

Minimum Wage Rates and Employment Conditions

V.3

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

Minimum Wage Rates Effective:

Sept 1, 2025 - May 1, 2026 - May 1, 2027

Publication provided by the Winnipeg Construction Association



winnipegconstruction.ca
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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

Important Changes in 2025

Skilled Tradesperson Definition

“skilled tradesperson” means a person who

(a) has worked 3,600 or more cumulative hours in one of the trades listed in Part 2 of the table in Schedule A; or

(b) had worked 2,400 or more cumulative hours in one of the trades listed in Part 2 of the table in Schedule A prior to September 1, 2025.

New Trainee 3 Classification

(b) by adding the following definitions:

“Trainee 1” means a trainee who has worked fewer than 1,200 cumulative hours in the trade.

“Trainee 2” means a trainee who has worked 1,200 or more, but fewer than 2,400, cumulative hours in the trade.

“Trainee 3” means a trainee who has worked 2,400 or more cumulative hours in the trade.

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

Trade Classification	Sept 1, 2025 to April 30, 2026	May 1, 2026 to April 30, 2027	May 1, 2027 or after
PART 1: JOURNEYPERSONS			
Boilermaker	\$39.07	\$39.85	\$40.64
Bricklayer	\$42.45	\$43.30	\$44.17
Carpenter	\$36.95	\$37.69	\$38.45
Concrete Finisher	\$31.93	\$32.56	\$33.22
Construction Craft Worker	\$31.34	\$31.97	\$32.61
Construction Electrician	\$43.74	\$44.61	\$45.50
Crane and Hoisting Equipment Operator			
Mobile Crane Operator	\$39.71	\$40.50	\$41.31
Tower Crane Operator	\$45.15	\$46.05	\$46.97
Boom Truck Hoist Operator	\$31.69	\$32.33	\$32.97
Floor Covering Installer	\$33.98	\$34.66	\$35.35
Gasfitter	\$43.27	\$44.13	\$45.02

Trade Classification	Sept 1, 2025 to April 30, 2027	May 1, 2026 to April 30, 2027	May 1, 2027 or after
Gasfitter - Subcomponent Trade of Domestic Gasfitter	\$38.94	\$39.72	\$40.52
Glazier	\$35.32	\$36.03	\$36.75
Industrial Mechanic (Millwright)	\$40.40	\$41.21	\$42.03
Insulator (Heat and Frost)	\$33.16	\$35.65	\$36.36
Ironworker			
Structural Steel Erector	\$40.64	\$41.45	\$42.28
Reinforcing Iron (re-bar)	\$35.20	\$35.90	\$36.62
Miscellaneous Metal Worker/Ornamental Worker	\$40.06	\$40.86	\$41.67
Lather (Interior System Mechanic)	\$35.61	\$36.32	\$37.05
Painter and Decorator	\$32.57	\$33.22	\$33.88
Plumber	\$43.27	\$44.13	\$45.02
Pre-Engineered Building Erector	\$35.15	\$35.85	\$36.57
Refrigeration and Air Conditioning Mechanic	\$41.72	\$42.55	\$43.40
Roofer	\$35.03	\$35.73	\$36.44
Sheet Metal Worker	\$44.55	\$45.44	\$46.35
Sprinkler System Installer	\$46.89	\$47.83	\$48.78
Steamfitter-Pipefitter	\$43.27	\$44.13	\$45.02

Trade Classification	Sept 1, 2025 to April 30, 2027	May 1, 2026 to April 30, 2027	May 1, 2027 or after
PART 2: SKILLED TRADESPERSONS			
Asbestos Abatement Worker	\$29.42	\$30.01	\$30.61
Trainee 1	\$19.12	\$19.50	\$19.89
Trainee 2	\$22.06	\$22.50	\$22.95
Trainee 3	\$25.00	\$25.50	\$26.01
Elevator Constructor	\$45.32	\$46.22	\$47.15
Trainee 1	\$29.46	\$30.05	\$30.65
Trainee 2	\$33.99	\$34.67	\$35.36
Trainee 3	\$38.52	\$39.29	\$40.08
Labourer - Specialty Labourer (assisting bricklayer)	\$28.85	\$29.42	\$30.01
Trainee 1	\$18.75	\$19.12	\$19.51
Trainee 2	\$21.63	\$22.07	\$22.51
Trainee 3	\$24.52	\$25.01	\$25.51
General Construction Labourer	\$28.05	\$28.61	\$29.18
Trainee 1	\$18.23	\$18.60	\$18.97

