

I.C.I.
LOCAL 71 OTTAWA APPENDIX 13
WAGE AND BENEFITS SCHEDULE
November 1, 2011 TO April 30, 2012

EFFECTIVE DATES	JOURNEYMEN	APPRENTICE 40% 1ST YEAR	APPRENTICE 50% 2ND YEAR	APPRENTICE 60% 3RD YEAR	APPRENTICE 70% 4TH YEAR	APPRENTICE 80% 5TH YEAR
BASIC RATE	34.56	13.82	17.28	20.74	24.19	27.65
VACATION PAY - 11%	3.80	1.52	1.90	2.28	2.66	3.04
WELFARE	3.12	3.12	3.12	3.12	3.12	3.12
PENSION	6.76	2.70	3.38	4.06	4.73	5.41
TRAINING	0.40	0.40	0.40	0.40	0.40	0.40
ARTICLE 23	0.10	0.10	0.10	0.10	0.10	0.10
ARTICLE 30	0.03	0.03	0.03	0.03	0.03	0.03
DENOVO	0.04	0.04	0.04	0.04	0.04	0.04
OCS	0.01	0.01	0.01	0.01	0.01	0.01
O.P.T.P.F.	0.26	0.26	0.26	0.26	0.26	0.26
STABILIZATION FUND	1.30	0.52	0.65	0.78	0.91	1.04
UNION FIELD DUES	1.01	1.01	1.01	1.01	1.01	1.01
Local Union Bldg Fund	0.27	0.27	0.27	0.27	0.27	0.27
TOTAL	51.66	23.81	28.45	33.09	37.74	42.38
ZONE ASSOCIATION FUND	0.39	0.39	0.39	0.39	0.39	0.39
MIAC/WTF FUNDS	0.05	0.05	0.05	0.05	0.05	0.05
TOTAL	52.10	24.25	28.89	33.53	38.18	42.82

UNION DUES \$31.00 / PER MONTH

FOREMAN RATE IS BASIC RATE + 15%

GENERAL FORMAN RATE IS BASIC RATE +20%

**I.C.I.
LOCAL 71
WAGE AND BENEFITS SCHEDULE
MAY 23, 2010 TO APRIL 30, 2013**

EFFECTIVE DATES	May 23, 2010	May 1, 2011	November 1, 2011	May 1, 2012
BASIC RATE	33.50	34.04	34.56	35.28
VACATION PAY	3.68	3.74	3.80	3.88
WELFARE	3.12	3.12	3.12	3.12
PENSION	6.58	6.67	6.76	6.83
TRAINING	0.40	0.40	0.40	0.40
ARTICLE 23	0.10	0.10	0.10	0.10
ARTICLE 30	0.03	0.03	0.03	0.03
DENOVO	0.04	0.04	0.04	0.04
OCS	0.01	0.01	0.01	0.01
O.P.T.P.F.	0.26	0.26	0.26	0.26
STABILIZATION FUND	1.30	1.30	1.30	1.30
UNION FIELD DUES	0.99	0.99	1.01	1.01
Local Union Bldg Fund	0.15	0.21	0.27	0.40
TOTAL	50.16	50.91	51.66	52.66
INDUSTRY FUND	0.39	0.39	0.39	0.39
MIAC/WTF FUNDS	0.05	0.05	0.05	0.05
TOTAL	50.60	51.35	52.10	53.10