
Subject: Managed Competition and Fair Wage Considerations for Waste Collection Contract

Report to: Public Works Committee

Report date: Tuesday, March 19, 2019

Recommendations

1. That Regional Council **NOT APPROVE** Waste Management staff proceeding with the request for a managed competition bid process (i.e. in-house bid) for Niagara Region's next garbage, recycling and organics collection contract (Collection Contract) primarily due to timing constraints;
2. That Regional Council **ENDORSE** inclusion of a living wage clause in the Collection Contract Request for Proposal (RFP); and
3. That Report PW 22-2019 and Council's resolutions **BE CIRCULATED** to the Local Area Municipalities (LAMs), for their information.

Key Facts

- The purpose of this report is to seek Council's approval to proceed with inclusion of a living wage clause in the Collection Contract, to partially mitigate the risks associated with private collection contracts in lieu of Niagara Region submitting an in-house bid to provide collection services in response to the Collection Contract RFP.
- Structuring the Collection Contract RFP to ensure that at least two (2) proponents are successful, by dividing the region into three (3) collection areas and limiting a successful proponent to receipt of two (2) collection areas, will further alleviate pressure on a single contractor and ensure contingency in the event of future contract performance issues.
- As a result of presentations to each of the 12 LAM Committees or Councils on proposed base collection options and enhanced collection services for the next Collection Contract RFP, as referenced in PW 20-2019, and to ensure good performance by successful proponents for the next Collection Contract RFP, three municipalities have submitted Council Resolutions directing Niagara Region to consider including in-house waste collection services for the next Collection Contract: (i) City of Thorold at Council meeting of January 15, 2019; (ii) City of St. Catharines at Council meeting of February 11, 2019; and (iii) Town of Fort Erie at Council meeting of February 11, 2019.
- For the first seven (7) years of the current Collection Contract, for a very competitive price, residents did not experience a significant number of performance issues.

- Waste Management staff lack the experience to prepare an in-house bid without external consultant assistance, and procurement processes when acquiring resources such as collection vehicles will introduce a delay in the Collection Contract RFP process that cannot be accommodated due to the start date for the next Collection Contract.
- Report PWC-C 8-2019 provides further information on estimated costing for in-house collection and timing for the next RFP
- Niagara Region's Waste Management staff consulted with staff from the Legal Services Administration and the Procurement and Strategic Acquisitions divisions of Enterprise Resource Management Services (ERMS) department and from the Social Assistance and Employment Opportunities (SAEO) division of Community Services.

Financial Considerations

Costs of Managed Competition

There are costs associated with implementing a managed competition process that would allow Niagara Region to submit an in-house bid. There is a cost to hire a Fairness Monitor for the duration of the RFP process (starting as soon as staff begin drafting the RFP and continuing through to award of the Collection Contract). For reference, Niagara Region hired a Fairness Monitor for a previous project at a cost of approximately \$20,000. Additional details about the importance of a Fairness Monitor are included in the Analysis section. There is also the cost for Niagara Region to hire an independent consultant to prepare the cost accounting and technical submission for the in-house bid in response to the Collection Contract RFP, which staff estimate would exceed \$60,000, for the technical submission alone. One staff person from Niagara Region would oversee the consultant and participate in the bid process, further incurring cost for salary.

Costs are associated with a successful in-house bid. High level costs associated with implementation of an in-house collection team are outlined in confidential memo PWC-C 8-2019. At minimum, capital and operating costs would include: yard/maintenance building; waste collection vehicles and associated maintenance, fuel, tires and insurance; Collection Supervisor vehicles and associated maintenance, fuel, tires and insurance; labour costs for Collection Supervisor, drivers and loaders, mechanics for regular and on-road service, and administration support staff; and general equipment such as uniforms, personal protective equipment (PPE) and spill kits.

There may be some minor cost offsets with a successful in-house bid through government exemptions from the requirements of securing a bond and letter of credit. There may also be some savings, for example, for the cost of vehicles where government organizations can secure a better rate. Private companies may view this as an unfair advantage.

Awarding a contract to an in-house team could potentially be more cost effective, and even if a municipality does not save as much as anticipated, this may still be the preferred option, which is the case for Ottawa. According to an article in the [Ottawa Citizen](#) from June 19, 2018, Ottawa has experienced deficits in regards to budget from their in-house teams. The East Ottawa zone has had annual operating deficits in three (3) of the five (5) years, with a cumulative deficit of about \$1.1 million. Additionally, the Downtown Zone, which was sole sourced, has had operating deficits in all but one (1) year between 2013 and 2017, with a cumulative total in that time of roughly \$1.6 million. Reasons for the deficits include cost overruns on increased expenses for labour, fleet and fuel; expiring warranties on an aging fleet; and a labour arbitration that forced the City to use full-time collection workers for overtime work, rather than calling on sub-contractors and casual labourers. Despite operating deficits, Ottawa is content with the results of the in-house teams because the costs are still lower than the next closest private bid (the actual cost difference is not included in the article). The Downtown Zone was sole-sourced, so there is no way to compare costs as it was never put to tender.

Costs of a Living Wage Clause

There are costs for including a living wage clause in the Collection Contract. Living wage for Niagara Region is calculated by the Niagara Poverty Reduction Network using the National Living Wage Framework (included as Appendix 1). As of November 2018 the living wage for Niagara was \$17.99. Considering only the drivers and loaders, for whom there is a wage difference, Niagara Region staff estimate salary costs could result in an annual increase of at least \$320,000 (loaders only) to \$750,000 (loaders and increasing pay rate for drivers proportionately) over current costs. This cost would continue to rise over time as the living wage rate is recalculated annually in November. Costs would likely be further escalated when other staff (e.g. customer service representatives) are included in the calculation. Upon award of the Collection Contract, the living wage will need to be recalculated by the Ontario Living Wage Network as the hourly wage could be less than the defined living wage per hour at the start of the Contract (2021) depending on the presence of and distribution of employee and employer paid health benefits of the contractor.

Niagara Region staff would need to ensure that the Collection Contract reflects the requirement of the successful proponents to pay a living wage for their employees working on this Collection Contract, and to ensure the appropriate gap between drivers and loaders is maintained throughout the length of the contract. One option is to structure the RFP such that proponents are awarded points based on wage structure to ensure fair compensation to all employees. Alternatively, Niagara Region could become a Fair Wage Employer, but this would have wide reaching implications on the Corporation, as it applies to full-time, part-time, and all externally (third party) contracted staff that provide service on a regular basis, and not just contracted collection staff. This analysis is outside the scope of this report. Additional details about living wage and Fair Wage Employers are included in the Analysis section.

Analysis

Niagara Region Waste Management Services staff were asked to investigate the managed competition process as a result of Council resolutions from the Town of Fort Erie, the City of St. Catharines, and the City of Thorold following presentations about the results of the stakeholder consultation sessions for the proposed services for the next collection contract (PW 20-2019). The resolutions suggest in-house service might alleviate issues related to service delivery from the private sector, and as such, these Councils have requested that Niagara Region identify the benefits and cost savings (if any) of bringing collection in-house. Managed competition promotes an environment of competition, in which an in-house bid is submitted alongside submissions from the private sector.

Traditionally, municipal public services, such as waste management, have been provided by an in-house team. For several decades now, these services have been removed from public control to the private sector, in search of reduced costs and increased efficiencies. Research completed by the [Canadian Centre for Policy Alternatives](#) has shown that waste collection by both the public and private sectors can be hit and miss, so municipalities are increasingly adopting a type of service delivery that does not depend solely on either an in-house team or the private sector. Waste Management staff researched three (3) comparator municipalities who utilize a mixed waste collection system, comprised of both an in-house team and a private contractor: the City of Hamilton, the City of Ottawa, and the City of Toronto. For Waste Management purposes, comparator municipalities are defined as those within Ontario and with a population of 300,000 or more. Staff are unaware of any other comparator municipalities utilizing this type of system for waste collection services.

Waste Management staff also consulted with staff from Legal Services Administration, Procurement and Strategic Acquisitions, and SAEO.

The benefits and challenges of managed competition are described in detail in the Financial section above and in the Analysis below, and key items are summarized in Table One.

Table One: Benefits and Challenges of In-House Collection

Benefits	Challenges
Competitive pricing is obtained on private sector work as a result of the bidding process	A significant capital investment would be required for vehicle-related costs, plus any additional infrastructure costs. Capital financing has not been determined and would require further review of the Region's capital financing strategy.

