

Authority: General Government Committee Item GG1.12,
as adopted by City of Toronto Council on February 7 and 8,
2023

City Council voted in favour of this by-law on February 8,
2023

Written approval of this by-law was given by Mayoral
Decision 2-2023 dated February 8, 2023

CITY OF TORONTO

BY-LAW 139-2023

To amend Toronto Municipal Code Chapter 67, Fair Wage to update Fair Wage Schedules.

Whereas Council has determined that an update and increase to the wage rates for the General Classifications, Heavy Construction Work, Industrial, Commercial and Institutional Work, Road Building Work, Sewer and Water Main Construction, Utility Work classifications is required and those updates are attached to this by-law;

The Council of the City of Toronto enacts:

1. Schedule A, Fair Wage Policy, of City of Toronto Municipal Code Chapter 67, Fair Wage is amended by adding the following as new subsections A6.G and H:
 - G. All City procurement documents issued prior to any revised Fair Wage Schedules coming into force will include the Fair Wage Schedules in force on the date of issuance.
 - H. All City contracts awarded prior to any revised Fair Wage Schedules coming into force will not be affected by the revised Fair Wage Schedules coming into force.
2. Schedule C, Fair Wage Schedule, 2016 - 2019, of City of Toronto Municipal Code Chapter 67, Fair Wage is deleted and replaced with Appendix 1 to this by-law.
3. This by-law shall come into force on March 1, 2023.

Enacted and passed on February 8, 2023.

Frances Nunziata,
Speaker

John D. Elvidge,
City Clerk

(Seal of the City)

APPENDIX 1

**SCHEDULE C, FAIR WAGE SCHEDULE
2019 – 2022**

GENERAL CLASSIFICATION

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>SECURITY</u>					
Security Guards (Basic & Night Watchperson, Events, Alarms, CCTV Control, Etc)	Jan 1/ 19	\$14.36		\$0.68	40
	Jan 1/ 20	\$14.36		\$0.68	
	Jan 1/ 21	\$14.78		\$0.71	
	Oct 1/21	\$15.00	4% (less than 5 yrs)	\$0.71	
	Oct 1/22	\$15.50	6% (5 yrs or more)	\$0.73	
Security Guards (K-9 Unit)	Jan 1/ 19	\$16.78		\$2.51	40
	Jan 1/ 20	\$16.78	4% (less than 5 yrs)	\$2.51	
	Jan 1/ 21	\$17.27	6% (5 yrs or more)	\$2.58	
Security Guards (Other)	Jan 1/ 19	\$23.54		\$2.43	40
	Jan 1/ 20	\$23.54	4% (less than 5 yrs)	\$2.43	
	Jan 1/ 21	\$24.22	6% (5 yrs or more)	\$2.50	
Security Guard (Union Station)	Jan 1/ 19	\$19.06		\$2.27	40
	Jan 1/ 20	\$19.06	4% (less than 5 yrs)	\$2.27	
	Jan 1/ 21	\$19.61	6% (5 yrs or more)	\$2.34	
Security Guard (Union Station Shift Lead)	Jan 1/ 19	\$20.96		\$2.70	40
	Jan 1/ 20	\$20.96	4% (less than 5 yrs)	\$2.70	
	Jan 1/ 21	\$21.57	6% (5 yrs or more)	\$2.77	
<u>BUILDING CLEANING & MAINTENANCE</u>					
Cleaner (Light Duty)	Jan 1/ 19	\$14.36		\$0.53	40
	Jan 1/ 20	\$14.36		\$0.53	
	Jan 1/ 21	\$14.78		\$0.55	
	Oct 1/21	\$15.00	4% (less than 5 yrs)	\$0.55	
	Oct 1/22	\$15.50	6% (5 yrs or more)	\$0.57	
Cleaner (Heavy Duty)	Jan 1/ 19	\$15.39		\$0.53	40
	Jan 1/ 20	\$15.39	4% (less than 5 yrs)	\$0.53	
	Jan 1/ 21	\$15.84	6% (5 yrs or more)	\$0.55	
Handyman/Woman (General Maintenance & Snow Removal)	Jan 1/ 19	\$17.76		\$0.65	40
	Jan 1/ 20	\$17.76	4% (less than 5 yrs)	\$0.65	
	Jan 1/ 21	\$18.28	6% (5 yrs or more)	\$0.67	

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>WINDOW CLEANERS</u>					
Interior/Exterior	Jan 1/ 19	\$14.36			
	Jan 1/ 20	\$14.36			
	Jan 1/ 21	\$14.78			
	Oct 1/21	\$15.00	4% (less than 5 yrs)		
	Oct 1/22	\$15.50	6% (5 yrs or more)	-	40
Ladder	Jan 1/ 19	\$16.93			
	Jan 1/ 20	\$16.93	4% (less than 5 yrs)		
	Jan 1/ 21	\$17.42	6% (5 yrs or more)	-	40

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
High Rise	Jan 1/ 19	\$24.25			
	Jan 1/ 20	\$24.25	4% (less than 5 yrs)		
	Jan 1/ 21	\$24.95	6% (5 yrs or more)	-	40
<u>LANDSCAPING</u>					
Sodding Operation – Year 1	May 1/19	\$21.84		\$12.09	
	May 1/20	\$22.56		\$12.44	
	May 1/21	\$23.23	10%	\$12.79	50
Skilled Sodder including Roller Operator and those with more than two seasons	May 1/19	\$22.50		\$12.09	
	May 1/20	\$23.22		\$12.44	
	May 1/21	\$23.95	10%	\$12.79	50
Junior Landscaper – Year 1	May 1/19	\$23.63		\$12.09	
	May 1/20	\$24.35		\$12.44	
	May 1/21	\$25.03	10%	\$12.79	50
Junior Landscaper – Year 2	May 1/19	\$26.15		\$12.09	
	May 1/20	\$26.87		\$12.44	
	May 1/21	\$27.55	10%	\$12.79	50
Maintenance Gardener – Year 1	May 1/19	\$17.60		\$12.09	
	May 1/20	\$18.32		\$12.44	
	May 1/21	\$19.01	8%	\$12.79	50
Maintenance Gardener – Year 2	May 1/19	\$19.54		\$12.09	
	May 1/20	\$20.26		\$12.44	
	May 1/21	\$20.95	8%	\$12.79	50
Skilled Maintenance Gardener	May 1/19	\$21.48		\$12.09	
	May 1/20	\$22.20		\$12.44	
	May 1/21	\$22.89	8%	\$12.79	50
Landscape Labourers	May 1/19	\$28.28		\$12.09	
	May 1/20	\$29.08		\$12.44	
	May 1/21	\$29.84	10%	\$12.79	50

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Landscape Gardeners, Farm Tractors without excavating attachments forklifts, truck drivers, load bearing boom truck Operators, machine driven tools on any other equipment that is operated by remote control	May 1/19 May 1/20 May 1/21	\$31.34 \$32.72 \$34.05	10%	\$12.09 \$12.44 \$12.79	50
Form setters, concrete finishers, landscape stone setters of all types, landscape brick setters, landscape irrigation, pipe layers, float drivers, reinforcing steel person, drillers of all types, high pressure water equipment, small trenchers, paring stone laying machine of all types, small trenchers, mini-skid steel loaders, and all other similar small equipment	May 1/19 May 1/20 May 1/21	\$31.88 \$33.48 \$35.04	10%	\$12.09 \$12.44 \$12.79	50
Drivers of Farm Tractor with pulverizing or fine grading equipment, Dozer and Loader Operator, Backhoe Operator, Grade Operator	May 1/19 May 1/20 May 1/21	\$32.82 \$34.43 \$35.98	10%	\$12.09 \$12.44 \$12.79	50
Working Foreman	May 1/19 May 1/20 May 1/21	\$34.76 \$37.02 \$39.45	10%	\$12.09 \$12.44 \$12.79	50
<u>LANDSCAPE IRRIGATION</u>	May 1/19 May 1/20 May 1/21	\$27.00 \$27.72 \$28.39	10%	\$12.09 \$12.44 \$12.79	50
Lead Hand	May 1/19 May 1/20 May 1/21	\$24.58 \$25.30 \$25.97	10%	\$12.09 \$12.44 \$12.79	50
Technician	May 1/19 May 1/20 May 1/21	\$22.58 \$23.30 \$23.97	10%	\$12.09 \$12.44 \$12.79	50
Installer	May 1/19 May 1/20 May 1/21	\$21.38 \$22.10 \$22.77	10%	\$12.09 \$12.44 \$12.79	50
Assistant Installer	May 1/19 May 1/20 May 1/21	\$20.31 \$21.03 \$21.70	10%	\$12.09 \$12.44 \$12.79	50
Labourer	May 1/19 May 1/20 May 1/21	\$20.31 \$21.03 \$21.70	10%	\$12.09 \$12.44 \$12.79	50

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>LANDSCAPE – HYDRO SEEDING, TERRA SEEDING and BONDED FIBRE MATRIX WORK</u> Labourer	May 1/19	\$22.60		\$12.09	50
	May 1/20	\$23.32		\$12.44	
	May 1/21	\$23.99	10%	\$12.79	
Driver Operator	May 1/19	\$25.51		\$12.09	50
	May 1/20	\$26.23		\$12.44	
	May 1/21	\$26.90	10%	\$12.79	

Hours of Work and Overtime

For applicable Security, Building Cleaning & Maintenance and Window Cleaners trades/jobs, overtime at the rate of time and one-half (1.5 x) the employee's hourly rate shall be paid to all employees, for all work performed in excess of forty (40) hours.

