

ANNEX A

WAGE SCHEDULE: INSTITUTIONAL AND COMMERCIAL SECTOR

Effective April 28, 2024 - April 27, 2025

As per Collective Agreement 2021-2025

CCQ #

617 BLASTER-DRILLER (Occupation - No apprentice periods)

	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 42.97	\$ 45.47	\$ 85.94	\$ 90.94
Vacation	\$ 5.59	\$ 5.91	\$ 11.17	\$ 11.82
Pension	\$ 7.770	\$ 7.770	\$ 7.770	\$ 7.770
Safety equipment	\$ 0.70	\$ 0.70	\$ 0.70	\$ 0.70
Total hourly wage	\$ 57.03	\$ 59.85	\$ 105.58	\$ 111.23

190 BOILER MAKER

Journeyman	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 44.79	N/A	\$ 89.58	N/A
Vacation	\$ 5.82		\$ 11.65	
Pension	\$ 7.770		\$ 7.770	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 58.98		\$ 109.60	

Apprentice 1	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 26.87	N/A	\$ 53.74	N/A
Vacation	\$ 3.49		\$ 6.99	
Pension	\$ 6.970		\$ 6.970	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 37.93		\$ 68.30	

Apprentice 2	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 31.35	N/A	\$ 62.70	N/A
Vacation	\$ 4.08		\$ 8.15	
Pension	\$ 6.970		\$ 6.970	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 43.00		\$ 78.42	

Apprentice 3	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 38.07	N/A	\$ 76.14	N/A
Vacation	\$ 4.95		\$ 9.90	
Pension	\$ 6.970		\$ 6.970	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 50.59		\$ 93.61	

110 BRICKLAYER/MASON

Journeyman	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 43.85	N/A	\$ 87.70	N/A

Vacation	\$ 5.70		\$ 11.40	
Pension	\$ 7.450		\$ 7.450	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 57.60		\$ 107.15	

Apprentice 1	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 26.31	N/A	\$ 52.62	N/A
Vacation	\$ 3.42		\$ 6.84	
Pension	\$ 6.650		\$ 6.650	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 36.98		\$ 66.71	

Apprentice 2	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 30.70	N/A	\$ 61.40	N/A
Vacation	\$ 3.99		\$ 7.98	
Pension	\$ 6.650		\$ 6.650	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 41.94		\$ 76.63	

Apprentice 3	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 37.27	N/A	\$ 74.54	N/A
Vacation	\$ 4.85		\$ 9.69	
Pension	\$ 6.650		\$ 6.650	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 49.37		\$ 91.48	

160

CARPENTER/JOINER

Journeyman	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 44.23	\$ 45.42	\$ 88.46	\$ 90.84
Vacation	\$ 5.75	\$ 5.90	\$ 11.50	\$ 11.81
Pension	\$ 7.440	\$ 7.440	\$ 7.440	\$ 7.440
Safety equipment	\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75
Total hourly wage	\$ 58.17	\$ 59.51	\$ 108.15	\$ 110.84

Apprentice 1	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 26.54	\$ 27.25	\$ 53.08	\$ 54.50
Vacation	\$ 3.45	\$ 3.54	\$ 6.90	\$ 7.09
Pension	\$ 6.640	\$ 6.640	\$ 6.640	\$ 6.640
Safety equipment	\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75
Total hourly wage	\$ 37.38	\$ 38.18	\$ 67.37	\$ 68.98

Apprentice 2	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 30.96	\$ 31.79	\$ 61.92	\$ 63.58
Vacation	\$ 4.02	\$ 4.13	\$ 8.05	\$ 8.27
Pension	\$ 6.640	\$ 6.640	\$ 6.640	\$ 6.640
Safety equipment	\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75
Total hourly wage	\$ 42.37	\$ 43.31	\$ 77.36	\$ 79.24

