

CITY OF HAMILTON

CORPORATE SERVICES DEPARTMENT
Financial Services Division

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| TO: Chair and Members Audit, Finance and Administration Committee | WARD(S) AFFECTED: CITY WIDE |
| COMMITTEE DATE: November 12, 2012 | |
| SUBJECT/REPORT NO: Proposed Fair Wage Policy and Fair Wage Schedule (FCS12083/HUR12015) (City Wide) | |
| SUBMITTED BY: Roberto Rossini General Manager Finance & Corporate Services Department Chris Murray City Manager City Manager's Office | PREPARED BY: Rick Male (905) 546 2424 ext. 4157 Lora Fontana (905) 546 2424 ext. 4091 |
| SIGNATURE: | |

RECOMMENDATION

That the Fair Wage Policy attached as Appendix 'A' and Fair Wage Schedule attached as Appendix 'B' to report FCS12083/HUR12015 be approved.

EXECUTIVE SUMMARY

The current Fair Wage Policy requires that the Fair Wage Policy and Fair Wage Schedule be reviewed, from time to time, and any proposed amendments to the Policy and Schedule be forwarded to Council for approval.

This report highlights the proposed amendments to the existing Fair Wage Policy and also provides an updated Fair Wage Schedule.

Alternatives for Consideration – Not Applicable.

FINANCIAL / STAFFING / LEGAL IMPLICATIONS (for Recommendation(s) only)

Financial: None.

Staffing: None.

Legal: None.

HISTORICAL BACKGROUND (Chronology of events)

The Fair Wage Policy and Fair Wage Schedule were last approved by Council on August 13, 2009.

The current Fair Wage Policy, including the complaints process, is administered by the Procurement Section. The City references the Fair Wage Policy and Fair Wage Schedule in all applicable City construction contracts.

The Fair Wage Policy is a tool to help ensure that general contractors pay their employees reasonable wages and benefits for work performed on City of Hamilton construction contracts. The Fair Wage Schedules, attached to the Fair Wage Policy, are reflective of the Provincial collective trade union agreements within the construction industry. The wages in these schedules are the minimum wages that a contractor must pay their employees unless that contractor has a collective agreement with their employees that has been duly bargained and registered with the Ministry of Labour.

This report outlines the proposed changes to the Fair Wage Policy and Fair Wage Schedule.

POLICY IMPLICATIONS

Fair Wage Policy and Fair Wage Schedule.

RELEVANT CONSULTATION

City Manager's Office, Human Resources Division, Labour Relations Section: Director of Employee and Labour Relations
City Manager's Office, Internal Audit Division: Supervisor of Audit Services
City Manager's Office, Legal Services Division: Senior Solicitor
The Christian Labour Association of Canada (CLAC)
Besseling Mechanical Inc.
Hamilton-Brantford, Ontario Building & Construction Trades Council

Input was solicited and received from the following municipalities who administer a Fair Wage Policy:

City of London
City of Oshawa
City of Pickering
City of Thunder Bay
City of Toronto
City of Greater Sudbury
Municipality of Clarington

ANALYSIS / RATIONALE FOR RECOMMENDATION

(include Performance Measurement/Benchmarking Data, if applicable)

The summary of changes made to the current Fair Wage Policy is as follows:

- (i) The proposed Fair Wage Policy, attached as Appendix 'A', has incorporated a number of housekeeping amendments. These include refined definitions, reformatting for ease of reference and wording to provide further clarity with respect to the Policy requirements.
- (ii) The proposed Fair Wage Schedule, attached as Appendix 'B', contains the current wage rates that have been collected from the local organized labour for the construction sector within the geographical area of the City.
- (iii) The Fair Wage Policy has been amended to recognize collective agreements which have been duly bargained and registered with the Ministry of Labour. Where such an agreement exists between a contractor or sub-contractor and their employees, the hourly rates and benefits in that collective agreement will supersede the wages and benefits stipulated in the City of Hamilton's Fair Wage Policy and Schedules. This amendment was made in response to concerns raised by unionized workers and unionized contractors, such as The Christian Labour Association of Canada, who have bargained and registered collective

agreements in accordance with the regulations of the Ministry of Labour. The concern raised was that the wages and benefits stipulated in the Fair Wage Policy and Schedules could be different than the wages and benefits legally negotiated by their employees.

- (iv) The current Fair Wage Policy permits the City to require, where appropriate, contractors or sub-contractors, found to be non-compliant, to submit an accountant's report on future construction contracts. The proposed Fair Wage Policy has been amended to clarify that the City requires a licensed Public Accountant assurance report, acceptable to the City.
- (v) The current Fair Wage Policy allows for the City to recover the cost of the investigation and audit process. The cost of the audit was calculated based on the hours and hourly rate of the Internal Audit staff who undertook the audit. The fee did not include costs incurred by Procurement to meet with the contractor, sub-contractor and complainant or the costs of reporting the audit findings to Council nor the costs of reviewing the Public Accountant Assurance Reports on future contracts. A minimum fee (\$5,000) is being recommended which will recover these costs. Such minimum fees have been established in other Fair Wage Policies throughout Ontario. The majority of compliance audits are usually fairly straight forward and would be assessed the minimum fee. More complex contracts may involve numerous sub-contractors and the use of sub-contractors by those sub-contractors. This increased complexity significantly increases the work and cost to complete the audit.

ALTERNATIVES FOR CONSIDERATION

(include Financial, Staffing, Legal and Policy Implications and pros and cons for each alternative)

An alternative recommendation would be the elimination of the Fair Wage Policy. The elimination of the Fair Wage Policy might possibly result in lower bids; however, this alternative is not being recommended as previous Councils have been strong supporters of having a City of Hamilton Fair Wage Policy to ensure employees of contractors, working on Hamilton contracts, are paid a fair and comparative wage that is reflective of the negotiated settlements within the construction industry.

CORPORATE STRATEGIC PLAN (Linkage to Desired End Results)

Focus Areas: 1. Skilled, Innovative and Respectful Organization, 2. Financial Sustainability, 3. Intergovernmental Relationships, 4. Growing Our Economy, 5. Social Development, 6. Environmental Stewardship, 7. Healthy Community

None.

APPENDICES / SCHEDULES

Appendix 'A' to report FCS12083/HUR12015 – Fair Wage Policy

Appendix 'B' to report FCS12083/HUR12015 – Fair Wage Schedule



City of Hamilton

Fair Wage Policy

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1. POLICY STATEMENT

Every Contractor and Sub-Contractor shall pay or provide Wages, vacation and Benefits to their Employees, in accordance with the Fair Wage Policy and the Fair Wage Schedule on all Construction Contracts with the City. The Wages, vacation and Benefits requirements as set out in the Fair Wage Policy and Schedule are minimum requirements, Contractors and Sub-Contractors can pay more than the requirements set out in the Fair Wage Policy and Schedule.

Where a Ministry of Labour registered collective agreement exists between a Contractor or Sub-Contractor and their Employees, the Wages and Benefits in that collective agreement will supersede the Wages and Benefits stipulated in the City of Hamilton's Fair Wage Policy and Schedule.

2. INTERPRETATION

In this Policy:

- (a) a word defined in or importing the singular number has the same meaning when used in the plural number, and vice versa;
- (b) the provisions shall be read with changes of gender or number as the context may require;
- (c) a reference to any Act, by-law, rule, procedure or regulation shall be deemed to include a reference to any substitution or amendment thereof;
- (d) any reference to an officer of the City shall be construed to mean the person holding that office, the designate or delegate of that person.

3. DEFINITIONS

Capitalized words and phrases used in this policy shall have the following meanings, unless expressly stated otherwise.

"Benefits" means a pension or Registered Retirement Savings Plan (RRSP) and a medical plan which provides health care benefits, including dental and prescription coverages.

