

ELECTRICAL WORKERS  
Local 586  
Ottawa

EPSCA WAGE SCHEDULE FOR ALL ELIGIBLE CONTRACTORS PERFORMING  
ELECTRICAL CONSTRUCTION WORK ON HYDRO ONE FACILITIES

| GRADE<br>AND<br>STEP | CLASSIFICATIONS,<br>OCCUPATION CODES<br>& EFFECTIVE DATES | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | PENSION<br>(2) | UNION<br>FUNDS<br>(1)&(2) | TOTAL<br>WAGE<br>PACKAGE | BILL<br>162<br>(2) | EDUCATION<br>UNION<br>FUND(1) | EPSCA<br>ASSOC.<br>FUND(1)* |
|----------------------|-----------------------------------------------------------|------------------------|--------------------------------|----------------|----------------|---------------------------|--------------------------|--------------------|-------------------------------|-----------------------------|
| 06-9                 | LINE FOREMAN - 410365                                     |                        |                                |                |                |                           |                          |                    |                               |                             |
| 07-9                 | ELECTRICIAN FOREMAN - 410165                              |                        |                                |                |                |                           |                          |                    |                               |                             |
|                      | 2025-05-01                                                | 57.70                  | 6.92                           | 3.67           | 9.27           | 3.04                      | 80.60                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2026-05-01                                                | 61.11                  | 7.33                           | 3.69           | 9.82           | 3.12                      | 85.07                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2027-05-01                                                | 64.04                  | 7.68                           | 3.71           | 10.29          | 3.20                      | 88.92                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2028-05-01                                                | 66.14                  | 7.94                           | 3.71           | 10.63          | 3.20                      | 91.62                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2029-05-01                                                | 67.58                  | 8.11                           | 3.71           | 10.86          | 3.20                      | 93.46                    | 0.03               | 0.10                          | 0.30                        |
| 06-8                 | LINE SUBFOREMAN - 410355                                  |                        |                                |                |                |                           |                          |                    |                               |                             |
| 07-8                 | ELECTRICIAN SUBFOREMAN - 410155                           |                        |                                |                |                |                           |                          |                    |                               |                             |
|                      | 2025-05-01                                                | 54.61                  | 6.55                           | 3.67           | 9.27           | 3.04                      | 77.14                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2026-05-01                                                | 57.83                  | 6.94                           | 3.69           | 9.82           | 3.12                      | 81.40                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2027-05-01                                                | 60.61                  | 7.27                           | 3.71           | 10.29          | 3.20                      | 85.08                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2028-05-01                                                | 62.59                  | 7.51                           | 3.71           | 10.63          | 3.20                      | 87.64                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2029-05-01                                                | 63.96                  | 7.68                           | 3.71           | 10.86          | 3.20                      | 89.41                    | 0.03               | 0.10                          | 0.30                        |
| 06-6                 | LINEMAN JOURNEYMAN - 410335,                              |                        |                                |                |                |                           |                          |                    |                               |                             |
| 07-6                 | ELECTRICIAN JOURNEYMAN - 410135,                          |                        |                                |                |                |                           |                          |                    |                               |                             |
| 07-6                 | WELDER - 410136                                           |                        |                                |                |                |                           |                          |                    |                               |                             |
| 07-6                 | COMMUNICATIONS ELECTRICIAN - 410137                       |                        |                                |                |                |                           |                          |                    |                               |                             |
|                      | 2025-05-01                                                | 51.52                  | 6.19                           | 3.67           | 9.27           | 3.04                      | 73.69                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2026-05-01                                                | 54.56                  | 6.55                           | 3.69           | 9.82           | 3.12                      | 77.74                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2027-05-01                                                | 57.18                  | 6.86                           | 3.71           | 10.29          | 3.20                      | 81.24                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2028-05-01                                                | 59.05                  | 7.09                           | 3.71           | 10.63          | 3.20                      | 83.68                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2029-05-01                                                | 60.34                  | 7.24                           | 3.71           | 10.86          | 3.20                      | 85.35                    | 0.03               | 0.10                          | 0.30                        |
| 07-0                 | ELECTRICIAN APPRENTICE - 410115                           |                        |                                |                |                |                           |                          |                    |                               |                             |
|                      | 1st Period (40% of journeyman rate)                       |                        |                                |                |                |                           |                          |                    |                               |                             |
|                      | 2025-05-01                                                | 20.61                  | 2.47                           | 3.67           | 3.71           | 1.52                      | 31.98                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2026-05-01                                                | 21.82                  | 2.62                           | 3.69           | 3.93           | 1.60                      | 33.66                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2027-05-01                                                | 22.87                  | 2.74                           | 3.71           | 4.12           | 1.68                      | 35.12                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2028-05-01                                                | 23.62                  | 2.83                           | 3.71           | 4.25           | 1.68                      | 36.09                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2029-05-01                                                | 24.14                  | 2.90                           | 3.71           | 4.34           | 1.68                      | 36.77                    | 0.03               | 0.10                          | 0.30                        |
