

MAP CODE:
SM-2
SHEET METAL WORKERS
Local 235
Chatham

ISSUED:
May 1, 2018
EPSCA WAGE SCHEDULE FOR PROJECTS WITHIN THE GEOGRAPHIC
AREA OF THIS LOCAL

REVISED:
October 1, 2018

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Personal Emergency Leave Payments are required as per legislation. For direction contact EPSCA office.

GRADE AND STEP	CLASSIFICATIONS AND OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	WELFARE (1)	PENSION (1)	UNION FUNDS (1)	TOTAL WAGE PACKAGE	PROVINCIAL TRAINING FUND(1)	EPSCA ASSOC. FUND(1)
93-9	FOREMAN - 445565								
	2016-05-01	42.75	4.28	4.00	7.00	2.12	60.15	0.05	0.30
	2016-12-01	42.29	4.23	4.00	7.50	2.12	60.15	0.05	0.30
	2017-05-01	42.70	4.27	4.00	7.75	2.12	60.84	0.05	0.30
	2018-05-01	43.12	4.31	4.00	8.00	2.12	61.55	0.05	0.30
93-8	SUBFOREMAN - 445555								
	2016-05-01	39.78	3.98	4.00	7.00	2.12	56.88	0.05	0.30
	2016-12-01	39.32	3.93	4.00	7.50	2.12	56.88	0.05	0.30
	2017-05-01	39.73	3.97	4.00	7.75	2.12	57.57	0.05	0.30
	2018-05-01	40.15	4.02	4.00	8.00	2.12	58.29	0.05	0.30
93-6	JOURNEYMAN AND WELDER - 445535								
	2016-05-01	38.75	3.87	4.00	7.00	2.12	55.74	0.05	0.30
	2016-12-01	38.29	3.83	4.00	7.50	2.12	55.74	0.05	0.30
	2017-05-01	38.70	3.87	4.00	7.75	2.12	56.44	0.05	0.30
	2018-05-01	39.12	3.91	4.00	8.00	2.12	57.15	0.05	0.30
93-0	APPRENTICE - 445515								
	1st Period (40% of Journeyman)								
	2016-05-01	13.79	1.38	4.00	2.51	0.62	22.30	0.05	0.30
	2016-12-01	13.61	1.36	4.00	2.71	0.62	22.30	0.05	0.30
	2017-05-01	13.77	1.38	4.00	2.81	0.62	22.58	0.05	0.30
	2018-05-01	13.94	1.39	4.00	2.91	0.62	22.86	0.05	0.30
93-1	2nd Period (50% of Journeyman)								
	2016-05-01	18.08	1.81	4.00	3.13	0.87	27.89	0.05	0.30
	2016-12-01	17.85	1.79	4.00	3.38	0.87	27.89	0.05	0.30
	2017-05-01	18.05	1.81	4.00	3.51	0.87	28.24	0.05	0.30
	2018-05-01	18.26	1.83	4.00	3.64	0.87	28.60	0.05	0.30
93-2	3rd Period (60% of Journeyman)								
	2016-05-01	22.38	2.24	4.00	3.70	1.12	33.44	0.05	0.30
	2016-12-01	22.11	2.21	4.00	4.00	1.12	33.44	0.05	0.30
	2017-05-01	22.35	2.24	4.00	4.15	1.12	33.86	0.05	0.30
	2018-05-01	22.61	2.26	4.00	4.30	1.12	34.29	0.05	0.30
93-3	4th Period (70% of Journeyman)								
	2016-05-01	26.63	2.66	4.00	4.36	1.38	39.03	0.05	0.30
	2016-12-01	26.31	2.63	4.00	4.71	1.38	39.03	0.05	0.30
	2017-05-01	26.59	2.66	4.00	4.89	1.38	39.52	0.05	0.30
	2018-05-01	26.88	2.69	4.00	5.07	1.38	40.02	0.05	0.30
93-4	5th Period (80% of Journeyman)								
	2016-05-01	30.95	3.09	4.00	4.93	1.62	44.59	0.05	0.30
	2016-12-01	30.58	3.06	4.00	5.33	1.62	44.59	0.05	0.30
	2017-05-01	30.91	3.09	4.00	5.53	1.62	45.15	0.05	0.30
	2018-05-01	31.25	3.12	4.00	5.73	1.62	45.72	0.05	0.30
94-6	SHEETER/DECKER AND WELDER - 445536								
	2016-05-01	38.75	3.87	4.00	7.00	2.12	55.74	0.05	0.30
	2016-12-01	38.29	3.83	4.00	7.50	2.12	55.74	0.05	0.30
	2017-05-01	38.70	3.87	4.00	7.75	2.12	56.44	0.05	0.30
	2018-05-01	39.12	3.91	4.00	8.00	2.12	57.15	0.05	0.30
94-5	SHEETER ASSISTANT - 445527 (93% of Journeyman)								
	2016-05-01	34.60	3.46	4.00	6.12	1.72	49.90	0.05	0.30
	2016-12-01	34.24	3.42	4.00	6.52	1.72	49.90	0.05	0.30
	2017-05-01	34.65	3.46	4.00	6.72	1.72	50.55	0.05	0.30
	2018-05-01	35.06	3.51	4.00	6.92	1.72	51.21	0.05	0.30
95-6	MATERIAL HANDLER - 445526 (85% of Journeyman)								
	2016-05-01	31.12	3.11	4.00	5.45	1.43	45.11	0.05	0.30
	2016-12-01	30.82	3.08	4.00	5.78	1.43	45.11	0.05	0.30
	2017-05-01	31.22	3.12	4.00	5.94	1.43	45.71	0.05	0.30
	2018-05-01	31.62	3.16	4.00	6.10	1.43	46.31	0.05	0.30
93-5	PROBATIONARY EMPLOYEE - 445525 (50% of Journeyman)								
	2016-05-01	23.80	2.38	4.00	3.94	1.12	35.24	0.05	0.30
	2016-12-01	24.92	2.49	4.00	2.71	1.12	35.24	0.05	0.30
	2017-05-01	25.15	2.51	4.00	2.81	1.12	35.59	0.05	0.30
	2018-05-01	25.38	2.54	4.00	2.91	1.12	35.95	0.05	0.30

