

## FAIR WAGE SCHEDULE

1995 - 1997

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

\* Industrial, Commercial, Institutional

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Asbestos Mechanics	Mar 12/95	\$26.56	10%	\$5.30	36
Asbestos Remover Beginner	May 1/95	\$9.00	10%	\$3.40	40
Asbestos Remover	May 1/95	\$17.89	10%	\$3.40	40
Base Machine Operators	May 1/95	\$25.09	10%	\$2.90	40
	Nov 1/95	\$25.18		\$2.90	
	May 1/97	\$25.54		\$2.90	
	Nov 1/97	\$25.95		\$2.90	
Bricklayers & Stonemasons	May 1/95	\$27.83	10%	\$3.50	40
	May 1/96	\$27.87		\$3.50	
	Nov 1/96	\$27.92		\$3.50	
	May 1/97	\$28.24		\$3.50	
	Nov 1/97	\$28.55		\$3.50	
Bricklayers Labourers	Jun 14/95	\$24.53	10%	\$3.42	40
	May 1/95	\$24.53		\$3.77	
	Nov 1/97	\$24.53		\$4.12	
Builders Labourers	Jun 14/95	\$24.29	10%	\$3.42	40
	May 1/97	\$24.29		\$3.77	
	Nov 1/97	\$24.29		\$4.12	
Carpenters	May 1/95	\$26.20	10%	\$5.40	37.5
Cement (Finishers)	Jun 14/95	\$25.89	10%	\$3.04	40
	May 1/97	\$25.89		\$3.39	
	Nov 1/97	\$25.89		\$3.74	
Cement (Plasterers)	May 1/95	\$25.30	10%	\$3.37	40
Caulkers (Carpenters)	May 1/95	\$24.12	10%	3.54	40
Combustion Mechanics (Boilermakers)	Aug 17/97	\$25.87	12%	\$6.30	40
	Jan 1/96	\$25.87		\$6.40	
	Jul 1/96	\$25.87		\$6.55	
	Jul 1/97	\$26.54		\$6.80	
Concrete Labourers	Jun 1/95	\$24.39	10%	\$3.42	40
	May 1/97	\$24.39		\$3.77	
	Nov 1/97	\$24.39		\$4.12	

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Demolition Labourers	Aug 14/95	\$17.77	10%	\$1.77	44
	Nov 1/95	\$17.91		\$1.77	
	May 1/96	\$17.91		\$1.87	
	May 1/97	\$18.05		\$1.97	
	Nov 1/97	\$18.27		\$2.07	
Demolition Truck Drivers & Machine Operators	Aug 14/95	\$18.99	10%	\$1.77	50
	Nov 1/95	\$19.13		\$1.77	
	May 1/96	\$19.13		\$1.87	
	May 1/97	\$19.26		\$1.97	
	Nov 1/97	\$19.49		\$2.07	
Drywall Taper (Plasterer)	Nov 1/95	\$26.50	10%	\$3.40	37.5
Electrical Workers	May 1/95	\$27.58	13%	\$3.75	37.5
	May 1/96	\$27.81		\$4.19	
	May 1/97	\$28.26		\$4.68	
Elevator Constructors	Jul 20/95	\$30.45	12%	\$3.43	40
	May 1/97	\$30.99		\$3.43	
	Nov 1/97	\$31.76		\$3.43	

