

**Summary of General Labourer Survey
(Comparable Municipalities & Government Agencies)**

| Organization | Union / Non Union | Hourly Rates | Notes |
|----------------------------|-------------------|-----------------------------|---|
| Brampton | Non Union | \$15.50 | Unlicensed seasonal labourer |
| | | \$16.75 | Licensed Seasonal Labourer |
| Brantford | Unionized | \$16.96 - \$17.14 | no shift premium |
| Burlington | Unionized | \$17.89 - \$19.27 | Shift premiums - \$0.61/hr for afternoon and \$0.91/hr for evening |
| Guelph | Unionized | \$16.89 | |
| Halton | | no response | |
| Hamilton | Unionized | \$16.00 | Outside Summer Student Workers (Labourers). \$0.95 shift premium for afternoon and weekend work |
| London | Unionized | \$17.50 | Eligible for shift premium like rest of bargaining unit |
| Mississauga | Unionized | \$18.58 | Shift premium \$1.05 for afternoon and weekend work |
| Niagara | | no response | |
| Oakville | | no response | |
| Peel | Non Union | \$16.78 | no shift premium |
| Waterloo Region | Non Union | \$18.14 - \$20.16 | Student Labourer in Waste Operations, Facilities Maintenance and Roads \$18.14 - \$20.16/hr. Steps for returning students |
| REVISED Comparators | | | |
| Markham | Non Union | \$15.66 | General Labourer I - \$15.66/hr |
| | | 15.81 | General Labourer II - \$15.81/hr |
| Ottawa | Unionized | \$15.78 | Summer Student Maintenance Helper IV - Graffiti, Horticulture, Roads, Solid Waste, Hydrants |
| Richmond Hill | | no response | |
| Vaughan | Non Union | \$16.00 - \$17.50 - \$19.00 | |

| Miscellaneous Organizations | | | |
|------------------------------------|--|-------------|---------------------------------------|
| YMCA | | no response | |
| Girls & Boys Club | | \$15.50 | Summer Camp Counsellors |
| HWDSB | | no response | |
| HCDSB | | \$15.50 | All summer students paid minimum wage |