

**I.C.I.**  
**LOCAL 71 OTTAWA APPENDIX 13**  
**WAGE AND BENEFITS SCHEDULE**  
**May 1, 2021 TO April 30, 2022**

<b>EFFECTIVE DATES</b>	<b>JOURNEYMEN</b>	<b>APPRENTICE 40% 1ST YEAR</b>	<b>APPRENTICE 50% 2ND YEAR</b>	<b>APPRENTICE 60% 3RD YEAR</b>	<b>APPRENTICE 70% 4TH YEAR</b>	<b>APPRENTICE 80% 5TH YEAR</b>
<b>BASIC RATE</b>	42.34	16.94	21.17	25.40	29.64	33.87
<b>VACATION PAY - 11%</b>	4.66	1.86	2.33	2.79	3.26	3.73
<b>WELFARE</b>	3.46	3.46	3.46	3.46	3.46	3.46
<b>PENSION</b>	8.86	3.54	4.43	5.32	6.20	7.09
<b>UA TRAINING</b>	0.65	0.65	0.65	0.65	0.65	0.65
<b>MCA TRAINING</b>	0.20	0.20	0.20	0.20	0.20	0.20
<b>ARTICLE 23</b>	0.15	0.15	0.15	0.15	0.15	0.15
<b>ARTICLE 30</b>	0.03	0.03	0.03	0.03	0.03	0.03
<b>DENOVO/MAP/WELLNESS/H2H</b>	0.10	0.10	0.10	0.10	0.10	0.10
<b>OCS</b>	0.01	0.01	0.01	0.01	0.01	0.01
<b>O.P.T.P.F./National Organisation</b>	0.36	0.36	0.36	0.36	0.36	0.36
<b>STABILIZATION FUND</b>	1.75	0.70	0.88	1.05	1.22	1.40
<b>UNION FIELD DUES</b>	1.16	1.16	1.16	1.16	1.16	1.16
<b>Local Union Bldg Fund</b>	0.40	0.40	0.40	0.40	0.40	0.40
<b>TOTAL</b>	64.13	29.56	35.33	41.08	46.84	52.61
<b>ZONE ASSOCIATION FUND</b>	0.34	0.34	0.34	0.34	0.34	0.34
<b>MIAC/WTF FUNDS</b>	0.05	0.05	0.05	0.05	0.05	0.05
<b>TOTAL</b>	64.52	29.95	35.72	41.47	47.23	53.00

**UNION DUES \$31.00 / PER MONTH**

**FOREMAN RATE IS BASIC RATE + 15%**

**GENERAL FORMAN RATE IS BASIC RATE +20%**

**HIGH RISE RESIDENTIAL AGREEMENT  
LOCAL 71 OTTAWA APPENDIX 13  
WAGE AND BENEFITS SCHEDULE  
May 1, 2021 TO April 30, 2022**

<b>EFFECTIVE DATES</b>	<b>JOURNEYMEN</b>	<b>APPRENTICE 40% 1ST YEAR</b>	<b>APPRENTICE 50% 2ND YEAR</b>	<b>APPRENTICE 60% 3RD YEAR</b>	<b>APPRENTICE 70% 4TH YEAR</b>	<b>APPRENTICE 80% 5TH YEAR</b>
<b>BASIC RATE</b>	42.34	16.94	21.17	25.40	29.64	33.87
<b>VACATION PAY - 11%</b>	4.66	1.86	2.33	2.79	3.26	3.73
<b>WELFARE</b>	3.46	3.46	3.46	3.46	3.46	3.46
<b>PENSION</b>	8.86	3.54	4.43	5.32	6.20	7.09
<b>UA TRAINING</b>	0.65	0.65	0.65	0.65	0.65	0.65
<b>MCA TRAINING</b>	0.20	0.20	0.20	0.20	0.20	0.20
<b>ARTICLE 23</b>	0.15	0.15	0.15	0.15	0.15	0.15
<b>ARTICLE 30</b>	0.03	0.03	0.03	0.03	0.03	0.03
<b>DENOVO/MAP/WELLNESS/H2H</b>	0.10	0.10	0.10	0.10	0.10	0.10
<b>OCS</b>	0.01	0.01	0.01	0.01	0.01	0.01
<b>O.P.T.P.F./National Organisation</b>	0.36	0.36	0.36	0.36	0.36	0.36
<b>STABILIZATION FUND</b>	1.75	0.70	0.88	1.05	1.22	1.40
<b>UNION FIELD DUES</b>	1.16	1.16	1.16	1.16	1.16	1.16
<b>Local Union Bldg Fund</b>	0.40	0.40	0.40	0.40	0.40	0.40
<b>TOTAL</b>	64.13	29.56	35.33	41.08	46.84	52.61
<b>ZONE ASSOCIATION FUND</b>	0.24	0.24	0.24	0.24	0.24	0.24
<b>TOTAL</b>	64.37	29.80	35.57	41.32	47.08	52.85