For Landscape-related jobs, overtime at the rate of time and one-half the employee's hourly rate shall be paid to all employees, for all work performed in excess of fifty (50) hours/week, made up of five ten hour days, Monday to Friday inclusive.

Note: On October 1, 2022, the provincial minimum wage will increase from \$15.00 to \$15.50.

For wage rates of classifications not covered by this Schedule, contact the Fair Wage Office.

* **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 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

I.C.I. Work

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Asbestos Mechanics	May 5/19	\$42.80	10%	\$9.48	40
	May 1/20	\$43.72		\$9.63	
	May 1/21	\$44.86		\$9.73	
Asbestos Mould & Lead Abatement Labourer	May 1/19	\$32.37	10%	\$12.45	40
	May 1/20	\$33.18		\$12.90	
	May 1/21	\$34.13		\$13.35	
Base Machine Operator	May 1/19	\$37.13	10%	\$10.72	40
	Apr 1/20	\$39.03		\$10.72	
	May 1/21	\$39.03		\$10.72	
Boilermakers	July 28/19	\$43.61	12%	\$10.18	40
	May 3/20	\$44.69		\$10.28	
	May 2/21	\$45.76		\$10.38	
Bricklayers & Stonemasons	Jun 1/19	\$41.38	10%	\$12.10	40
	May 1/20	\$42.15		\$12.25	
	May 1/20	\$42.42		\$12.40	
Bricklayers Labourers	May 19/19	\$38.18	10%	\$12.60	40
	May 3/20	\$38.96		\$12.95	
	May 2/21	\$39.74		\$13.30	
Builders Labourers	May 19/19	\$36.28	10%	\$12.60	40
	May 3/20	\$37.06		\$12.95	
	May 2/21	\$37.84		\$13.30	
Carpenters	May 1/19	\$42.61	10%	\$11.10	40
	May 1/20	\$43.71		\$11.20	
	May 1/21	\$44.71		\$11.30	
Carpenters (Formworker)	May 1/19	\$43.80	10%	\$11.10	40
	May 1/20	\$44.89		\$11.20	
	May 1/21	\$45.98		\$11.30	
Caulkers (Carpenters)	May 1/19	\$29.08	10%	\$6.85	40
	May 1/20	\$29.91		\$7.25	
	May 1/21	\$30.73		\$7.70	
(Excluding Tunnelwork)					
Cement (Finishers)	May 19/19	\$38.22	10%	\$12.30	40
	May 3/20	\$39.02		\$12.65	
	May 2/21	\$39.90		\$13.05	
Cement (Masons)	May 19/19	\$38.22	10%	\$12.30	40
	May 3/20	\$39.02		\$12.65	
	May 2/21	\$39.90		\$13.05	
Concrete Labourers	May 19/19	\$37.29	10%	\$12.60	40
	May 3/20	\$38.11		\$12.95	
	May 2/21	\$39.03		\$13.30	
Concrete Saw & Drilling Labourer	May 1/19	\$37.69	10%	\$12.80	40
	May 1/20	\$39.21		\$13.05	
	May 1/21	\$40.73		\$13.50	

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TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Demolition Labourers	May 1/19	\$32.24	10%	\$12.70	40
	May 1/20	\$33.06		\$13.15	
	May 1/21	\$34.01		\$13.60	
Demolition Foreman	May 1/19	\$39.59	10%	\$12.70	40
	May 1/20	\$40.61		\$13.15	
	May 1/21	\$41.67		\$13.60	
Demolition Machine Operator	May 1/19	\$36.32	10%	\$12.70	40
	May 1/20	\$37.25		\$13.15	
	May 1/21	\$38.20		\$13.60	
Demolition Qualified Burners	May 1/19	\$34.59	10%	\$12.70	40
	May 1/20	\$35.48		\$13.15	
	May 1/21	\$36.39		\$13.60	
Demolition Truck Drivers Torchperson	May 1/19	\$34.59	10%	\$12.70	40
	May 1/20	\$35.48		\$13.15	
	May 1/21	\$36.39		\$13.60	
Lathers Drywall/Acoustics, Boarders	May 1/19	\$41.23	10%	\$10.17	40
	May 1/20	\$42.14		\$10.37	
	May 1/21	\$43.09		\$10.67	
Drywall Finishers (Plasterer)	May 5/19	\$42.80	10%	\$9.48	40
	May 1/20	\$43.72		\$9.63	
	May 1/21	\$44.86		\$9.73	
Electrical Workers	May 1/19	\$45.10	10%	\$13.90	37.5
	May 1/20	\$46.34		\$13.94	
	May 1/21	\$47.58		\$13.97	
Elevator Mechanic	May 1/19	\$54.92	12%	\$3.79	40
	May 1/20	\$56.21		\$3.79	
	May 1/21	\$57.83		\$3.79	
Formwork Labourers	May 19/19	\$37.28	10%	\$12.60	42.5
	May 3/20	\$38.11		\$12.95	
	May 2/21	\$39.03		\$13.30	
Foreman Swamper	May 19/19	\$40.97	10%	\$12.60	42.5
	May 3/20	\$41.87		\$12.95	
	May 2/21	\$42.87		\$13.30	

TRADE (Excluding Tunnelwork)	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Glaziers	Jun 10/19	\$39.39	10%	\$9.48	40
	May 1/20	\$40.75		\$9.63	
	May 1/21	\$41.80		\$9.73	
Hazardous Material Worker	May 1/19	\$22.85	10%	\$8.45	40
	May 1/20	\$23.31		\$8.90	
	May 1/21	\$23.78		\$9.35	
Iron Workers (Ornamental)	May 1/19	\$41.93	10%	\$11.66	40
	May 1/20	\$42.83		\$11.66	
	May 1/21	\$44.53		\$11.66	
Iron Workers (Structural)	May 1/19	\$41.93	10%	\$11.66	40
	May 1/20	\$42.83		\$11.66	
	May 1/21	\$44.53		\$11.66	
Jackhammer Operations Labourers	May 19/19	\$37.29	10%	\$12.60	40
	May 3/20	\$38.11		\$12.95	
	May 2/21	\$39.03		\$13.30	
Labourer - Cleaner (Sorter Labourer)	May 19/19	\$30.20	10%	\$12.60	40
	May 3/20	\$30.98		\$12.95	
	May 2/21	\$31.77		\$13.30	
Lathers (Drywall Acoustics, Boarders, Insulation)	May 1/19	\$41.23	10%	\$10.17	40
	May 1/20	\$42.14		\$10.37	
	May 1/21	\$43.09		\$10.67	
Marble Masons	May 1/19	\$38.37	10%	\$10.72	40
	Apr 1/20	\$40.32		\$10.72	
	May 1/21	\$40.32		\$10.72	
Marble & Tile Helpers	May 1/19	\$36.81	10%	\$10.72	40
	Apr 1/20	\$38.78		\$10.72	
	May 1/21	\$38.78		\$10.72	
Millwrights	May 1/19	\$41.62	10%	\$12.07	40
	May 1/20	\$42.64		\$12.25	
	May 1/21	\$43.71		\$12.40	
Mortarperson Labourers	May 19/19	\$38.18	10%	\$12.60	40
	May 3/20	\$38.96		\$12.95	
	May 2/21	\$39.74		\$13.30	
Painters & Decorators	Aug 4/2019	\$37.67	10%	\$9.48	40
	May 1/20	\$38.43		\$9.63	
	May 1/21	\$39.24		\$9.73	
Pavement Markers – Labourers	May 19/19	\$22.33	10%	\$3.45	40
	May 3/20	\$22.33		\$4.21	
	May 2/21	\$22.33		\$4.88	
Pavement Markers – Heavy Equipment Operators,	May 19/19	\$26.68	10%	\$9.60	40
	May 3/20	\$27.16		\$10.05	
	May 2/21	\$27.68		\$10.40	
Pit Miner Driller, Caissons & Wagon Driller	May 19/19	\$36.58	10%	\$12.60	40
	May 3/20	\$37.37		\$12.95	
	May 2/21	\$38.15		\$13.30	
Plasterers' Labourers	May 19/19	\$34.07	10%	\$10.75	40
	May 3/20	\$34.83		\$11.25	
	May 2/21	\$35.61		\$11.50	