Benefits	Challenges
Less need for contract management, including consequences for failure to provide prescribed services	Higher wage and benefit costs (offset with inclusion of living wage clause)
Control and flexibility to make changes in service levels	Personnel/labour management required (e.g. potential for collective bargaining agreement restrictions)
A municipality's lower cost of borrowing, and the fact that municipalities do not pay taxes and insurance in the same manner as private sector companies do, may result in lower collection costs	Lack of in-house expertise at Niagara Region requires that an external consultant assist with the bid response, introducing timing and cost implications

Timing Implications of Managed Competition

Timing of release for the Collection Contract RFP is a concern for Waste Management staff, who are working to minimize performance issues that residents are currently experiencing with the contractor. It is imperative that the Collection Contract RFP be issued in time to allow the successful proponents to adequately prepare for collection start date, which requires at minimum: detailed analysis of routes; acquisition of vehicles; hiring of staff; set up of administration; locating and potentially acquiring, building or modifying facilities; and a number of other tasks.

Waste Management staff lack the in-house experience to prepare a bid without external support and require that a consultant assist with development of any bid. Hiring a consultant takes time that would delay the submission of an in-house bid and it would be difficult to submit a response within the required time-frame for the Collection Contract RFP. The current contract is set to end in March of 2021 and as such, the RFP process must continue along the current schedule, which does not allow for a delay to be introduced through managed competition. Waste Management staff suggest exploring the option of managed competition for subsequent Collection Contract RFP's, when there is adequate time to prepare. The importance of timing for issuance of the next Collection Contract RFP is further outlined in PWC-C 8-2019.

There is a risk that a successful in-house bid team would not be ready for the March 2021 start date, depending on the award date. For example, in discussion with staff at the City of Toronto, who are in the process of procuring new collection vehicles, it was noted that the general timeline to acquire new vehicles of 12 months has been extended to 18 months. Although the Niagara Region might source the vehicles from a different supplier, the potential for the extended time an in-house team might require should be noted. Of course, private companies bidding on the Collection Contract RFP might also have the same limitations, but, they may also have resources unavailable to Niagara Region. For example, they may have vehicles that can be deployed from other

contracts, or they may purchase vehicles at a larger volume resulting in different agreements with vehicle providers.

Waste Management staff were advised that one alternative to competing with an in-house bid is to have staff complete a business case evaluation to determine the costs for an in-house bid and structure the RFP such that Niagara Region has the right to remove an area from consideration (i.e. Niagara Region can award to an internal team regardless of bids, in the event that staff are not satisfied after the evaluation of submissions). This process could identify whether cost savings are potentially available and mitigate against tender results that exceed expectations of staff. Waste Management staff do not recommend this direction as the RFP has already been designed with three (3) defined collection areas, to be awarded to a minimum of two (2) proponents. Secondly, benchmarking reports for costs that are prepared annually with data available for comparator municipalities provide Niagara Region staff a method of determining fair market value for services although that information doesn't provide direct protection against tender bids that are priced in a manner inconsistent with the expectations of staff. Preparation of a business case, while not subject to all the timing constraints of a competitive internal bid, remain subject to timing, resource and cost pressures. On balance, Waste Management staff believe the benefits of preparing the business case don't outweigh the direct costs, staff time and risk of delay due to time an in-house team may require to prepare for collection.

Risk Implications of Managed Competition

An integral aspect of the managed competition process is that there is an 'ethical wall' separating the RFP project team from the in-house bid team, in which the RFP development and bid are not discussed with members outside of the respective teams. The separation ensures that there are no unfair advantages and/or disadvantages given to the in-house team. The 'ethical' wall is developed and maintained by a Fairness Monitor. Based on discussion with the City of Ottawa, the Fairness Monitor is to be retained during the initiation phase, prior to the start of drafting the RFP. While not a prescriptive legal obligation that the Fairness Monitor appointment precede any work on the RFP, failure to do so could result in an allegation of unfairness in the process. Waste Management Services began drafting the RFP in early December of 2018 and, due to the size of the division, many staff have already been involved in the process. In addition to the cost, past Regional experience with hiring a Fairness Monitor has shown a lead time requirement of at least three to four months (unless single sourced), which would impact the timing for release of the Collection Contract RFP, the importance of which is highlighted above.

In addition to hiring a Fairness Monitor, Niagara Region would need to immediately designate a staff person, who has not yet participated in any part of the RFP preparation process, and who would work with an independent consultant, at a cost to Niagara Region, to prepare the in-house bid in response to the RFP. As noted above,

the independent consultant would need to be retained and that could involve a lead time potentially greater than needed for hiring a Fairness Monitor.

The restricted time available for a retained consultant and designated staff person to prepare an alternate bid, combined with the lack of an existing policy framework and internal staff's lack of direct experience in undertaking such a project creates a material risk that the resulting internal bid, if successful, fails to adequately estimate costs and timelines needed for implementation.

Policy Implications of Managed Competition

Under the Resource Recovery and Circular Economy Act, 2016 (RRCEA), the Province is shifting to a producer responsibility framework for products and packaging, making producers and brand holders accountable for recovering resources and reducing waste associated with products. The Waste Diversion Transition Act, 2016, allows for the products and packaging managed under existing waste diversion programs to be transitioned to the new producer responsibility framework. More recently, the Province has released a "Made in Ontario Environment Plan" that further indicates the Province's support for movement to producer responsibility framework. Due to the uncertain role of municipalities under the new legislation, it is recommended that Niagara Region minimize investment of capital in the collection of recyclables at this time. An in-house bid by Niagara Region should only reflect collection of garbage and organics.

To allow an in-house bid, per the Niagara Region's Purchasing By-Law, Regional Council must first approve a format for the development and submission of the in-house bid. Regional Council has not provided formal direction for the development of a managed competition policy, but discussion did occur at previous Public Works committee meetings regarding an in-house bid. The City of Ottawa has developed an internal policy for managed competition and ideally, Niagara Region should follow suit, prior to submission of any in-house bid for the Collection Contract, to avoid the potential for the perception of an unfair advantage to an in-house team.

Performance Mitigation Measures

Good and consistent service for residents can be acquired through means other than in-house service. When designing the RFP, for purposes of collection service, the region would be divided into three (3) areas. Any successful proponent will be awarded a maximum of two (2) of these areas, ensuring that at least two (2) independent contractors will service Niagara residents. This eliminates the burden on one company to complete collection for the entire region.

Current Contract provisions are being reviewed and will be revised in the new RFP to ensure Niagara Region can retain alternative service providers in a more timely manner if the successful proponents are not meeting their contract obligations. For example,

currently Niagara Region must provide six (6) business hour notice to Emterra before the Region can retain another service provider to perform work not completed by Emterra.

Bids from private contractors may result in cost reductions, however, this may be at the expense of employee wages. By including a clause for living wage that requires the successful proponents to pay their employees working on this Contract the Ontario Living Wage, it is anticipated that the collection contractors may see less employee turnover and lower levels of absenteeism, both of which could contribute to improved service for residents. Additionally, this will mitigate the need for an in-house team, in which the municipality would pay a fair wage. A living wage is defined as “the hourly wage a worker needs to earn to cover their basic expenses and participate in their community” (Ontario Living Wage Network). Living Wage Employers are “responsible employers who care about their employees and the community. They recognize that paying a living wage constitutes a critical investment in the long-term prosperity of the economy by fostering a dedicated, skilled and healthy workforce” (Ontario Living Wage Network). As previously noted, Niagara Region could structure the RFP to require that successful proponents pay their employees working on this Collection Contract the living wage, rather than obtaining the formal designation of a Living Wage Employer. As documented in the Financial section of this report, it is important to identify that living wage does have a financial impact on collection, with respect to increased wages over the current costs. The City of Toronto has a Fair Wage Office and Policy (included as Appendix 2) and the City of Hamilton also has a policy (included as Appendix 3) applied to construction contracts valued at over \$500,000.

Finally, it should be noted that for the first seven (7) years of the current Collection Contract, for a very competitive price, residents did not experience a significant number of performance issues. Rather than in-house service, there are other mechanisms, described above, that will help mitigate performance issues.

Alternatives Reviewed

Alternatives to an in-house bid, and the associated benefits and challenges of each option, are discussed in detail above. As itemized in the Recommendations, it is suggested that two of these alternatives be applied: (i) Inclusion of a living wage clause in the Collection Contract RFP; and (ii) Structuring the Collection Contract RFP to ensure that two (2) proponents are successful, by dividing the region into three (3) collection areas and limiting a successful proponent to receipt of two (2) collection areas.

