

## **Frequently Asked Questions 800 – 899**

### **Do all agricultural businesses need to pay 1 ½ times the regular wage for work on a general holiday?**

There is an exception for employers operating a continuously operating business, a climate-controlled agricultural business, or a seasonal business.

These types of businesses can pay 1 ½ times the regular wage for hours worked on the general holiday, *or* can instead allow the employee to work the general holiday and pay them regular wages for their hours worked, if they provide another day off with general holiday pay within the next 30 days. The employer and employee can agree to a longer period before the employee's next annual vacation if they wish.

### **What about employees who spend one season in climate-controlled facilities, and the rest of the year working both indoors and outside?**

If employees are hired to work partly outside on the farm and partly inside a climate-controlled facility, they would not be entitled to minimum standards regarding overtime, hours of work, general holidays, or wages for reporting to work.

An example of this is an employee of a vegetable farm, who works outside tending to the crop for part of the year and then works in a climate-controlled facility during the winter for grading, packaging, and shipping.

#### **Non Monetary Issues**

##### **General Holidays**

##### **Overtime**

##### **Scheduling**

**Hours of Work and Overtime**

**Reporting Pay**

**General Holidays**

**Deductions from Wages**

**Unpaid Leaves**

**Work Breaks and Weekly Day of Rest**

**Vacations and Vacation Pay**

**Young Employees**

**Ending Employment**

**Minimum Wage**

**Equal Pay**

**Employment Records**

**Payment of Wages**

**Does an employer need to pay an employee when they are on-call?**

No. Employees are only paid for hours they have worked; being on-call is not considered time worked.

**What's New in 2008**

**Integrated province-wide wage schedule for 2009 and beyond**

Effective June 1, 2009, all industrial, commercial and institutional (ICI) construction projects will follow the same province-wide minimum wage schedule. This eliminates the need for a rural wage schedule. No matter where a structure is built in Manitoba, the same wage schedule will apply.

The term **major building project** is still used to distinguish ICI projects from heavy construction projects.

## Removal of floor coverer and insulator (heat and frost) trainee classifications

Floor covering installer and insulator (heat and frost) have become designated trades under *The Apprenticeship and Trades Qualifications Act*. The rates for trainees in these classifications have been removed. The apprentice wage rates and ratios established under that act now apply instead.

## Louis Riel Day

The third Monday in February is Louis Riel Day, a new general holiday for Manitobans. Employees in the construction industry are entitled to one and one-half times their regular wage for hours worked on Louis Riel Day.

In the construction sector, employees are paid four per cent of their regular and vacation wages as general holiday pay. This amount already compensates employees for Louis Riel Day and the other general holidays. Employees who do not work on Louis Riel Day do not receive additional pay.

## Manitoba Industrial, Commercial and Institutional Construction Sector Minimum Wage Schedules

<b>ICI</b>	<b><i>January 1, 2013 to December 31, 2014</i></b>	<b><i>January 1, 2015 to December 31, 2015</i></b>	<b><i>January 1, 2016 to December 31, 2016</i></b>	<b><i>January 1, 2017 or after</i></b>
<b><i>Part 1: Journeypersons</i></b>				
Boiler Maker	\$30.25	\$31.45	\$32.40	\$33.40
Bricklayer	\$32.90	\$34.20	\$35.25	\$36.30
Carpenter	\$28.65	\$29.80	\$30.70	\$31.60
Concrete Finisher	\$24.75	\$25.75	\$26.50	\$27.30
Construction Craft Worker		\$25.25	\$26.00	\$26.80
Construction Electrician	\$33.90	\$35.25	\$36.30	\$37.40
Crane and Hoisting Equipment Operator				
Mobile Crane Operator	\$30.75	\$32.00	\$32.95	\$33.95
Tower Crane Operator	\$35.00	\$36.40	\$37.50	\$38.60
Boom Truck Hoist Operator	\$24.55	\$25.55	\$26.30	\$27.10
Floor Covering Installer	\$26.35	\$27.40	\$28.25	\$29.05
Glazier	\$27.35	\$28.45	\$29.30	\$30.20
Industrial Mechanic (Millright)	\$31.30	\$32.55	\$33.55	\$34.55
Insulator (Heat and Frost)	\$27.05	\$28.15	\$29.00	\$29.85
Ironworker				
Structural Steel Erector	\$31.50	\$32.75	\$33.75	\$34.75