Apprentice 3	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 37.60	\$ 38.61	\$ 75.20	\$ 77.22
Vacation	\$ 4.89	\$ 5.02	\$ 9.78	\$ 10.04
Pension	\$ 6.640	\$ 6.640	\$ 6.640	\$ 6.640
Safety equipment	\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75
Total hourly wage	\$ 49.88	\$ 51.02	\$ 92.37	\$ 94.65

200

CEMENT FINISHER				
Journeyman	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 42.95	N/A	\$ 85.90	N/A
Vacation	\$ 5.58		\$ 11.17	
Pension	\$ 7.450		\$ 7.450	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 56.58		\$ 105.12	

Apprentice 1	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 30.07	N/A	\$ 60.14	N/A
Vacation	\$ 3.91		\$ 7.82	
Pension	\$ 6.650		\$ 6.650	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 41.23		\$ 75.21	

Apprentice 2	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 36.51	N/A	\$ 73.02	N/A
Vacation	\$ 4.75		\$ 9.49	
Pension	\$ 6.650		\$ 6.650	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 48.51		\$ 89.76	

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CRANE OPERATOR - CLASS A - 1ST MAN				
Journeyman	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 44.79	N/A	\$ 89.58	N/A
Vacation	\$ 5.82		\$ 11.65	
Pension	\$ 7.270		\$ 7.270	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 58.48		\$ 109.10	

Apprentice 1	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 31.35	N/A	\$ 62.70	N/A
Vacation	\$ 4.08		\$ 8.15	
Pension	\$ 6.470		\$ 6.470	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 42.50		\$ 77.92	

Apprentice 2	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 38.07	N/A	\$ 76.14	N/A

Vacation	\$ 4.95		\$ 9.90	
Pension	\$ 6.470		\$ 6.470	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 50.09		\$ 93.11	

220

ELECTRICIAN

Journeyman	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 44.79	N/A	\$ 89.58	N/A
Vacation	\$ 5.82		\$ 11.65	
Pension	\$ 7.915		\$ 7.915	
Safety equipment	\$ 0.80		\$ 0.80	
Total hourly wage	\$ 59.33		\$ 109.94	

Apprentice 1	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 22.40	N/A	\$ 44.80	N/A
Vacation	\$ 2.91		\$ 5.82	
Pension	\$ 7.115		\$ 7.115	
Safety equipment	\$ 0.80		\$ 0.80	
Total hourly wage	\$ 33.23		\$ 58.54	

Apprentice 2	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 26.87	N/A	\$ 53.74	N/A
Vacation	\$ 3.49		\$ 6.99	
Pension	\$ 7.115		\$ 7.115	
Safety equipment	\$ 0.80		\$ 0.80	
Total hourly wage	\$ 38.28		\$ 68.64	

Apprentice 3	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 31.35	N/A	\$ 62.70	N/A
Vacation	\$ 4.08		\$ 8.15	
Pension	\$ 7.115		\$ 7.115	
Safety equipment	\$ 0.80		\$ 0.80	
Total hourly wage	\$ 43.34		\$ 78.77	

Apprentice 4	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 38.07	N/A	\$ 76.14	N/A
Vacation	\$ 4.95		\$ 9.90	
Pension	\$ 7.115		\$ 7.115	
Safety equipment	\$ 0.80		\$ 0.80	
Total hourly wage	\$ 50.93		\$ 93.95	

272

ELEVATOR MECHANIC

Journeyman	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 50.00	N/A	\$ 100.00	N/A
Vacation	\$ 6.50		\$ 13.00	
Pension	\$ 7.270		\$ 7.270	
Safety equipment	\$ 0.60		\$ 0.60	

Total hourly wage	\$ 64.37		\$ 120.87	
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Apprentice 1	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 25.00	N/A	\$ 50.00	N/A
Vacation	\$ 3.25		\$ 6.50	
Pension	\$ 6.470		\$ 6.470	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 35.32		\$ 63.57	

