

FAIR WAGE SCHEDULE

2025 - 2028

HEAVY CONSTRUCTION WORK

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	<u>EXCLUDING TUNNEL WORK</u>					
1	Labourers, including labourers on stripping on all form work, erecting and dismantling of all tubular scaffolding, and wire mesh installers, carpenter's labourers, epoxy injector, group-pointer-painter, mortarperson, dinky motor person, small mixers (under 1 yard), concrete workers (screed-person, puddler, floatperson), farm tractor driver, mixer person and route group pump person including non-self propelled slurry pumps, mini skid steer loaders and mini backhoes of 50 HP and under and similar small equipment, pitbottom person, signal person, all machinery-driven tools by gas, electric and air, in open cut work, pipelayer's helper, pumps 3" and under, heater person (under 500,000 BTU, fork lift operator, grout plant operator on surface	May 1/2025 May 1/2026 May 1/2027	\$47.34 \$48.70 \$50.29	10%	\$17.75 \$18.20 \$18.65	42.5
2	Scootcrete, sheeting and shoring person, timber person in trench, labourers on wellpoints, pipelayers, maintenance hole constructor, valve chamber constructor	May 1/2025 May 1/2026 May 1/2027	\$47.57 \$48.94 \$50.53	10%	\$17.75 \$18.20 \$18.65	42.5

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3	Reinforced concrete workers, and form setters, jackhammer person, concrete vibrator person, hydro demolisher person	May 1/2025 May 1/2026 May 1/2027	\$47.63 \$48.99 \$50.59	10%	\$17.75 \$18.20 \$18.65	42.5
4	Pile installation - all types, steel strut installer and dismantler, concrete-cement finisher precast installer, erector and finisher including post-tensioning, rigging of components and sandblasting, rigger burner, pit miner, drillers of all types, wagon drillers in caissons, underpinning or shaft sinking, lead man - pile driving, grout person, gunite and shotcrete person, sandblasters, mixerperson and grout pump person including non-self propelled slurry pumps, shear-stud installer	May 1/2025 May 1/2026 May 1/2027	\$47.72 \$49.09 \$50.68	10%	\$17.75 \$18.20 \$18.65	42.5
5	Carpenter, welder (certified), (rod or semi-automatic)	May 1/2025 May 1/2026 May 1/2027	\$49.28 \$50.64 \$52.23	10%	\$17.75 \$18.20 \$18.65	42.5
6	Welder with own rig (rod or semi-automatic)	May 1/2025 May 1/2026 May 1/2027	\$68.16 \$69.54 \$71.13	10%	\$17.75 \$18.20 \$18.65	42.5
7	Flagperson	May 1/2025 May 1/2026 May 1/2027	\$34.81 \$36.18 \$37.78	10%	\$17.75 \$18.20 \$18.65	42.5

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
8	Casual Watchperson	May 1/2025 May 1/2026 May 1/2027	\$22.24 \$22.24 \$22.24	4%-6%	\$17.75 \$18.20 \$18.65	44

*An employee working as a labourer who is required to do casual watching or work as a flag person on a casual or intermittent basis will not have their rate reduced thereby.

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
9	<u>TUNNEL WORK</u> Labourers (on surface) including labourers on stripping and tabular scaffolding, erectors, carpenter's helpers (on surface), classified labourers (on surface), dinky motorperson, small mixers (under 1 yard) sheeting and shoring person, pipelayers helper, mortarperson, concrete workers (screedperson, puddler, floatperson), form setters, farm tractor driver (no excavating attachment), mixer person and grout pump person; including non-propelled slurry pumps mini skid steer loaders and mini backhoes of 50 HP and under and similar small equipment, signal person, deck person, pumps 3" and under, hopperperson (when needed) heater person (under 500,000 B.T.U., carpenter improver, fork lift operator, mini skid steeloader with attachments	May 1/2025 May 1/2026 May 1/2027	\$49.57 \$50.93 \$52.53	10%	\$17.75 \$18.20 \$18.65	42.5
10	Pitbottom person, caulkers, cage-signalperson, plain and reinforced concrete work person, scootcrete, underground labourers, muckers, loco-driver, labourers on well - points in tunnel, concrete vibrator person, pipelayer in tunnel, maintenance hole constructor and valve chamber constructor in tunnel,	May 1/2025 May 1/2026 May 1/2027	\$50.09 \$51.46 \$53.05	10%	\$17.75 \$18.20 \$18.65	42.5