"City Council" means the Council of the City of Hamilton;

"City" means the City of Hamilton, its officers, officials, employees and agents;

"Construction Contract" means any construction work awarded to a Contractor of a minimum of \$100,000.00 excluding heavy engineering and residential sectors;

“Contractor” means any person having a Construction Contract with the City but does not include any person that only supplies materials for the Construction Contract;

“Employees” means those persons employed by the Contractor or Sub-Contractor who perform work in positions, classifications, trades or any combination thereof identified in the Fair Wage Schedule, for a Construction Contract with the City;

“Fair Wage Schedule” means the schedule of Wages for the performance of construction work on all City Construction Contracts in the industrial, commercial and institutional construction sectors;

“Hours of Work” means the regular hours of work per day and week and shall include a provision for the payment of overtime beyond such regular hours, as per the *Employment Standards Act*, 2000, S.O. 2000, c.41;

“Sub-Contractor” means any person performing work on a City Construction Contract for a Contractor, or an agreement with another Sub-Contractor, but does not include any person that only supplies materials for the Construction Contract;

“Wages” means the basic hourly rate, which is paid as earned at the time of undertaking the work for each position, classification and trade in accordance with the Fair Wage Schedule.

4. CITY RESPONSIBILITIES

- 4.1 The Procurement Manager shall periodically review the Fair Wage Policy and recommend to the appropriate Standing Committee of Council any required amendments to the Fair Wage Policy.
- 4.2 The Director of Employee & Labour Relations of the Human Resources Division shall collect the wage rates which have been agreed by the local organized labour for the construction sector within the geographical area of the City. The wage rates collected will become the wage rates used to update the Fair Wage Schedule.
- 4.3 The Procurement Manager shall reference the Fair Wage Policy and Fair Wage Schedule in all applicable City Construction Contracts. The City’s Procurement website will host the City’s Fair Wage Policy, Fair Wage Schedule and Fair Wage Complaint Form at hamilton.ca/Procurement.
- 4.4 The City shall meet with any person who makes a written objection to the administration of the Fair Wage Policy or the Fair Wage Schedule, respectively.

5. CONTRACTOR AND SUB-CONTRACTOR RESPONSIBILITIES

- 5.1 A Contractor shall ultimately be responsible for any violations or non-compliance of Sub-Contractors on City Construction Contracts.
- 5.2 A Contractor is fully responsible for ensuring that all Sub-Contractors comply with the Fair Wage Policy and the Fair Wage Schedule. A Sub-Contractor is fully responsible for ensuring that all of its Sub-Contractors comply with the Fair Wage Policy and the Fair Wage Schedule.
- 5.3 The Contractor or Sub-Contractor shall not be responsible for any Fair Wage Schedule Wages increases which occur after the closing of the Request for Tenders or Request for Proposals for the City Construction Contract on which the Contractor has been awarded.
- 5.4 A Contractor shall provide all Sub-Contractors with a copy of the Fair Wage Policy and Fair Wage Schedule before any construction work is performed by the Sub-Contractors.
- 5.5 At the commencement of the work, the Contractor shall post a copy of the Fair Wage Policy and Fair Wage Schedule in a prominent location at the City Construction Contract site to enable Employees of the Contractor and Sub-Contractor to review. Alternate methods shall be agreed in writing by the Procurement Manager.
- 5.6 After substantial performance (as defined in the Construction Lien Act, R.S.O. 1990, c. C.30) of the Construction Contract and prior to release of the holdback, for all Construction Contracts with the City, the Contractor shall provide to the City, in a form acceptable to the City, a statutory declaration confirming that the Contractor and its Sub-Contractor complied with the Fair Wage Policy and the Fair Wage Schedule. The City reserves the right to not release part or all of the holdback on a Construction Contract until such Contractor's sworn statement of compliance is received and deemed to be satisfactory by the City.

6. COMPLIANCE

A Contractor or Sub-Contractor shall be in compliance with the Fair Wage Policy when the Employee receives the following:

a. Wages

The Contractor and Sub-Contractor pay its Employees Wages which are equal to or greater than the amount set out in the Fair Wage Schedule. The job classification of the Fair Wage Schedule of each Employee will be based on the duties performed by that Employee on the City Construction Contract.

b. Vacation

The Contractor and Sub-Contractor provides to its Employees vacation entitlement or vacation pay which meets the requirements of the *Employment Standards Act*, 2000, S.O. 2000, c.41.

c. Benefits

The Contractor and Sub-Contractor provides to its Employees Benefits or an amount equal to or greater than 15% of the Wages in lieu of Benefits.

Where a Benefit includes an Employee contribution, either partially or fully, to his own pension or medical plan, the Employer will receive credit for the Employers portion.

d. Hours of Work

The Contractor and Sub-Contractor shall provide to its Employees overtime pay for those hours worked in excess of the regular daily and weekly Hours of Work, at a rate not less than one and one half times the Wages. Notwithstanding that a Contractor and Sub-Contractor pays a wage rate in excess of the Wages, the Contractor and Sub-Contractor shall not, in computing overtime pay for their Employee, set off against such overtime pay any part of the Wages earned by the Employee in respect of their regular work period.

7. RECORDS

- 7.1 a. The Contractor must keep records relating to all Construction Contracts of the names, addresses, Wages paid, Benefits paid or provided, vacation paid or provided, and hours worked for all of its Employees to demonstrate compliance with the City's Fair Wage Policy and Schedule.
- b. The Contractor shall make these records available for inspection by the City upon request.
- c. If the Contractor fails to keep accurate records, the Contractor will pay a licensed Public Accountant to provide an assurance report, acceptable to the City, which clearly demonstrates compliance with the City's Fair Wage Policy and Fair Wage Schedule.
- 7.2 The Contractor shall, in any agreement with a Sub-Contractor, require the Sub-Contractor to:
- a. provide written acknowledgment that the Fair Wage Policy and Schedule applies;

- b. keep records of the names, addresses, Wages paid, Benefits paid or provided, vacation paid or provided, and hours worked for all of its Employees to demonstrate compliance with the City's Fair Wage Policy and Schedule;
 - c. make these records available for inspection by the City upon request; and
 - d. require its Sub-Contractor to assume the same obligations in relation to their own Employees.
- 7.3 If the Procurement Manager requests records relating to a Construction Contract, the Contractor or Sub-Contractor shall be required to provide these records within 30 calendar days of the request. Failure to provide these records may result in the Contractor or Sub-Contractor being subject to Section 9. Consequences of Non-Compliance.

8. INSPECTION AND AUDITS

The City retains the right to inspect and audit the records of the Contractor or Sub-Contractor (as referred to in Section 7. Records) at any time during the period of the Construction Contract and at any time thereafter as deemed by the City. The Contractor shall supply certified or original copies of any such records whenever requested by the City.

9. CONSEQUENCES OF NON-COMPLIANCE

- 9.1 The Procurement Manager upon determining that a Contractor or Sub-Contractor is non-compliant with the Fair Wage Policy or the Fair Wage Schedule, or both:
- a. shall advise the Contractor or Sub-Contractor, in writing, that it has been determined that the Contractor or Sub-Contractor is non-compliant and that the Contractor or Sub-Contractor is required to rectify the non-compliance(s) and provide written proof of the same, in a form satisfactory to the City, within ten business days;
- and**
- b. may withhold the amount of funds by which the Contractor or Sub-Contractor has been determined to be non-compliant from any payment or payments (as appropriate) owed by the City to the Contractor until such time as the Contractor or Sub-Contractor complies, or may take any other remedies that are otherwise available at law or in equity.
- and**
- c. shall impose upon the Contractor or Sub-Contractor a minimum cost of \$5,000.00 for the City inspection, audit or other action as deemed necessary

by the City, and may deduct such costs from any payment or payments (as appropriate) owed by the City to the Contractor, or may take any other remedies that are otherwise available at law or in equity. In addition, the Contractor or Sub-Contractor shall be responsible for all the City's costs beyond the minimum cost of \$5,000.00, which will be payable immediately upon request.

