

ICI / HIGH-RISE RESIDENTIAL – LU 353 TORONTO WAGES AND FRINGE BENEFITS

MAY 1, 2013 – APRIL 30, 2016

	Date	Base Rate	V.P. & S.H.P *	R.R.S.P. **	Union Funds ***	Wage Package	ECA Fund ****	Total Package
Journeyman	May 1, 2013	39.26	3.93	1.17	13.88	58.24	0.34	58.58
	May 1, 2014	40.41	4.04	1.21	14.13	59.79	0.35	60.14
	May 1, 2015	41.78	4.18	1.25	14.13	61.34	0.35	61.69
Foreman (15%)	May 1, 2013	45.15	4.52	1.35	14.10	65.12	0.34	65.46
	May 1, 2014	46.50	4.65	1.39	14.35	66.89	0.35	67.24
	May 1, 2015	48.08	4.81	1.44	14.35	68.68	0.35	69.03
Pre-Apprentices	May 1, 2013	13.74	1.37	0.41	4.52	20.04	0.34	20.38
1st Term		15.70	1.57	0.47	8.53	26.27	0.34	26.61
2nd Term		19.63	1.96	0.59	9.39	31.57	0.34	31.91
3rd Term		23.56	2.36	0.71	10.24	36.87	0.34	37.21
4th Term		27.48	2.75	0.82	11.10	42.15	0.34	42.49
5th Term		31.41	3.14	0.94	11.96	47.45	0.34	47.79
G.E.O. (Section 17)		35.33	3.53	1.06	13.53	53.45	0.34	53.79
Pre-Apprentices	May 1, 2014	14.27	1.43	0.42	+ 4.47	20.59	0.35	20.94
1st Term		16.17	1.62	0.48	8.63	26.90	0.35	27.25
2nd Term		20.21	2.02	0.61	9.51	32.35	0.35	32.70
3rd Term		24.25	2.43	0.72	10.39	37.79	0.35	38.14
4th Term		28.28	2.83	0.85	11.27	43.23	0.35	43.58
5th Term		32.33	3.23	0.97	12.16	48.69	0.35	49.04
G.E.O. (Section 17)		36.35	3.64	1.09	13.78	54.86	0.35	55.21
Pre-Apprentices	May 1, 2015	14.75	1.47	0.44	4.47	21.13	0.35	21.48
1st Term		16.71	1.67	0.50	8.63	27.51	0.35	27.86
2nd Term		20.89	2.09	0.63	9.51	33.12	0.35	33.47
3rd Term		25.07	2.51	0.75	10.39	38.72	0.35	39.07
4th Term		29.25	2.92	0.88	11.27	44.32	0.35	44.67
5th Term		33.43	3.34	1.00	12.16	49.93	0.35	50.28
G.E.O. (Section 17)		37.58	3.76	1.12	13.78	56.24	0.35	56.59

* VP/SHP Vacation Pay and Statutory Holiday pay is 10% of base rate.

** RRSP is 3% of base rate.

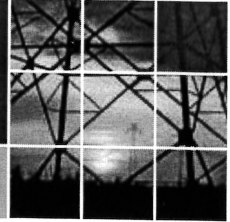
*** Breakdown of Union Funds: Health and Welfare 3.85, Pension 7.42 (pro-rated for apprentices ++), Other Funds .37 (Education Fund .24, Sports, Entertainment and Retirees .09, Promotion .04), CCO Fund .20, SUB Fund .20, Union Dues Journeyman and Foreman .45, Union Dues Apprentices and all other classifications .24, JEPP .10, Stabilization Fund .50 (pro-rated for Foremen and Apprentices), Market Recovery Fund .90 (pro-rated for Foremen and Apprentices), Training Trust Fund .14

**** Breakdown of Industry Funds: Association Fund .33, Bill 158 Fund .01.

May 1, 2014: Association Fund .34, Bill 158 Fund .01

+ Includes Health and Welfare 3.85, Education Fund .24, Training Trust Fund .14, Union Dues .24.

PLEASE NOTE: Under the line agreement, apprentice lineman pension contributions are pro-rated while all other classifications are paid full pension contribution (7.42). Market recovery and stab funds are pro-rated in all instances.



ICI/HIGH-RISE RESIDENTIAL WAGES AND FRINGE BENEFITS - LU 353 TORONTO

MAY 1, 2013

	Base Rate	VP & SHP	RRSP	Union Funds	Wage Package	ECA Fund	Total Package
		*	**	***		****	
Journeyman	39.26	3.93	1.17	13.88	58.24	0.34	58.58
Foreman (15%)	45.15	4.52	1.35	14.10	65.12	0.34	65.46
Pre-Apprentices	13.74	1.37	0.41	+ 4.52	20.04	0.34	20.38
1st Term	15.70	1.57	0.47	8.53	26.27	0.34	26.61
2nd Term	19.63	1.96	0.59	9.39	31.57	0.34	31.91
3rd Term	23.56	2.36	0.71	10.24	36.87	0.34	37.21
4th Term	27.48	2.75	0.82	11.10	42.15	0.34	42.49
5th Term	31.41	3.14	0.94	11.96	47.45	0.34	47.79
G.E.O. (Section 17)	35.33	3.53	1.06	13.53	53.45	0.34	53.79

* VP/SHP Vacation Pay and Statutory Holiday pay is 10% of base rate.

** RRSP is 3% of base rate.

*** Breakdown of Union Funds: Health and Welfare- 3.95, Pension 7.17 (pro-rated for apprentices++), Other Funds- .27 (Education Fund- .19, Sports, Entertainment and Retirees- .06, Promotion- .02), CCO Fund- .20, SUB Fund- .20, Union Dues Journeyman and Foreman- .45, Union Dues Apprentices and all other classifications- .24, JEPP- .10, Stabilization Fund- .50 (pro-rated for Foremen and Apprentices), Market Recovery Fund - .90 (pro-rated for Foremen and Apprentices), Training Trust fund- .14

**** Breakdown of Industry Funds: Association Fund- .33, Bill158 Fund- .01.

+ Includes Health and Welfare- 3.95, Education Fund- .19, Training Trust Fund- .14, Union Dues- .24.

