

IRONWORKERS**SCHEDULE OF REVISED RATES OF CONTRIBUTIONS TO BENEFIT, PENSION AND OTHER FUNDS**

Union Local	Classification & Effective Date	Benefit *	Retail Sales Tax *	Field Dues Check-off **	T.I.P.	Industry Fund	District Council **	Total Benefits Payable	Pension	Total Package Payable
700	Ironworkers - Effective May 1, 2015 through April 30, 2016	\$3.55	\$0.280	\$1.41	\$0.20	\$0.12	\$0.86	\$6.420	\$7.20	\$13.620
721	Ironworkers - Effective May 1, 2015 through April 30, 2016	\$3.55	\$0.280	\$1.97	\$0.10	\$0.12	\$0.86	\$6.880	\$7.20	\$14.080
736	Ironworkers - Effective May 1, 2015 through April 30, 2016	\$3.55	\$0.280	\$2.15	\$0.20	\$0.12	\$0.86	\$7.160	\$7.20	\$14.360
759	Ironworkers - Effective May 1, 2015 through April 30, 2016	\$3.55	\$0.280	\$1.90	\$0.20	\$0.12	\$0.86	\$6.910	\$7.20	\$14.110
765	Ironworkers - Effective May 1, 2015 through April 30, 2016	\$3.55	\$0.280	\$2.22	\$0.20	\$0.12	\$0.86	\$7.230	\$7.20	\$14.430
786	Ironworkers - Effective May 1, 2015 through April 30, 2016	\$3.55	\$0.280	\$1.82	\$0.20	\$0.12	\$0.86	\$6.830	\$7.20	\$14.030

* Benefit contribution of \$3.50 is subject to 8% Ontario Retail Sales Tax

**Employee wage deduction (Tax receipts will be issued by the Plan Administrator)

REVISED MAY 2015

IRONWORKERS - SHIFT PREMIUM**SCHEDULE OF REVISED RATES OF CONTRIBUTIONS TO BENEFIT, PENSION AND OTHER FUNDS**

Union Local	Classification & Effective Date	Benefit *	Retail Sales Tax *	Field Dues Check-off **	T.I.P.	Industry Fund	District Council **	Total Benefits Payable	Pension	Total Package Payable
700	Ironworkers - Effective May 1, 2015 through April 30, 2016	\$4.08	\$0.322	\$1.62	\$0.23	\$0.14	\$0.99	\$7.382	\$8.28	\$15.662
721	Ironworkers - Effective May 1, 2015 through April 30, 2016	\$4.08	\$0.322	\$2.27	\$0.11	\$0.14	\$0.99	\$7.912	\$8.28	\$16.192
736	Ironworkers - Effective May 1, 2015 through April 30, 2016	\$4.08	\$0.322	\$2.47	\$0.23	\$0.14	\$0.99	\$8.232	\$8.28	\$16.512
759	Ironworkers - Effective May 1, 2015 through April 30, 2016	\$4.08	\$0.322	\$2.19	\$0.23	\$0.14	\$0.99	\$7.952	\$8.28	\$16.232
765	Ironworkers - Effective May 1, 2015 through April 30, 2016	\$4.08	\$0.322	\$2.55	\$0.23	\$0.14	\$0.99	\$8.312	\$8.28	\$16.592
786	Ironworkers - Effective May 1, 2015 through April 30, 2016	\$4.08	\$0.322	\$2.09	\$0.23	\$0.14	\$0.99	\$7.852	\$8.28	\$16.132

* Benefit contribution of \$4.03 is subject to 8% Ontario Retail Sales Tax

**Employee wage deduction (Tax receipts will be issued by the Plan Administrator)

REVISED MAY 2015

Shift Premium Rates are 15% higher than I.C.I. Regular Rates

RODMEN**SCHEDULE OF REVISED RATES OF CONTRIBUTIONS TO BENEFIT, PENSION AND OTHER FUNDS**

Union Local	Classification & Effective Date	Benefit *	Retail Sales Tax *	Field Dues Check-off ***	T.I.P.	Industry Fund **	District Council ***	Total Benefits Payable	Pension	Total Package Payable
700	Rodmen - Effective May 1, 2015 through April 30, 2016	\$3.55	\$0.280	\$1.36	\$0.20	\$0.01	\$0.84	\$6.240	\$7.20	\$13.440
721	Rodmen - Effective May 1, 2015 through April 30, 2016	\$3.05	\$0.240	\$1.93	\$0.05	\$0.01	\$0.84	\$6.120	\$7.23	\$13.350
736	Rodmen - Effective May 1, 2015 through April 30, 2016	\$3.55	\$0.280	\$2.15	\$0.20	\$0.01	\$0.84	\$7.030	\$7.20	\$14.230
759	Rodmen - Effective May 1, 2015 through April 30, 2016	\$3.55	\$0.280	\$1.86	\$0.20	\$0.01	\$0.84	\$6.740	\$7.20	\$13.940
765	Rodmen - Effective May 1, 2015 through April 30, 2016	\$3.55	\$0.280	\$2.13	\$0.20	\$0.01	\$0.84	\$7.010	\$7.20	\$14.210
786	Rodmen - Effective May 1, 2015 through April 30, 2016	\$3.55	\$0.280	\$1.72	\$0.20	\$0.01	\$0.84	\$6.600	\$7.20	\$13.800

