



RESIDENTIAL
CONSTRUCTION
SECTOR COUNCIL

www.peircsc.ca

Prince Edward Island
RESIDENTIAL
CONSTRUCTION INDUSTRY
2009 FAIR WAGE GUIDE



A Message From the Executive Director

The Residential Construction Industry on PEI is made up of a hard working group of small business owners who independently employ over three thousand employees while making a substantial contribution to the economy of P.E.I. This industry has experienced a positive period of growth in new home construction and renovation, however, the emergence of new technologies and concerns around current and future shortages in the supply of skilled labour, as well as wage rates, have led to many discussions among industry leaders around human resource issues. This led us to conduct a Labour Market Study on these issues. One of the concerns that were continually mentioned was the variance in rate of pay in relation to employees with Red Seal certification versus employees working without Red Seal certification.

PEIRCSC hired Vision Quest to conduct interviews with Island tradespeople working in residential construction to come up with this Fair Wage Guide. I hope this guide will give direction to the current rate of pay being provided by employers on Prince Edward Island.

It takes a substantial amount of time, energy and commitment to successfully launch any new project. I would like to acknowledge and offer thanks to Vision Quest and well as all the individuals who have donated their time and offered input to enable the publication of this Fair Wage guide.

This past year of operations for PEIRCSC has brought growth for this sector in many areas which have benefited this province. We continue to grow our membership and act as a voice for Human Resource issues within the residential construction sector.

We are well underway now and it will be a pleasure to see the PEIRCSC develop and continue to address Employer and Employee concerns. Here's to building a stronger future for Residential Construction on PEI.

*Tracey Gormley,
PEIRCSC Executive Director*

Table of Contents

Section	Page #
Message from Executive Director	
Introduction	2
About The PEIRCSC	3
About The Red Seal	4
Bricklayer	5
Cabinet Maker	6
Carpenter	7
Concrete Finisher	8
Drywaller	9
Electrician	10
Floor Covering Installer	11
Landscaper	12
Painter	13
Plumber	13
Rofer	14
Sheet Metal / HVAC Worker	15
Siding Installer	16
Message from the President	

Introduction

The PEI Residential Construction Sector Council has developed this guide to assist tradespeople by profiling wage rates on Prince Edward Island for Red Seal Certified and non-Red Seal Certified trades. Please use this guide for various wages to be made when researching career opportunities within residential construction.

All efforts have been made to ensure that this information is accurate within each trade by conducting job site visit interviews directly with employees. However, due to evolving nature of the industry, training, and companies wage scales will change with time.

If you would like further information or to request additional copies, please contact us:

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This guide is also available online at www.peircsc.ca

Special Acknowledgements

PEIRCSC would like to acknowledge and thank all contributors to the content of this Fair Wage Guide. It took many hours of job site visits and phone calls to gather the information required to complete this guide. We thank Vision Quest for their role as well as all the PEI employers and employees who donated their time to answer questions.

About The PEIRCSC

What is PEIRCSC?

PEI Residential Construction Sector Council (PEIRCSC) is an independent non-profit organization based in Charlottetown, PEI. PEIRCSC is composed of industry employers and employees including residential construction homebuilders/renovators and other related residential construction sub trades as well as industry stakeholders involved in PEI's residential construction industry.

PEIRCSC's mandate is to identify and address human resource and labour market issues affecting PEI's residential construction industry, while promoting best HR practices in the workplace.

PEIRCSC Mission Statement:

"To support the residential construction industry by promoting best human resource practices, skills development & professionalism in the workplace."

PEIRCSC Board of Directors

Morgan Fisher, President	Peter Brown, Vice-President
Brenton MacLeod, Secretary/Treasurer	Laurie Wallace, Ex-Officio
Kent Sheen, Director	Martin Hilchie, Director
Stephen MacDonald, Director	Willie Creamer, Director
Randy Myers, Director	

PEIRCSC Staff

Tracey Gormley, Executive Director	Christa MacDonald, Admin. Assistant
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What are some of PEIRCSC's goals?

- To re-establish construction trades as a desirable career choice
- To identify HR and labour market issues within the industry
- To promote professionalism and increased productivity in the workplace
- To gather labour market information on behalf of the industry

What are some of industries challenges?

- Lack of industry (skills development) training
- Lack of industry representation (support)
- Lack of professionalism
- Low wage rates



About The Red Seal

The Interprovincial Standards Red Seal Program (also known as the Red Seal Program) was established more than 50 years ago to provide greater mobility across Canada for skilled workers. Today it represents a standard of excellence for industry. Through the Program, tradespersons are able to obtain a Red Seal endorsement on their provincial/territorial certificates by successfully completing an interprovincial Red Seal examination. The Interprovincial Standards Red Seal Program acknowledges their competence and ensures recognition of their certification throughout Canada without further examination.



