

# Connors Transfer Limited

## Owner Operator Pay Rates

January 11, 2019

<b>Base Compensation Loaded &amp; Empty Miles</b>	
<b>Mileage Rate – Canadian miles</b>	<b>\$1.20</b>
<b>Mileage Rate – USA miles</b>	<b>\$1.30</b>
<b>Mileage Rate – Tri-Axle +52,000 Lbs</b>	<b>\$1.27</b>
<b>Mileage Rate – Tri-Axle with less than 52,000 Lbs</b>	<b>\$1.22</b>
<b>Mileage Rate - Team</b>	<b>Base + \$0.06</b>
<b>Compensation Rates - Accessorial (Subject to Dispatch Approval)</b>	
<b>City rate</b>	\$40.00/ hour when working in the Toronto area.
<b>Picks &amp; Drops</b>	\$30.00 each after the first (more than 3 and all are paid). If waiting time is involved, payment will be the greater of \$30/ pick or drop <b>or</b> \$30 for first drop or pick and accumulated waiting time after two hours.
<b>Layovers</b>	\$150 for 24 hours when waiting for dispatch away from home Terminal and driver has hours available.
<b>Detention</b>	Paid at \$30/hr after 2 hours when on time at a customer or at US border. Must be reported to Dispatch. Team rate is \$45/hr to the truck or \$22.50 each driver
<b>Trailer Wash</b>	\$15 per trailer washed or sweep out.
<b>USA Port Fee</b>	\$50 Cdn – Paid to drivers who have a valid TWIC card.
<b>On-route Trailer Switch</b>	\$15
<b>Fuel Surcharge</b>	Capped fuel priced at \$0.41/L in Canada and \$0.43L (Cdn \$) in the USA.
<b>Tolls &amp; Bridges</b>	Card Systems - Misc. Tolls receipts relating to trips are reimbursed based on PC Miler routes
<b>Permits</b>	Paid by Connors Transfer
<b>Licensing</b>	Paid by Connors Transfer
<b>Plates, &amp; Registrations</b>	Paid by Connors Transfer
<b>Workers Compensation</b>	Broker required to obtain own coverage, subject to provincial regulations
<b>Mileage</b>	Paid by Connors Transfer by PC Miler Practical Miles (city center – city center)
<b>Fleet Insurance</b>	Paid by Connors Transfer
<b>Accident/Claim Deductible</b>	\$2500/incident
<b>Escrow Holdback</b>	\$150/ statement to a maximum of \$3000
<b>Paint Code</b>	None required
<b>5<sup>th</sup> Wheel height</b>	47 inch
<b>Unit age</b>	5 years or newer
<b>Monthly mileage required</b>	A minimum of 10,500 miles per month must be maintained. A three month average below this may make the contract void.
<b>Toronto Short Lane Fee</b>	\$85 paid when a driver moves from Toronto to Montreal or return. Or from Toronto to OH.

O/O Signature \_\_\_\_\_ Connors Signature \_\_\_\_\_ Date \_\_\_\_\_