

ICI WAGE SCHEDULE - MAY 1, 2025

May 1, 2025	BASE WAGE \$	VACATION PAY \$	MEDICAL \$	PENSION \$	UNION \$	S.U.B. \$	WAGE PACKAGE \$	EKJATC & OCS \$	WECA & ECAO \$	TOTAL PACKAGE \$
JOURNEYMAN	45.64	7.30	3.58	10.67	4.66	6.69	78.54	0.12	0.35	79.01
SUB FOREMAN	47.92	7.67	3.58	10.67	4.66	6.69	81.19	0.12	0.35	81.66
WORKING FOREMAN	50.20	8.03	3.58	10.67	4.66	6.69	83.83	0.12	0.35	84.30
CABLE SPLICER 5 K.V.	50.20	8.03	3.58	10.67	4.66	6.69	83.83	0.12	0.35	84.30
NON-WORKING FOREMAN	52.49	8.40	3.58	10.67	4.66	6.69	86.49	0.12	0.35	86.96
CABLE SPLICER OVER 5 K.V.	52.49	8.40	3.58	10.67	4.66	6.69	86.49	0.12	0.35	86.96
GENERAL FOREMAN	54.77	8.76	3.58	10.67	4.66	6.69	89.13	0.12	0.35	89.60
1ST TERM	18.26	2.92	3.58	4.27	4.66	2.68	36.37	0.12	0.35	36.84
2ND TERM	22.82	3.65	3.58	5.34	4.66	3.35	43.40	0.12	0.35	43.87
3RD TERM	27.38	4.38	3.58	6.40	4.66	4.01	50.41	0.12	0.35	50.88
4TH TERM	31.95	5.11	3.58	7.47	4.66	4.68	57.45	0.12	0.35	57.92
5TH TERM	36.51	5.84	3.58	8.54	4.66	5.35	64.48	0.12	0.35	64.95

May 1, 2025

Funds to Union

0.20	C.C.O.	Medical	3.58	(+ 8% RST)
0.03	Bill 162	Pension	10.67	
0.10	Promo Plan (+ 13% HST)	S.U.B.	6.69	
2.04	Working Dues	Union	4.66	
0.29	Union Fund			
2.00	Stabilization			
		Total Union Funds	25.60	

4.66 Funds to Union

Breakdown of ECA Funds:

Association Fund (WECA) = \$ 0.23 (Plus 13% HST)
 ECA Ontario Fund (ECAO) = \$ 0.12 (Plus 13% HST)
 EKJATC Fund = \$ 0.11
 Ontario Construction Secretariat Bill 158 (OCS) = \$ 0.01

ECA Funds:	
WECA	0.23 (+ 13% HST)
ECAO	0.12 (+ 13% HST)
EKJATC	0.11
OCS	0.01
TOTAL	26.07

PLEASE NOTE: VACATION PAY IS NOW CALCULATED AT 16%

ICI AFTERNOON & MIDNIGHT SHIFT PREMIUMS - MAY 1, 2025

May 1, 2025	BASE WAGE	VACATION PAY	MEDICAL	PENSION	UNION	S.U.B.	WAGE PACKAGE	EKJATC & OCS	WECA & ECAO	TOTAL PACKAGE
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
JOURNEYMAN	45.64	7.30	3.58	10.67	4.66	6.69	78.54	0.12	0.35	79.01
SUB FOREMAN	47.92	7.67	3.58	10.67	4.66	6.69	81.19	0.12	0.35	81.66
WORKING FOREMAN	50.20	8.03	3.58	10.67	4.66	6.69	83.83	0.12	0.35	84.30
CABLE SPLICER 5 K.V.	50.20	8.03	3.58	10.67	4.66	6.69	83.83	0.12	0.35	84.30
NON-WORKING FOREMAN	52.49	8.40	3.58	10.67	4.66	6.69	86.49	0.12	0.35	86.96
CABLE SPLICER OVER 5 K.V.	52.49	8.40	3.58	10.67	4.66	6.69	86.49	0.12	0.35	86.96
GENERAL FOREMAN	54.77	8.76	3.58	10.67	4.66	6.69	89.13	0.12	0.35	89.60
1ST TERM	18.26	2.92	3.58	4.27	4.66	2.68	36.37	0.12	0.35	36.84
2ND TERM	22.82	3.65	3.58	5.34	4.66	3.35	43.40	0.12	0.35	43.87
3RD TERM	27.38	4.38	3.58	6.40	4.66	4.01	50.41	0.12	0.35	50.88
4TH TERM	31.95	5.11	3.58	7.47	4.66	4.68	57.45	0.12	0.35	57.92
5TH TERM	36.51	5.84	3.58	8.54	4.66	5.35	64.48	0.12	0.35	64.95

