

City Manager's Office

Fair Wage Office Human Resources Division 100 Queen Street West City Hall, 18th Floor, West Tower Toronto, Ontario M5H 2N2 Tel: 416-392-7300 Fax: 416-392-0801 fairwage@toronto.ca www.toronto.ca/fairwage

FAIR WAGE SCHEDULE

2016 - 2019

GENERAL CLASSIFICATION

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
SECURITY					
Security Guards	Feb. 1/17	\$12.42	4% (less than 5 yrs)	\$0.67	
(Basic & Night Watchperson)	Jan. 1/18	\$14.00	6% (5 yrs or more)	\$0.67	40
	Feb. 1/17	\$12.90	4% (less than 5 yrs)	\$0.67	
Security Guards (Events)	Jan. 1/18	\$14.00	6% (5 yrs or more)	\$0.67	40
Security Guards	Feb. 1/17	\$13.29	4% (less than 5 yrs)	\$0.67	40
(Alarms, CCTV Control, Etc.)	Jan. 1/18	\$14.00	6% (5 yrs or more)	\$0.67	40
			4% (less than 5 yrs)		
Security Guards (K-9 Unit)	Feb. 1/17	\$16.00	6% (5 yrs or more)	\$2.39	40
			4% (less than 5 yrs)		
Security Guards (Other)	Feb. 1/17	\$22.45	6% (5 yrs or more)	\$2.32	40
Security Guard (Union Station)			4% (less than 5 yrs)		
, , , , , , , , , , , , , , , , , , , ,	May 1/16	\$17.84	6% (5 yrs or more)	\$2.12	40
Security Guard			4% (less than 5 yrs)		
(Union Station Shift Lead)	May 1/16	\$19.62	6% (5 yrs or more)	\$2.42	40
BUILDING CLEANING & MAINTENANCE					
WAINTENANCE					
Classes (Light Duty)	May 1/16	\$12.83	4% (less than 5 yrs)	\$0.52	40
Cleaner (Light Duty)	Jan. 1/18	\$14.00	6% (5 yrs or more)	\$0.52	40
	Jan. 1/18	\$14.55	4% (less than 5 yrs)		
Cleaner (Heavy Duty)	Jan. 1/19	\$15.00	6% (5 yrs or more)	\$0.52	40
Handyman/Woman					
(General Maintenance & Snow			4% (less than 5 yrs)		
Removal)	May 1/16	\$16.62	6% (5 yrs or more)	\$0.61	40
WINDOW CLEANERS					
		0.12.53	40/ 41		
Interior/Exterior	May 1/16 Jan. 1/18	\$12.38 \$14.00	4% (less than 5 yrs) 6% (5 yrs or more)	_	40
	V WIII 1/10	411100			
Ladder	Mov 1/16	\$15.84	4% (less than 5 yrs) 6% (5 yrs or more)		40
Lauuei	May 1/16	\$13.84	0% (3 yrs of more)	-	40