- 9.2 Where a Contractor or Sub-Contractor has been determined to be non-compliant with the Fair Wage Schedule for the first time in a five year period, the Procurement Manager may require the Contractor or Sub-Contractor to pay for and submit a licensed Public Accountant assurance report, acceptable to the City, which verifies compliance with the Fair Wage Policy and Fair Wage Schedule on the next three City Construction Contracts to which the Contractor or Sub-Contractor is awarded. Such assurance report shall provide sufficient information and detail as to demonstrate compliance with the Fair Wage Policy and Schedule and shall be submitted after substantial performance (as defined in the *Construction Lien Act*, R.S.O. 1990, c. C.30) of the Construction Contract and prior to the release of the holdback. The City reserves the right to not release part or all of the holdback on a Construction Contract until such assurance report is received and deemed to be satisfactory by the City.

The City reserves the right to treat a first non-compliance as a second or subsequent non-compliance.

- 9.3 Where a Contractor or Sub-Contractor has been determined to be non-compliant with the Fair Wage Policy or Fair Wage Schedule for a second or subsequent time within a five year period from the date of the first determination of non-compliance by the Procurement Manager, the City, as approved by City Council, may refuse to accept any bid, quotation or proposal from such Contractor or Sub-Contractor on any City contracts, for a period of two years from the date of City Council approval, save and except any Construction Contract(s) the Contractor may currently have with the City.
- 9.4 The City is not in any way liable, obligated or responsible to any Employee, Sub-Contractor, Contractor or any other person for the payment of any monies not paid by a Contractor or Sub-Contractor in accordance with the Fair Wage Policy or the Fair Wage Schedule, or both, and the City assumes no responsibility to such Employee, Sub-Contractor, Contractor or any other person for the administration and enforcement of the Fair Wage Policy or the Fair Wage Schedule, or both.

10. COMPLAINTS

Any person may submit a complaint to the City, alleging non-compliance with the Fair Wage Policy or the Fair Wage Schedule, or both, by any Contractor or Sub-Contractor performing construction work on a City Construction Contract. All complaints must be submitted in writing. The "Fair Wage Complaint Form" may be completed for this purpose.

- 10.1 The complaint may be initiated at any time during the Construction Contract but shall be received by the City no later than 21 calendar days following substantial performance of the related Construction Contract.
- 10.2 Upon receipt of a complaint, the Procurement Manager will conduct an initial review of the complaint submitted and advise the initiator of the complaint of the investigation fee and what the likely cost of the investigation will be, minimum cost will be \$5,000.00. The City, at its discretion, may waive the cost of an investigation if the Employee is the initiator of the complaint.
- 10.3 The initiator shall confirm to the City whether or not they would like to proceed with the complaint.
- 10.4 The City shall take such action as it deems is necessary to determine whether the Contractor or Sub-Contractor involved or named in the complaint is compliant with the Fair Wage Policy and the Fair Wage Schedule. Any action deemed necessary by the City shall be responded to within 30 calendar days of receipt of a completed "Fair Wage Complaint Form" submitted to the Procurement Manager.
- 10.5 The Procurement Manager shall inform the initiator and any Contractor or Sub-Contractor involved or named in the complaint, of the City's determination of the Contractor's or Sub-Contractor's compliance or non-compliance with the Fair Wage Policy or the Fair Wage Schedule, or both.
- 10.6 Whenever a complaint is initiated by a person other than an individual Employee of the Contractor or Sub-Contractor involved or named in the complaint, and said Contractor or Sub-Contractor is found to be compliant with the Fair Wage Policy or the Fair Wage Schedule, or both, with respect to the complaint, the costs associated with the inspections, audits or other action deemed necessary regarding the investigation of the complaint will be borne solely by the initiator.
- 10.7 The City shall make every effort to safeguard the confidentiality of each initiator's identity. However, this information is subject to the provisions of the Municipal Freedom of Information and Protection of Privacy Act, R.S.O. 1990, c. M.56. For greater certainty and direction regarding how such issues of confidentiality will be handled and may affect an initiator's rights, the initiator should reference the City's policies related to Freedom of Information on the City's website under the Office of the City Clerk at hamilton.ca.

**City of Hamilton
Fair Wage Schedule**

Road Work

| POSITION | YEAR | WAGE |
|---|-----------|-------|
| Shovels, backhoes, draglines, gradalls, clams (on site), Grader "A", fine grade bulldozer, Pitman type cranes, self-erecting tower cranes | 01-Sep-11 | 33.14 |
| | 01-Jan-11 | 33.59 |
| | 01-Sep-12 | 33.91 |
| | 01-Jan-12 | 34.55 |
| | 01-Sep-13 | 34.91 |
| | 01-Jan-13 | 35.55 |
| Clams (yard operation), mechanics, welders | 01-Sep-11 | 32.34 |
| | 01-Jan-11 | 32.79 |
| | 01-Sep-12 | 33.11 |
| | 01-Jan-12 | 33.75 |
| | 01-Sep-13 | 34.11 |
| | 01-Jan-13 | 34.75 |
| Hydra-lift truck mounted hydraulic cranes | 01-Sep-11 | 32.14 |
| | 01-Jan-11 | 32.59 |
| | 01-Sep-12 | 32.91 |
| | 01-Jan-12 | 33.55 |
| | 01-Sep-13 | 33.91 |
| | 01-Jan-13 | 34.55 |
| 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 and asphalt planer | 01-Sep-11 | 32.00 |
| | 01-Jan-11 | 32.46 |
| | 01-Sep-12 | 32.77 |
| | 01-Jan-12 | 33.41 |
| | 01-Sep-13 | 33.77 |
| | 01-Jan-13 | 34.41 |
| Mixer man on asphalt plant | 01-Sep-11 | 31.94 |
| | 01-Jan-11 | 32.39 |
| | 01-Sep-12 | 32.71 |
| | 01-Jan-12 | 33.35 |
| | 01-Sep-13 | 33.71 |
| | 01-Jan-13 | 34.35 |
| Engineers on boilers (with papers), asphalt spreader (self-propelled), asphalt roller | 01-Sep-11 | 31.88 |
| | 01-Jan-11 | 32.34 |
| | 01-Sep-12 | 32.66 |
| | 01-Jan-12 | 33.29 |
| | 01-Sep-13 | 33.66 |
| | 01-Jan-13 | 34.29 |
| Farm and industrial type tractor operators with excavating attachments, 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, Kabota skid steer loaders, Kabota bobcat type excavators and those less than 65 H.P. and similar types, skidder type equipment with hydraulic and cable attachments | 01-Sep-11 | 31.74 |
| | 01-Jan-11 | 32.19 |
| | 01-Sep-12 | 32.51 |
| | 01-Jan-12 | 33.15 |
| | 01-Sep-13 | 33.51 |
| | 01-Jan-13 | 34.15 |
| Boiler fireman (without papers), burnerman on asphalt plant | 01-Sep-11 | 31.34 |
| | 01-Jan-11 | 31.79 |
| | 01-Sep-12 | 32.11 |
| | 01-Jan-12 | 32.75 |
| | 01-Sep-13 | 33.11 |
| | 01-Jan-13 | 33.75 |
| Roller Operator (asphalt) 'B', mobile sweeper | 01-Sep-11 | 31.03 |
| | 01-Jan-11 | 31.48 |
| | 01-Sep-12 | 31.80 |
| | 01-Jan-12 | 32.44 |
| | 01-Sep-13 | 32.80 |
| | 01-Jan-13 | 33.44 |
| Farm and industrial type tractor, (towed and self-propelled compaction units), grade rollerman, including self-propelled rubber tired rollers, hydro-vac truck | 01-Sep-11 | 30.78 |
| | 01-Jan-11 | 31.24 |
| | 01-Sep-12 | 31.56 |
| | 01-Jan-12 | 32.19 |
| | 01-Sep-13 | 32.56 |
| | 01-Jan-13 | 33.19 |

