

MAP CODE
L-22
Zone 3 - Generation
LABORERS
Local 607
Thunder Bay

ISSUED:
February 2, 2016

REVISED:
March 1, 2017

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EPSCA WAGE SCHEDULE (LIUNA OPDC) 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 (1) | PENSION (1) | UNION FUNDS (1) | TOTAL WAGE PACKAGE | EPSCA ASSOC. FUND(1) | |
|----------------------------|--|------------------------|--------------------------------|----------------|----------------|-----------------------|--------------------------|----------------------------|------|
| FOREMAN - 425065 | | | | | | | | | |
| 25-9 | GROUP II | 2014-05-01 | 32.09 | 3.21 | 3.00 | 7.32 | 0.55 | 46.17 | 0.30 |
| | | 2015-05-01 | 32.74 | 3.27 | 3.15 | 7.47 | 0.60 | 47.23 | 0.30 |
| | | 2016-05-01 | 33.15 | 3.32 | 3.25 | 7.47 | 0.60 | 47.79 | 0.30 |
| | | 2017-05-01 | 33.56 | 3.36 | 3.35 | 7.47 | 0.60 | 48.34 | 0.30 |
| | | 2018-05-01 | 33.89 | 3.39 | 3.45 | 7.57 | 0.60 | 48.90 | 0.30 |
| | | 2019-05-01 | 34.23 | 3.42 | 3.55 | 7.67 | 0.60 | 49.47 | 0.30 |
| SUBFOREMAN - 425055 | | | | | | | | | |
| 25-8 | GROUP II | 2014-05-01 | 30.84 | 3.08 | 3.00 | 7.32 | 0.55 | 44.79 | 0.30 |
| | | 2015-05-01 | 31.49 | 3.15 | 3.15 | 7.47 | 0.60 | 45.86 | 0.30 |
| | | 2016-05-01 | 31.90 | 3.19 | 3.25 | 7.47 | 0.60 | 46.41 | 0.30 |
| | | 2017-05-01 | 32.31 | 3.23 | 3.35 | 7.47 | 0.60 | 46.96 | 0.30 |
| | | 2018-05-01 | 32.64 | 3.26 | 3.45 | 7.57 | 0.60 | 47.52 | 0.30 |
| | | 2019-05-01 | 32.98 | 3.30 | 3.55 | 7.67 | 0.60 | 48.10 | 0.30 |
| LABORER - 425035 | | | | | | | | | |
| 25-6 | GROUP II | 2014-05-01 | 29.08 | 2.91 | 3.00 | 7.32 | 0.55 | 42.86 | 0.30 |
| | | 2015-05-01 | 29.74 | 2.97 | 3.15 | 7.47 | 0.60 | 43.93 | 0.30 |
| | | 2016-05-01 | 30.15 | 3.01 | 3.25 | 7.47 | 0.60 | 44.48 | 0.30 |
| | | 2017-05-01 | 30.56 | 3.06 | 3.35 | 7.47 | 0.60 | 45.04 | 0.30 |
| | | 2018-05-01 | 30.89 | 3.09 | 3.45 | 7.57 | 0.60 | 45.60 | 0.30 |
| | | 2019-05-01 | 31.23 | 3.12 | 3.55 | 7.67 | 0.60 | 46.17 | 0.30 |
| 29-6 | GROUP VI | 2014-05-01 | 29.52 | 2.95 | 3.00 | 7.32 | 0.55 | 43.34 | 0.30 |
| | | 2015-05-01 | 30.19 | 3.01 | 3.15 | 7.47 | 0.60 | 44.42 | 0.30 |
| | | 2016-05-01 | 30.60 | 3.06 | 3.25 | 7.47 | 0.60 | 44.98 | 0.30 |
| | | 2017-05-01 | 31.02 | 3.10 | 3.35 | 7.47 | 0.60 | 45.54 | 0.30 |
| | | 2018-05-01 | 31.35 | 3.14 | 3.45 | 7.57 | 0.60 | 46.11 | 0.30 |
| | | 2019-05-01 | 31.70 | 3.17 | 3.55 | 7.67 | 0.60 | 46.69 | 0.30 |
| 32-6 | GROUP IX | 2014-05-01 | 30.68 | 3.07 | 3.00 | 7.32 | 0.55 | 44.62 | 0.30 |
| | | 2015-05-01 | 31.38 | 3.14 | 3.15 | 7.47 | 0.60 | 45.74 | 0.30 |
| | | 2016-05-01 | 31.81 | 3.18 | 3.25 | 7.47 | 0.60 | 46.31 | 0.30 |
| | | 2017-05-01 | 32.24 | 3.23 | 3.35 | 7.47 | 0.60 | 46.89 | 0.30 |
| | | 2018-05-01 | 32.59 | 3.26 | 3.45 | 7.57 | 0.60 | 47.47 | 0.30 |
| | | 2019-05-01 | 32.95 | 3.30 | 3.55 | 7.67 | 0.60 | 48.07 | 0.30 |

