

**Appendix A – Proposed Amendments  
Toronto Municipal Code, Chapter 67, Fair Wage,  
Schedule C, General Classifications**

	FW SCHEDULE 2003/2004				PROPOSED FW 2013 SCHEDULE			
TRADE	HOURLY RATE	VAC. & HOLIDAY PAY	FRINGE BENEFITS	TOTAL WAGE	HOURLY RATE	VAC. & HOLIDAY PAY	FRINGE BENEFITS	TOTAL WAGE
<b>SECURITY</b>								
Security Guards (Basic)	\$8.75	4%	\$0.30	<b>\$9.40</b>	\$12.13	4%	\$0.65	<b>\$13.26</b>
Security Guards (Events)					\$12.50	4%	\$0.65	<b>\$13.65</b>
Security Guards (Alarms, CCTV ...)	\$10.81	4%	\$0.30	<b>\$11.64</b>	\$12.88	4%	\$0.65	<b>\$14.04</b>
<b>BUILDING CLEANING &amp; MAINTENANCE</b>								
Cleaner (L/D)	\$9.78	4%	\$0.42	<b>\$10.59</b>	\$12.43	4%	\$0.50	<b>\$13.42</b>
Cleaner (H/D)	\$11.33	4%	\$0.42	<b>\$12.20</b>	\$14.10	4%	\$0.50	<b>\$15.16</b>
Handyman/Woman	\$14.16	4%	\$0.50	<b>\$15.22</b>	\$16.10	4%	\$0.59	<b>\$17.33</b>
<b>WINDOW CLEANERS</b>								
- Interior	\$10.04	4%	\$0.00	<b>\$10.44</b>	\$12.00	4%	\$0.00	<b>\$12.48</b>
- Ladder	\$12.87	4%	\$0.00	<b>\$13.38</b>	\$15.35	4%	\$0.00	<b>\$15.96</b>
- High Rise	\$18.54	4%	\$0.00	<b>\$19.28</b>	\$22.00	4%	\$0.00	<b>\$22.88</b>
<b>LANDSCAPING</b>								
Jr. Landscaper	\$19.40	10%	\$6.39	<b>\$27.73</b>	\$16.95	10%	\$9.54	<b>\$28.18</b>
Sodding Operation					\$15.37	10%	\$9.54	<b>\$26.44</b>
Skilled Sodder incl. Roller Operator & those with more than two seasons	\$22.05	10%	\$6.39	<b>\$30.64</b>	\$22.16	10%	\$9.54	<b>\$33.91</b>
Gardener					\$13.27	10%	\$9.54	<b>\$24.13</b>
Skilled Gardener					\$17.27	10%	\$9.54	<b>\$28.53</b>
Maintenance Gardener					\$13.27	10%	\$9.54	<b>\$24.13</b>
Skilled Maintenance Gardener					\$17.27	10%	\$9.54	<b>\$28.53</b>
Labourers	\$22.05	10%	\$6.39	<b>\$30.64</b>	\$24.25	10%	\$9.54	<b>\$36.21</b>

	FW SCHEDULE 2003/2004				PROPOSED FW 2013 SCHEDULE			
TRADE	HOURLY RATE	VAC. & HOLIDAY PAY	FRINGE BENEFITS	TOTAL WAGE	HOURLY RATE	VAC. & HOLIDAY PAY	FRINGE BENEFITS	TOTAL WAGE
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	\$22.20	10%	\$6.39	<b>\$30.81</b>	\$27.05	10%	\$9.54	<b>\$39.29</b>
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, & all other similar small equipment	\$22.55	10%	\$6.39	<b>\$31.19</b>	\$27.39	10%	\$9.54	<b>\$39.35</b>
Drivers of Farm Tractor with pulverizing or fine grading equipment	\$23.35	10%	\$6.39	<b>\$32.07</b>	\$28.19	10%	\$9.54	<b>\$40.54</b>
Dozer & Loader Operator & Backhoe Operator	\$23.50	10%	\$6.39	<b>\$32.24</b>	\$28.35	10%	\$9.54	<b>\$40.72</b>
Grader Operator	\$23.60	10%	\$6.39	<b>\$32.35</b>	\$28.45	10%	\$9.54	<b>\$40.83</b>
Working Foreman					\$27.89	10%	\$9.54	<b>\$40.21</b>
<b>GARAGE CONCRETE REPAIR &amp; RESTORATION</b>								
Carpentry & Hydro Demolisher	\$25.10	10%	\$4.00	<b>\$31.61</b>	\$30.63	10%	\$7.05	<b>\$40.74</b>
Skilled Workers	\$21.60	10%	\$4.00	<b>\$27.13</b>	\$27.13	10%	\$7.05	<b>\$36.89</b>
Labourers	\$16.10	10%	\$4.00	<b>\$20.40</b>	\$20.40	10%	\$7.05	<b>\$29.49</b>