

Toronto Community Housing Corporation

Fair Wage Policy

Application

1. The Toronto Community Housing Corporation (TCHC) Fair Wage Policy shall apply to all construction contracts with the TCHC.
2. The Toronto community Housing Corporation (TCHC) Fair Wage Policy shall also apply to all general classification contracts for services with the TCHC.
3. Every contractor and sub-contractor shall be required to pay in total value an amount equal to or greater than those wages and benefits as set out in the Fair Wage Schedule of the TCHC Fair Wage Policy.
4. The provisions of the Fair Wage Policy apply equally to contractors and all sub-contractors engaged in work for the TCHC. A contractor is fully responsible for ensuring that all of its sub-contractors comply with the Fair Wage Policy and the Fair Wage Schedule. It is understood that contractors cannot sub-contract work to any sub-contractor at a rate lower than that established by this policy. Contractors or general contractors will be responsible for any violation or non-compliance issues arising from the engagement of any sub-contractor on TCHC work.
5. The Fair Wage Policy does not apply to:
 - 1) Small businesses, typically those with owner operators, or partnerships, or principals of companies where these small businesses undertake the work themselves, and
 - 2) Not for profit organizations that operate social purpose enterprise businesses who meet the following criteria:
 - The organization has a clear social mandate and is able to demonstrate to the satisfaction of Toronto Community Housing the specific benefits that have been directly conferred through the employment of individuals who have been confronted with systemic barriers to employment and face challenges in regards to their overall productivity when compared to workers who are not otherwise at risk or marginalized.
 - They are able to demonstrate that their employees have sustainable employment and that their economic situation will improve in a material way as a result of employment through a contract with Toronto Community Housing, and

- They agree to work towards ensuring that at least 20% of their workforce will be recruited from Toronto Community Housing Communities.

Definitions

Workers

“workers” means those persons employed by the contractor or sub-contractor in positions, classifications or trades identified in the Fair Wage Schedule for the performance of work on a contract with the TCHC.

Fair Wage Schedule

“Fair Wage Schedule” means the published schedule of wages and benefits for the performance of construction work on TCHC construction contracts and the performance of work set out in the general classifications,

Benefits

“Benefits” means a pension plan or RRSP’s (or equivalent), major medical plans, dental plans including vacation/holiday pay or an appropriate amount in lieu thereof as set out in the Fair Wage Schedule.

Contractor

“Contractor” means any person, firm or corporation having a contract with the TCHC for the performance of work but does not include any person, firm or corporation that only supplies materials for the contract.

Sub-contractor

“Sub-contractor” means any person, firm or corporation performing work under an agreement with a contractor having a contract with the TCHC or an agreement under the contractor with another sub-contractor for the performance of work but does not include any person, firm or corporation that only supplies materials for the contract

Wages

“wages” or “rates of wages” means the basic hourly rate of pay as set out in the Fair Wage Schedule.

Fair Wage Policy and Provisions

5. The TCHC shall notify every person bidding on TCHC contracts of the existence of this Fair Wage Policy (and the Fair Wage Schedule) and shall provide copies of the same to such bidders.
6. The contractor and its sub-contractor shall be responsible for only those Fair Wage Schedule rates that exist as of the closing date of any tender.
7. For all applicable contracts with the TCHC, the contractor shall provide to the TCHC, in a form acceptable to the TCHC, a sworn statement confirming that the contractor and its sub-contractor(s) intend to comply with the Fair Wage Policy and Fair Wage Schedule and are in compliance with the Fair Wage Policy and the Fair Wage Schedule. These sworn statements shall be provided to the TCHC:
 - (a) prior to the contract being awarded;
 - (b) along with any request for progress payments; and
 - (c) With respect to construction contracts, after substantial performance of the construction contract (as defined in the Construction Lien Act of Ontario) and prior to release of any hold back.
8. The TCHC reserves the right not to release all or part of any payment or any hold back on any contract until such contractor's applicable sworn statement of compliance is received and found to be satisfactory by the TCHC
9. The contractor or sub-contractor shall attach to all accounts rendered for payment of money upon the contract a record of payment to workers in compliance with this policy along with a statutory declaration affirming that the requirements of this policy have been fully complied with, including the employee notification requirement as set out in paragraph 22, by both itself and any sub-contractor providing services on the contract.
10. The contractor shall pay or cause to be paid weekly or biweekly to every worker employed in the execution of the contract wages at the following rates:
 - (i) where the contractor or sub-contractor is in a contractual relationship with a Union recognized by the Ontario Labour Relations Board as the bargaining agent for the relevant workers, the applicable rate of wages set out in the collective agreement; and
 - (ii) where the TCHC is in a contractual relationship with a Union, as set out in the Fair Wage Schedule, the applicable rate of wages set out in the collective agreement; and
 - (iii) where there is no such contractual relationship, a rate not less than that set out for such work in the Schedule of Wage Rates as determined from