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Formwork Labourers	Jun 1/95	\$24.39	10%	\$3.42	40
	May 1/97	\$24.39		\$3.77	
	Nov 1/97	\$24.39		\$4.12	
Glaziers	May 1/95	\$26.09	10%	\$3.05	37.5
	Nov 1/95	\$26.39		\$3.05	
	May 1/96	\$26.59		\$3.25	
	May 1/97	\$27.04		\$3.35	
Iron Workers (Ornamental)	May 1/95	\$25.60	10%	\$5.90	40
	May 1/96	\$25.60		\$5.90	
	May 1/97	\$25.60		\$5.90	
Iron Workers (Structural)	May 1/95	\$25.60	10%	\$5.90	40
	May 1/96	\$25.60		\$5.90	
	May 1/97	\$25.60		\$5.90	
Jackhammer Operations Labourers	Jun 14/95	\$24.39	10%	\$3.42	40
	May 1/97	\$24.39		\$3.77	
	Nov 1/97	\$24.39		\$4.12	
Labourer-Cleaner (Sorter Labourer)	Jun 14/95	\$18.22	10%	\$3.42	40
	May 1/97	\$18.22		\$3.77	
	Nov 1/97	\$18.22		\$4.12	
Landscape Irrigation Pipelayers	May 15/95	\$20.29	10%	\$2.62	50
	Oct 1/95	\$20.29		\$2.82	
	May 1/97	\$20.54		\$2.97	
	Sep 1/97	\$20.79		\$3.17	
Landscape Labourers	May 15/95	\$19.79	10%	\$2.62	50
	Oct 1/95	\$19.79		\$2.82	
	May 1/97	\$20.04		\$2.97	
	Sep 1/97	\$20.29		\$3.17	
Lathers (Drywall Acoustics, Borders, Insulation)	May 1/95	\$25.69	10%	\$2.82	37.5
Marble Masons	May 1/95	\$26.33	10%	\$2.90	40
	Nov 1/95	\$26.44		\$2.90	
	May 1/97	\$26.78		\$2.90	
	Nov 1/97	\$27.19		\$2.90	
Marble & Tile Helpers	May 1/95	\$24.76	10%	\$2.90	40
	Nov 1/95	\$24.85		\$2.90	
	May 1/97	\$25.22		\$2.90	
	Nov 1/97	\$25.63		\$2.90	
Millwrights	Sep 18/95	\$26.40	10%	\$4.85	37.5
	May 1/96	\$26.63		\$5.05	
	May 1/97	\$27.22		\$5.15	
Mortarperson Labourers	Jun 14/95	\$22.29	10%	\$3.42	40
	May 1/97	\$22.29		\$3.77	
	Nov 1/97	\$22.29		\$4.12	
Painters & Decorators	Nov 1/95	\$25.58	10%	\$3.25	40
	May 1/96	\$26.08		\$3.25	
	Nov 1/97	\$26.39		\$3.25	
Pavement Markers - Labourers	May 27/95	\$15.05	10%	\$1.57	40
	Nov 1/95	\$15.14		\$1.57	
	May 1/96	\$15.28		\$1.57	
	Nov 1/96	\$15.35		\$1.65	
	May 1/97	\$15.59		\$1.65	
	Nov 1/97	\$15.77		\$1.65	

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Pavement Markers – Heavy Equipment Operator	May 27/95	\$23.26	10%	\$3.09	40
	Nov 1/95	\$23.36		\$3.09	
	May 1/96	\$23.50		\$3.19	
	Nov 1/96	\$23.65		\$3.27	
	May 1/97	\$23.92		\$3.37	
	Nov 1/97	\$24.20		\$3.37	
Traffic Sign – Labourers	May 27/95	\$23.26	10%	\$3.09	40
	Nov 1/95	\$23.36		\$3.09	
	May 1/96	\$23.50		\$3.19	
	Nov 1/96	\$23.65		\$3.27	
	May 1/97	\$23.92		\$3.37	
	Nov 1/97	\$24.20		\$3.37	
Pit Miner (over 4” deep)	Jun 14/95	\$24.60	10%	\$3.42	40
	May 1/97	\$24.60		\$3.77	
	Nov 1/97	\$24.60		\$4.12	
Plasterers’ Labourers	Jun 14/95	\$24.29	10%	\$3.42	40
	May 1/97	\$24.29		\$3.77	
	Nov 1/97	\$24.29		\$4.12	
Plumbers & Steamfitters	Jun 3/95	\$27.77	10%	\$5.47	37.5
	Nov 1/95	\$27.77		\$5.62	
	May 1/96	\$27.91		\$5.82	
	May 1/97	\$28.34		\$6.17	
Refrigeration Mechanics	Jun 1/95	\$31.14	10%	\$3.05	37.5
	Nov 1/95	\$31.14		\$3.20	
	May 1/96	\$31.67		\$3.20	
	May 1/97	\$31.93		\$3.20	
Resilient Floor Workers	May 1/95	\$25.68	10%	\$4.15	37.5
	May 1/96	\$25.68		\$4.15	
Restoration Steeplejacks	May 1/95	\$19.00	10%	\$2.02	44
	May 1/96	\$19.25		\$2.02	
	May 1/97	\$19.50		\$2.02	
Rod Installer	May 1/95	\$24.83	10%	\$5.90	37.5
	May 1/96	\$24.83		\$5.90	
	May 1/97	\$24.83		\$5.90	
Roofer (Foreperson)	May 1/95	\$28.10	10%	\$2.00	40
	Nov 1/96	\$28.50		\$2.00	
	May 1/97	\$28.99		\$2.00	
Roofer (Journeyperson)	May 1/95	\$27.04	10%	\$2.00	40
	May 1/96	\$27.31		\$2.00	
	May 1/97	\$27.95		\$2.00	
Roofer (Material Handler)	May 1/95	\$25.78	10%	\$2.00	40
	May 1/96	\$26.05		\$2.00	
	May 1/97	\$26.69		\$2.00	
Sheet Metal Workers	Jun 1/95	\$27.36	10%	\$4.93	36
	May 1/96	\$27.61		\$5.16	
	May 1/97	\$27.83		\$5.42	
Sheeter/Decker Mechanic	Jun 1/95	\$27.36	10%	\$4.93	36
	May 1/96	\$27.61		\$5.16	
	May 1/97	\$27.83		\$5.42	
Sheeter/Decker Assistant	Jun 1/95	\$23.57	10%	\$4.31	36
	May 1/96	\$23.97		\$4.31	
	May 1/97	\$24.37		\$4.31	
Sheeter/Decker Material Handler	Jun 1/95	\$21.16	10%	\$4.10	36
	May 1/96	\$21.52		\$4.10	
	May 1/97	\$21.88		\$4.10	