* Benefit contribution of \$3.50 (Locals 700, 736, 759, 765 & 786) and \$3.00 (Local 721) is subject to 8% Ontario Retail Sales Tax

** Industry Fund is subject to H.S.T. - Please add 13% to your contribution when remitting

***Employee wage deduction (Tax receipts will be issued by the Plan Administrator)

REVISED MAY 2015



*International Association of Bridge, Structural,
Ornamental and Reinforcing Ironworkers*

Local Union No. 700
4069 County Rd. #46 RR#3
Maidstone, ON N0R 1K0
Phone - (519) 737-7110
Fax - (519) 737-7113

Ironworker Local 700 Collective Agreements

Article 12.1 – Wages

Journeyman Rates

May 1, 2015

Base Wage	\$39.93
Vacation Pay 10%	3.99
Benefits	3.55
Pension	7.20
TIP	0.20

Overtime is Double Total Package **Total** **\$54.87**

Foreman (Base) + 12% **+ 10% VP = \$ 49.19** **\$60.14**

GF Foreman (Base) + 20% **+10% VP = \$ 52.70** **\$63.65**

Deductions * (For all)

* Article 30.1 – Field Dues	\$1.41
* Article 30.3 – District Council	\$0.86
Article 30.2 – Industry Fund (Employer Contribution)	\$0.12

	Apprentice Rates	+ Fringes
60%	0 – 1000 Hrs \$23.96	Vac. Pay - 10%
70%	1001 – 2000 Hrs \$27.95	Benefits - \$3.55
75%	2001 – 3000 Hrs \$29.95	Pension - \$7.20
80%	3001– 4000 Hrs \$31.94	TIP - \$0.20
85%	4001 – 5000 Hrs \$33.94	
90%	5001-6000 Hrs \$35.94	

COMMUTING AND BOARD ALLOWANCES

ZONE 1	0 to 16 kms NIL
ZONE 2	16 to 24 kms \$ 5.64
ZONE 3	24 to 40 kms \$ 9.68
ZONE 4	40-to 80 kms \$22.61
BOARD not taxable	80-120 kms \$33.62
	120-160 kms \$46.54
	Over 160 kms \$ 114.93 per day worked

Serving Southwestern Ontario Since 1946



*International Association of Bridge, Structural,
Ornamental and Reinforcing Ironworkers*

Local Union No. 700
4069 County Rd. #46 RR#3
Maidstone, ON N0R 1K0
Phone - (519) 737-7110
Fax - (519) 737-7113

Local 700 Rodmen Collective Agreement

Article 14 Wages

	Journeyman Rates Windsor/London	May 1, 2015 Sarnia
Wages	\$37.89	\$38.36
Vacation Pay- 10%	\$ 3.78	\$ 3.83
Benefits	\$ 3.55	\$ 3.55
Pension	\$7.20	\$ 7.20
TIP	\$ 0.20	\$ 0.20
Total	\$ 52.62	\$53.14
Foreman	(above Journeyman Rate)	\$5.00
Sub – Foreman	(above Journeyman Rate)	\$3.00
Deductions * (For all)		
* Article 29 – Field Dues		\$1.36
* Article 32 – District Council		\$0.84
Article 31 – Industry Fund	(Employer Contribution)	\$0.01

Overtime is Double Total Package

	Apprentice Rates	Windsor/London	Sarnia	Fringes
60%	0 – 500 Hrs	\$22.73	\$ 23.01	Vac. Pay - 10%
70%	501 – 1000 Hrs	\$26.52	\$ 26.85	Benefits - \$3.55
80%	1001 – 2000 Hrs	\$30.31	\$ 30.69	Pension - \$7.20
90%	2001 – 3000 Hrs	\$34.10	\$ 34.52	TIP - \$0.20
95%	3001 – 4000 Hrs	\$35.99	\$ 36.44	

COMMUTING AND BOARD ALLOWANCE

WINDSOR- SARNIA

ZONE 1 0-16 kms nil
ZONE 2 16-24 kms \$5.56
ZONE 3 24-40 kms \$9.59
ZONE 4 40-160 kms \$0.46 per km max of (\$46.19 W) (\$41.99 S)

Board allowance over 160 kms \$ 116.64 per day worked

LONDON

ZONE 1 Radius of 48 kms from city hall nil
ZONE 2 48-64 kms \$14.34
ZONE 3 64-80 kms \$19.12
ZONE 4 80-97 kms \$25.49

Board Allowance 97 kms or more from city hall London \$65.32 per day worked

Serving Southwestern Ontario Since 1946



MIKE DIX
President/
Business Agent

AARON MURPHY
Business Manager/
Financial Secretary



IronWorkers Local 721, 909 Kipling Ave., Toronto, Ontario M8Z 5H3



LUIZ BARROS
Business Agent

DARREN J. MAHONEY
Business Agent

MARC ARSENAULT
Recording Secretary

I.C.I. IRONWORKERS WAGE BREAKDOWN

EFFECTIVE MAY 1, 2015

Note: This information also appears on our Website at www.iw721.org

May 1, 2015	
WAGES	\$40.02
VAC. PAY	\$4.00
WELFARE	\$3.55
PENSION	\$7.20
T.I.P.	\$0.10
TOTAL PACKAGE	\$54.87

****Note Total Wage package for the three years is \$3.95****

May 1, 2013 \$1.45 - May 1, 2014- \$1.30 – May 1, 2015 \$1.20 increase

Please note that Vacation Pay is to be paid on a weekly basis.