time to time and published by the TCHC (hereinafter call the "TCHC Fair Wage Schedule")

11. The contractor or subcontractor shall comply with the *Ontario Human Rights Code* and without limiting the generality of the foregoing shall not discriminate against workers or applicants for employment as workers because of race, creed, colour, national origin, political or religious affiliation, sex, sexual orientation, age, marital status, family relationship and disability.
12. The contractor or subcontractor shall at all times comply with the TCHC's On-Site Health and Safety Policy and the *Occupational Health and Safety Act* and its regulations and take every precaution reasonable in the circumstances for the protection of workers. If the contractor sub-contracts any or all of the work to be performed, the contractor will ensure the sub-contractors are qualified to perform the work or services and comply with the *Occupational Health and Safety Act* and its regulations.

Records

13. The TCHC has the authority to request any information respecting wages or workers, names of workers, records of amounts paid to each, paysheets, original books, etc. that may be desired by the TCHC in connection with the work completed by a contractor or a sub-contractor.
14. **The contractor shall:**
 - (i) at all times keep a list of the names, addresses, wages paid, benefits paid or provided and hours worked for all of its employees of all workers employed in the work and a record of the amounts paid to each;
 - (ii) from time to time, if demanded by the TCHC, provide a certified copy of all paysheets, lists, records, books or any other document or thing relating to the contractors employees and keep the originals thereof open at all times for examination by the TCHC; and
 - (iii) at all times furnish and disclose to the TCHC any other information respecting wages of workers that may be desired by the TCHC in connection with the contracted work.
15. The contractor shall, in any agreement with a sub-contractor, require the sub-contractor to ,
 - (a) keep records of the names, addresses, wages paid, benefits paid or provided and hours worked for all of its employees;

- (b) make these records available for inspection by the TCHC upon request by the TCHC; and
 - (c) require its sub-contractor to assume the same obligations in relation to their own employees.
16. When requested, the contractor or sub-contractor shall be required to provide the records referred to in paragraphs 13 and 14 within thirty (30) calendar days of the date the TCHC provides notice of such request.

Complaints and Enforcement

17. The TCHC shall have the authority to receive and investigate complaints as to any matter or thing relating to this Policy.
All complaints must be submitted in writing to the Director of Labour Relations of the TCHC no later than thirty (30) days following the substantial performance of the:
- (a) relevant TCHC contract where a complaint is being made against a contractor; or
 - (b) relevant sub-contract to a TCHC contract where a complaint is being made against a sub-contractor.
18. The TCHC shall have the authority to waive the timelines set out in paragraph 16 above where it considers appropriate, and may investigate any claim made under this policy for a period of six months following the substantial completion of a contract.
19. In case of any dispute as to the rate of wages to be paid under the contract or as to the amount to be paid to any worker pursuant to the TCHC Fair Wage Policy, the decision of the TCHC shall be final and binding upon all parties.
20. Where a contractor is found to be in non-compliance of the Fair Wage Policy and the Fair Wage Schedule, the TCHC shall refuse to accept bids, quotations or proposals from such contractor on TCHC contracts, until such time as it is satisfied that the matter giving rise to the complaint has been satisfactorily resolved.
21. Where a sub-contractor is found to be in non-compliance of the Fair Wage Policy and the Fair Wage Schedule, the TCHC shall refuse to allow such sub-contractor from performing any work for the TCHC until such time as it is satisfied that the matter giving rise to the complaint has been satisfactorily resolved.

