



**LUIZ BARROS**  
President/  
Business Agent

**FRED MACPHERSON**  
Business Manager  
Financial Secretary  
Treasurer



Ironworkers Local 721, 909 Kipling Ave., Toronto, Ontario M8Z 5H3



**CLINTON KNOWLTON**  
Business Agent

**NEIL MACDONALD**  
Business Agent

**DOUGLAS ELLIS**  
Recording Secretary

## APPENDIX "A"

### Wage Breakdown

#### Industrial Door Mechanic – 100% Package Rate

\*\*\* This current wage breakdown is also available on our Website at [www.iw721.org](http://www.iw721.org) \*\*\*

\*\*\* NOTE: Total wage increase for the three years is \$ 2.55 \*\*\*

\*\*\* Oct. 1<sup>st</sup>, 2019-\$0.075      Oct. 1<sup>st</sup>, 2020-\$0.85      **Oct 1<sup>st</sup>, 2021-\$0.95** \*\*\*

Effective Date	Oct. 1 <sup>st</sup> , 2019	Oct. 1 <sup>st</sup> , 2020	Oct. 1 <sup>st</sup> , 2021
Wages	\$ 29.09	\$ 29.94	\$ 30.89
Welfare	Existing Package	Existing Package	Existing Package
Pension	\$ 5.08	\$ 5.08	\$ 5.08
Field Dues	\$ 0.40	\$ 0.40	\$ 0.40
IMPACT	\$ 0.22	\$ 0.22	\$ 0.23
Total Package	\$34.39	\$ 35.64	\$ 36.60
Vac Pay	Between 4% & 10%	Between 4% & 10%	Between 4% & 10%

#### Industrial Door Mechanic – Pay Escalation Scale Schedule

Start Date	3 Months	12 Months	24 Months	36 Months	48 Months
60%	65%	70%	80%	90%	100%

LB:kw  
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Telephone  
416-236-4026

Fax  
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## Special Helper Rate Schedule

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<b>FIRST 6 MONTHS</b>	<b>Oct. 1<sup>st</sup>, 2019</b>	<b>Oct. 1<sup>st</sup>, 2020</b>	<b>Oct. 1<sup>st</sup>, 2021</b>
Wages	\$ 17.79	\$ 18.64	\$ 19.59
Welfare	Existing Package	Existing Package	Existing Package
Pension	\$ 4.27	\$ 4.27	\$ 4.27
Field Dues	\$ 0.40	\$ 0.40	\$ 0.40
IMPACT	\$ 0.13	\$ 0.14	\$ 0.16
<b>Total Package</b>	<b>\$ 22.59</b>	<b>\$ 23.45</b>	<b>\$ 24.42</b>

<b>AFTER 6 MONTHS</b>	<b>Oct. 1<sup>st</sup>, 2019</b>	<b>Oct. 1<sup>st</sup>, 2020</b>	<b>Oct. 1<sup>st</sup>, 2021</b>
Wages	\$ 18.75	\$ 19.60	\$ 20.55
Welfare	Existing Package	Existing Package	Existing Package
Pension	\$ 4.32	\$ 4.32	\$ 4.32
Field Dues	\$ 0.40	\$ 0.40	\$ 0.40
IMPACT	\$ 0.14	\$ 0.15	\$ 0.15
<b>Total Package</b>	<b>\$ 23.61</b>	<b>\$ 24.47</b>	<b>\$ 25.42</b>

<b>AFTER 1 YEAR</b>	<b>Oct. 1<sup>st</sup>, 2019</b>	<b>Oct. 1<sup>st</sup>, 2020</b>	<b>Oct. 1<sup>st</sup>, 2021</b>
Wages	\$ 19.38	\$ 20.23	\$ 21.18
Welfare	Existing Package	Existing Package	Existing Package
Pension	\$ 4.38	\$ 4.38	\$ 4.38
Field Dues	\$ 0.40	\$ 0.40	\$ 0.40
IMPACT	\$ 0.15	\$ 0.15	\$ 0.16
<b>Total Package</b>	<b>\$ 24.31</b>	<b>\$ 25.16</b>	<b>\$ 26.12</b>

(cont'd)

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## Special Helper Rate Schedule

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<b>AFTER 2 YEARS</b>	<b>Oct. 1<sup>st</sup>, 2019</b>	<b>Oct. 1<sup>st</sup>, 2020</b>	<b>Oct. 1<sup>st</sup>, 2021</b>
Wages	\$ 20.99	\$ 21.84	\$ 22.79
Welfare	Existing Package	Existing Package	Existing Package
Pension	\$ 4.50	\$ 4.50	\$ 4.50
Field Dues	\$ 0.40	\$ 0.40	\$ 0.40
IMPACT	\$ 0.16	\$ 0.16	\$ 0.17
<b>Total Package</b>	<b>\$ 26.05</b>	<b>\$26.90</b>	<b>\$ 27.86</b>

<b>AFTER 3 YEARS</b>	<b>Oct. 1<sup>st</sup>, 2019</b>	<b>Oct. 1<sup>st</sup>, 2020</b>	<b>Oct. 1<sup>st</sup>, 2021</b>
Wages	\$ 22.60	\$ 23.45	\$ 24.40
Welfare	Existing Package	Existing Package	Existing Package
Pension	\$ 4.61	\$ 4.61	\$ 4.61
Field Dues	\$ 0.40	\$ 0.40	\$ 0.40
IMPACT	\$ 0.17	\$ 0.18	\$ 0.18
<b>Total Package</b>	<b>\$ 27.78</b>	<b>\$ 28.64</b>	<b>\$ 29.59</b>

<b>AFTER 4 YEARS</b>	<b>Oct. 1<sup>st</sup>, 2019</b>	<b>Oct. 1<sup>st</sup>, 2020</b>	<b>Oct. 1<sup>st</sup>, 2021</b>
Wages	\$ 24.19	\$ 25.04	\$ 25.99
Welfare	Existing Package	Existing Package	Existing Package
Pension	\$ 4.68	\$ 4.68	\$ 4.68
Field Dues	\$ 0.40	\$ 0.40	\$ 0.40
IMPACT	\$ 0.18	\$ 0.19	\$ 0.19
<b>Total Package</b>	<b>\$ 29.45</b>	<b>\$ 30.31</b>	<b>\$ 31.26</b>