



August 21, 2025

Industry Advisory Wage Statement Transparency

The Office of the British Columbia Container Trucking Commissioner (OBCCTC) continues to observe, through audits and complaint investigations, that some licensees have not consistently provided truckers with clear and comprehensive wage statements (pay statements) during each pay period. Confusion around pay documentation not only undermines compliance efforts but also prevents truckers from having clarity about their wage calculations.

Auditors must be able to reconcile wage statements with hours worked and wages received, and drivers must be able to understand and verify every payment and deduction. This transparency is essential and is a condition of the CTS Licence.

Licensees and I/Os with IEOs

All licensees and I/Os with IEOs are reminded to ensure their drivers receive a wage statement for every pay period and are required by their CTS Licence to include certain information in them.

The attached sample wage statements¹ covering company drivers/IEOs, hourly I/Os, and trip-based I/Os represent the minimum standard set out in the CTS license. Wage statements that omit details set out in the CTS License will not be considered compliant. Non-compliance may result in administrative penalties.

Truckers

Ensure your wage statement provides all the information necessary to understand how your pay was calculated, including hours, rates, and any deductions. If your wage statement is unclear, appears to be missing key information, or does not match the standard shown in the attached samples, you should bring this to the attention of your employer or the OBCCTC immediately.

Sincerely,

OFFICE OF THE BC CONTAINER TRUCKING COMMISSIONER

Glen MacInnes
Container Trucking Commissioner

Karm Jauhal
Deputy Container Trucking Commissioner

¹ The numbers used in the sample wage statements are fictitious and for illustrative purposes only

SAMPLE COMPANY DRIVERS AND IEOs

WAGE STATEMENT

Company Drivers and Indirectly Employed Operators (IEOs)

John Doe
111 Velvet Street,
Vancouver, BC V6B 5H1
Driver ID: 00000111

ABC Trucking Ltd.
5889 Logistics Park Drive,
Surrey, BC V3T 2W9

Pay Period: 11/17/2024 to 11/30/2024
Pay Date: 12/08/2024
Pay Period Type: Bi-weekly
Cheque/EFT number: 3060

	Description (if applicable)	Rate	Hours	Amount	YTD Hours	YTD Amount
EARNINGS	CTS Wages	\$33.66	72	\$2,423.52	1,656	\$55,740.96
	Longhaul Wages	\$33.66	8	\$269.28	300	\$10,098.00
	Overtime	\$50.49	2	\$100.98	39	\$1,969.11
	Vacation Pay					\$3,482.90
	Statutory Holiday					\$3,029.40
	Time Bank				3	\$100.98
	Gross Wages				\$2,793.78	
DEDUCTIONS	Canada Pension Plan			\$150.21		\$3,454.83
	Employment Insurance			\$41.40		\$952.20
	Income Tax			\$504.90		\$11,612.70
	Union Dues			\$25.25		\$580.75
	Total Deductions			\$721.76		\$16,600.48
	Net Wages			\$2,072.02		\$57,820.87

* All information and figures shown here are for illustrative purposes only and should **NOT** be considered accurate representations of real pay.

Legend:

- 1 the Licensee's name and address
- 2 the hours worked by the Trucker
- 3 the Trucker's wage rate, whether paid hourly, on a salary basis or on a flat rate, piece rate, commission or other incentive basis
- 4 the Trucker's overtime wage rate
- 5 the hours worked by the Trucker at the overtime wage rate
- 6 any money, allowance or other payment the Trucker is entitled to
- 7 the amount of each deduction from the Trucker's wages and the purpose of each deduction
- 8 if the Trucker is paid other than by the hour or by salary, how the wages were calculated for the work the Trucker is paid for
- 9 the Trucker's gross and net wages
- 10 how much money the Trucker has taken from the Trucker's time bank and how much remains

