

# CORPORATE POLICY



<b>Name of Policy:</b>	<b>Fair Wage</b>
<b>Policy Number:</b>	CS - 050
<b>Responsibility:</b>	General Manager of Corporate Services
<b>Approval:</b>	Mayor and Council
<b>Approval Date:</b>	December 7, 2021
<b>Date of Next Review:</b>	December 7, 2022

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## 1.0 Purpose

Every Contractor and Sub-Contractor shall compensate their employees in accordance with this Policy and the Fair Wage Schedule on all Construction Contracts with the City. The compensation requirements as set out in this Policy and the Fair Wage Schedule are minimum requirements.

## 2.0 Scope

This Policy shall apply to Contractors and Sub-Contractors engaged in work for the City of Sarnia.

## 3.0 Definitions

"Benefits" means employer contributions to such items as a pension plan, medical benefits, and vacation.

"Council" means City of Sarnia Council members.

"City" means the City of Sarnia, its officers, officials, employees, and agents.

"Construction Contract" means a legal business agreement entered into between the City and the Contractor to perform construction work.

"Construction" shall include erection, alteration, repair, dismantling, demolition, structural maintenance, painting, land clearing, earth moving, grading, excavating, trenching, digging, boring, drilling, blasting, or concreting, the installation of any machinery or plant, tunnel work, and any work or undertaking in connection with a project.

"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.

"Director of Economic Development" means the Director of Economic Development or designate.

"Employees" mean those persons employed by the Contractor or Sub-Contractor

who perform work identified in the Fair Wage Schedule, for a Construction Contract with the City.

“Fair Wage Policy” means the Fair Wage Policy approved by Council, as amended from time-to-time.

“Fair Wage Schedule” stipulates the Total Hourly Compensation for Employees.

“General Manager of Corporate Services” means the General Manager of Corporate Services or designate.

“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*.

“Initiator” means any person who submits a complaint to the City alleging non-compliance with the Fair Wage Policy and Fair Wage Schedule by any Contractor or Sub-Contractor performing construction work on a City Construction Contract.

“Manager of Procurement” means the Manager of Procurement and Risk Management or designate.

“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.

“Total Hourly Compensation” means the aggregate amount of wages and benefits as stated in the Fair Wage Schedule, but excludes contributions to employer association fees, union dues, industry promotion, funds, etc.

“Treasurer” means the City Treasurer or designate.

“Wages” means the Employees basic hourly rate, which is paid as earned at the time of undertaking the work.

#### **4.0 Policy Interpretation**

In this Fair Wage Policy and Fair Wage Schedule:

- 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, rules, procedure or regulation shall be deemed to include a reference to any substitution or amendment thereof;

and

- d) Any reference to any officer of the City shall be construed to mean the person holding that office, the designate or delegate of that person.

### **Fair Wage Committee**

The City shall participate in the Fair Wage Committee to discuss issues, and provide a forum for consultation regarding issues related to the Fair Wage Policy and Fair Wage Schedule. The Committee will meet bi-annually, or as required, to achieve this purpose.

The Committee will prepare and review the Fair Wage Schedule annually or as needed and recommend to the General Manager of Corporate Services those amendments to the Fair Wage Schedule. Any amendments to the Fair Wage Schedule will be approved by the General Manager of Corporate Services.

The Committee, as determined by the City, shall be comprised, as a minimum, of the following members:

- a) Treasurer
- b) Manager of Procurement
- c) Director of Economic Development
- d) General Manager of Corporate Services
- e) A representative from Sarnia Construction Association
- f) A representative from Sarnia Heavy Construction Association
- g) Two (2) representatives from Sarnia Building Trades Council

### **Compliance**

A Contractor or Sub-Contractor shall be in compliance with the Fair Wage Policy and Fair Wage Schedule when the Employee receives a minimum compensation package that includes Wages and Benefits, which aggregate amount is not less than the total hourly compensation as set out in the Fair Wage Schedule.

Employees shall be paid on a "pay-by-pay basis" every pay period in accordance with Fair Wage Schedule. Alternate methods of payment may be considered, and if approved by the Manager of Procurement, shall be in writing prior to the commencement of the Construction Contract. For example, any lump sum pay-out made to the Employee to reconcile money owed at the completion of the Construction Contract is not permitted.

Any lump sum payment approved is to be made no later than the date of substantial performance of the related Construction Contract.

