

Authority: Item CC43.5, adopted as amended by City of
Toronto Council on July 29 and 30, 2026
City Council voted in favour of this by-law on July 30,
2026
Written approval of this by-law was given by Mayoral
Decision 13-2026 dated July 30, 2026

CITY OF TORONTO

BY-LAW 1154-2026

To amend Toronto Municipal Code Chapter 67, Fair Wage.

Whereas Council has determined that Chapter 67, Fair Wage shall be updated, including the Schedules in accordance with a process set out in section 3.1 of Chapter 67, and those updates are attached to this by-law; and

Whereas Council provided further delegated authority to the Manager, Fair Wage, in its decision CC43.5 and the Manager, Fair Wage has exercised that authority;

The Council of the City of Toronto enacts:

- 1.** Toronto Municipal Code Chapter 67, Fair Wage is amended as follows:
 - a. by deleting Schedule C, Fair Wage Schedule, 2022-2025, and replacing it with Attachment 1 to this by-law as a new Schedule C, Fair Wage Schedule, 2025 - 2028.
- 2.** This by-law shall come into force on September 1, 2026.

Enacted and passed on July 30, 2026.

Frances Nunziata,
Speaker

John D. Elvidge,
City Clerk

(Seal of the City)

ATTACHMENT 1

SCHEDULE C

FAIR WAGE SCHEDULE

2025 - 2028

GENERAL CLASSIFICATION

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
1	<u>SECURITY</u> Security Guards (Basic & Night Watchperson, Events, Alarms, CCTV Control, Etc.)	Jan 1/2025 Oct 1/2025 Jan 1/2026 Jan 1/2027	\$17.49 \$17.60 \$18.00 \$18.38	4% (less than 5 yrs) 6% (5 yrs or more)	\$0.84 \$0.84 \$0.85 \$0.87	40
2	Security Guard (K-9 Unit)	Jan 1/2025 Jan 1/2026 Jan 1/2027	\$20.38 \$20.85 \$21.29	4% (less than 5 yrs) 6% (5 yrs or more)	\$3.05 \$3.12 \$3.18	40
3	Security Guard (Other)	Jan 1/2025 Jan 1/2026 Jan 1/2027	\$28.59 \$29.25 \$29.87	4% (less than 5 yrs) 6% (5 yrs or more)	\$2.96 \$3.02 \$3.09	40
4	Security Guard (Union Station)	Jan 1/2025 Jan 1/2026 Jan 1/2027	\$23.15 \$23.69 \$24.18	4% (less than 5 yrs) 6% (5 yrs or more)	\$2.77 \$2.83 \$2.89	40
5	Security Guard (Union Station Shift Lead)	Jan 1/2025 Jan 1/2026 Jan 1/2027	\$25.46 \$26.05 \$26.59	4% (less than 5 yrs) 6% (5 yrs or more)	\$3.28 \$3.35 \$3.42	40
6	<u>BUILDING CLEANING AND MAINTENANCE</u> Cleaner (Light Duty)	Jan 1/2025 Oct 1/2025 Jan 1/2026 Jan 1/2027	\$17.49 \$17.60 \$18.00 \$18.38	4% (less than 5 yrs) 6% (5 yrs or more)	\$0.65 \$0.65 \$0.66 \$0.68	40
7	Cleaner (Heavy Duty)	Jan 1/2025 Jan 1/2026 Jan 1/2027	\$20.03 \$20.49 \$20.92	4% (less than 5 yrs) 6% (5 yrs or more)	\$0.84 \$0.85 \$0.87	40
8	Handyperson General Maintenance & Snow Removal)	Jan 1/2025 Jan 1/2026 Jan 1/2027	\$21.57 \$22.07 \$22.53	4% (less than 5 yrs) 6% (5 yrs or more)	\$0.79 \$0.81 \$0.83	40
9	<u>WINDOW CLEANERS</u> Interior/Exterior	Jan 1/2025 Oct 1/2025 Jan 1/2026 Jan 1/2027	\$17.49 \$17.60 \$18.00 \$18.38	4% (less than 5 yrs) 6% (5 yrs or more)		40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
10	Ladder	Jan 1/2025 Jan 1/2026 Jan 1/2027	\$20.57 \$21.04 \$21.48	4% (less than 5 yrs) 6% (5 yrs or more)		40
11	High Rise	Jan 1/2025 Jan 1/2026 Jan 1/2027	\$29.46 \$30.13 \$30.77	4% (less than 5 yrs) 6% (5 yrs or more)		40
12	<u>LANDSCAPING</u> Sodding Operation – Year 1	May 1/2025 May 1/2026 May 1/2027	\$29.01 \$30.38 \$32.19	10%	\$15.69 \$16.14 \$16.59	50
13	Skilled Sodder including Roller Operator and those with more than two seasons	May 1/2025 May 1/2026 May 1/2027	\$29.67 \$31.04 \$32.85	10%	\$15.69 \$16.14 \$16.59	50
14	Junior Landscaper	May 1/2025 May 1/2026 May 1/2027	\$30.80 \$32.17 \$33.99	10%	\$15.69 \$16.14 \$16.59	50
15	Maintenance Gardener – Year 1	May 1/2025 May 1/2026 May 1/2027	\$24.46 \$25.83 \$27.65	10%	\$15.69 \$16.14 \$16.59	50
16	Maintenance Gardener – Year 2	May 1/2025 May 1/2026 May 1/2027	\$26.36 \$27.74 \$29.55	10%	\$15.69 \$16.14 \$16.59	50
17	Skilled Maintenance Gardener	May 1/2025 May 1/2026 May 1/2027	\$28.28 \$29.64 \$31.46	10%	\$15.69 \$16.14 \$16.59	50
18	Landscape Labourers	May 1/2025 May 1/2026 May 1/2027	\$35.62 \$36.99 \$38.80	10%	\$15.69 \$16.14 \$16.59	50
19	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	May 1/2025 May 1/2026 May 1/2027	\$39.83 \$41.21 \$43.02	10%	\$15.69 \$16.14 \$16.59	50

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
20	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	May 1/2025 May 1/2026 May 1/2027	\$41.26 \$42.85 \$44.67	10%	\$15.69 \$16.14 \$16.59	50
21	Drivers of Farm Tractor with pulverizing or fine grading equipment, Dozer and Loader Operator, Backhoe Operator, Grade Operator	May 1/2025 May 1/2026 May 1/2027	\$42.20 \$43.79 \$45.60	10%	\$15.69 \$16.14 \$16.59	50
22	Working Foreperson trucks 8 yards & over	May 1/2025 May 1/2026 May 1/2027	\$46.11 \$47.92 \$49.73	10%	\$15.69 \$16.14 \$16.59	50
23	<u>LANDSCAPE IRRIGATION</u> Lead Hand	May 1/2025 May 1/2026 May 1/2027	\$34.39 \$35.99 \$38.01	10%	\$15.69 \$16.14 \$16.59	50
24	Technician	May 1/2025 May 1/2026 May 1/2027	\$31.96 \$33.56 \$35.59	10%	\$15.69 \$16.14 \$16.59	50
25	Installer	May 1/2025 May 1/2026 May 1/2027	\$29.97 \$31.56 \$33.60	10%	\$15.69 \$16.14 \$16.59	50
26	Labourer	May 1/2025 May 1/2026 May 1/2027	\$27.69 \$29.29 \$31.32	10%	\$15.69 \$16.14 \$16.59	50
27	<u>LANDSCAPE – HYDRO SEEDING, TERRA SEEDING and BONDED FIBRE MATRIX WORK</u>	May 1/2025 May 1/2026 May 1/2027	\$29.77 \$31.14 \$32.95	10%	\$15.69 \$16.14 \$16.59	50

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	Labourer					
28	Driver Operator	May 1/2025 May 1/2026 May 1/2027	\$32.68 \$34.05 \$35.86	10%	\$15.69 \$16.14 \$16.59	50

HOURS OF WORK AND OVERTIME

For applicable Security, Building Cleaning & Maintenance and Window Cleaners trades/jobs, overtime at the rate of time and one-half (1.5 x) the employee's hourly rate shall be paid to all employees, for all work performed in excess of forty (40) hours.

For Landscape-related jobs, overtime at the rate of time and one-half (1.5 x) the employee's hourly rate shall be paid to all employees, for all work performed in excess of fifty (50) hours/week, made up of five ten hour days, Monday to Friday inclusive.

