

TORONTO MUNICIPAL CODE
CHAPTER 67, FAIR WAGE
SCHEDULE C, FAIR WAGE SCHEDULE

SCHEDULE C

FAIR WAGE SCHEDULE, 2016 – 2019

General Classifications

[Amended 2017-05-26 by By-law 588-2017¹]

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>SECURITY</u>					
Security Guards (Basic & Night Watchperson)	Feb. 1/17	\$12.42	4%	\$0.67	40
Security Guards (Events)	Feb. 1/17	\$12.90	4%	\$0.67	40
Security Guards (Alarms, CCTV Control, Etc.)	Feb. 1/17	\$13.29	4%	\$0.67	40
Security Guards (K-9 Unit)	Feb. 1/17	\$16.00	4%	\$2.39	40
Security Guards (Other)	Feb. 1/17	\$22.45	4%	\$2.32	40
Security Guard (Union Station)	May 1/16	\$17.84	4%	\$2.12	40
Security Guard (Union Station Shift Lead)	May 1/16	\$19.62	4%	\$2.42	40

¹ Editor's Note: By-law 588-2017 deleted and replaced the 2013-2016 wage rates in the Fair Wage Schedule for the classifications in Schedule C to Chapter 67, under the headings "General Classifications", "Heavy Construction Work", "Industrial, Commercial and Institutional Work", "Road Building Work", "Sewer and Water Main Construction" and "Utility Work" with the fair wage rates in Schedule C to By-law 588-2017 for the classifications "General Classifications, 2016-2019", "Heavy Construction Work, 2016-2019", "Industrial, Commercial and Institutional Work, 2016-2019", "Road Building Work, 2016-2019", "Sewer and Water Main Construction, 2016-2019" and "Utility Work, 2016-2019", to go into effect August 1, 2017 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. By-law 588-2017 shall be in force May 26, 2017. The increased wage rates shall be in effect from August 1, 2017 to May 31, 2019, or until further amended.

Despite paragraphs 1 and 2, above, the 2013-2016 wage rates for the General Classifications, 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 procurement call issued by the City of Toronto and for any contract entered into between any contractor and the City of Toronto prior to the date of enactment of By-law 588-2017 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 By-law 588-2017 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 By-law 588-2017 coming into effect.
- (4) Any investigation or legal proceeding commenced under or in respect to the provisions of this chapter prior to By-law 588-2017 coming into effect shall be taken up and continued in conformity with the provisions of this chapter in effect at such time.

For greater certainty, for any procurement call issued after May 26, 2017 and prior to August 1, 2017, the 2013-2016 fair wage rates for all Schedule C classifications will apply to any work performed prior to August 1, 2017. The 2016-2019 fair wage rates for all Schedule C classifications will apply to any work performed from August 1, 2017 to the end of the contract (including any renewals).

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<u>BUILDING CLEANING and MAINTENANCE</u>					
Cleaner (Light Duty)	May 1/16	\$12.83	4%	\$0.52	40
Cleaner (Heavy Duty)	May 1/16	\$14.55	4%	\$0.52	40
Handyman/Woman (General Maintenance and Snow Removal)	May 1/16	\$16.62	4%	\$0.61	40
<u>WINDOW CLEANERS</u>					
Interior/Exterior	May 1/16	\$12.38	4%	-	40
Ladder	May 1/16	\$15.84	4%	-	40
High Rise	May 1/16	\$22.70	4%	-	40
<u>LANDSCAPING</u>	May 1/16	\$17.83		\$10.89	
Sodding Operation – Year 1	May 1/17	\$18.28		\$11.39	
	May 1/18	\$18.83	10%	\$11.89	50
Sodding Operation – Year 2	May 1/16	\$20.17		\$10.89	
	May 1/17	\$20.63		\$11.39	
	May 1/18	\$21.17	10%	\$11.89	50
Skilled Sodder including Roller Operator and those with more than two seasons	May 1/16	\$20.85		\$10.89	
	May 1/17	\$21.31		\$11.39	
	May 1/18	\$21.85	10%	\$11.89	50
Gardener – Year 1	May 1/16	\$15.77		\$10.89	
	May 1/17	\$16.23		\$11.39	
	May 1/18	\$16.79	10%	\$11.89	50
Gardener – Year 2	May 1/16	\$17.77		\$10.89	
	May 1/17	\$18.23		\$11.39	
	May 1/18	\$18.79	10%	\$11.89	50
Skilled Gardener	May 1/16	\$19.77		\$10.89	
	May 1/17	\$20.23		\$11.39	
	May 1/18	\$20.79	10%	\$11.89	50
Maintenance Gardener – Year 1	May 1/16	\$15.77		\$10.89	
	May 1/17	\$16.23		\$11.39	
	May 1/18	\$16.79	10%	\$11.89	50
Maintenance Gardener – Year 2	May 1/16	\$17.77		\$10.89	
	May 1/17	\$18.23		\$11.39	
	May 1/18	\$18.79	10%	\$11.89	50
Skilled Maintenance Gardener	May 1/16	\$19.77		\$10.89	
	May 1/17	\$20.23		11.39	
	May 1/18	\$20.79	10%	11.89	50

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Landscape Labourers	May 1/16 May 1/17 May 1/18	\$26.71 \$27.16 \$27.71	10%	\$10.89 \$11.59 \$11.89	50
Landscape Gardeners, Farm Tractors without excavating attachments forklifts, truck drivers, load bearing boom truck Operators, machine driven tools on any other equipment that is operated by remote control	May 1/16 May 1/17 May 1/18	\$29.51 \$29.95 \$30.51	10%	\$10.89 \$11.89 \$11.89	50
Form setters, concrete finishers, landscape stone setters of all types, landscape brick setters, landscape irrigation, pipe layers, float drivers, reinforcing steel person, drillers of all types, high pressure water equipment, small trenchers, paring stone laying machine of all types, small trenchers, mini-skid steel loaders, and all other similar small equipment	May 1/16 May 1/17 May 1/18	\$29.85 \$30.30 \$30.85	10%	\$10.89 \$11.89 \$11.89	50
Drivers of Farm Tractor with pulverizing or fine grading equipment	May 1/16 May 1/17 May 1/18	\$30.65 \$31.10 \$31.65	10%	\$10.89 \$11.89 \$11.89	50
Dozer and Loader Operator and Backhoe Operator	May 1/16 May 1/17 May 1/18	\$30.81 \$31.26 \$31.81	10%	\$10.89 \$11.39 \$11.89	50
Grader Operator	May 1/16 May 1/17 May 1/18	\$30.41 \$31.36 \$31.91	10%	\$10.89 \$11.89 \$11.89	50
Working Foreman	May 1/16 May 1/17 May 1/18	\$32.35 \$32.80 \$33.25	10%	\$10.89 \$11.39 \$11.89	50
<u>LANDSCAPE IRRIGATION</u>	May 1/16 May 1/17 May 1/18	\$25.49 \$25.95 \$26.49	10%	\$10.89 \$11.89 \$11.89	50
Lead Hand	May 1/16 May 1/17 May 1/18	\$22.99 \$23.45 \$23.99	10%	\$10.89 \$11.89 \$11.89	50
Technician	May 1/16 May 1/17 May 1/18	\$20.94 \$21.39 \$21.94	10%	\$10.89 \$11.39 \$11.89	50
Installer	May 1/16 May 1/17 May 1/18	\$20.94 \$21.39 \$21.94	10%	\$10.89 \$11.39 \$11.89	50

