

Fair Wage Schedule

Road Work

Work Performed	Total Hourly Compensation Rate
Excavators, draglines, gradalls, clams (on site), Grader "A", fine grade bulldozer, Pitman type cranes, self-erecting tower cranes, Hydra-lift truck mounted hydraulic cranes, boomtruck.	\$56.42
Clams (yard operation), mechanics, welders.	\$55.43
Curb Machine, self-propelled power drills, hydraulic, etc., bulldozer operators, all front-end loader operators, scrapers (self-propelled), dozer 815 type, off highway vehicles and concrete paver, pulverizer, asphalt grinder and asphalt planer, Mixer man on asphalt plant.	\$55.01
Engineers on boilers (with papers), asphalt spreader (self-propelled), asphalt roller, Shuttlebuggy.	\$54.86
Farm and industrial type tractor operators with excavating attachments, rubber-tire backhoes, grader operator 'B', snippers, hydro axe and tree farmer, feller buncher, hydro shear, trenching machines, caisson boring machines under 25 H.P., lubrication unit operator, skid steer loaders, Kubota skid steer loaders, Kubota bobcat type excavators and those less than 65 H.P. and similar types, skidder type equipment with hydraulic and cable attachments.	\$54.68
Boiler fireman (without papers), burnerman on asphalt plant.	\$54.19
Roller Operator (asphalt) 'B', mobile sweeper.	\$53.80
Farm and industrial type tractor, (towed and self-propelled compaction units), grade rollerman, including self-propelled rubber-tired grade rollers.	\$53.49
Heavy Equipment Operator Apprentice/Trainee 0 - 1,000 Hours: 65% of the current base rate for the machine which they are operating.	
Heavy Equipment Operator Apprentice/Trainee 1,001 - 2,000 Hours: 75% of the current base rate for their classification.	
Heavy Equipment Operator Apprentice/Trainee 2,001 - 2,500 Hours: 85% of the current base rate for their classification.	
Heavy Equipment Operator Apprentice/Trainee 2,500 Hours and all related training: 100% at the rate of pay in the appropriate schedule.	

**"Open-Cut" Work for Sewer and Watermain Construction**

Work Performed	Total Hourly Compensation Rate
Engineers operating cranes, clams, excavators, derricks, pile-drivers, gradalls, mobile cranes, self-erecting tower cranes, caisson boring machines 25 H.P. and over, side-booms and similar equipment, Pitman type cranes. Grader Operator "A" and fine grade bulldozer operator, Hydra- Lift truck mounted hydraulic cranes, boom truck drivers.	\$57.20
Heavy Duty Field mechanics and equipment repair welders.	\$55.90
Operators of bulldozers, tractors, scrapers, emcos, grader "B", all frontend loaders or similar equipment, farm and industrial tractors with excavating attachments, rubber-tire backhoes, trenching machines, caisson boring machines under 25 H.P., snippers, hydro axe and tree farmer, feller buncher, hydro shear, lubrication unit operator, skid steer loaders, Kubota skid steer loaders, Kubota Bobcat type excavators and those less than 65 H.P. and similar types, skidder type equipment with hydraulic and cable attachments, curb machines and self-propelled power drills, hydraulic, etc., off highway vehicles.	\$55.78
Servicemen on excavators, compressors, pumps, self-propelled rollers, operators of 5 or more heaters.	\$54.40
Oilers, greasers, mechanics helpers - Third Year	\$53.90
Oilers, greasers, mechanics helpers - Second Year	\$52.66
Oilers, greasers, mechanics helpers - First Year	\$51.42
Heavy Equipment Operator Apprentice/Trainee 0 - 1,000 Hours: 65% of the current base rate for the machine which they are operating.	
Heavy Equipment Operator Apprentice/Trainee 1,001 - 2,000 Hours: 75% of the current base rate for their classification.	
Heavy Equipment Operator Apprentice/Trainee 2,001 - 2,500 Hours: 85% of the current base rate for their classification.	
Heavy Equipment Operator Apprentice/Trainee 2,500 Hours and all related training: 100% at the rate of pay in the appropriate schedule.	

**Tunnel Work**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Engineers operating all hoists hoisting materials out of shafts, tuggers, and derricks with lifting capacity over 2,000 pounds, self-erecting tower cranes, compressor house set-up man, selfpropelled power drills, hydraulic, etc.	\$57.16
Heavy Duty Field Mechanics.	\$56.17
Engineers operating shaft hoist, tuggers, and derricks, 2,000 pounds or less, compressor operators 500 CFM or over.	\$56.05
Heavy Equipment Operator Apprentice/Trainee 0 - 1,000 Hours: 65% of the current base rate for the machine which they are operating.	
Heavy Equipment Operator Apprentice/Trainee 1,001 - 2,000 Hours: 75% of the current base rate for their classification.	
Heavy Equipment Operator Apprentice/Trainee 2,001 - 2,500 Hours: 85% of the current base rate for their classification.	
Heavy Equipment Operator Apprentice/Trainee 2,500 Hours and all related training: 100% at the rate of pay in the appropriate schedule.	