**City of Hamilton
Fair Wage Schedule**

Road Work, "Open Cut" Work for Sewer and Watermain Construction

| POSITION | YEAR | WAGE |
|--|-----------|-------|
| Engineers operating Cranes with a manufacturer's rating of 70 tons capacity and over, self-erecting tower cranes. | 01-Sep-11 | 29.57 |
| | 01-Jan-11 | 30.03 |
| | 01-Sep-12 | 30.35 |
| | 01-Jan-12 | 30.98 |
| | 01-Sep-13 | 31.35 |
| | 01-Jan-14 | 31.98 |
| Engineers operating crawler cranes, mobile cranes, piledrivers, caisson boring machines and working foreman. | 01-Sep-11 | 28.67 |
| | 01-Jan-11 | 29.13 |
| | 01-Sep-12 | 29.45 |
| | 01-Jan-12 | 30.08 |
| | 01-Sep-13 | 30.45 |
| | 01-Jan-14 | 31.08 |
| Engineers operating crawler backhoes, gradalls, Pitman type cranes, graders, mechanics and welders, articulating Hydraulic Crane (Knuckleboom). Asphalt plant operator. Self-propelled hydraulic drills | 01-Sep-11 | 27.67 |
| | 01-Jan-11 | 28.13 |
| | 01-Sep-12 | 28.54 |
| | 01-Jan-12 | 29.08 |
| | 01-Sep-13 | 29.45 |
| | 01-Jan-14 | 30.08 |
| Engineers operating bulldozers, frontend loaders, industrial tractors with backhoe and all other attachments, crawler tractors, crawler tractor and scraper, self-propelled scrapers, sideboom, Concrete Paver, Asphalt Planer, asphalt spreaders, curb machines, asphalt roller. Dozer 815 type and boom trucks. Dump truck drivers. Float, Flatbed Drivers, Off highway vehicles | 01-Sep-11 | 27.37 |
| | 01-Jan-11 | 27.83 |
| | 01-Sep-12 | 28.15 |
| | 01-Jan-12 | 28.78 |
| | 01-Sep-13 | 29.15 |
| | 01-Jan-14 | 29.78 |
| Engineers operating bobcat, skid steer, all frontend loader with all attachments, Kubota type backhoe with all attachments, trenchers, hydro-vac truck | 01-Sep-11 | 25.91 |
| | 01-Jan-11 | 26.36 |
| | 01-Sep-12 | 26.68 |
| | 01-Jan-12 | 27.32 |
| | 01-Sep-13 | 27.68 |
| | 01-Jan-14 | 28.32 |
| Engineers operating self-propelled roller, packer - rubber tired, sheepsfoot on grade or backfill, farm tractor, pump 6" and over | 01-Sep-11 | 23.89 |
| | 01-Jan-11 | 24.35 |
| | 01-Sep-12 | 24.67 |
| | 01-Jan-12 | 25.30 |
| | 01-Sep-13 | 25.66 |
| | 01-Jan-14 | 26.30 |

**City of Hamilton
Fair Wage Schedule**

"Open Cut" Work for Sewer and Watermain Construction

| POSITION | YEAR | WAGE |
|--|-----------|-------|
| Engineer operating cranes, cranes, backhoes, derricks, pile-drivers, gradalls, mobile cranes, self-erecting tower cranes, caisson boring machines 25 H.P. and over, sidebooms and similar equipment, Pitman type cranes. Grader operator 'A' and fine grade bulldozer operator. | 01-Sep-11 | 33.77 |
| | 01-Jan-11 | 34.23 |
| | 01-Sep-12 | 34.55 |
| | 01-Jan-12 | 35.18 |
| | 01-Sep-13 | 35.55 |
| | 01-Jan-13 | 36.18 |
| Heavy duty field mechanics and equipment repair welders | 01-Sep-11 | 32.72 |
| | 01-Jan-11 | 33.17 |
| | 01-Sep-12 | 33.49 |
| | 01-Jan-12 | 34.13 |
| | 01-Sep-13 | 34.49 |
| | 01-Jan-13 | 35.13 |
| Hydra-Lift truck mounted hydraulic cranes | 01-Sep-11 | 32.68 |
| | 01-Jan-11 | 33.14 |
| | 01-Sep-12 | 33.46 |
| | 01-Jan-12 | 34.09 |
| | 01-Sep-13 | 34.46 |
| | 01-Jan-13 | 35.09 |
| Operators of bulldozers, tractors, scrapers, emcos, grader "B", all front-end loaders and similar equipment, farm and industrial tractors with excavating attachments, trenching machines, caisson boring machines under 25 h.p., snippers, hydro axe and tree farmer, fell'er buncher, hydro shear, lubrication unit operator, skid steer loaders, Kabota skid steer loaders, Kabota 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. | 01-Sep-11 | 32.62 |
| | 01-Jan-11 | 33.07 |
| | 01-Sep-12 | 33.39 |
| | 01-Jan-12 | 34.03 |
| | 01-Sep-13 | 34.39 |
| | 01-Jan-13 | 35.03 |
| Service men on shovels, compressors, pumps, self propelled rollers, boom truck drivers, operators of 5 or more heaters | 01-Sep-11 | 31.51 |
| | 01-Jan-11 | 31.96 |
| | 01-Sep-12 | 32.28 |
| | 01-Jan-12 | 32.92 |
| | 01-Sep-13 | 33.28 |
| | 01-Jan-13 | 33.92 |
| Oilers, greasers, mechanics helpers hydro-vac truck - 3rd year | 01-Sep-11 | 31.11 |
| | 01-Jan-11 | 31.56 |
| | 01-Sep-12 | 31.88 |
| | 01-Jan-12 | 32.52 |
| | 01-Sep-13 | 32.88 |
| | 01-Jan-13 | 33.52 |
| Oilers, greasers, mechanics helpers hydro-vac truck - 2nd year | 01-Sep-11 | 30.11 |
| | 01-Jan-11 | 30.56 |
| | 01-Sep-12 | 30.88 |
| | 01-Jan-12 | 31.52 |
| | 01-Sep-13 | 31.88 |
| | 01-Jan-13 | 32.52 |
| Oilers, greasers, mechanics helpers hydro-vac truck - 1st year | 01-Sep-11 | 29.11 |
| | 01-Jan-11 | 29.57 |
| | 01-Sep-12 | 29.88 |
| | 01-Jan-12 | 30.52 |
| | 01-Sep-13 | 30.88 |
| | 01-Jan-13 | 31.52 |

