

Contact Information

For more information about apprenticeship requirements and trades certification contact:

**Manitoba Jobs and the Economy
Apprenticeship Manitoba**

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Winnipeg, Manitoba R3B 0T4

Phone: 204-945-3337

Toll free in Manitoba: 1-877-978-7233

Website: manitoba.ca/tradecareers

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

**Manitoba Labour and Immigration
Employment Standards**

604-401 York Avenue
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Website: manitoba.ca/labour/standards

Cette information est disponible en français

Minimum Wage Rates and Employment Conditions

Manitoba Industrial, Commercial and Institutional Construction Sector (ICI)

Minimum Wage Rates Effective

- January 1, 2015
- January 1, 2016
- January 1, 2017

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

Manitoba 

Construction Industry Legislation

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

1. The Employment Standards Code

- 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 \$14.75 hourly and overtime is
calculated after 50 hours in that week.

Regular hours	50 hours x \$14.75	= \$737.50
Overtime hours	5 hours x 1.5 x \$14.75	= \$110.63
Total		\$848.13

2. In the ICI sector a general labourer is paid
\$24.45 hourly and overtime is calculated after 10
hours per day AND after 40 hours per week.

Regular Hours	40 hours x \$24.45	= \$ 978.00
Overtime Hours	15 hours x 1.5 x \$24.45	= \$ 550.13
Total		\$1,528.13

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,
remodelling or repair of buildings, structures,
apartment buildings or complexes. The exception
is when the work involves the structural
or architectural alteration or architectural
remodelling of the building or structure. The ICI
sector does not include activities defined in *The
Construction Industry Wages Act (CIWA)* as 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

ICI	January 1, 2013 to December 31, 2014	January 1, 2015 to December 31, 2015	January 1, 2016 to December 31, 2016	January 1, 2017 or after
Part 1: Journeypersons				
Boiler Maker	\$30.25	\$31.45	\$32.40	\$33.40
Bricklayer	\$32.90	\$34.20	\$35.25	\$36.30
Carpenter	\$28.65	\$29.80	\$30.70	\$31.60
Concrete Finisher	\$24.75	\$25.75	\$26.50	\$27.30
Construction Craft Worker		\$25.25	\$26.00	\$26.80
Construction Electrician	\$33.90	\$35.25	\$36.30	\$37.40
Crane and Hoisting Equipment Operator				
Mobile Crane Operator	\$30.75	\$32.00	\$32.95	\$33.95
Tower Crane Operator	\$35.00	\$36.40	\$37.50	\$38.60
Boom Truck Hoist Operator	\$24.55	\$25.55	\$26.30	\$27.10
Floor Covering Installer	\$26.35	\$27.40	\$28.25	\$29.05
Glazier	\$27.35	\$28.45	\$29.30	\$30.20
Industrial Mechanic (Millwright)	\$31.30	\$32.55	\$33.55	\$34.55
Insulator (Heat and Frost)	\$27.05	\$28.15	\$29.00	\$29.85
Ironworker				
Structural Steel Erector	\$31.50	\$32.75	\$33.75	\$34.75
Reinforcing Iron (re-bar)	\$27.30	\$28.40	\$29.25	\$30.10
Miscellaneous Metal Worker/ Ornamental Worker	\$31.05	\$32.30	\$33.25	\$34.25
Lather (Interior Systems Mechanic)	\$27.60	\$28.70	\$29.55	\$30.45
Painter and Decorator	\$25.25	\$26.25	\$27.05	\$27.85
Plumber	\$33.55	\$34.90	\$35.95	\$37.00
Pre-Engineered Building Erector	\$27.25	\$28.35	\$29.20	\$30.05
Refrigeration & Air Conditioning Mechanic	\$32.55	\$33.85	\$34.85	\$35.90
Roofer	\$27.15	\$28.25	\$29.10	\$29.95
Sheet Metal Worker	\$34.55	\$35.95	\$37.00	\$38.10
Sprinkler System Installer	\$36.35	\$37.80	\$38.95	\$40.10
Steamfitter-Pipefitter	\$33.55	\$34.90	\$35.95	\$37.00

ICI	January 1, 2013 to December 31, 2014	January 1, 2015 to December 31, 2015	January 1, 2016 to December 31, 2016	January 1, 2017 or after
Part 2: Skilled Tradespersons				
Asbestos Abatement Worker	\$22.80	\$23.70	\$24.40	\$25.15
Trainee 2	\$18.25	\$19.00	\$19.55	\$20.15
Trainee 1	\$13.70	\$14.25	\$14.70	\$15.10
Elevator Constructor	\$35.10	\$36.50	\$37.60	\$38.75
Trainee 2	\$28.10	\$29.20	\$30.10	\$31.00
Trainee 1	\$20.75	\$21.60	\$22.25	\$22.90
Labourer				
Specialty Labourer (assisting bricklayer)	\$23.25	\$24.20	\$24.90	\$25.65
Trainee 2	\$18.60	\$19.35	\$19.90	\$20.50
Trainee 1	\$13.95	\$14.50	\$14.95	\$15.40
General Construction Labourer	\$22.15	\$23.05	\$23.75	\$24.45
Trainee 2	\$17.70	\$18.40	\$18.95	\$19.55
Trainee 1	\$13.30	\$13.85	\$14.25	\$14.65
Marble, Tile, and Terrazzo Installer	\$23.60	\$24.55	\$25.30	\$26.05
Trainee 2	\$18.90	\$19.65	\$20.25	\$20.85
Trainee 1	\$14.15	\$14.70	\$15.15	\$15.60
Plasterer	\$26.15	\$27.20	\$28.00	\$28.85
Trainee 2	\$20.90	\$21.75	\$22.40	\$23.05
Trainee 1	\$15.65	\$16.30	\$16.75	\$17.25
Sheeter, Decker, and Cladder	\$30.40	\$31.60	\$32.55	\$33.55
Trainee 2	\$24.35	\$25.30	\$26.10	\$26.85
Trainee 1	\$18.25	\$19.00	\$19.55	\$20.15
Scaffolder	\$28.70	\$29.85	\$30.75	\$31.65
Trainee 2	\$22.95	\$23.85	\$24.60	\$25.30
Trainee 1	\$17.25	\$17.95	\$18.50	\$19.05
Part 3: Other Workers				
Construction Worker	\$14.30	\$14.85	\$15.30	\$15.80

CIWA Classifications and Ratios

A journeyperson

- holds a certificate of qualification or proficiency from a recognized authority
- acquires 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 designated 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 requires a ratio of one apprentice 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 journeyperson. 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 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 a 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
Vacation allowance (6% after 5 years)	$\$10,000 \times 4\%$	\$400
Subtotal		\$10,400
General holiday pay	$\$10,400 \times 4\%$	\$416
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 investigations with Manitoba employers. Officers will work co-operatively with employers to correct non-compliance issues and educate them about legislation requirements.