

CRS PAY GRID		REV 5 - August 1, 2021				
COMPANY DRIVER - LONG HAUL		CRS Rates				
	Referel Bonus		Base (PC MILER)	Base + Bonus		
	6 month	1 year				
Training school graduate, less than 12 months experience	\$250.00	\$250.00	0.42	0.46		
13 to 18 months experience	\$400.00	\$400.00	0.43	0.47		
19 to 24 months experience	\$500.00	\$500.00	0.44	0.48		
25 to 36 months experience	\$750.00	\$750.00	0.45	0.49		
37 months experience	\$1,000.00	\$1,000.00	0.46	0.50		
Quarterly Bonus				Bonus		
Idle				0.015		
Preventable Accident/Incident				0.020		
Safety Prevention				0.005		
Maximum Bonus Potential (failure to provide 2 weeks notice shall result in no bonus payout for the month of resignation)				0.040		
OTHER REVENUE RATES						
Linehaul Pick up			\$20			
Linehaul Drop			\$20			
Wait Time (after 4 hours)			\$15.00			
Local			as per local/regional pay grid			
Hourly Pay (Fleet Manager approved - ie. actual loading or reworking of freight at a terminal or customer location, local work, 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.)			\$15.00		Yes	Yes
Online training as per standard completion times			\$15.00		Yes	Yes
Switches (when part of Linehaul only)			\$200			
Shunting			\$10			
Layover			\$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) - \$15/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.			15 per hr from time of breakdown. Room provided if unable to stay in truck			
Time and one half after 60 hours - paid monthly						
Minimum Pay Per Day (Weekly Average)	N/A					
Holidays				plus \$50 Christmas		

Orientation			\$100/day + Accommodations		
RRSP (6 months plus)	Per Driver	2%			
Onboarding Driving Support			\$40/day		
Coaching Course			\$200/day plus \$100		
DEDUCTIONS					
Short Term Disability (Pay x 60%)			100%		
Long Term Disability (Pay x 60%)			100%		
Life Insurance (Pay x 2)	Taxable Benefit		0		
Dependent Life (\$5000)	Taxable Benefit		0		
Travel Insurance			50%		
Medical Benefits			50%		
Dental Benefits			50%		
Drug Benefits			50%		