Fair Wage Policy

Policy Owner: Strategic Procurement

Approval: Board of Directors

First Approved: April 24th, 2004

Approval Date: January 26, 2017

Effective Date: January 26, 2017

Policy Statement

- This policy sets the fair wage rates to be paid by vendors to their employees carrying out construction related work for Toronto Community Housing where such rates are not set by a collective agreement.
- The purpose of the policy is to ensure that vendors who do business with Toronto Community Housing pay a fare wage to their employees.
- The policy was created pursuant to the directive of Toronto Community Housing's shareholder.

Scope

The Fair Wage Policy (the policy) applies to all construction contracts with Toronto Community Housing.

The provisions of the policy apply equally to contractors and sub-contractors engaged in work for Toronto Community Housing. A contractor is fully responsible for making sure that all of its sub-contractors comply with the policy and the included schedule. It is understood that contractors cannot sub-contract work to any sub-contractor at a rate lower than that established by this policy. Contractors will be responsible for any violation or non-compliance issues arising from the engagement of any sub-contractor on a Toronto Community Housing contract.

Definitions

Benefits: for example company pension plans, extended health care benefits, dental and prescription plans, vacation/holiday pay or an appropriate amount in lieu thereof, etc. as set out in the schedule.

Contract: an agreement between Toronto Community Housing and a contractor (as defined herein) to perform services or to provide materials and supplies.

Contractor: any person, firm or corporation having a contract with Toronto Community Housing for the performance of work but does not include any person, firm or corporation that only supplies materials for the contract.

Fair Wage Schedule: the published schedule of wages and benefits for the performance of construction work on Toronto Community Housing construction contracts and the performance of work set out in the general classifications.

Non-Compliance: the occurrence of any of the following conditions:

- Contractor fails to meets its obligations under the policy.
- Sub-contractor fails to meets its obligations under the policy.
- Contractor or sub-contractor has been found in violation of the policy.

Sub-contractor: any person, firm or corporation performing work under a contract with a contractor having a contract with Toronto Community Housing or an agreement under the contractor with another sub-contractor for the performance of work but does not include any person, firm or corporation that only supplies materials for the contract.

Wages: the basic hourly rate of pay as set out in the schedule.

Workers: those persons employed by the contractor or sub-contractor (as defined in positions, classifications or trades identified in the schedule for the performance of work on a contract with Toronto Community Housing).

Policy Details

Every contractor and sub-contractor is required to pay in total value an amount equal to or greater than those wages and Benefits as set out in the Fair Wage Schedule (the schedule) of the policy.

Notification

Toronto Community Housing will notify every entity expressing interest in Toronto Community Housing contracts of the existence of the policy and the schedule, and will direct such entities to the documents as published on Toronto Community Housing's website.

The contractor and its sub-contractor are responsible for only those schedule rates that exist as of the closing date of any procurement exercise for the provision of goods and services.

Declarations

Within 10 business days following the award of a contract with Toronto Community Housing, the contractor and each of the sub-contractors will provide Toronto Community Housing with a declaration confirming that the contractor and each of the sub-contractors will comply with the policy and schedule. Such a declaration must also include a list of the wages that will be paid to each worker employed to provide services in relation to the contract. Failure to provide such declarations will result in the termination of contract. Any sub-contractor engaged during the term of a contract shall provide a declaration, as outlined above, prior to the sub-contractor starting the provision of services in relation to the contract.

Worker Notification

The contractor is responsible to post copies of such declarations, as noted in the *Declarations* section above, and of the schedule in a conspicuous place in all areas where workers perform services in relation to the contract. Contractors and sub-contractors will also notify all workers of the policy and schedule. Additionally, each contractor and sub-contractor will provide each worker with a copy of the policy and schedule along with the worker's first pay in relation to the contract.

Proof of Compliance

The contractor or sub-contractor will attach to all accounts rendered for payment of money upon the contract a record of payment to workers in compliance with this policy, and a declaration affirming that the requirements of this policy have been fully complied with, including the employee notification requirement as set out in paragraph 8 above, by both itself and any sub-contractor providing services on the contract.

