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FAIR WAGE SCHEDULE

2013 - 2016

SEWER AND WATERMAIN CONSTRUCTION

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)	Dec. 18/13	\$33.62		\$11.25	50
	May 1/14	\$34.35		\$11.70	
	May 1/15	\$35.12	10%	\$12.15	
Small mixer driver (under 1yard), 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 tapper	Dec. 18/13	\$34.22		\$11.25	50
	May 1/14	\$34.95		\$11.70	
	May 1/15	\$35.72	10%	\$12.15	
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	Dec. 18/13	\$34.37		\$11.25	50
	May 1/14	\$35.10		\$11.70	
	May 1/15	\$35.87	10%	\$12.15	
Caulker (cast iron, tile, concrete, asbestos, cement, plastic, etc.), wagon driller, box sewer constructor, carpenter, reinforcing person, fusion welder	Dec. 18/13	\$34.62		\$11.25	50
	May 1/14	\$35.35		\$11.70	
	May 1/15	\$36.12	10%	\$12.15	

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Pipelayers (including use of laser for pipe-laying), manhole and valve chamber constructor, top person, miners, drillers, shaft sinker timber person, grout-machine person, powder person blaster, welder	Dec. 18/13 May 1/14 May 1/15	\$35.62 \$36.35 \$37.12	10%	\$11.25 \$11.70 \$12.15	50
Watchperson (for 6 nights duty)	Dec. 18/13 May 1/14 May 1/15	\$1,111.50 \$1,176.50 \$1,244.00			50
*Traffic Control Person & Casual Watchperson	Dec. 18/13 May 1/14 May 1/15	\$28.22 \$28.95 \$39.72	10%	\$11.25 \$11.70 \$12.15	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.					
<u>TRUCK DRIVERS</u>					
Drivers of dump trucks, pickup service trucks, bulk lift trucks, farm tractors without attachments, off highway trucks	Dec. 18/13 May 1/14 May 1/15	\$34.47 \$35.10 \$35.73	10%	\$8.10 \$8.70 \$8.80	50
Fuel truck drivers, load bearing boom truck drivers	Dec. 18/13 May 1/14 May 1/15	\$34.57 \$35.20 \$35.83	10%	\$8.10 \$8.70 \$8.80	50
Float drivers, custom mobile mixer units, truck or trailer mounted	Dec. 18/13 May 1/14 May 1/15	\$34.87 \$35.50 \$36.13	10%	\$8.10 \$8.70 \$8.80	50
<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	Dec. 18/13 May 1/14 May 1/15	\$37.34 \$38.16 \$38.95	10%	\$12.54 \$12.93 \$13.31	50
Grade "A" and fine grade bulldozer operators	Dec. 18/13 May 1/14 May 1/15	\$37.09 \$37.92 \$38.71	10%	\$12.54 \$12.93 \$13.31	50
Heavy-duty field mechanics, equipment repair welders, operators of pitman type crane (hydra-lift truck mounted hydraulic)	Dec. 18/13 May 1/14 May 1/15	\$36.84 \$37.66 \$38.45	10%	\$12.54 \$12.93 \$13.31	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	Dec. 18/13 May 1/14 May 1/15	\$36.74 \$37.56 \$38.35	10%	\$12.54 \$12.93 \$13.31	50

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Service person on shovels; compressors, pumps, boom truck drivers, operators of 5 or more heaters, packer with blade	Dec. 18/13	\$35.99		\$12.54	50
	May 1/14	\$36.82		\$12.93	
	May 1/15	\$37.61	10%	\$13.31	
Self Propelled Rollers	Dec. 18/13	\$33.87		\$12.54	50
	May 1/14	\$34.70		\$12.93	
	May 1/15	\$35.49	10%	\$13.31	
Oilers, Greasers, Mechanic's Helpers	Dec. 18/13	\$34.77		\$12.54	50
	May 1/14	\$35.60		\$12.93	
	May 1/15	\$36.39	10%	\$13.31	
Third Year:	Dec. 18/13	\$33.77		\$12.54	50
	May 1/14	\$34.60		\$12.93	
	May 1/15	\$35.39	10%	\$13.31	
Second Year:	Dec. 18/13	\$32.77		\$12.54	50
	May 1/14	\$33.60		\$12.93	
	May 1/15	\$34.39	10%	\$13.31	
First Year:	Dec. 18/13	\$32.77		\$12.54	50
	May 1/14	\$33.60		\$12.93	
	May 1/15	\$34.39	10%	\$13.31	

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.
- (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 & Teamsters): New Year's 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 of \$1.00/hour 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.

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<p><u>SCHEDULE "B"</u> "Tunnel Work"</p> <p>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</p> <p><u>CLASSIFICATION</u></p> <p><u>LABOURERS</u></p> <p>Labourers (surface), signal person, deck person, pump person (3"), hopper person, heater person (up to 5 heaters), yard and material person, gauge tender</p>	<p>Dec. 18/13</p> <p>May 1/14</p> <p>May 1/15</p>	<p>\$35.92</p> <p>\$36.65</p> <p>\$37.42</p>	<p>10%</p>	<p>\$11.25</p> <p>\$11.70</p> <p>\$12.15</p>	<p>40</p>
<p>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</p>	<p>Dec. 18/13</p> <p>May 1/14</p> <p>May 1/15</p>	<p>\$36.87</p> <p>\$37.60</p> <p>\$38.37</p>	<p>10%</p>	<p>\$11.25</p> <p>\$11.70</p> <p>\$12.15</p>	<p>40</p>
<p>Locktender</p>	<p>Dec. 18/13</p> <p>May 1/14</p> <p>May 1/15</p>	<p>\$37.22</p> <p>\$37.95</p> <p>\$38.72</p>	<p>10%</p>	<p>\$11.25</p> <p>\$11.70</p> <p>\$12.15</p>	<p>40</p>
<p>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</p>	<p>Dec. 18/13</p> <p>May 1/14</p> <p>May 1/15</p>	<p>\$37.87</p> <p>\$38.60</p> <p>\$39.37</p>	<p>10%</p>	<p>\$11.25</p> <p>\$11.70</p> <p>\$12.15</p>	<p>40</p>