**Flushing, CCTV Inspection, Hydro Excavation and Air Excavation**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Hydro/Air Excavation Tradesperson, Straight Vac Tradesperson	\$44.86
Helper: Hydro/Air Excavation Tradesperson, Straight Vac Tradesperson	\$38.89
CCTV, Combo Flushing, Pipe Cleaning	\$42.43
Hydro/Air Excavation Tradesperson, Straight Vac Tradesperson	\$41.30
Helper: Hydro/Air Excavation Tradesperson, Straight Vac Tradesperson	\$35.70
CCTV, Combo Flushing, Pipe Cleaning	\$41.30
Heavy Equipment Operator Apprentice/Trainee 0 - 1,000 Hours: 65% of the current base rate for the machine which they are operating.	
Heavy Equipment Operator Apprentice/Trainee 1,001 - 2,000 Hours: 75% of the current base rate for their classification.	

Heavy Equipment Operator Apprentice/Trainee 2,001 - 2,500 Hours: 85% of the current base rate for their classification.
Heavy Equipment Operator Apprentice/Trainee 2,500 Hours and all related training: 100% at the rate of pay in the appropriate schedule.

**Crane and Equipment Rental**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Engineers operating: cranes with a manufacturer's rating of over 164 to 219 tons capacity.	\$61.58
Engineers operating: cranes with a manufacturer's rating of 100 to 164 tons capacity, 1st Class Stationary Engineers, and skyway, climbing, hammerhead and kangaroo and GCI type cranes.	\$60.77
Engineers operating: all convention and hydraulic type cranes, save and except those set out in Article 1.1 above, crawler cranes, clams, shovels, gradalls, backhoes, draglines, dredges - suction and dipper, mobile truck cranes including Galleon and Austin-Western type, and all rough terrain type hydraulic cranes, 15 ton capacity and over boom truck, gantry cranes, creter cranes, side booms, power hoist, mine hoist, chimney hoist, overhead cranes, tower type man and material hoists, piledrivers, caisson boring machines and drill rigs. Heavy duty mechanics, qualified maintenance welders, and 2nd Class Stationary Engineers. Mobile concrete pump 42 metre boom and over. Self-erecting cranes 15 ton capacity and over. Carry Deck cranes 15 ton capacity and over, telescopic belt conveyors.	\$59.71
Boom trucks of 10 ton to less than 15 ton capacity. Self-erecting cranes 10 ton to less than 15 ton capacity. Carry Deck cranes 10 ton to less than 15 ton capacity.	\$59.11
Operators of: bullmoose, Boom trucks of less than 10 ton capacity, air compressor feeding low pressure into air locks, bulldozers (including 815 type), tractors, scrapers, graders, emcos, overhead and front end loaders, industrial tractors with attachments, trenching machines, mucking machines, mobile concrete pumps save and except those set out in Article 1.2 (a) above, side loaders, end booms, mobile pressure grease units, elevators, and Dinky locomotive type engines. 3rd Class Stationary Engineers. Kubota Type Backhoe and Skid Steer Loader. Self-erecting cranes less than 10 ton capacity. Carry Deck cranes less than 10 ton capacity. Spider-type cranes.	\$57.35

Operators of: batching and crushing plants, 6" discharge pumps and over, air tuggers, wellpoint systems and all other types of dewatering systems, concrete mixers of one cubic yard and over, fork lifts, portable air compressors over 150 C.F.M., boom trucks, "A" Frames, post hole augers, and off-highway aggregate haulers; gas, diesel or steam driven generators over 50 H.P. (portable). Servicemen and 4th Class Stationary Engineers. Rock trucks, telehandlers, hydrovac.	\$55.27
Operators of: Rollers on grade work, driver mounted compaction units, concrete conveyors, and concrete pumps. Firemen and attendants for forced air, gas or oil burning temporary heating units of 500,000 BTU or over per hour; or five (5) or more heating units on the same job site; 2nd year mechanic's helper and signalman.	\$52.92
Operators of: Pumps under 6" discharge where three (3) or more pumps are employed on the same job site, and driver mounted power sweeper. 1st year mechanic's helper, truck crane oiler drivers, and oilers.	\$52.07
Engineers operating large cranes 220 to 299 tons capacity - rate per hour above the applicable rate:	\$1.55
Engineers operating large cranes 300 to 499 tons capacity - rate per hour above the applicable rate:	\$3.10
Engineers operating large cranes over 499 tons capacity - rate per hour above the applicable rate	\$4.96
Engineers operating large cranes 750 tons capacity and over - rate per hour above the applicable rate:	\$6.20
Engineers operating 52 metre boom and over - rate per hour above the applicable rate:	\$2.48
Engineers operating high pressure stationary concrete pumps and placing booms including pumps working underground - rate per hour above the applicable rate:	\$2.48

**Steel Erection or Mechanical Installations**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Engineers operating: cranes with a manufacturer's rating of over 164 to 219 tons capacity.	\$61.45
Engineers operating: cranes with a manufacturer's rating of 100 to 164 tons capacity, 1st Class Stationary Engineers, and skyway, climbing, hammerhead and kangaroo and GCI type cranes.	\$60.65

