

2020 NCL HOURLY WAGE PROPOSAL

*CPI = Consumer Price Index

Apiary products

Province	Position	January 1, 2019 Wage	January 1, 2020 Wage	Wage increased by
Alberta	Technician	\$15.00	\$15.20	CPI
	Worker	\$15.00	\$15.20	CPI
	Labourer	\$15.00	\$15.20	CPI
British Columbia	Technician	\$14.80	\$14.99	CPI
	Worker	\$14.13	\$14.31	CPI
	Labourer	\$12.89	\$13.85	Minimum Wage
Manitoba	Technician	\$13.66	\$13.84	CPI
	Worker	\$12.09	\$12.25	CPI
	Labourer	\$11.61	\$11.76	CPI
New Brunswick	Technician	\$14.01	\$14.19	CPI
	Worker	\$11.94	\$12.10	CPI
	Labourer	\$11.25	\$11.50	Minimum Wage
Newfoundland and Labrador	Technician	\$14.79	\$14.98	CPI
	Worker	\$12.56	\$12.72	CPI
	Labourer	\$11.47	\$11.62	CPI
Nova Scotia	Technician	\$13.75	\$13.93	CPI
	Worker	\$12.56	\$12.72	CPI
	Labourer	\$11.47	\$11.62	CPI
Ontario	Technician	\$16.02	\$16.23	CPI
	Worker	\$14.00	\$14.18	CPI
	Labourer	\$14.00	\$14.18	CPI
Prince Edward Island	Technician	\$16.62	\$16.84	CPI
	Worker	\$12.06	\$12.25	Minimum Wage
	Labourer	\$11.50	\$12.25	Minimum Wage
Saskatchewan	Technician	\$14.83	\$15.02	CPI
	Worker	\$12.29	\$12.45	CPI
	Labourer	\$11.20	\$11.35	CPI

Fruits, vegetables (including canning/processing of these products if grown on the farm)

Province	January 1, 2019	January 1, 2020	Wage increased by
Alberta	\$15.00	\$15.20	CPI
British Columbia	\$12.65	\$13.85	Minimum Wage
Manitoba	\$11.43	\$11.65	Minimum Wage
New Brunswick	\$11.25	\$11.50	Minimum Wage
Newfoundland and Labrador	\$11.28	\$11.60	CPI
Nova Scotia	\$11.19	\$11.55	Minimum Wage
Ontario	\$14.00	\$14.18	CPI
Prince Edward Island	\$11.55	\$12.25	Minimum Wage
Saskatchewan	\$11.20	\$11.35	CPI
Yukon	\$11.57	\$12.71	Minimum Wage

Mushrooms*

*Mushrooms were added to the NCL in 2016, wages are set at the median Job Bank wage rate.

Province	Position	January 1, 2019 Wage	January 1, 2020 Wage	Wage increased by
Alberta	Labourer	\$15.00	\$15.00	Posted provincial median wage for the occupation
	Worker	\$20.00	\$20.00	
British Columbia	Labourer	\$12.65	\$13.85	
	Worker	\$15.00	\$15.00	
Manitoba	Labourer	\$12.20	\$12.20	
	Worker	\$17.00	\$17.00	
New Brunswick	Labourer	\$13.50	\$13.50	
	Worker	\$15.75	\$15.75	
Newfoundland and Labrador	Labourer	\$12.20	\$12.20	
	Worker	\$15.00	\$15.00	
Nova Scotia	Labourer	\$11.50*	\$11.55	
	Worker	\$13.00	\$13.00	
Ontario	Labourer	\$14.00	\$14.00	
	Worker	\$15.00	\$15.00	
Prince Edward Island	Labourer	\$12.50*	\$12.50	
	Worker	\$14.00	\$14.00	
Saskatchewan	Labourer	\$12.20	\$12.20	
	Worker	\$20.00	\$20.00	

Flowers

Province	January 1, 2019	January 1, 2020	Wage increased by
Alberta	\$15.00	\$15.20	CPI
British Columbia	\$12.65	\$13.85	Minimum Wage
Manitoba	\$11.61	\$11.76	CPI
New Brunswick	\$11.25	\$11.50	Minimum Wage
Newfoundland and Labrador	\$11.46	\$11.61	CPI
Nova Scotia	\$11.19	\$11.55	Minimum Wage
Ontario	\$14.00	\$14.18	CPI
Prince Edward Island	\$11.55	\$12.25	Minimum Wage
Saskatchewan	\$11.20	\$11.35	CPI
Yukon	\$11.57	\$12.71	Minimum Wage