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Sprinkler (Automatic Fire)	May 27/95	\$29.01	10%	\$3.73	36
	May 1/96	\$29.46		\$3.73	
	May 1/97	\$30.19		\$3.73	
Tile & Terrazzo Mechanics	May 1/95	\$26.16	10%	\$2.90	40
	Nov 1/95	\$26.25		\$2.90	
	May 1/97	\$26.61		\$2.90	
	Nov 1/97	\$27.02		\$2.90	
Tile & Terrazzo Helpers	May 1/95	\$24.85	10%	\$2.90	40
	Nov 1/95	\$24.94		\$2.90	
	May 1/97	\$25.30		\$2.90	
	Nov 1/97	\$25.71		\$2.90	
Vibrator Labourers	Jun 14/95	\$24.45	10%	\$3.42	40
	May 1/97	\$24.45		\$3.77	
	Nov 1/97	\$24.45		\$4.12	
Watchperson & Flagperson when Labourers are employed as Watchperson	Jun 14/95	\$22.29	10%	\$3.42	40
	May 1/97	\$22.29		\$3.77	
	Nov 1/97	\$22.29		\$4.12	
Waterblasters	May 1/95	\$17.73	10%	\$3.40	40
Waterproofers	Jun 14/95	\$25.67	10%	\$3.24	40
	May 1/97	\$25.67		\$3.59	
	Nov 1/97	\$25.67		\$3.94	
Welders (Acetylene, Electric, etc.)	Same rate as the highest trade with whom they are working.				
<b><u>PRECAST CONCRETE</u></b>					
General Precast Labourer	Aug 14/95	\$24.42	10%	\$3.42	40
	May 1/97	\$24.42		\$3.77	
	Nov 1/97	\$24.42		\$4.12	
Precast Erector and Finisher	Aug 14/95	\$25.45	10%	\$3.42	40
	May 1/97	\$25.45		\$3.77	
	Nov 1/97	\$25.45		\$4.12	
Welder (Certified)	Aug 14/95	\$26.10	10%	\$3.42	40
	May 1/97	\$26.10		\$3.77	
	Nov 1/97	\$26.10		\$4.12	
Working Foreman/Woman	Aug 14/95	\$27.20	10%	\$3.42	40
	May 1/97	\$27.20		\$3.77	
	Nov 1/97	\$27.20		\$4.12	
<b><u>TEAMSTERS</u></b>					
Class #1 Warehouse & storekeeper, Float Truck and tractor Trailer Load Bearing Boom Truck	Nov 1/95	\$24.85	10%	\$2.85	40
Class #2 Ready Mix, Euclid Type, DW20 & 21 Rear End, Ejectors and Belly Dumps	Nov 1/95	\$24.81	10%	\$2.85	40
Class #3 Dump Crete Fork Lift Driver 5-ton and over in warehouse, compound and storage	Nov 1/95	\$24.75	10%	\$2.85	40

