

An aerial photograph of a large-scale open-pit mine. The image shows extensive earthmoving, with deep tracks from heavy machinery crisscrossing the dark, excavated terrain. In the lower half, a complex conveyor system with multiple chutes and support structures is visible, extending across the site. The overall scene is one of intense industrial activity and large-scale earth excavation.

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CANADIAN MINE  
SALARIES, WAGES  
& BENEFITS

# 2021 SURVEY RESULTS

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An Executive Summary of InfoMine USA, Inc's  
2021 Canadian Mine Compensation Survey Results



# 2021 SURVEY RESULTS

This year, 65 mines in 9 provinces and territories, representing over 25,000 mine employees responded to the InfoMine USA, Inc. Canadian compensation survey. InfoMine USA annually surveys mines throughout the United States, Canada and other parts of the world for information about wages, salaries, benefits, and incentive bonus plans as part of an extensive data collection program to monitor cost areas of significance to the mining industry.

The full report contains the results of our twenty-sixth annual survey of Canadian mining wages, salaries, benefit plans and employment taxes. Included are wages for hourly employees, as well as salaries for technical, managerial, and administrative personnel. This executive summary is intended to provide an overview of the survey results.

The survey was designed to provide current information for estimating labour costs for new projects, and to provide comparative information for establishing wages and benefit plans for new and existing operations. Provincial, territorial and federal employment tax rates are also summarized.

The data is collected by sending questionnaires to personnel managers at active mining operations. The information included in the report was taken from the forms returned to us, from labour contracts provided by some of the mines, and from follow-up telephone calls. This year's data was collected between March and July 2021. All currency is in Canadian dollars unless otherwise noted.

## COVID-19

Canadian mines were, of course, impacted by the pandemic. In 2020, and continuing into 2021, mines and mineral production were considered an essential service. However, many mines were put on care and maintenance due to social pressures and local outbreaks of the virus. Fly-in-fly-out operations were especially hard hit and had to

suspend operations. Indigenous populations were concerned with the spread of the virus by workers who were considered essential and therefore exempt from travel restrictions. Most mines that temporarily closed at the end of March, when the outbreak began, were reopened by late April.

In addition to mine closures, some collective bargaining talks were postponed due to COVID-19. Workers at one company had agreed to a one year extension of the Collective Bargaining Agreement to postpone difficult negotiations during the epidemic. Talks resumed in 2021. Going forward, collective bargaining agreements may include vaccine provisions, mask requirements, or other new safety protocols.

The Public Health Agency of Canada reports that as of August of 2021, 70.7% of the population that is 12 and older is fully vaccinated, while 81.5% has at least one dose.

**The full report titled Canadian Mine Salaries, Wages and Benefits, 2021 Survey Results is available from InfoMine USA, Inc. See [www.costmine.com](http://www.costmine.com) for more information**



## MINE WAGE AND BENEFIT SURVEY

Listed in the full report are actual wage and benefit plan summaries for 25 precious metal mines, 9 base and ferrous metal mines, 15 industrial mineral/aggregate mines, and 16 coal and tar sand mines. All of the mines are identified by size, type of mine, number of employees, and general location only.

The information is presented essentially as provided to us by the mining companies, with minimal analysis or manipulation on our part.

Forty-five mines provided salary information, of which 25 were underground mines and 20 were surface operations.

This report also includes executive compensation for 222 publicly traded Canadian and U.S. mining companies.

### Highlights

Of the 65 mines responding, 57 were union and 8 were non-union. Thirty-eight mines increased wages by an average of 2.2%, ranging from 1.0% to 4.0%, in the 12 months preceding the survey. Twenty-six mines showed no change in wages and no mines in this survey decreased wages.

Forty-one mines reported using some form of

# BENCHMARK HOURLY WAGES

Wages for selected job classifications are listed in the following table for comparison purposes. Other statistical tables comparing wages for union and nonunion mines, eastern versus western mines, remote versus local workforce, and by commodity are presented in the full report. The job categories listed were selected because they

are readily recognized and are common to many mines. Responsibilities included under the same title can vary considerably, and similar jobs can have varying titles from mine to mine. The jobs were categorized on the basis of job title only.

Additional tables are presented in the full report.

**TABLE 1**

**Benchmark Hourly Wages for Selected Job Titles: Surface and Underground Mines (Canadian \$/hour)**

Extracted from *Canadian Mine Salaries, Wages and Benefits, 2021 Survey Results*.