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Lead miner, tunnel shield, mole and similar equipment drivers, working foreperson	Dec. 18/13 May 1/14 May 1/15	\$38.87 \$39.60 \$40.37	10%	\$11.25 \$11.70 \$12.15	40
* Watchperson (for 6 nights duty)	Dec. 18/13 May 1/14 May 1/15	\$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	Dec. 18/13 May 1/14 May 1/15	\$34.98 \$35.61 \$36.24	10%	\$8.10 \$8.70 \$8.80	40
Fuel truck drivers, load bearing boom truck drivers and drivers of dump trucks with tag along attachments over 15 tons	Dec. 18/13 May 1/14 May 1/15	\$35.08 \$35.71 \$36.34	10%	\$8.10 \$8.70 \$8.80	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	Dec. 18/13 May 1/14 May 1/15	\$37.31 \$38.14 \$38.93	10%	\$12.54 \$12.93 \$13.31	45
Heavy-duty field mechanics, engineers operating shaft hoist, tuggers and derricks 2,000 lbs. or less, compressor operators 500 CFM or over	Dec. 18/13 May 1/14 May 1/15	\$37.06 \$37.89 \$38.68	10%	\$12.54 \$12.93 \$13.31	45

**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 MAY 1/00</u>
1 to 14 pounds	\$16.00
15 to 20 pounds	\$19.50
21 pounds	\$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.

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

<u>AIR PRESSURE</u>	<u>PREMIUM PER SHIFT MAY 1/00</u>
1 to 14 pounds	\$16.00
15 to 20 pounds	\$19.50
21 pounds	\$23.50
Over 21 pounds	\$2.00/lb over and above the rate for 21 lbs.

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	Dec. 18/13	\$19.92		\$7.83	50
	May 1/14	\$20.75		\$8.22	
	May 1/15	\$21.54	10%	\$8.60	
CCTV, combo flusher, CIRP and spot repair tradesperson	Dec. 18/13	\$22.17		\$7.83	50
	May 1/14	\$23.00		\$8.22	
	May 1/15	\$23.79	10%	\$8.60	
Cutter, grout tradesperson	Dec. 18/13	\$24.17		\$7.83	50
	May 1/14	\$25.00		\$8.22	
	May 1/15	\$25.79	10%	\$8.60	
Hydro/air excavation tradesperson (Open-cut work)	Dec. 18/13	\$31.73		\$7.83	50
	May 1/14	\$32.56		\$8.22	
	May 1/15	\$33.35	10%	\$8.60	
Hydro/air excavation tradesperson (Tunnel work)	Dec. 18/13	\$22.29		\$7.83	50
	May 1/14	\$23.12		\$8.22	
	May 1/15	\$23.91	10%	\$8.60	
Helper	Dec. 18/13	\$19.42		\$7.83	50
	May 1/14	\$20.25		\$8.22	
	May 1/15	\$21.04	10%	\$8.60	
Probationary	Dec. 18/13	\$19.37		\$7.83	50
	May 1/14	\$20.20		\$8.22	
	May 1/15	\$20.99	10%	\$8.60	
Water Operator-in-Training 1	Dec. 18/13	\$21.62		\$7.83	50
	May 1/14	\$22.45		\$8.22	
	May 1/15	\$23.24	10%	\$8.60	
Water Operator-in-Training 2	Dec. 18/13	\$27.12		\$7.83	50
	May 1/14	\$27.95		\$8.22	
	May 1/15	\$28.74	10%	\$8.60	
Class 1 Water Operator	Dec. 18/13	\$34.62		\$7.83	50
	May 1/14	\$35.45		\$8.22	
	May 1/15	\$36.24	10%	\$8.60	

HOURS OF WORK AND OVERTIME:

- (A) Overtime at the rate of time and one-half the employee's current hourly rate shall be paid to all employees, except watchpersons, for all work performed in excess of eight hours/day, Monday to Friday inclusive, excluding travelling time to and from the job, and excluding work in compressed air where overtime at the rate of one and one-half shall be paid for work in excess of nine (9) hours/day.
- (B) Overtime at the rate of time and one-half the employee's current hourly rate shall be paid to all employees except watchperson, for all work performed on Saturday. All Operating Engineers classifications will be paid double the employees hourly rate for all work performed on Saturday.
- (C) Overtime at the rate of double the employee's current hourly rate shall be paid to all employees except watchperson, for all work performed on Sundays and on the following Statutory Holidays - namely (Labourers): New Year's 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 rate for all work performed on such employee's seventh consecutive shift.

SHIFT PREMIUM (LABOURERS AND TEAMSTERS ONLY):

Second shift and third shift - \$2.50

OPERATING ENGINEERS:

\$2.45/hour for second and third shift.

* **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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