Apprentice 2	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 30.00	N/A	\$ 60.00	N/A
Vacation	\$ 3.90		\$ 7.80	
Pension	\$ 6.470		\$ 6.470	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 40.97		\$ 74.87	

Apprentice 3	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 35.00	N/A	\$ 70.00	N/A
Vacation	\$ 4.55		\$ 9.10	
Pension	\$ 6.470		\$ 6.470	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 46.62		\$ 86.17	

Apprentice 4	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 42.50	N/A	\$ 85.00	N/A
Vacation	\$ 5.53		\$ 11.05	
Pension	\$ 6.470		\$ 6.470	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 55.10		\$ 103.12	

Apprentice 5	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 42.50	N/A	\$ 85.00	N/A
Vacation	\$ 5.53		\$ 11.05	
Pension	\$ 6.470		\$ 6.470	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 55.10		\$ 103.12	

312

ERECTOR MECHANIC/GLAZIER

Journeyman	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 43.97	N/A	\$ 87.94	N/A
Vacation	\$ 5.72		\$ 11.43	
Pension	\$ 7.270		\$ 7.270	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 57.56		\$ 107.24	

Apprentice 1	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 26.38	N/A	\$ 52.76	N/A

Vacation	\$ 3.43		\$ 6.86	
Pension	\$ 6.470		\$ 6.470	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 36.88		\$ 66.69	

Apprentice 2	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 30.78	N/A	\$ 61.56	N/A
Vacation	\$ 4.00		\$ 8.00	
Pension	\$ 6.470		\$ 6.470	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 41.85		\$ 76.63	

Apprentice 3	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 37.37	N/A	\$ 74.74	N/A
Vacation	\$ 4.86		\$ 9.72	
Pension	\$ 6.470		\$ 6.470	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 49.30		\$ 91.53	

416

FIRE PROTECTION MECHANIC

Journeyman	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 44.79	N/A	\$ 89.58	N/A
Vacation	\$ 5.82		\$ 11.65	
Pension	\$ 7.862		\$ 7.862	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 59.07		\$ 109.69	

Apprentice 1	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 22.40	N/A	\$ 44.80	N/A
Vacation	\$ 2.91		\$ 5.82	
Pension	\$ 7.062		\$ 7.062	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 32.97		\$ 58.29	

Apprentice 2	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 26.87	N/A	\$ 53.74	N/A
Vacation	\$ 3.49		\$ 6.99	
Pension	\$ 7.062		\$ 7.062	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 38.03		\$ 68.39	

Apprentice 3	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 31.35	N/A	\$ 62.70	N/A
Vacation	\$ 4.08		\$ 8.15	
Pension	\$ 7.062		\$ 7.062	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 43.09		\$ 78.51	

Apprentice 4	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 38.07	N/A	\$ 76.14	N/A
Vacation	\$ 4.95		\$ 9.90	
Pension	\$ 7.062		\$ 7.062	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 50.68		\$ 93.70	

713 GENERAL LABORER (Occupation - No apprentice periods)

	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 35.49	N/A	\$ 70.98	N/A
Vacation	\$ 4.61		\$ 9.23	
Pension	\$ 7.770		\$ 7.770	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 48.47		\$ 88.58	

290 HEAVY EQUIPMENT MECHANIC

Journeyman	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 43.25	N/A	\$ 86.50	N/A
Vacation	\$ 5.62		\$ 11.25	
Pension	\$ 7.770		\$ 7.770	
Safety equipment	\$ 0.75		\$ 0.75	
Total hourly wage	\$ 57.39		\$ 106.27	

Apprentice 1	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 25.95	N/A	\$ 51.90	N/A
Vacation	\$ 3.37		\$ 6.75	
Pension	\$ 6.970		\$ 6.970	
Safety equipment	\$ 0.75		\$ 0.75	
Total hourly wage	\$ 37.04		\$ 66.37	

