



OFFICE OF THE
BRITISH COLUMBIA CONTAINER
TRUCKING COMMISSIONER



2025 RATE ORDER

MINIMUM RATES FOR DRIVERS

Order of the Container Trucking Commissioner pursuant
to Section 22 of the *Container Trucking Act*

Effective July 1, 2025

May 26, 2025

Pursuant to Section 22 of the *Container Trucking Act* (“Act”), I order the following new rates effective July 1, 2025 (the “Order”). Previous orders issued pursuant to s. 22 of the Act remain in force up to and including June 30, 2025.*

Unless defined in this Order, the terms used in this Order have the meanings set out in the Act and *Container Trucking Regulation*.

THE OFFICE OF THE BC CONTAINER TRUCKING COMMISSIONER

A handwritten signature in blue ink that reads "Glen MacInnes". The signature is written in a cursive style with a large initial 'G'.

Glen MacInnes
Container Trucking Commissioner

*Note: Rates in force prior to July 1, 2019 are set out in Part 4, Divisions 1-3, of the *Container Trucking Regulation*, as those divisions existed prior to repeal.

Order amended and published on June 26, 2025 to correct typographical errors.

COMPANY DRIVERS

MINIMUM RATES
<p>Hourly Rate– Effective July 1, 2025 \$33.85 per hour if a directly employed operator has performed less than, and \$35.29 per hour if a directly employed operator has performed more than (or equal to), 2340 collective hours of container trucking services for any licensee or licensees (hourly rates are inclusive of benefits)</p>
<p>Callout No less than 4x the applicable hourly rate if a directly employed operator agrees, at the request of a licensee, to be available to perform container trucking services for 4 or more continuous hours in a 24-hour period</p>

INDIRECTLY EMPLOYED OPERATORS (IEOs)

MINIMUM RATES
<p>Hourly Rate– Effective July 1, 2025 \$33.85 per hour if an indirectly employed operator has performed less than, and \$35.29 per hour if a directly employed operator has performed more than (or equal to), 2340 collective hours of container trucking services for any licensee or licensees (hourly rates are inclusive of benefits)</p>
<p>Callout No less than 4x the applicable hourly rate if an indirectly employed operator agrees, at the request of a licensee, to be available to perform container trucking services for 4 or more continuous hours in a 24-hour period</p>

OVERTIME RATE

Directly Employed Operators (Company Drivers) and Indirectly Employed Operators (IEOs)

OVERTIME RATE
Hourly Rate 1 ½ times the hourly rate if a company driver or indirectly employed operator has performed more than 9 hours in a day, and or more than 45 hours per week.^
Hourly Rate The difference, if any, between the amount paid by the I/O to the indirectly employed operator and 1 ½ times the indirectly employed operators' applicable hourly rate for hours worked in excess of 9 hours in a day, and more than 45 hours in a week if an I/O employs an indirectly employed operator to perform container trucking services on behalf of a licensee* *A week is from Sunday to Saturday from the purpose of calculating overtime rates. Only the first 9 (nine) hours of each workday count towards the calculation of weekly overtime

^ Part 1 section 1 of ESA defines that a week is from Sunday to Saturday for the purpose of calculating overtime. Only the first nine hours of each workday count toward the calculation of weekly overtime.

INDEPENDENT OPERATORS (I/Os)

INDEPENDENT OPERATORS PAID HOURLY
MINIMUM RATES
Hourly Rate– Effective July 1, 2025 \$71.54 per hour if an I/O has performed less than, and \$73.51 per hour if an I/O has performed more than (or equal to), 2340 collective hours of container trucking services for any licensee or licensees (hourly rates are inclusive of benefits)
(If an independent operator employs an indirectly employed operator, the amount owed by the licensee to the independent operator is reduced by the amount that licensee pays the indirectly employed operator as set out in this Rate Order)
Callout – Effective July 1, 2025 \$341 or the applicable rate per trip, whichever is greater, if an independent operator agrees, at the request of a licensee, to be available to perform container trucking services for 4 or more continuous hours in a 24-hour period
Fuel Surcharge See fuel surcharge section below

INDEPENDENT OPERATORS (I/Os)

INDEPENDENT OPERATORS PAID BY THE TRIP
MINIMUM RATES
<p>On-Dock Trip Rate* See On-Dock rate schedule – Appendix I</p>
<p>Off-Dock Trip Rate* See Off-Dock rate schedule – Appendix II, III**</p> <p>**The amount set out in the applicable destination area (column 2) opposite the applicable origin area (column 1) if the I/O moves one container, and 1.5 times the same amount if the I/O moves two containers</p>
<p>(If an independent operator employs an indirectly employed operator, the amount the licensee must pay the independent operator is reduced by the amount, if any, that the licensee pays the indirectly employed operator (as set out in this Rate Order)</p>
<p>Positioning Movement Rate \$25 per on or off-dock trip rate payment if the I/O moves 1 container on a single chassis, and 1.5 times the same amount if the I/O moves 2 containers using multiple chassis. (Licensees are required to identify and separately account for the positioning movement rate payment on all eligible drivers pay statements)</p>
<p>Callout – Effective July 1, 2025 \$341 or the applicable rate per trip, whichever is greater, if an independent operator agrees, at the request of a licensee, to be available to perform container trucking services for 4 or more continuous hours in a 24-hour period</p>
<p>Fuel Surcharge See fuel surcharge section below</p>