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, extended health care benefits, dental and prescription drugs, etc. It does NOT include payroll burden deductions such as C.P.P., E.H.T., W.S.I.B., E.I.C., etc.

* **VACATION PAY** – 10% of the hourly rate or as listed.

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

FAIR WAGE OFFICE
18TH FLOOR, WEST TOWER, CITY HALL

TELEPHONE: (416) 392-7300
FACSIMILE: (416) 392-0801
FAIR WAGE COMPLAINTS HOTLINE: (416) 392-FAIR
E-MAIL: fairwage@toronto.ca

FAIR WAGE SCHEDULE**2025 - 2028****INDUSTRIAL, COMMERCIAL, INSTITUTIONAL****(ICI) WORK**

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
1	Asbestos Mould & Lead Abatement Labourer	May 1/2025 May 1/2026 May 1/2027	\$40.33 \$41.25 \$42.40	10%	\$15.27 \$15.82 \$16.37	40
2	Base Machine Operator	May 1/2025 May 1/2026 May 1/2027	\$43.92 \$44.39 \$46.85	10%	\$13.03 \$13.03 \$13.03	40
3	Boilermaker Journeyperson	May 4/2025 May 3/2026 May 2/2027	\$54.79 \$56.62 \$58.50	12%	\$10.82 \$10.92 \$11.02	40
4	Bricklayers & Stonemasons	May 5/2025 May 4/2026 May 3/2027	\$49.86 \$51.46 \$53.04	10%	\$12.77 \$12.77 \$12.77	40
5	Bricklayers Labourers	May 5/2025 May 4/2026 May 3/2027	\$44.33 \$45.30 \$46.26	10%	\$14.57 \$15.12 \$15.67	40
6	Builders Labourers	May 5/2025 May 4/2026 May 3/2027	\$42.49 \$43.46 \$44.42	10%	\$14.57 \$15.12 \$15.67	40
7	Carpenters	May 4/2025 May 3/2026 May 2/2027	\$52.07 \$53.62 \$55.10	10%	\$11.45 \$11.60 \$11.80	40
8	Carpenters (Formworker)	May 4/2025 May 3/2026 May 2/2027	\$53.77 \$55.35 \$56.89	10%	\$11.45 \$11.60 \$11.80	40
9	Caulkers (Carpenters)	May 4/2025 May 3/2026 May 2/2027	\$35.16 \$36.16 \$37.12	10%	\$8.20 \$8.35 \$8.55	40
10	Cement Finishers, Cement Masons	May 5/2025 May 4/2026 May 3/2027	\$46.39 \$47.53 \$48.67	10%	\$14.90 \$15.45 \$16.00	40
11	Cement Foreperson	May 5/2025 May 4/2026 May 3/2027	\$50.94 \$52.20 \$53.46	10%	\$14.90 \$15.45 \$16.00	40
12	Concrete Labourers	May 5/2025 May 4/2026 May 3/2027	\$44.67 \$45.90 \$47.14	10%	\$14.57 \$15.12 \$15.67	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
13	Concrete Saw & Drilling	May 1/2025 May 1/2026 May 1/2027	\$45.41 \$46.33 \$47.74	10%	\$14.37 \$14.47 \$14.72	40
14	Demolition Foreperson	May 1/2025 May 1/2026 May 1/2027	\$49.34 \$50.85 \$52.88	10%	\$15.27 \$15.82 \$16.37	40
15	Demolition Heavy Equipment Operator	May 1/2025 May 1/2026 May 1/2027	\$44.94 \$46.31 \$48.16	10%	\$15.27 \$15.82 \$16.37	40
16	Demolition Hazardous Material (HAZMAT) Worker Journeyperson	May 1/2025 May 1/2026 May 1/2027	\$40.33 \$41.25 \$42.40	10%	\$15.27 \$15.82 \$16.37	40
17	Demolition Hazardous Material (HAZMAT) Foreperson	May 1/2025 May 1/2026 May 1/2027	\$44.27 \$45.29 \$46.55	10%	\$15.27 \$15.82 \$16.37	40
18	Demolition Truck Drivers/Rock Truck Drivers, Torch person	May 1/2025 May 1/2026 May 1/2027	\$42.68 \$43.61 \$44.76	10%	\$15.27 \$15.82 \$16.37	40
19	Drywall Finishers (Plasterers, Tapers), Fireproofing Insulators, Acoustic Sprayers, Hazardous Material Workers, Exterior Insulated Finishing Systems Applicators, Exterior Stucco Applicators, Sprayed Polyurethane Applicators, Air/Vapour Barrier Workers	May 1/2025 May 1/2026 May 1/2027	\$51.17 \$52.54 \$53.90	10%	\$11.24 \$11.45 \$11.67	40
20	Drywall Labourer	May 5/2025 May 4/2026 May 3/2027	\$41.13 \$42.09 \$43.05	10%	\$12.97 \$13.52 \$14.07	40
21	Electrical Workers (Journeyman)	May 1/2025 May 1/2026 May 1/2027	\$53.89 \$56.50 \$59.15	12%	\$16.42 \$16.50 \$16.57	37.5

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
22	Elevator Mechanics	May 1/2025 May 1/2026 May 1/2027	\$67.17 \$69.25 \$71.88	12%	\$4.49 \$5.24 \$5.99	40
23	Formwork Labourers	May 5/2025 May 4/2026 May 3/2027	\$44.67 \$45.90 \$47.14	10%	\$14.57 \$15.12 \$15.67	42.5
24	Foreperson Swamper	May 5/2025 May 4/2026 May 3/2027	\$49.11 \$50.47 \$51.84	10%	\$14.57 \$15.12 \$15.67	42.5
25	Glaziers	May 11/2025 May 1/2026 May 1/2027	\$47.39 \$48.72 \$50.05	10%	\$11.28 \$11.48 \$11.68	40
26	Iron Workers (Ornamental)	May 11/2025 May 3/2026 May 2/2027	\$49.31 \$50.96 \$52.61	10%	\$13.57 \$14.00 \$14.44	40
27	Iron Workers (Structural)	May 11/2025 May 3/2026 May 2/2027	\$49.31 \$50.96 \$52.61	10%	\$13.57 \$14.00 \$14.44	40
28	Jackhammer Operations Labourers	May 5/2025 May 4/2026 May 3/2027	\$44.67 \$45.90 \$47.14	10%	\$14.57 \$15.12 \$15.67	40
29	Labourer - Cleaner (Sorter Labourer)	May 5/2025 May 4/2026 May 3/2027	\$36.44 \$37.25 \$38.04	10%	\$14.57 \$15.12 \$15.67	40
30	Lathers (Drywall Acoustics, Borders, Insulation)	May 2/2025 May 3/2026 May 2/2027	\$51.72 \$53.09 \$54.98	10%	\$10.45 \$10.81 \$11.06	40
31	Marble Masons	May 1/2025 May 1/2026 May 1/2027	\$45.41 \$46.92 \$48.43	10%	\$13.03 \$13.03 \$13.03	40
32	Marble & Tile Helpers	May 1/2025 May 1/2026 May 1/2027	\$33.87 \$35.00 \$36.14	10%	\$13.03 \$13.03 \$13.03	40
33	Millwrights	Jun 27/2025 May 3/2026 May 2/2027	\$49.82 \$51.61 \$53.19	10%	\$13.30 \$13.30 \$13.30	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
34	Mortar person Labourers	May 5/2025 May 4/2026 May 3/2027	\$44.33 \$45.30 \$46.26	10%	\$14.57 \$15.12 \$15.67	40
35	Painters & Decorators	May 4/2025 May 3/2026 May 2/2027	\$43.32 \$44.46 \$45.87	10%	\$10.38 \$10.58 \$10.78	40
36	Pavement Markers	May 1/2025 May 1/2026 May 1/2027	\$31.10 \$31.69 \$32.33	10%	\$12.07 \$12.42 \$12.77	40
37	Pavement Markers – Foreperson	May 1/2025 May 1/2026 May 1/2027	\$38.08 \$38.84 \$39.62	10%	\$12.07 \$12.42 \$12.77	40
38	Pit Miner Driller, Caissons & Wagon Driller	May 5/2025 May 4/2026 May 3/2027	\$42.79 \$43.75 \$44.72	10%	\$14.57 \$15.12 \$15.67	40
39	Plasterer Labourer	May 5/2025 May 4/2026 May 3/2027	\$41.63 \$43.09 \$44.54	10%	\$12.97 \$13.52 \$14.07	40
40	Plumbers & Pipe Fitter Steamfitters	May 4/2025 May 1/2026 May 1/2027	\$57.84 \$59.18 \$60.52	11%	\$12.14 \$12.63 \$13.12	40
41	Precast Erector Finisher	May 5/2025 May 4/2026 May 3/2027	\$45.32 \$45.71 \$46.99	10%	\$15.67 \$16.22 \$16.77	40
42	Precast Foreperson	May 5/2025 May 4/2026 May 3/2027	\$52.21 \$52.66 \$54.15	10%	\$15.67 \$16.22 \$16.77	40
43	Precast General Labourer	May 5/2025 May 4/2026 May 3/2027	\$43.82 \$44.22 \$45.50	10%	\$15.67 \$16.22 \$16.77	40
44	Welder (Acetylene, Electric, Certified, Precast, etc.)	May 5/2025 May 4/2026 May 3/2027	\$45.72 \$46.11 \$47.39	10%	\$15.67 \$16.22 \$16.77	40
45	Refrigeration & HVAC Mechanics	May 1/2025 May 1/2026 May 1/2027	\$61.48 \$64.08 \$65.42	10%	\$11.50 \$11.80 \$12.05	40
46	Resilient Floor Workers	May 4/2025 May 3/2026 May 2/2027	\$49.87 \$51.33 \$52.74	10%	\$10.64 \$10.79 \$10.99	40

