

## FAIR WAGE SCHEDULE

1990 - 1991

### \* I.C.I. WORK

\* Industrial, Commercial, Institutional

| TRADE  | EFFECTIVE DATE                                | HOURLY RATE                              | *VACATION AND HOLIDAY PAY | *FRINGE BENEFITS                     | WEEKLY HOURS OF WORK |
|--|---|--|---------------------------|--------------------------------------|----------------------|
| Asbestos Mechanics   | -   | -  | -                         | -                                    | -                    |
| Asbestos Remover Beginner                                      | -   | -  | -                         | -                                    | -                    |
| Asbestos Remover/Mould Removers                                | -   | -  | -                         | -                                    | -                    |
| Bricklayers & Stonemasons                                      | -   | -  | -                         | -                                    | -                    |
| Bricklayers Labourers  | -   | -  | -                         | -                                    | -                    |
| Builders Labourers   | -   | -  | -                         | -                                    | -                    |
| Carpenters   | -   | -  | -                         | -                                    | -                    |
| Cement (Finishers)   | -   | -  | -                         | -                                    | -                    |
| Cement (Masons)  | -   | -  | -                         | -                                    | -                    |
| Caulkers (Carpenters)  | May 1/90<br>Oct 1/90<br>May 1/91              | \$21.45<br>\$21.67<br>\$22.95            | 10%                       | \$1.75<br>\$1.75<br>\$2.10           | 40                   |
| Concrete Labourers   | May 1/90<br>May 1/91                          | \$21.76<br>\$23.58                       | 10%                       | \$2.22                               | 40                   |
| Drywall Taper (Plasterer)                                      | June 1/90<br>Nov 1/90<br>May 1/91<br>Nov 1/91 | \$23.50<br>\$23.50<br>\$24.95<br>\$25.20 | 10%                       | \$2.50<br>\$2.70<br>\$2.70<br>\$2.70 | 37.5                 |
| Electrical Workers   | May 1/90<br>May 1/91                          | \$24.38<br>\$26.06                       | 10%+\$0.60*               | \$3.01                               | 37.5                 |
| * Contact the Fair Wage Office. Toronto Area Travel Allowance. |   |  |                           |                                      |                      |
| Elevator Constructors  | May 1/90<br>May 1/91                          | \$25.48<br>\$27.23                       | 12%                       | \$2.68<br>\$3.43                     | 40                   |
| Formwork Labourers   | May 1/90<br>May 1/91                          | \$21.76<br>\$23.58                       | 10%                       | \$2.22<br>\$2.22                     | 40                   |

