

Authority: Administration Committee Report No. 5, Clause No. 2,
as adopted by City of Toronto Council on June 24, 25 and 26, 2003
Enacted by Council: June 26, 2003

CITY OF TORONTO

BY-LAW No. 591-2003

To adopt a new City of Toronto Municipal Code Chapter 67, Fair Wage.

Whereas the Council wishes to clarify the role of the Fair Wage Office and to harmonize the Fair Wage policy for the City of Toronto;

The Council of the City of Toronto HEREBY ENACTS as follows:

1. The City of Toronto Municipal Code is amended by adding the attached Schedule to this By-law as Chapter 67, Fair Wage.
2. By-law No. 51-71, of the former City of Toronto, being “A By-law to provide for the appointment of the Manager, Fair Wage and Labour Trades Office and to define the duties of the person so appointed”, as amended, is repealed.
3. The fair wage policy of the former Municipality of Metropolitan Toronto as adopted by Council by the amendment to Corporate Services Committee Report No. 13, Clause No. 1, at its meeting of October 1 and 2, 1998 was made to apply to the former Borough of East York, the former City of Etobicoke, the former City of North York, the former City of Scarborough, the former City of Toronto and the former City of York. That policy, further modified by the adoption of Administration Committee Report No. 7, Clause No. 1, as amended, by Council at its meeting of June 18, 19 and 20, 2002, is replaced by the provisions of this By-law.
4. Despite sections 2 and 3 of this By-law, the provisions former City of Toronto By-law No. 51-71, as amended, and the fair wage policy of the former Municipality of Metropolitan Toronto shall remain in full force and effect for the purposes of any review, actions, claims, proceedings, etc. until that review, action, claim, proceeding, etc has been concluded to the full extent permitted by law. Sections 2 and 3 of this By-law shall not affect any offence committed against, any penalty incurred in respect to, nor any investigation, legal proceeding or remedy under former City of Toronto By-law No. 51-71 and the fair wage policy of the former Municipality of Metropolitan Toronto.
5. Any investigation or legal proceeding commenced under or in respect of former City of Toronto By-law No. 51-71 and the former Municipality of Metropolitan Toronto policy prior to the in-force date of this By-law shall be taken up and continued in conformity with By-law No. 51-71 and the former Municipality of Metropolitan Toronto policy.

6. This By-law comes into force on August 1, 2003, except that certain portions of the Fair Wage Schedule may come into force at a later date, as indicated in the Schedule.

ENACTED AND PASSED this 26th day of June, A.D. 2003.

CASE OOTES,
Deputy Mayor

ULLI S. WATKISS
City Clerk

(Corporate Seal)

SCHEDULE

Chapter 67

FAIR WAGE

§ 67– 1 . Definitions.

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

FAIR WAGE OFFICE – The office responsible for administering the provisions of this Chapter.

MANAGER, FAIR WAGE OFFICE – The officer appointed, from time to time, to oversee the Fair Wage Office and to ensure compliance with this Chapter.

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

- A. The person appointed Manager, Fair Wage Office for the City of Toronto, is deemed to be a member of Corporate Services and under the control of the Commissioner of Corporate Services 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 Manager, Fair Wage Office, shall report directly to the Administration Committee on matters arising from this Chapter.

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

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

- A. To collect and keep accurate 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 all necessary contractors and sub-contractors as part of the City's contract approval process:
 - (1) for compliance with the Fair Wage Policy; and
 - (2) for compliance with Labour Trades Contractual Obligations in the Construction Industry.

C. To receive and investigate complaints:

- (1) on any matter or thing relating to the rate of wages, hours of labour per day 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.

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 full and accurate 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. (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 report in respect thereto to the Administration Committee as may be necessary.

G. (1) To inspect and view from time to time the place or premises where any City Contract is being executed to ensure that the contractor has 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.

- (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.
- H. To ensure that the City's contractual obligations in the construction industry, with respect to using certified labour trades are being met.
- I. To ensure compliance with the conditions under the Fair Wage Policy and Labour Trades Contractual Obligations in the Construction Industry Document.
- J. To perform such other duties as may from time to time be assigned to him or her by the Administration Committee or the City Council.
- K. To report annually to the Administration Committee activities and any issues relating to the Fair Wage Policy and Labour Trades Contractual Obligations in the Construction Industry Document or recommended revisions that are deemed appropriate.
- L. To report to the Administration Committee all issues respecting the Disqualification Provisions under the Fair Wage Policy.

§ 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.

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

The City's Labour Trades Contractual Obligations in the Construction Industry 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, as adopted by City Council and amended from time to time, shall be used in the City's procurement documents where necessary, for the following classifications:

- (1) General Classifications.
- (2) Heavy Construction Work.
- (3) Industrial, Commercial and Institutional Work.
- (4) Road Building Work.
- (5) Sewer and Watermain Construction.
- (6) Utility Work.

TORONTO MUNICIPAL CODE
FAIR WAGE

SCHEDULE A -- CHAPTER 67

Fair Wage Policy

§ 67-A1. Definitions.

As used in this Fair Wage Policy, the following terms have the meaning indicated:

CONTRACT - A legal, business agreement between the City of Toronto and the contractor to perform work or services or in the provision of materials and supplies.

CONTRACTORS - The prime contractor with the City of Toronto performing work or services in the execution of the contract.

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

FIELD WORK - All work in performance of the 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.

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

- (1) Contractor fails to co-operate with the Manager, Fair Wage Office in fulfilling his/her responsibilities under the Fair Wage Policy and the Labour Trades Contractual Obligations in the Construction Industry.
- (2) Sub-contractor fails to co-operate with the Manager, Fair Wage Office in fulfilling his/her responsibilities under the Fair Wage Policy and the Labour Trades Contractual Obligations in the Construction Industry.
- (3) Contractor or sub-contractor has been found in violation of the Fair Wage Policy (non-compliance applies to both contractor and sub-Contractor).
- (4) Contractor has been found in violation of the Labour Trades Contractual Obligations in the Construction Industry.
- (5) Sub-contractor has been found in violation of the Labour Trades Contractual Obligations in the Construction Industry.

SHOP WORK - Any work in performance of the 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.

SUB-CONTRACTORS - Any agent of the prime contractor or any sub-contractor hired to perform any of the work or services in the execution of the contract.

WAGES or RATE OF WAGES - Includes the hourly rate, vacation and holiday pay and any applicable amount for fringe benefits shown in the current Fair Wage Schedule, to be paid to the worker as part of the worker's wages or for the worker's benefit provided for in any collective agreement applicable to that worker.

WORKERS - Includes mechanics, workers, labourers, owners and drivers of a truck or other vehicle employed in the execution of the contract by the contractor or by any sub-contractor under them and clerical staff.

§ 67-A2. Purpose and History, Fair Wage Policy

- A. The Fair Wage Policy has a central principle the prohibition of the City doing business with contractors, sub-contractors and suppliers who discriminate against their workers.
- B. 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 such as clerical workers.
- C. The Policy also requires compliance with acceptable number of working hours and conditions of work in order to protect the rights of workers.

§ 67-A3. Intent, Fair Wage Policy.

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

- (1) To produce stable labour relations with minimal disruption.
- (2) To compromise between the wage differentials of organized and unorganized labour.
- (3) To create a level playing field in competitions for City work.
- (4) To protect the public; and
- (5) To enhance the reputation of the City for ethical and fair business dealings.

§ 67-A4. 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 civic contracts.
- B. Fair Wage rates are established through discussion with employee and employer groups and associations (having both union and non-union members).

