

**International Brotherhood of Electrical Workers LU 993**  
**Enabled Industrial Effective April 28, 2024**  
**GRRSP Only**

**Balance of Plant**

	Percent of JMW Rate	Wage Rate	Hol & Stat Pay	GRRSP	H&W	Ind. Funds	Total Package
<b>Journey Wire/Winder</b>	100%	51.74	6.21	5.70	2.50	1.08	67.23
A Foreman	123%	63.64	7.64	5.70	2.50	1.08	80.56
B Foreman	112%	57.95	6.95	5.70	2.50	1.08	74.18
General Foreman	133%	68.81	8.26	5.70	2.50	1.08	86.35
Cable Splicer	112%	57.95	6.95	5.70	2.50	1.08	74.18
Cable Splicer Foreman	120%	62.09	7.45	5.70	2.50	1.08	78.82
Instrument Tech	100%	51.74	6.21	5.70	2.50	1.08	67.23
Service Man	112%	57.95	6.95	5.70	2.50	1.08	74.18
<b>Pre-Apprentice Rates</b>							
1st 6 months	45%	23.28	2.79	0.00	2.50	1.08	29.65
2nd 6 months	50%	25.87	3.10	0.00	2.50	1.08	32.55
<b>Apprentice Rates</b>							
<b>Standard Jrmy Wire</b>	100%	51.74	6.21	5.70	2.50	1.08	67.23
8th Term	90%	46.57	5.59	4.28	2.50	1.08	60.02
7th Term	85%	43.98	5.28	4.28	2.50	1.08	57.12
6th Term	80%	41.39	4.97	2.85	2.50	1.08	52.79
5th Term	75%	38.81	4.66	2.85	2.50	1.08	49.90
4th Term	70%	36.22	4.35	1.43	2.50	1.08	45.58
3rd Term	65%	33.63	4.04	1.43	2.50	1.08	42.68
2nd Term	60%	31.04	3.73	0.00	2.50	1.08	38.35
1st Term	55%	28.46	3.42	0.00	2.50	1.08	35.46

**4.5% Based on Total Package Increase April 28/24**

**Houle & FMI**

10 Hrs \* 1.28 (Blended Rate) Anything after 10 Hrs is Double time on base rate.  
 51.74 \* 1.28 = 66.23 Wage at Blended rate.  
 66.23 \* 12% = 7.95 Holiday & Stat Pay.  
 51.74 \* 2 = 103.48 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

# International Brotherhood of Electrical Workers LU 993

Enabled Industrial Effective April 28, 2024

GRRSP & Pension

## Balance of Plant

	Percent of J/W Rate	Wage Rate	Hol & Stat Pay	GRSSP	Pension	H&W	Ind. Funds	Total Package
<b>Journey Wire/Winder</b>	100%	51.74	6.21	2.40	3.30	2.50	1.08	67.23
A Foreman	123%	63.64	7.64	2.40	3.30	2.50	1.08	80.56
B Foreman	112%	57.95	6.95	2.40	3.30	2.50	1.08	74.18
General Foreman	133%	68.81	8.26	2.40	3.30	2.50	1.08	86.35
Cable Splicer	112%	57.95	6.95	2.40	3.30	2.50	1.08	74.18
Cable Splicer Foreman	120%	62.09	7.45	2.40	3.30	2.50	1.08	78.82
Instrument Tech	100%	51.74	6.21	2.40	3.30	2.50	1.08	67.23
Service Man	112%	57.95	6.95	2.40	3.30	2.50	1.08	74.18
<b>Pre-Apprentice Rates</b>								
1st 6 months	45%	23.28	2.79	0.00	0.00	2.50	1.08	29.65
2nd 6 months	50%	25.87	3.10	0.00	0.00	2.50	1.08	32.55
<b>Apprentice Rates</b>								
<b>Standard Jmy Wire</b>	100%	51.74	6.21	2.40	3.30	2.50	1.08	67.23
8th Term	90%	46.57	5.59	1.80	2.48	2.50	1.08	60.02
7th Term	85%	43.98	5.28	1.80	2.48	2.50	1.08	57.12
6th Term	80%	41.39	4.97	1.70	1.15	2.50	1.08	52.79
5th Term	75%	38.81	4.66	1.70	1.15	2.50	1.08	49.90
4th Term	70%	36.22	4.35	0.35	1.08	2.50	1.08	45.58
3rd Term	65%	33.63	4.04	0.35	1.08	2.50	1.08	42.68
2nd Term	60%	31.04	3.73	0.00	0.00	2.50	1.08	38.35
1st Term	55%	28.46	3.42	0.00	0.00	2.50	1.08	35.46

4.5% Based on Total Package Increase April 28/24

### Houle & FMI

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

51.74 \* 1.28 = 66.23 Wage at Blended rate.

66.23 \* 12% = 7.95 Holiday & Stat Pay.

51.74 \* 2 = 103.48 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