



## Company Driver Pay Package

### Mileage Rate:

#### **Dry Van**

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

#### **Flatbed**

- **All-In Mileage Rate: \$0.49 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.

### Bonuses:

**Performance Bonus:** Drivers will be compensated an additional **\$0.02 per mile** if they attain a minimum of 10,000 miles in a calendar month.

**Safety Bonus:** Drivers will be compensated an additional **\$0.01 per mile** if they remain 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.

### 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