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ET-15-C

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May 1, 2020

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Apr 15, 2021

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ELECTRICAL WORKERS
Local 1687
Sudbury

EPSCA WAGE SCHEDULE FOR ALL ELIGIBLE CONTRACTORS PERFORMING
ELECTRICAL CONSTRUCTION WORK ON HYDRO ONE FACILITIES

GRADE AND STEP	CLASSIFICATIONS OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	WELFARE (2)	PENSION (2)	UNION FUNDS (2)	TOTAL WAGE PACKAGE	EDUCATION UNION FUND(1)	EPSCA ASSOC. FUND(1)
06-9	LINE FOREMAN - 410365								
07-9	ELECTRICIAN FOREMAN - 410165								
	2019-05-01	52.33	5.23	2.25	8.25	2.60	70.66	0.10	0.30
	2020-05-01	52.41	5.24	2.39	8.50	3.36	71.90	0.10	0.30
	2021-05-01	53.13	5.31	2.47	8.50	3.91	73.32	0.10	0.30
06-8	LINE SUBFOREMAN - 410355								
07-8	ELECTRICIAN SUBFOREMAN - 410155								
	2019-05-01	50.05	5.01	2.25	8.25	2.55	68.11	0.10	0.30
	2020-05-01	50.13	5.01	2.39	8.50	3.34	69.37	0.10	0.30
	2021-05-01	50.82	5.08	2.47	8.50	3.86	70.73	0.10	0.30
06-6	LINEMAN JOURNEYMAN - 410335,								
07-6	ELECTRICIAN JOURNEYMAN - 410135,								
07-6	WELDER - 410136								
07-6	COMMUNICATIONS ELECTRICIAN - 410137								
	2019-05-01	45.50	4.55	2.25	8.25	2.45	63.00	0.10	0.30
	2020-05-01	45.57	4.56	2.39	8.50	3.24	64.26	0.10	0.30
	2021-05-01	46.20	4.62	2.47	8.50	3.76	65.55	0.10	0.30
	ELECTRICIAN APPRENTICE - 410115								
07-0	1st Period (40% of journey person rate)								
	2019-05-01	18.20	1.82	2.25	8.25	1.10	31.62	0.10	0.30
	2020-05-01	18.23	1.82	2.39	8.50	1.45	32.39	0.10	0.30
	2021-05-01	18.48	1.85	2.47	8.50	1.66	32.96	0.10	0.30
07-1	2nd Period (50% of journey person rate)								
	2019-05-01	22.75	2.28	2.25	8.25	1.33	36.86	0.10	0.30
	2020-05-01	22.79	2.28	2.39	8.50	1.75	37.71	0.10	0.30
	2021-05-01	23.10	2.31	2.47	8.50	2.01	38.39	0.10	0.30
07-2	3rd Period (60% of journey person rate)								
	2019-05-01	27.30	2.73	2.25	8.25	1.55	42.08	0.10	0.30
	2020-05-01	27.34	2.73	2.39	8.50	2.04	43.00	0.10	0.30
	2021-05-01	27.72	2.77	2.47	8.50	2.35	43.81	0.10	0.30
07-3	4th Period (70% of journey person rate)								
	2019-05-01	31.85	3.19	2.25	8.25	1.78	47.32	0.10	0.30
	2020-05-01	31.90	3.19	2.39	8.50	2.34	48.32	0.10	0.30
	2021-05-01	32.34	3.23	2.47	8.50	2.70	49.24	0.10	0.30
07-4	5th Period (80% of journey person rate)								
	2019-05-01	36.40	3.64	2.25	8.25	2.00	52.54	0.10	0.30
	2020-05-01	36.46	3.65	2.39	8.50	2.64	53.64	0.10	0.30
	2021-05-01	36.96	3.70	2.47	8.50	3.05	54.68	0.10	0.30

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

* Employer contributions to De Novo (\$0.02/hour worked) and Helmets to Hardhats (\$0.01/hour worked) are included in the EPSCA Association Fund of 30 cents.

