

## ICI Construction and Wage Schedule

*The Construction Industry Wages Act*, along with *The Employment Standards Code*, sets wages and working conditions on most Manitoba construction sites. The industrial, commercial and institutional (ICI) construction sector has its own minimum standards and wage levels.

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

ICI	January 1, 2017 to August 31, 2022	Sept 1, 2022 to March 31, 2023	April 1, 2023 to March 31, 2024	April 1, 2024 or after
<b>Part 1: Journeypersons</b>				
Boiler Maker	\$33.40	\$35.07	\$36.82	\$38.30
Bricklayer	\$36.30	\$38.12	\$40.02	\$41.62
Carpenter	\$31.60	\$33.18	\$34.84	\$36.23
Concrete Finisher	\$27.30	\$28.67	\$30.10	\$31.30
Construction Craft Worker	\$26.80	\$28.14	\$29.55	\$30.73
Construction Electrician	\$37.40	\$39.27	\$41.23	\$42.88
Crane and Hoisting Equipment Operator				
Mobile Crane Operator	\$33.95	\$35.65	\$37.43	\$38.93
Tower Crane Operator	\$38.60	\$40.53	\$42.56	\$44.26
Boom Truck Hoist Operator	\$27.10	\$28.46	\$29.88	\$31.07
Floor Covering Installer	\$29.05	\$30.50	\$32.03	\$33.31
Gasfitter	-	\$38.11	\$40.21	\$42.42
Gasfitter — Subcomponent Trade of Domestic Gasfitter	-	\$34.30	\$36.19	\$38.18
Glazier	\$30.20	\$31.71	\$33.30	\$34.63

Industrial Mechanic (Millright)	\$34.55	\$35.59	\$37.54	\$39.61
Insulator (Heat and Frost)	\$29.85	\$30.75	\$32.51	\$32.51
Ironworker				
Structural Steel Erector	\$34.75	\$36.49	\$38.31	\$39.84
Reinforcing Iron (re-bar)	\$30.10	\$31.61	\$33.19	\$34.51
Miscellaneous Metal Worker/Ornamental Worker	\$34.25	\$35.96	\$37.76	\$39.27
Lather (Interior Systems Mechanic)	\$30.45	\$31.97	\$33.57	\$34.91
Painter and Decorator	\$27.85	\$29.24	\$30.70	\$31.93
Plumber	\$37.00	\$38.11	\$40.21	\$42.42
Pre-Engineered Building Erector	\$30.05	\$31.55	\$33.13	\$34.46
Refrigeration & Air Conditioning Mechanic	\$35.90	\$36.98	\$39.01	\$40.90
Roofer	\$29.95	\$31.45	\$33.02	\$34.34
Sheet Metal Worker	\$38.10	\$39.24	\$41.40	\$43.68
Sprinkler System Installer	\$40.10	\$41.30	\$43.57	\$45.97
Steamfitter-Pipefitter	\$37.00	\$38.11	\$40.21	\$42.42
<b>Part 2: Skilled Tradespersons</b>				
Asbestos Abatement Worker	\$25.15	\$26.41	\$27.73	\$28.84
Trainee 2	\$20.15	\$20.70	\$20.70	\$20.70
Trainee 1	\$15.10	\$15.86	\$16.65	\$17.31
Elevator Constructor	\$38.75	\$40.69	\$42.72	\$44.43
Trainee 2	\$31.00	\$32.55	\$33.84	\$33.84
Trainee 1	\$22.90	\$24.05	\$25.25	\$26.26
Labourer				
Specialty Labourer (assisting bricklayer)	\$25.65	\$26.93	\$28.28	\$28.28
Trainee 2	\$20.50	\$21.00	\$21.00	\$21.00
Trainee 1	\$15.40	\$16.00	\$16.50	\$16.50
General Construction Labourer	\$24.45	\$25.67	\$26.96	\$27.50
Trainee 2	\$19.55	\$20.00	\$20.50	\$21.00
Trainee 1	\$14.65	\$15.00	\$15.50	\$16.00
Marble, Tile, and Terrazzo Installer	\$26.05	\$27.35	\$28.72	\$29.87
Trainee 2	\$20.85	\$21.89	\$22.99	\$23.91
Trainee 1	\$15.60	\$16.38	\$17.20	\$17.89
Plasterer	\$28.85	\$30.29	\$31.81	\$33.08

