

FAIR WAGE SCHEDULE

2016 - 2019

Sewer and Watermain

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)	May 1/16	\$35.68		\$12.68	50
	May 1/17	\$36.36		\$13.13	
	May 1/18	\$36.95	10%	\$13.68	
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, rammex tamper	May 1/16	\$36.28		\$12.68	50
	May 1/17	\$36.96		\$13.13	
	May 1/18	\$37.55	10%	\$13.68	
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	May 1/16	\$36.44		\$12.68	50
	May 1/17	\$37.12		\$13.13	
	May 1/18	\$37.71	10%	\$13.68	

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Caulker (cast iron, tile, concrete, asbestos, cement, plastic, etc.), wagon driller, box sewer constructor, carpenter, reinforcing person, fusion welder	May 1/16 May 1/17 May 1/18	\$36.68 \$37.36 \$37.95	10%	\$12.68 \$13.13 \$13.68	50
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	May 1/16 May 1/17 May 1/18	\$37.68 \$38.36 \$38.95	10%	\$12.68 \$13.13 \$13.68	50
Casual Watchperson	May 1/16 May 1/17 May 1/18	\$30.28 \$30.96 \$31.55	10%	\$12.68 \$13.13 \$13.68	50
*Traffic Control Person & Casual Watchperson	May 1/16 May 1/17 May 1/18	\$30.28 \$30.96 \$31.55	10%	\$12.68 \$13.13 \$13.68	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.

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>TRUCK DRIVERS</u>					
Drivers of dump trucks, pickup service trucks, bulk lift trucks, farm tractors without attachments, off highway trucks	May 1/16 May 1/17 May 1/18	\$36.58 \$37.40 \$38.22	10%	\$11.75 \$12.05 \$12.35	50
Fuel truck drivers, load bearing boom truck drivers	May 1/16 May 1/17 May 1/18	\$37.40 \$37.50 \$38.22	10%	\$11.75 \$12.05 \$12.35	50
Float drivers, custom mobile mixer units, truck or trailer mounted	May 1/16 May 1/17 May 1/18	\$36.98 \$37.76 \$38.58	10%	\$11.75 \$12.05 \$12.35	50

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<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	May 9/16	\$39.87		\$13.57	50
	May 1/17	\$40.83		\$13.80	
	May 1/18	\$41.70	10%	\$14.06	
Grade "A" and fine grade bulldozer operators	May 9/16	\$39.63		\$13.57	50
	May 1/17	\$40.58		\$13.80	
	May 1/18	\$41.45	10%	\$14.06	
Heavy-duty field mechanics, equipment repair welders, operators of pitman type crane (hydra-lift truck mounted hydraulic)	May 9/16	\$39.37		\$13.57	50
	May 1/17	\$40.33		\$13.80	
	May 1/18	\$41.20	10%	\$14.06	
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	May 9/16	\$39.27		\$13.57	50
	May 1/17	\$40.23		\$13.80	
	May 1/18	\$41.10	10%	\$14.06	
Service person on shovels; compressors, pumps, boom truck drivers, operators of 5 or more heaters, packer with blade	May 9/16	\$38.53		\$13.57	50
	May 1/17	\$39.48		\$13.80	
	May 1/18	\$40.35	10%	\$14.06	
Self Propelled Rollers	May 9/16	\$36.44		\$13.57	50
	May 1/17	\$37.36		\$13.80	
	May 1/18	\$38.24	10%	\$14.06	
<u>Oilers, Greasers, Mechanic's Helpers</u>	May 9/16	\$37.31		\$13.57	50
Third Year:	May 1/17	\$38.26		\$13.80	
	May 1/18	\$39.14	10%	\$14.06	
Second Year:	May 9/16	\$36.31		\$13.57	50
	May 1/17	\$37.26		\$13.80	
	May 1/18	\$38.14	10%	\$14.06	
First Year:	May 9/16	\$35.31		\$13.57	50
	May 1/17	\$36.26		\$13.80	
	May 1/18	\$37.14	10%	\$14.06	

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, Sundays and Statutory Holidays.
- (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, Family 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 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. :

- May 1/16 - \$2.35 per hour
- May 1/17 - \$2.45 per hour
- May 1/18 - \$2.55 per hour