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Assistant Installer	May 1/16 May 1/17 May 1/18	\$19.69 \$20.15 \$20.69	10%	\$10.89 \$11.89 \$11.89	50
Labourer	May 1/16 May 1/17 May 1/18	\$18.59 \$19.05 \$19.59	10%	\$10.89 \$11.89 \$11.89	50
<u>LANDSCAPE – HYDRO SEEDING</u>					
Terra Seeding, Hydro Seeding etc.	May 1/16 May 1/17 May 1/18	\$20.95 \$21.41 \$21.95	10%	\$10.89 \$11.89 \$11.89	50
Driver Operator	May 1/16 May 1/17 May 1/18	\$23.95 \$24.41 \$24.95	10%	\$10.89 \$11.89 \$11.89	50
<u>GARAGE CONCRETE REPAIRS AND RESTORATION</u>					
Carpentry and Hydro Demolisher	May 1/16 May 1/17 May 1/18	\$36.92 \$37.46 \$38.05	10%	\$12.55 \$12.65 \$12.75	40
Skilled Workers	May 1/16 May 1/17 May 1/18	\$27.69 \$28.09 \$28.53	10%	\$12.55 \$12.65 \$12.75	40
Labourer	May 1/16 May 1/17 May 1/18	\$22.15 \$22.47 \$22.83	10%	\$12.55 \$12.65 \$12.75	40

For wage rates of classifications not covered by this Schedule, contact the Fair Wage Office.

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

* **VACATION AND HOLIDAY PAY** – 10 percent of the hourly rate.

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

FAIR WAGE OFFICE
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Heavy Construction Work 2016 - 2019

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>(Excluding Tunnelwork)</u>					
<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	May 12/16 May 1/17 May 1/18	\$38.24 \$39.05 \$39.74	10%	\$13.05 \$13.55 \$14.15	42.5
<u>Group 2</u>					
Scootcrete, sheeting and shoring person, timber person in trench, labourers on wellpoints, pipelayers, maintenance hole constructor, valve chamber constructor	May 12/16 May 1/17 May 1/18	\$38.47 \$39.29 \$39.97	10%	\$13.05 \$13.55 \$14.15	42.5

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TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>Group 3</u> Reinforced concrete workers, and form setters, jackhammer person, concrete vibrator person, hydro demolisher person	May 12/16 May 1/17 May 1/18	\$38.54 \$39.35 \$40.04	10%	\$13.05 \$13.55 \$14.14	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	May 12/16 May 1/17 May 1/18	\$38.64 \$39.45 \$40.14	10%	\$13.05 \$13.55 \$14.15	42.5
<u>Group 5</u> Carpenter, welder (certified), (rod or semi-automatic)	May 12/16 May 1/17 May 1/18	\$40.24 \$41.05 \$41.74	10%	\$13.05 \$13.55 \$14.15	42.5
<u>Group 6</u> Welder with own rig (rod or semi-automatic)	May 12/16 May 1/17 May 1/18	\$59.71 \$60.53 \$61.21	10%	\$13.05 \$13.55 \$14.15	42.5
<u>Group 7</u> Flagperson	May 1/16 May 1/17 May 1/18	\$25.33 \$26.15 \$26.83	10%	\$13.05 \$13.55 \$14.10	42.5
<u>Group 8</u> * Casual Watchperson	May 1/16 May 1/17 May 1/18	\$848.50/wk \$913.50/wk \$978.50/wk			50
* 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.					

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TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>Tunnel Work</u>					
<u>Group 1</u>					
Labourers (on surface) including labourers on stripping and tabular scaffolding, erectors, carpenter's helpers (on surface), classified labourers (on surface), dinky motorperson, small mixers (under 1 yard) sheeting and shoring person, pipelayers helper, mortarperson, concrete workers (screedperson, puddler, floatperson), form setters, farm tractor driver (no excavating attachment), mixer person and grout pump person; including non-propelled slurry pumps mini skid steer loaders and mini backhoes of 50 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 12/16 May 1/17 May 1/18	\$40.54 \$41.35 \$42.04	10%	\$13.05 \$13.55 \$14.05	42.5

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<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, conveyor belt, labourer, needle beam labourer	May 12/16 May 1/17 May 1/18	\$41.07 \$41.89 \$42.57	10%	\$13.05 \$13.55 \$14.05	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)	May 12/16 May 1/17 May 1/18	\$41.37 \$42.19 \$42.87	10%	\$13.05 \$13.55 \$14.05	42.5
<u>Group 4</u> Slush driver, muck-machine driver, grout machine person and driver of concrete placing machine in tunnel, scoop-tram	May 12/16 May 1/17 May 1/18	\$41.67 \$42.49 \$43.17	10%	\$13.05 \$13.55 \$14.05	42.5

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<u>Group 5</u> Lead miner, T.B.M. and micro tunnel operators, tunnel shield driver, tunnel mole driver, carpenter form builder-fabricator-erector, welder (certified) in tunnel (rod or semi-automatic)	May 12/16 May 1/17 May 1/18	\$43.77 \$44.49 \$45.27	10%	\$13.05 \$13.55 \$14.05	42.5
<u>Group 6</u> Welder (certified) with own rig (rod or semi-automatic)	May 12/16 May 1/17 May 1/18	\$61.81 \$62.63 \$63.31	10%	\$13.05 \$13.55 \$14.05	42.5
<u>Group 7</u> Flagperson	May 12/16 May 1/17 May 1/18	\$25.33 \$26.15 \$26.83	10%	\$13.05 \$13.55 \$14.05	42.5
<u>Group 8</u> Watchperson	May 12/16 May 1/17 May 1/18	\$978.50/wk \$978.50/wk \$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	May 27/16 May 1/17 May 1/18	\$41.53 \$42.48 \$43.44	10%	\$12.59 \$12.84 \$13.09	50
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 27/16 May 1/17 May 1/18	\$41.07 \$42.03 \$42.98	10%	\$12.59 \$12.84 \$13.09	50

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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 and 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	May 27/16 May 1/17 May 1/18	\$40.33 \$41.28 \$42.24	10%	\$12.59 \$12.84 \$13.09	50
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 27/16 May 1/17 May 1/18	\$39.85 \$40.80 \$41.75	10%	\$12.59 \$12.84 \$13.09	50

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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	May 27/16 May 1/17 May 1/18	\$39.37 \$40.33 \$41.28	10%	\$12.59 \$12.84 \$13.09	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	May 27/16 May 1/17 May 1/18	\$39.21 \$40.16 \$41.12	10%	\$12.59 \$12.84 \$13.09	40

