

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. 1717-2013

To amend the Fair Wage Schedule of City of Toronto Municipal Code Chapter 67, Fair Wage, Schedule C, to increase the wage rates with respect to the Heavy Construction Work, Industrial, Commercial and Institutional Work, Road Building Work, Sewer and Water Main Construction and Utility Work classifications and to add or delete certain occupations included in those classifications.

Whereas Council delegated authority to the Manager, Fair Wage Office, to update and increase the wage rates for the General Classifications in Schedule C to Municipal Code Chapter 67, Fair Wage, from time to time, which increased wage rates are set out in Appendix I attached to this by-law; and

Whereas Council authorized the City Solicitor to introduce to Council any bills necessary to amend Municipal Code Chapter 67, Fair Wage, to implement Council's decision with respect to the delegation of authority to the Manager, Fair Wage Office; and

Whereas it is necessary to introduce a technical amendment to Subsection 67-A7B(2)(b) to reflect the Council's delegation of authority to the Manager, Fair Wage Office to increase wage rates in Schedule C of Municipal Code Chapter 67, Fair Wage;

The Council of the City of Toronto enacts:

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

1. By deleting Subsection 67-A7B(2)(b) and replacing it with the following:

"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"

2. The 2003-2004 wage rates in the Fair Wage Schedule for the classifications in Schedule C to Chapter 67, under the headings "Heavy Construction Work", "Industrial, Commercial and Institutional Work", "Road Building Work", "Sewer and Water Main Construction" and "Utility Work" are deleted and replaced by the fair wage rates in Schedule C for the classifications "Heavy Construction Work, 2013-2016", "Industrial, Commercial and Institutional Work, 2013-2016", "Road Building Work, 2013-2016", "Sewer and Water Main Construction, 2013-2016" and "Utility Work, 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.
3. Despite sections 1 and 2 of this by-law, the 2003-2004 wage rates for the Heavy Construction Work, Industrial, Commercial and Institutional Work, Road Building Work,

Sewer and Water Main Construction and Utility Work classifications of Schedule C to Municipal Code 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 and 2 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.
4. This by-law comes into force upon the date of enactment.

Enacted and passed on December 18, 2013.

Frances Nunziata,
Speaker

Ulli S. Watkiss,
City Clerk

(Seal of the City)

APPENDIX I**FAIR WAGE SCHEDULE****2013 - 2016****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 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	Dec. 18/13	\$35.78		\$11.85	
	May 1/14	\$36.60		\$12.20	
	May 1/15	\$37.42	10%	\$12.55	42.5

Trade (Excluding Tunnelwork)	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
<u>Group 2</u> Scootcrete, sheeting and shoring person, timber person in trench, labourers on wellpoints, pipelayers, maintenance hole constructor, valve chamber constructor	Dec. 18/13 May 1/14 May 1/15	\$36.02 \$36.84 \$37.65	10%	\$11.85 \$12.20 \$12.55	42.5
<u>Group 3</u> Reinforced concrete workers, and form setters, jackhammer person, concrete vibrator person, hydro demolisher person	Dec. 18/13 May 1/14 May 1/15	\$36.08 \$36.90 \$37.72	10%	\$11.85 \$12.20 \$12.55	42.5
<u>Group 4</u> Pile installation - all types, steel strut installer and dismantler, concrete-cement finisher precast installer, erector and finisher including post-tensioning, rigging of components and sandblasting, rigger burner, pit miner, drillers of all types, wagon drillers in caissons, underpinning or shaft sinking, lead man - pile driving, grout person, gunite and shotcrete person, sandblasters, mixerperson and grout pump person including non-self propelled slurry pumps, shear-stud installer	Dec. 18/13 May 1/14 May 1/15	\$36.18 \$37.00 \$37.82	10%	\$11.85 \$12.20 \$12.55	42.5
<u>Group 5</u> Carpenter, welder (certified), (rod or semi-automatic)	Dec. 18/13 May 1/14 May 1/15	\$37.78 \$38.60 \$39.42	10%	\$11.85 \$12.20 \$12.55	42.5
<u>Group 6</u> Welder with own rig (rod or semi-automatic)	Dec. 18/13 May 1/14 May 1/15	\$57.25 \$58.07 \$58.89	10%	\$11.85 \$12.20 \$12.55	42.5
<u>Group 7</u> Flagperson	Dec. 18/13 May 1/14 May 1/15	\$22.87 \$23.69 \$24.51	10%	\$11.85 \$12.20 \$12.55	42.5

Trade (Excluding Tunnelwork)	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
<u>Group 8</u> * Casual Watchperson	Dec. 18/13	\$845.50 /wk			50
	May 1/14	\$913.50 /wk			
	May 1/15	\$978.50 /wk			
* 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 (Excluding Tunnelwork)	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 HP and under and similar small equipment, signal person, deck person, pumps 3" and under, hopperperson (when needed) heater person (under 500,000 BTU), carpenter improver, fork lift operator					
	Dec. 18/13	\$38.08		\$11.85	
	May 1/14	\$38.90		\$12.20	
	May 1/15	\$39.72	10%	\$12.55	42.5

Trade (Excluding Tunnelwork)	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
<u>Group 2</u> Pitbottom person, caulkers, cage-signalperson, plain and reinforced concrete work person, scootcrete, underground labourers, muckers, loco-driver, labourers on well - points in tunnel, concrete vibrator person, pipelayer in tunnel, maintenance hole constructor and valve chamber constructor in tunnel, rigger burner, chucktender, concrete smoother	Dec. 18/13 May 1/14 May 1/15	\$38.62 \$39.44 \$40.25	10%	\$11.85 \$12.20 \$12.55	42.5
<u>Group 3</u> Operators of jackhammers and air-spades in tunnel, miners including jack-leg and stopper person, drillers - all types, locktenders, track person, yard and materials person, diamond-driller, wagon driller, pit miner on caisson, underpinning or shaft sinking, sandblaster gunite person, shotcrete person, powder person, lead concrete person, lead caulker (where 4 or more caulkers are employed on one contract)	Dec. 18/13 May 1/14 May 1/15	\$38.92 \$39.74 \$40.55	10%	\$11.85 \$12.20 \$12.55	42.5
<u>Group 4</u> Slush driver, muck-machine driver, grout machine person and driver of concrete placing machine in tunnel, scoop-tram	Dec. 18/13 May 1/14 May 1/15	\$39.22 \$40.04 \$40.85	10%	\$11.85 \$12.20 \$12.55	42.5
<u>Group 5</u> Lead miner, T.B.M. and micro tunnel operators, tunnel shield driver, tunnel mole driver, carpenter form builder-fabricator-erector, welder (certified) in tunnel (rod or semi-automatic)	Dec. 18/13 May 1/14 May 1/15	\$41.32 \$42.14 \$42.95	10%	\$11.85 \$12.20 \$12.55	42.5