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TRADE (Excluding Tunnelwork)	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Plumbers & Pipe Fitter Steamfitters	May 1/19	\$46.86		\$10.65	36
	May 1/20	\$48.08		\$10.65	
	May 1/21	\$49.36	11%	\$10.65	
Precast Erector Finisher	May 1/19	\$36.96		\$14.07	40
	May 1/20	\$37.81		\$14.47	
	May 1/21	\$38.67	10%	\$14.87	
Precast Foreman	May 1/19	\$40.72		\$14.07	40
	May 1/20	\$41.65		\$14.47	
	May 1/21	\$42.58	10%	\$14.87	
Precast General Labourer	May 1/19	\$35.43		\$14.07	40
	May 1/20	\$36.28		\$14.47	
	May 1/21	\$37.13	10%	\$14.87	
Precast Welder	May 1/19	\$37.38		\$14.07	40
	May 1/20	\$38.23		\$14.47	
	May 1/21	\$39.09	10%	\$14.87	
Refrigeration & HVAC Mechanics	May 1/19	\$49.74		\$9.48	40
	May 1/20	\$50.76		\$9.60	
	May 1/21	\$51.96	10%	\$9.60	
Resilient Floor Workers	May 1/19	\$40.85		\$10.19	40
	May 1/20	\$41.90		\$10.34	
	May 1/21	\$42.85	10%	\$10.49	
Restoration Steeplejacks	May 1/19	\$39.00		\$11.17	40
	May 1/20	\$39.48		\$11.87	
	May 1/21	\$40.21	10%	\$12.25	
Rodworkers	May 1/19	\$41.23		\$10.90	40
	May 1/20	\$42.43		\$10.90	
	May 1/21	\$43.63	10%	\$10.90	
Roofer (Foreperson)	Nov 1/19	\$42.24		\$12.57	40
	May 1/20	\$43.21		\$12.82	
	May 1/21	\$44.18	10%	\$13.08	
Roofer (Journeyperson)	Nov 1/19	\$41.67		\$12.57	40
	May 1/20	\$42.65		\$12.82	
	May 1/21	\$43.63	10%	\$13.08	
Roofer (Roofing Assistant)	Nov 1/19	\$33.84		\$12.36	40
	May 1/20	\$34.64		\$12.61	
	May 1/21	\$35.44	10%	\$12.87	
Roofer (Material Handler)	Nov 1/19	\$40.41		\$12.57	40
	May 1/20	\$41.39		\$12.82	
	May 1/21	\$42.37	10%	\$13.08	
Sheet Metal Workers	May 1/18	\$39.45		\$13.64	40
	July 8//19	\$40.14		\$13.83	
	May 3/20	\$41.10		\$14.18	
	May 2/21	\$42.05	10%	\$14.53	
Sheeter / Decker	May 1/18	\$39.45		\$13.64	40
	July 8//19	\$40.14		\$13.83	
	May 3/20	\$41.10		\$14.18	
	May 2/21	\$42.05	10%	\$14.53	

TRADE (Excluding Tunnelwork)	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Sheeter / Decker Assistant	May 1/18	\$33.90	10%	\$12.41	40
	July 8//19	\$34.49		\$12.57	
	May 3/20	\$35.33		\$12.88	
	May 2/21	\$36.18		\$13.19	
Sheeter / Decker Material Handler	May 1/18	\$30.71	10%	\$11.19	40
	July 8//19	\$31.22		\$11.32	
	May 3/20	\$31.99		\$11.60	
	May 2/21	\$32.75		\$11.88	
Sheeter / Decker Material Prob. Handler	May 1/18	\$22.02	10%	\$4.23	40
	July 8//19	\$22.42		\$4.11	
	May 3/20	\$23.06		\$4.11	
	May 2/21	\$23.70		\$4.11	
Sheeter / Decker Probationary Employee	May 1/18	\$16.89	10%	\$4.23	40
	July 8//19	\$17.18		\$4.11	
	May 3/20	\$17.69		\$4.11	
	May 2/21	\$18.20		\$4.11	
Sprinkler (Automatic Fire)	May 1/19	\$47.12	10%	\$10.42	40
	May 1/20	\$48.30		\$10.52	
	May 1/21	\$49.48		\$10.62	
Tile & Terrazzo Helpers	May 1/19	\$36.89	10%	\$10.72	40
	Apr 1/20	\$38.78		\$10.72	
	May 1/21	\$38.78		\$10.72	
Tile & Terrazzo Mechanics	May 1/19	\$38.21	10%	\$10.72	40
	Apr 1/20	\$40.15		\$10.72	
	May 1/21	\$40.15		\$10.72	
Traffic Control Person; Casual Watchperson	May 1/19	\$29.27	10%	\$12.60	40
	May 1/20	\$30.08		\$12.95	
	May 1/21	\$30.89		\$13.30	
Labourer Swamper / Signalman Vibrator Operator	May 19/19	\$40.03	10%	\$12.60	42.5
	May 3/20	\$40.86		\$12.95	
	May 2/21	\$41.78		\$13.30	
Watchperson & Flagperson when labourers are employed as watchperson	May 19/19	\$34.28	10%	\$12.60	40
	May 3/20	\$35.06		\$12.95	
	May 2/21	\$35.84		\$13.30	
Waterblasters	Aug 4/19	\$37.67	10%	\$9.48	40
	May 1/20	\$38.43		\$9.63	
	May 1/21	\$39.24		\$9.73	
Waterproofers	May 19/19	\$38.13	10%	\$12.35	40
	May 3/20	\$38.93		\$12.70	
	May 2/21	\$39.83		\$13.05	
Welders (Acetylene, Electric, etc.)	May 1/19	\$37.38	10%	\$14.07	40
	May 1/20	\$38.23		\$14.47	
	May 1/21	\$39.09		\$14.87	
Welder (Certified)	May 1/19	\$37.38	10%	\$14.07	40
	May 1/20	\$38.23		\$14.47	
	May 1/21	\$39.09		\$14.87	

TRADE (Excluding Tunnelwork)	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Working Foreman/Woman	May 19/19	\$39.87		\$12.60	40
	May 3/20	\$40.71		\$12.95	
	May 2/21	\$41.56	10%	\$13.30	
Labourer – Ride On Machine Operator	May 19/19	\$39.28		\$12.60	40
	May 3/20	\$40.11		\$12.95	
	May 2/21	\$41.03	10%	\$13.30	
<u>TRUCK DRIVERS CLASSIFICATIONS</u>					
Class #1 – Warehouse and storekeeper, float truck and trailer, load bearing boom truck, haulpack driver, articulated dump truck, euclid type off-road dump truck 230	Jun 17/19	\$37.40		\$9.90	40
	May 1/20	\$38.02		\$10.20	
	May 1/21	\$38.51	10%	\$10.65	
Class #2 – Ready mix, euclid type, DW 20 & 21 rear end, ejectors, and belly dumps, farm tractor, driver with 5th wheel hook up, ready mix Driver classification working from a portable batch plant set up by the prime or general contractor	Jun 17/19	\$37.27		\$9.90	40
	May 1/20	\$37.89		\$10.20	
	May 1/21	\$38.38	10%	\$10.65	
Class #3 – Dumpcrete, fork lift driver 5 ton & over in warehouse, compound and storage area	Jun 17/19	\$37.30		\$9.90	40
	May 1/20	\$37.93		\$10.20	
	May 1/21	\$38.42	10%	\$10.65	
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	Jun 17/19	\$37.26		\$9.90	40
	May 1/20	\$37.88		\$10.20	
	May 1/21	\$38.37	10%	\$10.65	