****GENERAL FOREMAN RATE** (\$8.00)**

****FOREMAN RATE** (\$4.80)**

****Field Dues Check Off @ \$1.97 per hour earned**Deducted from Wages****

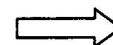
****District Council Fund \$0.86 per hour earned**Deducted from Wages****

****Industry Fund \$0.12 per hour earned**Employer Contribution****

Local 721-Toronto Commuting Allowances Rates

Zone 1	0 to	24 km	\$ 25.00
Zone 2	24 to	32 km	\$ 8.25
Zone 3	32 to	40 km	\$ 9.86
Zone 4	40 to	80 km	\$ 22.88
	80 to	120 km	\$ 32.64
	120 to	160 km	\$ 45.18
	over	160 km	\$114.58 per day worked

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Page 2



IronWorkers Local 721, 909 Kipling Ave., Toronto, Ontario M8Z 5H3



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Recording Secretary

MAY 1, 2015 SHOULD BE PAID AS FOLLOWS:

I.C.I. IRONWORKERS WAGE BREAKDOWN / SHIFT PREMIUM – ARTICLE 4.3

AFTERNOON AND NIGHT SHIFT

When a shift outside the normal working hours is worked, except if varied as in 4.2, payments shall be on the basis of 115% of package rates for the first seven (7) hours worked Monday to Friday. Any hours worked beyond 7 hours will be at the sole discretion of the employer and will be paid at double the negotiated package rates in Article 12. The shift premium outlined in 4.3 does not apply to Saturday, Sundays or recognized holidays.

Local 721- Toronto

Journeyman Ironworker, Rigger, Welder and Fence Erector

WAGE BREAKDOWN

May 1, 2015	
WAGES	\$ 46.03
VAC. PAY	4.60
WELFARE	4.08
PENSION	8.28
T.I.P.	0.11
TOTAL PACKAGE	\$63.10

****GENERAL FOREMAN RATE ** (\$9.21) ****

**** FOREMAN RATE ** (\$5.52) ****

****Includes District Council Fund \$0.99 per hour earned**Deducted from Wages****
****Includes Field Dues Assessment \$2.27 per hour earned**Deducted from Wages****
****O.E.A. – Industry Fund \$0.14 per hour earned**Employer Contribution****

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**WAGE SCALE BREAKDOWN
FOR
APPRENTICE I.C.I.
EFFECTIVE MAY 1, 2015**

INDUSTRIAL/COMMERCIAL/INSTITUTIONAL							
Period	PerCent	Wage	Vacation	Welfare	Pension	T.I.P.	Total
1	60%	\$24.01	\$2.40	\$3.55	\$7.20	\$0.10	\$ 37.26
2	70%	\$28.01	\$2.80	\$3.55	\$7.20	\$0.10	\$ 41.66
3	75%	\$30.02	\$3.00	\$3.55	\$7.20	\$0.10	\$ 43.87
4	80%	\$32.02	\$3.20	\$3.55	\$7.20	\$0.10	\$ 46.07
5	85%	\$34.02	\$3.40	\$3.55	\$7.20	\$0.10	\$ 48.27
6	90%	\$36.02	\$3.60	\$3.55	\$7.20	\$0.10	\$ 50.47
	100%	\$40.02	\$4.00	\$3.55	\$7.20	\$0.10	\$54.87

****Includes District Council Fund \$0.86 per hour earned ** Deducted from Wages****

****Includes Field Dues Assessment \$1.97 per hour earned ** Deducted from Wages****

****Includes O.E.A. - Industry Fund \$0.12 per hour earned ** Employer Contribution****

**SHIFT PREMIUM SCHEDULE - ARTICLE 4.3 AFTERNOON AND NIGHT SHIFT
SHOULD BE AS FOLLOWS:**

INDUSTRIAL/COMMERCIAL/INSTITUTIONAL							
Period	PerCent	Wage	Vacation	Welfare	Pension	T.I.P.	Total
1	60%	\$27.62	\$2.76	\$4.08	\$8.28	\$0.11	\$ 42.85
2	70%	\$32.22	\$3.22	\$4.08	\$8.28	\$0.11	\$ 47.91
3	75%	\$34.52	\$3.45	\$4.08	\$8.28	\$0.11	\$ 50.44
4	80%	\$36.82	\$3.68	\$4.08	\$8.28	\$0.11	\$ 52.97
5	85%	\$39.13	\$3.91	\$4.08	\$8.28	\$0.11	\$ 55.51
6	90%	\$41.43	\$4.14	\$4.08	\$8.28	\$0.11	\$ 58.04
	100%	\$46.03	\$4.60	\$4.08	\$8.28	\$0.11	\$ 63.10