- C. These rates are reviewed by the above-noted groups and are recommended to Council, by the Manager, Fair Wage Office for approval on a regular basis.
- D. Certain designated construction related rates are based on the lowest rate established by collective bargaining, while the wage rates for other classifications are based on market and industrial surveys in accordance with the prevailing wages for non-union workers in the geographic area.
- E. Similarly, the City encourages contractors to hire and train apprentices under approved programs.
- G. In this regard, guidance on appropriate fair wage rates (including an appropriate factor for apprenticeship programs for construction related trades) will be sought from employee and employer groups as part of establishing Fair Wage Schedules.

§ 67-A5. City of Toronto Council References.

- A. City of Toronto Council, by the adoption of Corporate Services Committee Report No. 13, Clause No. 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, Board 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 No. 7, Clause No. 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 No. 5, Clause No. 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.

§ 67-A6. 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. Contractors or general contractors will be responsible for any violations or non-compliance issues arising from the engagement of any sub-contractor on City work.
- B. The fair wage rates do not apply to small businesses, typically those with owner-operators, or partnerships, or principals of companies as long as they undertake the work themselves.
- 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.

§ 67-A7. Contractor and Sub-contractor Responsibilities.

- A. The contractor or sub-contractor shall not discriminate against workers or applicants for employment as workers because of race, creed, colour, national origin, political or religious affiliation, sex, sexual orientation, age, marital status, family relationship, or disability.
- B. The contractor shall at all times comply with the Occupational Health and Safety Act and its regulations and take every precaution reasonable in the circumstances for the protection of workers. If the contractor sub-contracts any or all of the work or services to be performed, the contractor will ensure the sub-contractors are qualified to perform the work or services and comply with the Occupational Health and Safety Act and its regulations.
- C. The contractor or sub-contractor shall pay or cause to be paid weekly or biweekly to every worker employed in the execution of the contract (and shall see that every owner of a truck or other vehicle employed by the contractor or by any subcontractor in the execution of the contract shall pay, or cause to be paid, weekly or biweekly to each of the owner's drivers) 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 or 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 prevailing 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.
 - (b) where there is no such contractual relationship, a rate not less than that set out for such work in the Schedule of Wage Rates filed by the Manager, Fair Wage Office, with the City Clerk of the Corporation after being first approved by Toronto Council (hereinafter called "the Fair Wage Schedule"); and,
 - (c) for any class of work for which there is no rate, the rate of wages shall be the rate of wages, as determined by the Manager, Fair Wage Office, prevailing 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 certified 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; and
- (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) The Fair Wage Office will have the authority to request any information respecting wages of workers, names of workers, records of amounts paid to each, paysheets, original books, etc. that may be desired by the Manager in connection with a contract that has been substantially completed within the past six months.
- (5) Failure to co-operate will be considered non-compliance with the Fair Wage Policy.

E. The contractor or sub-contractor shall not compel or permit any worker engaged for the Work to work more than the number of hours per day and the number of hours per week set out in the Fair Wage Schedule for the particular type of work involved except in case of emergency, and then only with the written permission of the Commissioner or head of the Department having charge of the work or the person then acting as such.

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

- A. 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, the decision of the Manager, Fair Wage Office, shall be final and binding upon all parties.
- B. If the contractor or sub-contractor fails to pay any worker (or if any owner of a truck or other vehicle fails to pay any driver) wages at the rate called for in Subsection A7, the Corporation may charge an administrative fee not in excess of fifteen percent of the balance necessary to make up the amount that should have been paid from the contractor's progress draw or holdback, and may pay the worker(s) directly for any back-wages owing directly from the contractor's progress draw or holdback.
- C. If the contract is to be for the purchase of supplies or materials to which the provisions in Subsection A7 respecting the rates of wages to be paid to workers engaged in shop work and field work do not apply, Toronto Council will, before awarding same, cause to be secured from the Manager, Fair Wage Office, a recommendation as to whether or not the tenderer or bidder maintains a fair wage level.
- D. If a tenderer or bidder is found not to comply with the Fair Wage Policy the Manager may recommend the next lowest bidder for contract award in the following circumstances:

- (1) an investigation is underway and the firm does not co-operate in providing timely information requested by the Manager, Fair Wage Office in fulfilling his/her responsibilities under the Fair Wage Policy and the Labour Trades Contractual Obligations in the Construction Industry and operationally, the provision of goods and/or services cannot be delayed.
 - (2) a contractor or sub-contractor is in violation of the Fair Wage Policy and has not paid restitution to its workers.
 - (3) a contractor or sub-contractor is unable to comply with the City of Toronto Labour Trades Contractual Obligations in the construction industry.
- E. Workers engaged in clerical office work are to be paid a rate of wages no less than the surveyed standard for each classification of worker for the particular industry at the time of tendering.
 - F. The contractor and sub-contractor **MUST** display legible copies of this “Fair Wage Policy” in a prominent position in his/her workshop(s), accessible to all employees.
 - G. The contractor shall attach to all accounts rendered for payment of money upon the contract, as requested by the Manager, Fair Wage Office and for the final account, a declaration affirming that the requirements of the foregoing paragraphs have been fully complied with.

§ 67-A9. 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 Administration Committee that the said contractor or sub-contractor be disqualified from conducting business with the City for a period of two (2) years inclusive.
- B. After the disqualifying period is over, the said contractor or sub-contractor will be placed on probation for the next contract year. If another non-compliance violation occurs, the Manager, Fair Wage Office must report and may recommend to the Administration Committee that the said contractor or sub-contractor be disqualified from conducting business with the City for an indefinite period of time.
- C. 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 web site.

TORONTO MUNICIPAL CODE
FAIR WAGE

SCHEDULE B -- CHAPTER 67

Labour Trades Contractual Obligations in the Construction Industry

§ 67-B1. Legislative Applicability of Labour Trades Obligations.

The mandatory Labour Trades provisions for municipalities bound by province-wide collective agreements are separate from Fair Wage Policy established, monitored and enforced by the City. Central to any understanding of municipal obligations to Labour Trades, is that the City has no discretion in setting wage rates or in using union labour for certain trades performing work for the City. This is by virtue of the Province-wide collective agreements applicable to trades in the Industrial, Commercial and Institutional (ICI) and Residential sectors and other negotiated collective agreements in other sectors of the construction industry.

The Province-wide collective agreements are binding on all employers in the sector. The former City of Toronto was first considered an “employer” when the relevant unions obtained bargaining rights beginning in 1978. As a result, subject to the jurisdiction of the collective agreements, union workers must be used for contracted-out work. The use of union sub-contractors for municipal building projects is also required in most cases.

§ 67-B2. Current Labour Trades Contractual Obligations in the Construction Industry.

- A. The City of Toronto is bound by the current province-wide collective agreements with respect to the Industrial, Commercial and Institutional sectors of the construction industry between:
- (1) The Carpenters’ Employer Bargaining Agency and the Ontario Provincial Council, United Brotherhood of Carpenters and Joiners of America.
 - (2) The Mechanical Contractors Association of Ontario and the Ontario Pipe Trades Council of the United Association of Journey-men and Apprentices of the Plumbing and Pipe-Fitting Industry of the United States and Canada.
 - (3) The Electrical Trade Bargaining Agency of the Electrical Contractors Association of Ontario and The International Brotherhood of Electrical Workers and the IBEW Construction Council of Ontario.
 - (4) The International Union of Bricklayers and Allied Craftsmen and the Ontario Provincial Conference of the International Union of Bricklayers and Allied Craftsmen, and The Masonry Industry Employers Council of Ontario.

- (5) The International Association of Heat and Frost Insulators and Asbestos Workers and The Master Insulators' Association of Ontario Inc.
- (6) The International Brotherhood of Painters and Allied Trades and The Ontario Painting Contractors Association.
- (7) The Ontario Glazier Agreement between The Architectural Glass and Metal Contractors Association and The International Brotherhood of Painters and Allied Trades; and
- (8) The Environmental Sheet Metal Association Toronto and the Sheet Metal Workers' International Association and the Ontario Sheet Metal Workers' Conference.

