFOREMAN                 |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 17.51                  | 1.75                           | 0.80           | 0.98                        | 1.50           | 22.54                    | 0.03                       | 0.01               |
| 89-05-01                                  | 18.19                  | 1.82                           | 0.80           | 1.05                        | 1.50           | 23.36                    | 0.03                       | 0.03               |
| GROUNDMAN                                 |                        |                                |                |                             |                |                          |                            |                    |
| 1st Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 12.53                  | 1.25                           | 0.80           | 0.17                        | 1.50           | 16.25                    | 0.03                       | 0.01               |
| 89-05-01                                  | 13.04                  | 1.30                           | 0.80           | 0.21                        | 1.50           | 16.85                    | 0.03                       | 0.03               |
| 2nd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 14.64                  | 1.46                           | 0.80           | 0.34                        | 1.50           | 18.74                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.25                  | 1.52                           | 0.80           | 0.38                        | 1.50           | 19.45                    | 0.03                       | 0.03               |
| 3rd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 16.76                  | 1.68                           | 0.80           | 0.50                        | 1.50           | 21.24                    | 0.03                       | 0.01               |
| 89-05-01                                  | 17.44                  | 1.74                           | 0.80           | 0.56                        | 1.50           | 22.04                    | 0.03                       | 0.03               |
| GROUNDMAN<br>DRIVER                       |                        |                                |                |                             |                |                          |                            |                    |
| 1st Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 12.53                  | 1.25                           | 0.80           | 0.17                        | 1.50           | 16.25                    | 0.03                       | 0.01               |
| 89-05-01                                  | 13.04                  | 1.30                           | 0.80           | 0.21                        | 1.50           | 16.85                    | 0.03                       | 0.03               |
| 2nd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 14.64                  | 1.46                           | 0.80           | 0.34                        | 1.50           | 18.74                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.25                  | 1.52                           | 0.80           | 0.38                        | 1.50           | 19.45                    | 0.03                       | 0.03               |
| 3rd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 16.76                  | 1.68                           | 0.80           | 0.50                        | 1.50           | 21.24                    | 0.03                       | 0.01               |
| 89-05-01                                  | 17.44                  | 1.74                           | 0.80           | 0.56                        | 1.50           | 22.04                    | 0.03                       | 0.03               |

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

ELECTRICAL WORKERS  
Local 804/Local 1788  
Central Ontario

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| <b>GROUNDMAN</b>                          |                        |                                |                |                             |                |                          |                            |                    |
| <b>OPERATOR</b>                           |                        |                                |                |                             |                |                          |                            |                    |
| <b>1st Year</b>                           |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 14.64                  | 1.46                           | 0.80           | 0.34                        | 1.50           | 18.74                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.25                  | 1.52                           | 0.80           | 0.38                        | 1.50           | 19.45                    | 0.03                       | 0.03               |
| <b>2nd Year</b>                           |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 16.76                  | 1.68                           | 0.80           | 0.50                        | 1.50           | 21.24                    | 0.03                       | 0.01               |
| 89-05-01                                  | 17.44                  | 1.74                           | 0.80           | 0.56                        | 1.50           | 22.04                    | 0.03                       | 0.03               |
| <b>3rd Year</b>                           |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 18.79                  | 1.88                           | 0.80           | 0.66                        | 1.50           | 23.63                    | 0.03                       | 0.01               |
| 89-05-01                                  | 19.56                  | 1.96                           | 0.80           | 0.72                        | 1.50           | 24.54                    | 0.03                       | 0.03               |
| <b>UTILITYMAN</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 10.42                  | 1.04                           | 0.80           |                             | 1.50           | 13.76                    | 0.03                       | 0.01               |
| 89-05-01                                  | 10.85                  | 1.09                           | 0.80           | 0.02                        | 1.50           | 14.26                    | 0.03                       | 0.03               |

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

GEOGRAPHIC AREA: Counties of Bruce, Grey, Dufferin, Perth and Wellington; Halton (RM) north of Hwy 401; Waterloo (RM) except that portion of the City of Cambridge east of a line drawn from the intersection of the southwest corner of Wellington County and Waterloo (RM) to the northeast corner of Brant County



ELECTRICAL WORKERS  
Local 353/Local 1788  
Toronto

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| <b>ELECTRICIAN AND LINEMAN</b>            |                        |                                |                |                             |                |                          |                            |                    |
| <b>FOREMAN</b>                            |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 24.20                  | 2.42                           | 0.80           | 0.56                        | 1.50           | 29.48                    | 0.03                       | 0.01               |
| 89-05-01                                  | 25.20                  | 2.52                           | 0.80           | 0.56                        | 1.50           | 30.58                    | 0.03                       | 0.03               |
| <b>SUBFOREMAN</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 22.75                  | 2.28                           | 0.80           | 0.56                        | 1.50           | 27.89                    | 0.03                       | 0.01               |
| 89-05-01                                  | 23.66                  | 2.37                           | 0.80           | 0.56                        | 1.50           | 28.89                    | 0.03                       | 0.03               |
| <b>JOURNEYMAN,<br/>#ELDER</b>             |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 22.00                  | 2.20                           | 0.80           | 0.56                        | 1.50           | 27.06                    | 0.03                       | 0.01               |
| 89-05-01                                  | 22.91                  | 2.29                           | 0.80           | 0.56                        | 1.50           | 28.06                    | 0.03                       | 0.03               |
|   |                        |                                |                |                             |                | 29.49                    | + 60                       | 30.09              |
|   |                        |                                |                |                             |                |                          | + .75                      | 32.09              |
| <b>COMMUNICATIONS</b>                     |                        |                                |                |                             |                |                          |                            |                    |
| <b>ELECTRICIAN</b>                        |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 22.00                  | 2.20                           | 0.80           | 0.56                        | 1.50           | 27.06                    | 0.03                       | 0.01               |
| 89-05-01                                  | 22.91                  | 2.29                           | 0.80           | 0.56                        | 1.50           | 28.06                    | 0.03                       | 0.03               |
| <b>ELECTRICIAN<br/>APPRENTICE</b>         |                        |                                |                |                             |                |                          |                            |                    |
| <b>1st Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 8.82                   | 0.88                           | 0.80           | 0.56                        | 1.50           | 12.56                    | 0.03                       | 0.01               |
| 89-05-01                                  | 9.18                   | 0.92                           | 0.80           | 0.56                        | 1.50           | 12.96                    | 0.03                       | 0.03               |
| <b>2nd Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 11.02                  | 1.10                           | 0.80           | 0.56                        | 1.50           | 14.98                    | 0.03                       | 0.01               |
| 89-05-01                                  | 11.46                  | 1.15                           | 0.80           | 0.56                        | 1.50           | 15.47                    | 0.03                       | 0.03               |
| <b>3rd Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 13.21                  | 1.32                           | 0.80           | 0.56                        | 1.50           | 17.39                    | 0.03                       | 0.01               |
| 89-05-01                                  | 13.75                  | 1.38                           | 0.80           | 0.56                        | 1.50           | 17.99                    | 0.03                       | 0.03               |
| <b>4th Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 15.41                  | 1.54                           | 0.80           | 0.56                        | 1.50           | 19.81                    | 0.03                       | 0.01               |
| 89-05-01                                  | 16.05                  | 1.60                           | 0.80           | 0.56                        | 1.50           | 20.51                    | 0.03                       | 0.03               |
| <b>5th Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 17.61                  | 1.76                           | 0.80           | 0.56                        | 1.50           | 22.23                    | 0.03                       | 0.01               |
| 89-05-01                                  | 18.33                  | 1.83                           | 0.80           | 0.56                        | 1.50           | 23.02                    | 0.03                       | 0.03               |

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

ELECTRICAL WORKERS  
Local 353/Local 1788  
Toronto

**EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION**

.....  
 CLASSIFICATIONS AND EFFECTIVE DATES      BASE HOURLY RATE      VACATION & STAT. HOLIDAY      WELFARE (2)      SPECIAL ALLOWANCE (2)      PENSION (2)      TOTAL WAGE PACKAGE      EPSCA ASSDC FUND (1)      JAC FUND (1)  
 .....

LINEMAN  
APPRENTICE/LEARNER  
-----

(employed as apprentice  
in sector before  
81-09-07)

1st Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 13.21 | 1.32 | 0.80 | 0.56 | 1.50 | 17.39 | 0.03 | 0.01 |
| 89-05-01 | 13.75 | 1.38 | 0.80 | 0.56 | 1.50 | 17.99 | 0.03 | 0.03 |

2nd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 15.41 | 1.54 | 0.80 | 0.56 | 1.50 | 19.81 | 0.03 | 0.01 |
| 89-05-01 | 16.05 | 1.60 | 0.80 | 0.56 | 1.50 | 20.51 | 0.03 | 0.03 |

3rd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 17.61 | 1.76 | 0.80 | 0.56 | 1.50 | 22.23 | 0.03 | 0.01 |
| 89-05-01 | 18.33 | 1.83 | 0.80 | 0.56 | 1.50 | 23.02 | 0.03 | 0.03 |

4th Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 19.80 | 1.98 | 0.80 | 0.56 | 1.50 | 24.64 | 0.03 | 0.01 |
| 89-05-01 | 20.62 | 2.06 | 0.80 | 0.56 | 1.50 | 25.54 | 0.03 | 0.03 |

(employed as apprentice  
in sector after  
81-09-07)

1st Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 11.02 | 1.10 | 0.80 | 0.56 | 1.50 | 14.98 | 0.03 | 0.01 |
| 89-05-01 | 11.46 | 1.15 | 0.80 | 0.56 | 1.50 | 15.47 | 0.03 | 0.03 |

2nd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 13.21 | 1.32 | 0.80 | 0.56 | 1.50 | 17.39 | 0.03 | 0.01 |
| 89-05-01 | 13.75 | 1.38 | 0.80 | 0.56 | 1.50 | 17.99 | 0.03 | 0.03 |

3rd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 15.41 | 1.54 | 0.80 | 0.56 | 1.50 | 19.81 | 0.03 | 0.01 |
| 89-05-01 | 16.05 | 1.60 | 0.80 | 0.56 | 1.50 | 20.51 | 0.03 | 0.03 |