## **Records**

The Contractor and Sub-Contractor shall keep records of the names, addresses, Wages, Benefits, vacation paid or provided, and hours worked for all of its Employees to demonstrate compliance with the Fair Wage Policy and Fair Wage Schedule.

Unless otherwise directed by the City, the Contractor and Sub-Contractor shall make these records available for inspection upon request by the City within ten business days.

In any agreement with a Sub-Contractor, the Contractor shall require the Sub Contractor to:

- a) provide written acknowledgment prior to the commencement of construction work that the Fair Wage Policy and Fair Wage Schedule applies;
- b) keep records of the names, addresses, wages, benefit, vacation paid or provided, and hours worked for all of its Employees to demonstrate compliance with the Fair Wage Policy and Fair Wage Schedule; and
- c) unless otherwise approved by the City, make these records available for inspection upon request by the City within ten business days.

If a Contractor or Sub-Contractor enters into a contract for service with a self-employed independent contractor to perform work identified in the Fair Wage Schedule, the Contractor or Sub-Contractor shall keep the following records to demonstrate that the self-employed independent contractor is not an Employee of the Contractor or Sub Contractor:

- a) duties and responsibilities of both parties;
- b) self-employed independent contractor invoices;
- c) self-employed independent contractor HST registration number;
- d) self-employed independent contractor Workplace Safety and Insurance Board and insurance certificates; and
- e) self-employed independent contractor trade certificates or licences which relate to the Construction Contract.

Should there be concerns regarding the self-employed independent contractor's degree of dependency from the Contractor or Sub-Contractor, further records shall be made available to demonstrate that an employer-employee relationship does not exist between the Contractor or Sub-Contractor and a self-employed independent contractor. The guideline issued by Canada Revenue Agency RC4110 "[Employee or Self-Employed](#)" may be used to assist in making a final determination.

### **Inspection and Audits**

The City retains the right to inspect and audit the records of the Contractor or Sub Contractor at any time during the period of the Construction Contract and at any time thereafter as deemed by the City.

### **Consequences of Non-Compliance**

Upon determining that a Contractor or Sub-Contractor is non-compliant with the Fair Wage Policy and Fair Wage Schedule, the Manager of Procurement:

- a) shall advise the 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;
- b) may withhold making payment, progress payment or release of holdback to the Contractor in an amount which is equal to the shortfall in Wages or Benefits, or may take any other remedies that are otherwise available at law or in equity;
- c) shall impose upon the Contractor a minimum cost of \$5,000.00 (excluding taxes) 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 shall be responsible for all the City's costs beyond the minimum cost of \$5,000.00 (excluding taxes), which will be payable immediately upon request.

In addition to above fee, where a Contractor or Sub-Contractor has been determined to be non-compliant with this Policy and the Fair Wage Schedule for the first time in a five-year period, the Manager of Procurement may require the Contractor to pay for and submit a licensed Public Accountant assurance report, acceptable to the City. The assurance report shall verify compliance with this Policy and the Fair Wage Schedule on the next three City Construction

Contracts to which the Contractor is awarded. The assurance report shall also

provide sufficient information and detail to demonstrate compliance with this Policy and Fair Wage 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.

Where a Contractor or Sub-Contractor has been determined to be non-compliant with this Policy and 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 Manager of Procurement, the City, as approved by Council, may refuse:

- a) to accept any bid, quotation or proposal from such Contractor or Sub Contractor, or;
- b) the use of a Sub-Contractor where the Sub-Contractor was determined to be non-compliant with this Policy and Fair Wage Schedule on any City contract for a period of two years from the date of Council approval, save and except any Construction Contract the Contractor may currently have with the City.

If the Contractor or Sub-Contractor fails to keep accurate records, the Contractor or Sub-Contractor will pay a licensed Public Accountant to provide an assurance report, acceptable to the City, which clearly demonstrates compliance with this Policy and Fair Wage Schedule.

## **Complaints**

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

The complaint may be initiated at any time during the Construction Contract, and must be forwarded to the City's Manager of Procurement no later than twenty-one calendar days following substantial performance of the related Construction Contract.

Upon receipt of a complaint, the Manager of Procurement 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. The minimum cost of an investigation will be \$5,000.00 (excluding taxes). The City, at its discretion, may waive the cost of an investigation if an Employee is the Initiator of the complaint.

