

DAVID BROWN UNITED (Eassons Transportation Group)	Pay Grid - Rev 5 (December 21, 2021)				
	MARITIME DRIVER PAY OPTIONS 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
Quartly Bonus	Bonus			Bonus	
Idle	0.015			\$ 0.1875	
Preventable Accident/Incident	0.020			\$ 0.2500	
Safety Prevention	0.005			\$ 0.0625	
Maximum Bonus Potential (failure to provide 2 weeks notice shall result in no bonus payout for the month of resignation)	0.040			\$ 0.50	
OTHER REVENUE RATES TO BE INCLUDED WITH MILES, PICKS, AND DROPS - Pay Contract Only				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	
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	