

MAP CODE:

SM-3

SHEET METAL WORKERS

Local 235

Sarnia

ISSUED:

May 1, 2018

EPSCA WAGE SCHEDULE FOR PROJECTS WITHIN THE GEOGRAPHIC

AREA OF THIS LOCAL

REVISED:

October 1, 2018

PAGE:

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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 FIND (1)	EPSCA ASSOC. FUND(1)
93-9	FOREMAN - 445565								
	2016-05-01	45.39	4.54	2.59	6.34	2.12	60.98	0.05	0.30
	2016-12-01	44.02	4.40	4.00	6.44	2.12	60.98	0.05	0.30
	2017-05-01	44.57	4.46	4.00	6.54	2.12	61.69	0.05	0.30
	2018-05-01	45.12	4.51	4.00	6.66	2.12	62.41	0.05	0.30
93-8	SUBFOREMAN - 445555								
	2016-05-01	43.27	4.33	2.59	6.34	2.12	58.65	0.05	0.30
	2016-12-01	41.90	4.19	4.00	6.44	2.12	58.65	0.05	0.30
	2017-05-01	42.45	4.25	4.00	6.54	2.12	59.36	0.05	0.30
	2018-05-01	43.00	4.30	4.00	6.66	2.12	60.08	0.05	0.30
93-6	JOURNEYMAN AND WELDER - 445535								
	2016-05-01	41.42	4.14	2.59	6.34	2.12	56.61	0.05	0.30
	2016-12-01	40.05	4.01	4.00	6.44	2.12	56.61	0.05	0.30
	2017-05-01	40.60	4.06	4.00	6.54	2.12	57.32	0.05	0.30
	2018-05-01	41.15	4.11	4.00	6.66	2.12	58.04	0.05	0.30
93-0	APPRENTICE - 445515								
	1st Period (40% of Journeyman)								
	2016-05-01	16.62	1.66	2.59	2.55	0.92	24.34	0.05	0.30
	2016-12-01	15.41	1.54	4.00	2.47	0.92	24.34	0.05	0.30
	2017-05-01	15.62	1.56	4.00	2.52	0.92	24.62	0.05	0.30
	2018-05-01	15.84	1.58	4.00	2.57	0.92	24.91	0.05	0.30
93-1	2nd Period (50% of Journeyman)								
	2016-05-01	20.79	2.08	2.59	3.19	1.12	29.77	0.05	0.30
	2016-12-01	19.55	1.96	4.00	3.14	1.12	29.77	0.05	0.30
	2017-05-01	19.84	1.98	4.00	3.19	1.12	30.13	0.05	0.30
	2018-05-01	20.10	2.01	4.00	3.26	1.12	30.49	0.05	0.30
93-2	3rd Period (60% of Journeyman)								
	2016-05-01	24.90	2.49	2.59	3.81	1.32	35.11	0.05	0.30
	2016-12-01	23.64	2.36	4.00	3.79	1.32	35.11	0.05	0.30
	2017-05-01	23.97	2.40	4.00	3.85	1.32	35.54	0.05	0.30
	2018-05-01	24.29	2.43	4.00	3.93	1.32	35.97	0.05	0.30
93-3	4th Period (70% of Journeyman)								
	2016-05-01	29.05	2.90	2.59	4.45	1.52	40.51	0.05	0.30
	2016-12-01	27.76	2.78	4.00	4.45	1.52	40.51	0.05	0.30
	2017-05-01	28.15	2.81	4.00	4.53	1.52	41.01	0.05	0.30
	2018-05-01	28.52	2.85	4.00	4.62	1.52	41.51	0.05	0.30
93-4	5th Period (80% of Journeyman)								
	2016-05-01	33.15	3.32	2.59	5.08	1.72	45.86	0.05	0.30
	2016-12-01	31.85	3.18	4.00	5.11	1.72	45.86	0.05	0.30
	2017-05-01	32.29	3.23	4.00	5.19	1.72	46.43	0.05	0.30
	2018-05-01	32.73	3.27	4.00	5.29	1.72	47.01	0.05	0.30
94-6	SHEETER/DECKER AND WELDER - 445536								
	2016-05-01	41.42	4.14	2.59	6.34	2.12	56.61	0.05	0.30
	2016-12-01	40.05	4.00	4.00	6.44	2.12	56.61	0.05	0.30
	2017-05-01	40.60	4.06	4.00	6.54	2.12	57.32	0.05	0.30
	2018-05-01	41.15	4.11	4.00	6.66	2.12	58.04	0.05	0.30
94-5	SHEETER ASSISTANT - 445527 (93% of Journeyman)								
	2016-05-01	37.47	3.75	2.59	5.03	1.72	50.56	0.05	0.30
	2016-12-01	36.16	3.62	4.00	5.06	1.72	50.56	0.05	0.30
	2017-05-01	36.68	3.67	4.00	5.15	1.72	51.22	0.05	0.30
	2018-05-01	37.19	3.72	4.00	5.26	1.72	51.89	0.05	0.30
95-6	MATERIAL HANDLER - 445526 (85% of Journeyman)								
	2016-05-01	34.15	3.42	2.59	4.06	1.42	45.64	0.05	0.30
	2016-12-01	32.87	3.29	4.00	4.06	1.42	45.64	0.05	0.30
	2017-05-01	33.36	3.34	4.00	4.12	1.42	46.24	0.05	0.30
	2018-05-01	33.84	3.38	4.00	4.21	1.42	46.85	0.05	0.30
93-5	PROBATIONARY EMPLOYEE - 445525 (50% of Journeyman)								
	2016-05-01	26.96	2.70	2.59	3.09	1.12	36.46	0.05	0.30
	2016-12-01	26.25	2.62	4.00	2.47	1.12	36.46	0.05	0.30
	2017-05-01	26.53	2.65	4.00	2.52	1.12	36.82	0.05	0.30
	2018-05-01	26.81	2.68	4.00	2.57	1.12	37.18	0.05	0.30

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

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):

Foremen, Subforemen, Journeymen and Welder, Sheeter/Decker and Welder, Sheeter Assistant

\$1.30 per hour worked

Apprentices, Material Handler, Probationary Employee

\$1.30 per hour worked - effective Dec 1, 2016

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 (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:

Union Benefit Plan Services
151 Frobisher Drive, Suite E220
WATERLOO, ON N2V 2C9

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	Journeyman	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. Hander	Prob. Employee
Worked	per hour	per hour	per hour	per hour	per hour	per hour	per hour	per hour
2014-05-01	0.80	1.00	1.20	1.40	1.60	1.60	1.30	1.00

Training Fund:

Training Fund of \$2.00 per week is included in the hourly rate. It is to be deducted from employees' wages after taxes and remitted together with employer's contributions.

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 M9A 4Z7

TEL: 416-614-7770

FAX: 416-614-9984

Both Stabilization Fund and Union Dues Promotion Fund should

be forwarded to the following location:

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Union Benefit Plan Services

151 Frobisher Drive, Suite E220

WATERLOO, ON N2V 2C9

EPSCA Association Fund should be forwarded to:

EPSCA Association Fund

190 Attwell Drive, Suite 580

Etobicoke, ON M9W 6H8

GEOGRAPHIC AREA: The County of Lambton