

FAIR WAGE SCHEDULE

2025 - 2028

UTILITY WORK

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
1	<u>LABOURERS</u> Labourers: Powderperson Helper; Form strippers; scootcrete and calf dozer; portable compressors; small mixer and pump person (4" discharge and under); grout person; mortar person; store person and lumber yard attendant; farm tractor driver	May 1/2025 May 1/2026 May 1/2027	\$44.62 \$45.99 \$47.80	10%	\$17.20 \$17.65 \$18.10	44
2	Labourers: Pipelayers and conduit layers (all types and materials); jack hammer operator; air auger person; form setters; concrete finishers	May 1/2025 May 1/2026 May 1/2027	\$44.78 \$46.14 \$47.96	10%	\$17.20 \$17.65 \$18.10	44
3	Labourers: wagon drills, etc.; powder person	May 1/2025 May 1/2026 May 1/2027	\$44.80 \$46.17 \$47.99	10%	\$17.20 \$17.65 \$18.10	44
4	Labourers: Carpenters; line person; truck driver (over 3/4 ton)	May 1/2025 May 1/2026 May 1/2027	\$45.11 \$46.48 \$48.30	10%	\$17.20 \$17.65 \$18.10	44
5	AZ/DZ Truck Drivers	May 1/2025 May 1/2026 May 1/2027	\$45.53 \$46.90 \$48.71	10%	\$17.20 \$17.65 \$18.10	44
6	Labourers (Electrician)	May 1/2025 May 1/2026 May 1/2027	\$46.90 \$48.27 \$50.08	10%	\$17.20 \$17.65 \$18.10	44
7	Labourers: Tunnel workers where tunnel is in excess of ten feet in length, excluding shallow tree tunnels	May 1/2025 May 1/2026 May 1/2027	\$47.12 \$48.49 \$50.30	10%	\$17.20 \$17.65 \$18.10	44

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8	Working Foreperson	May 1/2025 May 1/2026 May 1/2027	\$48.44 \$49.81 \$51.62	10%	\$17.20 \$17.65 \$18.10	44
9	Electrician (Working Foreperson)	May 1/2025 May 1/2026 May 1/2027	\$51.64 \$53.01 \$54.82	10%	\$17.20 \$17.65 \$18.10	44
10	Flagperson, watchperson	May 1/2025 May 1/2026 May 1/2027	\$36.99 \$38.36 \$40.17	10%	\$17.20 \$17.65 \$18.10	48
11	<u>OPERATING ENGINEERS & TELECOMMUNICATION WORKERS</u> Engineers operating cranes including, but not limited to, self-erecting cranes, boom trucks (over 8 tons), backhoes (excavator), hydraulic or cable type side booms, gradalls and similar equipment	May 1/2025 May 1/2026 May 1/2027	\$52.01 \$53.58 \$55.59	10%	\$13.47 \$13.72 \$13.97	44
12	Mechanics & welders (on site), operators of bulldozers D4 and over, front-end loaders, 1cu. yd. and over, industrial type backhoes with excavation attachments (rubber tire backhoe), trenching machines over Davis 300 and similar equipment to foregoing hydraulic excavating machine	May 1/2025 May 1/2026 May 1/2027	\$51.55 \$53.12 \$55.13	10%	\$13.47 \$13.72 \$13.97	44
13	Operators of: bulldozers, under D4, well points and all types of dewatering systems, 6" discharge and over, front-end loaders under 1	May 1/2025 May 1/2026 May 1/2027	\$51.35 \$52.92 \$54.93	10%	\$13.47 \$13.72 \$13.97	44

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	cu. yd., augers & boring equipment other than air activated under 8"					
14	Shop and standby time	May 1/2025 May 1/2026 May 1/2027	\$51.20 \$52.76 \$54.77	10%	\$13.47 \$13.72 \$13.97	44
15	Hydro Air Excavator Tradesperson Straight Vac Tradesperson	May 1/2025 May 1/2026 May 1/2027	\$46.26 \$47.82 \$49.83	10%	\$14.31 \$14.56 \$14.81	44
16	Helper (90% of tradesperson)	May 1/2025 May 1/2026 May 1/2027	\$41.69 \$43.10 \$44.92	10%	\$14.31 \$14.56 \$14.81	44
17	Trainee (75% of tradesperson)	May 1/2025 May 1/2026 May 1/2027	\$34.83 \$36.02 \$37.55	10%	\$14.31 \$14.56 \$14.81	44
18	<u>DRIVERS</u> Lowbeds and bed tandems	May 1/2025 May 1/2026 May 1/2027	\$45.49 \$46.47 \$47.45	10%	\$14.15 \$14.55 \$14.95	50
19	Semi-trailers, pole trailers, stringing trucks, and tree farmers	May 1/2025 May 1/2026 May 1/2027	\$45.49 \$46.47 \$47.45	10%	\$14.15 \$14.55 \$14.95	50
20	Track trucks (transportation), winch truck, A-frame or hoist equipment truck (transportation), dump trucks over 8 yards	May 1/2025 May 1/2026 May 1/2027	\$45.49 \$46.47 \$47.45	10%	\$14.15 \$14.55 \$14.95	50
21	Fuel trucks, warehouse man (where applicable), vacuum trucks or small equipment	May 1/2025 May 1/2026 May 1/2027	\$45.23 \$46.21 \$47.19	10%	\$14.15 \$14.55 \$14.95	50

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22	Flat beds, supply trucks, buses (where applicable), farm type tractors (transportation, material hauling), forklifts (in warehouse areas), dump trucks 8 yards & over	May 1/2025 May 1/2026 May 1/2027	\$45.49 \$46.47 \$47.45	10%	\$14.15 \$14.55 \$14.95	50

HOURS OF WORK AND OVERTIME:

For Labourers, overtime at the rate of time and one-half (1.5x) shall be paid to all employees, for all work performed in excess of nine (9) hours per day, or forty-four (44) hours per week, Monday to Friday inclusive and on Saturdays. Double time (2x) for all work performed on Sundays and Statutory Holidays.

For Drivers, all time worked after fifty (50) hours in a work week shall be deemed overtime work or shift work and shall be paid at time and one-half (1.5x) the regular wage.

*** 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.

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