B. Exhibition Place is bound:

(1) By collective agreements in all sectors of the construction industry between:

- (a) The Carpenters' Employer Bargaining Agency and The Ontario Provincial Council, United Brotherhood of Carpenters and Joiners of America.
- (b) The Mechanical Contractors Association of Ontario and The Ontario Pipe Trades Council of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada.
- (c) The Electrical Trade Bargaining Agency of the Electrical Contractors Association of Ontario and The International Brotherhood of Electrical Workers and the IBEW Construction Council of Ontario; and

(2) By Letters of Understanding between the Board and, respectively, Local 506 of the Labourers International Union of North America and The International Brotherhood of Painters and Allied Trades.

C. Any non-maintenance part(s) of the Work that is the work of Union members for whom the said Council, Brotherhood, Association or Local is the collective representative under the provisions of any one of the said collective agreements or the said Letters shall in each case be performed only by an employer owing contractual obligations to such representative, unless such obligations do not prohibit performance of such part(s) of the Work by others.

§ S67-B3. Guidelines for Prospective Bidders.

This summary is an overview of the current status of trades' certifications and the relevant construction sectors for which firms and workers with the appropriate union affiliations must be used when performing the following work for the City of Toronto and Exhibition Place:

Type of Work	City of Toronto *I.C.I.	Exhibition Place
Asbestos/ Insulation	X	
Bricklaying/ Masonry	X	
Carpentry	X	X
Electrical	X	X
Glazing	X	
Labourers		X
Mechanical	X	X
Painting	X	X
Sheet Metal	X	

** (Industrial, Commercial, Institutional sector)*

§ 67-B4. Decisions, Fair Wage Policy.

The Fair Wage and Labour Trades Office will make final decisions with respect to:

- work jurisdictions, in consultation with the industry
- type of work involved
- whether or not union firms/workers must be used
- if Labour Trades Contractual Obligations apply.

TORONTO MUNICIPAL CODE
FAIR WAGE

SCHEDULE C -- CHAPTER 67

Fair Wage Schedule

2003 - 2004

General Classifications

Trade	Effective Date	Hourly Rate	*Vacation and Holyday Pay	*Fringe Benefits	Weekly Hours of Work
Security Guards (Basic and Night Watchperson)	May 1/03	\$8.75	4%	\$0.30	44
Security Guards (Alarms, CCTV Control, Etc.)	May 1/03	\$10.81	4%	\$0.30	44
Security Guards (K-9 Unit)	May 1/03	\$13.46	4%	\$0.30	44
Security Guards (Armed)	May 1/03	\$14.50	4%	\$0.30	44
<u>Building Cleaning and Maintenance</u>					
Cleaner (Light Duty)	May 1/03	\$9.78	4%	\$0.42	40
Cleaner (Heavy Duty)	May 1/03	\$11.33	4%	\$0.42	40
Handyman/Woman (General Maintenance and Snow Removal)	May 1/03	\$14.16	4%	\$0.50	50
<u>Window Cleaners:</u>					
Interior/Exterior	May 1/03	\$10.04	4%	-	44
Ladder	May 1/03	\$12.87	4%	-	44
High Rise	May 1/03	\$18.54	4%	-	44

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
<u>Landscaping</u>					
Labourers (New) (first 1200 hours only)	May 1/03	\$19.40	10%	\$6.39	50
Labourers (including sod roller operators)	May 1/03	\$22.05	10%	\$6.39	50
Landscape Gardeners, Farm Tractors without excavating attachments fork lifts, truck drivers, load bearing boom truck Operators, machine driven tools on any other equipment that is operated by remote control	May 1/03	\$22.20	10%	\$6.39	50
Form setters, concrete finishers, landscape stone setters of all types, landscape brick setters, landscape irrigation, pipe layers, float drivers, reinforcing steelperson, drillers of all types, high pressure water equipment, small trenchers, mini-skid steel loaders, and all other similar small equipment	May 1/03	\$22.55	10%	\$6.39	50
Drivers of Farm Tractor with pulverizing or fine grading equipment	May 1/03	\$23.35	10%	\$6.39	50
Dozer and Loader Operator and Backhoe Operator	May 1/03	\$23.50	10%	\$6.39	50
Grader Operator	May 1/03	\$23.60	10%	\$6.39	50

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
Garage Concrete Repairs and <u>Restoration</u>					
Carpentry and Hydro Demolisher	Oct 1/03	\$25.10	10%	\$4.00	40
Skilled Workers	Oct 1/03	\$21.60	10%	\$4.00	40
Unskilled Labourer	Oct 1/03	\$16.10	10%	\$4.00	40

For wage rates of classifications not covered by this Schedule, contact the Fair Wage and Labour Trades 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 And Holiday Pay** – 10 percent 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 and Labour Trades 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

Heavy Construction Work

This Schedule is applicable to the Construction, Reconstruction, Rehabilitation, Repair of Bridges, Overpasses, Underpasses, etc.

This Schedule is not applicable to Resurfacing or New Road Construction, otherwise covered by the Road Building Agreement.

Trade (Excluding Tunnelwork)	Effective Date	Hourly Rate	*Vacation and Holiday Pay	Fringe Benefits	Weekly Hours of Work
<u>Labourers:</u> <u>Group 1</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 motorperson, 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 45 h.p. 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 and in groups of 4 or less), fork lift operator, grout plant operator on surface	May 1/03 Jan 1/04	\$28.68 \$28.68	10%	\$7.05 \$7.30	45
<u>Group 2</u> Scootcrete, sheeting and shoring person, timberperson in trench, labourers on wellpoints, pipelayers, maintenance hole constructor and valve chamber constructor	May 1/03 Jan 1/04	\$28.93 \$28.93	10%	\$7.05 \$7.30	45
<u>Group 3</u> Reinforced concrete workers, and form setters, jackhammerperson, concrete vibrator person, hydro demolisher person	May 1/03 Jan 1/04	\$28.98 \$28.98	10%	\$7.05 \$7.30	45

<u>Group 4</u> Pile Installation - all types, steel strut installer and dismantler, concrete-cement finisher precast installer, erector and finisher including post-tensioning, rigging of components and sandblasting, rigger burner, pit miner, drillers, wagon drillers in caissons, underpinning or shaft sinking, lead man - pile driving, grout person, gunnite and shotcrete person, sandblasters, mixerperson and grout pump person including non-self propelled slurry pumps, shear-stud installer	May 1/03 Jan 1/04	\$29.08 \$29.08	10%	\$7.05 \$7.30	45
<u>Group 5</u> Carpenter Form-builder, Fabricator, Erector and welder (certified), (Rod or Semi-Automatic)	May 1/03 Jan 1/04	\$30.68 \$30.68	10%	\$7.05 \$7.30	45
<u>Group 6</u> Welder with own rig (rod or semi-automatic)	May 1/03 Jan 1/04	\$50.16 \$50.16	10%	\$7.05 \$7.30	45
<u>Group 7</u> Flag Person	May 1/03 Jan1/04	\$15.77 \$15.77	10%	\$7.05 \$7.30	50
<u>Group 8</u> * Casual Watchperson	May 1/03 Jan 1/04	\$708.50 /wk. \$708.50 /wk.	10%	\$7.05 \$7.30	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
<u>Tunnel Work</u> <u>Group 1</u> Labourers (on surface) including labourers on stripping and tabular scaffolding, erectors, carpenter's helpers (on surface), classified labourers; (on surface) Dinky motorperson, small mixers (under 1 yard) sheeting and shoring person, pipelayers helper, mortarperson, concrete workers (screedperson- puddler-floatperson) form setters, farm tractor driver (no excavating attachment), mixer person and grout pump person including non-propelled slurry pumps mini skid steer loaders and mini backhoes of 50 h.p. 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. and in groups of 4 or less); carpenter improver, fork lift operator	May 1/03 Jan 1/04	\$30.98 \$30.98	10%	\$7.05 \$7.30	45