FOREPERSON: \$1.00/hour over all class rates

TRADE (Excluding Tunnelwork)	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>GENERAL CONTRACTORS SECTION</u>					
<u>OPERATING ENGINEERS</u>					
1.1(A) Engineers operating: cranes with a manufacturers rating over 164 to 219 ton capacity and over	May 1/19 May 1/20 May 1/21	\$44.10 \$45.21 \$46.19	10%	\$12.62 \$12.82 \$12.92	40
1.1(B) Engineers operating: cranes with a manufacturers rating of 100 ton capacity and up to 164 ton capacity, skyway, climbing, G.C.I., hammerhead & kangaroo type cranes	May 1/19 May 1/20 May 1/21	\$43.65 \$44.77 \$45.74	10%	\$12.62 \$12.82 \$12.92	40
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 & brake type, and all similar equipment, dredges - suction and dipper, hydraulic jacking equipment on vertical slip forms, hydraulic jacking poles, creter cranes, hydraulic scooper, heavy duty mechanics, qualified welders, 2 nd class stationary engineers, and mobile pumpcrete with 42 metre boom and over self- errecting crane 15 ton snf over carry deck crane 15 ton capacity and over	May 1/19 May 1/20 May 1/21	\$42.92 \$44.03 \$45.01	10%	\$12.62 \$12.82 \$12.92	40

TRADE (Excluding Tunnelwork)	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
1.2(B) Pitman type cranes of 10 ton to less than 15 ton capacity, self-erecting cranes 10 ton to less than 15 ton capacity, carry deck crane 10 ton to less than 15 ton capacity	May 1/19	\$42.45	10%	\$12.62	40
	May 1/20	\$43.56		\$12.82	
	May 1/21	\$44.54		\$12.92	
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 rd class stationery engineers, mobile concrete pumps save and except those listed in 1.2 (A) above, self-erecting cranes less than 10 ton capacity, carry deck cranes less than 10 ton capacity, and spider-type cranes	May 1/19	\$41.98	10%	\$12.62	40
	May 1/20	\$43.10		\$12.82	
	May 1/21	\$44.07		\$12.92	
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, dinky locomotive type engines, 4th class stationery engineers, kubota type backhoe and skid steer loader	May 1/19	\$41.83	10%	\$12.62	40
	May 1/20	\$42.94		\$12.82	
	May 1/21	\$43.91		\$12.92	

TRADE (Excluding Tunnelwork)	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
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), forklifts 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, concrete pumps, signal person	May 1/19	\$39.53		\$12.62	40
	May 1/20	\$40.65		\$12.82	
	May 1/21	\$41.62	10%	\$12.92	
1.6 Operators of: boom trucks, "A" Frames driver mounted compaction units, bullmoose type equipment under 5 ton capacity, forklifts 8' and under in lifting height and conveyors, fireman/woman, permanent automatically controlled elevators on commercial and institutional buildings	May 1/19	\$38.55		\$12.62	40
	May 1/20	\$39.67		\$12.82	
	May 1/21	\$40.64	10%	\$12.92	
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, 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, mechanics helpers	May 1/19	\$37.39		\$12.62	40
	May 1/20	\$38.50		\$12.82	
	May 1/21	\$39.47	10%	\$12.92	
1.7(B) 1 st Year Oilers	May 1/19	\$37.05		\$12.62	40
	May 1/20	\$38.16		\$12.82	
	May 1/21	\$39.14	10%	\$12.92	

TRADE (Excluding Tunnelwork)	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>SURVEYORS</u> Party Chief	May 1/19	\$39.94		\$13.39	
	May 1/20	\$41.00		\$13.64	
	May 1/21	\$42.03	10%	\$13.74	40
Instrument Person	May 1/19	\$38.71		\$13.39	
	May 1/20	\$39.78		\$13.64	
	May 1/21	\$40.81	10%	\$13.74	40
Senior Rodperson	May 1/19	\$36.10		\$13.39	
	May 1/20	\$37.17		\$13.64	
	May 1/21	\$38.20	10%	\$13.74	40
Junior Rodperson	May 1/19	\$33.48		\$13.39	
	May 1/20	\$34.55		\$13.64	
	May 1/21	\$35.57	10%	\$13.74	40

HOURS OF WORK AND OVERTIME:

The Weekly Hours of Work for each Trade are listed in this schedule. All work performed in excess of the weekly limit shall be paid at time and one-half (1.5x) the Hourly Rate, for each hour of work.

SITE PREPARATION

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

IRON WORKERS:

(Structural, architectural): includes Rivetters, 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.

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HEAVY CONSTRUCTION

TRADE (Excluding Tunnelwork)	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<p><u>LABOURERS</u></p> <p><u>Group 1</u></p> <p>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 motor person, 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 50 HP 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, fork lift operator, grout plant operator on surface</p>	<p>May 5/19</p> <p>May 1/20</p> <p>May 1/21</p>	<p>\$40.22</p> <p>\$41.07</p> <p>\$41.92</p>	<p></p> <p></p> <p>10%</p>	<p>\$14.15</p> <p>\$14.50</p> <p>\$14.85</p>	<p></p> <p></p> <p>42.5</p>

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>Group 2</u> Scootcrete, sheeting and shoring person, timber person in trench, labourers on wellpoints, pipelayers, maintenance hole constructor, valve chamber constructor	May 5/19 May 1/20 May 1/21	\$40.45 \$41.30 \$42.15	10%	\$14.15 \$14.50 \$14.85	42.5
<u>Group 3</u> Reinforced concrete workers, and form setters, jackhammer person, concrete vibrator person, hydro demolisher person	May 5/19 May 1/20 May 1/21	\$40.51 \$41.36 \$42.21	10%	\$14.15 \$14.50 \$14.85	42.5
<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 of all types, wagon drillers in caissons, underpinning or shaft sinking, lead man - pile driving, grout person, gunite and shotcrete person, sandblasters, mixerperson and grout pump person including non-self propelled slurry pumps, shear-stud installer	May 5/19 May 1/20 May 1/21	\$40.60 \$41.46 \$42.31	10%	\$14.15 \$14.50 \$14.85	42.5
<u>Group 5</u> Carpenter, welder (certified), (rod or semi-automatic)	May 5/19 May 1/20 May 1/21	\$42.16 \$43.01 \$43.86	10%	\$14.15 \$14.50 \$14.85	42.5
<u>Group 6</u> Welder with own rig (rod or semi-automatic)	May 5/19 May 1/20 May 1/21	\$61.05 \$61.90 \$62.75	10%	\$14.15 \$14.50 \$14.85	42.5
<u>Group 7</u> Flagperson	May 5/19 May 1/20 May 1/21	\$27.69 \$28.55 \$29.40	10%	\$14.15 \$14.50 \$14.85	42.5

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>Group 8</u>	May 5/19	\$22.24			
	May 1/20	\$22.24			
Watchperson	May 1/21	\$22.24	4%-6%		44
<u>TUNNEL WORK</u>					
<u>Group 1</u>					
Labourers (on surface) including labourers on stripping and tabular scaffolding, erectors, carpenter's helpers (on surface), classified labourers (on surface), dinky motorperson, small mixers (under 1 yard) sheeting and shoring person, pipelayers helper, mortarperson, concrete workers (screedperson, puddler, floatperson), form setters, farm tractor driver (no excavating attachment), mixer person and grout pump person; including non-propelled slurry pumps mini skid steer loaders and mini backhoes of 50 HP and under and similar small equipment, signal person, deck person, pumps 3" and under, hopperperson (when needed) heater person (under 500,000 B.T.U., carpenter improver, fork lift operator, mini skid steeloader with attachments	May 5/19	\$42.45		\$14.15	
	May 1/20	\$43.30		\$14.50	
	May 1/21	\$44.15	10%	\$14.85	42.5

