

MAP CODE:
SM-4
SHEET METAL WORKERS
Local 473
London

ISSUED:
Dec 1, 2019
REVISED:
May 1, 2020
EPSCA WAGE SCHEDULE FOR PROJECTS WITHIN THE GEOGRAPHIC
AREA OF THIS LOCAL

PAGE:
1 OF 2

GRADE AND STEP	CLASSIFICATIONS AND OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT. HOLIDAY	WELFARE (1)	PENSION (1)	UNION FUNDS (1)	TOTAL WAGE PACKAGE	PROVINCIAL TRAINING FUND (1)	EPSCA ASSOC. FUND(1)*
93-9	FOREMAN - 445565								
	2019-05-01	44.96	4.50	3.85	4.75	2.92	60.98	0.05	0.30
	2019-12-01	44.96	4.50	3.85	4.75	2.92	60.98	0.05	0.30
	2020-05-01	46.32	4.63	4.05	5.21	2.95	63.16	0.12	0.30
93-8	SUBFOREMAN - 445555								
	2019-05-01	42.81	4.28	3.85	4.75	2.92	58.61	0.05	0.30
	2019-12-01	42.81	4.28	3.85	4.75	2.92	58.61	0.05	0.30
	2020-05-01	43.84	4.38	4.05	5.21	2.95	60.43	0.12	0.30
93-6	JOURNEYMAN AND WELDER - 445535								
	2019-05-01	40.96	4.10	3.85	4.75	2.92	56.58	0.05	0.30
	2019-12-01	40.96	4.10	3.85	4.75	2.92	56.58	0.05	0.30
	2020-05-01	41.36	4.14	4.05	5.21	2.95	57.71	0.12	0.30
93-0	APPRENTICE - 445515								
	1st Period (40% of Journeyman)								
	2019-05-01	15.08	1.51	3.85	1.02	1.24	22.70	0.05	0.30
	2019-12-01	14.17	1.42	3.85	2.02	1.24	22.70	0.05	0.30
	2020-05-01	15.06	1.51	4.05	1.26	1.27	23.15	0.12	0.30
93-1	2nd Period (50% of Journeyman)								
	2019-05-01	18.58	1.86	3.85	2.44	1.52	28.25	0.05	0.30
	2019-12-01	18.58	1.86	3.85	2.44	1.52	28.25	0.05	0.30
	2020-05-01	18.67	1.87	4.05	2.68	1.55	28.82	0.12	0.30
93-2	3rd Period (60% of journeyman)								
	2019-05-01	21.25	2.12	3.85	4.75	1.80	33.77	0.05	0.30
	2019-12-01	21.25	2.12	3.85	4.75	1.80	33.77	0.05	0.30
	2020-05-01	21.36	2.14	4.05	5.07	1.83	34.45	0.12	0.30
93-3	4th Period (70% of Journeyman)								
	2019-05-01	26.27	2.63	3.85	4.75	2.00	39.50	0.05	0.30
	2019-12-01	26.27	2.63	3.85	4.75	2.00	39.50	0.05	0.30
	2020-05-01	26.45	2.65	4.05	5.11	2.03	40.29	0.12	0.30
93-4	5th Period (80% of Journeyman)								
	2019-05-01	31.11	3.11	3.85	4.75	2.36	45.18	0.05	0.30
	2019-12-01	31.11	3.11	3.85	4.75	2.36	45.18	0.05	0.30
	2020-05-01	31.36	3.14	4.05	5.14	2.39	46.08	0.12	0.30
94-6	SHEETER/DECKER AND WELDER - 445536								
	2019-05-01	40.96	4.10	3.85	4.75	2.92	56.58	0.05	0.30
	2019-12-01	40.96	4.10	3.85	4.75	2.92	56.58	0.05	0.30
	2020-05-01	41.36	4.14	4.05	5.21	2.95	57.71	0.12	0.30
94-5	SHEETER ASSISTANT - 445527 (93% of Journeyman)								
	2019-05-01	35.91	3.59	3.85	4.75	2.69	50.79	0.05	0.30
	2019-12-01	35.91	3.59	3.85	4.75	2.69	50.79	0.05	0.30
	2020-05-01	36.24	3.62	4.05	5.21	2.72	51.84	0.12	0.30
95-6	MATERIAL HANDLER - 445526 (85% of Journeyman)								
	2019-05-01	34.18	3.42	3.85	4.75	2.34	48.54	0.05	0.30
	2019-12-01	34.18	3.42	3.85	4.75	2.34	48.54	0.05	0.30
	2020-05-01	34.43	3.44	4.05	5.21	2.37	49.50	0.12	0.30
93-5	PROBATIONARY EMPLOYEE - 445525 (50% of Journeyman)								
	2019-05-01	27.95	2.79	3.85	2.44	1.52	38.55	0.05	0.30
	2019-12-01	27.95	2.79	3.85	2.44	1.52	38.55	0.05	0.30
	2020-05-01	28.04	2.80	4.05	2.68	1.55	39.12	0.12	0.30

(1) - per hour worked; (2) - per hour paid

* - Employer contributions to De Novo (2 cents/hour worked) and Helmets to Hardhats (1 cent/hour worked) are included in the EPSCA Association Fund of .30 cents.