Payments to Workers

The contractor will pay or cause wages to be paid weekly or biweekly to every worker employed in the execution of the contract at the following rates:

- where the contractor or sub-contractor is in a contractual relationship with a Union recognized by the Ontario Labour Relations Board as the bargaining agent for the relevant workers, the applicable rate of wages set out in the collective agreement; and
- where Toronto Community Housing is in a contractual relationship with a Union the applicable rate of wages set out in the collective agreement; and
- where there is no such contractual relationship, a rate not less than that set out for such work in the schedule as determined from time to time and published by Toronto Community Housing.

Compliance and Monitoring

Investigation and Enforcement

Complaints

Toronto Community Housing has the authority to receive and investigate complaints from workers, or any third party, with respect to contractor or sub-contractor Non-compliance.

All complaints must be submitted in writing to Strategic Procurement of no later than thirty (30) days following the completion of the work under a Toronto Community Housing contract where the complaint is being made against a contractor; or a sub-contract where a complaint is being made against a sub-contractor.

Complaints may be sent by electronic mail or by regular mail. Please refer to Toronto Community Housing's website for current contact information. Electronic complaints can be sent to procurement@torontohousing.ca.

Toronto Community Housing has the authority to waive these timelines for complaints, and may investigate any claim made under this policy for a period of six months following the substantial completion of a contract.

Payroll Audit

Toronto Community Housing has the authority to request any information respecting wages or workers, names of workers, payroll records, paysheets, copies of total income payments documents as required by the Canadian Revenue Agency, book keeping

records, and any other document that can substantiate that payments of wages were made to workers in accordance with the policy and schedule.

The contractor is responsible for obtaining the consent of all workers to disclose such information to Toronto Community Housing and will provide a copy of such consents to Toronto Community Housing. Should a worker decline to consent to such disclosure, redacted copies of such documentation removing worker last name, address, and any other such personal information protected under the *Municipal Freedom of Information and Protection of Privacy Act.* R.S.O. 1990, Chapter M.56, and *Personal Information Protection and Electronic Documents Act* (S.C. 2000, c. 5), must be provided to Toronto Community Housing along with a copy of the worker's refusal to consent.

When requested, the contractor or sub-contractor is required to provide these records within fifteen (15) calendar days of the date Toronto Community Housing provides notice of such request.

Investigations

Toronto Community Housing may also carry out spot payroll audits, or perform random site visits to monitor contractors and sub-contractors for compliance with the policy. Such site visits may include interviewing workers and other staff, a review of payroll records, and other actions which Toronto Community Housing may require to confirm compliance or investigate possible non-compliance.

Disputes

In case of any dispute as to the rate of Wages to be paid under the contract or as to the amount to be paid to any worker pursuant to the policy and schedule, the decision of Toronto Community Housing is final and binding upon all parties.

Penalties

Where a contractor or sub-contractor is found to be paying wages to workers less than as required by the policy and schedule, they are required to make retroactive payments of all unpaid wages to any worker who did not receive the required wage. The contractor or sub-contractor must also pay Toronto Community Housing an administrative fee at a rate of 10% of the total of the unpaid wages.

Disqualification Provisions

Where a contractor or sub-contractor is found to be paying wages to workers less than as required by the policy and the schedule on two (2) separate occasions within any consecutive three (3) year period, the Director of Strategic Procurement will recommend to the Board of Directors that the contractor or sub-contractor be disqualified from conducting business with Toronto Community Housing or any of its subsidiaries for a period of two (2) consecutive years.

Following the disqualification period, should the contractor or sub-contractor be found to be paying wages to workers less than as required by the policy and the schedule within the one (1) year period immediately following the expiry of the initial two (2) year disqualification period, the Director of Strategic Procurement will recommend to the Board of Directors that the contractor or sub-contractor be disqualified from conducting business with Toronto Community Housing or any of its subsidiaries for an indefinite period of time.

The names of all contractors and sub-contractors who have been disqualified from conducting business with Toronto Community Housing will have the name of their firm posted on Toronto Community Housing's website.

Once five (5) years has elapsed since either a contractor or sub-contractor has been disqualified after a second incidence of non-compliance, the contractor or Sub-contractor may then apply to Toronto Community Housing to have their eligibility to bid on Toronto Community Housing work reinstated.

Report to Board of Directors

Toronto Community Housing will provide an annual report to the Board of Directors that includes but is not limited to information regarding the operation and enforcement of the policy.

