

EASSONS TRANSPORT LIMITED - DBU TEAM		Pay Grid - Rev 1 (August 1, 2017)			
COMPANY DRIVER - TEAM (Canada Only and Dedicated Runs)	Driver Eligibility	MARITIME BASE RATES		ONTARIO BASE RATES (Ontario drivers licence and primary residence in Ontario)	
		Base	Base + Bonus	Base	Base + Bonus
Base Pay	Training school graduate, less than 12 months experience	0.220	0.240	0.240	0.260
	13 to 24 months experience	0.225	0.245	0.245	0.265
	25 to 36 months experience	0.230	0.250	0.250	0.270
	37 to 48 months experience	0.235	0.255	0.255	0.275
	49 to 60 months experience	0.240	0.260	0.260	0.280
	60+ months	0.245	0.265	0.265	0.285
		Bonus			
Dashboard less than 100 pts	Per Driver	0.000			
Dashboard >=100 and < 150	Per Driver	0.000			
Dashboard >= 150 and < 175	Per Driver	0.005			
Dashboard >=175 and < 190	Per Driver	0.015			
Dashboard >=190	Per Driver	0.020			
Maximum Bonus Potential (failure to provide 2 weeks notice shall result in no bonus payout for the month of resignation)	Per Driver	0.020			
OTHER REVENUE RATES				PO requested by Driver?	PO given prior to work by Eassons Staff?
Linehaul Pick up	50% Split	\$20			
Linehaul Drop	50% Split	\$20			
Local pickup and delivery	50% Split	\$20+miles or (\$16/hr maritime rate and \$18/hr Ontario/PQ dispatch approved)			

Waiting Time (after 2 hours - dispatch approved)	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)	Dispatch Approved	\$12/hr		Yes	Yes
Switches (when part of Linehaul only)	50% Split	\$10			
Shunting	50% Split	\$10		Yes	Yes
Fuelling per trailer (as requested by Dispatch - does not include fuelling that is required as part of a trip)	50% Split	\$20			Yes
Washing a trailer left unwashed by another Driver/Terminal	50% Split	\$20			Yes
Layover	Per Driver	100 CAN (regardless of location)		Yes	
Unreasonable Dispatch	Per Driver	100 CAN (regardless of location)		Yes	
Ferry Delay	Per Driver	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.	Per Driver	If you cant stay in your truck overnight entitled to \$50 + 1 hotel bill only and only if not at home		Yes	
NL Ferry crossing each way	50% Split	\$75			
Labrador Ferry crossing each way	50% Split	\$25			
Digby Ferry crossing each way	50% Split	\$30			
PEI Ferry crossing each way	50% Split	\$10			
FOGO Island Ferry crossing each way	50% Split	\$10			
Yarmouth/Portland Ferry crossing each way	50% Split	\$150			
Time and one half after 60 hours - paid monthly					
Holidays	Per Driver	\$200	Christmas (additional)	\$50	
Orientation	Per Driver	\$100/day + Accomodations			
RRSP (6 months +)	Per Driver	2%			
Signing Bonus (As per company pay grid - if received loyalty or signing bonus in past not eligible)					

Referral Bonus (As per company driver pay grid)					
Training Pay (with PO# from Human Resources) - Courses that are issued and expire due to incompleteness will be re-issued at the driver's expense.	Per Driver	\$12/hr	paid up to max time/course	Yes	
DEDUCTIONS					
Short Term Disability (Pay x 60%)	Per Driver	100%			
Long Term Disability (Pay x 60%)	Per Driver	100%			
Life Insurance (Pay x 2)	Per Driver	0			
Dependent Life (\$5000)	Per Driver	0			
USA Travel Insurance		0			
Medical Benefits		0			
Dental Benefits		100%			
Drug Benefits		0			