

FAIR WAGE SCHEDULE

2025 - 2028

INDUSTRIAL, COMMERCIAL, INSTITUTIONAL

(I.C.I.) WORK

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
1	Asbestos Mould & Lead Abatement Labourer	May 1/2025 May 1/2026 May 1/2027	\$40.33 \$41.25 \$42.40	10%	\$15.27 \$15.82 \$16.37	40
2	Base Machine Operator	May 1/2025 May 1/2026 May 1/2027	\$43.92 \$44.39 \$46.85	10%	\$13.03 \$13.03 \$13.03	40
3	Boilermaker Journeyperson	May 4/2025 May 3/2026 May 2/2027	\$54.79 \$56.62 \$58.50	12%	\$10.82 \$10.92 \$11.02	40
4	Bricklayers & Stonemasons	May 5/2025 May 4/2026 May 3/2027	\$49.86 \$51.46 \$53.04	10%	\$12.77 \$12.77 \$12.77	40
5	Bricklayers Labourers	May 5/2025 May 4/2026 May 3/2027	\$44.33 \$45.30 \$46.26	10%	\$14.57 \$15.12 \$15.67	40
6	Builders Labourers	May 5/2025 May 4/2026 May 3/2027	\$42.49 \$43.46 \$44.42	10%	\$14.57 \$15.12 \$15.67	40
7	Carpenters	May 4/2025 May 3/2026 May 2/2027	\$52.07 \$53.62 \$55.10	10%	\$11.45 \$11.60 \$11.80	40
8	Carpenters (Formworker)	May 4/2025 May 3/2026 May 2/2027	\$53.77 \$55.35 \$56.89	10%	\$11.45 \$11.60 \$11.80	40
9	Caulkers (Carpenters)	May 4/2025 May 3/2026 May 2/2027	\$35.16 \$36.16 \$37.12	10%	\$8.20 \$8.35 \$8.55	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
10	Cement Finishers, Cement Masons	May 5/2025 May 4/2026 May 3/2027	\$46.39 \$47.53 \$48.67	10%	\$14.90 \$15.45 \$16.00	40
11	Cement Foreperson	May 5/2025 May 4/2026 May 3/2027	\$50.94 \$52.20 \$53.46	10%	\$14.90 \$15.45 \$16.00	40
12	Concrete Labourers	May 5/2025 May 4/2026 May 3/2027	\$44.67 \$45.90 \$47.14	10%	\$14.57 \$15.12 \$15.67	40
13	Concrete Saw & Drilling	May 1/2025 May 1/2026 May 1/2027	\$45.41 \$46.33 \$47.74	10%	\$14.37 \$14.47 \$14.72	40
14	Demolition Foreperson	May 1/2025 May 1/2026 May 1/2027	\$49.34 \$50.85 \$52.88	10%	\$15.27 \$15.82 \$16.37	40
15	Demolition Heavy Equipment Operator	May 1/2025 May 1/2026 May 1/2027	\$44.94 \$46.31 \$48.16	10%	\$15.27 \$15.82 \$16.37	40
16	Demolition Hazardous Material (HAZMAT) Worker Journeyperson	May 1/2025 May 1/2026 May 1/2027	\$40.33 \$41.25 \$42.40	10%	\$15.27 \$15.82 \$16.37	40
17	Demolition Hazardous Material (HAZMAT) Foreperson	May 1/2025 May 1/2026 May 1/2027	\$44.27 \$45.29 \$46.55	10%	\$15.27 \$15.82 \$16.37	40
18	Demolition Truck Drivers/Rock Truck Drivers, Torchperson	May 1/2025 May 1/2026 May 1/2027	\$42.68 \$43.61 \$44.76	10%	\$15.27 \$15.82 \$16.37	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
19	Drywall Finishers (Plasterers, Tapers), Fireproofing Insulators, Acoustic Sprayers, Hazardous Material Workers, Exterior Insulated Finishing Systems Applicators, Exterior Stucco Applicators, Sprayed Polyurethane Applicators, Air/Vapour Barrier Workers	May 1/2025 May 1/2026 May 1/2027	\$51.17 \$52.54 \$53.90	10%	\$11.24 \$11.45 \$11.67	40
20	Drywall Labourer	May 5/2025 May 4/2026 May 3/2027	\$41.13 \$42.09 \$43.05	10%	\$12.97 \$13.52 \$14.07	40
21	Electrical Workers (Journeyman)	May 1/2025 May 1/2026 May 1/2027	\$53.89 \$56.50 \$59.15	12%	\$16.42 \$16.50 \$16.57	37.5
22	Elevator Mechanics	May 1/2025 May 1/2026 May 1/2027	\$67.17 \$69.25 \$71.88	12%	\$4.49 \$5.24 \$5.99	40
23	Formwork Labourers	May 5/2025 May 4/2026 May 3/2027	\$44.67 \$45.90 \$47.14	10%	\$14.57 \$15.12 \$15.67	42.5
24	Foreperson Swamper	May 5/2025 May 4/2026 May 3/2027	\$49.11 \$50.47 \$51.84	10%	\$14.57 \$15.12 \$15.67	42.5
25	Glaziers	May 11/2025 May 1/2026 May 1/2027	\$47.39 \$48.72 \$50.05	10%	\$11.28 \$11.48 \$11.68	40
26	Iron Workers (Ornamental)	May 11/2025 May 3/2026 May 2/2027	\$49.31 \$50.96 \$52.61	10%	\$13.57 \$14.00 \$14.44	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
27	Iron Workers (Structural)	May 11/2025 May 3/2026 May 2/2027	\$49.31 \$50.96 \$52.61	10%	\$13.57 \$14.00 \$14.44	40
28	Jackhammer Operations Labourers	May 5/2025 May 4/2026 May 3/2027	\$44.67 \$45.90 \$47.14	10%	\$14.57 \$15.12 \$15.67	40
29	Labourer - Cleaner (Sorter Labourer)	May 5/2025 May 4/2026 May 3/2027	\$36.44 \$37.25 \$38.04	10%	\$14.57 \$15.12 \$15.67	40