Commencement and Review

Revision	Date	Description of changes	Approval
First approval:	April 2004	New	Board of Directors
Revision #1	March 2007	Unknown – possibly wage schedule updated	Board of Directors

Revision	Date	Description of changes	Approval
Revision #2	January 2017	• Policy revised • Schedule of wage rates updated	Board of Directors

Next Scheduled Review Date: tbc

Appendix 1: FAIR WAGE SCHEDULE

FAIR WAGE SCHEDULE
GENERAL CLASSIFICATIONS
2016

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS
1	Security Guards (Basic & Night Watchperson)	May 1, 2016	12.13	4%	0.65
2	Security Guards (Alarms, CCTV Control, etc.)	May 1, 2016	12.88	4%	0.65
3	Security Guards (K-9 Unit)**	May 1, 2016	15.50	4%	0.47
4	Security Guards (Armed)	May 1, 2016	17.67	4%	0.47
5	**BUILDING CLEANING & MAINTENANCE**				
6	Cleaner (Light Duty)	May 1, 2016	12.43	4%	0.87
7	Cleaner (Heavy Duty)	May 1, 2016	14.10	4%	0.87
8	Handyman/Woman (General Maintenance & Snow Removal)	May 1, 2016	16.10	4%	0.59
9	**Window Cleaners:** Interior/Exterior	May 1, 2016	12.00	4%	0.64
10	Ladder	May 1, 2016	15.35	4%	0.46
11	High Rise	May 1, 2016	22	4%	0.46
12	**LANDSCAPING**				
13	Labourers (New) (First 1200 hours only	May 1, 2016	24.25	10%	9.54
14	Labourers (including sod roller operators)	May 1, 2016	23.50	10%	10.39
15	Landscape Gardeners, Farm Tractors without excavating attachments fork lifts, truck drivers, load bearing boom truck Operators, machine driven tools on any other equipment that is operated by remote control.	May 1, 2016	27.05	10%	9.54
16	Form setters, concrete finishers, landscape stone setters of all types, landscape brick setters, landscape irrigation, pipe layers, float drivers, reinforcing steelperson, drillers of all types, high pressure water equipment, small trenchers, mini-skid steel loaders, and all other similar small equipment	May 1, 2016	27.39	10%	9.54
17	Drivers of Farm Tractor with pulverizing or fine grading equipment	May 1, 2016	28.19	10%	9.54

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS
18	Dozer & Loader Operator & Backhoe Operator	May 1, 2016	28.35	10%	9.54
19	Grader Operator	May 1, 2016	28.45	10%	9.54
20	**GARAGE CONCRETE REPAIRS AND RESTORATION**	May 1, 2016			
21	Carpentry and Hydro Demolisher	May 1, 2016	30.63	10%	7.05
22	Skilled Workers	May 1, 2016	27.13	10%	7.05
23	Unskilled Labourer	May 1, 2016	20.35	10%	5.80

***FRINGE BENEFITS**

"Fringe Benefits" shall include such benefits as company pension plans, apprenticeship training, 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/HOLIDAY PAY**

FOR CONTRACTORS THAT DO NOT OFFER "BENEFITS" TO THEIR WORKERS, THE BENEFITS HOURLY RATE SHALL BE ADDED TO THE HOURLY RATE OR WEEKLY RATE AS SHOWN ABOVE.

FAIR WAGE SCHEDULE
*I.C.I. WORK
2016

* Industrial, Commercial, Institutional

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS
24	Asbestos Mechanics	May 1, 2016	41.11	10%	10.05
25	Asbestos Remover Beginner	May 1, 2016	23.23	10%	12.03
26	Asbestos Remover/Mould Removers	May 1, 2016	28.97	10%	12.03
27	Bricklayers & Stonemasons	May 1, 2016	39.46	10%	11.70
28	Bricklayers Labourers	May 1, 2016	35.39	10%	12.40
29	Builders Labourers	May 1, 2016	33.49	10%	12.40
30	Carpenters	May 1, 2016	38.49	10%	12.06
31	Cement (Finishers)	May 1, 2016	36.37	10%	12.11
32	Cement (Masons)	May 1, 2016	36.37	10%	12.11
33	Caulkers (Carpenters)	May 1, 2016	36.30	10%	9.25