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>Group 2</u> Pitbottom person, caulkers, cage-signalperson, plain and reinforced concrete work person, scootcrete, underground labourers, muckers, loco-driver, labourers on well - points in tunnel, concrete vibrator person, pipelayer in tunnel, maintenance hole constructor and valve chamber constructor in tunnel, rigger burner, chucktender, concrete smoother, conveyor belt, labourer, needle beam labourer	May 5/19 May 1/20 May 1/21	\$42.97 \$43.82 \$44.67	10%	\$14.15 \$14.50 \$14.85	42.5
<u>Group 3</u> Operators of jackhammers and air-spades in tunnel, miners including jack-leg and stopper person, drillers - all types, locktenders, track person, yard and materials person, diamond-driller, wagon driller, pit miner on caisson, underpinning or shaft sinking, sandblaster gunite person, shotcrete person, powder person, lead concrete person, lead caulker (where 4 or more caulkers are employed on one contract)	May 5/19 May 1/20 May 1/21	\$43.26 \$44.12 \$44.96	10%	\$14.15 \$14.50 \$14.85	42.5
<u>Group 4</u> Slush driver, muck-machine driver, grout machine person and driver of concrete placing machine in tunnel, scoop-tram	May 5/19 May 1/20 May 1/21	\$43.55 \$44.41 \$45.25	10%	\$14.15 \$14.50 \$14.85	42.5
<u>Group 5</u> Lead miner, T.B.M. and micro tunnel operators, tunnel shield driver, tunnel mole driver, carpenter form builder-fabricator-erector, welder (certified) in tunnel (rod or semi-automatic)	May 5/19 May 1/20 May 1/21	\$45.59 \$46.44 \$47.29	10%	\$14.15 \$14.50 \$14.85	42.5

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>Group 6</u>					
Welder (certified) with own rig (rod or semi-automatic)	May 5/19	\$63.09		\$14.15	42.5
	May 1/20	\$63.93		\$14.50	
	May 1/21	\$64.79	10%	\$14.85	
<u>Group 7</u>					
Flagperson	May 5/19	\$27.69		\$14.15	42.5
	May 1/20	\$28.55		\$14.50	
	May 1/21	\$29.40	10%	\$14.85	
<u>Group 8</u>					
Watchperson	May 5/19	\$22.24			44
	May 1/20	\$22.24			
	May 1/21	\$22.24	4-6%		
<u>OPERATING ENGINEERS</u>					
1.1 (A) Engineers operating: cranes with a manufacturers rating of over 164 to 219 ton capacity					
Engineers operating large cranes shall be paid the following wage rate premium per hour above the applicable rate: 220 to 299 tons capacity: \$1.25 300 to 499 tons capacity \$2.50 500 to 749 tons capacity: \$4.00 750 tons capacity and over: \$5.00					
	May 1/19	\$43.64		\$13.39	40
	May 1/20	\$44.75		\$13.64	
	May 1/21	\$45.78	10%	\$13.74	
1.1 (B) Engineers operating: cranes with manufacturers rating of 100 to 164 ton capacity, 1 st class stationary engineers, and skyway, climbing, hammerhead, kangaroo and GCI type cranes					
	May 1/19	\$43.19		\$13.39	40
	May 1/20	\$44.31		\$13.64	
	May 1/21	\$45.33	10%	\$13.74	

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
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, manual friction & brake type, and all similar equipment, dredges - suction and dipper, hydraulic jacking equipment on vertical slip forms, hydraulic jacking poles, creter cranes, hydraulic scoopers, heavy duty mechanics, qualified welders, 2 nd class stationery engineers, mobile concrete pump with 42 metre boom and over, self-erecting cranes 15 ton capacity and over, carry deck cranes 15 ton capacity and over	May 1/19	\$43.44		\$13.39	
	May 1/20	\$43.57		\$13.64	
	May 1/21	\$44.60	10%	\$13.74	40
1.2 (B) Pitman type cranes of 10 ton or less than 15 ton capacity, self-erecting cranes 10 ton to less than 15 ton capacity, carry deck cranes 10 ton to less than 15 ton capacity	May 1/19	\$41.99		\$13.39	
	May 1/20	\$43.10		\$13.64	
	May 1/21	\$44.13	10%	\$13.74	40

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 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 rd class stationery engineers, mobile concrete pump save and except those listed in 1.2(A) above, self-erecting cranes less than 10 ton capacity, carry deck cranes less than 10 ton capacity, spider type cranes	May 1/19	\$41.52		\$13.39	40
	May 1/20	\$42.64		\$13.64	
	May 1/21	\$43.66	10%	\$13.74	
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, dinky locomotive type engines, 4 th class stationery engineers, kubota type backhoe and skid steer loader, and rock trucks	May 1/19	\$41.37		\$13.39	40
	May 1/20	\$42.48		\$13.64	
	May 1/21	\$43.50	10%	\$13.74	

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
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 & over, concrete pumps, signalperson, telehandlers	May 1/19	\$39.07		\$13.39	40
	May 1/20	\$40.19		\$13.64	
	May 1/21	\$41.21	10%	\$13.74	
1.6 Operators of: boom trucks, "A" frames driver mounted compaction units, bullmoose type equipment under 5 ton capacity, forklifts 8' and under in lifting height, conveyors, fireperson, permanent automatically controlled elevators on commercial and institutional buildings	May 1/19	\$38.09		\$13.39	40
	May 1/20	\$39.21		\$13.64	
	May 1/21	\$40.23	10%	\$13.74	
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, 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, mechanics helpers	May 1/19	\$36.93		\$13.39	40
	May 1/20	\$38.04		\$13.64	
	May 1/21	\$39.06	10%	\$13.74	
1.7(B) 1 st Year Oilers	May 1/19	\$36.59		\$13.39	40
	May 1/20	\$37.70		\$13.64	
	May 1/21	\$38.73	10%	\$13.74	
<u>SURVEYORS</u>	May 1/19	\$39.94		\$13.39	40
	May 1/20	\$41.00		\$13.64	
Party Chief	May 1/21	\$42.03	10%	\$13.74	

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Instrument Person	May 1/19	\$38.71	10%	\$13.39	40
	May 1/20	\$39.78		\$13.64	
	May 1/21	\$40.81		\$13.74	
Senior Rodperson	May 1/19	\$36.10	10%	\$13.39	40
	May 1/20	\$37.17		\$13.64	
	May 1/21	\$38.20		\$13.74	
Junior Rodperson	May 1/19	\$33.48	10%	\$13.39	40
	May 1/20	\$34.55		\$13.64	
	May 1/21	\$35.57		\$13.74	
<u>Earth Movers</u>					
Truck Diver (Triple axel, tandem)	May 6/19	\$34.20	10%	\$10.95	50
	May 1/20	\$35.18		\$10.95	
	May 1/21	\$36.16		\$10.95	
Float Driver	May 6/19	\$35.57	10%	\$10.95	50
	May 1/20	\$36.55		\$10.95	
	May 1/21	\$37.53		\$10.95	
Truck Driver (Tandem, Fuel)	May 6/19	\$33.71	10%	\$10.95	50
	May 1/20	\$34.69		\$10.95	
	May 1/21	\$35.67		\$10.95	
Truck Driver (Single Axel)	May 6/19	\$33.57	10%	\$10.95	50
	May 1/20	\$34.44		\$10.95	
	May 1/21	\$35.53		\$10.95	
Truck Driver	May 6/19	\$33.96	10%	\$10.95	50
	May 1/20	\$34.94		\$10.95	
	May 1/21	\$35.92		\$10.95	

For Labourers, all working forepersons will receive a minimum of three dollars and fifty cents (\$3.50) per hour above the trade rate of the majority of the employees in the group supervised effective May 5, 2019; four dollars (\$4.00) per hour effective May 1, 2020; and four dollars and fifty cents (\$4.50) per hour effective May 1, 2021.

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) For Labourers, the regular working day shall be eight and a half (8.5) hours/day, from Monday to Friday inclusive. For Operating Engineers and Surveyors, the regular working day shall be eight (8) hours/day, from Monday to Friday inclusive. For Earth Movers, the regular working day shall be ten (10) hours/day, from Monday to Friday inclusive.
- (B) All work performed in excess of the regular working day from Monday to Friday, inclusive, shall be deemed overtime work.
- (C) For Labourers, overtime at the rate of time and one-half (1.5x) the employee's current hourly rate shall be paid to all employees, for all work performed from Monday to Friday in excess of the regular working hours. Overtime at the rate of double (2x) the employee's current hourly rate shall be paid to all employees, for all work performed on Saturdays, Sundays or Statutory Holidays.

- (D) For Operating Engineers and Surveyors, overtime at the rate of double (2x) the employee's current hourly rate shall be paid to all employees, for all work performed from Monday to Friday in excess of the regular working hours. Overtime at the rate of double (2x) the employee's current hourly rate shall be paid to all employees, for all work performed on Saturdays, Sundays or Statutory Holidays.
- (E) For Truck Drivers, overtime at the rate of time and one-half (1.5x) the employee's current hourly rate shall be paid to all employees, for all work performed from Monday to Friday in excess of 50 hours/week. Overtime at the rate of double (2x) the employee's current hourly rate shall be paid to all employees, for all work performed on Saturdays, Sundays or Statutory Holidays.