Disqualification Provisions

22. Where a contractor or any sub-contractor is found to be in non-

compliance with the provisions of the Fair Wage Policy on two (2) separate occasions within any consecutive three (3) year period, the Director of Employee Services and Labour Relations will recommend to the Board of Directors that the said contractor or sub-contractor be disqualified from conducting business with TCHC or any of its subsidiaries for a period of two (2) consecutive years.

23. Following the disqualification period as set out in paragraph 23 above, should the said contractor or sub-contractor be found to be non compliant with the Fair Wage Policy within the one (1) year period immediately following the expiry of the initial two (2) year disqualification period, the Director of Employment Services and Labour Relations shall recommend to the Board of Directors that the said contractor or sub-contractor be disqualified from conducting business with TCHC or any of its subsidiaries on a permanent basis.
24. The names of all contractors and sub-contractors who have been disqualified from conducting business with TCHC shall have the name of their firm posted on TCHC's web site.
25. Once 5 years has elapsed since either a contractor or sub-contractor has been disqualified pursuant to paragraph 24 above, the contractor or sub-contractor as the case may be may then apply to TCHC to have their eligibility to bid on TCHC work reinstated.

Posting and Distribution Requirements

26. The contractor and any sub-contractor shall use all reasonable efforts to post and keep posted a copy of this "Fair Wage Policy" in a conspicuous place in every workplace of the contractor and sub-contractor. Additionally, each contractor and sub-contractor shall provide to each employee a copy of the TCHC Fair Wage Policy and the Fair Wage Schedule along with the employee's first pay cheque performed under a construction contract.

Report to Board of Directors

27. The TCHC shall provide an annual report to the Board of Directors that shall include but is not limited to such information as the operation and enforcement of the Fair Wage Policy.

Toronto Community Housing Corporation
 931 Yonge Street
 Toronto, ON
 M4W 2H2



FAIR WAGE SCHEDULE RESIDENTIAL WORK 2006

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS
Asbestos Mechanics	Nov 1, 2006	\$29.92	10%	\$8.08
Bricklayers: High Rise	Nov 1, 2006	\$31.54	10%	\$7.60
Bricklayers: Low Rise	Nov 1, 2006	\$31.54	10%	\$7.60
Carpenters: High Rise	Nov 1, 2006	\$29.26	10%	\$6.06
Carpenters: Low Rise	* see note on page 5			
Carpenters: Low Rise Trim				
Combustion Mechanics (Boilermakers)	Nov 1, 2006	\$31.72	12%	\$7.95
Drywall Taper (Plasterer)	November 1, 2003	\$29.45	10%	\$9.79
Electrical Workers (House Wiring)	Nov 1, 2006	\$29.45	10%	\$8.01
Elevator Constructors	Nov 1, 2006	\$37.26	12%	\$3.56
Glaziers	Nov 1, 2006	\$30.24	10%	\$4.97
Iron Workers (Ornamental & Structural)	Nov 1, 2006	\$28.16	10%	\$8.42
Labourer (Apartments)	May 1, 2003	\$21.16	10%	\$5.41
Labourer (Houses)	May 1, 2003	\$20.03	10%	\$5.17
Landscape Labourer (Housing Low Rise – New Construction Only)	Nov 1, 2006	\$20.95	10%	\$7.39
Marble Mason: Tile Layer	Nov 1, 2006	\$27.50	10%	\$3.80
Lathers & Boardperson & Insulation Person	Nov 1, 2006	\$29.45	10%	\$9.79
Painter & Decorator	Nov 1, 2006	\$29.02	10%	\$5.08
Plumbers: High Rise	Nov 1, 2006	\$33.25	10%	\$9.07
Plumbers: Low Rise	Nov 1, 2006	\$30.86	10%	\$7.40
Refrigeration Mechanics	Nov 1, 2006	\$35.60	10%	\$7.50
Resilient Floor Workers	Nov 1, 2006	\$27.50	10%	\$5.73
Restoration Steeplejacks	Nov 1, 2006	\$26.53	10%	\$3.21
Sheet Metal Workers: (High Rise)	May 1, 2003	\$26.53	10%	\$4.18
Sheet Metal Workers: (Low Rise)	May 1, 2003	\$25.90	10%	\$4.18
Sprinkler (Automatic Fire)	Nov 1, 2006	\$30.16	8%	\$2.13

