

EASSONS TRANSPORT LIMITED					Pay Grid - Rev 20 (August 1, 2021)			
COMPANY DRIVER					MARITIME BASE RATES		ONTARIO BASE RATES (Ontario drivers licence and primary residence in Ontario)	
Referal Bonus		Signing Bonus (Completion of Probation - if received loyalty or signing bonus in past not	Minimum Pay/Day To Start (adjustment to actual average	Base (0.10 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	0.405	0.445	0.425	0.465
13 to 18 months experience	\$400.00	\$400.00	\$1,250	\$180.0	0.415	0.455	0.435	0.475
19 to 24 months experience	\$500.00	\$500.00	\$1,500	\$184.5	0.425	0.465	0.445	0.485
25 to 36 months experience	\$750.00	\$750.00	\$1,750	\$189.0	0.435	0.475	0.455	0.495
37 months experience	\$1,000.00	\$1,000.00	\$2,000	\$198.0	0.445	0.485	0.465	0.505
Quarterly Bonus					Bonus		Bonus	
Idle					0.015		0.015	
Preventable Accident/Incident					0.020		0.020	
Safety Prevention					0.005		0.005	
Maximum Bonus Potential (failure to provide 2 weeks notice shall result in no bonus payout for the month of resignation)					0.040		0.040	
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)					\$15/hr		Yes	
Hourly Pay (Fleet Manager approved - ie. actual loading or reworking of freight at a terminal or customer location, 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
Local Work (The greater of miles, picks and drops and the hourly rate)					Maritimes \$16	Ontario / Quebec \$18		
Online training as per standard completion times					\$15/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)			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) - \$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.					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)					\$120			
Yarmouth/Portland Ferry crossing each way					\$150			
Time and one half after 60 hours - paid monthly								
Holidays					\$200 Min after 1 month of service	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		
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			
Travel Insurance					50%			
Medical Benefits					50%			
Dental Benefits					50%			
Drug Benefits					50%			