++ Pro-rated pension contributions

- 1st Term 2.87
- 2nd Term 3.59
- 3rd Term 4.30
- 4th Term 5.02
- 5th Term 5.74

Downtown Allowance- \$16.25

WAGES AND FRINGE BENEFITS

ICI / HIGH-RISE RESIDENTIAL – LU 353 TORONTO

MAY 1, 2010 – APRIL 30, 2013

	Date	Base Rate	V.P. & S.H.P	R.R.S.P.	Union Funds	Wage Package	ECA Fund	Total Package
			*	**	***		****	
Journeyman	May 1, 2010	36.37	3.64	1.09	12.94	54.04	0.31	54.35
	May 1, 2011	37.06	3.71	1.11	13.41	55.29	0.33	55.62
	May 1, 2012	38.65	3.87	1.16	13.41	57.09	0.33	57.42
Foreman (15%)	May 1, 2010	41.83	4.18	1.25	13.16	60.42	0.31	60.73
	May 1, 2011	42.69	4.27	1.28	13.63	61.87	0.33	62.20
	May 1, 2012	44.53	4.45	1.34	13.63	63.95	0.33	64.28
Pre-Apprentices	May 1, 2010	12.73	1.27	0.38	+ 4.42	18.80	0.31	19.11
1st Term		14.55	1.46	0.44	8.05	24.50	0.31	24.81
2nd Term		18.19	1.82	0.55	8.83	29.39	0.31	29.70
3rd Term		21.82	2.18	0.65	9.61	34.26	0.31	34.57
4th Term		25.46	2.55	0.76	10.39	39.16	0.31	39.47
5th Term		29.10	2.91	0.87	11.17	44.05	0.31	44.36
G.E.O. (Section 17)		32.73	3.27	0.98	12.59	49.57	0.31	49.88
Pre-Apprentices	May 1, 2011	13.04	1.30	0.39	4.47	19.20	0.33	19.53
1st Term		14.74	1.47	0.45	8.30	24.96	0.33	25.29
2nd Term		18.46	1.85	0.55	9.12	29.98	0.33	30.31
3rd Term		22.19	2.22	0.66	9.93	35.00	0.33	35.33
4th Term		25.90	2.59	0.78	10.75	40.02	0.33	40.35
5th Term		29.62	2.96	0.89	11.57	45.04	0.33	45.37
G.E.O. (Section 17)		33.31	3.33	1.00	13.06	50.70	0.33	51.03
Pre-Apprentices	May 1, 2012	13.60	1.36	0.41	4.47	19.84	0.33	20.17
1st Term		15.39	1.54	0.46	8.30	25.69	0.33	26.02
2nd Term		19.27	1.93	0.57	9.12	30.89	0.33	31.22
3rd Term		23.14	2.31	0.70	9.93	36.08	0.33	36.41
4th Term		27.02	2.70	0.81	10.75	41.28	0.33	41.61
5th Term		30.90	3.09	0.93	11.57	46.49	0.33	46.82
G.E.O. (Section 17)		34.75	3.48	1.04	13.06	52.33	0.33	52.66

* V.P./S.H.P. Vacation Pay and Statutory Holiday pay is 10% of base rate.

** R.R.S.P. is 3% of base rate.

*** Breakdown of Union Funds: Health and Welfare – 3.95, Pension 6.77 (pro-rated for apprentices), Other Funds - .27 (Education Fund - .19, Sports, Entertainment and Retirees - .06, Promotion - .02), CCO Fund - .18, SUB Fund - .20, Union Dues Journeyman and Foreman - .45, Union Dues Apprentices and all other classifications - .24, JEPP - .10, Stabilization Fund - .50 (pro-rated for Foremen and Apprentices), Market Recovery Fund - .90 (pro-rated for Foremen and Apprentices), Training Trust fund - .14

**** Breakdown of Industry Funds: Association Fund - .30, Bill 158 Fund - .01.

+ Includes Health and Welfare - 3.95, Education Fund - .19, Training Trust Fund - .14, Union Dues - .24.

2011 Association Fund .32 – Bill 158 Fund .01
Training Trust Fund .09

SHIFTS

WAGES AND FRINGE BENEFITS

MAY 1, 2010 – APRIL 30, 2013

ICI / HIGH-RISE RESIDENTIAL – LU 353 TORONTO

		Base Rate	V.P. & S.H.P	R.R.S.P.	Union Funds	Wage Package	ECA Fund	Total Package
			*	**	***		****	
Journeyman	May 1, 2010	43.65	4.36	1.31	15.53	64.85	0.31	65.16
	May 1, 2011	44.47	4.45	1.33	16.09	66.34	0.33	66.67
	May 1, 2012	46.39	4.64	1.39	16.09	68.51	0.33	68.84
Foreman (15%)	May 1, 2010	50.20	5.02	1.51	15.78	72.51	0.31	72.82
	May 1, 2011	51.22	5.12	1.54	16.34	74.22	0.33	74.55
	May 1, 2012	53.43	5.35	1.60	16.34	76.72	0.33	77.05
Pre-Apprentices	May 1, 2010	15.28	1.53	0.46	5.31	22.58	0.31	22.89
1 st Term		17.46	1.75	0.52	9.66	29.39	0.31	29.70
2 nd Term		21.83	2.18	0.65	10.60	35.26	0.31	35.57
3 rd Term		26.19	2.62	0.79	11.54	41.14	0.31	41.45
4 th Term		30.56	3.06	0.92	12.48	47.02	0.31	47.33
5 th Term		34.92	3.49	1.05	13.40	52.86	0.31	53.17
GEO		39.29	3.93	1.18	15.11	59.51	0.31	59.82
Pre-Apprentices	May 1, 2011	15.65	1.57	0.47	5.37	23.06	0.33	23.39
1 st Term		17.69	1.77	0.53	9.96	29.95	0.33	30.28
2 nd Term		22.16	2.22	0.66	10.94	35.98	0.33	36.31
3 rd Term		26.62	2.66	0.80	11.92	42.00	0.33	42.33
4 th Term		31.09	3.11	0.93	12.90	48.03	0.33	48.36
5 th Term		35.54	3.55	1.07	13.88	54.04	0.33	54.37
GEO		39.99	4.00	1.20	15.67	60.86	0.33	61.19
Pre-Apprentices	May 1, 2012	16.32	1.63	0.49	5.37	23.81	0.33	24.14
1 st Term		18.46	1.85	0.55	9.96	30.82	0.33	31.15
2 nd Term		23.12	2.31	0.69	10.94	37.06	0.33	37.39
3 rd Term		27.77	2.78	0.83	11.92	43.30	0.33	43.61
4 th Term		32.44	3.25	0.97	12.90	49.56	0.33	49.89
5 th Term		37.08	3.71	1.11	13.88	55.78	0.33	56.11
GEO		41.73	4.17	1.25	15.67	62.82	0.33	63.15

