

**FAIR WAGE & BENEFITS PLAN  
FOR  
CONSTRUCTION WORKS  
IN THE  
MOHAWK TERRITORY OF KAHNAWÀ:KE**

**2019**



Kahnawà:ke Construction Trades and Occupations  
Definitions, Wage Schedules and Apprenticeship Wages



*\*Some wages are subject to change, please consult with the Kahnawà:ke Labor Office*

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## INTRODUCTION

In the late summer of 2014, Kahnawà:ke and Quebec signed a Labor Agreement establishing a framework to develop and implement a Kahnawà:ke Labor Regime which will define the rules governing construction, compensation for industrial accidents and occupational diseases, and occupational health and safety on the Territory. Also in 2014, the Quebec National Assembly passed Bill 21, An Act respecting the implementation of agreements on Labor matters between the Government of Quebec and the Mohawk Council of Kahnawà:ke. As a result, Kahnawà:ke and Québec (and its labor institutions) also agreed to work together to create a Kahnawà:ke Labor Office (KLO) to act as the authority in the development and the implementation of the Kahnawà:ke Regime

This document has been developed by the KLO to ensure that Kahnawà:ke workers receive a fair wage and benefits package based on their competency, industry standards and community norms. It applies to those Kahnawà:ke Workers choosing to not be compensated by the Quebec Construction Regime. In addition, to the wage schedules, the document contains definitions for the construction works, trades and occupations performed within the territory of Kahnawà:ke.

The document is comprised of three (3) sections with the first (section A) covers those trades and occupations categorized under General Construction. The second (section B) being the definitions and wage schedules for those trades and occupations specific to Bridge Works. The final (section C) outlines the general rules covering Overtime and Holidays.

In relation to works performed on bridge projects, occupations such as barge operators, safety boat rescue persons and traffic control persons shall be employed during the entire course of the project as required.

### **Recognition of competency certification from jurisdictions other than the Mohawk Territory of Kahnawà:ke and its jurisdictions are as follows:**

Competency certificates issued by the Province of Quebec are the primary certification recognized by the Mohawk Territory of Kahnawà:ke and its jurisdictions, followed by all other Canadian Provinces, Territories and its jurisdictions. Other jurisdictional certification recognized includes all-of the United States and its jurisdictions.

#### **\*NOTE\***

Where employees working in the Mohawk Territory of Kahnawà:ke and its jurisdictions do not possess the required skills in specialized areas of the trade, competency requirements in Quebec shall be recognized as defined for that specialization.

### **There has been a wage rate increase as of April 29, 2018 and there will subsequent wage increases in the following years:**

From April 29, 2018 to April 27, 2019	2.10% increase
From April 28, 2019 to April 25, 2020	2.20% increase
From April 26, 2020 to April 30, 2021	2.15% increase

## 1. Bricklayer and Stone Mason<sup>1</sup>

**Bricklayer's and Stone Masons** create and maintain structures, walls, partitions, chimneys, fireplaces, walkways and foundations using various types of blocks, bricks, rock or stone. They cut, saw, and chip pieces of masonry to shape or dimension pieces. The most common materials used to bond these pieces are mortar, cement and adhesives. Bricklayers and stone masons commonly use trowels, chisels, brick cutters or a combination thereof.

**The following criteria must be attained prior to being considered for a competency certificate to perform work in the Bricklayer/Stone Mason industry.**

### **To attain Journeyman Status:**

High school Diploma or equivalent or Vocational Studies Diploma in masonry/bricklaying; or completion of a recognized apprenticeship program and completion of construction safety training within the previous 5 calendar years.

Provide proof of **6000** work hours in the industry as an apprentice or trainee.

### **To attain Apprentice Status:**

High school Diploma or equivalent and enrollment in a recognized apprenticeship program or enrollment in masonry/bricklaying course and completion of construction safety training within the previous 5 calendar years.

### ***Bricklayer and Stone Mason Wage Schedules***

<b>Bricklayer/Stonemason</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$40.02	\$42.23	\$80.04	\$84.46
Vacation	\$5.20	\$5.49	\$10.41	\$10.98
Pension	\$7.722	\$7.722	\$7.722	\$7.722
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
Total Hourly Wage	\$53.69	\$56.19	\$98.92	\$103.91

<b>Bricklayer Apprentice 1</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$24.01	\$25.34	\$48.02	\$50.68
Vacation	\$3.12	\$3.29	\$6.24	\$6.59
Pension	\$5.745	\$5.745	\$5.745	\$5.745
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
Total Hourly Wage	\$33.63	\$35.13	\$60.76	\$63.76

<b>Bricklayer Apprentice 2</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$28.01	\$29.56	\$56.02	\$59.12
Vacation	\$3.64	\$3.84	\$7.28	\$7.69
Pension	\$5.745	\$5.745	\$5.745	\$5.745
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
Total Hourly Wage	\$38.15	\$39.90	\$69.80	\$73.30

<b>Bricklayer Apprentice 3</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$34.02	\$35.90	\$68.04	\$71.80
Vacation	\$4.42	\$4.67	\$8.85	\$9.33
Pension	\$5.745	\$5.745	\$5.745	\$5.745
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
Total Hourly Wage	\$44.94	\$47.06	\$83.38	\$87.63

<sup>1</sup> Similar to CCQ unit Classification 110  
Created by: KLO May 2019

## 2. Carpenter<sup>2</sup>

**Carpenters** are skilled craftsmen and women who perform tasks such as; formwork, framing of floors, exterior walls and roofs, interior systems installation of walls and partitions, installs sheetrock or gypsum, hanging ceilings, wood stairways, metal stairways, cabinets, doors, windows, moldings, painting, aluminum, vinyl, wood and other sidings, metal, shingle and other roof coverings.

**The following criteria must be attained prior to being considered for a competency certificate to perform work in the Carpentry industry.**

### **To attain Journeyman Status:**

High school Diploma or equivalent or Vocational Studies Diploma in carpentry/joinery, interior systems installation or; completion of a recognized apprenticeship program and completion of construction safety training within the previous 5 calendar years.

Provide proof of **6000** work hours in the industry as an apprentice or trainee.

### **To attain Apprentice Status:**

High school Diploma or equivalent and enrollment in a recognized apprenticeship program or enrollment in carpentry/joiner course and completion of construction safety training within the previous 5 calendar years.

### **Carpenter Wage Schedules**

<b>Carpenter</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$39.96	\$42.17	\$79.92	\$84.34
Vacation	\$5.19	\$5.48	\$10.39	\$10.96
Pension	\$6.465	\$6.465	\$6.465	\$6.465
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
<b>Total Hourly Wage</b>	<b>\$52.37</b>	<b>\$54.87</b>	<b>\$97.52</b>	<b>\$102.52</b>

<b>Carpenter Apprentice</b>				
<b>Period 1</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$23.98	\$25.30	\$47.96	\$50.60
Vacation	\$3.12	\$3.29	\$6.23	\$6.58
Pension	\$5.725	\$5.725	\$5.725	\$5.725
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75

<b>Carpenter Apprentice</b>				
<b>Period 2</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$27.97	\$29.52	\$55.94	\$59.04
Vacation	\$3.64	\$3.84	\$7.27	\$7.68
Pension	\$5.725	\$5.725	\$5.725	\$5.725
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75

<b>Carpenter Apprentice</b>				
<b>Period 3</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$33.97	\$35.84	\$67.94	\$71.68
Vacation	\$4.42	\$4.66	\$8.83	\$9.32
Pension	\$5.725	\$5.725	\$5.725	\$5.725
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75

<sup>2</sup> Similar to CCQ unit classification 160  
Created by: KLO May 2019

### 3. Cement Worker / Concrete Finishers<sup>3</sup>

**Cement workers** erect and dismantle forms typically made out of wood or metal to contain wet cement for floors, walls, sidewalks, and roadways. They then pour the concrete mixture into the form, taking care to fill the entire area and minimize air pockets. The worker is able to level the concrete and clear away excess with a variety of different types of trowels. Specialized chisels and edging devices can be used to add detail and decoration. Cement workers also apply and install treatment and membrane products for waterproofing.

**The following criteria must be attained prior to being considered for a competency certificate to perform work in the Cement and Concrete industry.**

**To attain Journeyman Status:**

High school Diploma or equivalent or Vocational Studies Diploma in preparation and concrete finishing and completion of construction safety training within the previous 5 calendar years.

Provide proof of **3000** work hours in the industry as an apprentice or trainee.

**To attain Apprentice Status:**

High school Diploma or equivalent and Vocational Studies Diploma in preparation and concrete finishing and enrollment in a recognized apprenticeship program and completion of construction safety training within the previous 5 calendar years.

#### ***Cement Worker / Concrete Finishers Wage Schedules***

<b>Cement and concrete finisher</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$39.20	\$41.43	\$78.40	\$82.86
Vacation	\$5.10	\$5.39	\$10.19	\$10.77
Pension	\$6.485	\$6.485	\$6.485	\$6.485
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
<b>Total Hourly Wage</b>	<b>\$51.53</b>	<b>\$54.05</b>	<b>\$95.83</b>	<b>\$100.87</b>

<b>Cement and Concrete finisher apprentice 1</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$27.44	\$29.00	\$54.88	\$58.00
Vacation	\$3.57	\$3.77	\$7.13	\$7.54
Pension	\$5.745	\$5.745	\$5.745	\$5.745
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
<b>Total Hourly Wage</b>	<b>\$37.50</b>	<b>\$39.27</b>	<b>\$68.51</b>	<b>\$72.04</b>

<b>Cement and concrete finisher apprentice 2</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$33.32	\$35.22	\$66.64	\$70.44
Vacation	\$4.33	\$4.58	\$8.66	\$9.16
Pension	\$5.745	\$5.745	\$5.745	\$5.745
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
<b>Total Hourly Wage</b>	<b>\$44.15</b>	<b>\$46.29</b>	<b>\$81.80</b>	<b>\$86.09</b>

#### **No 3<sup>rd</sup> period apprentice for Cement and concrete finisher**

<sup>3</sup> Similar to CCQ unit classification 200  
Created by: KLO May 2019

#### 4. Crane Operator<sup>4</sup>

**Crane operators** operate all types of cranes such as tower, gantry, overhead, mobile, hydraulic and derricks. Crane operators move heavy materials from one location to another in a variety of work settings. One of the most important jobs of the crane operator is pre-operation inspections. This could include overall jobsite conditions, verifying firm level crane surfaces and daily crane inspections (Hydraulics, wire rope, rigging and attachments, etc.). **The following criteria must be attained prior to being considered for a competency certificate to perform work in the Cement and Concrete industry.**

##### **To attain Journeyman Status:**

High school Diploma or equivalent or Vocational Studies Diploma in crane operations and a valid crane operators license and completion of construction safety training within the previous 5 calendar years.