Number of Mines: 65						
Job Title	Min	Max	Average	25th	Median	75th
<b>Surface Mines</b> (13 eastern, 21 western)						
Electrician	26.54	54.89	41.78	35.36	41.53	47.95
Mechanic	26.54	53.93	40.42	35.19	40.40	45.66
Dragline/Shovel Operator	33.57	53.93	43.52	40.49	43.26	47.34
Heavy Equipment Operator	27.26	53.93	39.93	35.51	41.05	43.51
Drill Operator	32.21	48.09	40.56	38.20	41.42	43.13
Production Truck Driver	30.87	49.62	36.70	32.86	35.41	40.40
Labourer	20.20	40.07	30.07	26.46	29.52	33.49

**Underground Mines** (22 eastern, 9 western)

Electrician	26.54	54.89	41.78	35.36	41.53	47.95
Mechanic	26.54	54.89	40.73	34.79	39.92	46.89
Miner	25.79	50.30	36.75	32.44	36.70	40.14
Underground Drill Operator	26.14	48.31	36.02	32.50	36.20	39.24
Underground Equipment Operator	25.79	50.30	37.14	32.31	37.13	40.33
Underground Labourer	21.36	44.14	32.44	29.46	31.67	34.20

**Milling Operations** (All mines)

Mill Equipment Operator	26.54	50.98	38.91	34.67	39.20	42.58
Mill Labourer	20.20	44.14	33.00	29.50	32.06	37.09
Control Room Operator	29.67	53.42	41.75	36.22	43.75	46.47

incentive bonus plan, and 30 had a plan in place for employee retention. Safety, profit, production, and cost savings are the most commonly cited criteria.

Many mines pay cash bonuses for good safety performance. The most common type is a fixed bonus for achieving an accident-free record for a specified period of time. Some mines penalize workers by reducing other bonuses when lost-time accidents occur. The penalties may be imposed on the individual at fault, on a department, or on the entire mine. Other mines pay bonuses based on

improvement over historical averages, or they may tie the bonus to production as a fixed award per ton of ore produced if no lost-time accidents occur. Some mines pay an attendance bonus. In addition to standard benefit items, some companies offer employee assistance programs, group registered assistance, transportation to the mine, paid or subsidized daycare facilities, travel expenses, supplemental retirement plans, accident and life insurance, stock purchase plans, safety equipment, tool allowance, scholarships for dependent children, education and training.



# 2021 CANADIAN MINE SALARY SURVEY

Along with the wage and benefit information reported in the full report, our survey also gathered information about salaries for technical, managerial, and administrative personnel. This year's data was collected between March and July 2021.

Of the 65 metal, industrial mineral and mineral fuel mines responding to this year's wage survey, 45 mines provided salary information, and one mine provided only salary information. Salaries by job title are listed for each of these mines in the full report.

None of the mines is named, but all are identified by type of mine (underground or surface), annual production, and number of employees. Represented here are 25 underground operations and 20 surface mines, ranging in size

from less than 1,000,000 to over 5,000,000 tons ore or product mined annually. The salary survey includes 29 metal mines, 11 industrial mineral mines, and 5 fossil fuel mines.

A statistical summary of some of the salary survey results is presented in table 2. Other job titles in the full report include: mine manager, chief engineer, geologist, mill superintendent, maintenance superintendent, mill foreman, expeditor, chemist, metallurgist, purchasing agent, environmental technician, personnel manager, accountant, secretary and more.

Additional statistical tables comparing salaries at underground and surface mines, eastern versus western Canada, and metal versus industrial mineral and fossil fuel mines, and remote versus local mines are available in the full report.

**TABLE 2**

**Summary of Annual Salaries for Selected Job Titles: All Canada**

(Canadian \$/year) Extracted from Canadian Mine Salaries, Wages and Benefits, 2021 Survey Results.

Number of Mines: 45						
Job Title	Min	Max	Average	25th Percentile	Median	75th Percentile
General Manager	197,500	290,000	235,700	198,700	220,000	279,300
Mine Superintendent	115,000	177,800	158,100	151,600	160,800	175,000
Mine Foreman	77,000	147,700	122,500	110,200	118,500	142,000
Mine Engineer	75,000	133,700	99,700	86,900	95,000	112,600
Environmental Coordinator	68,600	116,300	89,700	77,000	85,800	104,100
Chief/Senior Geologist	68,600	116,300	89,700	77,000	85,800	104,100



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