Relationship to Council Strategic Priorities

The recommendation to include a living wage clause in the Collection Contract supports Council's Strategic Priority of Doing Business Differently, promoting the values that foster economic prosperity in Niagara.

Other Pertinent Reports

- PW 20-2019 Base and Enhanced Services for Next Collection Contract
- PWC-C 8-2019

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CALCULATING THE LIVING WAGE IN NIAGARA REGION

2018

The Niagara Poverty Reduction Network



ACKNOWLEDGEMENTS

A living wage reflects what earners in a family need to be paid based on the actual costs of living and being included in a specific community.

The living wage is calculated as an evidence-based hourly rate at which a household (two adults working full-time, two children) can meet its basic cost of living needs, once government transfers have been added to the **family's income** and deductions have been subtracted. Included in this calculation are food, shelter, clothing, transportation, child care, non-OHIP medical insurance, continuing adult education, and items that allow for fuller participation in society, such as communication, family leisure outings, and local recreation.

In Canada, a living wage is a VOLUNTARY COMMITMENT that can be made by public, private, and not-for-profit sector employers to compensate directly-employed and contract-employed full-time and part-time workers.

Calculating a living wage provides an opportunity for a community to:

- discuss work, wages, and compensation in different ways;
- act as a guide for employers who want to ensure their workforce can adequately meet their **family's basic household cost of living** and community inclusion needs.

THE HOURLY LIVING WAGE FOR NIAGARA REGION WAS ESTABLISHED AS \$17.99 FOR 2018.

This report was made possible through the valuable input and collaboration of the Niagara Poverty Reduction Network Wages and Work Task group. The methodology presented in this report was adapted from the Canadian Living Wage Framework: A National Methodology for Calculating the Living Wage in Your Community and the Canadian Centre for Policy Alternatives Ontario Family Expense Workbook to develop the living wage calculation. The Family Expense Workbook was updated by the Ontario Living Wage Network and the living wage calculation generated using the CCPA-Ontario Living Wage Calculator. The tool used to calculate community expenses, taxes and government transfers is updated on an annual basis. The 2018 calculator update was completed by Iglia Ivanova from the Canadian Centre for Policy Alternatives in British Columbia.

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This brief provides context on the living wage calculation for Niagara region in 2018, a description of the methodology used to calculate a living wage, and a look at who could implement a living wage.

WHAT IS A LIVING WAGE?

In Canada, a living wage is currently a voluntary commitment that can be made by public, private and not-for-profit sector employers to compensate directly-employed and contract-employed full-time and part-time workers. It is a guide for employers who wish to pay fairer wages for work and labour. Fairer wages are wages that allow a family to be able to meet their basic household cost of living needs, as well as to be included in the mainstream community; in other words, an inclusive wage.

A living wage is not the same as the minimum wage, which is the legal minimum all employers must pay. The living wage sets a higher test - it reflects what earners in a family need to be paid on an hourly basis based on the actual costs of living and being included in a specific community. The living wage is calculated as an evidence-based hourly rate at which a household consisting of two working parents with two children can meet its basic needs, once government transfers have **been added to the family's income and** taxes and payroll deductions have been subtracted.

Included in this calculation are food, shelter, clothing, transportation, child care, private health insurance for prescription drugs, vision, and dental coverage, continuing education for adults to upgrade skills, and items that allow for fuller participation in society, such as communication, family leisure outings and local recreation. The calculation is neither national nor provincial – it is done for a municipality or region to reflect real and unique local living costs and the hourly wage required to meet those needs.

A living wage is by no means a luxury wage. Many items that could be considered as an important component of mainstream quality of life are not included in the reference calculation, including **savings for a child's education, retirement, home ownership, or even debt repayment**. It provides a conservative estimate of what that family needs to earn in order to meet basic day-to-day cost of living needs and to participate in the social life of their community¹.

Calculating a living wage provides an opportunity for a community to:

- discuss work, wages, and compensation in different ways;
- act as a guide for employers who want to ensure their workforce can adequately meet their **family's** basic household cost of living and community inclusion needs.

OF NOTE:

A living wage is just one of many tools in a tool-box to assist workers and employers in helping to meet **a family's** basic cost of living needs and opportunities for community participation – it is not a stand-alone policy or decision. It works more effectively when implemented in conjunction with increased availability of reasonably-priced housing, more accessible and affordable child care and public transit options, employee group benefit plans, skills training, economic development initiatives, and other broad public policies and programs.

HOW IS A LIVING WAGE CALCULATED?

A living wage calculation examines the expenditures necessary to meet basic needs and to participate both economically and socially in a community. The resulting hourly wage represents the income necessary to meet both family expenditures and pay taxes and payroll deductions. It is determined using the **Ontario Living Wage Network's** Living Wage calculator for Ontario, which is adapted from the National Living Wage Framework², takes into account a conservative estimate of family expenses, as well as the tax, transfer, and payroll deduction rules for the province. This framework incorporates a consistent definition and methodology that is being deployed across the country to ensure uniformity and credibility of approach. Taxes, transfers, and even hours of work vary widely from province to province. Cost of living, such as rent, and access to public services, such as child care and transit also vary. For this reason, there are variations in the living wage calculation from community to community and province to province.

In 2018, the Ontario Living Wage Network reviewed and updated the methodology for calculating the cost of living in Ontario. The key methodology change is an adjustment of work hours per week for each adult. In the past, Ontario communities have calculated the cost of living based on a 37.5-hour work week. In reviewing the methodology, the decision was made to move to a 35-hour work week. According to Statistics Canada, the average usual hours for workers 15 years and older in Canada is 35 hours per week³.

The living wage calculation starts with a list (and accompanying estimated cost) of necessary expenses for a standard reference family of four (two adults both aged 35 and both working full-time jobs (35 hours/week each), a three-year old child and a seven-year old child) to:

- meet basic needs (i.e. housing, nutritious food, transportation);
- participate in the economic and social fabric of their community (i.e. recreational opportunities);
- purchase items that can help them escape marginal subsistence (i.e. household items)

The list of family expenses contains no extravagances. It does not allow families to save for their children's **post**-secondary education. It does not acknowledge that many working families carry debt obligations, such as student loans. It does not allow for home ownership and its many additional expenses. But it does recognize that assets, resources, and services such as rent, transportation, child care, food, clothing, internet, telephone, and laundry are essential items that every family requires to meet basic needs in an advanced economy and developed country such as Canada in the 21st century.

In calculating the living wage for Niagara region, expenses were determined from credible and reliable sources such as Niagara Region Public Health, Canada Mortgage and Housing Corporation

OF NOTE:

Although lowest consistent cost alternatives were presented when possible, bargains, sales, coupons, and other price-lowering measures cannot be consistently relied upon by any family and thus form no part of this calculation.

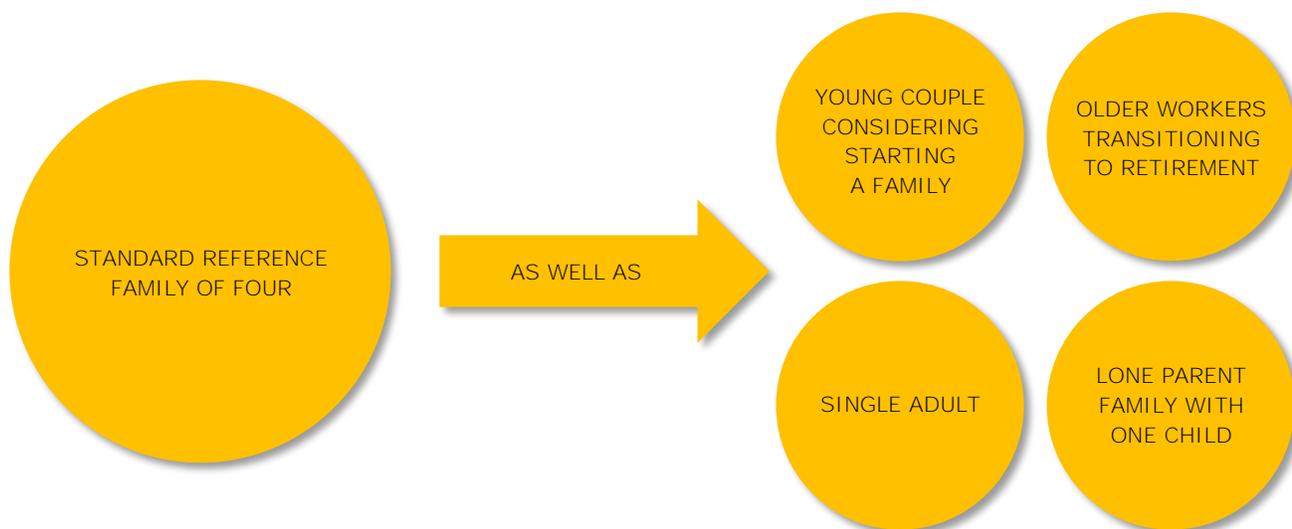
(CMHC), and Statistics Canada's **Market Basket Measure (MBM)**. Some expenses are eligible for subsidies, such as child care available through Niagara Region Community Services.