Trade (Excluding Tunnelwork)	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
<u>Group 6</u>	Dec. 18/13	\$59.35		\$11.85	
Welder (certified) with own rig (rod or semi-automatic)	May 1/14	\$60.17		\$12.20	
	May 1/15	\$60.99	10%	\$12.55	42.5
<u>Group 7</u>	Dec. 18/13	\$22.87		\$11.85	
Flagperson	May 1/14	\$23.69		\$12.20	
	May 1/15	\$24.51	10%	\$12.55	42.5
<u>Group 8</u>	Dec. 18/13	\$848.50 /wk			
Watchperson	May 1/14	\$913.50 /wk			
	May 1/15	\$978.50 /wk			50
<u>OPERATING ENGINEERS</u>					
1.1 (A) Engineers operating: cranes with a manufacturers rating of over 164 to 219 ton capacity	Dec. 18/13	\$38.95		\$11.56	
	May 1/14	\$39.77		\$11.95	
	May 1/15	\$40.53	10%	\$12.32	40
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	Dec. 18/13	\$38.49		\$11.56	
	May 1/14	\$39.32		\$11.95	
	May 1/15	\$40.07	10%	\$12.32	40

Trade (Excluding Tunnelwork)	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
1.2 (A) Engineers operating: all conventional and hydraulic type cranes, save and except those set out in Article 1.1 above, 15 ton capacity and over boom truck, clams, shovels, gradalls, backhoes, draglines, piledrivers, all power derricks, gantry cranes, caisson boring machines (over 25 HP), and similar drill rigs, mine hoists, and all similar equipment working on land or water, overhead cranes, chimney hoists, multiple drum hoists, single drum hoists (over 12 stories), single drum hoists, manual friction & brake type, and all similar equipment, dredges - suction and dipper, hydraulic jacking equipment on vertical slip forms, hydraulic jacking poles, creter cranes, hydraulic scoopers, heavy duty mechanics, qualified welders, 2 nd class stationery engineers, mobile concrete pump with 42 metre boom and over, self-erecting cranes 15 ton capacity and over, carry deck cranes 15 ton capacity and over	Dec. 18/13 May 1/14 May 1/15	\$37.75 \$38.57 \$39.33	10%	\$11.56 \$11.95 \$12.32	40
1.2 (B) Pitman type cranes of 10 ton or less than 15 ton capacity, self-erecting cranes 10 ton to less than 15 ton capacity, carry deck cranes 10 ton to less than 15 ton capacity	Dec. 18/13 May 1/14 May 1/15	\$37.26 \$38.09 \$38.85	10%	\$11.56 \$11.95 \$12.32	40

Trade (Excluding Tunnelwork)	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
1.3 Operators of: air tuggers used for installation of vessels, tanks machinery and for steel erection; side booms on land or water, man and material hoist and single drum hoists 12 stories and under not of a manual friction and brake type; elevators except as set out in Article 1.6, monorails, bullmoose type, equipment of 5 ton capacity or over; air compressor feeding low pressure into air locks, tunnel mole, 3 rd class stationery engineers, mobile concrete pump save and except those listed in 1.2(A) above, self-erecting cranes less than 10 ton capacity, carry deck cranes less than 10 ton capacity, spider type cranes	Dec. 18/13 May 1/14 May 1/15	\$36.79 \$37.62 \$38.37	10%	\$11.56 \$11.95 \$12.32	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, dinky locomotive type engines, 4 th class stationery engineers, kubota type backhoe and skid steer loader, and rock trucks	Dec. 18/13 May 1/14 May 1/15	\$36.63 \$37.45 \$38.21	10%	\$11.56 \$11.95 \$12.32	40

Trade (Excluding Tunnelwork)	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
1.5 Operators of: batching and crushing plants, 6" discharge pumps and over, wellpoint systems and all similar systems, concrete mixers of 1 cubic yard and over, gas, diesel, or steam driven generator over 50 HP (portable), fork lifts over 8' lifting height, air tuggers except those in group 1.3, caisson boring machines (25 HP and under), drill rigs, post hole diggers, portable air compressors 150 CFM & over, concrete pumps, signalperson, telehandlers	Dec. 18/13 May 1/14 May 1/15	\$34.29 \$35.12 \$35.87	10%	\$11.56 \$11.95 \$12.32	40
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	Dec. 18/13 May 1/14 May 1/15	\$33.29 \$34.12 \$34.87	10%	\$11.56 \$11.95 \$12.32	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, 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	Dec. 18/13 May 1/14 May 1/15	\$32.10 \$32.93 \$33.68	10%	\$11.56 \$11.95 \$12.32	40
1.7(B) 1 st Year Oilers	Dec. 18/13 May 1/14 May 1/15	\$31.75 \$32.58 \$33.34	10%	\$11.56 \$11.95 \$12.32	40
<u>SURVEYORS</u>	Dec. 18/13	\$35.28		\$11.56	
Party Chief	May 1/14 May 1/15	\$36.11 \$36.86	10%	\$11.95 \$12.32	40

Trade (Excluding Tunnelwork)	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
Instrument Person	Dec. 18/13	\$34.03		\$11.56	40
	May 1/14	\$34.86		\$11.95	
	May 1/15	\$35.61	10%	\$12.32	
Senior Rodperson	Dec. 18/13	\$31.37		\$11.56	40
	May 1/14	\$32.20		\$11.95	
	May 1/15	\$32.95	10%	\$12.32	
Junior Rodperson	Dec. 18/13	\$28.69		\$11.56	40
	May 1/14	\$29.52		\$11.95	
	May 1/15	\$30.27	10%	\$12.32	

All working forepersons 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%) 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.
- (D) 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% 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	Dec. 18/13	\$38.52		\$10.05	40
	May 1/14	\$39.75		\$10.05	
	May 1/15	\$41.11	10%	\$10.05	
Asbestos Mould & Lead Abatement Assistant Labourer	Dec. 18/13	\$21.72		\$11.67	40
	May 1/14	\$22.49		\$11.83	
	May 1/15	\$23.23	10%	\$12.03	
Asbestos Mould & Lead Abatement Labourer	Dec. 18/13	\$27.17		\$11.67	40
	May 1/14	\$28.09		\$11.83	
	May 1/15	\$28.97	10%	\$12.03	
Base Machine Operator	Dec. 18/13	\$34.65		\$9.69	40
	May 1/14	\$35.15		\$10.33	
	May 1/15	\$35.66	10%	\$10.97	
Boilermakers	Dec. 18/13	\$37.25		\$12.67	40
	May 1/14	\$38.46		\$12.67	
	May 1/15	\$39.67	12%	\$12.67	
Bricklayers & Stonemasons	Dec. 18/13	\$38.60		\$9.70	40
	May 1/14	\$39.03		\$10.70	
	May 1/15	\$39.46	10%	\$11.70	
Bricklayers Labourers	Dec. 18/13	\$33.59		\$12.03	42.5
	May 1/14	\$34.48		\$12.20	
	May 1/15	\$35.39	10%	\$12.40	
Builders Labourers	Dec. 18/13	\$31.69		\$12.03	40
	May 1/14	\$32.58		\$12.20	
	May 1/15	\$33.49	10%	\$12.40	
Carpenters	Dec. 18/13	\$36.91		\$11.26	40
	May 1/14	\$37.70		\$11.66	
	May 1/15	\$38.49	10%	\$12.06	
Caulkers (Carpenters)	Dec. 18/13	\$34.72		\$8.45	37.5
	May 1/14	\$35.51		\$8.85	
	May 1/15	\$36.30	10%	\$9.25	
Cement (Finishers)	Dec. 18/13	\$34.41		\$11.71	40
	May 1/14	\$35.38		\$11.90	
	May 1/15	\$36.37	10%	\$12.11	
Cement (Masons)	Dec. 18/13	\$34.41		\$11.71	40
	May 1/14	\$35.38		\$11.90	
	May 1/15	\$36.37	10%	\$12.11	
Cleaner and Sorter	Dec. 18/13	\$24.62		\$12.03	40
	May 1/14	\$26.51		\$12.20	
	May 1/15	\$27.42	10%	\$12.40	