Provide proof of **6000** work hours in the industry as an apprentice or trainee.

##### **To attain Apprentice Status:**

High school Diploma or equivalent and enrollment in a crane operators apprenticeship program and enrollment in a crane operation course completion of construction safety training within the previous 5 calendar years.

#### ***Crane Operators Wage Schedules***

<b>Crane operator Journeyman</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$40.45	\$42.68	\$85.36	\$85.36
Vacation	\$5.26	\$5.55	\$11.10	\$11.10
Pension	\$6.295	\$6.295	\$6.295	\$6.295
Safety Equipment	\$0.70	\$0.70	\$0.70	\$0.70
Total Hourly Wage	\$52.70	\$55.22	\$103.45	\$103.45

<b>Crane Operator period 1 apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$28.32	\$29.88	\$59.76	\$59.76
Vacation	\$3.68	\$3.88	\$7.77	\$7.77
Pension	\$5.555	\$5.555	\$5.555	\$5.555
Safety Equipment	\$0.70	\$0.70	\$0.70	\$0.70
Total Hourly Wage	\$38.26	\$40.02	\$73.78	\$73.78

<b>Crane Operator period 2 apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$34.38	\$36.28	\$72.56	\$72.56
Vacation	\$4.47	\$4.72	\$9.43	\$9.43
Pension	\$5.555	\$5.555	\$5.555	\$5.555
Safety Equipment	\$0.70	\$0.70	\$0.70	\$0.70
Total Hourly Wage	\$45.10	\$47.25	\$88.25	\$88.25

#### **No 3<sup>rd</sup> period apprentice for Crane operator**

#### 5. Electrician<sup>5</sup>

**Electricians** install and maintain all of the electrical and power systems for our homes, businesses, and factories. They install and maintain the wiring and control equipment through which electricity flows. They also install and maintain electrical equipment and machines in factories and a wide range of other businesses. Electricians

<sup>4</sup> Similar to CCQ unit classification 264

<sup>5</sup> Similar to CCQ unit classification 220

generally focus on either construction or maintenance, although many do both. Electricians specializing in construction primarily install wiring systems into factories, businesses, and new homes. Electricians specializing in maintenance fix and upgrade existing electrical systems and repair electrical equipment.

**The following criteria must be attained prior to being considered for a competency certificate to perform work in the Electrical industry.**

**To attain Journeyman Status:**

High school Diploma or equivalent or Vocational Studies Diploma in electrical installation, repair and maintenance and; completion of a recognized apprenticeship program construction safety training within the previous 5 calendar years.

Provide proof of **8000** work hours in the industry as an apprentice or trainee.

**To attain Apprentice Status:**

High school Diploma or equivalent and enrollment in apprenticeship program and enrollment in an electrical installation, repair and maintenance course and completion of construction safety training within the previous 5 calendar years.

***Electrician Wage Schedules***

<b>Electrician Journeyman</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$40.45	\$42.47	\$84.95	\$84.95
Vacation	\$5.26	\$5.52	\$11.04	\$11.04
Pension	\$6.875	\$6.875	\$6.875	\$6.875
Safety Equipment	\$0.60	\$0.60	\$0.60	\$0.60
<b>Total Hourly Wage</b>	<b>\$53.18</b>	<b>\$55.47</b>	<b>\$103.46</b>	<b>\$103.46</b>

<b>Electrician period 1 apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$20.23	\$-	\$40.46	\$-
Vacation	\$2.63	\$-	\$5.26	\$-
Pension	\$6.135	\$-	\$6.135	\$-
Safety Equipment	\$0.60	\$-	\$0.60	\$-
<b>Total Hourly Wage</b>	<b>\$29.59</b>	<b>\$-</b>	<b>\$52.45</b>	<b>\$-</b>

<b>Electrician period 2 apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$24.27	\$-	\$24.27	\$-
Vacation	\$3.16	\$-	\$3.16	\$-
Pension	\$6.135	\$-	\$6.135	\$-
Safety Equipment	\$0.60	\$-	\$0.60	\$-
<b>Total Hourly Wage</b>	<b>\$34.16</b>	<b>\$-</b>	<b>\$34.16</b>	<b>\$-</b>

<b>Electrician period 3 apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$28.32	\$-	\$56.64	\$-
Vacation	\$3.68	\$-	\$7.36	\$-
Pension	\$6.135	\$-	\$6.135	\$-
Safety Equipment	\$0.60	\$-	\$0.60	\$-
<b>Total Hourly Wage</b>	<b>\$38.74</b>	<b>\$-</b>	<b>\$70.74</b>	<b>\$-</b>

**10% OT premium for electricians**



## 6. Electronics System Technician<sup>6</sup>

**Electronics Systems Technicians** install, maintain and repair systems in homes, businesses, and factories. Electricians specializing in construction primarily install wiring systems into factories, businesses, and new homes. Electronic Systems Technicians (EST's) install, connect, calibrate and service products that carry voice, video, audio and data in office buildings, homes, and other structures. Some EST's install and service fire and security alarm systems, while others work with telecommunications equipment such as business telephone systems and computer networks. They may also install coaxial cable for television or fiber optic cable for computers and telecommunications equipment. EST's will review and follow drawings, blueprints and construction specifications. Electronic Systems Techs may begin their career as a helper and then enter a formal training program becoming an apprentice. Electronic Systems Technicians must use their physical capabilities. Eye-hand coordination, manual dexterity, and balance are important for climbing ladders or operating power tools. Although EST's work primarily indoors—working closely with other trade persons, they do perform work outdoors as well.

**The following criteria must be attained prior to being considered for a competency certificate to perform work in the Electronics Systems industry.**

### **To attain Journeyman Status:**

High school Diploma or equivalent or Vocational Studies Diploma in electronics systems installation, repair and maintenance, and; completion of a recognized apprenticeship program and construction safety training within the previous 5 calendar years.

Provide proof of **6000** work hours in the industry as an apprentice or trainee.

### **To attain Apprentice Status:**

High school Diploma or equivalent or enrollment in a recognized apprenticeship program and enrollment in an electronics systems installation, repair and maintenance course and completion of construction safety training within the previous 5 calendar years.

### ***Electronics Systems Technicians Wage Schedules***

<b>Electronics Systems Technician Journeyman</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$33.23	\$33.23	\$66.46	\$66.46
Vacation	\$4.32	\$4.32	\$8.64	\$8.64
Pension	\$6.865	\$6.865	\$6.865	\$6.865
Safety Equipment	\$0.50	\$0.50	\$0.50	\$0.50
<b>Total Hourly Wage</b>	<b>\$44.91</b>	<b>\$44.91</b>	<b>\$82.46</b>	<b>\$82.46</b>

<b>Electronics Systems Technician period 1 apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$19.94	\$19.94	\$39.88	\$39.88
Vacation	\$2.59	\$2.59	\$5.18	\$5.18
Pension	\$6.125	\$6.125	\$6.125	\$6.125
Safety Equipment	\$0.50	\$0.50	\$0.50	\$0.50
<b>Total Hourly Wage</b>	<b>\$29.16</b>	<b>\$29.16</b>	<b>\$51.69</b>	<b>\$51.69</b>

<b>Electronics Systems Technician period 2 apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$23.26	\$23.26	\$46.52	\$46.52

<sup>6</sup> Similar to CCQ unit classification 222

Vacation	\$3.02	\$3.02	\$6.05	\$6.05
Pension	\$6.125	\$6.125	\$6.125	\$6.125
Safety Equipment	\$0.50	\$0.50	\$0.50	\$0.50
Total Hourly Wage	\$32.91	\$32.91	\$59.19	\$59.19

<b>Electronics Systems Technician Journeyman</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$28.25	\$28.25	\$56.50	\$56.50
Vacation	\$3.67	\$3.67	\$7.35	\$7.35
Pension	\$6.125	\$6.125	\$6.125	\$6.125
Safety Equipment	\$0.50	\$0.50	\$0.50	\$0.50
Total Hourly Wage	\$38.55	\$38.55	\$70.47	\$70.47

### 7% hourly increase for OT for Electronics System Technician

#### 7. Elevator Constructors and Mechanics<sup>7</sup>

**Elevator Constructors and Mechanics** assemble and install electric and hydraulic personnel and material hoists, freight and passenger elevators, escalators, travellers, chair-lifts, dumbwaiters and other similar equipment. Elevator constructors and mechanics usually specialize in installation, maintenance, or repair work. Installation, maintenance and repair work usually involves electrical connections, electronics, hydraulics, rails, cables, motors, elevator doors, and control systems including adjustment of counterweights, door mechanisms, and safety controls. **The following criteria must be attained prior to being considered for a competency certificate to perform work in the Elevator Constructors and Mechanics industry.**

#### **To attain Journeyman Status:**

High school Diploma or equivalent or Vocational Studies Diploma in Elevator mechanics and Mechanical lifts. Completion of a recognized 5-year apprenticeship program and construction safety training within the previous 5 calendar years.