Trade Classification	Sept 1, 2025 to April 30, 2027	May 1, 2026 to April 30, 2027	May 1, 2027 or after
Trainee 2	\$21.04	\$21.46	\$21.89
Trainee 3	\$23.84	\$24.32	\$24.81
Marble, Tile and Terrazzo Installer	\$30.47	\$31.08	\$31.70
Trainee 1	\$19.80	\$20.20	\$20.60
Trainee 2			
• if the person first became a Trainee 2 before September 1, 2025	\$23.91	\$23.91	\$23.91
• if the person first became a Trainee 2 on or after September 1, 2025	\$22.85	\$23.31	\$23.77
Trainee 3	\$25.90	\$26.42	\$26.94
Plasterer	\$33.74	\$34.42	\$35.10
Trainee 1	\$21.93	\$22.37	\$22.82
Trainee 2			
• if the person first became a Trainee 2 before September 1, 2025	\$26.43	\$26.43	\$26.43
• if the person first became a Trainee 2 on or after September 1, 2025	\$25.31	\$25.81	\$26.33
Trainee 3	\$28.68	\$29.25	\$29.84

Trade Classification	Sept 1, 2025 to April 30, 2027	May 1, 2026 to April 30, 2027	May 1, 2027 or after
Sheeter, Decker and Cladder	\$39.24	\$40.02	\$40.82
Trainee 1	\$25.51	\$26.01	\$26.53
Trainee 2			
• if the person first became a Trainee 2 before September 1, 2025	\$30.79	\$30.79	\$30.79
• if the person first became a Trainee 2 on or after September 1, 2025	\$29.43	\$30.02	\$30.62
Trainee 3	\$33.35	\$34.02	\$34.70
Scaffolder	\$37.02	\$37.76	\$38.51
Trainee 1	\$24.06	\$24.54	\$25.03
Trainee 2			
• if the person first became a Trainee 2 before September 1, 2025	\$29.01	\$29.01	\$29.01
• if the person first became a Trainee 2 on or after September 1, 2025	\$27.76	\$28.32	\$28.88
Trainee 3	\$31.46	\$32.09	\$32.73
PART 3: OTHER WORKERS			
Construction Worker	\$18.48	\$18.85	\$19.23

What types of construction activities are included in the industrial, commercial and institutional sector?

The industrial, commercial, and institutional sector (ICI) is defined by *The Construction Industry Wages Act*. It includes most industrial, commercial and institutional construction projects in Manitoba and is often called the building construction sector.

Activities under the ICI sector must take place onsite and include building, decorating, removing and relocating of buildings or other structures other than houses.

Employers and employees who need information about their individual situations should see the ICI Wage Schedule or contact the Employment Standards Branch directly.

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 one apprentice for each journeyperson. Employers must know and follow the correct ratios.

How many trainees can work with a skilled tradesperson?

Each skilled tradesperson on a worksite can have up to two trainee's 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 journeyperson, skilled tradesperson, trainee or apprentice. 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. Journeypersons, 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 nine general holidays throughout the year in Manitoba: New Year's Day (Jan. 1), Louis Riel Day (3rd Monday in February), Good Friday, Victoria Day, Canada Day (July 1), Labour Day, National Day for Truth and Reconciliation (Sept. 30), Thanksgiving Day and Christmas Day (Dec. 25)

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

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

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.

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For more information about apprenticeship requirements and trades certification contact:

Apprenticeship Manitoba

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

Phone: 204-945-3337

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

Website: gov.mb.ca/apprenticeship

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**