4th Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 17.61 | 1.76 | 0.80 | 0.56 | 1.50 | 22.23 | 0.03 | 0.01 |
| 89-05-01 | 18.33 | 1.83 | 0.80 | 0.56 | 1.50 | 23.02 | 0.03 | 0.03 |

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

ELECTRICAL WORKERS  
Local 535/Local 1788  
Toronto

**EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION**

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| GROUND WORK                               |                        |                                |                |                             |                |                          |                            |                    |
| FOREMAN                                   |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 19.37                  | 1.94                           | 0.80           | 0.56                        | 1.50           | 24.17                    | 0.03                       | 0.01               |
| 89-05-01                                  | 20.16                  | 2.02                           | 0.80           | 0.56                        | 1.50           | 25.04                    | 0.03                       | 0.03               |
| GROUND WORK<br>SUBFOREMAN                 |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 18.36                  | 1.84                           | 0.80           | 0.56                        | 1.50           | 23.06                    | 0.03                       | 0.01               |
| 89-05-01                                  | 19.08                  | 1.91                           | 0.80           | 0.56                        | 1.50           | 23.85                    | 0.03                       | 0.03               |
| GROUNDMAN                                 |                        |                                |                |                             |                |                          |                            |                    |
| 1st Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 13.21                  | 1.32                           | 0.80           | 0.56                        | 1.50           | 17.39                    | 0.03                       | 0.01               |
| 89-05-01                                  | 13.75                  | 1.38                           | 0.80           | 0.56                        | 1.50           | 17.99                    | 0.03                       | 0.03               |
| 2nd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 15.41                  | 1.54                           | 0.80           | 0.56                        | 1.50           | 19.81                    | 0.03                       | 0.01               |
| 89-05-01                                  | 16.05                  | 1.60                           | 0.80           | 0.56                        | 1.50           | 20.51                    | 0.03                       | 0.03               |
| 3rd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 17.61                  | 1.76                           | 0.80           | 0.56                        | 1.50           | 22.23                    | 0.03                       | 0.01               |
| 89-05-01                                  | 18.33                  | 1.83                           | 0.80           | 0.56                        | 1.50           | 23.02                    | 0.03                       | 0.03               |
| GROUNDMAN<br>DRIVER                       |                        |                                |                |                             |                |                          |                            |                    |
| 1st Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 13.21                  | 1.32                           | 0.80           | 0.56                        | 1.50           | 17.39                    | 0.03                       | 0.01               |
| 89-05-01                                  | 13.75                  | 1.38                           | 0.80           | 0.56                        | 1.50           | 17.99                    | 0.03                       | 0.03               |
| 2nd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 15.41                  | 1.54                           | 0.80           | 0.56                        | 1.50           | 19.81                    | 0.03                       | 0.01               |
| 89-05-01                                  | 16.05                  | 1.60                           | 0.80           | 0.56                        | 1.50           | 20.51                    | 0.03                       | 0.03               |
| 3rd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 17.61                  | 1.76                           | 0.80           | 0.56                        | 1.50           | 22.23                    | 0.03                       | 0.01               |
| 89-05-01                                  | 18.33                  | 1.83                           | 0.80           | 0.56                        | 1.50           | 23.02                    | 0.03                       | 0.03               |

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

ELECTRICAL WORKERS  
Local 353/Local 1788  
Toronto

**EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION**

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| GROUNDMAN                                 |                        |                                |                |                             |                |                          |                            |                    |
| OPERATOR                                  |                        |                                |                |                             |                |                          |                            |                    |
| 1st Year                                  |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 15.41                  | 1.54                           | 0.80           | 0.56                        | 1.50           | 19.81                    | 0.03                       | 0.01               |
| 89-05-01                                  | 16.05                  | 1.60                           | 0.80           | 0.56                        | 1.50           | 20.51                    | 0.03                       | 0.03               |
| 2nd Year                                  |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 17.61                  | 1.76                           | 0.80           | 0.56                        | 1.50           | 22.23                    | 0.03                       | 0.01               |
| 89-05-01                                  | 18.33                  | 1.83                           | 0.80           | 0.56                        | 1.50           | 23.02                    | 0.03                       | 0.03               |
| 3rd Year                                  |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 19.80                  | 1.98                           | 0.80           | 0.56                        | 1.50           | 24.64                    | 0.03                       | 0.01               |
| 89-05-01                                  | 20.62                  | 2.06                           | 0.80           | 0.56                        | 1.50           | 25.54                    | 0.03                       | 0.03               |
| UTILITYMAN                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 11.02                  | 1.16                           | 0.80           | 0.56                        | 1.50           | 14.98                    | 0.03                       | 0.01               |
| 89-05-01                                  | 11.46                  | 1.15                           | 0.80           | 0.56                        | 1.50           | 15.47                    | 0.03                       | 0.03               |

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

GEOGRAPHIC AREA: Metropolitan Toronto; York (RM); Peel (RM); Halton (RM) east of the Bth line and south of Hwy 401

ELECTRICAL WORKERS  
Local 894/Local 1788  
Oshawa/Port Hope

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| ELECTRICIAN AND LINEMAN                   |                        |                                |                |                             |                |                          |                            |                    |
| FOREMAN                                   |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 23.99                  | 2.40                           | 0.80           | 0.20                        | 1.50           | 28.89                    | 0.03                       | 0.01               |
| 88-07-01                                  | 23.78                  | 2.38                           | 0.80           | 0.41                        | 1.50           | 28.87                    | 0.03                       | 0.01               |
| 89-05-01                                  | 24.78                  | 2.48                           | 0.80           | 0.41                        | 1.50           | 29.97                    | 0.03                       | 0.03               |
| SUBFOREMAN                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 22.56                  | 2.26                           | 0.80           | 0.20                        | 1.50           | 27.32                    | 0.03                       | 0.01               |
| 88-07-01                                  | 22.37                  | 2.24                           | 0.80           | 0.41                        | 1.50           | 27.32                    | 0.03                       | 0.01               |
| 89-05-01                                  | 23.28                  | 2.33                           | 0.80           | 0.41                        | 1.50           | 28.32                    | 0.03                       | 0.03               |
| JOURNEYMAN,<br>WELDER                     |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 21.81                  | 2.18                           | 0.80           | 0.20                        | 1.50           | 26.49                    | 0.03                       | 0.01               |
| 88-07-01                                  | 21.62                  | 2.16                           | 0.80           | 0.41                        | 1.50           | 26.49                    | 0.03                       | 0.01               |
| 89-05-01                                  | 22.53                  | 2.25                           | 0.80           | 0.41                        | 1.50           | 27.49                    | 0.03                       | 0.03               |
| COMMUNICATIONS                            |                        |                                |                |                             |                |                          |                            |                    |
| ELECTRICIAN                               |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 21.81                  | 2.18                           | 0.80           | 0.20                        | 1.50           | 26.49                    | 0.03                       | 0.01               |
| 88-07-01                                  | 21.62                  | 2.16                           | 0.80           | 0.41                        | 1.50           | 26.49                    | 0.03                       | 0.01               |
| 89-05-01                                  | 22.53                  | 2.25                           | 0.80           | 0.41                        | 1.50           | 27.49                    | 0.03                       | 0.03               |
| ELECTRICIAN<br>APPRENTICE                 |                        |                                |                |                             |                |                          |                            |                    |
| 1st Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 8.73                   | 0.87                           | 0.80           | 0.20                        | 1.50           | 12.10                    | 0.03                       | 0.01               |
| 88-07-01                                  | 8.54                   | 0.85                           | 0.80           | 0.41                        | 1.50           | 12.10                    | 0.03                       | 0.01               |
| 89-05-01                                  | 9.01                   | 0.90                           | 0.80           | 0.41                        | 1.50           | 12.62                    | 0.03                       | 0.03               |
| 2nd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 10.91                  | 1.09                           | 0.80           | 0.20                        | 1.50           | 14.50                    | 0.03                       | 0.01               |
| 88-07-01                                  | 10.72                  | 1.07                           | 0.80           | 0.41                        | 1.50           | 14.50                    | 0.03                       | 0.01               |
| 89-05-01                                  | 11.27                  | 1.13                           | 0.80           | 0.41                        | 1.50           | 15.11                    | 0.03                       | 0.03               |
| 3rd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 13.09                  | 1.31                           | 0.80           | 0.20                        | 1.50           | 16.90                    | 0.03                       | 0.01               |
| 88-07-01                                  | 12.90                  | 1.29                           | 0.80           | 0.41                        | 1.50           | 16.90                    | 0.03                       | 0.01               |
| 89-05-01                                  | 13.52                  | 1.35                           | 0.80           | 0.41                        | 1.50           | 17.58                    | 0.03                       | 0.03               |
| 4th Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 15.27                  | 1.53                           | 0.80           | 0.20                        | 1.50           | 19.30                    | 0.03                       | 0.01               |
| 88-07-01                                  | 15.08                  | 1.51                           | 0.80           | 0.41                        | 1.50           | 19.30                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.77                  | 1.58                           | 0.80           | 0.41                        | 1.50           | 20.06                    | 0.03                       | 0.03               |
| 5th Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 17.45                  | 1.74                           | 0.80           | 0.20                        | 1.50           | 21.69                    | 0.03                       | 0.01               |
| 88-07-01                                  | 17.25                  | 1.73                           | 0.80           | 0.41                        | 1.50           | 21.69                    | 0.03                       | 0.01               |
| 89-05-01                                  | 18.02                  | 1.80                           | 0.80           | 0.41                        | 1.50           | 22.53                    | 0.03                       | 0.03               |

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

ELECTRICAL WORKERS  
Local 894/Local 1788  
Oshawa/Port Hope

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|

LINEMAN  
APPRENTICE/LEARNER

(employed as apprentice  
in sector before  
81-09-07)

1st Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 13.09 | 1.31 | 0.80 | 0.20 | 1.50 | 16.90 | 0.03 | 0.01 |
| 88-07-01 | 12.90 | 1.29 | 0.80 | 0.41 | 1.50 | 16.90 | 0.03 | 0.01 |
| 89-05-01 | 13.52 | 1.35 | 0.80 | 0.41 | 1.50 | 17.58 | 0.03 | 0.03 |

