

FAIR WAGE SCHEDULE

1995 - 1997

HEAVY CONSTRUCTION WORK

This Schedule is applicable to the Construction, Reconstruction, Rehabilitation, Repair of Bridges, Overpasses, Underpasses, etc.
This Schedule is not applicable to Resurfacing or New Road Construction, otherwise covered by the Road Building Agreement.

TRADE (Excluding Tunnelwork)	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Carpenters	May 1/95	\$24.71	10%	\$5.40	-
Electricians	May 1/95 May 1/96 May 1/97	\$27.58 \$27.81 \$28.26	10%	\$4.20 \$4.64 \$5.13	-
<u>LABOURERS:</u>					
<u>Group 1</u>					
Labourers, including labourers on stripping on all form work, erecting and dismantling of all tubular scaffolding, and wire mesh installers, carpenter's labourers, epoxy injector, group-pointer-painter, mortarperson, dinky motorperson, small mixers (under 1 yard), concrete workers (screed-person, puddler, floatperson) farm tractor driver, mixer person and route group pump person including non-self propelled slurry pumps, mini skid steer loaders and mini backhoes of 45 h.p. and under and similar small equipment, pitbottom person, signal person, all machinery-driven tools by gas, electric and air, in open cut work, pipelayer's helper pumps - 3" and under, heater person (under 500,000 BTU and in groups of 4 or less)	May 22/95	\$24.88	10%	\$2.82	-
	May 1/96	\$25.18		\$2.92	
	Aug 1/96	\$25.18		\$3.02	
	May 1/97	\$25.75		\$3.22	

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>Group 2</u>					
Scootcrete, sheeting and shoring person, timberperson in trench, labourers on wellpoints, pipelayers, maintenance hole constructor and valve chamber constructor	May 22/95	\$25.13	10%	\$2.82	-
	May 1/96	\$25.43		\$2.92	
	Aug 1/96	\$25.43		\$3.02	
	May 1/97	\$25.97		\$3.22	
<u>Group 3</u>					
Reinforced concrete workers, and form setters, jackhammerperson, concrete vibrator person, hydro demolisher person	May 22/95	\$25.18	10%	\$2.82	-
	May 1/96	\$25.48		\$2.92	
	Aug 1/96	\$25.48		\$3.02	
	May 1/97	\$26.02		\$3.22	
<u>Group 4</u>					
Pile Installation - all types, steel strut installer and dismantler, concrete-cement finisher precast installer, erector and finisher including post-tensioning, rigging of components and sandblasting, rigger burner, pit miner, drillers, wagon drillers in caissons, underpinning or shaft sinking, lead man - pile driving, grout person, gunnite and shotcrete person, sandblasters, mixerperson and grout pump person including non-self propelled slurry pumps, shear-stud installer	May 22/95	\$25.28	10%	\$2.82	-
	May 1/96	\$25.48		\$2.92	
	Aug 1/96	\$25.48		\$3.02	
	May 1/97	\$26.12		\$3.22	
<u>Group 5</u>					
Carpenter Form-builder, Fabricator, Erector and welder (certified), (Rod or Semi-Automatic)	May 22/95	\$26.88	10%	\$2.82	-
	May 1/96	\$27.18		\$2.92	
	Aug 1/96	\$27.18		\$3.02	
	May 1/97	\$27.72		\$3.22	
<u>Group 6</u>					
Welder with own rig (rod or semi-automatic)	May 22/95	\$46.36	10%	\$2.82	-
	May 1/96	\$46.66		\$2.92	
	Aug 1/96	\$46.66		\$3.02	
	May 1/97	\$47.20		\$3.22	
<u>Group 7</u>					
Flag Person & Casual Watchperson	May 22/95	\$11.97	10%	\$2.82	-
	May 1/96	\$12.27		\$2.92	
	Aug 1/96	\$12.27		\$3.02	
	May 1/97	\$12.81		\$3.22	

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>OPERATING ENGINEERS:</u>					
1.1 (A) Engineers operating: cranes with a manufacturers rating of 200 ton capacity and over	Aug 19/95	\$27.49	10%	\$4.99	-
	May 1/96	\$27.49		\$5.09	
	May 1/97	\$27.49		\$5.59	
	Nov 1/97	\$27.49		\$6.14	
1.1 (B) Engineers operating: cranes with a manufacturers rating of 100 ton capacity and up to 199 ton capacity	Aug 19/95	\$27.04	10%	\$4.99	-
	May 1/96	\$27.04		\$5.09	
	May 1/97	\$27.04		\$5.59	
	Nov 1/97	\$27.04		\$6.14	
1.2 (A) Engineers operating: all conventional and hydraulic type cranes, save and except those set out in Article 1 above 15 ton capacity and over boom truck, clams, shovels, gradalls, backhoes, draglines, piledrivers, all power derricks gantry cranes, caisson boring machines (over 25 HP), and similar equipment working on land or water, overhead cranes, chimney hoists, and all similar equipment working on land or water, overhead cranes, chimney hoists, multiple drum hoists, single drum hoists (over 12- stories), single drum hoists of manual friction and brake type, and all similar equipment, dredges - suction and dipper, hydraulic jacking equipment on vertical slip forms, hydraulic jacking poles, creter cranes, and scooper. Heavy duty mechanics, qualified welders and 2 nd Class Stationery Engineers. Mobile pumpcrete 42 metre boom and over	Aug 19/95	\$26.29	10%	\$4.99	-
	May 1/96	\$26.29		\$5.09	
	May 1/97	\$26.29		\$5.59	
	Nov 1/97	\$26.29		\$6.14	
1.2 (B) Pitman type cranes of 10-ton capacity and over	Aug 19/95	\$25.81	10%	\$4.99	-
	May 1/96	\$25.81		\$5.09	
	May 1/97	\$25.81		\$5.59	
	Nov 1/97	\$25.81		\$6.14	