Provide proof of **10,000** work hours in the industry as an apprentice or trainee.

#### **To attain Apprentice Status:**

High school Diploma or equivalent and enrollment in Elevator Mechanics and Mechanical lifts studies and enrollment in a recognized 5-year apprenticeship program and completion of construction safety training within the previous 5 calendar years.

#### ***Elevator Constructors and Mechanics Wage Schedules***

<b>Elevator Installer/Mechanic</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$44.75	\$44.75	\$89.50	\$89.50
Vacation	\$5.82	\$5.82	\$11.64	\$11.64
Pension	\$6.295	\$6.295	\$6.295	\$6.295
Safety Equipment	\$0.65	\$0.65	\$0.65	\$0.65
Total Hourly Wage	\$57.51	\$57.51	\$108.08	\$108.08

<b>Elevator Installer/Mechanic</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$22.38	\$22.38	\$44.76	\$44.76
Vacation	\$2.91	\$2.91	\$5.82	\$5.82
Pension	\$5.555	\$5.555	\$5.555	\$5.555

<sup>7</sup> Similar to CCQ unit classification 272

Safety Equipment	\$0.65	\$0.65	\$0.65	\$0.65
Total Hourly Wage	\$31.49	\$31.49	\$56.78	\$56.78

<b>Elevator Installer/Mechanic Period 2 apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$26.85	\$26.85	\$53.70	\$53.70
Vacation	\$3.49	\$3.49	\$6.98	\$6.98
Pension	\$5.555	\$5.555	\$5.555	\$5.555
Safety Equipment	\$0.65	\$0.65	\$0.65	\$0.65
Total Hourly Wage	\$36.55	\$36.55	\$66.89	\$66.89

<b>Elevator Installer/Mechanic Period 3 apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$31.33	\$31.33	\$62.66	\$62.66
Vacation	\$4.07	\$4.07	\$8.15	\$8.15
Pension	\$5.555	\$5.555	\$5.555	\$5.555
Safety Equipment	\$0.65	\$0.65	\$0.65	\$0.65
Total Hourly Wage	\$41.61	\$41.61	\$77.01	\$77.01

## 8. Explosives Technician/Blaster<sup>8</sup>

**Explosives Technician/Blaster** places and detonates explosives to demolish structures or to loosen, remove or displace earth, rock, or other materials. May perform specialized handling, storage and accounting procedures. Includes seismograph shooters.

**The following criteria must be attained prior to being considered for a competency certificate to perform work as an Explosive Technician/Blaster:**

Currently due to strict Federal and Provincial restrictions on explosives, all Federal and Quebec Provincial educational and safety training criteria will apply to obtain a competency certificate for Explosives Technician/Blaster.

**\*NOTE\***

**The Kahnawà:ke Labor Office will assist anyone who is interested in obtaining the qualifications for competency in this trade.**

### ***Explosives Technician/Blaster Wage Schedules***

<b>Explosives Technician/Blaster</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$37.72	\$39.92	\$75.44	\$79.84
Vacation	\$4.90	\$5.19	\$9.81	\$10.38
Pension	\$6.755	\$6.755	\$6.755	\$6.755
Safety Equipment	\$0.65	\$0.65	\$0.65	\$0.65
Total Hourly Wage	\$50.03	\$52.51	\$92.65	\$97.62

**NO Apprenticeship periods for Explosive technician**

<sup>8</sup> Similar to CCQ unit classification 617  
Created by: KLO May 2019

## 9. Glazier<sup>9</sup>

**Glaziers** (or glassworkers) are responsible for selecting, cutting, installing and replacing all types of glass used in construction. On commercial interior projects, glaziers often fit glass for tabletops and display cases and install decorative glass walls, storefront windows and security windows. Glaziers also work on the glass exteriors of large commercial buildings.

**The following criteria must be attained prior to being considered for a competency certificate to perform work in the Glazier/glassworker industry.**

### **To attain Journeyman Status:**

High school Diploma or equivalent or Vocational Studies Diploma in assembly and installation of glass products or; completion of a recognized apprenticeship program and construction safety training within the previous 5 calendar years.

Provide proof of **6000** work hours in the industry as an apprentice or trainee.

### **To attain Apprentice Status:**

High school Diploma or equivalent or enrollment in a Glazier apprenticeship program and enrollment in a Glaziers course and completion of construction safety training within the previous 5 calendar years.

### **Glaziers Wage Schedules**

<b>Glazier Journeyman</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$40.15	\$42.38	\$80.30	\$84.76
Vacation	\$5.22	\$5.51	\$10.44	\$11.02
Pension	\$6.295	\$6.295	\$6.295	\$6.295
Safety Equipment	\$0.65	\$0.65	\$0.65	\$0.65
Total Hourly Wage	\$52.31	\$54.83	\$97.68	\$102.72

<b>Glazier Period 1 apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$24.09	\$25.43	\$48.18	\$50.86
Vacation	\$3.13	\$3.31	\$6.26	\$6.61
Pension	\$5.555	\$5.555	\$5.555	\$5.555
Safety Equipment	\$0.65	\$0.65	\$0.65	\$0.65
Total Hourly Wage	\$33.43	\$34.94	\$60.65	\$63.68

<b>Glazier Period 2 apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$28.11	\$29.67	\$56.22	\$59.34
Vacation	\$3.65	\$3.86	\$7.31	\$7.71
Pension	\$5.555	\$5.555	\$5.555	\$5.555
Safety Equipment	\$0.65	\$0.65	\$0.65	\$0.65
Total Hourly Wage	\$37.97	\$39.73	\$69.73	\$73.26

<b>Glazier Period 3 apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$34.13	\$36.02	\$68.26	\$72.04
Vacation	\$4.44	\$4.68	\$8.87	\$9.37
Pension	\$5.555	\$5.555	\$5.555	\$5.555
Safety Equipment	\$0.65	\$0.65	\$0.65	\$0.65
Total Hourly Wage	\$44.77	\$46.91	\$83.34	\$87.61

<sup>9</sup> Similar to CCQ unit classification 312  
Created by: KLO May 2019

## 10. Heavy Equipment Operator<sup>10</sup>

**Heavy equipment operators** operate heavy equipment used in the construction and maintenance of roads, bridges, airports, gas and oil pipelines, tunnels, buildings and other structures; in surface mining and quarrying activities; and in material handling work. They are employed by construction companies, heavy equipment contractors, public works departments and pipeline, logging, cargo-handling and other companies. Heavy equipment operators perform some or all of the following duties:

- Operates heavy equipment such as backhoes, bulldozers, loaders and graders to excavate, move, load and grade earth, rock, gravel or other materials during construction and related activities.
- Operates bulldozers or other heavy equipment to clear brush and stumps prior to logging activities and to build roads at logging and surface mining sites.
- Operates heavy paving and surfacing equipment to lay, spread or compact concrete, asphalt and other surface materials during highway and road construction.
- Operates power shovels to excavate rock, ore or other materials from open-pit mines, strip mines, quarries or construction pits.

**The following criteria must be attained prior to being considered for a competency certificate to perform work in the Heavy Equipment Operator.**

### **To attain Journeyman Status:**

High school Diploma or equivalent or Vocational Studies Diploma in Heavy Equipment or; completion of a recognized apprenticeship program and a valid operator license and completion of construction safety training within the previous 5 calendar years.

Provide proof of **6000** work hours in the industry as an apprentice or trainee.

### **To attain Apprentice Status:**

High school Diploma or equivalent and enrollment in a heavy equipment operator apprenticeship program and enrollment in a heavy equipment operator course and completion of construction safety training within the previous 5 calendar years.

### **Heavy Equipment Operator Wage Schedules**

<b>Heavy Equipment Operator Journeyman</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$38.22	\$40.47	\$76.44	\$80.94
Vacation	\$4.97	\$5.26	\$9.94	\$10.52
Pension	\$6.795	\$6.795	\$6.795	\$6.795
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
<b>Total Hourly Wage</b>	<b>\$50.73</b>	<b>\$53.28</b>	<b>\$93.92</b>	<b>\$99.01</b>

<b>Only 1 Period apprenticeship</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$32.49	\$34.40	\$64.98	\$68.80
Vacation	\$4.22	\$4.47	\$8.45	\$8.94
Pension	\$6.055	\$6.055	\$6.055	\$6.055
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
<b>Total Hourly Wage</b>	<b>\$43.52</b>	<b>\$45.68</b>	<b>\$80.23</b>	<b>\$84.55</b>

<sup>10</sup> Similar to CCQ unit classification 538  
Created by: KLO May 2019

## 11. Heavy Equipment Technician<sup>11</sup>

**Heavy equipment technicians** are employed by specialized repair shops and organizations that own or lease heavy equipment used in the construction, mining, forestry, material handling, landscaping, land clearing, and agriculture and transportation industries. Heavy Equipment Technicians maintain, repair, and overhaul heavy vehicles and industrial equipment.

**The following criteria must be attained prior to being considered for a competency certificate to perform work in the Heavy Equipment Technician.**

### **To attain Journeyman Status:**

High school Diploma or equivalent or Vocational Studies Diploma in Heavy Equipment Mechanics course and enrollment in a Heavy Equipment Mechanics apprenticeship program and completion of construction safety training within the previous 5 calendar years.

Provide proof of **6000** work hours in the industry as an apprentice or trainee.

### **To attain Apprentice Status:**

High school Diploma or equivalent or enrollment in a Heavy Equipment Mechanics course and enrollment in a Heavy Equipment Mechanics apprenticeship program and completion of construction safety training within the previous 5 calendar years.

