

PLUMBERS  
Local 71  
Ottawa

EPSCA WAGE SCHEDULE FOR PROJECTS WITHIN THE GEOGRAPHIC AREA  
OF THIS LOCAL (52)

GRADE AND STEP	CLASSIFICATIONS, OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	WELFARE (2)	PENSION (2)	UNION FUNDS (2)	TOTAL WAGE PACKAGE	EPSCA ASSOC. FUND (1)*
13-9	FOREMAN - 450065 (15% above journeymen base hourly rate)							
	2024-05-01	53.82	5.38	3.59	7.81	3.03	73.63	0.30
	2025-05-01	57.35	6.88	3.40	7.90	2.71	78.24	0.30
	2026-05-01	61.19	7.34	3.40	7.99	2.71	82.63	0.30
	2027-05-01	64.52	7.74	3.40	8.08	2.71	86.45	0.30
	2028-05-01	67.59	8.11	3.40	8.17	2.71	89.98	0.30
	2029-05-01	70.37	8.44	3.40	8.26	2.71	93.18	0.30
13-8	SUBFOREMAN-450055 (7.5% above journeymen base hourly rate)							
	2024-05-01	50.31	5.03	3.59	7.81	3.03	69.77	0.30
	2025-05-01	53.61	6.43	3.40	7.90	2.71	74.05	0.30
	2026-05-01	57.20	6.86	3.40	7.99	2.71	78.16	0.30
	2027-05-01	60.31	7.24	3.40	8.08	2.71	81.74	0.30
	2028-05-01	63.18	7.58	3.40	8.17	2.71	85.04	0.30
	2029-05-01	65.78	7.89	3.40	8.26	2.71	88.04	0.30
13-6	JOURNEYMAN-450035							
13-6	PIPEWELDER - 450036							
	2024-05-01	46.80	4.68	3.59	7.81	3.03	65.91	0.30
	2025-05-01	49.87	5.98	3.40	7.90	2.71	69.86	0.30
	2026-05-01	53.21	6.39	3.40	7.99	2.71	73.70	0.30
	2027-05-01	56.10	6.73	3.40	8.08	2.71	77.02	0.30
	2028-05-01	58.77	7.05	3.40	8.17	2.71	80.10	0.30
	2029-05-01	61.19	7.34	3.40	8.26	2.71	82.90	0.30
13-0	APPRENTICE - 450015							
	1st Period - 40 % of Journeyman Rate							
	2024-05-01	18.72	1.87	3.59	7.81	3.03	35.02	0.30
	2025-05-01	19.95	2.39	3.40	7.90	2.71	36.35	0.30
	2026-05-01	21.28	2.55	3.40	7.99	2.71	37.93	0.30
	2027-05-01	22.44	2.69	3.40	8.08	2.71	39.32	0.30
	2028-05-01	23.51	2.82	3.40	8.17	2.71	40.61	0.30
	2029-05-01	24.48	2.94	3.40	8.26	2.71	41.79	0.30
13-1	2nd Period - 50 % of Journeyman Rate							
	2024-05-01	23.40	2.34	3.59	7.81	3.03	40.17	0.30
	2025-05-01	24.94	2.99	3.40	7.90	2.71	41.94	0.30
	2026-05-01	26.61	3.19	3.40	7.99	2.71	43.90	0.30
	2027-05-01	28.05	3.37	3.40	8.08	2.71	45.61	0.30
	2028-05-01	29.39	3.53	3.40	8.17	2.71	47.20	0.30
	2029-05-01	30.60	3.67	3.40	8.26	2.71	48.64	0.30
13-2	3rd Period -60% of Journeyman Rate							
	2024-05-01	28.08	2.81	3.59	7.81	3.03	45.32	0.30
	2025-05-01	29.92	3.59	3.40	7.90	2.71	47.52	0.30
	2026-05-01	31.93	3.83	3.40	7.99	2.71	49.86	0.30
	2027-05-01	33.66	4.04	3.40	8.08	2.71	51.89	0.30
	2028-05-01	35.26	4.23	3.40	8.17	2.71	53.77	0.30
	2029-05-01	36.71	4.41	3.40	8.26	2.71	55.49	0.30
13-3	4th Period - 70% of Journeyman Rate							
	2024-05-01	32.76	3.28	3.59	7.81	3.03	50.47	0.30
	2025-05-01	34.91	4.19	3.40	7.90	2.71	53.11	0.30
	2026-05-01	37.25	4.47	3.40	7.99	2.71	55.82	0.30
	2027-05-01	39.27	4.71	3.40	8.08	2.71	58.17	0.30
	2028-05-01	41.14	4.94	3.40	8.17	2.71	60.36	0.30
	2029-05-01	42.83	5.14	3.40	8.26	2.71	62.34	0.30
13-4	5th Period -80% of Journeyman Rate							
	2024-05-01	37.44	3.74	3.59	7.81	3.03	55.61	0.30
	2025-05-01	39.90	4.79	3.40	7.90	2.71	58.70	0.30
	2026-05-01	42.57	5.11	3.40	7.99	2.71	61.78	0.30
	2027-05-01	44.88	5.39	3.40	8.08	2.71	64.46	0.30
	2028-05-01	47.02	5.64	3.40	8.17	2.71	66.94	0.30
	2029-05-01	48.95	5.87	3.40	8.26	2.71	69.19	0.30