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	rigger burner, chucktender, concrete smoother, conveyor belt, labourer, needle beam labourer					
11	Operators of jackhammers and air-spades in tunnel, miners including jack-leg and stopper person, drillers - all types, locktenders, track person, yard and materials person, diamond-driller, wagon driller, pit miner on caisson, underpinning or shaft sinking, sandblaster gunite person, shotcrete person, powder person, lead concrete person, lead caulker (where 4 or more caulkers are employed on one contract)	May 1/2025 May 1/2026 May 1/2027	\$50.38 \$51.75 \$53.34	10%	\$17.75 \$18.20 \$18.65	42.5
12	Slush driver, muck-machine driver, grout machine person and driver of concrete placing machine in tunnel, scoop-tram	May 1/2025 May 1/2026 May 1/2027	\$50.67 \$52.04 \$53.63	10%	\$17.75 \$18.20 \$18.65	42.5
13	Lead miner, T.B.M. and micro tunnel operators, tunnel shield driver, tunnel mole driver, carpenter form builder-fabricator-erector, welder (certified) in tunnel (rod or semi-automatic)	May 1/2025 May 1/2026 May 1/2027	\$52.71 \$54.08 \$55.67	10%	\$17.75 \$18.20 \$18.65	42.5
14	Welder (certified) with own rig (rod or semi-automatic)	May 1/2025 May 1/2026 May 1/2027	\$70.20 \$71.58 \$73.17	10%	\$17.75 \$18.20 \$18.65	42.5

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
15	Flagperson	May 1/2025 May 1/2026 May 1/2027	\$34.81 \$36.18 \$37.78	10%	\$17.75 \$18.20 \$18.65	42.5
16	Casual Watchperson	May 1/2025 May 1/2026 May 1/2027	\$22.24 \$22.24 \$22.24	4% - 6%	\$17.75 \$18.20 \$18.65	44
17	<u>OPERATING ENGINEERS</u> 1.1 (A) Engineers operating: cranes with a manufacturers rating of over 164 to 219 ton capacity. Engineers operating large cranes shall be paid the following wage rate premium per hour above the applicable rate: 220 to 299 tons capacity: \$1.25 300 to 499 tons capacity: \$2.50 500 to 749 tons capacity: \$4.00 750 tons capacity and over: \$5.00	May 1/2025 May 1/2026 May 1/2027	\$55.95 \$57.64 \$59.34	10%	\$13.70 \$14.05 \$14.40	40
18	1.1 (B) Engineers operating: cranes with manufacturers rating of 100 to 164 ton capacity, 1 st class stationary engineers, and skyway, climbing, hammerhead, kangaroo and GCI type cranes	May 1/2025 May 1/2026 May 1/2027	\$55.50 \$57.19 \$58.89	10%	\$13.70 \$14.05 \$14.40	40
19	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,	May 1/2025 May 1/2026 May 1/2027	\$54.77 \$56.47 \$58.16	10%	\$13.70 \$14.05 \$14.40	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	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, 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 scoopers, heavy duty mechanics, qualified welders, 2 nd class stationery engineers, mobile concrete pump with 42 metre boom and over, self-erecting cranes 15 ton capacity and over, carry deck cranes 15 ton capacity and over					
20	1.2 (B) Pitman type cranes of 10 ton or less than 15 ton capacity, self-erecting cranes 10 ton to less than 15 ton capacity, carry deck cranes 10 ton to less than 15 ton capacity	May 1/2025 May 1/2026 May 1/2027	\$54.29 \$55.99 \$57.68	10%	\$13.70 \$14.05 \$14.40	40
21	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	May 1/2025 May 1/2026 May 1/2027	\$53.83 \$55.53 \$57.22	10%	\$13.70 \$14.05 \$14.40	40