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

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Overtime

Mon. to Fri. - Scheduled Work Days - 1 1/2 times for up to and including 2 hours beyond the normal daily scheduled number of hours. This applies for both a 4 day x 10 hours per day schedule and a 5 day by 8 hour per day schedule. For overtime worked in excess of the 2 overtime hours per day at 1 1/2, the overtime rate shall be 2 times the basic hourly rate. Non-Scheduled Work Days - 2 times for all hours worked.

Sat., Sun. & Holidays - 2 times for all hours worked.

Overtime Rate - All Other Work

Mon. to Fri. - 1 1/2 times for up to and including 2 hours beyond the normal daily scheduled number of hours. All hours in excess of 2 overtime hours per day, will be paid at 2 times the basic hourly rate. Non-Scheduled Work Days - 2 times for all hours worked.

Sat., Sun. & Holidays - 2 times for all hours worked.

DEDUCTIONS

Deductions include the following items:

Ontario Sheet Metal Union Dues Promotion Fund (OSM UDPF) -

OSM UDPF \$0.24 per hour worked Effective Dec 1, 2015

Union Dues Promotion Fund (UDPF):

UDPF \$1.28 per hour worked - Effective December 1, 2014
 \$1.30 per hour worked - Effective December 1, 2016
 and \$40.00 per month effective May 1, 2010

Both the OSM UDPF and the UDPF are to be deducted from the Base Hourly Rate.

Note, these amounts are not included in either Union Funds or Contributions (e.g., Pension, Welfare, Stabilization Fund, etc.)

OSM UDPF deductions are to be sent to the following location:

Ontario Sheet Metal Workers' and Roofers' Conference
 1312 Hurontario Street
 MISSISSAUGA, ON L5G 3H3

UDPF deductions are to be sent to the following location:

SMWIA, Local 235
 1695 Gladstone Avenue
 WINDSOR, ON N8W 2N2

CONTRIBUTIONS AND UNION FUNDS

Neither Contributions (e.g. Pension, Welfare, Stabilization Fund, etc.) nor Union Dues are included in DEDUCTIONS.

Contributions:

Provincial Training Trust Fund (PTTF) - \$0.12 per hour worked

Stabilization Fund	JM	Sheeter/ Decker						
Worked	per hour	per hour						
2014-05-01	2.00	\$2.00						
Stabilization Fund	1st Year	2nd Year	3rd Year	4th Year	5th Year	Assistant	M. Handler	Prob. Employee
Worked	per hour	per hour	per hour	per hour	per hour	per hour	per hour	per hour
2014-05-01	0.50	0.75	\$1.00	1.26	1.50	1.60	1.31	1.00

PROVINCIAL TRAINING FUND

\$0.05 effective May 1, 2015

The Provincial Training Fund is an Employer contribution and is not included in UNION FUNDS or CONTRIBUTIONS

Provincial Training Fund and Provincial Training Trust Fund should be forwarded to the following location:

Provincial Sheet Metal Workers Training Trust Fund
 c/o Denis Paganelli, C.A
 36 Eden Valley Drive
 ETOBICOKE, ON TEL: 416-614-7770
 M9A 4Z7 FAX: 416-614-9984

Pension, Welfare and Stab Fund should be forwarded to the following location:

SMWIA, Local 235
 1695 Gladstone Avenue
 WINDSOR, ON N8W 2N2

EPSCA Association Fund should be forwarded to:

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

GEOGRAPHIC AREA: The County of Kent