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
Concrete Labourers	Dec. 18/13	\$31.69		\$12.03	40
	May 1/14	\$32.58		\$12.20	
	May 1/15	\$33.49	10%	\$12.40	
Concrete Saw & Drilling Labourer	Dec. 18/13	\$34.02		\$11.06	40
	May 1/14	\$34.36		\$11.23	
	Nov. 1/14	\$34.86		\$11.23	
	May 1/15	\$35.23		\$11.43	
	Nov. 1/15	\$35.91	10%	\$11.43	
Demolition Labourers	Dec. 18/13	\$28.26		\$11.67	40
	May 1/14	\$29.22		\$11.83	
	May 1/15	\$30.14	10%	\$12.04	
Demolition Foreman	Dec. 18/13	\$33.60		\$11.67	40
	May 1/14	\$34.70		\$11.83	
	May 1/15	\$35.76	10%	\$12.04	
Demolition Machine Operator	Dec. 18/13	\$31.92		\$11.67	40
	May 1/14	\$32.97		\$11.83	
	May 1/15	\$33.99	10%	\$12.04	
Demolition Qualified Burners	Dec. 18/13	\$30.39		\$11.67	40
	May 1/14	\$31.40		\$11.83	
	May 1/15	\$32.37	10%	\$12.04	
Demolition Truck Drivers Torchperson	Dec. 18/13	\$30.39		\$11.67	40
	May 1/14	\$31.40		\$11.83	
	May 1/15	\$32.37	10%	\$12.04	
Drywall/Acoustics, Boarders	Dec. 18/13	\$37.32		\$8.78	40
	May 1/14	\$38.23		\$9.18	
	May 1/15	\$39.14	10%	\$9.58	
Drywall Finishers (Plasterer)	Dec. 18/13	\$37.50		\$8.54	40
	May 1/14	\$38.15		\$9.42	
	May 1/15	\$39.07	10%	\$9.73	
Electrical Workers	Dec. 18/13	\$39.26		\$11.45	37.5
	May 1/14	\$40.63		\$11.45	
	May 1/15	\$42.00	13%	\$11.45	
Elevator Mechanic	Dec. 18/13	\$48.27		\$3.74	40
	May 1/14	\$49.61		\$3.74	
	May 1/15	\$51.04	12%	\$3.74	
Formwork Labourers	Dec. 18/13	\$32.38		\$12.03	42.5
	May 1/14	\$33.66		\$12.20	
	May 1/15	\$34.32	10%	\$12.40	
Foreman Swamper	Dec. 18/13	\$34.86		\$12.03	42.5
	May 1/14	\$35.84		\$12.20	
	May 1/15	\$36.84	10%	\$12.40	

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
Glaziers	Dec. 18/13	\$35.33		\$8.32	37.5
	May 1/14	\$35.87		\$8.87	
	May 1/15	\$36.79	10%	\$9.18	
Hazardous Material Worker - Beginner	Dec. 18/13	\$12.84		\$3.62	40
	May 1/14	\$13.06		\$3.67	
	May 1/15	\$13.46	10%	\$3.73	
Iron Workers (Ornamental)	Dec. 18/13	\$38.04		\$10.53	40
	May 1/14	\$39.10		\$10.77	
	May 1/15	\$40.08	10%	\$10.98	
Iron Workers (Structural)	Dec. 18/13	\$38.04		\$10.53	40
	May 1/14	\$39.10		\$10.77	
	May 1/15	\$40.08	10%	\$10.98	
Jackhammer Operations Labourers	Dec. 18/13	\$33.38		\$12.03	40
	May 1/14	\$33.66		\$12.20	
	May 1/15	\$34.32	10%	\$12.40	
Labourer - Cleaner (Sorter Labourer)	Dec. 18/13	\$25.62		\$12.03	40
	May 1/14	\$26.51		\$12.20	
	May 1/15	\$27.42	10%	\$12.40	
Lathers (Drywall Acoustics, Boarders, Insulation)	Dec. 18/13	\$37.32		\$8.78	50
	May 1/14	\$38.23		\$9.18	
	May 1/15	\$39.14	10%	\$9.58	
Marble Masons	Dec. 18/13	\$35.88		\$9.69	40
	May 1/14	\$36.39		\$10.33	
	May 1/15	\$36.90	10%	\$10.97	
Marble & Tile Helpers	Dec. 18/13	\$34.32		\$9.69	40
	May 1/14	\$34.83		\$10.33	
	May 1/15	\$35.34	10%	\$10.97	
Millwrights	Dec. 18/13	\$38.31		\$10.80	40
	May 1/14	\$39.06		\$11.15	
	May 1/15	\$39.79	10%	\$11.75	
Mortarperson Labourers	Dec. 18/13	\$33.59		\$12.03	40
	May 1/14	\$34.48		\$12.20	
	May 1/15	\$35.39	10%	\$12.40	
Painters & Decorators	Dec. 18/13	\$34.11		\$8.21	40
	May 1/14	\$34.58		\$8.82	
	May 1/15	\$35.18	10%	\$9.18	
Pavement Markers - Labourers	Dec. 18/13	\$20.00		\$6.79	40
	May 1/14	\$20.60		\$7.09	
	May 1/15	\$21.22	10%	\$7.39	
Pavement Markers - Heavy Equipment Operators, Working Foreman	Dec. 18/13	\$24.00		\$6.79	40
	May 1/14	\$24.72		\$7.09	
	May 1/15	\$25.46	10%	\$7.39	

