

I.C.I.
LOCAL 71 OTTAWA APPENDIX 13
WAGE AND BENEFITS SCHEDULE
May 1, 2018 TO April 30, 2019

EFFECTIVE DATES	JOURNEYMEN	APPRENTICE 40% 1ST YEAR	APPRENTICE 50% 2ND YEAR	APPRENTICE 60% 3RD YEAR	APPRENTICE 70% 4TH YEAR	APPRENTICE 80% 5TH YEAR
BASIC RATE	39.65	15.86	19.83	23.79	27.76	31.72
VACATION PAY - 11%	4.36	1.75	2.18	2.62	3.05	3.49
WELFARE	3.31	3.31	3.31	3.31	3.31	3.31
PENSION	8.13	3.25	4.07	4.88	5.69	6.50
UA TRAINING	0.35	0.35	0.35	0.35	0.35	0.35
MCA TRAINING	0.20	0.20	0.20	0.20	0.20	0.20
ARTICLE 23	0.10	0.10	0.10	0.10	0.10	0.10
ARTICLE 30	0.03	0.03	0.03	0.03	0.03	0.03
DENOVO	0.04	0.04	0.04	0.04	0.04	0.04
OCS	0.01	0.01	0.01	0.01	0.01	0.01
O.P.T.P.F.	0.36	0.36	0.36	0.36	0.36	0.36
STABILIZATION FUND	2.00	0.80	1.00	1.20	1.40	1.60
UNION FIELD DUES	1.10	1.10	1.10	1.10	1.10	1.10
Local Union Bldg Fund	0.40	0.40	0.40	0.40	0.40	0.40
TOTAL	60.04	27.56	32.98	38.39	43.80	49.21
ZONE ASSOCIATION FUND	0.39	0.39	0.39	0.39	0.39	0.39
MIAC/WTF FUNDS	0.05	0.05	0.05	0.05	0.05	0.05
TOTAL	60.48	28.00	33.42	38.83	44.24	49.65

UNION DUES \$31.00 / PER MONTH

FOREMAN RATE IS BASIC RATE + 15%

GENERAL FORMAN RATE IS BASIC RATE +20%