

Minimum Wage Rates and Employment Conditions

V.2

For the Manitoba Industrial, Commercial
and Institutional Construction Sector (ICI)

Minimum Wage Rates Effective:

Sept 1, 2022 - April 1, 2023 - April 1, 2024

Publication provided by the Winnipeg Construction Association



winnipegconstruction.ca
204-775-8664

Construction Industry Legislation

Two pieces of legislation govern different sectors of the construction industry.

1. The Employment Standards

- legislates general holidays, vacation pay and terminating employment in heavy construction and industrial, commercial, institutional (ICI) sector
- as well as all provisions for the house-building sector

2. The Construction Industry Wages Act (CIWA)

- legislates hours of work and wage rates in the heavy construction sector
- legislates hours of work and wage rates in the industrial, commercial and institutional (ICI) construction sector

Can one construction company do work in all three construction sectors (heavy, ICI and house-building)?

The Construction Industry Wages Act (CIWA) defines the type of work an employee performs. It is possible for one employee to work in the heavy construction sector on some work sites, and the industrial, commercial and institutional (ICI) construction sector on other sites.

The ICI and heavy construction sectors have different wage rates and hours of work to calculate overtime hours. So the employer must keep track of the hours an employee works at each job, and pay according to the type of work performed.

See example on next page.

Example

Two different employees work the same hours: 10 hour days, 5 days a week and 5 hours on Saturday for a total of 55 hours for the week. Two very different calculations can happen.

1. In the **heavy construction sector** a general labourer is paid \$16.12 hourly and overtime is calculated after 50 hours in that week.

Regular hours	50 hours x \$16.12	= \$806.00
Overtime hours	5 hours x 1.5 x \$16.12	= \$120.90
	Total	\$926.90

2. In the **ICI sector** a general labourer is paid \$25.67 hourly and overtime is calculated after 10 hours per day AND after 40 hours per week.

Regular Hours	40 hours x \$25.67	= \$1,026.80
Overtime Hours	15 hours x 1.5 x \$25.67	= \$577.58
	Total	\$1,604.38

Lower rates prohibited

Employers and employees cannot make deals, contracts or arrangements that result in payment at rates lower than described in the wage schedules. Also, other wages such as general holiday wages, vacation wages and overtime wages cannot be paid lower than the minimum outlined in legislation.

Defining the Industrial Commercial and Institutional Construction Sector

The industrial, commercial and institutional (ICI) construction sector involves on-site building erection, decoration, removal or relocation of buildings, structures, apartment buildings or complexes. This includes assembly, manufacture or installation of any equipment, machinery, fixtures or components on a construction site. It also includes prefabrication of every item built to a custom design for a building or structure, unless done by employees of an establishment normally engaged in prefabrication.

The ICI sector does not generally include on-site maintenance, redecoration, renovation, remodeling or repair of buildings, structures, apartment buildings or complexes. The exception is when the work involves the structural or architectural alteration or architectural remodeling of the building or structure. The ICI sector does not include activities defined in The Construction Industry Wages Act (CIWA) as a part of the heavy construction sector.

To determine which sector an employee works in, please refer to the CIWA. Please contact Employment Standards if you have questions. Contact information is listed at the end of this brochure.

Industrial, Commercial and Institutional Construction Sector Minimum Wage Schedule (Hourly Rates)

Trade Classification	Sept 1, 2022 to March 31, 2023	April 1, 2023 to March 31, 2024	April 1, 2024 or after
PART 1: JOURNEYPERSONS			
Boilermaker	\$35.07	\$36.82	\$38.30
Bricklayer	\$38.12	\$40.02	\$41.62
Carpenter	\$33.18	\$34.84	\$36.23
Concrete Finisher	\$28.67	\$30.10	\$31.30
Construction Craft Worker	\$28.14	\$29.55	\$30.73
Construction Electrician	\$39.27	\$41.23	\$42.88
Crane and Hoisting Equipment Operator			
• Mobile Crane Operator	\$35.65	\$37.43	\$38.93
• Tower Crane Operator	\$40.53	\$42.56	\$44.26
• Boom Truck Hoist Operator	\$28.46	\$29.88	\$31.07
Floor Covering Installer	\$30.50	\$32.03	\$33.31
Gasfitter	\$38.11	\$40.21	\$42.42
Gasfitter - Subcomponent Trade of Domestic Gasfitter	\$34.30	\$36.19	\$38.18

