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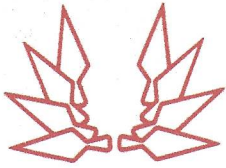
Ottawa Region Masonry Contractors Association

## **OTTAWA REGION MASONRY CONTRACTORS ASSOCIATION**

**THE ATTACHED IS A GUIDE TO ESTABLISH THE MINIMUM COST OF  
A MAN-HOUR OF MASONRY LABOUR FOR PRICING CHANGE ORDERS  
OR ADDITIONAL WORK PERFORMED ON A TIME & MATERIAL BASIS  
ON FIXED PRICE CONTRACTS**

**EFFECTIVE MAY 1, 2024 - APRIL 30, 2025**

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# Ottawa Region Masonry Contractors Association

## CHANGE ORDER HOURLY RATE SUMMARY ON ICI PROJECTS

EFFECTIVE: May 1, 2024 - April 30, 2025

| DESCRIPTION                              |        | FOREMAN         | MASON                | MASON<br>TENDER-1 |
|--|--------|-----------------|----------------------|-------------------|
| Basic Pay:                               |        | \$52.61         | \$50.11              | \$38.36           |
| Vacation Pay: (10%)                      |        | 5.26            | 5.01                 | 3.84              |
|  |        | <b>57.87</b>    | <b>55.12</b>         | <b>42.20</b>      |
| <b>Payroll Burdens:</b>                  |        |                 |                      |                   |
| WSIB:                                    | 3.51%  | 2.03            | 1.93                 | 1.48              |
| CPP:                                     | 5.95%  | 3.44            | 3.28                 | 2.51              |
| EI (1.4x 1.66%):                         | 2.324% | 1.34            | 1.28                 | 0.98              |
| EHT:                                     | 1.95%  | 1.13            | 1.07                 | 0.82              |
|  |        | <b>65.81</b>    | <b>62.68</b>         | <b>47.99</b>      |
| <b>Benefits &amp; Association Dues:</b>  |        |                 |                      |                   |
| Pension:                                 |        | 2.80            | 2.80                 | 8.42              |
| Local Pension Fund:                      |        | 4.30            | 4.30                 | 0.00              |
| Welfare Fund: (Incl. PST):               |        | 3.41            | 3.41                 | 3.919             |
| Ont Construction Secretariat (OCS):      |        | 0.01            | 0.01                 | 0.01              |
| OPDC & Tri-Fund:                         |        | 0.00            | 0.00                 | 0.45              |
| Training & Development Fund (OMCA/OMTC): |        | 0.15            | 0.15                 | 0.00              |
| Denovo                                   |        | 0.02            | 0.02                 | 0.00              |
| ESA Emp Trust                            |        | 0.03            | 0.03                 | 0.00              |
| Prov. Industry Fund (OMCA):              |        | 0.60            | 0.60                 | 0.55              |
| Local Industry Fund (ORMCA):             |        | 0.20            | 0.20                 | 0.20              |
| Parking:                                 |        | 2.07            | 2.07                 | 2.07              |
| <b>Base Hourly Cost:</b>                 |        | <b>79.40</b>    | <b>76.27</b>         | <b>63.61</b>      |
| Item 5 - Supervision:                    |        | 6.80            | 6.53                 | 5.45              |
| Item 6 - Rest Periods:                   |        | 3.33            | 3.20                 | 2.67              |
| Item 7 - Other Burdens:                  |        | 19.06           | 18.45                | 15.95             |
| Item 8 - Safety Training & PPE:          |        | 8.72            | 8.41                 | 7.19              |
| Item 9 - Site Housekeeping:              |        | 0.77            | 0.77                 | 0.77              |
| Item 10 - Waste Handling:                |        | 2.48            | 2.38                 | 1.99              |
| <b>Total Direct Costs:</b>               |        | <b>120.56</b>   | <b>116.01</b>        | <b>97.63</b>      |
| Average Overhead:                        | 15%    | 18.08           | 17.40                | 14.64             |
| Margin:                                  | 10%    | 13.86           | 13.34                | 11.23             |
| <b>Total Costs:</b>                      |        | <b>\$152.50</b> | <b>\$146.75</b>      | <b>\$123.50</b>   |
| <b>Approved Rates:</b>                   |        | <b>\$152.50</b> | <b>\$146.75</b>      | <b>\$123.50</b>   |
| Small Truck & Driver:                    |        | \$161.00        | Forklift & Operator: | \$260.00          |
| Large Truck & Driver:                    |        | \$197.50        | Float Charge:        | \$470.00          |

Scaffolding, Equipment and Gas & Electric Powered Tools, etc. to be charged separately at Cost plus 15% O/H and 10% Margin.

Travelling costs not included and must be added if applicable.

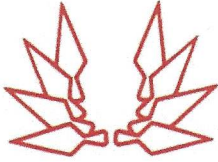
Labour evaluation and productivity loss is not included.

Schedule Impact to be added as applicable.