Apprentice 2	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 30.28	N/A	\$ 60.56	N/A
Vacation	\$ 3.94		\$ 7.87	
Pension	\$ 6.970		\$ 6.970	
Safety equipment	\$ 0.75		\$ 0.75	
Total hourly wage	\$ 41.94		\$ 76.15	

Apprentice 3	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 36.76	N/A	\$ 73.52	N/A
Vacation	\$ 4.78		\$ 9.56	
Pension	\$ 6.970		\$ 6.970	
Safety equipment	\$ 0.75		\$ 0.75	
Total hourly wage	\$ 49.26		\$ 90.80	

538 HEAVY EQUIPMENT OPERATOR - CLASS AA

Journeyman	DAY	NIGHT	OT DAY	OT NIGHT
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Base hourly wage	\$ 42.62	\$ 43.85	\$ 85.24	\$ 87.70
Vacation	\$ 5.54	\$ 5.70	\$ 11.08	\$ 11.40
Pension	\$ 7.770	\$ 7.770	\$ 7.770	\$ 7.770
Safety equipment	\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75
Total hourly wage	\$ 56.68	\$ 58.07	\$ 104.84	\$ 107.62

Apprentice 1	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 36.23	\$ 37.27	\$ 72.46	\$ 74.54
Vacation	\$ 4.71	\$ 4.85	\$ 9.42	\$ 9.69
Pension	\$ 6.970	\$ 6.970	\$ 6.970	\$ 6.970
Safety equipment	\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75
Total hourly wage	\$ 48.66	\$ 49.84	\$ 89.60	\$ 91.95

130

INSULATOR				
Journeyman	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 44.79	N/A	\$ 89.58	N/A
Vacation	\$ 5.82		\$ 11.65	
Pension	\$ 7.270		\$ 7.270	
Safety equipment	\$ 0.95		\$ 0.95	
Total hourly wage	\$ 58.83		\$ 109.45	

Apprentice 1	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 26.87	N/A	\$ 53.74	N/A
Vacation	\$ 3.49		\$ 6.99	
Pension	\$ 6.470		\$ 6.470	
Safety equipment	\$ 0.95		\$ 0.95	
Total hourly wage	\$ 37.78		\$ 68.15	

Apprentice 2	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 31.35	N/A	\$ 62.70	N/A
Vacation	\$ 4.08		\$ 8.15	
Pension	\$ 6.470		\$ 6.470	
Safety equipment	\$ 0.95		\$ 0.95	
Total hourly wage	\$ 42.85		\$ 78.27	

Apprentice 3	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 38.07	N/A	\$ 76.14	N/A
Vacation	\$ 4.95		\$ 9.90	
Pension	\$ 6.470		\$ 6.470	
Safety equipment	\$ 0.95		\$ 0.95	
Total hourly wage	\$ 50.44		\$ 93.46	

380

INTERIOR SYSTEMS INSTALLER				
Journeyman	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 44.23	\$ 45.42	\$ 88.46	\$ 90.84
Vacation	\$ 5.75	\$ 5.90	\$ 11.50	\$ 11.81
Pension	\$ 7.440	\$ 7.440	\$ 7.440	\$ 7.440

Safety equipment	\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75
Total hourly wage	\$ 58.17	\$ 59.51	\$ 108.15	\$ 110.84

Apprentice 1	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 26.54	\$ 27.25	\$ 53.08	\$ 54.50
Vacation	\$ 3.45	\$ 3.54	\$ 6.90	\$ 7.09
Pension	\$ 6.640	\$ 6.640	\$ 6.640	\$ 6.640
Safety equipment	\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75
Total hourly wage	\$ 37.38	\$ 38.18	\$ 67.37	\$ 68.98

Apprentice 2	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 30.96	\$ 31.79	\$ 61.92	\$ 63.58
Vacation	\$ 4.02	\$ 4.13	\$ 8.05	\$ 8.27
Pension	\$ 6.640	\$ 6.640	\$ 6.640	\$ 6.640
Safety equipment	\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75
Total hourly wage	\$ 42.37	\$ 43.31	\$ 77.36	\$ 79.24