Once total family expense has been added up, the calculation moves to the income side of the equation, to incorporate applicable employment income and government transfers. The living wage incorporates relevant government assistance, such as child benefits.

The final step in calculating a community or region's living wage is to calculate the employment income this family needs to meet both household expenses and to pay taxes and payroll deductions. This is done by dividing total employment income by the annual number of hours worked (3,640 hours, based on two adults each working a 35-hour work week for 52 weeks).

The living wage calculation covers the basic needs and social inclusion of a majority of its family units living in its communities. Although a standard reference family of four is used for calculation purposes, a living wage supports the diversity of families in our community through the life cycle, so that young adults are in a position to consider starting a family and older workers have some extra income as they age and require different supports. A living wage is also sufficient to meet the needs of a single adult or a lone parent with one child.

FIGURE 1: WHO A LIVING WAGE CAN SUPPORT



The methodology for calculating Niagara region's living wage includes the following scenario:

- A healthy family of four – two parents, both aged 35, and two children, one aged three and one aged seven
- One child in full-time daycare
- One child in before and after-school care and in camps during summer and school breaks
- Full-time hours of employment per week (35) for each of the two parents
- Each parent taking one college course per year to improve skills and employment capacity
- Cost of living including rental housing, transportation, food, clothing, child care, laundry, telephone, medical and life insurance, and other reasonable social inclusion expenses
- Inclusion of any applicable tax credits, returns, government benefits, and subsidies

SUMMARY OF ANNUAL HOUSEHOLD EXPENSES

TABLE 1: NIAGARA REGION'S 2018 LIVING WAGE: SUMMARY OF ANNUAL HOUSEHOLD EXPENSES

ITEM	ANNUAL AMOUNT (rounded to the nearest dollar figure)
Food	\$8,786
Clothing/Footwear	\$3,201
SHELTER	
<i>Rent, 3 bedroom apartment</i>	\$13,692
<i>Utilities</i>	\$1,316
<i>Tenant Insurance</i>	\$191
Transportation/Vehicle	\$13,196
CHILD CARE (before subsidy)	
<i>Daycare/Camps</i>	\$14,125
ECONOMIC AND COMMUNITY PARTICIPATION/INCLUSION	
<i>Cell Phone</i>	\$678
<i>Internet and Cable</i>	\$650
<i>Other – Includes Family Outings, Personal Care, Laundry, Recreation, Household Items/Furnishings, School Supplies/Fees, Reading Materials, Bank Fees, Birthday Presents</i>	\$9,038
OTHER	
<i>Non-OHIP Medical Insurance</i>	\$2,719
<i>Critical Illness and Life Insurance</i>	\$510
<i>Adult Education</i>	\$632
<i>Contingency</i>	\$2,749
TOTAL FAMILY HOUSEHOLD EXPENSES	\$71,483

SUMMARY OF ANNUAL FAMILY INCOME

TABLE 2: NIAGARA REGION'S 2018 LIVING WAGE – SUMMARY OF ANNUAL FAMILY INCOME

HOUSEHOLD INCOME, TAXES, & PAYROLL DEDUCTIONS*	ANNUAL AMOUNT
Total Household Employment Income Required	\$65,474 (or \$32,737 per job)
2018 Hourly Living Wage	\$17.99
GOVERNMENT TRANSFERS & SUBSIDIES	
Canada Child Benefit (CCB)	\$8,262
Child Care Subsidy	\$6,735
Ontario Trillium Benefit	\$43
Total Transfers/Subsidies	\$15,040
Total Household Income Before Deduction (Household Employment Income + Transfer/Subsidies)	\$80,514
<i>Government Taxes & Payroll Deductions</i>	
Federal and Provincial Tax after Credits	\$5,050
CPP and EI Contributions	\$3,981
Total Taxes/Deductions	\$9,031
Total Household Income After Deductions (Household Employment Income + Transfer/Subsidies – Tax/Payroll Deductions)	\$71,483
(Total Family Household Expenses - Table 1)	(\$71,483)

*Appendix A provides a detailed description of the government benefits, taxes, transfers, and other payroll deductions associated with the 2018 Niagara region living wage calculation.

OF NOTE:

Table 1 itemizes each household expense and estimated cost. The detailed breakdown of the “Annual Household Expenses” calculation, methodology, and rationale can be found in the “Calculating the Cost of Living in Niagara Region, 2018” report, located on the Niagara Poverty Reduction Network website: www.wipeoutpoverty.ca

WHO COULD IMPLEMENT A LIVING WAGE IN NIAGARA?

There are a range of possibilities:

- **Municipal/Regional government:** The Region of Niagara, as well as its 12 municipal governments, could adopt a living wage strategy in all employment and procurement policies to **ensure that all staff and contract workers are paid Niagara region's living wage**. The City of Cambridge, Ontario³ is one example of a municipal government that recently passed a motion to become a living wage employer, while the City of Toronto is considering living wage recommendations in its Municipal Poverty Reduction Strategy⁴.
- **Broader public service sector:** The broader public service, including hospitals and post-secondary institutions, could adopt an organization-wide living wage policy that would ensure all **staff and contract workers are paid Niagara region's living wage**. The Hamilton-Wentworth District School Board is one example of a public sector employer that has adopted a living wage policy as a way to send a strong message on the importance of inclusive wages to reduce poverty⁵.
- **Social profit/social service sector and granting agencies:** Many employers in Niagara region, including many non-profit organizations, offer employment opportunities that are funded by some combination of government institutions and community foundations. These granting organizations have considerable influence over the pay offered through their grants as they seek to support programs that provide the highest level of service for the lowest cost possible. Moving forward, grantors could consider the quality of the jobs supported by the funding and move to ensure that employment opportunities **consider including Niagara region's living wage**. Positive Living, located in St. Catharines, is an example of a non-profit certified living wage employer.
- **Private sector:** There is a growing and strong argument that private sector employers have much to gain by embracing the living wage movement and a good jobs strategy. Although public debate over a higher minimum wage is often subject to objections that the demands are too great, there is much evidence to suggest that the choice to pay low-paid workers higher wages is good for business of all sizes, good for the community, and good for the employees. Waterloo, Ontario has several private sector living wage champions, including GCP Industrial Products and Grosche International and Pen Financial Credit Union.

OF NOTE:

If an employer in Niagara region provides comparable or better non-OHIP medical coverage and/or disability/life insurance coverage as part of an overall compensation package, the hourly living wage would be lowered by at least one dollar/hour. This can be taken into account in the Ontario Living Wage Network Employer Certification Program³. Learn more about the certification program at www.ontariolivingwage.ca

As the amount of family living expenses is reduced, child care subsidy rates, taxes, and other deductions fluctuate, thus impacting the hourly wage rate.

To date, seven employers based in Niagara region have become recognized as certified Living Wage employers.

Regardless of the sector, the fundamental principles and implications of a living wage remain the same:

- Income is the most important **determinant of one's health. Higher wages mean healthier workers** and healthier workers are more productive and absent less often;
- Higher wages lead to reduced staff turnover, which means lower training and recruitment costs for employers;
- Recognizing employees' **contribution to the employer's bottom line by compensating them with competitive, inclusionary wages** to meet the needs covered in a living wage calculation enhances reputation among consumers and the community⁶.
- A living wage is one of many tools in a toolbox to assist **in helping to meet a family's basic cost** of living needs and opportunities for community participation – it is not a stand-alone policy or decision. It works more effectively when implemented in conjunction with increased availability of reasonably-priced housing, more accessible and affordable child care and public transit options, employee benefit plans, skills training, economic development initiatives, and other broad public policies and programs.

