

EASSONS TRANSPORT LIMITED					Pay Grid - Rev 25 (August 2023)				
COMPANY DRIVER					MARITIME BASE RATES		ONTARIO BASE RATES (Ontario drivers licence and primary residence in Ontario)		
Referral Bonus		Signing Bonus (Completion of Probation - if received loyalty or signing bonus in past not eligible)	Minimum Pay/Day To Start (adjustment to actual average after probation)	Base (0.10 USA Premium on all USA miles)	Base + Bonus	Base	Base + Bonus		
6 mon		1 year							
Training school graduate, less than 12 months experience		\$250.00	\$250.00	\$2,000	\$171.0	0.470	0.515	0.490	0.535
13 to 18 months experience		\$400.00	\$400.00	\$180.0	\$180.0	0.480	0.525	0.500	0.545
19 to 24 months experience		\$500.00	\$500.00	\$184.5	\$184.5	0.490	0.535	0.510	0.555
25 to 36 months experience		\$750.00	\$750.00	\$189.0	\$189.0	0.500	0.545	0.520	0.565
37 months experience		\$1,000.00	\$1,000.00	\$198.0	\$198.0	0.510	0.555	0.530	0.575
Quarterly Bonus					Bonus		Bonus		
Idle					0.020		0.020		
Preventable Accident/Incident Safety Prevention					0.020		0.020		
					0.005		0.005		
Maximum Bonus Potential (failure to provide 2 weeks notice shall result in no bonus payout for the month of resignation)					0.045		0.045		
OTHER REVENUE RATES							PO requested by Driver?	PO given prior to work by Eassons Staff?	
First Linehaul Pick included in mileage rate up to 2 hours. Additional Picks max 2 hours each.					\$20	LTL Load / \$40			
First Linehaul Drop included in rate up to two hours. Additional Drops max 2 hours each.					\$20	LTL Load / \$40			
Local pickup and delivery					\$20+miles				
Truck Unavailability New Driver					\$16.65/hr				
Truck Unavailability Home Terminal Senior Driver					\$16.65/hr				
Waiting Time (after 2 hours - dispatch approved)					\$16.65/hr		Yes		
Hourly Pay (Fleet Manager approved - ie. actual loading or reworking of freight at a terminal or customer location, 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	
Local Work (The greater of miles, picks and drops and the hourly rate)					Maritimes	\$23.03	Ontario	\$24.50	
Online training as per standard completion times					\$16.65/hr		Yes	Yes	
Switches (when part of Linehaul only)					\$10				
Shunting					\$10		Yes	Yes	
Fuelling per trailer (as requested by Dispatch does not include fuelling that is required as part of a trip)					\$20			Yes	
Washing a trailer left unwashed by another Driver/Terminal					\$20			Yes	
Border Crossing					\$50 / Crossing				
USA Return Trip Border Crossing Premium					\$150/Crossing			Yes	
Layover					100 CAN (regardless of location)		plus 30 CAN in USA	Yes	
Unreasonable Dispatch					100 CAN (regardless of location)		plus 30 CAN in USA	Yes	
Ferry Delay					100 CAN (regardless of location)			Yes	

Major Mechanical Breakdowns or delays due to forced road closure, while in transit, with no alternate route and in extenuating circumstances only (ex. Severe weather) - \$16.65/HR for a max of 8 hrs in a 24 hour period - commencing when the delay occurs. When approved by Shop/Fleet Manager as applicable.					If you cant stay in your truck overnight entitled to \$50 + hotel bill only and only if not at home	Yes	
NL Ferry crossing each way					\$80		
Labrador Ferry crossing each way					\$25		
Digby Ferry crossing each way					\$30		
PEI Ferry crossing each way					\$10		
FOGO Island Ferry crossing each way					\$10		
NFLD/Lab/Goose Flat Rate Dock Pay for building loads (only if present at time of loading)					\$120		
Yarmouth/Portland Ferry crossing each way					\$150		
Time and one half after 60 hours - paid monthly							
Holiday Running Pay					\$200 Min after 1 month of service	Christmas (additional)	\$50
RRSP (6 months-5 years)					2%		
RRSP (5-10 years)					4%		
RRSP (10 +)					6%		
Onboarding Driving Support					\$60/day		
Student Intership Pay					16.65/hr	max 8 per day	
Driver Orientation Pay					16.65/hr	max 8 per day	
Approved Driver Upgrade Training					16.65/hr	max 8 per day	
Coaching Course					\$200/day plus \$100 daily per diem		
Coaching (4 weeks with student)					\$1000 by School	\$1400 by Eassons after internship evaluation	\$500 after student completes their probationary period
DEDUCTIONS							
Long Term Disability (Pay x 60%)					100%		
Life Insurance (Pay x 2)					0		
Dependent Life (\$5000)					0		
Travel Insurance					50%		
Medical Benefits					50%		
Dental Benefits					50%		
Drug Benefits					50%		