

Clarke Road Transport



Canada/USA Company Driver Package "Loads of Opportunity!"



Clarke Road Transport is growing its team fleet and we want YOU to join us. We offer the best compensation package in the Maritimes! Call today to see why we are the place to be.

Mileage Rates

Experience:

New Driver
1 year
2 years
3 years +

Rate:

\$0.37/mile
\$0.38/mile
\$0.40/mile
\$0.42/mile

Extras

Detention: \$15.00/hour
Layovers: \$100.00/each
Breakdowns: \$15.00/hour

Incentive plan

\$\$\$ We reward top performers \$\$\$

Meet your mileage goals, drive safely, and achieve good fuel mileage and we'll pay you up to \$0.04/mile extra!

Benefits

Family or single coverage for health, dental, vision, and prescription costs. USA travel coverage is also provided.

Retirement Savings

Company matched RRSP contribution program available after only one year of service!

Settlement

Bi-weekly direct deposit. No hold back.

Equipment

No Slip Seating Policy—Guaranteed!

Late model Freightliner or Volvo tractor, two years old or newer, that you can take home. Fully equipped with fridge, APU, and inverter.

Clarke Road Transport is Breaking the Mold!

Our Drivers and Owner Operators are our greatest asset. When you work with us, you'll feel the difference!
Contact our Recruiting Team today to learn about what we have to offer.

1-866-360-7233



Effective September 5th, 2017

Canada/USA Team Driver Package

Definitions and Policies

Mileage Pay:

All dispatched miles are paid at the driver's base pay rate. Personal use miles, such as travelling home from the terminal, are unpaid. Miles are based on PC Miler program, city center to city center.

Detention:

Paid for time spent waiting at a customer dock after two hours. The first two hours are not paid. Driver must have bill of lading or customer paperwork signed with the time in and out on it to be paid and must send messages to dispatch as per company policy. For the purpose of detention, time spent waiting is based on the appointment time, not when the truck arrived.

Layovers:

Paid for time spent between dispatches equal to or in excess of 24 hours (or at Fleet Manager discretion). Driver must have available driving hours to qualify and cannot refuse a dispatch.

Picks/Drops:

The first pick/drop at a customer or in a yard is not paid. Additional picks/drop on route are paid \$15.00 each.

Breakdowns:

Emergency or roadside breakdowns are paid hourly, after three hours. Scheduled maintenance and shop time and are not considered breakdowns.

Pay Scale:

Company drivers are paid at a starting rate corresponding to their rate of industry experience. Increases that are due under the experience level increase system are done in January of each year, regardless of the drivers start date. The driver's hire date must be prior to November 1st to qualify for the increase in the first year. The maximum base pay rate is capped at \$0.42/mile.

Incentive Plan:

Our Incentive Plan is designed to reward top performers and is based on a quarterly (13 week) period. If the driver reaches at least 30,000 miles they qualify for a mileage bonus. You are then also eligible for a safety bonus and efficient driving bonus. The maximum payable for a newly hired driver is \$0.04/mile, rising with seniority. See Incentive Plan policy handout for details.

Holidays/Vacation:

You are entitled to two weeks of vacation time per year (at 4%), increasing to three weeks (at 6%) after five years. Drivers are paid for 9 holidays per year.

Passengers/Pets:

Passengers ten years of age or older are allowed to accompany a driver in the truck. There must be a seatbelt for everyone so this is not possible while driving as a team. One pet is permitted as long as the unit is kept clean.



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