2nd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 15.27 | 1.53 | 0.80 | 0.20 | 1.50 | 19.30 | 0.03 | 0.01 |
| 88-07-01 | 15.08 | 1.51 | 0.80 | 0.41 | 1.50 | 19.30 | 0.03 | 0.01 |
| 89-05-01 | 15.77 | 1.58 | 0.80 | 0.41 | 1.50 | 20.06 | 0.03 | 0.03 |

3rd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 17.45 | 1.74 | 0.80 | 0.20 | 1.50 | 21.69 | 0.03 | 0.01 |
| 88-07-01 | 17.25 | 1.73 | 0.80 | 0.41 | 1.50 | 21.69 | 0.03 | 0.01 |
| 89-05-01 | 18.02 | 1.80 | 0.80 | 0.41 | 1.50 | 22.53 | 0.03 | 0.03 |

4th Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 19.63 | 1.96 | 0.80 | 0.20 | 1.50 | 24.09 | 0.03 | 0.01 |
| 88-07-01 | 19.44 | 1.94 | 0.80 | 0.41 | 1.50 | 24.09 | 0.03 | 0.01 |
| 89-05-01 | 20.28 | 2.03 | 0.80 | 0.41 | 1.50 | 25.02 | 0.03 | 0.03 |

(employed as apprentice  
in sector after  
81-09-07)

1st Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 10.91 | 1.09 | 0.80 | 0.20 | 1.50 | 14.50 | 0.03 | 0.01 |
| 88-07-01 | 10.72 | 1.07 | 0.80 | 0.41 | 1.50 | 14.50 | 0.03 | 0.01 |
| 89-05-01 | 11.27 | 1.13 | 0.80 | 0.41 | 1.50 | 15.11 | 0.03 | 0.03 |

2nd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 13.09 | 1.31 | 0.80 | 0.20 | 1.50 | 16.90 | 0.03 | 0.01 |
| 88-07-01 | 12.90 | 1.29 | 0.80 | 0.41 | 1.50 | 16.90 | 0.03 | 0.01 |
| 89-05-01 | 13.52 | 1.35 | 0.80 | 0.41 | 1.50 | 17.58 | 0.03 | 0.03 |

3rd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 15.27 | 1.53 | 0.80 | 0.20 | 1.50 | 19.30 | 0.03 | 0.01 |
| 88-07-01 | 15.08 | 1.51 | 0.80 | 0.41 | 1.50 | 19.30 | 0.03 | 0.01 |
| 89-05-01 | 15.77 | 1.58 | 0.80 | 0.41 | 1.50 | 20.06 | 0.03 | 0.03 |

4th Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 17.45 | 1.74 | 0.80 | 0.20 | 1.50 | 21.69 | 0.03 | 0.01 |
| 88-07-01 | 17.25 | 1.73 | 0.80 | 0.41 | 1.50 | 21.69 | 0.03 | 0.01 |
| 89-05-01 | 18.02 | 1.80 | 0.80 | 0.41 | 1.50 | 22.53 | 0.03 | 0.03 |

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

ELECTRICAL WORKERS  
Local 894/Local 1788  
Oshawa/Port Hope

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| <b>GROUND WORK</b>                        |                        |                                |                |                             |                |                          |                            |                    |
| <b>FOREMAN</b>                            |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 19.20                  | 1.92                           | 0.80           | 0.20                        | 1.50           | 23.62                    | 0.03                       | 0.01               |
| 88-07-01                                  | 19.01                  | 1.90                           | 0.80           | 0.41                        | 1.50           | 23.62                    | 0.03                       | 0.01               |
| 89-05-01                                  | 19.82                  | 1.98                           | 0.80           | 0.41                        | 1.50           | 24.51                    | 0.03                       | 0.03               |
| <b>GROUND WORK</b>                        |                        |                                |                |                             |                |                          |                            |                    |
| <b>SUPFOREMAN</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 18.20                  | 1.82                           | 0.80           | 0.20                        | 1.50           | 22.52                    | 0.03                       | 0.01               |
| 88-07-01                                  | 18.01                  | 1.80                           | 0.80           | 0.41                        | 1.50           | 22.52                    | 0.03                       | 0.01               |
| 89-05-01                                  | 18.77                  | 1.88                           | 0.80           | 0.41                        | 1.50           | 23.36                    | 0.03                       | 0.03               |
| <b>GROUNDMAN</b>                          |                        |                                |                |                             |                |                          |                            |                    |
| <b>1st Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 13.09                  | 1.31                           | 0.80           | 0.20                        | 1.50           | 16.90                    | 0.03                       | 0.01               |
| 88-07-01                                  | 12.90                  | 1.29                           | 0.80           | 0.41                        | 1.50           | 16.90                    | 0.03                       | 0.01               |
| 89-05-01                                  | 13.52                  | 1.35                           | 0.80           | 0.41                        | 1.50           | 17.58                    | 0.03                       | 0.03               |
| <b>2nd Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 15.27                  | 1.53                           | 0.80           | 0.20                        | 1.50           | 19.30                    | 0.03                       | 0.01               |
| 88-07-01                                  | 15.08                  | 1.51                           | 0.80           | 0.41                        | 1.50           | 19.30                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.77                  | 1.58                           | 0.80           | 0.41                        | 1.50           | 20.06                    | 0.03                       | 0.03               |
| <b>3rd Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 17.45                  | 1.74                           | 0.80           | 0.20                        | 1.50           | 21.69                    | 0.03                       | 0.01               |
| 88-07-01                                  | 17.25                  | 1.73                           | 0.80           | 0.41                        | 1.50           | 21.69                    | 0.03                       | 0.01               |
| 89-05-01                                  | 18.02                  | 1.80                           | 0.80           | 0.41                        | 1.50           | 22.53                    | 0.03                       | 0.03               |
| <b>GROUNDMAN</b>                          |                        |                                |                |                             |                |                          |                            |                    |
| <b>DRIVER</b>                             |                        |                                |                |                             |                |                          |                            |                    |
| <b>1st Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 13.09                  | 1.31                           | 0.80           | 0.20                        | 1.50           | 16.90                    | 0.03                       | 0.01               |
| 88-07-01                                  | 12.90                  | 1.29                           | 0.80           | 0.41                        | 1.50           | 16.90                    | 0.03                       | 0.01               |
| 89-05-01                                  | 13.52                  | 1.35                           | 0.80           | 0.41                        | 1.50           | 17.58                    | 0.03                       | 0.03               |
| <b>2nd Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 15.27                  | 1.53                           | 0.80           | 0.20                        | 1.50           | 19.30                    | 0.03                       | 0.01               |
| 88-07-01                                  | 15.08                  | 1.51                           | 0.80           | 0.41                        | 1.50           | 19.30                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.77                  | 1.58                           | 0.80           | 0.41                        | 1.50           | 20.06                    | 0.03                       | 0.03               |
| <b>3rd Period</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 17.45                  | 1.74                           | 0.80           | 0.20                        | 1.50           | 21.69                    | 0.03                       | 0.01               |
| 88-07-01                                  | 17.25                  | 1.73                           | 0.80           | 0.41                        | 1.50           | 21.69                    | 0.03                       | 0.01               |
| 89-05-01                                  | 18.02                  | 1.80                           | 0.80           | 0.41                        | 1.50           | 22.53                    | 0.03                       | 0.03               |

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

ELECTRICAL WORKERS  
Local 894/Local 1788  
Oshawa/Port Hope

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| <b>GROUNDMAN</b>                          |                        |                                |                |                             |                |                          |                            |                    |
| <b>OPERATOR</b>                           |                        |                                |                |                             |                |                          |                            |                    |
| <b>1st Year</b>                           |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 15.27                  | 1.53                           | 0.80           | 0.20                        | 1.50           | 19.30                    | 0.03                       | 0.01               |
| 88-07-01                                  | 15.08                  | 1.51                           | 0.80           | 0.41                        | 1.50           | 19.30                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.77                  | 1.58                           | 0.80           | 0.41                        | 1.50           | 20.06                    | 0.03                       | 0.03               |
| <b>2nd Year</b>                           |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 17.45                  | 1.74                           | 0.80           | 0.20                        | 1.50           | 21.69                    | 0.03                       | 0.01               |
| 88-07-01                                  | 17.25                  | 1.73                           | 0.80           | 0.41                        | 1.50           | 21.69                    | 0.03                       | 0.01               |
| 89-05-01                                  | 18.02                  | 1.80                           | 0.80           | 0.41                        | 1.50           | 22.53                    | 0.03                       | 0.03               |
| <b>3rd Year</b>                           |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 19.63                  | 1.96                           | 0.80           | 0.20                        | 1.50           | 24.09                    | 0.03                       | 0.01               |
| 88-07-01                                  | 19.44                  | 1.94                           | 0.80           | 0.41                        | 1.50           | 24.09                    | 0.03                       | 0.01               |
| 89-05-01                                  | 20.28                  | 2.03                           | 0.80           | 0.41                        | 1.50           | 25.02                    | 0.03                       | 0.03               |
| <b>UTILITYMAN</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 10.91                  | 1.09                           | 0.80           | 0.20                        | 1.50           | 14.50                    | 0.03                       | 0.01               |
| 88-07-01                                  | 10.72                  | 1.07                           | 0.80           | 0.41                        | 1.50           | 14.50                    | 0.03                       | 0.01               |
| 89-05-01                                  | 11.27                  | 1.13                           | 0.80           | 0.41                        | 1.50           | 15.11                    | 0.03                       | 0.03               |

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

.....  
GEOGRAPHIC AREA: Durham (RM); Counties of Northumberland, Victoria, Peterborough and Haliburton; in Simcoe  
County the Townships of Rama and Mara  
.....