City of Hamilton,
Fair Wage Schedule

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

| POSITION | YEAR | WAGE |
|--|-----------|-------|
| Labourer | 01-Jan-12 | 28.10 |
| | 01-Jul-12 | 28.55 |
| | 01-Jan-13 | 29.01 |
| | 01-Jul-13 | 29.65 |
| | 01-Jan-14 | 30.01 |
| | 01-Jul-14 | 30.65 |
| Skilled Labourer | 01-Jan-12 | 28.53 |
| | 01-Jul-12 | 28.98 |
| | 01-Jan-13 | 29.44 |
| | 01-Jul-13 | 30.07 |
| | 01-Jan-14 | 30.44 |
| | 01-Jul-14 | 31.07 |
| Crawler Type Drillman, Powderman | 01-Jan-12 | 30.73 |
| | 01-Jul-12 | 31.18 |
| | 01-Jan-13 | 31.64 |
| | 01-Jul-13 | 32.27 |
| | 01-Jan-14 | 32.64 |
| | 01-Jul-14 | 33.27 |
| Catch Basin Constructors | 01-Jan-12 | 29.13 |
| | 01-Jul-12 | 29.58 |
| | 01-Jan-13 | 30.04 |
| | 01-Jul-13 | 30.67 |
| | 01-Jan-14 | 31.04 |
| | 01-Jul-14 | 31.67 |
| Asphalt Raker, Pipelayers, Trenchless Tech. Carpenters, Cement Finishers | 01-Jan-12 | 29.65 |
| | 01-Jul-12 | 30.11 |
| | 01-Jan-13 | 30.56 |
| | 01-Jul-13 | 31.20 |
| | 01-Jan-14 | 31.56 |
| | 01-Jul-14 | 32.20 |
| Man Hole Valve Chamber Constructors | 01-Jan-12 | 29.48 |
| | 01-Jul-12 | 29.94 |
| | 01-Jan-13 | 30.39 |
| | 01-Jul-13 | 31.03 |
| | 01-Jan-14 | 31.39 |
| | 01-Jul-14 | 32.03 |
| Rodman Reinforcing Installers, Curb-setters, Bricksetters, Stonepaving | 01-Jan-12 | 28.88 |
| | 01-Jul-12 | 29.34 |
| | 01-Jan-13 | 29.79 |
| | 01-Jul-13 | 30.43 |
| | 01-Jan-14 | 30.79 |
| | 01-Jul-14 | 31.43 |
| Working Foreman | 01-Jan-12 | 30.88 |
| | 01-Jul-12 | 31.34 |
| | 01-Jan-13 | 31.79 |
| | 01-Jul-13 | 32.43 |
| | 01-Jan-14 | 32.79 |
| | 01-Jul-14 | 33.43 |
| Watchman Six Shifts Per Week, (10) hours per shift (Weekly) | 01-Jan-12 | 14.95 |
| | 01-Jul-12 | 15.41 |
| | 01-Jan-13 | 15.86 |
| | 01-Jul-13 | 16.50 |
| | 01-Jan-14 | 16.86 |
| | 01-Jul-14 | 17.50 |
| Traffic Control Person | 01-Jan-12 | 25.73 |
| | 01-Jul-12 | 26.18 |
| | 01-Jan-13 | 26.64 |
| | 01-Jul-13 | 27.27 |
| | 01-Jan-14 | 27.64 |
| | 01-Jul-14 | 28.27 |

City of Hamilton
Fair Wage Schedule

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

| POSITION | YEAR | WAGE |
|---|-----------|-------|
| Labourer | 01-Jan-12 | 28.75 |
| | 01-Jul-12 | 29.20 |
| | 01-Jan-13 | 29.65 |
| | 01-Jul-13 | 30.29 |
| | 01-Jan-14 | 30.65 |
| | 01-Jul-14 | 31.29 |
| Skilled Labourer | 01-Jan-12 | 29.18 |
| | 01-Jul-12 | 29.64 |
| | 01-Jan-13 | 30.09 |
| | 01-Jul-13 | 30.73 |
| | 01-Jan-14 | 31.09 |
| | 01-Jul-14 | 31.73 |
| Powderman, Crawler Type Driller | 01-Jan-12 | 31.03 |
| | 01-Jul-12 | 31.48 |
| | 01-Jan-13 | 31.94 |
| | 01-Jul-13 | 32.57 |
| | 01-Jan-14 | 32.94 |
| | 01-Jul-14 | 33.57 |
| Carpenters | 01-Jan-12 | 30.30 |
| | 01-Jul-12 | 30.75 |
| | 01-Jan-13 | 31.21 |
| | 01-Jul-13 | 31.85 |
| | 01-Jan-14 | 32.21 |
| | 01-Jul-14 | 32.85 |
| Rodman | 01-Jan-12 | 29.78 |
| | 01-Jul-12 | 30.24 |
| | 01-Jan-13 | 30.69 |
| | 01-Jul-13 | 31.33 |
| | 01-Jan-14 | 31.69 |
| | 01-Jul-14 | 32.33 |
| Concrete Finisher | 01-Jan-12 | 30.10 |
| | 01-Jul-12 | 30.55 |
| | 01-Jan-13 | 31.01 |
| | 01-Jul-13 | 31.65 |
| | 01-Jan-14 | 32.01 |
| | 01-Jul-14 | 32.65 |
| Piling Driving (All types Operation) | 01-Jan-12 | 29.28 |
| | 01-Jul-12 | 29.74 |
| | 01-Jan-13 | 30.19 |
| | 01-Jul-13 | 30.83 |
| | 01-Jan-14 | 31.19 |
| | 01-Jul-14 | 31.83 |
| Working Foreman | 01-Jan-12 | 31.53 |
| | 01-Jul-12 | 31.98 |
| | 01-Jan-13 | 32.44 |
| | 01-Jul-13 | 33.07 |
| | 01-Jan-14 | 33.44 |
| | 01-Jul-14 | 34.07 |
| Watchman Six Shifts Per Week, (10) hours per shift (Weekly) | 01-Jan-12 | 14.95 |
| | 01-Jul-12 | 15.41 |
| | 01-Jan-13 | 15.86 |
| | 01-Jul-13 | 16.50 |
| | 01-Jan-14 | 16.86 |
| | 01-Jul-14 | 17.50 |
| Traffic Control Person | 01-Jan-12 | 25.23 |
| | 01-Jul-12 | 25.68 |
| | 01-Jan-13 | 26.14 |
| | 01-Jul-13 | 26.77 |
| | 01-Jan-14 | 27.14 |
| | 01-Jul-14 | 27.77 |

City of Hamilton
Fair Wage Schedule

Labourers - Mining and Tunneling Operation

| POSITION | YEAR | WAGE |
|--|-----------|-------|
| Labourer | 01-Jan-12 | 29.10 |
| | 01-Jul-12 | 29.55 |
| | 01-Jan-13 | 30.01 |
| | 01-Jul-13 | 30.65 |
| | 01-Jan-14 | 31.01 |
| | 01-Jul-14 | 31.87 |
| Underground Labourer, Pipelayer, Reinforced Concrete Worker, Skilled | 01-Jan-12 | 29.68 |
| | 01-Jul-12 | 30.14 |
| | 01-Jan-13 | 0.59 |
| | 01-Jul-13 | 31.23 |
| | 01-Jan-14 | 31.59 |
| | 01-Jul-14 | 32.45 |
| Concrete Leader | 01-Jan-12 | 29.93 |
| | 01-Jul-12 | 30.38 |
| | 01-Jan-13 | 30.84 |
| | 01-Jul-13 | 31.47 |
| | 01-Jan-14 | 31.84 |
| | 01-Jul-14 | 32.70 |
| Pumpman (3" Disc. & Under), Deck Man, Pit Bottom Man, Signal Man | 01-Jan-12 | 29.38 |
| | 01-Jul-12 | 29.84 |
| | 01-Jan-13 | 30.29 |
| | 01-Jul-13 | 30.93 |
| | 01-Jan-14 | 31.29 |
| | 01-Jul-14 | 32.15 |
| Pile Driving all types & all Operations related thereto | 01-Jan-12 | 30.03 |
| | 01-Jul-12 | 30.48 |
| | 01-Jan-13 | 30.94 |
| | 01-Jul-13 | 31.57 |
| | 01-Jan-14 | 31.94 |
| | 01-Jul-14 | 32.80 |
| Mucker and Miner Helper, Grout Machine Man, Diamond Drill, Welder | 01-Jan-12 | 30.18 |
| | 01-Jul-12 | 30.64 |
| | 01-Jan-13 | 31.09 |
| | 01-Jul-13 | 31.73 |
| | 01-Jan-14 | 32.09 |
| | 01-Jul-14 | 32.95 |
| Shield Driver & Mole Driver, Lead Miner | 01-Jan-12 | 30.43 |
| | 01-Jul-12 | 30.88 |
| | 01-Jan-13 | 31.34 |
| | 01-Jul-13 | 31.97 |
| | 01-Jan-14 | 32.34 |
| | 01-Jul-14 | 33.20 |
| Powderman | 01-Jan-12 | 30.48 |
| | 01-Jul-12 | 30.94 |
| | 01-Jan-13 | 31.39 |
| | 01-Jul-13 | 32.03 |
| | 01-Jan-14 | 32.39 |
| | 01-Jul-14 | 33.25 |
| Fence Erector | 01-Jan-12 | 30.38 |
| | 01-Jul-12 | 30.84 |
| | 01-Jan-13 | 31.29 |
| | 01-Jul-13 | 31.93 |
| | 01-Jan-14 | 32.29 |
| | 01-Jul-14 | 33.15 |
| Working Foreman | 01-Jan-12 | 30.73 |
| | 01-Jul-12 | 31.18 |
| | 01-Jan-13 | 31.64 |
| | 01-Jul-13 | 32.27 |
| | 01-Jan-14 | 32.64 |
| | 01-Jul-14 | 33.50 |
| Watchman & Dryman | 01-Jan-12 | 28.58 |
| | 01-Jul-12 | 29.04 |
| | 01-Jan-13 | 29.49 |
| | 01-Jul-13 | 30.13 |
| | 01-Jan-14 | 30.49 |
| | 01-Jul-14 | 31.35 |