****Includes District Council Fund \$0.99 per hour earned ** Deducted from Wages****

****Includes Field Dues Assessment \$2.27 per hour earned ** Deducted from Wages****

****Includes O.E.A. - Industry Fund \$0.14 per hour earned ** Employer Contribution****





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Recording Secretary

**WAGE BREAKDOWN
FOR
RODWORKERS**

MAY 1st 2015

**Note: This current wage breakdown is also available on our Website at
www.iw721.org**

May 1, 2015	
WAGES	\$39.25
VAC. PAY	\$ 3.93
WELFARE	\$ 3.05
PENSION	\$ 7.23
ROD T.I.P.	\$ 0.05
Total Package	\$53.51

****Note Total Wage package for the three years is \$3.95
Retroactive to May 1, 2013 - \$1.25 May 1, 2014 - \$1.35 May 1, 2015 - \$1.35**

****Field Dues Check Off @ \$1.93 per hour earned **Deducted from Wages**
District Council Check Off @\$0.84 per hour earned **Deducted from Wages
Industry Fund \$0.01 per hour earned **Employer Contributions
Please note that Vacation Pay is to be paid on a weekly basis.**

**** Foreman Rate** \$5.00**

**** Sub-Foreman** \$3.00**

Local 721 - Commuting Allowance Rates

	May 1 2013	May 1 2014	May 1 2015
Zone 1- 0 up to 24 kilometers from The Toronto City Hall.....	\$10.94/day	\$12.94	\$14.94
Zone 2 Outside of Zone 1 to 32 km limit.....	\$ 7.98/day		
Zone 3 Outside of Zone 2 to 40 km limit.....	\$11.13/day		
Zone 4 Outside of Zone 3 to 48 km limit.....	\$14.35/day		
Zone 5 Outside of Zone 4 to 80 km limit.....	\$21.54/day		
Zone 6 Outside of Zone 5 to 160 km limit.....	\$38.23/day		
Zone 7 Outside of Zone 6 to over 160 km	\$116.64 per day worked		

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Recording Secretary

APPRENTICE WAGE SCALE BREAKDOWN

EFFECTIVE MAY 1, 2015

RODWORKER							
Period	PerCent	Wage	Vacation	Welfare	Pension	RodTIP	Total
1	60%	\$23.55	\$2.36	\$3.05	\$7.23	\$0.05	\$36.24
2	70%	\$27.48	\$2.75	\$3.05	\$7.23	\$0.05	\$40.56
3	80%	\$31.40	\$3.14	\$3.05	\$7.23	\$0.05	\$44.87
4	90%	\$35.33	\$3.53	\$3.05	\$7.23	\$0.05	\$49.19
5	95%	\$37.29	\$3.73	\$3.05	\$7.23	\$0.05	\$51.35
6	100%	\$39.25	\$3.93	\$3.05	\$7.23	\$0.05	\$53.51

Field Dues Check Off @ \$1.93 per hour earned ****Deducted from Wages****
 District Council Check Off @0.84 per hour earned ****Deducted from Wages****
 Industry Fund @ 0.01 per hour earned ****Employer Contributions****
****Please note that Vacation Pay is to be paid on a weekly basis.****

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MIKE DIX
President/
Business Agent

AARON MURPHY
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Financial Secretary



IronWorkers Local 721, 909 Kipling Ave., Toronto, Ontario M8Z 5H3



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**WAGE BREAKDOWN
FOR
THE RESIDENTIAL, ORNAMENTAL CONTRACTORS
MAY 1st 2015**

Note: This information also appears on our Website at www.iw721.org under the "Wages" tab.

MAY 1, 2015	
Wages	\$37.40
Vacation Pay	\$ 3.74
Welfare	\$ 3.55
Pension	\$ 7.20
T.I.P.	\$ 0.10
Total Package	\$ 51.99

****Note total wage package for the three years is \$ 3.75****
May 1st 2013 \$1.25 - May 1st, 2014 - \$1.25 - May 1st, 2015 - \$1.25
****Please note that Vacation Pay is to be paid on a weekly basis. ****

**** Working Forepersons Rate 12%** \$4.49**
**** Non - Working General Forepersons Rate 20%** \$7.48**

****FIELD DUES CHECK-OFF @ \$1.97 CENTS PER HOUR EARNED **DEDUCTED FROM WAGES****
****DISTRICT COUNCIL CHECK OFF \$0.86 PER HOUR EARNED **DEDUCTED FROM WAGES****

Local 721-Toronto Commuting Allowances Rates

Zone 1	0 to 24 km	\$25.00
Zone 2	24 to 32 km	\$ 8.26
Zone 3	32 to 40 km	\$ 9.86
Zone 4	40 to 80 km	\$22.88
	80 to 120 km	\$32.65
	120 to 160 km	\$45.18
	Over 160 km	\$114.58 per day worked

