

RATE STRUCTURE TABLES

INDEPENDENT OPERATORS

INDEPENDENT OPERATORS PAID HOURLY:

COMPENSATION TYPE	RATE (Minimums)	REGULATION	APPLICATION
On and off dock	\$50.13 on hire and \$51.28 after 2340 hours of container trucking services	Section 15	Retroactive to April 3, 2014
Callout	\$200 - Minimum of/ availability for four continuous hours of work	Section 18	Effective Dec. 22, 2014. Amended May 13 2015
Fuel Surcharge	2% multiplier calculated as per regulations	Section 21	Retroactive to March 27, 2014

INDEPENDENT OPERATORS PAID BY THE TRIP:

COMPENSATION TYPE	RATE (Minimums)	REGULATION	APPLICATION
On dock	See On-Dock rate schedule	Schedule 2 & Section 12 (4)	Retroactive to April 3, 2014
Off dock	See Off-Dock rate schedule	Schedule 1 & Section 12 (3)	Retroactive to April 3, 2014
Callout	\$200 when available for 4 continuous hrs of work	Section 18	Effective Dec. 22, 2014. Amended May 13 2015
Fuel Surcharge	2% multiplier calculated as per regulations	Section 21	Retroactive to March 27, 2014
Wait Time Remuneration	100% of remuneration paid to trucking companies paid to I/O	Section 23	Retroactive to April 3, 2014

EMPLOYEES

EMPLOYEES PAID HOURLY:

COMPENSATION TYPE	RATE (Minimums)	REGULATION	APPLICATION
On and off dock	\$25.13 on hire and \$26.28 after 2340 hours of container trucking services	Section 13	Retroactive to April 3, 2014

EMPLOYEES PAID BY THE TRIP:

COMPENSATION TYPE	RATE (Minimums)	REGULATION	APPLICATION
On and Off dock	Paid equivalent to hourly rate	Section 13	Effective May 14, 2015
Callout	4X Section 13 hourly rates when available for 4 continuous hrs of work	Section 16	Effective May 14, 2015
Wait Time Remuneration	100% of remuneration paid to trucking companies paid to employee	Section 23	Retroactive to April 3, 2014

INDIRECTLY EMPLOYED OPERATORS (EMPLOYEES OF I/Os)**INDIRECTLY EMPLOYED OPERATORS PAID HOURLY:**

COMPENSATION TYPE	RATE (Minimums)	REGULATION	APPLICATION
On and off dock	\$25.13 on hire and \$26.28 after 2340 hours of container trucking services	Section 14	Retroactive to April 3, 2014

INDIRECTLY EMPLOYED OPERATORS PAID BY THE TRIP:

COMPENSATION TYPE	RATE (Minimums)	REGULATION	APPLICATION
On and Off dock	Paid equivalent to hourly rate	Section 14	Effective May 14, 2015
Callout	4X Section 14 hourly rates when available for 4 continuous hrs of work	Section 17	Effective May 14, 2015
Wait Time Remuneration	100% of remuneration paid to trucking companies paid to indirectly employed operator	Section 23	Retroactive to April 3, 2014