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
Pit Miner Driller, Caissons & Wagon Driller	Dec. 18/13	\$32.00		\$12.03	40
	May 1/14	\$32.89		\$12.20	
	May 1/15	\$33.80	10%	\$12.40	
Plasterers' Labourers	Dec. 18/13	\$30.66		\$10.18	40
	May 1/14	\$31.55		\$10.35	
	May 1/15	\$32.46	10%	\$10.55	
Plumbers & Steamfitters	Dec. 18/13	\$41.01		\$10.18	37.5
	May 1/14	\$42.36		\$10.18	
	May 1/15	\$43.80	11%	\$10.18	
Precast Erector Finisher	Dec. 18/13	\$32.12		\$13.17	40
	May 1/14	\$33.11		\$13.33	
	May 1/15	\$34.11	10%	\$13.53	
Precast Foreman	Dec. 18/13	\$35.25		\$13.17	40
	May 1/14	\$36.47		\$13.33	
	May 1/15	\$37.70	10%	\$13.53	
Precast Labourer	Dec. 18/13	\$30.76		\$13.17	40
	May 1/14	\$31.66		\$13.33	
	May 1/15	\$32.57	10%	\$13.53	
Precast Welder	Dec. 18/13	\$32.72		\$13.17	40
	May 1/14	\$33.62		\$13.33	
	May 1/15	\$34.53	10%	\$13.53	
Refrigeration & HVAC Mechanics	Dec. 18/13	\$43.84		\$9.75	37.5
	May 1/14	\$45.06		\$9.80	
	May 1/15	\$46.34	10%	\$9.85	
Resilient Floor Workers	Dec. 18/13	\$35.56		\$9.91	40
	May 1/14	\$36.35		\$10.31	
	May 1/15	\$37.14	10%	\$10.71	
Restoration Steeplejacks	Dec. 18/13	\$32.00		\$4.63	40
	May 1/14	\$32.50		\$4.73	
	May 1/15	\$32.75	10%	\$5.46	
Rod Installer	Dec. 18/13	\$37.37		\$9.70	40
	May 1/14	\$38.47		\$9.94	
	May 1/15	\$38.47	10%	\$9.94	
Roofer (Foreperson)	Dec. 18/13	\$38.02		\$10.22	40
	May 1/14	\$38.91		\$10.47	
	May 1/15	\$39.98	10%	\$10.77	
Roofer (Journeyperson)	Dec. 18/13	\$37.34		\$10.22	40
	May 1/14	\$38.25		\$10.47	
	May 1/15	\$39.34	10%	\$10.77	
Roofer (Material Handler)	Dec. 18/13	\$36.08		\$10.22	40
	May 1/14	\$36.99		\$10.47	
	May 1/15	\$38.08	10%	\$10.77	

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
Sheet Metal Workers	Dec. 18/13	\$35.88	10%	\$12.32	40
	May 1/14	\$36.76		\$12.65	
	May 1/15	\$37.65		\$12.98	
Sheeter/Decker	Dec. 18/13	\$35.88	10%	\$12.32	40
	May 1/14	\$36.76		\$12.65	
	May 1/15	\$37.65		\$12.98	
Sheeter/Decker Assistant	Dec. 18/13	\$30.74	10%	\$11.24	40
	May 1/14	\$31.52		\$11.53	
	May 1/15	\$32.30		\$11.82	
Sheeter/Decker Material Handler	Dec. 18/13	\$28.08	10%	\$9.88	40
	May 1/14	\$28.55		\$10.40	
	May 1/15	\$29.26		\$10.66	
Sheeter/Decker Probationary Employee	Dec. 18/13	\$19.63	10%	\$4.23	40
	May 1/14	\$20.22		\$4.23	
	May 1/15	\$20.81		\$4.23	
Sprinkler (Automatic Fire)	Dec. 18/13	\$40.72	10%	\$9.82	40
	May 1/14	\$41.72		\$10.12	
	May 1/15	\$42.81		\$10.42	
Tile & Terrazzo Helpers	Dec. 18/13	\$34.40	10%	\$9.69	40
	May 1/14	\$34.91		\$10.33	
	May 1/15	\$35.42		\$10.97	
Tile & Terrazzo Mechanics	Dec. 18/13	\$35.72	10%	\$9.69	40
	May 1/14	\$36.23		\$10.33	
	May 1/15	\$36.74		\$10.97	
Traffic Sign - Casuals	Dec. 18/13	\$19.74	10%	\$8.50	40
	May 1/14	\$20.44		\$8.60	
	May 1/15	\$21.33		\$8.70	
Traffic Sign - Labourers	Dec. 18/13	\$23.25	10%	\$8.50	40
	May 1/14	\$24.11		\$8.60	
	May 1/15	\$25.11		\$8.70	
Traffic Sign - Lead Hand	Dec. 18/13	\$25.38	10%	\$8.50	40
	May 1/14	\$26.24		\$8.60	
	May 1/15	\$27.25		\$8.70	
Vibrator Labourers	Dec. 18/13	\$34.38	10%	\$12.03	42.5
	May 1/14	\$35.36		\$12.20	
	May 1/15	\$36.32		\$12.40	
Watchperson & Flagperson when labourers are employed as watchperson	Dec. 18/13	\$29.69	10%	\$12.03	40
	May 1/14	\$30.58		\$12.20	
	May 1/15	\$31.49		\$12.40	
Waterblasters	Dec. 18/13	\$34.11	10%	\$8.21	40
	May 1/14	\$34.58		\$8.82	
	May 1/15	\$35.18		\$9.18	

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
Waterproofers	Dec. 18/13	\$34.13	10%	\$11.97	40
	May 1/14	\$35.10		\$12.15	
	May 1/15	\$36.09		\$12.36	
Welders (Acetylene, Electric, etc.)	Dec. 18/13	\$32.72	10%	\$13.17	40
	May 1/14	\$33.62		\$13.33	
	May 1/15	\$34.53		\$13.53	
Welder (Certified)	Dec. 18/13	\$32.72	10%	\$13.17	40
	May 1/14	\$33.62		\$13.33	
	May 1/15	\$34.53		\$13.53	
Working Foreman/Woman	Dec. 18/13	\$35.62	10%	\$12.03	40
	May 1/14	\$36.70		\$12.20	
	May 1/15	\$37.75		\$12.40	
<u>LANDSCAPE CLASSIFICATIONS</u>					
Gardener - Beginner	Dec. 18/13	\$13.92	10%	\$9.79	50
	May 1/14	\$14.61		\$10.09	
	May 1/15	\$15.31		\$10.39	
Gardener - Skilled Gardener	Dec. 18/13	\$17.92	10%	\$9.79	50
	May 1/14	\$18.61		\$10.09	
	May 1/15	\$19.31		\$10.39	
Hydro seeding, terra seeding, etc. - Driver/Operator	Dec. 18/13	\$22.14	10%	\$9.79	50
	May 1/14	\$22.84		\$10.09	
	May 1/15	\$23.50		\$10.39	
Hydro seeding, terra seeding, etc. - Labourer	Dec. 18/13	\$19.14	10%	\$9.79	50
	May 1/14	\$19.82		\$10.09	
	May 1/15	\$20.50		\$10.39	
Irrigation Installer	Dec. 18/13	\$19.12	10%	\$9.79	50
	May 1/14	\$19.80		\$10.09	
	May 1/15	\$20.48		\$10.39	
Irrigation Labourer	Dec. 18/13	\$16.78	10%	\$9.79	50
	May 1/14	\$17.46		\$10.09	
	May 1/15	\$18.14		\$10.39	
Irrigation Lead Hand	Dec. 18/13	\$23.68	10%	\$9.79	50
	May 1/14	\$24.36		\$10.09	
	May 1/15	\$25.04		\$10.39	
Irrigation Technician	Dec. 18/13	\$21.18	10%	\$9.79	50
	May 1/14	\$21.86		\$10.09	
	May 1/15	\$22.54		\$10.39	
Landscape Labourer	Dec. 18/13	\$24.89	10%	\$9.79	50
	May 1/14	\$25.57		\$10.09	
	May 1/15	\$26.25		\$10.39	
Landscaper - Beginner	Dec. 18/13	\$17.59	10%	\$9.79	50
	May 1/14	\$18.27		\$10.09	
	May 1/15	\$18.95		\$10.39	