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ICI/LINE/HIGH-RISE RESIDENTIAL
WAGES AND FRINGE BENEFITS – LU 353 TORONTO
MAY 1, 2012

	Base Rate	VP & SHP	RRSP	Union Funds	Wage Package	ECA Fund	Total Package
		*	**	***		****	
Journeyman	38.44	3.84	1.15	13.71	57.14	0.34	57.48
Foreman (15%)	44.21	4.42	1.33	13.93	63.89	0.34	64.23
Pre-Apprentices	13.45	1.35	0.40	+ 4.52	19.72	0.34	20.06
1st Term	15.38	1.54	0.46	8.45	25.83	0.34	26.17
2nd Term	19.22	1.92	0.58	9.29	31.01	0.34	31.35
3rd Term	23.06	2.31	0.69	10.13	36.19	0.34	36.53
4th Term	26.91	2.69	0.81	10.97	41.38	0.34	41.72
5th Term	30.75	3.08	0.92	11.82	46.57	0.34	46.91
G.E.O. (Section 17)	34.60	3.46	1.04	13.36	52.46	0.34	52.80

* VP/SHP Vacation Pay and Statutory Holiday pay is 10% of base rate.

** RRSP is 3% of base rate.

*** Breakdown of Union Funds: Health and Welfare – 3.95, Pension 7.02 (pro-rated for apprentices ++), Other Funds - .27 (Education Fund - .19, Sports, Entertainment and Retirees - .06, Promotion - .02), CCO Fund - .18, SUB Fund - .20, Union Dues Journeyman and Foreman - .45, Union Dues Apprentices and all other classifications - .24, JEPP - .10, Stabilization Fund - .50 (pro-rated for Foremen and Apprentices), Market Recovery Fund - .90 (pro-rated for Foremen and Apprentices), Training Trust fund - .14

**** Breakdown of Industry Funds: Association Fund - .33, Bill 158 Fund - .01.

+ Includes Health and Welfare - 3.95, Education Fund - .19, Training Trust Fund - .14, Union Dues - .24.

++ Pro-rated pension contributions

1 st Term	2.81
2 nd Term	3.51
3 rd Term	4.21
4 th Term	4.91
5 th Term	5.62

Downtown Allowance - \$15.75

Effective May 1, 2012 the north border shall become the south side of Steeles Avenue
Travel - \$0.49 per Km

ICI/LINE/HIGH-RISE RESIDENTIAL
WAGES AND FRINGE BENEFITS – LU 353 TORONTO
MAY 1, 2012

SHIFTS

	Base Rate	VP & SHP	RRSP	Union Funds	Wage Package	ECA Fund	Total Package
		*	**	***		****	
Journeyman	46.13	4.61	1.38	16.45	68.57	0.34	68.91
Foreman (15%)	53.05	5.31	1.59	16.70	76.65	0.34	76.99
Pre-Apprentices	16.15	1.62	0.48	+ 5.43	23.68	0.34	24.02
1 st Term	18.45	1.85	0.55	10.14	30.99	0.34	31.33
2 nd Term	23.07	2.31	0.69	11.15	37.22	0.34	37.56
3 rd Term	27.68	2.77	0.83	12.16	43.44	0.34	43.78
4 th Term	32.29	3.23	0.97	13.17	49.66	0.34	50.00
5 th Term	36.90	3.69	1.11	14.18	55.88	0.34	56.22
GEO (Section 17)	41.52	4.15	1.25	16.03	62.95	0.34	63.29

* VP/SHP Vacation Pay and Statutory Holiday pay is 10% of base rate.

** RRSP is 3% of base rate.

*** Breakdown of Union Funds: Health and Welfare –4.74 Pension 8.42 (pro-rated for apprentices), Other Funds – .32 (Education Fund – .23, Sports, Entertainment and Retirees – .07 Promotion - .02), CCO Fund - .22, SUB Fund – .24, Union Dues Journeyman and Foreman - .54, Union Dues Apprentices and all other classifications – .29, JEPP – .12, Stabilization Fund – .60* (pro-rated for Foremen and Apprentices), Market Recovery Fund – 1.08* (pro-rated for Foremen and Apprentices), Training Trust fund – .17

* Pro-rating of Stabilization and Market Recovery Funds

	STAB	MRP
Foreman	.69	1.24
1 st Term	.24	.43
2 nd Term	.30	.54
3 rd Term	.36	.65
4 th Term	.42	.76
5 th Term	.48	.86
GEO	.54	.97

+ Includes Health and Welfare – 4.74, Education Fund – .23, Training Trust Fund – .17, Union Dues – .29

++ Pro-rated pension contributions

1 st Term	3.37
2 nd Term	4.21
3 rd Term	5.05
4 th Term	5.89
5 th Term	6.74

ICI/LINE/HIGH-RISE RESIDENTIAL
WAGES AND FRINGE BENEFITS – LU 353 TORONTO
MAY 1, 2010

	Base Rate	VP & SHP	RRSP	Union Funds	Wage Package	ECA Fund	Total Package
		*	**	***		****	
Journeyman	36.37	3.64	1.09	12.94	54.04	0.31	54.35
Foreman (15%)	41.83	4.18	1.25	13.16	60.42	0.31	60.73
Pre-Apprentices	12.73	1.27	0.38	+ 4.42	18.80	0.31	19.11
1st Term	14.55	1.46	0.44	8.05	24.50	0.31	24.81
2nd Term	18.19	1.82	0.55	8.83	29.39	0.31	29.70
3rd Term	21.82	2.18	0.65	9.61	34.26	0.31	34.57
4th Term	25.46	2.55	0.76	10.39	39.16	0.31	39.47
5th Term	29.10	2.91	0.87	11.17	44.05	0.31	44.36
G.E.O. (Section 17)	32.73	3.27	0.98	12.59	49.57	0.31	49.88

* VP/SHP Vacation Pay and Statutory Holiday pay is 10% of base rate.