<p>Engineers operating: all conventional &amp; hydraulic type cranes, save and except those set out in Article 1.1 above, crawler cranes, clams, shovels, gradalls, backhoes, draglines, dredges - suction and dipper, mobile truck cranes including Galleon and Austin-Western type, and all rough terrain type hydraulic cranes, 15 ton capacity and over boom truck, gantry cranes, creter cranes, side booms, power hoist, mine hoist, chimney hoist, overhead cranes, tower type man and material hoists, piledrivers, caisson boring machines and drill rigs. Heavy duty mechanics, qualified maintenance welders, and 2nd Class Stationary Engineers. Self-erecting cranes 15 ton capacity and over. Carry Deck cranes 15 ton capacity and over.</p>	<p>\$59.58</p>
<p>Boom trucks of 10 ton to less than 15 ton capacity. Self-erecting cranes 10 ton to less than 15 ton capacity. Carry Deck cranes 10 ton to less than 15 ton capacity.</p>	<p>\$59.01</p>
<p>Operators of: bullmoose, Boom trucks of less than 10 ton capacity, air compressor feeding low pressure into air locks, bulldozers (including 815 type), tractors, scrapers, graders, emcos, overhead and front-end loaders, industrial tractors with attachments, trenching machines, mucking machines, mobile concrete pumps, side loaders, end booms, mobile pressure grease units, elevators, and Dinky locomotive type engines. 3rd Class Stationary Engineers. Kubota Type Backhoe and Skid Steer Loader. Self-erecting cranes less than 10 ton capacity. Carry Deck cranes less than 10 ton capacity. Spider-type cranes.</p>	<p>\$58.22</p>
<p>Operators of: batching and crushing plants, 6" discharge pumps and over, air tuggers, wellpoint systems and all other types of dewatering systems, concrete mixers of one cubic yard and over, fork lifts, portable air compressors over 150 C.F.M., boom trucks "A" Frames, post hole augers, and off-highway aggregate haulers; gas, diesel or steam driven generators over 50 H.P. (portable). Servicemen and 4th Class Stationary Engineers. Rock trucks, telehandlers, hydrovacs.</p>	<p>\$56.57</p>
<p>Operators of: Rollers on grade work, driver mounted compaction units, concrete conveyors, and concrete pumps. Firemen and attendants for forced air, gas or oil burning temporary heating units of 500,000 BTU or over per hour; or five (5) or more heating units on the same job site; 2nd year mechanic's helper and signalman.</p>	<p>\$53.07</p>
<p>Operators of: Pumps under 6" discharge where three (3) or more pumps are employed on the same job site, and driver mounted power sweeper. 1st year mechanic's helper, truck crane oiler drivers, and oilers.</p>	<p>\$52.04</p>
<p>Engineers operating large cranes 220 to 299 tons capacity - rate per hour above the applicable rate:</p>	<p>\$1.55</p>
<p>Engineers operating large cranes 300 to 499 tons capacity - rate per hour above the applicable rate:</p>	<p>\$3.10</p>
<p>Engineers operating large cranes over 499 tons capacity - rate per hour above the applicable rate:</p>	<p>\$4.96</p>

Engineers operating large cranes 750 tons capacity and over - rate per hour above the applicable rate:	\$6.20
Engineers operating highrise placing booms and pumps working underground - rate per hour above the applicable rate:	\$1.86
Engineers operating mobile concrete pumps 52 metre boom and over - rate per hour above the applicable rate:	\$2.48

**Foundation, Piling and Caisson Boaring**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Engineers operating: cranes with drill attachments, cranes with piling lead attachments, cranes with vibratory hammers, rotary drill rigs with a manufacturer's rated torque of greater than 270 kNm.	\$60.10
Engineers operating: service cranes, including but not limited to, carry deck cranes, self-erecting cranes and spider-type cranes, rotary drill rigs with a manufacturer's rated torque from 190 kNm to 270 kNm, mechanics, churn drills, power mounted drills.	\$58.60
Engineers operating: excavator mounted vibratory hammers, tie back machines, rotary drill rigs with a manufacturer's rated torque of less than 190 kNm, welders, winches of all descriptions	\$57.66
Front-end loaders, bulldozers (including 815 type) and similar equipment, boom trucks, Kubota type backhoe, skid steer loader, rock trucks, hydrovacs, *Excavator, Tractor Loader Backhoe.	\$57.08
Tuggers, forklifts, telehandlers.	\$54.35
Drillers, drillers helpers	\$52.87
Mechanics helpers	\$51.82
Engineers operating large cranes 220 to 299 tons capacity - rate per hour above the applicable rate:	\$1.55
Engineers operating large cranes 300 to 499 tons capacity - rate per hour above the applicable rate:	\$3.10
Engineers operating large cranes over 499 tons capacity - rate per hour above the applicable rate:	\$4.96
Engineers operating large cranes 750 tons capacity and over - rate per hour above the applicable rate:	\$6.20

**Excavating**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Engineers operating: draglines, cranes including but not limited to Self-erecting Cranes and Carry Deck Cranes. Heavy Duty Mechanics. Spider-type Cranes.	\$57.04
Engineers operating: shovels, backhoes, hoptoes, gradalls and similar equipment, whip hammer, power mounted drills, *fine grade bulldozers.	\$56.44
Welders.	\$56.63
Operators of tractors, scrapers, emcos, graders, overhead loaders, front-end loaders, industrial tractors with excavating attachments, compressor operators. Kubota Type Backhoe and Skid Steer Loader. Rock trucks, Hydrovacs.	\$55.61
Mechanic's helpers and servicemen	\$53.15
Oiler-Grademen and Oiler-Drivers.	\$52.58
Compactors.	\$52.69
Engineers operating large cranes 220 to 299 tons capacity - rate per hour above the applicable rate:	\$1.55
Engineers operating large cranes 300 to 499 tons capacity - rate per hour above the applicable rate:	\$3.10
Engineers operating large cranes over 499 tons capacity - rate per hour above the applicable rate:	\$4.96
Engineers operating large cranes 750 tons capacity and over - rate per hour above the applicable rate:	\$6.20