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>SCHEDULE "B"</u>					
"Tunnel Work"					
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					
<u>CLASSIFICATION</u>					
<u>LABOURERS</u>					
Labourers (surface), signal person, deck person, pump person (3"), hopper person, heater person (up to 5 heaters), yard and material person, gauge tender	May 1/16	\$37.80		\$12.88	
	May 1/17	\$38.30		\$13.53	
	May 1/18	\$38.71	10%	\$14.28	40
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	May 1/16	\$38.75		\$12.88	
	May 1/17	\$39.25		\$13.53	
	May 1/18	\$39.66	10%	\$14.28	40
Locktender	May 1/16	\$39.10		\$12.88	
	May 1/17	\$39.60		\$13.53	
	May 1/18	\$40.01	10%	\$14.28	40

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
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	May 1/16	\$39.75		\$12.88	
	May 1/17	\$40.25		\$13.53	
	May 1/18	\$40.66	10%	\$14.28	40
Lead miner, tunnel shield, mole and similar equipment drivers, working foreperson	May 1/16	\$40.75		\$12.88	
	May 1/17	\$41.25		\$13.53	
	May 1/18	\$41.66	10%	\$14.28	40
* Watchperson (for 6 nights duty)	May 1/16	\$1,111.50			
	May 1/17	\$1,176.50			
	May 1/18	\$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	May 1/16	\$36.58		\$11.75	
	May 1/17	\$37.40	10%	\$12.05	
	May 1/18	\$38.22		\$12.35	40
Fuel truck drivers, load bearing boom truck drivers and drivers of dump trucks with tag along attachments over 15 tons	May 1/16	\$37.40		\$11.75	
	May 1/17	\$37.50		\$12.05	
	May 1/18	\$38.22	10%	\$12.35	40

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<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	May 9/16	\$39.87		\$13.57	50
	May 1/17	\$40.83		\$13.80	
	May 1/18	\$41.70	10%	\$14.06	
Heavy-duty field mechanics, engineers operating shaft hoist, tuggers and derricks 2,000 lbs. or less, compressor operators 500 CFM or over	May 9/16	\$39.37		\$13.57	50
	May 1/17	\$40.33		\$13.80	
	May 1/18	\$41.20	10%	\$14.06	
<u>Flushing, Cleaning, Testing, CCTV Inspection, Hydro/Air Excavation, Lining and Re-lining of Sewers and Watermains</u>					
Boiler Tradesperson	May 1/16	\$22.84		\$7.54	50
	May 1/17	\$23.61		\$7.89	
	May 1/18	\$24.38	10%	\$8.24	
CCTV, combo flusher, CIRP and spot repair tradesperson	May 1/16	\$25.09		\$7.54	50
	May 1/17	\$25.86		\$7.89	
	May 1/18	\$26.64	10%	\$8.24	
Cutter, grout tradesperson	May 1/16	\$27.09		\$7.54	50
	May 1/17	\$27.86		\$7.89	
	May 1/18	\$28.64	10%	\$8.24	
Hydro/air excavation tradesperson (Tunnel work/ Open-cut work)	May 1/16	\$33.62		\$12.68	50
	May 1/17	\$34.30		\$13.13	
	May 1/18	\$34.89	10%	\$13.68	
Helper	May 1/16	\$22.34		\$7.54	50
	May 1/17	\$23.11		\$7.89	
	May 1/18	\$23.88	10%	\$8.24	
Probationary	May 1/16	\$20.61		\$9.44	50
	May 1/17	\$20.93		\$10.29	
	May 1/18	\$21.25	10%	\$11.14	
Water Operator-in-Training 1	May 1/16	\$22.86		\$9.44	50
	May 1/17	\$23.18		\$10.29	
	May 1/18	\$23.50	10%	\$11.14	
Water Operator-in-Training 2	May 1/16	\$28.31		\$9.44	50
	May 1/17	\$28.63		\$10.29	
	May 1/18	\$28.95	10%	\$11.14	
Class 1 Water Operator	May 1/16	\$35.86		\$9.44	50
	May 1/17	\$36.18		\$10.29	
	May 1/18	\$36.50	10%	\$11.14	

**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 1/16</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 1/16</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.

* **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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