30	Lathers (Drywall Acoustics, Boarders, Insulation)	May 2/2025 May 3/2026 May 2/2027	\$51.72 \$53.09 \$54.98	10%	\$10.45 \$10.81 \$11.06	40
31	Marble Masons	May 1/2025 May 1/2026 May 1/2027	\$45.41 \$46.92 \$48.43	10%	\$13.03 \$13.03 \$13.03	40
32	Marble & Tile Helpers	May 1/2025 May 1/2026 May 1/2027	\$33.87 \$35.00 \$36.14	10%	\$13.03 \$13.03 \$13.03	40
33	Millwrights	Jun 27/2025 May 3/2026 May 2/2027	\$49.82 \$51.61 \$53.19	10%	\$13.30 \$13.30 \$13.30	40
34	Mortarperson Labourers	May 5/2025 May 4/2026 May 3/2027	\$44.33 \$45.30 \$46.26	10%	\$14.57 \$15.12 \$15.67	40
35	Painters & Decorators	May 4/2025 May 3/2026 May 2/2027	\$43.32 \$44.46 \$45.87	10%	\$10.38 \$10.58 \$10.78	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
36	Pavement Markers	May 1/2025 May 1/2026 May 1/2027	\$31.10 \$31.69 \$32.33	10%	\$12.07 \$12.42 \$12.77	40
37	Pavement Markers – Foreperson	May 1/2025 May 1/2026 May 1/2027	\$38.08 \$38.84 \$39.62	10%	\$12.07 \$12.42 \$12.77	40
38	Pit Miner Driller, Caissons & Wagon Driller	May 5/2025 May 4/2026 May 3/2027	\$42.79 \$43.75 \$44.72	10%	\$14.57 \$15.12 \$15.67	40
39	Plasterer Labourer	May 5/2025 May 4/2026 May 3/2027	\$41.63 \$43.09 \$44.54	10%	\$12.97 \$13.52 \$14.07	40
40	Plumbers & Pipe Fitter Steamfitters	May 4/2025 May 1/2026 May 1/2027	\$57.84 \$59.18 \$60.52	11%	\$12.14 \$12.63 \$13.12	40
41	Precast Erector Finisher	May 5/2025 May 4/2026 May 3/2027	\$45.32 \$45.71 \$46.99	10%	\$15.67 \$16.22 \$16.77	40
42	Precast Foreperson	May 5/2025 May 4/2026 May 3/2027	\$52.21 \$52.66 \$54.15	10%	\$15.67 \$16.22 \$16.77	40
43	Precast General Labourer	May 5/2025 May 4/2026 May 3/2027	\$43.82 \$44.22 \$45.50	10%	\$15.67 \$16.22 \$16.77	40
44	Welder (Acetylene, Electric, Certified, Precast, etc.)	May 5/2025 May 4/2026 May 3/2027	\$45.72 \$46.11 \$47.39	10%	\$15.67 \$16.22 \$16.77	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
45	Refrigeration & HVAC Mechanics	May 1/2025 May 1/2026 May 1/2027	\$61.48 \$64.08 \$65.42	10%	\$11.50 \$11.80 \$12.05	40
46	Resilient Floor Workers	May 4/2025 May 3/2026 May 2/2027	\$49.87 \$51.33 \$52.74	10%	\$10.64 \$10.79 \$10.99	40
47	Restoration Steeplejacks	May 1/2025 May 4/2026 May 3/2027	\$46.68 \$47.99 \$49.57	10%	\$13.90 \$14.20 \$14.20	40
48	Rodworkers	Jun 22/2025 May 1/2026 May 1/2027	\$48.75 \$50.21 \$51.67	10%	\$13.50 \$13.89 \$14.28	40
49	Roofer (Foreperson)	May 1/2025 May 1/2026 May 1/2027	\$50.95 \$52.52 \$54.71	10.5%	\$16.16 \$16.61 \$16.61	40
50	Roofer (Journeyperson)	May 1/2025 May 1/2026 May 1/2027	\$50.59 \$52.19 \$54.41	10.5%	\$16.16 \$16.61 \$16.61	40
51	Roofer (Roofing Assistant)	May 1/2025 May 1/2026 May 1/2027	\$41.13 \$42.49 \$44.37	10.5%	\$15.88 \$16.26 \$16.26	40
52	Roofer (Material Handler)	May 1/2025 May 1/2026 May 1/2027	\$49.37 \$50.96 \$53.18	10.5%	\$16.16 \$16.61 \$16.61	40
53	Sheet Metal Workers	Nov 30/2025 May 3/2026 May 2/2027	\$48.97 \$50.68 \$52.25	10%	\$16.57 \$16.57 \$16.57	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
54	Sheeter / Decker	Nov 30/2025 May 3/2026 May 2/2027	\$48.97 \$50.68 \$52.25	10%	\$16.57 \$16.57 \$16.57	40
55	Sheeter / Decker Assistant	Nov 30/2025 May 3/2026 May 2/2027	\$42.39 \$43.91 \$45.30	10%	\$14.98 \$14.98 \$14.98	40
56	Sheeter / Decker Material Handler #2	Nov 30/2025 May 3/2026 May 2/2027	\$33.26 \$34.46 \$35.56	10%	\$12.83 \$12.83 \$12.83	40
57	Sheeter / Decker Material Handler #1	Nov 30/2025 May 3/2026 May 2/2027	\$31.22 \$32.16 \$33.05	10%	\$4.41 \$4.41 \$4.41	40
58	Sheeter / Decker Probationary Employee	Nov 30/2025 May 3/2026 May 2/2027	\$21.72 \$22.41 \$23.05	10%	\$4.41 \$4.41 \$4.41	40
59	Sprinkler (Automatic Fire)	May 1/2025 May 1/2026 May 1/2027	\$57.55 \$59.60 \$61.94	12%	\$11.23 \$11.48 \$11.73	40
60	Tile & Terrazzo Helpers	May 1/2025 May 1/2026 May 1/2027	\$33.71 \$34.84 \$35.96	10%	\$13.03 \$13.03 \$13.03	40
61	Tile & Terrazzo Mechanics	May 1/2025 May 1/2026 May 1/2027	\$45.20 \$46.70 \$48.20	10%	\$13.03 \$13.03 \$13.03	40
62	Traffic Control Person; Casual Watchperson	May 1/2025 May 1/2026 May 1/2027	\$36.03 \$37.35 \$39.13	10%	\$17.65 \$18.15 \$18.65	40