### **Heavy Equipment Technician Wage Schedules**

<b>Heavy Equipment Technician Journeyman</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$39.76	\$41.98	\$79.52	\$83.96
Vacation	\$5.17	\$5.46	\$10.34	\$10.91
Pension	\$6.795	\$6.795	\$6.795	\$6.795
Safety Equipment	\$0.80	\$0.80	\$0.80	\$0.80
<b>Total Hourly Wage</b>	<b>\$52.52</b>	<b>\$55.03</b>	<b>\$97.45</b>	<b>\$102.47</b>

<b>Heavy Equipment Technician Period 1 apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$23.86	\$25.19	\$47.72	\$50.38
Vacation	\$3.10	\$3.27	\$6.20	\$6.55
Pension	\$6.055	\$6.055	\$6.055	\$6.055
Safety Equipment	\$0.80	\$0.80	\$0.80	\$0.80
<b>Total Hourly Wage</b>	<b>\$33.82</b>	<b>\$35.32</b>	<b>\$60.78</b>	<b>\$63.78</b>

<b>Heavy Equipment Technician Period 2 apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$27.83	\$29.39	\$55.66	\$58.78
Vacation	\$3.62	\$3.82	\$7.24	\$7.64
Pension	\$6.055	\$6.055	\$6.055	\$6.055
Safety Equipment	\$0.80	\$0.80	\$0.80	\$0.80
<b>Total Hourly Wage</b>	<b>\$38.30</b>	<b>\$40.07</b>	<b>\$69.75</b>	<b>\$73.28</b>

<b>Heavy Equipment Technician Period 3 apprentice</b>	Day	Night	OT Day	OT Night
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<sup>11</sup> Similar to CCQ unit classification 290  
Created by: KLO May 2019

Base hourly wage	\$33.80	\$35.68	\$67.60	\$71.36
Vacation	\$4.39	\$4.64	\$8.79	\$9.28
Pension	\$6.055	\$6.055	\$6.055	\$6.055
Safety Equipment	\$0.80	\$0.80	\$0.80	\$0.80
Total Hourly Wage	\$45.05	\$47.17	\$83.24	\$87.49

## 12. Insulator<sup>12</sup>

**Insulators** fabricate, assemble, install and repair insulation materials to plumbing, heating, cooling and refrigeration systems, as well as piping equipment and pressure vessels, to reduce the passage of heat, cold, sound, smoke or fire. Nearly every large industrial, institutional and commercial construction and demolition project requires a heat and frost insulator. And their work helps save energy, reducing pollutants and preserving valuable natural resources.

**The following criteria must be attained prior to being considered for a competency certificate to perform work in the Insulator Industry.**

### To attain Journeyman Status:

High school Diploma or equivalent and an Insulator Vocational Studies Diploma or; completion of a recognized apprenticeship program and completion of construction safety training within the previous 5 calendar years. Provide proof of **6000** work hours in the industry as an apprentice or trainee.

### To attain Apprentice Status:

High school Diploma or equivalent and enrollment in an Insulator Vocational Studies Program and enrollment in an Insulators apprenticeship program and completion of construction safety training within the previous 5 calendar years.

### *Insulator Wage Schedules*

<b>Insulator Journeyman</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$40.80	\$43.05	\$81.60	\$86.10
Vacation	\$5.30	\$5.60	\$10.61	\$11.19
Pension	\$6.295	\$6.295	\$6.295	\$6.295
Safety Equipment	\$1.00	\$1.00	\$1.00	\$1.00
Total Hourly Wage	\$53.40	\$55.94	\$99.50	\$104.59

<b>Insulator Period 1 apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$24.48	\$25.83	\$48.96	\$51.66
Vacation	\$3.18	\$3.36	\$6.36	\$6.72
Pension	\$5.555	\$5.555	\$5.555	\$5.555
Safety Equipment	\$1.00	\$1.00	\$1.00	\$1.00
Total Hourly Wage	\$34.22	\$35.74	\$61.88	\$64.93

<b>Insulator Period 2 apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$28.56	\$30.14	\$57.12	\$60.28
Vacation	\$3.71	\$3.92	\$7.43	\$7.84
Pension	\$5.555	\$5.555	\$5.555	\$5.555
Safety Equipment	\$1.00	\$1.00	\$1.00	\$1.00
Total Hourly Wage	\$38.83	\$40.61	\$71.10	\$74.67

<sup>12</sup> Similar to CCQ unit classification 130  
Created by: KLO May 2019

<b>Insulator Period 3 apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$34.68	\$36.59	\$69.36	\$73.18
Vacation	\$4.51	\$4.76	\$9.02	\$9.51
Pension	\$5.555	\$5.555	\$5.555	\$5.555
Safety Equipment	\$1.00	\$1.00	\$1.00	\$1.00
Total Hourly Wage	\$45.74	\$47.90	\$84.93	\$89.25

### 13. **Ironworker**<sup>13</sup>

**Ironworking** is a multi-faceted trade, most ironworkers do more than one type of ironwork and each has its own challenges and required skills. Most ironwork is done outdoors and can be carried on year-round except in very severe weather. In many cases, however, there is indoor work that is coordinated to correspond with bad weather. Safety devices such as nets, safety harnesses, safety belts, and scaffolding are used to reduce the risk of injury and there is a great deal of climbing, balancing, and reaching. The following list is a sample of the type of work that ironworkers perform:

- Structural Buildings and Bridges
- Reinforcing and Post Tensioning
- Ornamental
- Rigging and Machinery Moving
- Welding and Burning
- Amusement Equipment and Rides
- Architectural and Structural Precast
- Bank Vaults and Doors
- Canopies
- Conveyors
- Detention Facilities (Jail Cells)
- Doors – Metal and Roll-up
- Drilling Platforms – Offshore
- Geodesic Domes
- Metal Buildings
- Overhead Cranes
- Plant Maintenance
- Towers

**Structural ironworkers** unload, erect, and connect fabricated iron members to form the skeleton of a structure. Structural ironworkers work on the construction of industrial, commercial, and large residential buildings, as well as on towers, bridges, stadiums and prefabricated metal buildings. They also erect and install pre-cast beams, columns and panels.

**Ornamental ironworkers** install metal windows into masonry or wooden openings of a building. They also erect the curtain wall and window wall systems that cover the steel or reinforced concrete structure of a building. In addition to working on the skin of a building, ornamental ironworkers also install and erect metal stairways, cat walks, gratings, ladders, and doors of all types, railings, fencing, gates, metal screens, elevator fronts, platforms and entranceways.

**Reinforcing ironworkers** fabricate and place these steel bars (also known as rebar) in concrete forms to reinforce concrete structures. They also install Post Tensioning Tendons (cables). These cables are placed in concrete forms along with the reinforcing steel. Reinforcing ironworkers are employed wherever reinforced concrete is used in the construction of such structures as buildings, highways, drainage channels, bridges, stadiums, and airports.

<sup>13</sup> Similar to CCQ unit classification 304  
Created by: KLO May 2019



**Rigging** is an integral part of the ironworking trade. Structural, reinforcing and ornamental ironworkers all do this type of work. Any ironworker that does rigging must have knowledge of fiber line, wire rope, hooks, skids, rollers, proper hand signals, and hoisting equipment, as well as have comprehensive training on safety issues. Ironworker riggers load, unload, move and set machinery, structural steel, curtain walls, and any other materials or work falling under the jurisdiction of the Ironworker. This work is done using equipment like power hoists, cranes, derricks, forklifts and aerial lifts, or by hand, using a series of blocks and tackle.

Structural, reinforcing, ornamental, and rigging ironworkers all perform welding to secure their work to the structure. Welding and burning equipment are considered “tools of the trade.” Almost every construction project on which an ironworker works requires these essential skills. In order to become proficient in these tasks, the ironworker apprentice and/or journeyman learns how to burn and weld at one of the 160 ironworker training centers located throughout North America. Upon completion of training, the ironworker student will have the opportunity to be tested to become a certified welder. This designation meets the American Welding Society’s welding codes normally specified by the jobsite engineer.

In addition, ironworkers perform a wide variety of other specialized work. This includes, but is not limited to, architectural and structural precast, amusement equipment and rides, bank vaults and doors, canopies, conveyors, doors - metal and roll-up, offshore drilling platforms, geodesic domes, detention.

**The following criteria must be attained prior to being considered for a competency certificate to perform work in the Ironwork Industry.**

**To attain Journeyman Status:**

High school Diploma or equivalent or Vocational Studies Diploma in Structural, Reinforcing or Ornamental Ironwork or; completion of a recognized apprenticeship program and completion of construction safety training within the previous 5 calendar years.

Provide proof of **4000** work hours in the industry as an apprentice or trainee.

**To attain Apprentice Status:**

High school Diploma or equivalent or enrollment in a Structural, Reinforcing or Ornamental Ironwork apprenticeship program or enrollment in a Structural, Reinforcing or Ornamental Ironwork course and completion of construction safety training within the previous 5 calendar years.