**UNION DUES \$31.00 / PER MONTH  
FOREMAN RATE IS BASIC RATE + 15%  
GENERAL FORMAN RATE IS BASIC RATE +20%**

Canadian National Standard Agreement for Commercial Manufacturing and Pipe Fabrication Shop																	
Fabrication Shop Wage Breakdown																	
Local Union		71	Ottawa														
Effective May 1 2021 to April 30 2022			Journeyman					Apprentices					Metal Trades				
			1	0.4	0.5	0.6	0.7	0.8	0.4	0.5	0.47	0.6	0.7				
ICI Rates			J	A1	A2	A3	A4	A5	MT-Group A	MT-Group A	MT-Group B	MT-Group B	MT-Group C				
Applicable to Fab Shop									New 40%	After 60 days	New	After 60 days	After 60 days				
Base Rate	\$ 42.34	\$ 42.34	\$ 42.34	\$ 16.94	\$ 21.17	\$ 25.40	\$ 29.64	\$ 33.87	\$ 16.94	\$ 21.17	\$ 19.90	\$ 25.40	\$ 29.64				
Vacation Pay 11%	\$ 4.66	\$ 4.66	\$ 4.66	\$ 1.86	\$ 2.33	\$ 2.79	\$ 3.26	\$ 3.73	\$ 1.86	\$ 2.33	\$ 2.19	\$ 2.79	\$ 3.26	11% vac			
Union Field Dues	\$ 1.16	\$ 1.16	\$ 1.16	\$ 1.16	\$ 1.16	\$ 1.16	\$ 1.16	\$ 1.16	\$ 1.16	\$ 1.16	\$ 1.16	\$ 1.16	\$ 1.16	Employee			
O.P.T.P.F./National Organisation	\$ 0.36	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a				
OCS	\$ 0.01	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a				
Welfare	\$ 3.46	\$ 3.46	\$ 3.46	\$ 3.46	\$ 3.46	\$ 3.46	\$ 3.46	\$ 3.46	\$ 3.46	\$ 3.46	\$ 3.46	\$ 3.46	\$ 3.46	Fixed			
Pension	\$ 8.86	\$ 8.86	\$ 8.86	\$ 3.54	\$ 4.43	\$ 5.32	\$ 6.20	\$ 7.09	\$ 3.54	\$ 4.43	\$ 4.16	\$ 5.32	\$ 6.20	percentage			
Stabilization Fund	\$ 1.75	\$ 1.75	\$ 1.75	\$ 0.70	\$ 0.88	\$ 1.05	\$ 1.22	\$ 1.40	\$ 0.70	\$ 0.88	\$ 0.82	\$ 1.05	\$ 1.17	percentage			
UA Training	\$ 0.65	\$ 0.65	\$ 0.65	\$ 0.65	\$ 0.65	\$ 0.65	\$ 0.65	\$ 0.65	\$ -	\$ -	\$ -	\$ -	\$ -	N/A to MT			
MCA Training	\$ 0.20	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	N/A to MT			
ARTICLE 23	\$ 0.15	n/a see below	see below	see below	see below	see below	see below	see below	see below	see below	see below	see below	see below				
ARTICLE 30	\$ 0.03	n/a see below	see below	see below	see below	see below	see below	see below	see below	see below	see below	see below	see below				
Denovo/MAP/Wellness/H2H	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	Fixed			
Local Union Bldg Fund	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	Fixed			
MIAC Fund WTF	\$ 0.05	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a				
Zone Association Fund	\$ 0.34	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -				
<b>TOTAL</b>	<b>\$ 64.52</b>	<b>\$ 63.38</b>	<b>\$ 63.38</b>	<b>\$ 28.81</b>	<b>\$ 34.58</b>	<b>\$ 40.33</b>	<b>\$ 46.09</b>	<b>\$ 51.86</b>	<b>\$ 28.16</b>	<b>\$ 33.93</b>	<b>\$ 32.19</b>	<b>\$ 39.68</b>	<b>\$ 45.39</b>				
CPFA Industry Fund (Plus HST)	\$ -													Yearly Fee			
UA Fab Admin	\$ -	\$ 0.07	\$ 0.07	\$ 0.07	\$ 0.07	\$ 0.07	\$ 0.07	\$ 0.07	\$ 0.07	\$ 0.07	\$ 0.07	\$ 0.07	\$ 0.07				
Cdn Training Fund	\$ -	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05				
UA Int'l Enhancement Fund	\$ -	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10				
<b>TOTAL</b>	<b>\$ 64.52</b>	<b>\$ 63.60</b>	<b>\$ 63.60</b>	<b>\$ 29.03</b>	<b>\$ 34.80</b>	<b>\$ 40.55</b>	<b>\$ 46.31</b>	<b>\$ 52.08</b>	<b>\$ 28.38</b>	<b>\$ 34.15</b>	<b>\$ 32.41</b>	<b>\$ 39.90</b>	<b>\$ 45.61</b>				
<b>Foreman 12% above Journeyman wage rate plus 11% vacation pay</b>							\$ 47.42	\$ 5.22	<b>Note: Increases to 15% if foreman completes</b>								
<b>Plus same fringes as Journeyman</b>							<b>wage</b>	<b>Vac</b>	<b>Approved Foreman Training Course</b>								
<b>Deletions after Tax Deductions All Classifications</b>																	

