

FAIR WAGE SCHEDULE

2019 - 2022

I.C.I. Work

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Asbestos Mechanics	May 5/19	\$42.80		\$9.48	40
	May 1/20	\$43.72		\$9.63	
	May 1/21	\$44.86	10%	\$9.73	
Asbestos Mould & Lead Abatement Labourer	May 1/19	\$32.37		\$12.45	40
	May 1/20	\$33.18		\$12.90	
	May 1/21	\$34.13	10%	\$13.35	
Base Machine Operator	May 1/19	\$37.13		\$10.72	40
	Apr 1/20	\$39.03		\$10.72	
	May 1/21	\$39.03	10%	\$10.72	
Boilermakers	July 28/19	\$43.61		\$10.18	40
	May 3/20	\$44.69		\$10.28	
	May 2/21	\$45.76	12%	\$10.38	
Bricklayers & Stonemasons	Jun 1/19	\$41.38		\$12.10	40
	May 1/20	\$42.15		\$12.25	
	May 1/20	\$42.42	10%	\$12.40	
Bricklayers Labourers	May 19/19	\$38.18		\$12.60	40
	May 3/20	\$38.96		\$12.95	
	May 2/21	\$39.74	10%	\$13.30	
Builders Labourers	May 19/19	\$36.28		\$12.60	40
	May 3/20	\$37.06		\$12.95	
	May 2/21	\$37.84	10%	\$13.30	
Carpenters	May 1/19	\$42.61		\$11.10	40
	May 1/20	\$43.71		\$11.20	
	May 1/21	\$44.71	10%	\$11.30	

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Carpenters (Formworker)	May 1/19	\$43.80	10%	\$11.10	40
	May 1/20	\$44.89		\$11.20	
	May 1/21	\$45.98		\$11.30	
Caulkers (Carpenters) (Excluding Tunnelwork)	May 1/19	\$29.08	10%	\$6.85	40
	May 1/20	\$29.91		\$7.25	
	May 1/21	\$30.73		\$7.70	
Cement (Finishers)	May 19/19	\$38.22	10%	\$12.30	40
	May 3/20	\$39.02		\$12.65	
	May 2/21	\$39.90		\$13.05	
Cement (Masons)	May 19/19	\$38.22	10%	\$12.30	40
	May 3/20	\$39.02		\$12.65	
	May 2/21	\$39.90		\$13.05	
Concrete Labourers	May 19/19	\$37.29	10%	\$12.60	40
	May 3/20	\$38.11		\$12.95	
	May 2/21	\$39.03		\$13.30	
Concrete Saw & Drilling Labourer	May 1/19	\$37.69	10%	\$12.80	40
	May 1/20	\$39.21		\$13.05	
	May 1/21	\$40.73		\$13.50	
Demolition Labourers	May 1/19	\$32.24	10%	\$12.70	40
	May 1/20	\$33.06		\$13.15	
	May 1/21	\$34.01		\$13.60	
Demolition Foreman	May 1/19	\$39.59	10%	\$12.70	40
	May 1/20	\$40.61		\$13.15	
	May 1/21	\$41.67		\$13.60	
Demolition Machine Operator	May 1/19	\$36.32	10%	\$12.70	40
	May 1/20	\$37.25		\$13.15	
	May 1/21	\$38.20		\$13.60	
Demolition Qualified Burners	May 1/19	\$34.59	10%	\$12.70	40
	May 1/20	\$35.48		\$13.15	
	May 1/21	\$36.39		\$13.60	
Demolition Truck Drivers Torchperson	May 1/19	\$34.59	10%	\$12.70	40
	May 1/20	\$35.48		\$13.15	
	May 1/21	\$36.39		\$13.60	
Lathers Drywall/Acoustics, Boarders	May 1/19	\$41.23	10%	\$10.17	40
	May 1/20	\$42.14		\$10.37	
	May 1/21	\$43.09		\$10.67	
Drywall Finishers (Plasterer)	May 5/19	\$42.80	10%	\$9.48	40
	May 1/20	\$43.72		\$9.63	
	May 1/21	\$44.86		\$9.73	
Electrical Workers	May 1/19	\$45.10	10%	\$13.90	37.5
	May 1/20	\$46.34		\$13.94	
	May 1/21	\$47.58		\$13.97	

