

SECURITY SYSTEMS INSTALLERS



IC-I AND RESIDENTIAL SECTORS Current base hourly rate as of April 27 2025

TRADE	Institutional Commercial Industrial	Industrial Heavy	James Bay region and remote sites	Residential		Union dues*
				Light	Heavy**	
Installer Journeyman	\$39.09 /h	\$40.37 /h	\$40.48/h	\$36.51 /h	\$38.93 /h	55 % of \$39.09 /h \$21.90 + \$0.05 /h
Apprentice 3 rd	\$33.23 /h	\$34.31 /h	\$34.41 /h	\$31.04 /h	\$33.09 /h	\$18.27
Apprentice 2 nd	\$27.36 /h	\$28.26 /h	\$28.34 /h	\$25.56 /h	\$27.25 /h	\$15.05
Apprentice 1 st	\$23.45 /h	\$24.22 /h	\$24.29 /h	\$21.91 /h	\$23.36 /h	\$12.90

CIVIL ENGINEERING AND ROADS SECTOR Current base hourly rate as of April 27 2025

TRADE	Central General Rule	James Bay region and remote sites	Job sites with bunkhouses	Union dues*
Installer Journeyman	\$39.81 /h	\$43.71 /h	\$42.28 /h	55 % of \$39.09/h \$21.90 + \$0.05 /h
Apprentice 3 rd	\$33.84 /h	\$37.15 /h	\$35.95 /h	\$18.27
Apprentice 2 nd	\$27.87 /h	\$30.06 /h	\$29.60 /h	\$15.05
Apprentice 1 st	\$23.89 /h	\$26.23 /h	\$25.37 /h	\$12.90

* Union dues based on 55 % of one hour worked at the IC-I rate, based on level of apprenticeship.

** Heavy residential = New building with more than 4 floors, or existing building with more than 6 floors (refurbishing, renovation, modification and maintenance).