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS
CONCRETE & DRAIN SECTION				
Concrete & Drain Worker (Labourer) (Low Rise)	May 1, 2003	\$22.80	10%	\$5.29
Pipelay (Low Rise)	May 1, 2003	\$23.70	10%	\$5.29
Cement Finisher (Low Rise)	Nov 1, 2006	\$28.79	10%	\$6.75
Carpenter: Formsetter *(See Note 1)	Nov 1, 2006	\$29.26	10%	\$6.75
Combination Skilled Worker *(See Note 2)	May 1, 2003	\$24.61	10%	\$5.29
Drivers of Trucks (Under 10,000 GVW)	Nov 1, 2006	\$24.46	10%	\$5.60
Drivers of Trucks (Over 10,000 GVW)	Nov 1, 2006	\$24.94	10%	\$5.60
Working Foreperson (Low Rise)	May 1, 2003	\$26.41	10%	\$5.29
*NOTE 1: It is expressly understood that the Carpenter/Formsetter rate will apply only to those employees able to set grades for concrete, lay drains, finish concrete, and actually cutting and installing formwork for stairways, landings, balconies, verandas and fireplaces. (Not applicable to setting door window or window sills, garage floor bulkheads, sidewalk or deck forms)				
*NOTE 2: The category of Combination Skilled Worker applies to an Employee who is skilled and actually performs pipelaying, cement finishing and carpenter, formsetter work				
CONCRETE FORMING (RESIDENTIAL HIGH RISE)				
Form Builder-Setters Carpenter	May 1, 2003	\$26.60	10 %	\$5.43
Reinforced Concrete Workers: Persons engaged in placing reinforcing steel bars; Concrete Finishers; Form Builder Setter Improvers; Pre-Stress Concrete Cable Places and Installers; Post-Tensioning Concrete Cable Placers and Installers	May 1, 2003	\$26.32	10 %	\$5.43
Form Helpers	May 1, 2003	\$24.79	10%	\$5.43
Layout Person	May 1, 2003	\$27.05	10%	\$5.43
Working Foreperson	Minimum rate of one dollar (\$1.00) per hour more than the prevailing rate of the people supervised in that classification			
Working Crew Leader	May 1, 2003	\$30.33	10%	\$5.29
Form Setter	Nov 1, 2006	\$29.45	10%	\$6.75
Form Setter Helper	Nov 1, 2006	\$28.50	10%	\$6.75
Labourer	Nov 1, 2006	\$26.84	10%	\$6.75
Brush Coat Leader	Nov 1, 2006	\$29.21	10%	\$6.75
Brush Coater	Nov 1, 2006	\$28.26	10%	\$6.75
Steel Installer	May 1, 2003	\$26.72	10%	\$5.29