APPENDIX A

The following section provides a detailed description of the government benefits, taxes, transfers, and other payroll deductions associated with the 2018 Niagara region living wage calculation and income level:

CANADA CHILD BENEFIT

The Canada Child Benefit (CCB) is a tax-free monthly payment made to eligible families to help them with the cost of raising children under 18 years of age¹⁰. The CCB might include the child disability benefit and any related provincial and territorial programs.

CHILD CARE SUBSIDY

In Ontario, the provincial government provides lump sum funding to municipalities across the province to provide child care subsidies for families in financial need. The subsidy works on a sliding scale, offering greater support for families with the lowest incomes.

ONTARIO TRILLIUM BENEFIT

The Ontario Trillium Benefit (OTB) combines the following three credits to help pay for energy costs as well as sales and property tax: Northern Ontario Energy Credit, Ontario Energy and Property Tax Credit, and Ontario Sales Tax Credit.¹¹

FEDERAL AND PROVINCIAL INCOME TAX

Each living wage calculation takes into account the amount of money an income earner pays in federal and provincial taxes, after all government credits and deductions.

CANADA PENSION PLAN AND EMPLOYMENT INSURANCE CONTRIBUTIONS

With few exceptions, every person who is employed and earns over \$3,500 per year in Canada must contribute to the Canada Pension Plan (CPP)¹². Workers must also contribute to the Employment Insurance (EI) fund. Both contributions are subject to a yearly maximum. Generally, both **contributions are deducted from one's paycheck.**

SOURCES

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10. *Canada Revenue Agency (2016), Canada Child Benefit* - cra-arc.gc.ca
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Fair Wage Policy

Note: This policy is extracted from Schedule A of the City of Toronto Municipal Code, Chapter 67.

A1. Definitions

As used in this Fair Wage Policy, the following terms have the meaning indicated:

APPRENTICE – An individual who has entered into a registered training agreement under which the individual is to receive workplace-based training in a trade, other occupations or skill set as part of an apprenticeship program approved by the Ontario Ministry of Training, Colleges and Universities.

APPRENTICESHIP PROGRAM – A program recognized by Ontario Ministry of Training, Colleges and Universities which provides for the qualification, recruitment, selection, employment, and training on the job. Apprenticeship and training leads to Ontario Certification of Qualification and Apprenticeship for Journeyperson status, which is recognized by employer and employee representatives of industry.

CONTRACT – A legal, business agreement between the City of Toronto and the contractor to perform work or services or to provide materials and supplies.

CONTRACTORS – Any person or business entity with whom the City enters into a contract with to perform the work or provide services.

FAIR WAGE SCHEDULE – Stipulated rates of pay for different classifications of work produced and obtainable from the Fair Wage and Labour Trades Office.

FIELD WORK – All work in performance of the contract that is not shop work.

FRINGE BENEFITS – Includes such benefits as company pension plans, extended health care benefits, dental and prescription plans, etc. It does not include legislated payroll deductions such as C.P.P., E.H.T., W.S.I.B. or E.I.C.

NON-COMPLIANCE – The occurrence of any of the following conditions:

- Contractor fails to co-operate with the Manager, Fair Wage Office in fulfilling his/her responsibilities under the Fair Wage Policy and the Labour Trades Contractual Obligations in the Construction Industry.
- Sub-contractor fails to co-operate with the Manager, Fair Wage Office in fulfilling his/her responsibilities under the Fair Wage Policy and the Labour Trades Contractual Obligations in the Construction Industry.
- Contractor or sub-contractor has been found in violation of the Fair Wage Policy (non-compliance applies to both contractor and sub-contractor).

- Contractor has been found in violation of the Labour Trades Contractual Obligations in the Construction Industry.
- Sub-contractor has been found in violation of the Labour Trades Contractual Obligations in the Construction Industry.

PROCUREMENT CALL DOCUMENT – Includes a Tender, Request for Quotations and a Request for Proposals as issued by the Purchasing and Materials Management Division, and as defined in Chapter 195 of the Toronto Municipal Code.

SHOP WORK – Any work in performance of the contract that is done in or at any factory, foundry, shop or place of manufacture not located at or upon the site of the work, and not operated solely for the purpose of the work.

SUB-CONTRACTOR – Any person or business entity not contracting with or employed directly by the City but who supplies services or materials to the improvement under an agreement with the contractor or under the contract with another sub-contractor.

WAGES or RATE OF WAGES – Includes the hourly rate, vacation and holiday pay and any applicable amount for fringe benefits shown in the current Fair Wage Schedule, to be paid to the worker as part of the worker's wages or for the worker's benefit provided for in any collective agreement applicable to that worker.

WORKERS – Includes mechanics, workers, labourers, owners and drivers of a truck or other vehicle employed in the execution of the contract by the contractor or by any sub-contractor under them and clerical staff.

A2. City of Toronto Council references

1. City of Toronto Council, by the adoption of Corporate Services Committee Report 13, Clause 1, as amended, at its meeting of October 1 and 2, 1998, directed that the Fair Wage Policy of the former Municipality of Metropolitan Toronto be adopted for all City departments, agencies, boards and commissions and replace all existing fair wage policies of the former local municipalities.
2. City of Toronto Council, by the adoption of Administration Committee Report 7, Clause 1, as amended, at its meeting of June 18, 19 and 20, 2002, directed that certain changes be made to the Fair Wage Policy and Procedures.
3. City of Toronto Council, by the adoption of Administration Committee Report 5, Clause 2, at its meeting of June 24, 25 and 26, 2003, directed that certain further changes be made to the Fair Wage Policy and Procedures, and to the Fair Wage Rate Schedule.
4. City of Toronto Council, by the adoption of Government Management Committee Item 8.9, at its meeting of October 22 and 23, 2007, directed that certain changes be made to the Fair Wage Policy.

A3. Purpose and history of Fair Wage Policy

1. The Fair Wage Policy has as a central principle the prohibition of the City doing business with contractors, sub-contractors and suppliers who discriminate against their workers.

2. Originally implemented in 1893 to ensure that contractors for the City paid their workers the union rates or, for non-union workers, the prevailing wages and benefits in their field, the Fair Wage Policy has expanded over the years to other non-construction classifications such as clerical workers.
3. The policy also requires compliance with acceptable number of working hours and conditions of work in order to protect the rights of workers.

A4. Intent of Fair Wage Policy

The intent of the Fair Wage Policy can be summarized as follows:

1. To produce stable labour relations with minimal disruption
2. To compromise between the wage differentials of organized and unorganized labour
3. To create a level playing field in competitions for City work
4. To protect the public
5. To enhance the reputation of the City for ethical and fair business dealings

A5. Application

1. The provisions of the Fair Wage Policy apply equally to contractors and all sub-contractors engaged in work for the City of Toronto. It is understood that contractors cannot sub-contract work to any sub-contractor at a rate lower than that called for in the Fair Wage Policy.
2. The fair wage rates do not apply to small businesses, typically those with owner-operators, or partnerships, or principals of companies as long as they undertake the work themselves.
3. It should be noted that under the above City of Toronto Council reference authorities, the conditions of the Fair Wage Policy cannot be waived, unless authorized by Council to do so.

A6. Establishment of rates

1. Establishing fair wage rates and schedules are intended to minimize potential conflicts between organized and unorganized labour in the tendering and awarding of City contracts.
2. Certain designated construction-related rates are based on the lowest rate established by collective bargaining, while the wage rates for other classifications are based on market and industrial surveys in accordance with the prevailing wages for non-union workers in the geographic area.
3. The City encourages contractors to hire and train apprentices under approved apprenticeship programs. Apprentices/trainees will be assessed based on Provincial Qualification Apprenticeship Certification Criteria.
4. Fair wage rates, including rates for apprentices, are established through discussion between the Fair Wage Office and with employee and employer groups and associations (having both union and non-union members). This discussion will also include appropriate apprenticeship programs for construction-related trades.
5. The proper wage rates to be paid to apprentices/trainees are those specified by a particular industry program in which they are enrolled, expressed as a percentage of the journeyman rate on the wage determination. In the event employees reported as apprentices and trainees have

not been properly registered, or are utilized at the jobsite in excess of the ratio of journeymen permitted under the approved program, they must be paid the applicable schedule of wage rate. The Manager, Fair Wage Office may assess established employee work history as to determine the appropriate apprentice/trainee level.

6. These rates are reviewed by the above-noted groups and are recommended to Council, by the Manager, Fair Wage Office for approval every three years.

