

CHOICE REEFER SYSTEMS				Pay Grid - Rev 4 (August 1, 2018)					
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	\$14.35	0.28	0.31	\$16.00	0.31	0.34
13 to 18 months experience	\$400.00	\$400.00	\$1,250	\$14.86	0.29	0.32	\$17.00	0.32	0.35
19 to 24 months experience	\$500.00	\$500.00	\$1,500	\$15.38	0.30	0.33	\$18.00	0.34	0.37
25 to 36 months experience	\$750.00	\$750.00	\$1,750	\$15.89	0.31	0.34	\$19.00	0.35	0.38
37 months experience	\$1,000.00	\$1,000.00	\$2,000	\$16.40	0.32	0.35	\$20.00	0.36	0.39
					Bonus				
Regional Bonus is 0.03/mile					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				