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63	Swamper / Signalman Vibrator Operator - Labourer	May 5/2025 May 4/2026 May 3/2027	\$47.63 \$48.86 \$50.10	10%	\$14.57 \$15.12 \$15.67	42.5
64	Watchperson & Flagperson when labourers are employed as Watchperson	May 5/2025 May 4/2026 May 3/2027	\$40.50 \$41.41 \$42.31	10%	\$14.57 \$15.12 \$15.67	40
65	Waterblasters	May 4/2025 May 3/2026 May 2/2027	\$43.32 \$44.46 \$45.87	10%	\$10.38 \$10.58 \$10.78	40
66	Waterproofers	May 5/2025 May 4/2026 May 3/2027	\$46.42 \$47.66 \$48.90	10%	\$14.97 \$15.52 \$16.07	40
67	Working Foreperson - Labourer	May 5/2025 May 4/2026 May 3/2027	\$46.67 \$47.73 \$48.78	10%	\$14.57 \$15.12 \$15.67	40
68	Ride On Machine Operator - Labourer	May 5/2025 May 4/2026 May 3/2027	\$46.66 \$47.89 \$49.12	10%	\$14.57 \$15.12 \$15.67	40
69	<u>TRUCK DRIVERS</u> Class #1 – Float, Low Boy, Trombone Tractor Trailer Driver, Warehouseperson (Journeyman after 6 months as a Class 2 Apprentice) or Receiver, Dispatcher, Load Bearing Boom Truck Driver or dual purpose boom truck	Jun 29/2025 May 1/2026 May 1/2027	\$43.24 \$44.27 \$44.90	10%	\$12.50 \$13.10 \$13.65	40