A7. Contractor and sub-contractor responsibilities

1. Contractors will be responsible for any violations or non-compliance issues arising from the engagement of any sub-contractor on City work.
2. The contractor or sub-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, namely:
 - For workers employed in shop work:
 - The union rate of wages in the particular district or locality in which the work is undertaken for any class or work in respect of which there is such union rate; and
 - For any class of work for which there is no such union rate, the rate of wages shall be the rate of wages, as determined by the Manager, Fair Wage Office prevailing in the particular district or locality in which the work is undertaken.
 - For workers employed in field work:
 - Where the contractor or sub-contractor is in 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
 - Where there is no such contractual relationship, a rate not less than that set out for such work in the Schedule of Wage Rates files by the Manager, Fair Wage Office, with the City Clerk of the corporation after being first approved by Toronto Council; and
 - For any class of work for which there is no rate, the rate of wages shall be the rate of wages, as determined by the Manager, Fair Wage Office, prevailing in the particular district or locality in which the work is undertaken.
3. The contractor and sub-contractor shall:
 - At all times keep a list of the names and classifications of all workers employed in the work, the hourly rate and hours worked per day and a record of the amounts paid to each.
 - From time to time, if demanded by the Manager, Fair Wage Office, furnish a certified copy of all paysheets, lists, records and books relating to the work and keep the originals thereof open at all times for examination by the Manager.
 - At all times furnish and disclose to the said manager any other information respecting wages of workers that may be desired by the manger in connection with the work.
 - Attach to all accounts rendered for payment of money upon the contract, a declaration affirming that the requirements of the Fair Wage Policy have been fully complied with.
 - Display legible copies of this Fair Wage Policy in a prominent position in his or her workshop(s), accessible to all employees.

4. The contractor or sub-contractor shall not compel or permit any worker engaged for the work to work more than the number of hours per day and the number of hours per week set out in the Fair Wage Schedule for the particular type of work involved except in case of emergency, and then only with the written permission of the commissioner or head of the department/division having charge of the work or the person then acting as such.

A8. Responsibilities of Manager, Fair Wage Office

1. To fulfil the duties of the Manager, as set out in Chapter 67 of the Toronto Municipal Code, 67-A3.
2. In every procurement call to which the Fair Wage Policy applies, the Manager, Fair Wage Office, will determine the applicable Fair Wage Schedules for the work requested in the procurement call, or whether unionized workers need to be utilized for the work requested in the procurement call as per Chapter 67 Schedule B Labour Trades Contractual Obligations in the construction industry.
3. Once the applicable Fair Wage Schedule is determined for a specific procurement call, the Manager, Fair Wage Office will provide a copy of the Fair Wage Schedule to Purchasing and Materials Management Division to insert into the procurement document, before the procurement documentation is issued.
4. In case of a jurisdictional dispute or dispute as to rate of wages to be paid under the contract or as to the amount to be paid to any worker or apprentice, the decision of the Manager, Fair Wage Office, shall be final and binding upon all parties.
5. After the procurement call closes, the Manager, Fair Wage Office, at the request of Purchasing and Materials Management Division, will send a fair wage declaration form to the three lowest bidders, to determine if the bidder will comply with the fair wage policy and fair wage schedule.

A9. Penalty provisions

1. If the contractor or sub-contractor fails to pay any worker wages at the rate called for in Chapter 67-A7, the City may:
 - o Charge an administrative fee not in excess of 15 per cent of the balance necessary to make up the amount that should have been paid from the contractor's progress draw or holdback; and
 - o Pay the worker(s) directly for any back-wages owing directly from the contractor's progress draw or holdback.
2. If a tenderer or bidder is found not to comply with the Fair Wage Policy, the Manager may recommend the next lowest bidder for contract aware to Purchasing and Materials Management Division in the following circumstances:
 - o On the declaration form discussed in Chapter 67-A8E, a contractor or sub-contractor does not meet the Fair Wage Schedules.
 - o An investigation is underway and the firm does not co-operate in providing timely information within 5 business days after being requested by the Manager, Fair Wage Office in fulfilling his or her responsibilities under the Fair Wage Policy and the Labour

Trades Contractual Obligations in the Construction Industry and, operationally, the provision of goods and/or services cannot be delayed.

- A contractor or sub-contractor is in violation of the Fair Wage Policy and has not paid restitution to its workers.
- A contractor or sub-contractor is unable to comply with the City of Toronto Labour Trades Contractual Obligations in the Construction Industry.

A10. Disqualification provisions

1. When a contractor or any sub-contractor is found to be in non-compliance with the provisions of the Fair Wage Policy in two separate instances over a period of three years inclusive, the Manager, Fair Wage Office must report and may recommend to the Government Management Committee that the said contractor or sub-contractor be disqualified from conducting business with the City for a period of two years, inclusive.
2. The disqualification period will start from the day of the decision of Council.
3. After the disqualifying period is over, the said contractor or sub-contractor will be placed on probation for the next year. If another non-compliance violation occurs, the Manager, Fair Wage Office must report and may recommend to the Government Management Committee that the said contractor or sub-contractor be disqualified from conducting business with the City for an indefinite period of time.
4. All non-compliance activities (including firm names) and disqualification statistics will be reported to Council annually. **Disqualified firms (<https://www.toronto.ca/business-economy/doing-business-with-the-city/search-bid-on-city-contracts/suspended-disqualified-firms/>)** will be published on the City's website.



Hamilton

City of Hamilton

Fair Wage Policy

and

Fair Wage Schedule

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1. POLICY STATEMENT

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

2. 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, 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 Fair Wage Policy and Fair Wage Schedule shall have the following meanings, unless expressly stated otherwise.

“Benefits” includes employer contributions to such items as a pension plan, Registered Retirement Savings Plan (RRSP), medical plan bonus, retention pay or the like and vacation;

“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 \$500,000.00 excluding 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” 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” means the Fair Wage Schedule approved by Council, as amended from time to time. The Fair Wage Schedule stipulates the Total Hourly Compensation for Employees;

“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, specifically Part VIII Overtime Pay;

“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” shall mean the Manager of Procurement 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;

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

4. CITY RESPONSIBILITIES

- 4.1. The Director of Financial Services 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 will prepare and review the Fair Wage Schedule from time to time and recommend to the appropriate Standing Committee of Council those amendments to the Fair Wage Schedule.
- 4.3. The Manager of Procurement shall reference the Fair Wage Policy and Fair Wage Schedule in all City Construction Contracts. The City’s Procurement website will post the Fair Wage Policy and Fair Wage Schedule and Fair Wage Complaint Form at hamilton.ca/procurement.
- 4.4. The Manager of Procurement will co-ordinate the preparation of an annual report for the appropriate Standing Committee of Council regarding complaints investigated and resulting audits performed pursuant to the Fair Wage Policy and Fair Wage Schedule.
- 4.5. The City shall address a written objection to the administration of the Fair Wage Policy and Fair Wage Schedule.
- 4.6. 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 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 the Fair Wage Policy and Fair Wage Schedule.

5. AD HOC FAIR WAGE COMMITTEE

- 5.1 The City shall participate in an ad hoc Fair Wage Committee to discuss issues, and provide a forum for consultation regarding issues related to the Fair Wage Policy and Fair Wage Schedule.
- 5.2 The Committee shall meet on an as required basis.
- 5.3 The Committee, as determined by the City, shall be comprised, as a minimum, of the following members:
 - a) Director of Financial Services or designate,
 - b) Director of Employee & Labour Relations or designate,
 - c) A representative from:
 - Hamilton & District Heavy Construction Association,
 - Hamilton-Brantford Ontario, Building and Construction Trades Council,
 - Labourers' International Union of North America,
 - Christian Labour Association of Canada, and
 - Merit OpenShop Contractors Association of Ontario.

6. CONTRACTOR AND SUB-CONTRACTOR RESPONSIBILITIES

- 6.1 A Contractor shall ultimately be responsible for any violations or non-compliance of Sub-Contractors on its City Construction Contracts.
- 6.2 A Contractor is fully responsible for ensuring that all Sub-Contractors comply with the Fair Wage Policy and Fair Wage Schedule.
- 6.3 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.
- 6.4 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 may be considered, and if approved by the Manager of

Procurement, shall be in writing prior to the commencement of the Construction Contract.

- 6.5 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-Contractors complied with the Fair Wage 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 to be satisfactory by the City.