Nursery-grown trees including Christmas trees, greenhouses/nurseries

Province	January 1, 2019	January 1, 2020	Wage increased by
Alberta	\$15.00	\$15.20	CPI
British Columbia	\$12.65	\$13.85	Minimum Wage
Manitoba	\$11.62	\$11.77	CPI
New Brunswick	\$11.25	\$11.50	Minimum Wage
Newfoundland and Labrador	\$11.45	\$11.60	CPI
Nova Scotia	\$11.19	\$11.55	Minimum Wage
Ontario	\$14.00	\$14.18	CPI
Prince Edward Island	\$11.55	\$12.25	Minimum Wage
Saskatchewan	\$11.20	\$11.35	CPI
Yukon	\$11.57	\$12.71	Minimum Wage

Pedigreed canola seed*

*Pedigreed canola seed was added to the NCL in 2016, wages are set at the median Job Bank wage rate.

Province	January 1, 2019	January 1, 2020	Wage increased by
Alberta	\$20.00	\$20.00	Posted provincial median wage for the occupation
British Columbia	\$15.00	\$15.00	
Manitoba	\$17.00	\$17.00	
New Brunswick	\$15.75	\$15.75	
Newfoundland and Labrador	\$15.00	\$15.00	
Nova Scotia	\$13.00	\$13.00	
Ontario	\$15.00	\$15.00	
Prince Edward Island	\$14.00	\$14.00	
Saskatchewan	\$20.00	\$20.00	

Sod

Province	January 1, 2019	January 1, 2020	Wage increased by
Alberta	\$15.00	\$15.20	CPI
British Columbia	\$12.65	\$13.85	Minimum Wage
Manitoba	\$11.61	\$11.77	CPI
New Brunswick	\$11.25	\$11.50	Minimum Wage
Newfoundland and Labrador	\$11.46	\$11.60	CPI
Nova Scotia	\$11.46	\$11.60	CPI
Ontario	\$14.00	\$14.18	CPI
Prince Edward Island	\$11.55	\$12.25	Minimum Wage
Saskatchewan	\$11.20	\$11.35	CPI

Tobacco

Province	January 1, 2019	January 1, 2020	Wage increased by
Alberta	\$15.00	\$15.20	CPI
British Columbia	\$12.65	\$13.85	Minimum Wage
Manitoba	\$11.62	\$11.77	CPI
New Brunswick	\$11.25	\$11.50	Minimum Wage
Newfoundland and Labrador	\$11.45	\$11.60	CPI
Nova Scotia	\$11.45	\$11.60	CPI
Ontario	\$14.00	\$14.18	CPI
Prince Edward Island	\$11.55	\$12.25	Minimum Wage
Saskatchewan	\$11.20	\$11.35	CPI

Bovine

Province	Position	January 1, 2019 Wage	January 1, 2020	Wage increased by
Alberta	lower-skilled	\$15.00	\$15.20	CPI
	higher-skilled	\$15.57	\$15.77	CPI
British Columbia	lower-skilled	\$12.65	\$13.85	Minimum Wage
	higher-skilled	\$13.91	\$14.09	CPI
Manitoba	lower-skilled	\$13.38	\$13.55	CPI
	higher-skilled	\$15.88	\$16.09	CPI
New Brunswick	lower-skilled	\$12.13	\$12.29	CPI
	higher-skilled	\$15.88	\$16.09	CPI
Nova Scotia	lower-skilled	\$11.19	\$11.55	Minimum Wage
	higher-skilled	\$13.34	\$13.51	CPI
Ontario	lower-skilled	\$14.00	\$14.18	CPI
	higher-skilled	\$15.54	\$15.74	CPI
Prince Edward Island	lower-skilled	\$12.30	\$12.46	CPI
	higher-skilled	\$15.88	\$16.09	CPI
Saskatchewan	lower-skilled	\$13.38	\$13.55	CPI
	higher-skilled	\$15.88	\$16.09	CPI