**City of Hamilton
Fair Wage Schedule**

Building and Construction Work

| POSITION | YEAR | WAGE |
|--|-----------|-------|
| Engineers operating: cranes with a manufacturers rating of 200 ton capacity and over | 02-May-10 | 35.43 |
| | 01-May-11 | 36.26 |
| | 01-May-12 | 37.09 |
| Engineers operating: cranes with a manufacturers rating of 100 to 199 ton capacity, skyway, climbing, G.C.I. hammerhead and kangaroo type cranes | 02-May-10 | 34.98 |
| | 01-May-11 | 35.81 |
| | 01-May-12 | 36.64 |
| 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 scoopers. 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. | 02-May-10 | 34.23 |
| | 01-May-11 | 35.06 |
| | 01-May-12 | 35.89 |
| Pitman type cranes of 10 ton capacity and over. Self-erecting cranes 10 ton capacity and over. Carry Deck cranes 10 ton capacity and over. | 02-May-10 | 33.75 |
| | 01-May-11 | 34.58 |
| | 01-May-12 | 35.41 |
| 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. | 02-May-10 | 33.28 |
| | 01-May-11 | 34.11 |
| | 01-May-12 | 34.94 |
| 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. | 02-May-10 | 33.11 |
| | 01-May-11 | 33.94 |
| | 01-May-12 | 34.77 |
| 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. | 02-May-10 | 30.78 |
| | 01-May-11 | 31.61 |
| | 01-May-12 | 32.44 |
| 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. | 02-May-10 | 29.78 |
| | 01-May-11 | 30.61 |
| | 01-May-12 | 31.44 |

**City of Hamilton
Fair Wage Schedule**

Building and Construction Work (continued)

| POSITION | YEAR | WAGE |
|---|-----------|-------|
| 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. | 02-May-10 | 28.59 |
| | 01-May-11 | 29.42 |
| | 01-May-12 | 30.25 |
| 2nd Year | 02-May-10 | 26.82 |
| | 01-May-11 | 27.65 |
| | 01-May-12 | 28.48 |
| 1st Year | 02-May-10 | 24.69 |
| | 01-May-11 | 25.53 |
| | 01-May-12 | 26.35 |
| Engineers operating: draglines, cranes including but not limited to Self-erecting Cranes and Carry Deck Cranes. Heavy Duty Mechanics. | 02-May-10 | 32.94 |
| | 01-May-11 | 33.77 |
| | 01-May-12 | 34.60 |
| Engineers operating: shovels, backhoes, hoptoes, gradalls and similar equipment, whip hammer, power mounted drill. | 02-May-10 | 32.30 |
| | 01-May-11 | 33.13 |
| | 01-May-12 | 33.96 |
| Welders. | 02-May-10 | 32.62 |
| | 01-May-11 | 33.45 |
| | 01-May-12 | 34.28 |
| 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. | 02-May-10 | 31.62 |
| | 01-May-11 | 32.45 |
| | 01-May-12 | 33.28 |
| Mechanic's helpers and Servicemen. | 02-May-10 | 29.81 |
| | 01-May-11 | 30.64 |
| | 01-May-12 | 31.47 |
| Oiler-Grademen and Oiler-Drivers. | 02-May-10 | 29.35 |
| | 01-May-11 | 30.18 |
| | 01-May-12 | 31.01 |
| Compactors. | 02-May-10 | 29.45 |
| | 01-May-11 | 30.27 |
| | 01-May-12 | 31.10 |

**City of Hamilton
Fair Wage Schedule**

Tunnel Work

| POSITION | YEAR | WAGE |
|---|-----------|-------|
| Engineer operating all hoists hoisting materials out of shafts, tuggers, and derricks with lifting capacity over 2000 lbs, self-erecting tower cranes, compressor house set up man, self propelled power drills, hydraulic etc. | 01-Sep-11 | 33.74 |
| | 01-Jan-11 | 34.19 |
| | 01-Sep-12 | 34.51 |
| | 01-Jan-12 | 35.15 |
| | 01-Sep-13 | 35.51 |
| | 01-Jan-14 | 36.15 |
| Heavy duty field mechanics | 01-Sep-11 | 32.94 |
| | 01-Jan-11 | 33.39 |
| | 01-Sep-12 | 33.71 |
| | 01-Jan-12 | 34.35 |
| | 01-Sep-13 | 34.71 |
| | 01-Jan-14 | 35.35 |
| Engineer operating shaft hoist, tuggers and derricks, 2000 lbs or less, compressor operators 500 CFM or over, hydro-vac truck | 01-Sep-11 | 32.84 |
| | 01-Jan-11 | 33.29 |
| | 01-Sep-12 | 33.61 |
| | 01-Jan-12 | 34.25 |
| | 01-Sep-13 | 34.61 |
| | 01-Jan-14 | 35.25 |

**City of Hamilton
Fair Wage Schedule**

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

| POSITION | YEAR | WAGE |
|------------------------|-----------|-------|
| Marble Mason | 31-May-10 | 35.11 |
| | 01-May-11 | 35.84 |
| | 01-May-12 | 36.65 |
| Terrazzo Tile Mechanic | 31-May-10 | 34.95 |
| | 01-May-11 | 35.67 |
| | 01-May-12 | 36.49 |
| Base Machine Operator | 31-May-10 | 33.87 |
| | 01-May-11 | 34.60 |
| | 01-May-12 | 35.42 |
| Terrazzo Helper | 31-May-10 | 33.63 |
| | 01-May-11 | 34.35 |
| | 01-May-12 | 35.17 |
| Marble Tile Helper | 31-May-10 | 33.55 |
| | 01-May-11 | 34.27 |
| | 01-May-12 | 35.09 |
| New Helper | 31-May-10 | 26.21 |
| | 01-May-11 | 26.94 |
| | 01-May-12 | 27.75 |

**City of Hamilton
 Fair Wage Schedule**

Bricklayers, Masons, and Plasterers

| POSITION | YEAR | WAGE |
|-------------------------------------|-----------|-------|
| Bricklayers, Masons, and Plasterers | 01-Jul-10 | 33.83 |
| | 01-May-11 | 34.87 |
| | 01-May-12 | 35.92 |
| Apprentice 1 | 01-Jul-10 | 16.92 |
| | 01-May-11 | 17.44 |
| | 01-May-12 | 17.96 |
| Apprentice 2 | 01-Jul-10 | 21.99 |
| | 01-May-11 | 22.67 |
| | 01-May-12 | 23.55 |
| Apprentice 3 | 01-Jul-10 | 27.07 |
| | 01-May-11 | 27.90 |
| | 01-May-12 | 28.74 |
| Apprentice 4 | 01-Jul-10 | 30.45 |
| | 01-May-11 | 31.39 |
| | 01-May-12 | 32.33 |

