

Western University - Facilities Management
2025-26 Labour Charge-Out Rates

Avantis Rates

July 1, 2025 Rates

Job Classification*	Regular Time	Over Time
Building Services		
Residence Service Mechanic	\$ 86.14	\$ 129.21
Lead Caretaker	\$ 70.30	\$ 105.45
Caretaker	\$ 63.30	\$ 94.95
Electrical/Controls Shop		
Lead Electrician	\$ 123.06	\$ 184.59
Lead Control Mechanic	\$ 123.06	\$ 184.59
Electrician	\$ 110.52	\$ 165.78
Control Mechanic	\$ 110.52	\$ 165.78
Electromechanical Shop		
Lead Elevator Mechanic	\$ 128.96	\$ 193.44
Lead Motor Mechanic	\$ 123.06	\$ 184.59
Elevator Mechanic	\$ 116.16	\$ 174.24
Motor Mechanic	\$ 110.52	\$ 165.78
Emergency Generator Systems Mechanic	\$ 110.52	\$ 165.78
General Service Mechanic	\$ 94.36	\$ 141.54
Serviceperson Electrical	\$ 80.14	\$ 120.21
ACMF Shop		
Lead HVAC Technician	\$ 129.81	\$ 194.72
Lead Refrigeration Mechanic	\$ 123.06	\$ 184.59
Lead Sheet Metal Mechanic	\$ 122.01	\$ 183.02
HVAC Technician	\$ 117.37	\$ 176.06
Refrigeration Mechanic	\$ 110.52	\$ 165.78
Sheet Metal Mechanic	\$ 109.67	\$ 164.51
Welder I (B)	\$ 104.57	\$ 156.86
Welder II (A)	\$ 109.67	\$ 164.51
Sheet Metal-Service Mechanic	\$ 94.36	\$ 141.54
Refrigeration-Service Mechanic	\$ 94.36	\$ 141.54
Serviceperson Refrigeration	\$ 80.14	\$ 120.21
Plumber/Fitter Shop		
Lead Plumber or Fitter	\$ 123.06	\$ 184.59
Plumber or Fitter	\$ 110.52	\$ 165.78
Plumber Service Mechanic	\$ 94.36	\$ 141.54

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Structural Services		
Lead Carpenter/Asbestos	\$ 111.87	\$ 167.81
Roofing Mechanic	\$ 103.33	\$ 155.00
Carpenter	\$ 100.23	\$ 150.35
Carpenter Service Mechanic	\$ 91.35	\$ 137.03
Lead Locksmith	\$ 111.59	\$ 167.39
Locksmith	\$ 100.23	\$ 150.35
Locksmith Service Mechanic	\$ 91.35	\$ 137.03
Lead Painter	\$ 102.89	\$ 154.34
Painter	\$ 92.43	\$ 138.65
Painter Service Mechanic	\$ 83.37	\$ 125.06
Landscape Services		
Lead Operator	\$ 97.14	\$ 145.71
Operator	\$ 87.18	\$ 130.77
Lead Landscape Technician	\$ 102.48	\$ 153.72
Landscape Technician	\$ 92.04	\$ 138.06
Student	\$ 39.88	\$ 59.82
Vehicles Shop		
Lead Vehicle Mechanic	\$ 119.00	\$ 178.50
Vehicle Mechanic	\$ 106.67	\$ 160.01
Vehicle Service Mechanic	\$ 91.35	\$ 137.03
Power Plant		
Engineer II	\$ 117.16	\$ 175.74
Engineer III	\$ 113.39	\$ 170.09
Western Environmental Systems (WES)		
Designer & Operator	\$ 119.81	\$ 179.72