SAMPLE I/O ON HOURLY WAGE MODEL

WAGE STATEMENT						
Independent Operators (I/Os) on Hourly wage model						
John Doe 111 Velvet Street, Vancouver, BC V6B 5H1 Driver ID: 00000111			ABC Trucking Ltd. 5889 Logistics Park Drive, Surrey, BC V3T 2W9 Pay Period: 11/17/2024 to 11/30/2024 Pay Date: 12/08/2024 Pay Period Type: Bi-weekly Cheque/EFT number: 3060			
EARNINGS	Description (if applicable)	Rate	Hours	Amount	YTD Hours	YTD Amount
	CTS Wages	\$71.65	72	\$5,158.80	1,656	\$118,652.40
	Longhaul Wages	\$70.00	8	\$560.00	180	\$12,600.00
	Fuel Surcharge	30%		\$1,547.64		\$35,595.72
	Vacation Pay					\$3,482.90
	Statutory Holiday					\$6,448.50
	Time Bank				3	214.95
	Gross Wages			\$7,266.44		\$176,994.47
DEDUCTIONS	Description (if applicable)	Amount	YTD Amount			
	Canada Pension Plan	\$306.95	\$7,059.85			
	Employment Insurance	\$84.60	\$1,945.80			
	Income Tax	\$1,289.70	\$29,663.10			
	Union Dues	\$51.59	\$1,186.57			
	Insurance					
	Fuel					
	Total Deductions	\$1,732.84	\$39,855.32			
Net Wages		\$5,533.60	\$137,139.15			

* All information and figures shown here are for illustrative purposes only and should **NOT** be considered accurate representations of real pay.

Legend:

- 1 the Licensee's name and address
- 2 the hours worked by the Trucker
- 3 the Trucker's wage rate, whether paid hourly, on a salary basis or on a flat rate, piece rate, commission or other incentive basis
- 4 the Trucker's overtime wage rate
- 5 the hours worked by the Trucker at the overtime wage rate
- 6 any money, allowance or other payment the Trucker is entitled to
- 7 the amount of each deduction from the Trucker's wages and the purpose of each deduction
- 8 if the Trucker is paid other than by the hour or by salary, how the wages were calculated for the work the Trucker is paid for
- 9 the Trucker's gross and net wages
- 10 how much money the Trucker has taken from the Trucker's time bank and how much remains

SAMPLE I/O ON TRIP-BASED WAGE MODEL

WAGE STATEMENT							
Independent Operators (I/Os) on Trip-based wage model							
<div>John Doe 111 Velvet Street, Vancouver, BC V6B 5H1 Driver ID: 00000111</div>				<div>ABC Trucking Ltd. 5889 Logistics Park Drive, Surrey, BC V3T 2W9</div> <div>Pay Period: 11/17/2024 to 11/30/2024 Pay Date: 12/08/2024 Pay Period Type: Bi-weekly Cheque/EFT number: 3060</div>			
EARNINGS	Description (if applicable)	Rate	Trips	Hours	Amount	YTD Hours	YTD Amount
	CTS Wages	on page-2	8	13.69	\$1,201.62	2093	\$150,000
	Longhaul Wages	\$70.00		8	\$560.00	180	\$12,600.00
	Fuel Surcharge	30%	8		\$360.49		\$37,078.99
	Positioning Movement Rate	\$25.00	8		\$200.00		\$23,833.33
	Wait Time payments						\$4,300.00
	Vacation Pay						\$3,482.90
	Statutory Holiday						\$6,448.50
	Time Bank			0		3	\$214.95
	Gross Wages				\$2,322.11		\$237,958.67
DEDUCTIONS	Description (if applicable)			Amount		YTD Amount	
	Canada Pension Plan			\$71.50		\$8,925.00	
	Employment Insurance			\$19.71		\$2,460.00	
	Income Tax			\$360.49		\$45,000.00	
	Union Dues			\$12.02		\$1,500.00	
	Insurance						
	Fuel						
	Total Deductions			\$463.72		\$57,885.00	
Net Wages			\$1,858.39		\$180,073.67		
* All information and figures shown here are for illustrative purposes only and should NOT be considered accurate representations of real pay.							

* All information and figures shown here are for illustrative purposes only and should **NOT** be considered accurate representations of real pay.