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
Landscape - Intermediate	Dec. 18/13	\$20.20		\$9.79	50
	May 1/14	\$20.88		\$10.09	
	May 1/15	\$21.56	10%	\$10.39	
Sod Labourer	Dec. 18/13	\$18.36		\$9.79	50
	May 1/14	\$19.04		\$10.09	
	May 1/15	\$19.72	10%	\$10.39	
Sod Roller Operator	Dec. 18/13	\$19.04		\$9.79	50
	May 1/14	\$19.72		\$10.09	
	May 1/15	\$20.40	10%	\$10.39	
<u>TRUCK DRIVERS CLASSIFICATIONS</u>					
Class #1 - Warehouse and storekeeper, float truck and trailer, load bearing boom truck, haulpack driver, articulated dump truck, euclid type off-road dump truck	Dec. 18/13	\$34.43		\$8.80	50
	May 1/14	\$35.25		\$9.00	
	May 1/15	\$36.02	10%	\$9.35	
Class #2 - Ready mix, euclid type, DW 20 & 21 rear end, ejectors, and belly dumps, farm tractor, driver with 5th wheel hook up, ready mix Driver classification working from a portable batch plant set up by the prime or general contractor	Dec. 18/13	\$34.29		\$8.80	50
	May 1/14	\$35.11		\$9.00	
	May 1/15	\$35.88	10%	\$9.35	
Class #3 - Dumpcrete, fork lift driver 5 ton & over in warehouse, compound and storage area	Dec. 18/13	\$34.33		\$8.80	50
	May 1/14	\$35.15		\$9.00	
	May 1/15	\$35.92	10%	\$9.35	
Class #4 - Dump truck, service trucks, flat and stake trucks, fuel trucks, bulk lift, form tractor operators, warehouse helper, fork lift driver and 5 tons	Dec. 18/13	\$34.28		\$8.80	50
	May 1/14	\$35.10		\$9.00	
	May 1/15	\$35.87	10%	\$9.35	
FOREMAN/WOMAN: \$1.00/hour over all class rates					
DRIVERS HOURS OF WORK: ICI - 40 hours					
SITE PREPARATION: 45 Hours					
<u>GENERAL CONTRACTORS SECTION</u>					
<u>OPERATING ENGINEERS</u>					
1.1(A) Engineers operating: cranes with a manufacturers rating over 164 to 219 ton capacity and over	Dec. 18/13	\$38.95		\$11.56	40
	May 1/14	\$39.77		\$11.95	
	May 1/15	\$40.53	10%	\$12.32	

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
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	Dec. 18/13 May 1/14 May 1/15	\$38.49 \$39.32 \$40.07	10%	\$11.56 \$11.95 \$12.32	40
1.2(A) Engineers operating: all conventional and hydraulic type cranes, save and except those set out in Article 1.1 above, 15 ton capacity and over boom truck, clams, shovels, gradalls, backhoes, draglines, piledrivers, all power derricks, gantry cranes, caisson boring machines (over 25 HP), and similar drill rigs, mine hoists, and all similar equipment working on land or water, overhead cranes, chimney hoists, multiple drum hoists, single drum hoists (over 12-stories), single drum hoists of manual friction & brake type, and all similar equipment, dredges - suction and dipper, hydraulic jacking equipment on vertical slip forms, hydraulic jacking poles, creter cranes, hydraulic scooper, heavy duty mechanics, qualified welders, 2 nd class stationary engineers, and mobile pumpcrete with 42 metre boom and over	Dec. 18/13 May 1/14 May 1/15	\$37.75 \$38.57 \$39.33	10%	\$11.56 \$11.95 \$12.32	40
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	Dec. 18/13 May 1/14 May 1/15	\$37.26 \$38.09 \$38.85	10%	\$11.56 \$11.95 \$12.32	40

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
1.3 Operators of: air tuggers used for installation of vessels, tanks machinery and for steel erection, side booms on land or water, man and material hoist and single drum hoists 12-stories and under not of a manual friction and brake type, elevators except as set out in Article 1.6, monorails, bullmoose type, equipment of 5 ton capacity or over, air compressor feeding low pressure into air locks, tunnel mole, 3 rd class stationery engineers, mobile concrete 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	Dec. 18/13 May 1/14 May 1/15	\$36.79 \$37.62 \$38.37	10%	\$11.56 \$11.95 \$12.32	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 hole diggers, dinky locomotive type engines, 4th class stationery engineers, kubota type backhoe and skid steer loader	Dec. 18/13 May 1/14 May 1/15	\$36.63 \$37.45 \$38.21	10%	\$11.56 \$11.95 \$12.32	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), 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	Dec. 18/13 May 1/14 May 1/15	\$34.29 \$35.12 \$35.87	10%	\$11.56 \$11.95 \$12.32	40
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	Dec. 18/13 May 1/14 May 1/15	\$33.29 \$34.12 \$34.87	10%	\$11.56 \$11.95 \$12.32	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, 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	Dec. 18/13 May 1/14 May 1/15	\$32.10 \$32.93 \$33.68	10%	\$11.56 \$11.95 \$12.32	40
1.7(B) 1 st Year Oilers	Dec. 18/13 May 1/14 May 1/15	\$31.75 \$32.58 \$33.34	10%	\$11.56 \$11.95 \$12.32	40
<u>SURVEYORS</u>	Dec. 18/13 May 1/14 May 1/15	\$35.28 \$36.11 \$36.86	10%	\$11.56 \$11.95 \$12.32	40
Party Chief	Dec. 18/13 May 1/14 May 1/15	\$34.03 \$34.86 \$35.61	10%	\$11.56 \$11.95 \$12.32	40
Instrument Person	Dec. 18/13 May 1/14 May 1/15	\$34.03 \$34.86 \$35.61	10%	\$11.56 \$11.95 \$12.32	40

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
Senior Rodperson	Dec. 18/13	\$31.37		\$11.56	40
	May 1/14	\$32.20		\$11.95	
	May 1/15	\$32.95	10%	\$12.32	
Junior Rodperson	Dec. 18/13	\$28.69		\$11.56	40
	May 1/14	\$29.52		\$11.95	
	May 1/15	\$30.27	10%	\$12.32	

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 & 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.

