

July 1, 2019 – June 30, 2022
Schedule of wage rates - Hourly rates CUPE 407

Class		July 01, 2019	July 01, 2020	July 01, 2021
1	Casual Labourer	\$21.51	\$21.94	\$22.38
2	Labourer	\$23.15	\$23.61	\$24.08
3	Helper	\$23.56	\$24.03	\$24.51
4	Sweeper Operator	\$25.06	\$25.56	\$26.07
5	Tractor Operator	\$25.14	\$25.64	\$26.15
6	Truck Driver 1	\$24.37	\$24.86	\$25.36
6	Truck Driver 2	\$25.46	\$25.97	\$26.49
6	Truck Driver 3	\$25.92	\$26.44	\$26.97
7	Blind & Drapery Repairperson, Chipper Operator, Desk Repairperson, Drainsperson, Fence and Sport Equipment Repairperson, Furnace Person, Glazier, Sandersperson, Reinforcing Steel Fabricator*, Tar and Gravel Roofer's Assistant*, Compressor and Drill Operator*, Pressure Washer Operator*	\$26.11	\$26.63	\$27.16
8	Nurseryperson**	\$34.43	\$35.12	\$35.82
9	Gardener, Greenskeeper	\$31.28	\$31.91	\$32.55
10	Journey <u>person</u> Mechanic	\$31.28	\$31.91	\$32.55
11	Assistant Fore <u>person</u> – Fleet & Equipment Maintenance	\$32.14	\$32.78	\$33.44
12	Fore <u>person</u> Fleet & Equipment Maintenance	\$34.70	\$35.39	\$36.10
13	Power Equipment Operator 1	\$23.45	\$23.92	\$24.40
13	Power Equipment Operator 2	\$24.00	\$24.48	\$24.97
14	Backhoe Operator	\$25.96	\$26.48	\$27.01
15	Floor Layer***	\$29.50	\$31.09	\$31.71
16	Trainer Operator*	\$26.86		
17	Pesticide Control Operator (Structural)	\$32.04	\$32.68	\$33.33
17	Pesticide Control Operator (Helper)	\$29.79	\$30.39	\$31.00
18	Fore <u>person</u>	\$35.51	\$36.22	\$36.94

*	Rate when so employed
**	Charge Hand on Gardener rate, not other rates

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PREMIUM PAY (Per Hour) – ALL EMPLOYEES QUALIFY		
a	Hazard Premium	1.5%
b	Dirty Work Premium	1.5%
c	Hazard/Dirty Work	2.25%
	Hazard/Dirty Work – Effective July 01, 2020	3%
d	Charge Hand 1	10% per hour above regular rate
e	Charge Hand 2	15% per hour above regular rate
f	Truck Driver/Operator Premium will be paid when employee is towing as well as operating equipment and shall receive 2.75% of Truck Driver 1 rate, or the regular rate if greater than Truck Driver 1 rate	
g	Pesticide Control Operator (Back up)	5% above own rate
h	Shift Work Premium	12 ½% above own rate
i	<u>Effective July 01, 2020: Trainer Operator</u>	<u>4% above own rate when performing Trainer Operator Duties</u>
Hazard/Dirty Work Premium to be paid to employees while using pesticides with protective clothing.		
The Drapery Trainee shall receive the rate of pay as Truck Driver when required to drive the truck in accordance with the duties as Drapery Trainee		