

FAIR WAGE SCHEDULE 1995 - 1997

ROAD BUILDING WORK

This schedule is applicable to Resurfacing and New Road Construction, including Parking Lots. This schedule is not applicable to bridge coverleaf or construction work, otherwise covered by Heavy Construction Agreement.

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>CONSTRUCTION</u>					
<u>Labourers:</u>					
Labourers (incl. wiremesh and steel reinforcing), Operators of pumps three inches in diameter and under. Interlocking stone and Gabion Installers. Labourers' (operating all machine-driven tools by gas, air or electricity, including plate tempers), operators of self-propelled hand compactors (walk behind);					
&			10%	\$2.72	-
Concrete Workers Screedperson,	Aug 1/95	\$22.66		\$2.82	
Puddlers, Floatperson. Fence Erectors (chain link and other types including snow fences). Guard Rail Installers. Diamond Saw Operators (jackhammerperson) Sound Barrier Erectors. Maintenance Hole Builders.	May 1/96	\$22.75		\$2.92	
	Nov 1/96	\$22.75		\$3.02	
	May 1/97	\$23.11		\$3.12	
	Nov 1/97	\$23.27			
Grade Person, Asphalt Rakers Concrete Road, curb and side walk finisher, Form Setters. Curb Setters. Brick Setters. Pipe Layers. Curb Machine Operators. Concrete Paving Track Setters. Tail End Paver and Asphalt Grinder.					
	Aug 1/95	\$24.16	10%	\$2.72	-
	May 1/96	\$24.25		\$2.82	
	Nov 1/96	\$24.25		\$2.92	
	May 1/97	\$24.61		\$3.02	
	Nov 1/97	\$24.77		\$3.12	

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Traffic Control Person; Casual Watch Person	Aug 1/95	\$14.66	10%	\$2.72	-
	May 1/96	\$14.75		\$2.82	
	Nov 1/96	\$14.75		\$2.92	
	May 1/97	\$15.11		\$3.02	
	Nov 1/97	\$15.27		\$3.12	
*Watchperson (for 6 nights duty/10 hours/day 50 hours/week).	May 1/96	\$450.00	10%	-	50
	Nov 1/96	\$454.50			
	May 1/97	\$472.50			
	Nov 1/97	\$480.50			
For out of town or other contractors not governed by the "welfare clause" the wage rate is the hourly or weekly rate as shown above plus the applicable amounts under "fringe benefits"					
* An employee working as a labourer who is required to do casual watching or work as a flagperson on a casual or intermittent basis will not have their rate reduced thereby.					
<u>TEAMSTERS:</u> Truck Drivers	Aug 1/95	\$23.32	10%	\$2.85	-
	May 1/96	\$23.46		\$2.90	
	Nov 1/96	\$23.62		\$2.95	
	May 1/97	\$24.08		\$2.95	
	Nov 1/97	\$24.33		\$2.95	
Fuel Truck Drivers	Aug 1/95	\$23.37	10%	\$2.85	-
	May 1/96	\$23.51		\$2.90	
	Nov 1/96	\$23.67		\$2.95	
	May 1/97	\$24.13		\$2.95	
	Nov 1/97	\$24.38		\$2.95	
Load Bearing Boom Drivers, Dumprcrete Drivers, and Pup Dump Trailer Drivers, Flo Boy and Tractor Trailer;	Aug 1/95	\$23.47	10%	\$2.85	-
	May 1/96	\$23.61		\$2.90	
	Nov 1/96	\$23.77		\$2.95	
	May 1/97	\$24.23		\$2.95	
	Nov 1/97	\$24.48		\$2.95	
Truck Train Drivers, Custom Mobile Mixer Units (truck or trailer mounted)	Aug 1/95	\$23.50	10%	\$2.85	-
	May 1/96	\$23.64		\$2.90	
	Nov 1/96	\$23.80		\$2.95	
	May 1/97	\$24.26		\$2.95	
	Nov 1/97	\$24.51		\$2.95	
Float Drivers	Aug 1/95	\$23.97	10%	\$2.85	-
	May 1/96	\$24.11		\$2.90	
	Nov 1/96	\$24.27		\$2.95	
	May 1/97	\$24.73		\$2.95	
	Nov 1/97	\$24.98		\$2.95	
<u>OPERATING ENGINEERS:</u> Shovels, Backhoes, Dragline, Gradall Clams (on site), Grader Operator "A"	May 9/95	\$24.95	10%	\$3.65	-
	May 1/96	\$25.08		\$3.90	
	Nov 1/96	\$25.13		\$3.95	
	May 1/97	\$25.45		\$4.20	
	Nov 1/97	\$25.45		\$4.45	
Clam Operator (yard), Mechanics, Welders	May 9/95	\$24.70	10%	\$3.65	-
	May 1/96	\$24.82		\$3.90	
	Nov 1/96	\$24.88		\$3.95	
	May 1/97	\$15.20		\$4.20	
	Nov 1/97	\$25.20		\$4.45	

