

DAVID BROWN UNITED (Eassons Transportation Group)	Pay Grid - Rev 8 (August 2023)				
	MILEAGE RATE		HOURLY RATE		
	Base (HUB) operating outside a 16km radius from terminal	Base + Bonus	Exclusive Hourly Option when operating outside a 16km radius from terminal or when dispatch approved	Hourly Bonus	Hourly Rate + Bonus
Training school graduate, less than 12 months experience	0.375	0.420	\$21.11	\$0.61	\$21.72
13 to 18 months experience	0.385	0.430	\$21.39	\$0.61	\$22.00
19 to 24 months experience	0.395	0.440	\$21.66	\$0.61	\$22.27
25 to 36 months experience	0.405	0.450	\$22.21	\$0.61	\$22.82
37 months experience	0.415	0.460	\$23.03	\$0.61	\$23.64
Quartly Bonus	Bonus			Bonus	
Idle	0.020			\$ 0.3000	
Maximum Bonus Potential (failure to provide 2 weeks notice shall result in no bonus payout for the month of resignation)	0.045			\$ 0.61	
Picks and Drops (terminals excluded)	\$12+miles				
Waiting Time (after 1 hour - dispatch approved)	\$16.65/hr				
Cart Deliveries (applicable to locations without a loading dock)	\$18/pick or drop				
Hourly Pay (Fleet Manager approved - ie. actual loading or reworking of freight at a terminal or customer location, local work, lumping or any other situation where Fleet Manager feels the driver is entitled to hourly pay - not to be paid in addition to any other pay rates in the grid.)	\$16.65/hr			Yes	Yes
Online training as per standard completion times	\$16.65/hr		\$16.65/hr	Yes	Yes
Layover (\$100 paid in full when overnight and when no hotel is required)	Yes			Yes	