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	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
47	Restoration Steeplejacks	May 1/2025 May 4/2026 May 3/2027	\$46.68 \$47.99 \$49.57	10%	\$13.90 \$14.20 \$14.20	40
48	Rodworkers	Jun 22/2025 May 1/2026 May 1/2027	\$48.75 \$50.21 \$51.67	10%	\$13.50 \$13.89 \$14.28	40
49	Roofer (Foreperson)	May 1/2025 May 1/2026 May 1/2027	\$50.95 \$52.52 \$54.71	10.5%	\$16.16 \$16.61 \$16.61	40
50	Roofer (Journey person)	May 1/2025 May 1/2026 May 1/2027	\$50.59 \$52.19 \$54.41	10.5%	\$16.16 \$16.61 \$16.61	40
51	Roofer (Roofing Assistant)	May 1/2025 May 1/2026 May 1/2027	\$41.13 \$42.49 \$44.37	10.5%	\$15.88 \$16.26 \$16.26	40
52	Roofer (Material Handler)	May 1/2025 May 1/2026 May 1/2027	\$49.37 \$50.96 \$53.18	10.5%	\$16.16 \$16.61 \$16.61	40
53	Sheet Metal Workers	Nov 30/2025 May 3/2026 May 2/2027	\$48.97 \$50.68 \$52.25	10%	\$16.57 \$16.57 \$16.57	40
54	Sheeter / Decker	Nov 30/2025 May 3/2026 May 2/2027	\$48.97 \$50.68 \$52.25	10%	\$16.57 \$16.57 \$16.57	40
55	Sheeter / Decker Assistant	Nov 30/2025 May 3/2026 May 2/2027	\$42.39 \$43.91 \$45.30	10%	\$14.98 \$14.98 \$14.98	40
56	Sheeter / Decker Material Handler #2	Nov 30/2025 May 3/2026 May 2/2027	\$33.26 \$34.46 \$35.56	10%	\$12.83 \$12.83 \$12.83	40
57	Sheeter / Decker Material Handler #1	Nov 30/2025 May 3/2026 May 2/2027	\$31.22 \$32.16 \$33.05	10%	\$4.41 \$4.41 \$4.41	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
58	Sheeter / Decker Probationary Employee	Nov 30/2025 May 3/2026 May 2/2027	\$21.72 \$22.41 \$23.05	10%	\$4.41 \$4.41 \$4.41	40
59	Sprinkler (Automatic Fire)	May 1/2025 May 1/2026 May 1/2027	\$57.55 \$59.60 \$61.94	12%	\$11.23 \$11.48 \$11.73	40
60	Tile & Terrazzo Helpers	May 1/2025 May 1/2026 May 1/2027	\$33.71 \$34.84 \$35.96	10%	\$13.03 \$13.03 \$13.03	40
61	Tile & Terrazzo Mechanics	May 1/2025 May 1/2026 May 1/2027	\$45.20 \$46.70 \$48.20	10%	\$13.03 \$13.03 \$13.03	40
62	Traffic Control Person; Casual Watchperson	May 1/2025 May 1/2026 May 1/2027	\$36.03 \$37.35 \$39.13	10%	\$17.65 \$18.15 \$18.65	40
63	Swamper / Signalperson Vibrator Operator - Labourer	May 5/2025 May 4/2026 May 3/2027	\$47.63 \$48.86 \$50.10	10%	\$14.57 \$15.12 \$15.67	42.5
64	Watchperson & Flag person when labourers are employed as Watchperson	May 5/2025 May 4/2026 May 3/2027	\$40.50 \$41.41 \$42.31	10%	\$14.57 \$15.12 \$15.67	40
65	Waterblasters	May 4/2025 May 3/2026 May 2/2027	\$43.32 \$44.46 \$45.87	10%	\$10.38 \$10.58 \$10.78	40
66	Waterproofers	May 5/2025 May 4/2026 May 3/2027	\$46.42 \$47.66 \$48.90	10%	\$14.97 \$15.52 \$16.07	40
67	Working Foreperson - Labourer	May 5/2025 May 4/2026 May 3/2027	\$46.67 \$47.73 \$48.78	10%	\$14.57 \$15.12 \$15.67	40
68	Ride On Machine Operator - Labourer	May 5/2025 May 4/2026 May 3/2027	\$46.66 \$47.89 \$49.12	10%	\$14.57 \$15.12 \$15.67	40
69	<u>TRUCK DRIVERS</u> Class #1 – Float, Low Boy, Trombone	Jun 29/2025 May 1/2026 May 1/2027	\$43.24 \$44.27 \$44.90	10%	\$12.50 \$13.10 \$13.65	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	Tractor Trailer Driver, Warehouseperson (Journey person after 6 months as a Class 2 Apprentice) or Receiver, Dispatcher, Load Bearing Boom Truck Driver or dual purpose boom truck					
70	Class #2 – Tandem/Tri Axle Driver, Tractor Trailer Driver, Farm Tractor with trailer(s) or bundle wagons. Ready-Mix Driver classification working from a portable batch plant set up by the Prime or General Contractor or Subcontractor, Haulpack driver, Articulated Dump Truck, Euclid type off road dump truck, Roll off or Skid truck, Fuel truck, Propane Truck	Jun 29/2025 May 1/2026 May 1/2027	\$41.77 \$42.80 \$43.43	10%	\$12.50 \$13.10 \$13.65	40
71	Class #3 – Single Axle Truck Driver, Fork Lift (including Zoom Boom) Driver 5 ton and over in Warehouse, Compound, Laydown and/or storage areas	Jun 29/2025 May 1/2026 May 1/2027	\$40.79 \$41.82 \$42.45	10%	\$12.50 \$13.10 \$13.65	40
72	Class #4 – Pick up Truck Driver, Bus Driver, Farm Tractor Driver, Fork Lift, Gator, Side by Side or similar	Jun 29/2025 May 1/2026 May 1/2027	\$39.81 \$40.84 \$41.47	10%	\$12.50 \$13.10 \$13.65	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	equipment Driver, Driver under 5 ton, Warehouse Helper					
73	<u>OPERATING ENGINEERS</u> 1.1(A) Engineers operating: cranes with a manufacturers rating over 164 to 219 ton capacity and over	May 5/2025 May 3/2026 May 2/2027	\$55.46 \$57.15 \$58.85	10%	\$13.70 \$14.05 \$14.40	40
74	1.1(B) Engineers operating: cranes with a manufacturers rating of 100 ton capacity and up to 164 ton capacity, skyway, climbing, G.C.I., hammerhead & kangaroo type cranes	May 5/2025 May 3/2026 May 2/2027	\$55.01 \$56.70 \$58.40	10%	\$13.70 \$14.05 \$14.40	40
75	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,	May 5/2025 May 3/2026 May 2/2027	\$54.28 \$55.98 \$57.67	10%	\$13.70 \$14.05 \$14.40	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	multiple drum hoists, single drum hoists (over 12-stories), single drum hoists of manual friction & brake type, and all similar equipment, dredges - suction and dipper, hydraulic jacking equipment on vertical slip forms, hydraulic jacking poles, creter cranes, hydraulic scooper, heavy duty mechanics, qualified welders, 2 nd class stationary engineers, and mobile pumpcrete with 42 metre boom and over self-erecting crane 15 ton and over carry deck crane 15 ton capacity and over					
76	1.2(B) Pitman type cranes of 10 ton to less than 15 ton capacity, self-erecting cranes 10 ton to less than 15 ton capacity, carry deck crane 10 ton to less than 15 ton capacity	May 5/2025 May 3/2026 May 2/2027	\$53.80 \$55.50 \$57.19	10%	\$13.70 \$14.05 \$14.40	40
77	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	May 5/2025 May 3/2026 May 2/2027	\$53.34 \$55.04 \$56.73	10%	\$13.70 \$14.05 \$14.40	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	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					
78	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	May 5/2025 May 3/2026 May 2/2027	\$53.18 \$54.88 \$56.58	10%	\$13.70 \$14.05 \$14.40	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	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					
79	1.5 Operators of: batching and crushing plants, 6" discharge pumps and over, wellpoint systems and all similar systems, concrete mixers of 1 cubic yard and over, gas, diesel, or steam driven generator over 50 HP (portable), forklifts over 8' lifting height, air tuggers except those in Group 1.3, caisson boring machines (25 HP and under), drill rigs, post hole diggers, portable air compressors 150 CFM and over, concrete pumps, signal person	May 5/2025 May 3/2026 May 2/2027	\$50.89 \$52.59 \$54.28	10%	\$13.70 \$14.05 \$14.40	40
80	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	May 5/2025 May 3/2026 May 2/2027	\$49.91 \$51.61 \$53.30	10%	\$13.70 \$14.05 \$14.40	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	conveyors, firefighter permanent automatically controlled elevators on commercial and institutional buildings					
81	1.7(A) Operators of: pumps under 6" discharge where 3 or more pumps are employed on the same job site, hydraulic jacking equipment for underground operations, portable air compressors under 150 CFM where attendant is required, driver mounted power sweepers, attendants for forced air, gas or oil burning temporary heating units of 500,000 BTU's or over per hour, or 5 or more on the same job site, oilers, oil- drivers, mechanics helpers	May 5/2025 May 3/2026 May 2/2027	\$48.75 \$50.44 \$52.14	10%	\$13.70 \$14.05 \$14.40	40
82	1.7(B) 1 st Year Oilers	May 5/2025 May 3/2026 May 2/2027	\$48.41 \$50.11 \$51.80	10%	\$13.70 \$14.05 \$14.40	40
83	<u>SURVEYORS</u> Party Chief	May 5/2025 May 3/2026 May 2/2027	\$50.80 \$52.50 \$54.19	10%	\$13.70 \$14.05 \$14.40	40
84	Instrument Person	May 5/2025 May 3/2026 May 2/2027	\$49.58 \$51.27 \$52.97	10%	\$13.70 \$14.05 \$14.40	40
85	Senior Rodperson	May 5/2025 May 3/2026 May 2/2027	\$47.76 \$49.45 \$51.15	10%	\$13.70 \$14.05 \$14.40	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
86	Junior Rodperson	May 5/2025 May 3/2026 May 2/2027	\$45.19 \$46.88 \$48.58	10%	\$13.70 \$14.05 \$14.40	40