Reinforcing Iron (re-bar)	\$27.30	\$28.40	\$29.25	\$30.10
Miscellaneous Metal Worker/Ornamental Worker	\$31.05	\$32.30	\$33.25	\$34.25
Lather (Interior Systems Mechanic)	\$27.60	\$28.70	\$29.55	\$30.45
Painter and Decorator	\$25.25	\$26.25	\$27.05	\$27.85
Plumber	\$33.55	\$34.90	\$35.95	\$37.00
Pre-Engineered Building Erector	\$27.25	\$28.35	\$29.20	\$30.05
Refrigeration & Air Conditioning Mechanic	\$32.55	\$33.85	\$34.85	\$35.90
Roofer	\$27.15	\$28.25	\$29.10	\$29.95
Sheet Metal Worker	\$34.55	\$35.95	\$37.00	\$38.10
Sprinkler System Installer	\$36.35	\$37.80	\$38.95	\$40.10
Steamfitter-Pipefitter	\$33.55	\$34.90	\$35.95	\$37.00
<b>Part 2: Skilled Tradespersons</b>				
Asbestos Abatement Worker	\$22.80	\$23.70	\$24.40	\$25.15
Trainee 2	\$18.25	\$19.00	\$19.55	\$20.15
Trainee 1	\$13.70	\$14.25	\$14.70	\$15.10
Elevator Constructor	\$35.10	\$36.50	\$37.60	\$38.75
Trainee 2	\$28.10	\$29.20	\$30.10	\$31.00
Trainee 1	\$20.75	\$21.60	\$22.25	\$22.90
Labourer				
Specialty Labourer (assisting bricklayer)	\$23.25	\$24.20	\$24.90	\$25.65
Trainee 2	\$18.60	\$19.35	\$19.90	\$20.50
Trainee 1	\$13.95	\$14.50	\$14.95	\$15.40
General Construction Labourer	\$22.15	\$23.05	\$23.75	\$24.45
Trainee 2	\$17.70	\$18.40	\$18.95	\$19.55
Trainee 1	\$13.30	\$13.85	\$14.25	\$14.65
Marble, Tile, and Terrazzo Installer	\$23.60	\$24.55	\$25.30	\$26.05
Trainee 2	\$18.90	\$19.65	\$20.25	\$20.85
Trainee 1	\$14.15	\$14.70	\$15.15	\$15.60
Plasterer	\$26.15	\$27.20	\$28.00	\$28.85
Trainee 2	\$20.90	\$21.75	\$22.40	\$23.05
Trainee 1	\$15.65	\$16.30	\$16.75	\$17.25
Sheeter, Decker, and Cladder	\$30.40	\$31.60	\$32.55	\$33.55
Trainee 2	\$24.35	\$25.30	\$26.10	\$26.85
Trainee 1	\$18.25	\$19.00	\$19.55	\$20.15
Scaffolder	\$28.70	\$29.85	\$30.75	\$31.65
Trainee 2	\$22.95	\$23.85	\$24.60	\$25.30

Trainee 1	\$17.25	\$17.95	\$18.50	\$19.05
<b><i>Part 3: Other Workers</i></b>				
Construction Worker	\$14.30	\$14.85	\$15.30	\$15.80

## Hours of work and overtime

All hours worked in excess of standard weekly hours must be paid at not less than one and one-half times the regular wage rate. The standard weekly hours for heavy construction employees are:

- 50 hours outside of Winnipeg
- 50 hours in Winnipeg from April 1 to October 31 each year
- 48 hours in Winnipeg from November 1 each year to March 31, the following year

To determine standard weekly hours, Winnipeg is considered to include all lands within an area from the city centre to one-half of a mile outside of the Winnipeg Perimeter highway, plus all additional lands described by *The City of Winnipeg Charter Act*.

## Heavy Construction Wage Schedule

<b><i>Heavy Construction</i></b>	<b><i>May 1, 2013 to April 30, 2015</i></b>	<b><i>May 1, 2015 to April 30, 2016</i></b>	<b><i>May 1, 2016 to April 30, 2017</i></b>	<b><i>May 1, 2017 or after</i></b>
Mobile Crane Operator working on heavy construction	\$20.90	\$23.80	\$24.50	\$25.25
Heavy Duty Mechanic or Welder working on heavy equipment	\$19.15	\$22.00	\$22.65	\$23.35
Operator of a dragline, clam shell, shovel, hydraulic excavator, pile driver or other equipment requiring similar skills	\$18.95	\$19.70	\$20.30	\$20.90
Plant Operator; Operator of a paving machine, dozer, loader, loader backhoe, grader, scraper, hydro excavator, tractor with controlled attachments, or other equipment requiring similar skills	\$16.90	\$17.60	\$18.15	\$18.70
Truck Operator of a truck with 4 or more axles, fuel truck, distribution truck, truck with hydraulic boom or hoist	\$16.35	\$17.00	\$17.50	\$18.05

Truck Operator of a truck having a gross vehicle weight of more than 2,500 kg and fewer than 4 axles	\$15.40	\$16.00	\$16.50	\$17.00
Operator of a light truck having a gross vehicle weight of less than 2,500 kg, ride on tractor pulled compaction equipment or other equipment requiring similar skills	\$14.45	\$15.05	\$15.50	\$15.95
Construction Craft Worker and Skilled Labourer, including Concrete Finisher, Pipelayer, Screedman or a labourer who performs work requiring similar skills	\$14.90	\$15.50	\$15.95	\$16.45
General Labourer in heavy construction sector and not otherwise classified	\$13.35	\$13.92	\$14.30	\$14.75
Watcher, Flagger or Rodman	\$11.60	\$12.05	\$12.40	\$12.75

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