The Red Seal Program is recognized as the interprovincial standard of excellence in the skilled trades.

For more information on the Red Seal, please go to www.red-seal.ca

Bricklayer



Bricklayers lay bricks, concrete blocks, stones, rocks and other similar materials to create and repair walls, foundations, arches, fireplaces, chimneys, decorative pieces and other structures. They may create structures based on blueprints or their own designs. Bricklayers read blueprints and sketches to calculate the material requirements of a project. They use power and hand tools to cut and trim the materials they work with.

Less Than 5 Years Experience			5 Years or More Experience		
Low	Average	High	Low	Average	High
\$17.00	\$19.26	\$21.50	\$20.50	\$23.77	\$26.90

Possible Annual Salary:
\$53,800

Cabinetmaker



Cabinetmakers construct and repair wooden cabinets, furniture and fixtures. They operate power and hand working machines such as power saws, mortisers, jointers, and shapers to cut, shape and form parts and components. Cabinetmakers finish wooden surfaces by sanding and applying veneer, stain or polishing them. They prepare estimates for clients for materials and labour required. Cabinetmakers generally work in a shop environment with many types of tools.

Less Than 5 Years Experience			5 Years or More Experience		
Low	Average	High	Low	Average	High
\$13.00	\$13.60	\$14.00	\$14.00	\$15.86	\$17.00

Possible Annual Salary:
\$34,000

Carpenter



Carpenters, build, erect, install, maintain, and repair structures made of wood and other materials. They measure, cut, shape, assemble and join materials to build foundations, walls and roof systems, among other things. Carpenters read and interpret designs, drawings, sketches, and blueprints to determine and calculate specification requirements. They use many types of hand and power tools. Carpentry is a physically demanding occupation that requires standing, crouching, and kneeling for long periods of time.

Less Than 5 Years Experience			5 Years or More Experience		
Low	Average	High	Low	Average	High
\$16.62	\$17.37	\$18.00	\$18.00	\$19.22	\$21.00

Possible Annual Salary:
\$42,000

Concrete Finisher



Concrete Finishers smooth and finish freshly poured concrete, apply curing or surface treatments and install, maintain and repair masonry structures such as residential foundations, floors, ceilings, sidewalks and patios. They ensure that the formwork, granular base, and steel reinforcement materials are suitable for the concrete work.

Less Than 5 Years Experience			5 Years or More Experience		
Low	Average	High	Low	Average	High
\$13.00	\$14.00	\$15.00	\$16.00	\$18.33	\$20.00

Possible Annual Salary:
\$40,000

Drywaller

Plasters and Drywallers apply, maintain, and restore plaster or similar materials on interior and exterior walls, ceilings or other surfaces. They measure, cut, position, and secure drywall sheets. They apply coats of plaster and stucco using trowels, floats, brushes, and spraying equipment.

Less Than 5 Years Experience			5 Years or More Experience		
Low	Average	High	Low	Average	High
\$11.00	\$12.00	\$12.50	\$15.00	\$16.56	\$21.00

Possible Annual Salary:
\$42,000

Electrician



The title “construction electrician” defines a person who, because of his or her knowledge, training and abilities, is capable of laying out, installing, testing, troubleshooting, and repairing electrical systems, which provides light, heat, communications, and power to a variety of new and existing residential, commercial, and industrial structures. Construction electricians read and interpret electrical, mechanical, and architectural drawings and electrical code specifications to determine wiring layout. They cut, thread, bend, assemble, and install conduits and other types of electrical conductor enclosures and fittings. They pull wire and cable through conduits, position, maintain and install distribution and control equipment such as switches, relays, circuit breaker panels, and fuse enclosures, install single and multi-wire cables above and underground, install data cabling, and install and maintain fibre optic and signalling systems.

Less Than 5 Years Experience			5 Years or More Experience		
Low	Average	High	Low	Average	High
\$18.00	\$20.80	\$21.00	\$22.00	\$23.43	\$27.00

Possible Annual Salary:
\$48,000

Floor Covering Installer



Floor covering installers install, inspect, measure, mark, cut and fasten flooring such as carpet, tile, wood, linoleum and vinyl in residential buildings. Floor covering installers may use hand or machine stitchers, seaming irons, hand trowels, bonding tape, power stretchers, staple guns and other devices as well as spread mortar and mix cement. They align and position using levels and straight edges they may supply clients with estimates for materials and labour costs.

Wage per Square Foot*

Tile

\$2.50 / square ft.

Hardwood

\$1.75 / square ft.

Often Flooring installers have helpers which average \$10 - \$14 per hour depending on experience and qualifications.

