

Enabled Industrial Effective Oct 29, 2023  
GRRSP Only

Balance of Plant

	Percent of J/W Rate	Wage Rate	Hol & Stat Pay	GRRSP	H&W	Ind. Funds	Total Package
<b>Journey Wire/Winder</b>	100%	49.74	5.97	5.70	2.50	1.08	64.99
A Foreman	123%	61.18	7.34	5.70	2.50	1.08	77.80
B Foreman	112%	55.71	6.69	5.70	2.50	1.08	71.68
General Foreman	133%	66.15	7.94	5.70	2.50	1.08	83.37
Cable Splicer	112%	55.71	6.69	5.70	2.50	1.08	71.68
Cable Splicer Foreman	120%	59.69	7.16	5.70	2.50	1.08	76.13
Instrument Tech	100%	49.74	5.97	5.70	2.50	1.08	64.99
Service Man	112%	55.71	6.69	5.70	2.50	1.08	71.68
<b>Pre-Apprentice Rates</b>							
1st 6 months	45%	22.38	2.69	0.00	2.50	1.08	28.65
2nd 6 months	50%	24.87	2.98	0.00	2.50	1.08	31.43
<b>Apprentice Rates</b>							
<b>Standard Jrny Wire</b>	100%	49.74	5.97	5.70	2.50	1.08	64.99
8th Term	90%	44.77	5.37	4.28	2.50	1.08	58.00
7th Term	85%	42.28	5.07	4.28	2.50	1.08	55.21
6th Term	80%	39.79	4.78	2.85	2.50	1.08	51.00
5th Term	75%	37.31	4.48	2.85	2.50	1.08	48.22
4th Term	70%	34.82	4.18	1.43	2.50	1.08	44.01
3rd Term	65%	32.33	3.88	1.43	2.50	1.08	41.22
2nd Term	60%	29.84	3.58	0.00	2.50	1.08	37.00
1st Term	55%	27.36	3.28	0.00	2.50	1.08	34.22

2.5% Increase Oct 29/23

**Houle & FMI**

10 Hrs \* 1.28 (Blended Rate) Anything after 10 Hrs is Double time on base rate.

49.74 \* 1.28 = 63.67 Wage at Blended rate.

63.67 \* 12% = 7.64 Holiday & Stat Pay.

5.70 \* 1.28 = 7.30 GRRSP only

49.74 \* 2 = 99.48 Double time on base rate.

**Enabled Industrial Effective Oct 29, 2023**  
**GRRSP & Pension**

**Balance of Plant**

	Percent of J/W		Hol & Stat		GRSSP	Pension	H&W	Ind. Funds	Total Package
	Rate	Wage Rate	Pay						
<b>Journey Wire/Winder</b>	100%	49.74	5.97	2.40	3.30	2.50	1.08	64.99	
A Foreman	123%	61.18	7.34	2.40	3.30	2.50	1.08	77.80	
B Foreman	112%	55.71	6.69	2.40	3.30	2.50	1.08	71.68	
General Foreman	133%	66.15	7.94	2.40	3.30	2.50	1.08	83.37	
Cable Splicer	112%	55.71	6.69	2.40	3.30	2.50	1.08	71.68	
Cable Splicer Foreman	120%	59.69	7.16	2.40	3.30	2.50	1.08	76.13	
Instrument Tech	100%	49.74	5.97	2.40	3.30	2.50	1.08	64.99	
Service Man	112%	55.71	6.69	2.40	3.30	2.50	1.08	71.68	

**Pre-Apprentice Rates**

1st 6 months	45%	22.38	2.69	0.00	0.00	2.50	1.08	28.65
2nd 6 months	50%	24.87	2.98	0.00	0.00	2.50	1.08	31.43

**Apprentice Rates**

<b>Standard Jmny Wire</b>	100%	49.74	5.97	2.40	3.30	2.50	1.08	64.99
8th Term	90%	44.77	5.37	3.05	1.23	2.50	1.08	58.00
7th Term	85%	42.28	5.07	3.05	1.23	2.50	1.08	55.21
6th Term	80%	39.79	4.78	1.70	1.15	2.50	1.08	51.00
5th Term	75%	37.31	4.48	1.70	1.15	2.50	1.08	48.22
4th Term	70%	34.82	4.18	0.35	1.08	2.50	1.08	44.01
3rd Term	65%	32.33	3.88	0.35	1.08	2.50	1.08	41.22
2nd Term	60%	29.84	3.58	0.00	1.08	2.50	1.08	37.00
1st Term	55%	27.36	3.28	0.00	0.00	2.50	1.08	34.22

2.5% Increase Oct 29/23

**Houle & FMI**

10 Hrs \* 1.28 (Blended Rate) Anything after 10 Hrs is Double time on base rate.  
 49.74 \* 1.28 = 63.67 Wage at Blended rate.  
 63.67 \* 1.2% = 7.64 Holiday & Stat Pay.  
 49.74 \* 2 = 99.48 Double time on base rate.

**GRRSP & Pension**

RSP = 2.40\*1.28 = 3.07  
 RPP = 3.30 \* 1.28 = 4.22  
 3.07 + 4.22 = 7.29