

FAIR WAGE SCHEDULE

2022 - 2025

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 1/22 May 1/23 May 1/24 | \$41.81 \$43.72 \$45.62 | 10% | \$15.05 \$15.40 \$15.75 | 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 person), sound barrier erectors, maintenance hole builders | May 1/22 May 1/23 May 1/24 | \$40.35 \$42.26 \$44.16 | 10% | \$15.05 \$15.40 \$15.75 | 50 |
| 3 | Traffic control person, casual watchperson | May 1/22 May 1/23 May 1/24 | \$32.59 \$34.50 \$36.40 | 10% | \$15.05 \$15.40 \$15.75 | 50 |

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|---|--------------|----------------------------------|-------------------------------|---------------------------|------------------|----------------------|
| 4 | *Watchperson | May 1/22 May 1/23 May 1/24 | \$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 Flagperson on a casual or intermittent basis will not have their rate reduced thereby.

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|---|--|----------------------------------|-------------------------------|---------------------------|-------------------------------|----------------------|
| 5 | <u>TRUCK DRIVERS</u> Truck Drivers – Incl. off Highway | May 1/22 May 1/23 May 1/24 | \$38.11 \$38.50 \$38.91 | 10% | \$12.95 \$13.30 \$13.65 | 50 |
| 6 | Fuel Truck Drivers | May 1/22 May 1/23 May 1/24 | \$38.09 \$38.48 \$38.89 | 10% | \$12.95 \$13.30 \$13.65 | 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 1/22 May 1/23 May 1/24 | \$38.09 \$38.48 \$38.89 | 10% | \$12.95 \$13.30 \$13.65 | 50 |
| 8 | Truck train drivers, custom mobile mixer units (truck or trailer mounted) | May 1/22 May 1/23 May 1/24 | \$38.17 \$38.58 \$38.97 | 10% | \$12.95 \$13.30 \$13.65 | 50 |
| 9 | Float Drivers | May 1/22 May 1/23 May 1/24 | \$38.60 \$39.00 \$39.42 | 10% | \$12.95 \$13.30 \$13.65 | 50 |

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|----|---|----------------------------------|-------------------------------|---------------------------|-------------------------------|----------------------|
| 10 | <u>OPERATING ENGINEERS</u> Operators of: shovels, backhoes, dragline, gradall clams (on site), grader operator "A" (with or without attachments) | May 1/22 May 1/23 May 1/24 | \$41.13 \$42.07 \$43.14 | 10% | \$14.35 \$14.65 \$14.80 | 50 |
| 11 | Clam operator (yard), mechanics, welders "A" | May 1/22 May 1/23 May 1/24 | \$40.89 \$41.82 \$42.88 | 10% | \$14.35 \$14.65 \$14.80 | 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 1/22 May 1/23 May 1/24 | \$40.69 \$41.62 \$42.69 | 10% | \$14.35 \$14.65 \$14.80 | 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 | May 1/22 May 1/23 May 1/24 | \$40.54 \$41.48 \$42.55 | 10% | \$14.35 \$14.65 \$14.80 | 50 |

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|----|--|----------------------------------|-------------------------------|---------------------------|-------------------------------|----------------------|
| | highway vehicles, and shuttle buggy | | | | | |
| 14 | Concrete paver operators, asphalt planer operators "A", engineers on boilers (with papers) | May 1/22 May 1/23 May 1/24 | \$40.44 \$41.39 \$42.45 | 10% | \$14.35 \$14.65 \$14.80 | 50 |

SHIFT PREMIUM:

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

May 1/22 \$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, 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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