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS
34	Combustion Mechanics (Boilermakers)	May 1, 2016	39.67	12%	12.67
35	Concrete Labourers	May 1, 2016	33.49	10%	12.40
36	Demolition Labourers	May 1, 2016	30.14	10%	12.04
37	Demolition Qualified Burners (torchperson)	May 1, 2016	32.37	10%	12.04
38	Drywall Taper (Plasterer)	May 1, 2016	39.07	10%	9.79
39	Electrical Workers	May 1, 2016	42.00	13%	11.45
40	Elevator Constructors	May 1, 2016	51.04	12%	3.74
41	Formwork Labourers	May 1, 2016	34.32	10%	12.40
42	Foreman Swamper	May 1, 2016	36.84	10%	12.40
43	Glaziers	May 1, 2016	36.79	10%	9.18
44	Iron Workers (Ornamental)	May 1, 2016	40.08	10%	10.98
45	Iron Workers (Structural)	May 1, 2016	40.08	10%	10.98
46	Jackhammer Operations Labourers	May 1, 2016	34.32	10%	12.40
47	Labourer-Cleaner (Sorter Labourer)	May 1, 2016	27.42	10%	12.40
48	Landscape Irrigation Pipelayers	May 1, 2016	35.87	10%	12.15
49	Landscape Labourers	May 1, 2016	26.25	10%	10.39
50	Lathers (Drywall Acoustics, Boarders, Insulation)	May 1, 2016	39.14	10%	9.79
51	Marble Masons	May 1, 2016	36.90	10%	10.97
52	Marble & Tile Helpers	May 1, 2016	35.34	10%	10.97
53	Millwrights	May 1, 2016	39.79	10%	11.75
54	Mortarperson Labourers	May 1, 2016	35.39	10%	12.40
55	Painters & Decorators	May 1, 2016	35.18	10%	9.18
56	Pavement Markers - Labourers	May 1, 2016	21.22	10%	$7.39
57	Pavement Markers – Casual Labourers **	May 1, 2016	20.12	10%	5.96
58	Traffic Sign – Casual Labourers	May 1, 2016	21.33	10%	8.70
59	Pit Miner Driller, Casissons & Wagon Driller	May 1, 2016	33.80	10%	12.40
60	Plasterers' Labourers	May 1, 2016	32.46	10%	10.55
61	Plumbers & Steamfitters	May 1, 2016	43.80	11%	10.18
62	Refrigeration Mechanics	May 1, 2016	46.34	10%	9.85
63	Resilient Floor Workers	May 1, 2016	37.14	10%	10.71
64	Restoration Steeplejacks	May 1, 2016	32.75	10%	5.46
65	Rod Installer	May 1, 2016	38.47	10%	9.94
66	Roofer (Foreperson)	May 1, 2016	39.98	10%	10.77
67	Roofer (Journeyperson)	May 1, 2016	39.34	10%	10.77
68	Roofer (Material Handler)	May 1, 2016	38.08	10%	10.77
69	Sheet Metal Workers	May 1, 2016	37.65	10%	12.98
70	Sheeter/Decker Mechanic	May 1, 2016	37.65	10%	12.98
71	Sheeter/Decker Assistant	May 1, 2016	32.30	10%	11.82
72	Sheeter/Decker Material Handler	May 1, 2016	29.26	10%	10.66