* **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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ROAD BUILDING

This schedule is applicable to Resurfacing and New Road Construction, including Parking Lots.
This schedule is not applicable to bridge cloverleaf 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>					
Grade person, asphalt rakers, concrete road, curb and sidewalk finisher, form setters, curb setters, brick setters, pipe layers, curb machine operators, concrete paving track setters, tail end paver and asphalt grinder	May 7/19 May 1/20 May 1/21	\$38.48 \$39.29 \$40.10	10%	\$14.00 \$14.35 \$14.70	50
Labourers (incl. wiremesh and steel reinforcing), operators of pumps 3 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), concrete workers screedperson, puddlers, floatperson, fence erectors (chain link and other types including snow fences), guard rail installers, diamond saw operators (jackhammer person), sound barrier erectors, maintenance hole builders	May 7/19 May 1/20 May 1/21	\$37.03 \$37.84 \$38.65	10%	\$14.00 \$14.35 \$14.70	50
Traffic control person, casual watchperson	May 10/16 May 1/17 May 1/18	\$29.27 \$30.08 \$30.89	10%	\$14.00 \$14.35 \$14.70	50
*Watchperson	May 7/19 May 1/20 May 1/21	\$20.20 \$20.20 \$20.20	4%-6%		50

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
* 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>TRUCK DRIVERS</u>					
Truck Drivers – Incl. off Highway	May 1/19	\$38.11		\$12.35	50
	May 1/20	\$38.50		\$12.45	
	May 1/21	\$38.91	10%	\$12.55	
Fuel Truck Drivers	May 1/19	\$38.09		\$12.35	50
	May 1/20	\$38.48		\$12.45	
	May 1/21	\$38.89	10%	\$12.55	
Load bearing boom drivers, dumpcrete drivers, and pup dump trailer drivers, flo boy and tractor trailer, dump truck tag-a-long over 15 ton	May 1/19	\$38.09		\$12.35	50
	May 1/20	\$38.48		\$12.45	
	May 1/21	\$38.89	10%	\$12.55	
Truck train drivers, custom mobile mixer units (truck or trailer mounted)	May 1/19	\$38.17		\$12.35	50
	May 1/20	\$38.58		\$12.45	
	May 1/21	\$38.97	10%	\$12.55	
Float Drivers	May 1/19	\$38.60		\$12.35	50
	May 1/20	\$39.00		\$12.45	
	May 1/21	\$39.42	10%	\$12.55	
<u>OPERATING ENGINEERS</u>					
Operators of: shovels, backhoes, dragline, gradall clams (on site), grader operator "A" (with or without attachments)	May 1/19	\$41.13		\$13.95	50
	May 1/20	\$42.07		\$14.20	
	May 1/21	\$43.14	10%	\$14.30	
Clam operator (yard), mechanics, welders "A"	May 1/19	\$40.89		\$13.95	50
	May 1/20	\$41.82		\$14.20	
	May 1/21	\$42.88	10%	\$14.30	
Pitman-type operator hydraulic lift, truck-mounted hydraulic crane), bulldozer operators (D-4 equivalent or over), trim dozer operator (6-way blade)	May 1/19	\$40.69		\$13.95	50
	May 1/20	\$41.62		\$14.20	
	May 1/21	\$42.69	10%	\$14.30	
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), vacuum excavators, off highway vehicles, and shuttle buggy	May 1/19	\$40.54		\$13.95	50
	May 1/20	\$41.48		\$14.20	
	May 1/21	\$42.55	10%	\$14.30	

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Concrete paver operators, asphalt planer operators "A", engineers on boilers (with papers)	May 1/19	\$40.44		\$13.95	50
	May 1/20	\$41.39		\$14.20	
	May 1/21	\$42.45	10%	\$14.30	
Farm & industrial-type tractor with excavating attachments operators, grader operator "B", asphalt/rollerperson "A", boiler fireperson (without papers)	May 1/19	\$40.30		\$13.95	50
	May 1/20	\$41.23		\$14.20	
	May 1/21	\$42.30	10%	\$14.30	
Roller Operator (asphalt) "B"	May 1/19	\$39.94		\$13.95	50
	May 1/20	\$40.88		\$14.20	
	May 1/21	\$41.94	10%	\$14.30	
Bulldozer operators (under D-4 or equivalent), front-end loader operator (under 1 cu. yd.), packer with blade	May 1/19	\$39.86		\$13.95	50
	May 1/20	\$40.80		\$14.20	
	May 1/21	\$41.87	10%	\$14.30	
Farm and industrial-type tractor operator (towing compaction units), grade rollerperson, including self-propelled rubber tire rollers, asphalt planer "B" (max. 2' wide)	May 1/19	\$38.19		\$13.95	50
	May 1/20	\$39.13		\$14.20	
	May 1/21	\$40.20	10%	\$14.30	

SHIFT PREMIUM:

For all work performed on a shift starting after 4:00 p.m.:

May 23/19 \$4.05/ per hour
 May 1/20 \$4.10/ per hour
 May 1/21 \$4.15/ per hour

HOURS OF WORK AND OVERTIME:

- (A) The standard hours of work for all employees in the Road Building sector 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 (1.5x) for all work performed in excess of ten (10) hours per day, or fifty (50) hours per week Monday to Friday inclusive and on Saturdays. Double time (2x) for all work performed on Sundays and Statutory Holidays.

* **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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SEWER AND WATERMAIN

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>SCHEDULE "A"</u> "Open Cut" Sewer					
<u>CLASSIFICATION</u>					
<u>LABOURERS</u>					
Labourers, pump person, (3" discharge and under), heater person (up to 5 heaters)	May 8/19 May 4/20 May 3/21	\$37.47 \$38.28 \$39.08	10%	\$13.79 \$14.14 \$14.49	50
Small mixer driver (under 1yard), dinky mortar person, sheeting and shoring person, miner's and driller's helper, power person helper, motor person, scootcrete driver, screed person, puddlers, float person on concrete, jackhammer person, well-point installer, encasement form setters, signal person, rammax tamper	May 8/19 May 4/20 May 3/21	\$38.05 \$38.86 \$39.66	10%	\$13.79 \$14.14 \$14.49	50
Pipelayer's helper, concrete finishers, concrete patcher inside pipe, catch basin installer, diamond saw cutter, watermain tapper, precast manhole installer, manhole builders, drillers, all types including associated equipment	May 8/19 May 4/20 May 3/21	\$38.20 \$39.00 \$39.81	10%	\$13.79 \$14.14 \$14.49	50
Caulker (cast iron, tile, concrete, asbestos, cement, plastic, etc.), wagon driller, box sewer constructor, carpenter, reinforcing person, fusion welder	May 8/19 May 4/20 May 3/21	\$38.44 \$39.25 \$40.05	10%	\$13.79 \$14.14 \$14.49	50
Pipelayers (including use of laser for pipe-laying), manhole and valve chamber constructor, top person, miners, drillers, shaft sinker timber person, grout-machine person, powder person blaster, welder	May 8/19 May 4/20 May 3/21	\$39.12 \$40.22 \$41.02	10%	\$13.79 \$14.14 \$14.49	50