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Pitman-Type Operator (hydra-lift, truck-mounted hydraulic crane)	May 9/95	\$24.50	10%	\$3.65	-
	May 1/96	\$24.63		\$3.90	
	Nov 1/96	\$24.68		\$3.95	
	May 1/97	\$25.00		\$4.20	
	Nov 1/97	\$25.00		\$4.45	
Bulldozer Operators (D-4 equiv. or over), Front-end Loader Operators (1 cu. yd. and over), Scrapers – self-propelled. Mixer Person on Asphalt Plant. Concrete Curb Machine Operator. Asphalt Spreader Operator (self-propelled)	May 9/95	\$24.35	10%	\$3.65	-
	May 1/96	\$24.48		\$3.90	
	Nov 1/96	\$24.53		\$3.95	
	May 1/97	\$24.85		\$4.20	
	Nov 1/97	\$24.85		\$4.45	
Concrete Paver Operators, Asphalt Plainer Operators “A”, Engineers on Boilers (with papers)	May 9/95	\$24.25	10%	\$3.65	-
	May 1/96	\$24.38		\$3.90	
	Nov 1/96	\$24.43		\$3.95	
	May 1/97	\$24.75		\$4.20	
	Nov 1/97	\$24.75		\$4.45	
Farm & Industrial - type tractor with excavating attachments Operators, Grader Operator “B”, Asphalt/Rollerperson “A”, Boiler Fireperson (without papers)	May 9/95	\$24.10	10%	\$3.65	-
	May 1/96	\$24.23		\$3.90	
	Nov 1/96	\$24.28		\$3.95	
	May 1/97	\$24.60		\$4.20	
	Nov 1/97	\$24.60		\$4.45	
Roller Operator (asphalt) “B”	May 9/95	\$23.74	10%	\$3.65	-
	May 1/96	\$23.87		\$3.90	
	Nov 1/96	\$23.92		\$3.95	
	May 1/97	\$24.24		\$4.20	
	Nov 1/97	\$24.24		\$4.45	
Bulldozer Operators (under D-4 or Equivalent), Front-end Loader Operator (under 1 cu. yd.) Packer with blade	May 9/95	\$23.65	10%	\$3.65	-
	May 1/96	\$23.78		\$3.90	
	Nov 1/96	\$23.83		\$3.95	
	May 1/97	\$24.14		\$4.20	
	Nov 1/97	\$24.14		\$4.45	
Farm and Industrial Type Tractor Operator (towing compaction units), Grade Rollerperson, including self-propelled rubber tire rollers. Asphalt Planer “B” (max. 2’ wide)	May 9/95	\$21.95	10%	\$3.65	-
	May 1/96	\$22.08		\$3.90	
	Nov 1/96	\$22.13		\$3.95	
	May 1/97	\$22.45		\$4.20	
	Nov 1/97	\$22.45		\$4.45	

SHIFT PREMIUM

A shift premium of \$1.75/hour will be paid for all work performed on a shift starting after 4:00 p.m.

HOURS OF WORK AND OVERTIME

- (A) The standard hours of work for all employees, other than watchperson and engineers on boilers shall be based on 50 hours/week exclusive of travelling time to and from the job.
- (B) Overtime at the rate of time and one-half the employee's current hourly rate shall be paid to all employees, other than watchperson, for all work performed in excess of 10 hours/day, or in excess of 50 hour/week or on Saturdays. 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.
- (C) Overtime at the rate of double the employee's current hourly rate shall be paid to all employees, other than watchperson and Engineers on boilers for all work performed on Sundays and on the following Statutory Holidays: New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day.

The provisions of this sub-paragraph do not apply to repairer in emergency.

- (D) Watchperson and engineers on boilers shall receive overtime payment at the rate of time and one-half the employee's current hourly rate for all work performed on such employee's seventh consecutive shift.

***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.

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