Landscaper

“Landscape Horticulturist” - means a person who selects, handles and utilizes trees, scrubs and ornamental plants and turf grass for the design, development and maintenance of public and private landscaping spaces. Prepares soil, plants, cultivates, prunes and irrigates to maintain plant vigor. Controls plant pests utilizing appropriate integrated pest management techniques.

Less Than 5 Years Experience			5 Years or More Experience		
Low	Average	High	Low	Average	High
\$11.00	\$12.86	\$14.00	\$14.00	\$15.00	\$16.00

Possible Annual Salary:
\$32,000

Painter



Painters and decorators apply decorative and protective finishes in residential settings. They prepare a variety of surfaces (wood, masonry, drywall, plaster, concrete, synthetics, stucco and metal) prior to the application of materials such as paint, high performance coatings, waterproofing, fireproofing, varnish, shellac, wall coverings and specialty finishes. Painters and decorators are employed by construction companies, painting contractors, building maintenance contractors or are self-employed.

Less Than 5 Years Experience			5 Years or More Experience		
Low	Average	High	Low	Average	High
\$14.00	\$14.00	\$14.00	\$15.00	\$16.18	\$18.00

Possible Annual Salary:
\$36,000

Plumber



Plumbers install, repair and maintain plumbing fixtures and systems, including water, steam, chemical, medical gas, process piping, irrigation and fuel piping systems. Plumbers install piping and equipment in residential buildings. They may also install specialized equipment such as medical gas equipment, compressed air equipment, residential fire systems, water conditioners, sewage and water treatment, and storage and flow systems for toxic waste.

Less Than 5 Years Experience			5 Years or More Experience		
Low	Average	High	Low	Average	High
\$13.50	\$15.30	\$18.00	\$19.00	\$21.00	\$25.00

Possible Annual Salary:
\$50,000

Roofer



Roofers install, repair and replace flat and sloped roofs. They work with membrane roofing systems that consist of a variety of materials with different application methods. They also install, replace and repair shingles, slate, shakes, roofing tiles, sheet metal and other preformed sheeting on sloped roofs. Before the work begins, roofers may inspect existing roof systems and determine the extent and procedure for repair of the substrate or removal and replacement of roofing materials. Some roofers may be involved in the estimating of material and installation costs.

Less Than 5 Years Experience			5 Years or More Experience		
Low	Average	High	Low	Average	High
\$11.00	\$13.67	\$18.00	\$14.00	\$19.50	\$24.00

Possible Annual Salary:
\$48,000

Sheet Metal / HVAC Worker



Sheet metal workers design, fabricate, assemble, install and repair sheet metal products. In fabrication work, sheet metal workers lay out and measure pieces to specifications. They use tools such as power shears, press brakes, drill presses and computerized cutting equipment to cut and shape material. They assemble and join the pieces using various techniques such as welding and using mechanical fasteners. They work with black iron, galvanized steel, stainless steel, aluminium, copper, brass, nickel, tin plate and other alloys. Pieces may be laid out and cut in the shop and assembled on construction sites. Sheet metal workers may specialize in onsite installation, shop manufacture, or servicing and maintenance of installed equipment and systems. Those who work in installation may specialize in heating, ventilation and air conditioning (HVAC), boiler lagging / vessel cladding, roofing products, architectural sheet metal, custom metal products, etc.

5 Years or More Experience*		
Low	Average	High
\$18.00	\$19.92	\$22.00

Possible Annual Salary:
\$44,000

*This survey only consisted of workers with 5 or more years of experience.

Siding Installer

Siding Installers work on eavestroughs, gutters, and general siding such as vinyl, HardiPlank, etc. They assemble and install siding-specific products and utilize hand and various power tools like mitre, table saws, and air nailers. Siding installers must be comfortable with ladders and working on scaffolding.

Less Than 5 Years Experience			5 Years or More Experience		
Low	Average	High	Low	Average	High
\$13.00	\$13.67	\$14.00	\$16.00	\$17.50	\$19.00

Possible Annual Salary:
\$36,400

A Message From the President

The PEI Residential Construction Sector directly employs some three thousand men and women. New housing construction continues to generate significant economic activity. The industry continues to show positive growth even with the changing demographics of our workforce and the current economic downturn.

The PEIRCSC continues to focus on HR issues as well as enhancing training, development and education but also realizing that we have to adapt to changes with new technologies. We continue to encourage youth by promoting skilled trades as a desirable career choice.

By sharing best practices and input with some other great organizations in this industry, we have gathered invaluable labour market information which has led to both our current and recently completed activities and studies. This information arms us with knowledge of what needs remain to be met for the future of the industry.

With strong appreciation, I would like to recognize and thank all those who have supported the PEI Residential Construction Sector Council by way of volunteering time, sharing resources and providing input especially for this Fair Wage Guide.

Morgan Fisher,
PEIRCSC President



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