



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
		Painters	Local 1671	Apprentice 1 - 900 Hours	12.10	1.21
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
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
Glazers	Local 1671	Apprentice 2001 - 4000 Hours	15.04	1.50	5.48	\$ 22.03
		Apprentice 4001 - 6000 Hours	20.06	2.01	5.48	\$ 27.54
Tapers and Plasterers	Local 1671	Journeyman	23.81	2.38	5.40	\$ 31.59
		Journeyman	27.93	2.73	5.17	\$ 35.83
Carpenters	Local 1669	Journeyman	28.48	2.85	7.08	\$ 38.41
		Foreman	31.48	3.15	7.08	\$ 41.71
		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
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
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	
Bricklayer	Local 25	Gen. Foreman	31.94	3.19	7.85	\$ 42.98	
		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.