

FAIR WAGE SCHEDULE

2025 - 2028

GENERAL CLASSIFICATIONS

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
1	<u>SECURITY</u> Security Guards (Basic & Night Watchperson, Events, Alarms, CCTV Control, Etc.)	Jan 1/2025 Oct 1/2025 Jan 1/2026 Jan 1/2027	\$17.49 \$17.60 \$18.00 \$18.38	4% (less than 5 yrs) 6% (5 yrs or more)	\$0.84 \$0.84 \$0.85 \$0.87	40
2	Security Guards (K-9 Unit)	Jan 1/2025 Jan 1/2026 Jan 1/2027	\$20.38 \$20.85 \$21.29	4% (less than 5 yrs) 6% (5 yrs or more)	\$3.05 \$3.12 \$3.18	40
3	Security Guards (Other)	Jan 1/2025 Jan 1/2026 Jan 1/2027	\$28.59 \$29.25 \$29.87	4% (less than 5 yrs) 6% (5 yrs or more)	\$2.96 \$3.02 \$3.09	40
4	Security Guard (Union Station)	Jan 1/2025 Jan 1/2026 Jan 1/2027	\$23.15 \$23.69 \$24.18	4% (less than 5 yrs) 6% (5 yrs or more)	\$2.77 \$2.83 \$2.89	40
5	Security Guard (Union Station Shift Lead)	Jan 1/2025 Jan 1/2026 Jan 1/2027	\$25.46 \$26.05 \$26.59	4% (less than 5 yrs) 6% (5 yrs or more)	\$3.28 \$3.35 \$3.42	40
6	<u>BUILDING CLEANING AND MAINTENANCE</u> Cleaner (Light Duty)	Jan 1/2025 Oct 1/2025 Jan 1/2026 Jan 1/2027	\$17.49 \$17.60 \$18.00 \$18.38	4% (less than 5 yrs) 6% (5 yrs or more)	\$0.65 \$0.65 \$0.66 \$0.68	40
7	Cleaner (Heavy Duty)	Jan 1/2025 Jan 1/2026 Jan 1/2027	\$20.03 \$20.49 \$20.92	4% (less than 5 yrs) 6% (5 yrs or more)	\$0.84 \$0.85 \$0.87	40
8	Handyman/Woman(General Maintenance & Snow Removal)	Jan 1/2025 Jan 1/2026 Jan 1/2027	\$21.57 \$22.07 \$22.53	4% (less than 5 yrs) 6% (5 yrs or more)	\$0.79 \$0.81 \$0.83	40

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9	<u>WINDOW CLEANERS</u> Interior/Exterior	Jan 1/2025 Oct 1/2025 Jan 1/2026 Jan 1/2027	\$17.49 \$17.60 \$18.00 \$18.38	4% (less than 5 yrs) 6% (5 yrs or more)		40
10	Ladder	Jan 1/2025 Jan 1/2026 Jan 1/2027	\$20.57 \$21.04 \$21.48	4% (less than 5 yrs) 6% (5 yrs or more)		40
11	High Rise	Jan 1/2025 Jan 1/2026 Jan 1/2027	\$29.46 \$30.13 \$30.77	4% (less than 5 yrs) 6% (5 yrs or more)		40
12	<u>LANDSCAPING</u> Sodding Operation –Year 1	May 1/2025 May 1/2026 May 1/2027	\$29.01 \$30.38 \$32.19	10%	\$15.69 \$16.14 \$16.59	50
13	Skilled Sodder including Roller Operator and those with more than two seasons	May 1/2025 May 1/2026 May 1/2027	\$29.67 \$31.04 \$32.85	10%	\$15.69 \$16.14 \$16.59	50
14	Junior Landscaper	May 1/2025 May 1/2026 May 1/2027	\$30.80 \$32.17 \$33.99	10%	\$15.69 \$16.14 \$16.59	50
15	Maintenance Gardener – Year 1	May 1/2025 May 1/2026 May 1/2027	\$24.46 \$25.83 \$27.65	10%	\$15.69 \$16.14 \$16.59	50
16	Maintenance Gardener – Year 2	May 1/2025 May 1/2026 May 1/2027	\$26.36 \$27.74 \$29.55	10%	\$15.69 \$16.14 \$16.59	50

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17	Skilled Maintenance Gardener	May 1/2025 May 1/2026 May 1/2027	\$28.28 \$29.64 \$31.46	10%	\$15.69 \$16.14 \$16.59	50
18	Landscape Labourers	May 1/2025 May 1/2026 May 1/2027	\$35.62 \$36.99 \$38.80	10%	\$15.69 \$16.14 \$16.59	50
19	Landscape Gardeners, Farm Tractors without excavating attachments forklifts, truck drivers, load bearing boom truck Operators, machine driven tools on any other equipment that is operated by remote control	May 1/2025 May 1/2026 May 1/2027	\$39.83 \$41.21 \$43.02	10%	\$15.69 \$16.14 \$16.59	50
20	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 loaders, and all other similar small equipment	May 1/2025 May 1/2026 May 1/2027	\$41.26 \$42.85 \$44.67	10%	\$15.69 \$16.14 \$16.59	50
21	Drivers of Farm Tractor with pulverizing or fine grading equipment, Dozer and Loader Operator, Backhoe Operator, Grade Operator	May 1/2025 May 1/2026 May 1/2027	\$42.20 \$43.79 \$45.60	10%	\$15.69 \$16.14 \$16.59	50

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22	Working Foreperson trucks 8 yards & over	May 1/2025 May 1/2026 May 1/2027	\$46.11 \$47.92 \$49.73	10%	\$15.69 \$16.14 \$16.59	50
23	<u>LANDSCAPE IRRIGATION</u> Lead Hand	May 1/2025 May 1/2026 May 1/2027	\$34.39 \$35.99 \$38.01	10%	\$15.69 \$16.14 \$16.59	50
24	Technician	May 1/2025 May 1/2026 May 1/2027	\$31.96 \$33.56 \$35.59	10%	\$15.69 \$16.14 \$16.59	50
25	Installer	May 1/2025 May 1/2026 May 1/2027	\$29.97 \$31.56 \$33.60	10%	\$15.69 \$16.14 \$16.59	50
26	Labourer	May 1/2025 May 1/2026 May 1/2027	\$27.69 \$29.29 \$31.32	10%	\$15.69 \$16.14 \$16.59	50
27	<u>LANDSCAPE – HYDRO SEEDING, TERRA SEEDING and BONDED FIBRE MATRIX WORK</u> Labourer	May 1/2025 May 1/2026 May 1/2027	\$29.77 \$31.14 \$32.95	10%	\$15.69 \$16.14 \$16.59	50
28	Driver Operator	May 1/2025 May 1/2026 May 1/2027	\$32.68 \$34.05 \$35.86	10%	\$15.69 \$16.14 \$16.59	50

HOURS OF WORK AND OVERTIME

For applicable Security, Building Cleaning & Maintenance and Window Cleaners trades/jobs, overtime at the rate of time and one-half (1.5 x) the employee's hourly rate shall be paid to all employees, for all work performed in excess of forty (40) hours.

For Landscape-related jobs, overtime at the rate of time and one-half the employee's hourly rate shall be paid to all employees, for all work performed in excess of fifty (50) hours/week, made up of five ten hour days, Monday to Friday inclusive.

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

* **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 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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