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APPRENTICE WAGE SCALE BREAKDOWN
EFFECTIVE MAY 1, 2015

RESIDENTIAL							
Period	PerCent	Wage	Vacation	Welfare	Pension	TIP	Total
1	60%	\$22.44	\$2.24	\$3.55	\$7.20	\$0.10	\$35.33
2	70%	\$26.18	\$2.62	\$3.55	\$7.20	\$0.10	\$39.65
3	75%	\$28.05	\$2.81	\$3.55	\$7.20	\$0.10	\$41.71
4	80%	\$29.92	\$2.99	\$3.55	\$7.20	\$0.10	\$43.76
5	85%	\$31.79	\$3.18	\$3.55	\$7.20	\$0.10	\$45.82
6	90%	\$33.66	\$3.37	\$3.55	\$7.20	\$0.10	\$47.88
J	100%	\$37.40	\$3.74	\$3.55	\$7.20	\$0.10	\$51.99

Field Dues Check Off @ \$1.97 per hour earned **Deducted from Wages**
 District Council Check Off @ .86cent per hour earned ** Deducted from Wages
 Industry Fund @ .01 per hour earned **Employer Contributions**
 Please note that Vacation Pay is to paid on a weekly basis

**INTERNATIONAL ASSOCIATION OF
Bridge, Structural, Ornamental and Reinforcing Iron Workers**
AFFILIATED WITH A.F.L. - C.I.O.

LOCAL UNION No. 736



Ironworker Local 736 Collective Agreement

Wage Increase May 1, 2015

Article 12.1 - Wages

RATES

Base Wage	\$39.92
Vacation Pay 10%	4.00
Benefits	3.55
Pension	7.20
TIP	0.20

(Overtime is double total all) **TOTAL** \$54.87

Foreman (Base) + 12% + 10% VP
GF Foreman (Base) + 20% + 10% VP

DEDUCTIONS * (For all)

* Article 30.1 - Field Dues	\$2.15
* Article 30.3 - District Council	\$0.86
* Article 30.2 - Industry Fund (Employer Contribution)	\$0.12

APPRENTICE RATES

60%	0 - 1000 HRS	\$23.96
70%	1001 - 2000 HRS	\$27.95
75%	2001 - 3000 HRS	\$29.91
80%	3001 - 4000 HRS	\$31.94
85%	4001 - 5000 HRS	\$33.94
90%	5001 - 6000 HRS	\$35.93

FRINGES

Vac Pay	10%
Benefits	\$3.55
Pension	\$7.20
TIP	\$.20

COMMUTING AND BOARD ALLOWANCES

ZONE 1	0 To 16 kms	NIL
ZONE 2	16 To 24 kms	\$ 5.89
ZONE 3	24 To 40 kms	\$10.15
ZONE 4	40 To 80 kms	\$23.57

BOARD	Not Taxable	80 - 120 kms	\$33.62
		120 - 160 kms	\$46.54
Over		160 kms	\$118.02 per day worked

**INTERNATIONAL ASSOCIATION OF
 Bridge, Structural, Ornamental and Reinforcing Iron Workers**
 AFFILIATED WITH A.F.L. - C.I.O.
 LOCAL UNION No. 736



Rodman Local 736 Collective Agreement
Wage Increase May 1, 2015

Article 14 - Wages

RATES

Wages	\$38.47
Vacation Pay 10%	3.84
Benefits	3.55
Pension	7.20
TIP	0.20

(Overtime is double total all) **TOTAL** \$53.26

Foreman (Above Journeyman Rate) \$5.00

Sub Foreman (Above Journeyman Rate) \$3.00

DEDUCTIONS * (For all)

*Article 29 - Field Dues	\$2.15
*Article 32 - District Council	\$0.84
*Article 31 - Industry Fund (Employer Contribution)	\$0.01

APPRENTICE RATES

FRINGES

60% 0 - 500 HRS	\$ 23.09	Vac Pay 10%
70% 500 - 1000 HRS	\$ 26.93	Benefits \$3.55
80% 1001 - 2000 HRS	\$ 30.78	Pension \$7.20
90% 2001 - 3000 HRS	\$ 32.70	TIP \$0.20
95% 3001 - 4000 HRS	\$ 36.55	

COMMUTING AND BOARD ALLOWANCES

ZONE 1	0 To 24 kms	NIL
ZONE 2	24 To 32 kms	\$ 14.37
ZONE 3	32 To 40 kms	\$ 17.71
ZONE 4	40 To 80 kms	\$ 25.34
ZONE 5	80 To 160 kms	\$ 38.85
ZONE 6	OVER 160 kms	\$123.75 per day worked





International Association of Bridge, Structural, Ornamental & Reinforcing Iron Workers - **Local 759**

915 Alloy Drive, Thunder Bay, Ontario, P7B 5Z8

Telephone: 807.345.8151 Fax: 807.345.8159

local759@tbaytel.net

www.ironworkers759.org

Affiliated with the AFL-CIO

Collective Agreement May 1, 2013 – April 30, 2016

Structural Iron Worker Wage Breakdown May 1, 2015 - \$1.20 increase

	May 1, 2013	May 1, 2014	May 1, 2015
Wages	\$ 37.41***	38.51	39.39
Vacation Pay	3.74	3.85	3.94
Welfare	3.44	3.44	3.55
Pension	7.01	7.08	7.20
TIP	.18	.20	.20
Total Wage Package	\$ 51.78	53.08	54.28

Apprentices:

1st 1000 hrs – 60% - \$23.63

4th 1000 hrs – 80% - \$31.51

2nd 1000 hrs – 70% - \$27.57

5th 1000 hrs – 85% - \$33.48

3rd 1000 hrs – 75% - \$29.54

6th 1000 hrs – 90% - \$35.45

Foreman \$ 4.73 in addition to JIW rate (12%)

General Foreman \$ 7.88 in addition to JIW rate (20%)

Article 30.2 Industry Fund (Employer Contribution) \$0.12 per hour over and above package.