FAIR WAGE OFFICE
19TH FLOOR, WEST TOWER, CITY HALL

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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
<u>CONSTRUCTION</u>					
<u>LABOURERS</u>					
Grade person, asphalt rakers, concrete road, curb and sidewalk finisher, form setters, curb setters, brick setters, pipe layers, curb machine operators, concrete paving track setters, tail end paver and asphalt grinder	Dec. 18/13 May 1/14 May 1/15	\$34.45 \$35.27 \$36.14	10%	\$11.69 \$12.04 \$12.39	50
Labourers (incl. wiremesh and steel reinforcing), operators of pumps 3 inches in diameter and under, interlocking stone and gabion installers, labourers' (operating all machine-driven tools by gas, air or electricity, including plate tempers), operators of self-propelled hand compactors (walk behind), concrete workers screedperson, puddlers, floatperson, fence erectors (chain link and other types including snow fences), guard rail installers, diamond saw operators (jackhammer person), sound barrier erectors, maintenance hole builders	Dec. 18/13 May 1/14 May 1/15	\$32.95 \$33.77 \$34.64	10%	\$11.69 \$12.04 \$12.39	50
Traffic control person, casual watchperson	Dec. 18/13 May 1/14 May 1/15	\$24.95 \$25.77 \$26.64	10%	\$11.69 \$12.04 \$12.39	50
*Watchperson (for 6 nights duty/10 hours/day 50 hours/week).	Dec. 18/13 May 1/14 May 1/15	\$877.50 \$942.50 \$1,010.00	10%	\$11.69 \$12.04 \$12.39	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>TRUCK DRIVERS</u>	Dec. 18/13	\$34.26		\$10.90	
Truck Drivers - Incl. off Highway	May 1/14	\$34.89		\$11.20	
	May 1/15	\$35.52	10%	\$11.50	50
	Dec. 18/13	\$34.26		\$10.90	
Fuel Truck Drivers	May 1/14	\$34.89		\$11.20	
	May 1/15	\$35.52	10%	\$11.50	50
	Dec. 18/13	\$34.26		\$10.90	
Load bearing boom drivers, dumperete drivers, and pup dump trailer drivers, flo boy and tractor trailer, dump truck tag-a-long over 15 ton	May 1/14	\$34.89		\$11.20	
	May 1/15	\$35.52	10%	\$11.50	50
	Dec. 18/13	\$34.26		\$10.90	
Truck train drivers, custom mobile mixer units (truck or trailer mounted)	May 1/14	\$34.98		\$11.20	
	May 1/15	\$35.61	10%	\$11.50	50
	Dec. 18/13	\$34.75		\$10.90	
Float Drivers	May 1/14	\$35.38		\$11.20	
	May 1/15	\$36.01	10%	\$11.50	50
	Dec. 18/13	\$34.75		\$10.90	
<u>OPERATING ENGINEERS</u>					
Operators of: shovels, backhoes, dragline, gradall clams (on site), grader operator "A" (with or without attachments)	Dec. 18/13	\$36.63		\$12.13	
	May 1/14	\$37.50		\$12.52	
	May 1/15	\$38.33	10%	\$12.91	50
Clam operator (yard), mechanics, welders "A"	Dec. 18/13	\$36.37		\$12.13	
	May 1/14	\$37.25		\$12.52	
	May 1/15	\$38.07	10%	\$12.91	50
Pitman-type operator (hydra-lift, truck-mounted hydraulic crane), bulldozer operators (D-4 equivalent or over), trim dozer operator (6-way blade)	Dec. 18/13	\$36.17		\$12.13	
	May 1/14	\$37.05		\$12.52	
	May 1/15	\$37.87	10%	\$12.91	50
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	Dec. 18/13	\$36.03		\$12.13	
	May 1/14	\$36.90		\$12.52	
	May 1/15	\$37.73	10%	\$12.91	50
Concrete paver operators, asphalt planer operators "A", engineers on boilers (with papers)	Dec. 18/13	\$35.93		\$12.13	
	May 1/14	\$36.80		\$12.52	
	May 1/15	\$37.63	10%	\$12.91	50

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
Farm & industrial-type tractor with excavating attachments operators, grader operator "B", asphalt/rollerperson "A", boiler fireperson (without papers)	Dec. 18/13	\$35.77		\$12.13	50
	May 1/14	\$36.65		\$12.52	
	May 1/15	\$37.47	10%	\$12.91	
Roller Operator (asphalt) "B"	Dec. 18/13	\$35.41		\$12.13	50
	May 1/14	\$36.28		\$12.52	
	May 1/15	\$37.11	10%	\$12.91	
Bulldozer operators (under D-4 or equivalent), front-end loader operator (under 1 cu. yd.), packer with blade	Dec. 18/13	\$35.33		\$12.13	50
	May 1/14	\$36.20		\$12.52	
	May 1/15	\$37.03	10%	\$12.91	
Farm and industrial-type tractor operator (towing compaction units), grade rollerperson, including self-propelled rubber tire rollers, asphalt planer "B" (max. 2' wide)	Dec. 18/13	\$33.63		\$12.13	50
	May 1/14	\$34.50		\$12.52	
	May 1/15	\$35.33	10%	\$12.91	

SHIFT PREMIUM:

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

Dec. 18/13	\$3.55/ per hour
May 1/14	\$3.60/ per hour
May 1/15	\$3.65/ per hour

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 (1 ½ x) for all work performed in excess of ten (10) hours per day, fifty (50) hours per week Monday to Friday inclusive and on Saturdays. Double time (2x) for all work performed on Sundays and Statutory Holidays.
- (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 does 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% 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
<u>SCHEDULE "A"</u>					
"Open Cut" Sewer					
<u>CLASSIFICATION</u>					
<u>LABOURERS</u>					
Labourers, pump person, (3" discharge and under), heater person (up to 5 heaters)	Dec. 18/13	\$33.62		\$11.25	50
	May 1/14	\$34.35		\$11.70	
	May 1/15	\$35.12	10%	\$12.15	
Small mixer driver (under 1 yard), 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	Dec. 18/13	\$34.22		\$11.25	50
	May 1/14	\$34.95		\$11.70	
	May 1/15	\$35.72	10%	\$12.15	
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	Dec. 18/13	\$34.37		\$11.25	50
	May 1/14	\$35.10		\$11.70	
	May 1/15	\$35.87	10%	\$12.15	
Caulker (cast iron, tile, concrete, asbestos, cement, plastic, etc.), wagon driller, box sewer constructor, carpenter, reinforcing person, fusion welder	Dec. 18/13	\$34.62		\$11.25	50
	May 1/14	\$35.35		\$11.70	
	May 1/15	\$36.12	10%	\$12.15	
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	Dec. 18/13	\$35.62		\$11.25	50
	May 1/14	\$36.35		\$11.70	
	May 1/15	\$37.12	10%	\$12.15	