<u>Group 2</u> Pitbottom person, caulkers, cage-signalperson, plain and reinforced concrete work person, scootcrete, underground labourers, muckers, loco-driver, labourers on well - points in tunnel, concrete vibrator person, pipelayer in tunnel, maintenance hole constructor and valve chamber constructor in tunnel, rigger burner, chucktender, concrete smoother	May 1/03 Jan 1/04	\$31.53 \$31.53	10%	\$7.05 \$7.30	45
<u>Group 3</u> Operators of Jackhammers and air-spades in tunnel, miners including jack-leg and stopper person, drillers - all types, locktenders, track person, yard and materials person, diamond-driller, wagon driller, pit miner on caisson, underpinning or shaft sinking, sandblaster gunite person, shotcrete person, powder person, lead concrete person, lead caulker (where four or more caulkers are employed on one contract)	May 1/03 Jan 1/04	\$31.83 \$31.83	10%	\$7.05 \$7.30	45
<u>Group 4</u> Slush driver, muck-machine driver, grout machine person and driver of concrete placing machine in tunnel, Scoop-Tram	May 1/03 Jan 1/04	\$32.13 \$32.18	10%	\$7.05 \$7.30	45
<u>Group 5</u> Lead miner, T.B.M. and micro tunnel operators, tunnel shield driver, tunnel mole driver, carpenter form builder-fabricator-erector, welder (certified) in tunnel (rod or semi-automatic)	May 1/03 Jan 1/04	\$34.23 \$34.23	10%	\$7.05 \$7.30	45
<u>Group 6</u> Welder (certified) with own rig (rod or semi-automatic)	May 1/03 Jan 1/04	\$52.26 \$52.26	10%	\$7.05 \$7.30	45

<u>Group 7</u>					
Flagperson	May 1/03 Jan 1/04	\$15.77 \$15.77	10%	\$7.05 \$7.30	50
<u>Group 8</u>					
Watch Person	May 1/03 Jan 1/04	\$708.5 0 \$708.5 0	10%	\$7.05 \$7.30	50
Operating Engineers:					
1.1 (A) Engineers operating: cranes with a manufacturers rating of 200 ton capacity and over	May 1/03	\$30.38	10%	\$8.01	40
1.1 (B) Engineers operating: cranes with a manufacturers rating of 100 ton capacity and up to 199 ton capacity	May 1/03	\$29.93	10%	\$8.01	40
1.2 (A) Engineers operating: all conventional and hydraulic type cranes, save and except those set out in Article 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 equipment working on land or water, overhead cranes, chimney hoists, and all similar equipment working on land or water, overhead cranes, chimney hoists, multiple drum hoists, single drum hoists (over 12- stories), single drum hoists of manual friction and brake type, and all similar equipment, dredges - suction and dipper, hydraulic jacking equipment on vertical slip forms, hydraulic jacking poles, creter cranes, and scooper. Heavy duty mechanics, qualified welders and 2 nd Class Stationery Engineers. Mobile pumpcrete 42 metre boom and over	May 1/03	\$29.18	10%	\$8.01	40

1.2 (B) Pitman type cranes of 10-ton capacity and over	May 1/03	\$28.70	10%	\$8.01	40
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, 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 pumpcrete save and except those listed in 1.2(A) above	May 1/03	\$28.23	10%	\$8.01	40
1.4 Operators of: bulldozers (including 815 type) tractors, scrapers, graders emcos, overhead and front-end loaders side loaders, industrial tractors with excavating attachments, trenching machines, and all similar equipment. Pitman type cranes under 10-ton capacity, mobile pressure grease units, mucking machines, hydraulically operated utility pole hoe diggers, and Dinky locomotive type Engineers 4 th Class Stationery Engineers. Kubota type backhoe and skid steer loader	May 1/03	\$28.06	10%	\$8.01	40
1.5 Operators of : batching and crushing plants, 6" discharge pumps and over. Wellpoint systems and all similar systems, concrete mixers of 1 cubic yard and over, gas, diesel, or steam driven generator over 50 HP (portable), fork lifts over 8' lifting height, air tuggers except those in Group 1. Caisson boring machines (25 HP and under), drill rigs, post hole diggers, portable air compressors 150 CFM and over, and concrete pumps. Signalperson	May 1/03	\$25.73	10%	\$8.01	40

1.6 Operators of: boom trucks, "A" Frames driver mounted compaction units, bullmoose type equipment under 5-ton capacity fork, lifts 8' and under in lifting height and conveyors. Fireperson. Permanent automatically controlled elevators on commercial and institutional buildings	May 1/03	\$24.73	10%	\$8.01	40
1.7(A) Operators of : Pumps under 6" discharge where 3 or more pumps are employed on the same job site, hydraulic jacking equipment for underground operations, portable air compressors under 150 CFM where attendant is required, and driver mounted power sweepers. Attendants for forced air, gas or oil burning temporary heating units of 500,000 BTU's or over per hour, or 5 or more on the same job site. Oilers, Oil-Drivers, and Mechanics Helpers	May 1/03	\$23.54	10%	\$8.01	40
1.7(B) 1st Year Oilers	May 1/03	\$23.19	10%	\$8.01	40
Surveyors					
Party Chief	May 1/03	\$26.70	10%	\$8.01	40
Instrument Person	May 1/03	\$25.45	10%	\$8.01	40
Senior Rodperson	May 1/03	\$22.79	10%	\$8.01	40
Junior Rodperson	May 1/03	\$20.12	10%	\$8.01	40

All working foreperson will receive a minimum of ninety cents (\$0.90) per hour above the trade rate of the majority of the employees in the group supervised.

If an employee works more than fifty percent (50 percent) 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) The regular working day shall be nine (9) hours/day and subject to variation by mutual consent of the parties, shall be between 7:00 a.m. and 5:00 p.m., from Monday to Friday inclusive.

- (B) The standard hours of work for all employees other than watchpersons, shall be forty-five (45) hours/week, exclusive of travelling time to and from the job.
- (C) All work performed in excess of the regular working day of nine (9) hours from Monday to Friday, inclusive, shall be deemed overtime work. The rate of wage shall be time and one-half (1 ½) the regular day shift rate.

All work on Saturday shall be paid for at double (2) the regular day shift rate. On a three shift operation, the 15th shift may be worked at straight time on Saturday until 7:00 a.m. and the applicable shift premium shall be paid.

Note:

Overtime at the rate of double (2) the employees' current hourly rate shall be paid to all employees, other than watchperson for all work performed on Sundays and the following Statutory Holidays:

New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day.

