

CITY OF VAUGHAN

EXTRACT FROM COUNCIL MEETING MINUTES OF MARCH 10, 2021

Item 1, Report No. 11, of the Committee of the Whole, which was adopted without amendment by the Council of the City of Vaughan on March 10, 2021.

1. VAUGHAN FAIR WAGE SCHEDULES

The Committee of the Whole recommends approval of the recommendation contained in the following report of the Deputy City Manager, Corporate Services, City Treasurer and Chief Financial Officer, dated March 8, 2021:

Recommendation

1. That the Fair Wage Schedule as contained in Attachment 1 of this report be approved.

Committee of the Whole (2) Report

DATE: Monday, March 8, 2021

WARD(S): ALL

TITLE: VAUGHAN FAIR WAGE SCHEDULES

FROM:

Michael Coroneos, Deputy City Manager, Corporate Services, City Treasurer and Chief Financial Officer

ACTION: DECISION

Purpose

As the final piece of the Vaughan's Fair Wage policy, the Fair Wage Schedule is presented to Council for their consideration and approval.

Report Highlights

- Vaughan's Fair Wage Policy was adopted December 15, 2020
- Prism Economics & Analysis was engaged to develop the Fair Wage Schedule for the Industrial Commercial and Institutional (ICI), Roads, Sewer and Watermain and Heavy Construction Sectors.
- Fair Wage Schedule was developed in accordance with Section 10 of the Fair Wage Policy

Recommendation

1. That the Fair Wage Schedule as contained in Attachment 1 of this report be approved.

Background

At the December 2020 Council meeting, staff report 'Vaughan's Fair Wage Policy', was adopted. Council directed staff to develop the Fair Wage Schedule (Schedule) that supports Vaughan's Fair Wage policy (Policy). The Schedule provides the minimum wage employers are to pay workers employed on City construction contracts.

Prism Economics and Analysis (Prism), the consultants that prepared the report '[Feasibility Assessment for a Fair Wage Policy](#)' (Prism Report) and assisted with the development of the [Fair Wage Policy](#), were engaged to develop the Schedule for the Industrial Commercial and Institutional (ICI), Roads, Sewer and Watermain and Heavy Construction Sectors. A communication was provided to the Policy Committee to advise of the creation of these Schedule.

The Policy provides the methodology to use when developing the Fair Wage Schedule. During the development of the Policy, stakeholders had an opportunity to comment on this methodology. Any feedback provided was considered during Policy development.

Previous Reports/Authority

Council Extract December 17, 2019: Feasibility Assessment for a Fair Wage Policy for the City of Vaughan:

<https://pub-vaughan.escrimemeetings.com/filestream.ashx?DocumentId=43808>

Council Extract December 15, 2020: Vaughan's Fair Wage Policy:

<https://pub-vaughan.escrimemeetings.com/filestream.ashx?DocumentId=56316>

Analysis and Options

With the adoption of the Fair Wage Policy, the methodology by which the Fair Wage Schedule was established. Section 10, item 10.5.1 of the Policy states:

Based on the wages from the collective agreement that is most representative of prevailing wages in Board Area Eight as defined by the Ontario Labour Relations Board plus a maximum of 15%. The wages to be used in this calculation will be the wages that applied three years prior to date of the Fair Wage Schedule. For example, the total hourly compensation rates for the Fair Wage Schedule for 2021 will be based on the wages that applied in 2018 plus a maximum of 15%.

To develop the Schedule, Prism compiled a collection of collective agreements for the Industrial Commercial and Institutional (ICI) Sector (*i.e.*, non-residential building construction), the Roads Sector, the Sewer and Watermain Sector and Heavy Construction (*i.e.*, engineering construction such as transit projects, bridges, etc.). For agreements that apply to skilled trades (*e.g.*, electricians), Prism identified the wage rate applicable to journeypersons as of January 1, 2018. For agreements that applied to non-trade occupations (*e.g.*, heavy equipment operators and labourers), Prism identified the wage rate applicable to the principal occupations as of January 1, 2018. Where there was an ambiguity, Prism contacted the employer association or union for written clarification. Per the Policy, these wage rates were then increased by a factor of

15% to take account of non-statutory benefits. Attachment 1 provides the Fair Wage Schedule.

Prism has provided the City with all back up supporting the development of the Schedule.

Financial Impact

The adoption of the Fair Wage Policy and Fair Wage Schedule should have no financial impact on City construction contracts. An impact on costs would occur only if there are a material number of contractors that currently are performing City work and also paying their workers less than the prevailing wage. There is no evidence that contractors are paying their workers less than the prevailing wage. When employers were consulted during the development of the report *Feasibility Assessment for a Fair Wage Policy*, employers stated that market conditions prevent them from paying less than the prevailing wage.

