

EASSONS TRANSPORT LIMITED		Pay Grid - Rev 10 (December 21, 2021)			
COMPANY DRIVER - TEAM	Driver Eligibility	MARITIME BASE RATES		ONTARIO BASE RATES (Ontario drivers licence and primary residence in Ontario)	
		Base (0.05 premium on all USA miles)	Base + Bonus	Base	Base + Bonus
Base Pay	Training school graduate, less than 12 months experience	0.2475	0.2675	0.2675	0.2875
	13 to 24 months experience	0.2525	0.2725	0.2725	0.2925
	25 to 36 months experience	0.2575	0.2775	0.2775	0.2975
	37 to 48 months experience	0.2625	0.2825	0.2825	0.3025
	49 to 60 months experience	0.2675	0.2875	0.2875	0.3075
	60+ months	0.2725	0.2925	0.2925	0.3125
Quarterly Bonus	Bonus				
Idle	0.0075				
Preventable Accident/Incident	0.0100				
Safety Prevention	0.0025				
Maximum Bonus Potential (failure to provide 2 weeks notice shall result in no bonus payout for the month of resignation)	0.02				
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.	50% Split	\$20	LTL Load / \$40		
First Linehaul Drop included in rate up to two hours. Additional Drops max 2 hours each.	50% Split	\$20	LTL Load / \$40		
Local pickup and delivery	50% Split	\$20+miles			
Waiting Time (after 2 hours - dispatch approved)	Per Driver	\$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.)	Dispatch Approved 50% Split	\$15/hr		Yes	Yes

Local Work (The greater of miles, picks and drops and the hourly rate)	Maritimes \$16 50% Split	Ontario / Quebec \$18 50% Split			
Online training as per standard completion times	Per Driver	\$15/hr		Yes	Yes
Switches (when part of Linehaul only)	50% Split	\$10			
Shunting	50% Split	\$10		Yes	Yes
Fuelling per trailer (as requested by Dispatch - does not include fuelling that is required as part of a trip)	50% Split	\$20			Yes
Washing a trailer left unwashed by another Driver/Terminal	50% Split	\$20			Yes
Cross Border	50% Split	\$20/Crossing			
Layover	Per Driver	100 CAN (regardless of location)		Yes	
Unreasonable Dispatch	Per Driver	100 CAN (regardless of location)		Yes	
Ferry Delay	Per Driver	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.	Per Driver	If you cant stay in your truck overnight entitled to \$50 + 1 hotel bill only and only if not at home	Revision February 12, 2015	Yes	
NL Ferry crossing each way	50% Split	\$40			
Labrador Ferry crossing each way	50% Split	\$25			
Digby Ferry crossing each way	50% Split	\$30			
PEI Ferry crossing each way	50% Split	\$10			
FOGO Island Ferry crossing each way	50% Split	\$10			
Yarmouth/Portland Ferry crossing each way	50% Split	\$150			
Time and one half after 60 hours - paid monthly					
Holidays	Per Driver	\$200 Min after 1 month of service	Christmas (additional)	\$50	
Orientation	Per Driver	\$100/day + Accomodations			
RRSP (6 months-5 years)	Per Driver	2%			
RRSP (5-10 years)	Per Driver	4%			
RRSP (10 +)	Per Driver	6%			
Signing Bonus (As per company pay grid - if received loyalty or signing bonus in past not eligible)					
Referral Bonus (As per company driver pay grid)					
Training Pay (with PO# from Human Resources) - Courses that are issued and expire due to incompletion will be re-issued at the drivers expense.	Per Driver	\$12/hr	paid up to max time/course	Yes	
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%			