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
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, monorails, bullmoose type, equipment of 5-ton capacity or over; air compressor feeding low pressure into air locks, tunnel mole, 3 rd Class Stationery Engineers. Mobile pumpcrete save and except those listed in 1.2(A) above	Aug 19/95	\$25.34	10%	\$4.99	-
	May 1/96	\$25.34		\$5.09	
	May 1/97	\$25.34		\$5.59	
	Nov 1/97	\$25.34		\$6.14	
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 hoe diggers, and Dinky locomotive type Engineers 4 th Class Stationery Engineers. Kubota type backhoe and skid steer loader	Aug 19/95	\$25.17	10%	\$4.99	-
	May 1/96	\$25.17		\$5.09	
	May 1/97	\$25.17		\$5.59	
	Nov 1/97	\$25.17		\$6.14	
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. Caisson boring machines (25 HP and under), drill rigs, post hole diggers, portable air compressors 150 CFM and over, and concrete pumps. Signalperson	Aug 19/95	\$22.84	10%	\$4.99	-
	May 1/96	\$22.84		\$5.09	
	May 1/97	\$22.84		\$5.59	
	Nov 1/97	\$22.84		\$6.14	

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
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. Fireperson. Permanent automatically controlled elevators on commercial and institutional buildings	Aug 19/95	\$21.84	10%	\$4.99	-
	May 1/96	\$21.84		\$5.09	
	May 1/97	\$21.84		\$5.59	
	Nov 1/97	\$21.84		\$6.14	
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. 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. Oilers, Oil-Drivers, and Mechanics Helpers	Aug 19/95	\$20.65	10%	\$4.99	-
	May 1/96	\$20.65		\$5.09	
	May 1/97	\$20.65		\$5.59	
	Nov 1/97	\$20.65		\$6.14	
1.7(B) 1 st Year Oilers	Aug 19/95	\$20.30	10%	\$4.99	-
	May 1/96	\$20.30		\$5.09	
	May 1/97	\$20.30		\$5.59	
	Nov 1/97	\$20.30		\$6.14	
<u>SURVEYORS</u> 1.8(A) Party Chief	Aug 9/95	\$22.76	10%	\$4.99	-
	May 1/96	\$22.76		\$5.09	
	May 1/97	\$22.76		\$5.59	
	Nov 1/97	\$22.76		\$6.14	
(B) Instrument Person	Aug 9/95	\$21.51	10%	\$4.99	-
	May 1/96	\$21.51		\$5.09	
	May 1/97	\$21.51		\$5.59	
	Nov 1/97	\$21.51		\$6.14	
(C) Senior Rodperson	Aug 9/95	\$18.97	10%	\$4.99	-
	May 1/96	\$18.97		\$5.09	
	May 1/97	\$18.97		\$5.59	
	Nov 1/97	\$18.97		\$6.14	
(D) Junior Rodperson	Aug 9/95	\$16.43	10%	\$4.99	-
	May 1/96	\$16.43		\$5.09	
	May 1/97	\$16.43		\$5.59	
	Nov 1/97	\$16.43		\$6.14	

All working foreperson will receive a minimum of ninety cents (\$0.90) per hour above the trade rate of the majority of the employees in the group supervised.

If an employee works more than fifty percent (50%) of their shift on a higher rated job than their regular classification, they will be paid the higher rate for the whole shift.

HOURS OF WORK AND OVERTIME

- (A) The regular working day shall be nine (9) hours/day and subject to variation by mutual consent of the parties, shall be between 7:00 a.m. and 5:00 p.m., from Monday to Friday inclusive.
- (B) The standard hours of work for all employees other than watchpersons, shall be forty-five (45) hours/week, exclusive of travelling time to and from the job.
- (C) All work performed in excess of the regular working day of nine (9) hours from Monday to Friday, inclusive, shall be deemed overtime work. The rate of wage shall be time and one-half (1 ½) the regular day shift rate.

All work on Saturday shall be paid for at double (2) the regular day shift rate. On a three shift operation, the 15th shift may be worked at straight time on Saturday until 7:00 a.m. and the applicable shift premium shall be paid.

NOTE:

Overtime at the rate of double (2) the employees' current hourly rate shall be paid to all employees, other than watchperson for all work performed on Sundays and the following Statutory Holidays:

New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day.

***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:** 10% of the hourly rate.

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
18TH FLOOR, WEST TOWER, CITY HALL

TELEPHONE: (416) 392-7300

FACSIMILE: (416) 392-0801

FAIR WAGE COMPLAINTS HOTLINE: (416) 392-FAIR

E-MAIL: fairwage@toronto.ca