

EASSONS TRANSPORT LIMITED	Pay Grid - Rev 19 (August 1, 2019)			
CASUAL DRIVER	MARITIME BASE RATES		ONTARIO BASE RATES (ontario drivers licence and primary residence in ontario)	
	Base (0.10 USA Premium on all USA miles)	Base + Bonus	Base	Base + Bonus
Training school graduate, less than 12 months experience	0.39	0.43	0.41	0.45
13 to 18 months experience	0.4	0.44	0.42	0.46
19 to 24 months experience	0.41	0.45	0.43	0.47
25 to 36 months experience	0.42	0.46	0.44	0.48
37 months experience	0.43	0.47	0.45	0.49
	Bonus			
Dashboard less than 100 pts	0			
Dashboard >=100 and < 150	0			
Dashboard >= 150 and < 175	0.01			
Dashboard >=175 and < 190	0.03			
Dashboard >=190	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			PO requested by driver?	PO given prior to work by Eassons Staff.
First Linehaul Pick included in mileage rate up to 2 hours. Additional Picks max 2 hours each.	\$20	LTL Load / \$40		
First Linehaul Drop included in rate up to two hours. Additional Drops max 2 hours each.	\$20	LTL Load / \$40		
Local pickup and delivery	\$20+miles			
Waiting Time (after 2 hours - dispatch approved)	\$12/hr		Yes	

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
Switches (when part of Linehaul only)	\$10			
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
Border Crossing	\$20 / Crossing			
Layover	100 CAN (regardless of location)		plus 30 CAN in USA	Yes
Unreasonable Dispatch	100 CAN (regardless of location)		plus 30 CAN in USA	Yes
Ferry Delay	100 CAN (regardless of location)			
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
NL Ferry crossing each way	\$40			
Labrador Ferry crossing each way	\$25			
Digby Ferry crossing each way	\$30			
PEI Ferry crossing each way	\$10			
FOGO Island Ferry crossing each way	\$10			
NFLD/Lab/Goose Flat Rate Dock Pay for building loads (only if present at time of loading)	\$96			
Yarmouth/Portland Ferry crossing each way	\$150			
Time and one half after 60 hours - paid monthly				
Holidays	\$200	Christmas (additional)	\$50	

Orientation	\$100/day + Accomodations			
RRSP (6 months-5 years)	Not available			
RRSP (5-10 years)	Not available			
RRSP (10 +)	Not available			
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	\$500 after student
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 incompleton 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	
<b>DEDUCTIONS</b>				
Short Term Disability (Pay x 60%)	Not available			
Long Term Disability (Pay x 60%)	Not available			
Life Insurance (Pay x 2)	Not available			
Dependent Life (\$5000)	Not available			
USA Travel Insurance	Proof of coverage but not covered by Eassons			
Dental Benefits	Not available			
Medical Benefits	Not available			
Dental Benefits	Not available			
Drug Benefits	Not available			