Legend:

- 1 the Licensee's name and address
- 2 the hours worked by the Trucker
- 3 the Trucker's wage rate, whether paid hourly, on a salary basis or on a flat rate, piece rate, commission or other incentive basis
- 4 the Trucker's overtime wage rate
- 5 the hours worked by the Trucker at the overtime wage rate
- 6 any money, allowance or other payment the Trucker is entitled to
- 7 the amount of each deduction from the Trucker's wages and the purpose of each deduction
- 8 if the Trucker is paid other than by the hour or by salary, how the wages were calculated for the work the Trucker is paid for
- 9 the Trucker's gross and net wages
- 10 how much money the Trucker's has taken from the Trucker's time bank and how much remains

8

11/21/2024									
Origin	Origin Zone	Pick Up Time	Destination	Destination Zone	Delivery Time	Container	Earning Type	Rate	Hours
ABC Trucking Ltd. Yard	Richmond North	09:35	Quantum	Delta	11:05	XYZU0000017	Wages	\$133.00	5.52
ABC Trucking Ltd. Yard	Richmond North	09:35	Quantum	Delta	11:05	XYZU0000017	FSC	\$39.90	
ABC Trucking Ltd. Yard	Richmond North	09:35	Quantum	Delta	11:05	XYZU0000017	PMR	\$25.00	
Quantum	Delta	11:12	CargoCore Terminal	Burnaby South	12:00	XYZU0000027	Wages	\$138.00	
Quantum	Delta	11:12	CargoCore Terminal	Burnaby South	12:00	XYZU0000027	FSC	\$41.40	
Quantum	Delta	11:12	CargoCore Terminal	Burnaby South	12:00	XYZU0000027	PMR	\$25.00	
ABC Trucking Ltd. Yard	Richmond North	12:35	Quantum	Delta	14:10	XYZU0000037	Wages	\$133.00	
ABC Trucking Ltd. Yard	Richmond North	12:35	Quantum	Delta	14:10	XYZU0000037	FSC	\$39.90	
ABC Trucking Ltd. Yard	Richmond North	12:35	Quantum	Delta	14:10	XYZU0000037	PMR	\$25.00	
Quantum	Delta	14:30	CargoCore Terminal	Burnaby South	15:06	XYZU0000047	Wages	\$138.00	
Quantum	Delta	14:30	CargoCore Terminal	Burnaby South	15:06	XYZU0000047	FSC	\$41.40	
Quantum	Delta	14:30	CargoCore Terminal	Burnaby South	15:06	XYZU0000047	PMR	\$25.00	
Total Amount for the Day								\$804.60	
11/28/2024									
Origin	Origin Zone	Pick Up Time	Destination	Destination Zone	Delivery Time	Container	Earning Type	Rate	Hours
Centerm	Terminal	09:30	MNO	North Vancouver	10:20	XYZU0000057	Wages	\$135.83	8.17
Centerm	Terminal	09:30	MNO	North Vancouver	10:20	XYZU0000057	FSC	\$40.75	
Centerm	Terminal	09:30	MNO	North Vancouver	10:20	XYZU0000057	PMR	\$25.00	
Vanterm	Terminal	11:15	CargoCore Terminal	Burnaby North	12:15	XYZU0000067	Wages	\$135.83	
Vanterm	Terminal	11:15	CargoCore Terminal	Burnaby North	12:15	XYZU0000067	FSC	\$40.75	
Vanterm	Terminal	11:15	CargoCore Terminal	Burnaby North	12:15	XYZU0000067	PMR	\$25.00	
Fraser Surrey Docks	Terminal	14:15	Logistics Bay	Maple Ridge	15:20	XYZU0000077	Wages	\$174.56	
Fraser Surrey Docks	Terminal	14:15	Logistics Bay	Maple Ridge	15:20	XYZU0000077	FSC	\$52.37	
Fraser Surrey Docks	Terminal	14:15	Logistics Bay	Maple Ridge	15:20	XYZU0000077	PMR	\$25.00	
Logistics Bay	Maple Ridge	15:45	Deltaport	Terminal	17:40	XYZU0000087	Wages	\$213.40	
Logistics Bay	Maple Ridge	15:45	Deltaport	Terminal	17:40	XYZU0000087	FSC	\$64.02	
Logistics Bay	Maple Ridge	15:45	Deltaport	Terminal	17:40	XYZU0000087	PMR	\$25.00	
Total Amount for the Day								\$957.51	
* All information and figures shown here are for illustrative purposes only and should NOT be considered accurate representations of real pay.									