***Deducted from Wages -

Article 30.1 – COFD -check off field dues **\$ 1.90** (includes \$0.02 DeNovo contribution)

Article 30.3 – District Council dues **\$ 0.86**

Pension, Benefits, TIP, COFD, DC dues & Industry Fund remitted to:

Ontario Ironworker/Rodman Benefit Plan

111 Sheppard Avenue East

Toronto, ON M2N 6S2

by 15th of month, following the month the work was done



International Association of Bridge, Structural, Ornamental & Reinforcing Iron Workers - Local 759

915 Alloy Drive, Thunder Bay, Ontario, P7B 5Z8

Telephone: 807.345.8151 Fax: 807.345.8159

local759@tbaytel.net

www.ironworkers759.org

Affiliated with the AFL-CIO

LOCAL 759 – THUNDER BAY – MAY 1, 2013 to APRIL 30, 2016

TRAVEL, BOARD AND COMMUTING ALLOWANCES – IRON WORKER

COMMUTING:

AREA WITHIN THE CITY OF THUNDER BAY IS A TRAVEL FREE ZONE – UP TO 23 KM.

24 – 80 KM - \$0.58 CENTS PER KILOMETER IN LIEU OF FARE AND TRAVELLING TIME. (.60 cents May 1, 2014 and .62 cents May 1, 2015)

TRAVEL: INITIAL & RETURN:

SITES BEYOND 80 KM \$0.58 CENTS PER KILOMETER PLUS ONE MINUTES PAY PER KM AT THE RATE (\$0.60 May 1, 2014 and **\$0.62 May 1, 2015**)

EVERY 45 DAYS MILEAGE AND TRAVEL TO RETURN HOME TO THUNDER BAY MUST BE PAID.

BOARD ALLOWANCE:

BETWEEN 80 – 120 KILOMETERS FROM THE UNION HALL THUNDER BAY **\$94.74** PER DAY WORKED

BEYOND 120 KILOMETERS FROM THE UNION HALL THUNDER BAY **\$120.00** PER DAY WORKED

SHIFT PREMIUM:

115% OF WAGE PACKAGE FOR THE FIRST 7 HOURS
DOUBLE TIME FOR THE 8TH HOUR AND ON



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Collective Agreement May 1, 2013 – April 30, 2016

Reinforcing Iron Worker Wage Breakdown May 1, 2015 - \$ 1.35 increase

	May 1, 2013	May 1, 2014	May 1, 2015
Wages	\$ 36.08***	37.23	38.25
Vacation Pay	3.61	3.72	3.82
Benefits	3.44	3.44	3.55
Pension	7.01	7.08	7.20
TIP	.18	.20	.20
Total Wage Package	\$ 50.32	51.67	53.02

Apprentices

1st 500 hrs – 60% - \$22.95

2nd 500 hrs – 70% - \$26.77

2nd 1000 hrs – 80% - \$30.60

3rd 1000 hrs – 90% - \$34.43

4th 1000 hrs – 95% - \$36.34

Foreman \$ 5.00 in addition to Journeyman rate

Sub-Foreman \$ 3.00 in addition to Journeyman rate

Article 31 Industry Fund (Employer Contribution) .01 cent per hour over and above package.

****Deducted from Wages -

Article 29 – COFD -check off field dues **\$ 1.86** (includes \$0.02 DeNovo contribution)

Article 32 – District Council dues **\$0.84**

Pension, Benefits, TIP, COFD , DC dues, & Industry fund remitted to:

Ontario IW/Rodmen Benefit Plan

111 Sheppard Avenue E.

Toronto, ON M2N 6S2

by - the 15th of the month, following the month work was done



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LOCAL 759 – THUNDER BAY – May 1, 2013 to April 30, 2016

COMMUTING, TRAVEL AND BOARD ALLOWANCES – RODWORKER

COMMUTING

AREA WITHIN THE CITY LIMITS OF THUNDER BAY WILL BE CLASSIFIED AS A TRAVEL FREE ZONE. UP TO 31 KM.

32 – 80 KILOMETERS FROM THUNDER BAY **\$0.54** CENTS IN LIEU OF FARE AND TRAVELLING TIME.

TRAVEL – INITIAL AND RETURN

BEYOND (80) EIGHTY KILOMETERS - **\$0.54** CENTS PER KM. 9 MINUTES PAY AT THE RATE.

EVERY 45 DAYS MILEAGE AND TRAVEL TO RETURN HOME TO THUNDER BAY MUST BE PAID **\$0.54** CENTS PER KM PLUS .9 MINUTES PER KM TRAVELLED.