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1.5 Operators of: batching and crushing plants, 6" discharge pumps and over, wellpoint systems and all similar systems, concrete mixers of 1 cubic yard and over, gas, diesel, or steam driven generator over 50 HP (portable), fork lifts over 8' lifting height, air tuggers except those in group 1.3, caisson boring machines (25 HP and under), drill rigs, post hole diggers, portable air compressors 150 CFM and over, concrete pumps, signalperson, telehandlers	May 27/16 May 1/17 May 1/18	\$36.87 \$37.83 \$38.78	10%	\$12.59 \$12.84 \$13.09	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	May 27/16 May 1/17 May 1/18	\$35.87 \$36.83 \$37.78	10%	\$12.59 \$12.84 \$13.09	50
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 27/16 May 1/17 May 1/18	\$34.68 \$35.64 \$36.59	10%	\$12.59 \$12.84 \$13.09	50

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1.7(B) 1 st Year Oilers	May 27/16 May 1/17 May 1/18	\$34.34 \$35.29 \$36.24	10%	\$12.59 \$12.84 \$13.09	50
<u>SURVEYORS</u>	May 27/16 May 1/17 May 1/18	\$37.86 \$38.81 \$39.76	10%	\$12.59 \$12.84 \$13.09	50
Party Chief	May 27/16 May 1/17 May 1/18	\$36.61 \$37.56 \$38.51	10%	\$12.59 \$12.84 \$13.09	50
Instrument Person	May 27/16 May 1/17 May 1/18	\$33.95 \$34.90 \$35.85	10%	\$12.59 \$12.84 \$13.09	50
Senior Rodperson	May 27/16 May 1/17 May 1/18	\$31.27 \$32.22 \$33.17	10%	\$12.59 \$12.84 \$13.09	50
Junior Rodperson	May 27/16 May 1/17 May 1/18	\$31.27 \$32.22 \$33.17	10%	\$12.59 \$12.84 \$13.09	50
<u>EARTH MOVERS</u>	June 6/16 May 1/17 May 1/18	\$32.00 \$32.80 \$33.60	10%	\$10.30 \$10.40 \$10.50	50
Truck Driver (Triple axel, tandem)	June 6/16 May 1/17 May 1/18	\$33.40 \$34.20 \$34.00	10%	\$10.30 \$10.40 \$10.50	50
Float Driver	June 6/16 May 1/17 May 1/18	\$31.50 \$32.30 \$33.10	10%	\$10.30 \$10.40 \$10.50	50
Truck Driver (Tandem, Fuel)	June 6/16 May 1/17 May 1/18	\$31.35 \$32.15 \$32.95	10%	\$10.30 \$10.40 \$10.50	50
Truck Driver (Single Axel)	June 6/16 May 1/17 May 1/18	\$31.75 \$32.55 \$33.35	10%	\$10.30 \$10.40 \$10.50	50
Truck Driver	June 6/16 May 1/17 May 1/18	\$31.75 \$32.55 \$33.35	10%	\$10.30 \$10.40 \$10.50	50

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)

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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, Family Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day.

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

* **VACATION AND HOLIDAY PAY:** 10 percent of the hourly rate.

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

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

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***I.C.I. Work 2016 – 2019**

*** Industrial, Commercial, Institutional**

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Asbestos Mechanics	May 3/16	\$40.65		\$10.57	
	May 1/17	\$41.46		\$10.78	
	May 1/18	\$42.28	10%	\$10.99	40
Asbestos Mould and Lead Abatement Assistant Labourer	May 1/16	\$23.76		\$12.25	
	May 1/17	\$24.26		\$12.50	
	May 1/18	\$24.76	10%	\$12.75	40
Asbestos Mould and Lead Abatement Labourer	May 1/16	\$29.62		\$12.25	
	May 1/17	\$30.24		\$12.50	
	May 1/18	\$30.85	10%	\$12.75	40
Base Machine Operator	July 1/16	\$36.39		\$10.57	
	Jan. 1/17	\$36.93		\$10.57	
	May 1/17	\$36.98		\$10.77	
	May 1/18	\$37.66	10%	\$10.87	40
Boilermakers	May 8/16	\$41.20		\$11.81	
	May 1/17	\$41.85		\$11.81	
	May 1/18	\$42.51	12%	\$11.81	40
Bricklayers and Stonemasons	Jan 1/17	\$40.05		\$11.38	
	May 1/17	\$40.65		\$11.38	
	May 1/18	\$41.33	10%	\$11.38	40
Bricklayers Labourers	May 1/16	\$35.39		\$12.40	
	Jan 1/17	\$35.89		\$12.55	
	May 1/18	\$36.44		\$12.65	
	May 1/18	\$37.72	10%	\$12.75	42.5
Builders Labourers	May 1/16	\$34.08		\$12.55	
	May 1/17	\$34.67		\$12.65	
	May 1/18	\$35.31	10%	\$12.75	40
Carpenters	May 1/16	\$39.17		\$12.17	
	May 1/17	\$39.95		\$12.22	
	May 1/18	\$40.94	10%	\$12.22	40
Carpenters (Formworker)	May 1/16	\$41.08		\$12.22	
	May 1/17	\$42.08		\$12.27	
	May 1/18	\$42.08	10%	\$12.27	37.5
Caulkers (Carpenters)	May 1/16	\$28.23		\$5.45	
	May 1/17	\$28.23		\$5.45	
	May 1/18	\$28.23	10%	\$5.45	37.5

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TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
(EXCLUDING TUNNELWORK)					
Cement (Finishers)	May 1/16	\$36.92	10%	\$12.55	40
	May 1/17	\$37.46		\$12.65	
	May 1/18	\$38.05		\$12.75	
Cement (Masons)	May 1/16	\$36.92	10%	\$12.55	40
	May 1/17	\$37.46		\$12.65	
	May 1/18	\$38.05		\$12.75	
Concrete Labourers	May 1/16	\$34.95	10%	\$12.55	40
	May 1/17	\$35.59		\$12.65	
	May 1/18	\$36.32		\$12.75	
Concrete Saw and Drilling Labourer	Nov 1/16	\$36.44	10%	\$11.85	40
	May 1/17	\$36.66		\$12.10	
	Nov. 1/17	\$36.89		\$12.35	
	May 1/18	\$37.03		\$12.80	
	Nov. 1/18	\$37.62		\$12.80	
Demolition Labourers	May 1/16	\$30.81	10%	\$12.25	40
	May 1/17	\$31.45		\$12.50	
	May 1/18	\$32.10		\$12.75	
Demolition Foreman	May 1/16	\$36.55	10%	\$12.25	40
	May 1/17	\$37.32		\$12.50	
	May 1/18	\$38.08		\$12.75	
Demolition Machine Operator	May 1/16	\$34.75	10%	\$12.25	40
	May 1/17	\$35.47		\$12.50	
	May 1/18	\$36.20		\$12.75	
Demolition Qualified Burners	May 1/16	\$33.09	10%	\$12.25	40
	May 1/17	\$33.78		\$12.50	
	May 1/18	\$34.47		\$12.75	
Demolition Truck Drivers Torchperson	May 1/16	\$33.09	10%	\$12.25	40
	May 1/17	\$33.78		\$12.50	
	May 1/18	\$34.47		\$12.75	
Drywall/Acoustics, Borders	May 1/16	\$39.96	10%	\$9.63	40
	May 1/17	\$40.73		\$10.64	
	May 1/18	\$41.50		\$10.79	
Drywall Finishers (Plasterer)	May 1/16	\$39.84	10%	\$9.78	40
	May 1/17	\$40.66		\$9.88	
	May 1/18	\$41.48		\$9.98	
Electrical Workers	May 1/16	\$42.23	10%	\$13.41	37.5
	May 1/17	\$43.50		\$13.65	
	May 1/18	\$44.83		\$13.48	
Elevator Mechanic	May 1/16	\$51.93	12%	\$3.74	40
	May 1/17	\$52.89		\$3.74	
	May 1/18	\$54.18		\$3.74	