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
Watchperson (for 6 nights duty)	Dec. 18/13	\$1,111.50			50
	May 1/14	\$1,176.50			
	May 1/15	\$1,244.00			
*Traffic Control Person & Casual Watchperson	Dec. 18/13	\$28.22		\$11.25	50
	May 1/14	\$28.95		\$11.70	
	May 1/15	\$39.72	10%	\$12.15	
* All employees working as a labourer who is required to do casual watching or work as a flagperson on a casual or intermittent basis will not have his/her rate reduced thereby.					
<u>TRUCK DRIVERS</u>					
Drivers of dump trucks, pickup service trucks, bulk lift trucks, farm tractors without attachments, off highway trucks	Dec. 18/13	\$34.47		\$8.10	50
	May 1/14	\$35.10		\$8.70	
	May 1/15	\$35.73	10%	\$8.80	
Fuel truck drivers, load bearing boom truck drivers	Dec. 18/13	\$34.57		\$8.10	50
	May 1/14	\$35.20		\$8.70	
	May 1/15	\$35.83	10%	\$8.80	
Float drivers, custom mobile mixer units, truck or trailer mounted	Dec. 18/13	\$34.87		\$8.10	50
	May 1/14	\$35.50		\$8.70	
	May 1/15	\$36.13	10%	\$8.80	
<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	Dec. 18/13	\$37.34		\$12.54	50
	May 1/14	\$38.16		\$12.93	
	May 1/15	\$38.95	10%	\$13.31	
Grade "A" and fine grade bulldozer operators	Dec. 18/13	\$37.09		\$12.54	50
	May 1/14	\$37.92		\$12.93	
	May 1/15	\$38.71	10%	\$13.31	
Heavy-duty field mechanics, equipment repair welders, operators of pitman type crane (hydra-lift truck mounted hydraulic)	Dec. 18/13	\$36.84		\$12.54	50
	May 1/14	\$37.66		\$12.93	
	May 1/15	\$38.45	10%	\$13.31	

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, caisson boring machines under 25 HP	Dec. 18/13	\$36.74	10%	\$12.54	50
	May 1/14	\$37.56		\$12.93	
	May 1/15	\$38.35		\$13.31	
Service person on shovels; compressors, pumps, boom truck drivers, operators of 5 or more heaters, packer with blade	Dec. 18/13	\$35.99	10%	\$12.54	50
	May 1/14	\$36.82		\$12.93	
	May 1/15	\$37.61		\$13.31	
Self Propelled Rollers	Dec. 18/13	\$33.87	10%	\$12.54	50
	May 1/14	\$34.70		\$12.93	
	May 1/15	\$35.49		\$13.31	
Oilers, Greasers, Mechanic's Helpers	Dec. 18/13	\$34.77	10%	\$12.54	50
	May 1/14	\$35.60		\$12.93	
	May 1/15	\$36.39		\$13.31	
Third Year:	Dec. 18/13	\$33.77	10%	\$12.54	50
	May 1/14	\$34.60		\$12.93	
	May 1/15	\$35.39		\$13.31	
Second Year:	Dec. 18/13	\$32.77	10%	\$12.54	50
	May 1/14	\$33.60		\$12.93	
	May 1/15	\$34.39		\$13.31	
First Year:	Dec. 18/13	\$32.77	10%	\$12.54	50
	May 1/14	\$33.60		\$12.93	
	May 1/15	\$34.39		\$13.31	

HOURS OF WORK AND OVERTIME:

- (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.
- (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.
- (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 & Teamsters): 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 pay rate for all work performed on such employee's seventh consecutive shift.

SHIFT PREMIUM - OPERATING ENGINEERS:

A shift premium of \$1.00/hour will be paid for all work performed on any shift commencing after 12:00 noon or before 5:30 a.m.

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
<p><u>SCHEDULE "B"</u> "Tunnel Work"</p> <p>A schedule applying to "tunnel work" which is to be interpreted to mean project called as a tunnel, and may not include tunnel work which is incidental to "open cut" work for sewer and watermain construction up to 50 feet in length</p> <p><u>CLASSIFICATION</u></p> <p><u>LABOURERS</u></p> <p>Labourers (surface), signal person, deck person, pump person (3"), hopper person, heater person (up to 5 heaters), yard and material person, gauge tender</p>	<p>Dec. 18/13</p> <p>May 1/14</p> <p>May 1/15</p>	<p>\$35.92</p> <p>\$36.65</p> <p>\$37.42</p>	<p>10%</p>	<p>\$11.25</p> <p>\$11.70</p> <p>\$12.15</p>	<p>40</p>
<p>Labourers (underground), muckers, loco driver, track person, caulker, shaft sinker helper, concrete finisher, concrete worker, carpenter, pit bottom person, scootcrete driver, driller helper, mixer person (under 1 yard), setter</p>	<p>Dec. 18/13</p> <p>May 1/14</p> <p>May 1/15</p>	<p>\$36.87</p> <p>\$37.60</p> <p>\$38.37</p>	<p>10%</p>	<p>\$11.25</p> <p>\$11.70</p> <p>\$12.15</p>	<p>40</p>
<p>Locktender</p>	<p>Dec. 18/13</p> <p>May 1/14</p> <p>May 1/15</p>	<p>\$37.22</p> <p>\$37.95</p> <p>\$38.72</p>	<p>10%</p>	<p>\$11.25</p> <p>\$11.70</p> <p>\$12.15</p>	<p>40</p>

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
Miner, driller, diamond driller, timber person, jackleg person, mucking machine driver, shaft sinker, pipe jacker, slush drivers, wagon driller (underground), cole cutter driver, powder person-blaster, lead concrete person, all labourers on pile-driver operations, miner for caisson and underpinning, maintenance hole carpenter, operators of air spades and jackhammer at the face, nozzle person & concrete pump, reinforcing rod placer, cement mason, welder, shotcrete person, stopper person, auger person, carpenter	Dec. 18/13 May 1/14 May 1/15	\$37.87 \$38.60 \$39.37	10%	\$11.25 \$11.70 \$12.15	40
Lead miner, tunnel shield, mole and similar equipment drivers, working foreperson	Dec. 18/13 May 1/14 May 1/15	\$38.87 \$39.60 \$40.37	10%	\$11.25 \$11.70 \$12.15	40
* Watchperson (for 6 nights duty)	Dec. 18/13 May 1/14 May 1/15	\$1,111.50 \$1,176.50 \$1,244.00			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	Dec. 18/13 May 1/14 May 1/15	\$34.98 \$35.61 \$36.24	10%	\$8.10 \$8.70 \$8.80	40
Fuel truck drivers, load bearing boom truck drivers and drivers of dump trucks with tag along attachments over 15 tons	Dec. 18/13 May 1/14 May 1/15	\$35.08 \$35.71 \$36.34	10%	\$8.10 \$8.70 \$8.80	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	Dec. 18/13 May 1/14 May 1/15	\$37.31 \$38.14 \$38.93	10%	\$12.54 \$12.93 \$13.31	45

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
Heavy-duty field mechanics, engineers operating shaft hoist, tuggers and derricks 2,000 lbs. or less, compressor operators 500 CFM or over	Dec. 18/13	\$37.06		\$12.54	45
	May 1/14	\$37.89		\$12.93	
	May 1/15	\$38.68	10%	\$13.31	

**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:

AIR PRESSURE	PREMIUM PER SHIFT MAY 1/00
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)**

AIR PRESSURE	PREMIUM PER SHIFT MAY 1/00
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.