*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 percent 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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• **I.C.I. Work**

* Industrial, Commercial, Institutional

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
Asbestos Mechanics	May 1/03	\$30.44	10%	\$6.92	40
Asbestos Remover Beginner	Nov 1/03	\$12.00	10%	\$4.85	44
Asbestos Remover/Mould Removers	Nov 1/03	\$21.00	10%	\$4.85	44
Bricklayers and Stonemasons	May 1/03	\$30.19	10%	\$7.34	40
Bricklayers Labourers	May 1/03	\$28.41	10%	\$5.86	42.5
Builders Labourers	May 1/03	\$27.05	10%	\$5.86	40
Carpenters	May 1/03	\$29.61	10%	\$7.29	37.5
Cement (Finishers)	May 1/03	\$28.94	10%	\$5.20	40
Cement (Masons)	May 1/03	\$30.29	10%	\$3.91	40
Caulkers (Carpenters)	May 1/03	\$27.22	10%	\$5.04	37.5
Combustion Mechanics (Boilermakers)	Jun 29/03	\$30.40	12%	\$7.63	40
Concrete Labourers	May 1/03	\$27.42	10%	\$5.86	40
Demolition Labourers	May 1/03	\$20.56	10%	\$4.55	40
Demolition Qualified Burners	May 1/03	\$21.79	10%	\$4.55	40
Demolition Truck Drivers and Machine Operators	May 1/03	\$21.80	10%	\$4.55	40
Drywall Taper (Plasterer)	May 1/03 May 1/04	\$30.05 \$30.60	10%	\$4.50 \$4.60	40
Electrical Workers	May 1/03	\$30.81	13%	\$6.83	37.5
Elevator Constructors	May 1/03	\$36.57	12%	\$3.56	40
Formwork Labourers	May 1/03	\$27.42	10%	\$5.86	42.5

Trade Foreman Swamper	Effective Date May 1/03	Hourly Rate \$27.74	*Vacation and Holiday Pay 10%	*Fringe Benefits \$5.86	Weekly Hours of Work 42.5
Glaziers	May 1/03	\$29.11	10%	\$4.82	37.5
Iron Workers (Ornamental)	May 1/03	\$29.54	10%	\$7.45	40
Iron Workers (Structural)	May 1/03	\$29.54	10%	\$7.45	40
Jackhammer Operations Labourers	May 1/03	\$27.42	10%	\$5.86	40
Labourer-Cleaner (Sorter Labourer)	May 1/03	\$20.97	10%	\$5.86	40
Landscape Irrigation Pipelayers	May 1/03	\$22.55	10%	\$7.39	50
Landscape Labourers	May 1/03	\$22.05	10%	\$7.39	50
Lathers (Drywall Acoustics, Borders, Insulation)	May 1/03	\$28.81	10%	\$6.23	50
Marble Masons	Nov 1/03	\$28.47	10%	\$5.34	40
Marble and Tile Helpers	Nov 1/03	\$26.90	10%	\$5.34	40
Millwrights	May 1/03	\$29.99	10%	\$6.95	40
Mortarperson Labourers	May 1/03	\$28.41	10%	\$5.86	40
Painters and Decorators	May 1/03	\$28.35	10%	\$4.85	40
Pavement Markers - Labourers	Jan 1/03 Jan 1/04	\$16.37 \$16.69	10%	\$2.10 \$2.20	40
Pavement Markers – Heavy Equipment Operators	Jan 1/03 Jan 1/04	\$19.35 \$19.74	10%	\$5.04 \$5.14	40
Traffic Sign – Labourers	Jan 1/03 Jan 1/04	\$19.35 \$19.74	10%	\$4.04 \$4.44	40
Pit Miner Driller, Caissons and Wagon Driller	May 1/03	\$27.35	10%	\$5.86	40
Plasterers' Labourers	May 1/03	\$27.25	10%	\$5.96	40
Plumbers and Steamfitters	May 1/03	\$30.81	10%	\$8.43	37.5
Refrigeration Mechanics	May 1/03	\$34.47	10%	\$6.99	37.5
Resilient Floor Workers	May 1/03	\$27.91	10%	\$6.34	37.5

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
Restoration Steeplejacks	May 1/03	\$24.80	10%	\$2.71	40
Rod Installer	May 1/03	\$28.57	10%	\$7.53	40
Roofer (Foreperson)	May 1/03	\$31.52	10%	\$3.91	40
Roofer (Journeyperson)	May 1/03	\$30.45	10%	\$3.91	40
Roofer (Material Handler)	May 1/03	\$29.20	10%	\$3.91	40
Sheet Metal Workers	May 1/03	\$28.94	10%	\$8.09	40

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
Sheet/Decker Mechanic	May 1/03	\$28.75	10%	\$8.04	40
Sheeter/Decker Assistant	May 1/03	\$25.18	10%	\$8.04	40
Sheeter/Decker Material Handler	May 1/03	\$22.60	10%	\$8.04	40
Sheeter/Decker: Probationary Employee	May 1/03	\$15.22	10%	\$8.04	40
Sprinkler (Automatic Fire)	May 1/03	\$33.14	10%	\$5.43	40
Tile and Terrazzo Mechanics	May 1/03 Nov 1/03	\$27.85 \$28.30	10%	\$5.34 \$5.34	40
Tile and Terrazzo Helpers	Nov 1/03	\$26.99	10%	\$5.34	40
Vibrator Labourers	May 1/03	\$27.56	10%	\$5.96	42.5
Watchperson and Flagperson when Labourers are employed as Watchperson	May 1/03	\$25.05	10%	\$5.96	40
Waterblasters	May 1/03	\$27.05	10%	\$5.46 \$5.96	40
Waterproofers	May 1/03	\$28.67	10%	\$5.54	40
Welders (Acetylene, Electric, etc.)	Same rate as the highest trade with whom they are working.				
Welder (Certified)	May 1/03	\$29.13	10%	\$5.84	40
Working Foreman/Woman	May 1/03	\$30.48	10%	\$5.84	40
Truck Drivers <u>Classifications</u> Class No.1 - Warehouse and storekeeper, float truck and trailer, load bearing boom truck, haulpack driver	May 1/03	\$26.67	10%	\$5.75	50

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
Class No. 2 – Ready mix, euclid type, DW 20 and 21 rear end, ejectors, and belly dumps, farm tractor, driver with 5 th wheel hook up, ready mix	May 1/03	\$26.63	10%	\$5.75	50
Driver classification working from a portable batch plant set up by the Prime or General Contractor	May 1/03	\$26.63	10%	\$5.75	50
Class No. 3 – Dumpcrete, fork lift driver, 5 ton and over in warehouse, compound and storage area	May 1/03	\$26.57	10%	\$5.75	50
Class No. 4 – Dump truck, service trucks, flat and stake trucks, fuel trucks, bulk lift, form tractor operators, warehouse helper, fork lift driver and 5 tons	May 1/03	\$26.53	10%	\$5.75	50

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
Foreman/Woman: \$1.00/Hour Over All Class Rates Drivers Hours of Work: ICI - 40 Hours Site Preparation – 45 Hours					
General Contractors <u>Section</u> <u>Operating Engineers:</u> 1.1(A) Engineers operating: cranes with a manufacturers rating of 200 ton capacity and over.	May 1/03	\$30.38	10%	\$8.01	40
1.1(B) Engineers operating: cranes with a manufacturers rating of 100 ton capacity and up to 199 ton capacity, skyway, climbing, G.C.I., hammerhead and kangaroo type cranes	May 1/03	\$29.93	10%	\$8.01	40

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
1.2(A) Engineers operating: all conventional and hydraulic type cranes, save and except those set out in Article 1.1 above, 15 ton capacity and over boom truck, clams, shovels, gradalls, backhoes, draglines, piledrivers, all power derricks, gantry cranes, caisson boring machines (over 25 HP), and similar drill rigs, mine hoists, and all similar equipment working on land or water, overhead cranes, chimney hoists, multiple drum hoists, single drum hoists (over 12-stories), single drum hoists of manual friction and brake type, and all similar equipment, dredges - suction and dipper, hydraulic jacking equipment on vertical slip forms, hydraulic jacking poles, creter cranes, and hydraulic scooper. Heavy duty mechanics, qualified welders and 2 nd Class Stationary Engineers. Mobile pumpcrete with 42 metre boom and over.	May 1/03	\$29.18	10%	\$8.01	40

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
1.2(B) Pitman type cranes of 10-ton capacity and over.	May 1/03	\$28.70	10%	\$8.01	40
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 pumpcrete save and except those listed in 1.2(A) above.	May 1/03	\$28.23	10%	\$8.01	40