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Traffic Control Person and Casual Watchperson	May 8/19 May 4/20 May 3/21	\$32.23 \$33.04 \$33.84	10%	\$13.79 \$14.14 \$14.49	50
* All employees 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 his/her rate reduced thereby.					
<u>TRUCK DRIVERS</u>					
Drivers of dump trucks, pickup service trucks, bulk lift trucks, farm tractors without attachments, off highway trucks	May 1/19 May 1/20 May 1/21	\$38.42 \$38.87 \$39.34	10%	\$12.35 \$12.40 \$12.45	50
Fuel truck drivers, load bearing boom truck drivers	May 1/19 May 1/20 May 1/21	\$38.52 \$38.97 \$39.44	10%	\$12.35 \$12.40 \$12.45	50
Float drivers, custom mobile mixer units, truck or trailer mounted	May 1/19 May 1/20 May 1/21	\$38.78 \$39.25 \$39.71	10%	\$12.35 \$12.40 \$12.45	50
<u>OPERATING ENGINEERS</u>					
Engineers operating cranes, clams, shovels, backhoes, derricks, pile-drivers, gradalls, mobile cranes, caisson boring machines 25 HP and over, side booms and similar equipment	May 1/19 May 1/20 May 1/21	\$41.73 \$42.66 \$43.72	10%	\$14.36 \$14.61 \$14.71	50
Grade "A" and fine grade bulldozer operators	May 1/19 May 1/20 May 1/21	\$41.48 \$42.41 \$43.47	10%	\$14.36 \$14.61 \$14.71	50
Heavy-duty field mechanics, equipment repair welders, operators of pitman type crane (hydra-lift truck mounted hydraulic)	May 1/19 May 1/20 May 1/21	\$41.24 \$42.17 \$43.23	10%	\$14.36 \$14.61 \$14.71	50
Operators of bulldozers, tractors, scrapers, emcos, graders "B", overhead loaders and similar equipment, farm and industrial tractors with excavating attachments, trenching machines, caisson boring machines under 25 HP	May 1/19 May 1/20 May 1/21	\$41.14 \$42.07 \$43.13	10%	\$14.36 \$14.61 \$14.71	50
Service person on shovels; compressors, pumps, boom truck drivers, operators of 5 or more heaters, packer with blade	May 1/19 May 1/20 May 1/21	\$40.41 \$41.34 \$42.39	10%	\$14.36 \$14.61 \$14.71	50

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Self-Propelled Rollers	May 1/19	\$38.34		\$14.36	50
	May 1/20	\$39.27		\$14.61	
	May 1/21	\$40.33	10%	\$14.71	
<u>Oilers, Greasers, Mechanic's Helpers</u>	May 1/19	\$39.22		\$14.36	50
	May 1/20	\$40.15		\$14.61	
	Third Year: May 1/21	\$41.21	10%	\$14.71	
Second Year:	May 1/19	\$38.24		\$14.36	50
	May 1/20	\$39.17		\$14.61	
	May 1/21	\$40.23	10%	\$14.71	
First Year:	May 1/19	\$37.26		\$14.36	50
	May 1/20	\$38.19		\$14.61	
	May 1/21	\$39.25	10%	\$14.71	

HOURS OF WORK AND OVERTIME:

- (A) Overtime at the rate of time and one-half (1.5x) the employee's hourly rate shall be paid to all employees, for all work performed in excess of fifty (50) hours/week, made up of five ten hour days, Monday to Friday inclusive, excluding travelling time to and from the job.
- (B) Overtime at the rate of time and one-half (1.5x) the employee's current hourly rate shall be paid to all employees, for all work performed on Saturdays. Overtime at the rate of double (2x) the employee's current hourly rate shall be paid to all employees, for all work performed on Sundays or Statutory Holidays
- (C) Operating Engineers shall receive overtime at double (2x) the rate for Saturdays, Sundays and Statutory Holidays.

SHIFT PREMIUM - OPERATING ENGINEERS:

A shift premium will be paid for all work performed on any shift commencing after 12:00 o'clock noon or before 5:30 o'clock a.m. :

- May 1/16 - \$3.25 per hour
- May 1/17 - \$3.25 per hour
- May 1/18 - \$3.25 per hour

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<p><u>SCHEDULE "B"</u> "Tunnel Work"</p> <p>A schedule applying to "tunnel work" which is to be interpreted to mean project called as a tunnel, and may not include tunnel work which is incidental to "open cut" work for sewer and watermain construction up to 50 feet in length</p> <p><u>CLASSIFICATION</u></p> <p><u>LABOURERS</u></p> <p>Labourers (surface), signal person, deck person, pump person (3"), hopper person, heater person (up to 5 heaters), yard and material person, gauge tender</p>	<p>May 8/19</p> <p>May 4/20</p> <p>May 3/21</p>	<p>\$39.17</p> <p>\$39.97</p> <p>\$40.78</p>	<p>10%</p>	<p>\$14.39</p> <p>\$14.74</p> <p>\$15.09</p>	<p>40</p>
<p>Labourers (underground), muckers, loco driver, track person, caulker, shaft sinker helper, concrete finisher, concrete worker, carpenter, pit bottom person, scootcrete driver, driller helper, mixer person (under 1 yard), setter</p>	<p>May 8/19</p> <p>May 4/20</p> <p>May 3/21</p>	<p>\$40.10</p> <p>\$40.90</p> <p>\$41.71</p>	<p>10%</p>	<p>\$14.39</p> <p>\$14.74</p> <p>\$15.09</p>	<p>40</p>
<p>Locktender</p>	<p>May 8/19</p> <p>May 4/20</p> <p>May 3/21</p>	<p>\$40.43</p> <p>\$41.23</p> <p>\$42.04</p>	<p>10%</p>	<p>\$14.39</p> <p>\$14.74</p> <p>\$15.09</p>	<p>40</p>

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Miner, driller, diamond driller, timber person, jackleg person, mucking machine driver, shaft sinker, pipe jacker, slush drivers, wagon driller (underground), cole cutter driver, powder person-blaster, lead concrete person, all labourers on pile-driver operations, miner for caisson and underpinning, maintenance hole carpenter, operators of air spades and jackhammer at the face, nozzle person & concrete pump, reinforcing rod placer, cement mason, welder, shotcrete person, stopper person, auger person, carpenter	May 8/19 May 4/20 May 3/21	\$41.07 \$41.87 \$42.68	10%	\$14.39 \$14.74 \$15.09	40
Lead miner, tunnel shield, mole and similar equipment drivers, working foreperson	May 8/19 May 4/20 May 3/21	\$42.04 \$42.84 \$43.65	10%	\$14.39 \$14.74 \$15.09	40
Watchperson	May 8/19 May 4/20 May 3/21	\$24.88 \$24.88 \$24.88	4% - 6%		50
<u>TRUCK DRIVERS</u>					
Drivers of dump trucks, pickup service trucks, bulk lift trucks and farm tractors without attachments, off highway trucks	May 1/19 May 1/20 May 1/21	\$38.93 \$39.39 \$39.85	10%	\$12.35 \$12.40 \$12.45	40
Fuel truck drivers, load bearing boom truck drivers and drivers of dump trucks with tag along attachments over 15 tons	May 1/19 May 1/20 May 1/21	\$39.02 \$39.48 \$39.95	10%	\$12.35 \$12.40 \$12.45	40
<u>OPERATING ENGINEERS</u>					
Engineers operating all hoists, hoisting materials out of shafts, tuggers and derricks with lifting capacity over 2,000 lbs., compressor hose set-up person	May 1/19 May 1/20 May 1/21	\$41.70 \$42.63 \$43.69	10%	\$14.36 \$14.61 \$14.71	50

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Heavy-duty field mechanics, engineers operating shaft hoist, tuggers and derricks 2,000 lbs. or less, compressor operators 500 CFM or over	May 1/19 May 1/20 May 1/21	\$41.46 \$42.39 \$43.45	10%	\$14.36 \$14.61 \$14.71	50
<u>Flushing, Cleaning, Testing, CCTV Inspection, Hydro/Air Excavation, Lining and Re-lining of Sewers and Watermains</u>					
2.1a Helper	May 1/19 May 1/20 May 1/21	\$24.15 \$25.04 \$26.07	10%	\$9.65 \$9.90 \$10.00	50
2.1b CCTV, combo flusher, tradesperson, CIPP and Spot Repair Tradesperson, Boiler Tradesperson	May 1/19 May 1/20 May 1/21	\$26.85 \$27.74 \$28.77	10%	\$9.65 \$9.90 \$10.00	50
2.1c Cutter, Grouter Tradesperson	May 1/19 May 1/20 May 1/21	\$28.81 \$29.70 \$30.73	10%	\$9.65 \$9.90 \$10.00	50
2.2a Hydro/air excavation tradesperson (Tunnel work/ Open-cut work)	May 1/19 May 1/20 May 1/21	\$36.21 \$37.10 \$38.13	10%	\$14.09 \$14.34 \$14.44	50
2.2b Helper – Hydro/air excavation tradesperson	May 1/19 May 1/20 May 1/21	\$25.35 \$29.68 \$32.41	10%	\$14.09 \$14.34 \$14.44	50
Water Operator-in-Training 1	May 8/19 May 4/20 May 3/21	\$22.04 \$22.84 \$23.65	10%	\$11.30 \$11.65 \$12.00	50
Water Operator-in-Training 2	May 8/19 May 4/20 May 3/21	\$24.22 \$25.03 \$25.84	10%	\$11.30 \$11.65 \$12.00	50
Water Operator-in-Training 3	May 8/19 May 4/20 May 3/21	\$29.51 \$30.31 \$31.12	10%	\$11.30 \$11.65 \$12.00	50
Class 1 Water Operator	May 8/19 May 4/20 May 3/21	\$36.83 \$37.64 \$38.45	10%	\$11.30 \$11.65 \$12.00	50