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TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Formwork Labourers	May 1/16	\$34.95	10%	\$12.55	42.5
	May 1/17	\$35.59		\$12.65	
	May 1/18	\$36.32		\$12.75	
Foreman Swamper	May 1/16	\$38.45	10%	\$12.55	42.5
	May 1/17	\$39.15		\$12.65	
	May 1/18	\$39.95		\$12.75	
Glaziers	Oct 3/16	\$37.61	10%	\$9.50	37.5
	May 1/17	\$38.34		\$9.60	
	May 1/18	\$39.02		\$9.10	
Hazardous Material Worker – Beginner	June 24/16	\$21.72	10%	\$2.80	40
	May 1/17	\$22.24		\$2.80	
	May 1/18	\$22.76		\$2.80	
Iron Workers (Ornamental)	May 1/16	\$40.60	10%	\$11.21	40
	May 1/17	\$41.18		\$11.57	
	May 1/18	\$42.18		\$11.57	
Iron Workers (Structural)	June 24/16	\$40.60	10%	\$11.21	40
	May 1/17	\$41.18		\$11.57	
	May 1/18	\$42.18		\$11.57	
Jackhammer Operations Labourers	May 1/16	\$34.95	10%	\$12.55	40
	May 1/17	\$35.59		\$12.65	
	May 1/18	\$36.32		\$12.75	
Labourer - Cleaner (Sorter Labourer)	May 1/16	\$28.01	10%	\$12.55	40
	May 1/17	\$28.60		\$12.65	
	May 1/18	\$29.24		\$12.75	
Lathers (Drywall Acoustics, Borders, Insulation)	May 1/16	\$39.96	10%	\$9.63	40
	May 1/17	\$40.73		\$10.64	
	May 1/18	\$41.50		\$10.79	
Marble Masons	July 1/16	\$37.63	10%	\$10.57	40
	Jan 1/17	\$37.63		\$10.57	
	May 1/17	\$38.22		\$10.77	
	May 1/18	\$38.90		\$10.87	
Marble and Tile Helpers	July 1/16	\$36.06	10%	\$10.57	40
	Jan 1/17	\$36.06		\$10.57	
	May 1/17	\$36.65		\$10.77	
	May 1/18	\$37.34		\$10.87	
Millwrights	May 29/16	\$40.15	10%	\$12.00	40
	May 1/17	\$40.56		\$12.30	
	May 1/18	\$41.02		\$12.50	
Mortarperson Labourers	May 1/16	\$35.39	10%	\$12.40	40
	Jan 1/17	\$35.85		\$12.55	
	May 1/17	\$36.44		\$12.65	
	May 1/18	\$37.21		\$12.75	

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TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Painters and Decorators	Nov 7/16	\$35.63	10%	\$9.45	40
	May 1/17	\$35.99		\$9.55	
	May 1/18	\$36.40		\$9.70	
Pavement Markers – Labourers	May 1/16	\$21.59	10%	\$3.00	40
	May 1/17	\$21.95		\$3.00	
	May 1/18	\$22.33		\$3.00	
Pavement Markers – Heavy Equipment Operators, Working Foreman	May 1/16	\$25.38	10%	\$8.95	40
	May 1/17	\$25.65		\$9.20	
	May 1/18	\$25.95		\$9.45	
Pit Miner Driller, Caissons and Wagon Driller	May 1/16	\$34.39	10%	\$12.55	40
	May 1/17	\$34.98		\$12.65	
	May 1/18	\$35.62		\$12.75	
Plasterers' Labourers	May 1/16	\$33.05	10%	\$10.70	40
	May 1/17	\$33.65		\$10.70	
	May 1/18	\$34.28		\$10.70	
Plumbers and Pipe Fitter Steamfitters	May 1/16	\$44.44	11%	\$10.56	37.5
	May 1/17	\$45.40		\$10.56	
	May 1/18	\$46.38		\$10.56	
Precast Erector Finisher	May 1/16	\$34.91	10%	\$13.60	40
	May 1/17	\$35.82		\$13.60	
	May 1/18	\$36.77		\$13.60	
Precast Foreman	May 1/16	\$38.50	10%	\$13.60	40
	May 1/17	\$39.41		\$13.60	
	May 1/18	\$40.36		\$13.60	
Precast General Labourer	May 1/16	\$33.37	10%	\$13.60	40
	May 1/17	\$34.28		\$13.60	
	May 1/18	\$35.24		\$13.60	
Precast Welder	May 1/16	\$35.33	10%	\$13.60	40
	May 1/17	\$36.24		\$13.60	
	May 1/18	\$37.19		\$13.60	
Refrigeration and HVAC Mechanics	May 1/16	\$47.31	10%	\$10.03	37.5
	May 1/17	\$48.29		\$10.04	
	May 1/18	\$49.30		\$10.05	
Resilient Floor Workers	May 1/16	\$38.41	10%	\$11.00	40
	May 1/17	\$39.23		\$11.17	
	May 1/18	\$39.23		\$11.17	
Restoration Steeplejacks	May 1/16	\$38.47	10%	\$10.51	40
	May 1/17	\$38.86		\$10.88	
	May 1/18	\$39.52		\$11.40	
Rodworkers	May 1/16	\$40.00	10%	\$10.46	40
	May 1/17	\$40.67		\$10.66	
	May 1/18	\$41.67		\$10.66	