TRADE (Excluding Tunnelwork)	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Elevator Mechanic	May 1/19	\$54.92		\$3.79	40
	May 1/20	\$56.21		\$3.79	
	May 1/21	\$57.83	12%	\$3.79	
Formwork Labourers	May 19/19	\$37.28		\$12.60	42.5
	May 3/20	\$38.11		\$12.95	
	May 2/21	\$39.03	10%	\$13.30	
Foreman Swamper	May 19/19	\$40.97		\$12.60	42.5
	May 3/20	\$41.87		\$12.95	
	May 2/21	\$42.87	10%	\$13.30	
Glaziers	Jun 10/19	\$39.39		\$9.48	40
	May 1/20	\$40.75		\$9.63	
	May 1/21	\$41.80	10%	\$9.73	
Hazardous Material Worker	May 1/19	\$22.85		\$8.45	40
	May 1/20	\$23.31		\$8.90	
	May 1/21	\$23.78	10%	\$9.35	
Iron Workers (Ornamental)	May 1/19	\$41.93		\$11.66	40
	May 1/20	\$42.83		\$11.66	
	May 1/21	\$44.53	10%	\$11.66	
Iron Workers (Structural)	May 1/19	\$41.93		\$11.66	40
	May 1/20	\$42.83		\$11.66	
	May 1/21	\$44.53	10%	\$11.66	
Jackhammer Operations Labourers	May 19/19	\$37.29		\$12.60	40
	May 3/20	\$38.11		\$12.95	
	May 2/21	\$39.03	10%	\$13.30	
Labourer - Cleaner (Sorter Labourer)	May 19/19	\$30.20		\$12.60	40
	May 3/20	\$30.98		\$12.95	
	May 2/21	\$31.77	10%	\$13.30	
Lathers (Drywall Acoustics, Boarders, Insulation)	May 1/19	\$41.23		\$10.17	40
	May 1/20	\$42.14		\$10.37	
	May 1/21	\$43.09	10%	\$10.67	
Marble Masons	May 1/19	\$38.37		\$10.72	40
	Apr 1/20	\$40.32		\$10.72	
	May 1/21	\$40.32	10%	\$10.72	
Marble & Tile Helpers	May 1/19	\$36.81		\$10.72	40
	Apr 1/20	\$38.78		\$10.72	
	May 1/21	\$38.78	10%	\$10.72	
Millwrights	May 1/19	\$41.62		\$12.07	40
	May 1/20	\$42.64		\$12.25	
	May 1/21	\$43.71	10%	\$12.40	
Mortarperson Labourers	May 19/19	\$38.18		\$12.60	40
	May 3/20	\$38.96		\$12.95	
	May 2/21	\$39.74	10%	\$13.30	

TRADE (Excluding Tunnelwork)	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Painters & Decorators	Aug 4/2019	\$37.67		\$9.48	40
	May 1/20	\$38.43		\$9.63	
	May 1/21	\$39.24	10%	\$9.73	
Pavement Markers – Labourers	May 19/19	\$22.33		\$3.45	40
	May 3/20	\$22.33		\$4.21	
	May 2/21	\$22.33	10%	\$4.88	
Pavement Markers – Heavy Equipment Operators,	May 19/19	\$26.68		\$9.60	40
	May 3/20	\$27.16		\$10.05	
	May 2/21	\$27.68	10%	\$10.40	
Pit Miner Driller, Caissons & Wagon Driller	May 19/19	\$36.58		\$12.60	40
	May 3/20	\$37.37		\$12.95	
	May 2/21	\$38.15	10%	\$13.30	
Plasterers’ Labourers	May 19/19	\$34.07		\$10.75	40
	May 3/20	\$34.83		\$11.25	
	May 2/21	\$35.61	10%	\$11.50	
Plumbers & Pipe Fitter Steamfitters	May 1/19	\$46.86		\$10.65	36
	May 1/20	\$48.08		\$10.65	
	May 1/21	\$49.36	11%	\$10.65	
Precast Erector Finisher	May 1/19	\$36.96		\$14.07	40
	May 1/20	\$37.81		\$14.47	
	May 1/21	\$38.67	10%	\$14.87	
Precast Foreman	May 1/19	\$40.72		\$14.07	40
	May 1/20	\$41.65		\$14.47	
	May 1/21	\$42.58	10%	\$14.87	
Precast General Labourer	May 1/19	\$35.43		\$14.07	40
	May 1/20	\$36.28		\$14.47	
	May 1/21	\$37.13	10%	\$14.87	
Precast Welder	May 1/19	\$37.38		\$14.07	40
	May 1/20	\$38.23		\$14.47	
	May 1/21	\$39.09	10%	\$14.87	
Refrigeration & HVAC Mechanics	May 1/19	\$49.74		\$9.48	40
	May 1/20	\$50.76		\$9.60	
	May 1/21	\$51.96	10%	\$9.60	
Resilient Floor Workers	May 1/19	\$40.85		\$10.19	40
	May 1/20	\$41.90		\$10.34	
	May 1/21	\$42.85	10%	\$10.49	
Restoration Steeplejacks	May 1/19	\$39.00		\$11.17	40
	May 1/20	\$39.48		\$11.87	
	May 1/21	\$40.21	10%	\$12.25	
Rodworkers	May 1/19	\$41.23		\$10.90	40
	May 1/20	\$42.43		\$10.90	
	May 1/21	\$43.63	10%	\$10.90	
Roofer (Foreperson)	Nov 1/19	\$42.24		\$12.57	40
	May 1/20	\$43.21		\$12.82	
	May 1/21	\$44.18	10%	\$13.08	

