

FAIR WAGE SCHEDULE

2025 - 2028

SEWER AND WATERMAIN CONSTRUCTION WORK

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
1	<u>SCHEDULE "A" "Open Cut"</u> <u>SEWER & WATERMAIN WORK</u> <u>LABOURERS</u> Labourers, pump person, (3" discharge and under), heater person (up to 5 heaters)	May 1/2025 May 1/2026 May 1/2027	\$44.27 \$45.65 \$47.46	10%	\$17.39 \$17.84 \$18.29	50
2	Small mixer driver (under 1yard), dinky mortar person, sheeting and shoring person, miner's and driller's helper, power person helper, motor person, scootcrete driver, screed person, puddlers, float person on concrete, jackhammer person, well-point installer, encasement form setters, signal person, rammax tamper	May 1/2025 May 1/2026 May 1/2027	\$44.85 \$46.23 \$48.04	10%	\$17.39 \$17.84 \$18.29	50
3	Pipelayer's helper, concrete finishers, concrete patcher inside pipe, catch basin installer, diamond saw cutter, watermain tapper, precast manhole installer, manhole builders, drillers, all types including associated equipment	May 1/2025 May 1/2026 May 1/2027	\$45.01 \$46.38 \$48.19	10%	\$17.39 \$17.84 \$18.29	50
4	Caulker (cast iron, tile, concrete, asbestos, cement, plastic, etc.), wagon driller, box sewer constructor, carpenter, reinforcing person, fusion welder	May 1/2025 May 1/2026 May 1/2027	\$45.24 \$46.62 \$48.43	10%	\$17.39 \$17.84 \$18.29	50

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
5	Pipelayers (including use of laser for pipe-laying)	May 1/2025 May 1/2026 May 1/2027	\$47.17 \$48.54 \$50.35	10%	\$17.39 \$17.84 \$18.29	50
6	Manhole and valve chamber carpenter constructor; miners; drillers; shaft sinker timber person; grout-machine person; power person blaster; welder	May 1/2025 May 1/2026 May 1/2027	\$46.21 \$47.59 \$49.40	10%	\$17.39 \$17.84 \$18.29	50
7	Traffic Control Person and Casual Watchperson	May 1/2025 May 1/2026 May 1/2027	\$39.03 \$40.41 \$42.22	10%	\$17.39 \$17.84 \$18.29	50
8	<u>TRUCK DRIVERS</u> Drivers of dump trucks, pickup service trucks, bulk lift trucks, farm tractors without attachments, off highway trucks	May 1/2025 May 1/2026 May 1/2027	\$45.13 \$46.11 \$47.09	10%	\$14.15 \$14.55 \$14.95	50
9	Fuel truck drivers, load bearing boom truck drivers	May 1/2025 May 1/2026 May 1/2027	\$45.23 \$46.21 \$47.19	10%	\$14.15 \$14.55 \$14.95	50
10	Float drivers, custom mobile mixer units, truck or trailer mounted	May 1/2025 May 1/2026 May 1/2027	\$45.49 \$46.47 \$47.45	10%	\$14.15 \$14.55 \$14.95	50
11	<u>OPERATING ENGINEERS</u> Engineers operating cranes, clams, shovels, backhoes, derricks, pile-drivers, gradalls, mobile cranes, caisson boring machines 25 HP and over, side booms and similar equipment	May 1/2025 May 1/2026 May 1/2027	\$52.88 \$54.42 \$55.96	10%	\$14.53 \$14.81 \$15.09	50

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
12	Grade "A" and fine grade bulldozer operators	May 1/2025 May 1/2026 May 1/2027	\$52.64 \$54.17 \$55.71	10%	\$14.53 \$14.81 \$15.09	50
13	Heavy-duty field mechanics, equipment repair welders, operators of pitman type crane (hydra-lift truck mounted hydraulic)	May 1/2025 May 1/2026 May 1/2027	\$52.39 \$53.93 \$55.47	10%	\$14.53 \$14.81 \$15.09	50
14	Operators of bulldozers, tractors, scrapers, emcos, graders "B", overhead loaders and similar equipment, farm and industrial tractors with excavating attachments, trenching machines, caisson boring machines under 25 HP	May 1/2025 May 1/2026 May 1/2027	\$52.29 \$53.83 \$55.37	10%	\$14.53 \$14.81 \$15.09	50
15	Service person on shovels; compressors, pumps, boom truck drivers, operators of 5 or more heaters, packer with blade	May 1/2025 May 1/2026 May 1/2027	\$51.56 \$53.10 \$54.64	10%	\$14.53 \$14.81 \$15.09	50
16	Self-Propelled Rollers	May 1/2025 May 1/2026 May 1/2027	\$49.49 \$51.03 \$52.57	10%	\$14.53 \$14.81 \$15.09	50
17	<u>OILERS, GREASERS, MECHANIC'S HELPERS</u> Third Year	May 1/2025 May 1/2026 May 1/2027	\$50.37 \$51.91 \$53.45	10%	\$14.53 \$14.81 \$15.09	50
18	Second Year	May 1/2025 May 1/2026 May 1/2027	\$49.39 \$50.93 \$52.47	10%	\$14.53 \$14.81 \$15.09	50