Cost of Bonding not included and must be added if applicable.

Next Anticipated Change: May 1, 2025

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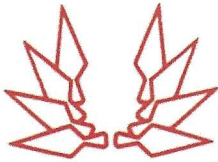
# Ottawa Region Masonry Contractors Association

## CHANGE ORDER HOURLY RATE SUMMARY BREAKDOWN

Effective May 1, 2024 - April 30, 2025

|   | FOREMAN |         | MASON   |         | MASON TENDER |         |         |
|---|---------|---------|---------|---------|--------------|---------|---------|
| <b>Item 1 - Base Rate</b>                             |         |         |         |         |              |         |         |
| As per collective agreement                           |         | \$52.61 |         | \$50.11 |              | \$38.36 |         |
| <b>Item 2 - Vacation and Statutory Holiday Pay</b>    |         |         |         |         |              |         |         |
| As per collective agreement<br>(B/L = 10%, M/T = 10%) |         | \$5.26  | \$57.87 | \$5.01  | \$55.12      | \$3.84  | \$42.20 |
| <b>Item 3 - Payroll Burdens</b>                       |         |         |         |         |              |         |         |
| Workplace Safety & Insurance Board (G3)               | 3.51%   | \$2.03  |         | \$1.93  |              | \$1.48  |         |
| Canada Pension Plan                                   | 5.95%   | \$3.44  |         | \$3.28  |              | \$2.51  |         |
| Employment Insurance (1.4x1.66)                       | 2.324%  | \$1.34  |         | \$1.28  |              | \$0.98  |         |
| Employer Health Tax                                   | 1.95%   | \$1.13  | \$7.94  | \$1.07  | \$7.56       | \$0.82  | \$5.79  |
|   |         |         | \$65.81 |         | \$62.68      |         | \$47.99 |
| <b>Item 4 - Benefits and Association Dues</b>         |         |         |         |         |              |         |         |
| Pension   |         | \$2.80  |         | \$2.80  |              | \$8.42  |         |
| Local Pension Fund                                    |         | \$4.30  |         | \$4.30  |              | \$0.00  |         |
| Welfare Fund (Incl. PST)                              |         | \$3.41  |         | \$3.41  |              | \$3.919 |         |
| Ont Construction Secretariat (OCS)                    |         | \$0.01  |         | \$0.01  |              | \$0.01  |         |
| Ont Provincial District Council & Tri-Fund            |         | \$0.00  |         | \$0.00  |              | \$0.45  |         |
| Training & Development Fund (OMCA/OMTC)               |         | \$0.15  |         | \$0.15  |              | \$0.00  |         |
| Denovo  |         | \$0.02  |         | \$0.02  |              | \$0.00  |         |
| ESA Employee Trust                                    |         | \$0.03  |         | \$0.03  |              | \$0.00  |         |
| Provincial Industry Fund (OMCA)                       |         | \$0.60  |         | \$0.60  |              | \$0.55  |         |
| Local Industry Fund (ORMCA)                           |         | \$0.20  |         | \$0.20  |              | \$0.20  |         |
| Parking - \$16.50/Day                                 |         | \$2.07  | \$13.59 | \$2.07  | \$13.59      | \$2.07  | \$15.62 |
| <b>Base Hourly Cost:</b>                              |         |         | \$79.40 |         | \$76.27      |         | \$63.61 |
| <b>Item 5 - Supervision</b>                           |         |         |         |         |              |         |         |
| Based on project with 8 masons & 5 mason tenders      |         |         |         |         |              |         |         |
| 8 Masons x \$76.27 = \$610.16                         |         |         |         |         |              |         |         |
| 5 Mason Tenders x \$63.61 = \$318.05                  |         |         |         |         |              |         |         |
| Total \$928.21  |         |         |         |         |              |         |         |
| Allowance for Supervision: \$79.40/928.21 = 8.56%     |         |         |         |         |              |         |         |
| Supervision: 8.56% of Base Hourly Cost                |         | \$6.80  | \$6.80  | \$6.53  | \$6.53       | \$5.45  | \$5.45  |
| <b>Item 6 - Rest Periods</b>                          |         |         |         |         |              |         |         |
| As per agreement 10 minutes every 4 hours             |         |         |         |         |              |         |         |
| 10 minutes/240 minutes = 4.2%                         |         |         |         |         |              |         |         |
| 4.2% of Items 1-4 (Base Hourly Cost)                  |         |         |         |         |              |         |         |
|   |         | \$3.33  | \$3.33  | \$3.20  | \$3.20       | \$2.67  | \$2.67  |
| <b>Item 7 - Other Burdens</b>                         |         |         |         |         |              |         |         |
| <b>Expendable Small Tools</b>                         |         |         |         |         |              |         |         |
| Considered to be 10% of Base Hourly Cost              |         |         |         |         |              |         |         |
| 10% of Items 1-4 (Base Hourly Cost)                   |         | \$7.94  |         | \$7.63  |              | \$6.36  |         |
| <b>Finance/Bank Interest</b>                          |         |         |         |         |              |         |         |
| One (1%) per cent of 1-4 (Base Hourly Cost)           |         |         |         |         |              |         |         |
|   |         | \$0.79  |         | \$0.76  |              | \$0.64  |         |
| <b>Insurance</b>                                      |         |         |         |         |              |         |         |
| Considered to be 2.5% of Base Hourly Cost             |         |         |         |         |              |         |         |
| Two&Half (2.5%) per cent of 1-4 (Base Hourly Cost)    |         | \$1.99  |         | \$1.91  |              | \$1.59  |         |
| <b>Site Facilities</b>                                |         |         |         |         |              |         |         |
| \$1,200/month x 12 months                             |         |         |         |         |              |         |         |
| 8 workers x 40 hours x 50 weeks                       |         | \$0.90  |         | \$0.90  |              | \$0.90  |         |
| <b>On-Site Time-Keeping</b>                           |         |         |         |         |              |         |         |
| 15 minutes x \$79.40                                  |         |         |         |         |              |         |         |
| 480 minutes/day                                       |         | \$2.48  |         | \$2.48  |              | \$2.48  |         |

