

## Heavy Construction and Wage Schedule

*The Construction Industry Wages Act*, along with *The Employment Standards Code*, sets wages and working conditions on most Manitoba construction sites. The heavy construction sector has its own minimum standards and wage levels.

### Heavy Construction Wage Schedule

Heavy Construction	May 1, 2017 to August 31, 2022	Sept 1, 2022 to March 31, 2023	April 1, 2023 to March 31, 2024	April 1, 2024 or after
Mobile Crane Operator working on heavy construction	\$25.25	\$27.59	\$28.14	\$28.70
Heavy Duty Mechanic or Welder working on heavy equipment	\$23.35	\$25.51	\$26.02	\$26.54
Operator of a dragline, clam shell, shovel, hydraulic excavator, pile driver or other equipment requiring similar skills	\$20.90	\$22.84	\$23.30	\$23.76
Plant Operator; Operator of a paving machine, dozer, loader, loader backhoe, grader, scraper, hydro excavator, tractor with controlled attachments, or other equipment requiring similar skills	\$18.70	\$20.43	\$20.84	\$21.26
Truck Operator of a truck with 4 or more axles, fuel truck, distribution truck, truck with hydraulic boom or hoist	\$18.05	\$19.72	\$20.11	\$20.52
Truck Operator of a truck having a gross vehicle weight of more than 2,500 kg and fewer than 4 axles	\$17.00	\$18.58	\$18.95	\$19.33
Operator of a light truck having a gross vehicle weight of less than 2,500 kg, ride on tractor pulled compaction equipment or other equipment requiring similar skills	\$15.95	\$17.43	\$17.78	\$18.13

Construction Craft Worker and Skilled Labourer, including Concrete Finisher, Pipelayer, Screedman or a labourer who performs work requiring similar skills	\$16.45	\$17.97	\$18.33	\$18.70
General Labourer in heavy construction sector and not otherwise classified	\$14.75	\$16.12	\$16.44	\$16.77
Watcher, Flagger or Rodman	\$12.75	\$13.93	\$14.21	\$14.49

## What types of heavy construction sector activities are covered by these standards?

Activities that fall under heavy construction include:

- Construction of highways and roads
- Some types of snow removal
- Transportation of materials such as rock, gravel, earth, and soil
- Repair and maintenance of heavy construction equipment
- Demolition of any building or structure
- Construction and maintenance of transmission lines

This is not a complete list. Employers and employees who need more information should see the Heavy Construction Wage Schedule or contact Employment Standards directly.

## What is the minimum wage in the heavy construction sector?

The minimum wage depends on employees' job classifications. The classifications and wage rates can be found on the Heavy Construction Wage Schedule.

## Are the minimum wages for heavy construction the same for all projects across Manitoba?

Yes. There are 10 job classifications in the heavy sector and each has its own minimum wage. These minimum wages apply to all heavy construction projects in Manitoba.

## **When must employees in the construction industry be paid?**

Employees who work in the construction industry must be paid within 5 days after the end of the pay period.

If employment has ended, the employee must be paid all wages owed within 10 working days after the date of termination or within 5 working days after the end of the pay period, whichever is less.

## **What are the hours of work and overtime rules for employees in the heavy construction sector?**

The standard hours of work in the heavy sector are:

- 50 per week hours outside of Winnipeg
- 50 per week hours in Winnipeg from April 1 to October 31
- 48 per week hours in Winnipeg from November 1 to March 31 in the following year

All hours worked above the standard hours must be paid at the overtime rate of 1 ½ times the regular wage.

## **How is the termination of employment handled in the construction industry?**

Employees and employers in all sectors of construction can terminate employment at any time without notice. No notice is required by either party regardless of the number of years they have worked together.

## **How are general holidays paid in the construction industry?**

Unlike employees in other industries, construction employees earn 4% general holiday wages in every pay period on all regular earnings, including vacation wages but not overtime wages.