**Class Ironworker A** is a worker who is learning the tasks of an Ironworker There are three (3) classifications of Apprentices as follows;

- 1<sup>st</sup> year is one who has less than 1000 hours up to 2000 hours
- 2<sup>nd</sup> year is one who has 2000 hours but up to 3000 hours
- 3<sup>rd</sup> year is one who has less than 3000 hours up to 4000 hours

***Ironworker Wage Schedules***

<b>Ironworker Journeyman</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$40.81	\$44.69	\$81.62	\$89.38
Vacation	\$5.31	\$5.81	\$10.61	\$11.62
Pension	\$6.295	\$6.295	\$6.295	\$6.295
Safety Equipment	\$1.35	\$1.35	\$1.35	\$1.35
<b>Total Hourly Wage</b>	<b>\$53.76</b>	<b>\$58.14</b>	<b>\$99.88</b>	<b>\$108.64</b>

<b>Foreman (Ironworker)</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$44.89	\$47.14	\$89.78	\$94.27
Vacation	\$5.84	\$6.13	\$11.67	\$12.26
Pension	\$6.295	\$6.295	\$6.295	\$6.295
Safety Equipment	\$1.35	\$1.35	\$1.35	\$1.35
<b>Total Hourly Wage</b>	<b>\$58.37</b>	<b>\$60.91</b>	<b>\$109.10</b>	<b>\$114.17</b>

Apprentice				
Period 1	Day	Night	OT Day	OT Night
Base hourly wage	\$24.49	\$26.81	\$48.98	\$53.62
Vacation	\$3.18	\$3.49	\$6.37	\$6.97
Pension	\$5.555	\$5.555	\$5.555	\$5.555
Safety Equipment	\$1.35	\$1.35	\$1.35	\$1.35
Total Hourly Wage	\$34.58	\$37.20	\$62.25	\$67.50

Apprentice				
Period 2	Day	Night	OT Day	OT Night
Base hourly wage	\$28.57	\$31.28	\$57.14	\$62.56
Vacation	\$3.71	\$4.07	\$7.43	\$8.13
Pension	\$5.555	\$5.555	\$5.555	\$5.555
Safety Equipment	\$1.35	\$1.35	\$1.35	\$1.35
Total Hourly Wage	\$39.19	\$42.25	\$71.47	\$77.60

Apprentice				
Period 3	Day	Night	OT Day	OT Night
Base hourly wage	\$34.69	\$37.99	\$69.38	\$75.98
Vacation	\$4.51	\$4.94	\$9.02	\$9.88
Pension	\$5.555	\$5.475	\$5.475	\$5.475
Safety Equipment	\$1.35	\$1.35	\$1.35	\$1.35
Total Hourly Wage	\$46.10	\$49.75	\$85.22	\$92.68

#### 14. General Laborer<sup>14</sup>

**Laborer** work is very diversified and not classified as a trade, a laborer performs carrying, carting, loading, unloading, fetching, supplying other works with what they require, assisting journeymen, maintaining clean work areas, general housekeeping of construction areas, sweep, haul, clear debris, grind, paint, brush, drill, may be required to perform various other tasks as directed by the foreman in charge.

#### **General Laborer Wage Schedules**

General Laborer	Day	Night	OT Day	OT Night
Base hourly wage	\$32.42	\$34.44	\$64.84	\$68.88
Vacation	\$4.21	\$4.48	\$8.43	\$8.95
Pension	\$6.795	\$6.795	\$6.795	\$6.795
Safety Equipment	\$0.65	\$0.65	\$0.65	\$0.65
Total Hourly Wage	\$44.08	\$46.36	\$80.71	\$85.28

**No Apprenticeship periods for general laborer**

#### 15. Millwright<sup>15</sup>

**A Millwright** installs, dismantles or moves machinery and heavy equipment according to layout plans, blueprints, or other drawings. Operates rigging equipment and dollies to place heavy machinery and parts, fit bearings, align gears and shafts, attach motors, and connect couplings and belts to precise tolerances align and test equipment, and make any necessary adjustments perform predictive and operational procedures repair or replace defective

<sup>14</sup> Similar to CCQ unit classification 713

<sup>15</sup> Similar to CCQ unit classification 280

parts. Service and repair hydraulic and pneumatic systems may do some tack welding and fabrication as well as maintain an inventory of replacement parts.

**The following criteria must be attained prior to being considered for a competency certificate to perform work in the Millwright Industry.**

**To attain Journeyman Status:**

High school Diploma or equivalent or Vocational Studies Diploma in Industrial Mechanics or; completion of a recognized apprenticeship program and completion of construction safety training within the previous 5 calendar years.

Provide proof of **6000** work hours in the industry as an apprentice or trainee.

**To attain Apprentice Status:**

High school Diploma or equivalent or enrollment in a recognized apprenticeship program and completion of an Industrial Mechanics course and completion of construction safety training within the previous 5 calendar years.

**Millwright Wage Schedules**

<b>Millwright</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$40.45	\$40.45	\$80.90	\$80.90
Vacation	\$5.26	\$5.26	\$10.52	\$10.52
Pension	\$6.695	\$6.695	\$6.695	\$6.695
Safety Equipment	\$0.65	\$0.65	\$0.65	\$0.65
<b>Total Hourly Wage</b>	<b>\$53.05</b>	<b>\$53.05</b>	<b>\$98.76</b>	<b>\$98.76</b>

<b>Millwright Period 1 apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$24.27	\$24.27	\$48.54	\$48.54
Vacation	\$3.16	\$3.16	\$6.31	\$6.31
Pension	\$5.955	\$5.955	\$5.955	\$5.955
Safety Equipment	\$0.65	\$0.65	\$0.65	\$0.65
<b>Total Hourly Wage</b>	<b>\$34.03</b>	<b>\$34.03</b>	<b>\$61.46</b>	<b>\$61.46</b>

<b>Millwright Period 2 apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$28.32	\$28.32	\$56.64	\$56.64
Vacation	\$3.68	\$3.68	\$7.36	\$7.36
Pension	\$5.955	\$5.955	\$5.955	\$5.955
Safety Equipment	\$0.65	\$0.65	\$0.65	\$0.65
<b>Total Hourly Wage</b>	<b>\$38.61</b>	<b>\$38.61</b>	<b>\$70.61</b>	<b>\$70.61</b>

<b>Period 3</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$34.38	\$34.38	\$68.76	\$68.76
Vacation	\$4.47	\$4.47	\$8.94	\$8.94
Pension	\$5.955	\$5.955	\$5.955	\$5.955
Safety Equipment	\$0.65	\$0.65	\$0.65	\$0.65
<b>Total Hourly Wage</b>	<b>\$45.45</b>	<b>\$45.45</b>	<b>\$84.30</b>	<b>\$84.30</b>

**12% hourly OT increase for Millwrights**

## 16. Painter<sup>16</sup> (Residential/Commercial)

**Painters** apply protective and decorative coats of paint, varnish, lacquer, wallpaper and/or other related materials to interior and exterior surfaces of buildings, furniture and equipment. Washes, scrapes, sands, torches, and/or smoothens interior and exterior surfaces prior to painting, varnishing, lacquering or applying other related materials. Cleans equipment, paint mixing area, and work area. Operates compressors, striping machines, sandblasters, spray equipment, and other small power equipment. Maintains drywall, wall texturing, and ceiling acoustic texturing.

Operates heavy lift equipment including scissiors, and boom swing stage to various heights. Erects various types of scaffolding, staging, ladders, and planks to reach surfaces of work area. Applies paints, stains, surface preparatory materials, and undercoating materials to a variety of surfaces, as appropriate, and according to Materials Safety Data Sheets ensuring compliance with hazardous materials guidelines and respiratory protection standards.

**The following criteria must be attained prior to being considered for a competency certificate to perform work in the Painting Industry.**

### To attain Journeyman Status:

High school Diploma or equivalent or 3 years- experience as a full-time painters helper and Vocational Studies Diploma in commercial and residential painting or; completion of a recognized apprenticeship program and completion of construction safety training within the previous 5 calendar years.

Provide proof of **6000** work hours in the industry as an apprentice or trainee.

(\*Note: Hours may be combined with Bridge painting hours worked.)

### To attain Apprentice Status:

High school Diploma or equivalent or enrollment in a Painters apprenticeship program or; enrollment in a Painters course and completion of construction safety training within the previous 5 calendar years.

### Painter Wage Schedules

Painter	Day	Night	OT Day	OT Night
Base hourly wage	\$38.12	\$40.35	\$76.24	\$80.70
Vacation	\$4.96	\$5.25	\$9.91	\$10.49
Pension	\$6.445	\$6.445	\$6.445	\$6.445
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
Total Hourly Wage	\$50.27	\$52.79	\$93.35	\$98.39

Painter Apprentice Period 1	Day	Night	OT Day	OT Night
Base hourly wage	\$22.87	\$24.21	\$45.74	\$48.42
Vacation	\$2.97	\$3.15	\$5.95	\$6.29
Pension	\$5.705	\$5.705	\$5.705	\$5.705
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
Total Hourly Wage	\$32.30	\$33.81	\$58.14	\$61.17

Painter Apprentice Period 2	Day	Night	OT Day	OT Night
Base hourly wage	\$26.68	\$28.25	\$53.36	\$56.50
Vacation	\$3.47	\$3.67	\$6.94	\$7.35
Pension	\$5.705	\$5.705	\$5.705	\$5.705
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
Total Hourly Wage	\$36.60	\$38.38	\$66.75	\$70.30

Painter Apprentice	Day	Night	OT Day	OT Night
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<sup>16</sup> Similar to CCQ unit classification 350

<b>Period 3</b>				
Base hourly wage	\$32.40	\$34.30	\$64.80	\$68.60
Vacation	\$4.21	\$4.46	\$8.42	\$8.92
Pension	\$5.705	\$5.705	\$5.705	\$5.705
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
Total Hourly Wage	\$43.07	\$45.21	\$79.68	\$83.97

### 17. Plasterer and Stucco Mason<sup>17</sup>

**Plasterer and Stucco Mason** apply coats of plaster or stucco to walls, ceilings, or partitions of buildings, using trowels, brushes, or spray guns. Apply weatherproof, decorative coverings to exterior surfaces of buildings, such as troweling or spraying on coats of stucco. Clean and prepare surfaces for applications of plaster, cement, stucco, or similar materials, such as by drywall taping. Cure freshly plastered surfaces. Install guidewires on exterior surfaces of buildings to indicate thickness of plaster or stucco, and nail wire mesh, lath, or similar materials to the outside surface to hold stucco in place. Mix mortar and plaster to desired consistency or direct workers who perform mixing. Mold and install ornamental plaster pieces, panels, and trim. Rough the undercoat surface with a scratcher so the finish coat will adhere. Spray acoustic materials or texture finish over walls and ceilings. Apply insulation to building exteriors by installing prefabricated insulation systems over existing walls or by covering the outer wall with insulation board, reinforcing mesh, and a base coat. Create decorative textures in finish coat, using brushes or trowels, sand, pebbles, or stones.