The Initiator shall confirm to the City in a timely manner whether or not they would like to proceed with the complaint.

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 this Policy and Fair Wage Schedule. Such action deemed necessary by the City shall commence within thirty calendar days of receipt of a completed Fair Wage Complaint Form submitted to the Manager of Procurement.

Once such action to determine compliance or non-compliance is completed to the City's satisfaction, the Manager of Procurement 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 this Policy and Fair Wage Schedule. If the Contractor or Sub-Contractor is found to be noncompliant, then the City may impose on said Contractor or Sub-Contractor the investigation fee charged to the Initiator and the Initiator may be reimbursed said fee.

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 this Policy and Fair Wage Schedule 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.

When a complaint is initiated by an 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 this Policy and Fair Wage Schedule with respect to the complaint, and the complaint is determined by the Manager of Procurement to be vexatious and frivolous then the costs associated with the inspections, audits, or other action deemed necessary regarding the investigation of the complaint will be borne solely by the said Employee.

Until the Initiator has paid the associated costs to the City, the City will not accept any additional complaints from the Initiator.

For the purposes of the City not accepting any additional complaints from the Initiator, a reference to Initiator shall also include an officer, director, a majority or controlling shareholder, or a member of the Initiator, if a corporation; a partner of the Initiator, if a partnership; any corporation to which the Initiator is an affiliate of or successor to, or an officer, a director or a majority or controlling shareholder of such corporation; and any person with whom the Initiator is not at arm's length within the meaning of the [Income Tax Act \(Canada\)](#).

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.](#)

### **Appeals Process**

Contractors, Sub-Contractors or Initiators may feel aggrieved and may seek to dispute the outcome of a Fair Wage complaint process. If anyone wishes to appeal the outcome of a Fair Wage complaint, they shall write to the Manager of Procurement within five business days of being notified of the Fair Wage complaint outcome and provide a detailed statement outlining the grounds of the appeal and request a meeting with the Manager of Procurement.

If no resolution satisfactory to both parties has been achieved, the Contractor, Sub Contractor or Initiator, will have three business days from the date of the meeting with the Manager of Procurement to make a formal written request to meet with the General Manager of Corporate Services and Treasurer. The General Manager of Corporate Services will make the final decision regarding the outcome of the Fair Wage complaint process.

### **Fair Wage Schedule Update**

Unless otherwise approved by Council, the total hourly compensation rates set out in the Fair Wage Schedule shall be:

- a) based upon the collective hourly wage rates set out in the respective collective agreements from the four year's preceding the date of the last Fair Wage Schedule update;
- b) calculated by increasing the respective collective agreement's hourly wage rates by no more than 24%; and
- c) frozen for one year.

## **5.0 Roles and Responsibilities**

### **City**

- The General Manager of Corporate Services shall periodically review this Policy and recommend to the appropriate standing committee of Council any required amendments to this Policy.
- The Manager of Procurement shall reference this Policy and Fair Wage Schedule in all City Construction Contracts. This Policy, Fair Wage Schedule, and Fair Wage Complaint Form will be posted on the City's website.
- The Manager of Procurement shall maintain update a list on an annual basis of the Contractors and Subcontractors determined to be non-compliant with this Policy and the Fair Wage Schedule, and this list shall be made available



to the Committee for discussion purposes.

- The Manager of Procurement will co-ordinate the preparation of an annual report for the appropriate standing committee of Council regarding Construction Contracts awarded to the successful Contractors, complaints investigated, and resulting audits performed/ enforcement measures taken pursuant to this Policy and Fair Wage Schedule.
- The City shall address a written objection to the administration of this Policy and Fair Wage Schedule.
- 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 this Policy and Fair Wage Schedule, and the City assumes no responsibility to such Employee, Sub-Contractor, Contractor, or any other person for the administration and enforcement of this Policy and Fair Wage Schedule.

### **Contractor and Sub-contractor**

- A Contractor shall ultimately be responsible for any violation or non-compliance of Sub-Contractors on its City Construction Contracts.
- A Contractor is fully responsible for ensuring that all Sub-Contractors comply with this Policy and Fair Wage Schedule.
- The Contractor or Sub-Contractor shall not be responsible for any increase to the Fair Wage Schedule which occurs after the closing of the Request for Tenders or Request for Proposals for the City Construction Contract awarded to the Contractor.
- At the commencement of the work, the Contractor shall post a copy of this 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 may be considered, and if approved by the Manager of Procurement, shall be in writing prior to the commencement of the Construction Contract.
- 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, in an acceptable form to the City, a statutory declaration confirming that the Contractor and its Sub-Contractors complied with this Policy and 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 satisfactory by the City.