Employers can include the general holiday pay on every cheque or pay it all out at the end of the year.

Construction employees who work on a general holiday are entitled to the overtime wage rate (1 ½ times their regular wage rate) for all hours worked on the general holiday. These earnings are not included in the calculation for general holiday wages.

## What are the general holidays in Manitoba?

There are nine general holidays throughout the year:

- New Year's Day
- Louis Riel Day (3rd Monday in February)
- Good Friday
- Victoria Day
- July 1
- Labour Day
- Orange Shirt Day (National Day for Truth and Reconciliation)
- Thanksgiving Day
- Christmas Day

Most employees are paid general holiday pay for these days whether they work or not.

<b>General Holiday</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
New Year's Day	January 1	January 1	January 1
Louis Riel Day	February 20	February 19	February 17
Good Friday	April 7	March 29	April 18
Victoria Day	May 22	May 20	May 19
July 1	July 1	July 1	July 1
Labour Day	September 4	September 2	September 1
Orange Shirt Day	-	September 30	September 30
Thanksgiving Day	October 9	October 14	October 13
Christmas Day	December 25	December 25	December 25

## When are construction employees paid for general holidays?

Construction employees must be paid all general holiday pay by the end of the year. Some employers add general holiday pay to every cheque or in smaller amounts throughout the year, while others pay it all at the end of the year. Employees who are not sure how they are being paid for general holidays should ask their employers.

## Do construction employees have to work on the general holiday to get general holiday pay?

Construction employees earn general holiday pay at 4% of their gross regular wages. They receive this pay even if they never work on a general holiday.

For example: if employees work from June 1 to June 30, a period where there is not a general holiday, they would still receive 4% of their regular earnings as general holiday pay.

If an employee works on a general holiday, they must be paid 1 ½ times their regular wage for all hours worked on that day.

## Can employers pay vacation and general holiday wages together?

Employers in the construction industry can pay employees for their vacations and general holidays once a year, on every cheque, or in smaller amounts throughout the year.

For vacation pay, employees earn 2% of their total gross wages for each week of vacation. Employees with less than five years of service with the same employer are entitled to two weeks' vacation and receive 4% of their regular wages for vacation pay. Employees with at least five years with the same employer get three weeks' vacation and earn 6% as vacation pay.

For general holidays, the employee receives 4% general holiday pay.

For example: a construction employee who is entitled to two weeks' vacation and earns \$10,000 in wages (not including overtime) would receive \$400 vacation pay and \$416 general holiday pay.

Total gross regular wages (excluding overtime)	\$10,000
Vacation allowance	$(\$10,000 \times 4\%) + 400$
Subtotal	\$10,400
General holiday pay	$(\$10,400 \times 4\%) + 416$
Total pay	\$10,816

If the construction employee completes five years with the same employer, the vacation allowance increases to 6% ( $\$10,000 \times 6\%$ ).

More information can be found on the [Vacations & Vacation Pay](#) and the [General Holidays](#) fact sheets.

## What rights and responsibilities are the same for employers and employees in construction as in other industries?

Most parts of *The Employment Standards Code*, which establishes the rights and responsibilities of most employees in Manitoba, also applies to employers and employees in construction, including:

- [Unpaid Leaves](#)
- [Vacations & Vacation Pay](#)
- [Deductions from Wages](#)
- [Wages for Reporting to Work](#)

See those fact sheets for more information.

## **For more information contact Employment Standards:**

Phone: 204-945-3352 or toll free in Canada 1-800-821-4307

Fax: 204-948-3046

Website: [www.manitoba.ca/labour/standards](http://www.manitoba.ca/labour/standards)

This is a general overview and the information used is subject to change. For detailed information, please refer to current legislation including The Employment Standards Code, The Construction Industry Wages Act , The Worker Recruitment and Protection Act, or contact Employment Standards.

**Available in alternate formats  
upon request.**

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