

**Western University - Facilities Management  
2024-25 Labour Charge-Out Rates**

*Avantis Rates*

**July 1, 2024 Rates**

<b>Job Classification*</b>	<b>Regular Time</b>	<b>Over Time</b>
<b>Building Services</b>		
Residence Service Mechanic	\$ 68.77	\$ 103.16
Lead Caretaker	\$ 56.03	\$ 84.05
Caretaker	\$ 52.90	\$ 79.35
<b>Electrical/Controls Shop</b>		
Lead Electrician	\$ 101.58	\$ 152.37
Lead Control Mechanic	\$ 101.58	\$ 152.37
Electrician	\$ 91.70	\$ 137.55
Control Mechanic	\$ 91.70	\$ 137.55
<b>Electromechanical Shop</b>		
Lead Elevator Mechanic	\$ 106.70	\$ 160.05
Lead Motor Mechanic	\$ 101.58	\$ 152.37
Elevator Mechanic	\$ 96.64	\$ 144.96
Motor Mechanic	\$ 91.70	\$ 137.55
Emergency Generator Systems Mechanic	\$ 91.70	\$ 137.55
General Service Mechanic	\$ 77.54	\$ 116.31
Serviceperson Electrical	\$ 65.08	\$ 97.62
<b>ACMF Shop</b>		
Lead HVAC Technician	\$ 107.43	\$ 161.15
Lead Refrigeration Mechanic	\$ 101.58	\$ 152.37
Lead Sheet Metal Mechanic	\$ 100.68	\$ 151.02
HVAC Technician	\$ 97.72	\$ 146.58
Refrigeration Mechanic	\$ 91.70	\$ 137.55
Sheet Metal Mechanic	\$ 90.96	\$ 136.44
Welder I (B)	\$ 86.48	\$ 129.72
Welder II (A)	\$ 90.96	\$ 136.44
Sheet Metal-Service Mechanic	\$ 77.54	\$ 116.31
Refrigeration-Service Mechanic	\$ 77.54	\$ 116.31
Serviceperson Refrigeration	\$ 65.08	\$ 97.62
<b>Plumber/Fitter Shop</b>		
Lead Plumber or Fitter	\$ 101.58	\$ 152.37
Plumber or Fitter	\$ 91.70	\$ 137.55
Plumber Service Mechanic	\$ 77.54	\$ 116.31
<b>Structural Services</b>		
Lead Carpenter/Asbestos	\$ 91.66	\$ 137.49
Roofing Mechanic	\$ 85.22	\$ 127.83
Carpenter	\$ 82.49	\$ 123.74
Carpenter Service Mechanic	\$ 74.72	\$ 112.08
Lead Locksmith	\$ 91.44	\$ 137.16
Locksmith	\$ 82.49	\$ 123.74
Locksmith Service Mechanic	\$ 74.72	\$ 112.08
Lead Painter	\$ 83.91	\$ 125.87
Painter	\$ 75.66	\$ 113.49
Painter Service Mechanic	\$ 67.73	\$ 101.60
<b>Landscape Services</b>		
Lead Operator	\$ 79.95	\$ 119.93
Operator	\$ 71.94	\$ 107.91
Lead Landscape Technician	\$ 84.66	\$ 126.99
Landscape Technician	\$ 76.25	\$ 114.38
Student	\$ 34.63	\$ 51.95
<b>Vehicles Shop</b>		
Lead Vehicle Mechanic	\$ 97.86	\$ 146.79
Vehicle Mechanic	\$ 88.14	\$ 132.21
Vehicle Service Mechanic	\$ 74.72	\$ 112.08
<b>Power Plant</b>		
Engineer II	\$ 117.46	\$ 176.19
Engineer III	\$ 113.60	\$ 170.40
<b>Western Environmental Systems (WES)</b>		
Designer & Operator	\$ 111.61	\$ 167.42

\*Note: job rates for Job Classifications within the CUPE 2361 collective agreement are unchanged since the December 1, 2023 update, pending a new collective agreement.