

**APPENDIX "E": ONTARIO  
WAGE AND BENEFIT SCHEDULE**

Boilermakers, Welders, Blacksmiths, Fitters, Riggers, General Foreman, Foreman,  
Assistant Foreman, Journeyman, Apprentice, Helper

| EFFECTIVE DATE                   | 23-May-10           | 01-Jul-10  | 01-May-11           | 03-Jul-11           | 01-Nov-11           | 29-Apr-12           |  |
|----------------------------------|---------------------|--|---------------------|---------------------|---------------------|---------------------|--|
| GENERAL FOREMAN                  | 41.27               | 39.81  | 40.48               | 40.48               | 41.15               | 42.04               |  |
| FOREMAN                          | 39.27               | 37.81  | 38.48               | 38.48               | 39.15               | 40.04               |  |
| ASS'T FOREMAN                    | 36.47               | 35.01  | 35.68               | 35.68               | 36.35               | 37.24               |  |
| JOURNEYMAN                       | 35.27               | 33.81  | 34.48               | 34.48               | 35.15               | 36.04               |  |
| 4TH YR. APPRENT. <sup>(2)</sup>  | 31.60               | 30.14  | 30.74               | 30.74               | 31.35               | 32.15               |  |
| 3RD YR. APPRENT. <sup>(2)</sup>  | 27.93               | 26.47  | 27.01               | 27.01               | 27.54               | 28.25               |  |
| 2ND YR. APPRENT. <sup>(2)</sup>  | 24.26               | 22.80  | 23.27               | 23.27               | 23.74               | 24.36               |  |
| 1ST YR. APPRENT. <sup>(2)</sup>  | 20.58               | 19.13  | 19.53               | 19.53               | 19.93               | 20.47               |  |
| HELPER <sup>(2)</sup>            | 24.26               | 22.80  | 23.27               | 23.27               | 23.74               | 24.36               |  |
| VACATION PAY                     | 9%                  | 9%   | 9%                  | 9%                  | 9%                  | 9%                  |  |
| STAT. PAY                        | 3%                  | 3%   | 3%                  | 3%                  | 3%                  | 3%                  |  |
| HEALTH & WELFARE                 | 2.25                | 2.25   | 2.25                | 2.25                | 2.25                | 2.25                |  |
| PENSION <sup>(1)</sup>           | 8.12 <sup>(a)</sup> | 9.74 <sup>(b)</sup>  | 9.74 <sup>(b)</sup> | 9.74 <sup>(b)</sup> | 9.74 <sup>(b)</sup> | 9.74 <sup>(b)</sup> |  |
| UNION PROMOTION                  | 0.24                | 0.24   | 0.24                | 0.24                | 0.24                | 0.24                |  |
| EDUCATIONAL TRAIN.               | 0.38                | 0.38   | 0.38                | 0.38                | 0.38                | 0.38                |  |
| APPRENTICESHIP                   | 0.08                | 0.08   | 0.08                | 0.08                | 0.08                | 0.08                |  |
| NATIONAL TRAINING <sup>(3)</sup> | 0.31                | 0.31   | 0.31                | 0.31                | 0.31                | 0.31                |  |
| DE NOVO                          | 0.02                | 0.04   | 0.04                | 0.04                | 0.04                | 0.04                |  |
| AUDIOMETRIC                      | 0.03                | 0.03   | 0.03                | 0.03                | 0.03                | 0.03                |  |
| ADMINISTRATION                   | 0.13                | 0.13   | 0.13                | 0.26                | 0.26                | 0.26                |  |
| HOURS OF WORK                    | 8                   | 8  | 8                   | 8                   | 8                   | 8                   |  |
|                                  |                     |  | (See Article 14.00) |                     |                     |                     |  |
| SHIFT PREMIUM                    |                     |  |                     |                     |                     |                     |  |
| 2ND SHIFT                        | 1 1/5               | 1 1/5  | 1 1/5               | 1 1/5               | 1 1/5               | 1 1/5               |  |
| 3RD SHIFT                        | 1 1/5               | 1 1/5  | 1 1/5               | 1 1/5               | 1 1/5               | 1 1/5               |  |
| OVERTIME                         | 2                   | 2  | 2                   | 2                   | 2                   | 2                   |  |
| TRANSPORTATION RATE              | 0.44                | 0.44   | 0.46                | 0.46                | 0.46                | 0.48                |  |
| SUBSISTENCE                      |                     |  |                     |                     |                     |                     |  |
| SOUTHERN ONT.                    | \$98/DAY<br>WORKED  | \$98/DAY<br>WORKED   | \$101/DAY<br>WORKED | \$101/DAY<br>WORKED | \$101/DAY<br>WORKED | \$104/DAY<br>WORKED |  |
|                                  |                     | (TORONTO,SARNIA,HAMILTON, KINGSTON OUT OF WORK LIST AREAS) |                     |                     |                     |                     |  |
| NORTHERN ONT.                    | \$104/DAY<br>WORKED | \$104/DAY<br>WORKED  | \$107/DAY<br>WORKED | \$107/DAY<br>WORKED | \$107/DAY<br>WORKED | \$110/DAY<br>WORKED |  |
|                                  |                     | (WINNIPEG,THUNDER BAY,SUDBURY OUT OF WORK LIST AREAS)      |                     |                     |                     |                     |  |

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(1) Pension contribution is comprised of two components, a Basic Pension Deduction and a Special Funding Contribution:

(a) Includes Special Funding Contribution of \$1.62

(b) Includes Special Funding Contribution of \$3.24

(2) Rates for First, Second, Third, & Fourth year Apprentices, and Helper are inclusive of the Collective Agreement Rate plus the "Special Funding Contribution" for the Pension Plan.

(3) Breakdown of National Training Funds follows.

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**Summary of Contributions contained in National Training (NTTF)**

|                          |        |
|--------------------------|--------|
| National Training (NTTF) | \$0.05 |
| National Organizing      | \$0.04 |
| Common Arc               | \$0.10 |
| National Health & Safety | \$0.05 |
| Union Promotion          | \$0.03 |
| National Marketing       | \$0.04 |