

Authority: Executive Committee Item EX14.11, as
adopted by City of Toronto Council on May 22, 23 and 24,
2024

CITY OF TORONTO

Bill 481

BY-LAW -2024

To amend Toronto Municipal Code Chapter 67, Fair Wage.

Whereas Council has determined that Chapter 67, Fair Wage shall be updated, including the Schedules, and those updates are attached to this by-law;

The Council of the City of Toronto enacts:

1. Toronto Municipal Code Chapter 67, Fair Wage is amended as follows:
 - a. by deleting Chapter 67, Fair Wage, and replacing it with Attachment 1 to this by-law as a new Chapter 67, Fair Wage;
 - b. by deleting Schedule A, Fair Wage Policy, and replacing it with Attachment 2 to this by-law as a new Schedule A, Fair Wage Policy;
 - c. by adding the word “Policy” after the words “Schedule B, Labour Trades Contractual Obligations in the construction Industry” throughout Chapter 67, Fair Wage and the Schedules to Chapter 67, Fair Wage;
 - d. by amending Schedule B, Labour Trades Contractual Obligations in the Construction Industry, by adding an “X” to section 67-B3 under the column “City of Toronto” in the row “Labourers”.
 - e. by deleting Schedule C, Fair Wage Schedule, 2019 - 2022, and replacing it with Attachment 3 to this by-law as a new Schedule C, Fair Wage Schedule, 2022 - 2025.
2. This by-law shall come into force on July 1, 2024.

Enacted and passed on May , 2024.

Frances Nunziata,
Speaker

John D. Elvidge,
City Clerk

(Seal of the City)

ATTACHMENT 1
CHAPTER 67, FAIR WAGE

Attachment 1:

Chapter 67
FAIR WAGE

§ 67-1. Definitions.

§ 67-2. Appointment of Manager, Fair Wage Office; reporting.

§ 67-3. Duties of Manager, Fair Wage Office.

§ 67-3.1 Delegation.

§ 67-4. Fair Wage Policy.

§ 67-5. Labour Trades Contractual Obligations in the Construction Industry Policy.

§ 67-6. Fair Wage Schedule.

[Schedule A, Fair Wage Policy](#)

[Schedule B, Labour Trades Contractual Obligations in the Construction Industry Policy](#)

[Schedule C, Fair Wage Schedule, 2022-2025](#)

§ 67-1. Definitions.

For the purposes of this chapter, the following terms shall have the meanings indicated:

APPRENTICE - An individual who has entered into a registered training agreement under which the individual is to receive workplace-based training in a trade, other occupations or skill set as part of an apprenticeship program approved by the appropriate Ontario ministry.

APPRENTICESHIP PROGRAM - A program recognized by the appropriate Ontario Ministry which provides for the qualification, recruitment, selection, employment, and training on the job. Apprenticeship and training leads to Ontario Certification of Qualification and Apprenticeship for journeyman status, which is recognized by employer and employee representatives of industry.

CHIEF PROCUREMENT OFFICER - Has the same meaning as in Toronto Municipal Code, Chapter 195, Purchasing.

CONTRACT - Has the same meaning as in Toronto Municipal Code, Chapter 195, Purchasing.

CONTRACTOR - Any person or business entity with whom the City enters into a Contract to perform work or provide services.

FAIR WAGE OFFICE - The office responsible for administering the provisions of this chapter.

FAIR WAGE SCHEDULE - Stipulated rates of pay for different classifications of work produced by and obtainable from the Fair Wage Office.

FIELD WORK - All work in performance of a Contract that is not Shop Work.

FRINGE BENEFITS - Includes such benefits as company pension plans, extended health care benefits, dental and prescription plans, etc. It does not include legislated payroll deductions such as C.P.P., E.H.T., W.S.I.B. or E.I.C.

MANAGER, FAIR WAGE OFFICE - The officer appointed, from time to time, to oversee the Fair Wage Office and to perform the duties and responsibilities set out in this chapter.

NON-COMPLIANCE - The occurrence of any of the following conditions:

A. A Contractor fails to co-operate with the Manager, Fair Wage Office in fulfilling his or her responsibilities under the Fair Wage Policy and the Labour Trades Contractual Obligations in the Construction Industry Policy.

B. A Sub-Contractor fails to co-operate with the Manager, Fair Wage Office in fulfilling his or her responsibilities under the Fair Wage Policy and the Labour Trades Contractual Obligations in the Construction Industry Policy.

C. A Contractor or Sub-Contractor has been found in violation of the Fair Wage Policy (Non-Compliance applies to both Contractor and Sub-Contractor).

D. A Contractor has been found in violation of the Labour Trades Contractual Obligations in the Construction Industry Policy.

E. A Sub-Contractor has been found in violation of the Labour Trades Contractual Obligations in the Construction Industry Policy.

OWNER OPERATORS - Principals of Contractor or Sub-Contractor business entities, as long as they undertake the entire City work themselves.

PROCUREMENT - Has the same meaning as in Toronto Municipal Code, Chapter 195, Purchasing.

SHOP WORK - Any work in performance of a Contract that is done in or at any factory, foundry, shop or place of manufacture not located at or upon the site of the work, and not operated solely for the purpose of the work.

STANDING COMMITTEE – One of the Council Committees set out in Toronto Municipal Code, Chapter 27, Council Procedure, § 27-16.2B.

SUB-CONTRACTOR - Any person or business entity not Contracting with or employed directly by the City but who supplies services or materials to the improvement under an agreement with the Contractor or under the Contract with another Sub-Contractor.

WAGES or RATE OF WAGES - Includes the hourly rate, standby rate, vacation and holiday pay and any applicable amount for Fringe Benefits shown in the current Fair Wage Schedule, or determined by the Manager, Fair Wage Office, to be paid to a Worker as part of the Worker's wages or for the Worker's benefit, or provided for in any collective agreement applicable to that

Worker. Discretionary and non-discretionary bonuses are not included in the definition of Wages.

WORKERS - Includes but is not limited to mechanics, workers, labourers, clerical staff, and owners and drivers of a truck or other vehicle employed in the execution of a Contract by the Contractor or by any Sub-Contractor under them.

§ 67-2. Appointment of Manager, Fair Wage Office; reporting.

A. The person appointed Manager, Fair Wage Office for the City of Toronto, is deemed to be under the control of the Chief Procurement Officer for administrative purposes, including routine personnel matters such as provision of clerical services, attendance, vacation scheduling, sick pay authorization, increment recommendations, recording and control of budget allocation and petty cash authorization.

B. The Chief Procurement Officer shall report directly to the appropriate Standing Committee on matters arising from this chapter.

§ 67-3. Duties of Manager, Fair Wage Office.

The duties of the Manager, Fair Wage Office, shall include:

A. To collect and keep information respecting:

- (1) The rate of wages and Fringe Benefits from time to time paid to each Worker and each classification of Worker engaged in the performance of any City Contract; and
- (2) The number of hours per day worked by each such class or Worker.

B. To review and approve for Contract award all necessary Contractors and Sub-Contractors, as part of the City's purchasing approval process:

- (1) That appear to comply with the Fair Wage Policy; and
- (2) That appear to comply with Labour Trades Contractual Obligations in the Construction Industry Policy.

C. To receive and investigate complaints:

- (1) On any matter or thing relating to the union status, Rate of Wages, hours of labour per day, Fringe Benefits or conveniences provided for Workers;
- (2) On alleged discriminatory practices in connection with the performance of any City Contract; and
- (3) On any other matter relating to the Fair Wage Policy and Labour Trades Contractual Obligations in the Construction Industry Policy.

D. Prepare schedules setting out:

- (1) the rates of Wages which in his or her opinion should be paid to each classification of Worker (including drivers of vehicles) engaged in the performance of City Contracts.

(2) The number of hours which should constitute a day's work for each such class.

(3) For the purposes of preparing any such schedule, to confer with representatives of employers and labour, as necessary.

E. To investigate and obtain information:

(1) On labour and conditions under which all City Contracts are performed, including:

(a) The name of any Contractor or Sub-Contractor whom he or she has found has failed to pay or cause to be paid to any Worker wages according to the provisions of his or her Contract with the City.

(b) The name and address of such Worker, his or her occupation, the time he or she was employed, the amount of wages payable according to the terms of the Contract, and the amount of wages actually paid to such Worker.

F. Inspection of books and records; reporting.

(1) To investigate and inspect from time to time, as he or she may consider necessary, the books and records of Contractors and Sub-Contractors employed or engaged in the performance of any City Contract to ensure that each such Contractor and Sub-Contractor is keeping proper books and records as required by the Contract; and

(2) To request any information respecting Wages of Workers, names of Workers, records of amounts paid to each, paysheets, original books, etc., in connection with a Contract that has been substantially completed within the past six months, that may be desired by the Manager to fulfill the Manager's duties under § 67-3C and 67-3E; and

(3) To prepare an annual report for the Chief Procurement Officer containing:

(a) The names of Contractors and Sub-Contractors that have violated the Fair Wage Policy;

(b) The names of the Contractors and Sub-Contractors that have settled Labour Trades Contractual Obligations in the Construction Industry Policy grievances; and

(c) Any other information, as may be necessary.

(4) For greater clarity, the annual report and any other report authorized or required by this Chapter shall be transmitted to the appropriate Standing Committee by the Chief Procurement Officer.

G. Site inspections.

(1) To inspect and view from time to time the place or premises where any City Contract is being executed:

(a) To collect information about Workers;

(b) To determine the type of work being performed, the appropriate construction sector, or the union status of Workers, Contractors or Sub-Contractors; and

(c) To ensure that the Contractor or Sub-Contractor has either posted and kept posted in a conspicuous place, open to the view of all workers, the schedule of rates of wages and hours of labour contained in the contract and a copy of the Fair Wage Policy, or provided all Workers with a an electronic copies of the schedule of rates of wages and hours of labour contained in the contract and a copy of the Fair Wage Policy.