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
19	First Year	May 1/2025 May 1/2026 May 1/2027	\$48.41 \$49.95 \$51.49	10%	\$14.53 \$14.81 \$15.09	50
20	<u>SCHEDULE "B" SEWER & WATERMAIN "Tunnel Work"</u> A schedule applying to "tunnel work" which is to be interpreted to mean project called as a tunnel, and may not include tunnel work which is incidental to "open cut" work for sewer and watermain construction up to 50 feet in length <u>LABOURERS</u> Labourers (surface), signal person, deck person, pump person (3"), hopper person, heater person (up to 5 heaters), yard and material person, gauge tender	May 1/2025 May 1/2026 May 1/2027	\$45.98 \$47.35 \$49.16	10%	\$17.99 \$14.44 \$18.89	40
21	Labourers (underground), muckers, loco driver, track person, caulker, shaft sinker helper, concrete finisher, concrete worker, carpenter, pit bottom person, scootcrete driver, driller helper, mixer person (under 1 yard), setter	May 1/2025 May 1/2026 May 1/2027	\$46.90 \$48.28 \$50.09	10%	\$17.99 \$14.44 \$18.89	40
22	Locktender	May 1/2025 May 1/2026 May 1/2027	\$47.24 \$48.61 \$50.42	10%	\$17.99 \$14.44 \$18.89	40
23	Miner, driller, diamond driller, timber person, jackleg person, mucking machine driver, shaft	May 1/2025 May 1/2026 May 1/2027	\$47.87 \$49.25 \$51.06	10%	\$17.99 \$14.44 \$18.89	40

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
	sinker, pipe jacker, slush drivers, wagon driller (underground), cole cutter driver, powder person-blaster, lead concrete person, all labourers on pile-driver operations, miner for caisson and underpinning, maintenance hole carpenter, operators of air spades and jackhammer at the face, nozzle person & concrete pump, reinforcing rod placer, cement mason, welder, shotcrete person, stopper person, auger person, carpenter					
24	Lead miner, tunnel shield, mole and similar equipment drivers, working foreperson	May 1/2025 May 1/2026 May 1/2027	\$48.84 \$50.22 \$52.03	10%	\$17.99 \$14.44 \$18.89	40
25	Watchperson	May 1/2025 May 1/2026 May 1/2027	\$24.88 \$24.88 \$24.88	4% - 6%		50
26	<u>TRUCK DRIVERS</u> Drivers of dump trucks, pickup service trucks, bulk lift trucks and farm tractors without attachments, off highway trucks	May 1/2025 May 1/2026 May 1/2027	\$45.13 \$46.11 \$47.09	10%	\$14.15 \$14.55 \$14.95	50
27	Fuel truck drivers, load bearing boom truck drivers and drivers of dump trucks with tag along attachments over 15 tons	May 1/2025 May 1/2026 May 1/2027	\$44.93 \$45.91 \$46.89	10%	\$14.15 \$14.55 \$14.95	50

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
28	<u>OPERATING ENGINEERS</u> Engineers operating all hoists, hoisting materials out of shafts	May 1/2025 May 1/2026 May 1/2027	\$52.85 \$54.39 \$55.93	10%	\$14.53 \$14.81 \$15.09	50
29	Heavy-duty field mechanics, engineers operating shaft hoist, tuggers and derricks 2,000 lbs. or less, compressor operators 500 CFM or over	May 1/2025 May 1/2026 May 1/2027	\$52.62 \$54.15 \$55.69	10%	\$14.53 \$14.81 \$15.09	50
30	<u>SCHEDULE "D "</u> FLUSHING, CLEANING, TESTING, CCTV INSPECTION, HYDRO/AIR EXCAVATION, LINING AND RE-LINING OF SEWERS AND WATERMAINS Helper	May 1/2025 May 1/2026 May 1/2027	\$34.52 \$36.05 \$37.59	10%	\$10.09 \$10.37 \$10.65	50
31	CCTV, combo flusher, tradesperson, CIPP and Spot Repair Tradesperson, Boiler Tradesperson	May 1/2025 May 1/2026 May 1/2027	\$37.22 \$38.76 \$40.30	10%	\$10.09 \$10.37 \$10.65	50
32	Cutter, Grouter Tradesperson	May 1/2025 May 1/2026 May 1/2027	\$39.18 \$40.72 \$42.26	10%	\$10.09 \$10.37 \$10.65	50
33	Hydro/air excavation tradesperson (Tunnel work/ Open-cut work)	May 1/2025 May 1/2026 May 1/2027	\$46.58 \$48.12 \$49.66	10%	\$14.53 \$14.81 \$15.09	50
34	Helper – Hydro/air excavation tradesperson	May 1/2025 May 1/2026 May 1/2027	\$40.86 \$42.39 \$43.93	10%	\$14.53 \$14.81 \$15.09	50