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	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 pump 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, spider type cranes					
22	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 hoe diggers, dinky locomotive type engines, 4 th class stationery engineers, kubota type backhoe and skid steer loader, and rock trucks	May 1/2025 May 1/2026 May 1/2027	\$53.67 \$55.37 \$57.07	10%	\$13.70 \$14.05 \$14.40	40
23	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	May 1/2025 May 1/2026 May 1/2027	\$51.38 \$53.08 \$54.77	10%	\$13.70 \$14.05 \$14.40	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	and over, gas, diesel, or steam driven generator over 50 HP (portable), fork lifts 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 & over, concrete pumps, signalperson, telehandlers					
24	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, conveyors, fireperson, permanent automatically controlled elevators on commercial and institutional buildings	May 1/2025 May 1/2026 May 1/2027	\$50.40 \$52.10 \$53.79	10%	\$13.70 \$14.05 \$14.40	40
25	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 1/2025 May 1/2026 May 1/2027	\$49.24 \$50.93 \$52.63	10%	\$13.70 \$14.05 \$14.40	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
26	1.7(B) 1 st Year Oilers	May 1/2025 May 1/2026 May 1/2027	\$48.90 \$50.60 \$52.29	10%	\$13.70 \$14.05 \$14.40	40
27	<u>SURVEYORS</u> Party Chief	May 1/2025 May 1/2026 May 1/2027	\$50.80 \$52.50 \$54.19	10%	\$13.70 \$14.05 \$14.40	40
28	Instrument Person	May 1/2025 May 1/2026 May 1/2027	\$49.58 \$51.27 \$52.97	10%	\$13.70 \$14.05 \$14.40	40
29	Senior Rodperson	May 1/2025 May 1/2026 May 1/2027	\$47.76 \$49.45 \$51.15	10%	\$13.70 \$14.05 \$14.40	40
30	Junior Rodperson	May 1/2025 May 1/2026 May 1/2027	\$45.19 \$46.88 \$48.58	10%	\$13.70 \$14.05 \$14.40	40
31	<u>DRIVERS - EARTHMOVERS</u> Truck Diver (Triple Axle, Tandem)	May 1/2025 May 1/2026 May 1/2027	\$43.12 \$44.79 \$46.65	10%	\$12.65 \$13.06 \$13.47	50
32	Float Driver	May 1/2025 May 1/2026 May 1/2027	\$45.33 \$46.99 \$48.85	10%	\$12.65 \$13.06 \$13.47	50
33	Truck Driver (Tandem, Fuel Truck Driver)	May 1/2025 May 1/2026 May 1/2027	\$42.63 \$44.30 \$46.16	10%	\$12.65 \$13.06 \$13.47	50
34	Truck Driver (Single Axle)	May 1/2025 May 1/2026 May 1/2027	\$42.48 \$44.15 \$46.01	10%	\$12.65 \$13.06 \$13.47	50

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35	Truck Driver Articulate off Road (Dump Truck)	May 1/2025 May 1/2026 May 1/2027	\$42.88 \$44.54 \$46.40	10%	\$12.65 \$13.06 \$13.47	50

For Labourers, all working forepersons will receive a minimum of six dollars (\$6.00) per hour effective May 1, 2024.

If an employee works more than fifty percent (50%) of their shift on a higher rated job than their regular classification, they will be paid the higher rate for the whole shift.

HOURS OF WORK AND OVERTIME:

- (A) For Labourers, the regular working day shall be eight and a half (8.5) hours/day, from Monday to Friday inclusive. For Operating Engineers and Surveyors, the regular working day shall be eight (8) hours/day, from Monday to Friday inclusive. For Earth Movers, the regular working day shall be ten (10) hours/day, from Monday to Friday inclusive.
- (B) All work performed in excess of the regular working day from Monday to Friday, inclusive, shall be deemed overtime work.
- (C) For Labourers, overtime at the rate of time and one-half (1.5x) the employee's current hourly rate shall be paid to all employees, for all work performed from Monday to Friday in excess of the regular working hours. Overtime at the rate of double (2x) the employee's current hourly rate shall be paid to all employees, for all work performed on Saturdays, Sundays or Statutory Holidays.
- (D) For Operating Engineers and Surveyors, overtime at the rate of double (2x) the employee's current hourly rate shall be paid to all employees, for all work performed from Monday to Friday in excess of the regular working hours. Overtime at the rate of double (2x) the employee's current hourly rate shall be paid to all employees, for all work performed on Saturdays, Sundays or Statutory Holidays.
- (E) For Truck Drivers, overtime at the rate of time and one-half (1.5x) the employee's current hourly rate shall be paid to all employees, for all work performed from Monday to Friday in excess of 50 hours/week. Overtime at the rate of double (2x) the employee's current hourly rate shall be paid to all employees, for all work performed on Saturdays, Sundays or Statutory Holidays.

* **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

TELEPHONE: (416) 392-7300

FACSIMILE: (416) 392-0801

FAIR WAGE COMPLAINTS HOTLINE: (416) 392-FAIR

E-MAIL: fairwage@toronto.ca