HOURS OF WORK AND OVERTIME:

The Weekly Hours of Work for each Trade are listed in this schedule. All work performed in excess of the weekly limit shall be paid at time and one-half (1.5x) the Hourly Rate, for each hour of work.

IRON WORKERS:

(Structural, architectural): includes Rivetters, Riggers, Heaters, Sash Erectors and Machinery Movers.

* **FRINGE BENEFITS:** "Fringe Benefits" shall include such benefits as company pension plans, 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 or as listed.

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

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FAIR WAGE SCHEDULE

2025 – 2028

HEAVY CONSTRUCTION WORK

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
1	<u>EXCLUDING TUNNEL WORK</u> Labourers, including labourers on stripping on all form work, erecting and dismantling of all tubular scaffolding, and wire mesh installers, carpenter's labourers, epoxy injector, group-pointer-painter, mortarperson, dinky motor person, small mixers (under 1 yard), concrete workers (screed-person, puddler, floatperson), farm tractor driver, mixer person and route group pump person including non-self propelled slurry pumps, mini skid steer loaders and mini backhoes of 50 HP and under and similar small equipment, pitbottom person, signal person, all machinery-driven tools by gas, electric and air, in open cut work, pipelayer's helper, pumps 3" and under, heater person (under 500,000 BTU, fork lift operator, grout plant operator on surface	May 1/2025 May 1/2026 May 1/2027	\$47.34 \$48.70 \$50.29	10%	\$17.75 \$18.20 \$18.65	42.5
2	Scootcrete, sheeting and shoring person, timber person in trench, labourers on wellpoints,	May 1/2025 May 1/2026 May 1/2027	\$47.57 \$48.94 \$50.53	10%	\$17.75 \$18.20 \$18.65	42.5

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	pipelayers, maintenance hole constructor, valve chamber constructor					
3	Reinforced concrete workers, and form setters, jackhammer person, concrete vibrator person, hydro demolisher person	May 1/2025 May 1/2026 May 1/2027	\$47.63 \$48.99 \$50.59	10%	\$17.75 \$18.20 \$18.65	42.5
4	Pile installation - all types, steel strut installer and dismantler, concrete-cement finisher precast installer, erector and finisher including post-tensioning, rigging of components and sandblasting, rigger burner, pit miner, drillers of all types, wagon drillers in caissons, underpinning or shaft sinking, lead man - pile driving, grout person, gunite and shotcrete person, sandblasters, mixerperson and grout pump person including non-self propelled slurry pumps, shear-stud installer	May 1/2025 May 1/2026 May 1/2027	\$47.72 \$49.09 \$50.68	10%	\$17.75 \$18.20 \$18.65	42.5
5	Carpenter, welder (certified), (rod or semi-automatic)	May 1/2025 May 1/2026 May 1/2027	\$49.28 \$50.64 \$52.23	10%	\$17.75 \$18.20 \$18.65	42.5
6	Welder with own rig (rod or semi-automatic)	May 1/2025 May 1/2026 May 1/2027	\$68.16 \$69.54 \$71.13	10%	\$17.75 \$18.20 \$18.65	42.5
7	Flagperson	May 1/2025 May 1/2026 May 1/2027	\$34.81 \$36.18 \$37.78	10%	\$17.75 \$18.20 \$18.65	42.5
8	Casual Watchperson	May 1/2025 May 1/2026 May 1/2027	\$22.24 \$22.24 \$22.24	4%-6%	\$17.75 \$18.20 \$18.65	44

*An employee working as a labourer who is required to do casual watching or work as a flag person on a casual or intermittent basis will not have their rate reduced thereby.

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
9	<u>TUNNEL WORK</u> Labourers (on surface) including labourers on stripping and tabular scaffolding, erectors, carpenter's helpers (on surface), classified labourers (on surface), dinky motorperson, small mixers (under 1 yard) sheeting and shoring person, pipelayers helper, mortarperson, concrete workers (screedperson, puddler, floatperson), form setters, farm tractor driver (no excavating attachment), mixer person and grout pump person; including non-propelled slurry pumps mini skid steer loaders and mini backhoes of 50 HP and under and similar small equipment, signal person, deck person, pumps 3" and under, hopperperson (when needed) heater person (under 500,000 B.T.U., carpenter improver, fork lift operator, mini skid steeloader with attachments	May 1/2025 May 1/2026 May 1/2027	\$49.57 \$50.93 \$52.53	10%	\$17.75 \$18.20 \$18.65	42.5

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
10	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, conveyor belt, labourer, needle beam labourer	May 1/2025 May 1/2026 May 1/2027	\$50.09 \$51.46 \$53.05	10%	\$17.75 \$18.20 \$18.65	42.5
11	Operators of jackhammers and air-spades in tunnel, miners including jack-leg and stopper person, drillers - all types, locktenders, track person, yard and materials person, diamond-driller, wagon driller, pit miner on caisson, underpinning or shaft sinking, sandblaster gunite person, shotcrete person, powder person, lead concrete person, lead caulker (where 4 or more caulkers are employed on one contract)	May 1/2025 May 1/2026 May 1/2027	\$50.38 \$51.75 \$53.34	10%	\$17.75 \$18.20 \$18.65	42.5