| 07-1                 | 2nd Period (50% of journeyman rate)                       |                        |                                |                |                |                           |                          |                    |                               |                             |
|                      | 2025-05-01                                                | 25.76                  | 3.09                           | 3.67           | 4.64           | 2.18                      | 39.34                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2026-05-01                                                | 27.28                  | 3.27                           | 3.69           | 4.91           | 2.26                      | 41.41                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2027-05-01                                                | 28.59                  | 3.43                           | 3.71           | 5.15           | 2.34                      | 43.22                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2028-05-01                                                | 29.53                  | 3.54                           | 3.71           | 5.32           | 2.34                      | 44.44                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2029-05-01                                                | 30.17                  | 3.62                           | 3.71           | 5.43           | 2.34                      | 45.27                    | 0.03               | 0.10                          | 0.30                        |
| 07-2                 | 3rd Period (60% of journeyman rate)                       |                        |                                |                |                |                           |                          |                    |                               |                             |
|                      | 2025-05-01                                                | 30.91                  | 3.71                           | 3.67           | 5.56           | 2.34                      | 46.19                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2026-05-01                                                | 32.74                  | 3.93                           | 3.69           | 5.89           | 2.42                      | 48.67                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2027-05-01                                                | 34.31                  | 4.12                           | 3.71           | 6.17           | 2.50                      | 50.81                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2028-05-01                                                | 35.43                  | 4.25                           | 3.71           | 6.38           | 2.50                      | 52.27                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2029-05-01                                                | 36.20                  | 4.34                           | 3.71           | 6.52           | 2.50                      | 53.27                    | 0.03               | 0.10                          | 0.30                        |
| 07-3                 | 4th Period (70% of journeyman rate)                       |                        |                                |                |                |                           |                          |                    |                               |                             |
|                      | 2025-05-01                                                | 36.06                  | 4.33                           | 3.67           | 6.49           | 2.53                      | 53.08                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2026-05-01                                                | 38.19                  | 4.58                           | 3.69           | 6.87           | 2.61                      | 55.94                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2027-05-01                                                | 40.03                  | 4.80                           | 3.71           | 7.20           | 2.69                      | 58.43                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2028-05-01                                                | 41.34                  | 4.96                           | 3.71           | 7.44           | 2.69                      | 60.14                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2029-05-01                                                | 42.24                  | 5.07                           | 3.71           | 7.60           | 2.69                      | 61.31                    | 0.03               | 0.10                          | 0.30                        |
| 07-4                 | 5th Period (80% of journeyman rate)                       |                        |                                |                |                |                           |                          |                    |                               |                             |
|                      | 2025-05-01                                                | 41.22                  | 4.95                           | 3.67           | 7.42           | 2.69                      | 59.95                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2026-05-01                                                | 43.65                  | 5.24                           | 3.69           | 7.86           | 2.77                      | 63.21                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2027-05-01                                                | 45.74                  | 5.49                           | 3.71           | 8.23           | 2.85                      | 66.02                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2028-05-01                                                | 47.24                  | 5.67                           | 3.71           | 8.50           | 2.85                      | 67.97                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2029-05-01                                                | 48.27                  | 5.79                           | 3.71           | 8.69           | 2.85                      | 69.31                    | 0.03               | 0.10                          | 0.30                        |
| 06-1                 | LINEMAN APPRENTICE - 410315                               |                        |                                |                |                |                           |                          |                    |                               |                             |
|                      | 1st Period (50% of journeyperson rate)                    |                        |                                |                |                |                           |                          |                    |                               |                             |
|                      | 2025-05-01                                                | 25.76                  | 3.09                           | 3.67           | 4.64           | 2.18                      | 39.34                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2026-05-01                                                | 27.28                  | 3.27                           | 3.69           | 4.91           | 2.26                      | 41.41                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2027-05-01                                                | 28.59                  | 3.43                           | 3.71           | 5.15           | 2.34                      | 43.22                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2028-05-01                                                | 29.53                  | 3.54                           | 3.71           | 5.32           | 2.34                      | 44.44                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2029-05-01                                                | 30.17                  | 3.62                           | 3.71           | 5.43           | 2.34                      | 45.27                    | 0.03               | 0.10                          | 0.30                        |