**APPENDIX B  
MAINTENANCE COLLECTIVE AGREEMENT  
WAGE AND BENEFIT SCHEDULE LOCAL 71**

**EFFECTIVE DATE MAY 1, 2021 TO APRIL 30, 2022**

DESCRIPTION	PMH METAL TRADES WORKER	PM1 METAL TRADES WORKER	PM2 METAL TRADES WORKER	PM3 METAL TRADES WORKER	PM4 METAL TRADES WORKER
BASIC RATE	\$17.87	\$21.35	\$29.35	\$27.52	\$19.90
VACATION PAY	\$1.97	\$2.35	\$3.23	\$3.03	\$2.19
WELFARE	\$3.46	\$3.46	\$3.46	\$3.46	\$3.46
PENSION	\$3.74	\$4.47	\$6.14	\$5.76	\$4.16
ARTICLE 30	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03
DENOVO	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
FIELD DUES	\$1.16	\$1.16	\$1.16	\$1.16	\$1.16
STAB FUND	\$0.74	\$0.88	\$1.21	\$1.14	\$0.82
OTPF	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
UA CAN TRAIN FUND	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
INTER UA TRAIN FUND	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
TOTAL	\$29.13	\$33.86	\$44.74	\$42.26	\$31.88

UNION DUES ARE \$31.00 PER MONTH

11% VACATION PAY IS PAID WEEKLY ON THEIR CHEQUES

8% RST ON WELFARE

10% FOREMAN RATE

*Local 71 do not have "Union Field Dues", "Ontario Pipe Trades Promotion Fund" included in the Base Rate. In this case each fund is added to the Base Rate for taxing only. The full amount of each fund is deducted and remitted in accordance with Local Union 71. Vacation Pay is calculated only on the specified Base Rate.*