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

Overtime Rate

Mon. to Fri. - 1-1/2x 1st 2 hrs; then 2x
Sat. - 2x
Sun. & Holiday - 2x

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

Union Funds

Union Funds include the following items:

| Eff. Date | Training | Local 607 Tri-Fund | Canadian Tri-Fund | Union Funds |
|------------|----------|-----------------------|----------------------|----------------|
| Per Hour | Worked | Worked | Worked | Worked |
| 2014-05-01 | 0.45 | 0.05 | 0.05 | 0.55 |
| 2015-05-01 | 0.50 | 0.05 | 0.05 | 0.60 |
| 2016-05-01 | 0.50 | 0.05 | 0.05 | 0.60 |
| 2017-05-01 | 0.50 | 0.05 | 0.05 | 0.60 |
| 2018-05-01 | 0.50 | 0.05 | 0.05 | 0.60 |
| 2019-05-01 | 0.50 | 0.05 | 0.05 | 0.60 |

Local Dues Checkoff -

| Union Dues | |
|------------|--------------------|
| Eff. Date | Per Hour Worked |
| 2014-01-01 | 3% |
| 2015-05-01 | 3% |
| 2016-05-01 | 3% |
| 2017-05-01 | 3% |
| 2018-05-01 | 3% |
| 2019-05-01 | 3% |

Monthly Dues - \$34.00 per month - Effective January 1, 2014
 \$35.00 per month - Effective January 1, 2016
\$37.00 per month - Effective March 1, 2017

OPDC Working Dues - \$0.40 per hour worked effective May 1, 2014 (not included in the Union Dues Checkoff)

Union Dues are not included in the above-noted Union Funds.
 Union Dues are to be deducted from the Base Hourly Rate.

Pension, Health Benefits and Dues Administration

Remittances excluding the EPSCA Association Fund, should be sent to the following locations:

Pension
 All Pension monies and OPDC dues should be forwarded to:
 The Labourers' Pension Fund of Central and Eastern Canada
 Box 9002
 Lakeshore West PO
 OAKVILLE, ON L6K 0G1

Health Benefits
 Labourer Health and Welfare benefits for this Local should be forwarded to:
 Labourers Multi-Local Welfare Trust Fund
 c/o Global Benefit Plan Consultants
 545 Wilson Ave.
 TORONTO, ON M3H 1V2

Dues Administration
 Both the Local Union Dues checkoff and the amount deducted on behalf of the Training Fund should be forwarded to:
 Labourers International Union of North America Local 607
 730 Balmoral St.
 THUNDER BAY, ON P7C 5U3

EPSCA Association Fund should be forwarded to:
 EPSCA Association Fund
 190 Attwell Drive, Suite 580
 ETOBICOKE, ON M9W 6H8

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| GEOGRAPHIC AREA: Districts of Kenora, Kenora-Patricia, Rainy River, Thunder Bay and that portion of the District of Cochrane lying north of the 49th parallel except that area which falls within a 50-mile radius of the Timmins Federal |
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