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TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Roofer (Foreperson)	May 1/16	\$40.74	10%	\$10.99	40
	May 1/17	\$41.45		\$11.19	
	May 1/18	\$42.16		\$11.39	
Roofer (Journey person)	May 1/16	\$40.12	10%	\$10.99	40
	May 1/17	\$40.85		\$11.19	
	May 1/18	\$41.57		\$11.39	
Roofer (Roofing Assistant)	May 1/16	\$32.59	10%	\$10.99	40
	May 1/17	\$33.21		\$11.19	
	May 1/18	\$33.83		\$11.39	
Roofer (Material Handler)	May 1/16	\$38.86	10%	\$10.99	40
	May 1/17	\$39.59		\$11.19	
	May 1/18	\$40.32		\$11.39	
Sheet Metal Workers	May 1/16	\$38.19	10%	\$13.18	40
	Jan 1/17	\$38.19		\$13.18	
	May 1/17	\$38.77		\$13.39	
	May 1/18	\$39.45		\$13.69	
Sheeter / Decker	May 1/16	\$38.19	10%	\$13.18	40
	Jan 1/17	\$38.19		\$13.18	
	May 1/17	\$38.77		\$13.36	
	May 1/18	\$39.45		\$13.64	
Sheeter / Decker Assistant	May 1/16	\$32.78	10%	\$12.00	40
	Jan 1/17	\$32.78		\$12.00	
	May 1/17	\$33.29		\$12.19	
	May 1/18	\$33.90		\$12.41	
Sheeter / Decker Material Handler	May 1/16	\$29.70	10%	\$10.82	40
	Jan 1/17	\$29.70		\$10.82	
	May 1/17	\$30.16		\$10.87	
	May 1/18	\$30.71		\$11.19	
Sheeter / Decker Material Prob. Handler	May 1/16	\$21.17	10%	\$4.23	40
	Jan 1/17	\$21.17		\$4.23	
	May 1/17	\$21.56		\$4.23	
	May 1/18	\$22.02		\$4.23	
Sheeter / Decker Probationary Employee	May 1/16	\$16.22	10%	\$4.23	40
	Jan 1/17	\$16.22		\$4.23	
	May 1/17	\$16.53		\$4.23	
	May 1/18	\$16.89		\$4.23	
Sprinkler (Automatic Fire)	May 1/16	\$43.90	10%	\$10.42	40
	May 1/17	\$44.99		\$10.42	
	May 1/18	\$46.17		\$10.42	
Tile and Terrazzo Helpers	July 1/16	\$36.15	10%	\$10.57	40
	Jan 1/17	\$36.15		\$10.57	
	May 1/17	\$36.74		\$10.77	
	May 1/18	\$37.42		\$10.87	

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TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Tile and Terrazzo Mechanics	July 1/16	\$37.46	10%	\$10.57	40
	Jan 1/17	\$37.46		\$10.57	
	May 1/17	\$38.05		\$10.77	
	May 1/18	\$38.74		\$10.87	
Traffic Sign – Casuals	May 1/16	\$20.13	10%	\$8.67	40
	May 1/17	\$20.84		\$8.77	
	May 1/18	\$21.75		\$8.87	
Traffic Sign – Labourers	May 1/16	\$25.25	10%	\$8.67	40
	May 1/17	\$25.59		\$8.77	
	May 1/18	\$25.61		\$8.87	
Traffic Sign – Lead Hand	May 1/16	\$25.88	10%	\$8.67	40
	May 1/17	\$26.76		\$8.77	
	May 1/18	\$27.80		\$8.87	
Labourer Swamper / Signalman Vibrator Operator	May 1/16	\$37.45	10%	\$12.55	42.5
	May 1/17	\$38.09		\$12.65	
	May 1/18	\$38.82		\$12.75	
Watchperson and Flagperson when labourers are employed as watchperson	May 1/16	\$32.08	10%	\$12.55	40
	May 1/17	\$32.67		\$12.65	
	May 1/18	\$33.31		\$12.75	
Waterblasters	May 1/16	\$35.63	10%	\$9.45	40
	May 1/17	\$35.99		\$9.55	
	May 1/18	\$36.40		\$9.70	
Waterproofers	May 1/16	\$36.69	10%	\$12.55	40
	May 1/17	\$37.33		\$12.65	
	May 1/18	\$38.01		\$12.75	
Welders (Acetylene, Electric, etc.)	May 1/16	\$35.33	10%	\$13.60	40
	May 1/17	\$36.24		\$13.60	
	May 1/18	\$37.19		\$13.60	
Welder (Certified)	May 1/16	\$35.33	10%	\$13.60	40
	May 1/17	\$36.24		\$13.60	
	May 1/18	\$37.19		\$13.60	
Working Foreman/Woman	May 1/16	\$38.45	10%	\$12.55	40
	May 1/17	\$39.15		\$12.65	
	May 1/18	\$39.95		\$12.75	
Labourer – Ride On Machine Operator	May 1/16	\$36.70	10%	\$12.55	40
	May 1/17	\$37.34		\$12.65	
	May 1/18	\$38.07		\$12.75	

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TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<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	May 1/16 May 1/17 May 1/18	\$34.44 \$35.85 \$35.25	10%	\$9.20 \$9.40 \$9.60	50
Class 2 – Ready mix, euclid type, DW 20 and 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	May 1/16 May 1/17 May 1/18	\$34.34 \$34.75 \$35.15	10%	\$9.20 \$9.40 \$9.60	50
Class 3 – Dumpcrete, fork lift driver 5 ton and over in warehouse, compound and storage area	May 1/16 May 1/17 May 1/18	\$34.24 \$34.65 \$35.05	10%	\$9.20 \$9.40 \$9.60	50
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	May 1/16 May 1/17 May 1/18	\$34.14 \$34.55 \$34.95	10%	\$9.20 \$9.40 \$9.60	50

Foreman/Woman: \$1.00/hour over all class rates

Drivers Hours of Work: ICI – 40 hours

Site Preparation: 45 Hours

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TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
GENERAL CONTRACTORS SECTION					
<u>OPERATING ENGINEERS</u>					
1.1(A) Engineers operating: cranes with a manufacturers rating over 164 to 219 ton capacity and over	May 27/16 May 1/17 May 1/18	\$41.53 \$42.48 \$43.44	10%	\$12.59 \$12.84 \$13.09	40
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 and kangaroo type cranes	May 27/16 May 1/17 May 1/18	\$41.07 \$42.03 \$42.98	10%	\$12.59 \$12.84 \$13.09	40

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TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
1.2(A) Engineers operating: all conventional and hydraulic type cranes, save and except those set out in Article 1.1 above, 15 ton capacity and over boom truck, clams, shovels, gradalls, backhoes, draglines, piledrivers, all power derricks, gantry cranes, caisson boring machines (over 25 HP), and similar drill rigs, mine hoists, and all similar equipment working on land or water, overhead cranes, chimney hoists, multiple drum hoists, single drum hoists (over 12-stories), single drum hoists of manual friction & 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-errecting crane 15 ton snf over carry deck crane 15 ton capacity and over.	May 27/16 May 1/17 May 1/18	\$40.33 \$41.28 \$42.24	10%	\$12.59 \$12.84 \$13.09	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	May 27/16 May 1/17 May 1/18	\$39.85 \$40.80 \$41.75	10%	\$12.59 \$12.84 \$13.09	40

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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	May 27/16 May 1/17 May 1/18	\$39.37 \$40.33 \$41.28	10%	\$12.59 \$12.84 \$13.09	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	May 27/16 May 1/17 May 1/18	\$39.21 \$40.16 \$41.21	10%	\$12.59 \$12.84 \$13.09	40

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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	May 27/16 May 1/17 May 1/18	\$36.87 \$37.83 \$38.78	10%	\$12.59 \$12.84 \$13.09	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	May 27/16 May 1/17 May 1/18	\$35.87 \$36.83 \$37.78	10%	\$12.59 \$12.84 \$13.09	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	May 27/16 May 1/17 May 1/18	\$34.68 \$35.64 \$36.59	10%	\$12.59 \$12.84 \$13.09	40