** RRSP is 3% of base rate.

*** Breakdown of Union Funds:

Health and Welfare – **3.85**, Pension – (**6.40 Journeyman, pro-rated for Apprentices ++**), Other Funds - .27 (Education Fund - .19, Sports, Entertainment and Retirees - .06, Promotion - .02), CCO Fund - .18, SUB Fund - .15, Union Dues Journeyman and Foreman - .45, Union Dues Apprentices and all other classifications - .24, JEPP - .10, Stabilization Fund - .50 (pro-rated for Foremen and Apprentices), Market Recovery Fund – **.90** (pro-rated for Foremen and Apprentices), Training Trust fund - **.14**

**** Breakdown of Industry Funds: Association – 30, Bill 158 - .01

+ Includes Health and Welfare – **3.85**, Education Fund - .19, Training Trust Fund - **.14**, Union Dues - .24

++ Pro-rated pension contributions

1 st Term	2.56
2 nd Term	3.20
3 rd Term	3.84
4 th Term	4.48
5 th Term	5.12

Parking - \$14.75

Travel - \$0.47 per Km

SHIFTS

WAGES AND FRINGE BENEFITS

MAY 1, 2010

ICI / HIGH-RISE RESIDENTIAL – LU 353 TORONTO

		Base Rate	V.P. & S.H.P	R.R.S.P.	Union Funds	Wage Package	ECA Fund	Total Package
			*	**	***		****	
Journeyman	May 1, 2010	43.65	4.36	1.31	15.53	64.85	0.31	65.16
Foreman (15%)	May 1, 2010	50.20	5.02	1.51	15.78	72.51	0.31	72.82
Pre-Apprentices	May 1, 2010	15.28	1.53	0.46	5.31	22.58	0.31	22.89
1 st Term		17.46	1.75	0.52	9.66	29.39	0.31	29.70
2 nd Term		21.83	2.18	0.65	10.60	35.26	0.31	35.57
3 rd Term		26.19	2.62	0.79	11.54	41.14	0.31	41.45
4 th Term		30.56	3.06	0.92	12.48	47.02	0.31	47.33
5 th Term		34.92	3.49	1.05	13.40	52.86	0.31	53.17
GEO		39.29	3.93	1.18	15.11	59.53	0.31	59.84

* V.P./S.H.P. Vacation Pay and Statutory Holiday pay is 10% of base rate.

** R.R.S.P. is 3% of base rate.

*** Breakdown of Union Funds: Health and Welfare –4.62 Pension 7.68 (pro-rated for apprentices), Other Funds – .32 (Education Fund – .23, Sports, Entertainment and Retirees – .07 Promotion - .02), CCO Fund - .22, SUB Fund – .18, Union Dues Journeyman and Foreman - .54, Union Dues Apprentices and all other classifications – .29, JEPP – .12, Stabilization Fund – .60* (pro-rated for Foremen and Apprentices), Market Recovery Fund – 1.08* (pro-rated for Foremen and Apprentices), Training Trust fund – .17

+ Includes Health and Welfare – 4.62, Education Fund – .23, Training Trust Fund – .17, Union Dues – .29

* Pro-rating of Stabilization and Market Recovery Funds

	STAB	MRP
Foreman	.69	1.24
1 st Term	.24	.43
2 nd Term	.30	.54
3 rd Term	.36	.65
4 th Term	.42	.76
5 th Term	.48	.86
GEO	.54	.97

++ Pro-rated pension contributions

1st Term 3.07

2nd Term 3.84

3rd Term 4.61

4th Term 5.38

5th Term 6.14

ICI/LINE/HIGH-RISE RESIDENTIAL
WAGES AND FRINGE BENEFITS – LU 353 TORONTO
MAY 1, 2009

	Base Rate	VP & SHP	RRSP	Union Funds	Wage Package	ECA Fund	Total Package
		*	**	***		****	
Journeyman	36.31	3.63	1.09	12.31	53.34	0.25	53.59
Foreman (15%)	42.01	4.20	1.26	12.50	59.97	0.25	60.22
Pre-Apprentices	12.75	1.28	0.38	+ 4.12	18.53	0.25	18.78
1st Term	14.03	1.40	0.42	10.75	26.60	0.25	26.85
2nd Term	17.84	1.78	0.54	10.88	31.04	0.25	31.29
3rd Term	21.63	2.16	0.65	11.00	35.44	0.25	35.69
4th Term	25.45	2.55	0.76	11.13	39.89	0.25	40.14
5th Term	29.25	2.93	0.87	11.25	44.30	0.25	44.55
G.E.O. (Section 17)	33.06	3.31	0.99	11.38	48.74	0.25	48.99

* VP/SHP Vacation Pay and Statutory Holiday pay is 10% of base rate.

** RRSP is 3% of base rate.

*** Breakdown of Union Funds:

Health and Welfare - 3.60, Pension – (6.22 Journeyman & Foremen, 5.62 Apprentices),
 Other Funds - .27 (Education Fund - .19, Sports, Entertainment and Retirees - .06,
 Promotion - .02), CCO Fund - .18, SUB Fund - .15, Union Dues Journeyman and Foreman
 - .45, Union Dues Apprentices and all other classifications - .24, JEPP - .10, Stabilization
 Fund - .50 (pro-rated for Foremen and Apprentices), Market Recovery Fund - .75 (pro-
 rated for Foremen and Apprentices), Training Trust fund - .09

**** Breakdown of Industry Funds:

Association Fund - .24, Bill 158 Fund - .01,

+ Includes Health and Welfare - 3.60, Education Fund - .19, Training Trust Fund - .09,
 Union Dues - .24

Parking - \$14.75

Travel - \$0.46 per Km

ICI/LINE/HIGH-RISE RESIDENTIAL
WAGES AND FRINGE BENEFITS – LU 353 TORONTO
MAY 1, 2008

	Base Rate	V.P. & S.H.P.	R.R.S.P.	Union Funds	Wage Package	ECA Fund	Total Package
		*	**	***		****	
Journeyman	35.95	3.60	1.08	11.26	51.89	0.25	52.14
Foreman (15%)	41.46	4.15	1.24	11.45	58.30	0.25	58.55
Pre-Apprentices	12.70	1.27	0.38	3.67	18.02	0.25	18.27
1st Term	13.91	1.39	0.42	10.30	26.02	0.25	26.27
2nd Term	17.59	1.76	0.53	10.43	30.31	0.25	30.56
3rd Term	21.25	2.13	0.64	10.55	34.57	0.25	34.82
4th Term	24.95	2.50	0.74	10.68	38.87	0.25	39.12
5th Term	28.62	2.86	0.86	10.80	43.14	0.25	43.39
G.E.O. (Section 17)	32.30	3.23	0.97	10.93	47.43	0.25	47.68

* V.P./S.H.P. Vacation Pay and Statutory Holiday pay is 10% of base rate.

