

## FAIR WAGE SCHEDULE

**2013 - 2016**

### **\* I.C.I. WORK**

\* Industrial, Commercial, Institutional

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Asbestos Mechanics	Dec. 18/13	\$38.52	10%	\$10.05	40
	May 1/14	\$39.75		\$10.05	
	May 1/15	\$41.11		\$10.05	
Asbestos Mould & Lead Abatement Assistant Labourer	Dec. 18/13	\$21.72	10%	\$11.67	40
	May 1/14	\$22.49		\$11.83	
	May 1/15	\$23.23		\$12.03	
Asbestos Mould & Lead Abatement Labourer	Dec. 18/13	\$27.17	10%	\$11.67	40
	May 1/14	\$28.09		\$11.83	
	May 1/15	\$28.97		\$12.03	
Base Machine Operator	Dec. 18/13	\$34.65	10%	\$9.69	40
	May 1/14	\$35.15		\$10.33	
	May 1/15	\$35.66		\$10.97	
Boilermakers	Dec. 18/13	\$37.25	12%	\$12.67	40
	May 1/14	\$38.46		\$12.67	
	May 1/15	\$39.67		\$12.67	
Bricklayers & Stonemasons	Dec. 18/13	\$38.60	10%	\$9.70	40
	May 1/14	\$39.03		\$10.70	
	May 1/15	\$39.46		\$11.70	
Bricklayers Labourers	Dec. 18/13	\$33.59	10%	\$12.03	42.5
	May 1/14	\$34.48		\$12.20	
	May 1/15	\$35.39		\$12.40	
Builders Labourers	Dec. 18/13	\$31.69	10%	\$12.03	40
	May 1/14	\$32.58		\$12.20	
	May 1/15	\$33.49		\$12.40	
Carpenters	Dec. 18/13	\$36.91	10%	\$11.26	40
	May 1/14	\$37.70		\$11.66	
	May 1/15	\$38.49		\$12.06	
Caulkers (Carpenters)	Dec. 18/13	\$34.72	10%	\$8.45	37.5
	May 1/14	\$35.51		\$8.85	
	May 1/15	\$36.30		\$9.25	

<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>
Cement (Finishers)	Dec. 18/13	\$34.41	10%	\$11.71	40
	May 1/14	\$35.38		\$11.90	
	May 1/15	\$36.37		\$12.11	
Cement (Masons)	Dec. 18/13	\$34.41	10%	\$11.71	40
	May 1/14	\$35.38		\$11.90	
	May 1/15	\$36.37		\$12.11	
Cleaner and Sorter	Dec. 18/13	\$24.62	10%	\$12.03	40
	May 1/14	\$26.51		\$12.20	
	May 1/15	\$27.42		\$12.40	
Concrete Labourers	Dec. 18/13	\$31.69	10%	\$12.03	40
	May 1/14	\$32.58		\$12.20	
	May 1/15	\$33.49		\$12.40	
Concrete Saw & Drilling Labourer	Dec. 18/13	\$34.02	10%	\$11.06	40
	May 1/14	\$34.36		\$11.23	
	Nov. 1/14	\$34.86		\$11.23	
	May 1/15	\$35.23		\$11.43	
	Nov. 1/15	\$35.91		\$11.43	
Demolition Labourers	Dec. 18/13	\$28.26	10%	\$11.67	40
	May 1/14	\$29.22		\$11.83	
	May 1/15	\$30.14		\$12.04	
Demolition Foreman	Dec. 18/13	\$33.60	10%	\$11.67	40
	May 1/14	\$34.70		\$11.83	
	May 1/15	\$35.76		\$12.04	
Demolition Machine Operator	Dec. 18/13	\$31.92	10%	\$11.67	40
	May 1/14	\$32.97		\$11.83	
	May 1/15	\$33.99		\$12.04	
Demolition Qualified Burners	Dec. 18/13	\$30.39	10%	\$11.67	40
	May 1/14	\$31.40		\$11.83	
	May 1/15	\$32.37		\$12.04	
Demolition Truck Drivers Torchperson	Dec. 18/13	\$30.39	10%	\$11.67	40
	May 1/14	\$31.40		\$11.83	
	May 1/15	\$32.37		\$12.04	
Drywall/Acoustics, Borders	Dec. 18/13	\$37.32	10%	\$8.78	40
	May 1/14	\$38.23		\$9.18	
	May 1/15	\$39.14		\$9.58	
Drywall Finishers (Plasterer)	Dec. 18/13	\$37.50	10%	\$8.54	40
	May 1/14	\$38.15		\$9.42	
	May 1/15	\$39.07		\$9.73	
Electrical Workers	Dec. 18/13	\$39.26	13%	\$11.45	37.5
	May 1/14	\$40.63		\$11.45	
	May 1/15	\$42.00		\$11.45	
Elevator Mechanic	Dec. 18/13	\$48.27	12%	\$3.74	40
	May 1/14	\$49.61		\$3.74	
	May 1/15	\$51.04		\$3.74	
Formwork Labourers	Dec. 18/13	\$32.38	10%	\$12.03	42.5
	May 1/14	\$33.66		\$12.20	
	May 1/15	\$34.32		\$12.40	