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TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
1.7(B) 1 st Year Oilers	May 27/16	\$34.34	10%	\$12.59	40
	May 1/17	\$35.29		\$12.84	
	May 1/18	\$36.24		\$13.09	
<u>SURVEYORS</u>	May 27/16	\$37.86	10%	\$12.59	40
Party Chief	May 1/17	\$38.81		\$12.84	
	May 1/18	\$39.76		\$13.09	
Instrument Person	May 27/16	\$36.61	10%	\$12.59	40
	May 1/17	\$37.56		\$12.84	
	May 1/18	\$38.51		\$13.09	
Senior Rodperson	May 27/16	\$33.95	10%	\$12.59	40
	May 1/17	\$34.90		\$12.84	
	May 1/18	\$35.85		\$13.59	
Junior Rodperson	May 27/16	\$31.27	10%	\$12.59	40
	May 1/17	\$32.22		\$12.84	
	May 1/18	\$33.17		\$13.59	

HOURS OF WORK AND OVERTIME:

(A) For Building Construction (Operating Engineers)

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

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

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

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

IRON WORKERS:

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

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

* **VACATION AND HOLIDAY PAY:**

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

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2016 - 2019

Road Building

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	May 10/16 May 1/17 May 1/18	\$36.73 \$37.36 \$38.00	10%	\$12.89 \$13.39 \$13.89	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	May 10/16 May 1/17 May 1/18	\$35.23 \$35.86 \$36.50	10%	\$12.89 \$13.39 \$13.89	50
Traffic control person, casual watchperson	May 10/16 May 1/17 May 1/18	\$27.23 \$27.86 \$28.50	10%	\$12.89 \$13.39 \$13.89	50
*Watchperson (for 6 nights duty/10 hours/day 50 hours/week).	May 10/16 May 1/17 May 1/18	\$877.50 \$942.50 \$1,010.00	10%	\$12.89 \$13.39 \$13.89	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.

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TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>TRUCK DRIVERS</u>	May 22/16	\$36.19		\$11.75	
	May 1/17	\$37.10		\$12.05	
Truck Drivers – Incl. off Highway	May 1/18	\$38.10	10%	\$12.35	50
	May 22/16	\$36.19		\$11.75	
	May 1/17	\$37.09		\$12.05	
Fuel Truck Drivers	May 1/18	\$38.08	10%	\$12.35	50
Load bearing boom drivers, dumpcrete drivers, and pup dump trailer drivers, flo boy and tractor trailer, dump truck tag-a-long over 15 ton	May 22/16	\$36.19		\$11.75	
	May 1/17	\$37.09		\$12.05	
	May 1/18	\$38.08	10%	\$12.35	50
Truck train drivers, custom mobile mixer units (truck or trailer mounted)	May 22/16	\$36.28		\$11.75	
	May 1/17	\$37.19		\$12.05	
	May 1/18	\$38.19	10%	\$12.35	50
	May 10/16	\$36.68		\$11.75	
Float Drivers	May 1/17	\$37.59		\$12.05	
	May 1/18	\$38.59	10%	\$12.35	50
<u>OPERATING ENGINEERS</u>					
Operators of: shovels, backhoes, dragline, gradall clams (on site), grader operator "A" (with or without attachments)	May 10/16	\$39.36		\$13.17	
	May 1/17	\$40.24		\$13.41	
	May 1/18	\$41.11	10%	\$13.65	50
Clam operator (yard), mechanics, welders "A"	May 10/16	\$39.11		\$13.17	
	May 1/17	\$39.98		\$13.41	
	May 1/18	\$40.85	10%	\$13.65	50
Pitman-type operator (hydra-lift, truck-mounted hydraulic crane), bulldozer operators (D-4 equivalent or over), trim dozer operator (6-way blade)	May 10/16	\$38.91		\$13.17	
	May 1/17	\$39.78		\$13.41	
	May 1/18	\$40.65	10%	\$13.65	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	May 10/16	\$38.76		\$13.17	
	May 1/17	\$39.64		\$13.41	
	May 1/18	\$40.31	10%	\$13.65	50
Concrete paver operators, asphalt planer operators "A", engineers on boilers (with papers)	May 10/16	\$38.66		\$13.17	
	May 1/17	\$39.54		\$13.41	
	May 1/18	\$40.41	10%	\$13.65	50

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TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Farm and industrial-type tractor with excavating attachments operators, grader operator "B", asphalt/rollerperson "A", boiler fireperson (without papers)	May 10/16 May 1/17 May 1/18	\$38.51 \$39.38 \$40.25	10%	\$13.17 \$13.41 \$13.65	50
Roller Operator (asphalt) "B"	May 10/16 May 1/17 May 1/18	\$38.15 \$39.02 \$39.89	10%	\$13.17 \$13.41 \$13.65	50
Bulldozer operators (under D-4 or equivalent), front-end loader operator (under 1 cu. yd.), packer with blade	May 10/16 May 1/17 May 1/18	\$38.06 \$38.94 \$39.81	10%	\$13.17 \$13.41 \$13.65	50
Farm and industrial-type tractor operator (towing compaction units), grade rollerperson, including self-propelled rubber tire rollers, asphalt planer "B" (max. 2' wide)	May 10/16 May 1/17 May 1/18	\$36.36 \$37.24 \$38.11	10%	\$13.17 \$13.41 \$13.65	50

SHIFT PREMIUM:

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

May 10/16	\$3.75/ per hour
May 1/17	\$3.85/ per hour
May 1/18	\$3.95/ 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, Family 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.

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

* **VACATION AND HOLIDAY PAY:** 10 percent of the hourly rate.

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

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Sewer and Watermain Construction, 2016 – 2019

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)	May 1/16 May 1/17 May 1/18	\$35.68 \$36.36 \$36.95	10%	\$12.68 \$13.13 \$13.68	50
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	May 1/16 May 1/17 May 1/18	\$36.28 \$36.96 \$37.55	10%	\$12.68 \$13.13 \$13.68	50
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 1/16 May 1/17 May 1/18	\$36.44 \$37.12 \$37.71	10%	\$12.68 \$13.13 \$13.68	50
Caulker (cast iron, tile, concrete, asbestos, cement, plastic, etc.), wagon driller, box sewer constructor, carpenter, reinforcing person, fusion welder	May 1/16 May 1/17 May 1/18	\$36.68 \$37.36 \$37.95	10%	\$12.68 \$13.13 \$13.68	50

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TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Pipelayers (including use of laser for pipe-laying), manhole constructor, top person, miners, drillers, shaft sinker timber person, grout-machine person, powder person blaster, welder	May 1/16 May 1/17 May 1/18	\$37.68 \$38.36 \$38.95	10%	\$12.68 \$13.13 \$13.68	50
Casual Watchperson	May 1/16 May 1/17 May 1/18	\$30.28 \$30.96 \$31.55	10%	\$12.68 \$13.13 \$13.68	50
*Traffic Control Person and Casual Watchperson	May 1/16 May 1/17 May 1/18	\$30.28 \$30.96 \$31.55	10%	\$12.68 \$13.13 \$13.68	50

*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.

