

## Quick Reference Rate Summary

Compensation Type	Rate (Minimums)	Application
<b>Independent Operators paid by the trip (union and non-union)</b>		
On- and Off-Dock	See <b>On-Dock</b> or <b>Off-Dock</b> Rate Schedules	Retroactive to April 3, 2014
Callout	\$200 when available for 4 continuous hours of work	Effective December 22, 2014
Wait Time Remuneration	100% of remuneration paid to trucking companies must be paid to Independent Operator	Retroactive to April 3, 2014
Fuel Surcharge	Calculated using 2% multiplier as per regulation	Retroactive to March 27, 2014
<b>Directly Employed Operators (employed by trucking company) or Indirectly Employed Operators (employed by Independent Operator) paid by the trip</b>		
<b>NOTE: If an Independent Operator is paid by trip, the Indirectly Employed Operator must be paid in the same fashion, as set out below</b>		
On- and Off-Dock	An amount equal to or greater than the minimum hourly rate established in the Regulation	Effective May 13 2015
Callout	Paid no less than 4 times the applicable minimum hourly rate when available for 4 continuous hours of work	Effective May 13 2015
Wait Time Remuneration	100% of remuneration paid to trucking companies must be paid to the operator	Retroactive to April 3, 2014
<b>Independent Operators paid hourly</b>		
On- and Off-Dock	\$50.13 on hire and \$51.28 after one year of cumulative service, inclusive of benefits	Retroactive to April 3, 2014
Callout	Paid no less than 4 times the applicable minimum hourly rate when available for 4 continuous hours of work	Effective December 22, 2014
Fuel Surcharge	Calculated using 2% multiplier as per regulation	Retroactive to March 27, 2014
<b>Directly Employed Operators (employed by trucking company) or Indirectly Employed Operators (employed by Independent Operator) paid hourly</b>		
<b>NOTE: If an Independent Operator is paid hourly, the Indirectly Employed Operator must be paid in the same fashion, as set out below</b>		
On- and Off-Dock	\$25.13 on hire and \$26.28 after one year of cumulative service, inclusive of benefits	Retroactive to April 3, 2014
Callout	Paid no less than 4 times the applicable minimum hourly rate when available for 4 continuous hours of work	Effective December 22, 2014
<b>NOTE: Drivers CANNOT be paid a combination of hourly and trip rates</b>		