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|---|-----------------------|--------------------|----------------------------------|-------------------------|-----------------------------|
| Glaziers  | June 1/90             | \$23.05            | 10%                              | \$2.40                  | 37.5                        |
|   | Nov 1/90              | \$23.32            |                                  |                         |                             |
|   | May 1/91              | \$24.87            |                                  |                         |                             |
|   | Nov 1/91              | \$25.15            |                                  |                         |                             |
| Iron Workers (Ornamental)                         | June 13/90            | \$22.59            | 10%                              | \$4.50                  | 40                          |
|   | May 1/91              | \$24.09            |                                  |                         |                             |
| Iron Workers (Structural)                         | May 1/90              | \$22.59            | 10%                              | \$4.50                  | 40                          |
|   | May 1/91              | \$24.09            |                                  |                         |                             |
| Jackhammer Operations Labourers                   | May 1/90              | \$21.76            | 10%                              | \$4.50                  | 40                          |
|   | May 1/91              | \$23.58            |                                  |                         |                             |
| Landscape Labourers                               | May 1/90              | \$18.29            | 10%                              | \$1.65                  | 40                          |
|   | May 1/91              | \$19.29            |                                  | \$1.85                  |                             |
|   | Sept 1/91             | \$19.29            |                                  | \$1.95                  |                             |
| Lathers (Drywall Acoustics, Boarders, Insulation) | May 1/90              | \$23.56            | 10%                              | \$2.30                  | 37.5                        |
|   | May 1/91              | \$24.93            |                                  | \$2.80                  |                             |
|   | Nov 1/91              | \$24.93            |                                  | \$2.95                  |                             |
| Marble Masons                                     | June 28/90            | \$22.92            | 10%                              | \$2.00                  | 40                          |
|   | May 1/91              | \$24.74            |                                  |                         |                             |
|   | Nov 1/91              | \$25.10            |                                  |                         |                             |
| Marble & Tile Helpers                             | June 28/90            | \$21.35            | 10%                              | \$2.00                  | 40                          |
|   | May 1/91              | \$23.17            |                                  |                         |                             |
|   | Nov 1/91              | \$23.54            |                                  |                         |                             |
| Millwrights                                       | July 9/90             | \$23.04            | 10%                              | \$3.75                  | 40                          |
|   | May 1/91              | \$24.57            |                                  | \$3.91                  |                             |
| Mortarperson Labourers                            | May 1/90              | \$21.81            | 10%                              | \$2.22                  | 40                          |
|   | May 1/91              | \$23.63            |                                  |                         |                             |
| Painters & Decorators                             | June 1/90             | \$22.31            | 10%                              | \$2.50                  | 37.5                        |
|   | Nov 1/90              | \$22.31            |                                  | \$2.70                  |                             |
|   | May 1/91              | \$23.90            |                                  | \$2.70                  |                             |
|   | Nov 1/91              | \$24.18            |                                  | \$2.70                  |                             |
| Pavement Markers                                  | May 1/90              | \$13.07            | 10%                              | \$0.92                  | 40                          |
|   | Nov 1/90              | \$13.36            |                                  |                         |                             |
|   | May 1/91              | \$14.52            |                                  |                         |                             |
| Pavement Markers – Labourers                      | May 1/90              | \$19.86            | 10%                              | \$2.12                  | 40                          |
|   | Nov 1/90              | \$20.31            |                                  |                         |                             |
|   | May 1/91              | \$22.11            |                                  |                         |                             |
| Pit Miner (over 4' deep)                          | May 1/90              | \$21.97            | 10%                              | \$2.22                  | 40                          |
|   | May 1/91              | \$23.79            |                                  |                         |                             |
| Plasterers' Labourers                             | May 1/90              | \$21.86            | 10%                              | \$2.22                  | 40                          |
|   | May 1/91              | \$23.68            |                                  |                         |                             |
| Plumbers & Steamfitters                           | July 4/90             | \$24.97            | 10%                              | \$3.15                  | 37.5                        |
|   | May 1/91              | \$26.97            |                                  |                         |                             |
| Refrigeration Mechanics                           | June 16/90            | \$26.35            | 10%                              | \$2.35                  | 37.5                        |
|   | May 1/91              | \$28.00            |                                  |                         |                             |
| Resilient Floor Workers                           | May 1/90              | \$22.32            | 10%                              | \$2.60                  | 37.5                        |
|   | Oct 1/90              | \$22.55            |                                  |                         |                             |
|   | May 1/90              | \$24.14            |                                  |                         |                             |
| Rod Installer                                     | June 13/90            | \$22.01            | 10%                              | \$4.20                  | 37.5                        |
|   | May 1/91              | \$23.76            |                                  |                         |                             |
| Roofer (Foreperson)                               | May 1/90              | \$25.33            | 10%                              | \$1.25                  | 40                          |
|   | May 1/91              | \$27.15            |                                  | \$1.50                  |                             |
| Roofer (Potperson & Roofer)                       | May 1/90              | \$24.26            | 10%                              | -                       | 40                          |
|   | May 1/91              | \$26.09            |                                  |                         |                             |