Apprentice 3	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 37.60	\$ 38.61	\$ 75.20	\$ 77.22
Vacation	\$ 4.89	\$ 5.02	\$ 9.78	\$ 10.04
Pension	\$ 6.640	\$ 6.640	\$ 6.640	\$ 6.640
Safety equipment	\$ 0.75	\$ 0.75	\$ 0.75	\$ 0.75
Total hourly wage	\$ 49.88	\$ 51.02	\$ 92.37	\$ 94.65

304 IRONWORKER - FOREMAN (Journeyman + 10%)

Journeyman	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 49.78	\$ 51.08	\$ 99.55	\$ 102.17
Vacation	\$ 6.47	\$ 6.64	\$ 12.94	\$ 13.28
Pension	\$ 7.270	\$ 7.270	\$ 7.270	\$ 7.270
Safety equipment	\$ 1.30	\$ 1.30	\$ 1.30	\$ 1.30
Total hourly wage	\$ 64.82	\$ 66.29	\$ 121.06	\$ 124.02

304 IRONWORKER

Journeyman	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 45.25	\$ 46.44	\$ 90.50	\$ 92.88
Vacation	\$ 5.88	\$ 6.04	\$ 11.77	\$ 12.07
Pension	\$ 7.270	\$ 7.270	\$ 7.270	\$ 7.270
Safety equipment	\$ 1.30	\$ 1.30	\$ 1.30	\$ 1.30
Total hourly wage	\$ 59.70	\$ 61.05	\$ 110.84	\$ 113.52

Apprentice 1	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 27.15	\$ 27.86	\$ 54.30	\$ 55.72
Vacation	\$ 3.53	\$ 3.62	\$ 7.06	\$ 7.24
Pension	\$ 6.470	\$ 6.470	\$ 6.470	\$ 6.470
Safety equipment	\$ 1.30	\$ 1.30	\$ 1.30	\$ 1.30
Total hourly wage	\$ 38.45	\$ 39.25	\$ 69.13	\$ 70.73

Apprentice 2	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 31.68	\$ 32.51	\$ 63.36	\$ 65.02
Vacation	\$ 4.12	\$ 4.23	\$ 8.24	\$ 8.45
Pension	\$ 6.470	\$ 6.470	\$ 6.470	\$ 6.470
Safety equipment	\$ 1.30	\$ 1.30	\$ 1.30	\$ 1.30
Total hourly wage	\$ 43.57	\$ 44.51	\$ 79.37	\$ 81.24

Apprentice 3	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 38.46	\$ 39.47	\$ 76.92	\$ 78.94
Vacation	\$ 5.00	\$ 5.13	\$ 10.00	\$ 10.26
Pension	\$ 6.470	\$ 6.470	\$ 6.470	\$ 6.470
Safety equipment	\$ 1.30	\$ 1.30	\$ 1.30	\$ 1.30
Total hourly wage	\$ 51.23	\$ 52.37	\$ 94.69	\$ 96.97

738 LINEMAN 4TH CLASS (Occupation - No apprentice periods)

	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	N/A	N/A	N/A	N/A
Vacation	\$ -	\$ -	\$ -	\$ -
Pension	\$ -	\$ -	\$ -	\$ -
Safety equipment	\$ -	\$ -	\$ -	\$ -
Total hourly wage	\$ -	\$ -	\$ -	\$ -

280 MILLWRIGHT

Journeyman	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 44.79	N/A	\$ 89.58	N/A
Vacation	\$ 5.82		\$ 11.65	
Pension	\$ 7.735		\$ 7.735	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 58.95		\$ 109.56	

Apprentice 1	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 26.87	N/A	\$ 53.74	N/A
Vacation	\$ 3.49		\$ 6.99	
Pension	\$ 6.935		\$ 6.935	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 37.90		\$ 68.26	