**The following criteria must be attained prior to being considered for a competency certificate to perform work in the Plasterer and Stucco mason Industry.**

**To attain Journeyman Status:**

High school Diploma or equivalent or Vocational Studies Diploma in Plastering or; completion of a recognized apprenticeship program and completion of construction safety training within the previous 5 calendar years. Provide proof of **6000** work hours in the industry as an apprentice or trainee.

**To attain Apprentice Status:**

High school Diploma or equivalent or enrollment in a plastering apprenticeship program or; enrollment in a Plastering course and completion of construction safety training within the previous 5 calendar years.

### ***Plasterer and Stucco Mason Wage Schedules***

<b>Plasterer/Stucco Mason</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$38.12	\$40.35	\$76.24	\$80.70
Vacation	\$4.96	\$5.25	\$9.91	\$10.49
Pension	\$6.445	\$6.445	\$6.445	\$6.445
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
Total Hourly Wage	\$50.27	\$52.79	\$93.35	\$98.39

<b>Plasterer/Stucco Mason Period 1</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$22.87	\$24.21	\$45.74	\$48.42
Vacation	\$2.97	\$3.15	\$5.95	\$6.29
Pension	\$5.745	\$5.745	\$5.745	\$5.745
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
Total Hourly Wage	\$32.34	\$33.85	\$58.18	\$61.21

<b>Plasterer/Stucco Mason</b>	Day	Night	OT Day	OT Night
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<sup>17</sup> Similar to CCQ unit classification 370  
Created by: KLO May 2019

<b>Period 2</b>				
Base hourly wage	\$27.06	\$28.62	\$54.12	\$57.24
Vacation	\$3.52	\$3.72	\$7.04	\$7.44
Pension	\$5.745	\$5.745	\$5.745	\$5.745
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
Total Hourly Wage	\$37.07	\$38.84	\$67.65	\$71.18

<b>Plasterer/Stucco Mason Period 3</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$32.86	\$34.76	\$65.72	\$69.52
Vacation	\$4.27	\$4.52	\$8.54	\$9.04
Pension	\$5.745	\$5.745	\$5.745	\$5.745
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
Total Hourly Wage	\$43.63	\$45.77	\$80.76	\$85.05

### **18. Plumber<sup>18</sup>/Pipe Fitter**

**Plumbers** assemble pipe sections, repair and maintain plumbing using tubing and fittings, couplings, clamps, screws, bolts, cement, plastic solvent, caulking, or soldering, brazing and welding equipment. Fill pipes or plumbing fixtures with water or air and observe pressure gauges to detect and locate leaks. Review blueprints and building codes and specifications to determine work details and procedures. Measure, cut, thread, and bend pipe to required angle, using hand and power tools or machines such as pipe cutters, pipe-threading machines, and pipe-bending machines. Cut openings in structures to accommodate pipes and pipe fittings, using hand and power tools. Hang steel supports from ceiling joists to hold pipes in place.

Direct workers engaged in pipe cutting and pre-assembly and installation of plumbing systems and components. Install underground storm, sanitary and water piping systems including inside first aid and hose pipe systems for medical gas and oxygen and extend piping to connect fixtures and plumbing to these systems.

**The following criteria must be attained prior to being considered for a competency certificate to perform work in the Plumber/Pipefitter Trade.**

#### **To attain Journeyman Status:**

High school Diploma or equivalent or Vocational Studies Diploma in Plumbing and installation or Plumbing and Heating; and completion of a recognized apprenticeship program and completion of construction safety training within the previous 5 calendar years.

Provide proof of **6000** residential work hours in the industry as an apprentice or trainee or;

Provide proof of **8000** commercial Pipefitting work hours as an apprentice or trainee.

#### **To attain Apprentice Status:**

High school Diploma or equivalent and enrollment in a Plumbers apprenticeship program and enrollment in a Plumbing installation or Plumbing and heating course and completion of construction safety training within the previous 5 calendar years.

### **Plumber/Pipe Fitter Wage Schedules**

<b>Plumber/Pipefitter</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$40.45	\$40.45	\$80.90	\$80.90
Vacation	\$5.26	\$5.26	\$10.52	\$10.52
Pension	\$6.875	\$6.875	\$6.875	\$6.875
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
Total Hourly Wage	\$53.33	\$53.33	\$99.04	\$99.04

<sup>18</sup> Similar to CCQ unit classification 412  
Created by: KLO May 2019

<b>Plumber Period 1 Apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$20.23	\$20.23	\$40.46	\$40.46
Vacation	\$2.63	\$2.63	\$5.26	\$5.26
Pension	\$6.135	\$6.135	\$6.135	\$6.135
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
<b>Total Hourly Wage</b>	<b>\$29.74</b>	<b>\$29.74</b>	<b>\$52.60</b>	<b>\$52.60</b>

<b>Plumber Period 2 Apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$24.27	\$24.27	\$48.54	\$48.54
Vacation	\$3.16	\$3.16	\$6.31	\$6.31
Pension	\$6.135	\$6.135	\$6.135	\$6.135
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
<b>Total Hourly Wage</b>	<b>\$34.31</b>	<b>\$34.31</b>	<b>\$61.74</b>	<b>\$61.74</b>

<b>Plumber Period 3 Apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$28.32	\$28.32	\$56.64	\$56.64
Vacation	\$3.68	\$3.68	\$7.36	\$7.36
Pension	\$6.135	\$6.135	\$6.135	\$6.135
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
<b>Total Hourly Wage</b>	<b>\$38.89</b>	<b>\$38.89</b>	<b>\$70.89</b>	<b>\$70.89</b>

## 10% hourly OT increase for Plumbers

### 19. **Resilient Flooring Installer**<sup>19</sup>

**Resilient flooring installers** level surfaces to install underlayment, carpet, wood, linoleum, vinyl and other resilient floor coverings in residential, commercial, industrial and institutional buildings. They are employed by construction companies, floor-covering Contractors and carpet outlets, or they may be self-employed. They also refinish and resurface existing materials, especially wood.

**The following criteria must be attained prior to being considered for a competency certificate to perform work in the Resilient Floor Installing Industry.**

#### **To attain Journeyman Status:**

High school Diploma or equivalent or Vocational Studies Diploma in floor covering installation or; completion of a recognized apprenticeship program and completion of construction safety training within the previous 5 calendar years.

Provide proof of **3000** work hours in the industry as an apprentice or trainee

#### **To attain Apprentice Status:**

High school Diploma or equivalent or enrollment in a recognized apprenticeship program or enrollment in a floor covering installation course and completion of construction safety training within the previous 5 calendar years.

### **Resilient Flooring Installer Wage Schedules**

<b>Resilient Floor Installer</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$37.70	\$39.26	\$75.40	\$78.52
Vacation	\$4.90	\$5.10	\$9.80	\$10.21

<sup>19</sup> Similar to CCQ unit classification 390  
Created by: KLO May 2019

Pension	\$6.295	\$6.295	\$6.295	\$6.295
Safety Equipment	\$0.85	\$0.85	\$0.85	\$0.85
Total Hourly Wage	\$49.75	\$51.51	\$92.35	\$95.87

<b>Resilient Floor installer Period 1</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$22.62	\$23.56	\$45.24	\$47.12
Vacation	\$2.94	\$3.06	\$5.88	\$6.13
Pension	\$5.555	\$5.555	\$5.555	\$5.555
Safety Equipment	\$0.85	\$0.85	\$0.85	\$0.85
Total Hourly Wage	\$31.97	\$33.03	\$57.53	\$59.65

<b>Resilient Floor Installer Period 2</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$26.39	\$27.48	\$52.78	\$54.96
Vacation	\$3.43	\$3.57	\$6.86	\$7.14
Pension	\$5.555	\$5.555	\$5.555	\$5.555
Safety Equipment	\$0.85	\$0.85	\$0.85	\$0.85
Total Hourly Wage	\$36.23	\$37.46	\$66.05	\$68.51

<b>Resilient Floor Installer Period 3</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$32.05	\$33.37	\$64.10	\$66.74
Vacation	\$4.17	\$4.34	\$8.33	\$8.68
Pension	\$5.555	\$5.555	\$5.555	\$5.555
Safety Equipment	\$0.85	\$0.85	\$0.85	\$0.85
Total Hourly Wage	\$42.62	\$44.11	\$78.84	\$81.82

## **20. Roofer<sup>20</sup>**

**A Roofer** covers roofs with roofing materials to waterproof roofs: Cuts membrane and roofing paper to size, using knife, and nails or staples it to roof in overlapping strips to form base for roofing materials. Aligns roofing material with edge of roof, and overlaps successive layers, gauging distance of overlap with chalk line, gauge on shingling hatchet, or by lines on shingles. Cuts strips of flashing and fits them into angles formed by walls, vents, and intersecting roof surfaces. When applying asphalt or tar and gravel to roof, mops or pours hot asphalt or tar onto roof base. Applies alternate layers of hot asphalt or tar and roofing paper until roof covering is as specified. Applies gravel or pebbles over top layer, using rake or stiff-bristled broom. May construct and attach prefabricated roof sections to rafters [CARPENTER (construction)]. When specializing in one type of roofing materials it shall be designated according to specialty such as Asphalt, Tar, And Gravel Roofer (construction); Roofer, Gypsum (construction); Slate Roofer (construction); Tile-And-Terra-Cotta Roofer (construction).

**The following criteria must be attained prior to being considered for a competency certificate to perform work in the Roof Covering Industry.**

### **To attain Journeyman Status:**

High school Diploma or equivalent or Vocational Studies Diploma in Roof Covering installation or; completion of a recognized apprenticeship program and completion of construction safety training within the previous 5 calendar years.

