

Foreperson: Good morning, everyone. Let's take 5 minutes to talk about what you actually earn, because there is a lot more to your pay than just the number printed on your weekly paycheck. Let's look at what "total compensation" really means.

1. BEYOND THE PAYCHECK: THE TOTAL COMPENSATION PACKAGE

- **More Than Just Your Paycheck:** When you look at your pay stub, you might see a base rate of **\$55 per hour** (the average across Ontario) plus your vacation/statutory holiday pay. But that is only part of the story.
- **The Big Number:** Your total compensation averages **\$81.61 per hour** across the province.
- **Where the Rest Goes:** That extra \$26.61 per hour isn't missing; it is being paid directly into funds built to protect you and your career. This includes:
 - **Health and Welfare Funds** (your medical and benefit plan).
 - **Pension and/or RRSP** accounts for your retirement.
 - **Education and Training Funds** to keep your skills sharp and safe.
 - **Other Union Funds** that support your local and its members.

2. HOW YOUR PACKAGE IS NEGOTIATED: MULTI-EMPLOYER BARGAINING

- **The 3-Year Cycle:** Every three years, the provincial union and the employer bargaining agencies sit down to negotiate increases to the total wage package.
- **Your Contractors Are Not Involved:** Individual contractors do not set these rates or negotiate these increases on their own.
- **Multi-Employer Bargaining:** This is a coordinated, province-wide multi-employer bargaining process. It ensures stability, fairness, and a level playing field across the entire industry, meaning every contractor pays the same package for your classification within your local area.

THE BOTTOM LINE: A COMPLETE PACKAGE FOR YOUR FUTURE

- The single most important takeaway is this: You are earning significantly more than just your hourly take-home pay.
- Every hour you work is actively funding your health coverage today, your retirement tomorrow, and the ongoing training that keeps our trade strong.

Any quick questions about total compensation or how these funds work?

APPENDIX

May 2026 Journeyperson Wages				
Local	Base Rate	VP/SHP	Union Funds	Wage Pkg
105	\$53.42	\$6.41	\$22.30	\$82.13
115	\$50.22	\$6.03	\$24.65	\$80.90
120	\$55.86	\$6.70	\$18.61	\$81.17
303	\$51.54	\$6.18	\$23.79	\$81.51
353	\$56.08	\$6.73	\$20.03	\$82.84
402	\$59.46	\$7.14	\$14.18	\$80.78
530	\$61.63	\$7.40	\$13.79	\$82.82
586	\$55.42	\$6.65	\$19.39	\$81.46
773	\$47.87	\$7.66	\$26.01	\$81.54
804	\$56.15	\$6.74	\$18.23	\$81.12
1687	\$55.02	\$6.60	\$19.86	\$81.48