



## Fair Wage Schedule For ICI Construction

(ICI, Industrial, Commercial Institutional)

Trade	Union	Classification	Rate	Vac & Holiday	Total Fringe Benefit	Wage Total		
Millwrights	Local 1151	Journeyman	29.99	3.00	7.97	\$ 40.96		
		Foreman	34.09	3.41	7.97	\$ 45.47		
		Subforeman	32.24	3.22	7.97	\$ 43.43		
		Apprentice 0-1999 hours 60%	17.99	1.80	7.97	\$ 27.76		
		Apprentice 2000-3999 hrs 70%	20.99	2.10	7.97	\$ 31.06		
		Apprentice 4000-5999 hrs 80%	23.99	2.40	7.97	\$ 34.36		
Sheet Metal	Local 397	Apprentice 6000-8000 hrs 90%	26.99	2.70	7.97	\$ 37.66		
		Journeyman	30.64	3.06	6.48	\$ 40.18		
		1st year Apprentice	12.64	1.26	5.23	\$ 19.13		
		2nd Year Apprentice	15.85	1.58	5.23	\$ 22.66		
		3rd Year Apprentice	19.03	1.90	5.23	\$ 26.16		
		4th year apprentice	22.22	2.22	5.23	\$ 29.67		
Roofers	Local 397	5th Year apprentice	25.40	2.54	5.23	\$ 33.17		
		Journeyman	25.61	2.56	4.97	\$ 33.14		
		Foreman	28.09	2.81	4.97	\$ 35.87		
		Pre Apprentice	11.97	1.20	4.97	\$ 18.14		
		1st Year Apprentice	14.69	1.47	4.97	\$ 21.13		
		2nd Year Apprentice	17.44	1.74	4.97	\$ 24.15		
Labourers	Local 607	3rd Year Apprentice	20.15	2.01	4.97	\$ 27.13		
		Material Handlers	24.95	2.49	4.97	\$ 32.41		
		Sheeter/decker	30.64	3.06	6.48	\$ 40.18		
		Sheeeter/Decker Assistant	27.66	2.77	6.48	\$ 36.91		
		Material Handler Sheet/Decker	21.69	2.17	6.48	\$ 30.34		
		Prob. Employee Sheet/Decker	12.92	1.29	6.48	\$ 20.69		
		Special 4	26.34	2.63	5.52	\$ 34.49		
		Special 3	24.70	2.47	5.52	\$ 32.69		
		Special 2	24.45	2.45	5.52	\$ 32.42		
		Special 1	24.20	2.42	5.52	\$ 32.14		
		New Entry	18.15	1.82	5.52	\$ 25.49		
		Apprentice 1 - 900 Hours	12.10	1.21	5.52	\$ 18.83		
		Apprentice 901 - 1800 Hours	14.52	1.45	5.52	\$ 21.49		
		Apprentice 1801 - 2400 Hours	19.36	1.94	5.52	\$ 26.82		
Foreman, Cement Finishers	27.83	2.78	5.52	\$ 36.13				
Painters	Local 1671	Forman, Labourers	25.69	2.57	5.52	\$ 33.78		
		Journeyman	25.07	2.51	5.48	\$ 33.06		
		Paperhanger	25.57	2.56	5.48	\$ 33.61		
		Journeyman Industrial	25.57	2.56	5.48	\$ 33.61		
		Apprentice 1 - 600 Hours	11.00	1.10	2.48	\$ 14.58		
		Apprentice 601 - 2000 Hours	12.54	1.25	5.48	\$ 19.27		
		Apprentice 2001 - 4000 Hours	15.04	1.50	5.48	\$ 22.03		
		Apprentice 4001 - 6000 Hours	20.06	2.01	5.48	\$ 27.54		
		Glazers	Local 1671	Journeyman	23.81	2.38	5.40	\$ 31.59
				Journeyman	27.93	2.73	5.17	\$ 35.83
Tapers and Plasterers	Local 1671	Journeyman	28.48	2.85	7.08	\$ 38.41		
		Foreman	31.48	3.15	7.08	\$ 41.71		
Carpenters	Local 1669	Lead Hand	30.23	3.02	7.08	\$ 40.33		
		1st Year Apprentice 1 - 899 hours	12.83	1.28	7.08	\$ 21.19		
		1 st Year Apprentice 900 -1799 hours	15.66	1.57	7.08	\$ 24.31		
		2 nd Year Apprentice 1800 - 3599 hours	19.94	1.99	7.08	\$ 29.01		
		3 rd Year Apprentice 3600 - 4499 hours	21.36	2.14	7.08	\$ 30.58		
		3 rd Year Apprentice 4500 - 5399 hours	22.78	2.28	7.08	\$ 32.14		
		4th Year Apprentice 5400 - 7200 hours	25.63	2.56	7.08	\$ 35.27		
		Equipment Operator - General	Local 793	1.1a	29.12	2.91	8.54	\$ 40.57
				1.1b	28.66	2.87	8.54	\$ 40.07
				1.2a	27.36	2.74	8.54	\$ 38.64
1.2b	26.88			2.69	8.54	\$ 38.11		
1.3	26.11			2.61	8.54	\$ 37.26		
1.4	23.84			2.38	8.54	\$ 34.76		
		1.5	23.35	2.34	8.54	\$ 34.23		
		1.6	22.50	2.25	8.54	\$ 33.29		