Apprentice 2	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 31.35	N/A	\$ 62.70	N/A
Vacation	\$ 4.08		\$ 8.15	
Pension	\$ 6.935		\$ 6.935	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 42.96		\$ 78.39	

Apprentice 3	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 38.07	N/A	\$ 76.14	N/A
Vacation	\$ 4.95		\$ 9.90	

Pension	\$ 6.935		\$ 6.935	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 50.55		\$ 93.57	

350

PAINTER

Journeyman	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 41.83	N/A	\$ 83.66	N/A
Vacation	\$ 5.44		\$ 10.88	
Pension	\$ 7.420		\$ 7.420	
Safety equipment	\$ 0.50		\$ 0.50	
Total hourly wage	\$ 55.19		\$ 102.46	

Apprentice 1	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 25.10	N/A	\$ 50.20	N/A
Vacation	\$ 3.26		\$ 6.53	
Pension	\$ 6.620		\$ 6.620	
Safety equipment	\$ 0.50		\$ 0.50	
Total hourly wage	\$ 35.48		\$ 63.85	

Apprentice 2	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 29.28	N/A	\$ 58.56	N/A
Vacation	\$ 3.81		\$ 7.61	
Pension	\$ 6.620		\$ 6.620	
Safety equipment	\$ 0.50		\$ 0.50	
Total hourly wage	\$ 40.21		\$ 73.29	

Apprentice 3	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 35.56	N/A	\$ 71.12	N/A
Vacation	\$ 4.62		\$ 9.25	
Pension	\$ 6.620		\$ 6.620	
Safety equipment	\$ 0.50		\$ 0.50	
Total hourly wage	\$ 47.30		\$ 87.49	

412

PIPE FITTER

Journeyman	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 44.79	N/A	\$ 89.58	N/A
Vacation	\$ 5.82		\$ 11.65	
Pension	\$ 7.942		\$ 7.942	
Safety equipment	\$ 0.75		\$ 0.75	
Total hourly wage	\$ 59.30		\$ 109.92	

Apprentice 1	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 22.40	N/A	\$ 44.80	N/A
Vacation	\$ 2.91		\$ 5.82	
Pension	\$ 7.142		\$ 7.142	
Safety equipment	\$ 0.75		\$ 0.75	
Total hourly wage	\$ 33.20		\$ 58.52	

Apprentice 2	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 26.87	N/A	\$ 53.74	N/A
Vacation	\$ 3.49		\$ 6.99	
Pension	\$ 7.142		\$ 7.142	
Safety equipment	\$ 0.75		\$ 0.75	
Total hourly wage	\$ 38.26		\$ 68.62	

Apprentice 3	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 31.35	N/A	\$ 62.70	N/A
Vacation	\$ 4.08		\$ 8.15	
Pension	\$ 7.142		\$ 7.142	
Safety equipment	\$ 0.75		\$ 0.75	
Total hourly wage	\$ 43.32		\$ 78.74	

Apprentice 4	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 38.07	N/A	\$ 76.14	N/A
Vacation	\$ 4.95		\$ 9.90	
Pension	\$ 7.142		\$ 7.142	
Safety equipment	\$ 0.75		\$ 0.75	
Total hourly wage	\$ 50.91		\$ 93.93	

370

PLASTERER				
Journeyman	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 42.69	N/A	\$ 85.38	N/A
Vacation	\$ 5.55		\$ 11.10	
Pension	\$ 7.450		\$ 7.450	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 56.29		\$ 104.53	

Apprentice 1	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 25.61	N/A	\$ 51.22	N/A
Vacation	\$ 3.33		\$ 6.66	
Pension	\$ 6.650		\$ 6.650	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 36.19		\$ 65.13	

Apprentice 2	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 29.88	N/A	\$ 59.76	N/A
Vacation	\$ 3.88		\$ 7.77	
Pension	\$ 6.650		\$ 6.650	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 41.01		\$ 74.78	

