

CRS PAY GRID				REV 3 - April 22, 2019		
COMPANY DRIVER - LONG HAUL				CRS Rates		
	Referel Bonus		Signing Bonus (Completion of Probation - if received loyalty or signing bonus in past not eligible)	Base (PC MILER)	Base + Bonus	
	6 month	1 year				
Training school graduate, less than 12 months experience	\$250.00	\$250.00	\$1,000	0.40	0.44	
13 to 18 months experience	\$400.00	\$400.00	\$1,250	0.41	0.45	
19 to 24 months experience	\$500.00	\$500.00	\$1,500	0.42	0.46	
25 to 36 months experience	\$750.00	\$750.00	\$1,750	0.43	0.47	
37 months experience	\$1,000.00	\$1,000.00	\$2,000	0.44	0.48	
			Scorecard	Bonus		
				0.00		
				0.00		
				0.04		
Maximum Bonus Potential (failure to provide 2 weeks notice shall result in no bonus payout for the month of resignation)				0.04		
OTHER REVENUE RATES						
Linehaul Pick up				\$20		
Linehaul Drop				\$20		
Wait Time			AFTER 4 HOURS	\$14.00		
Local				as per local/regional pay grid		
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		
Switches (when part of Linehaul only)			we pay drivers who stay out and only come back as far as hearst \$200.00 switch bonus	\$200		
Shunting				\$10		
Layover			24 hrs after you have completed your dispatch	\$72		
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.				14 per hr from time of breakdown. Room provided if unable to stay in truck		
Time and one half after 60 hours - paid monthly						
Holidays			Paid according to fed reg.		plus \$50 Christmas	
Orientation				\$100/day + Accomodations		
Onboarding Driving Support				\$40/day		
Coaching Course				\$200/day plus \$100		
Training Pay (with PO# from Human Resources) - Courses that are issued and expire due to incompleion will be re-issued at						
PDIC				\$14/hr	3 hours max	
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			