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
35	Water Operator-in-Training 1	May 1/2025 May 1/2026 May 1/2027	\$29.04 \$30.41 \$32.22	10%	\$14.70 \$15.15 \$15.60	50
36	Water Operator-in-Training 2	May 1/2025 May 1/2026 May 1/2027	\$31.22 \$32.59 \$34.41	10%	\$14.70 \$15.15 \$15.60	50
37	Water Operator-in-Training 3	May 1/2025 May 1/2026 May 1/2027	\$36.51 \$37.88 \$39.69	10%	\$14.70 \$15.15 \$15.60	50
38	Class 1 Water Operator	May 1/2025 May 1/2026 May 1/2027	\$43.83 \$45.20 \$47.02	10%	\$14.70 \$15.15 \$15.60	50

HOURS OF WORK AND OVERTIME, SCHEDULE "B" - SEWER & WATERMAIN "TUNNEL WORK" LABOURERS:

(A) 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 in excess of eight (8) hours per day, Monday to Friday inclusive, excluding traveling time to and from the job, and excluding work in compressed air where overtime at the rate of time and one half (1.5x) shall be paid for work in excess of nine (9) hours per day.

(B) 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

HOURS OF WORK AND OVERTIME, SCHEDULE "B" - SEWER & WATERMAIN "TUNNEL WORK" OPERATING ENGINEERS:

(A) Overtime at the rate of time and one-half (1.5x) 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 (5) 10 hour days, Monday to Friday inclusive, excluding travelling time to and from the job.

(B) 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 on Saturdays. 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.

SHIFT PREMIUM - LABOURERS:

All shifts which commence, and have the majority of their hours between 6:00 pm and 6:00 am shall be considered a "Night Shift". All hours worked on a Night Shift shall be paid the following premium, and it is agreed that there shall be no pyramiding or compounding of premiums:

May 1/2025 - \$3.75 per hour
May 1/2026 - \$4.25 per hour
May 1/2027 - \$4.25 per hour

SHIFT PREMIUM - OPERATING ENGINEERS:

A shift premium will be paid for all work performed on any shift commencing after 12:00 o'clock noon or before 5:30 o'clock a.m:

May 1/2025 - \$3.75 per hour
May 1/2026 - \$4.25 per hour
May 1/2027 - \$4.25 per hour

**PREMIUM RATES IN COMPRESSED AIR:
(LABOURERS AND TRUCK DRIVERS CLASSIFICATIONS ONLY)**

The following sliding scale of premium rates shall apply to workers in compressed air:

**PREMIUM PER SHIFT
AIR PRESSURE**

1 to 14 pounds	\$16.00
15 to 20 pounds	\$19.50
21 pounds	\$23.50

(A) For air pressure over twenty-one pounds (21 lbs.), the employer agrees to pay two dollars (\$2.00) per pound compressed air premium for each pound over twenty-one pounds (21 lbs.), in addition to the twenty-one pound (21 lb.) rate.

(B) Where employees are required to work in compressed air, they shall receive a minimum of nine (9) hours/day or shift; it being understood and agreed that the ninth (9th) hour shall be paid at straight time rates.

(C) It is understood and agreed that air pressure premium will be paid/shift regardless of the time spent by an employee in compressed air, save and except when an employee voluntarily leaves the compressed air environment. Rest periods as required by law when working under air pressure are to be paid, and no deduction will be made for a meal break falling in the rest period between the two working periods.

(D) HOT BEVERAGES

(i) The employer shall, at their own expense, supply sugar and hot beverages for employees working in compressed air during rest periods.

(ii) Containers and cups for the beverages required as outlined above, shall be maintained in a clean and sanitary condition and kept stored in a closed container.

**PREMIUM RATES IN COMPRESSED AIR:
(OPERATING ENGINEERS CLASSIFICATION ONLY)****PREMIUM PER SHIFT****AIR PRESSURE****MAY 1/22**

1 to 14 pounds	\$16.00
15 to 20 pounds	\$19.50
21 pounds	\$23.50
Over 21 pounds	\$2.00/lb over and above the rate for 21 lbs.

* **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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