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS
OPERATING ENGINEERS				
Class 1 Engineers operating shovels, backhoes, hoptoes, draglines, gradalls, tower hoist (brake & friction type) cranes, Pittman (10 ton capacity and over) & similar equipment. Heavy duty mechanics and welders, survey instrument person, self-propelled drills and truck mounted drills	Nov 1, 2006	\$28.41	10%	\$8.30
Class 2 Operators of bulldozers, tractors, scrapers, emcoes, graders, overhead loaders, front-end loaders, fork-lifts, Pitman type cranes under 10 ton capacity, industrial tractors with excavating attachments and compressor operators	Nov 1, 2006	\$28.49	10%	\$8.30
Class 3 Operators of person and material hoists on residential highrise buildings, senior rodperson, tuggers	Nov 1, 2006	\$27.18	10%	\$8.30
Class 4 Operators of material hoists (with remote control) on residential highrise buildings	Nov 1, 2006	\$26.69	10%	\$8.30
Class 5 Oiler-gradeperson and oil-drivers, mechanic's helpers and serviceperson, bobcat and kubota type backhoe operators, junior rodperson, utility operators, compaction equipment	Nov 1, 2006	\$25.55	10%	\$8.30

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS
FORMWORK	Applicable to Residential High-Rise Concrete Forming Work			
Operating Engineers				
Class 1 Engineers operating shovels, backhoes, hoptoes, draglines, gradeall, tower hoist (brake & friction type), cranes pitman (10 ton capacity & over) & similar equipment, heavy duty mechanics & welders, survey instrument man, self-propelled drills & truck mounted drills	May 1, 2003	\$21.18	10%	\$4.70
Class 2 Operators of bulldozers, tractors, emcoes, graders, overhead loaders, front end loaders, fork lifts, Pitman type cranes under 10 ton capacity, industrial tractors with excavating attachments and compressor operators	May 1, 2003	\$20.72	10%	\$4.70
Class 3 Operators of man and material hoists on residential highrise buildings, senior rodman, tuggers	May 1, 2003	\$18.47	10%	\$4.70
Class 4 Operators of material hoist (with remote control) on residential high rise buildings	May 1, 2003	\$17.57	10%	\$4.70

***NOTE: A number of the rates as set out in this schedule are subject to change as a result of current contract negotiations within the construction sector.**

These rates will be updated accordingly once those negotiations have been completed.

IRON WORKERS

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

***BENEFITS**

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

***vacation/holiday pay**

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



FAIR WAGE SCHEDULE

*I.C.I. WORK

2006

* Industrial, Commercial, Institutional

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS
Asbestos Mechanics	Nov 1, 06	\$31.49	10%	\$8.08
Asbestos Remover Beginner	Nov 1, 06	\$13.00	10%	\$5.08
Asbestos Remover/Mould Removers	Nov 1, 06	\$23.25	10%	\$5.08
Bricklayers & Stonemasons	Nov 1, 06	\$33.20	10%	\$7.60
Bricklayers Labourers	Nov 1, 06	\$29.73	10%	\$7.61
Builders Labourers	Nov 1, 06	\$28.36	10%	\$7.61
Carpenters	Nov 1, 06	\$30.80	10%	\$9.00
Cement (Finishers)	Nov 1, 06	\$30.73	10%	\$7.03
Cement (Masons)	Nov 1, 06	\$30.73	10%	\$7.03
Caulkers (Carpenters)	Nov 1, 06	\$29.15	10%	\$6.38
Combustion Mechanics (Boilermakers)	Nov 1, 06	\$33.39	12%	\$7.95
Concrete Labourers	Nov 1, 06	\$28.74	10%	\$7.61
Demolition Labourers	Nov 1, 06	\$22.20	10%	\$6.50
Demolition Qualified Burners (torchperson)	Nov1, 06	\$24.11	10%	\$6.50
Drywall Taper (Plasterer)	Nov 1, 06	\$33.55	10%	\$5.08
Electrical Workers	Nov 1, 06	\$33.13	13%	\$8.01
Elevator Constructors	Nov 1, 06	\$39.22	12%	\$3.56
Formwork Labourers	Nov 1, 06	\$28.74	10%	\$7.61
Foreman Swamper	Nov 1, 06	\$29.65	10%	\$7.61
Glaziers	Nov 1, 06	\$31.83	10%	\$4.97
Iron Workers (Ornamental)	Nov 1, 06	\$29.64	10%	\$8.42
Iron Workers (Structural)	Nov 1, 06	\$31.93	10%	\$8.42
Jackhammer Operations Labourers	Nov 1,06	\$28.74	10%	\$7.61