<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>
Foreman Swamper	Dec. 18/13	\$34.86	10%	\$12.03	42.5
	May 1/14	\$35.84		\$12.20	
	May 1/15	\$36.84		\$12.40	
Glaziers	Dec. 18/13	\$35.33	10%	\$8.32	37.5
	May 1/14	\$35.87		\$8.87	
	May 1/15	\$36.79		\$9.18	
Hazardous Material Worker – Beginner	Dec. 18/13	\$12.84	10%	\$3.62	40
	May 1/14	\$13.06		\$3.67	
	May 1/15	\$13.46		\$3.73	
Iron Workers (Ornamental)	Dec. 18/13	\$38.04	10%	\$10.53	40
	May 1/14	\$39.10		\$10.77	
	May 1/15	\$40.08		\$10.98	
Iron Workers (Structural)	Dec. 18/13	\$38.04	10%	\$10.53	40
	May 1/14	\$39.10		\$10.77	
	May 1/15	\$40.08		\$10.98	
Jackhammer Operations Labourers	Dec. 18/13	\$33.38	10%	\$12.03	40
	May 1/14	\$33.66		\$12.20	
	May 1/15	\$34.32		\$12.40	
Labourer - Cleaner (Sorter Labourer)	Dec. 18/13	\$25.62	10%	\$12.03	40
	May 1/14	\$26.51		\$12.20	
	May 1/15	\$27.42		\$12.40	
Lathers (Drywall Acoustics, Borders, Insulation)	Dec. 18/13	\$37.32	10%	\$8.78	50
	May 1/14	\$38.23		\$9.18	
	May 1/15	\$39.14		\$9.58	
Marble Masons	Dec. 18/13	\$35.88	10%	\$9.69	40
	May 1/14	\$36.39		\$10.33	
	May 1/15	\$36.90		\$10.97	
Marble & Tile Helpers	Dec. 18/13	\$34.32	10%	\$9.69	40
	May 1/14	\$34.83		\$10.33	
	May 1/15	\$35.34		\$10.97	
Millwrights	Dec. 18/13	\$38.31	10%	\$10.80	40
	May 1/14	\$39.06		\$11.15	
	May 1/15	\$39.79		\$11.75	
Mortarperson Labourers	Dec. 18/13	\$33.59	10%	\$12.03	40
	May 1/14	\$34.48		\$12.20	
	May 1/15	\$35.39		\$12.40	
Painters & Decorators	Dec. 18/13	\$34.11	10%	\$8.21	40
	May 1/14	\$34.58		\$8.82	
	May 1/15	\$35.18		\$9.18	
Pavement Markers – Labourers	Dec. 18/13	\$20.00	10%	\$6.79	40
	May 1/14	\$20.60		\$7.09	
	May 1/15	\$21.22		\$7.39	
Pavement Markers – Heavy Equipment Operators, Working Foreman	Dec. 18/13	\$24.00	10%	\$6.79	40
	May 1/14	\$24.72		\$7.09	
	May 1/15	\$25.46		\$7.39	
Pit Miner Driller, Caissons & Wagon Driller	Dec. 18/13	\$32.00	10%	\$12.03	40
	May 1/14	\$32.89		\$12.20	
	May 1/15	\$33.80		\$12.40	