Glazier	\$31.71	\$33.30	\$34.63
Industrial Mechanic (Millwright)	\$35.59	\$37.54	\$39.61
Insulator (Heat and Frost)	\$30.75	\$32.51	\$32.51
Ironworker			
• Structural Steel Erector	\$36.49	\$38.31	\$39.84
• Reinforcing Iron (re-bar)	\$31.61	\$33.19	\$34.51
• Miscellaneous Metal Worker/ Ornamental Worker	\$35.96	\$37.76	\$39.27
Lather (Interior System Mechanic)	\$31.97	\$33.57	\$34.91
Painter and Decorator	\$29.24	\$30.70	\$31.93
Plumber	\$38.11	\$40.21	\$42.42
Pre-Engineered Building Erector	\$31.55	\$33.13	\$34.46
Refrigeration and Air Conditioning Mechanic	\$36.98	\$39.01	\$40.90
Roofer	\$31.45	\$33.02	\$34.34
Sheet Metal Worker	\$39.24	\$41.40	\$43.68
Sprinkler System Installer	\$41.30	\$43.57	\$45.97
Steamfitter-Pipefitter	\$38.11	\$40.21	\$42.42

Trade Classification	Sept 1, 2022 to March 31, 2023	April 1, 2023 to March 31, 2024	April 1, 2024 or after
PART 2: TRADESPERSONS			
Asbestos Abatement Worker	\$26.41	\$27.73	\$28.84
• Trainee 1	\$15.86	\$16.65	\$17.31
• Trainee 2	\$20.70	\$20.70	\$20.70
Elevator Constructor	\$40.69	\$42.72	\$44.43
• Trainee 1	\$24.05	\$25.25	\$26.26
• Trainee 2	\$32.55	\$33.84	\$33.84
Labourer - Specialty Labourer (assisting bricklayer)	\$26.93	\$28.28	\$28.28
• Trainee 1	\$16.00	\$16.50	\$16.50
• Trainee 2	\$21.00	\$21.00	\$21.00
General Construction Labourer	\$25.67	\$26.96	\$27.50
• Trainee 1	\$15.00	\$15.50	\$16.00
• Trainee 2	\$20.00	\$20.50	\$21.00
Marble, Tile and Terrazzo Installer	\$27.35	\$28.72	\$29.87
• Trainee 1	\$16.38	\$17.20	\$17.89
• Trainee 2	\$21.89	\$22.99	\$23.91

• Trainee 1	\$16.38	\$17.20	\$17.89
• Trainee 2	\$21.89	\$22.99	\$23.91
Plasterer	\$30.29	\$31.81	\$33.08
• Trainee 1	\$18.11	\$19.02	\$19.78
• Trainee 2	\$24.20	\$25.41	\$26.43
Sheeter, Decker and Cladder	\$35.23	\$36.99	\$38.47
• Trainee 1	\$21.16	\$22.22	\$23.10
• Trainee 2	\$28.19	\$29.60	30.79
Scaffolder	\$33.23	\$34.89	\$36.29
Trainee 1	\$20.00	\$21.00	\$21.84
Trainee 2	\$26.57	\$27.89	\$29.01

PART 2: OTHER WORKERS

Construction Worker	\$16.59	\$17.42	\$18.12
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CIWA Classification and Ratios

A journeyperson

- holds a certificate of qualification or proficiency from a recognized authority
- has demonstrated they have acquired the skills of a trade by working in it for a period of not less than six years

Qualifying as a journeyperson

The Apprenticeship and Certification Act establishes qualifications for journeyperson certification in most Manitoba construction industry trades. The Manitoba government strongly encourages construction industry employees to obtain journeyperson certification.