(2) Site inspections may include interviews with Workers to ensure work conditions are in compliance with the Fair Wage Policy and Labour Trades Contractual Obligations in the Construction Industry Policy.

(3) To make one or more orders requiring Contractors, Sub-Contractors or Workers to stop performing City work that is suspected of not being performed in compliance with the Fair Wage Policy or the Labour Trades Contractual Obligations in the Construction Industry Policy, including ordering Contractors, Sub-Contractors or Workers to leave a place or premises where a City Contract is being executed.

H. To investigate Contractor and Sub-Contractor records to determine whether the City's Contractual obligations in the construction industry, with respect to using certified labour trades, are being met.

I. To investigate Contractor and Sub-Contractor records to determine compliance with the conditions under the Fair Wage Policy and Labour Trades Contractual Obligations in the Construction Industry Policy.

J. To perform such other duties as may from time to time be assigned.

K. To report annually to the appropriate Standing Committee activities and any issues relating to the Fair Wage Policy and Labour Trades Contractual Obligations in the Construction Industry Policy or recommended revisions that are deemed appropriate.

L. To report to the appropriate Standing Committee all issues respecting the disqualification provisions under the Fair Wage Policy.

§ 67-3.1. Delegation.

A. The Manager, Fair Wage Office, is delegated the authority to carry out all duties set out in §67-3 and to update the wage rates in Schedule C to Chapter 67, Fair Wage, every three years consistent with the construction industry prevailing market rates commencing in 2013.

B. No updated wage rate shall take effect until the enactment by Council of the necessary by-law to amend Schedule C to Chapter 67, Fair Wage.

C. The City Solicitor may submit, for enactment by Council, amendments to Schedule C to Chapter 67, Fair Wage, to give effect to the updated wage rates as determined by the Manager, Fair Wage Office under the delegated authority in §67-3.1.

D. Subsequent to the 2013 update for the General Classification division of Schedule C to Chapter 67, Fair Wage, set out in section 4 and Appendix I of this by-law⁴, the Manager, Fair Wage Office, is delegated authority to update the wage rates for the General Classification division of Schedule C every three years to reflect current market wage rates prevailing in such

industries for new Tenders, Requests for Quotations, Requests for Proposals, Purchase Orders and Divisional Purchase Orders issued by the City.

E. 2013 shall be the base year and future updates to Schedule C shall go into effect on June 1 of the update year, with the first update year being 2016.

F. The Manager, Fair Wage Office, shall file the updated wage rates for Schedule C to Chapter 67, Fair Wage, with the City Clerk no later than 60 days prior to the June 1 effective date.

G. The City Clerk shall post on the City Clerk's website (under Public Notices) and the Manager, Fair Wage Office, shall post on the Fair Wage website notice of the updated wage rates for Schedule C to Chapter 67, Fair Wage, no later than 45 days prior to the updated wage rates coming into effect.

H. The Manager, Fair Wage Office, shall also advise the Chief Procurement Officer of the updated wage rates for Schedule C immediately prior to the updated wage rates going into effect.

§ 67-4. Fair Wage Policy.

The City's Fair Wage Policy attached as Schedule A to this chapter, as adopted by City Council and amended from time to time, shall be used in the City's Procurement documents where necessary.

A. The application of the Fair Wage Policy is described in section 67-A5 of Schedule A to this chapter.

§ 67-5. Labour Trades Contractual Obligations in the Construction Industry Policy.

The City's Labour Trades Contractual Obligations in the Construction Industry Policy attached as Schedule B to this chapter, as adopted by City Council and amended from time to time, shall be used in the City's Procurement documents where necessary.

§ 67-6. Fair Wage Schedule.

The City's Fair Wage Schedule attached as Schedule C to this chapter, subject to the enactment of any necessary amending by-laws, may be amended from time to time under the authority delegated to the Manager, Fair Wage Office in § 67-3.1 of this chapter, and shall be used in the City's Procurement documents where necessary, for the following classifications:

- A. General Classifications.
- B. Heavy Construction work.
- C. Industrial, Commercial and Institutional (ICI) work.
- D. Road Building work.
- E. Sewer and Watermain Construction work.
- F. Utility work.

ATTACHMENT 2
SCHEDULE A, FAIR WAGE POLICY

Attachment 2:
Schedule A
FAIR WAGE POLICY

§ 67-A1. Definitions.

All terms defined in § 67-1 of this chapter have the same meanings in this Schedule A, Fair Wage Policy.

§ 67-A2. City of Toronto Council references.

A. City of Toronto Council, by the adoption of Corporate Services Committee Report 13, Clause 1, as amended, at its meeting of October 1 and 2, 1998, directed that the Fair Wage Policy of the former Municipality of Metropolitan Toronto be adopted for all City departments, agencies, boards and commissions and replace all existing Fair Wage Policies of the former local municipalities.

B. City of Toronto Council, by the adoption of Administration Committee Report 7, Clause 1, as amended, at its meeting of June 18, 19 and 20, 2002, directed that certain changes be made to the Fair Wage Policy and Procedures.

C. City of Toronto Council, by the adoption of Administration Committee Report 5, Clause 2, at its meeting of June 24, 25 and 26, 2003, directed that certain further changes be made to the Fair Wage Policy and Procedures, and to the Fair Wage Rate Schedule.

D. City of Toronto Council, by the adoption of Government Management Committee Item 8.9, at its meeting of October 22 and 23, 2007, directed that certain changes be made to the Fair Wage Policy.

§ 67-A3. Purpose and history of Fair Wage Policy.

A. The Fair Wage Policy has as a central principle the prohibition of the City doing business with Contractors, Sub-Contractors and suppliers who discriminate against their Workers.

B. The policy prohibits Contractors and Sub-Contractors from failing to pay their Workers in accordance with the applicable Fair Wage Schedule, or at a Rate of Wages determined by the Manager, Fair Wage Office.

C. Originally implemented in 1893 to ensure that Contractors for the City paid their Workers the union rates or, for non-union Workers, the prevailing wages and benefits in their field, the Fair Wage Policy has expanded over the years to other non-construction classifications.

D. The policy also requires compliance with acceptable number of working hours and conditions of work in order to protect the rights of Workers.

§ 67-A4. Intent of Fair Wage Policy.

The intent of the Fair Wage Policy can be summarized as follows:

- A. To produce stable labour relations with minimal disruption;
- B. To harmonize the Wages of organized and unorganized labour, including vacation pay and Fringe Benefits;
- C. To create a level playing field in competitions for City work;
- D. To protect the public; and
- E. To enhance the reputation of the City for ethical and fair business dealings.

§ 67-A5. Application.

- A. The provisions of the Fair Wage Policy apply equally to Contractors and all Sub-Contractors engaged in work for the City of Toronto. It is understood that Contractors cannot sub-contract work to any Sub-Contractor at a rate lower than called for in the Fair Wage Policy.
- B. The Fair Wage rates do not apply to Owner Operators.
- C. It should be noted that under the above City of Toronto Council reference authorities, the conditions of the Fair Wage Policy cannot be waived, unless authorized by Council to do so.
- D. The Fair Wage Policy does not apply to Contractors and Sub-Contractors performing work pursuant to City grant agreements with third parties.

§ 67-A6. Establishment of rates.

- A. Establishing Fair Wage rates and Schedules are intended to minimize potential conflicts between organized and unorganized labour in the tendering and awarding of City Contracts.
- B. Certain construction-related Fair Wage rates, as determined by the Manager, Fair Wage Office, are based on the lowest applicable rate established by collective bargaining, while the Rate of Wages for other classifications, as determined by the Manager, Fair Wage Office, are based on market and industrial surveys in accordance with the prevailing wages for non-union Workers in the geographic area.
- C. The City encourages Contractors to hire and train Apprentices under approved Apprenticeship Programs. Apprentices/trainees will be assessed based on Provincial Qualification Apprenticeship Certification Criteria.
- D. Fair Wage rates, including Fringe Benefits and rates for Apprentices, are established by the Fair Wage Office through an assessment of various collective agreements and wage rates made available by industry stakeholders, comprising union and non-union members.
- E. The proper Wage rates to be paid to Apprentices/trainees are those specified by a particular industry program in which they are enrolled, expressed as a percentage of the journeyman rate on the Wage determination. In the event employees reported as Apprentices and trainees have not been properly registered, or are utilized at the jobsite in excess of the ratio of journeymen permitted under the approved program, they must be paid the applicable Fair Wage Schedule

rate. The Manager, Fair Wage Office may assess established employee work history as to determine the appropriate Apprentice/trainee level.

F. These rates are reviewed by the above-noted groups and approved by the Manager, Fair Wage Office, every three years commencing in 2013, as delegated under § 67-3.1 and are effective upon the enactment of the necessary by-law amendment.

G. Where any rate established in this chapter is lower than any other legally required rate, such as the minimum wage established in the *Employment Standards Act, 2000*, the higher rate will be deemed to be the rate in this chapter.

H. 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.

I. 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.

§ 67-A7. Contractor and Sub-Contractor responsibilities.

A. Contractors will be responsible for any violations or Non-Compliance issues arising from the engagement of any Sub-Contractor on City work.

B. The Contractor or Sub-Contractor shall pay or cause to be paid weekly or biweekly to every Worker employed in the execution of a Contract wages at the following rates, namely:

(1) For Workers employed in Shop Work:

(a) The union Rate of Wages in the particular district or locality in which the work is undertaken for any class of work in respect of which there is such union rate; and

(b) For any class of work for which there is no such union rate, the Rate of Wages shall be the Rate of Wages, as determined by the Manager, Fair Wage Office, taking into account the prevailing wages in the particular district or locality in which the work is undertaken.