<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>
Plasterers' Labourers	Dec. 18/13	\$30.66	10%	\$10.18	40
	May 1/14	\$31.55		\$10.35	
	May 1/15	\$32.46		\$10.55	
Plumbers & Steamfitters	Dec. 18/13	\$41.01	11%	\$10.18	37.5
	May 1/14	\$42.36		\$10.18	
	May 1/15	\$43.80		\$10.18	
Precast Erector Finisher	Dec. 18/13	\$32.12	10%	\$13.17	40
	May 1/14	\$33.11		\$13.33	
	May 1/15	\$34.11		\$13.53	
Precast Foreman	Dec. 18/13	\$35.25	10%	\$13.17	40
	May 1/14	\$36.47		\$13.33	
	May 1/15	\$37.70		\$13.53	
Precast Labourer	Dec. 18/13	\$30.76	10%	\$13.17	40
	May 1/14	\$31.66		\$13.33	
	May 1/15	\$32.57		\$13.53	
Precast Welder	Dec. 18/13	\$32.72	10%	\$13.17	40
	May 1/14	\$33.62		\$13.33	
	May 1/15	\$34.53		\$13.53	
Refrigeration & HVAC Mechanics	Dec. 18/13	\$43.84	10%	\$9.75	37.5
	May 1/14	\$45.06		\$9.80	
	May 1/15	\$46.34		\$9.85	
Resilient Floor Workers	Dec. 18/13	\$35.56	10%	\$9.91	40
	May 1/14	\$36.35		\$10.31	
	May 1/15	\$37.14		\$10.71	
Restoration Steeplejacks	Dec. 18/13	\$32.00	10%	\$4.63	40
	May 1/14	\$32.50		\$4.73	
	May 1/15	\$32.75		\$5.46	
Rod Installer	Dec. 18/13	\$37.37	10%	\$9.70	40
	May 1/14	\$38.47		\$9.94	
	May 1/15	\$38.47		\$9.94	
Roofer (Foreperson)	Dec. 18/13	\$38.02	10%	\$10.22	40
	May 1/14	\$38.91		\$10.47	
	May 1/15	\$39.98		\$10.77	
Roofer (Journeyman)	Dec. 18/13	\$37.34	10%	\$10.22	40
	May 1/14	\$38.25		\$10.47	
	May 1/15	\$39.34		\$10.77	
Roofer (Material Handler)	Dec. 18/13	\$36.08	10%	\$10.22	40
	May 1/14	\$36.99		\$10.47	
	May 1/15	\$38.08		\$10.77	
Sheet Metal Workers	Dec. 18/13	\$35.88	10%	\$12.32	40
	May 1/14	\$36.76		\$12.65	
	May 1/15	\$37.65		\$12.98	
Sheeter/Decker	Dec. 18/13	\$35.88	10%	\$12.32	40
	May 1/14	\$36.76		\$12.65	
	May 1/15	\$37.65		\$12.98	
Sheeter/Decker Assistant	Dec. 18/13	\$30.74	10%	\$11.24	40
	May 1/14	\$31.52		\$11.53	
	May 1/15	\$32.30		\$11.82	