**Hamilton Building and Construction Work**

Work Performed	Total Hourly Compensation Rate
Engineers operating: cranes with a manufacturer's rating of over 164 to 219 tons capacity.	\$60.12
Engineers operating: cranes with a manufacturer's rating of 100 to 164 tons capacity, 1st Class Stationary Engineers, and skyway, climbing, hammerhead and kangaroo and GCI type cranes.	\$59.56
Engineers operating: all conventional and hydraulic type cranes, save and except those set out in Article 1.1 above, 15 ton capacity and over boom truck, clams, 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 hoists, single drum hoists (over 12 stories), 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 skoopers. heavy duty mechanics, qualified welders and 2nd Class Stationary Engineers and self-propelled hydraulic drills. Self-erecting cranes 15 ton capacity and over. Carry Deck cranes 15 ton capacity and over.	\$58.63
Pitman type cranes of 10 ton to less than 15 ton capacity. Self-erecting cranes 10 ton to less than 15 ton capacity. Carry Deck cranes 10 ton to less than 15 ton capacity.	\$58.03
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, monorails, bullmoose type equipment of 5 ton capacity or over, air compressor feeding low pressure into air locks, tunnel mole. 3rd Class Stationary Engineer. Self-erecting cranes less than 10 ton capacity. Carry Deck cranes less than 10 ton capacity. Spider-type cranes.	\$57.45
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, mobile concrete pumps, Pitman type cranes under 10 ton capacity, mobile pressure grease units, mucking machines, hydraulically operated utility pole hole digger, and Dinky locomotive type engines. 4th Class Stationary Engineers. Kubota Type Backhoe and Skid Steer Loader. Rock trucks, Hydrovac.	\$57.24

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 generators 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. Signalman, telehandlers.	\$54.34
Operators of: boom trucks, "A"Frames, driver mounted compaction units, bullmoose type equipment under 5 ton capacity, fork lifts 8' and under in lifting height and conveyors. Firemen. Permanent automatically controlled elevators on Commercial and Institutional buildings.	\$53.11
Operators of: Pumps under 6" discharge where three (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. Attendants for forced air, gas, or oil burning temporary heating units of 500,000 BTU's or over per hour, or, five (5) or more on the same job site, oilers, oiler-drivers, and mechanics helpers.	\$51.62
2nd Year:	\$49.44
1st Year:	\$46.80
Engineers operating large cranes 220 to 299 tons capacity - rate per hour above the applicable rate:	\$1.55
Engineers operating large cranes 300 to 499 tons capacity - rate per hour above the applicable rate:	\$3.10
Engineers operating large cranes over 499 tons capacity - rate per hour above the applicable rate:	\$4.96
Engineers operating large cranes 750 tons capacity and over - rate per hour above the applicable rate:	\$6.20
Engineers operating highrise placing booms and pumps working underground - rate per hour above the applicable rate:	\$1.86
Engineers operating mobile concrete pumps 52 metre boom and over - rate per hour above the applicable rate:	\$2.48

**Excavation and Site Preparation**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Engineers operating: draglines, cranes including but not limited to Self-erecting Cranes and Carry Deck Cranes. Heavy Duty Mechanics. Spider-type Cranes.	\$57.03
Engineers operating: shovels, backhoes, hoptoes, gradalls and similar equipment, whip hammer, power mounted drill.	\$56.22
Welders.	\$56.63
Operators of: bulldozers (including 815 type), tractors, scrapers, emcos, graders, overhead loaders, front-end loaders, industrial tractors with excavating attachments, compressor operators. Kubota Type Backhoe and Skid Steer Loader. Rock trucks, Hydrovacs.	\$55.39
Mechanic's helpers and Servicemen.	\$53.15
Oiler-Grademen and Oiler-Drivers.	\$52.58
Compactors.	\$52.69
Engineers operating large cranes 220 to 299 tons capacity - rate per hour above the applicable rate:	\$1.55
Engineers operating large cranes 300 to 499 tons capacity - rate per hour above the applicable rate:	\$3.10
Engineers operating large cranes over 499 tons capacity - rate per hour above the applicable rate:	\$4.96
Engineers operating large cranes 750 tons capacity and over - rate per hour above the applicable rate:	\$6.20
Engineers operating highrise placing booms and pumps working underground - rate per hour above the applicable rate:	\$1.86
Engineers operating mobile concrete pumps 52 metre boom and over - rate per hour above the applicable rate:	\$2.48

**Apprentices**

<b>Work Performed</b>
Indentured Apprentices (except Tower Crane Apprentices) 0 to 2,000 hours worked: 50% of Licensed Journeyman Base Rate
Indentured Apprentices (except Tower Crane Apprentices) 2,001 to 4,000 hours worked: 65% of Licensed Journeyman Base Rate
Indentured Apprentices (except Tower Crane Apprentices) 4,001 to 6,000 hours worked: 80% of Licensed Journeyman Base Rate
Indentured Tower Crane Apprentices 0 to 2,000 hours worked: 50% of Licensed Journeyman Base Rate
Indentured Tower Crane Apprentices 2,001 to 3,000 hours worked: 75% of Licensed Journeyman Base Rate
Heavy Equipment Operator Apprentices 0 to 1,000 Hours: 50% of the current base rate for the machine which they are operating.
Heavy Equipment Operator Apprentices 1,001 - 2,000 Hours: 60% of the current base rate for their classification.
Heavy Equipment Operator Apprentices 2,001 - 2,500 Hours: 75% of the current base rate for their classification.
Heavy Equipment Operator Apprentices 2,500 Hours and all related training: 100% at the rate of pay in the Collective Agreement.
Concrete Pump Operator Apprentices 0 to 1,200 hours worked: 50% of the hourly wage rate as set out in Article 1.3 and Schedule "A".
Concrete Pump Operator Apprentices 1,201 to 2,000 hours worked: 75% of the hourly wage rate as set out in Article 1.3 and Schedule "A".