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
1.4 Operators of: bulldozers (including 815 type) tractors, scrapers, graders, emcos, overhead and front-end loaders side loaders, industrial tractors with excavating attachments, trenching machines, and all similar equipment. Pitman type cranes under 10-ton capacity, mobile pressure grease units, mucking machines, hydraulically operated utility pole hole diggers, and Dinky locomotive type engines. 4th Class Stationery Engineers. Kubota type backhoe and skid steer loader.	May 1/03	\$28.06	10%	\$8.01	40

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
1.5 Operators of: batching and crushing plants, 6" discharge pumps and over, wellpoint systems and all similar systems, concrete mixers of 1 cubic yard and over, gas, diesel, or steam driven generator over 50 HP (portable), fork lifts over 8' lifting height, air tuggers except those in Group 1.3, Caisson boring machines (25 HP and under), drill rigs, post hole diggers, portable air compressors 150 CFM and over, and concrete pumps, signal person.	May 1/03	\$25.73	10%	\$8.01	40
1.6 Operators of: boom trucks, "A" Frames driver mounted compaction units, bullmoose type equipment under 5-ton capacity, fork lifts 8' and under in lifting height and conveyors. Fireman/Woman. Permanent automatically controlled elevators on commercial and institutional buildings.	May 1/03	\$24.73	10%	\$8.01	40

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
1.7(A) Operators of: Pumps under 6" discharge where three or more pumps are employed on the same job site, hydraulic jacking equipment for underground operations, portable air compressors under 150 CFM where attendant is required, and driver mounted power sweepers. Attendants for forced air, gas or oil burning temporary heating units of 500,000 BTU's or over per hour, or 5 or more on the same job site. Oilers, oil-drivers, and mechanics helpers.	May 1/03	\$23.54	10%	\$8.01	40
1.7(B) 1 st Year Oilers.	May 1/03	\$23.19	10%	\$8.01	40
<u>Surveyors:</u>					
Party Chief	May 1/03	\$26.70	10%	\$8.01	40
Instrument Person	May 1/03	\$25.45	10%	\$8.01	40
Senior Rodperson	May 1/03	\$22.79	10%	\$8.01	40
Junior Rodperson	May 1/03	\$20.12	10%	\$8.01	40

Hours of Work and Overtime:

(A) For Building Construction (Operating Engineers):

Eight (8) hours/day, 40 hours/week, Monday to Friday, inclusive, time and one-half of the regular day shift rate shall be paid for the first hour of overtime; all work in excess of hours noted and Saturday, Sunday and Holidays, double the regular day shift rate.

(B) Excavations, Site Preparation, Sewers and Watermains:

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

Ten (10) hours/day, 50 hours/week, Monday to Friday inclusive.

Iron Workers

(Structural, architectural): includes 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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Road Building Work

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

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
Construction					
Labourers:					
Labourers (incl. Wiremesh and steel reinforcing), Operators of pumps three inches in diameter and under.					
Interlocking stone and Gabion Installers.	May 1/03	\$26.19	10%	\$6.74	50
Labourers' (operating all machine-driven tools by gas, air or electricity, including plate tempers), operators of self-propelled hand compactors (walk behind);	Jan 1/04	\$26.19		\$6.99	

Concrete Workers Screedperson, Puddlers,Floatper son. Fence Erectors (chain link and other types including snow fences). Guard Rail Installers. Diamond Saw Operators (jackhammerpers on) Sound Barrier Erectors. Maintenance Hole Builders.	May 1/03 Jan 1/04	\$26.19 \$26.19	10%	\$6.74 \$6.99	50
Grade Person, Asphalt Rakers Concrete Road, curb and side walk finisher, Form Setters. Curb Setters. Brick Setters. Pipe Layers. Curb Machine Operators. Concrete Paving Track Setters. Tail End Paver and Asphalt Grinder.	May 1/03 Jan 1/04	\$27.69 \$27.69	10%	\$6.74 \$6.99	50
Traffic Control Person; Casual Watch Person	May 1/03 Jan 1/04	\$18.19 \$18.19	10%	\$6.74 \$6.99	50

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
*Watchperson (for six nights duty/10 hours/day 50 hours/week).	May 1/03 Jan 1/04	\$626.50 per wk \$626.50 per wk	10%	\$6.74 \$6.99	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.					
Truck Drivers: Truck Drivers – Including off Highway	May 1/03 Jan 1/04	\$28.75 \$28.98	10%	\$4.50 \$4.50	50
Fuel Truck Drivers	May 1/03 Jan 1/04	\$28.75 \$28.98	10%	\$4.50 \$4.50	50
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 1/03 Jan 1/04	\$28.85 \$29.08	10%	\$4.50 \$4.50	50
Truck Train Drivers, Custom Mobile Mixer Units (truck or trailer mounted)	May 1/03 Jan. 1/04	\$28.95 \$29.18	10%	\$4.50 \$4.50	50
Float Drivers	May 1/03 Jan. 1/04	\$29.35 \$29.58	10%	\$4.50 \$4.50	50
<u>Operating Engineers:</u> Shovels, backhoes, Dragline, Gradall Clams (on site), Grader Operator “A”	May 1/03 Jan. 1/04	\$28.32 \$28.55	10%	\$7.85 \$7.85	50
Clam Operator (yard), Mechanics, Welders	May 1/03 Jan. 1/04	\$28.06 \$28.29	10%	\$7.85 \$7.85	50

Pitman-Type Operator (hydraulic crane)	May 1/03 Jan 1/04	\$27.86 \$28.09	10%	\$7.85 \$7.85	50
Bulldozer Operators (D-4 equiv. or over), Front-end Loader Operators (1 cu. yd. and over), Scrapers – self-propelled. Mixer Person on Asphalt Plant. Concrete Curb Machine Operator. Asphalt Spreader Operator (self-propelled)	May1/03 Jan 1/04	\$27.72 \$27.95	10%	\$7.85 \$7.85	50
Concrete Paver Operators, Asphalt Plainer Operators “A”, Engineers on Boilers (with papers)	May 1/03 Jan 1/04	\$27.62 \$27.85	10%	\$7.85 \$7.85	50

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
Farm and Industrial - type tractor with excavating attachments Operators, Grader Operator "B", Asphalt/Rollerperson "A", Boiler Fireperson (without papers)	May 1/03 Jan 1/04	\$27.46 \$27.69	10%	\$7.85 \$7.85	50
Roller Operator (asphalt) "B"	May 1/03 Jan 1/04	\$27.10 \$27.33	10%	\$7.85 \$7.85	50
Bulldozer Operators (under D-4 or Equivalent), Front-end Loader Operator (under 1 cu. yd.) Packer with blade	May 1/03 Jan. 1/04	\$27.06 \$27.25	10%	\$7.85 \$7.85	50
Farm and Industrial Type Tractor Operator (towing compaction units), Grade Rollerperson, including self-propelled rubber tire rollers. Asphalt Planer "B" (max. 2' wide)	May 1/03 Jan 1/04	\$25.32 \$25.55	10%	\$7.85 \$7.85	50

Shift Premium:

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

Hours of Work and Overtime:

- (A) The standard hours of work for all employees, other than watchperson and engineers on boilers shall be based on 50 hours/week exclusive of travelling time to and from the job.
- (B) Overtime at the rate of time and one-half the employee's current hourly rate shall be paid to all employees, other than watchperson, for all work performed in excess of 10 hours/day, or in excess of 50 hour/week or on Saturdays. On a three shift operation, the 15 shift may be worked at straight time on Saturday until 7:00 a.m. and the applicable shift premium shall be paid.
- (C) Overtime at the rate of double the employee's current hourly rate shall be paid to all employees, other than watchperson and Engineers on boilers for all work performed on Sundays and on the following Statutory Holidays: New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day.

