

**PAY SCHEDULE**  
**\*\*OWNER OPERATORS – TEAM\*\***  
EFFECTIVE DATE: December 1, 2014

---

<b>MILEAGE</b>	Canada – Loaded	\$1.52 per mile
	Canada – Empty	\$1.49 per mile
	Canada – West Triaxle (50,000 lbs +)	\$1.57 per mile
	U.S. – Loaded	\$1.46 per mile
	U.S. – Empty	\$1.43 per mile

\*\*\*A FLAT RATE OF \$75 IS ADDED TO ALL TRIPS UNDER 1,100 MILES\*\*\*

**CITY WORK** \$1.52 per mile + \$26.00 per hour

**PICK UPS/DELIVERIES** – Vans / Reefers \$27.00 each

**PICK UPS/DELIVERIES** – Rolltite \$50.00 each

**PICK UPS/DELIVERIES** – Dual Temp \$40.00 each

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

**SATURDAY DEPARTURE** – Before 1:00pm \$128.00

**SUNDAY DEPARTURE** – Before 1:00pm \$102.00

**US-CDN BORDER CROSSINGS** – Round Trip \$100.00

**BORDER WAIT TIME** – After 2 hours \$30.00 per hour

**BRIDGE INTO LONG ISLAND** – Round Trip \$ 50.00

**DOUBLE REEFER ALARM CHECKS** \$ 30.00

**FUEL SURCHARGE** – Calculated weekly based on a base rate of \$0.41 cents  
(fuel increase or decrease x 4.546 = price per gallon ÷ mileage factor of 7.5)

**LAYOVER** – First night (no motel rooms) \$200.00

\*\*\*Note: to qualify for layover arrival must be before 3:00 pm\*\*\*

**WAIT TIME** – After 2 hours & verified by satellite \$ 30.00 per hour  
Maximum \$200.00

**UNIFORM ALLOWANCE** - \$300 to start per person \$125 twice per year after that

**RRSP PLAN** – eligible after 3 months \$100 per person per month with a minimum \$100 contribution

---

<b>DEDUCTIONS</b> – Licensing	\$473.00	deducted quarterly
National Truck League	\$211	monthly per person
Deductible Buydown Insurance	\$100	monthly (deductible becomes \$1000)
Medical & Dental Benefits	NTL: \$280 per month	STL: \$373 per month

DECEMBER 2014