**Labourers - Sewer Watermain, Roads Building Paving, Parking Lots, Bridge Rehab**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Labourer	\$46.18
Skilled Labourer	\$46.70
Crawler Type Drillman, Powderman	\$49.43
Catch Basin Constructors	\$47.44

Asphalt Raker, Pipelayers, Trenchless Tech. Carpenters, Cement Finishers	\$48.10
Man Hole Valve Chamber Constructors	\$47.89
Rodman Reinforcing Installers, Curb-setters, Bricksetters, Stonepaving	\$47.14
Working Foreperson	\$49.62
Watchman Six Shifts Per Week, (10) hours per shift (Weekly)	\$29.87
Traffic Control Person	\$43.23

**Labourers - Bridge Building, Underpasses, Overpasses, Pedestrian retaining walls connected with dams etc.**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Labourer	\$46.97
Skilled Labourer	\$47.52
Powderman, Crawler Type Driller	\$51.04
Carpenters	\$48.91
Rodman	\$48.26
Concrete Finisher	\$48.66
Piling Driving (All types Operation)	\$47.64
Working Foreperson	\$50.42
Watchman Six Shifts Per Week, (10) hours per shift (Weekly)	\$29.87
Traffic Control Person	\$42.61

**Labourers - Mining and Tunneling Operation**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Labourer	\$47.69
Underground Labourer, Pipelayer, Reinforced Concrete Worker, Skilled	\$48.42
Concrete Leader	\$48.72
Pumpman (3" Disc. and Under), Deck Man, Pit Bottom Man, Signal Man	\$48.05
Pile Driving all types and all Operations related thereto	\$48.84
Mucker and Miner Helper, Grout Machine Man, Diamond Drill, Welder	\$49.04
Shield Driver and Mole Driver, Lead Miner	\$49.34
Powderman	\$49.41
Fence Erector	\$49.29
Working Foreperson	\$49.71
Watchman and Dryman	\$47.06

**Labourers - Hamilton ICI**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
General Labourer, Form Worker, Concrete Worker, Jackhammer Operator, Vibrator Operator, Forklift Operator, Pump Operator, Compressor Operator, Truck Driver, Barman, Mixerman, Pumpman, Precast Erector, Equipment Operator and Plasterers Tender.	\$41.55
Forklift Operator/Swamper	\$43.41
Foreperson	\$45.71
Apprentice: 70% of applicable rate for the first 800 hours	\$29.09

Apprentice: 80% of applicable rate for the next 800 hours	\$33.24
Apprentice: 90% of applicable rate for the next 800 hours	\$37.40

**Mason Tenders**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Mason Tender 1 (Labourer performing Mason Tender Duties)	\$43.39
Mason Tender 2 (Mason Tender working as a forklift operator, mixer, brick expiditer and lead scaffold erector)	\$44.31
Red Brick Mason Tender	\$42.73
Refractory Worker	\$42.05
Apprentice: 70% of applicable rate for the first 800 hours	\$30.37
Apprentice: 80% of applicable rate for the next 800 hours	\$34.71
Apprentice: 90% of applicable rate for the next 800 hours	\$39.05

**Waterproofing**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Waterproofer	\$41.55
Foreperson	\$45.71
Lead Hand	\$43.64
Apprentice: 70% of applicable rate for the first 800 hours	\$29.09
Apprentice: 80% of applicable rate for the next 800 hours	\$33.24
Apprentice: 90% of applicable rate for the next 800 hours	\$37.40

**Cement Finishers**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Cement Finisher	\$45.02
Cement Finisher - 1st Year Apprentice (65%) 1000 hours	\$29.26
Cement Finisher - 2nd Year Apprentice (75%) 1500 hours	\$33.77
Cement Finisher - 3rd Year Apprentice (85%) 1500 hours	\$38.25

**Plasterers**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Plasterer	\$44.03
Foreperson	\$45.89
Apprentice: 50% of applicable rate for 1st year	\$22.02
Apprentice: 60% of applicable rate for 2nd year	\$26.42
Apprentice: 70% of applicable rate for 3rd year	\$30.83
Apprentice: 85% of applicable rate for 4th year	\$37.42

**Precast Erectors**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
General Precast Labourer	\$41.85
Precast Labourer and Finisher	\$43.88
Welder	\$44.00
Working Foreperson	\$47.89



Apprentice: 65% of applicable rate for the first 800 hours
Apprentice: 70% of applicable rate for 800-1600 hours
Apprentice: 75% of applicable rate for 1600-2400 hours
Apprentice: 80% of applicable rate for 2400-3200 hours
Apprentice: 100% of applicable rate after 3500 hours