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

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

*Fringe Benefits: “Fringe Benefits” shall include such benefits as company pension plans, apprenticeship training, extended health care benefits, dental and prescription drugs, etc. It does not include payroll burden deductions such as C.P.P., E.H.T., W.S.I.B., E.I.C., etc.

* Vacation and Holiday Pay: 10 percent of the hourly rate.

For contractors that do not offer “fringe benefits” to their workers, the fringe benefits hourly rate shall be added to the hourly or weekly rate as shown above.

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Sewer and Watermain Construction

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
Schedule "A" "Open Cut" Sewer <u>Classification:</u> <u>Labourers:</u> Labourers; Pump person, (3" discharge and under); Heater person (up to five heaters)	May 1/03 Jan. 1/04	\$26.79 \$26.79	10%	\$6.50 \$6.75	50
Small Mixer Driver (under one yard); Dinky Mortar person; Sheeting and Shoring person; Miners 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 1/03 Jan. 1/04	\$27.39 \$27.39	10%	\$6.50 \$6.75	50

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
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 1/03 Jan. 1/04	\$27.53 \$27.53	10%	\$6.50 \$6.75	50
Caulker (cast iron, tile, concrete, asbestos, cement, plastic, etc.); Wagon Driller; Box Sewer Constructor Form Setter and Reinforcing person and Fusion Welder	May 1/03 Jan. 1/04	\$27.79 \$27.79	10%	\$6.50 \$6.75	50
Pipelayers (including use of laser for pipe- laying); Manhole and Valve Chamber Constructor; Top person; Miners; Drillers, Shaft Sinker Timber person; Grout-Machine person; Powder person Blaster; Welder	May 1/03 Jan. 1/04	\$28.79 \$28.79	10%	\$6.50 \$6.75	50
Watch person (for six nights duty)	May 1/03 Jan. 1/04	\$833.00 per wk. \$833.00 per wk.	10%	\$6.50 \$6.75	50
<u>Labourers:</u> *Traffic Control person and Casual Watchperson	May 1/03 Jan. 1/04	\$20.94 \$21.39	10%	\$6.50 \$6.75	50

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
* All employees working as a labourer who is required to do casual watching or work as a flagperson on a casual or intermittent basis will not have his/her rate reduced thereby.					
<u>Truck Drivers:</u>					
Drivers of dump trucks, pickup service trucks, bulk lift trucks, farm tractors without attachments and off highway trucks	May 1/03 Jan. 1/04	\$29.12 \$29.35	10%	\$4.50 \$4.50	50
Fuel Truck Drivers and Load bearing Boom Truck Drivers	May 1/03 Jan. 1/04	\$29.22 \$29.45	10%	\$4.50 \$4.50	50
Float Drivers, Custom Mobile Mixer Units, Truck or Trailor Mounted	May 1/03 Jan. 1/04	\$29.52 \$29.75	10%	\$4.50 \$4.50	50
<u>Operating Engineers:</u>					
Engineers operating cranes, clams, shovels, backhoes, derricks, pile-drivers, gradalls, mobile cranes, caisson boring machines 25 HP and over, side booms and similar equipment	May 1/03 Jan. 1/04	\$29.17 \$29.40	10%	\$7.95 \$7.95	50
Grade "A" and fine grade bulldozer Operators	May 1/03 Jan. 1/04	\$28.92 \$29.15	10%	\$7.95 \$7.95	50
Heavy-duty field mechanics, equipment repair welders, operators of pitman type crane (Hydra-Lift truck Mounted hydraulic)	May 1/03 Jan 1/04	\$28.67 \$28.90	10%	\$7.95 \$7.95	50

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
Operators of bulldozers, tractors, scrapers, emcos, graders "B", overhead loaders and similar Equipment, farm and industrial tractors with excavating attachments, trenching machines, and caisson boring machines under 25 HP	May 1/03 Jan. 1/04	\$28.57 \$28.80	10%	\$7.95 \$7.95	50
Service person on shovels; compressors, Pumps, Boom Truck Drivers; Operators of five or more heaters; Packer with Blade	May 1/03 Jan 1/04	\$27.82 \$28.05	10%	\$7.95 \$7.95	50
Self propelled Rollers	May 1/03 Jan 1/04	\$25.70 \$25.93	10%	\$7.95 \$7.95	50
Oilers, Greasers, Mechanics' Helpers					
Third Year:	May 1/03 Jan. 1/04	\$26.60 \$26.83	10%	\$7.95 \$7.95	50
Second Year:	May 1/03 Jan. 1/04	\$25.60 \$25.83	10%	\$7.95 \$7.95	50
First Year:	May 1/03 Jan. 1/04	\$24.60 \$24.83	10%	\$7.95 \$7.95	50

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
<p><u>Hours of Work and Overtime:</u></p> <p>(A) Overtime at the rate of time and one-half the employee's hourly rate shall be paid to all employees, except watchperson, for all work performed in excess of forty-eight hours/week, made up of four ten hour days, Monday to Thursday inclusive, and one eight-hour day on Friday, excluding travelling time to and from the job. It is understood that if there is inclement weather during the week, that Friday will be a ten-hour day, if required.</p> <p>(B) Overtime at the rate of time and one-half the employee's current hourly rate shall be paid to all employees, except watchperson and float drivers, for all work performed on Saturdays. Operating Engineers double time for Saturdays.</p> <p>(C) Overtime at the rate of double the employee's current hourly rate shall be paid for all employees except watchperson, for all work performed on Sundays or the Statutory Holidays listed namely (Labourers and Teamsters): New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, and Boxing Day.</p> <p>(D) Watchpersons shall receive overtime payment at the rate of time and one-half the employee's current hourly pay rate for all work performed on such employee's seventh consecutive shift.</p> <p><u>Shift Premium - Operating Engineers:</u></p> <p>A shift premium of \$1.00/hour 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>Schedule “B” Tunnel Work</p> <p>A schedule applying to “Tunnel Work” which is to be interpreted to mean project called as a Tunnel, and may not include Tunnel Work which is incidental to “Open Cut” work for Sewer and Watermain Construction up to 50 feet in length</p> <p><u>Classification:</u></p> <p><u>Labourers:</u></p> <p>Labourers (surface); Signal person; Dock person; Pump person (3"); Hopper person; Heater person (up to five heaters); Yard and Material person; Gage Tender; Wellpoint Installers; Drillers, all types including associated equipment</p>	<p>May 1/03 Jan. 1/04</p>	<p>\$29.09 \$29.09</p>	<p>10%</p>	<p>\$6.50 \$6.75</p>	<p>40</p>
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Labourers (underground); Muckers; Loco Driver; Track person; Caulker; Shaft Sinker Helper; Concrete Finisher; Concrete Driller Worker; Setter; Mixer person (under one yard)	May 1/03 Jan. 1/04	\$30.04 \$30.04	10%	\$6.50 \$6.75	40
Locktender	May 1/03 Jan. 1/04	\$30.39 \$30.39	10%	\$6.50 \$6.75	40