BOARD ALLOWANCE

80 – 120 KM **\$ 94.59** PER DAY WORKED

OVER 120 KM **\$120.00** PER DAY WORKED

SHIFT PREMIUM:

115% OF WAGE FOR THE FIRST 7 HOURS
DOUBLE TIME FOR THE 8TH HOUR AND ON



International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers

LOCAL UNION 765 - Affiliated with the A.F.L.-C.I.O.

Ironworkers Wage Increase

Effective May 1, 2015

Wages	\$39.93
Vacation Pay	\$ 3.99
Welfare	\$ 3.55
Pension	\$ 7.20
Trade Improvement Plan	<u>\$ 0.20</u>
Total	\$54.87

Foreman	12% above Journeyman rate	\$44.72
Gen Foreman	20% above Journeyman rate	\$47.92

Deductions

Field Dues	(Employee Deduction)	\$ 2.22
District Council	(Employee Deduction)	\$ 0.86

Industry Fund	(Employer Contribution)	\$ 0.12
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Apprentice Wages

60%	\$23.96	80%	\$31.94
70%	\$27.95	85%	\$33.94
75%	\$29.95	90%	\$35.94

Commuting Allowances

Zone 1	(Ottawa)	0 to 11 Km	\$20.00
Zone 1	(Kingston)	0 to 11 Km	\$11.49
Zone 2 & 3		11 to 32 Km	NIL
Zone 4		32 to 40 Km	\$ 9.43
Zone 5		40 to 80 Km	\$22.60
Travel Expenses during Working Hours			\$ 0.49

Board Allowances

80 Km to 120 Km	\$ 33.62
120 Km to 160 Km	\$ 46.53
Over 160 Km	\$ 118.01 Per Day Worked



International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers

LOCAL UNION 765 - Affiliated with the A.F.L.-C.I.O.

Ironworkers Wage Increase Afternoon Shift

Effective May 1, 2015

Wages	\$45.92
Vacation Pay	\$ 4.59
Welfare	\$ 4.08
Pension	\$ 8.28
Trade Improvement Plan	<u>\$ 0.23</u>
Total	\$63.10

Foreman	12% above Journeyman rate	\$51.43
Gen Foreman	20% above Journeyman rate	\$55.10

Deductions

Field Dues	(Employee Deduction)	\$ 2.55
District Council	(Employee Deduction)	\$ 0.99

Industry Fund	(Employer Contribution)	\$ 0.14
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Apprentice Wages

60%	\$27.55	80%	\$36.74
70%	\$32.14	85%	\$37.03
75%	\$34.44	90%	\$41.33

Commuting Allowances

Zone 1	(Ottawa)	0 to 11 Km	\$23.00
Zone 1	(Kingston)	0 to 11 Km	\$11.49
Zone 2 & 3		11 to 32 Km	NIL
Zone 4		32 to 40 Km	\$ 9.43
Zone 5		40 to 80 Km	\$22.60
Travel Expenses during Working Hours			\$ 0.49

Board Allowances

80 Km to 120 Km	\$ 33.62
120 Km to 160 Km	\$ 46.53
Over 160 Km	\$118.01 Per Day Worked



International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers

LOCAL UNION 765 - Affiliated with the A.F.L.-C.I.O.

Rodmen Wage Increase

Effective May 1, 2015

Wages		\$37.86
Vacation Pay		\$ 3.79
Welfare		\$ 3.55
Pension		\$ 7.20
Trade Improvement Plan		<u>\$ 0.20</u>
Total		\$52.60

Sub-Foreman	\$3.00 above Journeyman rate	\$40.86
Foreman	\$5.00 above Journeyman rate	\$42.86

Deductions

Field Dues	(Employee Deduction)	\$2.13
District Council	(Employee Deduction)	\$0.84

Industry Fund	(Employer Contribution)	\$0.01
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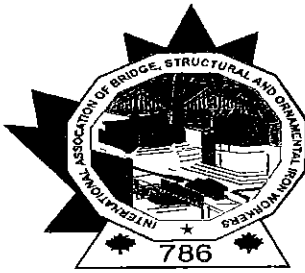
Apprentice Wages

60%	\$22.72	90%	\$34.07
70%	\$26.50	95%	\$35.97
80%	\$30.29		

Commuting & Board Allowances (Per Day Worked)

Zone 1	0 to 32 Km	Nil
Zone 2	32 to 40 Km	\$ 13.54
Zone 3	40 to 80 Km	\$ 20.71
Zone 4	80 to 160 Km	\$ 36.61
Zone 5	Over 160 Km	\$116.64
Travel Expenses during Working Hours		\$ 0.46

Ottawa River, King Edward. Queensway, Bronson \$14.80
 Travel Expenses during Working Hours for this area is \$10.00/job change



International Association
**Bridge, Structural, Ornamental
 and Reinforcing
 IRONWORKERS LOCAL 786**

97 St. George Street, Sudbury ON P3C 2W7
 Telephone: (705) 674-6903 Fax: (705) 674-8827

**LISTED BELOW ARE THE NEW WAGE RATES FOR IRONWORKERS
 UNION LOCAL 786 EFFECTIVE MAY 1, 2015:**

	Journeyman	Foreman	General Foreman
WAGES	\$ 39.93	\$ 44.72	\$ 47.91
VACATION PAY	3.99		
WELFARE	3.55		
PENSION	7.20		
TRADE IMPROVEMENT	0.20		
	<u>\$ 54.87</u>		

ALL PAYABLE TO: I.C.W.F.

