

# EPSCA Wage Schedule Quick Reference Guide

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# First Page of a Wage Schedule

When you open an EPSCA Wage Schedule, this is the first page you will see. Here are some highlights of important aspects:

1. Trade Name and Local.
2. Base Hourly Rate. This is the total wage package minus all of the union funds, pension, welfare etc.
3. Vacation and Stat pay . This rate is determined by the collective agreement and applied consistently to all years.
4. Welfare. This rate, along with pension and union funds are determined by the union.
5. Total Wage Package. The negotiated wage increase is applied to the total wage package.
6. The EPSCA fund. This is our association fund. It is paid over top of the total wage package which means the employer has to pay the total wage package amount, PLUS send EPSCA the 30 cents per man hour.
7. Hours worked versus paid. You may notice the (1) or (2) beside the funds. This is defined at the end of the page, and outlines if the payment is on hours worked or earned.
8. DeNovo. The collective agreements have language for De Novo and Helmets to Hardhats. This is how the employer portion is paid. It is not paid over top of the total wage package, rather EPSCA administrates it out of our EPSCA fund. The employee also contributes, which you will find under union funds.

Map Code:  
UA -9  
**PLUMBERS**  
Local 401 Oshawa

ISSUED:  
Jan 1, 2019

REVISED:  
May 1, 2020

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E.P.S.C.A. WAGE SCHEDULE FOR PROJECTS WITHIN THE GEOGRAPHIC AREA  
OF THIS LOCAL (52) (66) (82)

GRADE AND STEP	CLASSIFICATIONS, OCCUPATION CODES AND EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	WELFARE (2)	PENSION (2)	UNION FUNDS (2)	TOTAL WAGE PACKAGE	EPSCA FUND (1)*
13-9	<b>FOREMAN - 450065 (15%) above journeymen base hourly rate</b>							
	May 1, 2019	47.96	4.80	2.65	7.25	2.08	64.74	0.30
	May 1, 2020	50.97	5.10	2.65	7.57	2.17	68.46	0.30
	May 1, 2021	51.89	5.19	2.65	7.91	2.17	69.81	0.30
	May 1, 2022	52.89	5.29	2.65	8.15	2.22	71.20	0.30
	May 1, 2023	53.92	5.39	2.65	8.43	2.22	72.61	0.30
	May 1, 2024	55.09	5.51	2.65	8.62	2.22	74.09	0.30
13-7	<b>Article 8.8 Qualification</b>							
	May 1, 2020	48.75	4.88	2.65	7.57	2.17	66.02	0.30
	May 1, 2021	49.63	4.96	2.65	7.91	2.17	67.32	0.30
	May 1, 2022	50.59	5.06	2.65	8.15	2.22	68.67	0.30
	May 1, 2023	51.58	5.16	2.65	8.43	2.22	70.04	0.30
	May 1, 2024	52.69	5.27	2.65	8.62	2.22	71.45	0.30
13-8	<b>SUBFOREMAN-450055 (7.5%) above journeymen base hourly rate</b>							
	May 1, 2019	45.78	4.58	2.65	7.25	2.08	62.34	0.30
	May 1, 2020	47.64	4.76	2.65	7.57	2.17	64.79	0.30
	May 1, 2021	48.50	4.85	2.65	7.91	2.17	66.08	0.30
	May 1, 2022	49.44	4.94	2.65	8.15	2.22	67.40	0.30
	May 1, 2023	50.41	5.04	2.65	8.43	2.22	68.75	0.30
	May 1, 2024	51.49	5.15	2.65	8.62	2.22	70.13	0.30
13-6	<b>JOURNEYMAN-450035</b>							
	<b>PIPEWELDER - 450036</b>							
	May 1, 2019	43.60	4.36	2.65	7.25	2.08	59.94	0.30
	May 1, 2020	44.32	4.43	2.65	7.57	2.17	61.14	0.30
	May 1, 2021	45.12	4.51	2.65	7.91	2.17	62.36	0.30
	May 1, 2022	45.99	4.60	2.65	8.15	2.22	63.61	0.30
	May 1, 2023	46.89	4.69	2.65	8.43	2.22	64.88	0.30

8. (1) =per hour worked: (2) = per hour paid  
\*Employer contributions to De Novo (2 cents/hour worked) and Helmets to Hardhats (1 cent/hour worked) are included in the EPSCA Association Fund of .30 cents.