## **6.0 Related Policies**

N/A

## Fair Wage Schedule

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

Work Performed	Total Hourly Compensation
Cranes, cranes, shovels, backhoe, draglines, pile drivers, gradalls, derricks, truck cranes, dredges and trenching machines 12" and over, Survey Instrument Man, Graders (fine grade), fine grade dozer (no GPS), excavator over 9 tonne ("Classification A").	\$45.29
Dozer, front-end loaders, emcos, scrapers, graders, drilling machines, trenching machines under 12", industrial tractors with backhoe attachments, job site and shop mechanics and welders, pitman type cranes, and (when operating) batching plants, crushing plants, steam plants, asphalt plants, Rodman-Chainman, Earth Boring Equipment, backhoes, with hoe-pak attachment, concrete pavers and asphalt spreaders, curb and gutter machines, directional drills and float driver, material handling equipment (conveyors), Hydrovac Excavator, forklift, sewer camera and inspection equipment, mini excavator up to 9 tonne and asphalt shuttle buggy.	\$44.72
Concrete pumps, well-point systems, portable generators, air compressors 210 CFM or over, concrete mixers 1 cu. yd. and over, gravel and concrete spreaders, asphalt finishing rollers, blacksmiths, asphalt pressure distributors, water truck, pumps with 4-inch discharge and over, screening and washing plant, post hole diggers, industrial tractors with hoe pack attachment, rock trucks, and off road haulers.	\$44.61
Fireman, truck crane drivers, truck, A-Frame, concrete mixers under 1 cu. yd., apprentice welders and mechanics after 1 year, pumps under 4-inch discharge, painters, and bodymen.	\$43.98
First year apprentice welders and mechanics, oilers, compaction equipment including rollers (other than asphalt finishing roller), packer with blade, Rodman-Chainman with less than 6 months experience, shop helpers, skid steer loaders, Kubota type backhoe.	\$43.78

Foreman Operating Engineer shall receive not less than \$2.00 per hour over the hourly rate of the Operating Engineers in Classification "A"

## Fair Wage Schedule

Work Performed	Total Hourly Compensation
Group A: Carpenters, Formsetters, Cement Finishers, Asphalt Associated Work, Pipelaying Associated Work, Scaffolders	\$43.51
Group B: Shop and Yard Work, Common Labourers	\$41.86
Group C: Flagman/Watchman	\$34.35
Group C: 1st year apprentice	\$27.14
Group C: 2nd year apprentice	\$33.03

1st year apprentice (up to 1200 hours) shall receive not less than 60% of total compensation of Group A 2nd year apprentice (1200-2400 hours) shall receive not less than 75% of total compensation of Group A

Labour Foreman shall be paid no less than \$2.00 more than the Total Hourly Compensation of the highest paid position for which they supervise.

General Labour Foreman shall be paid no less than \$3.00 more than the Total Hourly Compensation of the highest paid position for which they supervise.

### Tunnel Work

Work Performed	Total Hourly Compensation
Underground Labourer	\$43.64

Labour Foreman shall be paid no less than \$2.00 more than the Total Hourly Compensation of the highest paid position for which they supervise.

General Labour Foreman shall be paid no less than \$3.00 more than the Total Hourly Compensation of the highest paid position for which they supervise.