TRADE (Excluding Tunnelwork)	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Roofer (Journeyperson)	Nov 1/19	\$41.67	10%	\$12.57	40
	May 1/20	\$42.65		\$12.82	
	May 1/21	\$43.63		\$13.08	
Roofer (Roofing Assistant)	Nov 1/19	\$33.84	10%	\$12.36	40
	May 1/20	\$34.64		\$12.61	
	May 1/21	\$35.44		\$12.87	
Roofer (Material Handler)	Nov 1/19	\$40.41	10%	\$12.57	40
	May 1/20	\$41.39		\$12.82	
	May 1/21	\$42.37		\$13.08	
Sheet Metal Workers	May 1/18	\$39.45	10%	\$13.64	40
	July 8//19	\$40.14		\$13.83	
	May 3/20	\$41.10		\$14.18	
	May 2/21	\$42.05		\$14.53	
Sheeter / Decker	May 1/18	\$39.45	10%	\$13.64	40
	July 8//19	\$40.14		\$13.83	
	May 3/20	\$41.10		\$14.18	
	May 2/21	\$42.05		\$14.53	
Sheeter / Decker Assistant	May 1/18	\$33.90	10%	\$12.41	40
	July 8//19	\$34.49		\$12.57	
	May 3/20	\$35.33		\$12.88	
	May 2/21	\$36.18		\$13.19	
Sheeter / Decker Material Handler	May 1/18	\$30.71	10%	\$11.19	40
	July 8//19	\$31.22		\$11.32	
	May 3/20	\$31.99		\$11.60	
	May 2/21	\$32.75		\$11.88	
Sheeter / Decker Material Prob. Handler	May 1/18	\$22.02	10%	\$4.23	40
	July 8//19	\$22.42		\$4.11	
	May 3/20	\$23.06		\$4.11	
	May 2/21	\$23.70		\$4.11	
Sheeter / Decker Probationary Employee	May 1/18	\$16.89	10%	\$4.23	40
	July 8//19	\$17.18		\$4.11	
	May 3/20	\$17.69		\$4.11	
	May 2/21	\$18.20		\$4.11	
Sprinkler (Automatic Fire)	May 1/19	\$47.12	10%	\$10.42	40
	May 1/20	\$48.30		\$10.52	
	May 1/21	\$49.48		\$10.62	
Tile & Terrazzo Helpers	May 1/19	\$36.89	10%	\$10.72	40
	Apr 1/20	\$38.78		\$10.72	
	May 1/21	\$38.78		\$10.72	
Tile & Terrazzo Mechanics	May 1/19	\$38.21	10%	\$10.72	40
	Apr 1/20	\$40.15		\$10.72	
	May 1/21	\$40.15		\$10.72	

TRADE (Excluding Tunnelwork)	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
Traffic Control Person; Casual Watchperson	May 1/19	\$29.27		\$12.60	40
	May 1/20	\$30.08		\$12.95	
	May 1/21	\$30.89	10%	\$13.30	
Labourer Swamper / Signalman Vibrator Operator	May 19/19	\$40.03		\$12.60	42.5
	May 3/20	\$40.86		\$12.95	
	May 2/21	\$41.78	10%	\$13.30	
Watchperson & Flagperson when labourers are employed as watchperson	May 19/19	\$34.28		\$12.60	40
	May 3/20	\$35.06		\$12.95	
	May 2/21	\$35.84	10%	\$13.30	
Waterblasters	Aug 4/19	\$37.67		\$9.48	40
	May 1/20	\$38.43		\$9.63	
	May 1/21	\$39.24	10%	\$9.73	
Waterproofers	May 19/19	\$38.13		\$12.35	40
	May 3/20	\$38.93		\$12.70	
	May 2/21	\$39.83	10%	\$13.05	
Welders (Acetylene, Electric, etc.)	May 1/19	\$37.38		\$14.07	40
	May 1/20	\$38.23		\$14.47	
	May 1/21	\$39.09	10%	\$14.87	
Welder (Certified)	May 1/19	\$37.38		\$14.07	40
	May 1/20	\$38.23		\$14.47	
	May 1/21	\$39.09	10%	\$14.87	
Working Foreman/Woman	May 19/19	\$39.87		\$12.60	40
	May 3/20	\$40.71		\$12.95	
	May 2/21	\$41.56	10%	\$13.30	
Labourer – Ride On Machine Operator	May 19/19	\$39.28		\$12.60	40
	May 3/20	\$40.11		\$12.95	
	May 2/21	\$41.03	10%	\$13.30	

