

**THE ATTACHED IS A GENERAL GUIDE TO DETERMINE THE COST OF A  
MANHOUR OF ELECTRICAL LABOUR FOR PRICING CHANGE ORDERS, OR  
ADDITIONAL WORK ORDERS ON FIXED PRICE CONTRACTS.**

**THE RATE REPRESENTS A COST ONLY AND TO IT MUST BE ADDED  
PERCENTAGES FOR OVERHEAD AND PROFIT AS DECIDED BY EACH  
INDIVIDUAL CONTRACTOR.**

**EFFECTIVE MAY 2007**

**Published by ECA Ottawa as Public Information Service and is  
not intended as a directive.**

**Item 1: BASE RATE:**  
As per negotiated Collective Agreement      \$32.57

**Item 2: VACATION PAY AND STATUTORY HOLIDAY PAY:**  
As per negotiated Collective Agreement  
  
10% of Base Rate \$32.57 = **\$3.26 per hour**

**Item 3: FRINGE BENEFITS**  
Health, Welfare, Pension, Industry Funds as per Collective Agreement  
  
**\$11.69 per hour**

**Item 4: SUPERVISION**  
Based on project with 16 workmen requiring a General Foreman and Foreman.

1	General Foreman	\$35.83 + 20%	\$43.00
1	Foreman	\$35.83 + 12%	<u>\$40.13</u>
			\$83.13
12	Journeymen	\$35.83 X 12	\$429.96
4	Apprentices	\$25.08 X 4	<u>\$100.32</u>
			\$530.28
	Allowance for Supervision	<b><u>\$83.13 X 100 = 16%</u></b>	
		<b><u>\$530.28</u></b>	

16% of (\$35.83 + \$11.69) = **\$7.60 per hour**

**Item 5: REST PERIODS**  
As per standard practice - 15 minutes every 4 hours.

$\frac{15}{240} \times (\$32.57 + \$3.26 + \$11.69) =$ **\$2.97 per hour**

**Item 6: SMALL TOOLS**  
Considered to be 8% of Basic Labour Cost

8% of \$35.83 = **\$2.87 per hour**

**Item 7: PAYROLL BURDENS**  
As per applicable Federal or Provincial legislation.

(a) **Employee Insurance:**

Employment Contribution =  $\$35.83 \times 2\% = \underline{\$0.72}$

Employer Contribution =  $1.4 \times \$0.72 = \underline{\$1.01 \text{ per hour}}$

(b) **WSIB**       $\$3.25//100$  Payroll

$\frac{\$3.25 \times \$35.83}{100} = \underline{\$1.16 \text{ per hour}}$

(c) **Employer Health Tax**      -Rate ranges from .98% (up to \$200,00 gross annual payroll) to 1.95% (more than \$400,00 gross annual payroll)

Assuming maximum rate 1.95% of  $\$35.83 = \underline{\$0.70 \text{ per hour}}$

(d) **Canada Pension Plan** -  $\$35.83 \times 5\% = \underline{\$1.79}$

(e) **PL & PD Insurance** - commonly considered to be 2.5% of labour costs

$2.5\% \text{ of } (\$35.83 + \$11.69) = \underline{\$1.19 \text{ per hour}}$

(f) **Finance** - Additional amount to cover interest charge over and above Traditional rates of 6% to 8%. Charge is 1% of labour.

$1\% \text{ of } \$47.52 = \underline{\$0.48 \text{ per hour}}$

(g) **Safety Training** - Five hour courses @ \$500.00  
52 weeks @ 36 hours per week = 1800  
Cost per hour  $\frac{\$500}{1800} = \underline{\$0.28 \text{ per hour}}$

**Jobsite Safety Talks** - Allow  $\frac{1}{2}$  hour per week for tool box talks.  
 $\frac{.50}{36} \times \$47.52 = \underline{\$0.66 \text{ per hour}}$

**WHMIS Information** - 15 minutes per worker week to access WHMIS information

$\frac{.25}{36} \times \$47.52 = \underline{\$0.33 \text{ per hour}}$

**Health & Safety Committee** - One worker in five (5) be appointed to a Committee. This safety work will average two (2) hours per plus one hour preparation time.

$$\frac{3 \times \$47.52}{180 \text{ hours}} = \underline{\underline{\$0.79 \text{ per hour}}}$$

**Site Facilities**

- Provide trailer/lunchroom, complete with all necessary first aid requirements

\$600.00 per month per ten (10) workers

$$\frac{\$600.00 \times 12}{10 \times 1800} = \underline{\underline{\$0.40 \text{ per hour}}}$$

**Personal Protection**

- Allow \$50.00 per worker per month for protection equipment.

$$\frac{\$50.00 \times 12}{1800} = \underline{\underline{\$0.33 \text{ per hour}}}$$

- Allow ½ hour per day per worker for personal hygiene.

$$\frac{2.5 \text{ hours} \times \$47.52}{36} = \underline{\underline{\$3.30 \text{ per hour}}}$$

(h) **Retail Sales Tax on Benefits -\$0.18**

**Recap of Item 7:**

(a)	Employment Insurance	\$ 1.01
(b)	WSIB	1.16
(c)	Employer Health Tax	.70
(d)	Canada Pension Plan	1.79
(e)	PL & PD Insurance	1.19
(f)	Financing	.48
(g)	Safety Training	6.09
(h)	Provincial Retail Sales Tax	<u>.18</u>
		\$12.60

**Item 8:**                    **Clean-up - \$0.52 per hour** (in accordance with Ottawa Construction Association recommended standard practice.)

**Item 9:**                    **Parking** - is part of current Union Agreement at the rate of \$ 10.00 per day.

$$\frac{\$10.00}{7.2} = \underline{\underline{\$1.39 \text{ per hour}}}$$

**SUMMARY**

1.	Base Rate	\$32.57
2.	Vacation Pay	3.26
3.	Fringe Benefits	11.69
4.	Supervision	7.60
5.	Rest Periods	2.97
6.	Small Tools	2.87
7.	Payroll Burden	12.60
8.	Clean - up	.52
9.	Parking	<u>1.39</u>
		\$75.47

**Note:** Cost does not include overhead and profit which each individual contractor must apply to suit his operation and the contract.

**NEW CHARGE-OUT GUIDE**  
**EFFECTIVE MAY 2007**

The following is an approximate guideline of costs that could be involved in a suggested \$87.38 charge-out rate. Published by ECA Ottawa as a public information service and is not intended as a directive.

PAY	\$32.57
VACATION PAY (10%)	3.26
EMPLOYMENT INSURANCE (2%)	1.00
C.P.P. (5%)	1.79
EMPLOYER HEALTH TAX (1.95%)	.70
WSIB	1.16
PL & PD INSURANCE	1.19
BENEFITS	12.60
PROVINCIAL RETAIL SALES TAX	<u>.18</u>
LABOUR COST:	\$54.45

**OTHER COSTS:**

CARS AND TRUCKS	\$10.00
TOOLS AND EQUIPMENT	2.87
OVERHEAD (18%)	<u>12.12</u>
TOTAL	\$79.44

\_\_\_\_\_ PROFIT (10%) \$ 7.94

**TOTAL RATE:** \$87.38

**NOTES:**

- Pay Rate, Vacation Pay and Employee Benefits determined by Collective Agreement with Local 586, IBEW.
- CPP, Employment Insurance, Employer Health Tax and WSIB required by Federal and Provincial Legislation.
- Public Liability and Property Damage Insurance required by City of Ottawa By-Law.