

CHOICE REEFER SYSTEMS				Pay Grid - Rev 5 (August 1, 2019)						
COMPANY DRIVER - LOCAL /REGIONAL										
		Referral bonus		Signing option(Completion of probation if rcvd signing bonus in past not eligible.	Hourly work/local/shunting within 50 km radius of Belleville Terminal	Regional Toronto-paid by hub mile	Base + Bonus	Regional Hourly ON/QC Overnight Required	Regional Quebec paid by hub mile	Base + Bonus
		6 mon	1 year							
Training school graduate, less than 12 months experience		\$250.00	\$250.00	\$1,000	\$14.69	0.29	0.32	\$16.38	0.31	0.34
13 to 18 months experience		\$400.00	\$400.00	\$1,250	\$15.22	0.30	0.33	\$17.41	0.32	0.35
19 to 24 months experience		\$500.00	\$500.00	\$1,500	\$15.74	0.31	0.34	\$18.43	0.33	0.36
25 to 36 months experience		\$750.00	\$750.00	\$1,750	\$16.27	0.32	0.35	\$19.46	0.34	0.37
37 months experience		\$1,000.00	\$1,000.00	\$2,000	\$16.79	0.33	0.36	\$20.48	0.35	0.38
Regional Bonus is 0.03/mile						Bonus				
						0.00				
						0.00				
						0.00				
						0.03				
						0.00				
Maximum Bonus Potential (failure to provide 2 weeks notice shall result in no bonus payout for the month of resignation)						0.03				
OTHER REVENUE RATES									PO requested by Driver?	PO given prior to work by Eassons Staff?
Regional/Local Picks and Drops						\$30.00 (does not apply when paid by the hour				
Waiting time paid after 4 hours						\$14.00				
Cart Deliveries						na				
Hourly Pay (Fleet Manager approved - ie. actual loading or reworking of freight, lumping or any other situation where Fleet Manager feels the driver is entitled to hourly pay - not to be paid in addition to any other pay rates in the grid)						\$14.00				
Shunting						\$10				
Fuelling per trailer (as requested by Dispatch - does not include fuelling that is required as part of a trip)						n/a				
Washing a trailer left unwashed by another Driver/Terminal						n/a				
Layover						\$30				
Unreasonable Dispatch						N/A				
Ferry Delay						n/a				
Major Mechanical Breakdowns or delays due to forced road closure, while in transit, with no alternate route and in extenuating circumstances only (ex. Severe weather) - \$14/HR for a max of 8 hrs in a 24 hour period - commencing when the delay occurs. When approved by Shop/Fleet Manager as applicable.								Hotel room if can't stay in truck + 30.00 layover fee. Mileage drivers delayed would be \$14/hr. Hourly drivers would be at regular rate		
Time and one half after 60 hours - paid monthly						Note:local within a 16 km radius (shunt drivers) time and one half after 45 hours				
Holidays						As per fed regulations	plus \$50 Christmas			
Orientation						\$100/day + Accomodations				
RRSP (6 months +)						n/a				
Onboarding Driving Support						\$40/day				
Coaching Course						\$200/day plus \$100 daily per diem				
Training Pay (with PO# from Human Resources) - Courses that are issued and expire due to incompletion will be re-issued at the drivers expense.										
PDIC						\$14/hr	3 hours max			Approved by HR

WHMIS					\$14/hr	3 hours max			
WHMIS Annual Refresher					\$14/hr	1 hour max			
Forklift					\$14/hr	3 hours max theory/1 hour max practical			
PDIC Online					\$14/hr	4 hours max			
Fire Extinguisher					\$14/hr	1 hour max			
Road to Wellness					\$14/hr	1 hour max			
Hours of Service					\$14/hr	3 hour max			
DEDUCTIONS									
Short Term Disability (Pay x 60%)					100%				
Long Term Disability (Pay x 60%)					100%				
Life Insurance (Pay x 2)					0				
Dependent Life (\$5000)					0				
USA Travel Insurance					0				
Medical Benefits					0				
Dental Benefits					100%				
Drug Benefits					0				