7. COMPLIANCE

- 7.1 A Contractor or Sub-Contractors 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.
- 7.2 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.
- 7.3 Any lump sum payment approved is to be made no later than the date of substantial performance of the related Construction Contract.

8. RECORDS

- 8.1 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.
- 8.2 Unless otherwise approved by the City, the Contractor and Sub-Contractor shall make these records available for inspection upon request by the City within ten business days.
- 8.3 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, 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; and
 - c) Unless otherwise approved by the City, make these records available for inspection upon request by the City within ten business days.
- 8.4 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.

9. 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 8. Records) at any time during the period of the Construction Contract and at any time thereafter as deemed by the City.

10. CONSEQUENCES OF NON-COMPLIANCE

- 10.1 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;
- and

- 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.
and
 - 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.
- 10.2 Where a Contractor or Sub-Contractor has been determined to be non-compliant with the Fair Wage Policy and 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, which verifies compliance with the Fair Wage Policy and Fair Wage Schedule on the next three City Construction Contracts to which the Contractor is awarded. Such assurance report shall provide sufficient information and detail to demonstrate compliance with the Fair Wage 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.
- 10.3 Where a Contractor or Sub-Contractor has been determined to be non-compliant with the Fair Wage 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 City 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 the Fair Wage Policy and Fair Wage Schedule
- on any City contract for a period of two years from the date of City Council approval, save and except any Construction Contract the Contractor may currently have with the City.
- 10.4 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 the Fair Wage Policy and Fair Wage Schedule.

11. COMPLAINTS

- 11.1 Any person may submit 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. All complaints must be submitted in writing and contain sufficient information in order to investigate the complaint. The Fair Wage Complaint Form may be completed for this purpose
- 11.2 The complaint must be forwarded to the City's Manager of Procurement via email (procurement@hamilton.ca), regular mail or in person to the Procurement Section, Corporate Services Department, 120 King Street West, Suite 900, Hamilton, Ontario L8P 4V2.
- 11.3 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.
- 11.4 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.
- 11.5 The Initiator shall confirm to the City in a timely manner whether or not they would like to proceed with the complaint.
- 11.6 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 Fair Wage Schedule. Such action deemed necessary by the City shall commence within 30 calendar days of receipt of a completed Fair Wage Complaint Form submitted to the Manager of Procurement.
- 11.7 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 the Fair Wage Policy and Fair Wage Schedule.
- 11.8 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 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. Until the Initiator has paid the associated costs to the City, the City will not accept any additional complaints from the Initiator.
- 11.9 For the purposes of the City not accepting any additional complaints from the Initiator under section 11.8 of this Fair Wage Policy, 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).

- 11.10 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.

12. APPEALS PROCESS

- 12.1 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.
- 12.2 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 with the Manager of Procurement to meet with the General Manager of the Client Department issuing the Construction Contract and the General Manager of Finance and Corporate Services regarding their complaint. The General Managers will make the final decision regarding the outcome of the Fair Wage complaint process.

13. FAIR WAGE SCHEDULE UPDATE

- 13.1 The Fair Wage Schedule shall be automatically updated every three years.
- 13.2 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 three year's preceding the date of the last Fair Wage Schedule update. For example, the hourly rates set in 2016 shall be updated in 2019 (three years after 2016). The updated rates in 2019 shall be based upon the 2016 hourly rates (three years preceding 2019);
 - b) calculated by increasing the respective collective agreement's hourly wage rates by no more than 24%; and
 - c) frozen for the three year term.

Fair Wage Schedule

Road Work:

Work performed	Total Hourly Compensation
Shovels, backhoes, draglines, gradalls, clams (on site), Grader "A", fine grade bulldozer, Pitman type cranes, self-erecting tower cranes	\$42.84
Clams (yard operation), mechanics, welders	\$41.85
Hydra-lift truck mounted hydraulic cranes	\$41.60
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	\$41.43
Mixer man on asphalt plant	\$41.35
Engineers on boilers (with papers), asphalt spreader (self-propelled), asphalt roller	\$41.28
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	\$41.11
Boiler fireman (without papers), burnerman on asphalt plant	\$40.61
Roller Operator (asphalt) 'B', mobile sweeper	\$40.23
Farm and industrial type tractor, (towed and self-propelled compaction units), grade rollerman, including self-propelled rubber tired rollers, hydro-vac truck	\$39.92

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

Work performed	Total Hourly Compensation
Engineers operating Cranes with a manufacturer's rating of 70 tons capacity and over, self-erecting tower cranes.	\$38.42
Engineers operating crawler cranes, mobile cranes, piledrivers, caisson boring machines and working foreman.	\$37.30
Engineers operating crawler backhoes, gradalls, Pitman type cranes, graders, mechanics and welders, articulating Hydraulic Crane (Knuckleboom). Asphalt plant operator. Self-propelled hydraulic drills.	\$36.06
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.	\$35.69
Engineers operating bobcat, skid steer, all frontend loader with all attachments, Kubota type backhoe with all attachments, trenchers, hydro-vac truck.	\$33.88
Engineers operating self-propelled roller, packer - rubber tired, sheepsfoot on grade or backfill, farm tractor, pump 6" and over.	\$31.37

Open Cut Work for Sewer and Watermain Construction:

Work performed	Total Hourly Compensation
Engineer operating cranes, self-erecting tower cranes, caisson boring machines 25 H.P. and over, sidebooms cranes, clams, backhoes, derricks, pile-drivers, gradalls, mobile and similar equipment, Pitman type cranes. Grader operator 'A' and fine grade bulldozer operator.	\$43.62
Heavy duty field mechanics and equipment repair welders.	\$42.32
Hydra-Lift truck mounted hydraulic cranes.	\$42.27
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, feller 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.	\$42.20
Service men on shovels, compressors, pumps, self-propelled rollers, boom truck drivers, operators of 5 or more heaters.	\$40.82
Oilers, greasers, mechanics helpers hydro-vac truck - 3rd year.	\$40.32
Oilers, greasers, mechanics helpers hydro-vac truck - 2nd year.	\$39.08
Oilers, greasers, mechanics helpers hydro-vac truck - 1st year.	\$37.84

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

Work performed	Total Hourly Compensation
Labourer	\$35.97
Skilled Labourer	\$36.51
Crawler Type Drillman, Powderman	\$39.23
Catch Basin Constructors	\$37.25
Asphalt Raker, Pipelayers, Trenchless Tech. Carpenters, Cement Finishers	\$37.89
Man Hole Valve Chamber Constructors	\$37.68
Rodman Reinforcing Installers, Curb-setters, Bricksetters, Stonepaving	\$36.94
Working Foreman	\$39.42
Watchman Six Shifts Per Week, (10) hours per shift (Weekly)	\$19.67
Traffic Control Person	\$33.03

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

Work performed	Total Hourly Compensation
Labourer	\$36.77
Skilled Labourer	\$37.31
Powderman, Crawler Type Driller	\$39.61
Carpenters	\$38.70
Rodman	\$38.06
Concrete Finisher	\$38.45
Piling Driving (All types Operation)	\$37.44
Working Foreman	\$40.23
Watchman Six Shifts Per Week, (10) hours per shift (Weekly)	\$19.67
Traffic Control Person	\$32.41

Labourers - Mining and Tunneling Operation:

Work performed	Total Hourly Compensation
Labourer	\$37.21
Underground Labourer, Pipelayer, Reinforced Concrete Worker, Skilled	\$37.93
Concrete Leader	\$38.24
Pumpman (3" Disc. and Under), Deck Man, Pit Bottom Man, Signal Man	\$37.56
Pile Driving all types and all Operations related thereto	\$38.37
Mucker and Miner Helper, Grout Machine Man, Diamond Drill, Welder	\$38.55
Shield Driver and Mole Driver, Lead Miner	\$38.86
Powderman	\$38.92
Fence Erector	\$38.80
Working Foreman	\$39.23
Watchman and Dryman	\$36.57

Building and Construction Work:

