

TRUCKING TABLE OF CONTENTS



Canadian Trucking Operations Compensation and
Benefits Survey Report Featuring 94 Job Titles

INTRODUCTION	4
A. GENERAL COMPANY INFORMATION	
A.1 Location	7
A.2 Company Ownership and ISO Registration	7
A.3 Location Type	8
A.4 Annual Revenue	8
A.5 Company Employee Size	9
A.6 Trucking Operations	9
A.7 Trucking Practices	10
A.8 Drivers	10
B. EMPLOYMENT POLICIES	
B.1 Collective Bargaining	11
B.2 Wage & Salary Administration	13
B.2.1 Hiring Confidence	14
B.3 Supplemental Compensation	15
B.4 Absenteeism and Leave	15
B.5 Bereavement with Pay	17
B.6 Wage Received During Jury Duty	18
B.7.1 Annual Turnover - Total (Managed + Unmanaged)	18
B.7.2 Annual Turnover - Managed	19
B.7.3 Annual Turnover - Unmanaged	19
B.8 Regular Paid Hours	20
B.9 Lunch Periods	22
B.11 Report to Work Provisions	22
B.12 Call-Back Pay	23
B.13 Shift Work	23
B.14 Regularly Scheduled Rest Periods	25
B.15 Vacations with Pay	26
B.16 Overtime Pay Policies	27
B.17 Observance of Holidays	28
B.18 Retirement Policies	30
B.19 Use of Personal Car on Company Business	32
B.20 Safety Issues Identified as Important	33
C. EMPLOYEE BENEFITS	
C.1 Benefit Package	35
C.2 Pension Plan	36
C.3 Group RRSP	38
C.4 Group Life Insurance	39
C.5 Accidental Death & Dismemberment	41
C.6 Short Term Disability	42
C.7 Long Term Disability	44
C.8 Health Care	46
C.9 Dental Care	48
D. JOB DESCRIPTIONS	
D.1 List of Job Descriptions	51
D.2 Owner Operators	52
D.3 Company Drivers	68
D.4 Owner Operator Charge Back Policies	88
D.5 Driver Compensation Policies	90

This table of contents lists the topics covered by our wage and benefit study of the Manufacturing and Distribution Industries. For more information regarding the details covered in any of these index sections,

please feel free to call 905-278-2751 or 877-282-3766. Or email the projects director at sharrington@cernoresearch.com