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|---|--|--|----------------------------------|-------------------------|-----------------------------|
| Roofer (Material Handler)   | May 1/90<br>May 1/91                                       | \$23.01<br>\$24.83                       | 10%                              | -                       | 40                          |
| Roofer (Material Handler Sr. Prob.)                                 | May 1/90<br>May 1/91                                       | \$18.38<br>\$19.75                       | 10%                              | -                       | 40                          |
| Roofer (Material Handler Jr. Prob.)                                 | May 1/90<br>May 1/91                                       | \$16.41<br>\$17.77                       | 10%                              | -                       | 40                          |
| Sheeter/Decker Mechanic   | June 25/90<br>May 1/91                                     | \$24.54<br>\$26.36                       | 10%                              | \$3.17                  | 36                          |
| Sheeter/Decker Assistant  | June 25/90<br>May 1/91                                     | \$22.35<br>\$23.99                       | 10%                              | \$1.40                  | 36                          |
| Sheeter/Decker Material Handler                                     | June 25/90<br>May 1/91                                     | \$20.16<br>\$21.66                       | 10%                              | \$1.40                  | 36                          |
| Sprinkler (Automatic Fire)  | July 17/90<br>May 1/91                                     | \$24.83<br>\$26.33                       | 10%                              | \$2.95<br>\$3.00        | 36                          |
| Tile & Terrazzo Helpers   | June 28/90<br>May 1/91<br>Nov 1/91                         | \$21.44<br>\$23.25<br>\$23.62            | 10%                              | \$2.00                  | 40                          |
| Tile & Terrazzo Mechanics   | June 28/90<br>May 1/91<br>Nov 1/91                         | \$22.75<br>\$24.57<br>\$24.94            | 10%                              | \$2.00                  | 40                          |
| Vibrator Labourers  | May 1/90<br>May 1/91                                       | \$21.81<br>\$23.63                       | 10%                              | \$2.22                  | 40                          |
| Watchperson & Flagperson when Labourers are employed as Watchperson | May 1/90<br>May 1/91                                       | \$19.66<br>\$21.48                       | 10%                              | \$2.22                  | 40                          |
| Waterblasters   | May 1/90<br>May 1/91                                       | \$17.73                                  | 10%                              | \$2.50<br>\$2.70        | 40                          |
| Waterproofers   | May 1/90<br>May 1/91                                       | \$22.83<br>\$25.00                       | 10%                              | \$2.22<br>\$2.50        | 40                          |
| Wrecker's Labourers   | July 3/90<br>Oct 29/90<br>Apr 29/91<br>Nov 4/91            | \$14.84<br>\$15.46<br>\$16.28<br>\$16.59 | 10%                              | \$1.00                  | 44                          |
| Welders (Acetylene, Electric, etc.)                                 | Same rate as the highest trade with whom they are working. |  |                                  |                         |                             |
| General Precast Labourer  | May 1/90<br>May 1/91                                       | \$21.78<br>\$23.60                       | 10%                              | \$2.22                  | 40                          |
| Precast Erector and Finisher  | May 1/90<br>May 1/91                                       | \$22.81<br>\$24.63                       | 10%                              | \$2.22                  | 40                          |
| Welder (Certified)  | May 1/90<br>May 1/91                                       | \$23.06<br>\$24.88                       | 10%                              | \$2.22                  | 40                          |
| Working Foreman/Woman   | May 1/90<br>May 1/91                                       | \$23.81<br>\$25.63                       | 10%                              | \$2.22                  | 40                          |

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|---|-----------------------|--------------------|----------------------------------|-------------------------|-----------------------------|
| <b><u>TRUCK DRIVERS CLASSIFICATIONS</u></b>   |                       |                    |                                  |                         |                             |
| Class #1 - Warehouse and storekeeper, float truck and trailer, load bearing boom truck  | July 1/90<br>May 1/91 | \$20.75<br>\$22.45 | 10%                              | \$2.55<br>\$2.75        | -                           |
| Class #2 – Ready mix, euclid type, DW 20 & 21 rear end, ejectors, and belly dumps   | July 1/90<br>May 1/91 | \$20.71<br>\$22.41 | 10%                              | \$2.55<br>\$2.75        | -                           |
| Class #3 – Dumpcrete, fork lift driver, 5 ton and over in warehouse, compound and storage area  | July 1/90<br>May 1/91 | \$20.65<br>\$22.35 | 10%                              | \$2.55<br>\$2.75        | -                           |
| Class #4 – Dump truck, service trucks, flat and stake trucks, fuel trucks, bulk lift, form tractor operators, warehouse helper, fork lift driver and 5 tons | July 1/90<br>May 1/91 | \$20.61<br>\$22.31 | 10%                              | \$2.55<br>\$2.75        | -                           |



