

DAVID BROWN UNITED (Eassons Transportation Group)	Pay Grid - Rev 7 (August 1, 2022)						
	MARITIME DRIVER PAY OPTIONS select one pay method and only subject to change with management approval)						(Must
	MILEAGE RATE		HOURLY RATE				Yard Shunter
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	Hourly Rate when operating inside a 16km radius from terminal		
Training school graduate, less than 12 months experience	0.360	0.400	\$19.78	\$0.50	\$20.28	\$18.42	\$19.57
13 to 18 months experience	0.370	0.410	\$20.05	\$0.50	\$20.55	\$19.00	
19 to 24 months experience	0.380	0.420	\$20.31	\$0.50	\$20.81	\$19.57	
25 to 36 months experience	0.390	0.430	\$20.84	\$0.50	\$21.34	\$20.16	
37 months experience	0.400	0.440	\$21.63	\$0.50	\$22.13	\$20.73	
<b>Quartly Bonus</b>	<b>Bonus</b>			<b>Bonus</b>		<b>Bonus</b>	<b>Bonus</b>
Idle	0.015			\$ 0.1875		\$ 0.1875	\$ 0.1875
Preventable Accident/Incident	0.020			\$ 0.2500		\$ 0.2500	\$ 0.2500
Safety Prevention	0.005			\$ 0.0625		\$ 0.0625	\$ 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		\$ 0.50	\$ 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.			45 hours per week.	40 hours per week.
Waiting Time (after 1 hour - dispatch approved)	\$15.55/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.)	\$15.55/hr			Yes	Yes		
Online training as per standard completion times	\$15.55/hr		\$15.55/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			
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.				Yes			
RRSP (6 months plus)		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)	0					
Dependent Life (\$5000)	0					
Travel Insurance	50%					
Medical Benefits	50%					
Dental Benefits	50%					
Drug Benefits	50%					