(1) = per hour worked; (2) = per hour paid  
\* Employer contributions to De Novo (\$0.02/hour worked) and Helmets to Hardhats (\$0.01/hour worked) are included in the EPSCA Association Fund of 30 cents.

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| GRADE<br>AND<br>STEP | CLASSIFICATIONS,<br>OCCUPATION CODES<br>& EFFECTIVE DATES                                  | BASE<br>HOURLY<br>RATE | VACATION<br>& STAT.<br>HOLIDAY | WELFARE<br>(2) | PENSION<br>(2) | UNION<br>FUNDS<br>(1)&(2) | TOTAL<br>WAGE<br>PACKAGE | BILL<br>162<br>(2) | EDUCATION<br>UNION<br>FUND(1) | EPSCA<br>ASSOC.<br>FUND(1)* |
|----------------------|--------------------------------------------------------------------------------------------|------------------------|--------------------------------|----------------|----------------|---------------------------|--------------------------|--------------------|-------------------------------|-----------------------------|
| 06-2                 | 2nd Period (60% of journeyperson rate)                                                     |                        |                                |                |                |                           |                          |                    |                               |                             |
|                      | 2025-05-01                                                                                 | 30.91                  | 3.71                           | 3.67           | 5.56           | 2.34                      | 46.19                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2026-05-01                                                                                 | 32.74                  | 3.93                           | 3.69           | 5.89           | 2.42                      | 48.67                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2027-05-01                                                                                 | 34.31                  | 4.12                           | 3.71           | 6.17           | 2.50                      | 50.81                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2028-05-01                                                                                 | 35.43                  | 4.25                           | 3.71           | 6.38           | 2.50                      | 52.27                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2029-05-01                                                                                 | 36.20                  | 4.34                           | 3.71           | 6.52           | 2.50                      | 53.27                    | 0.03               | 0.10                          | 0.30                        |
| 06-3                 | 3rd Period (70% of journeyperson rate)                                                     |                        |                                |                |                |                           |                          |                    |                               |                             |
|                      | 2025-05-01                                                                                 | 36.06                  | 4.33                           | 3.67           | 6.49           | 2.53                      | 53.08                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2026-05-01                                                                                 | 38.19                  | 4.58                           | 3.69           | 6.87           | 2.61                      | 55.94                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2027-05-01                                                                                 | 40.03                  | 4.80                           | 3.71           | 7.20           | 2.69                      | 58.43                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2028-05-01                                                                                 | 41.34                  | 4.96                           | 3.71           | 7.44           | 2.69                      | 60.14                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2029-05-01                                                                                 | 42.24                  | 5.07                           | 3.71           | 7.60           | 2.69                      | 61.31                    | 0.03               | 0.10                          | 0.30                        |
| 06-4                 | 4th Period (80% of journeyperson rate)                                                     |                        |                                |                |                |                           |                          |                    |                               |                             |
|                      | 2025-05-01                                                                                 | 41.22                  | 4.95                           | 3.67           | 7.42           | 2.69                      | 59.95                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2026-05-01                                                                                 | 43.65                  | 5.24                           | 3.69           | 7.86           | 2.77                      | 63.21                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2027-05-01                                                                                 | 45.74                  | 5.49                           | 3.71           | 8.23           | 2.85                      | 66.02                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2028-05-01                                                                                 | 47.24                  | 5.67                           | 3.71           | 8.50           | 2.85                      | 67.97                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2029-05-01                                                                                 | 48.27                  | 5.79                           | 3.71           | 8.69           | 2.85                      | 69.31                    | 0.03               | 0.10                          | 0.30                        |