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
12	Slush driver, muck-machine driver, grout machine person and driver of concrete placing machine in tunnel, scoop-tram	May 1/2025 May 1/2026 May 1/2027	\$50.67 \$52.04 \$53.63	10%	\$17.75 \$18.20 \$18.65	42.5
13	Lead miner, T.B.M. and micro tunnel operators, tunnel shield driver, tunnel mole driver, carpenter form builder-fabricator-erector, welder (certified) in tunnel (rod or semi-automatic)	May 1/2025 May 1/2026 May 1/2027	\$52.71 \$54.08 \$55.67	10%	\$17.75 \$18.20 \$18.65	42.5
14	Welder (certified) with own rig (rod or semi-automatic)	May 1/2025 May 1/2026 May 1/2027	\$70.20 \$71.58 \$73.17	10%	\$17.75 \$18.20 \$18.65	42.5
15	Flagperson	May 1/2025 May 1/2026 May 1/2027	\$34.81 \$36.18 \$37.78	10%	\$17.75 \$18.20 \$18.65	42.5
16	Casual Watchperson	May 1/2025 May 1/2026 May 1/2027	\$22.24 \$22.24 \$22.24	4% - 6%	\$17.75 \$18.20 \$18.65	44
17	<u>OPERATING ENGINEERS</u> 1.1 (A) Engineers operating: cranes with a manufacturers rating of over 164 to 219 ton capacity. Engineers operating large cranes shall be paid the following wage rate premium per hour above the applicable rate: 220 to 299 tons capacity: \$1.25 300 to 499 tons capacity \$2.50 500 to 749 tons capacity: \$4.00 750	May 1/2025 May 1/2026 May 1/2027	\$55.95 \$57.64 \$59.34	10%	\$13.70 \$14.05 \$14.40	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	tons capacity and over: \$5.00					
18	1.1 (B) Engineers operating: cranes with manufacturers rating of 100 to 164 ton capacity, 1 st class stationary engineers, and skyway, climbing, hammerhead, kangaroo and GCI type cranes	May 1/2025 May 1/2026 May 1/2027	\$55.50 \$57.19 \$58.89	10%	\$13.70 \$14.05 \$14.40	40
19	1.2 (A) Engineers operating: all conventional and hydraulic type cranes, save and except those set out in Article 1.1 above, 15 ton capacity and over boom truck, clams, shovels, gradalls, backhoes, draglines, piledrivers, all power derricks, gantry cranes, caisson boring machines (over 25 HP), and similar drill rigs, mine hoists, and all similar equipment working on land or water, overhead cranes, chimney hoists, multiple drum hoists, single drum hoists (over 12 stories), single drum hoists, manual friction & brake type, and all similar equipment, dredges - suction and dipper, hydraulic jacking equipment on vertical slip forms, hydraulic jacking poles, creter	May 1/2025 May 1/2026 May 1/2027	\$54.77 \$56.47 \$58.16	10%	\$13.70 \$14.05 \$14.40	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	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					
20	1.2 (B) Pitman type cranes of 10 ton or less than 15 ton capacity, self-erecting cranes 10 ton to less than 15 ton capacity, carry deck cranes 10 ton to less than 15 ton capacity	May 1/2025 May 1/2026 May 1/2027	\$54.29 \$55.99 \$57.68	10%	\$13.70 \$14.05 \$14.40	40
21	1.3 Operators of: air tuggers used for installation of vessels, tanks machinery and for steel erection; side booms on land or water, man and material hoist and single drum hoists 12 stories and under not of a manual friction and brake type; elevators except as set out in Article 1.6, monorails, bullmoose type, equipment of 5 ton capacity or over; air compressor feeding low pressure into air locks, tunnel mole, 3 rd class stationery engineers, mobile concrete pump save and except those listed	May 1/2025 May 1/2026 May 1/2027	\$53.83 \$55.53 \$57.22	10%	\$13.70 \$14.05 \$14.40	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	in 1.2(A) above, self-erecting cranes less than 10 ton capacity, carry deck cranes less than 10 ton capacity, spider type cranes					
22	1.4 Operators of: bulldozers (including 815 type) tractors, scrapers, graders emcos, overhead and front-end loaders side loaders, industrial tractors with excavating attachments, trenching machines, and all similar equipment. Pitman type cranes under 10 ton capacity, mobile pressure grease units, mucking machines, hydraulically operated utility pole hoe diggers, dinky locomotive type engines, 4 th class stationery engineers, kubota type backhoe and skid steer loader, and rock trucks	May 1/2025 May 1/2026 May 1/2027	\$53.67 \$55.37 \$57.07	10%	\$13.70 \$14.05 \$14.40	40
23	1.5 Operators of: batching and crushing plants, 6" discharge pumps and over, wellpoint systems and all similar systems, concrete mixers of 1 cubic yard and over, gas, diesel, or steam driven generator over 50 HP (portable), fork lifts over 8' lifting height, air tuggers	May 1/2025 May 1/2026 May 1/2027	\$51.38 \$53.08 \$54.77	10%	\$13.70 \$14.05 \$14.40	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	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					
24	1.6 Operators of: boom trucks, "A" frames driver mounted compaction units, bullmoose type equipment under 5 ton capacity, forklifts 8' and under in lifting height, conveyors, fireperson, permanent automatically controlled elevators on commercial and institutional buildings	May 1/2025 May 1/2026 May 1/2027	\$50.40 \$52.10 \$53.79	10%	\$13.70 \$14.05 \$14.40	40
25	1.7(A) Operators of : pumps under 6" discharge where 3 or more pumps are employed on the same job site, hydraulic jacking equipment for underground operations, portable air compressors under 150 CFM where attendant is required, driver mounted power sweepers, attendants for forced air, gas or oil burning temporary heating units of 500,000 BTU's or over per hour, or (5) or more on the same job site,	May 1/2025 May 1/2026 May 1/2027	\$49.24 \$50.93 \$52.63	10%	\$13.70 \$14.05 \$14.40	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	oilers, oil-drivers, mechanics helpers					
26	1.7(B) 1 st Year Oilers	May 1/2025 May 1/2026 May 1/2027	\$48.90 \$50.60 \$52.29	10%	\$13.70 \$14.05 \$14.40	40
27	<u>SURVEYORS</u> Party Chief	May 1/2025 May 1/2026 May 1/2027	\$50.80 \$52.50 \$54.19	10%	\$13.70 \$14.05 \$14.40	40
28	Instrument Person	May 1/2025 May 1/2026 May 1/2027	\$49.58 \$51.27 \$52.97	10%	\$13.70 \$14.05 \$14.40	40
29	Senior Rodperson	May 1/2025 May 1/2026 May 1/2027	\$47.76 \$49.45 \$51.15	10%	\$13.70 \$14.05 \$14.40	40
30	Junior Rodperson	May 1/2025 May 1/2026 May 1/2027	\$45.19 \$46.88 \$48.58	10%	\$13.70 \$14.05 \$14.40	40
31	<u>DRIVERS – EARTHMOVERS</u> Truck Driver (Triple Axle, Tandem)	May 1/2025 May 1/2026 May 1/2027	\$43.12 \$44.79 \$46.65	10%	\$12.65 \$13.06 \$13.47	50
32	Float Driver	May 1/2025 May 1/2026 May 1/2027	\$45.33 \$46.99 \$48.85	10%	\$12.65 \$13.06 \$13.47	50
33	Truck Driver (Tandem, Fuel Truck Driver)	May 1/2025 May 1/2026 May 1/2027	\$42.63 \$44.30 \$46.16	10%	\$12.65 \$13.06 \$13.47	50
34	Truck Driver (Single Axle)	May 1/2025 May 1/2026 May 1/2027	\$42.48 \$44.15 \$46.01	10%	\$12.65 \$13.06 \$13.47	50
35	Truck Driver Articulate off Road (Dump Truck)	May 1/2025 May 1/2026 May 1/2027	\$42.88 \$44.54 \$46.40	10%	\$12.65 \$13.06 \$13.47	50

The hourly rate for all Working Forepersons shall be a minimum six dollars (\$6.00) per hour above the trade rate of the majority of the employees in the group supervised effective May 1, 2024.

If an employee works more than fifty percent (50%) of their shift on a higher rated job than their regular classification, they will be paid the higher rate for the whole shift.

