

CRS PAY GRID				REV 8 - August 1, 2022				
COMPANY DRIVER - LONG HAUL				CRS Rates				
		Referel Bonus		Signing Bonus (Completion of Probation - if received loyalty or signing bonus in past not eligible)	Base (PC MILER)	Base + Bonus		
		6 month	1 year	\$2,000				
Training school graduate, less than 12 months experience		\$250.00	\$250.00		0.47	0.51		
13 to 18 months experience		\$400.00	\$400.00		0.48	0.52		
19 to 24 months experience		\$500.00	\$500.00		0.49	0.53		
25 to 36 months experience		\$750.00	\$750.00		0.50	0.54		
37 months experience		\$1,000.00	\$1,000.00		0.51	0.55		
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)					\$15.55			
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.)					\$15.55		Yes	Yes
Online training as per standard completion times					\$15.55		Yes	Yes
Switches (when part of Linehaul only)				we pay drivers who stay out and only come back as far as hearst \$200.00 switch bonus	\$200			
Shunting					\$10			
Layover				24 hrs after you have completed your dispatch	\$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) - \$15.55/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.					15.55 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				Paid according to fed reg.		plus \$50 Christmas		
Orientation					\$100/day + Accomodations			
RRSP (6 months plus)		Per Driver			2%			
Onboarding Driving Support					\$40/day			
Coaching Course					\$200/day plus \$100 daily per diem			
DEDUCTIONS								
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%			