

SHEETERS, CLADDERS and DECKERS

ARTICLE NINE – WAGE AND BENEFITS

9.01 Wages and Benefits shall be in accordance with following schedules:

Industrial Increase Factor = JM GR 55.45 x .775%=\$0.43- \$0.01(WFDT)=\$0.42

(b) Industrial

	BASE	HOL& VAC	H&W	PENSION	TRAINING	BENEV.	TOTAL
General Foreman							
3-May-15	50.30	5.03	1.65	5.50	0.30	0.09	62.87
4-Nov-18	50.69	5.07	1.65	5.50	0.30	0.09	63.30
Foreman							
3-May-15	48.05	4.81	1.65	5.50	0.30	0.09	60.40
4-Nov-18	48.44	4.84	1.65	5.50	0.30	0.09	60.82
Journeyman							
3-May-15	43.55	4.36	1.65	5.50	0.30	0.09	55.45
4-Nov-18	43.94	4.39	1.65	5.50	0.30	0.09	55.87
Third Year Apprentice 85%							
3-May-15	37.02	3.70	1.65	5.50	0.30	0.09	48.26
4-Nov-18	37.35	3.74	1.65	5.50	0.30	0.09	48.63
Second Year Apprentice 75%							
3-May-15	32.66	3.27	1.65	5.50	0.30	0.09	43.47
4-Nov-18	32.96	3.30	1.65	5.50	0.30	0.09	43.80
First Year Apprentice 65%							
3-May-15	28.31	2.83	1.65	*	0.30	0.09	33.18
4-Nov-18	28.56	2.86	1.65	*	0.30	0.09	33.46
Probationary 55%							
3-May-15	23.95	2.40	1.65	*	0.30	0.09	28.39
4-Nov-18	24.16	2.42	1.65	*	0.30	0.09	28.62

Wages Schedules to be determined as per Letter of Understanding “Wage Determination”

Wage Adjustment dates are the first Sunday of May and the first Sunday of November for each year of the agreement. Any adjustments to the contributions to the benefit plans will be implemented in conjunction with the respective May wage adjustment.

*Note: Probationary employees (Commercial/Institutional & Industrial) shall not receive the Pension contributions. First year apprentices will begin to receive pension contributions after they have worked 1425 hours. (Refer to Article 14.02(b)(5).

NOTE: please also see Letter of Understanding entitled “Wage Determination – Industrial.”