

Wage Schedule – ICI Construction

Coverage:

Wage rates and hours of work for employees in the industrial, commercial, and institutional sector of the construction industry are regulated under The Construction Industry Wages Act., All construction employees, unless excluded by the code, are covered by The Employment Standards Code.

Lower rates prohibited:

Employers and employees cannot make deals, contracts or arrangements that result in payment at rates lower than those in this document. They cannot make agreements contrary to or less than the provisions of The Employment Standards Code or The Construction Industry Wages Act.

Payment of wages:

An employer must pay employees their wages within five working days after the end of each pay period or within five working days of the termination of employment.

Employment records:

Employers and subcontractors must maintain proper payroll records, including a record of hours worked by employees, for not less than three years after the record is made.

Vacations with pay:

For each year employees work for the same employer, they are entitled to a two week paid vacation equal to at least four per cent of wages earned during the qualifying year (excluding overtime). After five years this rises to a three week paid vacation equal to at least 6% of wages earned during the qualifying year (excluding overtime).

General holidays:

All construction employees are entitled to be paid general holiday pay based on four per cent of their total wages and vacation allowance (excluding overtime) over the period worked during the year. These wages must be paid no later than December 31 of that year or on termination of employment.

The generally accepted practice of paying four per cent holiday wages on each cheque meets the minimum standard. Employees who work on a general holiday are entitled to 1 1/2 times their regular rate of pay for hours worked on that day.

Termination:

Notice of termination of employment is not required by employers or employees employed in the construction industry.

The Industrial, Commercial and Institutional Sector

According to The Construction Industry Wages Act states the industrial, commercial, and institutional sector includes employees engaged in:

- (a) the on-site building, erection, decoration, removal or relocation of a building, structure, apartment building or complex whether or not the units contained therein are rented or owned, or other work, or portion thereof, not specifically defined in the Act or the regulations as constituting part of the heavy construction sector of the construction industry but not including the on-site maintenance, redecoration, renovation, remodelling or repair of an industrial, commercial, institutional, public building or structure or apartment building or complex whether or not the units contained therein are rented or owned, or portion thereof, unless the work involves the structural or architectural alteration or structural or architectural remodelling of the building or structure,
- (b) the assembly, manufacture or installation on a construction site of any equipment, machinery or fixtures or components, including allied parts, that form an integral part of the building or structure but not including activity that is specifically defined in the Act or the regulations as being work constituting part of the heavy construction sector of the construction industry,
- (c) the prefabrication of every item built to a custom design for a building or structure or portion thereof, but not including prefabrication work performed in a permanent shop or factory or a manufacturing plant by persons regularly employed therein.

Industrial, Commercial and Institutional Wages and Overtime

There are two wage schedules for the industrial, commercial, and institutional sector in Manitoba: the Winnipeg/Major Building Project Schedule and the Rural Schedule.

The Winnipeg/Major Building Project Schedule applies in Winnipeg (the area within a 30-mile radius of the intersection of Osborne Street and Broadway in the City of Winnipeg) and on major building projects anywhere in Manitoba. A major building project is defined as:

- (a) the construction of or an addition to
 - (i) a power generating station or spillway
 - (ii) an oil refinery,
 - (iii) a chemical plant,
 - (iv) a steel mill,
 - (v) a pulp mill, paper mill, or pulp and paper mill,
 - (vi) a brewery,
 - (vii) a distillery,
 - (viii) a compressor station,
 - (ix) a mining installation above the surface of the ground,
 - (x) a mineral refinery,
 - (xi) a smelter, or
 - (xii) a petroleum processing plant, a gas processing plant, a petroleum and gas processing plant, or a petroleum

pumping station,

(b) the construction of an apartment building or a residential, commercial, industrial, community, government, municipal or school building or hospital where the total aggregate floor space exceeds 2325 square metres (25,000 square feet) or an addition to such a building where the total aggregate floor space of the addition exceeds 2325 square metres (25,000 square feet)

(c) the construction of several buildings of the types mentioned in clause (b) under a single contract or under several contracts between the same parties entered into at the same time in respect of the same project, where the total aggregate floor space of all the buildings under the contract exceeds 2325 square metres (25,000 square feet).

The Rural Wage Schedule applies to all industrial, commercial and institutional construction carried out in Manitoba that is not covered by the Winnipeg/Major Building Project Schedule wage schedule.