Staff will continue to monitor the City's construction costs as part of their project management practices. If required, capital project amendments will be included during the capital planning process and included in future capital budgets.

Broader Regional Impacts/Considerations

The City will be having discussion with the Region of York and its municipalities, as well as all neighbouring municipalities, to advise them of the City's intent when it comes to a Fair Wage Policy. For example, cross-Municipal/Regional projects, such as City of Vaughan and Region of York, will need to be discussed to determine the extent of their inclusion, or exclusion, from the City's Fair Wage Policy.

Staff will continue to monitor what is happening at the Federal and Provincial levels as it relates to their Fair Wage Policy initiatives.

Conclusion

The Fair Wage Schedule developed by Prism employed the methodology approved in the Fair Wage Policy. The appropriate agreements provided the fair wage for the Industrial Commercial and Institutional (ICI), Roads, Sewer and Watermain and Heavy Construction Sectors. The Schedule provides the minimum wage employers are to pay workers employed on City construction contracts.

With the adoption of [Infrastructure Health and Safety Association's Certificate of Recognition](#) (COR™) and the Fair Wage Policy and Fair Wage Schedule, the City demonstrates its commitment to protecting workers engaged on City construction

contracts, as well as the community of Vaughan as a whole.

For more information, please contact: Asad Chughtai, Director Procurement Services, Ext. 8306

Attachment

1. Fair Wage Schedule, Procurement Services, March 8, 2021

Prepared by

Jackie Lee Macchiusi, CPA, CGA, Procurement Manager, Client Relations & Category Management, Ext.8267

Approved by

A handwritten signature in blue ink, appearing to read "Michael Coroneos".

Michael Coroneos, Deputy City Manager, Corporate Services, City Treasurer and Chief Financial Officer

Reviewed by

A handwritten signature in blue ink, appearing to read "Jim Harnum".

Jim Harnum, City Manager

Fair Wage Schedule



ICI (Non-Residential Building Construction)

Classification	Total Hourly Compensation
Boilermakers	48.13
Bricklayers	46.75
Carpenters - General Carpenter	45.89
Carpenters - Concrete Forming	47.20
Carpenters - Acoustic/Drywall Installer	46.84
Carpenters - Caulker	32.46
Carpenters -Resilient Floor Worker	44.11
Cement Masons	44.69
Cement Masons - Waterproofers	44.60
Cement Masons - Parking Garage Maintenance and Other Restoration Work	33.52
Demolition Labourers	36.17
Electricians	49.73
Elevator Constructors	60.82
Glaziers	44.09
Insulators	46.75
Ironworkers	47.36
Labourers - Group A (see Labourers worksheet for details)	39.87
Labourers - Group B (see Labourers worksheet for details)	40.93
Labourers - Group C (see Labourers worksheet for details)	41.91
Labourers - Group D (see Labourers worksheet for details)	40.23
Labourers - Group E (see Labourers worksheet for details)	37.57
Labourers - Group F (see Labourers worksheet for details)	32.89
Millwrights	46.64
Operating Engineer: Crane >164 tonnes (see Operating Engineers worksheet for details)	52.30
Operating Engineer: Crane 100-164 tonnes (see Operating Engineers worksheet for details)	48.33
details)	47.47
details)	46.92
details)	46.38
details)	46.18
details)	43.50
details)	42.35
details)	40.99
Operating Engineer: First Year Oilers (see Operating Engineers worksheet for details)	40.58
Operating Engineer: Concrete Pump (see Operating Engineers worksheet for details)	49.77
Operator: High-Rise Placing Boom (see Operating Engineers worksheet for details)	48.10
Painters - Painters	39.19
Painters - Acoustic / Drywall Workers	46.76
Plasterers	43.50
Plumbers	52.21
Precast Labourers	39.42
Refrigeration and Airconditioning Mechanic	55.53
Rod Worker	46.77

Classification	Total Hourly Compensation
Roofer	46.98
Sheet Metal Worker / Sheerter-Decker	44.59
Sprinkler Fitters	51.74
Steeple Jacks	39.45
Teamsters - Class 1 (see Teamsters worksheet for details)	42.34
Teamsters - Class 2 (see Teamsters worksheet for details)	42.41
Teamsters - Class 3 (see Teamsters worksheet for details)	42.23
Teamsters - Class 4 (see Teamsters worksheet for details)	42.17
Tile Setters: MM - Marble Mechanic	43.95
Tile Setters: TTM - Tile and Terrazzo Mechanic	43.76
Tile Setters: BMO - Base Machine Operator	42.53