Dairy

Province	Position	January 1, 2019 Wage	January 1, 2020	Wage increased by
Alberta	lower-skilled	\$15.00	\$15.20	CPI
	higher-skilled	\$15.90	\$16.11	CPI
British Columbia	lower-skilled	\$12.65	\$13.85	Minimum Wage
	higher-skilled	\$13.91	\$14.09	CPI
Manitoba	lower-skilled	\$13.38	\$13.55	CPI
	higher-skilled	\$15.88	\$16.09	CPI
New Brunswick	lower-skilled	\$12.38	\$12.54	CPI
	higher-skilled	\$15.88	\$16.09	CPI
Newfoundland and Labrador	lower-skilled	\$13.34	\$13.51	CPI
	higher-skilled	\$15.88	\$16.09	CPI
Nova Scotia	lower-skilled	\$11.19	\$11.55	Minimum Wage
	higher-skilled	\$13.34	\$13.51	CPI
Ontario	lower-skilled	\$14.00	\$14.18	CPI
	higher-skilled	\$15.90	\$16.11	CPI
Prince Edward Island	lower-skilled	\$12.30	\$12.46	CPI
	higher-skilled	\$15.88	\$16.09	CPI
Saskatchewan	lower-skilled	\$13.38	\$13.55	CPI
	higher-skilled	\$15.88	\$16.09	CPI

Duck

Province	Position	January 1, 2019	January 1, 2020	Wage increased by
Alberta	lower-skilled	\$15.00	\$15.20	CPI
	higher-skilled	\$15.88	\$16.09	CPI
British Columbia	lower-skilled	\$12.65	\$13.85	Minimum Wage
	higher-skilled	\$13.91	\$14.09	CPI
Manitoba	lower-skilled	\$12.21	\$12.37	CPI
	higher-skilled	\$15.88	\$16.09	CPI
New Brunswick	lower-skilled	\$12.21	\$12.37	CPI
	higher-skilled	\$15.88	\$16.09	CPI
Nova Scotia	lower-skilled	\$11.19	\$11.55	Minimum Wage
	higher-skilled	\$13.34	\$13.51	CPI
Ontario	lower-skilled	\$14.00	\$14.18	CPI
	higher-skilled	\$15.54	\$15.74	CPI
Prince Edward Island	lower-skilled	\$12.21	\$12.37	CPI
	higher-skilled	\$15.88	\$16.09	CPI
Saskatchewan	lower-skilled	\$12.21	\$12.37	CPI
	higher-skilled	\$15.88	\$16.09	CPI

Horse

Province	Position	January 1, 2019 Wage	January 1, 2020	Wage increased by
Alberta	lower-skilled	\$15.00	\$15.20	CPI
	higher-skilled	\$16.07	\$16.28	CPI
British Columbia	lower-skilled	\$12.65	\$13.85	Minimum Wage
	higher-skilled	\$13.91	\$14.09	CPI
Manitoba	lower-skilled	\$13.90	\$14.08	CPI
	higher-skilled	\$15.88	\$16.09	CPI
New Brunswick	lower-skilled	\$12.38	\$12.54	CPI
	higher-skilled	\$15.88	\$16.09	CPI
Nova Scotia	lower-skilled	\$11.19	\$11.55	Minimum Wage
	higher-skilled	\$13.34	\$13.51	CPI
Ontario	lower-skilled	\$14.00	\$14.18	CPI
	higher-skilled	\$15.54	\$15.74	CPI
Prince Edward Island	lower-skilled	\$12.30	\$12.46	CPI
	higher-skilled	\$15.88	\$16.09	CPI
Saskatchewan	lower-skilled	\$13.90	\$14.08	CPI
	higher-skilled	\$15.88	\$16.09	CPI

Mink

Province	Position	January 1, 2019	January 1, 2020	Wage increased by
Alberta	lower-skilled	\$15.00	\$15.20	CPI
	higher-skilled	\$15.88	\$16.09	CPI
British Columbia	lower-skilled	\$12.65	\$13.85	Minimum Wage
	higher-skilled	\$13.91	\$14.09	CPI
Manitoba	lower-skilled	\$11.62	\$11.77	CPI
	higher-skilled	\$15.88	\$16.09	CPI
New Brunswick	lower-skilled	\$11.60	\$11.75	CPI
	higher-skilled	\$15.88	\$16.09	CPI
Newfoundland and Labrador	lower-skilled	\$11.61	\$11.76	CPI
	higher-skilled	\$15.90	\$16.11	CPI
Nova Scotia	lower-skilled	\$11.19	\$11.55	Minimum Wage
	higher-skilled	\$13.34	\$13.51	CPI
Ontario	lower-skilled	\$14.00	\$14.18	CPI
	higher-skilled	\$15.54	\$15.74	CPI
Prince Edward Island	lower-skilled	\$11.60	\$12.25	Minimum Wage
	higher-skilled	\$15.88	\$16.09	CPI
Saskatchewan	lower-skilled	\$11.60	\$11.75	CPI
	higher-skilled	\$15.88	\$16.09	CPI

