

Inside Wiremans Increase Effective Oct 29, 2023

GRRSP Only

| | Percent of J/W Rate | Wage Rate | Hol & Stat Pay | GRRSP | H&W | Ind. Funds | Total Package |
|-----------------------------|---------------------|-----------|----------------|-------|------|------------|---------------|
| Journey Wire/Winder | 100% | 46.13 | 5.54 | 5.70 | 2.50 | 1.08 | 60.95 |
| A Foreman | 123% | 56.74 | 6.81 | 5.70 | 2.50 | 1.08 | 72.83 |
| B Foreman | 112% | 51.67 | 6.20 | 5.70 | 2.50 | 1.08 | 67.15 |
| General Foreman | 133% | 61.35 | 7.36 | 5.70 | 2.50 | 1.08 | 77.99 |
| Cable Splicer | 112% | 51.67 | 6.20 | 5.70 | 2.50 | 1.08 | 67.15 |
| Cable Splicer Foreman | 120% | 55.36 | 6.64 | 5.70 | 2.50 | 1.08 | 71.28 |
| Instrument Tech | 100% | 46.13 | 5.54 | 5.70 | 2.50 | 1.08 | 60.95 |
| Service Man | 112% | 51.67 | 6.20 | 5.70 | 2.50 | 1.08 | 67.15 |
| Pre-Apprentice Rates | | | | | | | |
| 1st 6 months | 45% | 20.76 | 2.49 | 0.00 | 2.50 | 1.08 | 26.83 |
| 2nd 6 months | 50% | 23.07 | 2.77 | 0.00 | 2.50 | 1.08 | 29.42 |
| Apprentice Rates | | | | | | | |
| Standard Jrny Wire | 100% | 46.13 | 5.54 | 5.70 | 2.50 | 1.08 | 60.95 |
| 8th Term | 90% | 41.52 | 4.98 | 4.28 | 2.50 | 1.08 | 54.36 |
| 7th Term | 85% | 39.21 | 4.71 | 4.28 | 2.50 | 1.08 | 51.78 |
| 6th Term | 80% | 36.90 | 4.43 | 2.85 | 2.50 | 1.08 | 47.76 |
| 5th Term | 75% | 34.60 | 4.15 | 2.85 | 2.50 | 1.08 | 45.18 |
| 4th Term | 70% | 32.29 | 3.87 | 1.43 | 2.50 | 1.08 | 41.17 |
| 3rd Term | 65% | 29.98 | 3.60 | 1.43 | 2.50 | 1.08 | 38.59 |
| 2nd Term | 60% | 27.68 | 3.32 | 0.00 | 2.50 | 1.08 | 34.58 |
| 1st Term | 55% | 25.37 | 3.04 | 0.00 | 2.50 | 1.08 | 31.99 |

2.5% Based on Total Package Oct 29/23

| | |
|----------------------|------------------------|
| 45.12 X 2.5% = 1.13 | New Rate & Holiday Pay |
| 45.12X 112% = 50.53 | New Rate |
| 50.53 + 1.13 = 51.67 | Holiday Pay |
| 51.66 ÷ 1.12 = 46.13 | New Rate & Holiday Pay |
| 46.13 X 12% = 5.54 | |
| 46.13 + 5.54 = 51.67 | |

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GRRSP & Pension

| | Percent of J/W | Wage Rate | Hol & Stat Pay | GRRSP | Pension | H&W | Ind. Funds | Total Package |
|-----------------------|----------------|-----------|----------------|-------|---------|------|------------|---------------|
| Journey Wire/Winder | 100% | 46.13 | 5.54 | 2.40 | 3.30 | 2.50 | 1.08 | 60.95 |
| A Foreman | 123% | 56.74 | 6.81 | 2.40 | 3.30 | 2.50 | 1.08 | 72.83 |
| B Foreman | 112% | 51.67 | 6.20 | 2.40 | 3.30 | 2.50 | 1.08 | 67.15 |
| General Foreman | 133% | 61.35 | 7.36 | 2.40 | 3.30 | 2.50 | 1.08 | 77.99 |
| Cable Splicer | 112% | 51.67 | 6.20 | 2.40 | 3.30 | 2.50 | 1.08 | 67.15 |
| Cable Splicer Foreman | 120% | 55.36 | 6.64 | 2.40 | 3.30 | 2.50 | 1.08 | 71.28 |
| Instrument Tech | 100% | 46.13 | 5.54 | 2.40 | 3.30 | 2.50 | 1.08 | 60.95 |
| Service Man | 112% | 51.67 | 6.20 | 2.40 | 3.30 | 2.50 | 1.08 | 67.15 |

Pre-Apprentice Rates

| | | | | | | | | |
|--------------|-----|-------|------|------|------|------|------|-------|
| 1st 6 months | 45% | 20.76 | 2.49 | 0.00 | 0.00 | 2.50 | 1.08 | 26.83 |
| 2nd 6 months | 50% | 23.07 | 2.77 | 0.00 | 0.00 | 2.50 | 1.08 | 29.42 |

Apprentice Rates

| | | | | | | | | |
|---------------------------|------|-------|------|------|------|------|------|-------|
| Standard Jrny Wire | 100% | 46.13 | 5.54 | 2.40 | 3.30 | 2.50 | 1.08 | 60.95 |
| 8th Term | 90% | 41.52 | 4.98 | 3.05 | 1.23 | 2.50 | 1.08 | 54.36 |
| 7th Term | 85% | 39.21 | 4.71 | 3.05 | 1.23 | 2.50 | 1.08 | 51.78 |
| 6th Term | 80% | 36.90 | 4.43 | 1.70 | 1.15 | 2.50 | 1.08 | 47.76 |
| 5th Term | 75% | 34.60 | 4.15 | 1.70 | 1.15 | 2.50 | 1.08 | 45.18 |
| 4th Term | 70% | 32.29 | 3.87 | 0.35 | 1.08 | 2.50 | 1.08 | 41.17 |
| 3rd Term | 65% | 29.98 | 3.60 | 0.35 | 1.08 | 2.50 | 1.08 | 38.59 |
| 2nd Term | 60% | 27.68 | 3.32 | 0.00 | 0.00 | 2.50 | 1.08 | 34.58 |
| 1st Term | 55% | 25.37 | 3.04 | 0.00 | 0.00 | 2.50 | 1.08 | 31.99 |

2.5% Based on Total Package Oct 29/23

| | | | | | | | | |
|----------------------|--|--|--|--|--|--|--|--|
| 45.12 X 2.5% = 1.13 | | | | | | | | |
| 45.12X 112% = 50.53 | | | | | | | | |
| 50.53 + 1.13 = 51.67 | | | | | | | | |
| 51.66 ÷ 1.12 = 46.13 | | | | | | | | |
| 46.13 X 12% = 5.54 | | | | | | | | |
| 46.13 + 5.54 = 51.67 | | | | | | | | |

| | |
|------------------------|--|
| New Rate & Holiday Pay | |
| New Rate | |
| Holiday Pay | |
| New Rate & Holiday Pay | |