

FAIR WAGE SCHEDULE

2016 - 2019

GENERAL CLASSIFICATION

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)	\$0.67 \$0.67	40
Security Guards (Events)	Feb. 1/17 Jan. 1/18	\$12.90 \$14.00	4% (less than 5 yrs) 6% (5 yrs or more)	\$0.67 \$0.67	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)	\$0.67 \$0.67	40
Security Guards (K-9 Unit)	Feb. 1/17	\$16.00	4% (less than 5 yrs) 6% (5 yrs or more)	\$2.39	40
Security Guards (Other)	Feb. 1/17	\$22.45	4% (less than 5 yrs) 6% (5 yrs or more)	\$2.32	40
Security Guard (Union Station)	May 1/16	\$17.84	4% (less than 5 yrs) 6% (5 yrs or more)	\$2.12	40
Security Guard (Union Station Shift Lead)	May 1/16	\$19.62	4% (less than 5 yrs) 6% (5 yrs or more)	\$2.42	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)	\$0.52 \$0.52	40
Cleaner (Heavy Duty)	Jan. 1/18 Jan. 1/19	\$14.55 \$15.00	4% (less than 5 yrs) 6% (5 yrs or more)	\$0.52	40
Handyman/Woman (General Maintenance & Snow Removal)	May 1/16	\$16.62	4% (less than 5 yrs) 6% (5 yrs or more)	\$0.61	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
Ladder	May 1/16	\$15.84	4% (less than 5 yrs) 6% (5 yrs or more)	-	40

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
High Rise	May 1/16	\$22.70	4% (less than 5 yrs) 6% (5 yrs or more)	-	40
<u>LANDSCAPING</u>	May 1/16	\$17.83		\$10.89	
Sodding Operation – Year 1	May 1/17	\$18.28		\$11.39	
	May 1/18	\$18.83	10%	\$11.89	50
	May 1/16	\$20.17		\$10.89	
Sodding Operation – Year 2	May 1/17	\$20.63		\$11.39	
	May 1/18	\$21.17	10%	\$11.89	50
Skilled Sodder including Roller Operator and those with more than two seasons	May 1/16	\$20.85		\$10.89	
	May 1/17	\$21.31		\$11.39	
	May 1/18	\$21.85	10%	\$11.89	50
	May 1/16	\$15.77		\$10.89	
Gardener – Year 1	May 1/17	\$16.23		\$11.39	
	May 1/18	\$16.79	10%	\$11.89	50
	May 1/16	\$17.77		\$10.89	
Gardener – Year 2	May 1/17	\$18.23		\$11.39	
	May 1/18	\$18.79	10%	\$11.89	50
	May 1/16	\$19.77		\$10.89	
Skilled Gardener	May 1/17	\$20.23		\$11.39	
	May 1/18	\$20.79	10%	\$11.89	50
	May 1/16	\$15.77		\$10.89	
Maintenance Gardener – Year 1	May 1/17	\$16.23		\$11.39	
	May 1/18	\$16.79	10%	\$11.89	50
	May 1/16	\$17.77		\$10.89	
Maintenance Gardener – Year 2	May 1/17	\$18.23		\$11.39	
	May 1/18	\$18.79	10%	\$11.89	50
	May 1/16	\$19.77		\$10.89	
Skilled Maintenance Gardener	May 1/17	\$20.23		\$11.39	
	May 1/18	\$20.79	10%	\$11.89	50
	May 1/16	\$26.71		\$10.89	
Landscape Labourers	May 1/17	\$27.16		\$11.59	
	May 1/18	\$27.71	10%	\$11.89	50
Landscape Gardeners, Farm Tractors without excavating attachments forklifts, truck drivers, load bearing boom truck Operators, machine driven tools on any other equipment that is operated by remote control	May 1/16	\$29.51		\$10.89	
	May 1/17	\$29.95		\$11.89	
	May 1/18	\$30.51	10%	\$11.89	50

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Form setters, concrete finishers, landscape stone setters of all types, landscape brick setters, landscape irrigation, pipe layers, float drivers, reinforcing steel person, drillers of all types, high pressure water equipment, small trenchers, paring stone laying machine of all types, small trenchers, mini-skid steel loaders, and all other similar small equipment	May 1/16 May 1/17 May 1/18	\$29.85 \$30.30 \$30.85	10%	\$10.89 \$11.89 \$11.89	50
Drivers of Farm Tractor with pulverizing or fine grading equipment	May 1/16 May 1/17 May 1/18	\$30.65 \$31.10 \$31.65	10%	\$10.89 \$11.89 \$11.89	50
Dozer & Loader Operator & Backhoe Operator	May 1/16 May 1/17 May 1/18	\$30.81 \$31.26 \$31.81	10%	\$10.89 \$11.39 \$11.89	50
Grader Operator	May 1/16 May 1/17 May 1/18	\$30.41 \$31.36 \$31.91	10%	\$10.89 \$11.89 \$11.89	50
Working Foreman	May 1/16 May 1/17 May 1/18	\$32.35 \$32.80 \$33.25	10%	\$10.89 \$11.39 \$11.89	50
<u>LANDSCAPE IRRIGATION</u>					
Lead Hand	May 1/16 May 1/17 May 1/18	\$25.49 \$25.95 \$26.49	10%	\$10.89 \$11.89 \$11.89	50
Technician	May 1/16 May 1/17 May 1/18	\$22.99 \$23.45 \$23.99	10%	\$10.89 \$11.89 \$11.89	50
Installer	May 1/16 May 1/17 May 1/18	\$20.94 \$21.39 \$21.94	10%	\$10.89 \$11.39 \$11.89	50
Assistant Installer	May 1/16 May 1/17 May 1/18	\$19.69 \$20.15 \$20.69	10%	\$10.89 \$11.89 \$11.89	50
Labourer	May 1/16 May 1/17 May 1/18	\$18.59 \$19.05 \$19.59	10%	\$10.89 \$11.89 \$11.89	50
<u>LANDSCAPE – HYDRO SEEDING</u>					
Terra Seeding, Hydro Seeding etc.	May 1/16 May 1/17 May 1/18	\$20.95 \$21.41 \$21.95	10%	\$10.89 \$11.89 \$11.89	50

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Driver Operator	May 1/16	\$23.95	10%	\$10.89	50
	May 1/17	\$24.41		\$11.89	
	May 1/18	\$24.95		\$11.89	
<u>GARAGE CONCRETE REPAIRS AND RESTORATION</u> Carpentry and Hydro Demolisher	May 1/16	\$36.92	10%	\$12.55	40
	May 1/17	\$37.46		\$12.65	
	May 1/18	\$38.05		\$12.75	
Skilled Workers	May 1/16	\$27.69	10%	\$12.55	40
	May 1/17	\$28.09		\$12.65	
	May 1/18	\$28.53		\$12.75	
Labourer	May 1/16	\$22.15	10%	\$12.55	40
	May 1/17	\$22.47		\$12.65	
	May 1/18	\$22.83		\$12.75	

For wage rates of classifications not covered by this Schedule, contact the Fair Wage Office.

* **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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