Apprentice 3	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 36.29	N/A	\$ 72.58	N/A
Vacation	\$ 4.72		\$ 9.44	

Pension	\$ 6.650		\$ 6.650	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 48.26		\$ 89.27	

240 REINFORCING STEEL ERECTOR (RODBUSTER)

Journeyman	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 45.25	\$ 46.44	\$ 90.50	\$ 92.88
Vacation	\$ 5.88	\$ 6.04	\$ 11.77	\$ 12.07
Pension	\$ 7.270	\$ 7.270	\$ 7.270	\$ 7.270
Safety equipment	\$ 1.25	\$ 1.25	\$ 1.25	\$ 1.25
Total hourly wage	\$ 59.65	\$ 61.00	\$ 110.79	\$ 113.47

Apprentice 1	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 38.46	\$ 39.47	\$ 76.92	\$ 78.94
Vacation	\$ 5.00	\$ 5.13	\$ 10.00	\$ 10.26
Pension	\$ 6.470	\$ 6.470	\$ 6.470	\$ 6.470
Safety equipment	\$ 1.25	\$ 1.25	\$ 1.25	\$ 1.25
Total hourly wage	\$ 51.18	\$ 52.32	\$ 94.64	\$ 96.92

418 REFRIGERATION MECHANIC/SPECIALIST

Journeyman	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 44.79	N/A	\$ 89.58	N/A
Vacation	\$ 5.82		\$ 11.65	
Pension	\$ 7.842		\$ 7.842	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 59.05		\$ 109.67	

Apprentice 1	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 22.40	N/A	\$ 44.80	N/A
Vacation	\$ 2.91		\$ 5.82	
Pension	\$ 7.042		\$ 7.042	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 32.95		\$ 58.27	

Apprentice 2	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 26.87	N/A	\$ 53.74	N/A
Vacation	\$ 3.49		\$ 6.99	
Pension	\$ 7.042		\$ 7.042	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 38.01		\$ 68.37	

Apprentice 3	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 31.35	N/A	\$ 62.70	N/A
Vacation	\$ 4.08		\$ 8.15	
Pension	\$ 7.042		\$ 7.042	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 43.07		\$ 78.49	

Apprentice 4	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 38.07	N/A	\$ 76.14	N/A
Vacation	\$ 4.95		\$ 9.90	
Pension	\$ 7.042		\$ 7.042	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 50.66		\$ 93.68	

390

RESILIENT FLOORING LAYER				
Journeyman	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 43.27	N/A	\$ 86.54	N/A
Vacation	\$ 5.63		\$ 11.25	
Pension	\$ 7.520		\$ 7.520	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 57.02		\$ 105.91	

Apprentice 1	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 25.96	N/A	\$ 51.92	N/A
Vacation	\$ 3.37		\$ 6.75	
Pension	\$ 6.720		\$ 6.720	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 36.65		\$ 65.99	

Apprentice 2	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 30.29	N/A	\$ 60.58	N/A
Vacation	\$ 3.94		\$ 7.88	
Pension	\$ 6.720		\$ 6.720	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 41.55		\$ 75.78	

Apprentice 3	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 36.78	N/A	\$ 73.56	N/A
Vacation	\$ 4.78		\$ 9.56	
Pension	\$ 6.720		\$ 6.720	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 48.88		\$ 90.44	

210

ROOFER				
Journeyman	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 45.15	N/A	\$ 90.30	N/A
Vacation	\$ 5.87		\$ 11.74	
Pension	\$ 7.802		\$ 7.802	
Safety equipment	\$ 0.75		\$ 0.75	
Total hourly wage	\$ 59.57		\$ 110.59	

Apprentice 1	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 31.61	N/A	\$ 63.22	N/A

