



OPERATIVE PLASTERERS' AND CEMENT MASONS
INTERNATIONAL ASSOCIATION OF THE UNITED STATES AND CANADA

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AFFILIATED WITH
AMERICAN FEDERATION OF LABOR AND
CONGRESS OF INDUSTRIAL ORGANIZATIONS

**Per Agreement with O.C.A.
Heavy and Highway
Wage Schedule Effective May 1, 2023 - April 30, 2024**

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BUILDING AND CONSTRUCTION

TRADES DEPARTMENT

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UNION LABEL AND SERVICE
TRADES DEPARTMENT

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METAL TRADES DEPARTMENT

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MARITIME TRADES DEPARTMENT

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CANADIAN FEDERATION OF LABOUR

Base Rate	\$33.74
H & W	\$8.50
Pension	\$7.55
Annuity	\$2.25
Apprentice Fund	\$0.65
Int'l Training Fund	\$0.07
O.C.I.	\$0.05
Admin Fees	\$0.08
Contractor Dues	\$0.14

Total Package \$53.03

***Old Exhibit B, CBA Paragraph 20 & 21, work in the counties of Ashtabula, Cuyahoga, Fulton, Geauga, Hancock, Henry, Lake, Lucas, Putnam, & Wood shall receive \$1.00 (Page 26, adjustment for former Exhibit B District employees) over the going journeyman base rate for a total of \$34.74 (base rate). This additional \$1.00 to the base rate will be used for apprentices working under that work scope and within that jurisdiction. All fringe rates are paid the same for both journeyman and apprentices.**

Lead Cement Mason / Foreman rate is \$1.50 per hour more added to the base rate.

Apprentice Schedule

3 Year Agreement

1st Year -	70% of Base Rate	2022 - 2023	2023 - 2024	2024 - 2025
2nd Year -	80% of Base Rate	\$1.50	\$1.50	\$1.50
3rd Year -	90% of Base Rate			

All Apprentice Fringes are paid at the same rate as Journeymen
Area dues/deductions will adhere to the local union geographical area