*See Appendix II for origin/destination (zone) descriptions

FUEL SURCHARGE

“Reference price of diesel” means the lower of the following:

- a) the average retail price per litre, including taxes, of diesel in Vancouver as reported by Kalibrate (formerly the Kent Group) for the month immediately before the date on which a fuel surcharge is calculated, rounded down to the nearest \$0.05;
- b) if an independent operator obtains diesel at a discount from the ordinary retail price for the purposes of providing container trucking services, the amount paid per litre by the independent operator, rounded down to the nearest \$0.05.

Fuel surcharge formula:

In each calendar month, if the reference price of diesel for an independent operator is more than \$1.05, a licensee must pay the independent operator a fuel surcharge, calculated in accordance with the following formula:

$$\frac{(A - \$1.05)}{\$0.05} \times B \times 2\%$$

where:

A = the reference price of diesel, in dollars;

B = the minimum compensation payable by the licensee to the independent operator in that month, as determined by the required rate payment (exclusive of the positioning movement rate), in dollars.

APPENDIX I

ON-DOCK TRIP RATES				
ITEM	Column 1	Column 2	Column 3	Column 4
	Origin/Destination Area	Trip to or From Centerm/ Vanterm	Trip to or from Deltaport	Trip to or from Fraser Surrey Docks
		2.6%	2.6%	2.6%
		July 1, 2025	July 1, 2025	July 1, 2025
1	Abbotsford East	\$271.85	\$271.85	\$238.77
2	Abbotsford West	\$232.19	\$232.19	\$212.38
3	Burnaby North	\$139.36	\$185.78	\$145.93
4	Burnaby South	\$145.93	\$179.10	\$139.36
5	Chilliwack	\$298.31	\$298.31	\$258.69
6	Cloverdale	\$179.10	\$179.10	\$159.29
7	Annacis	\$159.29	\$159.29	\$132.68
8	Delta	\$179.10	\$132.68	\$132.68
9	Tri Cities North	\$165.85	\$199.02	\$159.29
10	Maple Ridge	\$212.38	\$218.95	\$179.10
11	Langley West	\$205.71	\$205.71	\$159.29
12	Langley East	\$218.95	\$218.95	\$179.10
13	Mission	\$245.55	\$252.12	\$218.95
14	New Westminster	\$152.61	\$179.10	\$139.36
15	North Vancouver	\$139.36	\$192.34	\$179.10
16	Pacific Highway	\$218.95	\$179.10	\$159.29
17	Pitt Meadows	\$179.10	\$199.02	\$159.29
18	Port Kells	\$179.10	\$192.34	\$145.93
19	Tri Cities South	\$159.29	\$192.34	\$152.61
20	Richmond North	\$139.36	\$159.29	\$139.36
21	Richmond South	\$145.93	\$145.93	\$139.36
22	Surrey North	\$159.29	\$159.29	\$132.68
23	Surrey Central	\$179.10	\$159.29	\$159.29
24	Vancouver North	\$132.68	\$185.78	\$165.85
25	Vancouver South	\$132.68	\$179.10	\$159.29
26	West Vancouver	\$145.93	\$199.02	\$185.78

APPENDIX II

ORIGIN/DESTINATION AREA DESCRIPTIONS			
Item	Column 1	Column 2	Column 3
	Origin/Destination Area	Description	Column/Row Letter in Off-Dock Table
1	Abbotsford East	That part of City of Abbotsford east of Highway 11	A
2	Abbotsford West	That part of City of Abbotsford west of Highway 11	B
3	Burnaby North	That part of City of Burnaby north of Highway 1	C
4	Burnaby South	That part of City of Burnaby south of Highway 1 and north of Marine Way	D
5	Chilliwack	City of Chilliwack	E
6	Cloverdale	That part of the City of Surrey south of Highway 1, east of 176 St and north of 40 Ave (eastern boundary is 196 St)	F
7	Annacis	That part of the City of Delta in the south arm of the Fraser River, and That part of the City of New Westminster south of the north arm of the Fraser River, and That part of the City of Richmond east of No. 9 Road, and That part of the City of Burnaby south of Marine Way	G
8	Delta	City of Delta including Tsawwassen, Tsawwassen First Nation and Westham Island, not including Annacis Island (G)	H
9	Tri Cities North	Those parts of the Cities of Coquitlam, Port Coquitlam, and Port Moody north of Highway 7A (Barnet Highway) / Highway 7 (Lougheed Highway)	I
10	Maple Ridge	City of Maple Ridge	J
11	Langley West	City of Langley and that part of the Township of Langley that is west of 240 St, not including that part that is north of Highway 1 and west of 208 St (Port Kells). Western boundary is 196 St	K
12	Langley East	That part of the Township of Langley that is east of 240 St, including Aldergrove	L
13	Mission	District of Mission	M
14	New Westminster	City of New Westminster excluding that part south of the north arm of the Fraser River	N
15	North Vancouver	City and North Vancouver and District of North Vancouver	O

