

FAIR WAGE SCHEDULE

2019 - 2022

GENERAL CLASSIFICATION

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>SECURITY</u>					
Security Guards (Basic & Night Watchperson, Events, Alarms, CCTV Control, Etc)	Jan 1/ 19	\$14.36		\$0.68	40
	Jan 1/ 20	\$14.36		\$0.68	
	Jan 1/ 21	\$14.78		\$0.71	
	Oct 1/21	\$15.00	4% (less than 5 yrs)	\$0.71	
	Oct 1/22	\$15.50	6% (5 yrs or more)	\$0.73	
Security Guards (K-9 Unit)	Jan 1/ 19	\$16.78		\$2.51	40
	Jan 1/ 20	\$16.78	4% (less than 5 yrs)	\$2.51	
	Jan 1/ 21	\$17.27	6% (5 yrs or more)	\$2.58	
Security Guards (Other)	Jan 1/ 19	\$23.54		\$2.43	40
	Jan 1/ 20	\$23.54	4% (less than 5 yrs)	\$2.43	
	Jan 1/ 21	\$24.22	6% (5 yrs or more)	\$2.50	
Security Guard (Union Station)	Jan 1/ 19	\$19.06		\$2.27	40
	Jan 1/ 20	\$19.06	4% (less than 5 yrs)	\$2.27	
	Jan 1/ 21	\$19.61	6% (5 yrs or more)	\$2.34	
Security Guard (Union Station Shift Lead)	Jan 1/ 19	\$20.96		\$2.70	40
	Jan 1/ 20	\$20.96	4% (less than 5 yrs)	\$2.70	
	Jan 1/ 21	\$21.57	6% (5 yrs or more)	\$2.77	
<u>BUILDING CLEANING & MAINTENANCE</u>					
Cleaner (Light Duty)	Jan 1/ 19	\$14.36		\$0.53	40
	Jan 1/ 20	\$14.36		\$0.53	
	Jan 1/ 21	\$14.78		\$0.55	
	Oct 1/21	\$15.00	4% (less than 5 yrs)	\$0.55	
	Oct 1/22	\$15.50	6% (5 yrs or more)	\$0.57	
Cleaner (Heavy Duty)	Jan 1/ 19	\$15.39		\$0.53	40
	Jan 1/ 20	\$15.39	4% (less than 5 yrs)	\$0.53	
	Jan 1/ 21	\$15.84	6% (5 yrs or more)	\$0.55	
Handyman/Woman (General Maintenance & Snow Removal)	Jan 1/ 19	\$17.76		\$0.65	40
	Jan 1/ 20	\$17.76	4% (less than 5 yrs)	\$0.65	
	Jan 1/ 21	\$18.28	6% (5 yrs or more)	\$0.67	
<u>WINDOW CLEANERS</u>					
Interior/Exterior	Jan 1/ 19	\$14.36			40
	Jan 1/ 20	\$14.36			
	Jan 1/ 21	\$14.78			
	Oct 1/21	\$15.00	4% (less than 5 yrs)		
	Oct 1/22	\$15.50	6% (5 yrs or more)	-	

Ladder	Jan 1/ 19	\$16.93			
	Jan 1/ 20	\$16.93	4% (less than 5 yrs)		
	Jan 1/ 21	\$17.42	6% (5 yrs or more)	-	40

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
High Rise	Jan 1/ 19	\$24.25			
	Jan 1/ 20	\$24.25	4% (less than 5 yrs)		
	Jan 1/ 21	\$24.95	6% (5 yrs or more)	-	40
LANDSCAPING					
Sodding Operation – Year 1	May 1/19	\$21.84		\$12.09	
	May 1/20	\$22.56		\$12.44	
	May 1/21	\$23.23	10%	\$12.79	50
Skilled Sodder including Roller Operator and those with more than two seasons	May 1/19	\$22.50		\$12.09	
	May 1/20	\$23.22		\$12.44	
	May 1/21	\$23.95	10%	\$12.79	50
Junior Landscaper – Year 1	May 1/19	\$23.63		\$12.09	
	May 1/20	\$24.35		\$12.44	
	May 1/21	\$25.03	10%	\$12.79	50
Junior Landscaper – Year 2	May 1/19	\$26.15		\$12.09	
	May 1/20	\$26.87		\$12.44	
	May 1/21	\$27.55	10%	\$12.79	50
Maintenance Gardener – Year 1	May 1/19	\$17.60		\$12.09	
	May 1/20	\$18.32		\$12.44	
	May 1/21	\$19.01	8%	\$12.79	50
Maintenance Gardener – Year 2	May 1/19	\$19.54		\$12.09	
	May 1/20	\$20.26		\$12.44	
	May 1/21	\$20.95	8%	\$12.79	50
Skilled Maintenance Gardener	May 1/19	\$21.48		\$12.09	
	May 1/20	\$22.20		\$12.44	
	May 1/21	\$22.89	8%	\$12.79	50
Landscape Labourers	May 1/19	\$28.28		\$12.09	
	May 1/20	\$29.08		\$12.44	
	May 1/21	\$29.84	10%	\$12.79	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 1/19	\$31.34		\$12.09	
	May 1/20	\$32.72		\$12.44	
	May 1/21	\$34.05	10%	\$12.79	50

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
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 1/19	\$31.88		\$12.09	
	May 1/20	\$33.48		\$12.44	
	May 1/21	\$35.04	10%	\$12.79	50
Drivers of Farm Tractor with pulverizing or fine grading equipment, Dozer and Loader Operator, Backhoe Operator, Grade Operator	May 1/19	\$32.82		\$12.09	
	May 1/20	\$34.43		\$12.44	
	May 1/21	\$35.98	10%	\$12.79	50
Working Foreman	May 1/19	\$34.76		\$12.09	
	May 1/20	\$37.02		\$12.44	
	May 1/21	\$39.45	10%	\$12.79	50
<u>LANDSCAPE IRRIGATION</u>	May 1/19	\$27.00		\$12.09	
	May 1/20	\$27.72		\$12.44	
	May 1/21	\$28.39	10%	\$12.79	50
Lead Hand	May 1/19	\$24.58		\$12.09	
	May 1/20	\$25.30		\$12.44	
	May 1/21	\$25.97	10%	\$12.79	50
Technician	May 1/19	\$22.58		\$12.09	
	May 1/20	\$23.30		\$12.44	
	May 1/21	\$23.97	10%	\$12.79	50
Installer	May 1/19	\$21.38		\$12.09	
	May 1/20	\$22.10		\$12.44	
	May 1/21	\$22.77	10%	\$12.79	50
Assistant Installer	May 1/19	\$20.31		\$12.09	
	May 1/20	\$21.03		\$12.44	
	May 1/21	\$21.70	10%	\$12.79	50
Labourer	May 1/19	\$20.31		\$12.09	
	May 1/20	\$21.03		\$12.44	
	May 1/21	\$21.70	10%	\$12.79	50
<u>LANDSCAPE – HYDRO SEEDING, TERRA SEEDING and BONDED FIBRE MATRIX WORK</u>	May 1/19	\$22.60		\$12.09	
	May 1/20	\$23.32		\$12.44	
	May 1/21	\$23.99	10%	\$12.79	50
Labourer					

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Driver Operator	May 1/19	\$25.51		\$12.09	50
	May 1/20	\$26.23		\$12.44	
	May 1/21	\$26.90	10%	\$12.79	

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 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.

Note: On October 1, 2022, the provincial minimum wage will increase from \$15.00 to \$15.50.

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 PAY** – 10% of the hourly rate.

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

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