HOURS OF WORK AND OVERTIME:

- (A) For Labourers, the regular working day shall be eight and a half (8.5) hours/day, from Monday to Friday inclusive. For Operating Engineers and Surveyors, the regular working day shall be eight (8) hours/day, from Monday to Friday inclusive. For Earth Movers, the regular working day shall be ten (10) hours/day, from Monday to Friday inclusive.
- (B) All work performed in excess of the regular working day from Monday to Friday, inclusive, shall be deemed overtime work.
- (C) For Labourers, overtime at the rate of time and one-half (1.5x) the employee's current hourly rate shall be paid to all employees, for all work performed from Monday to Friday in excess of the regular working hours. Overtime at the rate of double (2x) the employee's current hourly rate shall be paid to all employees, for all work performed on Saturdays, Sundays or Statutory Holidays.
- (D) For Operating Engineers and Surveyors, overtime at the rate of double (2x) the employee's current hourly rate shall be paid to all employees, for all work performed from Monday to Friday in excess of the regular working hours. Overtime at the rate of double (2x) the employee's current hourly rate shall be paid to all employees, for all work performed on Saturdays, Sundays or Statutory Holidays.
- (E) For Truck Drivers, overtime at the rate of time and one-half (1.5x) the employee's current hourly rate shall be paid to all employees, for all work performed from Monday to Friday in excess of 50 hours/week. Overtime at the rate of double (2x) the employee's current hourly rate shall be paid to all employees, for all work performed on Saturdays, Sundays or Statutory Holidays.

* **FRINGE BENEFITS:** "Fringe Benefits" shall include such benefits as company pension plans, 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 or as listed.

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

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FAIR WAGE SCHEDULE

2025 - 2028

ROAD BUILDING WORK

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

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
1	<u>LABOURERS</u> Grade person, asphalt rakers, concrete road, curb and sidewalk finisher, form setters, curb setters, brick setters, pipe layers, curb machine operators, concrete paving track setters, tail end paver and asphalt grinder	May 1/2025 May 1/2026 May 1/2027	\$45.24 \$46.57 \$48.34	10%	\$17.65 \$18.15 \$18.65	50
2	Labourers (incl. wiremesh and steel reinforcing), operators of pumps 3 inches in diameter and under, interlocking stone and gabion installers, labourers' (operating all machine-driven tools by gas, air or electricity, including plate tempers), operators of self-propelled hand compactors (walk behind), concrete workers screedperson, puddlers, floatperson, fence erectors (chain link and other types including snow fences), guard rail installers, diamond saw operators (jackhammer	May 1/2025 May 1/2026 May 1/2027	\$43.79 \$45.11 \$46.89	10%	\$17.65 \$18.15 \$18.65	50

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	person), sound barrier erectors, maintenance hole builders					
3	Traffic control person, casual watchperson	May 1/2025 May 1/2026 May 1/2027	\$36.03 \$37.35 \$39.13	10%	\$17.65 \$18.15 \$18.65	50
4	*Watchperson	May 1/2025 May 1/2026 May 1/2027	\$20.20 \$20.20 \$20.20	4%-6%		50

*An employee working as a labourer who is required to do casual watching or work as a Watchperson on a casual or intermittent basis will not have their rate reduced thereby.

5	<u>TRUCK DRIVERS</u> Truck Drivers – Incl. off Highway	May 1/2025 May 1/2026 May 1/2027	\$44.56 \$45.59 \$46.61	10%	\$13.95 \$14.30 \$14.65	50
6	Fuel Truck Drivers	May 1/2025 May 1/2026 May 1/2027	\$44.54 \$45.57 \$46.60	10%	\$13.95 \$14.30 \$14.65	50
7	Load bearing boom drivers, dumpcrete drivers, and pup dump trailer drivers, flo boy and tractor trailer, dump truck tag-a-long over 15 ton	May 1/2025 May 1/2026 May 1/2027	\$44.54 \$45.57 \$46.60	10%	\$13.95 \$14.30 \$14.65	50
8	Truck train drivers, custom mobile mixer units (truck or trailer mounted)	May 1/2025 May 1/2026 May 1/2027	\$44.64 \$45.66 \$46.69	10%	\$13.95 \$14.30 \$14.65	50
9	Float Drivers	May 1/2025 May 1/2026 May 1/2027	\$45.07 \$46.10 \$47.12	10%	\$13.95 \$14.30 \$14.65	50

City of Toronto By-law 1154-2026

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
10	<u>OPERATING ENGINEERS</u> Operators of: shovels, backhoes, dragline, gradall clams (on site), grader operator "A" (with or without attachments)	May 1/2025 May 1/2026 May 1/2027	\$51.86 \$53.40 \$55.35	10%	\$14.12 \$14.40 \$14.72	50
11	Clam operator (yard), mechanics, welders "A"	May 1/2025 May 1/2026 May 1/2027	\$51.86 \$53.40 \$55.35	10%	\$14.12 \$14.40 \$14.72	50
12	Pitman-type operator hydra-lift, truck-mounted hydraulic crane), bulldozer operators (D-4 equivalent or over), trim dozer operator (6-way blade)	May 1/2025 May 1/2026 May 1/2027	\$51.41 \$52.95 \$54.90	10%	\$14.12 \$14.40 \$14.72	50
13	Front-end loader operators (1 cu. yd. and over), scrapers – self-propelled, mixer person on asphalt plant, concrete curb machine operator, asphalt spreader operator (self-propelled), vacuum excavators, off highway vehicles, and shuttle buggy	May 1/2025 May 1/2026 May 1/2027	\$51.27 \$52.81 \$54.76	10%	\$14.12 \$14.40 \$14.72	50
14	Concrete paver operators, asphalt planer operators "A", engineers on boilers (with papers)	May 1/2025 May 1/2026 May 1/2027	\$51.18 \$52.71 \$54.66	10%	\$14.12 \$14.40 \$14.72	50

SHIFT PREMIUM:

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

May 1/2022 \$6.00/per hour

HOURS OF WORK AND OVERTIME:

- (A) The standard hours of work for all employees in the Road Building sector shall be based on 50 hours/week exclusive of travelling time to and from the job.
- (B) Overtime at the rate of time and one-half (1.5x) for all work performed in excess of ten (10) hours per day, or fifty (50) hours per week Monday to Friday inclusive and on Saturdays. Double time (2x) for all work performed on Sundays and Statutory Holidays.

FRINGE BENEFITS: "Fringe Benefits" shall include such benefits as company pension plans, 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 or as listed.

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

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FAIR WAGE SCHEDULE

2025 - 2028

SEWER AND WATERMAIN CONSTRUCTION WORK

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
1	<u>SCHEDULE "A"</u> <u>"Open Cut" SEWER & WATERMAIN WORK</u> <u>LABOURERS</u> Labourers, pump person, (3" discharge and under), heater person (up to 5 heaters)	May 1/2025 May 1/2026 May 1/2027	\$44.27 \$45.65 \$47.46	10%	\$17.39 \$17.84 \$18.29	50
2	Small mixer driver (under 1yard), dinky mortar person, sheeting and shoring person, miner's and driller's helper, power person helper, motor person, scootcrete driver, screed person, puddlers, float person on concrete, jackhammer person, well-point installer, encasement form setters, signal person, rammax tamper	May 1/2025 May 1/2026 May 1/2027	\$44.85 \$46.23 \$48.04	10%	\$17.39 \$17.84 \$18.29	50
3	Pipelayer's helper, concrete finishers, concrete patcher inside pipe, catch basin installer, diamond saw cutter, watermain tapper, precast manhole installer, manhole builders, drillers, all types including associated equipment	May 1/2025 May 1/2026 May 1/2027	\$45.01 \$46.38 \$48.19	10%	\$17.39 \$17.84 \$18.29	50