TRADE (Excluding Tunnelwork)	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
<u>TRUCK DRIVERS CLASSIFICATIONS</u>					
Class #1 – Warehouse and storekeeper, float truck and trailer, load bearing boom truck, haulpack driver, articulated dump truck, euclid type off-road dump truck 230	Jun 17/19	\$37.40	10%	\$9.90	40
	May 1/20	\$38.02		\$10.20	
	May 1/21	\$38.51		\$10.65	
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	Jun 17/19	\$37.27	10%	\$9.90	40
	May 1/20	\$37.89		\$10.20	
	May 1/21	\$38.38		\$10.65	
Class #3 – Dumpcrete, fork lift driver 5 ton & over in warehouse, compound and storage area	Jun 17/19	\$37.30	10%	\$9.90	40
	May 1/20	\$37.93		\$10.20	
	May 1/21	\$38.42		\$10.65	
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	Jun 17/19	\$37.26	10%	\$9.90	40
	May 1/20	\$37.88		\$10.20	
	May 1/21	\$38.37		\$10.65	

FOREPERSON: \$1.00/hour over all class rates

TRADE (Excluding Tunnelwork)	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
GENERAL CONTRACTORS SECTION					
<u>OPERATING ENGINEERS</u>					
1.1(A) Engineers operating: cranes with a manufacturers rating over 164 to 219 ton capacity and over	May 1/19 May 1/20 May 1/21	\$44.10 \$45.21 \$46.19	10%	\$12.62 \$12.82 \$12.92	40
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	May 1/19 May 1/20 May 1/21	\$43.65 \$44.77 \$45.74	10%	\$12.62 \$12.82 \$12.92	40
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 nd class stationary engineers, and mobile pumpcrete with 42 metre boom and over self-	May 1/19 May 1/20 May 1/21	\$42.92 \$44.03 \$45.01	10%	\$12.62 \$12.82 \$12.92	40

erecting crane 15 ton snf over carry deck crane 15 ton capacity and over.					
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TRADE (Excluding Tunnelwork)	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
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	May 1/19	\$42.45	10%	\$12.62	40
	May 1/20	\$43.56		\$12.82	
	May 1/21	\$44.54		\$12.92	
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 rd 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	May 1/19	\$41.98	10%	\$12.62	40
	May 1/20	\$43.10		\$12.82	
	May 1/21	\$44.07		\$12.92	
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	May 1/19	\$41.83	10%	\$12.62	40
	May 1/20	\$42.94		\$12.82	
	May 1/21	\$43.91		\$12.92	

engines, 4th class stationery engineers, kubota type backhoe and skid steer loader					
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TRADE (Excluding Tunnelwork)	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
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	May 1/19	\$39.53		\$12.62	40
	May 1/20	\$40.65		\$12.82	
	May 1/21	\$41.62	10%	\$12.92	
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	May 1/19	\$38.55		\$12.62	40
	May 1/20	\$39.67		\$12.82	
	May 1/21	\$40.64	10%	\$12.92	
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-	May 1/19	\$37.39		\$12.62	40
	May 1/20	\$38.50		\$12.82	
	May 1/21	\$39.47	10%	\$12.92	

drivers, mechanics helpers					
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TRADE (Excluding Tunnelwork)	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
1.7(B) 1 st Year Oilers	May 1/19	\$37.05		\$12.62	40
	May 1/20	\$38.16		\$12.82	
	May 1/21	\$39.14	10%	\$12.92	
<u>SURVEYORS</u> Party Chief	May 1/19	\$39.94		\$13.39	40
	May 1/20	\$41.00		\$13.64	
	May 1/21	\$42.03	10%	\$13.74	
Instrument Person	May 1/19	\$38.71		\$13.39	40
	May 1/20	\$39.78		\$13.64	
	May 1/21	\$40.81	10%	\$13.74	
Senior Rodperson	May 1/19	\$36.10		\$13.39	40
	May 1/20	\$37.17		\$13.64	
	May 1/21	\$38.20	10%	\$13.74	
Junior Rodperson	May 1/19	\$33.48		\$13.39	40
	May 1/20	\$34.55		\$13.64	
	May 1/21	\$35.57	10%	\$13.74	

HOURS OF WORK AND OVERTIME:

The Weekly Hours of Work for each Trade are listed in this schedule. All work performed in excess of the weekly limit shall be paid at time and one-half (1.5x) the Hourly Rate, for each hour of work.

SITE PREPARATION

Site preparation shall mean the excavating of ground to sub-grade level and shall not include pile-driving, drilling, boring ductwork or tunnel work.

IRON WORKERS:

(Structural, architectural): includes Rivetters, 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

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