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS
Labourer-Cleaner (Sorter Labourer)	Nov 1, 06	\$22.29	10%	\$7.61
Landscape Irrigation Pipelayers	Nov 1, 06	\$22.55	10%	\$7.39
Landscape Labourers	Nov 1, 06	\$22.05	10%	\$7.39
Lathers (Drywall Acoustics, Boarders, Insulation)	Nov 1, 06	\$31.00	10%	\$6.98
Marble Masons	Nov 1, 03	\$31.57	10%	\$6.24
Marble & Tile Helpers	November 1, 2003	\$30.09	10%	\$6.24
Millwrights	Nov 1, 06	\$33.40	10%	\$8.54
Mortarperson Labourers	Nov 1, 06	\$29.73	10%	\$7.61
Painters & Decorators	Nov 1, 06	\$30.55	10%	\$5.08
Pavement Markers - Labourers	Nov 1, 06	\$20.00	10%	\$2.10
Pavement Markers – Casual Labourers	Nov 1, 06	\$17.00	10%	\$5.04
Traffic Sign – Casual Labourers	Nov 1, 06	\$20.00 \$17.00	10%	\$4.04 \$4.44
Pit Miner Driller, Casissons & Wagon Driller	Nov 1, 06	\$28.67	10%	\$7.61
Plasterers' Labourers	Nov 1, 06	\$27.25	10%	\$5.96
Plumbers & Steamfitters	Nov 1, 06	\$32.40	10%	\$9.33
Refrigeration Mechanics	Nov 1, 06	\$37.47	10%	\$7.50
Resilient Floor Workers	Nov 1, 06	\$29.79	10%	\$7.29
Restoration Steeplejacks	Nov 1, 06	\$27.63	10%	\$3.21
Rod Installer	Nov 1, 06	\$31.19	10%	\$8.05
Rofer (Foreperson)	Nov 1, 06	\$31.19	10%	\$8.05
Rofer (Journeyperson)	Nov 1, 06	\$32.75	10%	\$5.75
Rofer (Material Handler)	Nov 1, 06	\$31.49	10%	\$5.75
Sheet Metal Workers	Nov 1, 06	\$31.08	10%	\$8.95
Sheeter/Decker Mechanic	Nov 1, 06	\$30.08	10%	\$8.95
Sheeter/Decker Assistant	Nov 1, 06	\$26.61	10%	\$8.12
Sheeter/Decker Material Handler	Nov 1, 06	\$24.45	10%	\$6.95
Sheeter/Decker: Probationary Employee	Nov 1, 06	\$16.77	10%	\$3.03
Sprinkler (Automatic Fire)	Nov 1, 06	\$35.94	10%	\$6.95
Tile & Terrazzo Mechanics	Nov 1, 06	\$31.40	10%	\$6.24
Tile & Terrazzo Helpers	Nov 1, 06	\$30.09	10%	\$6.24
Vibrator Labourers	Nov 1, 06	\$29.65	10%	\$7.61
Watchperson & Flagperson when Labourers are employed as Watchperson	Nov 1, 06	\$26.36	10%	\$7.61
Waterblasters	Nov 1, 06	\$27.05	10%	\$5.96
TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND	*FRINGE BENEFITS