ELECTRICAL WORKERS  
Local 115/Local 1788  
Quinte/St. Lawrence

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND ( 1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|-----------------------------|--------------------|
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|-----------------------------|--------------------|

ELECTRICIAN AND LINEMAN

FOREMAN

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 23.79 | 2.38 | 0.80 | 0.46 | 1.50 | 28.93 | 0.03 | 0.01 |
| 89-05-01 | 24.65 | 2.46 | 0.80 | 0.61 | 1.50 | 30.02 | 0.03 | 0.03 |

SUBFOREMAN

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 22.30 | 2.23 | 0.80 | 0.46 | 1.50 | 27.29 | 0.03 | 0.01 |
| 89-05-01 | 23.11 | 2.31 | 0.80 | 0.61 | 1.50 | 28.33 | 0.03 | 0.03 |

JOURNEYMAN,  
WELDER

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 21.24 | 2.12 | 0.80 | 0.46 | 1.50 | 26.12 | 0.03 | 0.01 |
| 89-05-01 | 22.01 | 2.20 | 0.80 | 0.61 | 1.50 | 27.12 | 0.03 | 0.03 |

COMMUNICATIONS

ELECTRICIAN

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 21.24 | 2.12 | 0.80 | 0.46 | 1.50 | 26.12 | 0.03 | 0.01 |
| 89-05-01 | 22.01 | 2.20 | 0.80 | 0.61 | 1.50 | 27.12 | 0.03 | 0.03 |

ELECTRICIAN

APPRENTICE

1st Period

|          |      |      |      |      |      |       |      |      |
|----------|------|------|------|------|------|-------|------|------|
| 88-05-24 | 8.50 | 0.85 | 0.80 | 0.46 | 1.50 | 12.11 | 0.03 | 0.01 |
| 89-05-01 | 8.81 | 0.88 | 0.80 | 0.61 | 1.50 | 12.60 | 0.03 | 0.03 |

2nd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 10.63 | 1.06 | 0.80 | 0.46 | 1.50 | 14.45 | 0.03 | 0.01 |
| 89-05-01 | 11.01 | 1.10 | 0.80 | 0.61 | 1.50 | 15.02 | 0.03 | 0.03 |

3rd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 12.75 | 1.27 | 0.80 | 0.46 | 1.50 | 16.78 | 0.03 | 0.01 |
| 89-05-01 | 13.21 | 1.32 | 0.80 | 0.61 | 1.50 | 17.44 | 0.03 | 0.03 |

4th Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 14.87 | 1.49 | 0.80 | 0.46 | 1.50 | 19.12 | 0.03 | 0.01 |
| 89-05-01 | 15.41 | 1.54 | 0.80 | 0.61 | 1.50 | 19.86 | 0.03 | 0.03 |

5th Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 16.99 | 1.70 | 0.80 | 0.46 | 1.50 | 21.45 | 0.03 | 0.01 |
| 89-05-01 | 17.61 | 1.76 | 0.80 | 0.61 | 1.50 | 22.28 | 0.03 | 0.03 |

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

ELECTRICAL WORKERS  
Local 115/Local 1788  
Quinte/St. Lawrence

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|

LINEMAN  
APPRENTICE/LEARNER

(employed as apprentice  
in sector before  
81-09-07)

1st Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 12.75 | 1.27 | 0.80 | 0.46 | 1.50 | 16.78 | 0.03 | 0.01 |
| 89-05-01 | 13.21 | 1.32 | 0.80 | 0.61 | 1.50 | 17.44 | 0.03 | 0.03 |

2nd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 14.87 | 1.49 | 0.80 | 0.46 | 1.50 | 19.12 | 0.03 | 0.01 |
| 89-05-01 | 15.41 | 1.54 | 0.80 | 0.61 | 1.50 | 19.86 | 0.03 | 0.03 |

3rd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 16.99 | 1.70 | 0.80 | 0.46 | 1.50 | 21.45 | 0.03 | 0.01 |
| 89-05-01 | 17.61 | 1.76 | 0.80 | 0.61 | 1.50 | 22.28 | 0.03 | 0.03 |

4th Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 19.12 | 1.91 | 0.80 | 0.46 | 1.50 | 23.79 | 0.03 | 0.01 |
| 89-05-01 | 19.81 | 1.98 | 0.80 | 0.61 | 1.50 | 24.70 | 0.03 | 0.03 |

(employed as apprentice  
in sector after  
81-09-07)

1st Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 10.63 | 1.06 | 0.80 | 0.46 | 1.50 | 14.45 | 0.03 | 0.01 |
| 89-05-01 | 11.01 | 1.10 | 0.80 | 0.61 | 1.50 | 15.02 | 0.03 | 0.03 |

2nd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 12.75 | 1.27 | 0.80 | 0.46 | 1.50 | 16.78 | 0.03 | 0.01 |
| 89-05-01 | 13.21 | 1.32 | 0.80 | 0.61 | 1.50 | 17.44 | 0.03 | 0.03 |

3rd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 14.87 | 1.49 | 0.80 | 0.46 | 1.50 | 19.12 | 0.03 | 0.01 |
| 89-05-01 | 15.41 | 1.54 | 0.80 | 0.61 | 1.50 | 19.86 | 0.03 | 0.03 |

4th Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 16.99 | 1.70 | 0.80 | 0.46 | 1.50 | 21.45 | 0.03 | 0.01 |
| 89-05-01 | 17.61 | 1.76 | 0.80 | 0.61 | 1.50 | 22.28 | 0.03 | 0.03 |

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

ELECTRICAL WORKERS  
Local 115/Local 1788  
Quinte/St. Lawrence

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| GROUND WORK                               |                        |                                |                |                             |                |                          |                            |                    |
| FOREMAN                                   |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 19.03                  | 1.90                           | 0.80           | 0.46                        | 1.50           | 23.69                    | 0.03                       | 0.01               |
| 89-05-01                                  | 19.72                  | 1.97                           | 0.80           | 0.61                        | 1.50           | 24.60                    | 0.03                       | 0.03               |
| GROUND WORK                               |                        |                                |                |                             |                |                          |                            |                    |
| SUBFOREMAN                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 17.74                  | 1.77                           | 0.80           | 0.46                        | 1.50           | 22.27                    | 0.03                       | 0.01               |
| 89-05-01                                  | 18.36                  | 1.84                           | 0.80           | 0.61                        | 1.50           | 23.11                    | 0.03                       | 0.03               |
| GROUNDMAN                                 |                        |                                |                |                             |                |                          |                            |                    |
| 1st Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 12.75                  | 1.27                           | 0.80           | 0.46                        | 1.50           | 16.78                    | 0.03                       | 0.01               |
| 89-05-01                                  | 13.21                  | 1.32                           | 0.80           | 0.61                        | 1.50           | 17.44                    | 0.03                       | 0.03               |
| 2nd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 14.87                  | 1.49                           | 0.80           | 0.46                        | 1.50           | 19.12                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.41                  | 1.54                           | 0.80           | 0.61                        | 1.50           | 19.86                    | 0.03                       | 0.03               |
| 3rd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 16.99                  | 1.70                           | 0.80           | 0.46                        | 1.50           | 21.45                    | 0.03                       | 0.01               |
| 89-05-01                                  | 17.61                  | 1.76                           | 0.80           | 0.61                        | 1.50           | 22.28                    | 0.03                       | 0.03               |
| GROUNDMAN                                 |                        |                                |                |                             |                |                          |                            |                    |
| DRIVER                                    |                        |                                |                |                             |                |                          |                            |                    |
| 1st Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 12.75                  | 1.27                           | 0.80           | 0.46                        | 1.50           | 16.78                    | 0.03                       | 0.01               |
| 89-05-01                                  | 13.21                  | 1.32                           | 0.80           | 0.61                        | 1.50           | 17.44                    | 0.03                       | 0.03               |
| 2nd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 14.87                  | 1.49                           | 0.80           | 0.46                        | 1.50           | 19.12                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.41                  | 1.54                           | 0.80           | 0.61                        | 1.50           | 19.86                    | 0.03                       | 0.03               |
| 3rd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 16.99                  | 1.70                           | 0.80           | 0.46                        | 1.50           | 21.45                    | 0.03                       | 0.01               |
| 89-05-01                                  | 17.61                  | 1.76                           | 0.80           | 0.61                        | 1.50           | 22.28                    | 0.03                       | 0.03               |

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

ELECTRICAL WORKERS  
Local 115/Local 1788  
Quinte/St. Lawrence

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| <b>GROUNDMAN</b>                          |                        |                                |                |                             |                |                          |                            |                    |
| <b>OPERATOR</b>                           |                        |                                |                |                             |                |                          |                            |                    |
| <b>1st Year</b>                           |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 14.87                  | 1.49                           | 0.80           | 0.46                        | 1.50           | 19.12                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.41                  | 1.54                           | 0.80           | 0.61                        | 1.50           | 19.86                    | 0.03                       | 0.03               |
| <b>2nd Year</b>                           |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 16.99                  | 1.70                           | 0.80           | 0.46                        | 1.50           | 21.45                    | 0.03                       | 0.01               |
| 89-05-01                                  | 17.61                  | 1.76                           | 0.80           | 0.61                        | 1.50           | 22.28                    | 0.03                       | 0.03               |
| <b>3rd Year</b>                           |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 19.12                  | 1.91                           | 0.80           | 0.46                        | 1.50           | 23.79                    | 0.03                       | 0.01               |
| 89-05-01                                  | 19.81                  | 1.98                           | 0.80           | 0.61                        | 1.50           | 24.70                    | 0.03                       | 0.03               |
| <b>UTILITYMAN</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 10.62                  | 1.06                           | 0.80           | 0.46                        | 1.50           | 14.44                    | 0.03                       | 0.01               |
| 89-05-01                                  | 11.01                  | 1.10                           | 0.80           | 0.61                        | 1.50           | 15.02                    | 0.03                       | 0.03               |

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

.....  
GEOGRAPHIC AREA: Counties of Prince Edward, Hastings, Lennox and Addington, Frontenac, Leeds, Grenville,  
Dundas, Stormont and Glengarry  
.....