**Marble, Tile, Terrazzo, Cement Masons, Resilient Floor Layers and Their Helpers**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Marble Mason	\$53.27
Terrazzo Tile Mechanic	\$53.05
Base Machine Operator	\$51.60
Terrazzo Helper	\$51.26
Marble Tile Helper	\$51.26
NEW Helper	\$40.61
Apprentice: 50% of journeyperson rate for the first term (1800 hours)	
Apprentice: 65% of journeyperson rate for the second term (1800 hours)	
Apprentice: 80% of journeyperson rate for the third term (1800 hours)	
Apprentice: 90% of journeyperson rate for the fourth term (1800 hours)	

**Bricklayers, Masons, and Plasterers**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Bricklayers, Masons, and Plasterers	\$56.52
Restoration Masonry	\$49.86
Apprentice 1st Period - 50% of a Journeyperson's rate	
Apprentice 2nd Period - 65% of a Journeyperson's rate	
Apprentice 3rd Period - 80% of a Journeyperson's rate	
Apprentice 4th Period - 90% of a Journeyperson's rate	

**Glaziers and Metal Technicians**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Journeyman Architectural Glass and Metal Technician with Certificate of Qualification	\$48.42
Apprentice 1 (0-2000 hrs) - 55%	\$26.64
Apprentice 2 (2001-3000 hrs) - 60%	\$29.05
Apprentice 3 (3001-4000 hrs) - 65%	\$31.47
Apprentice 4 (4001-5000 hrs) - 70%	\$33.90
Apprentice 5 (5001-6000 hrs) - 75%	\$36.32
Apprentice 6 (6001-7000 hrs) - 80%	\$38.74
Apprentice 7 (7001-8000 hrs) - 85%	\$41.16

**Elevator Constructors**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Elevator Mechanic	\$74.59
Probationary Helper I	\$37.29
Probationary Helper II	\$41.02
Helper I	\$52.20
Helper II	\$55.94
Improver Helper	\$59.67
Adjuster	\$83.91
Mechanic-in-Charge (4-9)	\$83.91
Mechanic-in-Charge (10-19)	\$85.77
Mechanic-in-Charge (20 or more)	\$87.27

**Heat and Frost Insulators (Asbestos)**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Journeyman Insulator	\$58.35
4th Year Apprentice	\$47.83
3rd Year Apprentice	\$40.82
2nd Year Apprentice	\$33.80
1st Year Apprentice	\$26.80
Probationary Insulator	\$32.23

Provisional Insulator	\$37.93
Probationary Asbestos Remover	\$29.90
Asbestos Remover Level 1	\$29.90
Asbestos Remover Level 2	\$33.44
Asbestos Remover Level 3	\$32.41

### Millwrights

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Journeyman	\$57.25
Foreperson	\$67.17
Sub-foreperson	\$62.21
Apprentice 0-1999hrs (60%)	\$34.35
Apprentice 2000-3999hrs (70%)	\$40.08
Apprentice 4000-5999hrs (80%)	\$45.81
Apprentice 6000-8000hrs (90%)	\$51.52

**Plumbers, Steamfitters and Pipefitters**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Journeyman	\$58.23
Foreperson	\$65.22
Apprentice 1st Term (40%)	\$23.29
Apprentice 2nd Term (50%)	\$29.12
Apprentice 3rd Term (60%)	\$34.94
Apprentice 4th Term (70%)	\$40.76
Apprentice 5th Term (80%)	\$46.58

**Welders**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Journeyman and Welder	\$69.38
Refrigeration Apprentice Term 1	\$27.01
Refrigeration Apprentice Term 2	\$34.24
Refrigeration Apprentice Term 3	\$42.22
Refrigeration Apprentice Term 4	\$50.33
Refrigeration Apprentice Term 5	\$58.32
Welder Apprentice Term 1	\$27.01
Welder Apprentice Term 2	\$42.22
Welder Apprentice Term 3	\$58.32

Junior Maintenance Mechanic	\$26.95
Maintenance Mechanic	\$34.24

**Electrical Workers**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Journeyman Electrician	\$59.37
Foreperson	\$68.27
Apprentice 1st Period (40%)	\$23.75
Apprentice 2nd Period (50%)	\$29.69
Apprentice 3rd Period (60%)	\$35.63
Apprentice 4th Period (70%)	\$41.56
Apprentice 5th Period (80%)	\$47.49

**Painters – Commercial**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Foremen	\$43.31
Sub-Foremen, Spraymen, and Sandblasters	\$42.07
Swing Stage Men, Paperhangers, Fabric Hangers, and Signwriters	\$41.45
Journeyman Painter	\$40.83
Apprentice 1 - 1000 hours (The higher of \$18.00 or 50% of journeyman wages)	\$22.32
Apprentice 1001 - 2000 hours (The higher of \$18.00 or 50% of journeyman wages)	\$22.32

Apprentice 2001 - 4000 hours (55% of journeyperson wages + \$4.15 per hour)	\$27.60
Apprentice 4001 - 6000 hours (65% of journeyperson wages + \$4.15 per hour)	\$31.68
6001+ Registered Journeyperson (75% of journeyperson wages + \$4.15 per hour)	\$35.77
6001+ Unregistered Journeyperson (75% of journeyperson wages)	\$30.63
Apprentice Helper (\$11.00 or minimum wage; whichever is greater)	\$18.60