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Tr. 1 D.	NA 1/16	ф 22.7 0	4% (less than 5 yrs)		40
High Rise	May 1/16	\$22.70	6% (5 yrs or more)	-	40
LANDSCAPING	May 1/16	\$17.83		\$10.89	
Em De marie	May 1/17	\$18.28		\$11.39	
Sodding Operation – Year 1	May 1/18	\$18.83	10%	\$11.89	50
8 1	May 1/16	\$20.17		\$10.89	
	May 1/17	\$20.63		\$11.39	
Sodding Operation – Year 2	May 1/18	\$21.17	10%	\$11.89	50
Skilled Sodder including Roller	May 1/16	\$20.85		\$10.89	
Operator and those with more	May 1/17	\$21.31		\$11.39	
than two seasons	May 1/18	\$21.85	10%	\$11.89	50
	May 1/16	\$15.77		\$10.89	
	May 1/17	\$16.23		\$11.39	
Gardener – Year 1	May 1/18	\$16.79	10%	\$11.89	50
	May 1/16	\$17.77		\$10.89	
	May 1/17	\$18.23		\$11.39	
Gardener – Year 2	May 1/18	\$18.79	10%	\$11.89	50
	May 1/16	\$19.77		\$10.89	
	May 1/17	\$20.23		\$11.39	
Skilled Gardener	May 1/18	\$20.79	10%	\$11.89	50
	3.6. 1.11.6	015.77		#10.00	
	May 1/16	\$15.77		\$10.89	
M	May 1/17	\$16.23	100/	\$11.39	50
Maintenance Gardener – Year 1	May 1/18	\$16.79	10%	\$11.89	50
	May 1/16	\$17.77		\$10.89	
Maintanana Candanan Vaan 2	May 1/17	\$18.23	100/	\$11.39	50
Maintenance Gardener – Year 2	May 1/18	\$18.79	10%	\$11.89	50
	May 1/16 May 1/17	\$19.77 \$20.23		\$10.89 \$11.39	
Skilled Maintenance Gardener	May 1/17 May 1/18	\$20.23	10%	\$11.39	50
Skilled Wallitellance Gardener	May 1/16	\$26.79	1070	\$10.89	30
	May 1/10 May 1/17	\$20.71		\$10.89	
Landscape Labourers	May 1/17	\$27.10	10%	\$11.89	50
Landscape Gardeners, Farm	1410 1/10	Ψ21.11	10/0	Ψ11.07	30
Tractors without excavating					
attachments forklifts, truck					
drivers, load bearing boom truck					
Operators, machine driven tools	May 1/16	\$29.51		\$10.89	
on any other equipment that is	May 1/17	\$29.95		\$11.89	
operated by remote control	May 1/18	\$30.51	10%	\$11.89	50

			*VACATION		WEEKLY
			AND		HOURS
TRADE	EFFECTIVE	HOURLY	HOLIDAY	*FRINGE	OF
	DATE	RATE	PAY	BENEFITS	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	May 1/16	\$29.85		\$10.89	
loaders, and all other similar	May 1/17	\$30.30		\$11.89	
small equipment	May 1/18	\$30.85	10%	\$11.89	50
Drivers of Farm Tractor with	May 1/16	\$30.65		\$10.89	
pulverizing or fine grading	May 1/10	\$31.10		\$11.89	
equipment	May 1/18	\$31.65	10%	\$11.89	50
equipment	11149 1710	ψ31.02	1070	Ψ11.05	20
	May 1/16	\$30.81		\$10.89	
Dozer & Loader Operator &	May 1/17	\$31.26		\$11.39	
Backhoe Operator	May 1/18	\$31.81	10%	\$11.89	50
_	May 1/16	\$30.41		\$10.89	
	May 1/17	\$31.36		\$11.89	
Grader Operator	May 1/18	\$31.91	10%	\$11.89	50
	May 1/16	\$32.35		\$10.89	
	May 1/17	\$32.80	40	\$11.39	
Working Foreman	May 1/18	\$33.25	10%	\$11.89	50
LANDSCAPE IRRIGATION	May 1/16	\$25.49		\$10.89	
Y 177 1	May 1/17	\$25.95	100/	\$11.89	70
Lead Hand	May 1/18	\$26.49	10%	\$11.89	50
	May 1/16	\$22.99 \$23.45		\$10.89	
Technician	May 1/17 May 1/18	\$23.43	10%	\$11.89 \$11.89	50
Technician	May 1/16	\$20.94	1070	\$10.89	30
	May 1/10	\$20.34		\$10.89	
Installer	May 1/17	\$21.94	10%	\$11.89	50
	May 1/16	\$19.69	1070	\$10.89	20
	May 1/17	\$20.15		\$11.89	
Assistant Installer	May 1/18	\$20.69	10%	\$11.89	50
	May 1/16	\$18.59		\$10.89	
	May 1/17	\$19.05		\$11.89	
Labourer	May 1/18	\$19.59	10%	\$11.89	50
LANDSCAPE – HYDRO					
<u>SEEDING</u>	34 14-	Φ20.07		#10.00	
Tama Caadina Hadaa Caadi	May 1/16	\$20.95		\$10.89	
Terra Seeding, Hydro Seeding	May 1/17	\$21.41	100/	\$11.89 \$11.80	50
etc.	May 1/18	\$21.95	10%	\$11.89	50

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

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

* **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.

FAIR WAGE OFFICE

18TH 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

^{*} 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.