# Second Page

Second page includes:

1. Overtime. Overtime rates can sometimes be found in the collective agreement, but for some unions it only exists on the wage schedules.
2. Union Funds. This column outlines the very specific breakdown of what makes up the "union fund" column on page 1 of the schedule. These funds are already included in the total wage package, and as such are not to be paid twice.
3. Benefits Administration. This section outlines the locations the money is sent to. Payroll departments use this to know where to send each of the union funds.
4. Union Dues. Union Dues are paid by the employee and are reduced from their base wage. For the purpose of the employer, they are not in addition to the total wage package (ie. Not an added cost).
5. Geographic Area. This section is on every wage schedule. It outlines what areas in Ontario are covered by this schedule. If the work is at OPG, you can utilize the OPG wage schedule matrix.

Note: All figures are per employee per hour basis

## 1. OVERTIME RATE: 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 4 day x 10 hours per day schedule and 5 day by 8 hour per day schedule.  
Sat. 2 times for all hours worked.  
Sun & Hol 2 times for all hours worked.

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

## 2. Union Funds

Union Funds include the following items:

Stabilization -	\$1.00 per hour paid
Contingency -	\$0.10 per hour paid
S&D -	\$0.04 per hour paid - effective Sept. 1, 2010
SUB -	\$0.10 per hour paid
OPSPF -	\$0.18 per hour paid -effective May 1, 2016
Local Training -	<b>\$0.50 per hour paid - effective May 1, 2020</b>
Local Training -	<b>\$0.55 per hour paid - effective May 1, 2022</b>
Canadian Training -	\$0.14 per hour paid - effective Sept. 1, 2010
UA Canada Wellness	<b>\$0.05 per hour paid - effective May 1, 2020</b>
Bill 162 -	\$0.03 per hour paid
De Novo -	<b>\$0.02 per hour paid - effective May 1, 2020</b>
Helmets to Hardhats -	<b>\$0.01 per hour paid - effective May 1, 2020 (includes a \$0.01 per hour Employee Deduction and a \$0.01 per hour Employer contribution)</b>

## 3. Benefits Administration

All remittances ( Employer Contributions, Employee Deductions and Union Dues), excluding the EPSCA Association Fund and the Canadian Training Fund, are to be sent to:

**U.A. Local 401 Oshawa**  
#3 - 26 Caristrap St.  
Bowmanville, ON L1C 3Y7

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

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

**The CTF and the UA Canada Wellness amounts should be forwarded to:**

U.A. Canadian Office  
442 Gilmour Street  
Ottawa, ON K2P 0R8

**Helmets to Hardhat remittances should be forwarded to:**

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

## 4. Union Dues

Local Union Dues Checkoff -

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

**\$0.92 per hour paid - effective May 1, 2020**  
**\$0.94 per hour paid - effective May 1, 2021**  
**\$0.95 per hour paid - effective May 1, 2022**  
**\$0.97 per hour paid - effective May 1, 2023**  
**\$0.99 per hour paid - effective May 1, 2024**

## 5.

**GEOGRAPHIC AREA:** Pickering, Whitby, East Whitby, Darlington, Clarke, Hope, Hamilton, Haldiman, Cramahe, through Pickering to Brighton the centre of the Lake shall apply. Seymour, Belmont, Methuen, Wollaston, Faraday, Herschel, McClue, Sabine, Airy, Nightingale, Lawrence Livingston, McClintock, Sherborne, Hindon, Longford, Dalton, Carden, Eldon, Brock, Scott and Uxbridge.