

ICI WAGE RATES

May 1st, 2025 – May 1st, 2027

MAY 1 ST , 2025	BASE RATE	V.P	UNION FUNDS	WAGE PACKAGE	ECA	TOTAL PACKAGE
Gen. Foreman (25%)	\$66.09	\$7.93	\$19.25	\$93.27	\$0.49	\$93.76
Foreman (15%)	\$60.80	\$7.30	\$19.25	\$87.35	\$0.49	\$87.84
Sub-Foreman (6%)	\$56.04	\$6.72	\$19.25	\$82.01	\$0.49	\$82.50
Journeyman	\$52.87	\$6.34	\$19.25	\$78.46	\$0.49	\$78.95

MAY 1 ST , 2026	BASE RATE	V.P	UNION FUNDS	WAGE PACKAGE	ECA	TOTAL PACKAGE
Gen. Foreman (25%)	\$67.94	\$8.15	\$19.39	\$95.48	\$0.49	\$95.97
Foreman (15%)	\$62.50	\$7.50	\$19.39	\$89.39	\$0.49	\$89.88
Sub-Foreman (6%)	\$57.61	\$6.91	\$19.39	\$82.15	\$0.49	\$84.40
Journeyman	\$54.35	\$6.52	\$19.39	\$78.60	\$0.49	\$80.75

MAY 1 ST , 2027	BASE RATE	V.P	UNION FUNDS	WAGE PACKAGE	ECA	TOTAL PACKAGE
Gen. Foreman (25%)	\$69.85	\$8.38	\$19.52	\$97.75	\$0.49	\$98.24
Foreman (15%)	\$64.26	\$7.71	\$19.52	\$91.49	\$0.49	\$91.98
Sub-Foreman (6%)	\$59.23	\$7.11	\$19.52	\$82.28	\$0.49	\$86.35
Journeyman	\$55.88	\$6.71	\$19.52	\$78.73	\$0.49	\$82.60

MAY 1 ST , 2025	BASE RATE	V.P	UNION FUNDS	WAGE PACKAGE	ECA	TOTAL PACKAGE
1 st Apprentice (40%)	\$21.15	\$2.54	\$9.32	\$33.01	\$0.49	\$33.50
2 nd Apprentice (50%)	\$26.44	\$3.17	\$11.67	\$41.28	\$0.49	\$41.77
3 rd Apprentice (60%)	\$31.72	\$3.81	\$12.86	\$48.39	\$0.49	\$48.88
4 th Apprentice (70%)	\$37.01	\$4.44	\$14.47	\$55.92	\$0.49	\$56.41
5 th Apprentice (80%)	\$42.30	\$5.08	\$15.95	\$63.33	\$0.49	\$63.82

MAY 1 ST , 2026	BASE RATE	V.P	UNION FUNDS	WAGE PACKAGE	ECA	TOTAL PACKAGE
1 st Apprentice (40%)	\$21.74	2.61	\$9.90	\$34.25	\$0.49	\$34.74
2 nd Apprentice (50%)	\$27.18	\$3.26	\$12.39	\$42.83	\$0.49	\$43.32
3 rd Apprentice (60%)	\$32.61	\$3.91	\$13.73	\$50.25	\$0.49	\$50.74
4 th Apprentice (70%)	\$38.05	\$4.57	\$15.47	\$58.09	\$0.49	\$58.58
5 th Apprentice (80%)	\$43.48	\$5.22	\$17.11	\$65.81	\$0.49	\$66.30

MAY 1 ST , 2027	BASE RATE	V.P	UNION FUNDS	WAGE PACKAGE	ECA	TOTAL PACKAGE
1 st Apprentice (40%)	\$22.35	\$2.68	\$10.46	\$35.49	\$0.49	\$35.98
2 nd Apprentice (50%)	\$27.90	\$3.35	\$13.13	\$44.38	\$0.49	\$44.87
3 rd Apprentice (60%)	\$33.53	\$4.02	\$14.56	\$52.11	\$0.49	\$52.60
4 th Apprentice (70%)	\$39.12	\$4.69	\$16.45	\$60.26	\$0.49	\$60.75
5 th Apprentice (80%)	\$44.70	\$5.36	\$18.23	\$68.29	\$0.49	\$68.78

Breakdown of Funds	Pension	H&W	Education	Union Funds	CCO Fund	JEPP	Stab	Ottawa Building Trades	TOTAL (Include 13% HST with remittance)
2025	\$11.33	\$3.83	\$0.42	\$0.85	\$0.20	\$0.10	\$2.50	\$0.02	\$19.25
2026	\$11.37	\$3.86	\$0.45	\$0.89	\$0.20	\$0.10	\$2.50	\$0.02	\$19.39
2027	\$11.39	\$3.89	\$0.48	\$0.94	\$0.20	\$0.10	\$2.50	\$0.02	\$19.52

****Breakdown of Pension/Stab for Apprentices:**

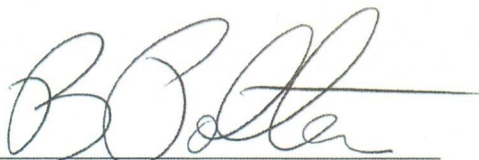
May 1st, 2025: Pension - \$11.33 (Apprentices: 1st Term - \$3.58, 2nd Term - \$5.17, 3rd Term - \$6.14, 4th Term - \$7.47, 5th Term - \$8.73).
Stabilization - \$2.50 (Apprentices: 1st Term - \$0.32, 2nd Term - \$1.08, 3rd Term - \$1.30, 4th Term - \$1.58, 5th Term - \$1.80).

May 1st, 2026: Pension - \$11.37 (Apprentices: 1st Term - \$3.75, 2nd Term - \$5.37, 3rd Term - \$6.44, 4th Term - \$7.87, 5th Term - \$9.39).
Stabilization - \$2.50 (Apprentices: 1st Term - \$0.63, 2nd Term - \$1.50, 3rd Term - \$1.77, 4th Term - \$2.08, 5th Term - \$2.20).

May 1st, 2027: Pension - \$11.39 (Apprentices: 1st Term - \$4.00, 2nd Term - \$5.72, 3rd Term - \$6.86, 4th Term - \$8.47, 5th Term - \$10.20).
Stabilization - \$2.50 (Apprentices: 1st Term - \$0.83, 2nd Term - \$1.78, 3rd Term - \$2.07, 4th Term - \$2.35, 5th Term - \$2.40).

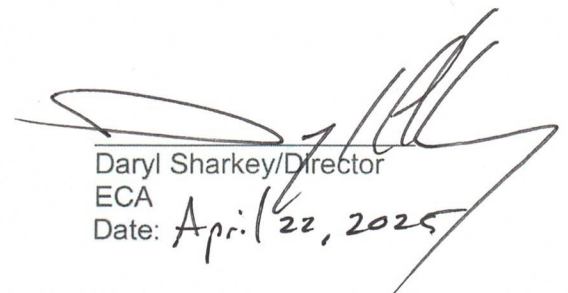
****Breakdown of ECA Funds:**

ECA Ottawa - \$0.13, ECAO - \$0.10, LAC - \$0.04, Bill 158 - \$0.01, Bill 162 Fund - \$0.03,
Education - \$0.05, Safety Training - \$0.13



Brayon Potter/Business Manager
IBEW Local 586

Date: April 16th, 2025



Daryl Sharkey/Director
ECA

Date: April 22, 2025