(2) For Workers employed in Field Work:

(a) Where the Contractor or Sub-Contractor is in Contractual relationship with a union recognized by the Ontario Labour Relations Board as the bargaining agent for the relevant Workers, the applicable Rate of Wages set out in the collective agreement; and

(b) Where there is no such Contractual relationship, a rate not less than that set out for such work in the Fair Wage Schedule and filed by the Manager, Fair Wage Office, with the City Clerk in accordance with the authority delegated to the Manager, Fair Wage Office under § 67-3.1; and

(c) For any class of work for which there is no Fair Wage Schedule rate, the Rate of Wages shall be the Rate of Wages, as determined by the Manager, Fair Wage Office, taking into account the prevailing wages in the particular district or locality in which the work is undertaken.

C. Workers engaged in clerical or other office work are to be paid a Rate of Wages no less than the Rate of Wages, as determined by the Manager, Fair Wage Office, taking into account the prevailing wages in the particular district or locality in which the work is undertaken.

D. The Contractor and Sub-Contractor shall:

- (1) At all times keep a list of the names and classifications of all Workers employed in the work, the hourly rate and hours worked per day and a record of the amounts paid to each.
- (2) From time to time, if demanded by the Manager, Fair Wage Office, furnish a copy of all paysheets, lists, records and books relating to the work and keep the originals thereof open at all times for examination by the Manager.
- (3) At all times furnish and disclose to the said Manager any other information respecting Wages of Workers that may be desired by the Manager in connection with the work.
- (4) Ensure every Worker receives a copy or notice of this Fair Wage Policy; in doing so, the Contractor or Sub-Contractor may either display legible copies of the Fair Wage Policy in a prominent position at any worksite or workshop that are accessible to all Workers, or provide all Workers with a copy of the Fair Wage Policy in paper or electronic format.

§ 67-A8. Responsibilities of Manager, Fair Wage Office.

- A. To fulfil the duties of the Manager, as set out in Chapter 67 of the Toronto Municipal Code, § 67-3.
- B. In every Procurement call to which the Fair Wage Policy applies, the Manager, Fair Wage Office, will determine the applicable construction sector and Fair Wage rates for the work requested in the Procurement call, or whether unionized Workers need to be utilized for the work requested in the Procurement call as per Chapter 67, Schedule B, Labour Trades Contractual Obligations in the Construction Industry Policy.
- C. Once the applicable Fair Wage rates are determined for a specific Procurement call, the Manager, Fair Wage Office will provide information about the applicable construction sector and/or Fair Wage rates to Purchasing & Materials Management Division to insert into the Procurement document, before the Procurement document is issued.
- D. In case of a jurisdictional dispute or dispute as to rate of wages to be paid under the Contract or as to the amount to be paid to any Worker or Apprentice, the decision of the Manager, Fair Wage Office, shall be final and binding upon all parties.
- E. After the Procurement call closes, the Manager, Fair Wage Office, at the request of Purchasing & Materials Management Division, may send a Fair Wage declaration form to the lowest bidder or bidders, as requested by Purchasing & Materials Management Division, for the bidder(s) to declare that they will comply with the Fair Wage Policy and Fair Wage Schedules.

§ 67-A9. Penalty provisions.

- A. If the Contractor or Sub-Contractor fails to pay any Worker Wages at the rate called for in § 67-A7, the City may:
 - (1) Charge an administrative fee not in excess of 15 percent of the balance necessary to make up the amount that should have been paid by cheque, from the Contractor's progress draw or holdback or any other means suitable to the Manager, Fair Wage Office; and

(2) Pay the Worker(s) directly for any back-wages owing directly from the Contractor's progress draw or holdback.

B. If a tenderer or bidder appears not to comply with the Fair Wage Policy, the Manager may withhold approval for Contract award and notify Purchasing & Materials Management Division in the following circumstances:

(1) On the declaration form discussed in § 67-A8E, a Contractor or Sub-Contractor does not meet the Fair Wage Schedules.

(2) An investigation is underway and the firm does not co-operate in providing timely information within 10 business days after being requested by the Manager, Fair Wage Office in fulfilling his or her responsibilities under the Fair Wage Policy and the Labour Trades Contractual Obligations in the Construction Industry Policy and, operationally, the provision of goods and/or services cannot be delayed.

(3) A Contractor or Sub-Contractor is in violation of the Fair Wage Policy and has not paid restitution to its Workers.

(4) A Contractor or Sub-Contractor is unable to comply with the City of Toronto Labour Trades Contractual Obligations in the Construction Industry Policy.

(5) the Manager, Fair Wage Office will inform the Chief Procurement Officer of any instances of withholding approval for Contract award, as set out in section 67-A9B.

§ 67-A10. Disqualification provisions.

A. When a Contractor or any Sub-Contractor is found to be in Non-Compliance with the provisions of the Fair Wage Policy in two separate instances over a period of three years inclusive, the Manager, Fair Wage Office must report and may recommend to the appropriate Standing Committee that the said Contractor or Sub-Contractor be disqualified from conducting business with the City for a period of two years, inclusive.

B. When a Contractor or any Sub-Contractor has failed to submit records that are required under 67-A7 D (2) and 67-A7 D (3) the Manager, Fair Wage Office must report to the Chief Procurement Officer and may recommend to the appropriate Standing Committee that the Contractor or Sub-Contractor be disqualified from conducting business with the City for a period of two years.

C. The disqualification period will start from the day of the decision of Council.

D. After the disqualifying period is over, the said Contractor or Sub-Contractor will be placed on probation for the next year. If another Non-Compliance instance occurs within the probation year, the Manager, Fair Wage Office must report and may recommend to the appropriate Standing Committee that the said Contractor or Sub-Contractor be disqualified from conducting business with the City for an indefinite period of time.

E. All Non-Compliance activities (including firm names) and disqualification statistics will be reported to Council annually. Disqualified firms will be published on the City's website.

ATTACHMENT 3
SCHEDULE C, FAIR WAGE SCHEDULE
2022 – 2025

FAIR WAGE SCHEDULE

2022 - 2025

GENERAL CLASSIFICATIONS

	TRADE	EFFECTIV E DATE	HOURL Y RATE	*VACATIO N AND HOLIDAY PAY	*FRINGE BENEFIT S	WEEKL Y HOURS OF WORK
1	<u>SECURITY</u> Security Guards (Basic & Night Watchperson, Events, Alarms, CCTV Control, Etc.)	Jan 1/22 Oct 1/22 Oct 1/23 Jan 1/24	\$15.00 \$15.50 \$16.55 \$17.21	4% (less than 5 yrs) 6% (5 yrs or more)	\$0.71 \$0.74 \$0.79 \$0.82	40
2	Security Guards (K-9 Unit)	Jan 1/22 Jan 1/23 Jan 1/24	\$18.15 \$19.29 \$20.06	4% (less than 5 yrs) 6% (5 yrs or more)	\$2.71 \$2.88 \$2.99	40
3	Security Guards (Other)	Jan 1/22 Jan 1/23 Jan 1/24	\$25.46 \$27.06 \$28.14	4% (less than 5 yrs) 6% (5 yrs or more)	\$2.63 \$2.80 \$2.90	40
4	Security Guard (Union Station)	Jan 1/22 Jan 1/23 Jan 1/24	\$20.61 \$21.91 \$22.79	4% (less than 5 yrs) 6% (5 yrs or more)	\$2.46 \$2.61 \$2.72	40
5	Security Guard (Union Station Shift Lead)	Jan 1/22 Jan 1/23 Jan 1/24	\$22.67 \$24.10 \$25.06	4% (less than 5 yrs) 6% (5 yrs or more)	\$2.92 \$3.10 \$3.22	40
6	<u>BUILDING CLEANING AND MAINTENANCE</u> Cleaner (Light Duty)	Jan 1/22 Oct 1/22 Oct 1/23 Jan 1/24	\$15.00 \$15.50 \$16.55 \$17.21	4% (less than 5 yrs) 6% (5 yrs or more)	\$0.55 \$0.58 \$0.61 \$0.64	40
7	Cleaner (Heavy Duty)	Jan 1/22 Jan 1/23 Jan 1/24	\$17.84 \$18.96 \$19.72	4% (less than 5 yrs) 6% (5 yrs or more)	\$0.74 \$0.79 \$0.82	40
8	Handyman/Woman(Gener al Maintenance & Snow Removal)	Jan 1/22 Jan 1/23 Jan 1/24	\$19.21 \$20.42 \$21.23	4% (less than 5 yrs) 6% (5 yrs or more)	\$0.71 \$0.75 \$0.78	40

