

Authority: Executive Committee Item 33.2,
adopted as amended, by City of Toronto Council on July 16, 17, 18 and 19, 2013

CITY OF TORONTO

BY-LAW No. 1287-2013

To amend City of Toronto Municipal Code Chapter 67, Fair Wage, to increase the wage rates in Schedule C with respect to General Classifications and to delegate certain authority to the Manager, Fair Wage Office, to update the wage rates in Schedule C from time to time.

Whereas Council delegated authority to the Manager, Fair Wage Office, to update Schedule C to Municipal Code Chapter 67, Fair Wage, from time to time, as set out in this by-law; and

Whereas Council has approved the increase in wage rates for the General Classifications in Schedule C to Municipal Code Chapter 67, Fair Wage, as set out in Appendix I attached to this by-law;

The Council of the City of Toronto enacts:

Municipal Code Chapter 67, Fair Wage, is amended as follows:

1. Adding a new § 67-3.1. Delegation after § 67-3. Duties of Manager, Fair Wage Office:

"§ 67-3.1. Delegation.

- A. The Manager, Fair Wage Office, is delegated the authority 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 for new Tenders, Requests for Quotations, Requests for Proposals, Purchase Orders and Divisional Purchase Orders issued by the City.
- 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-law, 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 Director, Purchasing and Materials Management Division of the updated wage rates for Schedule C immediately prior to the updated wage rates going into effect."
2. Section 67-6. Fair Wage Schedule, first paragraph under the heading is deleted and replaced by the following:
- "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:"
3. Schedule A, Fair Wage Policy, § 67-A6F is deleted and replaced by the following:
- "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."
4. Schedule C to Chapter 67, General Classifications, 2003-2004, is deleted and replaced by the new Schedule C, General Classifications, 2013-2016 attached to this by-law as Appendix I, to go into effect upon the enactment of this by-law for any new Tenders, Requests for Quotations, Requests for Proposals, Purchase Orders and Divisional Purchase Orders issued by the City after the date of enactment of this by-law.
5. Despite sections 1, 2 and 4 of this by-law, the wage rates of Schedule C, General Classifications, 2003-2004, to Chapter 67, Fair Wage, shall remain in full force and effect:
- (1) For any contract entered into between any contractor and the City of Toronto prior to the enactment of this by-law for the term (including any renewals) of the contract.
- (2) For the purposes of any review, actions, claims, proceedings, etc. until that contract term, review, action, claim, proceeding, etc. has been concluded to the full extent permitted by law.

- (3) Sections 1, 2 and 4 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 the provisions of this chapter prior to this by-law coming into effect.
- (4) Any investigation or legal proceeding commenced under or in respect to the provisions of this chapter prior to this by-law coming into effect shall be taken up and continued in conformity with the provisions of this chapter in effect at such time.

6. This by-law comes into force upon the date of enactment.

Enacted and passed on October 11, 2013.

Frances Nunziata,
Speaker

Ulli S. Watkiss,
City Clerk

(Seal of the City)

APPENDIX I**SCHEDULE C
FAIR WAGE SCHEDULE, 2013 - 2016*****General Classifications**

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
SECURITY					
Security Guards(Basic & Night Watchperson)	Oct. 11/13	\$12.13	4%	\$0.65	40
Security Guards (Events)	Oct. 11/13	\$12.50	4%	\$0.65	40
Security Guards (Alarms, CCTV Control, Etc.)	Oct. 11/13	\$12.88	4%	\$0.65	40
Security Guards (K-9 Unit)	Oct. 11/13	\$15.50	4%	\$2.32	40
Security Guards (Other)	Oct. 11/13	\$21.75	4%	\$2.25	40
BUILDING CLEANING & MAINTENANCE					
Cleaner (Light Duty)	Oct. 11/13	\$12.43	4%	\$0.50	40
Cleaner (Heavy Duty)	Oct. 11/13	\$14.10	4%	\$0.50	40
Handyman/Woman (General Maintenance & Snow Removal)	Oct. 11/13	\$16.10	4%	\$0.59	40
WINDOW CLEANERS					
Interior/Exterior	Oct. 11/13	\$12.00	4%	-	40
Ladder	Oct. 11/13	\$15.35	4%	-	40
High Rise	Oct. 11/13	\$22.00	4%	-	40
LANDSCAPING					
Jr. Landscaper - Year 1		\$16.95			
Jr. Landscaper - Year 2		\$19.95			
Jr. Landscaper - Year 3	Oct. 11/13	\$22.16	10%	\$9.54	50
Sodding Operation - Year 1		\$15.37			
Sodding Operation - Year 2	Oct. 11/13	\$17.72	10%	\$9.54	50
Skilled Sodder including Roller Operator and those with more than two seasons	Oct. 11/13	\$22.16	10%	\$9.54	50
Gardener - Year 1		\$13.27			
Gardener - Year 2	Oct. 11/13	\$15.27	10%	\$9.54	50
Skilled Gardener	Oct. 11/13	\$17.27	10%	\$9.54	50

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Maintenance Gardener - Year 1					
Maintenance Gardener - Year 2	Oct. 11/13	\$13.27 \$15.27	10%	\$9.54	50
Skilled Maintenance Gardener	Oct. 11/13	\$17.27	10%	\$9.54	50
Labourers	Oct. 11/13	\$24.25	10%	\$9.54	50
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	Oct. 11/13	\$27.05	10%	\$9.54	50
Form setters, concrete finishers, landscape stone setters of all types, landscape brick setters, landscape irrigation, pipe layers, float drivers, reinforcing steel person, drillers of all types, high pressure water equipment, small trenchers, paring stone laying machine of all types, small trenchers, mini-skid steel loaders, and all other similar small equipment	Oct. 11/13	\$27.39	10%	\$9.54	50
Drivers of Farm Tractor with pulverizing or fine grading equipment	Oct. 11/13	\$28.19	10%	\$9.54	50
Dozer & Loader Operator & Backhoe Operator	Oct. 11/13	\$28.35	10%	\$9.54	50
Grader Operator	Oct. 11/13	\$28.45	10%	\$9.54	50
Working Foreman	Oct. 11/13	\$27.89	10 %	\$9.54	50
<u>GARAGE CONCRETE REPAIRS AND RESTORATION</u>					
Carpentry and Hydro Demolisher	Oct. 11/13	\$30.63	10%	\$7.05	40
Skilled Workers	Oct. 11/13	\$27.13	10%	\$7.05	40
Labourer	Oct. 11/13	\$20.40	10%	\$7.05	40

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 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 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

* Wage rates for other Schedule C classifications are to be updated by the Manager, Fair Wage Office by the authority delegated under § 67-3.1 of Chapter 67, Fair Wage, subject to the enactment of the necessary amending by-laws.