

FAIR WAGE SCHEDULE

2007

UTILITY WORK

This schedule is applicable for work engaged in power, energy and communication construction, repair and maintenance. This schedule is not applicable to construction work, otherwise covered by the Sewer and Water Main Fair Wage Schedule.

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Labourers (unskilled)	Mar. 1/07	\$28.25	10%	\$8.30	45
Powderperson Helper	Mar. 1/07	\$28.29	10%	\$8.30	45
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	Mar. 1/07	\$28.34	10%	\$8.30	45
Labourers (skilled - Group No. 1) pipelayers (excluding conduit); jack hammer operator; air auger person; form setters; concrete finishers	Mar. 1/07	\$28.41	10%	\$8.30	45
Labourers (skilled - Group No. 2) drillers (all types); wagon drills, etc.; powderperson	Mar. 1/07	\$28.44	10%	\$8.30	45
Labourers (skilled - Group No. 3) Carpenters; lineperson; float driver; truck driver	Mar. 1/07	\$28.74	10%	\$8.30	45
Labourers (skilled - Group No. 4) tunnel workers; where tunnel is in excess of ten feet in length, excluding shallow tree tunnels	Mar. 1/07	\$28.24	10%	\$8.30	45
Working foreperson	Mar. 1/07	\$29.09	10%	\$8.30	45

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Flag person	Mar. 1/07	\$20.38	10%	\$8.30	45
Watchperson (48 hours per week)	Mar. 1/07	\$19.14	10%	\$8.30	48
<p>NOTE: An employee working as a labourer who is required to do casual watching or work as a flag person on a casual or intermittent basis will not have his/her rate reduced thereby.</p>					
OPERATING ENGINEERS					
Engineers operating cranes, including but not limited to self-erecting cranes boom trucks (over 8 ton), backhoes, hydraulic or cable type side booms, gradalls and similar equipment	Mar. 1/07	\$31.00	10%	\$8.86	45
Mechanics & welders (on site), operators of bulldozers D4 and over; front-end loaders, 1cu. yd. & over; industrial type backhoes with excavating attachments; trenching machines over Davis 300 and similar equipment to foregoing	Mar. 1/07	\$30.53	10%	\$8.86	45
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 and boring equipment other than air activated under 8" (save as excluded in memorandum between I.U.O.E., & Labourers' International Union)	Mar. 1/07	\$30.32	10%	\$8.86	45
Shop and standby time	Mar. 1/07	\$30.16	10%	\$8.86	45
<p>**TRAINEES SHALL BE EMPLOYED AT A PERCENTAGE OF THE APPLICABLE JOURNEYMAN RATE AS FOLLOWS; -AND BE REGISTERED IN A BONAFIDE APPRENTICESHIP/TRAINING PROGRAM RECOGNIZED BY THE PROVINCE OF ONTARIO</p> <p>First 1500 hours = 75%</p> <p>Second 1500 hours = 90%</p>					

***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.

***HOURS OF WORK AND OVERTIME:**

The regular hours of work shall be nine (9) hours per day, Monday to Friday inclusive. All time worked after nine (9) hours per day or six o'clock in the afternoon (6:00 p.m.) any day or after forty-five (45) hours per week, shall be deemed overtime work, shift work and shall be paid at time and one-half (1/2X) the regular day shift rate, save and except shift work.

* **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.

All City procurement documents and awarded contracts issued prior to any revised Fair Wage Schedules coming into force will continue to be in accordance with the Fair Wage Schedules as of the date tendered and will continue for the duration of the contract.

ENACTED AND PASSED this _____, 2007.

Mayor

City Clerk

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