** R.R.S.P. is 3% of base rate.

*** Breakdown of Union Funds:

Health and Welfare - 3.15, Pension - 5.62, Other Funds - .27 (Education Fund - .19, Sports, Entertainment and Retirees - .06, Promotion - .02), CCO-Fund - .18, SUB Fund - .15, Union Dues Journeyman and Foreman - .45, Union Dues Apprentices and all other classifications - .24, JEPP - .10, Stabilization Fund - .50 (pro-rated for Foremen and Apprentices), Market Recovery Fund - .75 (pro-rated for Foremen and Apprentices), Training Trust fund - .09

**** Breakdown of Industry Funds:

Association Fund - .24, Bill 158 Fund - .01,

+ Includes Health and Welfare – 3.15, Education Fund - .19, Training Trust Fund - .09, Union Dues - .24

Parking - \$13.25

Travel - \$0.44 per Km

SHIFTS

ICI / HIGH-RISE RESIDENTIAL WAGES AND FRINGE BENEFITS- LU 353 TORONTO MAY 1, 2008

	Base Rate	V.P. & S.H.P	R.R.S.P.	Union Funds	Wage Package	ECA Fund	Total Package
		*	**	***		****	
Journeyman	43.15	4.32	1.29	13.51	62.27	0.25	62.52
Foreman (15%)	49.75	4.98	1.49	13.74	69.96	0.25	70.21
Pre-Apprentices	15.23	1.52	0.46	4.41	21.62	0.25	21.87
1 st Term	16.69	1.67	0.50	12.36	31.22	0.25	31.47
2 nd Term	21.11	2.11	0.63	12.52	36.37	0.25	36.62
3 rd Term	25.50	2.55	0.77	12.66	41.48	0.25	41.73
4 th Term	29.93	2.99	0.90	12.82	46.64	0.25	46.89
5 th Term	34.35	3.43	1.03	12.96	51.77	0.25	52.02
GEO	38.77	3.88	1.16	13.11	56.92	0.25	57.17

* V.P./S.H.P. Vacation Pay and Statutory Holiday pay is 10% of base rate.

** R.R.S.P. is 3% of base rate.

*** Breakdown of Union Funds: Health and Welfare – 3.78, Pension 6.74, Other Funds – .32 (Education Fund – .23, Sports, Entertainment and Retirees – .07 Promotion - .02), CCO Fund - .22, SUB Fund – .18, Union Dues Journeyman and Foreman - .54, Union Dues Apprentices and all other classifications – .29, JEPP – .12, Stabilization Fund – .60* (pro-rated for Foremen and Apprentices), Market Recovery Fund – .90* (pro-rated for Foremen and Apprentices), Training Trust fund – .11

**** Breakdown of Industry Funds:

Association Fund – .24, Bill 158 Fund – .01

+ Includes Health and Welfare – 3.78, Education Fund – .23, Training Trust Fund – .11, Union Dues – .29

Parking – \$13.25

Travel – \$0.44 per km

* Pro-rating of Stabilization and Market Recovery Funds

	STAB	MRP
Foreman	.70	1.03
1 st Term	.24	.36
2 nd Term	.30	.46
3 rd Term	.36	.54
4 th Term	.42	.64
5 th Term	.48	.72
GEO	.54	.81

ICI / HIGH-RISE RESIDENTIAL
WAGES AND FRINGE BENEFITS – LU 353 TORONTO
MAY 1, 2007

	Base Rate	V.P. & S.H.P	R.R.S.P.	Union Funds	Wage Package	ECA Fund	Total Package
		*	**	***		****	
Journeyman	33.79	3.38	1.01	10.31	48.49	.24	48.73
Foreman (15%)	38.86	3.89	1.17	10.50	54.42	.24	54.66
Pre-Apprentices	11.83	1.18	.35	3.47	16.83	.24	17.07
1st Term	13.52	1.35	.41	9.38	24.66	.24	24.90
2nd Term	16.90	1.69	.51	9.51	28.61	.24	28.85
3rd Term	20.27	2.03	.61	9.63	32.54	.24	32.78
4th Term	23.65	2.37	.71	9.76	36.49	.24	36.73
5th Term	27.03	2.70	.81	9.88	40.42	.24	40.66
G.E.O. (Section 17)	30.41	3.04	.91	10.01	44.37	.24	44.61

* V.P./S.H.P. Vacation Pay and Statutory Holiday pay is 10% of base rate.

** R.R.S.P. is 3% of base rate.

*** Breakdown of Union Funds:

Health and Welfare - 3.05, Pension - 4.90, Other Funds - .25 (Education Fund - .17, Sports, Entertainment and Retirees - .06, Promotion - .02), CCO Fund - .18, SUB Fund - .15, Union Dues Journeyman and Foreman - .37, Union Dues Apprentices and all other classifications - .19, JEPP - .10, Stabilization Fund - .50 (pro-rated for Foremen and Apprentices), Market Recovery Fund - .75 (pro-rated for Foremen and Apprentices), Training Trust fund - .06

**** Breakdown of Industry Funds:

Association Fund - .23, Bill 158 Fund - .01,

+ Includes Health and Welfare – 3.05, Education Fund - .17, Training Trust Fund - .06, Union Dues - .19

Parking - \$12.00

Travel - \$0.43 per Km

WAGES AND FRINGE BENEFITS
ICI / HIGH-RISE RESIDENTIAL – LU 353 TORONTO
MAY 1, 2006

	Base Rate	V.P. & S.H.P	R.R.S.P.	Union Funds	Wage Package	ECA Fund	Total Package
		*	**	***		****	
Journeyman	33.13	3.31	0.99	9.94	47.37	0.23	47.60
Foreman (15%)	38.25	3.82	1.15	10.13	53.35	0.23	53.58
Pre-Apprentices	9.36	0.94	0.28	+ 3.42	14.00	0.23	14.23
1st Term	12.65	1.27	0.38	9.03	23.33	0.23	23.56
2nd Term	16.06	1.61	0.48	9.16	27.31	0.23	27.54
3rd Term	19.48	1.95	0.58	9.28	31.29	0.23	31.52
4th Term	22.88	2.29	0.69	9.41	35.27	0.23	35.50
5th Term	26.30	2.63	0.79	9.53	39.25	0.23	39.48
G.E.O. (Section 17)	29.72	2.97	0.89	9.66	43.24	0.23	43.47

* V.P./S.H.P. Vacation Pay and Statutory Holiday pay is 10% of base rate.