**PREMIUM RATES IN COMPRESSED AIR:
(LABOURERS AND TRUCK DRIVERS CLASSIFICATIONS ONLY)**

The following sliding scale of premium rates shall apply to workers in compressed air:

<u>AIR PRESSURE</u>	<u>PREMIUM PER SHIFT MAY 1/19</u>
1 to 14 pounds	\$16.00
15 to 20 pounds	\$19.50
21 pounds	\$23.50

- (A) For air pressure over twenty-one pounds (21 lbs.), the employer agrees to pay two dollars (\$2.00) per pound compressed air premium for each pound over twenty-one pounds (21 lbs.), in addition to the twenty-one pound (21 lb.) rate.
- (B) Where employees are required to work in compressed air, they shall receive a minimum of nine (9) hours/day or shift; it being understood and agreed that the ninth (9th) hour shall be paid at straight time rates.
- (C) It is understood and agreed that air pressure premium will be paid/shift regardless of the time spent by an employee in compressed air, save and except when an employee voluntarily leaves the compressed air environment. Rest periods as required by law when working under air pressure are to be paid, and no deduction will be made for a meal break falling in the rest period between the two working periods.
- (D) HOT BEVERAGES
- (i) The employer shall, at their own expense, supply sugar and hot beverages for employees working in compressed air during rest periods.
- (ii) Containers and cups for the beverages required as outlined above, shall be maintained in a clean and sanitary condition and kept stored in a closed container.

**PREMIUM RATES IN COMPRESSED AIR:
(OPERATING ENGINEERS CLASSIFICATION ONLY)**

<u>AIR PRESSURE</u>	<u>PREMIUM PER SHIFT MAY 1/19</u>
1 to 14 pounds	\$16.00
15 to 20 pounds	\$19.50
21 pounds	\$23.50
Over 21 pounds	\$2.00/lb over and above the rate for 21 lbs.

* **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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UTILITY WORK

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>LABOURERS</u>	May 1/19	\$37.56		\$13.30	
	May 1/20	\$38.36		\$13.65	
	May 1/21	\$39.18	10%	\$14.00	44
Labourers: (unskilled)	May 1/19	\$37.61		\$13.30	
	May 1/20	\$38.41		\$13.65	
	May 1/21	\$39.22	10%	\$14.00	44
Powderperson Helper	May 1/19	\$37.61		\$13.30	
	May 1/20	\$38.41		\$13.65	
	May 1/21	\$39.22	10%	\$14.00	44
Labourers (semi-skilled) strippers, scootcrete and calf dozer, driver, portable compressor, small mixer and pump person (4" discharge and under), groutperson, mortar person, job site storeperson and lumber yard attendant, farm tractor driver	May 1/19	\$37.65		\$13.30	
	May 1/20	\$38.46		\$13.65	
	May 1/21	\$39.27	10%	\$14.00	44
Labourers: pipelayers (excluding conduit), jack hammer operator, air auger person, form setters, concrete finishers	May 1/19	\$37.72		\$13.30	
	May 1/20	\$38.53		\$13.65	
	May 1/21	\$39.33	10%	\$14.00	44
Labourers: drillers (all types), wagon drills, etc., powderperson	May 1/19	\$37.74		\$13.30	
	May 1/20	\$38.56		\$13.65	
	May 1/21	\$39.36	10%	\$14.00	44
Labourers: carpenters, lineperson, float driver, truck driver (over ¾ ton)	May 1/19	\$38.05		\$13.30	
	May 1/20	\$38.86		\$13.65	
	May 1/21	\$39.67	10%	\$14.00	44
AZ/DZ Drivers	May 1/19	\$38.48		\$13.30	
	May 1/20	\$39.29		\$13.65	
	May 1/21	\$40.09	10%	\$14.00	44
Labourers: tunnel workers where tunnel is in excess of ten feet in length, excluding shallow tree tunnels	May 1/19	\$40.06		\$13.30	
	May 1/20	\$40.88		\$13.65	
	May 1/21	\$41.68	10%	\$14.00	44
Working Foreperson	May 1/19	\$40.51		\$13.30	
	May 1/20	\$41.76		\$13.65	
	May 1/21	\$43.00	10%	\$14.00	44
Flagperson	May 1/19	\$29.93		\$13.30	
	May 1/20	\$30.74		\$13.65	
	May 1/21	\$31.54	10%	\$14.00	44
Watchperson	May 1/19	\$28.72		\$13.30	
	May 1/20	\$29.54		\$13.65	
	May 1/21	\$30.34	10%	\$14.00	44

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>OPERATING ENGINEERS & TELECOMMUNICATION WORKERS</u>					
1 A) Engineers operating cranes including, but not limited to, self-erecting cranes, boom trucks (over 8 tons), backhoes (excavator), hydraulic or cable type side booms, gradalls and similar equipment	May 1/19 May 1/20 May 1/21	\$41.29 \$42.22 \$43.29	10%	\$13.34 \$13.59 \$13.69	44
2 A) Mechanics & welders (on site), operators of bulldozers D4 and over, front-end loaders, 1 cu. yd. and over, industrial type backhoes with excavation attachments (rubber tire backhoe), trenching machines over Davis 300 and similar equipment to foregoing hydraulic excavating machine	May 1/19 May 1/20 May 1/21	\$40.82 \$41.76 \$42.83	10%	\$13.34 \$13.59 \$13.69	44
3 A) Operators of: bulldozers, under D4, well points and all types of dewatering systems, 6" discharge and over, front-end loaders under 1 cu. yd., augers & boring equipment other than air activated under 8" (save as excluded in memorandum between I.U.O.E., & Labourers' International Union)	May 1/19 May 1/20 May 1/21	\$40.62 \$41.55 \$42.62	10%	\$13.34 \$13.59 \$13.69	44
4 A) Shop and standby time	May 1/19 May 1/20 May 1/21	\$40.46 \$41.41 \$42.47	10%	\$13.34 \$13.59 \$13.69	44
Hydro Air Excavator Tradesperson	May 1/19 May 1/20	\$36.26 \$37.15		\$13.59 \$13.79	
Straight Vac Tradesperson	May 1/21	\$38.17	10%	\$13.89	44
Helper (90% of tradesperson)	May 1/19 May 1/20 May 1/21	\$32.63 \$33.44 \$34.36	10%	\$13.59 \$13.79 \$13.89	44
<u>DRIVERS</u>					
Lowbeds, and bed tandems	May 1/19 May 1/20 May 1/21	\$38.93 \$39.39 \$39.95	10%	\$12.35 \$12.40 \$12.45	50
Semi-trailers, pole trailers, stringing trucks, and tree farmers	May 1/19 May 1/20 May 1/21	\$38.93 \$39.39 \$39.95	10%	\$12.35 \$12.40 \$12.45	50

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Track trucks (transportation), winch truck, A-frame or hoist equipment truck (transportation), dump trucks over 8 yards	May 1/19	\$38.93		\$12.35	50
	May 1/20	\$39.39		\$12.40	
	May 1/21	\$39.95	10%	\$12.45	
Fuel trucks, warehouse man (where applicable), vacuum trucks or small equipment	May 1/19	\$38.52		\$12.35	50
	May 1/20	\$38.97		\$12.40	
	May 1/21	\$39.44	10%	\$12.45	
Flat beds, supply trucks, buses (where applicable), farm type tractors (transportation, material hauling), forklifts (in warehouse areas), dump trucks 8 yards & over	May 1/19	\$38.93		\$12.35	50
	May 1/20	\$39.39		\$12.40	
	May 1/21	\$39.95	10%	\$12.45	

HOURS OF WORK AND OVERTIME:

For Labourers, overtime at the rate of time and one-half (1.5x) shall be paid to all employees, for all work performed in excess of nine (9) hours per day, or forty-four (44) hours per week, Monday to Friday inclusive and on Saturdays. Double time (2x) for all work performed on Sundays and Statutory Holidays.

For Drivers, all time worked after fifty (50) hours in a work week shall be deemed overtime work or shift work and shall be paid at time and one-half (1.5x) the regular wage.

* **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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