

Notice

The Province of Ontario has introduced certain legislative changes in the Fair Workplace, Better Jobs Act, 2017 which affect certain classifications/occupations in Fair Wage Schedule C, General Classifications.

FAIR WAGE SCHEDULE C (UPDATE)

[Revised as of January 1, 2018 for 2018 only]

2016 - 2019

GENERAL CLASSIFICATION

The Ontario Government has enacted new minimum wage increases and other Employment Standards Act, 2000 ("ESA") amendments that affect all Ontario employers. (Bill 148, Fair Workplace, Better Jobs Act, 2017). Certain of these amendments will be implemented on a phased basis as set out in the legislation.

The City has certain contracts with vendors where the pre-January 1st, 2018 Fair Wage Rate is less than the legislated wage rate. The amended wage rate is set out below. In addition, the City may have solicited or may solicit services for these classifications which are impacted by these ESA amendments and vendors should govern themselves accordingly.

Any future calculations or adjustments to the Fair Wage Rate for the Security Guard, Cleaner (Light Duty) and Interior/Exterior Window Cleaner classifications identified below based on existing contract or future contract provisions (including for any optional years) which result in a higher wage rate, will be deemed to be the Fair Wage Rate (in the event that there is any discrepancy between the provisions of the Fair Wage Rate set out below and the provisions of the ESA, as amended from time to time).

Any questions about the Fair Wage By-law should be directed to the Fair Wage office at: [Tel]: (416) 392-7300; [Fax]: (416) 392-0801; or, [Email]: fairwage@toronto.ca.

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>SECURITY</u>					
Security Guards (Basic & Night Watchperson)	Feb. 1/17 Jan. 1/18	\$12.42 \$14.00	4% (less than 5 yrs) 6% (5 yrs or more)	\$.067 \$.067	40
Security Guards (Events)	Feb. 1/17 Jan. 1/18	\$12.90 \$14.00	4% (less than 5 yrs) 6% (5 yrs or more)	\$.067 \$.067	40
Security Guards (Alarms, CCTV Control, Etc.)	Feb. 1/17 Jan. 1/18	\$13.29 \$14.00	4% (less than 5 yrs) 6% (5 yrs or more)	\$.067 \$.067	40
<u>BUILDING CLEANING & MAINTENANCE</u>					
Cleaner (Light Duty)	May 1/16 Jan. 1/18	\$12.83 \$14.00	4% (less than 5 yrs) 6% (5 yrs or more)	\$.052 \$.052	40
<u>WINDOW CLEANERS</u>					
Interior/Exterior	May 1/16 Jan. 1/18	\$12.38 \$14.00	4% (less than 5 yrs) 6% (5 yrs or more)	-	40

May be subject to change dependent upon implementation of Bill 148, Fair Workplace, Better Jobs Act, 2017.