ELECTRICAL WORKERS  
Local 586/Local 1788  
Ottawa

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION & STAT.<br>& HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|-------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| <b>ELECTRICIAN AND LINEMAN</b>            |                        |                               |                |                             |                |                          |                            |                    |
| <b>FOREMAN</b>                            |                        |                               |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 24.15                  | 2.42                          | 0.80           | 0.60                        | 1.50           | 29.47                    | 0.03                       | 0.01               |
| 89-05-01                                  | 24.56                  | 2.46                          | 0.80           | 1.20                        | 1.50           | 30.52                    | 0.03                       | 0.03               |
| <b>SUBFOREMAN</b>                         |                        |                               |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 22.31                  | 2.23                          | 0.80           | 0.60                        | 1.50           | 27.44                    | 0.03                       | 0.01               |
| 89-05-01                                  | 22.68                  | 2.27                          | 0.80           | 1.20                        | 1.50           | 28.45                    | 0.03                       | 0.03               |
| <b>JOURNEYMAN, WELDER</b>                 |                        |                               |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 21.56                  | 2.16                          | 0.80           | 0.60                        | 1.50           | 26.62                    | 0.03                       | 0.01               |
| 89-05-01                                  | 21.93                  | 2.19                          | 0.80           | 1.20                        | 1.50           | 27.62                    | 0.03                       | 0.03               |
| <b>COMMUNICATIONS ELECTRICIAN</b>         |                        |                               |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 21.56                  | 2.16                          | 0.80           | 0.60                        | 1.50           | 26.62                    | 0.03                       | 0.01               |
| 89-05-01                                  | 21.93                  | 2.19                          | 0.80           | 1.20                        | 1.50           | 27.62                    | 0.03                       | 0.03               |
| <b>ELECTRICIAN APPRENTICE</b>             |                        |                               |                |                             |                |                          |                            |                    |
| <b>1st Period</b>                         |                        |                               |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 8.62                   | 0.86                          | 0.80           | 0.60                        | 1.50           | 12.38                    | 0.03                       | 0.01               |
| 89-05-01                                  | 8.77                   | 0.88                          | 0.80           | 1.20                        | 1.50           | 13.15                    | 0.03                       | 0.03               |
| <b>2nd Period</b>                         |                        |                               |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 10.78                  | 1.08                          | 0.80           | 0.60                        | 1.50           | 14.76                    | 0.03                       | 0.01               |
| 89-05-01                                  | 10.96                  | 1.10                          | 0.80           | 1.20                        | 1.50           | 15.56                    | 0.03                       | 0.03               |
| <b>3rd Period</b>                         |                        |                               |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 12.94                  | 1.29                          | 0.80           | 0.60                        | 1.50           | 17.13                    | 0.03                       | 0.01               |
| 89-05-01                                  | 13.16                  | 1.32                          | 0.80           | 1.20                        | 1.50           | 17.98                    | 0.03                       | 0.03               |
| <b>4th Period</b>                         |                        |                               |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 15.09                  | 1.51                          | 0.80           | 0.60                        | 1.50           | 19.50                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.35                  | 1.54                          | 0.80           | 1.20                        | 1.50           | 20.39                    | 0.03                       | 0.03               |
| <b>5th Period</b>                         |                        |                               |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 17.25                  | 1.73                          | 0.80           | 0.60                        | 1.50           | 21.88                    | 0.03                       | 0.01               |
| 89-05-01                                  | 17.54                  | 1.75                          | 0.80           | 1.20                        | 1.50           | 22.79                    | 0.03                       | 0.03               |

BR

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

ELECTRICAL WORKERS  
Local 586/Local 1788  
Ottawa

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|

LINEMAN  
APPRENTICE/LEARNER

(employed as apprentice  
in sector before  
81-09-07)

|            |       |      |      |      |      |       |      |      |
|------------|-------|------|------|------|------|-------|------|------|
| 1st Period |       |      |      |      |      |       |      |      |
| 88-05-24   | 12.94 | 1.29 | 0.80 | 0.60 | 1.50 | 17.13 | 0.03 | 0.01 |
| 89-05-01   | 13.16 | 1.32 | 0.80 | 1.20 | 1.50 | 17.98 | 0.03 | 0.03 |
| 2nd Period |       |      |      |      |      |       |      |      |
| 88-05-24   | 15.09 | 1.51 | 0.80 | 0.60 | 1.50 | 19.50 | 0.03 | 0.01 |
| 89-05-01   | 15.35 | 1.54 | 0.80 | 1.20 | 1.50 | 20.39 | 0.03 | 0.03 |
| 3rd Period |       |      |      |      |      |       |      |      |
| 88-05-24   | 17.25 | 1.73 | 0.80 | 0.60 | 1.50 | 21.88 | 0.03 | 0.01 |
| 89-05-01   | 17.54 | 1.75 | 0.80 | 1.20 | 1.50 | 22.79 | 0.03 | 0.03 |
| 4th Period |       |      |      |      |      |       |      |      |
| 88-05-24   | 19.40 | 1.94 | 0.80 | 0.60 | 1.50 | 24.24 | 0.03 | 0.01 |
| 89-05-01   | 19.74 | 1.97 | 0.80 | 1.20 | 1.50 | 25.21 | 0.03 | 0.03 |

(employed as apprentice  
in sector after  
81-09-07)

|            |       |      |      |      |      |       |      |      |
|------------|-------|------|------|------|------|-------|------|------|
| 1st Period |       |      |      |      |      |       |      |      |
| 88-05-24   | 10.78 | 1.08 | 0.80 | 0.60 | 1.50 | 14.76 | 0.03 | 0.01 |
| 89-05-01   | 10.96 | 1.10 | 0.80 | 1.20 | 1.50 | 15.56 | 0.03 | 0.03 |
| 2nd Period |       |      |      |      |      |       |      |      |
| 88-05-24   | 12.94 | 1.29 | 0.80 | 0.60 | 1.50 | 17.13 | 0.03 | 0.01 |
| 89-05-01   | 13.16 | 1.32 | 0.80 | 1.20 | 1.50 | 17.98 | 0.03 | 0.03 |
| 3rd Period |       |      |      |      |      |       |      |      |
| 88-05-24   | 15.09 | 1.51 | 0.80 | 0.60 | 1.50 | 19.50 | 0.03 | 0.01 |
| 89-05-01   | 15.35 | 1.54 | 0.80 | 1.20 | 1.50 | 20.39 | 0.03 | 0.03 |
| 4th Period |       |      |      |      |      |       |      |      |
| 88-05-24   | 17.25 | 1.73 | 0.80 | 0.60 | 1.50 | 21.88 | 0.03 | 0.01 |
| 89-05-01   | 17.54 | 1.75 | 0.80 | 1.20 | 1.50 | 22.79 | 0.03 | 0.03 |

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

ELECTRICAL WORKERS  
Local 586/Local 1788  
Ottawa

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| GROUND WORK                               |                        |                                |                |                             |                |                          |                            |                    |
| FOREMAN                                   |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 19.32                  | 1.93                           | 0.80           | 0.60                        | 1.50           | 24.15                    | 0.03                       | 0.01               |
| 89-05-01                                  | 19.64                  | 1.96                           | 0.80           | 1.20                        | 1.50           | 25.10                    | 0.03                       | 0.03               |
| GROUND WORK                               |                        |                                |                |                             |                |                          |                            |                    |
| SUBFOREMAN                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 18.00                  | 1.80                           | 0.80           | 0.60                        | 1.50           | 22.70                    | 0.03                       | 0.01               |
| 89-05-01                                  | 18.29                  | 1.83                           | 0.80           | 1.20                        | 1.50           | 23.62                    | 0.03                       | 0.03               |
| GROUNDMAN                                 |                        |                                |                |                             |                |                          |                            |                    |
| 1st Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 12.94                  | 1.29                           | 0.80           | 0.60                        | 1.50           | 17.13                    | 0.03                       | 0.01               |
| 89-05-01                                  | 13.16                  | 1.32                           | 0.80           | 1.20                        | 1.50           | 17.98                    | 0.03                       | 0.03               |
| 2nd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 15.09                  | 1.51                           | 0.80           | 0.60                        | 1.50           | 19.50                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.35                  | 1.54                           | 0.80           | 1.20                        | 1.50           | 20.39                    | 0.03                       | 0.03               |
| 3rd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 17.25                  | 1.73                           | 0.80           | 0.60                        | 1.50           | 21.88                    | 0.03                       | 0.01               |
| 89-05-01                                  | 17.54                  | 1.75                           | 0.80           | 1.20                        | 1.50           | 22.79                    | 0.03                       | 0.03               |
| GROUNDMAN                                 |                        |                                |                |                             |                |                          |                            |                    |
| DRIVER                                    |                        |                                |                |                             |                |                          |                            |                    |
| 1st Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 12.94                  | 1.29                           | 0.80           | 0.60                        | 1.50           | 17.13                    | 0.03                       | 0.01               |
| 89-05-01                                  | 13.16                  | 1.32                           | 0.80           | 1.20                        | 1.50           | 17.98                    | 0.03                       | 0.03               |
| 2nd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 15.09                  | 1.51                           | 0.80           | 0.60                        | 1.50           | 19.50                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.35                  | 1.54                           | 0.80           | 1.20                        | 1.50           | 20.39                    | 0.03                       | 0.03               |
| 3rd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 17.25                  | 1.73                           | 0.80           | 0.60                        | 1.50           | 21.88                    | 0.03                       | 0.01               |
| 89-05-01                                  | 17.54                  | 1.75                           | 0.80           | 1.20                        | 1.50           | 22.79                    | 0.03                       | 0.03               |

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

ELECTRICAL WORKERS  
Local 586/Local 1788  
Ottawa

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| GROUNDMAN                                 |                        |                                |                |                             |                |                          |                            |                    |
| OPERATOR                                  |                        |                                |                |                             |                |                          |                            |                    |
| 1st Year                                  |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 15.09                  | 1.51                           | 0.80           | 0.60                        | 1.50           | 19.50                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.35                  | 1.54                           | 0.80           | 1.20                        | 1.50           | 20.39                    | 0.03                       | 0.03               |
| 2nd Year                                  |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 17.25                  | 1.73                           | 0.80           | 0.60                        | 1.50           | 21.88                    | 0.03                       | 0.01               |
| 89-05-01                                  | 17.54                  | 1.75                           | 0.80           | 1.20                        | 1.50           | 22.79                    | 0.03                       | 0.03               |
| 3rd Year                                  |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 19.40                  | 1.94                           | 0.80           | 0.60                        | 1.50           | 24.24                    | 0.03                       | 0.01               |
| 89-05-01                                  | 19.74                  | 1.97                           | 0.80           | 1.20                        | 1.50           | 25.21                    | 0.03                       | 0.03               |
| UTILITYMAN                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 10.78                  | 1.08                           | 0.80           | 0.60                        | 1.50           | 14.76                    | 0.03                       | 0.01               |
| 89-05-01                                  | 10.96                  | 1.10                           | 0.80           | 1.20                        | 1.50           | 15.56                    | 0.03                       | 0.03               |

