

MAP CODE:
RO-3

ISSUED:
Dec 1, 2019

REVISED:
May 1, 2020

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ROOFERS
Local 473
London

EPSCA WAGE SCHEDULE FOR PROJECTS WITHIN THE GEOGRAPHIC
AREA OF THIS LOCAL

GRADE AND STEP	CLASSIFICATIONS, OCCUPATION CODES & EFFECTIVE DATES	BASE HOURLY RATE	VACATION & STAT HOLIDAY	BENEFITS ADMIN. (1)	UNION FUNDS (1)	TOTAL WAGE PACKAGE	PROVINCIAL TRAINING FUND (1)	EPSCA ASSOC FUND(1)*
97-9	FOREMAN 445465							
	2019-05-01	40.60	4.06	8.04	1.61	54.31	0.05	0.30
	2019-12-01	40.58	4.06	8.04	1.63	54.31	0.05	0.30
	2020-05-01	42.21	4.22	8.34	1.67	56.44	0.10	0.30
97-6	JOURNEYMAN ROOFER (POTMAN) 445435							
	2019-05-01	37.10	3.71	8.04	1.61	50.46	0.05	0.30
	2019-12-01	37.08	3.71	8.04	1.63	50.46	0.05	0.30
	2020-05-01	37.69	3.77	8.34	1.67	51.47	0.10	0.30
	ROOFING APPRENTICES 445416							
97-0	PRE-APPRENTICE (50% of Journeyman)							
	2019-05-01	17.23	1.72	6.53	1.61	27.09	0.05	0.30
	2019-12-01	17.21	1.72	6.53	1.63	27.09	0.05	0.30
	2020-05-01	17.40	1.74	6.78	1.67	27.59	0.10	0.30
97-1	1st Period (60% of Journeyman)							
	2019-05-01	21.42	2.14	6.55	1.61	31.72	0.05	0.30
	2019-12-01	21.40	2.14	6.55	1.63	31.72	0.05	0.30
	2020-05-01	21.68	2.17	6.81	1.67	32.33	0.10	0.30
97-2	2nd Period (70% of Journeyman)							
	2019-05-01	25.73	2.57	6.55	1.61	36.46	0.05	0.30
	2019-12-01	25.71	2.57	6.55	1.63	36.46	0.05	0.30
	2020-05-01	26.07	2.61	6.82	1.67	37.17	0.10	0.30
97-3	3rd Period (80% of Journeyman)							
	2019-05-01	28.61	2.86	8.02	1.61	41.10	0.05	0.30
	2019-12-01	28.59	2.86	8.02	1.63	41.10	0.05	0.30
	2020-05-01	29.04	2.90	8.30	1.67	41.91	0.10	0.30
98-4	MATERIAL HANDLER 445425							
	2019-05-01	35.28	3.53	8.04	1.61	48.46	0.05	0.30
	2019-12-01	35.27	3.52	8.04	1.63	48.46	0.05	0.30
	2020-05-01	35.84	3.58	8.34	1.67	49.43	0.10	0.30
	MATERIAL HANDLER							
98-1	SR. PROBATIONARY 445415							
	2019-05-01	30.45	3.05	8.04	1.61	43.15	0.05	0.30
	2019-12-01	30.44	3.04	8.04	1.63	43.15	0.05	0.30
	2020-05-01	30.91	3.09	8.34	1.67	44.01	0.10	0.30
98-0	JR. PROBATIONARY 445415							
	2019-05-01	28.36	2.84	8.04	1.61	40.85	0.05	0.30
	2019-12-01	28.35	2.83	8.04	1.63	40.85	0.05	0.30
	2020-05-01	28.78	2.88	8.34	1.67	41.67	0.10	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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Overtime Rate

Mon. to Fri. - Scheduled Work Days - 1 1/2x for all hours worked beyond the daily scheduled hours of work up to 12 consecutive hours in a day; 2x for all hours worked beyond 12 consecutive hours in a day.
Non-Scheduled Work Days - 1 1/2x for all hours worked up to 12 consecutive hours in a day; 2x for all hours worked beyond 12 consecutive hours in a day.

Sat., Sun. & Holidays - 2x

Overtime Rate - All Other Work

Mon. to Fri. - Scheduled Work Days - 1 1/2x for all hours worked beyond the daily scheduled hours of work up to 12 consecutive hours in a day; 2x for all hours worked beyond 12 consecutive hours in a day.
Non-Scheduled Work Days - 1 1/2x for all hours worked up to 12 consecutive hours in a day; 2x for all hours worked beyond 12 consecutive hours in a day.

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

Union Funds:

Union Funds include the following items:

Ontario Sheet Metal Union Dues Promotion Fund (OSM UDPF) -
\$0.26 per hour worked - Effective May 1, 2020
De Novo - \$0.02 per hour worked - Effective May 1, 2020
Helmets to Hardhats - \$0.01 per hour worked - Effective May 1, 2020

Union Dues Promotion Fund (UDPF) -

Effective Date	UDPF*	Foreman, Journeyman & Material Handler	Pre-Apprentice	Apprentice: 1st Period	2nd Period	3rd Period
	Worked	Worked	Worked	Worked	Worked	Worked
2017-05-01	1.37	1.37	1.37	1.37	1.37	1.37
2018-05-01	1.37	1.37	1.37	1.37	1.37	1.37
2019-05-01	1.37	1.37	1.37	1.37	1.37	1.37
2020-05-01	1.38	1.38	1.38	1.38	1.38	1.38

Provincial Training Fund

\$0.10 Effective May 1, 2020

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

OSM UDPF Fund and the Provincial Training Fund should be forwarded to:

Ontario Sheet Metal Workers' & Roofers' Conference
1312 Hurontario St.
MISSISSAUGA, ON L5G 3H3

Benefits Administration:

All benefits (Welfare, Pension, Training and Bereavement, if applicable), excluding the EPSCA Association Fund, are to be deducted as follows:

Effective Date	Fund	Welfare*	Pension			
			Foreman, Journeyman & Material Handler	Pre-Apprentice	Apprentice: 1st Period	2nd Period
	Per Hour	Worked	Worked	Worked	Worked	Worked
2016-12-01	2.86	4.07	2.62	2.62	2.62	4.07
2017-05-01	3.26	4.13	2.65	2.66	2.66	4.12
2018-05-01	3.66	4.19	2.68	2.70	2.70	4.17
2019-05-01	3.85	4.19	2.68	2.70	2.70	4.17
2020-05-01	4.05	4.29	2.73	2.76	2.77	4.25

* Welfare includes \$0.03 for WSIB Bill 162 Benefits.

The above-noted funds including UDPF should be forwarded to:

Union Benefit Plan Services
151 Frobisher Drive
Suite E220
WATERLOO, ON N2V 2C9

EPSCA Association Fund should be forwarded to:

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

De Novo and Helmet to Hardhats are to be sent to the following location:

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

Union Dues:

The Union Dues for this Local are:

Local Union Dues - \$36.00 per month

Union Dues are to be deducted from the Base Hourly Rate.

Union Dues should be forwarded to the address noted under Benefits Administration.

GEOGRAPHIC AREA: The Counties of Bruce, Elgin, Huron, Middlesex, Oxford (with the exception of South Norwich, North Norwich, East Oxford, Blenheim, Blandford and East Zorra Townships), Perth (with the exception of South Easthope, North Easthope, Ellice, Mornington, Elma and Wallace Townships). The City of Stratford is included in this geographic area.