<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>
Sheeter/Decker Material Handler	Dec. 18/13	\$28.08		\$9.88	40
	May 1/14	\$28.55		\$10.40	
	May 1/15	\$29.26	10%	\$10.66	
Sheeter/Decker Probationary Employee	Dec. 18/13	\$19.63		\$4.23	40
	May 1/14	\$20.22		\$4.23	
	May 1/15	\$20.81	10%	\$4.23	
Sprinkler (Automatic Fire)	Dec. 18/13	\$40.72		\$9.82	40
	May 1/14	\$41.72		\$10.12	
	May 1/15	\$42.81	10%	\$10.42	
Tile & Terrazzo Helpers	Dec. 18/13	\$34.40		\$9.69	40
	May 1/14	\$34.91		\$10.33	
	May 1/15	\$35.42	10%	\$10.97	
Tile & Terrazzo Mechanics	Dec. 18/13	\$35.72		\$9.69	40
	May 1/14	\$36.23		\$10.33	
	May 1/15	\$36.74	10%	\$10.97	
Traffic Sign – Casuals	Dec. 18/13	\$19.74		\$8.50	40
	May 1/14	\$20.44		\$8.60	
	May 1/15	\$21.33	10%	\$8.70	
Traffic Sign – Labourers	Dec. 18/13	\$23.25		\$8.50	40
	May 1/14	\$24.11		\$8.60	
	May 1/15	\$25.11	10%	\$8.70	
Traffic Sign – Lead Hand	Dec. 18/13	\$25.38		\$8.50	40
	May 1/14	\$26.24		\$8.60	
	May 1/15	\$27.25	10%	\$8.70	
Vibrator Labourers	Dec. 18/13	\$34.38		\$12.03	42.5
	May 1/14	\$35.36		\$12.20	
	May 1/15	\$36.32	10%	\$12.40	
Watchperson & Flagperson when labourers are employed as watchperson	Dec. 18/13	\$29.69		\$12.03	40
	May 1/14	\$30.58		\$12.20	
	May 1/15	\$31.49	10%	\$12.40	
Waterblasters	Dec. 18/13	\$34.11		\$8.21	40
	May 1/14	\$34.58		\$8.82	
	May 1/15	\$35.18	10%	\$9.18	
Waterproofers	Dec. 18/13	\$34.13		\$11.97	40
	May 1/14	\$35.10		\$12.15	
	May 1/15	\$36.09	10%	\$12.36	
Welders (Acetylene, Electric, etc.)	Dec. 18/13	\$32.72		\$13.17	40
	May 1/14	\$33.62		\$13.33	
	May 1/15	\$34.53	10%	\$13.53	
Welder (Certified)	Dec. 18/13	\$32.72		\$13.17	40
	May 1/14	\$33.62		\$13.33	
	May 1/15	\$34.53	10%	\$13.53	
Working Foreman/Woman	Dec. 18/13	\$35.62		\$12.03	40
	May 1/14	\$36.70		\$12.20	
	May 1/15	\$37.75	10%	\$12.40	

<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>
<b>LANDSCAPE CLASSIFICATIONS</b>	Dec. 18/13	\$13.92		\$9.79	
	May 1/14	\$14.61		\$10.09	
	May 1/15	\$15.31	10%	\$10.39	50
Gardener – Beginner	Dec. 18/13	\$17.92		\$9.79	
	May 1/14	\$18.61		\$10.09	
	May 1/15	\$19.31	10%	\$10.39	50
Gardener – Skilled Gardener	Dec. 18/13	\$17.92		\$9.79	
	May 1/14	\$18.61		\$10.09	
	May 1/15	\$19.31	10%	\$10.39	50
Hydro seeding, terra seeding, etc. – Driver/Operator	Dec. 18/13	\$22.14		\$9.79	
	May 1/14	\$22.84		\$10.09	
	May 1/15	\$23.50	10%	\$10.39	50
Hydro seeding, terra seeding, etc. – Labourer	Dec. 18/13	\$19.14		\$9.79	
	May 1/14	\$19.82		\$10.09	
	May 1/15	\$20.50	10%	\$10.39	50
Irrigation Installer	Dec. 18/13	\$19.12		\$9.79	
	May 1/14	\$19.80		\$10.09	
	May 1/15	\$20.48	10%	\$10.39	50
Irrigation Labourer	Dec. 18/13	\$16.78		\$9.79	
	May 1/14	\$17.46		\$10.09	
	May 1/15	\$18.14	10%	\$10.39	50
Irrigation Lead Hand	Dec. 18/13	\$23.68		\$9.79	
	May 1/14	\$24.36		\$10.09	
	May 1/15	\$25.04	10%	\$10.39	50
Irrigation Technician	Dec. 18/13	\$21.18		\$9.79	
	May 1/14	\$21.86		\$10.09	
	May 1/15	\$22.54	10%	\$10.39	50
Landscape Labourer	Dec. 18/13	\$24.89		\$9.79	
	May 1/14	\$25.57		\$10.09	
	May 1/15	\$26.25	10%	\$10.39	50
Landscape – Beginner	Dec. 18/13	\$17.59		\$9.79	
	May 1/14	\$18.27		\$10.09	
	May 1/15	\$18.95	10%	\$10.39	50
Landscape – Intermediate	Dec. 18/13	\$20.20		\$9.79	
	May 1/14	\$20.88		\$10.09	
	May 1/15	\$21.56	10%	\$10.39	50
Sod Labourer	Dec. 18/13	\$18.36		\$9.79	
	May 1/14	\$19.04		\$10.09	
	May 1/15	\$19.72	10%	\$10.39	50
Sod Roller Operator	Dec. 18/13	\$19.04		\$9.79	
	May 1/14	\$19.72		\$10.09	
	May 1/15	\$20.40	10%	\$10.39	50