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS
73	Sheeter/Decker: Probationary Employee **	May 1, 2016	19.84	10%	3.59
74	Sprinkler (Automatic Fire)	May 1, 2016	42.81	10%	10.42
75	Tile & Terrazzo Mechanics	May 1, 2016	36.74	10%	10.97
76	Tile & Terrazzo Helpers	May 1, 2016	35.42	10%	10.97
77	Vibrator Labourers	May 1, 2016	36.32	10%	12.40
78	Watchperson & Flagperson when Labourers are employed as Watchperson	May 1, 2016	31.49	10%	12.40
79	Waterblasters	May 1, 2016	35.18	10%	9.18
80	Waterproofers	May 1, 2016	36.09	10%	12.36
81	Welders (Acetylene, Electric, etc.)	Same rate as the highest trade with whom they are working			
82	Welder (Certified)	May 1, 2016	34.53	10%	13.53
83	Working Foreman/Woman	May 1, 2016	37.75	10%	12.40
84	**TRUCK DRIVERS CLASSIFICATIONS**				
85	Class #1- Warehouse and storekeeper, float truck and trailer load bearing boom truck, haulpick driver	May 1, 2016	36.02	10%	9.35
86	Class #2 - Ready mix, euclid type, DW 20 & 21 rear end, ejectors, and belly dumps, farm tractor, driver with 5th wheel hook up, ready mix	May 1, 2016	35.88	10%	9.35
87	Class #3 - Dumpcrete, fork lift driver, 5 ton and over in warehouse, compound and storage area	May 1, 2016	35.92	10%	9.35
88	Class #4 - Dump Truck, service trucks, flat and stake trucks, fuel trucks, bulk lift, form tractor operators, warehouse helper, fork lift driver and 5 tons	May 1, 2016	35.87	10%	9.35
89	**FOREMAN/WOMAN**: $1.00/hour over all Class Rates. **DRIVERS HOURS OF WORK**: ICI - 40 hours **SITE PREPARATION**: 45 hours	May 1, 2016	37.75	10%	12.40
90	**GENERAL CONTRACTORS SECTIONS**				
91	1.1. (A) Engineers operating: cranes with a manufacturer's rating of 200 ton capacity and over	May 1, 2016	40.53	10%	12.32
92	1.1 (B) Engineers operating: cranes with a manufacturer's rating of 100 ton capacity and up to 199 ton capacity, skyway, climbing, G.C.I., hammerhead and kangaroo type cranes	May 1, 2016	40.07	10%	12.32

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS
93	1.2 (A) Engineers operating: all conventional and hydraulic type cranes, save and except those ser out in Article 1.1 above, 15 ton capacity and over boom truck, clmas, shovels, gradalls, backhoes, draglines, piledrivers, 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	May 1, 2016	39.33	10%	12.32
94	hoists, single drum hoists of manual friction and brake type, and all similar equipment, dredges- suction and dipper, hydraulic jacking equipment on vertical slip forms, hydraulic jacking poles, creter cranes, and hydraulic scooper. Heave duty mechanics, qualified welders and 2nd Class Stationary Engineers. Mobile pumpcrete with 42 meter boom and over.				
95	1.2 (B) Pitman type cranes of 10 ton capacity and over	May 1, 2016	38.85	10%	12.32
96	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 and under not of a manual friction and brake type; elevators except as set out in Article 1.6, mono-rails, bullmoose type, equipment of 5-ton capacity or over; air compressor feeding low pressure into air locks, tunnel mole, 3rd Class Stationery Engineers. Mobile pumpcrete save and except those listed in 1.2 (A) above.	May 1, 2016	38.37	10%	12.32
97	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 hole diggers, and Dinky locomotive type engines. 4th Class Stationery Engineers. Kubota type backhoe and skid steer loader.	May 1, 2016	38.21	10%	12.32

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS
98	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 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 and over, and concrete pumps, signal person	May 1, 2016	35.87	10%	12.32
99	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, and driver mounted power sweepers. Attendant 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, and mechanics helpers	May 1, 2016	33.68	10%	12.32
100	1.7 (B) 1st Year Oilers	May 1, 2016	33.34	10%	12.32
101	**Surveyors:**				
102	Instrument Person	May 1, 2016	35.61	10%	12.32
103	Senior Rodperson	May 1, 2016	32.95	10%	12.32
104	Junior Rodperson	May 1, 2016	30.27	10%	12.32

HOURS OF WORK AND OVERTIME

(A) For building Construction (Operating Engineers)

Eight (8) hours/day, 40 hours/week, Monday to Friday, inclusive, time and one-half of the regular day shift rate shall be paid for the first hour of overtime; all work in excess of hours noted & Saturday and Holidays, double the regular day shift rate.

(B) Excavations, Site Preparation, Sewers and Watermains

Site preparation shall mean the excavating of ground to sub-grade level and shall not include pile-driving, drilling, boring ductwork or tunnel work.

Ten (10) hours/day, 50 hours/week, Monday to Friday inclusive

IRON WORKERS

(Structural, architectural): includes Rivetters, Riggers, Heaters, Sash Erectors and Machinery Movers.

