

Heavy Construction Wage Schedules : 2008–2010

What types of heavy construction sector activities are covered by these standards?

Activities that fall under heavy construction include: construction of highways and roads; some types of snow removal; transportation of materials such as rock, gravel, earth, and soil; repair and maintenance of heavy construction equipment; demolition of any building or structure; and construction and maintenance of transmission lines.

This is not a complete list – employers and employees who need information about their situations should see the [Heavy Construction Wage Schedule](#) below or contact the Employment Standards Branch directly.

Are the minimum wages for heavy construction the same for all projects across Manitoba?

Yes. There are 10 classifications for the heavy sector and each has a minimum wage. Wages for these classifications apply to all heavy construction projects in Manitoba.

The previous wage rates, which were based on number of months of experience, have been removed.

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*.

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.

Heavy Construction Wage Schedule 2008–2010

Classification		June 1, 2008	Jan.1, 2009	Jan. 1, 2010
1	mobile crane operator working on heavy construction	\$18.40	\$19.15	\$19.70
2	heavy duty mechanic or welder working on heavy equipment	\$16.85	\$17.50	\$18.05
3	operator of dragline, clamshell, shovel, hydraulic excavator, pile driver and other equipment requiring similar skills	\$16.65	\$17.30	\$17.85
4	plant operator, operator of paving machines, dozer, loader, loader backhoe, grader, scraper, hydro excavator, tractor with controlled attachments and other equipment requiring similar skills	\$14.80	\$15.40	\$15.90
5	truck operator of trucks with four or more axles, fuel truck, distribution truck, truck with hydraulic boom, hoist	\$14.55	\$15.00	\$15.40
6	truck operator of trucks with less than four axles and more than 2,500 kilograms	\$13.75	\$14.15	\$14.50
7	operator of light trucks (less than 2,500 kilograms), ride on/tractor-pulled compaction equipment and other equipment requiring similar skills	\$12.90	\$13.30	\$13.65
8	skilled labourers including concrete finisher, pipe layer,	\$13.30	\$13.70	\$14.05

	screed person and jobs requiring similar skills in the heavy construction industry			
9	general labourer in heavy construction, not otherwise classified	\$11.85	\$12.25	\$12.55
10	watcher, flagger and rod person	\$10.30	\$10.60	\$10.90

For more information contact the Employment Standards Branch:

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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* and *The Worker Recruitment and Protection Act*, or contact the Employment Standards Branch to ask for advice.

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