

FAIR WAGE SCHEDULE

2025 - 2028

ROAD BUILDING WORK

This schedule is applicable to Resurfacing and New Road Construction, including Parking Lots.
This schedule is not applicable to bridge cloverleaf or construction work, otherwise covered by Heavy Construction Agreement.

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
1	<u>LABOURERS</u> Grade person, asphalt rakers, concrete road, curb and sidewalk finisher, form setters, curb setters, brick setters, pipe layers, curb machine operators, concrete paving track setters, tail end paver and asphalt grinder	May 1/2025 May 1/2026 May 1/2027	\$45.24 \$46.57 \$48.34	10%	\$17.65 \$18.15 \$18.65	50
2	Labourers (incl. wiremesh and steel reinforcing), operators of pumps 3 inches in diameter and under, interlocking stone and gabion installers, labourers' (operating all machine-driven tools by gas, air or electricity, including plate tempers), operators of self-propelled hand compactors (walk behind), concrete workers screedperson, puddlers, floatperson, fence erectors (chain link and other types including snow fences), guard rail installers, diamond saw operators (jackhammer person), sound barrier erectors, maintenance hole builders	May 1/2025 May 1/2026 May 1/2027	\$43.79 \$45.11 \$46.89	10%	\$17.65 \$18.15 \$18.65	50
3	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	50

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
4	*Watchperson	May 1/2025 May 1/2026 May 1/2027	\$20.20 \$20.20 \$20.20	4%-6%		50

*An employee working as a labourer who is required to do casual watching or work as a Watchperson 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
5	<u>TRUCK DRIVERS</u> Truck Drivers – Incl. off Highway	May 1/2025 May 1/2026 May 1/2027	\$44.56 \$45.59 \$46.61	10%	\$13.95 \$14.30 \$14.65	50
6	Fuel Truck Drivers	May 1/2025 May 1/2026 May 1/2027	\$44.54 \$45.57 \$46.60	10%	\$13.95 \$14.30 \$14.65	50
7	Load bearing boom drivers, dumpcrete drivers, and pup dump trailer drivers, flo boy and tractor trailer, dump truck tag-a-long over 15 ton	May 1/2025 May 1/2026 May 1/2027	\$44.54 \$45.57 \$46.60	10%	\$13.95 \$14.30 \$14.65	50
8	Truck train drivers, custom mobile mixer units (truck or trailer mounted)	May 1/2025 May 1/2026 May 1/2027	\$44.64 \$45.66 \$46.69	10%	\$13.95 \$14.30 \$14.65	50
9	Float Drivers	May 1/2025 May 1/2026 May 1/2027	\$45.07 \$46.10 \$47.12	10%	\$13.95 \$14.30 \$14.65	50

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS	WEEKLY HOURS OF WORK
10	<u>OPERATING ENGINEERS</u> Operators of: shovels, backhoes, dragline, gradall clams (on site), grader operator "A" (with or without attachments)	May 1/2025 May 1/2026 May 1/2027	\$51.86 \$53.40 \$55.35	10%	\$14.12 \$14.40 \$14.72	50
11	Clam operator (yard), mechanics, welders "A"	May 1/2025 May 1/2026 May 1/2027	\$51.86 \$53.40 \$55.35	10%	\$14.12 \$14.40 \$14.72	50
12	Pitman-type operator hydra-lift, truck-mounted hydraulic crane), bulldozer operators (D-4 equivalent or over), trim dozer operator (6-way blade)	May 1/2025 May 1/2026 May 1/2027	\$51.41 \$52.95 \$54.90	10%	\$14.12 \$14.40 \$14.72	50
13	Front-end loader operators (1 cu. yd. and over), scrapers – self-propelled, mixer person on asphalt plant, concrete curb machine operator, asphalt spreader operator (self-propelled), vacuum excavators, off highway vehicles, and shuttle buggy	May 1/2025 May 1/2026 May 1/2027	\$51.27 \$52.81 \$54.76	10%	\$14.12 \$14.40 \$14.72	50
14	Concrete paver operators, asphalt planer operators "A", engineers on boilers (with papers)	May 1/2025 May 1/2026 May 1/2027	\$51.18 \$52.71 \$54.66	10%	\$14.12 \$14.40 \$14.72	50

SHIFT PREMIUM:

For all work performed on a shift starting after 4:00 p.m.:

May 1/2022 \$6.00/per hour

HOURS OF WORK AND OVERTIME:

- (A) The standard hours of work for all employees in the Road Building sector shall be based on 50 hours/week exclusive of travelling time to and from the job.
- (B) Overtime at the rate of time and one-half (1.5x) for all work performed in excess of ten (10) hours per day, or fifty (50) hours per week Monday to Friday inclusive and on Saturdays. Double time (2x) for all work performed on Sundays and 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