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	TRADE	EFFECTIV E DATE	HOURL Y RATE	*VACATIO N AND HOLIDAY PAY	*FRINGE BENEFIT S	WEEKL Y HOURS OF WORK
9	<u>WINDOW CLEANERS</u> Interior/Exterior	Jan 1/22 Oct 1/22 Oct 1/23 Jan 1/24	\$15.00 \$15.50 \$16.55 \$17.21	4% (less than 5 yrs) 6% (5 yrs or more)		40
10	Ladder	Jan 1/22 Jan 1/23 Jan 1/24	\$18.31 \$19.45 \$20.24	4% (less than 5 yrs) 6% (5 yrs or more)		40
11	High Rise	Jan 1/22 Jan 1/23 Jan 1/24	\$26.23 \$27.88 \$28.99	4% (less than 5 yrs) 6% (5 yrs or more)		40
12	<u>LANDSCAPING</u> Sodding Operation –Year 1	Jan 1/22 Jan 1/23 Jan 1/24	\$24.20 \$26.14 \$28.08	10%	\$14.24 \$14.69 \$15.14	50
13	Skilled Sodder including Roller Operator and those with more than two seasons	Jan 1/22 Jan 1/23 Jan 1/24	\$24.86 \$26.80 \$28.74	10%	\$14.24 \$14.69 \$15.14	50
14	Junior Landscaper –Year 1	Jan 1/22 Jan 1/23 Jan 1/24	\$26.00 \$27.94 \$29.88	10%	\$14.24 \$14.69 \$15.14	50
15	Junior Landscaper –Year 2	Jan 1/22 Jan 1/23 Jan 1/24	\$28.52 \$30.46 \$32.40	10%	\$14.24 \$14.69 \$15.14	50
16	Maintenance Gardener – Year 1	Jan 1/22 Jan 1/23 Jan 1/24	\$20.01 \$21.99 \$23.97	8%	\$14.24 \$14.69 \$15.14	50
17	Maintenance Gardener – Year 2	Jan 1/22 Jan 1/23 Jan 1/24	\$21,95 \$23.93 \$25.91	8%	\$14.24 \$14.69 \$15.14	50

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	TRADE	EFFECTIV E DATE	HOURL Y RATE	*VACATIO N AND HOLIDAY PAY	*FRINGE BENEFIT S	WEEKL Y HOURS OF WORK
1 8	Skilled Maintenance Gardener	Jan 1/22 Jan 1/23 Jan 1/24	\$23.89 \$25.87 \$27.85	8%	\$14.24 \$14.69 \$15.14	
1 9	Landscape Labourers	Jan 1/22 Jan 1/23 Jan 1/24	\$30.81 \$32.75 \$34.69	10%	\$14.24 \$14.69 \$15.14	50
2 0	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	Jan 1/22 Jan 1/23 Jan 1/24	\$35.02 \$36.96 \$38.90	10%	\$14.24 \$14.69 \$15.14	50
2 1	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	Jan 1/22 Jan 1/23 Jan 1/24	\$36.23 \$38.17 \$40.33	10%	\$14.24 \$14.69 \$15.14	50
2 2	Drivers of Farm Tractor with pulverizing or fine grading equipment, Dozer and Loader Operator, Backhoe Operator, Grade Operator	Jan 1/22 Jan 1/23 Jan 1/24	\$37.16 \$39.10 \$41.26	10%	\$14.24 \$14.69 \$15.14	50

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	TRADE	EFFECTIV E DATE	HOURL Y RATE	*VACATIO N AND HOLIDAY PAY	*FRINGE BENEFIT S	WEEKL Y HOURS OF WORK
2 3	Working Foreperson trucks 8 yards & over	Jan 1/22 Jan 1/23 Jan 1/24	\$40.86 \$42.80 \$45.18	10%	\$14.24 \$14.69 \$15.14	50
2 4	<u>LANDSCAPE IRRIGATION</u> Lead Hand	Jan 1/22 Jan 1/23 Jan 1/24	\$29.36 \$31.30 \$33.24	10%	\$14.24 \$14.69 \$15.14	50
2 5	Technician	Jan 1/22 Jan 1/23 Jan 1/24	\$26.94 \$28.88 \$30.82	10%	\$14.24 \$14.69 \$15.14	50
2 6	Installer	Jan 1/22 Jan 1/23 Jan 1/24	\$24.94 \$26.88 \$28.82	10%	\$14.24 \$14.69 \$15.14	50
2 7	Labourer	Jan 1/22 Jan 1/23 Jan 1/24	\$22.67 \$24.61 \$26.55	10%	\$14.24 \$14.69 \$15.14	50
2 8	<u>LANDSCAPE – HYDRO SEEDING, TERRA SEEDING and BONDED FIBRE MATRIX WORK</u> Labourer	Jan 1/22 Jan 1/23 Jan 1/24	\$24.96 \$26.90 \$28.84	10%	\$14.24 \$14.69 \$15.14	50
2 9	Driver Operator	Jan 1/22 Jan 1/23 Jan 1/24	\$27.87 \$29.81 \$31.75	10%	\$14.24 \$14.69 \$15.14	50

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, 2023, the provincial minimum wage increased from \$15.50 to \$16.55.

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

FAIR WAGE SCHEDULE

2022 - 2025

INDUSTRIAL, COMMERCIAL, INSTITUTIONAL

(ICI) WORK

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	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
1	Asbestos Mould & Lead Abatement Labourer	May 1/22 May 1/23 May 1/24	\$35.59 \$37.23 \$39.56	10%	\$13.95 \$14.30 \$14.65	40
2	Base Machine Operator	May 1/22 May 1/23 May 1/24	\$40.96 \$41.96 \$43.00	10%	\$11.22 \$11.72 \$12.22	40
3	Boilermaker Journeyperson	May 1/22 May 1/23 May 1/24	\$48.25 \$50.80 \$52.94	12%	\$10.48 \$10.48 \$10.48	40
4	Bricklayers & Stonemasons	May 1/22 May 1/23 May 1/24	\$44.16 \$45.67 \$47.10	10%	\$12.45 \$12.50 \$12.50	40
5	Bricklayers Labourers	May 2/22 May 2/23 May 6/24	\$40.08 \$41.76 \$43.44	10%	\$13.65 \$14.00 \$14.35	40
6	Builders Labourers	May 2/22 May 2/23 May 6/24	\$37.99 \$39.67 \$41.35	10%	\$13.65 \$14.00 \$14.35	40
7	Carpenters	May 1/22 May 1/23 May 1/24	\$46.04 \$48.27 \$50.53	10%	\$11.30 \$11.30 \$11.30	40
8	Carpenters (Formworker)	May 1/22 May 1/23 May 1/24	\$47.29 \$49.52 \$52.19	10%	\$11.30 \$11.30 \$11.30	40
9	Caulkers (Carpenters)	May 1/22 May 1/23 May 1/24	\$32.09 \$33.60 \$35.13	10%	\$8.05 \$8.05 \$8.05	40

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	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
10	Cement Finishers, Cement Masons	May 2/22 May 2/23 May 6/24	\$41.43 \$43.20 \$45.23	10%	\$13.65 \$14.00 \$14.35	40
11	Cement Foreperson	May 2/22 May 2/23 May 6/24	\$45.50 \$47.44 \$49.67	10%	\$13.65 \$14.00 \$14.35	40
12	Concrete Labourers	May 2/22 May 2/23 May 6/24	\$39.61 \$41.52 \$43.50	10%	\$13.65 \$14.00 \$14.35	40
13	Concrete Saw & Drilling	May 1/22 May 1/23 May 1/24	\$41.18 \$42.52 \$44.28	10%	\$13.40 \$13.70 \$14.00	40
14	Demolition Foreperson	May 1/22 May 1/23 May 1/24	\$43.81 \$45.75 \$48.26	10%	\$13.95 \$14.30 \$14.65	40
15	Demolition Heavy Equipment Operator	May 1/22 May 1/23 May 1/24	\$39.90 \$41.66 \$43.94	10%	\$13.95 \$14.30 \$14.65	40
16	Demolition Hazardous Material (HAZMAT) Worker Journeyperson	May 1/22 May 1/23 May 1/24	\$35.59 \$37.23 \$39.56	10%	\$13.95 \$14.30 \$14.65	40
17	Demolition Hazardous Material (HAZMAT) Foreperson	May 1/22 May 1/23 May 1/24	\$39.07 \$40.88 \$43.43	10%	\$13.95 \$14.30 \$14.65	40
18	Demolition Truck Drivers/Rock Truck Drivers, Torchperson	May 1/22 May 1/23 May 1/24	\$38.02 \$39.72 \$41.90	10%	\$13.95 \$14.30 \$14.65	40
19	Drywall Finishers (Plasterers, Tapers), Fireproofing Insulators, Acoustic Sprayers,	May 1/22 May 1/23 May 1/24	\$45.75 \$47.69 \$49.80	10%	\$9.88 \$10.43 \$11.03	40

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	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	Hazardous Material Workers, Exterior Insulated Finishing Systems Applicators, Exterior Stucco Applicators, Sprayed Polyurethane Applicators, Air/Vapour Barrier Workers					
20	Drywall Labourer	May 1/22 May 1/23 May 1/24	\$36.85 \$38.53 \$40.21	10%	\$12.05 \$12.40 \$12.75	40
21	Electrical Workers (Journeyman)	May 1/22 May 1/23 May 1/24	\$48.69 \$50.56 \$52.21	12%	\$14.95 \$15.00 \$15.06	37.5
22	Elevator Mechanics	May 1/22 May 1/23 May 1/24	\$60.29 \$62.94 \$65.52	12%	\$3.89 \$3.89 \$3.89	40
23	Formwork Labourers	May 2/22 May 2/23 May 6/24	\$39.61 \$41.52 \$43.50	10%	\$13.65 \$14.00 \$14.35	42.5
24	Foreperson Swamper	May 2/22 May 2/23 May 6/24	\$43.50 \$45.60 \$47.78	10%	\$13.65 \$14.00 \$14.35	42.5
25	Glaziers	May 1/22 May 1/23 May 1/24	\$42.05 \$43.68 \$45.53	10%	\$10.18 \$10.63 \$11.08	40
26	Iron Workers (Ornamental)	May 1/22 Apr 30/23 Apr 28/24	\$44.76 \$46.22 \$47.53	10%	\$12.66 \$12.99 \$13.34	40
27	Iron Workers (Structural)	May 1/22 Apr 30/23 Apr 28/24	\$44.76 \$46.22 \$47.53	10%	\$12.66 \$12.99 \$13.34	40