The table at the end of this section notes the minimum wage rates payable to employees in the industrial, commercial and institutional construction sector by regulation under The Construction Industry Wages Act. The rates came into effect October 1, 2006. For the purposes of this table:

What is a journeyperson?

A *journeyperson* is someone who:

- holds a certificate of qualification or proficiency from a recognized authority or
- acquires the skills of a trade by working in it for a period of not less than six years.

What is a Skilled Tradesperson?

A *skilled tradesperson* is someone who has worked at least 2,400 cumulative hours in the applicable trade.

Hours of Work and Overtime

The standard hours of work are 10 hours per day and 40 hours per week. All hours worked beyond that must be paid not less than 1 ½ times the regular wage rate.

Ratio of Construction Workers to Employees

An employer can only employ one construction worker for up to the first 10 employees, onsite, and one additional construction worker for every 10 employees thereafter. This ratio applies to the number of workers employed by an employer on a particular worksite.

Ratio of Trainees to Skilled Tradespersons

An employer can only employ one trainee for each skilled tradesperson employed by the employer at the worksite.

Ratio of Apprentices to Journeypersons

Designated trades under *The Apprenticeship and Trades Qualifications Act* (ATQA) have ratios based on the number of apprentices allowable for each journeyperson. For more information on these ratios, contact the provincial Apprenticeship Branch (Contact information following.).

Trade Qualifications

The Manitoba government has established standards under *The Apprenticeship and Trades Qualifications Act* (ATQA) for journeyperson certification in most of the construction industry trades. The government strongly encourages everyone employed in the construction industry to obtain journeyperson certification. In trades designated under the ATQA, experienced workers may before certified by successfully challenging the certification examination, or workers at any level may train for certification through a formal apprenticeship training program.

For further information about trades certification, contact:

The Apprenticeship Branch,
Room 1010 Norquay Building
401 York Avenue
Winnipeg, MB, R3C 0P8
Phone: 945-3337
Toll free: 1 – 877 – 978-7233
Web: www.gov.mb.ca/tradecareers

Industrial, Commercial and Institutional Minimum Wages

<i>Classifications</i>	<i>Winnipeg/ Major Building</i>		<i>Rural</i>	
	<i>June 1, 2006</i>	<i>October 1, 2006</i>	<i>June 1, 2006</i>	<i>October 1, 2006</i>
1. Asbestos Abatement Worker Skilled Tradesperson	\$19.00	\$19.50	\$15.20	\$17.55
(a) Trainee 2 (1,201 to 2,400 hours)	\$15.20	\$15.60	\$12.16	\$14.04
(b) Trainee 1 (0 to 1,200 hours)	\$11.40	\$11.70	\$9.12	\$10.53
2. Boilermaker Journeyperson	\$25.10	\$25.80	\$20.08	\$23.22
3. Bricklayer Journeyperson	\$26.60	\$26.90	\$21.28	\$24.21
4. Carpenter Journeyperson	\$24.15	\$24.50	\$19.32	\$22.05
5. Concrete Finisher Journeyperson	\$20.85	\$21.15	\$16.68	\$19.04
6. Construction Electrician Journeyperson	\$28.00	\$28.95	\$22.40	\$26.06
7. Crane and Hoisting Equipment Operator Journeyperson	\$23.84	\$24.20	\$19.07	\$21.78
(a) Mobile Crane Operator	\$25.65	\$26.15	\$20.52	\$23.54