***FRINGE BENEFITS**

"Fringe Benefits" shall include such benefits as company pension plans, apprenticeship training, 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/HOLIDAY PAY**

FOR CONTRACTORS THAT DO NOT OFFER "BENEFITS" TO THEIR WORKERS, THE BENEFITS HOURLY RATE SHALL BE ADDED TO THE HOURLY RATE OR WEEKLY RATE AS SHOWN ABOVE.

FAIR WAGE SCHEDULE
RESIDENTIAL WORK
2016

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS
105	Asbestos Mechanics	May 1, 2016	41.11	10%	10.05
106	Bricklayers: High Rise **	May 1, 2016	37.32	10%	8.99
107	Bricklayers: Low Rise **	May 1, 2016	37.32	10%	8.99
108	Carpenters: High Rise	May 1, 2016	39.54	10%	9.74
109	Carpenters: Low Rise **	May 1, 2016	34.62	10%	7.17
110	Carpenters: Low Rise Trim	May 1, 2016	29.18	10%	4.96
111	Combustion Mechanics (Boilermakers)	May 1, 2016	39.67	12%	12.67
112	Drywall Taper (Plasterer)	May 1, 2016	39.07	10%	9.73
113	Electrical Workers (House Wiring)	May 1, 2016	42.00	13%	11.45
114	Elevator Constructors	May 1, 2016	51.04	12%	3.74
115	Glaziers	May 1, 2016	36.79	10%	9.18
116	Iron Workers (Ornamental & Structural)	May 1, 2016	40.08	10%	10.98
117	Labourer (Apartments) **	May 1, 2016	25.04	10%	6.40
118	Labourer (Houses) **	May 1, 2016	23.70	10%	6.12
119	Landscape Labourer (Housing Low Rise – New Construction Only) **	May 1, 2016	24.79	10%	8.74
120	Marble Mason: Tile Layer	May 1, 2016	36.90	10%	10.97
121	Lathers & Boardperson & Insulation Person	May 1, 2016	39.14	10%	9.58
122	Painter & Decorator	May 1, 2016	35.18	10%	9.18
123	Plumbers: High Rise	May 1, 2016	45.99	10%	10.05
124	Plumbers: Low Rise	May 1, 2016	42.56	10%	9.65
125	Refrigeration Mechanics	May 1, 2016	46.34	10%	9.85
126	Resilient Floor Workers	May 1, 2016	37.14	10%	10.71
127	Restoration Steeplejacks	May 1, 2016	32.75	10%	5.46
128	Sheet Metal Workers: (High Rise)	May 1, 2016	41.01	10%	11.62
129	Sheet Metal Workers: (Low Rise)	May 1, 2016	39.78	10%	11.27
130	Sprinkler (Automatic Fire)	May 1, 2016	42.81	10%	10.42
131	**CONCRETE & DRAIN SECTION**				
132	Concrete & Drain Worker (Labourer) (Low Rise)	May 1, 2016	33.49	10%	12.40
133	Pipelayer (Low Rise) **	May 1, 2016	28.04	10%	6.26
134	Cement Finisher (Low Rise) **	May 1, 2016	34.07	10%	7.99

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS
135	Carpenter: Formsetter ***(See Note 1)**	May 1, 2016	35.13	10%	12.05
136	Combination Skilled Worker ***(See Note 2) ****	May 1, 2016	29.12	10%	6.26
137	Drivers of Trucks				
138	(Under 10,000 GVW) **	May 1, 2016	28.94	10%	6.63
139	Drivers of Trucks				
140	(Over 10,000 GVW)	May 1, 2016	29.51	10%	6.63
141	Working Foreperson (Low Rise) **	May 1, 2016	31.25	10%	6.26

***NOTE 1**: It is expressly understood that the Carpenter/Formsetter rate will apply only to those employees able to set grades for
concrete, lay drains, finish concrete, and actually cutting and installing formwork for stairways, landings, balconies, verandas and fireplaces. (Not applicable to setting door window or window sills, garage floor bulkheads, sidewalk or deck forms)

***NOTE 2**: The category of Combination Skilled Worker applies to an Employee who is skilled and actually performs pipelaying, cement finishing and carpenter, formsetter work

