

# Connors Transfer Limited

## Company Driver Pay Rates

September 9, 2014

<b>Base Compensation</b>	
<b>Longhaul Drivers:</b>	
Mileage Rate – Canadian miles	\$0.40
Mileage Rate – USA miles	Base + \$0.02
Mileage Rate – Newfoundland miles	Base + \$0.07
Under Two years' experience	\$0.38
<b>Local Drivers:</b>	
<b>Stellarton:</b>	
Full-time	\$0.38
Part-time	\$0.36
Less than 2 years' experience	\$0.36
Pickup and waiting time	\$10.40/hr
Rate/drop – all drops	\$10.00
Yard Shunt	\$5.00
All Other Shunts	Mileage + \$7.50
<b>Debert:</b>	
Full-time	\$0.40
Part-time	\$0.38
Less than 2 years' experience	\$0.38
Rate/drop – all drops	\$10.00
Yard Shunt	\$5.00
All Other Shunts	Mileage + \$7.50
<b>Pay for Continuous Fulltime Service :</b>	
Following 1 year	1.0 Cent
Following 3 years	0.5 Cent
Following 5 years	0.5 Cent
Following 7 years	1.0 Cent
Following 10 years	1.0 Cent
<b>Longhaul Compensation Rates - Accessorial</b>	
City rate	\$17.00 hour when approved by the Mississauga Terminal
Picks & Drops	\$20.00 each after the first (more than 3 and all are paid)
Yard Shunts	\$5.00 each
Layovers	\$75 for 24 hours when waiting for dispatch away from home terminal and driver has hours available
Detention	Paid at \$13/hr after 2 hours when on time at a customer or at US border. Must be reported to Dispatch.
USA Port waiting fee	\$50 after four hours waiting at the Port.
NL Ferry Crossing	\$50 + Paid Berth
NL Ferry Waiting time	\$100 after 24 hrs
Company Funded Pension Plan	3.0% of annual salary paid to a Retirement Plan. After 6 month continuous work for fulltime drivers.
Company Benefits	Medical, Dental, Eye Wear, Drug. 50% of monthly rate paid by Company. After 3 months continuous employment for fulltime drivers.
Mileage	Paid by Connors Transfer by PC Miler Practical Miles (city center – city center). Drivers are expected to obtain 11,500 miles/month.

Driver Signature \_\_\_\_\_ Connors Signature \_\_\_\_\_ Date \_\_\_\_\_