**FLUSHING, CLEANING, TESTING, CCTV INSPECTION, HYDRO/AIR
EXCAVATION, LINING AND RE-LINING OF SEWERS AND WATERMAINS**

Trade	Effective Date	Hourly Rate	*Vacation and Holiday pay	*Fringe Benefits	Weekly Hours of Work
Boiler Tradesperson	Dec. 18/13	\$19.92	10%	\$7.83	50
	May 1/14	\$20.75		\$8.22	
	May 1/15	\$21.54		\$8.60	
CCTV, combo flusher, CIRP and spot repair tradesperson	Dec. 18/13	\$22.17	10%	\$7.83	50
	May 1/14	\$23.00		\$8.22	
	May 1/15	\$23.79		\$8.60	
Cutter, grout tradesperson	Dec. 18/13	\$24.17	10%	\$7.83	50
	May 1/14	\$25.00		\$8.22	
	May 1/15	\$25.79		\$8.60	
Hydro/air excavation tradesperson (Open-cut work)	Dec. 18/13	\$31.73	10%	\$7.83	50
	May 1/14	\$32.56		\$8.22	
	May 1/15	\$33.35		\$8.60	
Hydro/air excavation tradesperson (Tunnel work)	Dec. 18/13	\$22.29	10%	\$7.83	50
	May 1/14	\$23.12		\$8.22	
	May 1/15	\$23.91		\$8.60	
Helper	Dec. 18/13	\$19.42	10%	\$7.83	50
	May 1/14	\$20.25		\$8.22	
	May 1/15	\$21.04		\$8.60	
Probationary	Dec. 18/13	\$19.37	10%	\$7.83	50
	May 1/14	\$20.20		\$8.22	
	May 1/15	\$20.99		\$8.60	
Water Operator-in-Training 1	Dec. 18/13	\$21.62	10%	\$7.83	50
	May 1/14	\$22.45		\$8.22	
	May 1/15	\$23.24		\$8.60	
Water Operator-in-Training 2	Dec. 18/13	\$27.12	10%	\$7.83	50
	May 1/14	\$27.95		\$8.22	
	May 1/15	\$28.74		\$8.60	
Class 1 Water Operator	Dec. 18/13	\$34.62	10%	\$7.83	50
	May 1/14	\$35.45		\$8.22	
	May 1/15	\$36.24		\$8.60	

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 or 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% 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)	Dec. 18/13	\$33.98	10%	\$11.35	40
	May 1/14	\$34.75		\$11.70	
	May 1/15	\$35.52		\$12.15	
Powderperson Helper	Dec. 18/13	\$34.02	10%	\$11.35	40
	May 1/14	\$34.79		\$11.70	
	May 1/15	\$35.56		\$12.15	
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	Dec. 18/13	\$34.07	10%	\$11.35	40
	May 1/14	\$34.84		\$11.70	
	May 1/15	\$35.61		\$12.15	
Labourers: pipelayers (excluding conduit), jack hammer operator, air auger person, form setters, concrete finishers	Dec. 18/13	\$34.14	10%	\$11.35	40
	May 1/14	\$34.91		\$11.70	
	May 1/15	\$35.68		\$12.15	
Labourers: drillers (all types), wagon drills, etc., powderperson	Dec. 18/13	\$34.17	10%	\$11.35	40
	May 1/14	\$34.94		\$11.70	
	May 1/15	\$35.71		\$12.15	
Labourers: carpenters, lineperson, float driver, truck driver (over ¾ ton)	Dec. 18/13	\$34.47	10%	\$11.35	40
	May 1/14	\$35.24		\$11.70	
	May 1/15	\$36.01		\$12.15	
AZ/DZ Drivers	Dec. 18/13	\$34.92	10%	\$11.35	40
	May 1/14	\$35.69		\$11.70	
	May 1/15	\$36.46		\$12.15	
Labourers: tunnel workers where tunnel is in excess of ten feet in length, excluding shallow tree tunnels	Dec. 18/13	\$34.97	10%	\$11.35	40
	May 1/14	\$35.74		\$11.70	
	May 1/15	\$36.51		\$12.15	
Tunnel Work	Dec. 18/13	\$35.88	10%	\$11.35	40
	May 1/14	\$36.65		\$11.70	
	May 1/15	\$37.42		\$12.15	
Working Foreperson	Dec. 18/13	\$35.41	10%	\$11.35	40
	May 1/14	\$36.18		\$11.70	
	May 1/15	\$36.95		\$12.15	
Flagperson	Dec. 18/13	\$26.11	10%	\$11.35	40
	May 1/14	\$26.88		\$11.70	
	May 1/15	\$27.65		\$12.15	

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
Watchperson	Dec. 18/13	\$24.87		\$11.35	48
	May 1/14	\$25.64		\$11.70	
	May 1/15	\$26.41	10%	\$12.15	
<u>OPERATING ENGINEERS</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	Dec. 18/13	\$36.87		\$11.60	40
	May 1/14	\$37.70		\$11.99	
	May 1/15	\$38.45	10%	\$12.37	
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	Dec. 18/13	\$36.40		\$11.60	40
	May 1/14	\$37.23		\$11.99	
	May 1/15	\$37.98	10%	\$12.37	
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)	Dec. 18/13	\$36.19		\$11.60	40
	May 1/14	\$37.02		\$11.99	
	May 1/15	\$37.77	10%	\$12.37	
Shop and standby time	Dec. 18/13	\$36.03		\$11.60	40
	May 1/14	\$36.86		\$11.99	
	May 1/15	\$37.61	10%	\$12.37	
** Trainees shall be employed at a percentage of the applicable journeyman rate as follows: First 1500 hours = 75% Second 1500 hours = 90%					
<u>DRIVERS</u>					
Lowbeds, and bed tandems	Dec. 18/13	\$37.25		\$10.80	40
	May 1/14	\$38.34		\$11.15	
	May 1/15	\$39.47	10%	\$11.50	
Semi-trailers, pole trailers, stringing trucks, and tree farmers	Dec. 18/13	\$37.05		\$10.80	40
	May 1/14	\$38.14		\$11.15	
	May 1/15	\$39.26	10%	\$11.50	

Trade	Effective Date	Hourly Rate	*Vacation and Holiday Pay	*Fringe Benefits	Weekly Hours of Work
Track trucks (transportation), winch truck, A-frame or hoist equipment truck (transportation), dump trucks over 8 yards	Dec. 18/13	\$36.80		\$10.80	40
	May 1/14	\$37.88		\$11.15	
	May 1/15	\$39.01	10%	\$11.50	
Fuel trucks, warehouse man (where applicable), vacuum trucks or small equipment	Dec. 18/13	\$36.66		\$10.80	40
	May 1/14	\$37.74		\$11.15	
	May 1/15	\$38.85	10%	\$11.50	
Flat beds, supply trucks, buses (where applicable), farm type tractors (transportation, material hauling), forklifts (in warehouse areas), dump trucks 8 yards & over	Dec. 18/13	\$36.41		\$10.80	40
	May 1/14	\$37.48		\$11.15	
	May 1/15	\$38.59	10%	\$11.50	

* **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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