May 1, 2024

Funds to Union

0.20	C.C.O.
0.03	Bill 162
0.10	Promo Plan + 13% HST
2.04	Working Dues
0.29	Union Fund
2.00	Stabilization
4.66	Funds to Union

Medical	3.58	+ 8% RST
Pension	10.67	
S.U.B.	6.69	
Union	4.66	
Total Union Funds	25.60	

ECA Funds:		
WECA	0.23	+ 13% HST
ECAO	0.12	+ 13% HST
EKJATC	0.11	
OCS	0.01	
TOTAL	26.07	

Breakdown of ECA Funds:

Association Fund (WECA) = \$ 0.23 (Plus 13% HST)
 ECA Ontario Fund (ECAO) = \$ 0.12 (Plus 13% HST)
 EKJATC Fund = \$ 0.11
 Ontario Construction Secretariat Bill 158 (OCS) = \$ 0.01

SHIFT PREMIUMS:

AFTERNOONS - REGULAR HOURS OF WORK

15% ON EMPLOYEES BASE WAGE
 eg. - Journeyman - 45.64 x 1.15 = 52.49
 eg. - Sub-Foreman - 47.92 x 1.15 = 55.11
 eg. - Working Foreman - 50.20 x 1.15 = 57.73
 eg. - Non-Working Foreman - 52.49 x 1.15 = 60.36
 eg. - General Foreman - 54.77 x 1.15 = 62.99
 eg. - 1st Term - 18.26 x 1.15 = 21.00
 eg. - 2nd Term - 22.82 x 1.15 = 26.24
 eg. - 3rd Term - 27.38 x 1.15 = 31.49
 eg. - 4th Term - 31.95 x 1.15 = 36.74
 eg. - 5th Term - 36.51 x 1.15 = 41.99

AFTERNOONS - OUTSIDE REGULAR HOURS OF WORK

15% ON EMPLOYEES BASE WAGE + BASE WAGE
 eg. - Journeyman - 45.64 x 1.15 + 45.64 = 98.13
 eg. - Sub-Foreman - 47.92 x 1.15 + 47.92 = 103.03
 eg. - Working Foreman - 50.20 x 1.15 + 50.20 = 107.93
 eg. - Non-Working Foreman - 52.49 x 1.15 + 52.49 = 112.85
 eg. - General Foreman - 54.77 x 1.15 + 54.77 = 117.76
 eg. - 1st Term - 18.26 x 1.15 + 18.26 = 39.26
 eg. - 2nd Term - 22.82 x 1.15 + 22.82 = 49.06
 eg. - 3rd Term - 27.38 x 1.15 + 27.38 = 58.87
 eg. - 4th Term - 31.95 x 1.15 + 31.95 = 68.69
 eg. - 5th Term - 36.51 x 1.15 + 36.51 = 78.50

MIDNIGHTS - REGULAR HOURS OF WORK

20% ON EMPLOYEES BASE WAGE
 eg. - Journeyman - 45.64 x 1.20 = 54.77
 eg. - Sub-Foreman - 47.92 x 1.20 = 57.50
 eg. - Working Foreman - 50.20 x 1.20 = 60.24
 eg. - Non-Working Foreman - 52.49 x 1.20 = 62.99
 eg. - General Foreman - 54.77 x 1.20 = 65.72
 eg. - 1st Term - 18.26 x 1.20 = 21.91
 eg. - 2nd Term - 22.82 x 1.20 = 27.38
 eg. - 3rd Term - 27.38 x 1.20 = 32.86
 eg. - 4th Term - 31.95 x 1.20 = 38.34
 eg. - 5th Term - 36.51 x 1.20 = 43.81

MIDNIGHTS - OUTSIDE REGULAR HOURS OF WORK

20% ON EMPLOYEES BASE WAGE + BASE WAGE
 eg. - Journeyman - 45.64 x 1.20 + 45.64 = 100.41
 eg. - Sub-Foreman - 47.92 x 1.20 + 47.92 = 105.42
 eg. - Working Foreman - 50.20 x 1.20 + 50.20 = 110.44
 eg. - Non-Working Foreman - 52.49 x 1.20 + 52.49 = 115.48
 eg. - General Foreman - 54.77 x 1.20 + 54.77 = 120.49
 eg. - 1st Term - 18.26 x 1.20 + 18.26 = 40.17
 eg. - 2nd Term - 22.82 x 1.20 + 22.82 = 50.20
 eg. - 3rd Term - 27.38 x 1.20 + 27.38 = 60.24
 eg. - 4th Term - 31.95 x 1.20 + 31.95 = 70.29
 eg. - 5th Term - 36.51 x 1.20 + 36.51 = 80.32

PLEASE NOTE: VACATION PAY IS NOW CALCULATED AT 16%