(1) =per hour worked: (2) = per hour paid

\*Employer contributions to De Novo (5 cents/hour worked) and Helmets to Hardhats (1 cent/hour worked) are included in the EPSCA Association Fund of 30 cents.

Employees over 71 will receive pension contributions on the hourly wage rate.

**OVERTIME RATE:**  
**Mon to Fri.**

**Sat.**  
**Sun & Hol**

**Foreman Differential** 15% above Journeymen Rate  
**Subforeman Differential** 7.5% above Journeymen Rate

**Union Funds**

Union Funds include the following items:

<b>Stabilization -</b>	\$1.75 per hour paid effective May 1, 2020 <b>\$1.40 per hour paid effective May 1, 2025</b>
Local Union Building Fund new -	\$0.40 per hour paid effective May 1, 2012
OPPSPF -	\$0.18 per hour paid effective May 1, 2016
Local Training -	\$0.45 per hour paid
Canadian Training -	\$0.14 per hour paid effective Sept. 1, 2010
Bill 162 -	\$0.03 per hour paid
UA Canada Wellness Fund -	\$0.05 per hour paid effective May 1, 2020
<b>De Novo -</b>	\$0.02 per hour paid effective May 1, 2020 <b>\$0.05 per hour worked- effective May 1, 2025</b>
Helmets to	per hour paid - effective May 1, 2020(includes a \$0.01
Hardhats -	\$0.01 per hour Employee Deduction and a \$0.01 per hour Employer contribution)

**Benefits Administration**

The following funds are to be sent to:  
Bill 162  
Denovo - Map  
Welfare  
Pension

**Local 71 Administrator**  
**Element Consulting Group**  
**1150 Cryville Rd. Suite 410**  
**Ottawa, Ontario K1J 7S9**

**CTF & UA Canada Wellness Fund should be sent to:**  
UA Canadian Office  
442 Gilmour Street  
Ottawa, ON K2P 0R8

The following funds are to be sent to:  
OPPSSPF  
Local Training  
Local Union Dues (Field Dues)  
Stabilization  
Local Union Building Fund  
DEIR

**UA Local 71 Ottawa**  
1250 Ages Drive  
Ottawa, Ontario  
K1Z 5L5

**EPSCA Association Funds should be forwarded to:**

EPSCA Association Fund  
190 Attwell Drive, Suite 580  
ETOBICOKE, ON M9W 6H8

**Helmets to Hardhats should be forwarded to:**

Helmets to Hardhats Canada  
72 Chamberlain Avenue  
Ottawa, ON K1S 1V9

**Union Dues**

Local Union Dues Checkoff -	01-May-24 \$1.16 <b>01-May-25 \$1.12</b> <b>01-May-26 \$1.13</b> <b>01-May-27 \$1.14</b> <b>01-May-28 \$1.15</b> <b>01-May-29 \$1.16</b>
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Union Dues are not included in Union Funds.  
Union Dues are to be deducted from the Base Hourly Rate.

**Employer contribution to the Diversity, Equity, Inclusion and Retention (DEIR) Fund - \$0.50 per hour worked effective May 1, 2025.**

GEOGRAPHIC AREA: Ottawa-Carlton(RM); the Counties of Russell, Lanark, Renfrew and Cornwall.