

FAIR WAGE SCHEDULE

2016 - 2019

Road Building

This schedule is applicable to Resurfacing and New Road Construction, including Parking Lots.
 This schedule is not applicable to bridge coverleaf or construction work, otherwise covered by Heavy Construction Agreement.

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>CONSTRUCTION</u>					
<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 10/16	\$36.73		\$12.89	50
	May 1/17	\$37.36		\$13.39	
	May 1/18	\$38.00	10%	\$13.89	

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
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 10/16	\$35.23		\$12.89	
	May 1/17	\$35.86		\$13.39	
	May 1/18	\$36.50	10%	\$13.89	50
Traffic control person, casual watchperson	May 10/16	\$27.23		\$12.89	
	May 1/17	\$27.86		\$13.39	
	May 1/18	\$28.50	10%	\$13.89	50
*Watchperson (for 6 nights duty/10 hours/day 50 hours/week).	May 10/16	\$877.50		\$12.89	
	May 1/17	\$942.50		\$13.39	
	May 1/18	\$1,010.00	10%	\$13.89	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.

<u>TRUCK DRIVERS</u>					
Truck Drivers – Incl. off Highway	May 22/16	\$36.19		\$11.75	
	May 1/17	\$37.10		\$12.05	
	May 1/18	\$38.10	10%	\$12.35	50
Fuel Truck Drivers	May 22/16	\$36.19		\$11.75	
	May 1/17	\$37.09		\$12.05	
	May 1/18	\$38.08	10%	\$12.35	50
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 22/16	\$36.19		\$11.75	
	May 1/17	\$37.09		\$12.05	
	May 1/18	\$38.08	10%	\$12.35	50

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Truck train drivers, custom mobile mixer units (truck or trailer mounted)	May 22/16 May 1/17 May 1/18	\$36.28 \$37.19 \$38.19	10%	\$11.75 \$12.05 \$12.35	50
Float Drivers	May 10/16 May 1/17 May 1/18	\$36.68 \$37.59 \$38.59	10%	\$11.75 \$12.05 \$12.35	50
<u>OPERATING ENGINEERS</u>					
Operators of: shovels, backhoes, dragline, gradall clams (on site), grader operator "A" (with or without attachments)	May 10/16 May 1/17 May 1/18	\$39.36 \$40.24 \$41.11	10%	\$13.17 \$13.41 \$13.65	50
Clam operator (yard), mechanics, welders "A"	May 10/16 May 1/17 May 1/18	\$39.11 \$39.98 \$40.85	10%	\$13.17 \$13.41 \$13.65	50
Pitman-type operator (hydra-lift, truck-mounted hydraulic crane), bulldozer operators (D-4 equivalent or over), trim dozer operator (6-way blade)	May 10/16 May 1/17 May 1/18	\$38.91 \$39.78 \$40.65	10%	\$13.17 \$13.41 \$13.65	50
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 highway vehicles, and shuttle buggy	May 10/16 May 1/17 May 1/18	\$38.76 \$39.64 \$40.31	10%	\$13.17 \$13.41 \$13.65	50
Concrete paver operators, asphalt planer operators "A", engineers on boilers (with papers)	May 10/16 May 1/17 May 1/18	\$38.66 \$39.54 \$40.41	10%	\$13.17 \$13.41 \$13.65	50

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Farm & industrial-type tractor with excavating attachments operators, grader operator "B", asphalt/rollerperson "A", boiler fireperson (without papers)	May 10/16 May 1/17 May 1/18	\$38.51 \$39.38 \$40.25	10%	\$13.17 \$13.41 \$13.65	50
Roller Operator (asphalt) "B"	May 10/16 May 1/17 May 1/18	\$38.15 \$39.02 \$39.89	10%	\$13.17 \$13.41 \$13.65	50
Bulldozer operators (under D-4 or equivalent), front-end loader operator (under 1 cu. yd.), packer with blade	May 10/16 May 1/17 May 1/18	\$38.06 \$38.94 \$39.81	10%	\$13.17 \$13.41 \$13.65	50
Farm and industrial-type tractor operator (towing compaction units), grade rollerperson, including self-propelled rubber tire rollers, asphalt planer "B" (max. 2' wide)	May 10/16 May 1/17 May 1/18	\$36.36 \$37.24 \$38.11	10%	\$13.17 \$13.41 \$13.65	50

SHIFT PREMIUM:

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

May 10/16	\$3.75/ per hour
May 1/17	\$3.85/ per hour
May 1/18	\$3.95/ per hour

HOURS OF WORK AND OVERTIME:

- (A) The standard hours of work for all employees, other than watchperson and engineers on boilers 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 ½ x) for all work performed in excess of ten (10) hours per day, fifty (50) hours per week Monday to Friday inclusive and on Saturdays. Double time (2x) for all work performed on Sundays and Statutory Holidays.
- (C) Overtime at the rate of double the employee's current hourly rate shall be paid to all employees, other than watchperson and engineers on boilers for all work performed on Sundays and on the following Statutory Holidays: New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day. The provision of this sub-paragraph does not apply to repairer in emergency.
- (D) Watchperson and engineers on boilers 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.

* **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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