| 08-9                 | GROUNDWORK FOREMAN - 410765                                                                |                        |                                |                |                |                           |                          |                    |                               |                             |
|                      | 2025-05-01                                                                                 | 53.33                  | 6.40                           | 3.67           | 9.27           | 3.04                      | 75.71                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2026-05-01                                                                                 | 56.47                  | 6.78                           | 3.69           | 9.82           | 3.12                      | 79.88                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2027-05-01                                                                                 | 59.18                  | 7.10                           | 3.71           | 10.29          | 3.20                      | 83.48                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2028-05-01                                                                                 | 61.12                  | 7.33                           | 3.71           | 10.63          | 3.20                      | 85.99                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2029-05-01                                                                                 | 62.46                  | 7.50                           | 3.71           | 10.86          | 3.20                      | 87.73                    | 0.03               | 0.10                          | 0.30                        |
| 08-8                 | GROUNDWORK SUBFOREMAN - 410755                                                             |                        |                                |                |                |                           |                          |                    |                               |                             |
|                      | 2025-05-01                                                                                 | 49.15                  | 5.90                           | 3.67           | 9.27           | 3.04                      | 71.03                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2026-05-01                                                                                 | 52.05                  | 6.25                           | 3.69           | 9.82           | 3.12                      | 74.93                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2027-05-01                                                                                 | 54.55                  | 6.55                           | 3.71           | 10.29          | 3.20                      | 78.30                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2028-05-01                                                                                 | 56.34                  | 6.76                           | 3.71           | 10.63          | 3.20                      | 80.64                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2029-05-01                                                                                 | 57.57                  | 6.91                           | 3.71           | 10.86          | 3.20                      | 82.25                    | 0.03               | 0.10                          | 0.30                        |
| 08-4                 | GROUNDMAN - 410705<br>GROUNDWORK DRIVER - 410706<br>1st Period (60% of journeyperson rate) |                        |                                |                |                |                           |                          |                    |                               |                             |
|                      | 2025-05-01                                                                                 | 30.91                  | 3.71                           | 3.67           | 9.27           | 3.04                      | 50.60                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2026-05-01                                                                                 | 32.74                  | 3.93                           | 3.69           | 9.82           | 3.12                      | 53.30                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2027-05-01                                                                                 | 34.31                  | 4.12                           | 3.71           | 10.29          | 3.20                      | 55.63                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2028-05-01                                                                                 | 35.43                  | 4.25                           | 3.71           | 10.63          | 3.20                      | 57.22                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2029-05-01                                                                                 | 36.20                  | 4.34                           | 3.71           | 10.86          | 3.20                      | 58.31                    | 0.03               | 0.10                          | 0.30                        |
| 08-5                 | 2nd Period (70% of journeyperson rate)                                                     |                        |                                |                |                |                           |                          |                    |                               |                             |
