

## **PAY SCHEDULE – SINGLE OWNER OPERATORS**

<b>MILEAGE BASE RATE:</b>	Ontario & US - Loaded	\$1.33 per mile
	Ontario & US – Empty	\$1.29 per mile
	Western Canada – Loaded (MB/SK/AB/BC)	\$1.39 per mile
	Western Canada – Loaded (MB/SK/AB/BC)	\$1.35 per mile
	Western Cda-Tri-axle 50,000 lbs+(MB/SK/AB/BC)	\$1.49 per mile
	Eastern Canada – Loaded (QC/NB/PEI/NS/NL)	\$1.35 per mile
	Eastern Canada – Empty (QC/NB/PEI/NS/NL)	\$1.31 per mile

\*\*NOTE: Trips under 1100 miles a flat rate of \$75 will be added\*\*

<b>CITY WORK:</b>	\$1.33 per mile + \$26.00 per hour
<b>PICK UPS AND DELIVERIES</b> – Vans and Reefers	\$27 each
<b>PICK UPS AND DELIVERIES</b> – Rolltite	\$50 each
<b>PICK UPS AND DELIVERIES</b> – Dual Temp	\$40 each

\*\*NOTE: Dropped trailers do not count as deliveries or pick-ups\*\*

<b>SATURDAY DEPARTURE</b> – before 1pm	\$128
<b>SUNDAY DEPARTURE</b> – before 1pm	\$102

<b>US-CDN BORDER CROSSINGS</b> – round trip	\$100
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<b>WAIT TIME</b> – after 2 hours	\$ 26 per hour
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<b>BRIDGE TO LONG ISLAND</b> – round trip	\$50
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<b>DOUBLE REEFER ALARM CHECKS</b>	\$30 each
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<b>LAYOVER</b> – first night and no motel	\$105
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\*\*NOTE: Arrival must be before 3pm to qualify as a layover\*\*

<b>SAFETY BONUS:</b>	3 cents per mile calculated 3 times per year based on safety performance
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<b>FUEL SURCHARGE</b>	Calculated weekly based on a base rate of 41 cents per litre (Fuel increase or decrease x 4.546 = per gallon cost ÷ 7.5 mpg)
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<b>UNIFORM ALLOWANCE</b>	\$300 initially after 3 months	\$125 twice per year
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\*\*NOTE: Jackets are not included in the allowance. No accumulation of allowance permitted\*\*

<b>RRSP BONUS PROGRAM</b>	Eligible after 3 months. Optional. Skelton's will contribute \$100 monthly to a minimum \$100 monthly deposit. After 5 years Skelton's contribution increases to \$200 monthly.
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<b>MEDICAL BENEFITS</b>	Participation is optional after 6 months. Family & Single packages available.
<b>DENTAL BENEFITS</b>	Participation is optional after 6 months. NTL: \$280 per month STL: \$373 per month

<b>DEDUCTIONS:</b>	Licensing	\$473 quarterly
	Deductible Buydown Insurance	\$100 monthly (from \$10,000 to \$1000 deductible)
	National Truck League	\$211 monthly