



Employment Standards Act

Fair Wage Schedule

Updated August 2021



Fair Wage Schedule

Fair Wage Schedule provides specific minimum wages (by category, class and job title) that must be paid to employees working on Government of Yukon tendered construction projects. These projects include building construction, heavy construction, and road, sewer, and water main construction.

Fair Wage rates are adjusted on April 1 every year. A copy of the current Fair Wage Schedule can be found here: <https://yukon.ca/en/fair-wage-schedule-2020>.

The following are definitions in the *Employment Standards Act* (the “Act”) that are referenced in the Fair Wage Schedule:

“building construction” means the construction, remodelling and repair of buildings;

“heavy construction” means such work as, but not limited to, site preparation, excavation, electric transmission lines, marine works, bridges, viaducts, tunnels, and dams;

“road, sewer, and water main construction” means clearing and preparing a right of way, excavation and subgrading, laying a granular base, grading and asphalt and concrete paving and includes

- (a) the operation of on-site plants to service the construction,
- (b) the installation of drainage,
- (c) landscaping,
- (d) the demolition of structures in or affected by a right of way, and
- (e) all other work involved in
 - (i) the construction, reconstruction and maintenance of roads, highways, streets, sidewalks, curbs, parking lots, driveways, airport runways, airport taxi strips and aircraft parking aprons, and
 - (ii) the installation, reinstallation and maintenance of sewers and water mains.

(Subsection 105(1) of the Act)

General contractors and sub-contractors who employ workers on Fair Wage projects must pay the current Fair Wage Schedule rates.

(Subsection 105(2) of the Act)

There are four categories under the Fair Wage Schedule:

Category A Class Occupation	
Boilermaker (erection & repair)	Interior Systems Mechanic (metal framing & walls, drywall application, drywall contact & suspended ceilings, acoustical & metal linear ceiling, demountable partition, shaft wall and access floor systems, plenum barriers, fireproofing & plasters)
Bricklayer & Stone Mason	Linesperson (electric)
Carpenter	Mechanical Systems Insulator
Crane Operator (overhead, climbing, skyway or equivalent)	Millwright
Diver	Plumber, Steamfitter and Welder (pipe)
Electrician	Refrigeration Mechanic
Elevator Mechanic	Sheet Metal Mechanic
Glass & Metal Installer	Sprinkler System Installer
Head Cook Camp (over 100 persons)	Structural Steel Erector (includes reinforcing ironwork)
Heavy Equipment Mechanic	Surveyor
Heavy Equipment Operator (dragline, gradall, pile driver, shovel, mobile crane)	Tile Setter

Welder-General (acetylene & electric)	
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Category B Class Occupation	
Asphalt or Concrete Spreader Operator	Head Cook (1 – 100 persons)
Batch Person (operator of asphalt or concrete plant)	Heavy Equipment Operator (rubber tire backhoe, tracked backhoe, bulldozer, front-end loaders, graders, scrapers or equivalent)
Blaster	Heavy Equipment Servicer
Cement Finisher	Hoist Operator
Compressor Operator	Ornamental & Miscellaneous Metal Erector
Concrete Mixer Operator	Painter & Paper Hanger
Driller	Pipe Layer
Float Driver	Roofer
Floor Covering Installer (includes carpet & Resilient tile)	Truck Driver (heavy – 10 Ton G.V.W. & up)

Category C Class Occupation	
Blaster's Helper	Surveyor's Helper
Concrete Float Person (puddleperson, screedperson)	Truck Drive (G.V.W. – 3 to 10 Tons)
Second Cook/ Baker, Camp	

Category D Class Occupation	
Asphalt Raker	Labourer
Camp/ Kitchen Helper	Mortar Person
Driller's Helper	Pump Tender
First Aid Attendant	Roller Operator (roller, packer, or compactor)
Flag Person	Roofer's Helper
Jackhammer Operator	Watchperson or Security Guard

Employers may pay a registered apprentice working in the Fair Wage Schedule Category A Class occupation the appropriate percentage of the wage rate for that trade as specified in the *Apprentice Training Act*. For information on the *Apprentice Training Act*, contact Yukon Education at 867-667-5298 or email: apprenticeship@gov.yk.ca.

(Subsection 105(3) of the Act)