Vacation	\$ 4.11		\$ 8.22	
Pension	\$ 7.002		\$ 7.002	
Safety equipment	\$ 0.75		\$ 0.75	
Total hourly wage	\$ 43.47		\$ 79.19	

Apprentice 2	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 38.38	N/A	\$ 76.76	N/A
Vacation	\$ 4.99		\$ 9.98	
Pension	\$ 7.002		\$ 7.002	
Safety equipment	\$ 0.75		\$ 0.75	
Total hourly wage	\$ 51.12		\$ 94.49	

775 SURVEYOR (Occupation - No apprentice periods)

	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 44.20	\$ 46.64	\$ 88.40	\$ 93.28
Vacation	\$ 5.75	\$ 6.06	\$ 11.49	\$ 12.13
Pension	\$ 7.770	\$ 7.770	\$ 7.770	\$ 7.770
Safety equipment	\$ 0.85	\$ 0.85	\$ 0.85	\$ 0.85
Total hourly wage	\$ 58.57	\$ 61.32	\$ 108.51	\$ 114.03

140 TILE SETTER

Journeyman	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 44.33	N/A	\$ 88.66	N/A
Vacation	\$ 5.76		\$ 11.53	
Pension	\$ 7.450		\$ 7.450	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 58.14		\$ 108.24	

Apprentice 1	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 26.60	N/A	\$ 53.20	N/A
Vacation	\$ 3.46		\$ 6.92	
Pension	\$ 6.650		\$ 6.650	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 37.31		\$ 67.37	

Apprentice 2	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 31.03	N/A	\$ 62.06	N/A
Vacation	\$ 4.03		\$ 8.07	
Pension	\$ 6.650		\$ 6.650	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 42.31		\$ 77.38	

Apprentice 3	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 37.68	N/A	\$ 75.36	N/A
Vacation	\$ 4.90		\$ 9.80	
Pension	\$ 6.650		\$ 6.650	
Safety equipment	\$ 0.60		\$ 0.60	

Total hourly wage	\$ 49.83		\$ 92.41	
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230 TINSMITH

Journeyman	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 44.79	N/A	\$ 89.58	N/A
Vacation	\$ 5.82		\$ 11.65	
Pension	\$ 7.530		\$ 7.530	
Safety equipment	\$ 0.65		\$ 0.65	
Total hourly wage	\$ 58.79		\$ 109.41	

Apprentice 1	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 26.87	N/A	\$ 53.74	N/A
Vacation	\$ 3.49		\$ 6.99	
Pension	\$ 6.730		\$ 6.730	
Safety equipment	\$ 0.65		\$ 0.65	
Total hourly wage	\$ 37.74		\$ 68.11	

Apprentice 2	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 31.35	N/A	\$ 62.70	N/A
Vacation	\$ 4.08		\$ 8.15	
Pension	\$ 6.730		\$ 6.730	
Safety equipment	\$ 0.65		\$ 0.65	
Total hourly wage	\$ 42.81		\$ 78.23	

Apprentice 3	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 38.07	N/A	\$ 76.14	N/A
Vacation	\$ 4.95		\$ 9.90	
Pension	\$ 6.730		\$ 6.730	
Safety equipment	\$ 0.65		\$ 0.65	
Total hourly wage	\$ 50.40		\$ 93.42	

701 WATCHMAN (Occupation - No apprentice periods)

	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 18.34	N/A	\$ 36.68	N/A
Vacation	\$ 2.38		\$ 2.20	
Pension	\$ 7.770		\$ 7.770	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 29.09		\$ 47.25	

761 WELDER (Occupation - No apprentice periods)

	DAY	NIGHT	OT DAY	OT NIGHT
Base hourly wage	\$ 41.84	N/A	\$ 83.68	N/A
Vacation	\$ 5.44		\$ 10.88	
Pension	\$ 7.770		\$ 7.770	
Safety equipment	\$ 0.60		\$ 0.60	
Total hourly wage	\$ 55.65		\$ 102.93	