## Fair Wage Schedule

### ICI

Work Performed	Total Hourly Compensation
Engineers operating cranes with a manufacturer's rating of over 164 to 219 tons capacity	\$59.14
Engineers operating large cranes 220 to 229 tons capacity	\$60.39
Engineers operating large cranes 300 to 499 tons capacity	\$61.64
Engineers operating large cranes over 499 tons capacity	\$64.14
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	\$58.31
Engineers operating all conventional and hydraulic type cranes, save and except those set out in the 5 classifications directly above, including rough and all terrain cranes. Self-erecting cranes 15 ton capacity and over. Carry Deck cranes 15 ton capacity and over.	\$57.48
Engineers operating 15 ton capacity and over boom truck, claims, shovels, gradalls, backhoes, draglines, piledivers, 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, whimney 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. Survey Instrument man. Self-erecting cranes 10 ton to less than 15 ton capacity. Carry Deck cranes 10 ton to less than 15 ton capacity.	\$56.88
Pitman type cranes of 10 ton to less than 15 ton capacity, graders	\$56.37
Group 1.3: Operators of air tuggers used for installation of vessels, tanks, machinery, and for steel erection; side booms on land or water; man and material hoist and single drum hoists 12 stories and under not of a manual friction and brake type elevators, 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.	\$55.16
Operators of bulldozers (including 815 type), tractors, scrapers, 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 operating utility pole hole digger, and Dinky locomotive type engines. 4th Class Stationary Engineers. Survey Sr. Rodman, Kubota Type Backhoe and Skid Steer Loader. Rock trucks	\$55.06
Engineers operating mobile concrete pumps 52 metres boom and over	\$57.06

## Fair Wage Schedule

Work Performed	Total Hourly Compensation
Engineers operating highrise placing booms and pumps working underground	\$56.56
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 driver generators over 50 HP (portable), fork lifts over 8' lifting height, air tuggers except those in Group 1.3 above, caisson boring machines (25 HP and under), drill rigs, post hole diggers, portable air compressors 150 CFM and over, and concrete pumps. Signalman, telehandlers.	\$51.31
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. Fireman. Survey Jr. Rodman.	\$51.15
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, oil-drivers, and mechanics helpers.	\$50.50

Employees working underground shall receive \$0.75 per hour premium pay.

Foreman Operating Engineer shall receive not less than \$2.50 per hour over the hourly rate of the top rated Operating Engineer on the job.

Assistant to Foreman Operating Engineer shall receive \$1.75 per hour over the hourly rate of the top rated Operating Engineer on the job.

### Terrazzo

Work Performed	Total Hourly Compensation
Tile Terrazo Marble	\$50.92

### Teamsters

Work Performed	Total Hourly Compensation
Teamsters (Class #1)	\$48.72

## Fair Wage Schedule

### Bricklayers, Masons, and Plasterers

Work Performed	Total Hourly Compensation
Bricklayers, Masons, and Plasterers	\$54.56
Apprentice 1	\$33.17
Apprentice 2	\$39.59
Apprentice 3	\$43.87
Apprentice 4	\$48.15

### Glaziers

Work Performed	Total Hourly Compensation
Journeyman Glazier Metal Mechanic with Certificate of Qualifications	\$45.30
Apprentice 1 (1-1000hrs)	\$27.28
Apprentice 2 (1001-2000hrs)	\$29.08
Apprentice 3 (2001-3000hrs)	\$30.88
Apprentice 4 (3001-4000hrs)	\$32.68
Apprentice 5 (4001-5000hrs)	\$34.48
Apprentice 6 (5001-6000hrs)	\$36.29
Apprentice 7 (6001-7000hrs)	\$38.09
Apprentice 8 (7001-8000hrs)	\$39.89

### Elevator Constructors

Work Performed	Total Hourly Compensation
Elevator Mechanic	\$61.52
Probationary Helper I	\$32.48
Probationary Helper II	\$35.39
Helper I	\$44.10
Helper II	\$47.00
Improver Helper	\$49.91
Adjuster	\$65.94
Mechanic in charge (4-9) people	\$68.78
Mechanic in charge (10-19) people	\$70.23
Mechanic in charge (20+) people	\$71.40

## Fair Wage Schedule

### Heat and Frost Insulators (Asbestos)

<b>Work Performed</b>	<b>Total Hourly Compensation</b>
Journeyman	\$55.16
Fourth Year Apprentice	\$46.21
Third Year Apprentice	\$41.75
Second Year Apprentice	\$37.27
First Year Apprentice	\$32.80
Provisional Helper	\$32.80
Asbestos Remover Level One	\$36.05
Asbestos Remover Level Two	\$37.05
Asbestos Remover Level Three	\$37.25

### Millwrights

<b>Work Performed</b>	<b>Total Hourly Compensation</b>
Journeyman	\$56.34
Foreperson	\$57.34
Sub-foreperson	\$57.34
Apprentice (0-1999hrs)	\$38.49
Apprentice (2000-3999hrs)	\$42.95
Apprentice (4000-5999hrs)	\$47.41
Apprentice (6000-8000hrs)	\$51.87