Provide proof of **2000** work hours in the industry as an apprentice or trainee or;

<sup>20</sup> Similar to CCQ unit classification 210  
Created by: KLO May 2019



**To attain Apprenticeship Status:**

High school Diploma or equivalent and enrollment in a Roofers apprenticeship program or enrollment in a Roof Covering installation course and completion of construction safety training within the previous 5 calendar years.

**Roofer Wage Schedules**

Roofer	Day	Night	OT Day	OT Night
Base hourly wage	\$41.14	\$43.32	\$82.28	\$86.64
Vacation	\$5.35	\$5.63	\$10.70	\$11.26
Pension	\$6.767	\$6.767	\$6.767	\$6.767
Safety Equipment	\$0.85	\$0.85	\$0.85	\$0.85
Total Hourly Wage	\$54.11	\$56.57	\$100.59	\$105.52

Roofer Period 1 Apprentice	Day	Night	OT Day	OT Night
Base hourly wage	\$28.80	\$30.32	\$57.60	\$60.64
Vacation	\$3.74	\$3.94	\$7.49	\$7.88
Pension	\$6.027	\$6.027	\$6.027	\$6.027
Safety Equipment	\$0.85	\$0.85	\$0.85	\$0.85
Total Hourly Wage	\$39.42	\$41.14	\$71.97	\$75.40

Roofer Period 2 Apprentice	Day	Night	OT Day	OT Night
Base hourly wage	\$34.97	\$36.82	\$69.94	\$73.64
Vacation	\$4.55	\$4.79	\$9.09	\$9.57
Pension	\$6.027	\$6.027	\$6.027	\$6.027
Safety Equipment	\$0.85	\$0.85	\$0.85	\$0.85
Total Hourly Wage	\$46.39	\$48.48	\$85.91	\$90.09

**No 3<sup>rd</sup> period apprenticeship****21. Sprinkler System Installer<sup>21</sup>**

**Sprinkler System Installers** install and repair fire protection sprinkler systems in a variety of buildings and settings. They work with piping, tubing, accessories and connections. They test sprinkler and fire protection systems for leaks with air or liquid pressure. They may also install exterior fire protection services, which require an understanding of system and installation drawings and specifications. Sprinkler System Installers must be able to work with: automatic, deluge or open sprinklers foam, fog and carbon dioxide systems wet or dry standpipes inside hose pipe systems private fire hydrant systems fire pumps and related equipment. In some cases, installers may be required to work at considerable heights.

**The following criteria must be attained prior to being considered for a competency certificate to perform work in the Sprinkler System Installer Trade.**

**To attain Journeyman Status:**

High school Diploma or equivalent or Vocational Studies Diploma in Sprinkler Systems installation or completion of a recognized apprenticeship program and completion of construction safety training within the previous 5 calendar years.

Provide proof of **8000** work hours in the industry as an apprentice or trainee

<sup>21</sup> Similar to CCQ unit classification 416  
Created by: KLO May 2019

**To attain Apprentices Status:**

High school Diploma or equivalent and enrollment in a Sprinkler System Installer recognized apprenticeship program or; enrollment in a Sprinkler System Installation course and completion of construction safety training within the previous 5 calendar years.

**Sprinkler System Installer Wage Schedules**

<b>Sprinkler System Installer</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$40.45	\$40.45	\$80.90	\$80.90
Vacation	\$5.26	\$5.26	\$10.52	\$10.52
Pension	\$6.802	\$6.802	\$6.802	\$6.802
Safety Equipment	\$0.60	\$0.60	\$0.60	\$0.60
<b>Total Hourly Wage</b>	<b>\$53.11</b>	<b>\$53.11</b>	<b>\$98.82</b>	<b>\$98.82</b>

<b>Sprinkler System Installer Period 1 Apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$20.23	\$20.23	\$40.46	\$40.46
Vacation	\$2.63	\$2.63	\$5.26	\$5.26
Pension	\$6.062	\$6.062	\$6.062	\$6.062
Safety Equipment	\$0.60	\$0.60	\$0.60	\$0.60
<b>Total Hourly Wage</b>	<b>\$29.52</b>	<b>\$29.52</b>	<b>\$52.38</b>	<b>\$52.38</b>

<b>Sprinkler System Installer Period 2 Apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$24.27	\$24.27	\$48.54	\$48.54
Vacation	\$3.16	\$3.16	\$6.31	\$6.31
Pension	\$6.062	\$6.062	\$6.062	\$6.062
Safety Equipment	\$0.60	\$0.60	\$0.60	\$0.60
<b>Total Hourly Wage</b>	<b>\$34.09</b>	<b>\$34.09</b>	<b>\$61.51</b>	<b>\$61.51</b>

<b>Sprinkler System Installer Period 3 Apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$28.32	\$28.32	\$56.64	\$56.64
Vacation	\$3.68	\$3.68	\$7.36	\$7.36
Pension	\$6.062	\$6.062	\$6.062	\$6.062
Safety Equipment	\$0.60	\$0.60	\$0.60	\$0.60
<b>Total Hourly Wage</b>	<b>\$38.66</b>	<b>\$38.66</b>	<b>\$70.67</b>	<b>\$70.67</b>

**7% hourly OT increase for Sprinkler System Installer****22. Surveying Engineer<sup>22</sup>**

**Surveying Engineer** operates survey instruments, gathers survey data and may perform field calculations; performs related work as assigned. Sets up, cleans, adjusts and performs routine maintenance on surveying

<sup>22</sup> Similar to CCQ unit classification 775  
Created by: KLO May 2019

instruments such as transits, theodolites, levels, lasers, and electronic distance measuring instruments; uses such instruments to determine points, lines, angles, elevations and distances for property, boundary, construction and topographic surveys. Runs lines and grades for assigned projects and may make field adjustments within specified limits assists in locating new or additional structures or equipment or in placing stakes or markers for contractor use, takes field notes and makes field sketches and checks them for accuracy, interprets maps, drawings and diagrams. Maintains basic records of work performed on a shift.

**The following criteria must be attained prior to being considered for a competency certificate to perform work in the Surveying Engineer Trade.**

**To attain Journeyman Status:**

High school Diploma or equivalent or Vocational Studies Diploma in Surveying and Topography or; completion of a recognized apprenticeship program and completion of construction safety training within the previous 5 calendar years.

Provide proof of **8000** work hours in the industry as an apprentice or trainee

**To attain Apprentice Status:**

High school Diploma or equivalent and enrollment in a Surveying and Topography course or; enrollment in a Surveying and Topography recognized apprenticeship program and completion of construction safety training within the previous 5 calendar years.

### ***Surveying Engineer Wage Schedules***

<b>Surveying Engineer</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$39.76	\$41.96	\$79.52	\$83.92
Vacation	\$5.17	\$5.45	\$10.34	\$10.91
Pension	\$6.795	\$6.795	\$6.795	\$6.795
Safety Equipment	\$0.80	\$0.80	\$0.80	\$0.80
<b>Total Hourly Wage</b>	<b>\$52.52</b>	<b>\$55.01</b>	<b>\$97.45</b>	<b>\$102.42</b>

**No apprenticeship**

### **23. Tile setter<sup>23</sup>**

Setting or bedding of tiles, stone, marble, composition, glass, mosaic, as used in the tile industry, including: glazed, unglazed, composition materials made in single units, mixtures in tile form of cement made for finished floor surfaces, stair treads, promenade roofs, walls and ceilings and quarry tile. Tile setters examine blueprints, measure and mark surfaces to be covered, and lay out work. They measure and cut metal lath to size for walls and ceilings with tin snips, level plaster to specified thickness using screed and spread concrete on subfloor with trowel and level it with screed. They cut and shape tile with tile cutters and biters and position tile and tap it with a trowel handle to affix tile to plaster or adhesive base. They mix mortar and grout according to standard formulas and request from tile setter using bucket, water hose, spatula and portable mixer. Apply grout between joints of installed tile using grouting trowel, apply caulk, sealers, acid, steam or related agents to caulk, seal or clean installed tile using various application devices and equipment. They may also position and secure wire mesh or felt paper prior to installation of tile and may cut marked tiles to size using power saw or tile cutter.

**The following criteria must be attained prior to being considered for a competency certificate to perform work in the Tile setting Industry.**

**To attain Journeyman Status:**

High school Diploma or equivalent or Vocational Studies Diploma in Tiling or; completion of a recognized apprenticeship program and completion of construction safety training within the previous 5 calendar years.

Provide proof of **4000** work hours in the industry as an apprentice or trainee

**To attain Apprentice Status:**

<sup>23</sup> Similar to CCQ unit classification 140

High school Diploma or equivalent and enrollment in a 3 year apprenticeship program and enrollment in a tiling course and completion of construction safety training within the previous 5 calendar years.