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	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
28	Jackhammer Operations Labourers	May 2/22 May 2/23 May 6/24	\$39.61 \$41.52 \$43.50	10%	\$13.65 \$14.00 \$14.35	40
29	Labourer - Cleaner (Sorter Labourer)	May 2/22 May 2/23 May 6/24	\$32.35 \$34.03 \$35.71	10%	\$13.65 \$14.00 \$14.35	40
30	Lathers (Drywall Acoustics, Boarders, Insulation)	May 1/22 May 1/23 May 1/24	\$45.14 \$47.64 \$50.37	10%	\$10.98 \$10.98 \$10.98	40
31	Marble Masons	May 1/22 May 1/23 May 1/24	\$42.31 \$43.36 \$44.45	10%	\$11.22 \$11.72 \$12.22	40
32	Marble & Tile Helpers	May 1/22 May 1/23 May 1/24	\$40.69 \$41.68 \$42.71	10%	\$11.22 \$11.72 \$12.22	40
33	Millwrights	May 1/22 May 1/23 May 1/24	\$45.78 \$47.27 \$48.27	10%	\$12.55 \$12.70 \$12.85	40
34	Mortarperson Labourers	May 2/22 May 2/23 May 6/24	\$40.08 \$41.76 \$43.44	10%	\$13.65 \$14.00 \$14.35	40
35	Painters & Decorators	May 1/22 May 1/23 May 1/24	\$39.50 \$40.84 \$42.18	10%	\$9.88 \$10.03 \$10.18	40
36	Pavement Markers	May 1/22 May 1/23 May 1/24	\$28.80 \$29.26 \$29.73	10%	\$10.95 \$11.30 \$11.65	40
37	Pavement Markers – Foreperson	May 1/22 May 1/23 May 1/24	\$35.24 \$35.83 \$36.44	10%	\$10.95 \$11.30 \$11.65	40

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	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
38	Pit Miner Driller, Caissons & Wagon Driller	May 2/22 May 2/23 May 6/24	\$38.54 \$40.22 \$41.89	10%	\$13.65 \$14.00 \$14.35	40
39	Plasterer Labourer	May 1/22 May 1/23 May 1/24	\$37.04 \$38.72 \$40.40	10%	\$12.05 \$12.40 \$12.75	40
40	Plumbers & Pipe Fitter Steamfitters	May 1/22 May 1/23 May 1/24	\$52.07 \$54.29 \$56.51	11%	\$10.65 \$11.15 \$11.65	40
41	Precast Erector Finisher	May 1/22 May 1/23 May 1/24	\$41.03 \$43.41 \$44.91	10%	\$14.35 \$14.70 \$15.05	40
42	Precast Foreperson	May 1/22 May 1/23 May 1/24	\$47.28 \$50.02 \$51.74	10%	\$14.35 \$14.70 \$15.05	40
43	Precast General Labourer	May 1/22 May 1/23 May 1/24	\$39.54 \$41.92 \$43.43	10%	\$14.35 \$14.70 \$15.05	40
44	Precast Welder	May 1/22 May 1/23 May 1/24	\$41.43 \$43.81 \$45.32	10%	\$14.35 \$14.70 \$15.05	40
45	Refrigeration & HVAC Mechanics	May 1/22 May 1/23 May 1/24	\$55.15 \$58.01 \$59.16	10%	\$10.35 \$10.90 \$10.90	40
46	Resilient Floor Workers	May 1/22 May 1/23 May 1/24	\$44.13 \$46.28 \$48.41	10%	\$10.49 \$10.49 \$10.49	40
47	Restoration Steeplejacks	May 1/22 May 1/23 May 1/24	\$41.70 \$43.09 \$45.37	10%	\$12.90 \$13.60 \$13.60	40

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	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
48	Rodworkers	May 1/22 Apr 30/23 Apr 28/24	\$43.93 \$45.45 \$47.25	10%	\$11.81 \$12.32 \$12.92	40
49	Rofer (Foreperson)	Aug 1/22 May 1/23 May 1/24	\$45.28 \$47.26 \$49.14	10%	\$13.97 \$14.86 \$15.71	40
50	Rofer (Journey person)	Aug 1/22 May 1/23 May 1/24	\$44.83 \$46.82 \$48.74	10%	\$13.97 \$14.86 \$15.71	40
51	Rofer (Roofing Assistant)	Aug 1/22 May 1/23 May 1/24	\$36.44 \$38.04 \$39.57	10%	\$13.74 \$14.60 \$15.43	40
52	Rofer (Material Handler)	Aug 1/22 May 1/23 May 1/24	\$43.60 \$45.60 \$47.51	10%	\$13.97 \$14.86 \$15.71	40
53	Sheet Metal Workers	Aug 1/22 Apr 30/23 Apr 28/24	\$43.57 \$45.24 \$47.01	10%	\$15.28 \$15.91 \$16.57	40
54	Sheeter / Decker	Aug 1/22 Apr 30/23 Apr 28/24	\$43.57 \$45.24 \$47.01	10%	\$15.28 \$15.91 \$16.57	40
55	Sheeter / Decker Assistant	Aug 1/22 Apr 30/23 Apr 28/24	\$37.59 \$39.07 \$40.64	10%	\$13.85 \$14.40 \$14.98	40
56	Sheeter / Decker Material Handler #2	Aug 1/22 Apr 30/23 Apr 28/24	\$29.42 \$30.59 \$31.83	10%	\$11.93 \$12.37 \$12.83	40
57	Sheeter / Decker Material Handler #1	Aug 1/22 Apr 30/23 Apr 28/24	\$24.92 \$26.03 \$27.21	10%	\$4.11 \$4.11 \$4.11	40

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	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
58	Sheeter / Decker Probationary Employee	Aug 1/22 Apr 30/23 Apr 28/24	\$19.27 \$20.15 \$21.10	10%	\$4.11 \$4.11 \$4.11	40
59	Sprinkler (Automatic Fire)	May 1/22 May 1/23 May 1/24	\$50.61 \$52.79 \$54.98	12%	\$10.62 \$10.85 \$11.10	40
60	Tile & Terrazzo Helpers	May 1/22 May 1/23 May 1/24	\$40.69 \$41.68 \$42.71	10%	\$11.22 \$11.72 \$12.22	40
61	Tile & Terrazzo Mechanics	May 1/22 May 1/23 May 1/24	\$42.13 \$43.17 \$44.25	10%	\$11.22 \$11.72 \$12.22	40
62	Traffic Control Person; Casual Watchperson	May 1/22 May 1/23 May 1/24	\$32.59 \$34.50 \$36.40	10%	\$15.05 \$15.40 \$15.75	40
63	Labourer Swamper / Signalman Vibrator Operator	May 2/22 May 2/23 May 6/24	\$42.52 \$44.43 \$46.41	10%	\$13.65 \$14.00 \$14.35	42.5
64	Watchperson & Flagperson when labourers are employed as Watchperson	May 2/22 May 2/23 May 6/24	\$36.30 \$37.98 \$39.65	10%	\$13.65 \$14.00 \$14.35	40
65	Waterblasters	May 1/22 May 1/23 May 1/24	\$39.50 \$40.84 \$42.18	10%	\$9.88 \$10.03 \$10.18	40
66	Waterproofers	May 5/22 May 5/23 May 6/24	\$41.39 \$43.16 \$45.19	10%	\$13.65 \$14.00 \$14.35	40

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	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
67	Welders (Acetylene, Electric, etc.)	May 1/22 May 1/23 May 1/24	\$41.43 \$43.81 \$45.32	10%	\$14.35 \$14.70 \$15.05	40
68	Welder (Certified)	May 1/22 May 1/23 May 1/24	\$41.43 \$43.81 \$45.32	10%	\$14.35 \$14.70 \$15.05	40
69	Working Foreperson - Labourer	May 2/22 May 2/23 May 6/24	\$41.99 \$43.83 \$45.68	10%	\$13.65 \$14.00 \$14.35	40
70	Ride On Machine Operator - Labourer	May 2/22 May 2/23 May 6/24	\$41.55 \$43.46 \$45.44	10%	\$13.65 \$14.00 \$14.35	40
71	<u>TRUCK DRIVERS</u> Class #1 – Float, Low Boy, Trombone Tractor Trailer Driver, Warehousemen (Journeyman after 6 months as a Class 2 Apprentice) or Receiver, Dispatcher, Load Bearing Boom Truck Driver or dual purpose boom truck	May 1/22 May 1/23 May 1/24	\$40.27 \$41.19 \$42.20	10%	\$10.65 \$11.30 \$11.90	40
72	Class #2 – Tandem/Tri Axle Driver, Tractor Trailer Driver, Farm Tractor with trailer(s) or bundle wagons. Ready-Mix Driver classification working from a portable batch plant set up by the Prime or General Contractor or Subcontractor, Haulpack driver, Articulated Dump Truck, Euclid type off road dump truck, Roll off or Skid	May 1/22 May 1/23 May 1/24	\$38.80 \$39.72 \$40.67	10%	\$10.65 \$11.30 \$11.90	40