**Painters – Industrial**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Foremen	\$50.13
Sub-Foremen, Spraymen, and Sandblasters	\$48.89
Swing Stage Men, Paperhangers, Fabric Hangers, and Signwriters	\$48.27
Journeyperson Painter	\$47.65
Apprentice 1 - 1000 hours (The higher of \$18.00 or 50% of journeyperson wages)	\$23.83
Apprentice 1001 - 2000 hours (The higher of \$18.00 or 50% of journeyperson wages)	\$23.83
Apprentice 2001 - 4000 hours (55% of journeyperson wages + \$4.15 per hour)	\$31.36
Apprentice 4001 - 6000 hours (65% of journeyperson wages + \$4.15 per hour)	\$36.12
6001+ Registered Journeyperson (75% of journeyperson wages + \$4.15 per hour)	\$40.88
6001+ Unregistered Journeyperson (75% of journeyperson wages)	\$35.74
Apprentice Helper (\$11.00 or minimum wage; whichever is greater)	\$18.60

**Allied Trades**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Journeyman: Drywall Finishers (Tapers), Plasterers, Fireproofing Insulators, Acoustic Sprayers, Hazardous Material Workers, Exterior Insulated Finishing Systems Applicators, Exterior Stucco Applicators, Sprayed Polyurethane Applicators, Air/Vapour Barrier Workers, and all other workers performing any work described in Article 3 of Appendix "B" herein the Province of Ontario.	\$51.73
Working Foreperson	\$59.50
Apprentice Drywall Finishers (Tapers) and Plasterers: 1 - 2400 hours worked - 55% of Journeyman Rate	\$28.46
Apprentice Drywall Finishers (Tapers) and Plasterers: 2401 - 3600 hours worked - 65% of Journeyman Rate	\$33.63
Apprentice Drywall Finishers (Tapers) and Plasterers: 3601 - 5400 hours worked - 75% of Journeyman Rate	\$38.80
Non-Certified Journeyman Drywall Finishers (Tapers) and Plasterers - 90% of Journeyman Rate	\$46.56
Trainee Hazardous Material Worker: 1 - 900 hours worked	\$23.56
Trainee Hazardous Material Worker: 901 - 3600 hours worked	\$32.00
Trainee Hazardous Material Worker: After 3600 hours worked (Non-Certified Journeyman)	\$40.61
Apprentice Hazardous Material Worker: 1 - 900 hours worked	\$27.90
Apprentice Hazardous Material Worker: 901 - 2400 hours worked	\$34.35
Apprentice Hazardous Material Worker: 2401 - 3000 hours worked	\$37.20
Apprentice Hazardous Material Worker Certified: After 3000 hours worked (Certified Journeyman)	\$44.97
Fire Stopping: 1 - 1500 hours worked	\$22.94
Fire Stopping: 1501 - 2400 hours worked	\$25.63
Fire Stopping: 2401 - 3600 hours worked	\$28.76
Fire Stopping: 3601 - 5400 hours worked	\$35.53



Fire Stopping: After 5400 hours worked (Journey person)	\$36.36
Residential Fire Stopping: 1 - 1500 hours worked	\$22.32
Residential Fire Stopping: 1501 - 3600 hours worked	\$24.18
Residential Fire Stopping: 3601 - 5400 hours worked	\$27.28
Residential Fire Stopping: After 5400 hours worked (Journey person)	\$31.00
Apprentice Sprayed Polyurethane Applicators, Polypropylene Plastic Sheet Membrane Applicators, and Air/Vapour Barriers: 1 - 1000 hours worked	\$21.08
Apprentice Sprayed Polyurethane Applicators, Polypropylene Plastic Sheet Membrane Applicators, and Air/Vapour Barriers: 1001 - 2000 hours worked	\$23.01
Apprentice Sprayed Polyurethane Applicators, Polypropylene Plastic Sheet Membrane Applicators, and Air/Vapour Barriers: 2001 - 3000 hours worked	\$26.03
Apprentice Sprayed Polyurethane Applicators, Polypropylene Plastic Sheet Membrane Applicators, and Air/Vapour Barriers: 3001 - 3600 hours worked	\$29.77
Apprentice Sprayed Polyurethane Applicators, Polypropylene Plastic Sheet Membrane Applicators, and Air/Vapour Barriers: 3601 - 4000 hours worked	\$30.09
Apprentice Sprayed Polyurethane Applicators, Polypropylene Plastic Sheet Membrane Applicators, and Air/Vapour Barriers: After 4000 hours worked (Journey person)	\$37.70
Apprentice Exterior Insulated Finishing System, Exterior Stucco, and Air/Vapour Barriers: 1 - 1200 hours worked	\$21.69
Apprentice Exterior Insulated Finishing System, Exterior Stucco, and Air/Vapour Barriers: 1201 - 2400 hours worked	\$28.92
Apprentice Exterior Insulated Finishing System, Exterior Stucco, and Air/Vapour Barriers: 2401 - 3600 hours worked	\$34.39
Apprentice Exterior Insulated Finishing System, Exterior Stucco, and Air/Vapour Barriers: 3601 - 5400 hours worked	\$40.13
Apprentice Exterior Insulated Finishing System, Exterior Stucco, and Air/Vapour Barriers: After 5400 hours worked (Journey person)	\$42.46
Trainee Spray Fireproofing: 1 - 2000 hours worked	\$23.56
Trainee Spray Fireproofing: 2001 - 4000 hours worked	\$26.04