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|--|-----------------------|--------------------|----------------------------------|-------------------------|-----------------------------|
| 1.3 Operators of: air tuggers used for installation of vessels, tanks machinery and for steel erection; side booms on land or water; man and material hoist and single drum hoists 12-stories and under not of a manual friction and brake type; elevators except as set out in Article 1.6, monorails, bullmoose type, equipment of 5-ton capacity or over; air compressor feeding low pressure into air locks, tunnel mole, 3 <sup>rd</sup> Class Stationery Engineers. Mobile pumpcrete save and except those listed in 1.2(A) above. | May 1/90<br>May 1/91  | \$22.87<br>\$24.10 | 10%                              | \$3.15<br>\$3.55        | -                           |
| 1.4 Operators of: bulldozers (including 815 type) tractors, scrapers, graders, emcos, overhead and front-end loaders side loaders, industrial tractors with excavating attachments, trenching machines, and all similar equipment. Pitman type cranes under 10-ton capacity, mobile pressure grease units, mucking machines, hydraulically operated utility pole hole diggers, and Dinky locomotive type engines. 4 <sup>th</sup> Class Stationery Engineers. Kubota type backhoe and skid steer loader.                                 | May 1/90<br>May 1/91  | \$22.71<br>\$23.94 | 10%                              | \$3.15<br>\$3.55        | -                           |
| 1.5 Operators of: batching and crushing plants, 6" discharge pumps and over, wellpoint systems and all similar systems, concrete mixers of 1 cubic yard and over, gas, diesel, or steam driven generator over 50 HP (portable), fork lifts over 8' lifting height, air tuggers except those in Group 1.3, Caisson boring machines (25 HP and under), drill rigs, post hole diggers, portable air compressors 150 CFM and over, and concrete pumps, signal person.  | May 1/90<br>May 1/91  | \$20.55<br>\$21.78 | 10%                              | \$3.15<br>\$3.55        | -                           |
| 1.6 Operators of: boom trucks, "A" Frames driver mounted compaction units, bullmoose type equipment under 5-ton capacity, fork lifts 8' and under in lifting height and conveyors. Fireman/Woman. Permanent automatically controlled elevators on commercial and institutional buildings.  | May 1/90<br>May 1/91  | \$19.55<br>\$20.78 | 10%                              | \$3.15<br>\$3.55        | -                           |

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|--|-----------------------|--------------------|----------------------------------|-------------------------|-----------------------------|
| 1.7(A) Operators of: Pumps under 6" discharge where 3 or more pumps are employed on the same job site, hydraulic jacking equipment for underground operations, portable air compressors under 150 CFM where attendant is required, and driver mounted power sweepers.<br>Attendants for forced air, gas or oil burning temporary heating units of 500,000 BTU's or over per hour, or 5 or more on the same job site.<br>Oilers, oil- drivers, and mechanics helpers. | May 1/90              | \$18.36            | 10%                              | \$3.15                  | -                           |
|  | May 1/91              | \$19.59            |                                  | \$3.55                  |                             |
| 1.7(B) 1 <sup>st</sup> Year Oilers.  | May 1/90              | \$18.02            | 10%                              | \$3.15                  | -                           |
|  | May 1/91              | \$19.25            |                                  | \$3.55                  |                             |

**HOURS OF WORK AND OVERTIME**

(A) For Building Construction (Operating Engineers)

Eight (8) hours/day, 40 hours/week, Monday to Friday, inclusive, time and one-half of the regular day shift rate shall be paid for the first hour of overtime; all work in excess of hours noted & Saturday, Sunday and Holidays, double the regular day shift rate.

(B) Excavations, Site Preparation, Sewers and Watermains.

Site preparation shall mean the excavating of ground to sub-grade level and shall not include pile-driving, drilling, boring ductwork or tunnel work.

Ten (10) hours/day, 50 hours/week, Monday to Friday inclusive.

**IRON WORKERS**

(Structural, architectural): includes Riveters, Riggers, Heaters, Sash Erectors and Machinery Movers.

\***FRINGE BENEFITS:** "Fringe Benefits" shall include such benefits as company pension plans, apprenticeship training, extended health care benefits, dental and prescription drugs, etc. It does **NOT** include payroll burden deductions such as C.P.P., E.H.T., W.S.I.B., E.I.C., etc.

\* **VACATION AND HOLIDAY PAY:**

FOR CONTRACTORS THAT DO NOT OFFER "FRINGE BENEFITS" TO THEIR WORKERS, THE FRINGE BENEFITS HOURLY RATE SHALL BE ADDED TO THE HOURLY OR WEEKLY RATE AS SHOWN ABOVE.

FAIR WAGE OFFICE  
18<sup>TH</sup> FLOOR, WEST TOWER, CITY HALL

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