**City of Hamilton
Fair Wage Schedule**

Glaziers

| POSITION | YEAR | WAGE |
|--|-----------|-------|
| Journeyman Glazier Metal Mechanic with Certificate of Qualifications | 01-Jun-10 | 31.13 |
| | 01-May-11 | 31.63 |
| | 01-May-12 | 32.08 |
| Apprentice 1 | 01-Jun-10 | 15.57 |
| | 01-May-11 | 15.82 |
| | 01-May-12 | 16.04 |
| Apprentice 2 | 01-Jun-10 | 17.12 |
| | 01-May-11 | 17.40 |
| | 01-May-12 | 17.64 |
| Apprentice 3 | 01-Jun-10 | 18.68 |
| | 01-May-11 | 18.98 |
| | 01-May-12 | 19.25 |
| Apprentice 4 | 01-Jun-10 | 20.23 |
| | 01-May-11 | 20.56 |
| | 01-May-12 | 20.85 |
| Apprentice 5 | 01-Jun-10 | 21.79 |
| | 01-May-11 | 22.14 |
| | 01-May-12 | 22.46 |
| Apprentice 6 | 01-Jun-10 | 23.35 |
| | 01-May-11 | 23.72 |
| | 01-May-12 | 24.06 |
| Apprentice 7 | 01-Jun-10 | 24.90 |
| | 01-May-11 | 25.30 |
| | 01-May-12 | 25.66 |
| Apprentice 8 | 01-Jun-10 | 26.46 |
| | 01-May-11 | 26.89 |
| | 01-May-12 | 27.27 |

**City of Hamilton
Fair Wage Schedule**

Elevator Constructors

| POSITION | YEAR | WAGE |
|-----------------------------------|-----------|-------|
| Elevator Mechanic | 01-May-10 | 44.88 |
| | 01-May-11 | 46.00 |
| | 01-May-12 | 47.27 |
| Probationary Helper I | 01-May-10 | 24.68 |
| | 01-May-11 | 25.30 |
| | 01-May-12 | 26.00 |
| Probationary Helper II | 01-May-10 | 26.93 |
| | 01-May-11 | 27.60 |
| | 01-May-12 | 28.36 |
| Helper I | 01-May-10 | 31.42 |
| | 01-May-11 | 32.20 |
| | 01-May-12 | 33.09 |
| Helper II | 01-May-10 | 33.66 |
| | 01-May-11 | 34.50 |
| | 01-May-12 | 35.45 |
| Improver Helper | 01-May-10 | 35.90 |
| | 01-May-11 | 36.80 |
| | 01-May-12 | 37.82 |
| Adjuster | 01-May-10 | 50.49 |
| | 01-May-11 | 51.75 |
| | 01-May-12 | 53.18 |
| Mechanic in charge (4-9) people | 01-May-10 | 50.49 |
| | 01-May-11 | 51.75 |
| | 01-May-12 | 53.18 |
| Mechanic in charge (10-19) people | 01-May-10 | 51.61 |
| | 01-May-11 | 52.90 |
| | 01-May-12 | 54.36 |
| Mechanic in charge (20+) people | 01-May-10 | 52.51 |
| | 01-May-11 | 53.82 |
| | 01-May-12 | 55.31 |

**City of Hamilton
Fair Wage Schedule.**

Heat and Frost Insulators (Asbestos)

| POSITION | YEAR | WAGE |
|------------------------------|-----------|-------|
| Mechanic | 01-Jan-11 | 36.25 |
| | 29-Apr-12 | 37.47 |
| Fourth Year Apprentice | 01-Jan-11 | 29.46 |
| | 29-Apr-12 | 30.75 |
| Third Year Apprentice | 01-Jan-11 | 25.19 |
| | 29-Apr-12 | 26.25 |
| Second Year Apprentice | 01-Jan-11 | 20.86 |
| | 29-Apr-12 | 21.68 |
| First Year Apprentice | 01-Jan-11 | 16.61 |
| | 29-Apr-12 | 17.19 |
| Probationary | 01-Jan-11 | 19.73 |
| | 29-Apr-12 | 20.94 |
| Conditional | 01-Jan-11 | 22.54 |
| | 29-Apr-12 | 24.12 |
| Asbestos Remover Level One | 01-Jan-11 | 19.25 |
| | 29-Apr-12 | 20.43 |
| Asbestos Remover Level Two | 01-Jan-11 | 21.55 |
| | 29-Apr-12 | 22.85 |
| Asbestos Remover Level Three | 01-Jan-11 | 20.47 |
| | 29-Apr-12 | 21.12 |

**City of Hamilton
Fair Wage Schedule**

Millwrights

| POSITION | YEAR | WAGE |
|---------------------------|-----------|-------|
| Journeyman | 05-Sep-10 | 36.09 |
| | 01-May-11 | 36.77 |
| | 01-May-12 | 37.64 |
| Foreperson | 16-May-10 | 41.59 |
| | 01-May-11 | 42.27 |
| | 01-May-12 | 43.14 |
| Sub-foreperson | 16-May-10 | 38.84 |
| | 01-May-11 | 39.52 |
| | 01-May-12 | 40.39 |
| Apprentice (0-1999hrs) | 16-May-10 | 21.65 |
| | 01-May-11 | 22.06 |
| | 01-May-12 | 22.58 |
| Apprentice (2000-3999hrs) | 16-May-10 | 25.27 |
| | 01-May-11 | 25.74 |
| | 01-May-12 | 26.53 |
| Apprentice (4000-5999hrs) | 16-May-10 | 28.88 |
| | 01-May-11 | 29.42 |
| | 01-May-12 | 30.11 |
| Apprentice (6000-8000hrs) | 16-May-10 | 32.49 |
| | 01-May-11 | 33.09 |
| | 01-May-12 | 33.88 |

**City of Hamilton
Fair Wage Schedule**

Plumbers, Welders and Pipefitters

| POSITION | YEAR | WAGE |
|--------------|-----------|-------|
| Journeyman | 23-May-10 | 35.52 |
| | 01-May-12 | 36.85 |
| Apprentice 1 | 23-May-10 | 14.21 |
| | 01-May-12 | 14.74 |
| Apprentice 2 | 23-May-10 | 17.76 |
| | 01-May-12 | 18.43 |
| Apprentice 3 | 23-May-10 | 21.31 |
| | 01-May-12 | 22.11 |
| Apprentice 4 | 23-May-10 | 24.86 |
| | 01-May-12 | 25.8 |
| Apprentice 5 | 23-May-10 | 28.42 |
| | 01-May-12 | 29.48 |
| Foreman | 23-May-10 | 39.07 |
| | 01-May-12 | 40.54 |

**City of Hamilton
Fair Wage Schedule**

Electrical

| POSITION | YEAR | WAGE |
|------------------------|-----------|-------|
| Journeyman Electrician | 01-May-10 | 35.78 |
| | 01-May-11 | 36.82 |
| | 01-May-12 | 38.26 |
| Foreman | 01-May-10 | 40.23 |
| | 01-May-11 | 41.39 |
| | 01-May-12 | 43.01 |

Apprentices who started after April 30, 1997:

| | | |
|--------------|-----------|-------|
| Apprentice 1 | 01-May-10 | 11.48 |
| | 01-May-11 | 11.87 |
| | 01-May-12 | 12.44 |
| Apprentice 2 | 01-May-10 | 15.56 |
| | 01-May-11 | 16.08 |
| | 01-May-12 | 16.80 |
| Apprentice 3 | 01-May-10 | 19.58 |
| | 01-May-11 | 20.20 |
| | 01-May-12 | 21.05 |
| Apprentice 4 | 01-May-10 | 23.65 |
| | 01-May-11 | 24.38 |
| | 01-May-12 | 25.40 |
| Apprentice 5 | 01-May-10 | 27.68 |
| | 01-May-11 | 28.51 |
| | 01-May-12 | 29.65 |

Apprentices who started prior to May 1, 1997:

| | | |
|--------------|-----------|-------|
| Apprentice 1 | 01-May-10 | 9.35 |
| | 01-May-11 | 9.67 |
| | 01-May-12 | 10.14 |
| Apprentice 2 | 01-May-10 | 13.79 |
| | 01-May-11 | 14.25 |
| | 01-May-12 | 14.88 |
| Apprentice 3 | 01-May-10 | 18.16 |
| | 01-May-11 | 18.73 |
| | 01-May-12 | 19.52 |
| Apprentice 4 | 01-May-10 | 22.59 |
| | 01-May-11 | 23.28 |
| | 01-May-12 | 24.25 |
| Apprentice 5 | 01-May-10 | 26.97 |
| | 01-May-11 | 27.77 |
| | 01-May-12 | 28.89 |