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70	Class #2 – Tandem/Tri Axle Driver, Tractor Trailer Driver, Farm Tractor with trailer(s) or bundle wagons. Ready-Mix Driver classification working from a portable batch plant set up by the Prime or General Contractor or Subcontractor, Haulpack driver, Articulated Dump Truck, Euclid type off road dump truck, Roll off or Skid truck, Fuel truck, Propane Truck	Jun 29/2025 May 1/2026 May 1/2027	\$41.77 \$42.80 \$43.43	10%	\$12.50 \$13.10 \$13.65	40
71	Class #3 – Single Axle Truck Driver, Fork Lift (including Zoom Boom) Driver 5 ton and over in Warehouse, Compound, Laydown and/or storage areas.	Jun 29/2025 May 1/2026 May 1/2027	\$40.79 \$41.82 \$42.45	10%	\$12.50 \$13.10 \$13.65	40
72	Class #4 – Pick up Truck Driver, Bus Driver, Farm Tractor Driver, Fork Lift, Gator, Side by Side or similar equipment Driver, Driver under 5 ton, Warehouse Helper.	Jun 29/2025 May 1/2026 May 1/2027	\$39.81 \$40.84 \$41.47	10%	\$12.50 \$13.10 \$13.65	40
73	<u>OPERATING ENGINEERS</u> 1.1(A) Engineers operating: cranes with a manufacturers rating over 164 to 219 ton capacity and over	May 5/2025 May 3/2026 May 2/2027	\$55.46 \$57.15 \$58.85	10%	\$13.70 \$14.05 \$14.40	40

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74	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 5/2025 May 3/2026 May 2/2027	\$55.01 \$56.70 \$58.40	10%	\$13.70 \$14.05 \$14.40	40
75	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-errecting crane 15 ton and over carry deck crane 15 ton capacity and over.	May 5/2025 May 3/2026 May 2/2027	\$54.28 \$55.98 \$57.67	10%	\$13.70 \$14.05 \$14.40	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
76	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 5/2025 May 3/2026 May 2/2027	\$53.80 \$55.50 \$57.19	10%	\$13.70 \$14.05 \$14.40	40
77	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 5/2025 May 3/2026 May 2/2027	\$53.34 \$55.04 \$56.73	10%	\$13.70 \$14.05 \$14.40	40
78	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	May 5/2025 May 3/2026 May 2/2027	\$53.18 \$54.88 \$56.58	10%	\$13.70 \$14.05 \$14.40	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	similar equipment, pitman type cranes under 10 ton capacity, mobile pressure grease units, mucking machines, hydraulically operated utility pole hole diggers, dinky locomotive type engines, 4th class stationery engineers, kubota type backhoe and skid steer loader					
79	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 5/2025 May 3/2026 May 2/2027	\$50.89 \$52.59 \$54.28	10%	\$13.70 \$14.05 \$14.40	40
80	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 5/2025 May 3/2026 May 2/2027	\$49.91 \$51.61 \$53.30	10%	\$13.70 \$14.05 \$14.40	40

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81	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- drivers, mechanics helpers	May 5/2025 May 3/2026 May 2/2027	\$48.75 \$50.44 \$52.14	10%	\$13.70 \$14.05 \$14.40	40
82	1.7(B) 1 st Year Oilers	May 5/2025 May 3/2026 May 2/2027	\$48.41 \$50.11 \$51.80	10%	\$13.70 \$14.05 \$14.40	40
83	<u>SURVEYORS</u> Party Chief	May 5/2025 May 3/2026 May 2/2027	\$50.80 \$52.50 \$54.19	10%	\$13.70 \$14.05 \$14.40	40
84	Instrument Person	May 5/2025 May 3/2026 May 2/2027	\$49.58 \$51.27 \$52.97	10%	\$13.70 \$14.05 \$14.40	40
85	Senior Rodperson	May 5/2025 May 3/2026 May 2/2027	\$47.76 \$49.45 \$51.15	10%	\$13.70 \$14.05 \$14.40	40
86	Junior Rodperson	May 5/2025 May 3/2026 May 2/2027	\$45.19 \$46.88 \$48.58	10%	\$13.70 \$14.05 \$14.40	40

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.

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, 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 or as listed.

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

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