

DAVID BROWN UNITED (Eassons Transportation Group)	Pay Grid - Rev 4 (August 1, 2021)				
	MARITIME DRIVER PAY OPTIONS (Must select one pay method and only subject to change with management approval)				
	MILEAGE RATE		HOURLY RATE		
	Base (HUB) operating outside a 16km radius from terminal	Base + Bonus	Exclusive Hourly Option when operating outside a 16km radius from terminal or when dispatch approved	Hourly Bonus	Hourly Rate + Bonus
Training school graduate, less than 12 months experience	0.310	0.350	\$18.75	\$0.50	\$19.25
13 to 18 months experience	0.320	0.360	\$19.00	\$0.50	\$19.50
19 to 24 months experience	0.330	0.370	\$19.25	\$0.50	\$19.75
25 to 36 months experience	0.340	0.380	\$19.75	\$0.50	\$20.25
37 months experience	0.350	0.390	\$20.50	\$0.50	\$21.00
<b>Quartly Bonus</b>	<b>Bonus</b>			<b>Bonus</b>	
Idle	0.015			\$ 0.1875	
Preventable Accident/Incident	0.020			\$ 0.2500	
Safety Prevention	0.005			\$ 0.0625	
<b>Maximum Bonus Potential (failure to provide 2 weeks notice shall result in no bonus payout for the month of resignation)</b>	0.040			\$ 0.50	
<b>OTHER REVENUE RATES TO BE INCLUDED WITH MILES, PICKS, AND DROPS - Pay Contract Only</b>				PO requested by Driver?	PO given prior to work by Eassons Staff?
Picks and Drops (terminals excluded)	\$11+miles				
Overtime	After 60 hours		60 hours per week.		
Waiting Time (after 1 hour - dispatch approved)	\$15/hr				
Cart Deliveries (applicable to locations without a loading dock)	\$17/pick or drop				
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/hr			Yes	Yes
Online training as per standard completion times	\$15/hr		\$15/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	
<b>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.</b>	If you cant stay in your truck overnight entitled to \$50 + hotel bill only and only if not at home			Yes	