City of Hamilton
 Fair Wage Schedule

Painters - Industrial

| POSITION | YEAR | WAGE |
|---|-----------|-------|
| Journeyman Painter | 05-Jul-10 | 31.42 |
| | 01-May-11 | 31.82 |
| | 01-May-12 | 32.04 |
| 5401 - 6000 hours worked | 05-Jul-10 | 23.57 |
| | 01-May-11 | 23.87 |
| | 01-May-12 | 24.03 |
| 4501 - 5400 hours worked | 05-Jul-10 | 21.99 |
| | 01-May-11 | 22.27 |
| | 01-May-12 | 22.43 |
| 3501 - 4500 hours worked | 05-Jul-10 | 18.85 |
| | 01-May-11 | 19.09 |
| | 01-May-12 | 19.22 |
| 1801 - 3600 hours worked | 05-Jul-10 | 17.28 |
| | 01-May-11 | 17.50 |
| | 01-May-12 | 17.62 |
| 1001 - 1800 hours worked | 05-Jul-10 | 15.71 |
| | 01-May-11 | 15.91 |
| | 01-May-12 | 16.02 |
| 451 - 1000 hours worked | 05-Jul-10 | 14.00 |
| | 01-May-11 | 14.00 |
| | 01-May-12 | 14.00 |
| 1 - 450 hours worked | 05-Jul-10 | 13.00 |
| | 01-May-11 | 13.00 |
| | 01-May-12 | 13.00 |
| Apprentice Helper (Unless Minimum Wage is Greater than \$11.00) | 05-Jul-10 | 11.00 |
| | 01-May-11 | 11.00 |
| | 01-May-12 | 11.00 |

Painters - Commercial

| POSITION | YEAR | WAGE |
|---|-----------|-------|
| Journeyman Painter | 05-Jul-10 | 27.52 |
| | 01-May-11 | 27.72 |
| | 01-May-12 | 27.87 |
| 5401 - 6000 hours worked | 05-Jul-10 | 20.64 |
| | 01-May-11 | 20.79 |
| | 01-May-12 | 20.90 |
| 4501 - 5400 hours worked | 05-Jul-10 | 19.26 |
| | 01-May-11 | 19.40 |
| | 01-May-12 | 19.51 |
| 3501 - 4500 hours worked | 05-Jul-10 | 16.51 |
| | 01-May-11 | 16.63 |
| | 01-May-12 | 16.72 |
| 1801 - 3600 hours worked | 05-Jul-10 | 15.14 |
| | 01-May-11 | 15.25 |
| | 01-May-12 | 15.33 |
| 1001 - 1800 hours worked | 05-Jul-10 | 14.00 |
| | 01-May-11 | 14.00 |
| | 01-May-12 | 14.00 |
| 451 - 1000 hours worked | 05-Jul-10 | 14.00 |
| | 01-May-11 | 14.00 |
| | 01-May-12 | 14.00 |
| 1 - 450 hours worked | 05-Jul-10 | 13.00 |
| | 01-May-11 | 13.00 |
| | 01-May-12 | 13.00 |
| Apprentice Helper (Unless Minimum Wage is Greater than \$11.00) | 05-Jul-10 | 11.00 |
| | 01-May-11 | 11.00 |
| | 01-May-12 | 11.00 |

**City of Hamilton
Fair Wage Schedule**

Roofers

| POSITION | YEAR | WAGE |
|------------------------|-----------|-------|
| Foreman | 01-Dec-10 | 34.97 |
| | 01-May-11 | 35.96 |
| | 01-May-12 | 37.31 |
| Journeyman | 01-Dec-10 | 34.58 |
| | 01-May-11 | 35.58 |
| | 01-May-12 | 36.95 |
| Material Handler | 01-Dec-10 | 32.79 |
| | 01-May-11 | 33.79 |
| | 01-May-12 | 35.15 |
| Third Year Apprentice | 01-Dec-10 | 27.20 |
| | 01-May-11 | 28.00 |
| | 01-May-12 | 29.09 |
| Second Year Apprentice | 01-Dec-10 | 24.43 |
| | 01-May-11 | 25.13 |
| | 01-May-12 | 26.08 |
| First Year Apprentice | 01-Dec-10 | 20.71 |
| | 01-May-11 | 21.31 |
| | 01-May-12 | 22.13 |
| Pre-apprentice | 01-Dec-10 | 17.05 |
| | 01-May-11 | 17.55 |
| | 01-May-12 | 18.23 |

**City of Hamilton
Fair Wage Schedule**

Sheet Metal

| POSITION | YEAR | WAGE |
|----------------------------|-----------|-------|
| Foreman (3 - 15 men) | 01-Dec-10 | 36.50 |
| | 01-May-11 | 37.59 |
| | 01-May-12 | 38.95 |
| Foreman (16 - 25 men) | 01-Dec-10 | 37.50 |
| | 01-May-11 | 38.59 |
| | 01-May-12 | 39.95 |
| Foreman (Over 25 men) | 01-Dec-10 | 38.25 |
| | 01-May-11 | 39.34 |
| | 01-May-12 | 40.70 |
| Journeyman | 01-Dec-10 | 33.40 |
| | 01-May-11 | 34.49 |
| | 01-May-12 | 35.85 |
| First Year Apprentice | 01-Dec-10 | 12.53 |
| | 01-May-11 | 12.96 |
| | 01-May-12 | 13.51 |
| Second Year Apprentice | 01-Dec-10 | 16.90 |
| | 01-May-11 | 17.45 |
| | 01-May-12 | 18.13 |
| Third Year Apprentice | 01-Dec-10 | 21.11 |
| | 01-May-11 | 21.76 |
| | 01-May-12 | 22.58 |
| Fourth Year Apprentice | 01-Dec-10 | 24.96 |
| | 01-May-11 | 25.73 |
| | 01-May-12 | 26.68 |
| Fifth Year Apprentice | 01-Dec-10 | 29.16 |
| | 01-May-11 | 30.04 |
| | 01-May-12 | 31.13 |
| Sheeter / Decker | 01-Dec-10 | 33.40 |
| | 01-May-11 | 34.49 |
| | 01-May-12 | 35.85 |
| Sheeter / Decker Assistant | 01-Dec-10 | 30.78 |
| | 01-May-11 | 31.80 |
| | 01-May-12 | 33.07 |
| Material Handler | 01-Dec-10 | 26.85 |
| | 01-May-11 | 27.77 |
| | 01-May-12 | 28.92 |
| Probationary Employee | 01-Dec-10 | 15.75 |
| | 01-May-11 | 16.30 |
| | 01-May-12 | 16.98 |

**City of Hamilton
Fair Wage Schedule**

Drywall Finishers

| POSITION | YEAR | WAGE |
|--|-----------|-------|
| Journeyman (Drywall Finishers) | 19-May-10 | 34.20 |
| | 01-May-11 | 34.60 |
| | 01-May-12 | 34.94 |
| 3601 - 5400 hours worked (75% of journeyman) | 19-May-10 | 25.65 |
| | 01-May-11 | 25.95 |
| | 01-May-12 | 26.21 |
| 2401 - 3600 hours worked (65% of journeyman) | 19-May-10 | 22.23 |
| | 01-May-11 | 22.49 |
| | 01-May-12 | 22.71 |
| 1201 - 2400 hours worked (55% of journeyman) | 19-May-10 | 18.81 |
| | 01-May-11 | 19.03 |
| | 01-May-12 | 19.22 |
| 1 - 1200 hours worked | 19-May-10 | 12.10 |
| | 01-May-11 | 12.10 |
| | 01-May-12 | 12.20 |