

Service Collective Agreement Wage Rate Table - Ottawa

	to April 30, 2022	June 5, 2022 to April 29, 2023	variation	April 30, 2023 to April 27, 2024	variation	April 28, 2024 to May 3, 2025	variation
Hourly Rate	42.34	44.45	2.11	46.61	2.16	48.59	1.98
Vacation Pay (11%)	4.66	4.89	0.23	5.13	0.24	5.34	0.21
Welfare	3.00	3.15	0.15	3.20	0.05	3.25	0.05
Pension	7.38	7.89	0.51	8.09	0.20	8.50	0.41
Training	0.45	0.45	-	0.45	-	0.45	-
Article 30	0.03	0.03	-	0.03	-	0.03	-
O.P.T.P.F. (Article 20)	0.02	-	0.02	-	-	-	-
Stabilization Fund	-	-	-	-	-	-	-
Union field dues	0.48	0.50	0.02	0.52	0.02	0.54	0.02
Building Fund	-	-	-	-	-	-	-
Sub Total	58.36	61.36	3.00	64.03	2.67	66.70	2.67
Zone Association Fund	0.15	0.15	-	0.15	-	0.15	-
MIAC/WTF funds	-	-	-	-	-	-	-
TOTAL	58.51	61.51	3.00	64.18	2.67	66.85	2.67
ICI wage package	64.13	67.13		69.80		72.47	\$ 8.34
% of ICI wage package	91.00%	91.40%		91.73%		92.04%	

Service Collective Agreement Wage Rate Table (Ottawa)							
Rates June 5, 2022 to April 29, 2023	Journeyman	Apprentice Year 1 40%	Apprentice Year 2 50%	Apprentice Year 3 60%	Apprentice Year 4 70%	Apprentice Year 5 80%	Apprentice Year
Hourly Rate	44.45	17.78	22.23	26.67	31.12	35.56	
Vacation Pay (11%)	4.89	1.96	2.45	2.93	3.42	3.91	
Welfare	3.15	3.15	3.15	3.15	3.15	3.15	
Pension	7.89	3.16	3.95	4.73	5.52	6.31	
Training	0.45	0.45	0.45	0.45	0.45	0.45	
Article 30	0.03	0.03	0.03	0.03	0.03	0.03	
O.P.T.P.F. (Article 20)	-	-	-	-	-	-	
Union field dues	0.50	0.50	0.50	0.50	0.50	0.50	
Building Fund	-	-	-	-	-	-	
Sub Total	61.36	27.03	32.76	38.46	44.19	49.91	
Zone Association Fund*	0.15	0.15	0.15	0.15	0.15	0.15	
MIAC/WTF funds	-	-	-	-	-	-	
TOTAL	61.51	27.18	32.91	38.61	44.34	50.06	

varies by %age of wage (ie 40%, 50%, 60%)

Service Collective Agreement Wage Rate Table (Ottawa)						
Rates April 30, 2023 to April 27, 2024	Journeyman	Apprentice Year 1 40%	Apprentice Year 2 50%	Apprentice Year 3 60%	Apprentice Year 4 70%	Apprentice Year 5 80%
Hourly Rate	46.61	18.64	23.31	27.97	32.63	37.29
Vacation Pay (11%)	5.13	2.05	2.56	3.08	3.59	4.10
Welfare	3.20	3.20	3.20	3.20	3.20	3.20
Pension	8.09	3.24	4.05	4.85	5.66	6.47
Training	0.45	0.45	0.45	0.45	0.45	0.45
Article 30	0.03	0.03	0.03	0.03	0.03	0.03
O.P.T.P.F. (Article 20)	-	-	-	-	-	-
Union field dues	0.52	0.52	0.52	0.52	0.52	0.52
Building Fund	-	-	-	-	-	-
Sub Total	64.03	28.13	34.12	40.10	46.08	52.06
Zone Association Fund*	0.15	0.15	0.15	0.15	0.15	0.15
MIAC/WTF funds	-	-	-	-	-	-
TOTAL	64.18	28.28	34.27	40.25	46.23	52.21

varies by %age of wage (ie 40%, 50%, 60%)

Service Collective Agreement Wage Rate Table (Ottawa)						
Rates April 28, 2024 to May 3, 2025	Journeyman	Apprentice Year 1 40%	Apprentice Year 2 50%	Apprentice Year 3 60%	Apprentice Year 4 70%	Apprentice Year 5 80%
Hourly Rate	48.59	19.44	24.30	29.15	34.01	38.87
Vacation Pay (11%)	5.34	2.14	2.67	3.21	3.74	4.28
Welfare	3.25	3.25	3.25	3.25	3.25	3.25
Pension	8.50	3.40	4.25	5.10	5.95	6.80
Training	0.45	0.45	0.45	0.45	0.45	0.45
Training -employer	-	-	-	-	-	-
Article 23	-	-	-	-	-	-
Article 30	0.03	0.03	0.03	0.03	0.03	0.03
De Novo (Article 34)	-	-	-	-	-	-
OCS	-	-	-	-	-	-
O.P.T.P.F. (Article 20)	-	-	-	-	-	-
Stabilization Fund	-	-	-	-	-	-
Union field dues	0.54	0.54	0.54	0.54	0.54	0.54
Building Fund	-	-	-	-	-	-
Sub Total	66.70	29.25	35.49	41.73	47.97	54.22
Zone Association Fund*	0.15	0.15	0.15	0.15	0.15	0.15
MIAC/WTF funds	-	-	-	-	-	-
TOTAL	66.85	29.40	35.64	41.88	48.12	54.37

varies by %age of wage (ie 40%, 50%, 60%)