***Tile setter Wage Schedules***

<b>Tile setter</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$40.02	\$42.23	\$80.04	\$84.46
Vacation	\$5.20	\$5.49	\$10.41	\$10.98
Pension	\$6.485	\$6.485	\$6.485	\$6.485
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
<b>Total Hourly Wage</b>	<b>\$52.46</b>	<b>\$54.95</b>	<b>\$97.68</b>	<b>\$102.67</b>

<b>Tile Setter Period 1 Apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$24.01	\$25.34	\$48.02	\$50.68
Vacation	\$3.12	\$3.29	\$6.24	\$6.59
Pension	\$5.745	\$5.745	\$5.745	\$5.745
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
<b>Total Hourly Wage</b>	<b>\$33.63</b>	<b>\$35.13</b>	<b>\$60.76</b>	<b>\$63.76</b>

<b>Tile Setter Period 2 Apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$28.01	\$29.56	\$56.02	\$59.12
Vacation	\$3.64	\$3.84	\$7.28	\$7.69
Pension	\$5.745	\$5.745	\$5.745	\$5.745
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
<b>Total Hourly Wage</b>	<b>\$38.15</b>	<b>\$39.90</b>	<b>\$69.80</b>	<b>\$73.30</b>

<b>Tile Setter Period 3 Apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$34.02	\$35.90	\$68.04	\$71.80
Vacation	\$4.42	\$4.67	\$8.85	\$9.33
Pension	\$5.745	\$5.745	\$5.745	\$5.745
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
<b>Total Hourly Wage</b>	<b>\$44.94</b>	<b>\$47.06</b>	<b>\$83.38</b>	<b>\$87.63</b>

**24. Tinsmith<sup>24</sup> (Sheet Metal Worker)**

Sheet Metal workers use sheet metal for roofs, rain gutters, siding, ventilation, heating and air-conditioning duct systems in accordance with standard trade practices; fabricates, assembles, alters, repairs and installs sheet metal articles and equipment; lays out and cuts metal by hand or machine operated shears; forms metals; punches or drills holes; assembles parts, brackets and hangers; makes attachments and seams by bolting, riveting, soldering, nailing, welding or otherwise fastening; repairs flashing and gutters. Sheet metal workers are skilled in projects involving heating, ventilation and air conditioning (hvac) of commercial buildings and private homes, including indoor air quality, energy management, service and repairs. Sheet metal workers are trained in the Testing, Adjusting and Balancing of mechanical systems as well as servicing them.

**The following criteria must be attained prior to being considered for a competency certificate to perform work in the Tinsmith Trade.**

**To attain Journeyman Status:**

<sup>24</sup> Similar to CCQ unit classification 230  
Created by: KLO May 2019

High school Diploma or equivalent or Vocational Studies Diploma in Sheet Metal Work or; completion of a recognized apprenticeship program and completion of construction safety training within the previous 5 calendar years.

Provide proof of **2000** work hours in the industry as an apprentice or trainee

**To attain Apprentice Status:**

High school Diploma or equivalent and enrollment in a 3 year apprenticeship program or; enrollment in a sheet metal work course and completion of construction safety training within the previous 5 calendar years.

***Tinsmith Wage Schedules***

<b>Tinsmith (sheet metal worker)</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$40.76	\$43.01	\$81.52	\$86.02
Vacation	\$5.30	\$5.59	\$10.60	\$11.18
Pension	\$6.545	\$6.545	\$6.545	\$6.545
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
<b>Total Hourly Wage</b>	<b>\$53.35</b>	<b>\$55.90</b>	<b>\$99.41</b>	<b>\$104.50</b>

<b>Tinsmith Period 1 Apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$24.46	\$25.81	\$48.92	\$51.62
Vacation	\$3.18	\$3.36	\$6.36	\$6.71
Pension	\$5.805	\$5.805	\$5.805	\$5.805
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
<b>Total Hourly Wage</b>	<b>\$34.19</b>	<b>\$35.72</b>	<b>\$61.83</b>	<b>\$64.89</b>

<b>Tinsmith Period 2 Apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$28.53	\$30.11	\$57.06	\$60.22
Vacation	\$3.71	\$3.91	\$7.42	\$7.83
Pension	\$5.805	\$5.805	\$5.805	\$5.805
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
<b>Total Hourly Wage</b>	<b>\$38.79</b>	<b>\$40.58</b>	<b>\$71.03</b>	<b>\$74.60</b>

<b>Tinsmith Period 3 Apprentice</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$34.65	\$36.56	\$69.30	\$73.12
Vacation	\$4.50	\$4.75	\$9.01	\$9.51
Pension	\$5.805	\$5.805	\$5.805	\$5.805
Safety Equipment	\$0.75	\$0.75	\$0.75	\$0.75
<b>Total Hourly Wage</b>	<b>\$45.71</b>	<b>\$47.87</b>	<b>\$84.86</b>	<b>\$89.18</b>

**25. Watchman<sup>25</sup>**

**A Watchman** is a person who performs general watch duties on a construction site for the purpose of ensuring the protection of property and the security of persons.

***Watchman Wage Schedules*** (Normal work hours for a watchman is 60 (sixty) hours per week)

<sup>25</sup> Similar to CCQ unit classification 701  
Created by: KLO May 2019

<b>Watchman</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$20.30	\$21.60	\$40.60	\$43.20
Vacation	\$1.22	\$1.30	\$2.44	\$2.59
Pension	\$6.795	\$6.795	\$6.795	\$6.795
Safety Equipment	\$0.65	\$0.65	\$0.65	\$0.65
<b>Total Hourly Wage</b>	<b>\$28.96</b>	<b>\$30.34</b>	<b>\$50.48</b>	<b>\$53.24</b>

## 26. Welder<sup>26</sup>

**Welders** cut, prepare, and assemble pipe and metal materials using various welding techniques. They must have knowledge in reading blueprints and be able to interpret specifications and welding procedures.

### **To attain Welder Status:**

High school Diploma or equivalent or Vocational Studies Diploma in Welding and fitting and successful completion of a Federal, Provincial, State or City welding test (proof of valid welding license) and completion of construction safety training within the previous 5 calendar years.

### **To attain Pipe Welder Status:**

High school Diploma or equivalent and Vocational Studies Diploma in Welding and fitting and High Pressure Welding successful completion of a Federal Provincial, State or City welding test (proof of a valid welding license) and completion of construction safety training within the previous 5 calendar years.

**Restrictions: Canadian federal or provincially funded projects may require valid Canadian welding certifications only.**

### **Welder Wage Schedules (NO APPRENTICESHIP)**

<b>Welder</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$39.21	\$41.43	\$78.42	\$82.86
Vacation	\$5.10	\$5.39	\$10.19	\$10.77
Pension	\$6.795	\$6.795	\$6.795	\$6.795
Safety Equipment	\$0.65	\$0.65	\$0.65	\$0.65
<b>Total Hourly Wage</b>	<b>\$51.75</b>	<b>\$54.26</b>	<b>\$96.06</b>	<b>\$101.08</b>

## A) Bridge Works

The following trades are intended for contracts and work to be performed on the major bridges and approach-ways on the territory of Kahnawà:ke (Mercier Bridge, CP Rail Bridge etc..)

1. Construction Barge Operator (driver or coxswain)
2. Safety Boat Personnel
3. Flagman/Traffic Control

## 27. Construction Barge Operator

**The Barge Operator** (coxswain or driver) sole purpose is to drive/operate the barge (boat). He is not an ironworker. If he is performing ironworker duties on the (boat) barge, he will be paid as an ironworker.

### **Construction Barge Operator Wage Schedules**

<b>Boatman</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$42.23	\$44.45	\$84.46	\$88.90
Vacation	\$2.53	\$2.67	\$5.07	\$5.33

<sup>26</sup> Similar to CCQ unit classification 761 this is on site welder "not a shop welder"

Pension	\$-	\$-	\$-	\$-
Safety Equipment	\$-	\$-	\$-	\$-
Total Hourly Wage	\$44.76	\$47.12	\$89.53	\$94.23

## 28. Safety Boat Personnel

**Safety Boat Personnel** are highly trained emergency personnel consisting of a coxswain (boat driver) and EMT's (rescue personnel) to be at the ready for water rescue purposes.

### ***Safety Boat Personnel Wage Schedules***

<b>Boatman</b>	Day	Night	OT Day	OT Night
Base hourly wage	\$42.23	\$44.45	\$84.46	\$88.90
Vacation	\$5.49	\$5.78	\$10.98	\$11.56
Pension	\$6.795	\$6.795	\$6.795	\$6.795
Safety Equipment	\$2.15	\$2.15	\$2.15	\$2.15
Total Hourly Wage	\$56.66	\$59.17	\$104.38	\$109.40

## 29. Flagman

**A Flagman** is a person who utilizes a flag or other highly visible instrument to direct vehicle traffic on and around a work site for the purpose of traffic control for the safety of the site and workers.

### ***Flagman Wage Schedules NO apprenticeship periods***

Flagman/Traffic Control	Day	Night	OT Day	OT Night
Base hourly wage	\$18.39	\$19.31	\$36.78	\$38.62
Vacation	\$1.10	\$1.16	\$2.21	\$2.32
Pension	\$-	\$-	\$-	\$-
Safety Equipment	\$-	\$-	\$-	\$-
Total Hourly Wage	\$19.49	\$20.47	\$38.99	\$40.94

\*NOTE\* For contractors supplying the safety equipment, there is no per hour Safety Equipment added to hourly rate.

## **Non Specialty Trades**

### **General Laborer:**

The minimum requirements to become a general laborer is to have, at least a high school diploma or equivalent and construction safety training

### **Watchman:**

The minimum requirements to be a watchman on a construction site is to have, at least a high school diploma or equivalent and construction safety training

Watchman regular hours is 60 hours per week

Vacation pay 6%

**Flagger/Traffic Control:**

The minimum requirements to become employed as a flagger/traffic controller on a construction site is to have, at least a high school diploma or equivalent, flagger/traffic controller training and construction safety training .

Vacation pay is 6%

- Note: for discussion; construction barge operator. Federal waters rules apply, must always have a safety personnel.

**C) OVERTIME AND LEGAL HOLIDAYS****Overtime**

Regular work day begins at 06:30 to 18:30, Night hours are from 18:30 to 06:30



Overtime is considered any hours worked after 8 (eight) hours in one day or any hours worked over 40 (forty) hours in a week.

*Note: Watchman regular working hours = 60 (sixty) hours per week.*

A night shift hour (after 18:30) is compensated at 5% over the regular hourly rate.  
Weekends and Holidays are double time.

Foreman rates are 10% above the journeyman's rate

### **Legal Holidays**

- Good Friday
- Easter Monday
- Victoria Day
- Canada Day
- Labour Day
- Thanksgiving Day
- Remembrance Day
- St Jean Baptiste
- Christmas Day