

**APPENDIX "D"**

**ONTARIO**

**WAGE AND BENEFIT SCHEDULE (\$)**

Boilermakers, Welders, Blacksmiths, Fitters, Riggers, General Foreman,  
Foreman, Assistant Foreman, Journeyman, Apprentice, Helper

**REVISED OCTOBER 18, 2009 TO INCORPORATE PENSION CONTRIBUTION INCREASES**

EFFECTIVE DATE	6-Jul-08	5-Jul-09	1-Jan-10	1-Jul-10
<b>GENERAL FOREMAN</b>	39.80	40.60	39.15	37.70
<b>FOREMAN</b>	38.05	38.85	37.40	35.95
<b>ASS'T FOREMAN</b>	36.00	36.80	35.35	33.90
<b>JOURNEYMAN</b>	34.80	35.60	34.15	32.70
<b>4TH YR. APPRENT.</b>	31.32	32.04	30.59 **	29.14 **
<b>3RD YR. APPRENT.</b>	27.84	28.48	27.03 **	25.58 **
<b>2ND YR. APPRENT.</b>	24.36	24.92	23.47 **	22.02 **
<b>1ST YR. APPRENT.</b>	20.88	21.36	19.91 **	18.46 **
<b>HELPER</b>	24.36	24.92	23.47 **	22.02 **
<b>VACATION PAY</b>	9%	9%	9%	9%
<b>STAT. PAY</b>	3%	3%	3%	3%
<b>HEALTH &amp; WELFARE</b>	2.25	2.25	2.25	2.25
<b>PENSION</b>	6.00	6.50	8.12	9.74
<b>UNION PROMOTION</b>	0.24	0.24	0.24	0.24
<b>EDUCATIONAL TRAIN.</b>	0.38	0.38	0.38	0.38
<b>APPRENTICESHIP</b>	0.08	0.08	0.08	0.08
<b>NATIONAL TRAINING</b>	0.31	0.31	0.31	0.31
<b>DE NOVO</b>	0.02	0.02	0.02	0.02
<b>AUDIOMETRIC</b>	0.03	0.03	0.03	0.03
<b>ADMINISTRATION</b>	0.13	0.13	0.13	0.13
<b>HOURS OF WORK</b>	8	8	8	8
		(See Article 14:00)		
<b>SHIFT PREMIUM</b>				
<b>2ND SHIFT</b>	1 1/5	1 1/5	1 1/5	1 1/5
<b>3RD SHIFT</b>	1 1/5	1 1/5	1 1/5	1 1/5
<b>OVERTIME</b>	2	2	2	2
<b>TRANSPORTATION RATE</b>	0.40	0.42	0.42	0.42
<b>SUBSISTENCE: See Article 20:00</b>				
SOUTHERN ONT.	\$95/DAY	\$95/DAY	\$95/DAY	\$95/DAY
	WORKED	WORKED	WORKED	WORKED
	(TORONTO, SARNIA, HAMILTON, KINGSTON OUT OF WORK LIST AREAS)			
NORTHERN ONT.	\$101/DAY	\$101/DAY	\$101/DAY	\$101/DAY
	WORKED	WORKED	WORKED	WORKED
	(WINNIPEG, THUNDER BAY, SUDBURY OUT OF WORK LIST AREAS)			

\*\* Rates for First, Second, Third & Fourth Year Apprentices, and Helper are inclusive of the Collective Agreement Rate plus the "Special Funding Contribution" for the Pension Plan.