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
4	Caulker (cast iron, tile, concrete, asbestos, cement, plastic, etc.), wagon driller, box sewer constructor, carpenter, reinforcing person, fusion welder	May 1/2025 May 1/2026 May 1/2027	\$45.24 \$46.62 \$48.43	10%	\$17.39 \$17.84 \$18.29	50
5	Pipelayers (including use of laser for pipe-laying)	May 1/2025 May 1/2026 May 1/2027	\$47.17 \$48.54 \$50.35	10%	\$17.39 \$17.84 \$18.29	50
6	Manhole and valve chamber carpenter constructor; miners; drillers; shaft sinker timber person; grout-machine person; power person blaster; welder	May 1/2025 May 1/2026 May 1/2027	\$46.21 \$47.59 \$49.40	10%	\$17.39 \$17.84 \$18.29	50
7	Traffic Control Person and Casual Watchperson	May 1/2025 May 1/2026 May 1/2027	\$39.03 \$40.41 \$42.22	10%	\$17.39 \$17.84 \$18.29	50
8	<u>TRUCK DRIVERS</u> Drivers of dump trucks, pickup service trucks, bulk lift trucks, farm tractors without attachments, off highway trucks	May 1/2025 May 1/2026 May 1/2027	\$45.13 \$46.11 \$47.09	10%	\$14.15 \$14.55 \$14.95	50
9	Fuel truck drivers, load bearing boom truck drivers	May 1/2025 May 1/2026 May 1/2027	\$45.23 \$46.21 \$47.19	10%	\$14.15 \$14.55 \$14.95	50
10	Float drivers, custom mobile mixer units, truck or trailer mounted	May 1/2025 May 1/2026 May 1/2027	\$45.49 \$46.47 \$47.45	10%	\$14.15 \$14.55 \$14.95	50
11	<u>OPERATING ENGINEERS</u> Engineers operating cranes, clams, shovels, backhoes, derricks, pile-drivers, gradalls, mobile cranes, caisson boring machines 25 HP	May 1/2025 May 1/2026 May 1/2027	\$52.88 \$54.42 \$55.96	10%	\$14.53 \$14.81 \$15.09	50

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	and over, side booms and similar equipment					
12	Grade "A" and fine grade bulldozer operators	May 1/2025 May 1/2026 May 1/2027	\$52.64 \$54.17 \$55.71	10%	\$14.53 \$14.81 \$15.09	50
13	Heavy-duty field mechanics, equipment repair welders, operators of pitman type crane (hydra-lift truck mounted hydraulic)	May 1/2025 May 1/2026 May 1/2027	\$52.39 \$53.93 \$55.47	10%	\$14.53 \$14.81 \$15.09	50
14	Operators of bulldozers, tractors, scrapers, emcos, graders "B", overhead loaders and similar equipment, farm and industrial tractors with excavating attachments, trenching machines, caisson boring machines under 25 HP	May 1/2025 May 1/2026 May 1/2027	\$52.29 \$53.83 \$55.37	10%	\$14.53 \$14.81 \$15.09	50
15	Service person on shovels; compressors, pumps, boom truck drivers, operators of 5 or more heaters, packer with blade	May 1/2025 May 1/2026 May 1/2027	\$51.56 \$53.10 \$54.64	10%	\$14.53 \$14.81 \$15.09	50
16	Self-Propelled Rollers	May 1/2025 May 1/2026 May 1/2027	\$49.49 \$51.03 \$52.57	10%	\$14.53 \$14.81 \$15.09	50
17	<u>OILERS, GREASERS, MECHANIC'S HELPERS</u> Third Year	May 1/2025 May 1/2026 May 1/2027	\$50.37 \$51.91 \$53.45	10%	\$14.53 \$14.81 \$15.09	50
18	Second Year	May 1/2025 May 1/2026 May 1/2027	\$49.39 \$50.93 \$52.47	10%	\$14.53 \$14.81 \$15.09	50

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
19	First Year	May 1/2025 May 1/2026 May 1/2027	\$48.41 \$49.95 \$51.49	10%	\$14.53 \$14.81 \$15.09	50
20	<u>SCHEDULE "B"</u> <u>SEWER & WATERMAIN "Tunnel Work"</u> 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 <u>LABOURERS</u> Labourers (surface), signal person, deck person, pump person (3"), hopper person, heater person (up to 5 heaters), yard and material person, gauge tender	May 1/2025 May 1/2026 May 1/2027	\$45.98 \$47.35 \$49.16	10%	\$17.99 \$14.44 \$18.89	40
21	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	May 1/2025 May 1/2026 May 1/2027	\$46.90 \$48.28 \$50.09	10%	\$17.99 \$14.44 \$18.89	40
22	Locktender	May 1/2025 May 1/2026 May 1/2027	\$47.24 \$48.61 \$50.42	10%	\$17.99 \$14.44 \$18.89	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
23	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	May 1/2025 May 1/2026 May 1/2027	\$47.87 \$49.25 \$51.06	10%	\$17.99 \$14.44 \$18.89	40
24	Lead miner, tunnel shield, mole and similar equipment drivers, working foreperson	May 1/2025 May 1/2026 May 1/2027	\$48.84 \$50.22 \$52.03	10%	\$17.99 \$14.44 \$18.89	40
25	Watchperson	May 1/2025 May 1/2026 May 1/2027	\$24.88 \$24.88 \$24.88	4% - 6%		50
26	<u>TRUCK DRIVERS</u> Drivers of dump trucks, pickup service trucks, bulk lift trucks and farm tractors without attachments, off highway trucks	May 1/2025 May 1/2026 May 1/2027	\$45.13 \$46.11 \$47.09	10%	\$14.15 \$14.55 \$14.95	50

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
27	Fuel truck drivers, load bearing boom truck drivers and drivers of dump trucks with tag along attachments over 15 tons	May 1/2025 May 1/2026 May 1/2027	\$44.93 \$45.91 \$46.89	10%	\$14.15 \$14.55 \$14.95	50
28	<u>OPERATING ENGINEERS</u> Engineers operating all hoists, hoisting materials out of shafts	May 1/2025 May 1/2026 May 1/2027	\$52.85 \$54.39 \$55.93	10%	\$14.53 \$14.81 \$15.09	50
29	Heavy-duty field mechanics, engineers operating shaft hoist, tuggers and derricks 2,000 lbs. or less, compressor operators 500 CFM or over	May 1/2025 May 1/2026 May 1/2027	\$52.62 \$54.15 \$55.69	10%	\$14.53 \$14.81 \$15.09	50
30	<u>SCHEDULE "D "</u> FLUSHING, CLEANING, TESTING, CCTV INSPECTION, HYDRO/AIR EXCAVATION, LINING AND RE-LINING OF SEWERS AND WATERMAINS Helper	May 1/2025 May 1/2026 May 1/2027	\$34.52 \$36.05 \$37.59	10%	\$10.09 \$10.37 \$10.65	50
31	CCTV, combo flusher, tradesperson, CIPP and Spot Repair Tradesperson, Boiler Tradesperson	May 1/2025 May 1/2026 May 1/2027	\$37.22 \$38.76 \$40.30	10%	\$10.09 \$10.37 \$10.65	50
32	Cutter, Grouter Tradesperson	May 1/2025 May 1/2026 May 1/2027	\$39.18 \$40.72 \$42.26	10%	\$10.09 \$10.37 \$10.65	50
33	Hydro/air excavation tradesperson (Tunnel work/ Open-cut work)	May 1/2025 May 1/2026 May 1/2027	\$46.58 \$48.12 \$49.66	10%	\$14.53 \$14.81 \$15.09	50
34	Helper – Hydro/air excavation tradesperson	May 1/2025 May 1/2026 May 1/2027	\$40.86 \$42.39 \$43.93	10%	\$14.53 \$14.81 \$15.09	50

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
35	Water Operator-in-Training 1	May 1/2025 May 1/2026 May 1/2027	\$29.04 \$30.41 \$32.22	10%	\$14.70 \$15.15 \$15.60	50
36	Water Operator-in-Training 2	May 1/2025 May 1/2026 May 1/2027	\$31.22 \$32.59 \$34.41	10%	\$14.70 \$15.15 \$15.60	50
37	Water Operator-in-Training 3	May 1/2025 May 1/2026 May 1/2027	\$36.51 \$37.88 \$39.69	10%	\$14.70 \$15.15 \$15.60	50
38	Class 1 Water Operator	May 1/2025 May 1/2026 May 1/2027	\$43.83 \$45.20 \$47.02	10%	\$14.70 \$15.15 \$15.60	50

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

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

(B) Overtime at the rate of double (2x) the employee's current hourly rate shall be paid to all employees, for all work performed on Saturdays, Sundays or Statutory Holidays

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

(A) Overtime at the rate of time and one-half (1.5x) the employee's hourly rate shall be paid to all employees, for all work performed in excess of fifty (50) hours/week, made up of five (5) 10 hour days, Monday to Friday inclusive, excluding travelling time to and from the job.

(B) Overtime at the rate of time and one-half (1.5x) the employee's current hourly rate shall be paid to all employees, for all work performed on Saturdays. Overtime at the rate of double (2x) the employee's current hourly rate shall be paid to all employees, for all work performed on Saturdays, Sundays or Statutory Holidays.

