

## FAIR WAGE SCHEDULE

**2019 - 2022**

### UTILITY WORK

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<b><u>LABOURERS</u></b>	May 1/19	\$37.56		\$13.30	
	May 1/20	\$38.36		\$13.65	
Labourers: (unskilled)	May 1/21	\$39.18	10%	\$14.00	44
	May 1/19	\$37.61		\$13.30	
	May 1/20	\$38.41		\$13.65	
Powderperson Helper	May 1/21	\$39.22	10%	\$14.00	44
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 1/19	\$37.65		\$13.30	
	May 1/20	\$38.46		\$13.65	
	May 1/21	\$39.27	10%	\$14.00	44
Labourers: pipelayers (excluding conduit), jack hammer operator, air auger person, form setters, concrete finishers	May 1/19	\$37.72		\$13.30	
	May 1/20	\$38.53		\$13.65	
	May 1/21	\$39.33	10%	\$14.00	44
Labourers: drillers (all types), wagon drills, etc., powderperson	May 1/19	\$37.74		\$13.30	
	May 1/20	\$38.56		\$13.65	
	May 1/21	\$39.36	10%	\$14.00	44

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Labourers: carpenters, lineperson, float driver, truck driver (over ¾ ton)	May 1/19	\$38.05		\$13.30	44
	May 1/20	\$38.86		\$13.65	
	May 1/21	\$39.67	10%	\$14.00	
AZ/DZ Drivers	May 1/19	\$38.48		\$13.30	44
	May 1/20	\$39.29		\$13.65	
	May 1/21	\$40.09	10%	\$14.00	
Labourers: tunnel workers where tunnel is in excess of ten feet in length, excluding shallow tree tunnels	May 1/19	\$40.06		\$13.30	44
	May 1/20	\$40.88		\$13.65	
	May 1/21	\$41.68	10%	\$14.00	
Working Foreperson	May 1/19	\$40.51		\$13.30	44
	May 1/20	\$41.76		\$13.65	
	May 1/21	\$43.00	10%	\$14.00	
Flagperson	May 1/19	\$29.93		\$13.30	44
	May 1/20	\$30.74		\$13.65	
	May 1/21	\$31.54	10%	\$14.00	
Watchperson	May 1/19	\$28.72		\$13.30	44
	May 1/20	\$29.54		\$13.65	
	May 1/21	\$30.34	10%	\$14.00	
<b><u>OPERATING ENGINEERS &amp; TELECOMMUNICATION WORKERS</u></b>  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 1/19	\$41.29		\$13.34	44
	May 1/20	\$42.22		\$13.59	
	May 1/21	\$43.29	10%	\$13.69	

<b>TRADE</b>	<b>EFFECTIVE DATE</b>	<b>HOURLY RATE</b>	<b>*VACATION AND HOLIDAY PAY</b>	<b>*FRINGE BENEFITS</b>	<b>WEEKLY HOURS OF WORK</b>
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 1/19	\$40.82	10%	\$13.34	44
	May 1/20	\$41.76		\$13.59	
	May 1/21	\$42.83		\$13.69	
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., & Labourers' International Union)	May 1/19	\$40.62	10%	\$13.34	44
	May 1/20	\$41.55		\$13.59	
	May 1/21	\$42.62		\$13.69	
4 A) Shop and standby time	May 1/19	\$40.46	10%	\$13.34	44
	May 1/20	\$41.41		\$13.59	
	May 1/21	\$42.47		\$13.69	
Hydro Air Excavator Tradesperson Straight Vac Tradesperson	May 1/19	\$36.26	10%	\$13.59	44
	May 1/20	\$37.15		\$13.79	
	May 1/21	\$38.17		\$13.89	
Helper (90% of tradesperson)	May 1/19	\$32.63	10%	\$13.59	44
	May 1/20	\$33.44		\$13.79	
	May 1/21	\$34.36		\$13.89	

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<b><u>DRIVERS</u></b>					
Lowbeds, and bed tandems	May 1/19	\$38.93		\$12.35	50
	May 1/20	\$39.39		\$12.40	
	May 1/21	\$39.95	10%	\$12.45	
Semi-trailers, pole trailers, stringing trucks, and tree farmers	May 1/19	\$38.93		\$12.35	50
	May 1/20	\$39.39		\$12.40	
	May 1/21	\$39.95	10%	\$12.45	
Track trucks (transportation), winch truck, A-frame or hoist equipment truck (transportation), dump trucks over 8 yards	May 1/19	\$38.93		\$12.35	50
	May 1/20	\$39.39		\$12.40	
	May 1/21	\$39.95	10%	\$12.45	
Fuel trucks, warehouse man (where applicable), vacuum trucks or small equipment	May 1/19	\$38.52		\$12.35	50
	May 1/20	\$38.97		\$12.40	
	May 1/21	\$39.44	10%	\$12.45	
Flat beds, supply trucks, buses (where applicable), farm type tractors (transportation, material hauling), forklifts (in warehouse areas), dump trucks 8 yards & over	May 1/19	\$38.93		\$12.35	50
	May 1/20	\$39.39		\$12.40	
	May 1/21	\$39.95	10%	\$12.45	

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

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

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

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