			HOLIDAY PAY	
Waterproofers	Nov 1, 06	\$30.45	10%	\$7.39
Welders (Acetylene, Electric, etc.)	Same rate as the highest trade with whom they are working .			
Welder (Certified)	Nov 1, 06	\$29.13	10%	\$5.84
Working Foreman/Woman	Nov 1, 06	\$30.48	10%	\$5.84
TRUCK DRIVERS CLASSIFICATIONS Class #1- Warehouse and storekeeper, float truck and trailer load bearing boom truck, haulpick driver	Nov 1, 06	\$28.49	10%	\$7.05
Class #2 - Ready mix, euclid type, DW 20 & 21 rear end, ejectors, and belly dumps, farm tractor, driver with 5 th wheel hook up, ready mix	Nov 1, 06	\$28.44	10%	\$7.05
Class #3 - Dumpcrete, fork lift driver, 5 ton and over in warehouse, compound and storage area	Nov 1, 06	\$28.39	10%	\$7.05
Class #4 - Dump Truck, service trucks, flat and stake trucks, fuel trucks, bulk lift, form tractor operators, warehouse helper, fork lift driver and 5 tons	Nov 1, 06	\$28.34	10%	\$7.05
FOREMAN/WOMAN: \$1.00/hour over all Class Rates. DRIVERS HOURS OF WORK: ICI - 40 hours SITE PREPARATION: 45 hours				
GENERAL CONTRACTORS SECTIONS				
1.1. (A) Engineers operating: cranes with a manufacturer's rating of 200 ton capacity and over	Nov 1, 06	\$32.93	10%	\$8.98
1.1 (B) Engineers operating: cranes with a manufacturer's rating of 100 ton capacity and up to 199 ton capacity, skyway, climbing, G.C.I., hammerhead and kangaroo type cranes	Nov 1, 06	\$32.47	10%	\$8.98
1.2 (A) Engineers operating: all conventional and hydraulic type	Nov 1, 06	\$31.73	10%	\$8.98

cranes, save and except those set out in Article 1.1 above, 15 ton capacity and over boom truck, cranes, 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 of manual friction and brake type, and all similar equipment, dredges- suction and dipper, hydraulic jacking equipment on vertical slip forms, hydraulic jacking poles, crawler cranes, and hydraulic scooper. Heavy duty mechanics, qualified welders and 2 nd Class Stationary Engineers. Mobile pumpcrete with 42 meter boom and over.				
1.2 (B) Pitman type cranes of 10 ton capacity and over	Nov 1, 06	\$31.25	10%	\$8.98
1.3 Operators of: air tuggers used for installation of vessels, tanks machinery and for steel erection; side booms on land or water; man and material hoist and single drum hoists 12-stories and under not of a manual friction and brake type; elevators except as set out in Article 1.6, mono-rails, bullmoose type, equipment of 5-ton capacity or over; air compressor feeding low pressure into air locks, tunnel mole, 3 rd Class Stationary Engineers. Mobile pumpcrete save and except those listed in 1.2 (A) above.	Nov 1, 06	\$30.77	10%	\$8.98
TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS
1.4 Operators of: bulldozers (including 815 type) tractors, scrapers, graders, emcos,	Nov 1, 06	\$30.61	10%	\$8.98

overhead and front-end loaders side loaders, industrial tractors with excavating attachments, trenching machines, and all similar equipment. Pitman type cranes under 10-ton capacity, mobile pressure grease units, mucking machines, hydraulically operated utility pole hole diggers, and Dinky locomotive type engines. 4 th Class Stationery Engineers. Kubota type backhoe and skid steer loader.				
1.5 Operators of: batching and crushing plants, 6" discharge pumps and over, wellpoint systems and all similar systems, concrete mixers of 1 cubic yard and over, gas, diesel, or steam driven generator over 50 HP (portable), fork lifts over 8' lifting height, air tuggers except those in Group 1.3, Caisson boring machines (25 HP and under), drill rigs, post hole diggers, portable air compressors 150 CFM and over, and concrete pumps, signal person	Nov 1, 06	\$28.27	10%	\$8.98
1.6 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/Woman. Permanent automatically controlled elevators on commercial and institutional buildings.	Nov 1, 06	\$27.27	10%	\$8.98
TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS
1.7 (A) Operators of: Pumps under 6" discharge where 3 or more pumps are employed on the	Nov 1, 06	\$26.08	10%	\$8.98

same job site, hydraulic jacking equipment for underground operations, portable air compressors under 150 CFM where attendant is required, and driver mounted power sweepers. Attendant for forced air, gas or oil burning temporary heating units of 500,000 BTU's or over per hour, or 5 or more on the same job site. Oilers, oil-drivers, and mechanics helpers				
1.7 (B) 1 st Year Oilers	Nov 1, 06	\$25.74	10%	\$8.98
Surveyors:				
Instrument Person	Nov 1, 06	\$28.00	10%	\$8.98
Senior Rodperson	Nov 1, 06	\$25.34	10%	\$8.98
Junior Rodperson	Nov 1, 06	\$22.66	10%	\$8.98