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## Personal Hygiene

2X15 minutes x Base Hourly Cost  
480 minutes/day

|  |               |         |               |         |               |         |
|--|---------------|---------|---------------|---------|---------------|---------|
|  | <u>\$4.96</u> | \$19.06 | <u>\$4.77</u> | \$18.45 | <u>\$3.98</u> | \$15.95 |
|--|---------------|---------|---------------|---------|---------------|---------|

## Item 8 - Safety Training & PPE Training

Five hour course = \$700/year  
50 weeks at 40 hours/week = 2000 hours  
Cost per hour = 700/2000

|  |        |  |        |  |        |  |
|--|--------|--|--------|--|--------|--|
|  | \$0.35 |  | \$0.35 |  | \$0.35 |  |
|--|--------|--|--------|--|--------|--|

## Safety Talks/Hazard Assessment

3 hours per week x Base Hourly Cost  
40 Hour Week

|  |        |  |        |  |        |  |
|--|--------|--|--------|--|--------|--|
|  | \$5.96 |  | \$5.72 |  | \$4.77 |  |
|--|--------|--|--------|--|--------|--|

## WHMIS Information

15 minutes/week x Base Hourly Cost  
40 Hour Week

|  |        |  |        |  |        |  |
|--|--------|--|--------|--|--------|--|
|  | \$0.50 |  | \$0.48 |  | \$0.40 |  |
|--|--------|--|--------|--|--------|--|

## Health & Safety Committee

3 hours x Base Hourly Cost  
40 hours x 5 men

|  |        |  |        |  |        |  |
|--|--------|--|--------|--|--------|--|
|  | \$1.19 |  | \$1.14 |  | \$0.95 |  |
|--|--------|--|--------|--|--------|--|

## Personal Protective Equipment

\$120/month x 12 months  
2000 hours/year

|  |               |        |               |        |               |        |
|--|---------------|--------|---------------|--------|---------------|--------|
|  | <u>\$0.72</u> | \$8.72 | <u>\$0.72</u> | \$8.41 | <u>\$0.72</u> | \$7.19 |
|--|---------------|--------|---------------|--------|---------------|--------|

## Item 9 - Site Housekeeping

OCA recommended rate - \$6.16/man-day

|  |  |        |  |        |  |        |
|--|--|--------|--|--------|--|--------|
|  |  | \$0.77 |  | \$0.77 |  | \$0.77 |
|--|--|--------|--|--------|--|--------|

## Item 10 - Waste Handling (Boxes NIC)

15 minutes x Base Hourly Cost  
480 minutes/day

|  |               |  |               |  |               |  |
|--|---------------|--|---------------|--|---------------|--|
|  | <u>\$2.48</u> |  | <u>\$2.38</u> |  | <u>\$1.99</u> |  |
|--|---------------|--|---------------|--|---------------|--|

|                        |                 |  |                 |  |                 |  |
|------------------------|-----------------|--|-----------------|--|-----------------|--|
|                        | \$120.56        |  | \$116.01        |  | \$97.63         |  |
| Average Overhead + 15% | <u>\$18.08</u>  |  | <u>\$17.40</u>  |  | <u>\$14.64</u>  |  |
|                        | \$138.64        |  | \$133.41        |  | \$112.27        |  |
| Margin + 10%           | <u>\$13.86</u>  |  | <u>\$13.34</u>  |  | <u>\$11.23</u>  |  |
| <b>Total Cost:</b>     | <u>\$152.50</u> |  | <u>\$146.75</u> |  | <u>\$123.50</u> |  |

Scaffolding, Equipment and Gas & Electric Powered Tools, etc. to be charged separately at Cost + 15% O/H and 10% Margin.

Travelling costs not included and must be added if applicable.

Labour evaluation and productivity loss is not included.

Schedule Impact to be added as applicable.

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