O.E.A. INDUSTRY	\$ 0.12	PAID BY EMPLOYER
DISTRICT COUNCIL FUND	\$ 0.86 *	* TO BE DEDUCTED FROM WAGE RATE
FIELD DUES CHECK-OFF	\$ 1.82 *	* TO BE DEDUCTED FROM WAGE RATE

Ironworker Apprentice Rates:

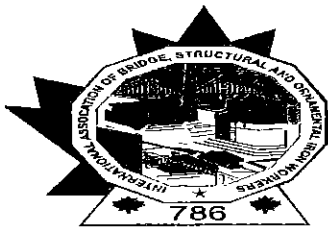
60%	23.96
70%	27.95
75%	29.95
80%	31.94
85%	33.94
90%	35.94

COMMUTING ALLOWANCES effective May 1, 2015:

Zone 1	0 up to 24 kms	NIL
Zone 2	24 to 40 kms	\$ 13.45
Zone 3	40 to 80 kms	\$ 40.37

BOARD ALLOWANCES effective May 1, 2015:

80 - 120 kms	\$ 51.38
120 - 160 kms	\$ 64.31
over 160 kms	\$ 118.06



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**LISTED BELOW ARE THE NEW WAGE RATES FOR IRONWORKERS
 UNION LOCAL 786 EFFECTIVE MAY 1, 2015:**

MAINTENANCE AGREEMENT

	Journeyman	Foreman	General Foreman
WAGES	\$ 37.93	\$ 42.48	\$ 45.52
VACATION PAY	3.79		
WELFARE	3.55		
PENSION	7.20		
TRADE IMPROVEMENT	0.20		
	<u>\$ 52.67</u>		

ALL PAYABLE TO: I.C.W.F.

O.E.A. INDUSTRY	\$ 0.12	PAID BY EMPLOYER
DISTRICT COUNCIL FUND	\$ 0.86 *	* TO BE DEDUCTED FROM WAGE RATE
FIELD DUES CHECK-OFF	\$ 1.73 *	* TO BE DEDUCTED FROM WAGE RATE

Ironworker Apprentices Rates:

60%	22.76
70%	26.56
75%	28.45
80%	30.34
85%	32.24
90%	34.14

The hourly rate is \$2.00 less than the I.C.I. Rate

Overtime is paid at time and a half (1 1/2) Monday to Saturday

Sundays and Statutory Holidays are paid at Double Time (2x)

Benefits (Welfare and Pension) are paid at double time for ANY Overtime



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SHIFT PREMIUM SCHEDULE - RE: ARTICLE 4.3

**LISTED BELOW ARE THE NEW WAGE RATES FOR IRONWORKERS
 UNION LOCAL 786 EFFECTIVE MAY 1, 2015:**

**I.C.I. only, first seven (7) hours only, Monday to Friday,
 Overtime at double time at the regular rate.**

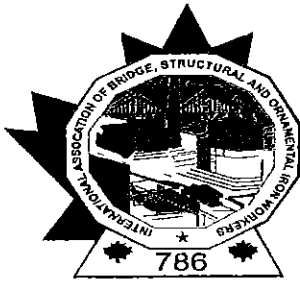
	Journeyman	Foreman	General Foreman
WAGES	\$ 45.92	\$ 51.43	\$ 55.10
VACATION PAY	4.59		
WELFARE	4.08		
PENSION	8.28		
TRADE IMPROVEMENT	0.23		
	<u>\$ 63.10</u>		

ALL PAYABLE TO: I.C.W.F.

O.E.A. INDUSTRY	\$ 0.12	PAID BY EMPLOYER
DISTRICT COUNCIL FUND	\$ 0.99 *	* TO BE DEDUCTED FROM WAGE RATE
FIELD DUES CHECK-OFF	\$ 2.09 *	* TO BE DEDUCTED FROM WAGE RATE

Apprentice Rates:

60%	27.55
70%	32.14
75%	34.44
80%	36.74
85%	39.03
90%	41.33



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 and Reinforcing
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LISTED BELOW ARE THE NEW WAGE RATES FOR **RODMEN
UNION LOCAL 786 EFFECTIVE MAY 1, 2015:**

	Journeyman	Sub Foreman	Foreman
WAGES	\$ 37.71	40.71	42.71
VACATION PAY	3.77		
WELFARE	3.55		
PENSION	7.20		
TRADE IMPROVEMENT	0.20		
	<u>\$ 52.43</u>		

ALL PAYABLE TO: I.C.W.F.

ASSOCIATION FUND	\$ 0.01		
DISTRICT COUNCIL FUND	\$ 0.84 *	* TO BE DEDUCTED FROM WAGE RATE	
FIELD DUES CHECK-OFF	\$ 1.72 *	* TO BE DEDUCTED FROM WAGE RATE	

Rod Apprentice Rates

60%	22.63
70%	26.40
80%	30.17
90%	33.94
95%	35.82