HOURS OF WORK AND OVERTIME

(A) For building Construction (Operating Engineers)

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

(B) Excavations, Site Preparation, Sewers and Watermains

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

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

IRON WORKERS

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

***FRINGE BENEFITS**

"Fringe Benefits" shall include such benefits as company pension plans, apprenticeship training, extended health care benefits, dental and prescription drugs, etc. It does NOT include payroll burden deductions such as C.P.P., E.H.T, W.S.I.B., E.I.C., etc.

***VACATION/HOLIDAY PAY**

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



FAIR WAGE SCHEDULE

GENERAL CLASSIFICATIONS

2006

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS
Security Guards (Basic & Night Watchperson)	Nov 1, 06	\$9.01	4%	\$0.40
Security Guards (Alarms, CCTV Control, etc.)	Nov 1, 06	\$11.13	4%	\$0.40
Security Guards (K-9 Unit)	Nov 1, 06	\$13.86	4%	\$0.40
Security Guards (Armed)	Nov 1, 06	\$14.93	4%	\$0.40
BUILDING CLEANING & MAINTENANCE				
Cleaner (Light Duty)	Nov 1, 06	\$10.07	4%	\$0.87
Cleaner (Heavy Duty)	Nov 1, 06	\$11.66	4%	\$0.87
Handyman/Woman (General Maintenance & Snow Removal)	Nov 1, 06	\$14.58	4%	\$0.55
Window Cleaners: Interior/Exterior	Nov 1, 06	\$10.34	4%	\$0.55
Ladder	Nov 1, 06	\$13.25	4%	\$0.40
High Rise	Nov 1, 06	\$19.09	4%	\$0.40
LANDSCAPING				
Labourers (New) (First 1200 hours only)	Nov 1, 06	\$20.85	10%	\$6.84
Labourers (including sod roller operators)	Nov 1, 06	\$23.50	10%	\$6.84
Landscape Gardeners, Farm Tractors without excavating attachments fork lifts, truck divers, load bearing boom truck Operators, machine driven tools on any other equipment that is operated by remote control.	Nov 1, 06	\$23.65	10%	\$6.84

TRADE	EFFECTIVE DATE	HOURLY RATE	*VACATION AND HOLIDAY PAY	*FRINGE BENEFITS
Form setters, concrete finishers, landscape stone setters of all types, landscape brick setters, landscape irrigation, pipe layers, float drivers, reinforcing steelperson, drillers of all types, high pressure water equipment, small trenchers, mini-skid steel loaders, and all other similar small equipment	Nov 1, 06	\$24.00	10%	\$6.84
Drivers of Farm Tractor with pulverizing or fine grading equipment	Nov 1, 06	\$24.80	10%	\$6.84
Dozer & Loader Operator & Backhoe Operator	Nov 1, 06	\$24.95	10%	\$6.84
Grader Operator	Nov 1, 06	\$25.05	10%	\$6.84
GARAGE CONCRETE REPAIRS AND RESTORATION				
Carpentry and Hydro Demolisher	Nov 1, 06	\$25.30	10%	\$4.90
Skilled Workers	Nov 1, 06	\$22.80	10%	\$4.90
Unskilled Labourer	Nov 1, 06	\$17.20	10%	\$4.90

***FRINGE BENEFITS**

"Fringe Benefits" shall include such benefits as company pension plans, apprenticeship training, extended health care benefits, dental and prescription drugs, etc. It does NOT include payroll burden deductions such as C.P.P., E.H.T., W.S.I.B., E.I.C., etc.

***VACATION/HOLIDAY PAY**

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