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	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	truck, Fuel truck, Propane Truck					
73	Class #3 – Single Axle Truck Driver, Fork Lift (including Zoom Boom) Driver 5 ton and over in Warehouse, Compound, Laydown and/or storage areas.	May 1/22 May 1/23 May 1/24	\$37.82 \$38.74 \$39.25	10%	\$10.65 \$11.30 \$11.90	40
74	Class #4 – Pick up Truck Driver, Bus Driver, Farm Tractor Driver, Fork Lift, Gator, Side by Side or similar equipment Driver, Driver under 5 ton, Warehouse Helper.	May 1/22 May 1/23 May 1/24	\$36.84 \$37.76 \$38.77	10%	\$10.65 \$11.30 \$11.90	40
75	<u>OPERATING ENGINEERS</u> 1.1(A) Engineers operating: cranes with a manufacturers rating over 164 to 219 ton capacity and over	May 1/22 May 1/23 May 1/24	\$48.86 \$51.30 \$53.89	10%	\$12.92 \$13.18 \$13.28	40
76	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 1/22 May 1/23 May 1/24	\$48.41 \$50.85 \$53.44	10%	\$12.92 \$13.18 \$13.28	40
77	1.2(A) Engineers operating: all conventional and	May 1/22 May 1/23 May 1/24	\$47.69 \$50.13 \$52.71	10%	\$12.92 \$13.18 \$13.28	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	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.					
78	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 1/22 May 1/23 May 1/24	\$47.22 \$49. 66 \$52.24	10%	\$12.92 \$13.18 \$13.28	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
79	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 1/22 May 1/23 May 1/24	\$46.75 \$49. 19 \$51.77	10%	\$12.92 \$13.18 \$13.28	40
80	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,	May 1/22 May 1/23 May 1/24	\$46.59 \$49. 03 \$51.62	10%	\$12.92 \$13.18 \$13.28	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	dinky locomotive type engines, 4th class stationery engineers, kubota type backhoe and skid steer loader					
81	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 1/22 May 1/23 May 1/24	\$44.30 \$46.74 \$49.32	10%	\$12.92 \$13.18 \$13.28	40
82	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 1/22 May 1/23 May 1/24	\$43.32 \$45.76 \$48.34	10%	\$12.92 \$13.18 \$13.28	40
83	1.7(A) Operators of: pumps under 6" discharge where 3 or	May 1/22 May 1/23 May 1/24	\$42.15 \$44.59 \$47.18	10%	\$12.92 \$13.18 \$13.28	40

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	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	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					
84	1.7(B) 1 st Year Oilers	May 1/22 May 1/23 May 1/24	\$41.82 \$44.26 \$46.84	10%	\$12.92 \$13.18 \$13.28	40
85	<u>SURVEYORS</u> Party Chief	May 1/22 May 1/23 May 1/24	\$44.41 \$46.81 \$49.35	10%	\$13.79 \$14.09 \$14.24	40
86	Instrument Person	May 1/22 May 1/23 May 1/24	\$43.19 \$45.59 \$49.35	10%	\$13.79 \$14.09 \$14.24	40
87	Senior Rodperson	May 1/22 May 1/23 May 1/24	\$40.58 \$42.98 \$45.52	10%	\$13.79 \$14.09 \$14.24	40
88	Junior Rodperson	May 1/22 May 1/23 May 1/24	\$37.96 \$40.36 \$42.89	10%	\$13.79 \$14.09 \$14.24	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.

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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FAIR WAGE SCHEDULE

2022 - 2025

HEAVY CONSTRUCTION WORK

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
1	<u>EXCLUDING TUNNEL WORK</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 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	May 1/22 May 1/23 May 1/24	\$43.64 \$45.54 \$47.44	10%	\$15.20 \$15.55 \$15.90	42.5
2	Scootcrete, sheeting and shoring person, timber person in trench, labourers on wellpoints, pipelayers, maintenance hole constructor, valve chamber constructor	May 1/22 May 1/23 May 1/24	\$43.86 \$45.77 \$47.68	10%	\$15.20 \$15.55 \$15.90	42.5

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	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
3	Reinforced concrete workers, and form setters, jackhammer person, concrete vibrator person, hydro demolisher person	May 1/22 May 1/23 May 1/24	\$43.93 \$45.83 \$47.73	10%	\$15.20 \$15.55 \$15.90	42.5
4	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 1/22 May 1/23 May 1/24	\$44.03 \$45.93 \$47.83		\$15.20 \$15.55 \$15.90	42.5
5	Carpenter, welder (certified), (rod or semi-automatic)	May 1/22 May 1/23 May 1/24	\$45.58 \$47.48 \$49.38		\$15.20 \$15.55 \$15.90	42.5
6	Welder with own rig (rod or semi-automatic)	May 1/22 May 1/23 May 1/24	\$64.47 \$66.37 \$68.28		\$15.20 \$15.55 \$15.90	42.5

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	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
7	Flagperson	May 1/22 May 1/23 May 1/24	\$31.12 \$33.02 \$34.92		\$15.20 \$15.55 \$15.90	42.5
8	Casual Watchperson	May 1/22 May 1/23 May 1/24	\$22.24 \$22.24 \$22.24	4%-6%		44

*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 their rate reduced thereby.

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
9	<u>TUNNEL WORK</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 1/22	\$45.87		\$15.20	
		May 1/23	\$47.77		\$15.55	
		May 1/24	\$49.67	10%	\$15.90	42.5
10	Pitbottom person, caulkers, cage-signalperson, plain and reinforced concrete work person, scootcrete,					
		May 1/22	\$46.39		\$15.20	
		May 1/23	\$48.30		\$15.55	
		May 1/24	\$50.20	10%	\$15.90	42.5

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	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	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					
11	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 1/22 May 1/23 May 1/24	\$46.68 \$48.59 \$50.49	10%	\$15.20 \$15.55 \$15.90	42.5
12	Slush driver, muck-machine driver, grout machine person and driver of concrete placing machine in tunnel, scoop-tram	May 1/22 May 1/23 May 1/24	\$46.97 \$48.88 \$50.78	10%	\$15.20 \$15.55 \$15.90	42.5

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City of Toronto By-law -2024

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
13	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 1/22 May 1/23 May 1/24	\$49.00 \$50.92 \$52.82	10%	\$15.20 \$15.55 \$15.90	42.5
14	Welder (certified) with own rig (rod or semi-automatic)	May 1/22 May 1/23 May 1/24	\$66.50 \$68.40 \$70.32	10%	\$15.20 \$15.55 \$15.90	42.5
15	Flagperson	May 1/22 May 1/23 May 1/24	\$31.12 \$33.02 \$34.92	10%	\$15.20 \$15.55 \$15.90	42.5
16	Casual Watchperson	May 1/22 May 1/23 May 1/24	\$22.24 \$22.24 \$22.24	4% - 6%		44
17	<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 1/22 May 1/23 May 1/24	\$48.40 \$50.80 \$53.34	10%	\$13.79 \$14.09 \$14.24	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
18	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 1/22 May 1/23 May 1/24	\$47.95 \$50.35 \$52.89	10%	\$13.79 \$14.09 \$14.24	40
19	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	May 1/22 May 1/23 May 1/24	\$47.23 \$49.63 \$52.17	10%	\$13.79 \$14.09 \$14.24	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	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					
20	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 1/22 May 1/23 May 1/24	\$46.76 \$49.16 \$51.70	10%	\$13.79 \$14.09 \$14.24	40
21	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,	May 1/22 May 1/23 May 1/24	\$46.29 \$48.69 \$51.22	10%	\$13.79 \$14.09 \$14.24	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	carry deck cranes less than 10 ton capacity, spider type cranes					
22	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 1/22 May 1/23 May 1/24	\$46.13 \$48.53 \$51.07	10%	\$13.79 \$14.09 \$14.24	40
23	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,	May 1/22 May 1/23 May 1/24	\$43.84 \$46.24 \$48.77	10%	\$13.79 \$14.09 \$14.24	40

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	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	concrete pumps, signalperson, telehandlers					
24	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 1/22 May 1/23 May 1/24	\$42.86 \$45.26 \$47.79	10%	\$13.79 \$14.09 \$14.24	40
25	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 1/22 May 1/23 May 1/24	\$41.69 \$44.09 \$46.63	10%	\$13.79 \$14.09 \$14.24	40
26	1.7(B) 1 st Year Oilers	May 1/22 May 1/23 May 1/24	\$41.36 \$43.76 \$46.30	10%	\$13.79 \$14.09 \$14.24	40

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	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
27	<u>SURVEYORS</u> Party Chief	May 1/22 May 1/23 May 1/24	\$44.41 \$46.81 \$49.35	10%	\$13.79 \$14.09 \$14.24	40
28	Instrument Person	May 1/22 May 1/23 May 1/24	\$43.19 \$45.59 \$49.35	10%	\$13.79 \$14.09 \$14.24	40
29	Senior Rodperson	May 1/22 May 1/23 May 1/24	\$40.58 \$42.98 \$45.52	10%	\$13.79 \$14.09 \$14.24	40
30	Junior Rodperson	May 1/22 May 1/23 May 1/24	\$37.96 \$40.36 \$42.89	10%	\$13.79 \$14.09 \$14.24	40
31	<u>DRIVERS EARTH MOVERS</u> Truck Driver (Triple Axle, Tandem)	May 1/22 May 1/23 May 1/24	\$38.12 \$39.89 \$41.45	10%	\$11.45 \$11.90 \$12.30	50
32	Float Driver	May 1/22 May 1/23 May 1/24	\$39.49 \$41.26 \$42.83	10%	\$11.45 \$11.90 \$12.30	50
33	Truck Driver (Tandem, Fuel Truck Driver)	May 1/22 May 1/23 May 1/24	\$37.63 \$39.40 \$40.96	10%	\$11.45 \$11.90 \$12.30	50
34	Truck Driver (Single Axle)	May 1/22 May 1/23 May 1/24	\$37.49 \$39.25 \$40.82	10%	\$11.45 \$11.90 \$12.30	50
35	Truck Driver Articulate off Road (Dump Truck)	May 1/22 May 1/23 May 1/24	\$37.88 \$39.64 \$41.21	10%	\$11.45 \$11.90 \$12.30	50

For Labourers, all working forepersons will receive a minimum of five dollars (\$5.00) per hour above the trade rate of the majority of the employees in the group supervised effective May 1, 2022; five dollars and fifty cents (\$5.50) per hour effective May 1, 2023; and six dollars (\$6.00) per hour effective May 1, 2024.