(b) Tower Crane Operator	\$20.60	\$21.00	\$16.48	\$18.90
(c) Boom Truck Hoist Operator				
8. Elevator Constructor Skilled Tradesperson	\$30.00	\$30.00	\$24.00	\$27.00
(a) Trainee 2 (1,201 to 2,400 hours)	\$24.00	\$24.00	\$19.20	\$21.60
(b) Trainee 1 (0 to 1,200 hours)	\$18.00	\$18.00	\$14.40	\$16.20
9. Floor Coverer Skilled Tradesperson	\$21.95	\$22.50	\$17.56	\$20.25
(a) Trainee 2 (1,201 to 2,400 hours)	\$17.56	\$18.00	\$14.05	\$16.20
(b) Trainee 1 (0 to 1,200 hours)	\$13.17	\$13.50	\$10.54	\$12.15
10. Glazier Journeyperson	\$22.80	\$23.40	\$18.24	\$21.06
11. Industrial Mechanic (Millwright) Journeyperson	\$26.05	\$26.70	\$20.84	\$24.03
12. Insulator Skilled Tradesperson	\$22.40	\$23.10	\$17.92	\$20.79
(a) Trainee 2 (1,201 to 2,400 hours)	\$17.92	\$18.48	\$14.34	\$16.63
(b) Trainee 1 (0 to 1,200 hours)	\$13.44	\$13.86	\$10.75	\$12.47
13. Ironworker Journeyperson	\$26.20	\$26.90	\$20.96	\$24.21
(a) Structural Steel Erector	\$22.65	\$23.35	\$18.12	\$21.02
(b) Reinforcing Iron (rebar)	\$25.20	\$26.49	\$20.16	\$23.84
(c) Miscellaneous Metal Worker/Ornamental Worker				
14.1 Specialty Labourer Skilled Tradesperson (assisting bricklayer)	\$19.80	\$19.85	\$15.84	\$17.87
(a) Trainee 2 (1,201 to 2,400 hours)	\$15.84	\$15.88	\$12.67	\$14.30
(b) Trainee 1 (0 to 1,200 hours)	\$11.88	\$11.91	\$9.50	\$10.72
14.2 General Construction Labourer Skilled Tradesperson	\$18.60	\$18.90	\$14.88	\$17.01
(a) Trainee 2 (1,201 to 2,400 hours)	\$14.88	\$15.12	\$11.90	\$13.61
(b) Trainee 1 (0 to 1,200 hours)	\$11.16	\$11.34	\$8.93	\$10.21
15. Lather (Interior Systems Mechanic) Journeyperson	\$22.25	\$22.25	\$17.80	\$20.03
16. Marble, Tile and Terrazzo Skilled Tradesperson	\$21.20	\$21.30	\$16.96	\$19.17
(a) Trainee 2 (1,201 to 2,400 hours)	\$16.96	\$17.04	\$13.57	\$15.34
	\$12.72	\$12.78	\$10.18	\$11.50

(b) Trainee 1 (0 to 1,200 hours)				
17. Painter, Decorator Journeyperson	\$20.85	\$21.35	\$16.68	\$19.22
18. Plasterer Skilled Tradesperson	\$22.25	\$22.30	\$17.80	\$20.07
(a) Trainee 2 (1,201 to 2,400 hours)	\$17.80	\$17.84	\$14.24	\$16.06
(b) Trainee 1 (0 to 1,200 hours)	\$13.35	\$13.38	\$10.68	12.04
19. Plumber Journeyperson	\$28.00	\$28.60	\$22.40	\$25.74
20. Pre-fabricated Metal Building Erector Skilled Tradesperson	\$22.20	\$24.00	\$17.76	\$21.60
	\$17.76	\$19.20	\$14.21	\$17.28
(a) Trainee 2 (1,201 to 2,400 hours)	\$13.32	\$14.40	\$10.66	\$12.96
(b) Trainee 1 (0 to 1,200 hours)				
21. Refrigeration and Air Conditioning Mechanic Journeyperson	\$27.10	\$27.80	\$21.68	\$25.02
22. Roofer Journeyperson	\$22.65	\$23.15	\$18.12	\$20.84
23. Sheeter, Decker and Cladder	\$25.50	\$25.95	\$20.40	\$23.36
Skilled Tradesperson	\$20.40	\$20.76	\$16.32	\$18.69
(a) Trainee 2 (1,201 to 2,400 hours)	\$15.30	\$15.57	\$12.24	\$14.02
(b) Trainee 1 (0 to 1,200 hours)				
24. Sheet Metal Worker Journeyperson	\$28.55	\$29.50	\$22.84	\$26.55
25. Sprinkler System Installer Journeyperson	\$30.75	\$31.05	\$24.60	\$27.95
26. Steamfitter/ Pipefitter Journeyperson	\$28.00	\$28.60	\$22.40	\$25.74
27. Scaffolder Skilled Tradesperson	\$24.15	\$24.50	\$19.32	\$22.05
(a) Trainee 2 (1,201 to 2,400 hours)	\$19.32	\$19.60	\$15.46	\$17.64
(b) Trainee 1 (0 to 1,200 hours)	\$14.49	\$14.70	\$11.59	\$13.23

For more information contact the Employment Standards Branch:

Phone: 204-945-3352; or toll free in Manitoba 1-800-821-4307

Fax: 204-948-3046

E-mail: Employmentstandards@gov.mb.ca

Website: www.manitoba.ca/labour/standards

This is a general overview and the information used is subject to change. For detailed information, please refer to current legislation including *The Employment Standards Code*, or contact the Employment Standards Branch to ask for advice

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