Roads

Classification	Total Hourly Compensation
Labourers - Group 1 (see Labourers worksheet for details)	42.96
Labourers - Group22 (see Labourers worksheet for details)	41.24
Labourers - Group 3 (see Labourers worksheet for details)	32.04
Labourers - Group 4 (see Labourers worksheet for details)	23.23
Operating Engineer: Group 1 (see Operating Engineers worksheet for details)	46.28
Operating Engineer: Group 2 (see Operating Engineers worksheet for details)	45.98
Operating Engineer: Group 3 (see Operating Engineers worksheet for details)	44.75
Operating Engineer: Group 4 (see Operating Engineers worksheet for details)	45.59
Operating Engineer: Group 5 (see Operating Engineers worksheet for details)	45.47
Operating Engineer: Group 6 (see Operating Engineers worksheet for details)	45.29
Operating Engineer: Group 7a (see Operating Engineers worksheet for details)	44.87
Operating Engineer: Group 7b (see Operating Engineers worksheet for details)	44.78
Operating Engineer: Group 8 (see Operating Engineers worksheet for details)	42.83
Teamsters - Truck Driver	42.67
Teamsters - Fuel Truck Driver	42.65
Teamsters - Loading Bearing Boom Drivers, Dumpcrete Drivers, Pup Dump Trailer Drivers, Flo-Boy Drivers, Tractor Trailor, Dump Truck, Ta-a-long Over 15 Ton	42.65
Teamsters - Truck Train Driver, Custom Mobile Mixer Units (Muck or Trailer Mounted	42.77
Teamsters - Truck Train Driver, Custom Mobile Mixer Units (Muck or Trailer Mounted	43.23

Sewers and Watermain

Classification	Total Hourly Compensation
Labourers - Group 1 (see Labourers worksheet for details)	42.09
Labourers - Group22 (see Labourers worksheet for details)	42.50
Labourers - Group 3 (see Labourers worksheet for details)	42.69
Labourers - Group 4 (see Labourers worksheet for details)	42.96
Labourers - Group 5 (see Labourers worksheet for details)	44.11
Labourers - Group 6 (see Labourers worksheet for details)	28.61

Classification	Total Hourly Compensation
Labourers - Group 7 (see Labourers worksheet for details)	35.60
Operating Engineers - Group 1: Engineers operating cranes, clams, shovels, backhoes, derricks, pile drivers, gradalls, mobile cranes, caisson boring machines 25 HP and over, side booms and similar equipment:	46.95
Operating Engineers - Group 2: Grader "A", and fine grade bulldozer operator	46.67
Operating Engineers - Group 3: Heavy-duty field mechanics, equipment repair welders, operators of pitman type crane (Hydra-Lift truck mounted hydraulic)	46.38
Operating Engineers - Group 4: Operators of bulldozers, tractors, scrapers, rock trucks, graders "B", overhead loaders and similar equipment, farm and industrial tractors with excavating attachments, trenching machines, caisson boring machines under 25 HP	46.26
Operating Engineers - Group 5: Servicemen on shovels, compressors, pumps, boom truck drivers, operators of five (5) or more heaters, packer with blade	45.40
Operating Engineers - Group 6: Self Propelled Rollers	42.96
Operating Engineers - Group 7: Third Year Oilers, greasers, mechanics' helpers:	44.00
Operating Engineers - Group 8: Second Year Oilers, greasers, mechanics' helpers	42.85
Operating Engineers - Group 9: First Year Oilers, greasers, mechanics' helpers	41.70
Teamsters - Drivers of Dump Truck, Pick-up Service Trucks, Bulk Lift Truck and Farm Tractors without attachments, off Highway Trucks	43.01
Teamsters - Fuel Truck Drivers, Load Bearing Boom Truck Drivers and drivers of Dump Trucks with tag along attachments over 15 tonnes	43.13
Teamsters - Float Drivers, custom Mobile Mixer Units, Truck or Trailer Mounted	43.42

Heavy Construction

Classification	Total Hourly Compensation
Labourers - Group 1 (see Labourers worksheet for details)	44.91
Labourers - Group 2 (see Labourers worksheet for details)	45.18
Labourers - Group 3 (see Labourers worksheet for details)	45.25
Labourers - Group 4 (see Labourers worksheet for details)	45.37
Labourers - Group 5 (see Labourers worksheet for details)	47.21
Labourers - Group 6 (see Labourers worksheet for details)	69.61
Labourers - Group 7 (see Labourers worksheet for details)	30.07
Labourers - Group 8 (see Labourers worksheet for details)	21.01
Operating Engineer: Crane >164 tonnes (see Operating Engineers worksheet for details)	52.30
Operating Engineer: Crane 100-164 tonnes (see Operating Engineers worksheet for details)	48.33
details)	47.47
details)	46.92
details)	46.38
details)	46.18
details)	43.50
details)	42.35
details)	40.99
Operating Engineer: First Year Oilers (see Operating Engineers worksheet for details)	40.58
Operating Engineer: Concrete Pump (see Operating Engineers worksheet for details)	49.77
Operator: High-Rise Placing Boom (see Operating Engineers worksheet for details)	48.10