



Company Driver Pay Package

Mileage Rate:

Canada-Only Drivers

- **All-In Mileage Rate:** \$0.48 per mile
- This all-in mileage rate covers all normal layovers, waiting time, downtime, ferry crossings, pickups, drops and tarping.

Canada-USA Drivers:

- **All-In Mileage Rate:** \$0.52 per mile
- This all-in mileage rate covers all normal layovers, waiting time, downtime, ferry crossings, pickups, drops and tarping.

Loyalty Program: Drivers will receive a yearly \$0.005 per mile increase on the anniversary of their hire date. They will receive this for continuous years of service to a maximum of \$0.04 per mile increase.

Safety Bonus:

Safety: \$0.01 per mile safety bonus for miles driven when the driver remains accident, incident and violation free.

Note: All miles based on PC Miler calculated miles using the most practical route.

Additional Charges:

Layover: If there is a layover more than 2 days, the driver will receive \$75 for that layover.

Down Time: \$18.00 per hour, up to a maximum of 8 hours per day. This only applies when the tractor and/or trailer is being worked on at the repair shop.

- Scheduled Repairs – For all scheduled repairs, down time will only be paid after 3 hours.
- Preventable Repairs – For all over the road repairs that were preventable, down time will only be paid after 6 hours.

Oversize Premium: \$0.02 per mile

Holidays and Vacation Pay:

Company driver will be paid statutory holidays in accordance with the Federal Labour Standards code. Also, the company driver will earn 2 weeks' vacation, to be taken at a time agreed to by the employer.

Health Benefits:

Employee to be eligible for health benefits after the 90-day waiting period has been completed.

Probationary Period:

All new hires are subject to a 90-day probationary period.