

ICI Construction Wage Schedules : 2008–2010

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](#) page 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
- 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 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.

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

| <i>Occupation Classifications</i> | <i>June 1, 2008 Winnipeg Area and Major Building Construction Projects</i> | <i>June 1, 2008 Outside Winnipeg Area</i> | <i>June 1, 2009 Integrated Province-Wide</i> | <i>Jan. 1, 2010 Integrated Province-Wide</i> |
|-----------------------------------|--|---|--|--|
| asbestos | | | | |
| • trainee 2 (1201–2400) | \$20.10 | \$19.50 | \$20.70 | \$21.50 |
| • trainee 1 (0–1200) | \$16.10 | \$15.60 | \$16.60 | \$17.20 |
| | \$12.05 | \$11.70 | \$12.40 | \$12.90 |
| boilermaker | \$26.60 | \$25.80 | \$27.40 | \$28.50 |
| bricklayer | \$27.70 | \$26.90 | \$29.55 | \$31.00 |
| carpenter | \$25.25 | \$24.50 | \$26.00 | \$27.00 |
| concrete finisher | \$21.80 | \$21.15 | \$22.45 | \$23.35 |
| cons. electrician | \$29.85 | \$28.95 | \$30.70 | \$31.95 |

| | | | | | |
|--|---------|---------|---------|---------|--|
| crane & hoisting | | | | | |
| a. mobile crane | \$26.00 | \$24.20 | \$27.50 | \$29.00 | |
| b. tower crane | \$29.00 | \$26.15 | \$31.50 | \$33.00 | |
| c. boom truck | \$21.65 | \$21.00 | \$22.30 | \$23.15 | |
| elevator constructor | \$30.90 | \$30.00 | \$31.85 | \$33.12 | |
| • trainee 2 (1201–2400) | \$24.75 | \$24.00 | \$25.50 | \$26.50 | |
| • trainee 1 (0–1200) | \$18.20 | \$18.00 | \$18.75 | \$19.55 | |
| floor coverer | \$23.20 | \$22.50 | \$23.90 | \$24.85 | |
| glazier | \$24.10 | \$23.40 | \$24.85 | \$25.80 | |
| industrial mechanic | \$27.50 | \$26.70 | \$28.35 | \$29.50 | |
| insulator | \$23.80 | \$23.10 | \$24.50 | \$25.50 | |
| ironworker: | | | | | |
| a. structural steel | \$27.70 | \$26.90 | \$28.55 | \$29.70 | |
| b. reinforcing iron | \$24.05 | \$23.35 | \$24.80 | \$25.75 | |
| c. miscellaneous/ornamental | \$27.30 | \$26.49 | \$28.12 | \$29.25 | |
| specialty labour skilled tradesperson (assisting bricklayer) | | | | | |
| • trainee 2 (1201–2400) | \$20.45 | \$19.85 | \$21.05 | \$21.89 | |
| • trainee 1 (0–1200) | \$16.35 | \$15.88 | \$16.85 | \$17.50 | |
| • trainee 1 (0–1200) | \$12.30 | \$11.91 | \$12.65 | \$13.15 | |
| general labourer | \$19.50 | \$18.90 | \$20.09 | \$20.89 | |
| • trainee 2 (1201–2400) | \$15.60 | \$15.12 | \$16.05 | \$16.70 | |
| • trainee 1 (0–1200) | \$11.70 | \$11.34 | \$12.05 | \$12.50 | |
| construction worker | \$12.60 | \$12.20 | \$12.95 | \$13.50 | |
| interior systems/lather | \$24.00 | \$22.25 | \$24.75 | \$26.00 | |
| marble, tile, terazzo | \$21.95 | \$21.30 | \$22.25 | \$22.25 | |
| • trainee 2 (1201–2400) | \$17.55 | \$17.04 | \$17.80 | \$17.80 | |
| • trainee 1 (0–1200) | \$13.20 | \$12.78 | \$13.35 | \$13.35 | |
| painter/decorator | \$22.00 | \$21.35 | \$22.90 | \$23.80 | |
| plasterer | \$23.00 | \$22.30 | \$23.70 | \$24.65 | |
| • trainee 2 (1201–2400) | \$18.40 | \$17.84 | \$19.00 | \$19.70 | |
| • trainee 1 (0–1200) | \$13.80 | \$13.38 | \$14.25 | \$14.75 | |
| plumber | \$29.45 | \$28.60 | \$30.35 | \$31.60 | |

| | | | | |
|----------------------------------|---------|---------|---------|---------|
| pre-fab erector | | | | |
| • trainee 2 | \$24.00 | \$24.00 | \$24.75 | \$25.70 |
| (1201-2400) | \$19.20 | \$19.20 | \$19.80 | \$20.55 |
| • trainee 1 (0-1200) | \$14.40 | \$14.40 | \$14.85 | \$15.45 |
| refrigeration & air conditioning | \$28.65 | \$27.80 | \$29.50 | \$30.70 |
| roofer | \$23.85 | \$23.15 | \$24.60 | \$25.60 |
| sheeter/decker | | | | |
| • trainee 2 | \$26.75 | \$25.95 | \$27.55 | \$28.65 |
| (1201-2400) | \$21.40 | \$20.76 | \$22.05 | \$22.95 |
| • trainee 1 (0-1200) | \$16.05 | \$15.57 | \$16.55 | \$17.20 |
| sheet metal worker | \$30.40 | \$29.50 | \$31.31 | \$32.56 |
| sprinkler/pipefitter | \$32.00 | \$31.05 | \$32.95 | \$34.25 |
| steamfitter/pipefitter | \$29.50 | \$28.60 | \$30.35 | \$31.60 |
| scaffolder | | | | |
| • trainee 2 | \$25.25 | \$24.50 | \$26.00 | \$27.05 |
| (1201-2400) | \$20.20 | \$19.60 | \$20.80 | \$21.65 |
| • trainee 1 (0-1200) | \$15.15 | \$14.70 | \$15.60 | \$16.25 |

For more information contact the Employment Standards Branch:

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Fax: 204-948-3046

E-mail: Employmentstandards@gov.mb.ca

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

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