

Enabled Industrial Effective May 28, 2023
GRRSP Only

Balance of Plant

	Percent of J/W Rate	Wage Rate	Hol & Stat Pay	GRRSP	H&W	Ind. Funds	Total Package
Journey Wire/Winder	100%	48.65	5.84	5.70	2.50	1.08	63.77
A Foreman	123%	59.84	7.18	5.70	2.50	1.08	76.30
B Foreman	112%	54.49	6.54	5.70	2.50	1.08	70.31
General Foreman	133%	64.70	7.76	5.70	2.50	1.08	81.74
Cable Splicer	112%	54.49	6.54	5.70	2.50	1.08	70.31
Cable Splicer Foreman	120%	58.38	7.01	5.70	2.50	1.08	74.67
Instrument Tech	100%	48.65	5.84	5.70	2.50	1.08	63.77
Service Man	112%	54.49	6.54	5.70	2.50	1.08	70.31
Pre-Apprentice Rates							
1st 6 months	45%	21.89	2.63	0.00	2.50	1.08	28.10
2nd 6 months	50%	24.33	2.92	0.00	2.50	1.08	30.83
Apprentice Rates							
Standard Jrny Wire	100%	48.65	5.84	5.70	2.50	1.08	63.77
8th Term	90%	43.79	5.25	4.28	2.50	1.08	56.90
7th Term	85%	41.35	4.96	4.28	2.50	1.08	54.17
6th Term	80%	38.92	4.67	2.85	2.50	1.08	50.02
5th Term	75%	36.49	4.38	2.85	2.50	1.08	47.30
4th Term	70%	34.06	4.09	1.43	2.50	1.08	43.16
3rd Term	65%	31.62	3.79	1.43	2.50	1.08	40.42
2nd Term	60%	29.19	3.50	0.00	2.50	1.08	36.27
1st Term	55%	26.76	3.21	0.00	2.50	1.08	33.55

Houle & FMI

10 hrs * 1.28(Blended Rate), anything after 10 hrs is Double time on regular wage Rate.

48.65 * 1.28 = 62.27 Wage at Blended Rate

62.27 * 12% = 7.47 Holiday & Stat Pay

48.65 * 2(Double Time) = 97.30

Multiplier applies to GRRSP & Pension

GRRSP

5.70 * 1.28 = 7.30

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GRRSP & Pension

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A Foreman	123%	59.84	7.18	2.40	3.30	2.50	1.08	76.30
B Foreman	112%	54.49	6.54	2.40	3.30	2.50	1.08	70.31
General Foreman	133%	64.70	7.77	2.40	3.30	2.50	1.08	81.74
Cable Splicer	112%	54.49	6.54	2.40	3.30	2.50	1.08	70.31
Cable Splicer Foreman	120%	58.38	7.01	2.40	3.30	2.50	1.08	74.67
Instrument Tech	100%	48.65	5.84	2.40	3.30	2.50	1.08	63.77
Service Man	112%	54.49	6.54	2.40	3.30	2.50	1.08	70.31
Pre-Apprentice Rates								
1st 6 months	45%	21.89	2.63	0.00	0.00	2.50	1.08	28.10
2nd 6 months	50%	24.33	2.92	0.00	0.00	2.50	1.08	30.83
Apprentice Rates								
Standard Jrny Wire	100%	48.65	5.84	2.40	3.30	2.50	1.08	63.77
8th Term	90%	43.79	5.25	3.05	1.23	2.50	1.08	56.90
7th Term	85%	41.35	4.96	3.05	1.23	2.50	1.08	54.17
6th Term	80%	38.92	4.67	1.70	1.15	2.50	1.08	50.02
5th Term	75%	36.49	4.38	1.70	1.15	2.50	1.08	47.30
4th Term	70%	34.06	4.09	0.35	1.08	2.50	1.08	43.16
3rd Term	65%	31.62	3.79	0.35	1.08	2.50	1.08	40.42
2nd Term	60%	29.19	3.50	0.00	0.00	2.50	1.08	36.27
1st Term	55%	26.76	3.21	0.00	0.00	2.50	1.08	33.55

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Multiplier applies to GRRSP & Pension

GRRSP & Pension

RSP = 2.40 * 1.28 = 3.07

RRP = 3.30 * 1.28 = 4.23