

Connors Transfer Limited

Company Driver Pay Rates

July 12, 2021

Longhaul Drivers: Base Compensation	
Canadian Miles	\$0.44
USA Miles	\$0.52
Team	\$0.30 Canada & \$0.34 USA
Local Drivers:	
Stellarton:	
Mileage Rate	\$0.42
Pickup and waiting time	\$14.00/hr
Rate/drop – all drops	\$14.00
Yard Shunt	\$5.00
All Other Shunts	Mileage + \$7.50
Debert:	
Mileage Rate	\$0.44
Rate/drop – all drops	\$15.00
Yard Shunt	\$5.00
All Other Shunts	Mileage + \$7.50
Pay for Continuous Full-Time Service	
Following 1 year	Base + 1.0 Cent
Following 3 years	Base + 1.5 Cents
Following 5 years	Base + 2.0 Cents
Following 7 years	Base + 3.0 Cents
Following 10 years	Base + 4.0 Cents
Longhaul Compensation Rates - Accessorial	
City rate	\$18.00 hour when approved by Brampton or Montreal Dispatch.
Picks & Drops	\$20.00 each after the first (more than 3 and all are paid)
Yard Shunts	\$10.00 each
Layovers	\$100 for 24 hours when waiting for dispatch away from home terminal and driver has hours available.
Detention	Detention time is paid, after 2 hours waiting. Driver must be on time and the delay must be communicated to Dispatch. Rate paid is \$15.00/hour. Team Rate \$12.00/hour each driver. Delays greater than 2 hours @ CAD/US border will be paid. Short term maintenance delays paid after 4 hours.
Maintenance Breakdown (lengthy)	Lengthy maintenance breakdown paid \$75 first day (team \$75/driver) and \$150/day for additional days (teams \$100/driver)
Trailer Washout or Sweep	\$15 – Satellite macro with washout details must be sent to Dispatch.
USA Port Fee	\$50 Cdn – Paid to drivers who have a valid TWIC card.
On-route Trailer Switch	\$10.00
LCV Rate	\$0.62/mile plus \$20 for hookup and unhook trailers.
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 11,000 miles/month.
Referral Bonus	\$1000.00 paid to existing driver when they refer a driver, bonus is paid after referred driver completes 6 months full time employment
Signing Bonus	\$1500.00 - \$750.00 paid after 3 months FT employment, \$750.00 paid after 6 months continuous employment
Toronto Short Lane Fee	\$60 paid when a driver moves from Toronto to Montreal or return. Or from Toronto to OH.

Driver Signature _____ Connors Signature _____ Date _____