Service Collective Agreement Wage Rate Table - Cornwall

	to April 30, 2022	June 5, 2022 to April 29, 2023	variation	April 30, 2023 to April 27, 2024	variation	April 28, 2024 to May 3, 2025	variation
Hourly Rate	31.08	32.50	1.42	33.89	1.39	35.32	1.43
Vacation Pay (11%)	3.42	3.58	0.16	3.73	0.15	3.89	0.16
Welfare	3.00	3.05	0.05	3.10	0.05	3.15	0.05
Pension	6.60	7.00	0.40	7.20	0.20	7.40	0.20
Training	0.35	0.40	0.05	0.45	0.05	0.45	-
Article 30	0.03	0.03	-	0.03	-	0.03	-
O.P.T.P.F. (Article 20)	0.02	-	0.02	-	-	-	-
Stabilization Fund	-	-	-	-	-	-	-
Union field dues	0.40	0.43	0.03	0.46	0.03	0.49	0.03
Building Fund	-	-	-	-	-	-	-
Sub Total	44.90	46.99	2.09	48.86	1.87	50.73	1.87
Zone Association Fund	0.15	0.15	-	0.15	-	0.15	-
MIAC/WTF funds	-	-	-	-	-	-	-
TOTAL	45.05	47.14	2.09	49.01	1.87	50.88	1.87
ICI wage package	64.13	67.13		69.80		72.47	\$ 5.83
% of ICI wage package	70.01%	70.00%		70.00%		70.00%	

Service Collective Agreement Wage Rate Table (Cornwall)						
Rates June 5, 2022 to April 29, 2023	Journeyman	Apprentice Year 1 40%	Apprentice Year 2 50%	Apprentice Year 3 60%	Apprentice Year 4 70%	Apprentice Year 5 80%
Hourly Rate	32.50	13.00	16.25	19.50	22.75	35.56
Vacation Pay (11%)	3.58	1.43	1.79	2.15	2.50	3.91
Welfare	3.05	3.15	3.15	3.15	3.15	3.15
Pension	7.00	2.80	3.50	4.20	4.90	6.31
Training	0.40	0.45	0.45	0.45	0.45	0.45
Article 30	0.03	0.03	0.03	0.03	0.03	0.03
O.P.T.P.F. (Article 20)	-	-	-	-	-	-
Union field dues	0.43	0.50	0.50	0.50	0.50	0.50
Building Fund	-	-	-	-	-	-
Sub Total	46.99	21.36	25.67	29.98	34.28	49.91
Zone Association Fund*	0.15	0.15	0.15	0.15	0.15	0.15
MIAC/WTF funds	-	-	-	-	-	-
TOTAL	47.14	21.51	25.82	30.13	34.43	50.06

varies by %age of wage (ie 40%, 50%, 60%)

Service Collective Agreement Wage Rate Table (Cornwall)						
Rates April 30, 2023 to April 27, 2024	Journeyman	Apprentice Year 1 40%	Apprentice Year 2 50%	Apprentice Year 3 60%	Apprentice Year 4 70%	Apprentice Year 5 80%
Hourly Rate	33.89	13.56	16.95	20.33	23.72	37.29
Vacation Pay (11%)	3.73	1.49	1.86	2.24	2.61	4.10
Welfare	3.10	3.20	3.20	3.20	3.20	3.20
Pension	7.20	2.88	3.60	4.32	5.04	6.47
Training	0.45	0.45	0.45	0.45	0.45	0.45
Article 30	0.03	0.03	0.03	0.03	0.03	0.03
O.P.T.P.F. (Article 20)	-	-	-	-	-	-
Union field dues	0.46	0.52	0.52	0.52	0.52	0.52
Building Fund	-	-	-	-	-	-
Sub Total	48.86	22.13	26.61	31.09	35.57	52.06
Zone Association Fund*	0.15	0.15	0.15	0.15	0.15	0.15
MIAC/WTF funds	-	-	-	-	-	-
TOTAL	49.01	22.28	26.76	31.24	35.72	52.21

varies by %age of wage (ie 40%, 50%, 60%)

Service Collective Agreement Wage Rate Table (Cornwall)						
Rates April 28, 2024 to May 3, 2025	Journeyman	Apprentice Year 1 40%	Apprentice Year 2 50%	Apprentice Year 3 60%	Apprentice Year 4 70%	Apprentice Year 5 80%
Hourly Rate	35.32	14.13	17.66	21.19	24.72	38.87
Vacation Pay (11%)	3.89	1.55	1.94	2.33	2.72	4.28
Welfare	3.15	3.25	3.25	3.25	3.25	3.25
Pension	7.40	2.96	3.70	4.44	5.18	6.80
Training	0.45	0.45	0.45	0.45	0.45	0.45
Training -employer	-	-	-	-	-	-
Article 23	-	-	-	-	-	-
Article 30	0.03	0.03	0.03	0.03	0.03	0.03
De Novo (Article 34)	-	-	-	-	-	-
OCS	-	-	-	-	-	-
O.P.T.P.F. (Article 20)	-	-	-	-	-	-
Stabilization Fund	-	-	-	-	-	-
Union field dues	0.49	0.54	0.54	0.54	0.54	0.54
Building Fund	-	-	-	-	-	-
Sub Total	50.73	22.91	27.57	32.23	36.89	54.22
Zone Association Fund*	0.15	0.15	0.15	0.15	0.15	0.15
MIAC/WTF funds	-	-	-	-	-	-
TOTAL	50.88	23.06	27.72	32.38	37.04	54.37

varies by %age of wage (ie 40%, 50%, 60%)