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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FAIR WAGE SCHEDULE

2022 - 2025

ROAD BUILDING WORK

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
1	<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 1/22 May 1/23 May 1/24	\$41.81 \$43.72 \$45.62	10%	\$15.05 \$15.40 \$15.75	50
2	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	May 1/22 May 1/23 May 1/24	\$40.35 \$42.26 \$44.16	10%	\$15.05 \$15.40 \$15.75	50

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	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	erectors, maintenance hole builders					
3	Traffic control person, casual watchperson	May 1/22 May 1/23 May 1/24	\$32.59 \$34.50 \$36.40	10%	\$15.05 \$15.40 \$15.75	50
4		May 1/22 May 1/23	\$20.20 \$20.20			
	*Watchperson	May 1/24	\$20.20	4%-6%		50
	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>5</u>	<u>TRUCK DRIVERS</u> Truck Drivers – Incl. off Highway	May 1/22 May 1/23 May 1/24	\$38.11 \$38.50 \$38.91	10%	\$12.95 \$13.30 \$13.65	50
6	Fuel Truck Drivers	May 1/22 May 1/23 May 1/24	\$38.09 \$38.48 \$38.89	10%	\$12.95 \$13.30 \$13.65	50
7	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 1/22 May 1/23 May 1/24	\$38.09 \$38.48 \$38.89	10%	\$12.95 \$13.30 \$13.65	50
8	Truck train drivers, custom mobile mixer units (truck or trailer mounted)	May 1/22 May 1/23 May 1/24	\$38.17 \$38.58 \$38.97	10%	\$12.95 \$13.30 \$13.65	50
9	Float Drivers	May 1/22 May 1/23 May 1/24	\$38.60 \$39.00 \$39.42	10%	\$12.95 \$13.30 \$13.65	50

*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.

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
10	<u>OPERATING ENGINEERS</u> Operators of: shovels, backhoes, dragline, gradall clams (on site), grader operator "A" (with or without attachments)					
		May 1/22	\$41.13		\$14.35	
		May 1/23	\$42.07		\$14.65	
		May 1/24	\$43.14	10%	\$14.80	50
11	Clam operator (yard), mechanics, welders "A"					
		May 1/22	\$40.89		\$14.35	
		May 1/23	\$41.82		\$14.65	
		May 1/24	\$42.88	10%	\$14.80	50
12	Pitman-type operator hydra-lift, truck-mounted hydraulic crane), bulldozer operators (D-4 equivalent or over), trim dozer operator (6-way blade)					
		May 1/22	\$40.69		\$14.35	
		May 1/23	\$41.62		\$14.65	
		May 1/24	\$42.69	10%	\$14.80	50

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
13	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 1/22 May 1/23 May 1/24	\$40.54 \$41.48 \$42.55	10%	\$14.35 \$14.65 \$14.80	50
14	Concrete paver operators, asphalt planer operators "A", engineers on boilers (with papers)	May 1/22 May 1/23 May 1/24	\$40.44 \$41.39 \$42.45	10%	\$14.35 \$14.65 \$14.80	50

SHIFT PREMIUM:

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

May 1/22 \$6.00/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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FAIR WAGE SCHEDULE

2022 - 2025

SEWER AND WATERMAIN CONSTRUCTION WORK

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
1	<u>SCHEDULE "A"</u> <u>"Open Cut" SEWER & WATERMAIN WORK</u> <u>LABOURERS</u> Labourers, pump person, (3" discharge and under), heater person (up to 5 heaters)	May 1/22 May 1/23 May 1/24	\$40.58 \$42.48 \$44.61	10%	\$14.84 \$15.19 \$15.54	50
2	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 1/22 May 1/23 May 1/24	\$41.16 \$43.06 \$45.19	10%	\$14.84 \$15.19 \$15.54	50
3	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 1/22 May 1/23 May 1/24	\$41.31 \$43.21 \$45.34	10%	\$14.84 \$15.19 \$15.54	50
4	Caulker (cast iron, tile, concrete, asbestos, cement, plastic, etc.), wagon driller, box sewer constructor, carpenter,	May 1/22 May 1/23 May 1/24	\$41.55 \$43.45 \$45.58	10%	\$14.84 \$15.19 \$15.54	50

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	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	reinforcing person, fusion welder					
5	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 1/22 May 1/23 May 1/24	\$42.42 \$44.42 \$46.55	10%	\$14.84 \$15.19 \$15.54	50
6	Traffic Control Person and Casual Watchperson	May 1/22 May 1/23 May 1/24	\$35.34 \$37.24 \$39.37	10%	\$14.84 \$15.19 \$15.54	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.					
7	<u>TRUCK DRIVERS</u> Drivers of dump trucks, pickup service trucks, bulk lift trucks, farm tractors without attachments, off highway trucks	May 1/22 May 1/23 May 1/24	\$40.29 \$42.07 \$44.07	10%	\$12.75 \$13.25 \$13.75	50
8	Fuel truck drivers, load bearing boom truck drivers	May 1/22 May 1/23 May 1/24	\$40.39 \$42.17 \$44.17	10%	\$12.75 \$13.25 \$13.75	50
9	Float drivers, custom mobile mixer units, truck or trailer mounted	May 1/22 May 1/23 May 1/24	\$40.65 \$42.43 \$44.44	10%	\$12.75 \$13.25 \$13.75	50

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	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
10	<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 1/22 May 1/23 May 1/24	\$45.68 \$47.64 \$50.40	10%	\$14.76 \$15.06 \$15.21	50
11	Grade "A" and fine grade bulldozer operators	May 1/22 May 1/23 May 1/24	\$45.43 \$47.39 \$50.16	10%	\$14.76 \$15.06 \$15.21	50
12	Heavy-duty field mechanics, equipment repair welders, operators of pitman type crane (hydra-lift truck mounted hydraulic)	May 1/22 May 1/23 May 1/24	\$45.19 \$47.15 \$49.91	10%	\$14.76 \$15.06 \$15.21	50
13	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 1/22 May 1/23 May 1/24	\$45.09 \$47.05 \$49.81	10%	\$14.76 \$15.06 \$15.21	50
14	Service person on shovels; compressors, pumps, boom truck drivers, operators of 5 or more heaters, packer with blade	May 1/22 May 1/23 May 1/24	\$44.35 \$46.31 \$49.08	10%	\$14.76 \$15.06 \$15.21	50
15	Self-Propelled Rollers	May 1/22 May 1/23 May 1/24	\$42.29 \$44.25 \$47.01	10%	\$14.76 \$15.06 \$15.21	50

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
16	<u>OILERS, GREASERS, MECHANIC'S HELPERS</u> Third Year	May 1/22 May 1/23 May 1/24	\$43.17 \$45.13 \$47.89	10%	\$14.76 \$15.06 \$15.21	50
17	Second Year	May 1/22 May 1/23 May 1/24	\$42.19 \$44.15 \$46.91	10%	\$14.76 \$15.06 \$15.21	50
18	First Year	May 1/22 May 1/23 May 1/24	\$41.21 \$43.17 \$45.93	10%	\$14.76 \$15.06 \$15.21	50
<p><u>HOURS OF WORK AND OVERTIME, SCHEDULE "A" - "OPEN CUT" SEWER & WATERMAIN WORK:</u></p> <p>(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.</p> <p>(B) 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.</p> <p><u>SHIFT PREMIUM, SCHEDULE "A" - "OPEN CUT" SEWER & WATERMAIN LABOURERS:</u></p> <p>All shifts which commence, and have the majority of their hours between 6:00 pm and 6:00 am shall be considered a "Night Shift". All hours worked on a Night Shift shall be paid the following premium, and it is agreed that there shall be no pyramiding or compounding of premiums:</p> <p style="text-align: center;">May 1/22 - \$3.25 per hour May 1/23 - \$3.50 per hour May 1/24 - \$3.75 per hour</p> <p><u>SHIFT PREMIUM, SCHEDULE "A" - "OPEN CUT" SEWER & WATERMAIN OPERATING ENGINEERS:</u></p> <p>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:</p> <p style="text-align: center;">May 1/22 - \$3.25 per hour May 1/23 - \$3.50 per hour May 1/24 - \$3.75 per hour</p>						

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
19	<p><u>SCHEDULE "B"</u> <u>SEWER & WATERMAIN "Tunnel Work"</u></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>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 1/22</p> <p>May 1/23</p> <p>May 1/24</p>	<p>\$42.28</p> <p>\$44.18</p> <p>\$46.50</p>	<p>10%</p>	<p>\$15.44</p> <p>\$15.79</p> <p>\$16.14</p>	<p>40</p>
20	<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 1/22</p> <p>May 1/23</p> <p>May 1/24</p>	<p>\$43.20</p> <p>\$45.11</p> <p>\$47.23</p>	<p>10%</p>	<p>\$15.44</p> <p>\$15.79</p> <p>\$16.14</p>	<p>40</p>
21	<p>Locktender</p>	<p>May 1/22</p> <p>May 1/23</p> <p>May 1/24</p>	<p>\$43.54</p> <p>\$45.44</p> <p>\$47.57</p>	<p>10%</p>	<p>\$15.44</p> <p>\$15.79</p> <p>\$16.14</p>	<p>40</p>
22	<p>Miner, driller, diamond driller, timber person, jackleg person, mucking machine driver, shaft</p>	<p>May 1/22</p> <p>May 1/23</p> <p>May 1/24</p>	<p>\$44.17</p> <p>\$46.08</p> <p>\$48.20</p>	<p>10%</p>	<p>\$15.44</p> <p>\$15.79</p> <p>\$16.14</p>	<p>40</p>