Trainee 2	\$23.05	\$24.20	\$25.41	\$26.43
Trainee 1	\$17.25	\$18.11	\$19.02	\$19.78
Sheeter, Decker, and Cladder	\$33.55	\$35.23	\$36.99	\$38.47
Trainee 2	\$26.85	\$28.19	\$29.60	\$30.79
Trainee 1	\$20.15	\$21.16	\$22.22	\$23.10
Scaffolder	\$31.65	\$33.23	\$34.89	\$36.29
Trainee 2	\$25.30	\$26.57	\$27.89	\$29.01
Trainee 1	\$19.05	\$20.00	\$21.00	\$21.84
<b>Part 3: Other Workers</b>				
Construction Worker	\$15.80	\$16.59	\$17.42	\$18.12

## What types of construction activities are included in the industrial, commercial and institutional sector?

The industrial, commercial, and institutional sector (ICI) is defined by *The Construction Industry Wages Act*. It includes most industrial, commercial and institutional construction projects in Manitoba and is often called the building construction sector.

Activities under the ICI sector must take place onsite and include building, decorating, removing and relocating of buildings or other structures other than houses.

Employers and employees who need information about their individual situations should see the ICI Wage Schedule or contact the Employment Standards Branch directly.

## What construction activities are excluded from the ICI sector?

The following construction activities are specifically excluded:

- House building (except for major building construction projects)
- Onsite maintenance, redecorating, renovating, remodeling and repair of an ICI building or other structure that does not require a blueprint or a structural or architectural change
- Prefabrication of structures away from the building site
- Regular maintenance and repair of buildings, which is paid by the owner, tenant, or occupant
- Construction of farm buildings

## What is the minimum wage in the ICI construction sector?

The minimum wage depends on employees' job classifications, where the jobs are located, and size of the jobs. The classifications and wage rates can be found in the [ICI Wage Schedule](#).

## How are the ICI classifications categorized?

1. Journeyman: anyone with a journeyman certificate from a recognized authority (usually a provincial apprenticeship branch) or anyone who has learned the skills by working in the trade for at least six years.
2. Skilled tradesperson: anyone who has worked at least 2,400 hours in one of the following trades: asbestos abatement; elevator construction; floor covering; insulating; specialty labour (assistant bricklayer); general construction; marble, tile and terrazzo installation; plastering; pre-fabricated metal building erecting; sheeting, decking and cladding; and scaffolding.
3. Trainee: anyone training to become a skilled tradesperson. There are two trainee wage levels:
  - Trainee 1 for less than 1,200 hours of work in a trade
  - Trainee 2 for between 1,200 and 2,400 hours in a trade.Employers may not have more than one trainee for each skilled tradesperson.
4. Construction worker: anyone working on a construction site who is not a journeyman, skilled tradesperson, trainee, or apprentice.

## Can employers have unlimited numbers of trainees and construction workers on a job site?

No. Legislation limits the number of trainees and construction workers. Employers can only employ two trainees for each skilled tradesperson working on a job site. They can also only employ one construction worker for every 10 employees working on a site. Staff not working in construction (e.g. administrative or bookkeeping) should not be counted in the ratio.

For example: if an employer has three carpenters, two carpenter apprentices, two plasterers, and one plasterer trainee on a worksite, there can also be one construction worker at that site.

## What do trainees in the journeyman trades get paid?

People in training to become journeymen are called apprentices. The wage rates and staffing ratios are set by *The Apprenticeship and Trades Qualifications Act*. For more information contact the Apprenticeship Branch in Winnipeg at 945-3337; 1-877-978-7233 toll free, or visit their website at [www.gov.mb.ca/tradecareers](http://www.gov.mb.ca/tradecareers).

## **Are the minimum wages for ICI the same for all projects across Manitoba?**

Yes. As of June 1, 2009, the minimum wage rates for ICI projects are the same regardless of where the project is in Manitoba.

## **When must employees in the construction industry be paid?**

Employees who work in the construction industry must be paid within 5 days after the end of the pay period.

If employment has ended, the employee must be paid all wages owed within 10 working days after the date of termination or within 5 working days after the end of the pay period, whichever is less.

## **What are the hours of work and overtime rules for the ICI sector?**

The standard hours of work are 10 hours per day and 40 hours per week. All additional hours are overtime and must be paid at the overtime rate. More information on calculating the regular and overtime hours can be found on the [Overtime](#) page

Before 2006, different trade classifications and areas in Manitoba had different hours of work and overtime standards. The standards are now the same for all employees working in the industrial, commercial and institutional construction sector.