|                      | 2025-05-01                                                                                 | 36.06                  | 4.33                           | 3.67           | 9.27           | 3.04                      | 56.37                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2026-05-01                                                                                 | 38.19                  | 4.58                           | 3.69           | 9.82           | 3.12                      | 59.40                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2027-05-01                                                                                 | 40.03                  | 4.80                           | 3.71           | 10.29          | 3.20                      | 62.03                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2028-05-01                                                                                 | 41.34                  | 4.96                           | 3.71           | 10.63          | 3.20                      | 63.84                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2029-05-01                                                                                 | 42.24                  | 5.07                           | 3.71           | 10.86          | 3.20                      | 65.08                    | 0.03               | 0.10                          | 0.30                        |
| 08-6                 | 3rd Period (80% of journeyperson rate)                                                     |                        |                                |                |                |                           |                          |                    |                               |                             |
|                      | 2025-05-01                                                                                 | 41.22                  | 4.95                           | 3.67           | 9.27           | 3.04                      | 62.15                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2026-05-01                                                                                 | 43.65                  | 5.24                           | 3.69           | 9.82           | 3.12                      | 65.52                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2027-05-01                                                                                 | 45.74                  | 5.49                           | 3.71           | 10.29          | 3.20                      | 68.43                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2028-05-01                                                                                 | 47.24                  | 5.67                           | 3.71           | 10.63          | 3.20                      | 70.45                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2029-05-01                                                                                 | 48.27                  | 5.79                           | 3.71           | 10.86          | 3.20                      | 71.83                    | 0.03               | 0.10                          | 0.30                        |
| 08-0                 | UTILITY MAN - 410708 (50% of journeyperson rate)                                           |                        |                                |                |                |                           |                          |                    |                               |                             |
|                      | 2025-05-01                                                                                 | 25.76                  | 3.09                           | 3.67           | 9.27           | 3.04                      | 44.83                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2026-05-01                                                                                 | 27.28                  | 3.27                           | 3.69           | 9.82           | 3.12                      | 47.18                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2027-05-01                                                                                 | 28.59                  | 3.43                           | 3.71           | 10.29          | 3.20                      | 49.22                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2028-05-01                                                                                 | 29.53                  | 3.54                           | 3.71           | 10.63          | 3.20                      | 50.61                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2029-05-01                                                                                 | 30.17                  | 3.62                           | 3.71           | 10.86          | 3.20                      | 51.56                    | 0.03               | 0.10                          | 0.30                        |
| 08-1                 | GROUNDWORK OPERATOR - 410707<br>1st Period (70% of journeyperson rate)                     |                        |                                |                |                |                           |                          |                    |                               |                             |
|                      | 2025-05-01                                                                                 | 36.06                  | 4.33                           | 3.67           | 9.27           | 3.04                      | 56.37                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2026-05-01                                                                                 | 38.19                  | 4.58                           | 3.69           | 9.82           | 3.12                      | 59.40                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2027-05-01                                                                                 | 40.03                  | 4.80                           | 3.71           | 10.29          | 3.20                      | 62.03                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2028-05-01                                                                                 | 41.34                  | 4.96                           | 3.71           | 10.63          | 3.20                      | 63.84                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2029-05-01                                                                                 | 42.24                  | 5.07                           | 3.71           | 10.86          | 3.20                      | 65.08                    | 0.03               | 0.10                          | 0.30                        |

