

ICI WAGE SCHEDULE - MAY 1, 2026

May 1, 2026	BASE WAGE \$	VACATION PAY \$	MEDICAL \$	PENSION \$	UNION \$	S.U.B. \$	WAGE PACKAGE \$	EKJATC & OCS \$	WECA & ECAO \$	TOTAL PACKAGE \$
JOURNEYMAN	47.87	7.66	3.58	11.00	4.74	6.69	81.54	0.12	0.35	82.01
SUB FOREMAN	50.26	8.04	3.58	11.00	4.74	6.69	84.31	0.12	0.35	84.78
WORKING FOREMAN	52.66	8.43	3.58	11.00	4.74	6.69	87.10	0.12	0.35	87.57
CABLE SPLICER 5 K.V.	52.66	8.43	3.58	11.00	4.74	6.69	87.10	0.12	0.35	87.57
NON-WORKING FOREMAN	55.05	8.81	3.58	11.00	4.74	6.69	89.87	0.12	0.35	90.34
CABLE SPLICER OVER 5 K.V.	55.05	8.81	3.58	11.00	4.74	6.69	89.87	0.12	0.35	90.34
GENERAL FOREMAN	57.44	9.19	3.58	11.00	4.74	6.69	92.64	0.12	0.35	93.11
1ST TERM	19.15	3.06	3.58	4.40	4.74	2.68	37.61	0.12	0.35	38.08
2ND TERM	23.94	3.83	3.58	5.50	4.74	3.35	44.94	0.12	0.35	45.41
3RD TERM	28.72	4.60	3.58	6.60	4.74	4.01	52.25	0.12	0.35	52.72
4TH TERM	33.51	5.36	3.58	7.70	4.74	4.68	59.57	0.12	0.35	60.04
5TH TERM	38.30	6.13	3.58	8.80	4.74	5.35	66.90	0.12	0.35	67.37

May 1, 2026

Funds to Union

0.20	C.C.O.	Medical	3.58	(+ 8% RST)
0.03	Bill 162	Pension	11.00	
0.10	Promo Plan (+ 13% HST)	S.U.B.	6.69	
2.12	Working Dues	Union	4.74	
0.29	Union Fund			
2.00	Stabilization			
		Total Union Funds	26.01	

4.74 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 26.48