### Plumbers, Steamfitters, and Pipefitters

<b>Work Performed</b>	<b>Total Hourly Compensation</b>
Journeyman	\$59.93
Apprentice 1	\$35.63
Apprentice 2	\$40.48
Apprentice 3	\$45.34
Apprentice 4	\$50.21
Apprentice 5	\$55.07
Foreman	\$60.93



## Fair Wage Schedule

### Electrical

<b>Work Performed</b>	<b>Total Hourly Compensation</b>
Journeyman Electrician	\$62.65
Foreman	\$63.65
Apprentice 1	\$31.05
Apprentice 2	\$36.32
Apprentice 3	\$41.57
Apprentice 4	\$46.84
Apprentice 5	\$52.11

### Painters – Industrial

<b>Work Performed</b>	<b>Total Hourly Compensation</b>
Journeyman Painter	\$45.46
5401 - 6000 hours worked	\$40.02
4501 - 5400 hours worked	\$36.39
3601 - 4500 hours worked	\$34.57
1801 - 3600 hours worked	\$32.76
1001 - 1800 hours worked	\$30.95
451 - 1000 hours worked	\$29.13
1 - 450 hours worked	\$27.32
Apprentice Helper	\$17.90

### Painters – Commercial

<b>Work Performed</b>	<b>Total Hourly Compensation</b>
Journeyman Painter	\$41.44
5401 - 6000 hours worked	\$36.60
4501 - 5400 hours worked	\$33.38
3601 - 4500 hours worked	\$31.76
1801 - 3600 hours worked	\$30.15
1001 - 1800 hours worked	\$28.54
451 - 1000 hours worked	\$26.92
1 - 450 hours worked	\$25.31
Apprentice Helper	\$17.90

## Fair Wage Schedule

### Roofers

<b>Work Performed</b>	<b>Total Hourly Compensation</b>
Foreman	\$51.13
Journeyman	\$50.13
Third Year Apprentice	\$40.10
Second Year Apprentice	\$35.09
First Year Apprentice	\$30.07
Pre-apprentice	\$25.06

### Sheet Metal

<b>Work Performed</b>	<b>Total Hourly Compensation</b>
Foreman (3 - 15 men)	\$56.46
Foreman (16 - 25 men)	\$57.46
Foreman (Over 25 men)	\$58.46
Journeyman	\$55.46
First Year Apprentice	\$28.51
Second Year Apprentice	\$33.00
Third Year Apprentice	\$37.49
Fourth Year Apprentice	\$41.99
Fifth Year Apprentice	\$46.48
Sheeter / Decker	\$46.48
Sheeter / Decker Assistant	\$46.48
Material Handler	\$39.75
Probationary Employee	\$33.00

### Drywall Finishers

<b>Work Performed</b>	<b>Total Hourly Compensation</b>
Journeyman (Drywall Finishers)	\$45.73
3601 - 5400 hours worked	\$38.43
2401 - 3600 hours worked	\$34.78
1201 - 2400 hours worked	\$30.34
1 - 1200 hours worked	\$29.31

## Fair Wage Schedule

### Iron Workers: Bridge, Structural, Ornamental and Reinforcing Iron Workers

Work Performed	Total Hourly Compensation
GF Foreman	\$65.65
Foreman	\$62.03
Base Wage (Journeyman)	\$56.62
Apprentice (0-1000hrs)	\$38.57
Apprentice (1001-2000hrs)	\$43.09
Apprentice (2001-3000hrs)	\$45.34
Apprentice (3001-4000hrs)	\$47.60
Apprentice (4001-5000hrs)	\$49.85
Apprentice (5001-6000hrs)	\$52.11

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

Work Performed	Total Hourly Compensation
Foreman	\$55.85
Sub-Foreman	\$55.85
Base Wage (Journeyman)	\$54.85
Apprentice (0-500hrs)	\$37.51
Apprentice (501-1000hrs)	\$41.85
Apprentice (1001-2000hrs)	\$46.18
Apprentice (2001-3000hrs)	\$50.52
Apprentice (3001-4000hrs)	\$52.68

### Landscaping Restoration

Work Performed	Total Hourly Compensation
New Employees, Students, Apprentices Ninety (90) Days of First Day of Employment	\$15.00
Basic Landscape Labourer	\$25.87