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>TRUCK DRIVERS</u>					
Drivers of dump trucks, pickup service trucks, bulk lift trucks, farm tractors without attachments, off highway trucks	May 1/16 May 1/17 May 1/18	\$36.58 \$37.40 \$38.22	10%	\$11.75 \$12.05 \$12.35	50
Fuel truck drivers, load bearing boom truck drivers	May 1/16 May 1/17 May 1/18	\$37.40 \$37.50 \$38.22	10%	\$11.75 \$12.05 \$12.35	50
Float drivers, custom mobile mixer units, truck or trailer mounted	May 1/16 May 1/17 May 1/18	\$36.98 \$37.76 \$38.58	10%	\$11.75 \$12.05 \$12.35	50

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TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>OPERATING ENGINEERS</u>					
Engineers operating cranes, clams, shovels, backhoes, derricks, pile-drivers, gradalls, mobile cranes, caisson boring machines 25 HP and over, side booms and similar equipment	May 9/16 May 1/17 May 1/18	\$39.87 \$40.83 \$41.70	10%	\$13.57 \$13.80 \$14.06	50
Grade "A" and fine grade bulldozer operators	May 9/16 May 1/17 May 1/18	\$39.63 \$40.58 \$41.45	10%	\$13.57 \$13.80 \$14.06	50
Heavy-duty field mechanics, equipment repair welders, operators of pitman type crane (hydra-lift truck mounted hydraulic)	May 9/16 May 1/17 May 1/18	\$39.37 \$40.33 \$41.20	10%	\$13.57 \$13.80 \$14.06	50
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 9/16 May 1/17 May 1/18	\$39.27 \$40.23 \$41.10	10%	\$13.57 \$13.80 \$14.06	50
Service person on shovels; compressors, pumps, boom truck drivers, operators of 5 or more heaters, packer with blade	May 9/16 May 1/17 May 1/18	\$38.53 \$39.48 \$40.35	10%	\$13.57 \$13.80 \$14.06	50
Self Propelled Rollers	May 9/16 May 1/17 May 1/18	\$36.44 \$37.36 \$38.24	10%	\$13.57 \$13.80 \$14.06	50
<u>Oilers, Greasers, Mechanic's Helpers</u>	May 9/16 May 1/17 May 1/18	\$37.31 \$38.26 \$39.14	10%	\$13.57 \$13.80 \$14.06	50
Third Year:	May 9/16 May 1/17 May 1/18	\$36.31 \$37.26 \$38.14	10%	\$13.57 \$13.80 \$14.06	50
Second Year:	May 9/16 May 1/17 May 1/18	\$36.31 \$37.26 \$38.14	10%	\$13.57 \$13.80 \$14.06	50

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TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
First Year:	May 9/16	\$35.31		\$13.57	
	May 1/17	\$36.26		\$13.80	
	May 1/18	\$37.14	10%	\$14.06	50

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, Sundays and Statutory Holidays.
- (C) Overtime at the rate of double the employee's current hourly rate shall be paid for all employees except watchperson, for all work performed on Sundays or the Statutory Holidays listed namely (Labourers and Teamsters): New Year's Day, Family 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 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 1/16 - \$2.35 per hour

May 1/17 - \$2.45 per hour

May 1/18 - \$2.55 per hour

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TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>SCHEDULE "B"</u> "Tunnel Work" 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>CLASSIFICATION</u> <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 1/16	\$37.80		\$12.88	
	May 1/17	\$38.30		\$13.53	
	May 1/18	\$38.71	10%	\$14.28	40
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 1/16	\$38.75		\$12.88	
	May 1/17	\$39.25		\$13.53	
	May 1/18	\$39.66	10%	\$14.28	40
Locktender	May 1/16	\$39.10		\$12.88	
	May 1/17	\$39.60		\$13.53	
	May 1/18	\$40.01	10%	\$14.28	40

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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	May 1/16 May 1/17 May 1/18	\$39.75 \$40.25 \$40.66	10%	\$12.88 \$13.53 \$14.28	40
Lead miner, tunnel shield, mole and similar equipment drivers, working foreperson	May 1/16 May 1/17 May 1/18	\$40.75 \$41.25 \$41.66	10%	\$12.88 \$13.53 \$14.28	40
*Watchperson (for 6 nights duty)	May 1/16 May 1/17 May 1/18	\$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	May 1/16 May 1/17 May 1/18	\$36.58 \$37.40 \$38.22	10%	\$11.75 \$12.05 \$12.35	40
Fuel truck drivers, load bearing boom truck drivers and drivers of dump trucks with tag along attachments over 15 tons	May 1/16 May 1/17 May 1/18	\$37.40 \$37.50 \$38.22	10%	\$11.75 \$12.05 \$12.35	40
<u>OPERATING ENGINEERS</u>					
Engineers operating all hoists, hoisting materials out of shafts, tuggers and derricks with lifting capacity over 2,000 lbs., compressor hose set-up person	May 9/16 May 1/17 May 1/18	\$39.87 \$40.83 \$41.70	10%	\$13.57 \$13.80 \$14.06	50

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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	May 9/16 May 1/17 May 1/18	\$39.37 \$40.33 \$41.20	10%	\$13.57 \$13.80 \$14.06	50

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

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

<u>AIR PRESSURE</u>	<u>PREMIUM PER SHIFT</u> <u>MAY 1/16</u>
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1 to 14 lbs.	\$16.00
15 to 20 lbs.	\$19.50
21 lbs.	\$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.

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

AIR PRESSURE	PREMIUM PER SHIFT MAY 1/16
1 to 14 lbs.	\$16.00
15 to 20 lbs.	\$19.50
21 lbs.	\$23.50
Over 21 lbs.	\$2.00/lb. over and above the rate for 21 lbs.

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**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	May 1/16	\$22.84	10%	\$7.54	50
	May 1/17	\$23.61		\$7.89	
	May 1/18	\$24.38		\$8.24	
CCTV, combo flusher, CIRP and spot repair tradesperson	May 1/16	\$25.09	10%	\$7.54	50
	May 1/17	\$25.86		\$7.89	
	May 1/18	\$26.64		\$8.24	
Cutter, grout tradesperson	May 1/16	\$27.09	10%	\$7.54	50
	May 1/17	\$27.86		\$7.89	
	May 1/18	\$28.64		\$8.24	
Hydro/air excavation tradesperson (Tunnel work/ Open-cut work)	May 1/16	\$33.62	10%	\$12.68	50
	May 1/17	\$34.30		\$13.13	
	May 1/18	\$34.89		\$13.68	
Helper	May 1/16	\$22.34	10%	\$7.54	50
	May 1/17	\$23.11		\$7.89	
	May 1/18	\$23.88		\$8.24	
Probationary	May 1/16	\$20.61	10%	\$9.44	50
	May 1/17	\$20.93		\$10.29	
	May 1/18	\$21.25		\$11.14	
Water Operator-in-Training 1	May 1/16	\$22.86	10%	\$9.44	50
	May 1/17	\$23.18		\$10.29	
	May 1/18	\$23.50		\$11.14	
Water Operator-in-Training 2	May 1/16	\$28.31	10%	\$9.44	50
	May 1/17	\$28.63		\$10.29	
	May 1/18	\$28.95		\$11.14	
Class 1 Water Operator	May 1/16	\$35.86	10%	\$9.44	50
	May 1/17	\$36.18		\$10.29	
	May 1/18	\$36.50		\$11.14	