** R.R.S.P. is 3% of base rate.

*** Breakdown of Union Funds: Health and Welfare – 3.03, Pension 4.60, Other Funds - .25 (Education Fund - .17, Sports, Entertainment and Retirees - .06, Promotion - .02), CCO Fund - .18, SUB Fund - .15, Union Dues Journeyman and Foreman - .32, Union Dues Apprentices and all other classifications - .16, JEPP - .10, Stabilization Fund - .50 (pro-rated for Foremen and Apprentices), Market Recovery Fund - .75 (pro-rated for Foremen and Apprentices), Training Trust fund - .06

**** Breakdown of Industry Funds: Association Fund - .22, Bill 158 Fund - .01.

+ Includes Health and Welfare – 3.03, Education Fund - .17, Training Trust Fund - .06, Union Dues - .16.

May 1, 2006 Parking \$11.00
Travel \$0.41 per Km

SHIFTS

WAGES AND FRINGE BENEFITS ICI / HIGH-RISE RESIDENTIAL – LU 353 TORONTO MAY 1, 2006

	Base Rate	V.P. & S.H.P	R.R.S.P.	Union Funds	Wage Package	ECA Fund	Total Package
		*	**	***		****	
Journeyman	39.75	3.98	1.19	11.92	56.84	0.23	57.07
Foreman (15%)	45.90	4.59	1.38	12.15	64.02	0.23	64.25
Pre-Apprentices	11.24	1.12	0.34	+ 4.10	16.80	0.23	17.03
1 st Term	15.19	1.52	0.46	10.83	28.00	0.23	28.23
2 nd Term	19.27	1.93	0.58	10.99	32.77	0.23	33.00
3 rd Term	23.38	2.34	0.70	11.13	37.55	0.23	37.78
4 th Term	27.46	2.75	0.82	11.29	42.32	0.23	42.55
5 th Term	31.56	3.16	0.95	11.43	47.10	0.23	47.33
GEO	35.67	3.57	1.07	11.58	51.89	0.23	52.12

* V.P./S.H.P. Vacation Pay and Statutory Holiday pay is 10% of base rate.

** R.R.S.P. is 3% of base rate.

*** Breakdown of Union Funds: Health and Welfare – 3.64, Pension 5.52, Other Funds – .29 (Education Fund – .20, Sports, Entertainment and Retirees – .07 Promotion - .02), CCO Fund - .22, SUB Fund – .18, Union Dues Journeyman and Foreman - .38, Union Dues Apprentices and all other classifications – .19, JEPP – .12, Stabilization Fund – .60* (pro-rated for Foremen and Apprentices), Market Recovery Fund – .90* (pro-rated for Foremen and Apprentices), Training Trust fund – .07

+ Includes Health and Welfare – 3.64, Education Fund – .20, Training Trust Fund – .07, Union Dues – .19

* Pro-rating of Stabilization and Market Recovery Funds

	STAB	MRP
Foreman	0.70	1.03
1 st Term	0.24	0.36
2 nd Term	0.30	0.46
3 rd Term	0.36	0.54
4 th Term	0.42	0.64
5 th Term	0.48	0.72
GEO	0.54	0.81

**** Breakdown of Industry Funds: Association Fund - .22, Bill 158 Fund - .01.

WAGES AND FRINGE BENEFITS - ICI / HIGH-RISE RESIDENTIAL - LU 353 TORONTO
JUNE 1, 2004 - APRIL 30, 2007

	Date	Base Rate	V.P. & S.H.P	R.R.S.P.	Union Funds	Wage Package	ECA Fund	Total Package
			*	**	***		****	
Journeyman	June 1, 2004	31.66	3.17	0.95	8.79	44.57	0.23	44.80
	May 1, 2005	32.62	3.26	0.98	8.81	45.67	0.23	45.90
	May 1, 2006	33.67	3.37	1.01	8.82	46.87	0.23	47.10
Foreman (15%)	June 1, 2004	36.41	3.64	1.09	8.98	50.12	0.23	50.35
	May 1, 2005	37.51	3.75	1.13	9.00	51.39	0.23	51.62
	May 1, 2006	38.72	3.87	1.16	9.01	52.76	0.23	52.99
Pre-Apprentices	June 1, 2004	9.50	0.95	0.29	+ 2.41	13.15	0.23	13.38
1st Term		12.66	1.27	0.38	7.88	22.19	0.23	22.42
2nd Term		15.83	1.58	0.47	8.01	25.89	0.23	26.12
3rd Term		19.00	1.90	0.57	8.13	29.60	0.23	29.83
4th Term		22.16	2.22	0.66	8.26	33.30	0.23	33.53
5th Term		25.33	2.53	0.76	8.38	37.00	0.23	37.23
G.E.O. (Section 17)		28.49	2.85	0.85	8.51	40.70	0.23	40.93
Pre-Apprentices	May 1, 2005	9.79	0.98	0.29	+ 2.43	13.49	0.23	13.72
1st Term		13.05	1.31	0.39	7.90	22.65	0.23	22.88
2nd Term		16.31	1.63	0.49	8.03	26.46	0.23	26.69
3rd Term		19.57	1.96	0.59	8.15	30.27	0.23	30.50
4th Term		22.83	2.28	0.69	8.28	34.08	0.23	34.31
5th Term		26.10	2.61	0.78	8.40	37.89	0.23	38.12
G.E.O. (Section 17)		29.36	2.94	0.88	8.53	41.71	0.23	41.94
Pre-Apprentices	May 1, 2006	10.10	1.01	0.30	+ 2.44	13.85	0.23	14.08
1st Term		13.47	1.35	0.40	7.91	23.13	0.23	23.36
2nd Term		16.84	1.68	0.51	8.04	27.07	0.23	27.30
3rd Term		20.20	2.02	0.61	8.16	30.99	0.23	31.22
4th Term		23.57	2.36	0.71	8.29	34.93	0.23	35.16
5th Term		26.94	2.69	0.81	8.41	38.85	0.23	39.08
G.E.O. (Section 17)		30.30	3.03	0.91	8.54	42.78	0.23	43.01

* V.P./S.H.P. Vacation Pay and Statutory Holiday pay is 10% of base rate.

