

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	FOREMAN - 450065 (15%) above journeymen base hourly rate							
	May 1, 2019	48.15	4.82	3.59	7.36	2.67	66.59	0.30
	May 1, 2020	48.93	4.89	3.59	7.45	3.03	67.89	0.30
	May 1, 2021	49.99	5.00	3.59	7.65	3.03	69.26	0.30
	May 1, 2022	51.31	5.13	3.59	7.63	3.03	70.69	0.30
	May 1, 2023	52.54	5.25	3.59	7.72	3.03	72.13	0.30
	May 1, 2024	53.80	5.38	3.59	7.81	3.03	73.61	0.30
13-8	SUBFOREMAN-450055 (7.5%) above journeymen base hourly rate							
	May 1, 2019	45.01	4.50	3.59	7.36	2.67	63.13	0.30
	May 1, 2020	45.74	4.57	3.59	7.45	3.03	64.38	0.30
	May 1, 2021	46.73	4.67	3.59	7.65	3.03	65.67	0.30
	May 1, 2022	47.97	4.80	3.59	7.63	3.03	67.02	0.30
	May 1, 2023	49.12	4.91	3.59	7.72	3.03	68.37	0.30
	May 1, 2024	50.29	5.03	3.59	7.81	3.03	69.75	0.30
13-6	JOURNEYMAN-450035 PIPEWELDER - 450036							
	May 1, 2019	41.87	4.19	3.59	7.36	2.67	59.68	0.30
	May 1, 2020	42.55	4.25	3.59	7.45	3.03	60.87	0.30
	May 1, 2021	43.47	4.35	3.59	7.65	3.03	62.09	0.30
	May 1, 2022	44.62	4.46	3.59	7.63	3.03	63.33	0.30
	May 1, 2023	45.69	4.57	3.59	7.72	3.03	64.60	0.30
	May 1, 2024	46.78	4.68	3.59	7.81	3.03	65.89	0.30
13-0	APPRENTICE - 450015							
	1st Period - 40 % of Journeyman Rate							
	May 1, 2019	16.75	1.68	3.59	7.36	2.67	32.05	0.30
	May 1, 2020	17.02	1.70	3.59	7.45	3.03	32.79	0.30
	May 1, 2021	17.39	1.74	3.59	7.65	3.03	33.40	0.30
	May 1, 2022	17.85	1.79	3.59	7.63	3.03	33.89	0.30
	May 1, 2023	18.28	1.83	3.59	7.72	3.03	34.45	0.30
	May 1, 2024	18.71	1.87	3.59	7.81	3.03	35.01	0.30
13-1	2nd Period - 50 % of Journeyman Rate							
	May 1, 2019	20.94	2.09	3.59	7.36	2.67	36.65	0.30
	May 1, 2020	21.28	2.13	3.59	7.45	3.03	37.48	0.30
	May 1, 2021	21.74	2.17	3.59	7.65	3.03	38.18	0.30
	May 1, 2022	22.31	2.23	3.59	7.63	3.03	38.79	0.30
	May 1, 2023	22.85	2.29	3.59	7.72	3.03	39.48	0.30
	May 1, 2024	23.39	2.34	3.59	7.81	3.03	40.16	0.30
13-2	3rd Period - 60% of Journeyman Rate							
	May 1, 2019	25.12	2.51	3.59	7.36	2.67	41.25	0.30
	May 1, 2020	25.53	2.55	3.59	7.45	3.03	42.15	0.30
	May 1, 2021	26.08	2.61	3.59	7.65	3.03	42.96	0.30
	May 1, 2022	26.77	2.68	3.59	7.63	3.03	43.70	0.30
	May 1, 2023	27.41	2.74	3.59	7.72	3.03	44.49	0.30
	May 1, 2024	28.07	2.81	3.59	7.81	3.03	45.31	0.30
13-3	4th Period - 70% of Journeyman Rate							
	May 1, 2019	29.31	2.93	3.59	7.36	2.67	45.86	0.30
	May 1, 2020	29.79	2.98	3.59	7.45	3.03	46.84	0.30
	May 1, 2021	30.43	3.04	3.59	7.65	3.03	47.74	0.30
	May 1, 2022	31.23	3.12	3.59	7.63	3.03	48.60	0.30
	May 1, 2023	31.98	3.20	3.59	7.72	3.03	49.52	0.30
	May 1, 2024	32.75	3.28	3.59	7.81	3.03	50.46	0.30
13-4	5th Period - 80% of Journeyman Rate							
	May 1, 2019	33.50	3.35	3.59	7.36	2.67	50.47	0.30
	May 1, 2020	34.04	3.40	3.59	7.45	3.03	51.51	0.30
	May 1, 2021	34.78	3.48	3.59	7.65	3.03	52.53	0.30
	May 1, 2022	35.70	3.57	3.59	7.63	3.03	53.52	0.30
	May 1, 2023	36.55	3.66	3.59	7.72	3.03	54.55	0.30
	May 1, 2024	37.42	3.74	3.59	7.81	3.03	55.59	0.30

(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.

PLUMBERS
Local 71
Ottawa

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

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

Union Funds

Union Funds include the following items:

Stabilization -	\$1.75 per hour paid effective May 1, 2020
Local Union Building Fund new -	\$0.40 per hour paid effective May 1, 2012
OPPSPF -	\$0.18 per hour paid effective May 1, 2016
Local Training -	\$0.45 per hour paid
Canadian Training -	\$0.14 per hour paid effective Sept. 1, 2010
Bill 162 -	\$0.03 per hour paid
UA Canada Wellness Fund -	\$0.05 per hour paid effective May 1, 2020
DeNovo/MAP* -	\$0.02 per hour paid (includes a \$0.02 per hour Employee Deduction and a \$0.02 per hour Employer contribution)
Helmets to Hardhats -	\$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)

Benefits Administration

The following funds are to be sent to:

Bill 162
Denovo - Map
Welfare
Pension

Local 71 Administrator

Coughlin & Associates Ltd.
P.O. Box 3517, Station C
Ottawa, Ontario K1Y 4H5

CTF & Wellness Fund should be sent to:

UA Canadian Office
442 Gilmour Street
Ottawa, ON K2P 0R8

The following funds are to be sent to:

OPPSPF
Local Training
Local Union Dues (Field Dues)
Stabilization
Local Union Building Fund

UA Local 71 Ottawa

1250 Ages Drive
Ottawa, Ontario
K1Z 5L5

EPSCA Association Funds should be forwarded to:

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

Helmets to Hardhats should be forwarded to:

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

Union Dues

Local Union Dues Checkoff -

01-May-19	1.07
01-May-20	1.12
01-May-21	1.13
01-May-22	1.14
01-May-23	1.15
01-May-24	1.16

Union Dues are not included in Union Funds.

Union Dues are to be deducted from the Base Hourly Rate.

GEOGRAPHIC AREA: Ottawa-Carleton(RM); the Counties of Russell, Lanark, Renfrew and Cornwall.