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Utility Work, 2016 - 2019

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Labourers: (unskilled)	May 1/16	\$36.20	10%	\$12.10	50
	May 1/17	\$36.75		\$12.65	
	May 1/18	\$37.29		\$13.20	
Powderperson Helper	May 1/16	\$36.25	10%	\$12.10	40
	May 1/17	\$36.79		\$12.65	
	May 1/18	\$37.34		\$13.20	
Labourers (semi-skilled) strippers, scootcrete and calf dozer, driver, portable compressor, small mixer and pump person (4" discharge and under), groutperson, mortar person, job site storeperson and lumber yard attendant, farm tractor driver	May 1/16	\$36.29	10%	\$12.10	40
	May 1/17	\$36.84		\$12.65	
	May 1/18	\$37.38		\$13.20	
Labourers: pipelayers (excluding conduit), jack hammer operator, air auger person, form setters, concrete finishers	May 1/16	\$36.36	10%	\$12.10	40
	May 1/17	\$36.91		\$12.65	
	May 1/18	\$37.46		\$13.20	
Labourers: drillers (all types), wagon drills, etc., powderperson	May 1/16	\$36.39	10%	\$12.10	40
	May 1/17	\$36.94		\$12.65	
	May 1/18	\$37.48		\$13.20	
Labourers: carpenters, lineperson, float driver, truck driver (over ¾ ton)	May 1/16	\$36.71	10%	\$12.10	40
	May 1/17	\$37.25		\$12.65	
	May 1/18	\$37.80		\$13.20	
AZ/DZ Drivers	May 1/16	\$37.15	10%	\$12.10	40
	May 1/17	\$37.69		\$12.65	
	May 1/18	\$38.24		\$13.20	
Labourers: tunnel workers where tunnel is in excess of ten feet in length, excluding shallow tree tunnels	May 1/16	\$37.19	10%	\$12.10	40
	May 1/17	\$37.74		\$12.65	
	May 1/18	\$38.28		\$13.20	
Tunnel Worker	May 1/16	\$38.55	10%	\$12.10	40
	May 1/17	\$39.33		\$12.65	
	May 1/18	\$39.87		\$13.20	
Working Foreperson	May 1/16	\$38.55	10%	\$12.10	40
	May 1/17	\$39.33		\$12.65	
	May 1/18	\$39.87		\$13.20	

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TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Flagperson	May 1/16 May 1/17 May 1/18	\$28.34 \$28.88 \$29.43	10%	\$12.10 \$12.65 \$13.20	40
Watchperson	May 1/16 May 1/17 May 1/18	\$27.09 \$27.64 \$28.18	10%		40
<u>OPERATING ENGINEERS</u>					
1 A) 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 1/16 May 1/17 May 1/18	\$39.37 \$40.30 \$41.22	10%	\$12.60 \$12.83 \$13.07	50
1 B) Grade "A" and fine grade bulldozer operator	May 1/16 May 1/17 May 1/18	\$31.49 \$32.24 \$32.98	10%	\$12.60 \$12.83 \$13.07	50
2 A) 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 1/16 May 1/17 May 1/18	\$38.90 \$39.85 \$40.75	10%	\$12.60 \$12.83 \$13.07	50
2 B) Second Year Oilers, greasers, mechanics' helper	May 1/16 May 1/17 May 1/18	\$30.99 \$31.74 \$32.48	10%	\$12.60 \$12.83 \$13.07	50
3 A) 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., and Labourers' International Union)	May 1/16 May 1/17 May 1/18	\$38.69 \$39.62 \$40.54	10%	\$12.60 \$12.83 \$13.07	50

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TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
3 B) First Year Oilers, greasers, mechanics' helper	May 1/16 May 1/17 May 1/18	\$30.79 \$31.54 \$32.28	10%	\$12.60 \$12.83 \$13.07	50
4 A) Shop and standby time	May 1/16 May 1/17 May 1/18	\$38.54 \$39.46 \$40.38	10%	\$12.60 \$12.83 \$13.07	50
Hydro Air Excavator Tradesperson Straight Vac Tradesperson	May 1/16 May 1/17 May 1/18	\$34.26 \$35.22 \$36.09	10%	\$8.84 \$9.09 \$9.33	50
Helper (90 percent of tradesperson)	May 1/16 May 1/17 May 1/18	\$30.83 \$31.70 \$32.78	10%	\$8.84 \$9.09 \$9.33	50
Trainee (75 percent of tradesperson)	May 1/16 May 1/17 May 1/18	\$25.70 \$26.42 \$27.07	10%	\$8.84 \$9.09 \$9.33	50
<u>TELECOMMUNICATION WORK</u>					
Telecommunication Operator	May 1/16 May 1/17 May 1/18	\$32.06 \$32.77 \$33.48	10%	\$12.28 \$12.50 \$12.72	50
2001 to 3000 hours Telecommunication Operator 90 percent	May 1/16 May 1/17 May 1/18	\$28.22 \$28.88 \$29.55	10%	\$4.60 \$4.77 \$4.94	40
1001 to 2000 hours Telecommunication Operator 85 percent	May 1/16 May 1/17 May 1/18	\$26.65 \$27.27 \$27.89	10%	\$4.60 \$4.77 \$4.94	40
0 to 1000 hours Telecommunication Operator 75 percent	May 1/16 May 1/17 May 1/18	\$23.64 \$24.16 \$24.69	10%	\$4.60 \$4.77 \$4.94	40
**Trainees shall be employed at a percentage of the applicable journeyman rate as follows: First 1500 hours = 75 percent Second 1500 hours = 90 percent					
<u>DRIVERS</u>	Dec. 18/13 May 1/14 May 1/15	\$37.25 \$38.34 \$39.47	10%	\$10.80 \$11.15 \$11.50	40

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TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Semi-trailers, pole trailers, stringing trucks, and tree farmers	Dec. 18/13 May 1/14 May 1/15	\$37.05 \$38.14 \$39.26	10%	\$10.80 \$11.15 \$11.50	40
Track trucks (transportation), winch truck, A-frame or hoist equipment truck (transportation), dump trucks over 8 yards	Dec. 18/13 May 1/14 May 1/15	\$36.80 \$37.88 \$39.01	10%	\$10.80 \$11.15 \$11.50	40
Fuel trucks, warehouse man (where applicable), vacuum trucks or small equipment	Dec. 18/13 May 1/14 May 1/15	\$36.66 \$37.74 \$38.85	10%	\$10.80 \$11.15 \$11.50	40
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 May 1/14 May 1/15	\$36.41 \$37.48 \$38.59	10%	\$10.80 \$11.15 \$11.50	40

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