Trainee Spray Fireproofers: 4001 - 5400 hours worked	\$28.52
Trainee Spray Fireproofers: After 5400 hours worked	\$31.00
Apprentice Spray Fireproofers: 1 - 900 hours worked	\$24.80
Apprentice Spray Fireproofers: 901 - 2000 hours worked	\$26.42
Apprentice Spray Fireproofers: 2001 - 4000 hours worked	\$33.01
Apprentice Spray Fireproofers: 4001 - 5400 hours worked	\$39.61
Apprentice Spray Fireproofers: After 5400 hours worked (Journeyman)	\$44.01

**Roofers**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Foreperson	\$53.13
Journeyman	\$52.96
Roofing Assistant	\$44.27
3rd Year Apprentice	\$41.70
2nd Year Apprentice	\$36.82
1st Year Apprentice	\$30.76
Pre-Apprentice	\$24.85
Roofer Material Handler	\$50.72

**Sheet Metal**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Journeyman	\$56.35
Foreperson A: 3 - 10 workers	\$62.36
Foreperson B: 11 - 20 workers	\$63.85
Foreperson C: over 20 workers	\$65.34
1st Year Apprentice	\$26.68
2nd Year Apprentice	\$28.81
3rd Year Apprentice	\$34.51
4th Year Apprentice	\$40.93
5th Year Apprentice	\$47.73
Sheeter / Decker	\$56.11
Sheeter / Decker Foreperson A: 3 - 10 workers	\$62.12
Sheeter / Decker Foreperson B: 11 - 20 workers	\$63.61
Sheeter / Decker Foreperson C: over 20 workers	\$65.10
Sheeter / Decker Assistant	\$51.88
Material Handler #2	\$37.55
Material Handler #1	\$26.36
Probationary Employee	\$23.05

**Ironworkers: Bridge, Structural, Ornamental and Reinforcing Iron Workers**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
GF Foreperson	\$69.42
Foreperson	\$64.79
Base Wage (Journeyman)	\$57.85
Apprentice 0 - 1000 hrs	\$34.71
Apprentice 1000 - 2000 hrs	\$40.50
Apprentice 2000 - 3000 hrs	\$43.39
Apprentice 3000 - 4000 hrs	\$46.28
Apprentice 4000 - 5000 hrs	\$49.17
Apprentice 5000 - 6000 hrs	\$52.07

**Rodmen: Bridge, Structural, Ornamental and Reinforcing Iron Workers**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Foreperson	\$65.41
Sub-Foreperson	\$61.69
Base Wage (Journeyman)	\$55.49
Apprentice 0 - 500 hrs	\$33.29
Apprentice 500 - 1000 hrs	\$38.85
Apprentice 1001 - 2000 hrs	\$44.39

Apprentice 2001 - 3000 hrs	\$49.93
Apprentice 3001 - 4000 hrs	\$52.71

**Carpenters**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Acoustic / Drywall	\$53.21
Pre-Apprentice - 55% of journeyman rate	\$29.26
Apprentice 1st Term - 55% of journeyman rate (0-1800 hrs)	\$29.26
Apprentice 2nd Term - 60% of journeyman rate (1801-2700 hrs)	\$31.93
Apprentice 3rd Term - 70% of journeyman rate (2701-3600 hrs)	\$37.25
Apprentice 4th Term - 80% of journeyman rate (3601-4500 hrs)	\$42.57
Apprentice 5th Term - 85% of journeyman rate (4501-5400 hrs)	\$45.22

**Carpenters**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Hardwood Floor Layer	\$53.21
Apprentice 1st Term - 55% of journeyman rate	\$29.26
Apprentice 2nd Term - 60% of journeyman rate	\$31.93
Apprentice 3rd Term - 70% of journeyman rate	\$37.25
Apprentice 4th Term - 80% of journeyman rate	\$42.57
Apprentice 5th Term - 85% of journeyman rate	\$45.22

**Carpenters**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Resilient Floor and Carpet Layer	\$50.77
Apprentice 1st Term - 50% of journeyperson rate (0-2000 hrs)	\$27.92
Apprentice 2nd Term - 60% of journeyperson rate (2001-3000 hrs)	\$30.45
Apprentice 3rd Term - 70% of journeyperson rate (3001-4000 hrs)	\$35.54
Apprentice 4th Term - 80% of journeyperson rate (4001-5000 hrs)	\$40.61
Apprentice 5th Term - 85% of journeyperson rate (5001-6000 hrs)	\$43.15

**Carpenters**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Caulker	\$39.80
Trainee 1st Term (0-1800 hrs)	\$22.22
Trainee 2nd Term (1801-3600 hrs)	\$29.77
Trainee 3rd Term (3601-5400 hrs)	\$33.79
Trainee 4th Term (5401-7200 hrs) Fire Stop Trainee	\$36.68

**Boilermakers**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
General Foreperson	\$72.53
Foreperson	\$68.81
Assistant Foreperson	\$63.85
Journeyman	\$61.37
4th Year Apprentice (1) (90%)	\$55.23
3rd Year Apprentice (1) (80%)	\$49.09
2nd Year Apprentice (1) (70%)	\$42.95
1st Year Apprentice (1) (60%)	\$36.82
Pre-Apprentice (60%)	\$36.82

**Landscapers**

<b>Work Performed</b>	<b>Total Hourly Compensation Rate</b>
Labourer	\$25.67
Working Foreperson	\$31.69
Skilled Labourer	\$28.64
Entry Level / Student	\$20.29
Working Foreperson - SOD Installation	\$29.88
Skilled Labourer - SOD Installation	\$26.85
Sod Installer - SOD Installation	\$22.32