Trade	Union	Classification	Rate	Vac & Holiday	Total Fringe Benefit	Wage Total		
Equipment Operator - Structural	Local 793	Survey Instrumentman	24.81	2.48	8.54	\$ 35.83		
		Survey Senior Rodman	22.33	2.23	8.54	\$ 33.10		
		Surveyor Junior Rodman	19.84	1.98	8.54	\$ 30.36		
		Apprentice I	13.68	1.37	8.54	\$ 23.59		
		Apprentice II	17.78	1.78	8.54	\$ 28.10		
Plumbers and Fitters	Local 628	Apprentice III	21.89	2.19	8.54	\$ 32.62		
		Journeyman	30.37	3.04	8.19	\$ 41.60		
		General Foreman	33.71	3.37	8.19	\$ 45.27		
		Foreman	32.50	3.25	8.19	\$ 43.94		
		Apprentice 1st	13.67	1.37	5.50	\$ 20.54		
		Apprentice 2nd	16.70	1.67	5.99	\$ 24.36		
		Apprentice 3rd	19.74	1.97	6.48	\$ 28.19		
		Apprentice 4th	22.78	2.28	6.97	\$ 32.03		
		Apprentice 5th	25.81	2.58	7.46	\$ 35.85		
		Insulators	Local 95	Mechanic	29.81	2.98	7.05	\$ 39.84
4th Year Apprentice	23.73			2.37	6.05	\$ 32.15		
3rd Year Apprentice	20.25			2.03	6.05	\$ 28.33		
2nd Year Apprentice	16.75			1.67	6.05	\$ 24.47		
1st Year Apprentice	13.30			1.33	6.05	\$ 20.68		
Probational	15.60			1.09	0.00	\$ 16.69		
Conditional	17.56			1.23	0.00	\$ 18.79		
Asbestos Remover		Probationary	11.63	0.81	0.00	\$ 12.44		
		Level One	14.98	1.05	0.00	\$ 16.03		
		Level Two	17.07	1.20	0.00	\$ 18.27		
		Level Three	16.95	1.19	5.85	\$ 23.99		
Boilermakers		Journeyman	30.40	3.65	8.27	\$ 42.32		
		General Foreman	34.40	4.13	8.27	\$ 46.80		
		Foreman	32.90	3.29	8.27	\$ 44.46		
		Assit. Foreman	31.60	3.79	8.27	\$ 43.66		
		4th Year Apprentice	27.36	3.28	8.27	\$ 38.91		
		3rd Year Apprentice	24.32	2.92	8.27	\$ 35.51		
		2nd Year Apprentice	21.28	2.55	8.27	\$ 32.10		
		1st Year Apprentice	18.24	2.19	8.27	\$ 28.70		
		Helper	21.28	2.55	8.27	\$ 32.10		
Electrician		Journeyman	32.56	3.26	5.95	\$ 41.77		
		Foreman	37.47	3.75	6.40	\$ 47.62		
		Sub Foreman	34.85	3.48	6.16	\$ 44.49		
		1st Period Apprentice	12.85	1.28	4.15	\$ 18.28		
		2nd Period Apprentice	16.14	1.61	4.45	\$ 22.20		
		3rd Period Apprentice	19.43	1.94	4.75	\$ 26.12		
		4th Period Apprentice	22.71	2.27	5.05	\$ 30.03		
		5th Period Apprentice	25.99	2.60	5.35	\$ 33.94		
		Rodmen	Local 759	Journeyman	28.11	2.81	7.65	\$ 38.57
				Foreman	31.11	3.11	7.65	\$ 41.87
Sub Foreman	30.11			3.01	7.65	\$ 40.77		
Iron Workers	Local 759	Journeyman	28.94	2.89	7.85	\$ 39.68		
		Foreman	31.44	3.14	7.85	\$ 42.43		
		Gen. Foreman	31.94	3.19	7.85	\$ 42.98		
Bricklayer	Local 25	Journeyman	30.43	3.04	5.28	\$ 38.75		

**Additional Comments:**

- A) The Tradesman Qualification Act (TQA) Apprenticeship Ratios are to be adhered to.
- B) Labour for site work activities not related to the building envelope, is NOT included in the Fair Wage Schedule
- C) To be compliant with this schedule, the combination of wages, vacation and holiday pay, fringe benefits and travel expense / allowance must meet or exceed the wage total.
- D) Over - time must be paid for any amount of work in excess of 40 hours per week.