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

GEOGRAPHIC AREA: Ottawa-Carlton (RM); Counties of Lanark, Prescott, Russell and Renfrew



ELECTRICAL WORKERS  
Local 1739/Local 1788  
Georgian Bay

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|

ELECTRICIAN AND LINEMAN

FOREMAN

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 23.14 | 2.31 | 0.80 | 0.88 | 1.50 | 28.63 | 0.03 | 0.01 |
| 89-05-01 | 24.08 | 2.41 | 0.80 | 0.94 | 1.50 | 29.73 | 0.03 | 0.03 |

SUBFOREMAN

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 21.79 | 2.18 | 0.80 | 0.78 | 1.50 | 27.05 | 0.03 | 0.01 |
| 89-05-01 | 22.64 | 2.26 | 0.80 | 0.85 | 1.50 | 28.05 | 0.03 | 0.03 |

JOURNEYMAN,  
WELDER

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 21.04 | 2.10 | 0.80 | 0.73 | 1.50 | 26.17 | 0.03 | 0.01 |
| 89-05-01 | 21.89 | 2.19 | 0.80 | 0.79 | 1.50 | 27.17 | 0.03 | 0.03 |

COMMUNICATIONS

ELECTRICIAN

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 21.04 | 2.10 | 0.80 | 0.73 | 1.50 | 26.17 | 0.03 | 0.01 |
| 89-05-01 | 21.89 | 2.19 | 0.80 | 0.79 | 1.50 | 27.17 | 0.03 | 0.03 |

ELECTRICIAN  
APPRENTICE

1st Period

|          |      |      |      |  |      |       |      |      |
|----------|------|------|------|--|------|-------|------|------|
| 88-05-24 | 8.27 | 0.83 | 0.80 |  | 1.50 | 11.40 | 0.03 | 0.01 |
| 89-05-01 | 8.65 | 0.86 | 0.80 |  | 1.50 | 11.81 | 0.03 | 0.03 |

2nd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 10.52 | 1.05 | 0.80 |      | 1.50 | 13.87 | 0.03 | 0.01 |
| 89-05-01 | 10.95 | 1.09 | 0.80 | 0.02 | 1.50 | 14.36 | 0.03 | 0.03 |

3rd Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 12.63 | 1.26 | 0.80 | 0.14 | 1.50 | 16.33 | 0.03 | 0.01 |
| 89-05-01 | 13.14 | 1.31 | 0.80 | 0.18 | 1.50 | 16.93 | 0.03 | 0.03 |

4th Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 14.73 | 1.47 | 0.80 | 0.29 | 1.50 | 18.79 | 0.03 | 0.01 |
| 89-05-01 | 15.33 | 1.53 | 0.80 | 0.33 | 1.50 | 19.49 | 0.03 | 0.03 |

5th Period

|          |       |      |      |      |      |       |      |      |
|----------|-------|------|------|------|------|-------|------|------|
| 88-05-24 | 16.83 | 1.68 | 0.80 | 0.43 | 1.50 | 21.24 | 0.03 | 0.01 |
| 89-05-01 | 17.51 | 1.75 | 0.80 | 0.48 | 1.50 | 22.04 | 0.03 | 0.03 |

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

ELECTRICAL WORKERS  
Local 1739/Local 1788  
Georgian Bay

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES               | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| LINEMAN<br>APPRENTICE/LEARNER<br>-----                  |                        |                                |                |                             |                |                          |                            |                    |
| employed as apprentice<br>in sector before<br>81-09-07) |                        |                                |                |                             |                |                          |                            |                    |
| 1st Period  |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24  | 12.63                  | 1.26                           | 0.80           | 0.14                        | 1.50           | 16.33                    | 0.03                       | 0.01               |
| 89-05-01  | 13.14                  | 1.31                           | 0.80           | 0.18                        | 1.50           | 16.93                    | 0.03                       | 0.03               |
| 2nd Period  |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24  | 14.73                  | 1.47                           | 0.80           | 0.29                        | 1.50           | 18.79                    | 0.03                       | 0.01               |
| 89-05-01  | 15.33                  | 1.53                           | 0.80           | 0.33                        | 1.50           | 19.49                    | 0.03                       | 0.03               |
| 3rd Period  |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24  | 16.83                  | 1.68                           | 0.80           | 0.43                        | 1.50           | 21.24                    | 0.03                       | 0.01               |
| 89-05-01  | 17.51                  | 1.75                           | 0.80           | 0.48                        | 1.50           | 22.04                    | 0.03                       | 0.03               |
| 4th Period  |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24  | 18.94                  | 1.89                           | 0.80           | 0.53                        | 1.50           | 23.66                    | 0.03                       | 0.01               |
| 89-05-01  | 19.70                  | 1.97                           | 0.80           | 0.59                        | 1.50           | 24.56                    | 0.03                       | 0.03               |
| {employed as apprentice<br>in sector after<br>81-09-07) |                        |                                |                |                             |                |                          |                            |                    |
| 1st Period  |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24  | 10.52                  | 1.05                           | 0.80           |                             | 1.50           | 13.87                    | 0.03                       | 0.01               |
| 89-05-01  | 10.95                  | 1.09                           | 0.80           | 0.02                        | 1.50           | 14.36                    | 0.03                       | 0.03               |
| 2nd Period  |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24  | 12.63                  | 1.26                           | 0.80           | 0.14                        | 1.50           | 16.33                    | 0.03                       | 0.01               |
| 89-05-01  | 13.14                  | 1.31                           | 0.80           | 0.18                        | 1.50           | 16.93                    | 0.03                       | 0.03               |
| 3rd Period  |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24  | 14.73                  | 1.47                           | 0.80           | 0.29                        | 1.50           | 18.79                    | 0.03                       | 0.01               |
| 89-05-01  | 15.33                  | 1.53                           | 0.80           | 0.33                        | 1.50           | 19.49                    | 0.03                       | 0.03               |
| 4th Period  |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24  | 16.83                  | 1.68                           | 0.80           | 0.43                        | 1.50           | 21.24                    | 0.03                       | 0.01               |
| 89-05-01  | 17.51                  | 1.75                           | 0.80           | 0.48                        | 1.50           | 22.04                    | 0.03                       | 0.03               |

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

ELECTRICAL WORKERS  
Local 1739/Local 1788  
Georgian Bay

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| GROUND WORK                               |                        |                                |                |                             |                |                          |                            |                    |
| FOREMAN                                   |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 18.51                  | 1.85                           | 0.80           | 0.73                        | 1.50           | 23.39                    | 0.03                       | 0.01               |
| 89-05-01                                  | 19.26                  | 1.93                           | 0.80           | 0.79                        | 1.50           | 24.28                    | 0.03                       | 0.03               |
| GROUND WORK                               |                        |                                |                |                             |                |                          |                            |                    |
| SUBFOREMAN                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 17.58                  | 1.76                           | 0.80           | 0.73                        | 1.50           | 22.37                    | 0.03                       | 0.01               |
| 89-05-01                                  | 18.26                  | 1.83                           | 0.80           | 0.79                        | 1.50           | 23.18                    | 0.03                       | 0.03               |
| GROUNDMAN                                 |                        |                                |                |                             |                |                          |                            |                    |
| 1st Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 12.63                  | 1.26                           | 0.80           | 0.14                        | 1.50           | 16.33                    | 0.03                       | 0.01               |
| 89-05-01                                  | 13.14                  | 1.31                           | 0.80           | 0.18                        | 1.50           | 16.93                    | 0.03                       | 0.03               |
| 2nd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 14.73                  | 1.47                           | 0.80           | 0.29                        | 1.50           | 18.79                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.33                  | 1.53                           | 0.80           | 0.33                        | 1.50           | 19.49                    | 0.03                       | 0.03               |
| 3rd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 16.83                  | 1.68                           | 0.80           | 0.43                        | 1.50           | 21.24                    | 0.03                       | 0.01               |
| 89-05-01                                  | 17.51                  | 1.75                           | 0.80           | 0.48                        | 1.50           | 22.04                    | 0.03                       | 0.03               |
| GROUNDMAN                                 |                        |                                |                |                             |                |                          |                            |                    |
| DRIVER                                    |                        |                                |                |                             |                |                          |                            |                    |
| 1st Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 12.63                  | 1.26                           | 0.80           | 0.14                        | 1.50           | 16.33                    | 0.03                       | 0.01               |
| 89-05-01                                  | 13.14                  | 1.31                           | 0.80           | 0.18                        | 1.50           | 16.93                    | 0.03                       | 0.03               |
| 2nd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 14.73                  | 1.47                           | 0.80           | 0.29                        | 1.50           | 18.79                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.33                  | 1.53                           | 0.80           | 0.33                        | 1.50           | 19.49                    | 0.03                       | 0.03               |
| 3rd Period                                |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 16.83                  | 1.68                           | 0.80           | 0.43                        | 1.50           | 21.24                    | 0.03                       | 0.01               |
| 89-05-01                                  | 17.51                  | 1.75                           | 0.80           | 0.48                        | 1.50           | 22.04                    | 0.03                       | 0.03               |

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

ELECTRICAL WORKERS  
Local 1739/Local 1788  
Georgian Bay

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| <b>GROUNDMAN</b>                          |                        |                                |                |                             |                |                          |                            |                    |
| <b>OPERATOR</b>                           |                        |                                |                |                             |                |                          |                            |                    |
| <b>1st Year</b>                           |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 14.73                  | 1.47                           | 0.80           | 0.29                        | 1.50           | 18.79                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.33                  | 1.53                           | 0.80           | 0.33                        | 1.50           | 19.49                    | 0.03                       | 0.03               |
| <b>2nd Year</b>                           |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 16.83                  | 1.68                           | 0.80           | 0.43                        | 1.50           | 21.24                    | 0.03                       | 0.01               |
| 89-05-01                                  | 17.51                  | 1.75                           | 0.80           | 0.48                        | 1.50           | 22.04                    | 0.03                       | 0.03               |
| <b>3rd Year</b>                           |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 18.94                  | 1.89                           | 0.80           | 0.53                        | 1.50           | 23.66                    | 0.03                       | 0.01               |
| 89-05-01                                  | 19.70                  | 1.97                           | 0.80           | 0.59                        | 1.50           | 24.56                    | 0.03                       | 0.03               |
| <b>UTILITYMAN</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 10.52                  | 1.05                           | 0.80           |                             | 1.50           | 13.87                    | 0.03                       | 0.01               |
| 89-05-01                                  | 10.95                  | 1.09                           | 0.80           | 0.02                        | 1.50           | 14.36                    | 0.03                       | 0.03               |

