

DAVID BROWN UNITED (Eassons Transportation Group)				Pay Grid - Rev 2 (August 1, 2017)						
COMPANY DRIVER - MARITIMES REGIONAL						MARITIME BASE RATES		ONTARIO BASE RATES (Ontario drivers licence and primary residence in Ontario)		
Referral Bonus		Signing Bonus (Completion of Probation - if received loyalty or signing bonus in past not eligible)		Hourly Work/Local Shunting 50 km radius from Kentville Terminal	Base (HUB) or "Hourly Work/Local Shunting 50 km radius from Kentville Terminal"; the greater of the two	Base + Bonus	Exclusive Hourly Option	Base	Base + Bonus	
6 mon		1 year								
Training school graduate, less than 12 months experience	\$250.00	\$250.00	\$1,000	\$14.00	0.29	0.32	\$16.00	0.31	0.34	
13 to 18 months experience	\$400.00	\$400.00	\$1,250	\$14.50	0.30	0.33	\$16.50	0.32	0.35	
19 to 24 months experience	\$500.00	\$500.00	\$1,500	\$15.00	0.31	0.34	\$17.00	0.33	0.36	
25 to 36 months experience	\$750.00	\$750.00	\$1,750	\$15.50	0.32	0.35	\$17.50	0.34	0.37	
37 months experience	\$1,000.00	\$1,000.00	\$2,000	\$16.00	0.33	0.36	\$18.00	0.35	0.38	
					Bonus					
Dashboard less than 100 pts										
Dashboard >=100 and < 150										
Dashboard >= 150 and < 175										
Dashboard >=175 and < 190										
Dashboard >=190										
Maximum Bonus Potential (failure to provide 2 weeks notice shall result in no bonus payout for the month of resignation)					0.03	old bonus structure				
OTHER REVENUE RATES								PO requested by Driver?	PO given prior to work by Eassons Staff?	
Local pickup and delivery						\$10+miles				
Waiting Time (after 1 hour - dispatch approved)						\$14/hr				
Cart Deliveries						\$15/pick or drop				
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)						\$12/hr		Yes	Yes	
Shunting						\$10		Yes	Yes	
Fuelling per trailer (as requested by Dispatch - does not include fuelling that is required as part of a trip)						\$20			Yes	
Washing a trailer left unwashed by another Driver/Terminal						\$20			Yes	
Layover (paid in full when overnight and when no hotel is required)						100 CAN (regardless of location)		Yes		
Unreasonable Dispatch						101 CAN (regardless of location)		Yes		
Ferry Delay						100 CAN (regardless of location)		Yes		
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) - \$12/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.						If you cant stay in your truck overnight entitled to \$50 + hotel bill only and only if not at home		Yes		
Time and one half after 60 hours - paid monthly										
Holidays						\$180		Christmas (additional)	\$50	
Orientation						\$100/day + Accomodations				
RRSP (6 months +)						2%				

Onboarding Driving Support					\$40/day				
Coaching Course					\$200/day plus \$100 daily per diem				
Coaching (4 weeks with student)					\$600 by School	\$400 by Eassons after internship evaluation		\$500 after student completes 6 months	\$500 after student completes 12 months
Coaching Program - 6 month Student Incentive (coach performance >=175 and training material completed)					175 to 190 Dashboard	.005/student miles			
					190 +	.01/student miles			
Training Pay (with PO# from Human Resources) - Courses that are issued and expire due to incompleion will be re-issued at the drivers expense.									
PDIC					\$12/hr	3 hours max		Yes	
WHMIS					\$12/hr	3 hours max		Yes	
WHMIS Annual Refresher					\$12/hr	1 hour max		Yes	
Forklift					\$12/hr	3 hours max theory/1 hour max practical		Yes	
PDIC Online					\$12/hr	4 hours max		Yes	
Fire Extinguisher					\$12/hr	1 hour max		Yes	
Road to Wellness					\$12/hr	1 hour max		Yes	
Hours of Service					\$12/hr	3 hour max		Yes	
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				