<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>
<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	Dec. 18/13	\$34.43	10%	\$8.80	50
	May 1/14	\$35.25		\$9.00	
	May 1/15	\$36.02		\$9.35	
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	Dec. 18/13	\$34.29	10%	\$8.80	50
	May 1/14	\$35.11		\$9.00	
	May 1/15	\$35.88		\$9.35	
Class #3 – Dumpcrete, fork lift driver 5 ton & over in warehouse, compound and storage area	Dec. 18/13	\$34.33	10%	\$8.80	50
	May 1/14	\$35.15		\$9.00	
	May 1/15	\$35.92		\$9.35	
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	Dec. 18/13	\$34.28	10%	\$8.80	50
	May 1/14	\$35.10		\$9.00	
	May 1/15	\$35.87		\$9.35	
<b>FOREMAN/WOMAN:</b> \$1.00/hour over all class rates					
<b>DRIVERS HOURS OF WORK:</b> ICI - 40 hours					
<b>SITE PREPARATION:</b> 45 Hours					
<b><u>GENERAL CONTRACTORS SECTION</u></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	Dec. 18/13	\$38.95	10%	\$11.56	40
	May 1/14	\$39.77		\$11.95	
	May 1/15	\$40.53		\$12.32	
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	Dec. 18/13	\$38.49	10%	\$11.56	40
	May 1/14	\$39.32		\$11.95	
	May 1/15	\$40.07		\$12.32	

<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>
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	Dec. 18/13 May 1/14 May 1/15	\$37.75 \$38.57 \$39.33	10%	\$11.56 \$11.95 \$12.32	40
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	Dec. 18/13 May 1/14 May 1/15	\$37.26 \$38.09 \$38.85	10%	\$11.56 \$11.95 \$12.32	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	Dec. 18/13 May 1/14 May 1/15	\$36.79 \$37.62 \$38.37	10%	\$11.56 \$11.95 \$12.32	40



<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>
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 engines, kubota type backhoe and skid steer loader	Dec. 18/13 May 1/14 May 1/15	\$36.63 \$37.45 \$38.21	10%	\$11.56 \$11.95 \$12.32	40
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	Dec. 18/13 May 1/14 May 1/15	\$34.29 \$35.12 \$35.87	10%	\$11.56 \$11.95 \$12.32	40
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	Dec. 18/13 May 1/14 May 1/15	\$33.29 \$34.12 \$34.87	10%	\$11.56 \$11.95 \$12.32	40
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	Dec. 18/13 May 1/14 May 1/15	\$32.10 \$32.93 \$33.68	10%	\$11.56 \$11.95 \$12.32	40

<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>
1.7(B) 1 <sup>st</sup> Year Oilers	Dec. 18/13	\$31.75		\$11.56	40
	May 1/14	\$32.58		\$11.95	
	May 1/15	\$33.34	10%	\$12.32	
<b><u>SURVEYORS</u></b>	Dec. 18/13	\$35.28		\$11.56	40
Party Chief	May 1/14	\$36.11		\$11.95	
	May 1/15	\$36.86	10%	\$12.32	
	Dec. 18/13	\$34.03		\$11.56	40
Instrument Person	May 1/14	\$34.86		\$11.95	
	May 1/15	\$35.61	10%	\$12.32	
	Dec. 18/13	\$31.37		\$11.56	40
Senior Rodperson	May 1/14	\$32.20		\$11.95	
	May 1/15	\$32.95	10%	\$12.32	
	Dec. 18/13	\$28.69		\$11.56	40
Junior Rodperson	May 1/14	\$29.52		\$11.95	
	May 1/15	\$30.27	10%	\$12.32	

**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 Riveters, 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

**TELEPHONE:** (416) 392-7300  
**FACSIMILE:** (416) 392-0801  
**FAIR WAGE COMPLAINTS HOTLINE:** (416) 392-FAIR  
**E-MAIL:** [fairwage@toronto.ca](mailto:fairwage@toronto.ca)