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

**GEOGRAPHIC AREA: Simcoe County except the Townships of Rama and Mara; Muskoka (DM); in the District of Parry Sound, the Township of Humphrey, Conger, Christie, Foley, Cowper, McKeller, McDougall and Hagerman**

ELECTRICAL WORKERS  
Local 1687/Local 1788  
Sudbury

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION & STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|-----------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| ELECTRICIAN AND LINEMAN                   |                        |                             |                |                             |                |                          |                            |                    |
| FOREMAN                                   |                        |                             |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 23.19                  | 2.32                        | 0.80           | 1.01                        | 1.50           | 28.82                    | 0.03                       | 0.01               |
| 89-05-01                                  | 23.86                  | 2.39                        | 0.80           | 1.27                        | 1.50           | 29.82                    | 0.03                       | 0.03               |
| SUBFOREMAN                                |                        |                             |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 22.44                  | 2.24                        | 0.80           | 1.00                        | 1.50           | 27.98                    | 0.03                       | 0.01               |
| 89-05-01                                  | 23.11                  | 2.31                        | 0.80           | 1.26                        | 1.50           | 28.98                    | 0.03                       | 0.03               |
| JOURNEYMAN,<br>WELDER                     |                        |                             |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 21.19                  | 2.12                        | 0.80           | 0.98                        | 1.50           | 26.59                    | 0.03                       | 0.01               |
| 89-05-01                                  | 21.86                  | 2.19                        | 0.80           | 1.24                        | 1.50           | 27.59                    | 0.03                       | 0.03               |
| COMMUNICATIONS<br>ELECTRICIAN             |                        |                             |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 21.19                  | 2.12                        | 0.80           | 0.98                        | 1.50           | 26.59                    | 0.03                       | 0.01               |
| 89-05-01                                  | 21.86                  | 2.19                        | 0.80           | 1.24                        | 1.50           | 27.59                    | 0.03                       | 0.03               |
| ELECTRICIAN<br>APPRENTICE                 |                        |                             |                |                             |                |                          |                            |                    |
| 1st Period                                |                        |                             |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 8.48                   | 0.85                        | 0.80           | 0.77                        | 1.50           | 12.40                    | 0.03                       | 0.01               |
| 89-05-01                                  | 8.75                   | 0.87                        | 0.80           | 1.02                        | 1.50           | 12.94                    | 0.03                       | 0.03               |
| 2nd Period                                |                        |                             |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 10.60                  | 1.06                        | 0.80           | 0.80                        | 1.50           | 14.76                    | 0.03                       | 0.01               |
| 89-05-01                                  | 10.94                  | 1.09                        | 0.80           | 1.06                        | 1.50           | 15.39                    | 0.03                       | 0.03               |
| 3rd Period                                |                        |                             |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 12.72                  | 1.27                        | 0.80           | 0.84                        | 1.50           | 17.13                    | 0.03                       | 0.01               |
| 89-05-01                                  | 13.12                  | 1.31                        | 0.80           | 1.10                        | 1.50           | 17.83                    | 0.03                       | 0.03               |
| 4th Period                                |                        |                             |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 14.84                  | 1.48                        | 0.80           | 0.87                        | 1.50           | 19.49                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.31                  | 1.53                        | 0.80           | 1.13                        | 1.50           | 20.27                    | 0.03                       | 0.03               |
| 5th Period                                |                        |                             |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 16.95                  | 1.69                        | 0.80           | 0.91                        | 1.50           | 21.85                    | 0.03                       | 0.01               |
| 89-05-01                                  | 17.49                  | 1.75                        | 0.80           | 1.17                        | 1.50           | 22.71                    | 0.03                       | 0.03               |

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

ELECTRICAL WORKERS  
Local 1687/Local 1788  
Sudbury

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|

LINEMAN  
APPRENTICE/LEARNER

(employed as apprentice  
in sector before  
81-09-07)

|            |       |      |      |      |      |       |      |      |
|------------|-------|------|------|------|------|-------|------|------|
| 1st Period |       |      |      |      |      |       |      |      |
| 88-05-24   | 12.72 | 1.27 | 0.80 | 0.84 | 1.50 | 17.13 | 0.03 | 0.01 |
| 89-05-01   | 13.12 | 1.31 | 0.80 | 1.10 | 1.50 | 17.83 | 0.03 | 0.03 |
| 2nd Period |       |      |      |      |      |       |      |      |
| 88-05-24   | 14.84 | 1.48 | 0.80 | 0.87 | 1.50 | 19.49 | 0.03 | 0.01 |
| 89-05-01   | 15.31 | 1.53 | 0.80 | 1.13 | 1.50 | 20.27 | 0.03 | 0.03 |
| 3rd Period |       |      |      |      |      |       |      |      |
| 88-05-24   | 16.95 | 1.69 | 0.80 | 0.91 | 1.50 | 21.85 | 0.03 | 0.01 |
| 89-05-01   | 17.49 | 1.75 | 0.80 | 1.17 | 1.50 | 22.71 | 0.03 | 0.03 |
| 4th Period |       |      |      |      |      |       |      |      |
| 88-05-24   | 19.07 | 1.91 | 0.80 | 0.98 | 1.50 | 24.26 | 0.03 | 0.01 |
| 89-05-01   | 19.67 | 1.97 | 0.80 | 1.24 | 1.50 | 25.18 | 0.03 | 0.03 |

(employed as apprentice  
in sector after  
81-09-07)

|            |       |      |      |      |      |       |      |      |
|------------|-------|------|------|------|------|-------|------|------|
| 1st Period |       |      |      |      |      |       |      |      |
| 88-05-24   | 10.60 | 1.06 | 0.80 | 0.80 | 1.50 | 14.76 | 0.03 | 0.01 |
| 89-05-01   | 10.94 | 1.09 | 0.80 | 1.06 | 1.50 | 15.39 | 0.03 | 0.03 |
| 2nd Period |       |      |      |      |      |       |      |      |
| 88-05-24   | 12.72 | 1.27 | 0.80 | 0.84 | 1.50 | 17.13 | 0.03 | 0.01 |
| 89-05-01   | 13.12 | 1.31 | 0.80 | 1.10 | 1.50 | 17.83 | 0.03 | 0.03 |
| 3rd Period |       |      |      |      |      |       |      |      |
| 88-05-24   | 14.84 | 1.48 | 0.80 | 0.87 | 1.50 | 19.49 | 0.03 | 0.01 |
| 89-05-01   | 15.31 | 1.53 | 0.80 | 1.13 | 1.50 | 20.27 | 0.03 | 0.03 |
| 4th Period |       |      |      |      |      |       |      |      |
| 88-05-24   | 16.95 | 1.69 | 0.80 | 0.91 | 1.50 | 21.85 | 0.03 | 0.01 |
| 89-05-01   | 17.49 | 1.75 | 0.80 | 1.17 | 1.50 | 22.71 | 0.03 | 0.03 |

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

ELECTRICAL WORKERS  
Local 1687/Local 1788  
Sudbury

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY & STAT.<br>RATE | VACATION<br>& HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE (2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|--------------------------------|-----------------------|----------------|--------------------------|----------------|--------------------------|----------------------------|--------------------|
| <b>GROUND WORK</b>                        |                                |                       |                |                          |                |                          |                            |                    |
| <b>FOREMAN</b>                            |                                |                       |                |                          |                |                          |                            |                    |
| 88-05-24                                  | 18.95                          | 1.90                  | 0.80           | 0.31                     | 1.50           | 23.46                    | 0.03                       | 0.01               |
| 89-05-01                                  | 19.49                          | 1.95                  | 0.80           | 0.32                     | 1.50           | 24.06                    | 0.03                       | 0.03               |
| <b>GROUND WORK</b>                        |                                |                       |                |                          |                |                          |                            |                    |
| <b>SUBFOREMAN</b>                         |                                |                       |                |                          |                |                          |                            |                    |
| 88-05-24                                  | 18.20                          | 1.82                  | 0.80           | 0.30                     | 1.50           | 22.62                    | 0.03                       | 0.01               |
| 89-05-01                                  | 18.74                          | 1.87                  | 0.80           | 0.31                     | 1.50           | 23.22                    | 0.03                       | 0.03               |
| <b>GROUNDMAN</b>                          |                                |                       |                |                          |                |                          |                            |                    |
| <b>1st Period</b>                         |                                |                       |                |                          |                |                          |                            |                    |
| 88-05-24                                  | 12.72                          | 1.27                  | 0.80           | 0.84                     | 1.50           | 17.13                    | 0.03                       | 0.01               |
| 89-05-01                                  | 13.12                          | 1.31                  | 0.80           | 1.10                     | 1.50           | 17.83                    | 0.03                       | 0.03               |
| <b>2nd Period</b>                         |                                |                       |                |                          |                |                          |                            |                    |
| 88-05-24                                  | 14.84                          | 1.48                  | 0.80           | 0.87                     | 1.50           | 19.49                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.31                          | 1.53                  | 0.80           | 1.13                     | 1.50           | 20.27                    | 0.03                       | 0.03               |
| <b>3rd Period</b>                         |                                |                       |                |                          |                |                          |                            |                    |
| 88-05-24                                  | 16.95                          | 1.69                  | 0.80           | 0.91                     | 1.50           | 21.85                    | 0.03                       | 0.01               |
| 89-05-01                                  | 17.49                          | 1.75                  | 0.80           | 1.17                     | 1.50           | 22.71                    | 0.03                       | 0.03               |
| <b>GROUNDMAN</b>                          |                                |                       |                |                          |                |                          |                            |                    |
| <b>DRIVER</b>                             |                                |                       |                |                          |                |                          |                            |                    |
| <b>1st Period</b>                         |                                |                       |                |                          |                |                          |                            |                    |
| 88-05-24                                  | 12.72                          | 1.27                  | 0.80           | 0.84                     | 1.50           | 17.13                    | 0.03                       | 0.01               |
| 89-05-01                                  | 13.12                          | 1.31                  | 0.80           | 1.10                     | 1.50           | 17.83                    | 0.03                       | 0.03               |
| <b>2nd Period</b>                         |                                |                       |                |                          |                |                          |                            |                    |
| 88-05-24                                  | 14.84                          | 1.48                  | 0.80           | 0.87                     | 1.50           | 19.49                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.31                          | 1.53                  | 0.80           | 1.13                     | 1.50           | 20.27                    | 0.03                       | 0.03               |
| <b>3rd Period</b>                         |                                |                       |                |                          |                |                          |                            |                    |
| 88-05-24                                  | 16.95                          | 1.69                  | 0.80           | 0.91                     | 1.50           | 21.85                    | 0.03                       | 0.01               |
| 89-05-01                                  | 17.49                          | 1.75                  | 0.80           | 1.17                     | 1.50           | 22.71                    | 0.03                       | 0.03               |