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	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					
23	Lead miner, tunnel shield, mole and similar equipment drivers, working foreperson	May 1/22 May 1/23 May 1/24	\$45.14 \$47.05 \$49.17	10%	\$15.44 \$15.79 \$16.14	40
24	Watchperson	May 1/22 May 1/23 May 1/24	\$24.88 \$24.88 \$24.88	4% - 6%		50
25	<u>TRUCK DRIVERS</u> Drivers of dump trucks, pickup service trucks, bulk lift trucks and farm tractors without attachments, off highway trucks	May 1/22 May 1/23 May 1/24	\$40.29 \$42.07 \$44.07	10%	\$12.75 \$13.25 \$13.75	50
26	Fuel truck drivers, load bearing boom truck drivers and drivers of dump trucks with tag along attachments over 15 tons	May 1/22 May 1/23 May 1/24	\$40.39 \$42.17 \$44.17	10%	\$12.75 \$13.25 \$13.75	50

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	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
27	<u>OPERATING ENGINEERS</u> Engineers operating all hoists, hoisting materials out of shafts	May 1/22 May 1/23 May 1/24	\$45.65 \$47.61 \$50.37	10%	\$14.76 \$15.06 \$15.21	50
28	Heavy-duty field mechanics, engineers operating shaft hoist, tuggers and derricks 2,000 lbs. or less, compressor operators 500 CFM or over	May 1/22 May 1/23 May 1/24	\$45.41 \$47.37 \$50.14	10%	\$14.76 \$15.06 \$15.21	50
29	<u>SCHEDULE "D "</u> FLUSHING, CLEANING, TESTING, CCTV INSPECTION, HYDRO/AIR EXCAVATION, LINING AND RE-LINING OF SEWERS AND WATERMAINS Helper	May 1/22 May 1/23 May 1/24	\$28.03 \$29.99 \$32.30	10%	\$10.05 \$10.35 \$10.50	50
30	CCTV, combo flusher, tradesperson, CIPP and Spot Repair Tradesperson, Boiler Tradesperson	May 1/22 May 1/23 May 1/24	\$30.73 \$32.69 \$35.01	10%	\$10.05 \$10.35 \$10.50	50
31	Cutter, Grouter Tradesperson	May 1/22 May 1/23 May 1/24	\$32.69 \$34.65 \$36.97	10%	\$10.05 \$10.35 \$10.50	50
32	Hydro/air excavation tradesperson (Tunnel work/ Open-cut work)	May 1/22 May 1/23 May 1/24	\$40.09 \$42.05 \$44.36	10%	\$14.49 \$14.79 \$14.94	50

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	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
33	Helper – Hydro/air excavation tradesperson	May 1/22 May 1/23 May 1/24	\$34.37 \$36.33 \$38.64	10%	\$14.49 \$14.79 \$14.94	50
34	Water Operator-in-Training 1	May 1/22 May 1/23 May 1/24	\$25.14 \$27.05 \$29.18	10%	\$12.35 \$12.70 \$13.05	50
35	Water Operator-in-Training 2	May 1/22 May 1/23 May 1/24	\$27.33 \$29.24 \$31.36	10%	\$12.35 \$12.70 \$13.05	50
36	Water Operator-in-Training 3	May 1/22 May 1/23 May 1/24	\$32.61 \$34.52 \$36.65	10%	\$12.35 \$12.70 \$13.05	50
37	Class 1 Water Operator 3	May 1/22 May 1/23 May 1/24	\$39.94 \$41.85 \$43.97	10%	\$12.35 \$12.70 \$13.05	50

HOURS OF WORK AND OVERTIME, SCHEDULE "B" - SEWER & WATERMAIN "TUNNEL WORK" LABOURERS:

(A) 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 in excess of eight (8) hours per day, Monday to Friday inclusive, excluding traveling time to and from the job, and excluding work in compressed air where overtime at the rate of time and one half (1.5x) shall be paid for work in excess of nine (9) hours per day.

(B) 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

HOURS OF WORK AND OVERTIME, SCHEDULE "B" - SEWER & WATERMAIN "TUNNEL WORK" OPERATING ENGINEERS:

(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 Saturdays, Sundays or Statutory Holidays.

SHIFT PREMIUM - LABOURERS:

All shifts which commence, and have the majority of their hours between 6:00 pm and 6:00 am shall be considered a "Night Shift". All hours worked on a Night Shift shall be paid the following premium, and it is agreed that there shall be no pyramiding or compounding of premiums:

May 1/22 - \$3.25 per hour
May 1/23 - \$3.50 per hour
May 1/24 - \$3.75 per hour

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 1/22 - \$3.25 per hour
May 1/23 - \$3.50 per hour
May 1/24 - \$3.75 per hour

**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:

**PREMIUM PER SHIFT
AIR PRESSURE**

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)**

**PREMIUM PER SHIFT
AIR PRESSURE**

MAY 1/22

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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FAIR WAGE SCHEDULE

2022 - 2025

UTILITY WORK

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
1	<u>LABOURERS</u> Labourers: (unskilled)	May 1/22 May 1/23 May 1/24	\$40.98 \$42.97 \$44.96	10%	\$14.25 \$14.50 \$14.75	44
2	Powderperson Helper	May 1/22 May 1/23 May 1/24	\$41.02 \$43.02 \$45.01	10%	\$14.25 \$14.50 \$14.75	44
3	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 1/22 May 1/23 May 1/24	\$41.07 \$43.06 \$45.06	10%	\$14.25 \$14.50 \$14.75	44
4	Labourers: pipelayers and conduit layers, jack hammer operator, air auger person, form setters, concrete finishers	May 1/22 May 1/23 May 1/24	\$41.14 \$43.13 \$45.12	10%	\$14.25 \$14.50 \$14.75	44
5	Labourers: drillers (all types), wagon drills, etc., powderperson	May 1/22 May 1/23 May 1/24	\$41.17 \$43.16 \$45.15	10%	\$14.25 \$14.50 \$14.75	44
6	Labourers: carpenters, lineperson, float driver, truck driver (over ¾ ton)	May 1/22 May 1/23 May 1/24	\$41.47 \$43.47 \$45.45	10%	\$14.25 \$14.50 \$14.75	44
7	AZ/DZ Truck Drivers	May 1/22 May 1/23 May 1/24	\$41.89 \$43.89 \$45.88	10%	\$14.25 \$14.50 \$14.75	44
8	Labourers (Skilled - Electrician)	May 1/22 May 1/23 May 1/24	\$42.38 \$44.81 \$47.25	10%	\$14.25 \$14.50 \$14.75	44
9	Labourers: tunnel workers where tunnel is in excess of ten feet in length, excluding tree tunnels	May 1/22 May 1/23 May 1/24	\$43.49 \$45.47 \$47.47	10%	\$14.25 \$14.50 \$14.75	44

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
10	Working Foreperson	May 1/22 May 1/23 May 1/24	\$44.80 \$46.80 \$48.79	10%	\$14.25 \$14.50 \$14.75	44
11	Electrician (Working Foreperson)	May 1/22 May 1/23 May 1/24	\$47.12 \$49.46 \$51.99	10%	\$14.25 \$14.50 \$14.75	44
12	Flagperson	May 1/22 May 1/23 May 1/24	\$33.35 \$35.35 \$37.34	10%	\$14.25 \$14.50 \$14.75	44
13	Watchperson	May 1/22 May 1/23 May 1/24	\$32.15 \$34.13 \$36.13	10%	\$14.25 \$14.50 \$14.75	44
14	<u>OPERATING ENGINEERS & TELECOMMUNICATION WORKERS</u> 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 1/22 May 1/23 May 1/24	\$45.51 \$47.73 \$50.09	10%	\$13.69 \$13.95 \$14.05	44
15	Mechanics & welders (on site), operators of bulldozers D4 and over, front-end loaders, 1cu. 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 1/22 May 1/23 May 1/24	\$45.05 \$47.27 \$49.63	10%	\$13.69 \$13.95 \$14.05	44

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	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
16	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 1/22 May 1/23 May 1/24	\$44.70 \$46.91 \$49.27	10%	\$13.69 \$13.95 \$14.05	44
17	Shop and standby time	May 1/22 May 1/23 May 1/24	\$44.70 \$46.91 \$49.27	10%	\$13.69 \$13.95 \$14.05	44
18	Hydro Air Excavator Tradesperson Straight Vac Tradesperson	May 1/22 May 1/23 May 1/24	\$40.16 \$42.14 \$44.57	10%	\$13.89 \$14.15 \$14.15	44
19	Helper (90% of tradesperson)	May 1/22 May 1/23 May 1/24	\$36.14 \$37.93 \$40.11	10%	\$13.89 \$14.15 \$14.15	44
20	<u>DRIVERS</u> Lowbeds, and bed tandems	May 1/22 May 1/23 May 1/24	\$40.65 \$42.43 \$44.44	10%	\$12.75 \$13.25 \$13.75	50
21	Semi-trailers, pole trailers, stringing trucks, and tree farmers	May 1/22 May 1/23 May 1/24	\$40.65 \$42.43 \$44.44	10%	\$12.75 \$13.25 \$13.75	50
22	Track trucks (transportation), winch truck, A-frame or hoist equipment truck (transportation), dump trucks over 8 yards	May 1/22 May 1/23 May 1/24	\$40.65 \$42.43 \$44.44	10%	\$12.75 \$13.25 \$13.75	50
23	Fuel trucks, warehouse man (where applicable), vacuum trucks or small equipment	May 1/22 May 1/23 May 1/24	\$40.39 \$42.17 \$44.17	10%	\$12.75 \$13.25 \$13.75	50

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
24	Flat beds, supply trucks, buses (where applicable), farm type tractors (transportation, material hauling), forklifts (in warehouse areas), dump trucks 8 yards & over	May 1/22 May 1/23 May 1/24	\$40.65 \$42.43 \$44.44	10%	\$12.75 \$13.25 \$13.75	50

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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