

# Connors Transfer Limited

## Company Driver Pay Rates

April 17, 2023

<b>Longhaul Drivers: Base Compensation</b>	
Canadian Miles	\$0.46
USA Miles	\$0.62
Team	\$0.31 Canada & \$0.39 USA
<b>Pay for Continuous Full-Time Service</b>	
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
<b>Longhaul Compensation Rates - Accessorial</b>	
City rate	When approved by Brampton or Montreal Dispatch \$20.00 /hour. Team rate \$15.55 /hour each driver
Picks & Drops	\$25.00 each after the first (more than 3 and all are paid)
Yard Shunts	\$10.00 each
Layovers	\$150 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 \$18.00/hour. Team Rate \$15.55/hour each driver. Delays greater than 2 hours @ CAD/US border will be paid. Short term maintenance delays paid after 4 hours.
Fuel Bonus Program	Drivers who meet the MPG and Idle% for each quarter are able to earn an additional \$0.02/mile for the mileage during that period. This is paid quarterly.
Trailer Washout or Sweep	\$15 – Satellite macro with washout details must be sent to Dispatch.
Vacation Pay	10 days paid vacation @ 4% of gross earnings after completion of the first and each successive year of continuous employment. After completion of the sixth continuous year this increases to 15 days paid @ 6% of gross earnings.
USA Port Fee	\$50.00 CDN – Paid to drivers who have a valid TWIC card.
On-route Trailer Switch	\$10.00
LCV Rate	\$0.64/mile plus \$20 for hookup and unhook trailers.
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
Short Lane Fees	Toronto to Montreal or Montreal to Toronto \$60 CAD, Toronto to Troy OH \$60 CAD
US Delivery Fee	Any deliveries to Kirkwood NY or Troy OH \$25 CAD
Orientation Fee	\$300.00 for completion of orientation and all assigned Carriers Edge courses

Driver Signature \_\_\_\_\_ Connors Signature \_\_\_\_\_ Date \_\_\_\_\_