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PAGE:
2 OF 2

Overtime

Mon. to Fri. - Scheduled Work Days - 1 1/2 times for up to and including 2 hours beyond the normal daily scheduled number of hours. This applies for both a 4 day x 10 hours per day schedule and a 5 day by 8 hour per day schedule. For overtime worked in excess of the 2 overtime hours per day at 1 1/2, the overtime rate shall be 2 times the basic hourly rate. Non-Scheduled Work Days - 2 times for all hours worked

Sat., Sun. & Holidays - 2 times for all hours worked.

Overtime Rate - All Other Work

Mon. to Fri. - 1 1/2 times for up to and including 2 hours beyond the normal daily scheduled number of hours. All

Sat., Sun. & Holidays - 2 times for all hours worked.

DEDUCTIONS

Ontario Sheet Metal Union Dues Promotion Fund (OSM UDPF) -

OSM UDPF - \$0.26 per hour worked effective Dec. 1, 2019

Union Dues Promotion Fund (UDPF):

Per Hour Worked	JM, SF, FM, SDW, SA, MH, PE	1st Year	2nd Year	3rd Year	4th Year	5th Year
2016-05-01	1.48	0.91	1.01	1.10	1.20	1.29
2017-05-01	1.70	1.08	1.18	1.27	1.37	1.46
5/1/2020	1.71	1.09	1.19	1.28	1.38	1.47

and

Sheet Metal Mechanics - \$40.00 per month Effective December 1, 2014
Sheeter/Decker Assistants, Material Handlers - \$40.00 per month Effective December 1, 2014
Sheet Metal Apprentices - \$28.75 per month Effective December 1, 2014

Union Dues Promotion Fund includes 15 cents Travel Fund effective May 1, 2017

Both the OSM UDPF and the UDPF are to be deducted from the Base Hourly Rate

Note, these amounts are not included in either Union Funds or Contributions (e.g., Pension, Welfare, Stabilization Fund, etc.)

OSM UDPF deductions are to be sent to the following location:

Ontario Sheet Metal Workers' and Roofers' Conference
1312 Hurontario Street
MISSISSAUGA, ON L5G 3H3

UDPF deductions are to be sent to

the following location:
Union Benefit Plan Services
151 Frobisher Drive, Suite E220
Waterloo, Ontario N2V 2C9

CONTRIBUTIONS AND UNION FUNDS

Neither Contributions (e.g., Pension, Welfare, Stabilization Fund, etc.) nor Union Funds are included in DEDUCTIONS

Contributions

Stabilization Fund -		per hour worked (varies by classification)
Journeyman/Sheeter/Decker	\$2.80	per hour worked Effective May 1, 2011
1st Year	\$1.12	per hour worked Effective May 1, 2011
2nd Year	\$1.40	per hour worked Effective May 1, 2011
3rd Year	\$1.68	per hour worked Effective May 1, 2011
4th Year	\$1.88	per hour worked Effective May 1, 2011
5th Year	\$2.24	per hour worked Effective May 1, 2011
Assistant	\$2.57	per hour worked Effective May 1, 2011
M. Hander	\$2.22	per hour worked Effective May 1, 2011
Prob. Employee	\$1.40	per hour worked Effective May 1, 2011

Provincial Training Trust Fund -	\$0.12	per hour worked
De Novo -	\$0.02	per hour worked Effective May 1, 2020
Helmits to Hardhats -	\$0.01	per hour worked Effective May 1, 2020

The Provincial Training Fund is an Employer contribution and is not included in UNION FUNDS or CONTRIBUTIONS

Provincial Training Fund and Provincial Training Trust Fund should be forwarded to the following location:

Provincial Sheet Metal Workers Training Trust Fund
c/o Denis Paganelli, C.A.
36 Eden Valley Drive
ETOBICOKE, ON TEL 416-614-7770
M9A 4Z7 FAX: 416-614-9984

Stabilization Fund, UDPF, Pension and Welfare should be forwarded to the following location:

Union Benefit Plan Services
151 Frobisher Drive, Suite E220
Waterloo, Ontario
N2V 2C9

Monthly Union Dues should be forwarded to the following

Local Union 473
184 Wellington Street
LONDON, ON N6B 2L1

EPSCA Association Fund should be forwarded to

EPSCA Association Fund
190 Attwell Drive, Suite 580
Etobicoke, ON M9W 6H8

GEOGRAPHIC AREA: The Counties of Bruce, Elgin, Huron, Middlesex, Oxford excluding the Townships of North Norwich, South Norwich; East Oxford, Blenheim, Blandford and East Zorra, Perth, including the City of Stratford but excluding the Townships South Easthope, North Easthope, Ellice, Mornington, Elma and Wallace