144	**CONCRETE FORMING (RESIDENTIAL HIGH RISE)**				
145	Form Builder-Setters Carpenter	May 1, 2016	27.39	10%	9.54
146	Reinforced Concrete Workers**:	May 1, 2016	0.00	0	0.00
147	Persons engaged in placing reinforcing steel bars; Concrete Finishers; Form Builder Setter Improvers; Pre-Stress Concrete Cable Places and Installers; Post-Tensioning Concrete Cable Placers and Installers	May 1, 2016	37.82	10%	12.55
148	Form Helpers	May 1, 2016	34.32	10%	12.40
149	Layout Person **	May 1, 2016	32.01	10%	6.43
150	Working Foreperson	Minimum rate of one dollar ($1.00) per hour more than the prevailing rate of the people supervised in that classification			
151	Working Crew Leader **	May 1, 2016	35.89	10%	6.26
152	Form Setter **	May 1, 2016	34.85	10%	7.99
153	Form Setter Helper **	May 1, 2016	33.72	10%	7.99
154	Labourer	May 1, 2016	20.4	10%	7.05
155	Brush Coat Leader	May 1, 2016	38.24	10%	11.85
156	Brush Coater	May 1, 2016	36.24	10%	11.85
157	Steel Installer	May 1, 2016	38.24	10%	11.85

	TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS
158	**OPERATING ENGINEERS**				
159	**Class 1** Engineers operating shovels, backhoes, hoptoes, draglines, gradalls, tower hoist (brake & friction type) cranes, Pittman (10 ton capacity and over) & similar equipment. Heavy duty mechanics and welders, survey instrument person, self-propelled drills and truck mounted drills	May 1, 2016	38.33	10%	12.91
160	**Class 2** Operators of bulldozers, tractors, scrapers, emcoes, graders, overhead loaders, front-end loaders, fork-lifts, Pitman type cranes under 10 ton capacity, industrial tractors with excavating attachments and compressor operators	May 1, 2016	37.87	10%	12.91
161	**Class 3** Operators of person and material hoists on residential highrise buildings, senior rodperson, tuggers **	May 1, 2016	32.16	10%	9.82
162	**Class 4** Operators of material hoists (with remote control) on residential highrise buildings **	May 1, 2016	31.58	10%	9.82
163	**Class 5** Oiler-gradeperson and oil-drivers, mechanic's helpers and serviceperson, bobcat and kubota type backhoe operators, junior rodperson, utility operators, compaction equipment **	May 1, 2016	30.23	10%	9.82
164	**FORMWORK**	Applicable to Residential High-Rise Concrete Forming Work			
165	**Operating Engineers**				
166	**Class 1** Engineers operating shovels, backhoes, hoptoes, draglines, gradeall, tower hoist (brake & friction type), cranes pitman (10 ton capacity & over) & similar equipment, heavy duty mechanics & welders, survey instrument man, self-propelled drills & truck mounted drills **	May 1, 2016	25.06	10%	5.56
167	**Class 2** Operators of bulldozers, tractors, emcoes, graders, overhead loaders, front end loaders, fork lifts, Pitman type cranes under 10 ton capacity, industrial tractors with excavating attachments and compressor operators	May 1, 2016	37.03	10%	12.91
168	**Class 3** Operators of man and material hoists on residential highrise buildings, senior rodman, tuggers **	May 1, 2016	21.86	10%	5.56

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS
Class 4 Operators of material hoist (with remote control) on residential high rise buildings **	May 1, 2016	20.79	10%	5.56

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***NOTE: A number of the rates as set out in this schedule are subject to change as a result of current contract negotiations within the construction sector.**
These rates will be updated accordingly once those negotiations have been completed.

IRON WORKERS

(Structural, architectural): includes Rivetters, Riggers, Heaters, Sash Erectors and Machinery Movers.

***BENEFITS**

"Benefits" means a pension plan or RRSP's (or equivalent), major medical plans, and dental plans.

***VACATION/HOLIDAY PAY**

FOR CONTRACTORS THAT DO NOT OFFER "BENEFITS" TO THEIR WORKERS, THE BENEFITS HOURLY RATE SHALL BE ADDED TO THE HOURLY RATE OR WEEKLY RATE AS SHOWN ABOVE.