In trades designed under the act, workers at any level may train for certification through a formal apprenticeship program. Experienced workers may be certified by successfully challenging the certification examination.

To be classified as a journeyperson, workers must demonstrate they are capable of performing all tasks required by a journeyperson, even if the job they are working on does not include those tasks. The requirements used by Employment Standards to determine if a worker has the experience and skills

to be paid as a journeyperson are similar to those required by Apprenticeship Manitoba to challenge the certification exam.

Electricians, crane-and hoisting-equipment operators, refrigeration and air-conditioning mechanics, sprinkler system installers and steamfitter/pipefitters must be certified as a journeyperson or a registered apprentice to work in Manitoba.

How many apprentices can work with one journeyperson?

The Apprenticeship and Certification Act allows up to two apprentices for each journeyperson on a worksite. Employers must know and follow the correct ratios.

Who is a skilled tradesperson covered by the regulation?

A skilled tradesperson is someone who has worked at least, 2,400 hours in the trade.

How many trainees can work with a skilled tradesperson?

Each skilled tradesperson on a worksite can have one trainee working with them.

Who is a construction worker?

An employer can call any worker a construction worker if they are not doing the work of a journeyman. The number of construction workers an employer can hire depends on how many other workers they have on the worksite.

How many construction workers can be on a worksite?

An employer can have one construction worker for every 10 employees on the worksite. Journeymen, skilled tradespersons, apprentices and trainees all count toward the number of employees on the worksite. Employers must ensure the correct number of employees are at the worksite at all times.

Employment Conditions

Hours of work and overtime

The standard hours of work are

- 10 hours in a day
- 40 hours in a week

All hours worked in excess of these hours of work must be paid at 1.5 times the hourly wage rate.

Vacation

Employees are entitled to

- 2 weeks off and 4 per cent of their previous year's wages for the first 5 years of employment
- 3 weeks off and 6 per cent of their previous year's wages after 5 years of employment

Overtime wages are not included in this calculation.

General Holidays

There are 8 paid general holidays in Manitoba: New Years Day, Louis Riel Day, Good Friday, Victoria Day, Canada Day, Labour Day, Thanksgiving Day and Christmas Day.

Employees are entitled to:

- 1.5 times their wage rate for any hours worked on General Holiday AND
- 4 per cent of regular AND vacation wages for the entire year (must be paid by December 31st)

Employers can choose to pay vacation and general holiday wages on each cheque.

Example of vacation and general holiday pay

A construction employee earns \$10,000 in regular wages. That employee receives \$400 vacation pay and \$416 general holiday pay.

Total gross regular wages (excluding overtime)		\$10,000
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Vacation allowance (6% after 5 years)	$\$10,000 \times 4\%$	\$400
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Subtotal		\$10,400
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General holiday pay	$\$10,400 \times 4\%$	\$416
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TOTAL PAY		\$10,816

Termination

Employers and employees working in construction do not need to provide notice of termination when ending employment.

What if I'm not being paid correctly?

Employees and employers can contact Employment Standards' General Inquiry Line. If employees feel they are not being paid correctly, they may choose to file a claim. An Employment Standards Officer will investigate to determine if outstanding wages are due.

Employment Standards also conducts proactive investigation with Manitoba employers. Officer will work co-operatively with employers to correct non-compliance issues and educate them about legislation requirements.

For more information about apprenticeship requirements and trades certification contact:

Manitoba Jobs and the Economy Apprenticeship Manitoba

Address: 100-111 Lombard Avenue Winnipeg, Manitoba R3B 0T4

Phone: 204-945-3337

Toll free in Manitoba: 1-877-987-7233

Website: manitoba.ca/tradecareers

For more information about wages or employment conditions contact Employment Standards:

Manitoba Labour and Immigration Employment Standards

Address: 604-401 York Avenue, Winnipeg, Manitoba R3C 0P8

Phone: 1-204-945-3352

Toll free in Manitoba: 1-800-821-4307

Website: manitoba.ca/labour/standards

Cette information est disponible en français

This brochure provides an overview of industry legislation and sector definitions. For updates and more detailed information visit: **manitoba.ca/labour/standards**