Poultry

Province	Position	January 1, 2019	January 1, 2020	Wage increased by
Alberta	lower-skilled	\$15.00	\$15.20	CPI
	higher-skilled	\$15.88	\$16.09	CPI
British Columbia	lower-skilled	\$12.65	\$13.85	Minimum Wage
	higher-skilled	\$13.91	\$14.09	CPI
Manitoba	lower-skilled	\$11.62	\$11.77	CPI
	higher-skilled	\$15.88	\$16.09	CPI
New Brunswick	lower-skilled	\$11.35	\$11.50	CPI
	higher-skilled	\$15.88	\$16.09	CPI
Newfoundland and Labrador	lower-skilled	\$11.61	\$11.76	CPI
	higher-skilled	\$15.90	\$16.11	CPI
Nova Scotia	lower-skilled	\$11.19	\$11.55	Minimum Wage
	higher-skilled	\$13.34	\$13.51	CPI
Ontario	lower-skilled	\$14.00	\$14.18	CPI
	higher-skilled	\$15.54	\$15.74	CPI
Prince Edward Island	lower-skilled	\$11.55	\$12.25	Minimum Wage
	higher-skilled	\$15.88	\$16.09	CPI
Saskatchewan	lower-skilled	\$11.35	\$11.50	CPI
	higher-skilled	\$15.88	\$16.09	CPI

Sheep

Province	Position	January 1, 2019	January 1, 2020	Wage increased by
Alberta	lower-skilled	\$15.00	\$15.20	CPI
	higher-skilled	\$15.88	\$16.09	CPI
British Columbia	lower-skilled	\$12.65	\$13.85	Minimum Wage
	higher-skilled	\$13.91	\$14.09	CPI
Manitoba	lower-skilled	\$12.82	\$12.99	CPI
	higher-skilled	\$15.88	\$16.09	CPI
New Brunswick	lower-skilled	\$12.38	\$12.54	CPI
	higher-skilled	\$15.88	\$16.09	CPI
Nova Scotia	lower-skilled	\$11.19	\$11.55	Minimum Wage
	higher-skilled	\$13.34	\$13.51	CPI
Ontario	lower-skilled	\$14.00	\$14.18	CPI
	higher-skilled	\$15.54	\$15.74	CPI
Prince Edward Island	lower-skilled	\$12.30	\$12.46	CPI
	higher-skilled	\$15.88	\$16.09	CPI
Saskatchewan	lower-skilled	\$12.82	\$12.99	CPI
	higher-skilled	\$15.88	\$16.09	CPI

Swine

Province	Position	January 1, 2019	January 1, 2020	Wage increased by
Alberta	lower-skilled	\$15.00	\$15.20	CPI
	higher-skilled	\$15.63	\$15.83	CPI
British Columbia	lower-skilled	\$12.65	\$13.85	Minimum Wage
	higher-skilled	\$13.69	\$13.87	CPI
Manitoba	lower-skilled	\$11.42	\$11.65	Minimum Wage
	higher-skilled	\$15.63	\$15.83	CPI
New Brunswick	lower-skilled	\$11.40	\$11.55	CPI
	higher-skilled	\$15.63	\$15.83	CPI
Newfoundland and Labrador	lower-skilled	\$11.24	\$11.39	CPI
	higher-skilled	\$13.14	\$13.31	CPI
Nova Scotia	lower-skilled	\$11.19	\$11.55	Minimum Wage
	higher-skilled	\$13.14	\$13.31	CPI
Ontario	lower-skilled	\$14.00	\$14.18	CPI
	higher-skilled	\$15.30	\$15.50	CPI
Prince Edward Island	lower-skilled	\$11.55	\$12.25	Minimum Wage
	higher-skilled	\$15.63	\$15.83	CPI
Saskatchewan	lower-skilled	\$11.40	\$11.55	CPI
	higher-skilled	\$15.63	\$15.83	CPI