## **How is the termination of employment handled in the construction industry?**

Employees and employers in all sectors of construction (i.e., employees performing construction labour) can terminate employment at any time without notice. No notice is required by either party regardless of the number of years they have worked together.

Those working in construction offices, salespeople, or administrative staff (i.e., employees not performing construction labour) would still require notice of termination.

## **How are general holidays paid in the construction industry?**

Unlike employees in other industries, construction employees earn 4% general holiday wages in every pay period on all regular earnings, including vacation wages but not overtime wages.

Employers can include the general holiday pay on every cheque or pay it all out at the end of the year.

Construction employees who work on a general holiday are entitled to the overtime wage rate (1 ½ times their regular wage rate) for all hours worked on the general holiday. These earnings are not included in the calculation for general holiday wages.

## What are the general holidays in Manitoba?

There are nine general holidays throughout the year:

- New Year's Day
- Louis Riel Day (3rd Monday in February)
- Good Friday
- Victoria Day
- July 1
- Labour Day
- Orange Shirt Day (National Day for Truth and Reconciliation)
- Thanksgiving Day
- Christmas Day

Most employees are paid general holiday pay for these days whether they work or not.

<b>General Holiday</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
New Year's Day	January 1	January 1	January 1
Louis Riel Day	February 20	February 19	February 17
Good Friday	April 7	March 29	April 18
Victoria Day	May 22	May 20	May 19
July 1	July 1	July 1	July 1
Labour Day	September 4	September 2	September 1
Orange Shirt Day	-	September 30	September 30
Thanksgiving Day	October 9	October 14	October 13
Christmas Day	December 25	December 25	December 25

## When are construction employees paid for general holidays?

Construction employees must be paid all general holiday pay by the end of the year. Some employers add general holiday pay to every cheque or in smaller amounts throughout the year, while others pay it all at the end of the year. Employees who are not sure how they are being paid for general holidays should ask their employers.

## Do construction employees have to work on the general holiday to get general holiday pay?

Construction employees earn general holiday pay at 4% of their gross regular wages. They receive this pay even if they never work on a general holiday.

For example: if employees work from June 1 to June 30, a period where there is not a general holiday, they would still receive 4% of their regular earnings as general holiday pay.

If an employee works on a general holiday, they must be paid 1 ½ times their regular wage for all hours worked on that day.

## Can employers pay vacation and general holiday wages together?

Employers in the construction industry can pay employees for their vacations and general holidays once a year, on every cheque, or in smaller amounts throughout the year.

For vacation pay, employees earn 2% of their total gross wages for each week of vacation. Employees with less than five years of service with the same employer are entitled to two weeks' vacation and receive 4% of their regular wages for vacation pay. Employees with at least five years with the same employer get three weeks' vacation and earn 6% as vacation pay.

For general holidays, the employee receives 4% general holiday pay.

For example: a construction employee who is entitled to two weeks' vacation and earns \$10,000 in wages (not including overtime) would receive \$400 vacation pay and \$416 general holiday pay.

Total gross regular wages (excluding overtime)	\$10,000
Vacation allowance	$(\$10,000 \times 4\%) + 400$
Subtotal	\$10,400
General holiday pay	$(\$10,400 \times 4\%) + 416$
Total pay	\$10,816

If the construction employee completes five years with the same employer, the vacation allowance increases to 6% ( $\$10,000 \times 6\%$ ).

More information can be found on the [Vacations & Vacation Pay](#) and the [General Holidays](#) fact sheets.

## What rights and responsibilities are the same for employers and employees in construction as in other industries?

Most parts of *The Employment Standards Code*, which establishes the rights and responsibilities of most employees in Manitoba, also applies to employers and employees in construction, including:

- [Unpaid Leaves](#)
- [Vacations & Vacation Pay](#)
- [Deductions from Wages](#)
- [Wages for Reporting to Work](#)

See those fact sheets for more information.

## **For more information contact Employment Standards:**

Phone: 204-945-3352 or toll free in Canada 1-800-821-4307

Fax: 204-948-3046

Website: [www.manitoba.ca/labour/standards](http://www.manitoba.ca/labour/standards)

This is a general overview and the information used is subject to change. For detailed information, please refer to current legislation including The Employment Standards Code, The Construction Industry Wages Act , The Worker Recruitment and Protection Act, or contact Employment Standards.

**Available in alternate formats  
upon request.**

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