

**APPENDIX A
ALL SERVICE SECTOR
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	2.85	2.85	2.85	2.85	2.85	2.85
PENSION	6.99	2.80	3.50	4.19	4.89	5.59
TRAINING	0.20	0.20	0.20	0.20	0.20	0.20
ARTICLE 30	0.03	0.03	0.03	0.03	0.03	0.03
O.P.T.P.F.	0.02	0.02	0.02	0.02	0.02	0.02
UNION FIELD DUES	0.33	0.33	0.33	0.33	0.33	0.33
TOTAL	54.43	23.84	28.94	34.03	39.13	44.23
ZONE ASSOCIATION FUND	0.15	0.15	0.15	0.15	0.15	0.15
TOTAL	54.58	23.99	29.09	34.18	39.28	44.38

UNION DUES \$31.00 / PER MONTH

FOREMAN RATE IS BASIC RATE + 15%

GENERAL FORMAN RATE IS BASIC RATE +20%

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