Miner; Driller; Diamond Driller; Timber person; Jackleg person; Mucking Machine Driver; Shaft Sinker; Pipe Jacker Slush Drivers; Wagon Driller (underground); Cole Cutter Driver; Powder person Blaster Lead Concrete person; all labourers on pile-driver operations; Miner for caisson and underpinning; Maintenance hole Constructor; Operators of air spades and jackhammer at the face; Nozzle person and Concrete Pump; Reinforcing Rod Placer; Cement Mason; Welder; Shotcrete person; Stopper person; Auger person; Carpenter	May 1/03 Jan. 1/04	\$31.04 \$31.04	10%	\$6.50 \$6.75	40
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Lead Miner; Tunnel Shield, Mole and similar equipment Drivers; Working Fore person	May 1/03 Jan. 1/04	\$31.89 \$32.04	10%	\$6.50 \$6.75	40
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* Watch person (for six nights duty)	May 1/03 Jan. 1/04	\$833.00 per wk. \$833.00 per wk.	10%	\$6.50 \$6.75	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 his/her rate reduced thereby.					
<u>Truck Drivers:</u> Drivers of Dump Trucks, pickup service trucks, bulk lift trucks and farm tractors without attachments, off highway trucks	May 1/03 Jan. 1/04	\$29.64 \$29.87	10%	\$4.50 \$4.50	40
Fuel Truck Drivers, Load bearing boom truck drivers and drivers of dump trucks with tag along attachments over 15 tons	May 1/03 Jan. 1/04	\$29.74 \$29.97	10%	\$4.50 \$4.50	40
Float Drivers, custom mobile mixer units, truck or trailer mounted	May 1/03 Jan. 1/04	\$29.42 \$29.64	10%	\$4.50 \$4.50	40
<u>Operating Engineers:</u> Engineers operating all hoists, hoisting materials out of shafts, tuggers and derricks with lifting capacity over 2,000 lbs.; compressor hose set-up person	May 1/03 Jan. 1/04	\$29.14 \$29.37	10%	\$7.95 \$7.95	45

Heavy-duty Field Mechanics; Engineers operating shaft hoist, tuggers and derricks 2,000 lbs. or less; Compressor Operators 500 CFM or over	Jan 1/04	\$29.12	10%	\$7.95	45
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Premium Rates In Compressed Air:
(Labourers and Truck Drivers Classifications Only):

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

<u>Air Pressure</u>	<u>Premium Per Shift May 1/00</u>
1 to 14 pounds	\$16.00
15 to 20 pounds	\$19.50
21 pounds	\$23.50

- (A) For air pressure over twenty-one pounds (21 lbs.), the employer agrees to pay two dollars (\$2.00) per pound compressed air premium for each pound over twenty-one pounds (21 lbs.), in addition to the twenty-one pound (21 lb.) rate.
- (B) Where employees are required to work in compressed air, they shall receive a minimum of nine (9) hours/day or shift; it being understood and agreed that the ninth (9th) hour shall be paid at straight time rates.
- (C) It is understood and agreed that air pressure premium will be paid/shift regardless of the time spent by an employee in compressed air, save and except when an employee voluntarily leaves the air. 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 his own expense, supply sugar and hot beverages for employees working in compressed air during rest periods.
 - (ii) Containers and cups for the beverages required as outlined above, shall be maintained in a clean and sanitary condition and kept stored in a closed container.

Premium Rates in Compressed Air:
(Operating Engineers Classification Only):

<u>Air Pressure</u>	<u>Premium Per Shift May 1/00</u>
1 to 14 pounds	\$16.00
15 to 20 pounds	\$19.50
21 pounds	\$23.50
Over 21 pounds	\$2.00/lb over and above the rate for 21 lbs.

Hours of Work and Overtime:

- (A) Overtime at the rate of time and one-half the employee's current hourly rate shall be paid to all employees, except watchpersons, for all work performed in excess of eight hours/day, Monday to Friday inclusive, excluding travelling time to and from the job, and excluding work in compressed air where overtime at the rate of one and one-half shall be paid for work in excess of nine (9) hours/day.
- (B) Overtime at the rate of time and one-half the employee's current hourly rate shall be paid to all employees except watchperson, for all work performed on Saturday. All Operating Engineers classifications will be paid double the employees hourly rate for all work performed on Saturday.
- (C) Overtime at the rate of double the employee's current hourly rate shall be paid to all employees except watchperson, for all work performed on Sundays and on the following Statutory Holidays - namely (Labourers): New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, and Boxing Day.
- (D) Watchpersons shall receive overtime payment at the rate of time and one-half the employee's current hourly rate for all work performed on such employee's seventh consecutive shift.

Shift Premium
(Labourers and Teamsters Only)

Second Shift and Third Shift. \$2.50

Operating Engineers

\$2.45/hour for second and third shift.

*Fringe Benefits: "Fringe Benefits" shall include such benefits as company pension plans, apprenticeship training, extended health care benefits, dental and prescription drugs, etc. It does not include payroll burden deductions such as C.P.P., E.H.T., W.S.I.B., E.I.C., etc.

* Vacation and Holiday Pay: 10 percent of the hourly rate.

For contractors that do not offer "fringe benefits" to their workers, the fringe benefits hourly rate shall be added to the hourly or weekly rate as shown above.

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Utility Work

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
Labourers (unskilled)	May 1/03 Jan. 1/04	\$26.79 \$26.79	10%	\$6.30 \$6.40	40
Powderperson Helper	May 1/03 Jan. 1/04	\$26.84 \$26.84	10%	\$6.30 \$6.40	40
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 1/03 Jan. 1/04	\$26.89 \$26.89	10%	\$6.30 \$6.40	40

Labourers (skilled - Group No. 1) pipelayers (excluding conduit); jack hammer operator; air auger person; form setters; concrete finishers	May 1/03 Jan. 1/04	\$26.94 \$26.94	10%	\$6.30 \$6.40	40
Labourers (skilled - Group No. 2) drillers (all types); wagon drills, etc.; powderperson	May 1/03 Jan. 1/04	\$26.99 \$26.99	10%	\$6.30 \$6.40	40
Labourers (skilled - Group No. 3) Carpenters; lineperson; float driver; truck driver	May 1/03 Jan. 1/04	\$27.29 \$27.29	10%	\$6.30 \$6.40	40
Labourers (skilled - Group No. 4) tunnel workers; where tunnel is in excess of ten feet in length, excluding shallow tree tunnels	May 1/03 Jan. 1/04	\$27.79 \$27.79	10%	\$6.30 \$6.40	40
Working foreperson	May 1/03 Jan. 1/04	\$27.64 \$27.64	10%	\$6.30 \$6.40	40

Flagperson	May 1/03 Jan. 1/04	\$18.92 \$18.92	10%	\$6.30 \$6.40	40
Watchperson (48 hours per week) <u>Note:</u> 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 his/her rate reduced thereby.	May 1/03 Jan. 1/04	\$849.28 per wk. \$849.24 per wk.	10%	\$6.30 \$6.40	48

<u>Operating Engineers:</u> Engineers operating cranes, including Austin Western type and Pitman-type (over eight ton), backhoes, hydraulic or cable type side booms, gradalls and similar equipment	May 1/03 Jan. 1/04	\$27.91 \$28.14	10%	\$7.92 \$7.92	40
Mechanics and welders (on site), operators of bulldozers D4 and over; front-end loaders, 1cu. yd. And over; industrial type backhoes with excavating attachments; trenching machines over Davis 300 and similar equipment to foregoing	May 1/03 Jan. 1/04	\$27.43 \$27.66	10%	\$7.92 \$7.92	40
Operators of bulldozers, under D4; well points and all types of dewatering systems, 6" discharge and over; Front-end loaders under 1 cu. yd; augers and boring equipment other than air activated under 8" (save as excluded in memorandum between I.U.O.E., and Labourers' International Union)	May 1/03 Jan. 1/04	\$27.23 \$27.45	10%	\$7.92 \$7.92	40
Shop and standby time	May 1/03 Jan. 1/04	\$27.08 \$27.30	10%	\$7.92 \$7.92	40

** Trainees shall be employed at a percentage of the applicable journeyman rate as follows:

First 1500 hours	= 75%
Second 1500 hours	= 90%

*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 percent 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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