

## FAIR WAGE SCHEDULE

**2016 - 2019**

### I.C.I. Work

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

<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>
Carpenters (Formworker)	May 1/16	\$41.08	10%	\$12.22	37.5
	May 1/17	\$42.08		\$12.27	
	May 1/18	\$42.08		\$12.27	
Caulkers (Carpenters) <b>(Excluding Tunnelwork)</b>	May 1/16	\$28.23	10%	\$5.45	37.5
	May 1/17	\$28.23		\$5.45	
	May 1/18	\$28.23		\$5.45	
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 & 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, Boarders	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	

<b>TRADE (Excluding Tunnelwork)</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>
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	
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, Boarders, 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 & 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	

<b>TRADE (Excluding Tunnelwork)</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>
Painters & 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 & 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 & 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 & 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	
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	

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Roofer (Journeyperson)	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 & 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	
Tile & 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	

<b>TRADE (Excluding Tunnelwork)</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>
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 & 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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<b><u>TRUCK DRIVERS CLASSIFICATIONS</u></b>					
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	\$34.44		\$9.20	50
	May 1/17	\$35.85		\$9.40	
	May 1/18	\$35.25	10%	\$9.60	
Class #2 – Ready mix, euclid type, DW 20 & 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	\$34.34		\$9.20	50
	May 1/17	\$34.75		\$9.40	
	May 1/18	\$35.15	10%	\$9.60	
Class #3 – Dumpcrete, fork lift driver 5 ton & over in warehouse, compound and storage area	May 1/16	\$34.24		\$9.20	50
	May 1/17	\$34.65		\$9.40	
	May 1/18	\$35.05	10%	\$9.60	
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	\$34.14		\$9.20	50
	May 1/17	\$34.55		\$9.40	
	May 1/18	\$34.95	10%	\$9.60	

**FOREMAN/WOMAN:** \$1.00/hour over all class rates

**DRIVERS HOURS OF WORK:** ICI - 40 hours

**SITE PREPARATION:** 45 Hours

<b>TRADE (Excluding Tunnelwork)</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>
<b>GENERAL CONTRACTORS SECTION</b>					
<b><u>OPERATING ENGINEERS</u></b>					
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 & 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
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 <sup>nd</sup> 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



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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
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 <sup>rd</sup> 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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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	\$36.87		\$12.59	40
	May 1/17	\$37.83		\$12.84	
	May 1/18	\$38.78	10%	\$13.09	
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	\$35.87		\$12.59	40
	May 1/17	\$36.83		\$12.84	
	May 1/18	\$37.78	10%	\$13.09	
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	\$34.68		\$12.59	40
	May 1/17	\$35.64		\$12.84	
	May 1/18	\$36.59	10%	\$13.09	

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1.7(B) 1 <sup>st</sup> 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	
<b><u>SURVEYORS</u></b>	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	
	May 27/16	\$36.61	10%	\$12.59	40
Instrument Person	May 1/17	\$37.56		\$12.84	
	May 1/18	\$38.51		\$13.09	
	May 27/16	\$33.95	10%	\$12.59	40
Senior Rodperson	May 1/17	\$34.90		\$12.84	
	May 1/18	\$35.85		\$13.59	
	May 27/16	\$31.27	10%	\$12.59	40
Junior Rodperson	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 & 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.

FAIR WAGE OFFICE  
18<sup>TH</sup> FLOOR, WEST TOWER, CITY HALL

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