** R.R.S.P. is 3% of base rate.

*** Breakdown of Union Funds: Health and Welfare - 2.05, Pension 4.49, Other Funds - .22 (Education Fund - .14, Sports, Entertainment and Retirees - .06, Promotion - .02), CCO Fund - .15, SUB Fund - .15, Union Dues Journeyman and Foreman - .32, Union Dues Apprentices and all other classifications - .16, JEPP - .10, Stabilization Fund - .50 (pro-rated for Foremen and Apprentices), Market Recovery Fund - .75 (pro-rated for Foremen and Apprentices), Training Trust fund - .06

**** Breakdown of Industry Funds: Association Fund - .22, Bill 158 Fund - .01:

+ Includes Health and Welfare - 2.05, Education Fund - .14, Training Trust Fund - .06, Union Dues - .16.

2005 Education Fund .16

2006 Education Fund .17

SECTION 22 - LOCAL APPENDIX - L.U. 353 - TORONTO

Clause 602

FOREMEN

On all jobs requiring four (4) or more Employees, one (1) shall be designated as Foreman by the Employer. One (1) Foreman shall not supervise more than twenty (20) Employees. On jobs requiring a Foreman, Employees are not to take direction or accept the layout of any job from anyone except the Foreman. Foremen must be members of the IBEW unless otherwise approved by the Local Union Business Manager.

Clause 801B

LUNCH PERIOD

Lunch period shall be one half hour (1/2) taken between 11:00 am and 1:00 pm.

900 E.1 - WAGES AND FRINGE BENEFITS - PRINCIPAL AGREEMENT L.U. 353 - TORONTO

	Date	Base Rate	V.P.& S.H.P.	R.R.S.P.	Union* Funds	Wage Package	ECA** Fund	Total Package
4 33.92. — Journeyman	May 1, 2001	\$28.69	\$2.87	\$0.86	\$8.65	\$41.07	\$0.19	\$41.26
	May 1, 2002	\$30.02	\$3.00	\$0.90	\$8.65	\$42.57	\$0.19	\$42.76
	May 1, 2003	\$30.82	\$3.08	\$0.92	\$8.65	\$43.47	\$0.19	\$43.66
Foreman (13%)	May 1, 2001	\$32.42	\$3.24	\$0.97	\$8.82	\$45.45	\$0.19	\$45.64
	May 1, 2002	\$33.92	\$3.39	\$1.02	\$8.82	\$47.15	\$0.19	\$47.34
	May 1, 2003	\$34.83	\$3.48	\$1.04	\$8.82	\$48.17	\$0.19	\$48.36
Apprentices	May 1, 2001							
40 1st Period		\$11.48	\$1.15	\$0.34	\$7.78	\$20.75	\$0.19	\$20.94
50 2nd Period		\$14.35	\$1.44	\$0.43	\$7.91	\$24.13	\$0.19	\$24.32
60 3rd Period		\$17.21	\$1.72	\$0.52	\$8.03	\$27.48	\$0.19	\$27.67
70 4th Period		\$20.08	\$2.01	\$0.60	\$8.16	\$30.85	\$0.19	\$31.04
80 5th Period		\$22.95	\$2.30	\$0.69	\$8.28	\$34.22	\$0.19	\$34.41
G.E.O. (Section 17)		\$25.82	\$2.58	\$0.77	\$8.41	\$37.58	\$0.19	\$37.77
Apprentices	May 1, 2002							
40 1st Period		\$12.01	\$1.20	\$0.36	\$7.78	\$21.35	\$0.19	\$21.54
50 2nd Period		\$15.01	\$1.50	\$0.45	\$7.91	\$24.87	\$0.19	\$25.06
60 3rd Period		\$18.01	\$1.80	\$0.54	\$8.03	\$28.38	\$0.19	\$28.57
70 4th Period		\$21.01	\$2.10	\$0.63	\$8.16	\$31.90	\$0.19	\$32.09
80 5th Period		\$24.02	\$2.40	\$0.72	\$8.28	\$35.42	\$0.19	\$35.61
G.E.O. (Section 17)		\$27.02	\$2.70	\$0.81	\$8.41	\$38.94	\$0.19	\$39.13
Apprentices	May 1, 2003							
40 1st Period		\$12.33	\$1.23	\$0.37	\$7.78	\$21.71	\$0.19	\$21.90
50 2nd Period		\$15.41	\$1.54	\$0.46	\$7.91	\$25.32	\$0.19	\$25.51
60 3rd Period		\$18.49	\$1.85	\$0.55	\$8.03	\$28.92	\$0.19	\$29.11
70 4th Period		\$21.57	\$2.16	\$0.65	\$8.16	\$32.54	\$0.19	\$32.73
80 5th Period		\$24.66	\$2.47	\$0.74	\$8.28	\$36.15	\$0.19	\$36.34
G.E.O. (Section 17)		\$27.74	\$2.77	\$0.83	\$8.41	\$39.75	\$0.19	\$39.94

*V.P./S.H.P.: Vacation Pay and Statutory Holiday pay is 10% of base rate.

**Breakdown of Union Funds:

May 1, 2001: Health & Welfare - 1.77, Pension 4.49, Other Funds - .18 (Education Fund - .12, Sports, Entertainment and Retirees - .04, Promotion - .02), CCO Fund - .15, SUB Fund - .45, Union Dues Journeyman and Foremen - .20, Union Dues Apprentices and all other classifications - .08, JEPP - .10, Stabilization Fund - .50 (pro-rated for Foremen and Apprentices), Market Recovery Fund - .75 (pro-rated for Foreman and Apprentices), Training Trust Fund - .06.

***Breakdown of ECA Fund:

May 1, 2001: Association Fund - .18, Bill 158 Fund - .01.

L U 3 5 3 T O R O N T O

SECTION 21 - LOCAL APPENDIX - L.U. 353 - TORONTO

Clause 602

FOREMEN

On all jobs requiring four (4) or more Employees, one (1) shall be designated as Foreman by the Employer. One (1) Foreman shall not supervise more than twenty (20) Employees. On jobs requiring a Foreman, Employees are not to take direction or

accept the layout of any job from anyone except the Foreman. Foremen must be members of the IBEW unless otherwise approved by the Local Union Business Manager.

