



## Facts about Heavy Construction Wages and Employment Conditions

*The Construction Industry Wages Act*, along with *The Employment Standards Code*, sets wages and working conditions on most Manitoba construction sites. New regulations, including updated trade classifications and wage rates for the heavy sector come into effect on June 1, 2006. The wage rates increase January 1, 2007.

This fact sheet outlines minimum standards as set out in the *Heavy Construction Minimum Wage Regulation* and identifies major changes to that regulation.

### **What types of construction activities are covered by the *Heavy Construction Minimum Wage Regulation*?**

The “heavy construction sector” is defined under *The Construction Industry Wages Act*. Some activities that fall under heavy construction include: the construction of highways and roads; some types of snow removal; the transportation of materials such as rock, gravel, earth, and soil; the repair and maintenance of heavy construction equipment; the demolition of any building or structure; and the construction and maintenance of transmission lines.

Please note that this list is not exhaustive. Employers or employees that need further clarification on whether they fall under the *Heavy Construction Minimum Wage Regulation* should contact the Employment Standards Branch for further information.

### **Are the heavy construction wage rates the same on all projects across the province?**

The same wage rates are applicable to all heavy construction projects across the province. There are 10 classifications in the heavy sector that have been updated to reflect the types of jobs in the heavy construction sector. Previously there had been 7 classifications. Please note that each classification has one wage rate. The wage rates based on months of experience that existed previously have been removed.

For a listing of the wage rates and trade classifications in the Heavy Construction sector please contact the Employment Standards Branch or visit our website for further information.

### **What hours of work and overtime provisions apply to an employee in heavy construction?**

The standard hours of work in the heavy sector are:

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

All hours worked in excess of the above standards hours shall be paid at not less than one and one-half times the regular rate of wages.

**Where can employers and employees find further information regarding their rights and obligations?**

Employers or employees seeking more information about *The Construction Industry Wages Act* or *The Employment Standards Code* or seeking to file a complaint should contact:

Employment Standards Branch  
Manitoba Labour  
Room 604 Norquay Building  
401 York Avenue  
Winnipeg Manitoba, R3C 0P8

Winnipeg telephone: 945-3352. For the location of regional offices, or for inquires from outside of Winnipeg, please call 1-800-821-4307. Web: <http://www.gov.mb.ca/labour/standards>

*This fact sheet provides general information and is intended as a guide only. For complete information please refer directly to the Construction Industry Wages Act and associated regulations.*