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

ELECTRICAL WORKERS  
Local 1687/Local 1788  
Sudbury

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND(1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|---------------------------|--------------------|
| <b>GROUNDMAN</b>                          |                        |                                |                |                             |                |                          |                           |                    |
| <b>OPERATOR</b>                           |                        |                                |                |                             |                |                          |                           |                    |
| <b>1st Year</b>                           |                        |                                |                |                             |                |                          |                           |                    |
| 88-05-24                                  | 14.84                  | 1.48                           | 0.80           | 0.87                        | 1.50           | 19.49                    | 0.03                      | 0.01               |
| 89-05-01                                  | 15.31                  | 1.53                           | 0.80           | 1.13                        | 1.50           | 20.27                    | 0.03                      | 0.03               |
| <b>2nd Year</b>                           |                        |                                |                |                             |                |                          |                           |                    |
| 88-05-24                                  | 16.95                  | 1.69                           | 0.80           | 0.91                        | 1.50           | 21.85                    | 0.03                      | 0.01               |
| 89-05-01                                  | 17.49                  | 1.75                           | 0.80           | 1.17                        | 1.50           | 22.71                    | 0.03                      | 0.03               |
| <b>3rd Year</b>                           |                        |                                |                |                             |                |                          |                           |                    |
| 88-05-24                                  | 19.07                  | 1.91                           | 0.80           | 0.98                        | 1.50           | 24.26                    | 0.03                      | 0.01               |
| 89-05-01                                  | 19.67                  | 1.97                           | 0.80           | 1.24                        | 1.50           | 25.18                    | 0.03                      | 0.03               |
| <b>UTILITYMAN</b>                         |                        |                                |                |                             |                |                          |                           |                    |
| 88-05-24                                  | 10.60                  | 1.06                           | 0.80           | 0.80                        | 1.50           | 14.76                    | 0.03                      | 0.01               |
| 89-05-01                                  | 10.94                  | 1.09                           | 0.80           | 1.06                        | 1.50           | 15.39                    | 0.03                      | 0.03               |

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

GEOGRAPHIC AREA: District of Sudbury, Algoma, Manitoulin, Nipissing, Timiskaming and Cochrane; Patricia Portion of the District of Kenora east of the 87 meridian; District of Parry Sound except the Township of Humphrey, Conger, Christie, Foley, Cowper, McKeiler, McDougall and Hagerman







ELECTRICAL WORKERS  
Local 339/Local 1788  
Thunder Bay

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND ( 1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|-----------------------------|--------------------|
| GROUND WORK                               |                        |                                |                |                             |                |                          |                             |                    |
| FOREMAN                                   |                        |                                |                |                             |                |                          |                             |                    |
| 88-05-24                                  | 19.75                  | 1.98                           | 0.80           |                             | 1.50           | 24.03                    | 0.03                        | 0.01               |
| 89-05-01                                  | 20.60                  | 2.06                           | 0.80           |                             | 1.50           | 24.96                    | 0.03                        | 0.03               |
| GROUND WORK                               |                        |                                |                |                             |                |                          |                             |                    |
| SUBFOREMAN                                |                        |                                |                |                             |                |                          |                             |                    |
| 88-05-24                                  | 18.37                  | 1.84                           | 0.80           |                             | 1.50           | 22.51                    | 0.03                        | 0.01               |
| 89-05-01                                  | 19.16                  | 1.92                           | 0.80           |                             | 1.50           | 23.38                    | 0.03                        | 0.03               |
| GROUNDMAN                                 |                        |                                |                |                             |                |                          |                             |                    |
| 1st Period                                |                        |                                |                |                             |                |                          |                             |                    |
| 88-05-24                                  | 12.86                  | 1.29                           | 0.80           |                             | 1.50           | 16.45                    | 0.03                        | 0.01               |
| 89-05-01                                  | 13.42                  | 1.34                           | 0.80           |                             | 1.50           | 17.06                    | 0.03                        | 0.03               |
| 2nd Period                                |                        |                                |                |                             |                |                          |                             |                    |
| 88-05-24                                  | 15.03                  | 1.50                           | 0.80           |                             | 1.50           | 18.83                    | 0.03                        | 0.01               |
| 89-05-01                                  | 15.66                  | 1.57                           | 0.80           |                             | 1.50           | 19.53                    | 0.03                        | 0.03               |
| 3rd Period                                |                        |                                |                |                             |                |                          |                             |                    |
| 88-05-24                                  | 17.17                  | 1.72                           | 0.80           |                             | 1.50           | 21.19                    | 0.03                        | 0.01               |
| 89-05-01                                  | 17.91                  | 1.79                           | 0.80           |                             | 1.50           | 22.00                    | 0.03                        | 0.03               |
| GROUNDMAN                                 |                        |                                |                |                             |                |                          |                             |                    |
| DRIVER                                    |                        |                                |                |                             |                |                          |                             |                    |
| 1st Period                                |                        |                                |                |                             |                |                          |                             |                    |
| 88-05-24                                  | 12.89                  | 1.29                           | 0.80           |                             | 1.50           | 16.48                    | 0.03                        | 0.01               |
| 89-05-01                                  | 13.43                  | 1.34                           | 0.80           |                             | 1.50           | 17.07                    | 0.03                        | 0.03               |
| 2nd Period                                |                        |                                |                |                             |                |                          |                             |                    |
| 88-05-24                                  | 15.04                  | 1.50                           | 0.80           |                             | 1.50           | 18.84                    | 0.03                        | 0.01               |
| 89-05-01                                  | 15.67                  | 1.57                           | 0.80           |                             | 1.50           | 19.54                    | 0.03                        | 0.03               |
| 3rd Period                                |                        |                                |                |                             |                |                          |                             |                    |
| 88-05-24                                  | 17.17                  | 1.72                           | 0.80           |                             | 1.50           | 21.19                    | 0.03                        | 0.01               |
| 89-05-01                                  | 17.91                  | 1.79                           | 0.80           |                             | 1.50           | 22.00                    | 0.03                        | 0.03               |

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

ELECTRICAL WORKERS  
Local 339/Local 1788  
Thunder Bay

EPSCA WAGE SCHEDULE FOR MISCELLANEOUS PROJECTS AND  
LINES AND STATIONS CONSTRUCTION

| CLASSIFICATIONS<br>AND EFFECTIVE<br>DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | SPECIAL<br>ALLOWANCE<br>(2) | PENSION<br>(2) | TOTAL<br>WAGE<br>PACKAGE | EPSCA<br>ASSOC<br>FUND (1) | JAC<br>FUND<br>(1) |
|---|------------------------|--------------------------------|----------------|-----------------------------|----------------|--------------------------|----------------------------|--------------------|
| <b>GROUNDMAN</b>                          |                        |                                |                |                             |                |                          |                            |                    |
| <b>OPERATOR</b>                           |                        |                                |                |                             |                |                          |                            |                    |
| <b>1st Year</b>                           |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 15.03                  | 1.50                           | 0.80           |                             | 1.50           | 18.83                    | 0.03                       | 0.01               |
| 89-05-01                                  | 15.66                  | 1.57                           | 0.80           |                             | 1.50           | 19.53                    | 0.03                       | 0.03               |
| <b>2nd Year</b>                           |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 17.17                  | 1.72                           | 0.80           |                             | 1.50           | 21.19                    | 0.03                       | 0.01               |
| 89-05-01                                  | 17.91                  | 1.79                           | 0.80           |                             | 1.50           | 22.00                    | 0.03                       | 0.03               |
| <b>3rd Year</b>                           |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 19.34                  | 1.93                           | 0.80           |                             | 1.50           | 23.57                    | 0.03                       | 0.01               |
| 89-05-01                                  | 20.15                  | 2.02                           | 0.80           |                             | 1.50           | 24.47                    | 0.03                       | 0.03               |
| <b>UTILITYMAN</b>                         |                        |                                |                |                             |                |                          |                            |                    |
| 88-05-24                                  | 10.72                  | 1.07                           | 0.80           |                             | 1.50           | 14.09                    | 0.03                       | 0.01               |
| 89-05-01                                  | 11.17                  | 1.12                           | 0.80           |                             | 1.50           | 14.59                    | 0.03                       | 0.03               |

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

.....  
GEOGRAPHIC AREA: Districts of Thunder Bay and Rainy River; District of Kenora and Patricia  
.....

# The Electrical Power Systems Construction Association

700 UNIVERSITY AVENUE  
TORONTO, ONTARIO  
M5G 1X6

May 12, 1989

Mr. J. Brownrigg  
Collective Agreements  
Labour Canada  
OTTAWA, Ontario  
K1A 0J2

Dear Mr. Brownrigg:

Revisions to EPSCA/IBEW EPSCCO Collective  
Agreement (for Generation Projects)

Enclosed for your information are copies of revisions to all  
EPSCA wage schedules revised April 12, 1989, to reflect an  
increase to the JAC Fund.

Yours truly,



for J.G. Knight  
General Manager and  
Secretary-Treasurer

BJR:smh

Enc

448 12 1989