SHIFT PREMIUM - LABOURERS:

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

May 1/2025 - \$3.75 per hour
 May 1/2026 - \$4.25 per hour
 May 1/2027 - \$4.25 per hour

SHIFT PREMIUM - OPERATING ENGINEERS:

A shift premium will be paid for all work performed on any shift commencing after 12:00 o'clock noon or before 5:30 o'clock a.m.:

May 1/2025 - \$3.75 per hour
 May 1/2026 - \$4.25 per hour
 May 1/2027 - \$4.25 per hour

PREMIUM RATES IN COMPRESSED AIR: (LABOURERS AND TRUCK DRIVERS CLASSIFICATIONS ONLY)

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

PREMIUM PER SHIFT AIR PRESSURE

1 to 14 pounds	\$16.00
15 to 20 pounds	\$19.50
21 pounds	\$23.50

(A) For air pressure over twenty-one pounds (21 lbs.), the employer agrees to pay two dollars (\$2.00) per pound compressed air premium for each pound over twenty-one pounds (21 lbs.), in addition to the twenty-one pound (21 lb.) rate.

(B) Where employees are required to work in compressed air, they shall receive a minimum of nine (9) hours/day or shift; it being understood and agreed that the ninth (9th) hour shall be paid at straight time rates.

(C) It is understood and agreed that air pressure premium will be paid/shift regardless of the time spent by an employee in compressed air, save and except when an employee voluntarily leaves the compressed air environment. Rest periods as required by law when working under air pressure are to be paid, and no deduction will be made for a meal break falling in the rest period between the two working periods.H

(D) HOT BEVERAGES

- (i) The employer shall, at their own expense, supply sugar and hot beverages for employees working in compressed air during rest periods.
- (ii) Containers and cups for the beverages required as outlined above, shall be maintained in a clean and sanitary condition and kept stored in a closed container.

**PREMIUM RATES IN COMPRESSED AIR:
(OPERATING ENGINEERS CLASSIFICATION ONLY)**

**PREMIUM PER SHIFT
AIR PRESSURE**

MAY 1/22

1 to 14 pounds	\$16.00
15 to 20 pounds	\$19.50
21 pounds	\$23.50
Over 21 pounds	\$2.00/lb over and above the rate for 21 lbs.

* **FRINGE BENEFITS:** "Fringe Benefits" shall include such benefits as company pension plans, 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 or as listed.

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

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FAIR WAGE SCHEDULE

2025 - 2028

UTILITY WORK

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
1	<u>LABOURERS</u> Labourers: Powderperson Helper; Form strippers; scootcrete and calf dozer; portable compressors; small mixer and pump person (4" discharge and under); grout person; mortar person; store person and lumber yard attendant; farm tractor driver	May 1/2025 May 1/2026 May 1/2027	\$44.62 \$45.99 \$47.80	10%	\$17.20 \$17.65 \$18.10	44
2	Labourers: Pipelayers and conduit layers (all types and materials); jack hammer operator; air auger person; form setters; concrete finishers	May 1/2025 May 1/2026 May 1/2027	\$44.78 \$46.14 \$47.96	10%	\$17.20 \$17.65 \$18.10	44
3	Labourers: wagon drills, etc.; powder person	May 1/2025 May 1/2026 May 1/2027	\$44.80 \$46.17 \$47.99	10%	\$17.20 \$17.65 \$18.10	44
4	Labourers: Carpenters; line person; truck driver (over 3/4 ton)	May 1/2025 May 1/2026 May 1/2027	\$45.11 \$46.48 \$48.30	10%	\$17.20 \$17.65 \$18.10	44
5	AZ/DZ Truck Drivers	May 1/2025 May 1/2026 May 1/2027	\$45.53 \$46.90 \$48.71	10%	\$17.20 \$17.65 \$18.10	44
6	Labourers (Electrician)	May 1/2025 May 1/2026 May 1/2027	\$46.90 \$48.27 \$50.08	10%	\$17.20 \$17.65 \$18.10	44
7	Labourers: Tunnel workers where tunnel is in excess of ten feet in length, excluding shallow tree tunnels	May 1/2025 May 1/2026 May 1/2027	\$47.12 \$48.49 \$50.30	10%	\$17.20 \$17.65 \$18.10	44

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
8	Working Foreperson	May 1/2025 May 1/2026 May 1/2027	\$48.44 \$49.81 \$51.62	10%	\$17.20 \$17.65 \$18.10	44
9	Electrician (Working Foreperson)	May 1/2025 May 1/2026 May 1/2027	\$51.64 \$53.01 \$54.82	10%	\$17.20 \$17.65 \$18.10	44
10	Flagperson, watchperson	May 1/2025 May 1/2026 May 1/2027	\$36.99 \$38.36 \$40.17	10%	\$17.20 \$17.65 \$18.10	48
11	<u>OPERATING ENGINEERS & TELECOMMUNICATION WORKERS</u> Engineers operating cranes including, but not limited to, self-erecting cranes, boom trucks (over 8 tons), backhoes (excavator), hydraulic or cable type side booms, gradalls and similar equipment	May 1/2025 May 1/2026 May 1/2027	\$52.01 \$53.58 \$55.59	10%	\$13.47 \$13.72 \$13.97	44
12	Mechanics & welders (on site), operators of bulldozers D4 and over, front-end loaders, 1cu. yd. and over, industrial type backhoes with excavation attachments (rubber tire backhoe), trenching machines over Davis 300 and similar equipment to foregoing hydraulic excavating machine	May 1/2025 May 1/2026 May 1/2027	\$51.55 \$53.12 \$55.13	10%	\$13.47 \$13.72 \$13.97	44
13	Operators of: bulldozers, under D4, well points and all types of dewatering systems, 6" discharge	May 1/2025 May 1/2026 May 1/2027	\$51.35 \$52.92 \$54.93	10%	\$13.47 \$13.72 \$13.97	44

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	and over, front-end loaders under 1 cu. yd., augers & boring equipment other than air activated under 8"					
14	Shop and standby time	May 1/2025 May 1/2026 May 1/2027	\$51.20 \$52.76 \$54.77	10%	\$13.47 \$13.72 \$13.97	44
15	Hydro Air Excavator Tradesperson Straight Vac Tradesperson	May 1/2025 May 1/2026 May 1/2027	\$46.26 \$47.82 \$49.83	10%	\$14.31 \$14.56 \$14.81	44
16	Helper (90% of tradesperson)	May 1/2025 May 1/2026 May 1/2027	\$41.69 \$43.10 \$44.92	10%	\$14.31 \$14.56 \$14.81	44
17	Trainee (75% of tradesperson)	May 1/2025 May 1/2026 May 1/2027	\$34.83 \$36.02 \$37.55	10%	\$14.31 \$14.56 \$14.81	44
18	<u>DRIVERS</u> Lowbeds and bed tandems	May 1/2025 May 1/2026 May 1/2027	\$45.49 \$46.47 \$47.45	10%	\$14.15 \$14.55 \$14.95	50
19	Semi-trailers, pole trailers, stringing trucks, and tree farmers	May 1/2025 May 1/2026 May 1/2027	\$45.49 \$46.47 \$47.45	10%	\$14.15 \$14.55 \$14.95	50
20	Track trucks (transportation), winch truck, A-frame or hoist equipment truck (transportation), dump trucks over 8 yards	May 1/2025 May 1/2026 May 1/2027	\$45.49 \$46.47 \$47.45	10%	\$14.15 \$14.55 \$14.95	50
21	Fuel Truck Drivers, Load Bearing Boom Truck Drivers and drivers of dump trucks with tag along attachments over 15 tonnes.	May 1/2025 May 1/2026 May 1/2027	\$45.23 \$46.21 \$47.19	10%	\$14.15 \$14.55 \$14.95	50
22	Flat beds, supply trucks, buses (where applicable), farm type tractors (transportation, material hauling),	May 1/2025 May 1/2026 May 1/2027	\$45.49 \$46.47 \$47.45	10%	\$14.15 \$14.55 \$14.95	50

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	forklifts (in warehouse areas), dump trucks 8 yards & over					

HOURS OF WORK AND OVERTIME:

For Labourers, overtime at the rate of time and one-half (1.5x) shall be paid to all employees, for all work performed in excess of nine (9) hours per day, or forty-four (44) hours per week, Monday to Friday inclusive and on Saturdays. Double time (2x) for all work performed on Sundays and Statutory Holidays.

For Drivers, all time worked after fifty (50) hours in a work week shall be deemed overtime work or shift work and shall be paid at time and one-half (1.5x) the regular wage.

* **FRINGE BENEFITS:** "Fringe Benefits" shall include such benefits as company pension plans, 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 or as listed.

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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