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ELECTRICAL CONSTRUCTION WORK ON HYDRO ONE FACILITIES

GRADE AND STEP	CLASSIFICATIONS OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	WELFARE (2)	PENSION (2)	UNION FUNDS (2)	TOTAL WAGE PACKAGE	EDUCATION UNION FUND(1)	EPSCA ASSOC. FUND(1)
LINEMAN APPRENTICE - 410315									
06-1	1st Period (50% of journeyperson rate)								
	2019-05-01	22.75	2.28	2.25	8.25	1.33	36.86	0.10	0.30
	2020-05-01	22.79	2.28	2.39	8.50	1.75	37.71	0.10	0.30
	2021-05-01	23.10	2.31	2.47	8.50	2.01	38.39	0.10	0.30
06-2	2nd Period (60% of journeyperson rate)								
	2019-05-01	27.30	2.73	2.25	8.25	1.55	42.08	0.10	0.30
	2020-05-01	27.34	2.73	2.39	8.50	2.04	43.00	0.10	0.30
	2021-05-01	27.72	2.77	2.47	8.50	2.35	43.81	0.10	0.30
06-3	3rd Period (70% of journeyperson rate)								
	2019-05-01	31.85	3.19	2.25	8.25	1.78	47.32	0.10	0.30
	2020-05-01	31.90	3.19	2.39	8.50	2.34	48.32	0.10	0.30
	2021-05-01	32.34	3.23	2.47	8.50	2.70	49.24	0.10	0.30
06-4	4th Period (80% of journeyperson rate)								
	2019-05-01	36.40	3.64	2.25	8.25	2.00	52.54	0.10	0.30
	2020-05-01	36.46	3.65	2.39	8.50	2.64	53.64	0.10	0.30
	2021-05-01	36.96	3.70	2.47	8.50	3.05	54.68	0.10	0.30
08-9	GROUNDWORK FOREMAN - 410765								
	2019-05-01	39.40	3.94	2.25	8.25	2.07	55.91	0.10	0.30
	2020-05-01	45.93	4.59	2.39	8.50	2.85	64.26	0.10	0.30
	2021-05-01	46.57	4.66	2.47	8.50	3.76	65.96	0.10	0.30
08-8	GROUNDWORK SUBFOREMAN - 410755								
	2019-05-01	38.40	3.84	2.25	8.25	2.04	54.78	0.10	0.30
	2020-05-01	43.47	4.35	2.39	8.50	2.80	61.51	0.10	0.30
	2021-05-01	44.07	4.41	2.47	8.50	3.71	63.16	0.10	0.30
08-4	GROUNDWORK DRIVER - 410706								
	1st Period (60% of journeyperson rate)								
	2019-05-01	27.30	2.73	2.25	8.25	1.55	42.08	0.10	0.30
	2020-05-01	27.34	2.73	2.39	8.50	2.04	43.00	0.10	0.30
	2021-05-01	27.72	2.77	2.47	8.50	2.35	43.81	0.10	0.30
08-5	2nd Period (70% of journeyperson rate)								
	2019-05-01	31.85	3.19	2.25	8.25	1.78	47.32	0.10	0.30
	2020-05-01	31.90	3.19	2.39	8.50	2.34	48.32	0.10	0.30
	2021-05-01	32.34	3.23	2.47	8.50	2.70	49.24	0.10	0.30
08-6	3rd Period (80% of journeyperson rate)								
	2019-05-01	36.40	3.64	2.25	8.25	2.00	52.54	0.10	0.30
	2020-05-01	36.46	3.65	2.39	8.50	2.64	53.64	0.10	0.30
	2021-05-01	36.96	3.70	2.47	8.50	3.05	54.68	0.10	0.30

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GRADE AND STEP	CLASSIFICATIONS OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	WELFARE (2)	PENSION (2)	UNION FUNDS (2)	TOTAL WAGE PACKAGE	EDUCATION UNION FUND(1)	EPSCA ASSOC. FUND(1)
08-0	UTILITY MAN - 410708 (50% of journeyperson rate)								
	2019-05-01	22.75	2.28	2.25	8.25	1.33	36.86	0.10	0.30
	2020-05-01	22.79	2.28	2.39	8.50	1.75	37.71	0.10	0.30
	2021-05-01	23.10	2.31	2.47	8.50	2.01	38.39	0.10	0.30
08-1	GROUNDWORK OPERATOR - 410707								
	1st Period (70% of journeyperson rate)								
	2019-05-01	31.85	3.19	2.25	8.25	1.78	47.32	0.10	0.30
	2020-05-01	31.90	3.19	2.39	8.50	2.34	48.32	0.10	0.30
	2021-05-01	32.34	3.23	2.47	8.50	2.70	49.24	0.10	0.30
08-2	2nd Period (80% of journeyperson rate)								
	2019-05-01	36.40	3.64	2.25	8.25	2.00	52.54	0.10	0.30
	2020-05-01	36.46	3.65	2.39	8.50	2.64	53.64	0.10	0.30
	2021-05-01	36.96	3.70	2.47	8.50	3.05	54.68	0.10	0.30
08-3	3rd Period (90% of journeyperson rate)								
	2019-05-01	40.95	4.10	2.25	8.25	2.23	57.78	0.10	0.30
	2020-05-01	41.01	4.10	2.39	8.50	2.94	58.94	0.10	0.30
	2021-05-01	41.58	4.16	2.47	8.50	3.40	60.11	0.10	0.30

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**EPSCA WAGE SCHEDULE FOR ALL ELIGIBLE CONTRACTORS PERFORMING
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Overtime Rate

Mon. to Fri. - 1 1/2 times for up to and including 2 hours beyond the normal
daily scheduled number of hours. This applies for both 4 day x 10 hours per day schedule
and 5 day x 8 hours per day schedule.

Non-Scheduled Work Days - 2 times for all hours worked.

Sat., Sun. & Holidays - 2 times for all hours worked.

UNION FUNDS

Union Funds include the following items:

	Recreation -	\$0.09	per hour paid - effective May 1, 2020
Members Assistance Fund-	\$0.03	per hour paid	
	DeNovo -	\$0.03	per hour paid effective May 1, 2020
IBEW/EPCO -	\$0.10	per hour paid	
Union Dues -	2%	of Gross Vacationable Earnings (Base Hourly Rate + Vacation and Stat Holiday)	
Stabilization Fund -	\$1.99	per hour paid - May 1, 2020 (Pro-rated for Apprentices)	
	\$2.49	per hour paid - May 1, 2021 (Pro-rated for Apprentices)	

Notes: Health & Welfare includes \$0.04 for Bill 162.
Education Union Fund is above Total Wage Package
\$0.10 per hour worked

UNION DUES

Union Dues are included in Union Funds for this Local.

BENEFITS

All remittances (employer contributions, employee deductions
and Union Dues), excluding the EPSCA Association Fund,
are to be sent to:

IBEW Local Union 1687
1204 St Jerome Street
SUDBURY, ON P3A 2V9

EPSCA Association Fund should be sent to:

EPSCA Association Fund
190 Attwell, Suite 580
ETOBICOKE, ON M9W 6H8

GEOGRAPHIC AREA: Districts of Sudbury, Algoma, Manitoulan, Nipissing, Timiskaming and Cochrane; Patricia Portion of the District
of Kenora east of the 87th meridian; District of Parry Sound except the Townships of Humphrey, Conger, Christie, Foley, Cowper,
McKeller, McDougall and Hagerman