<b>TRADE</b> Class #4	<b>EFFECTIVE DATE</b>	<b>HOURLY RATE</b>	<b>*VACATION AND HOLIDAY PAY</b>	<b>*FRINGE BENEFITS</b>	<b>WEEKLY HOURS OF WORK</b>
Dump Trucks, Service Trucks, Flat and State Trucks, Fuel Trucks, Bulk Lift, Farm Tractor Operators, Warehouse Helper, Fork Lift Driver under 5-tons.	Nov 1/95	\$24.71	10%	\$2.85	40
<b>FOREMAN/WOMAN:</b> \$1.00/hour over all Class Rates <b>DRIVERS HOURS OF WORK:</b> ICI - 40 Hours <b>SITE PREPARATION – 45 Hours</b>					
<b>GENERAL CONTRACTORS SECTION</b>					
<b>Operating Engineers:</b>	Aug 9/95	\$27.49	10%	\$4.99	40
1.1(A) Engineers operating: cranes with a manufacturers rating of 200 ton capacity and over.	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 9/95	\$27.04	10%	\$4.99	40
	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 1.1 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 drill rigs, mine 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 hydraulic scooper. Heavy duty mechanics, qualified welders and 2 <sup>nd</sup> Class Stationary Engineers. Mobile pumpcrete with 42 metre boom and over.	Aug 9/95	\$26.29	10%	\$4.99	40
	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 9/95	\$25.81	10%	\$4.99	40
	May 1/96	\$25.81		\$5.09	
	May 1/97	\$25.81		\$5.59	
	Nov 1/97	\$25.81		\$6.14	

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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.	Aug 9/95 May 1/96 May 1/97 Nov 1/97	\$25.34 \$25.34 \$25.34 \$25.34	10%	\$4.99 \$5.09 \$5.59 \$6.14	40
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. 4th Class Stationery Engineers. Kubota type backhoe and skid steer loader.	Aug 9/95 May 1/96 May 1/97 Nov 1/97	\$25.17 \$25.17 \$25.17 \$25.17	10%	\$4.99 \$5.09 \$5.59 \$6.14	40
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.	Aug 9/95 May 1/96 May 1/97 Nov 1/97	\$22.84 \$22.84 \$22.84 \$22.84	10%	\$4.99 \$5.09 \$5.59 \$6.14	40
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.	Aug 9/95 May 1/96 May 1/97 Nov 1/97	\$21.84 \$21.84 \$21.84 \$21.84	10%	\$4.99 \$5.09 \$5.59 \$6.14	40

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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. 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 9/95 May 1/96 May 1/97 Nov 1/97	\$20.65 \$20.65 \$20.65 \$20.65	10%	\$4.99 \$5.09 \$5.59 \$6.14	40
1.7(B) 1 <sup>st</sup> Year Oilers.	Aug 9/95 May 1/96 May 1/97 Nov 1/97	\$20.30 \$20.30 \$20.30 \$20.30	10%	\$4.99 \$5.09 \$5.59 \$6.14	40

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<b><u>Surveyors:</u></b>					
1.8(A) Party Chief	Aug 9/95	\$22.76	10%	\$4.99	40
	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	40
	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	40
	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	40
	May 1/96	\$16.43		\$5.09	
	May 1/97	\$16.43		\$5.59	
	Nov 1/97	\$16.43		\$6.14	
<p>When an Engineer is made responsible for supplying air on projects where employees are working under air pressures, he/she shall receive a premium of twenty-five (\$0.25) per hour over and above his/her normal rate of pay. Working foreman/woman to receive a minimum of two dollars (\$2.00) per hour over and above his/her normal rate of pay. Where employees are required to ride in company vehicles other than cranes in cold weather, such vehicles shall be adequately headted.</p>					

## **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

**TELEPHONE:** (416) 392-7300

**FACSIMILE:** (416) 392-0801

**FAIR WAGE COMPLAINTS HOTLINE:** (416) 392-FAIR

**E-MAIL:** [fairwage@toronto.ca](mailto:fairwage@toronto.ca)