

EASSONS TRANSPORT LIMITED					Pay Grid - Rev 18 (August 1, 2018)				
COMPANY DRIVER					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)		Minimum Pay/Day To Start (adjustment to actual average after probation)	Base (0.07 USA Premium on all USA miles)	Base + Bonus	Base	Base + Bonus	
6 mon		1 year							
Training school graduate, less than 12 months experience	\$250.00	\$250.00	\$1,000	\$171.0	0.38	0.42	0.40	0.44	
13 to 18 months experience	\$400.00	\$400.00	\$1,250	\$180.0	0.39	0.43	0.41	0.45	
19 to 24 months experience	\$500.00	\$500.00	\$1,500	\$184.5	0.40	0.44	0.42	0.46	
25 to 36 months experience	\$750.00	\$750.00	\$1,750	\$189.0	0.41	0.45	0.43	0.47	
37 months experience	\$1,000.00	\$1,000.00	\$2,000	\$198.0	0.42	0.46	0.44	0.48	
					Bonus				
Dashboard less than 100 pts					0.00				
Dashboard >=100 and < 150					0.00				
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					\$10 / 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)			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.	revision february 12, 2015					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)						2%			
RRSP (5-10 years)						4%			
RRSP (10 +)						6%			
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 incompletion 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			