Work performed	Total Hourly Compensation
Engineers operating: cranes with a manufacturer's rating of over 164 to 219 tons capacity.	\$45.99
Engineers operating: cranes with a manufacturer's rating of 100 to 164 tons capacity, 1 st class Stationary Engineers, and skyway, climbing, hammerhead and kangaroo and GCI type cranes.	\$45.43
Engineers operating: all conventional and "hydraulic" type cranes, save and except those set' out in Article 1.1 above, 15 ton capacity and over boom truck, clams, shovels, gradalls, backhoes, draglines, piledrivers, all power derricks, gantry cranes, caisson boring machines (over 25 HP), and similar drill rigs, mine hoists, and all similar equipment working on land or water, overhead cranes, chimney hoists, multiple drum hoists, single drum hoists (over 12 stories), single drum hoists of manual friction and brake type, and all similar equipment, dredges - suction and dipper, hydraulic jacking equipment on vertical slip forms, hydraulic jacking poles, creter cranes, and hydraulic skoopers. heavy duty mechanics, qualified welders and 2nd Class Stationary Engineers and self-propelled hydraulic drills. Self-erecting cranes 15 ton capacity and over. Carry Deck cranes 15 ton capacity and over.	\$44.50
Pitman type cranes of 10 ton to less than 15 ton. Self-erecting cranes 10 ton to less than 15 ton capacity. Carry Deck cranes 10 ton to less than 15 ton capacity.	\$43.91
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.	\$43.33
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.	\$43.11
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.	\$40.23

Building and Construction Work: (continued)	Building and Construction Work: (continued)
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.	\$38.99
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.	\$37.51
2nd Year	\$35.32
1st Year	\$32.67
Engineers operating: draglines, cranes including but not limited to Self-erecting Cranes and Carry Deck Cranes. Heavy Duty Mechanics. Spider-type cranes.	\$42.90
Engineers operating: shovels, backhoes, hoptoes, gradalls and similar equipment, whip hammer, power mounted drill.	\$42.11
Welders	\$42.51
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.	\$41.27
Mechanic's helpers and Servicemen	\$39.02
Oiler-Grademen and Oiler-Drivers	\$38.45
Compactors	\$38.56

Tunnel Work:

Work performed	Total Hourly Compensation
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.	\$43.59
Heavy duty field mechanics.	\$42.59
Engineer operating shaft hoist, tuggers and derricks, 2000 lbs or less, compressor operators 500 CFM or over, hydro-vac truck.	\$42.47

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

Work performed	Total Hourly Compensation
Marble Mason	\$45.45
Terrazzo Tile Mechanic	\$45.25
Base Machine Operator	\$43.92
Terrazzo Helper	\$43.61
Marble Tile Helper	\$43.51

Bricklayers, Masons, and Plasterers:

Work performed	Total Hourly Compensation
Bricklayers, Masons, and Plasterers	\$44.54
Apprentice 1	\$22.27
Apprentice 2	\$29.20
Apprentice 3	\$35.64
Apprentice 4	\$40.09

Glaziers:

Work performed	Total Hourly Compensation
Journeyman Glazier Metal Mechanic with Certificate of Qualifications	\$39.78
Apprentice 1 (1-1000hrs)	\$19.89
Apprentice 2 (1001-2000hrs)	\$21.87
Apprentice 3 (2001-3000hrs)	\$23.87
Apprentice 4 (3001-4000hrs)	\$25.85
Apprentice 5 (4001-5000hrs)	\$27.85
Apprentice 6 (5001-6000hrs)	\$29.83
Apprentice 7 (6001-7000hrs)	\$31.82
Apprentice 8 (7001-8000hrs)	\$33.81

Elevator Constructors:

Work performed	Total Hourly Compensation
Elevator Mechanic	\$58.61
Probationary Helper I	\$32.24
Probationary Helper II	\$35.17
Helper I	\$41.03
Helper II	\$43.96
Improver Helper	\$46.90
Adjuster	\$65.94
Mechanic in charge (4-9) people	\$65.94
Mechanic in charge (10-19) people	\$67.41
Mechanic in charge (20+) people	\$68.58

Heat and Frost Insulators (Asbestos):

Work performed	Total Hourly Compensation
Journeyman	\$46.46
Fourth Year Apprentice	\$38.13
Third Year Apprentice	\$32.55
Second Year Apprentice	\$26.88
First Year Apprentice	\$21.32
Provisional	\$25.97
Conditional	\$29.91
Asbestos Remover Level One	\$25.33
Asbestos Remover Level Two	\$28.33
Asbestos Remover Level Three	\$26.19

Millwrights:

Work performed	Total Hourly Compensation
Journeyman	\$46.67
Foreperson	\$53.49
Sub-foreperson	\$50.08
Apprentice (0-1999hrs)	\$28.00
Apprentice (2000-3999hrs)	\$32.67
Apprentice (4000-5999hrs)	\$37.34
Apprentice (6000-8000hrs)	\$42.01

Plumbers, Steamfitters and Pipefitters:

Work performed	Total Hourly Compensation
Journeyman	\$45.69
Apprentice 1	\$18.28
Apprentice 2	\$22.85
Apprentice 3	\$27.42
Apprentice 4	\$31.99
Apprentice 5	\$36.56
Foreman	\$50.27

Welders:

Work performed	Total Hourly Compensation
Journeyman	\$45.69
Apprentice 1	\$22.85
Apprentice 2	\$27.42
Apprentice 3	\$31.99

Electrical:

Work performed	Total Hourly Compensation
Journeyman Electrician	\$47.44
Foreman	\$53.33
Apprentice 1	\$15.43
Apprentice 2	\$20.83
Apprentice 3	\$26.10
Apprentice 4	\$31.50
Apprentice 5	\$36.77

Painters – Industrial:

Work performed	Total Hourly Compensation
Journeyman Painter	\$39.73
5401 - 6000 hours worked	\$29.80
4501 - 5400 hours worked	\$27.81
3601 - 4500 hours worked	\$23.83
1801 - 3600 hours worked	\$21.85
1001 - 1800 hours worked	\$19.86
451 - 1000 hours worked	\$17.36
1 - 450 hours worked	\$16.12
Apprentice Helper (Unless Minimum Wage is Greater than \$11.00)	\$13.95

Painters – Commercial:

Work performed	Total Hourly Compensation
Journeyman Painter	\$34.56
5401 - 6000 hours worked	\$25.92
4501 - 5400 hours worked	\$24.19
3601 - 4500 hours worked	\$20.73
1801 - 3600 hours worked	\$19.01
1001 - 1800 hours worked	\$17.36
451 - 1000 hours worked	\$17.36
1 - 450 hours worked	\$16.12
Apprentice Helper (Unless Minimum Wage is Greater than \$11.00)	\$13.95

Roofers:

Work performed	Total Hourly Compensation
Foreman	\$44.42
Journeyman	\$43.96
Material Handler	\$41.74
Third Year Apprentice	\$34.22
Second Year Apprentice	\$30.49
First Year Apprentice	\$25.59
Pre-apprentice	\$20.76

Sheet Metal:

Work performed	Total Hourly Compensation
Foreman (3 - 15 men)	\$47.41
Foreman (16 - 25 men)	\$48.65
Foreman (Over 25 men)	\$49.58
Journeyman	\$43.56
First Year Apprentice	\$16.37
Second Year Apprentice	\$22.00
Third Year Apprentice	\$27.45
Fourth Year Apprentice	\$32.44
Fifth Year Apprentice	\$37.88
Sheeter / Decker	\$43.56
Sheeter / Decker Assistant	\$40.16
Material Handler	\$35.10
Probationary Employee	\$20.60

Drywall Finishers:

Work performed	Total Hourly Compensation
Journeyperson (Drywall Finishers)	\$43.33
3601 - 5400 hours worked	\$32.50
2401 - 3600 hours worked	\$28.16
1201 - 2400 hours worked	\$23.83
1 - 1200 hours worked	\$15.13

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

Work performed	Total Hourly Compensation
GF Foreman	\$54.89
Foreman	\$51.24
Base Wage (Journeyman)	\$45.74
Apprentice (0-1000hrs)	\$27.44
Apprentice (1001-2000hrs)	\$32.02
Apprentice (2001-3000hrs)	\$34.31
Apprentice (3001-4000hrs)	\$36.59
Apprentice (4001-5000hrs)	\$38.89
Apprentice (5001-6000hrs)	\$41.17

Rodmen: Bridge, Structural, Ornamental and Reinforcing Iron Workers

Work performed	Total Hourly Compensation
Foreman	\$50.13
Sub-Foreman	\$47.65
Base Wage (Journeyman)	\$43.93
Apprentice (0-500hrs)	\$26.36
Apprentice (501-1000hrs)	\$30.75
Apprentice (1001-2000hrs)	\$35.14
Apprentice (2001-3000hrs)	\$39.54
Apprentice (3001-4000hrs)	\$41.74