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\* Employer contributions to De Novo (\$0.05/hour worked) and Helmets to Hardhats (\$0.01/hour worked) are included in the EPSCA Association Fund of 30 cents.

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|----------------------|-----------------------------------------------------------|------------------------|--------------------------------|----------------|----------------|---------------------------|--------------------------|--------------------|-------------------------------|-----------------------------|
| 08-2                 | 2nd Period (80% of journeyperson rate)                    |                        |                                |                |                |                           |                          |                    |                               |                             |
|                      | 2025-05-01                                                | 41.22                  | 4.95                           | 3.67           | 9.27           | 3.04                      | 62.15                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2026-05-01                                                | 43.65                  | 5.24                           | 3.69           | 9.82           | 3.12                      | 65.52                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2027-05-01                                                | 45.74                  | 5.49                           | 3.71           | 10.29          | 3.20                      | 68.43                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2028-05-01                                                | 47.24                  | 5.67                           | 3.71           | 10.63          | 3.20                      | 70.45                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2029-05-01                                                | 48.27                  | 5.79                           | 3.71           | 10.86          | 3.20                      | 71.83                    | 0.03               | 0.10                          | 0.30                        |
| 08-3                 | 3rd Period (90% of journeyperson rate)                    |                        |                                |                |                |                           |                          |                    |                               |                             |
|                      | 2025-05-01                                                | 46.37                  | 5.56                           | 3.67           | 9.27           | 3.04                      | 67.91                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2026-05-01                                                | 49.10                  | 5.89                           | 3.69           | 9.82           | 3.12                      | 71.62                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2027-05-01                                                | 51.46                  | 6.18                           | 3.71           | 10.29          | 3.20                      | 74.84                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2028-05-01                                                | 53.15                  | 6.38                           | 3.71           | 10.63          | 3.20                      | 77.07                    | 0.03               | 0.10                          | 0.30                        |
|                      | 2029-05-01                                                | 54.31                  | 6.52                           | 3.71           | 10.86          | 3.20                      | 78.60                    | 0.03               | 0.10                          | 0.30                        |

(1) = per hour worked; (2) = per hour paid  
\* Employer contributions to De Novo (\$0.05/hour worked) and Helmets to Hardhats (\$0.01/hour worked) are included in the EPSCA Association Fund of 30 cents.

**Overtime Rate**  
Mon. to Fri. - 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 x 8 hours per day schedule.  
Non-Scheduled Work Days - 2 times for all hours worked.  
Sat., Sun. & Holidays - 2 times for all hours worked.

**UNION FUNDS**  
Union Funds include the following items:

|                                            |                                         |
|--------------------------------------------|-----------------------------------------|
| Education - \$0.33                         | per hour paid effective May 1, 2025     |
| \$0.36                                     | per hour paid effective May 1, 2026     |
| \$0.39                                     | per hour paid effective May 1, 2027     |
| Stabilization - \$1.75                     | per hour paid                           |
| Pro-Rated of Stabilization for Apprentices |                                         |
|                                            | 1-5-2014                                |
| 1st Period                                 | 0.23                                    |
| 2nd Period (50%)                           | 0.89                                    |
| 3rd Period (60%)                           | 1.05                                    |
| 4th Period (70%)                           | 1.24                                    |
| 5th Period (80%)                           | 1.40                                    |
| Member Assistance Program (MAP) - \$0.05   | per hour worked - effective May 1, 2025 |
| IBEW/CCO - \$0.10                          | per hour paid - effective May 1, 2010   |
| Union Dues - \$0.79                        | per hour paid effective May 1, 2025     |
| \$0.84                                     | per hour paid effective May 1, 2026     |
| \$0.89                                     | per hour paid effective May 1, 2027     |
| Ottawa Building Trades - \$0.02            | per hour paid                           |

**UNION DUES**  
Union Dues are included in Union Funds for this Local.

**BENEFITS**  
All remittances (employer contributions, employee deductions and Union Dues), excluding the EPSCA Association Fund, are to be sent to:  
IBEW Local Union 586 Administrator  
Coughlin & Associates Ltd.  
P.O. Box 3517, Station C  
OTTAWA, ON K1J 6X7