16	Pacific Highway	City of White Rock and that part of the City of Surrey south of 40 Ave	P
17	Pitt Meadows	City of Pitt Meadows	Q
18	Port Kells	That part of the City of Surrey and Township of Langley north of Highway 1, east of 176 St and west of 208 St, including the CN Vancouver Intermodal Terminal.	R
19	Tri Cities South	Those parts of the Cities of Coquitlam, Port Coquitlam, and Port Moody south of Highway 7A (Barnet Highway) / Highway 7 (Lougheed Highway)	S
20	Richmond North	That part of City of Richmond north of Westminster Highway and west of No. 9 Road	T
21	Richmond South	That part of City of Richmond south of Westminster Highway and west of No. 9 Road	U
22	Surrey North	That part of Surrey north of Nordel Way / 88 Ave and west of 176 St including the Fraser Heights regions	V
23	Surrey Central	That part of Surrey south of Nordel Way / 88 Ave and west of 176 St and north of 40 Ave	W
24	Vancouver North	That part of City of Vancouver north of Grandview Highway / 12 th Ave / 10 th Ave	X
25	Vancouver South	That part of City of Vancouver south of Grandview Highway / 12 th Ave / 10 th Ave	Y
26	West Vancouver	District of West Vancouver	Z

APPENDIX III

OFF-DOCK TRIP RATES for INDEPENDENT OPERATORS - Effective July 1, 2025																										
2.60%																										
Column 1	Column 2																									
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
A	119	131	194	194	131	166	189	189	194	160	155	142	131	189	207	166	189	166	189	200	194	176	171	207	200	212
B	131	119	176	176	142	149	171	171	176	149	142	131	131	171	189	155	176	155	171	184	176	160	155	189	184	194
C	194	176	119	131	212	142	142	155	136	160	155	166	189	136	136	160	142	142	136	136	142	136	142	131	131	142
D	194	176	131	119	212	142	136	142	136	160	155	160	189	131	136	155	142	142	136	136	142	136	142	131	131	142
E	131	142	212	212	119	176	207	207	212	171	166	155	142	207	224	176	200	184	207	219	212	194	189	224	219	229
F	166	149	142	142	176	119	142	136	149	155	131	136	160	136	155	131	149	131	142	149	149	131	131	155	149	160
G	189	171	142	136	207	142	119	131	149	171	149	155	189	131	142	142	155	142	142	131	136	136	136	142	136	149
H	189	171	155	142	207	136	131	119	155	171	149	155	194	136	149	136	155	142	149	136	131	131	131	149	142	155
I	194	176	136	136	212	149	149	155	119	142	155	160	160	142	149	155	136	149	131	149	155	136	149	149	149	155
J	160	149	160	160	171	155	171	171	142	119	149	155	131	149	166	160	131	155	142	176	176	155	155	166	171	171
K	155	142	155	155	166	131	149	149	155	149	119	131	155	149	166	136	160	131	149	160	155	136	136	160	160	171
L	142	131	166	160	155	136	155	155	160	155	131	119	149	155	171	142	166	136	155	166	160	142	142	166	166	176
M	131	131	189	189	142	160	189	194	160	131	155	149	119	184	200	166	149	160	160	207	200	166	166	207	207	207
N	189	171	136	131	207	136	131	136	142	149	149	155	184	119	142	142	142	136	136	131	136	131	136	136	136	149
O	207	189	136	136	224	155	142	149	149	166	166	171	200	142	119	166	155	155	149	136	142	149	155	131	136	131
P	166	155	160	155	176	131	142	136	155	160	136	142	166	142	166	119	155	142	149	149	142	136	131	160	155	166
Q	189	176	142	142	200	149	155	155	136	131	160	166	149	142	155	155	119	149	136	155	160	142	149	149	155	160
R	166	155	142	142	184	131	142	142	149	155	131	136	160	136	155	142	149	119	142	149	149	131	136	155	149	160
S	189	171	136	136	207	142	142	149	131	142	149	155	160	136	149	149	136	142	119	142	149	131	142	142	142	155
T	200	184	136	136	219	149	131	136	149	176	160	166	207	131	136	149	155	149	142	119	131	136	142	131	131	142
U	194	176	142	142	212	149	136	131	155	176	155	160	200	136	142	142	160	149	149	131	119	136	136	136	136	149
V	176	160	136	136	194	131	136	131	136	155	136	142	166	131	149	136	142	131	131	136	136	119	131	149	142	149
W	171	155	142	142	189	131	136	131	149	155	136	142	166	136	155	131	149	136	142	142	136	131	119	155	149	160
X	207	189	131	131	224	155	142	149	149	166	160	166	207	136	131	160	149	155	142	131	136	149	155	119	119	136
Y	200	184	131	131	219	149	136	142	149	171	160	166	207	136	136	155	155	149	142	131	136	142	149	119	119	142
Z	212	194	142	142	229	160	149	155	155	171	171	176	207	149	131	166	160	160	155	142	149	149	160	136	142	119