900 E.1 - WAGES AND FRINGE BENEFITS - PRINCIPAL AGREEMENT L.U. 353 - TORONTO

	Date	Base Rate	V.P.& S.H.P.	R.R.S.P.	Union* Funds	Wage Package	ECA** Fund	Total Package	
Journeyman	May 1, 1998	\$27.81	\$2.78	\$0.83	\$7.05	\$38.47	\$0.19	\$38.66	
	May 1, 1999	\$27.81	\$2.78	\$0.83	\$7.80	\$39.22	\$0.19	\$39.41	
	May 1, 2000	\$27.81	\$2.78	\$0.83	\$8.65	\$40.07	\$0.19	\$40.26	
Foreman (13%)	May 1, 1998	\$31.43	\$3.14	\$0.94	\$7.18	\$42.69	\$0.19	\$42.88	
	May 1, 1999	\$31.43	\$3.14	\$0.94	\$7.93	\$43.44	\$0.19	\$43.63	
	May 1, 2000	\$31.43	\$3.14	\$0.94	\$8.78	\$44.29	\$0.19	\$44.48	
Apprentices	May 1, 1998	1st Period	\$11.12	\$1.11	\$0.33	\$6.33	\$18.89	\$0.19	\$19.08
		2nd Period	\$13.91	\$1.39	\$0.42	\$6.42	\$22.14	\$0.19	\$22.33
		3rd Period	\$16.69	\$1.67	\$0.50	\$6.52	\$25.38	\$0.19	\$25.57
		4th Period	\$19.47	\$1.95	\$0.58	\$6.62	\$28.62	\$0.19	\$28.81
		5th Period	\$22.25	\$2.23	\$0.67	\$6.72	\$31.87	\$0.19	\$32.06
		G.E.O. (Section 17)	\$25.03	\$2.50	\$0.75	\$6.83	\$35.11	\$0.19	\$35.30
Apprentices	May 1, 1999	1st Period	\$11.12	\$1.11	\$0.33	\$7.08	\$19.64	\$0.19	\$19.83
		2nd Period	\$13.91	\$1.39	\$0.42	\$7.17	\$22.89	\$0.19	\$23.08
		3rd Period	\$16.69	\$1.67	\$0.50	\$7.27	\$26.13	\$0.19	\$26.32
		4th Period	\$19.47	\$1.95	\$0.58	\$7.37	\$29.37	\$0.19	\$29.56
		5th Period	\$22.25	\$2.23	\$0.67	\$7.47	\$32.62	\$0.19	\$32.81
		G.E.O. (Section 17)	\$25.03	\$2.50	\$0.75	\$7.58	\$35.86	\$0.19	\$36.05
Apprentices	May 1, 2000	1st Period	\$11.12	\$1.11	\$0.33	\$7.93	\$20.49	\$0.19	\$20.68
		2nd Period	\$13.91	\$1.39	\$0.42	\$8.02	\$23.74	\$0.19	\$23.93
		3rd Period	\$16.69	\$1.67	\$0.50	\$8.12	\$26.98	\$0.19	\$27.17
		4th Period	\$19.47	\$1.95	\$0.58	\$8.22	\$30.22	\$0.19	\$30.41
		5th Period	\$22.25	\$2.23	\$0.67	\$8.32	\$33.47	\$0.19	\$33.66
		G.E.O. (Section 17)	\$25.03	\$2.50	\$0.75	\$8.43	\$36.71	\$0.19	\$36.90

*V.P./S.H.P.: Vacation Pay and Statutory Holiday pay is 10% of base rate.

**Breakdown of Union Funds:

May 1, 1998: Health & Welfare - 1.52, Pension 3.14, Other Funds - .18 (Education Fund - .12, Sports, Entertainment and Retirees - .04, Promotion - .02), CCO Fund - .15, SUB Fund - .45, Union Dues Journeyman and Foremen - .20, Union Dues Apprentices and all other classifications - .08, JEPP - .10, Stabilization Fund - .50 (pro-rated for Foremen and Apprentices), Market Recovery Fund - .75 (pro-rated for Foreman and Apprentices), Training Trust Fund - .06.

May 1, 1999: Same as May 1, 1998 except Health and Welfare \$1.77 and Pension \$3.64.

May 1, 2000: Same as May 1, 1999 except Pension is \$4.49.

***Breakdown of Industry Fund:

May 1, 1998 to May 1, 2000: Association Fund - .18, Bill 158 Fund - .01.

Effective Date May 1, 1999

**900 E 1 - WAGE AND FRINGE BENEFITS - PRINCIPAL AGREEMENT
L.U. - 353 TORONTO**

	BASE RATE	*V.P. &S.H.P.	** UNION FUNDS		WAGE PACKAGE	*** Industry FUNDS	TOTAL PACKAGE
			R.R.S.P	FUNDS			
FOREMAN	\$31.43	\$3.14	\$0.94	\$7.93	\$43.44	\$0.19	\$43.63
JOURNEYMAN	\$27.81	\$2.78	\$0.83	\$7.80	\$39.22	\$0.19	\$39.41
APPRENTICES							
FIRST PERIOD	\$11.12	\$1.11	\$0.33	\$7.08	\$19.64	\$0.19	\$19.83
SECOND PERIOD	\$13.91	\$1.39	\$0.42	\$7.17	\$22.89	\$0.19	\$23.08
THIRD PERIOD	\$16.69	\$1.67	\$0.50	\$7.27	\$26.13	\$0.19	\$26.32
FOURTH PERIOD	\$19.47	\$1.95	\$0.58	\$7.37	\$29.37	\$0.19	\$29.56
FIFTH PERIOD	\$22.25	\$2.23	\$0.67	\$7.47	\$32.62	\$0.19	\$32.81
G.E.O.	\$25.03	\$2.50	\$0.75	\$7.58	\$35.86	\$0.19	\$36.05

May 1 1999:

*V.P/S.H.P.:- Vacation pay & Statutory holiday pay is 10% of base rate

** Breakdown of union -

Funds: Health & Welfare-1.77, Pension Fund-3.64, SUB fund-0.45, Other funds-0.18
 Union dues Journeymen & Foremen -.20, Apprentices & all other classifications-.08JEPP-.10
 Stabilization fund-.50 (.57FM. .20..25..30..35..40..45for apprentices), Training Trustfund-0.06
 C.C.O.Fund-0.15 Market Recovery-.0.75 Journeyman(0.81 foreman,0.45,0.49,0.54,0.59,0.64,0.70
 for other classification), R.R.S.P. as per above table

***Breakdown for -

Industry funds: Association fund 0.18, Bill 158 fund 0.01

Plus applicable taxes: - G.S.T. & R.S.T.

REVISED:

Effective May 1, 1999 the contribution rate for th members on Temporary layoff will be \$1.77 per hour